

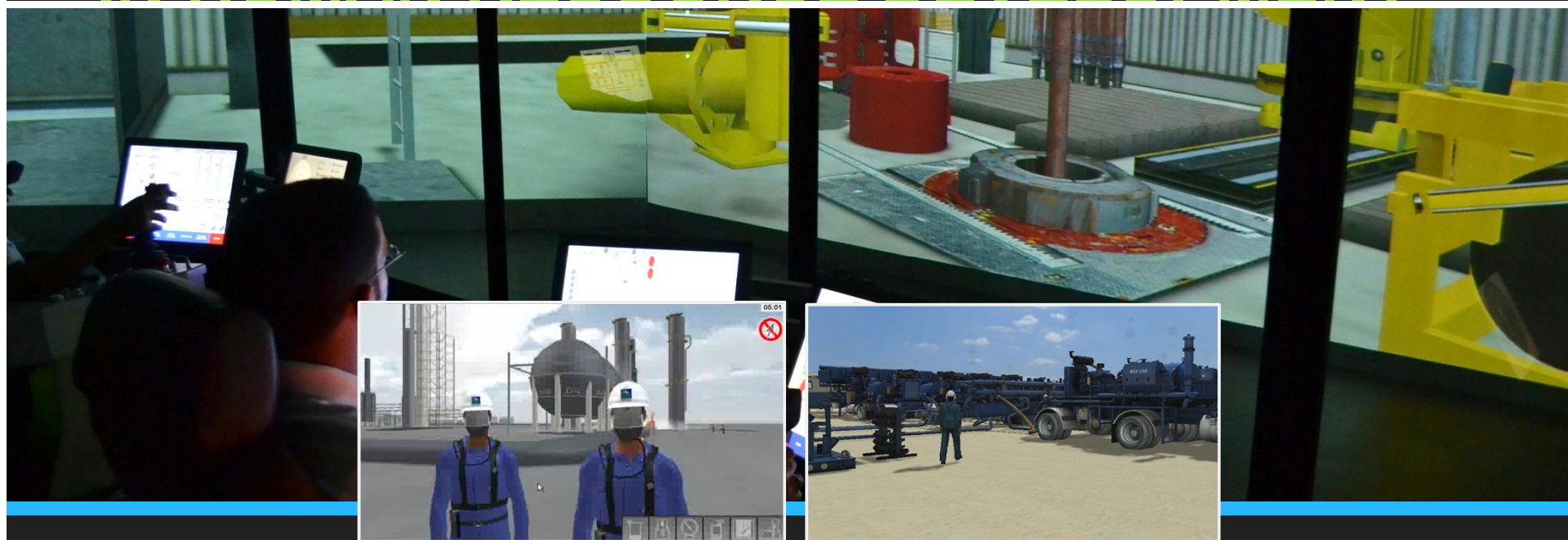


أرامكو السعودية
Saudi Aramco

Saudi Aramco

TECHNOLOGY

IN HUMAN RESOURCE DEVELOPMENT



**Jamil Dandany, Director
Educational Partnerships Department**

Tokyo, January 30, 2013

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OUTLINE

- **Corporate Background**
- **Workforce Development**
- **Value of Technology in Training**
- **Planning for Technology Deployment**
- **Summary**

CORPORATE BACKGROUND



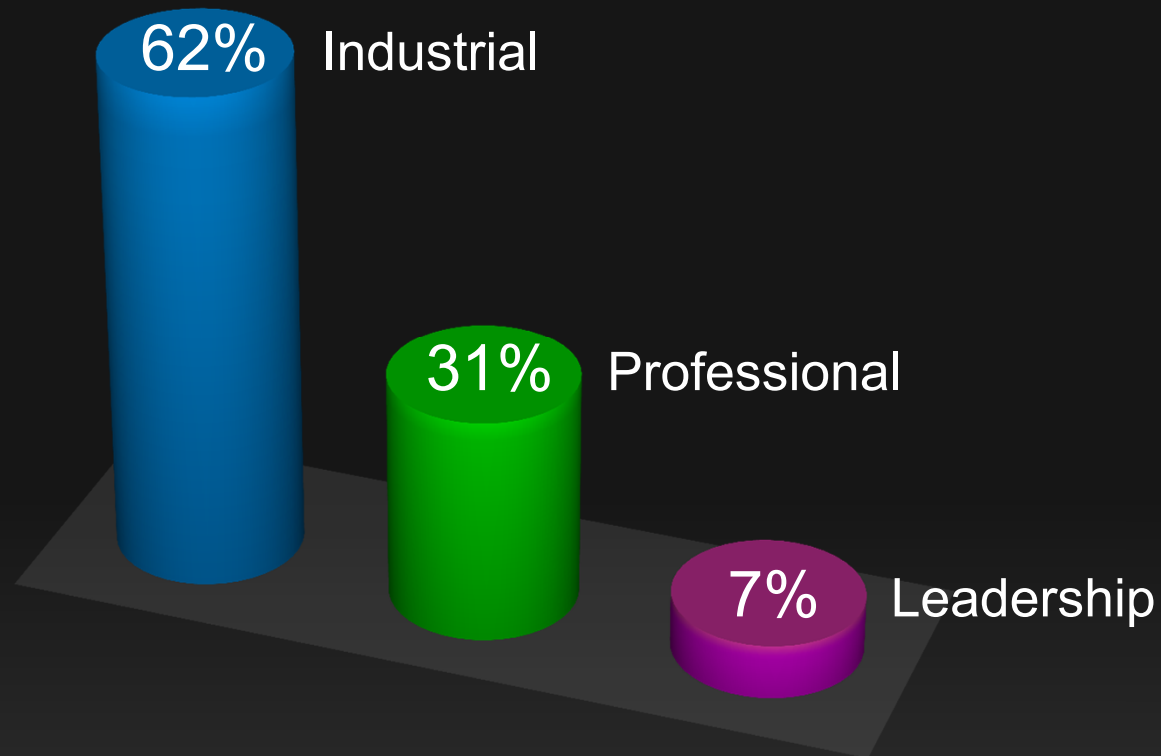
A fully integrated, global petroleum and chemicals enterprise.

CORPORATE BACKGROUND



WORKFORCE DEVELOPMENT

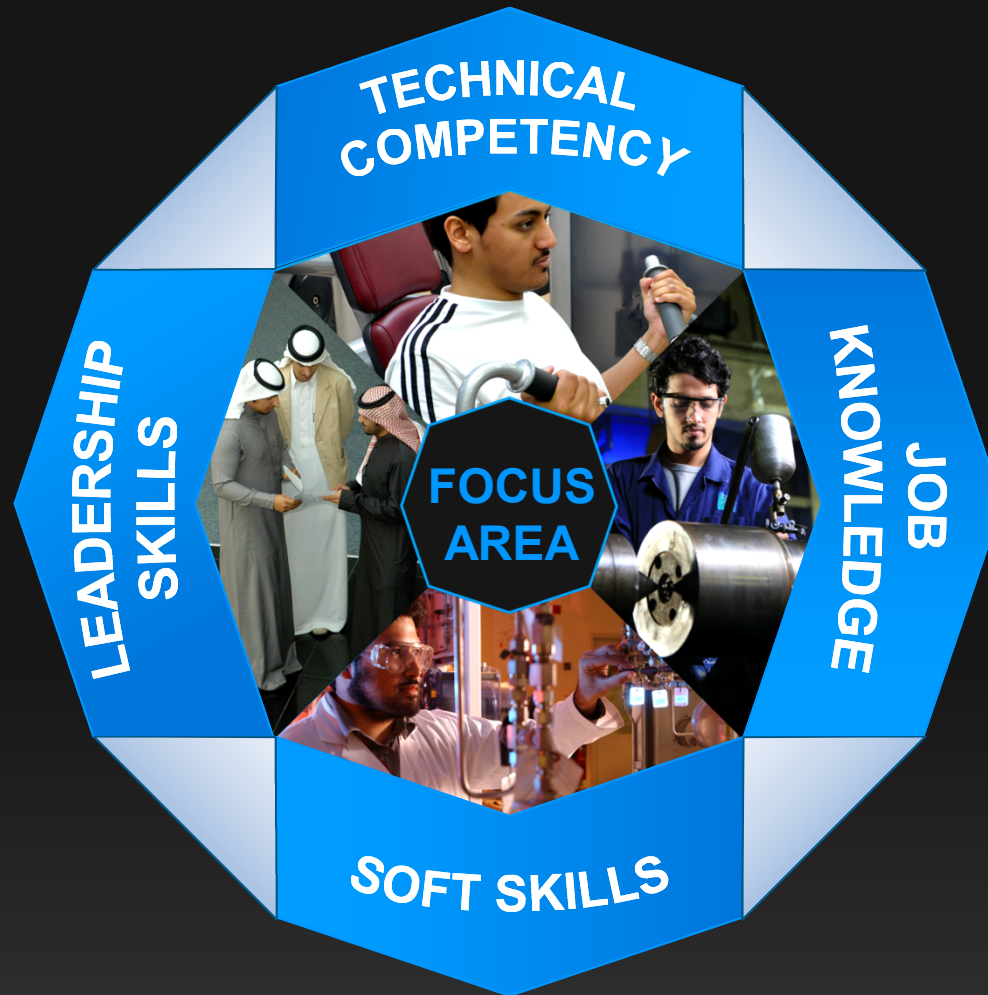
- Today, Saudi Aramco has more than **56,000** employees



Development programs are
SPECIFIC and MEET INTERNATIONAL STANDARDS



WORKFORCE DEVELOPMENT



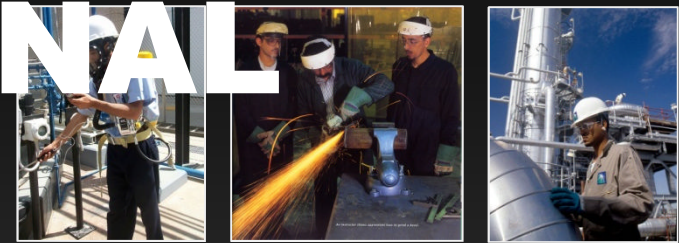
WORKFORCE DEVELOPMENT

INDUSTRIAL TALENT



High School Graduate

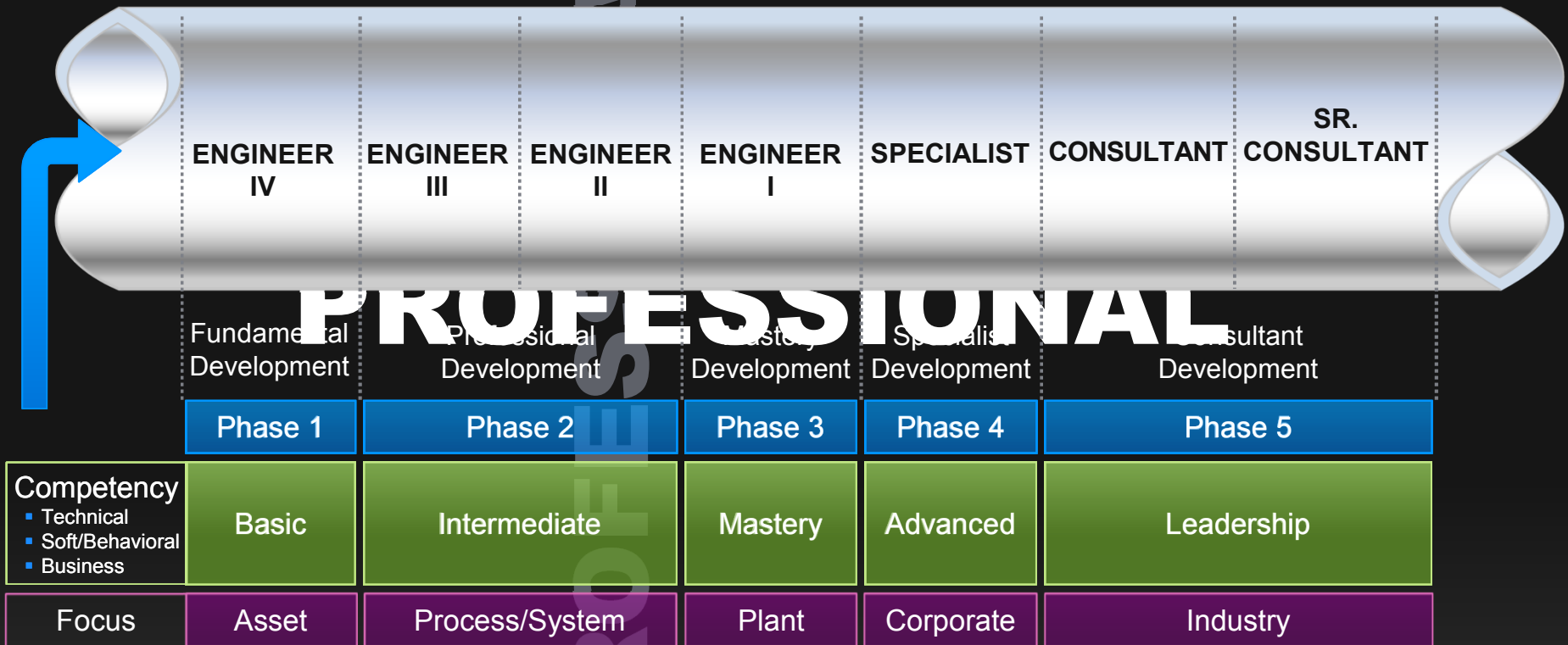
5,000 - 6,000
TRAINEES



APPRENTICESHIP PROGRAM
BRIDGING THE GAP

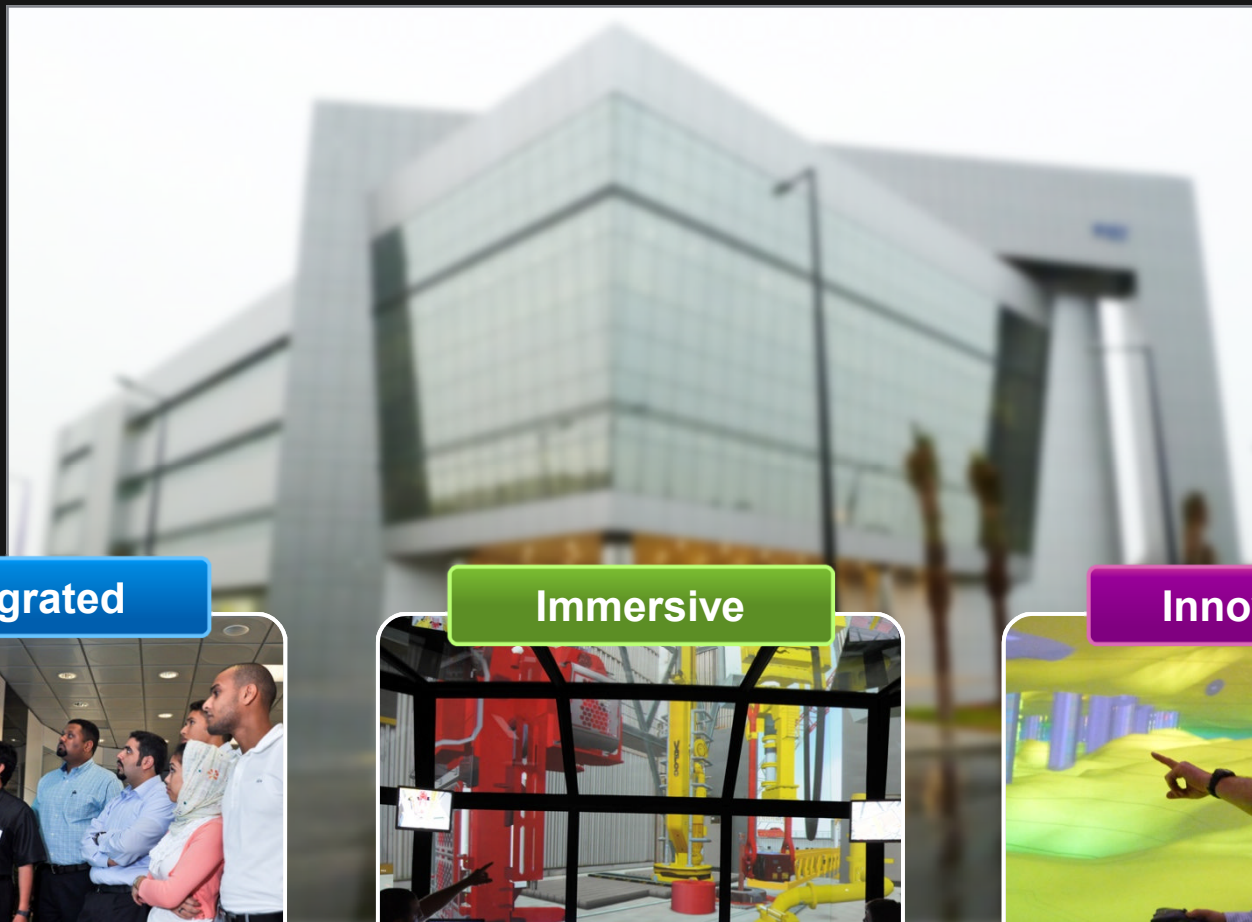
WORKFORCE DEVELOPMENT

PROFESSIONAL TALENT PIPELINE



VALUE OF TECHNOLOGY IN TRAINING

SIMULATION



Integrated



Immersive



Innovative



VALUE OF TECHNOLOGY IN TRAINING

SIMULATION

- Simulating critical situations in VR environments

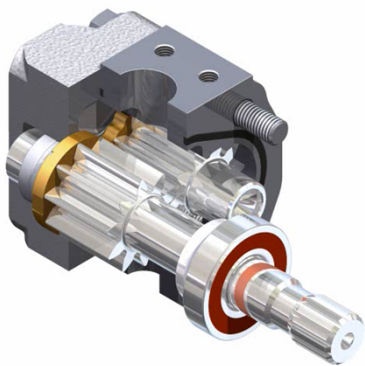
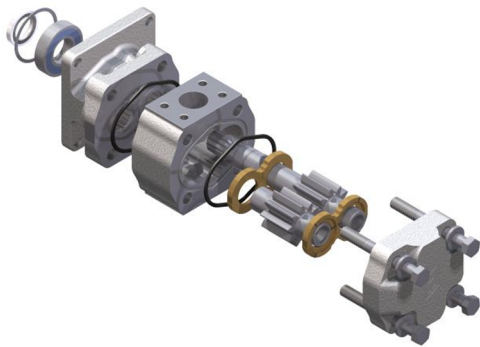


VALUE OF TECHNOLOGY IN TRAINING

BLENDING LEARNING

- Integrating theory with hands-on practice

Interactive whiteboards and 3D models facilitate theory training



Interactive digital animations explain engineering theory

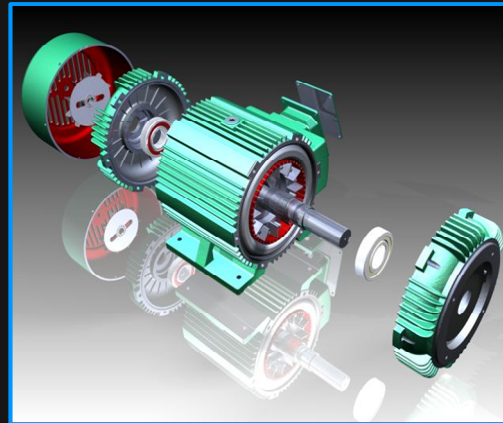
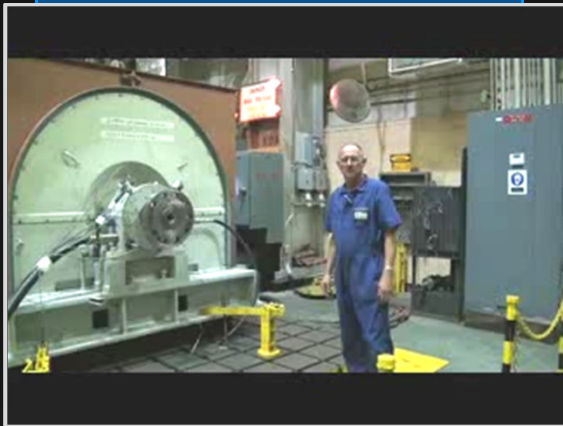


VALUE OF TECHNOLOGY IN TRAINING

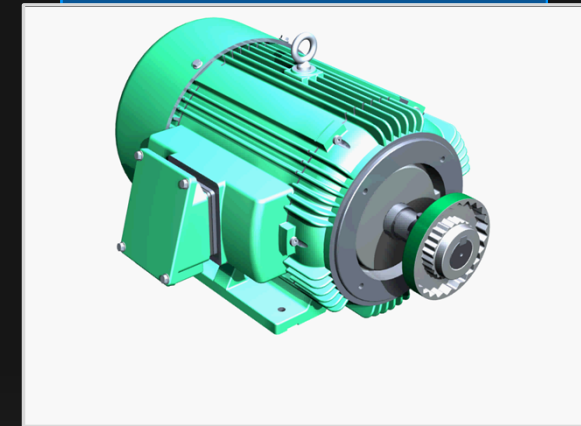
KNOWLEDGE TRANSFER

- Capturing, transferring and building knowledge

Subject Matter Experts



Interactive VR Learning



Expert Interviews

Knowledge Capture

Workplace Online Training

Interactive Learning

Video Instruction

Knowledge Transfer Websites

VALUE OF TECHNOLOGY IN TRAINING

ACCESSIBLE LEARNING

- Supporting learners at all times and locations

24/7 Online Training Provision

Riyadh

Dhahran

Dhahran

Tokyo

London

Houston

Offshore

SAUDI ARABIA

Jeddah

Process Flow Diagram Labels: E2105, C2101, C2102, E2104, E2109, E2103, E2102, E2101, E2100, E209, E208, E207, E206, E205, E204, E203, E202, E201, E200, E199, E198, E197, E196, E195, E194, E193, E192, E191, E190, E189, E188, E187, E186, E185, E184, E183, E182, E181, E180, E179, E178, E177, E176, E175, E174, E173, E172, E171, E170, E169, E168, E167, E166, E165, E164, E163, E162, E161, E160, E159, E158, E157, E156, E155, E154, E153, E152, E151, E150, E149, E148, E147, E146, E145, E144, E143, E142, E141, E140, E139, E138, E137, E136, E135, E134, E133, E132, E131, E130, E129, E128, E127, E126, E125, E124, E123, E122, E121, E120, E119, E118, E117, E116, E115, E114, E113, E112, E111, E110, E109, E108, E107, E106, E105, E104, E103, E102, E101, E100, E99, E98, E97, E96, E95, E94, E93, E92, E91, E90, E89, E88, E87, E86, E85, E84, E83, E82, E81, E80, E79, E78, E77, E76, E75, E74, E73, E72, E71, E70, E69, E68, E67, E66, E65, E64, E63, E62, E61, E60, E59, E58, E57, E56, E55, E54, E53, E52, E51, E50, E49, E48, E47, E46, E45, E44, E43, E42, E41, E40, E39, E38, E37, E36, E35, E34, E33, E32, E31, E30, E29, E28, E27, E26, E25, E24, E23, E22, E21, E20, E19, E18, E17, E16, E15, E14, E13, E12, E11, E10, E9, E8, E7, E6, E5, E4, E3, E2, E1, E0.

VALUE OF TECHNOLOGY IN TRAINING

SIMULATION

- Learning through gaming



PLANNING FOR TECHNOLOGY DEPLOYMENT

Identify training needs 2 years ahead of new capital projects.



Pinpoint specific training needs for new equipment, systems and technologies.



Avoid operational difficulties and higher training costs.



SUMMARY

どうもありがとう!

Technology Supported Training



Saudi Aramco leverages technology to its fullest potential to develop its employees.