



All Speakers are confirmed unless otherwise stated

VTEC Global 2014

6th – 8th October, 2014, Lone Star College, Houston, USA

VTEC Global is the only event to unite international technical and vocational education and training providers with oil and gas companies. This years' VTEC Global will focus on developing technical and vocational training partnerships across North and South America. It builds on Getenergy's 10 years of work in growing and fostering a unique community of practice in education & training for the upstream industry. The event includes a unique exhibition of 51 education & training specialists, exposing colleges and polytechnics to a community of leading training providers and opening up networks, partnerships and collaborative pathways with major oil and gas operators and service providers.

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Opening Evening & Exhibitor Set-Up

Monday 6th October, 2014 - Lone Star College

13:00 -17:00	Registration open for EXHIBITORS only and Learning Arena exhibition set-up
16:00 – 16:45	Registration open for DELEGATES
17:00 – 18:00	Learning Arena Opening, Reception, Keynote and Welcome Addresses

	<p>Understanding the need for greater collaboration between industry and community colleges in the development of a highly skilled technical workforce for the upstream industry.</p> <p><i>Steve Head, Chancellor, Lone Star College</i> <i>Bob Harvey, President and Chief Executive Officer, Greater Houston Partnership</i></p>
18:00 – 18:30	<p>Learning Arena Tour & Drinks Reception</p> <p><i>The Getenergy team will lead a tour of the Learning Arena to meet with the Getenergy VTEC 2014 exhibitors and followed by a drinks reception</i></p>
18:30 – 20:00	<p>Texas BBQ - Exhibitor and Speaker Exchange</p> <p><i>All VTEC exhibitors and speakers are invited to join in a networking BBQ reception, with drinks and an ice breaker quiz!</i></p>

Day One Tuesday 7th October 2014, Lone Star College

08:00 – 09:00	<p>Registration for delegates, speakers and Learning Arena Exhibitors arrival</p> <p><i>Coffee and a light breakfast served in the Learning Arena</i></p>	
09:00 – 09:45	<p>Industry debate - Interactive session in the VTEC Learning Arena</p> <p>We begin with a session in the Learning Arena: a discussion by leading IOCs, production and field service companies outlining priority vocational and technical training requirements as well as the major skills/job gaps for technicians and operators and opportunities for training providers.</p> <p><i>Grant Almond, Senior Vice President, Technology and Product Development, National Oilwell Varco</i> <i>Don Price, Career Development Manager, Technical Excellence, Marathon Oil</i> <i>Speaker to be confirmed, Hess</i></p>	
	<p>STREAM A: Training, Competency and Workforce Development Strategies</p>	<p>STREAM B: Country Focus Workshops - Technical and Vocational Training for National Oil and Gas Industries</p>
09:50-10:45	<p>Session 1: Developing a standardized training approach for local entry level technicians</p> <p>Creating a sustainable industry-led network linking the Shale Oil and Gas Industry, with community colleges and training providers to ensure trainees receive uniform training under a standardized, relevant curriculum.</p> <p>ShaleNET’s exclusive model for ensuring local technician roles, such as completion technicians, welders, roustabouts and floorhands has been</p>	<p>Session 2: Technician Skills - Venezuela and Colombia Focus</p> <p>In this session, we explore the key, inter-related markets of Colombia and Venezuela.</p> <p>We look at training facilities and skills required for new and existing heavy oil infrastructure plans for Venezuela’s Orinoco Oil Belt (FPO), the largest in the world. In Colombia we discuss the work done between industry, government and education in order to meet global competency standards.</p>

	<p>developed through collaboration. The training model is being extended significantly throughout the USA to meet upstream workforce requirements and provide clear career pathways for entry level workers. Experiences from the ShaleNET’s Marcellus Shale plays will be discussed with thoughts on how the ShaleNET approaches can be replicated elsewhere.</p> <p><i>David Pistner, Director of Energy Initiatives, Penn State College and Director, ShaleNET</i></p> <p><i>Craig Wentworth, Midstream Manager, Process & Treating, XTO Energy</i></p>	<p>Finally, we look at the issue of brain drain. Significant numbers of Venezuelan and Colombian technicians and operators are employed in the O&G sectors of other major producers in the Americas. How does the mobility of such workers affect the workforce development requirements in Venezuela and Colombia and what can be done to ensure that locally trained specialist technicians remain employed locally?</p> <p><i>María Alejandra Alvarado, Education and Training, PDVSA Petroleos de Venezuela</i></p> <p><i>Urias Romero, Director, Instipetrol</i></p>
<p>10:45 – 11:30</p>	<p>Coffee and tea served in the Learning Arena</p>	
<p>11:30-12:30</p>	<p>Session 3: Aligning vocational education outputs with industry requirements - Exploring examples of collaborative programs between industry and vocational institutions for the development of work ready technicians and operators</p> <p>This session explores opportunities for preparing a skilled and ‘field ready’ workforce through collaboration between vocational training institutions and industry partners. Ensuring the alignment of vocational education with industry requirements can save time and money, reducing the skills gap and on-boarding phase of school and college leavers joining the industry. Themes to explore include:</p> <ul style="list-style-type: none"> - Mapping career pathways aligned with training for technician and operator roles - Industry input and support in the development of relevant curricula - The development of equipment and facilities for hands-on and technical training - Incorporating OJT into curricula to develop advanced skills - The role of apprenticeships, internships and mentoring - Developing global competency standards and consistent workplace methodologies <p><i>Ian Roark, Dean of Career, Technical &</i></p>	<p>Session 4: Developing skilled and competent operators to in the post-Energy Reform Mexico</p> <p>As Mexico begins the reform of its energy sector, opening up to international operators to bid for E&P activities and to develop mid and downstream capacity for the first time, this session addresses how vocational and technical institutions in Mexico can develop oil & gas capabilities for highly capable operators and technicians, educated to internationally recognised standards.</p> <p>As a result of the Energy Reform, PEMEX will transition from a resource holding body into a public producing company; the National Hydrocarbons Commission (CNH) will regulate biddings and award contracts for Mexico’s oil & gas resources to authorise fields to be operated by PEMEX and IOCs. Mexico has vast opportunities for deepwater projects which are yet to be exploited. The Burgos Basin, is Mexico’s most attractive shale play, with Mexico having the fourth largest shale gas reserves globally. The session will look at:</p> <ul style="list-style-type: none"> - The steps being taken by government to meet the expected number of people needed for the industry - Accreditation and standards into training programs - The need for international partnerships - Opportunities for international training providers to support the development of Mexican institutions

	<p><i>Workforce Education, Odessa College</i></p> <p><i>Greg Yoxsimer, Human Resources Business Partner, Chevron</i></p>	<p><i>Senior Representative, Pemex</i></p> <p><i>Guillermo Oliver Gonzalez, Coordinador del Centro de Atencion a Pemex, UTTAB</i></p> <p><i>Carlos Reyes Abreu, General Director, Energy Ministry of State Government of Tabasco</i></p>
12:30 – 13:30	Lunch served in the Learning Arena	
	PLENARY SESSION: Case Studies in Competency Development Models	
13:30 – 14:30	<p>Session 5: Introducing and exploring the competency development models used by Chevron in the development of the “train-and-ready program”</p> <p>This interactive session introduces and explores the approach used by Chevron to develop competency for its process operators. We will look at the framework, OJT and the metrics used to build capability. Our speakers will introduce the key factors that helped in the design and development of programs that achieve impact and explore gaps in competencies and how to fill these using accelerated learning methods. Participants will also hear about how the skills and competencies of trainers and designers were developed.</p> <p><i>Ann Burress, Learning and Development Manager, Chevron</i></p> <p><i>Gail Heidenhain, Owner, Delphin and Board Chair, International Association for Accelerated Learning Practitioners</i></p>	
14:30 – 15:30	Networking and coffee in the Learning Arena Getenergy VTEC Group Photo	
	STREAM A: Training, Competency and Workforce Development Strategies	STREAM B: Country Focus Workshops - Technical and Vocational Training for National Oil and Gas Industries
15:30 – 16:30	<p>Session 6: Widening access to industry jobs and diversifying the workforce</p> <p>1.3 million job opportunities will be created by America’s oil and gas industry by 2030 according to the American Petroleum Institute (API). To prepare for the expansion of the industry, a significant diversification of the workforce and increased access to industry jobs is required. In this session we explore what more needs to be achieved to make technician and operator roles more attractive to different community groups in order to diversify the workforce and the social and cultural challenges this creates. Themes to be explored include:</p>	<p>Session 7: Country focus - Argentina</p> <p>In Argentina, shale gas exploration and production is rising rapidly. With the second largest shale reserves globally (according to U.S. Energy Information Administration) there is a huge need to build the technical workforce.</p> <p>In this session, we explore whether there is a challenge provided by the competition for workers heading to the USA, and how to encourage internal migration of the workforce. The Argentine government is implementing policies to encourage international investment, improve working conditions and support vocational training policies to support the training of huge numbers of workers over the coming decade. We explore how</p>

	<ul style="list-style-type: none"> - Drawing women and minority groups into technician and operator roles - Attracting and re-skilling ex-military personnel, ex-auto industry, and other out-of-sector workers - Improving and supporting inter-state and inter-country mobility - Changing public perception of both the industry and community education - The creation of development pathways: from school through to employee <p><i>David Esquibel, WDI Workforce Specialist, Shell</i></p> <p><i>Michael Trevino, Consultant, API</i></p>	<p>the local supply chain in Argentina is being supported by YPF and its international oil company partners, to develop technician and operator talent for large-scale shale plays, such as the Vaca Muerta, in-line with the government’s ambitions.</p> <p><i>Senior Representative, YPF</i></p> <p><i>Senior Representative, UTN</i></p>
17:00	Close of Day 1	
19:30	VTEC Formal Dinner <i>Participants invited to the social dinner, please confirm by September 26th</i>	

Day Two Wednesday 8th October, 2014

08:30 – 09:30	Breakfast for delegates, speakers and Learning Arena Exhibitors <i>Coffee and pastries served in the Learning Arena</i>	
09:15 - 09:45	Learning Arena Morning Plenary <i>Femi Ajayi, Executive Secretary, Petroleum Technology Development Fund (PTDF)</i>	
	STREAM C: Addressing Key Technical Skills Gaps	STREAM D: Critical Skills Development in Offshore Training
09:45 – 11:00	Session 8: Integrating Educational Collaborations with Bespoke Internal Training Programs – A Trinidad & Tobago Case Study <p>In Trinidad & Tobago, the oil and gas industry accounts for nearly half of the country’s GDP. Despite the size of the energy sector relative to the rest of the economy, the development of the oil and gas workforce has, up until recently, been somewhat fragmented.</p>	Session 9: Offshore training – raising the bar in offshore training for drilling contractors and developing a safety culture <p>A major priority of operators post-Macondo is the need for competence and skills assurance in offshore technician and operator roles that are safety conscious and have the ability to recognise, react to and resolve problems when they occur. This requires constant reviewing of training, operating procedures, and protocols to avoid</p>

	<p>The National Oil Company, Petrotrin, has developed a bespoke training and development program for its technical workforce, run out of the Petrotrin Learning Centre. At the same time, the major universities in the country, such as UTT, have developed, in conjunction with industry, a number of very strong technical and vocational courses aimed at producing field-ready workers.</p> <p>In this session, we explore this bifurcated approach to O&G worker development, debating the positive and negatives of each, whilst considering how the two can exist side-by-side, feeding one another to great mutual benefit and the overall development of the local pool of O&G technician talent.</p> <p><i>Michelle Lutchmansingh, Senior Human Resources Analyst, Petrotrin</i></p> <p><i>Fazil Ali, Provost, University of Trinidad & Tobago</i></p>	<p>human error through extensive hands on experience, training in emergency response, and using safe work practices while working on the rig.</p> <p>We explore the role of advanced simulation in creating a realistic but safe environment to train offshore personnel on rig operations including well control, power management, pipeline, sub-sea operations and major emergency management to mitigate disasters. We also analyse the development of competencies for new entry level trainees as well as long term employees to ensure they are trained in up-to-date, rig-based safety skills. We explore the importance of shift-based study to prepare workers for life offshore, and installing a safety culture that encourages the reporting of incidents and breaking hierarchical culture in the field.</p> <p>We discuss lessons from PETRONAS' INSTEP project which prepares candidates for real-life situations in HSE.</p> <p><i>Homer Stewart, Training Supervisor, Senior Lead Developer, Subsea Solutions</i></p> <p>IADC (TBC)</p> <p>Petronas (Speaker name TBC)</p>
<p>11:00 - 11:45</p>	<p>Coffee and tea served in the Learning Arena</p>	
<p>11:45 - 13:00</p>	<p>Session 10: Strategic Educational Partnerships to Develop Major Downstream Projects</p> <p>Sasol plans to invest around \$21bn in two new petrochemical plants in Louisiana between now and 2021. The resulting workforce needs for the local area are obviously very significant. Refineries especially require large numbers of very specialist process technicians and operators. The challenge is to create graduate students that are 'immediately hireable' for these roles.</p> <p>To meet this demand, Sasol has developed a strong partnership with Sowela Technical Community College in South-West Louisiana. The company has made and coordinated significant investment in Sowela's workforce development program: both in terms of finance and equipment but also, crucially, the development of the relevant curricula.</p>	<p>Session 11: ROWAN DRILLING, HCC, CASE STUDY SESSION – Details Added Shortly.</p>

	<p>In this case study, we outline the particular concerns of downstream workforce development and the different challenges presented in growing such a work-ready talent pool. We then analyse how these challenges have been tackled head on in Louisiana via strong collaboration between industry, education and local government.</p> <p><i>Mike Kane, Vice President of Technology, Sasol</i></p> <p><i>Joseph H. Fleishman, Vice Chancellor of Workforce Development, Sowela Technical Community College</i></p> <p><i>Paul J. Helton, Assistant Director, LED FastStart, Louisiana Economic Development</i></p>	
<p>13:00 – 14:00</p>	<p>Lunch will be served in the Learning Arena</p>	
	<p>Closing Plenary Session: Increasing Effectiveness and Efficiency in Workplace Training for Upstream Industries</p>	
<p>14:00 – 15:15</p>	<p>Session 12: Improving the Effectiveness of On-Site Training for Upstream Technicians and Operators</p> <p>Continuous training supported by rigorous competency assessments form a critical component of developing a workplace that functions efficiently and safely. As exploration and development move further into more remote onshore and offshore locations, the challenges in providing functional and effective training and assessment to an existing workforce, grow even more demanding.</p> <p>No matter where the site or rig, a key driving force remains the desire to not take workers away from their core, productive role for any longer than is necessary. Through trial, error, and a great deal of research and hard work, the industry is gradually developing a broad toolkit of methods for upstream, on-site professional development, that can be combined and tailored to the demands of specific situations.</p> <p>This session introduces us to the different tools within that toolkit and analyses their efficiency and effectiveness in different contexts. We look at performance support methodologies that go beyond basic checklists. Furthermore, we discuss how to manage a blended approach to upstream learning and development: from e-courses and distance learning through to virtual environment training and instruction.</p> <p><i>Mark Prasatik, Director, Technology, Upstream Talent and Learning, BP</i></p> <p><i>Marc de Buyl, Vice President, 3D Visualization Solutions, Siemens COMOS</i></p> <p><i>Bob Clarke, President and Chief Operating Officer, PanGlobal Training Systems</i></p>	
<p>15:15 – 16:00</p>	<p>Coffee and tea served in the Learning Arena</p>	
<p>16:00</p>	<p>Getenergy VTEC Closes</p>	

