

Concept of Training:

It is a planned and continuous activity aiming to prepare a permanent employee staffed with competency, experience and knowledge of scientific and professional developments necessary to meet the evolving needs of work through development of capabilities and skills of workers and deepening of the concepts that relate to the practiced work.

Types of training based on business needs:

1. Leadership Training:

It is training directed to the leaders of various levels of supervision, particularly upper management.

2. Specialized Training:

It is training which aims to develop the information, expertise and specialized skills to conduct a specialized work, such as geologists, engineers, accountants, etc

3. Vocational Training:

It aims to give or increase manual skills, theoretical and technological information to workers and vocational labor.

4. General Training:

It aims to acknowledge the workers with the oil industry in general and the development of their skills in different functions.

Systems of Implementing Training Programs:

1. Centralized Programs:

These are the programs which are prepared for different levels and disciplines for workers all over the Petroleum Sector companies through the preparation of an annual centralized plan including a range of administrative and specialized programs with specific dates and names of participants. They are executed at the major training centers of Petroleum Sector companies.

2. Decentralized Programs:

They are programs prepared and implemented by each company of the sector companies according to the types of their activities and employees in all disciplines.

- Training programs which are organized and implemented at major training centers of the Petroleum Sector Companies.
- Time tables for the execution of the training programs at each training center and are included in the annual training plan