

WELCOMING REMARKS
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MANPOWER INDUSTRY STEERING COMMITTEE [MISC] WORKING GROUP FOR
ENERGY (MISC WG ENERGY) LEAD AND IN-COUNTRY VALUE MANAGER, BRUNEI
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Manpower Industry Steering Committee [MISC] Energy Industry Engagement Day And Launch Of
SkillUP™ DIGITAL APPLICATION

Wednesday, 20 January 2021, V-Plaza Grand Hall, KB

Bismillahi Rahmani Rahim

- Yang Mulia, Dato Seri Paduka Awang Haji Matsatejo Bin Sokiaw,
Deputy Minister of Energy and Member of the MPEC Working Committee

- Yang Mulia, Dr Chin Wei Keh,
Deputy Permanent Secretary (Higher Education), Ministry of Education (MOE)

- Deputy Permanent Secretary, Members of the MISC Energy Working Committee

- Distinguished guests

Ladies and Gentlemen.

Assalamualaikum and Good Morning,

First and foremost, I would like to extend my appreciation to Yang Mulia Dato Seri Paduka Awang Haji Matsatejo Bin Sokiaw, Deputy Minister of Energy for his presence here today.

Welcome to the MISC Energy Industry Engagement Day and thank you for attending this event. I would like to emphasise on the importance of the engagement session, one of the many that have been held with the industry to continue the dialogue on a very important topic which is the local manpower development.

I would like to convey my sincerest appreciation to the MISC Energy Working Committee, Ministry of Energy, Ministry of Education, IBTE, Politeknik Brunei, Govt agencies Petroleum Authority, BDNAC, SHENA, Life Long Learning Centre, SEAMEO Voctech and the Industry partners for making significant progress towards our joint objectives to develop the capabilities of our local workforce and to reduce unemployment.

Despite the challenges faced in 2020 with the pandemic and the impact from low oil price, Brunei Shell Joint Venture business partners continue to grow with 1,771 local staff recruited throughout the year, out of which 936 are fresh recruits from secondary schools and higher institutions. The local employment has increased from 59% in 2019 to 63% by end 2020. Alhamdulillah, I applaud the resilience and perseverance shown by many stakeholders to make this happen.

The local employment outlook will expect further growth within the next 5 years, coming from 2 main sources; creation of new job opportunities especially from Downstream energy sector and also through local foreign replacement. There will be a strong demand for Oil and Gas construction activities and skills such Welding, Scaffolding, Blaster Painter, Marker fitter and Riggers. Driven by the high demand for such skills, MISC Energy has prioritized the development of the iSkill programs. The first NTech iSkill Level 3 for Welding intake was made in Aug 2020 with 20 students. In January 2021, IBTE rolled out the other 4 programs at ISQ Level 2 with enrollment of 400 students.

MISC Energy will continue to develop other iSkill programs to meet the industry requirement, 6 of them are currently in progress namely Mechanical technicians, Electrical technicians, NDT Inspectors, Plant Operators, Instrumentation technicians and Crane operators. These programs are developed with input from the subject matter experts and technical authorities from the industry. The skills and competency standards are mapped to recognized international standards.

Several engagement sessions held with the industry and thanks to the feedback received, MISC Energy has developed 4 key pillars as the foundation for the Energy Industry Competence Framework and its Manpower Development ecosystem.

- First, the standardization of industry skills and competence development, the entry requirement and assessment. The competency standards include a pathway to professional development, monitored through

the online competence monitoring SkillUP digital applications. The program allows multiple career routes depending on the skillset, opening opportunities for reskilling and upskilling to meet market demands.

- Second, is on the development of Training Providers. In August last year, a market engagement for the registered training organization was held to recruit capable training providers that can provide high quality learning in accordance to the set standards and competency framework. To date 14 companies have submitted their application to become RTOs. Assessment of these companies are in progress.
- Third is the improvement made on the Assessment standards and processes. The new assessment framework will be based on a comprehensive, portfolio-based assessment. There will be demand for qualified independent assessors covering all the skills and these too could create employment opportunities to our Bruneian colleagues. Today, we are starting the registration for these potential assessors.
- And the fourth, is the Industry placement. And this is where the industry will be expected to play a big role to ensure that the trainees received real work exposure and sufficient hands on experience to confirm their readiness to join the workforce. To minimize the operational burden to the line supervisors onsite, we will introduce a new role which is called Syndicate supervisor to support the respective companies providing the industry placement. The syndicate supervisors will come from the RTOs. Training costs, including the syndicate supervisory and assessment costs will be covered by the national HR development fund through MPEC.

The Competence Development framework is not only focused on new trainees. It also caters for existing workers who wish to upskill or reskill themselves to further develop their career. For the existing workers, an Apprenticeship program framework is being developed for implementation in Q3 this year.

With a lot of efforts being made by many stakeholders to improve our manpower development ecosystem, on behalf of the MISC Energy Working Group, we would request commitment from companies and suppliers like yourselves to give the opportunities for our Bruneian staff to be skilled and competent in their jobs, and eventually to be progressed into supervisory and leadership roles. This is the only way for us to implement the local foreign replacement in the most responsible manner.

To close, I would like to convey my sincerest appreciation to 8 companies for their support and kind contribution to give some welding equipment to the IBTE Sultan Bolkiah Welding School and training the trainers in IBTE. Thank you to Jofferen Omar, Massutera, Aker PTAS, Adinin Work Engineering (AWE), Zainal Daud, SC, Sahid and Serikandi. With your support, the NTech iSkill Level 3 Welding practical training can start next month.

Also, our appreciation to the Aker Solutions, the Wood Group and Adinin Work Engineering (AWE) for supporting us with the competence log book content and many companies and individuals who have contributed to the progress we have achieved today. There will be poster sessions and focused group discussions after the presentation. Since there will be a lot of information to be shared, we have developed the MISC Energy Industry Guidebook downloadable from the QR code.

And lastly, I would like the organizing committee and all the audience. We look forward to receiving your continuous feedback on how we can together, improve the journey towards capable and industry ready local workforce.