

Report on the Training Cooperation Program

—Saudi Arabia & Qatar—

From February 25 to March 10, 2014, JCCP Lecturer Fumihiro Tone visited Saudi Arabia and Qatar as part of a scheme to extend JCCP's cooperation in strengthening relations for development of human resources in major oil-producing countries, following his last visit in November 2013. In Saudi Arabia, meetings were arranged with key persons in various relevant departments in Saudi Aramco, the principal oil company in Saudi Arabia, to explain and exchange views regarding JCCP regular courses to be offered in fiscal 2014, obtain their views about JCCP's assistance within Saudi Aramco's education program, and explain some of the details being planned as part of the preliminary preparation for the JCCP alumni meeting scheduled to be held in fiscal 2014 in Saudi Arabia. In Qatar, a meeting was held to discuss the schedule for implementing a training program at Qatar Petroleum.

1. Saudi Arabia

(1) Riyadh Refinery

In a meeting with Mr. Abdulrahman Al Subaie, Manager; Mr. Abdulaziz M. Al-Shugair, Maintenance Superintendent; and Mr. Raad E. Al-Ali, Planning Superintendent, a discussion was held regarding the method and dates for implementation of a maintenance-related seminar at the Riyadh Refinery. To clarify the effectiveness of a planned implementation of regular maintenance, the refinery members requested the



Mr. Abdulrahman Al Subaie, Manager, Riyadh Refinery
(second from left)

seminar to be designed to identify onsite problems and problem areas based on comparisons between the scope of regular maintenance at the Riyadh Refinery and in Japan so that future improvements could be made. They expressed a particular desire to address the critical path. Through the meeting and subsequent email correspondence, the two sides agreed to initially send a Japanese expert during the regular maintenance period at the Riyadh Refinery (April 30 – May 1, 2014) to identify onsite issues, and thereafter organize a five-day seminar from June 1 to provide comparisons between the scope of regular maintenance at the Riyadh Refinery and in Japan and examine improvement measures from the issues that have been identified.

(2) Professional Engineering Development Division (PEDD)

A review of the evaluations of CPO-22-13 (implemented Feb. 9 – 13) was held with Mr. Rashid Kaleel Rahman, Supervisor, Program Development, who acted as JCCP's counterpart for the seminar. The PEDD members who participated in the seminar gave extremely high marks to the seminar itself as well as the textbook, and higher-than-average marks to the presentation skills of the lecturers. Mr. Rahman further noted there is a good chance for a seminar to be implemented again next fiscal year. As PEDD held a committee meeting this past June to discuss next fiscal year's programs, he said a similar seminar as this recent CPO will probably be registered for implementation next fiscal year.

(3) Professional Development Department (PDD)

A meeting was held with the new director of PDD, Mr. Abdullah Z. Al-Otaibi, for discussions aimed at maintaining friendly relations between PDD and JCCP. PDD plays a large role in the human resource development of all Saudi Aramco employees who are university graduates or higher, and is thus in charge of receiving and approving/rejecting applications for training programs inside and outside the country, keeping records of results, etc. with regard to all PDD employees who are university graduates or higher. The training of high school-graduate employees is



Mr. Abdullah Z. Al-Otaibi, Director, PDD (right)

undertaken by the Industrial Training Department (ITD), which also sends participants to JCCP regular courses. Mr. Al-Otaibi expressed his wish to further solidify the ties of cooperation that have so far been established between PDD and JCCP, and said he will continue to send participants to JCCP programs. In particular, Mr. Al-Otaibi noted that he feels JCCP regular courses are effective in promoting information exchanges and creating cooperative ties among the participants, as they bring together participants from multiple countries.

(4) HR Development Division, Refining & NGL Fractionation

Refining & NGL Fractionation established the HR Development Division within the department this fiscal year, to cover the overall development and training of human resources in the department. JCCP's Tone thus met with Mr. Rafat M. Sagah, who was appointed Superintendent of the new division. Mr. Sagah explained that as he has been placed in charge of training units at



Mr. Rafat M. Sagah, Superintendent, HR Development Division, Refining & NGL Fractionation (center)

refineries and other facilities owing to the establishment of the new organization, he will designate Mr. Rayyn S. Tayeb, Supervisor (A), Manpower Development Unit, to be JCCP's counterpart.

According to Mr. Sagah, exposure to Japanese culture and customs through training at JCCP has provided a significant experience and has brought many changes to all employees who have attended a JCCP regular course. As a new training framework has been established, he said that an application has been filed for the implementation of a CPO on Japanese-style HRM and HRD intended for the staff of Refining & NGL Fractionation's HR and Training Units, and that he will also be among the participants of the seminar.

2. Qatar

Corporate Training Department, Qatar Petroleum

A meeting was held with Dr. Abderrazak Bella Baci, Head, Program Development & Evaluation, to discuss a proposal for a customized program in response to a request from Qatar Petroleum for a training program on issues regarding earthquake responses in refineries. In regard to the FY2014 course schedule, Dr. Baci expressed an interest in the new course on strategic management, but noted the long course duration and said five days or so would be more realistic for QP employees to attend.

3. Summary

The recent visits to three departments at Saudi Aramco and the Corporate Training Dept. at Qatar Petroleum identified strong expectations of JCCP training activities and desires for continued cooperation. There seems to



Dr. Abderrazak Bella Baci, Head, Program Development & Evaluation, QP (right)

be a strong underlying trend coming from the Middle East countries' experience in interacting with various Asian countries through business, to rediscover Japan in recognition of its consistent manufacturing quality and

human nature backed by culture. Given this situation, we will strengthen our commitment to continue making steady efforts to keep in frequent contact and cooperate with JCCP counterpart departments in each country.

<by Fumihito Tone, Training Dept.>