



SPE 167517

Education and Training: A Sine Qua Non for Professionalism in the Oil and Gas Sector

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This paper was prepared for presentation at the Nigeria Annual International Conference and Exhibition held in Lagos, Nigeria, 30 July – 1 August 2013.

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Abstract

A number of countries in Africa are leveraging on her oil and gas as the major source of government revenue. As such, if these natural resources are produced and exploited in an unsustainable manner and depleted, these could lead to adverse effect on the economy in terms of the much needed revenue and host communities' livelihood. The activities in upstream, middle stream and downstream of the industry; the further discoveries offshore, particularly in deep waters; the spring up of local players in the E&P for marginal and brown field development; the local content drive; sustainable refined petroleum products capacity for the nation and the expectations of the Petroleum Industry Bill (PIB) in Nigeria requires 'fit-for-purpose' caliber of human resources/manpower in the skilled and semi-skilled cadre. As such the human capital within this sector must be highly trained and skilled to meet up with the needed production increase, global demands, standards and best practices in the industry. Professionalism is a long and wide concept; even though, it is often neglected by most individuals and organizations. It is made up of education, training, technical assistance and time. It is the dividing line between the developed and underdeveloped communities. It is the hallmark of all laudable solutions, creativities, and innovations. It is hard for Africa's oil and gas sector to meet up with the growing trends of globalization without professionalism. In the light of the foregoing, this research work seeks to carry out a comprehensive diagnosis and dialysis on how to boost educational training and professionalism in the oil and gas sector in Africa.

Introduction

Productivity is the singular pursuit of every industry and the Africa oil and gas sector is not an exception. It is the measure of how specified resources are managed to accomplish timely objectives as stated in terms of quantity and quality. Economist defines productivity as the ratio of production output per unit of input. Simply presented as,

$$\text{Productivity} = \frac{\text{Output}}{\text{Input}}$$

Productivity refers to the technical efficiency of production relative to the allocation of resources within an enterprise (Miller 2008) since it measures output relative to input. In the oil and gas sector, output could mean petroleum and its derivatives; while input represents labor, funding, policies, technologies and capabilities. Productivity can be measured and when measured and managed accordingly, will lead to organizational improvement within the sector. To manage productivity in the oil and gas sector, the following tools can be used: Project Evaluation and Control, Performance Evaluation and Control, Budgeting etc. Productivity however may be analyzed and driven by output per worker.

Productivity Analysis

Productivity analysis is the tool used in diagnosing the hindrances that limit corporate organizations from attaining corporate goals, especially when measured on global standards and best practices. Conclusions from productivity analyses are used to mitigate both corporate and employee challenges. Productivity analyses in any industry precede training. During productivity analyses, Ajose – Harison (2011) quoting