

Report on the Training Cooperation Program

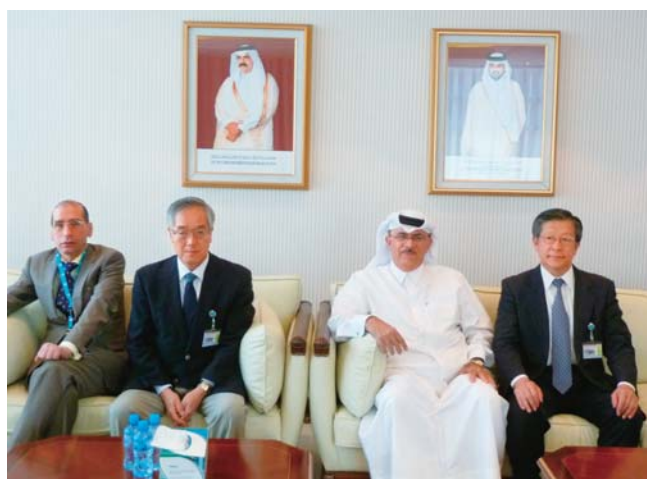
—Qatar & UAE—

To contribute to human resource development in oil-producing countries, Koichi Io, Operations Department, and Fumihito Tone, Training Department, visited Qatar and UAE from May 3 to 8, 2014. Specifically, they aimed to provide advice concerning measures for improvement of the operation of training frameworks and training content, strengthen relations with key persons in the HRM/HRD departments at Qatar Petroleum and Tasweeq in Qatar and ADNOC and TAKREER in UAE, and identify needs in each company.

1. Qatar

1.1 Qatar Petroleum, Corporate Training Department

JCCP's previous counterpart at Qatar Petroleum was



*At Tasweeq:
Mr. Abudulla Al Abdulmalek, Executive Director-
Administration Directorate (second from right), and
Dr. Majid Ibrahim, Head of Learning and Development
(far left)*

replaced by a new member in October 2013, so this was the first chance for JCCP members to meet with the present counterpart, Ms. Fatima Mohamed Al-Ali, Assistant Manager, Vocational Training, A/Assistant Manager, Professional Learning. Ms. Al-Ali said that as JCCP regular courses harbor no problems whatsoever, and are highly rated by all participants, she intends to continue sending QP employees to participate in JCCP regular courses. The JCCP members, in turn, explained that should Qatar Petroleum have any request for a special course, JCCP would be happy to consider its implementation as a customized program.

1.2 Tasweeq Head Office

A meeting was held with Mr. Abudulla Al Abdulmalek, Executive Director – Administration Directorate, and Dr. Majid Ibrahim, Head of Learning and Development, to confirm the final content of an “information exchange program for young generation,” which has been explored in detail since last fiscal year. As no problems were confirmed in the program content, preparations were begun for implementation of the program from December 2 to 12, 2014 as the first choice for receiving young employees from Tasweeq. Meanwhile, a suggestion was made to set the dates from January 25 to 29, 2015 for sending young employees from Japan to stay in Qatar. Both sides agreed to finalize the details by mid-July.

2. UAE

2.1 HR, TAKREER Head Office

A meeting was held with Mr. Ahmed Herzallah, Head, Career Development Section, and others in the



*At TAKREER:
Mr. Ahmed Herzallah, Head, Career Development Section
(second from right)*



*At ADNOC:
Mr. Mohamood Al Mulla, Head, Coordination Department,
Marketing Research & Business Support Division (far left)*

section to discuss customized programs (CPO) that JCCP has been implementing annually. A CPO on maintenance activities had been scheduled for 2014, but when JCCP proposed the seminar in January, Takreer's annual schedule for training had already been planned, and the CPO could not be accommodated in the 2014 schedule. Thus, in a discussion held once again, a CPO on corrosion, maintenance and inspection of static equipment was agreed to be implemented in 2015. Additionally, a general description was given of a TPM course in response to a request for a CPO featuring classroom lectures intended for refinery operators. Both sides agreed to respectively consider the above seminar content and discuss details at a later date.

2.2 ADNOC

A meeting was held with Ms. Salama Al Mansoori, Training Specialist and JCCP's counterpart in the HRM department, and Mr. Mohamood Al Mulla, Head, Coordination Department, Marketing Research & Business Support Division, to provide a background

explanation to JCCP's emergency assistance program for UAE and an overview of expenses accompanying its implementation. Both ADNOC officers expressed their appreciation for the scheme, although they said they have no specific requests at the moment. It is thus necessary to consider ways to present and promote training proposals for receiving participants to Japan in the form of a CPJ seminar.

3. Summary

The implementation of human resource development programs such as the emergency assistance program for ADNOC is expected to be concentrated during the period from January to March 2015. At present, a customized program related to the environment is being arranged, and will be strongly promoted hereafter.

With respect to cooperation with the human affairs department in state-run oil companies in each country, the necessity of holding regular interviews was strongly felt, to ensure adequate responses.

<by Fumihiro Tone, Training Dept.>