TRAINING AND PROFESSIONAL DEVELOPMENT

Capability and Competency Support for the Energy Industry
RPS HELPS CLIENTS DEVELOP NATURAL ENERGY RESOURCES ACROSS THE COMPLETE ASSET LIFE CYCLE, COMBINING OUR TECHNICAL AND COMMERCIAL SKILLS WITH AN IN-DEPTH KNOWLEDGE OF ENVIRONMENTAL, HEALTH AND SAFETY ISSUES.

The expertise within RPS is applied world-wide to a broad range of projects across a number of industry sectors. In each of these areas, we provide clients with independent and flexible support to help them achieve their technical and commercial goals.

RPS has major regional offices in North America, Europe, Russia, Middle East, Australia and SE Asia, as well as local offices and agencies in many other areas. Oil and gas projects remain a central part of our work, but we also advise wind farm operators and are increasingly involved in other forms of renewable energy.

Transferring skills across these sectors is a core capability for RPS.

Our clients include governments, NOCs, IOCs, independents and financial institutions, as well as companies in the broader energy industry and other infrastructure and asset owners.

Increasingly, we work on projects where the issues surrounding the safe development of energy resources and the preservation of the environment converge. RPS brings a unique combination of such skills to all our projects.
CORE ENERGY SERVICES

Strategic & Advisory

- Competent Persons Reporting
- Gas Consultancy
- Portfolio Valuation and Optimisation
- Reserves Reporting
- Transaction Support and Due Diligence
- Unitisation, Redetermination and Expert Witness

Sub-Surface Technical Studies

- Biostratigraphy and Sedimentology
- Geomodelling
- Prospect Generation
- Reservoir Engineering
- Production and Well Engineering
- Unconventional Oil and Gas

Operational Support & HSE

- Geohazards
- HSE and Risk Management
- Seismic Operations and Processing
- Site Investigation
- Project Management
- Wellsite Geology

Training and Development

- Organisational Capability Advisory
- Individual Competency Analysis
- Mentoring and Skills Transfer
- Nautilus Training Alliance
- Tailored Training
- Professional Skills Development
TRAINING AND PROFESSIONAL DEVELOPMENT

WORLD-CLASS TECHNICAL AND PROFESSIONAL SKILLS DEVELOPMENT FOR THE ENERGY INDUSTRY

As part of the world’s leading independent Oil and Gas consultancy, RPS is able to offer clients a unique portfolio of services from bespoke consultancy through to an industry-leading selection of training courses. A flexible approach to learning and development goals allows us to address our clients’ needs across the full industry life cycle.

We provide a range of services to the energy industry which help our clients to develop organisational capability and individual competency. Active industry experts work with clients in mentoring and skills transfer roles to address key technical challenges and business needs. Our professional training programmes are independently accredited, quality assured and led by industry experts. The training is delivered through scheduled courses and tailored training solutions that can be provided at locations and times to meet specific requirements.
Local Workforce Development
Reliable Local Supply Chain
Education and Training

LOCALISATION

Strategic & Advisory Services
Technical Studies
Operational Support & HSE

ORGANISATIONAL CAPACITY BUILDING

Structuring of Organisations
Behavioural Change
Key Performance Indicators

ORGANISATIONAL CAPABILITY ADVISORY

Organisational capability
Development & Capacity building

Mentoring, Skills transfer & Competency development

MENTORING AND SKILLS TRANSFER

Experienced Industry Experts
Client Technical Challenges & Business Needs

INDIVIDUAL COMPETENCY ANALYSIS

Competency & Training Needs Assessment

Technical & Professional Skills Training

INDIVIDUAL SKILLS DEVELOPMENT

mentoring and skills transfer to meet

TECHNICAL CHALLENGES AND BUSINESS NEEDS

long term investment to develop and support a

SUSTAINABLE SKILLED LOCAL WORKFORCE

flexible solutions for organisational and individual development for

MINISTRIES, NATIONAL AND INTERNATIONAL ENERGY COMPANIES

delivered at the highest standards by

INDUSTRY EXPERTS AND SUBJECT AREA SPECIALISTS
ORGANISATIONAL CAPABILITY ADVISORY

ADVISORY AND TECHNICAL CONSULTANCY FOR ORGANISATIONAL CAPABILITY DEVELOPMENT

Our broad range of expertise helps companies assess current skills and knowledge and identify where there is a requirement for additional support. The experience and expertise of our consultants can help companies to access, deploy and apply the competencies of their workforce by ensuring that the training programmes are focussed on business requirements. We provide support to management systems and identify areas where behavioural change can benefit an organisation.

Case Study

A gap analysis evaluation was undertaken of the current capabilities of a NOC to support development of their long-term exploration and production business plan.

Principal outcomes were:

- New organisational plan proposed to best address the challenge of implementing the long-term company vision
- Proposal to establish and implement a project management development process where projects progress through defined stage gate decision points
- To develop a strategy for further defining the optimum approach to maximise value from new ventures, leveraging international best practice and expertise

INDIVIDUAL COMPETENCY ANALYSIS

WORKFORCE COMPETENCY PROFILING AND SKILLS GAP ANALYSIS

In consultation with our clients, we can undertake in-house analysis of the skills and knowledge of sectors of a client’s workforce. Then benchmark against industry-standard job descriptions and skills matrices. The outcomes of competency analyses can be used to determine the scope of the training solutions to be provided.

Case Study

A team of locally-recruited geoscientists within an IOC were assessed to determine:

- Technical abilities – self-assessment and short tests on specific subject areas to identify any gaps in skills and knowledge of individuals and the team as a whole
- Aptitude assessment – speciality tools used to determine suitability of personnel for different roles within the team
- Recommendations for further technical and professional skills development training
MENTORING AND SKILLS TRANSFER

PROFESSIONAL DEVELOPMENT FRAMED BY CLIENT TECHNICAL CHALLENGES AND BUSINESS NEEDS

RPS will work with clients to place experienced industry experts to provide workplace-focused, interdisciplinary mentoring and skills transfer support to optimise individual & team performance. We take a flexible approach and can offer consultants with varied technical backgrounds to address a wide range of technical challenges across the exploration and production business chain. This approach provides real-world solutions that deliver measurable & immediate business value.

Case Study

A 3-month project by an RPS Associate working with a NOC to:

- Deliver a multidisciplinary technical work program focused on seismic sequence stratigraphic interpretation to identify potential stratigraphic traps, as well as evaluating, risking and ranking exploration leads and prospects
- Providing practical, multidisciplinary, on-the job team training, focused on developing best work practices and behaviours for integrated multidisciplinary team development
- Evaluating local team members performance during the project, identifying strengths and development needs
- Identifying general areas for improvement and recommendations
NAUTILUS TRAINING ALLIANCE (NTA)

PROGRAMME OF INDUSTRY-LEADING TRAINING COURSES FOR SUBSURFACE PROFESSIONALS DELIVERED BY EXPERT TUTORS

A wide range of professional training courses are scheduled in topics across the energy industry. Subject matters include all aspects of petroleum geosciences, plus reservoir and production engineering, all within a competency framework.

They range from one-day workshops to one week courses delivered in centres across North America, Europe, Australia and the Asia-Pacific region.

History

• The Training Alliance of oil and gas companies has worked with Nautilus since 1998 to create a programme of training courses in the Geosciences and Reservoir Engineering designed to meet staff development needs. In the 18 years, up to 5,000 industry professionals have received training each year, with up to 35% of the classes being field-based.

Quality Assurance

• A comprehensive quality assurance and feedback process involving all class participants and technical staff at Nautilus, supported by periodic external review, ensures that high quality standards are maintained.
• Courses are framed within a competency matrix of subject areas and skills levels: learning outcomes for each course are defined to ensure participants meet training objectives.

Expertise

• Nautilus has built up a portfolio of over 400 courses delivered by tutors who are subject matter experts as professional practitioners with many years of experience or academics with cutting-edge knowledge of the subject areas.
competency based training for subsurface professionals in
CLASSROOMS, WORKSHOPS AND THE FIELD

learning outcomes define the skill level of courses ranging from
INTRODUCTORY THROUGH CORE TRAINING TO SPECIALIST

subject area specialists with academic backgrounds provide
CUTTING-EDGE INSIGHTS AND KNOWLEDGE

industry experts draw on their extensive experience to help
INDIVIDUALS DEVELOP PRACTICAL SKILLS

seminars and learning materials delivered by industry experts as
CASES STUDIES WITH GROUP AND INDIVIDUAL EXERCISES
TAILORED TRAINING

FLEXIBLE TRAINING SOLUTIONS PROVIDED BY LEADING TECHNICAL SPECIALISTS

We can design and deliver packages of courses tailored to meet the objectives set by a training plan compiled by the client, or developed in consultation with RPS. This training may consist of multi-class programmes covering a range of disciplines or may address specific requirements with targeted courses.

Case Study

Managing Multidisciplinary Subsurface Teams

Overview: This course addressed the specific needs of the client IOC’s subsurface managers. Our objective was to create a course that would teach existing, new or emerging subsurface managers to be immediately more effective in their role.

Purpose: To provide a skills based course, enabling current subsurface managers and team leaders to have a consistent approach in their role, enabling them to be more productive and in particular to ensure the technical work of their teams meets business needs.

Outcome: The majority of the clients subsurface managers/team leads attended the course. The course was well received and the feedback proved that the course was valuable. Tools, tips and ideas from the tutors and the participants ensured a lively interactive workshop enabling all to leave with ideas on how to do their role in a more productive way.

“I wish I’d done this training 4 years ago!” | Chief Development Geoscientist, 19 years experience

“Great to get real advice and guidance from people for whom I have now got huge respect and who have done the job over many years. Excellent course - pragmatic and honest!” | Exploration Manager, 27 years experience

“There were a lot of topics and themes that I was familiar with, but there is huge value in providing some space for the group of subsurface leaders to talk through issues” | Exploration Manager, 16 years experience

PROFESSIONAL SKILLS DEVELOPMENT

PROJECT MANAGEMENT | LEADERSHIP | COMMUNICATION & PRESENTATION SKILLS COACHING AND TEAM PERFORMANCE | BUSINESS COMMERCIAL & FINANCIAL SKILLS

RPS works with clients to understand short and long term business objectives and assess the ‘gaps’ that will require an intervention in order to achieve goals. Coaching support can be provided on a 1:1 basis of tailored sessions with key members of staff who require support in driving initiatives through to conclusion. Alternatively, classes are available to utilise as a shared training resource or as tailored courses developed with individual clients to achieve their specific company objectives.

Creative Problem Solving for Technical Professionals

“Excellent. A lot more packed into 2 days than I imagined... It’s the creative thinking discussed on this course which can drive organisations forward” | Senior Geoscientist, 10 years experience
FIELD COURSES
LEADING PROVIDER OF FIELD-BASED TRAINING FOR THE OIL AND GAS INDUSTRY

Uniquely among training providers, we offer a substantial number of field-based training courses that combine visiting outcrops with classroom-based study to provide a unique learning environment. This allows participants to benefit not only from the knowledge of the course tutors but from interaction with their peers from other companies. We deliver field-based training courses in locations across North America, Canada, Europe, South Africa, Borneo and Australia.

• Unrivalled portfolio in geosciences and reservoir engineering of field-based training
• Delivered at the highest standards by industry experts and subject area specialists
• Scheduled globally to industry standards of health and safety & logistical expertise
• Tailored field courses provide an environment for discussion within technical teams and with operating partners