

Designing And Implementing A Strategy To Recruit Engineers In West African Countries And Increase Local Content.

Case Study: Meeting local content required innovative and collaborative solutions due to limitations in supply.

In Brief

Situation

Industry faces supply shortage. Capabilities of supply in some parts is an issue.

A big “crew change” is on the way, a fact exacerbating the need for a sustained flow of talent .

Challenges

How can a company meets local content requirements for its field operations personnel?

Actions

We designed a 3-fold strategy to address short, medium and long term recruiting needs and generate in a sustainable flow of talent.

Results

Immediate needs were almost fully met thanks to the combination of the short and medium term strategies.

The Client

A West African country implemented local content requirements control for contracts in its Oil & Gas E&P industry.

A service company with operations in West Africa set aggressive recruiting objectives to meet local content requirements regarding its field operations personnel.

Challenges

There was an imbalance between the limited supply of fresh graduates and a booming market driven by increasing exploration, development and production activities.

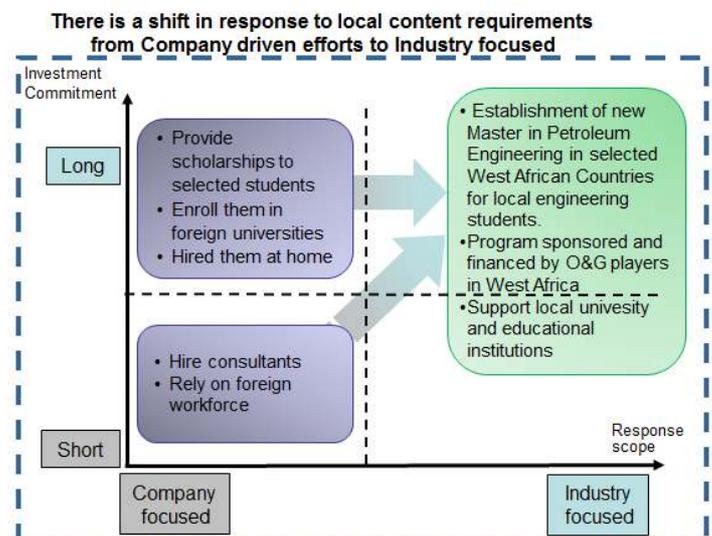
This imbalance affected the supply of graduates from both technical schools and university, particularly in scientific fields needed in the E&P industry.

Additionally, requirements for high competency levels for field personnel made recruiting all the more difficult from the available pool of candidates.

Our approach

We designed a 3-fold strategy to address short, medium and long term recruiting needs.

Also, the strategy aimed at a generating a sustainable solution.



The short term strategy was intended to meet immediate operational needs and was based on identifying those nationals graduating from or still studying in universities around the world.

Also, we participated in the launch of an 18-month program with local industry players with the objective of converting local graduates into G&G fields in demand. This program was carried out with the help of a renowned educational institution specialised in the Oil & Gas industry.

In addition to those efforts we organised additional academic training for selected fresh graduates from local universities to improve their prospects of meeting industry requirements.

The mid term strategy consisted in identifying technical schools in the region, selecting best students and sponsoring them for under-graduate studies in established universities in West Africa.

Those selected students benefited from field summer training throughout their studies.

The long-term strategy consisted of increasing collaboration with local universities and supporting their efforts of producing top level graduates. This collaboration was centred on providing teaching support for specific fields, offering training for students.

Results

Immediate needs were almost met in full thanks to the combination of short and medium term strategies.

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