

# Roxar Academy Programme

## Skills Development for the new generation

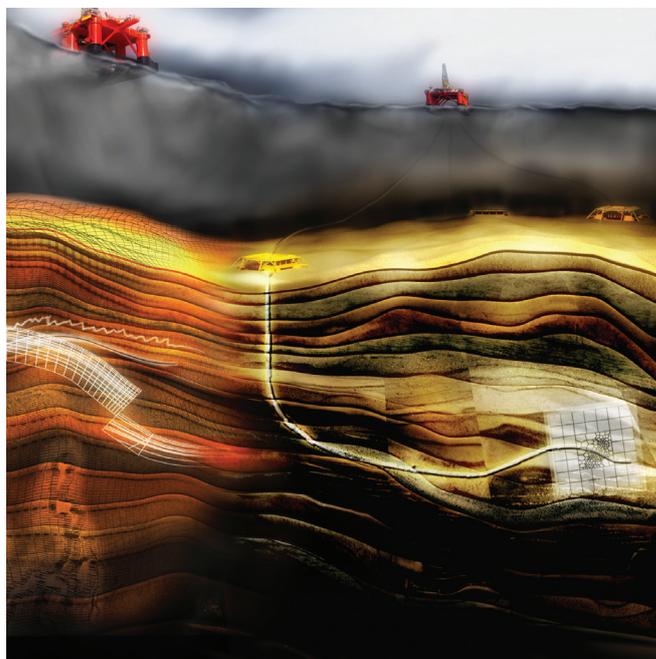
**Products are not just about the hardware and software – they are about the people, information, workflows, and interpretation capabilities that combine to create a complete service-focused solution. It's through this partnership approach that operators can enjoy enhanced reservoir performance and optimal decision-making.**

The Upstream Oil and Gas Industry faces a skills challenge. With an aging demographic and many high skilled employees reaching retirement age, the industry will rely on a new crop of professionals to manage our maturing oil and gas reserves. At a time when increasing recovery is of the utmost importance, Emerson recognises that graduates coming into the industry need expert training in reservoir management. Emerson's best practice workflows and enabling technologies are helping to unlock the full potential of organizations at all experience levels. The results are improved decision making and increasing returns on human and capital investments .

## What is delivered

Emerson can provide you with skills development programmes for geoscientists and reservoir engineers, to promote more effective asset team operation and better decision making:

- A workflow assessment will be undertaken with your management and staff to understand your work practices and staff competency levels
- An Academy Programme will be crafted to match your company's skills development targets
- The Academy Programme will include technical competency skills, software application and mentoring on a company reservoir asset
- Assessments are integrated into the programme and used to measure progress



- Final presentations to management and a graduation ceremony allow the students to demonstrate their acquired skills. A follow up skills assessment will give an indication of further training needs, and identification of high calibre employees.

## How the service is delivered

Our aim is to nurture your employees in a fully immersive environment which promotes deep and accelerated learning for each asset team member:

- The Academy Programme can be conducted in your office, or at an Emerson training facility
- The main Programme can last from 4 to 8 weeks, depending on skill levels and requirements
- A blended learning approach of core skills, software training and mentoring is used to provide a lively and varied programme
- The training is provided by fully qualified local Emerson staff, complimented by specialist expertise from our head quarters or 3rd party specialist associates where required

- Students undertake a live reservoir build of one of your assets, which consolidates theory and software practice around your company workflow

## How clients can take advantage of this service

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## Shaping the workforce and the asset team

Our academy programmes are always tailored to your specific needs, but broadly fall into 3 categories:

- **Graduate Programme:** Designed for geoscientists and engineers fresh from college, the aim is to transform graduates into high performance asset team members, quickly and efficiently
- **Skills Development Programme:** You may be changing the way your asset team works. We can devise a programme to help change workflow approaches

- **Bespoke Programme:** We can tailor the programme to your workforce and reservoir needs, for example, focussing and adding detail to certain reservoir types
- Extended training for specialists
- Programmes can be split into 'Key' and 'Advanced' stages to cater for professionals who will specialise in certain areas of the workflow. This ensures that asset team members are aligned on the key workflow areas, whilst specialists develop skills in depth.

## A lively and varied programme

The following elements are combined to produce a stimulating learning environment, which re-enforces learning topics along the way:

- **Core skills:** The knowledge required to operate effectively as an asset team member
- **Software:** The practical skills required to produce end results quickly
- **Mentoring:** Expert guidance on live field data to provide a working asset model
- **Reading:** a list of key scientific papers to add relevance and depth to core skills

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