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ATA PAVILION: TAKING THE ACADEMY TO NEW HEIGHTS

**ATA TAKES CENTER STAGE AT
ADNOC VPO FORUM**

ATA DEBUTS ADIPEC 2022

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ONE NEWSLETTER

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MESSAGE FROM ACADEMY'S MANAGEMENT

IBRAHEEM AL ZAABI
SENIOR VICE PRESIDENT
ADNOC TECHNICAL ACADEMY



Welcome to this new issue of the ATA Newsletter.

This issue offers insight into different activities, projects, and accomplishments that many of you achieved in the recent few months. From talented trainees making an impact with their brilliant ideas and initiatives to employees receiving well-deserved recognition, there has been much for us to be proud of and celebrate.

Our collective success is what elevates the ATA mission of empowering young Emiratis so they can learn, grow, and drive the industry forward. What makes ATA different is our work ethic, our collaboration with the industry, and, primarily, our graduates.

In this regard, we have aligned ourselves with the nation's vision and aspirations for a world-class education that is responsive to national needs and aligned to international standards. In his address to education professionals from across the country on the occasion of World Teachers' Day 2022, **President His Highness Sheikh Mohamed bin Zayed Al Nahyan** reiterated *'the UAE's ongoing commitment to investing in the education sector to ensure that future generations will be equipped to continue the UAE's progress,'* adding that *'during the next 20 years, education will determine the extent to which countries advance in terms of their development and civilization.'*

I am proud that we have managed to cement our position as a credible partner and gained the respect of our stakeholders. We are also on the way to becoming a "top-of-mind and first-choice" destination among high school students. This attests to the fact that the momentum we have been building over the last two years in terms of pursuing value-added initiatives has brought us to the performance levels where we are today. The challenge before us is to keep enhancing quality while supplying larger numbers of graduates with an Accelerate 100x mindset.

In fact, now is the time for additional efforts, for going the extra mile to meet the expectations and responsibilities of our new mandate and put the vision into action. ATA, along with our partners, will support operational self-sufficiency in the critical frontline workforce to reach 70% Emiratization. This mandate marks the next phase of the Academy's ambitious transformation journey. Let us seize the opportunities that make us stronger and better positioned for long-term success and future-proof our business.

Of course, each of us has a role to play. I am confident we will all be partners in the successful implementation of this groundbreaking mandate and pursue our goals with innovative solutions, determination, and focus.

Please enjoy reading the newsletter.

SUSTAINABILITY SOLUTIONS

WE ARE GOING GREEN

Being a global leader in the industry, ADNOC has implemented a 2030 sustainability initiative and strategy focused on six

main pillars: Climate Emissions and Energy, Local Environment, Economic and Social Contribution, Workforce Diversity and Development, Health Safety and Security, and Business Sustainability. Taking these into consideration, here at ADNOC Technical Academy, we have been diligently working to be part of the change and implement solutions to make our campus greener and friendlier to the environment while leading the way to a more sustainable future.

There have been a few encouraging initiatives taking place on our campus in recent months that we should be proud of:

- Placing and distributing recycling and e-waste bins throughout campus to recycle 1.5 tons of waste per year. Bins have been strategically placed, both inside and outside buildings, and have been color-coordinated to collect general waste, paper, plastic, cans, and e-waste materials. As trainees and staff actively choose to recycle, they are helping to extend the lifecycle of a product, which has a positive impact on

our environment and life sustainability.

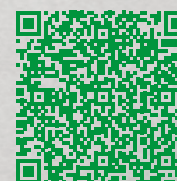
- Replacement of single-use plastic water bottles with highly sustainable and innovative, smart, reusable water bottles. Water stations have been set up all throughout campus where trainees and staff members can re-fill their own bottles as they please. This project alone has reduced our single-use plastic water bottle consumption by 90%. In February 2022, 49,315 single-use water bottles were distributed on campus. In September 2022, that figure fell to 413 water bottles. Every month we have reduced our plastic waste by 700 kg.
- Getting rid of single-use plastic in ATA canteen. Although we have not completely eliminated single-use plastic yet, all plastic bags have been removed and replaced with paper, and plates have been replaced with foam and ceramic reusable ones. We are continuing to work on this initiative until we can reduce our single-use plastic consumption to an even higher degree.



Last on our agenda, but certainly not least, we did not forget about our curriculum in the classroom, to stay in line with current global trends and our core sustainability objectives. We had to consider the implementation of a viable green strategy in the trainees' courses; this is how the new energy curriculum has come to life! This course focuses on subjects like renewable energy, the role of hydrogen as a clean source of energy, the UAE's efforts in the renewable energy sector and more. We believe adding this course to the curriculum will give the trainees a head start to shape their minds to always adapt a green, sustainable mindset as they progress with their promising careers in ADNOC.

As a society, we can't just consume our way to a more sustainable world. However, a small group of strong, determined, and committed people can change the world. That is who we are here at ATA; one step at a time, and we are on our way to making our campus, our environment, and our world... just a bit more sustainable for future generations to come.

Are you a Green Genius? Scan the QR code to answer the quiz and get a chance to win a prize.



ATA PAVILION: TAKING THE ACADEMY TO NEW HEIGHTS

In line with ADNOC's strategy to attract highly competent students and to increase the number of trainees joining the Academy, we organized an Open Day event at the ATA pavilion to display our programs, facilities, and how we are shaping the future energy champions of ADNOC. The pavilion was designed as a premier Open Day destination and extended until the end of November 2022 to facilitate visits by schools, National Service, and ADNOC employees as well.



upon graduation. The visitors had the opportunity to experience the interactive buttons and learn more about the industry-standard plants that mimic the operations of real ADNOC plants, where trainees gain an authentic training experience.

The pavilion also offers the opportunity to know more about the displayed trainees' projects reflecting their talents and skills.

Visitors are immersed in a journey through the Academy, accompanied by well-trained tour guides and the Academy graduates. They would start their journey by walking through an immersive wall that sheds light on our mission to prepare young Emiratis to play a vital part in the UAE Oil and Gas industry. Then, they would walk through a tunnel representing the four technical specializations that we offer, where the focus is on the job training nature for each of the skills that they would need to acquire, and the potential career path open to them



These projects competed in the Emirates Skills competition. Visitors would not miss the massive wall of "Notable Alumni" which displays the names of past graduates who have held managerial and supervisory positions in ADNOC.





MEETING OUR GRADUATES

Highly engaging conversations between current trainees and visitors, as well as past graduates, were captured during the pavilion tours. Graduates proudly came back to share their inspiring training experience and their journey until they became who they are today: highly motivated and qualified ADNOC employees.

Meet **Ali Al Naqbi** one of our outstanding graduates who graduated in 2019 and is currently working at the Borouge site. Ali is one of the highly reliable operators on site and won the **YOUTH GOT TALENT** competition in Borouge, acknowledging his remarkable progress in the YDP program. Ali expresses his overwhelming feelings of happiness and pride at representing the Academy, stating that "being here brings me back to the beautiful memories of my time as a trainee and the training that I obtained which shaped my personality, skills, and knowledge of who I am today". While Ali was interacting with trainees, the most frequent questions that were asked were about the specializations and the career path opportunities at ADNOC. Ali advised the young Emiratis to build their passion, follow their ambitions to be in a place where they can contribute to ADNOC and to the nation.

The success of the pavilion can clearly be demonstrated with these numbers, as of September to November 2022:

Impact of Social Media Ads

851,000+

TOTAL IMPRESSIONS

15,000+

TOTAL ENGAGEMENTS

2.43%

ENGAGEMENT RATE

35,000+

TOTAL LINK CLICKS

4.11%

CLICK THROUGH RATE

21,000+

WEBSITE PEAKED

1,500+

CLICKS FROM INSTAGRAM

1,000+

TOTAL VISITORS AT THE PAVILION

11,000+

TOTAL REGISTRATIONS PAVILION

630+

TOTAL COMPLETED REGISTRATIONS





NAJAH ABU DHABI 2022: SECURING QUALITY INTAKE

ADNOC Technical Academy has been mandated by ADNOC ELT to work on the highly strategic mission of delivering increased numbers of quality graduates to help ADNOC Group Companies meet self-sufficiency targets in frontline critical positions. This mandate requires a new approach to our communication and marketing strategies so we can reposition the Academy as a preferred destination for high quality Emirati students searching for meaningful technical qualifications and career opportunities.



Accordingly, the Academy took pride in participating in the 16th edition of Najah Abu Dhabi held at the Abu Dhabi National Exhibition Centre (ADNEC) in the period of 16 to 18 October 2022. The Expo provides a strong platform for students to meet with representatives of more than 100 prestigious international universities and be well informed before making the crucial decision of where and what to study after high school.



The ATA stand in Najah Exhibition was honored by the visit of His Excellency Sheikh Nahayan Mubarak Al Nahayan, UAE Minister of Tolerance, along with Dr. Ahmad Belhouli Al Falasi, Minister of Education. Additionally, our stand welcomed around 3,000 visitors, the majority of whom were Emiratis. ATA representatives were also approached during the exhibition by inquirers about our VR goggles, which were apparently trending on social media (TikTok). A considerable increase in the number of registration accounts created by interested students was also observed over the course of the event.





ATA TAKES CENTER STAGE AT ADNOC VPO FORUM

ADNOC Technical Academy, in collaboration with ADNOC LNG, hosted the Q3 2022 ADNOC VPO Forum on 13th of October for the first time. The Forum brings together Vice Presidents of Operations across Group Companies to discuss specific topics and exchange best practices and solutions. The theme of the event was 'Women on Site' under the "Accelerator 100x" pillar.

The Forum was opened by Dr. Saif Sultan Al Nasser, Group Human Capital Director and Chairman of ATA Board of Trustees. His inspiring opening statements set the stage for the Forum as it touched upon ADNOC's Accelerate 100X mindset, women's empowerment, and the 70% Emiratisation self-sufficiency mandate.

Dr. Saif recognized the dedicated efforts of frontline female colleagues and the enthusiasm and inspiration they brought to the Forum.

Participating VPO added value to the event through different presentations and engaged in focused discussions and the sharing of best practices. ATA management was also able to present our growth plan in light of the Emiratisation self-sufficiency mandate.

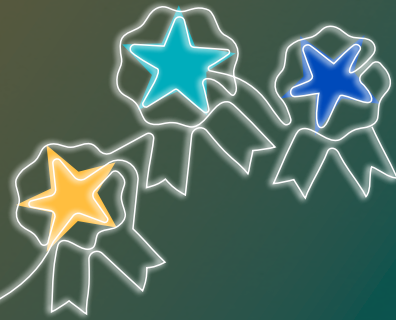
In his presentation, Mr. Ibrahim Al Zaabi, SVP ATA, stressed the role of operations leaders in promoting and accelerating the

collaboration between ATA and ADNOC site leadership. He stated that "At ATA, we are proud of our role as a strategic partner for ADNOC Group Companies and of the long-lasting impact the Academy plays in future-proofing the Group's business for years to come, through our sustained efforts to qualify a critical workforce for the operation sites."

The Forum concluded with a tour of the Academy's training facilities and a visit to the Pavilion and the pilot plants at the ATA.



BUILDING A CULTURE THAT APPRECIATES & INSPIRES



In our attempt to build a legacy, ADNOC Technical Academy is unwaveringly committed to driving excellence and fostering a culture of appreciation among trainees and employees. ATA has recently celebrated the winners of our 4th 'Recognition Awards' in various categories, among which are the **HSE Champion Award**, **ADNOC Way Award**, **Special Award for Teamwork**, and **High Performing Trainees Award**.

The most recent fruit of our legacy has been the 'Employee of the Month Award' which is a newly cultivated initiative aimed at acknowledging employees whose contributions and accomplishments have inspired and supported the performance and engagement of other colleagues.

This is how our September awardees felt about winning:



Nabil Hirz Allah, Operations Instructor, had this to say: "After many years of working at ATA, becoming the employee of the month is a valuable achievement for me. I am incredibly grateful for this appreciation," he added, advising his colleagues to set big goals and strive to accomplish them, to always be ready to face the unexpected, and to maintain good rapport with their trainees so they can thrive in the workplace.



Eiman Khaled Al Breiki, Academic Support Administrator, says she is humbled by her first award at ATA. She mentions that "being recognized makes you feel motivated to keep going." She attributes winning the Employee of the Month award to her ability to stay focused on her own path without comparing her progress to others'. "Do not forget to value your team members," is what she encourages her co-workers to do.



Maha Yaqoob Al Zaabi, Pre-Program Coordinator, explains how appreciative she is of the positive initiative and how proud she is of having won the Employee of the Month award. She goes on to attribute

her exceptional performance to the positive work environment at ATA; she says, "I really like what I do and the people I work with. We are a tight-knit group of individuals that rely on each other to complete our daily tasks."

As for her job responsibilities, she added that "I was not looking for a job; I was looking for a mission, and I was given the opportunity to prosper professionally and personally."



Khalid Al Sayed Al Hashemi, Team leader, General Services, says he contacted his family to announce the pleasant news when he was notified of winning the award, and to thank them for always being supportive and understanding. He had also shared the news with his teammates, whom he believes to be the cornerstone of his success, "I consider myself a representative of my team. I believe I was recognized on their behalf," he remarks.



Shoueib Khan, Security Officer, recounts his feelings when he found out about the award, saying, "I was delighted because even though I worked in many other places before, I was never

recognized." He added that his mother was the first person he called to let her know about the award. His message to his colleagues says: "Work hard and stay positive. Even if you face any challenges, you should hold on to your positivity."



TECHNOLOGY TO STAY AHEAD OF THE CURVE

As we Accelerate 100X, we must stay ahead of the curve and ensure that ADNOC Technical Academy trainees have the knowledge and skills they need to succeed in their critical roles within a challenging and evolving industrial environment. We constantly modify and develop our training systems to ensure they are future-proof and up to date. Accordingly, ATA has started implementing a new technology initiative to enhance trainees' practical experience. The new technology is known as the "Electronic Work Management System Training Simulator," (e-WMS). Simply put, the system mimics the actual production system that controls work permit authorizations at ADNOC Group Companies production facilities.

This simulator, in conjunction with the 3D model that allows us to view the plant production equipment, allows trainees to practice real-work scenarios on ADNOC production sites in a secure and monitored setting. The system is a replica of the genuine system that runs on a standalone server tailored to the ATA training requirements. Our trainees can greatly benefit from this new technology as it enhances their readiness for employment in a constantly changing workplace. The simulator offers practice on how to authorize work permits that create safe environments for performing tasks at the ADNOC production facilities.

Our trainees will gain two main skills from using the simulator: comprehending the permit process flow on the electronic version and creating all necessary documentation in order to ensure safe working conditions, ultimately accelerating our process safety.

This is what Mohamed Humaid Al Maazmi, specializing in Operations had to say about his experience using e-WMS:

"ATA has provided me with an excellent learning environment. The Academy's teaching approach is distinctive in that it incorporates cutting-edge technologies such as a 3D model and e-WMS. You can conduct proper planning and simulate any given scenario that is dealt with at the

ADNOC production sites by combining these two technologies. This helps me get a clear understanding of how work is carried out properly from the beginning to ensure a safe environment at our ADNOC operational sites.

I would recommend the ADNOC Technical Academy to anyone looking for a hands-on learning experience with technologies that make learning enjoyable, motivating, and aligned with ADNOC safety standards. When it comes to continuous improvement to quickly adapt to the rapidly changing site demands, ATA ensures that the training is of high quality."

Under the leadership of **His Excellency Dr. Sultan Ahmed Al Jaber**, Minister of Industry and Advanced Technology and Managing Director and Group CEO of ADNOC, and with the support of **Dr. Saif Al Nasser**, Director, Group Human Capital, ADNOC Technical Academy participated for the first time with an independent stand, along with more than 2,200 exhibiting companies and 28 international exhibiting country pavilions.



ADNOC TECHNICAL ACADEMY AT ADIPEC 2022

The strategic mandate at ATA is to highlight its important role in empowering Emirati youth to occupy critical technical positions at ADNOC.





Being a part of ADEPIC, the Academy is now placing itself among the leading technical training facilities in the region while simultaneously providing technical and HSE courses with the ADNOC Code of Practice standard, which are based on market demands of the energy sector.



Visitors had the opportunity to use two interactive screens for exploring the scope and sequence of the Academy's training programs and facilities: One screen was designed for displaying different training plants in the academy, while the other screen exhibited a useful question-and-answer platform. Visitors also had the opportunity to explore the HSE, English and technical short courses that ATA offers to contractors, trainees, and qualified individuals.



The fact that over thirty highly recognized companies displayed interest in collaborating was a highlight at ADEPIC. Areas such as sharing knowledge, promoting internships for graduates, and providing training equipment are essential to supporting growth at ATA. Further discussion on alignments and agreements will take place in upcoming session events.



ATA also participated in the Business Partnership Forum of the "Enabling Local Talent in the Private Sector" panel discussion. Ahmed Al Menhali, Head of Academic and Technical Studies Section, on behalf of ATA Senior Vice President Ibraheem al Zaabi, highlighted the Academy's planned growth, in line with ADNOC's 2030 smart growth vision, to create successful partnerships and collaboration opportunities with the private sector. Another important aspect of the discussion regarded training the next generation of Emirati energy technicians, who would be dedicated to the industry in the private sector.





UAE FLAG DAY 2022

On Thursday, 3rd of November, ADNOC Technical Academy heartily celebrated Flag Day, which commemorates the noble pride of the entire nation. On a bright blue Thursday morning, trainees, teachers, and staff throughout the campus eagerly gathered to observe the rising of the UAE flag. ATA management delivered an inspiring speech regarding the importance and significance of this national event. It was a welcome opportunity for the UAE people to commemorate the efforts of the founders of the country. The treasured words of our leaders were celebrated at ATA with the raising of the immense UAE flag, which represents the collective unity of all seven emirates.

Each color on the flag is a cherished indication of the collective national and cultural heritage of all citizens. Red represents courage; green symbolizes hope; white epitomizes honesty; and black represents overall mental strength. The flag is raised at this time as a cherished symbol of national unification, and care of the flag is of utmost importance. The flag is a significant reminder of the historical and cultural importance, that pervades the entire country.



This day of observance has a rich history that is dear to all residents. Flag Day was first celebrated in 2013 and inaugurated by **H.H. Sheik Mohammed bin Rashed Al Maktoum**, the Vice President and Prime Minister of the UAE and ruler of Dubai. This occasion also marks the anniversary of **H.H. Sheik Khalifa bin Zayed Al Nayan**'s accession to the presidency of the UAE in 2004. The flag is a significant reminder of national historical and cultural importance, which infuses the entire country with pride.





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For more information, please contact mazaya@adnoc.ae

SAVE THE DATE UPCOMING EVENTS THAT MIGHT INTEREST YOU

TAWDHEEF EXHIBITION

14-16 **NOVEMBER** 2022

COMMEMORATION DAY

1 **DECEMBER** 2022

UAE NATIONAL DAY

2-3 **DECEMBER** 2022

NEW YEAR

1 **JANUARY** 2023