

PETROLEUM INDUSTRY CAREERS AND COACHING SEMINARS

Careers, Competency and Coaching in the Petroleum Industry

This briefing will outline the staffing challenges facing the petroleum industry; suggest how companies can attract and retain staff; introduce a competency, training and coaching approach to improving employee performance. Topics include:

- Employment Forecasts and Anticipated Skill Shortages
- Career Guide and Recruitment Pathways
- Coach's Handbook and Career Roadmap
- Industry Training Framework and Competency Standards
- Skills Recognition and Career Advancement

Copies of the Petroleum Industry Career Guide will be provided.

Coach the Coach - Day One Role, Skills, and Approach

This training will develop skills and provide a process for improving employee performance, building teamwork and encouraging career progression. Topics include:

- Coaches Role and Responsibilities
 - Coaching Skills and Role Plays
 - Coaching Approach and Practical Exercises
 - Career Planning and Staff Development
- Opportunities to practice coaching skills and planning programmes will be given.

Copies of the Petroleum Industry Career Guide; Coaches Handbook; and Self Assessment and Career Planning Templates will be provided.

Coach the Coach - Day Two

Competency, Training & Recognition

This seminar will explain the Australian Quality Training Framework, techniques for training needs assessment, and a process to assist employees to gain formal recognition of their current skills. Topics include:

- Competency Standards and Australian Qualification Framework
- Registered Training Organisations and Workplace Assessors
- Skill Recognition and Competency Assessment
- Succession Planning and Organisation Development

Opportunities to conduct skills assessments and work through the skill recognition process will be given. Guides to Hydrocarbon Safety, Production and Drilling Competency Standards; the Petroleum Industry Career Guide and Coach's Handbook; and Self Assessment and Career Planning Templates will be provided.



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AUSTRALIAN NATIONAL TRAINING,
COMPETENCY AND EMPLOYMENT REGISTER
Presents

PETROLEUM INDUSTRY CAREERS AND COACHING SEMINARS

Careers Information Briefing
Coach the Coach Training

PETROLEUM INDUSTRY CAREERS AND COACHING SEMINARS

As the Petroleum Industry enters a growth phase shortages of skilled staff are starting to impact companies. This problem is being compounded by the demographics of retirement of a mature workforce and a diminished pool of school leavers, increasing competition for quality recruits.

The solution to these skill shortages is to attract more job applicants and retain current employees longer. Clearly to achieve these objectives employers have to demonstrate that careers offering challenging, satisfying, and worthwhile work exist in the petroleum industry.

ANTCER has been assisting companies meet these challenges by providing organisation development, workforce planning and staff coaching services.

The **ANTCER** team have researched issues, devised strategies, written career guides, compiled coach's handbooks, and delivered training to implement improvements.

ANTCER team members have assisted operating companies, project sponsors and government departments with:

- Situation Assessments
- Staff Surveys
- Organisation Design
- Career Mapping
- Workforce Forecasting
- Succession Planning
- Executive Mentoring
- Management Development
- Supervisor Training
- Staff Coaching

Details of the Career and Coaching Seminars are set out overleaf.

If you would like more information on these seminars or any of **ANTCER's** services please complete and fax this brochure, email mail@antcer.com.au or call 08 9380 3550

Please enter details and Fax to 9380 9551

| Registration | | Details | |
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