

## **Education Partnership Award – Shortlist**

**This award recognises a particular case-study from an oil/gas company and at least one learning partner**

### **1. UPES and Cairn India**

The University of Petroleum & Energy Studies (UPES) was established in 2003 through an Act of Uttarakhand State Legislature and is duly approved by University Grants Commission of India. UPES is the first University in the pan Asian region dedicated to studies in the area of Petroleum and Energy in order to fulfill the growing demand of specialized personnel in the industry. It is also the only one to have its energy sector courses accredited by Energy Institute (EI), UK. UPES together with its Indian School of Petroleum & Energy (ISPe), an industry body offers invaluable expertise; comprehensively covering all major segments of the Hydrocarbon Sector. ISPe provides a platform for professionals to imbibe broad based industry knowledge and undergo training with extensive hands on experience. ISPe has worked closely with major Oil & Gas companies in India and abroad like Cairn India, Shell, PTTEP, IOCL, BPCL, HPCL, ONGC, Reliance, Essar, Oil India to name a few. The industry has responded with great enthusiasm and applauded the work, with over 13000 industry professionals being trained. Cairn India is one of the largest independent oil and gas exploration and production companies in India. It is headquartered in Gurgaon near Delhi and has material exploration and production positions in 12 blocks in India and one in Sri Lanka.

Cairn India in its endeavour to continue enhancement of the competencies of its mid and junior level executives, signed up with ISPe for a one year Work Integrated Learning Methodology (WILM) program viz, Certified Petroleum Manager. The program involved top level expert and ISPe's unique academic pedagogy. Faculty member of proven credential were drawn from the industry and the academia. The program was done under work integrated learning methodology (WILM), classes were held at the client site for 5 days in each quarter, with minimal disruption to daily work. Challenges The challenges faced were multi field locations of the participants & difficult work hours.

Effectiveness The program was well accepted by the participants as well as the company. At the end of the program an evaluation test was conducted and all successful participants were awarded a certificate from ISPe. The company also used the scores as a measure for career progression. What the participants gained from the program:

- Mastered the key business administration aspects of petroleum industry, in particular Upstream, in a unique and relevant masters program while making strides in their career
- Explored the important functional management issues facing the managers in current times
- Learned and developed key management skills particularly relevant to the evolving needs of Oil & Gas Industry
- Exposure to world's best practices and strategic business aspects of the entire Hydrocarbon Value Chain from Exploration to End-User Consumption
- Acquaintance with management skills like Strategic Business Planning, Leadership & Negotiating

skills, Project Management, etc. with respect to their application in a deregulated & privatised business scenario. • Certification from Indian School of Petroleum & Energy on the accomplishment of the course objectives

Sustainability To take the success gained from CPM program a step forward, ISPe conducted an induction training program for new recruits of Cairn India. The broad areas covered in the program were Introduction to Oil and Gas Industry & Brief on International Scenario, Oil and Gas Characteristics and End Usages, Generic Processes of Oil and Gas Processing, Details of Key Equipments Handling in Processes such as Artificial Lift, Compressor and Heat Exchangers, etc. ISPe also helped Cairn India to assess the skills of its employees and provided assistance in preparation of Individual Development Plan (IDP) for employees working at Cairn's various fields in four key engineering disciplines viz. Electrical, Mechanical, Instrumentation & Production / Process.