



A Yokogawa Company



## Operational Performance Improvement

Your workforce is the most valuable asset you have. However, it is becoming more difficult to attract and retain the right skills. Many studies indicate that the oil and gas industry is no longer as appealing as it was, with the industry at risk of losing out in the battle for talented staff.

Millennials - the generation now in their 20s and 30s – not only want a job with career growth, but they also expect to make a positive contribution to society. The unattractiveness of the oil and gas industry is a key reason for skills shortages, but once you've enticed your young engineers through the door how can you pass on the knowledge and experience?

**44% of Millennials in America and Europe would not want to work in the oil and gas industry.**

*Source: The 2021 World Petroleum Congress  
Global Youth Survey*

Bringing  
**DECARBONIZATION**  
to Life

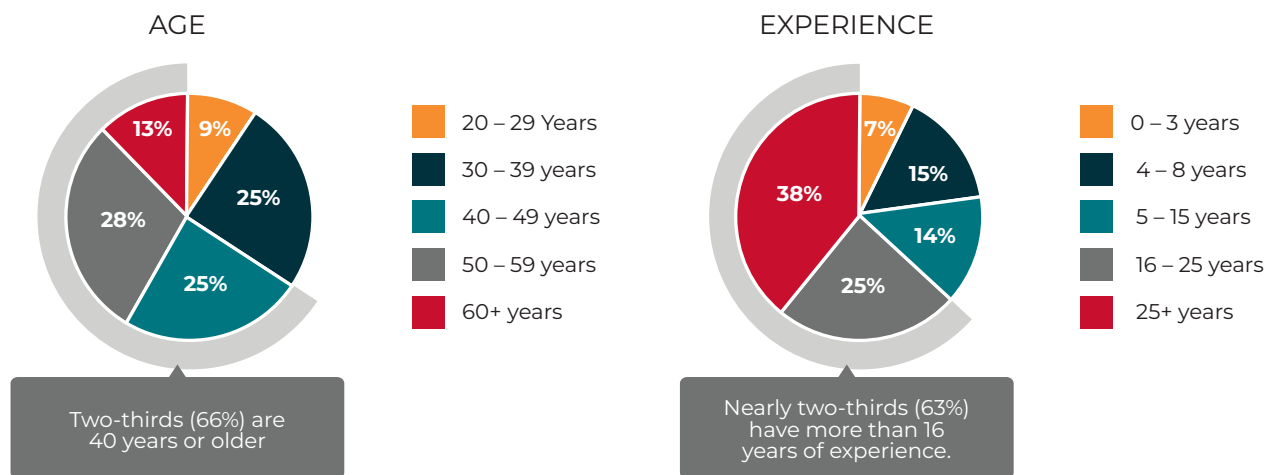


## Knowledge, Skills and Experience is Walking Out the Door

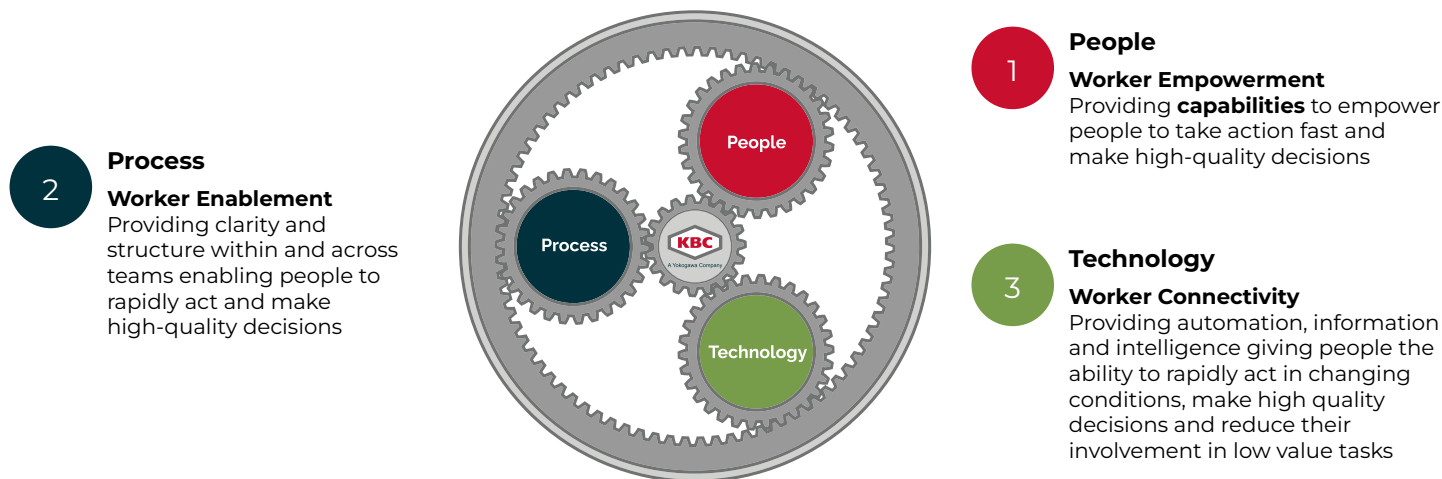
The workforce is ageing and as people retire they take their vast knowledge, skills and experience with them. The need for a knowledge transfer plan for new employees is critical to develop an effective, efficient, highly competent and reliable workforce.

Changes in staff performance put your operations and safety performance at risk. The variation in competency and performance levels is typically caused by substandard learning materials, inconsistent training practices, poor learner engagement and a lack of performance management. The challenge is to unlock the ambition of the younger generation joining your shift teams through structured learning.

### Typical organization demographics



Operational Performance Improvement by KBC is an integrated operational business solution. It improves safety, increases workforce efficiency, effectiveness and capability through the integration of people, processes and modern technologies that aim to increase operating efficiency and deliver significant financial benefits. It instills a culture of excellence to deliver safe, more reliable and more profitable operations with 100% task compliance.



Do you have a practical and workable plan to:

- Identify and document the knowledge and experience before an employee leaves?
- Disseminate the plan through your organization so that it becomes entrenched?
- Actively engage with and upskill your new hires so they can rapidly replace the retirees?
- Implement an Accelerated Capability Development strategy and plan so you can readily backfill job positions vacated by the retirees.

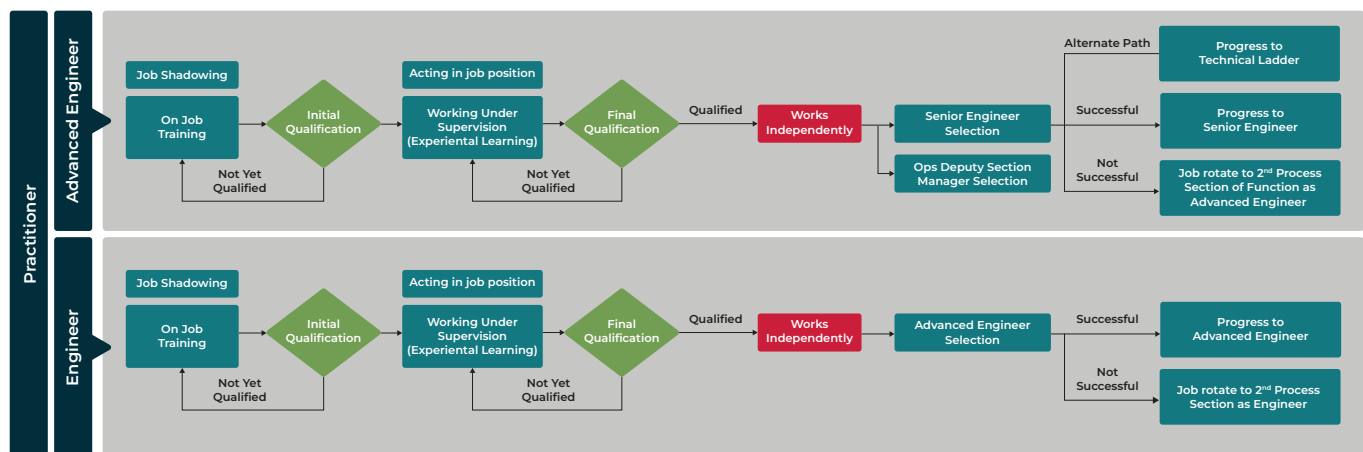


## Job Seekers Seek Progression and Development

Providing an appealing career path and professional development is key to attracting and retaining skills, along with employers making improvements to their compensation and rewards. KBC can work with you to develop an attractive career path and professional development processes. Our consultants have a wealth of experience working within and managing staff in the oil and gas industry so understand the career challenges. We have designed career, professional and technical development systems for clients worldwide to support their staff retention strategies.

Do you have an attractive career progression and professional development process and, if so, how effective is it in attracting and retaining the right talent?

### Example Engineer Career Pathways



Improve reliability, capture margin and reduce costs by developing a competency development plan that unlocks the potential of your workforce. KBC can help you to:

- Understand what your challenges really are
- Design and implement career and progression pathways and succession plans,
- Develop a knowledge retention strategy and a program to rapidly upskill your new hires
- Review the effectiveness of your operational teams and provide a strategy and roadmap to solve identified issues

KBC has over 35 years of experience in best practice for shift team effectiveness.

Tailored training materials for operators in a format that increases learner engagement and delivers better and quicker results.

Training material that focuses on core competencies required for effective equipment care, process optimization and troubleshooting.

