

MEET NEW TRAINEE COUNCIL

**A SUCCESSFUL
FUTURE TECHNICAL
LEADERS FORUM**

NATIONAL ACCREDITATION ACQUIRED

ADNOC SAFETY DAY AT THE ACADEMY

ISSUE 04 | NOVEMBER 2021

ONE NEWSLETTER

أكاديمية أدنوك الفنية
ADNOC Technical Academy

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MESSAGE FROM ACADEMY'S MANAGEMENT

IBRAHEEM AL ZAABI

SENIOR VICE-PREIDENT
ADNOC TECHNICAL ACADEMY



It is my great privilege to welcome you to the fourth edition of One **ADNOC Technical Academy Newsletter** where we showcase the fruit of the extraordinary efforts and enthusiastic support of our employees and trainees.

Looking back over the last few months, I am continuously impressed by our collective efforts in bringing the Academy up to the ambitious expectations of our stakeholders in a post COVID-19 recovery situation. We have been able to undergo a smooth transition back to normal operations while working towards our objective of creating a learning culture that exemplifies excellence in technical training, and nurtures future leaders for the UAE energy industry.

It is within this framework that ADNOC Technical Academy made a few exceptional advances across different areas:

- The accreditation of our vocational programs by the National Qualifications Center (NQC), and thus fulfilling a key repositioning objective of the Academy, that aligns with ADNOC's growth vision.
- The hosting of a highly stimulating Forum under the theme of "Future Technical Leaders", which brought together our trainees and ADNOC Group Companies senior operation leadership in an engaging and constructive dialogue about the available career opportunities to our graduates when they join the ADNOC workforce.

- The organization of the second edition of ADNOC Technical Academy's Recognition Awards when celebrated each other's success in demonstrating our solid commitment to 100% HSE and in living our shared ADNOC values of being Collaborative, Respectful, Responsible, Efficient and Progressive.

The recent launch of the Academy's Trainees Council comprised of 14 trainees who will assume leadership roles in 4 committees and develop a comprehensive 2021-2022 plan of activities to enhance trainees' engagement, wellbeing, and academic performance.

As we continue to manage change and seize new growth opportunities, we are pleased with the support and encouragement of the Academy's Board of Trustees in providing direction and helping the us make the shift towards a more agile and competitive operation model.

As we move forward, we cannot forget that our success today is owed to our visionary leaders who made it possible for all Emiratis to pursue all learning opportunities and reach their full potential. And as we celebrate our past and step into the next 50 years of the UAE, let us harness the intellect, the will, and the energy of all of us, and work collaboratively towards a solid future for a dynamic Academy where we create and expand knowledge, prepare our trainees to thrive, and positively impact local and regional communities.

I look forward to everything we accomplish together in the current and future academic years.

Stay safe and enjoy reading the Newsletter.

FIRE AND RESCUE DRILL



In October, ADNOC Technical Academy carried out a fire and rescue drill in the Trainee Residence under the supervision of Mr. Ahmed Al Saad, Hostel Team Leader. Aiming at testing the Academy's readiness with internal and external resources, the drill was performed to ensure that all involved parties were accustomed to the process, the building's escape routes, and their roles and responsibilities in case of such

emergencies. The response from involved parties was positive, especially from the Academy's trainees, as they reacted in a calm and timely manner. We would like to thank our trainees: Mansoor Moosa Ramadhan Shareef Eissa, Hamad Jasem Mohamed Suwaidan Alblooshi and Ahmad Mohammad Hussain Mohammad Yahya who participated actively to ensure that the evacuation of their colleagues was conducted in a timely manner.

This exercise was the second fire drill of this year. The first was carried out back in June in collaboration with the Al Shamkha Civil Defense Department. Participating in the drill were a number of groups from the Academy's population, which included staff, trainees, and members of the fire station, ambulance, and police services. The HSE section will continue endeavoring to improve the Academy's emergency response and minimize its impact on our business continuity.

INCIDENT REVIEW

On 29 September 2021, during a routine cleaning of a room in the Academy's Trainee Residence, a housekeeper was making up the bed when he suddenly lost his balance and fell onto his left side as he was trying to push the mattress into place. The housekeeper was taken to the Academy's clinic and then to a hospital for necessary x-ray scans. The x-ray indicated a fracture of the mid-shaft of left clavicle. This incident was the first Lost Time Injury recorded since 2015.



LESSON LEARNED:

This incident was mind-set and behavior related. Being overconfident and complacent could affect all of us in our daily work. We must always be focused on the job even if it is low-risk in nature. Here at ADNOC, our values are underpinned by an unwavering focus on 100% HSE to protect our colleagues, our family, our community, and ourselves.

BEHAVIORAL BASED SAFETY



BEHAVIOR BASED SAFETY

Behavior is what we do and how we do it! It is often the root cause of many of our HSE incidents. Understanding what drives human behavior will help us to achieve HSE excellence in doing the right thing. Behavior Based Safety (BBS) is an approach intended to focus a worker's attention on their own and their peers' daily behavior in order to create a safer workplace. It often incorporates one-on-one, or group observations, as deep, honest reflection and timely feedback on safety-related behavior is encouraged to be shared by all. Everyone can share their ideas for improvement, which again reinforces the learning process, as well as reconfirms a commitment to change.

NATIONAL ACCREDITATION ACQUIRED

Accreditation is a key quality assurance process that colleges, universities and education and training institutes or programs undergo to confirm that they meet a strict and recognized set of service and operational standards.

To ensure that our trainees receive the best training programs which will enable their career progress, ADNOC Technical Academy has been working towards obtaining broader recognition and accreditation of its vocational programs in the Oil and Gas industry.

In addition to its current accreditors; Scottish Qualifications Authority (SQA) and Offshore Oil Industry Petroleum Organization (OPITO), and Abu Dhabi Centre for Technical and Vocational Education and Training (ACTVET), the Academy has successfully acquired the recognition of its programs from the National Qualifications Center (NQC), making the ADNOC Technical Academy a recognized vocational diploma provider.

The National Qualifications Center (NQC) is a federal entity responsible for ensuring the quality of national professional standards and qualifications that meet the requirements of the economic sectors and the job market, in addition to developing policies, standards and frameworks related to the technical and vocational education and training systems in the country in accordance with international best practices.

This accreditation is considered a major accomplishment that crowns the tireless and joint efforts of the Academy's employees and trainees. It is also a great contribution to strengthening the Academy's position as a distinguished educational center that is devoted to developing and equipping the new generation of young national talents with the right tools and skills to grant them a successful future in the oil and gas industry.





ADNOC SAFETY DAY AT THE ACADEMY

Since 2018, ADNOC has held an annual group-wide Safety Day purposed to exemplify the importance of being a safety leader. During the Safety Day, employees and contractors discuss behaviors that are required in safety leadership when working across all the various ADNOC operations.

On 28 September, ADNOC employees across the Group gathered physically and virtually to mark ADNOC Safety Day, held for the fourth year under the theme of "Road Safety". In the Academy, trainees, employees, contractors, and management assembled to watch the livestream of the event in the Academy Sports Hall, while upholding COVID-19 preventative measures. The event kicked off with H.E. Dr. Sultan Al Jaber and HSE SVP Wayne Pearce speeches, highlighting the importance of Road Safety and 100% HSE. Then an online short quiz about road safety was run across all audiences, where everyone was encouraged to participate to win valuable prizes.

The uniqueness of the event was brought to life as engagement sessions were

conducted afterwards. Starting with Mr. Ibraheem Al Zaabi's inspiring speech, where he echoed the importance of being committed to 100% HSE and building our credibility by leading others by example, as we are all impacted by road safety. Abdulrahman Al Nahdi, Ali Bumjaid and Hussein Al Sakkaf; trainees in the Academy, moderated a data and statistics presentation next where audience members joined a discussion sharing their personal stories and insights regarding Road Safety and 100% HSE.

Safety Day was also an opportunity to highlight the good HSE Performances that have been delivered over the last few years and the importance of ADNOC's HSE Culture Transformation Strategy, which aims to help, transform, and shape ADNOC's safety culture.



2ND EDITION ADNOC TECHNICAL ACADEMY **RECOGNITION AWARDS**

After the great success of its 1st edition held back in June 2021, the ADNOC Technical Academy's Recognition Awards was held in its 2nd edition this past September. With an objective of building a culture of acknowledgement and appreciation in the Academy, the awards celebrated and recognized employees and trainees who demonstrate positive behaviours, outstanding efforts, and meaningful contributions that exceed the duties of their roles.

Similar to the 1st edition, the awards were divided into three awarding categories; where each followed a specific framework, criteria, steering committee, nomination, and evaluation processes. Staff and trainees were given a period of 10 days to nominate people and the screening process among the award's steering committees took 3 days.

The awards event was held in a virtual environment in keeping with the prevailing circumstances, as all staff and trainees were invited to attend virtually. The event's agenda included different segments that started with a short safety moment video featuring Mahmoud Jamal, a trainee in the Academy, followed by an inspiring speech by the Academy's Senior Vice President, Mr. Ibraheem Al Zaabi. Later, a video highlighting the winners of the 1st edition of the awards was displayed to give insight on the overall impact these awards have had on the Academy since its launch. The event also included a short online quiz on ADNOC values, behavioural expectations, and HSE topics, where attendees were encouraged to take it in order to enter a raffle draw to win valuable prizes. To conclude the event, a brief Q & A session with the management was hosted where department managers answered questions received from attendees on the Live Chat Box.



The event's flagship was awarding the winners of the 2nd edition of ADNOC Technical Academy's Recognition Awards, where Mr. Ibraheem Al Zaabi awarded a total of 27 winners of employees and trainees in the three categories listed below:

HSE CHAMPION AWARDS

Employees:

Hidhayath Mohamed Najeeb

Trainees:

Hussein Fahmi Alsakkaf

ADNOC VALUES AWARDS

Employees:

Progressive: AbdulRahman Al Ameri

Respectful: Yasser Ali khan

Responsible: Maha Yaaqoob Al Zaabi

Efficient: Nejib Bin Othman Ali

Collaborative: Alan MacDowell

Trainees:

Progressive: Malek Amer Dahan

Respectful: Ahmad Ghazi Al Jabri

Responsible: Mohammed Salem Al Nuaimi

Efficient: Youssef Hassan Abdulrahman

Collaborative: Ali Hassan Al Hashmi

PERFORMANCE AWARD

Trainees:

Khaled Waleid Al Hmoudi

Khalid Abdelrahman Al Hammadi

Nasser Eskandar Al Blooshi

Nasser Ebrahim Al Harmoodi

Faisal Yousif Al Hammadi

Hamad Jasem Al Blooshi

Mohammed Hussain Al Hashmi

Mohamed Rashid Al Ali

Hussein Mohamad Al Hosani

Khalifa Hasan Al Zaabi

Sultan Mohammed Al Mazrouei

Falah Husain Al Hosani

Juma Saqer Al Ali

Ahmad Ghazi Al Jabri

Ali Hassan Alhashmi

We congratulate our winners once again on this great achievement and encourage everyone in the Academy to follow suit and continue to drive excellence and success.

Click [HERE](#) to watch the event.



A SUCCESSFUL FUTURE TECHNICAL LEADERS FORUM

At ADNOC Technical Academy, we consider our trainees to be our main and most valuable asset. In line with the Academy's continuous efforts to best support them and enrich their training journey, we launched the "Future Technical Leaders Forum" that is planned to be held annually under a different theme each year. The recently launched forum aims to create a platform of knowledge-sharing between our trainees and leaders from different ADNOC Group Companies, to expand the trainees' knowledge on ADNOC's

operations and businesses, and their career paths post-graduation as they assume their future roles as Technicians and Operators in the oil and gas industry.

The forum's first edition was hosted virtually on Tuesday, 26 October 2021, moderated by Ms. Saleha Al Maskari, an Administrator in the Academy, and attended by the Academy's management, trainees, leaders and representatives from ADNOC Group Companies; ADNOC Offshore, ADNOC Onshore, ADNOC Sour Gas, ADNOC Refining, ADNOC Gas Processing, ADNOC LNG and Borouge.

The forum commenced with a brief HSE moment by Saeed Khamis Faraj, a trainee in the Academy, followed by a welcome keynote speech by the Academy's Senior Vice President, Mr. Ibraheem Al Zaabi, where he emphasized the importance of opening such dialogues and engaging sessions in diversifying the trainees' learning opportunities and supporting their development and growth. ADNOC's Energy for Life video was played during the event to familiarize the trainees with ADNOC's critical role in enabling and accelerating the UAE's growth and success and how their future roles will contribute to the community's overall quality of life.

Under the "Young Field Operation Technicians" theme, the forum also included an enriching panel discussion where Malek Amer Hussein and Mohammed Al Nuaimi, both trainees in the Academy, were asking questions about the role of Operators and Technicians in ADNOC and the specific qualities and attributes that they should embody for a successful career, as well as available progression opportunities for the Academy's graduates. Leaders and representatives of ADNOC Group Companies addressed these topics in detail, as they shared their own experiences, point of views and advice to the young attendees in a constructive exchange of information. It concluded with a short Q & A session where attendees were welcomed to ask questions and raise their concerns in the chat box, and the Academy's management answered the most frequent ones. This forum is the beginning of many more events to come of this nature where such collaborative efforts with ADNOC Group Companies contribute to the benefit and support of our trainees.

Special thanks go to leaders and representatives from ADNOC Group Companies:

Mr. Hassan Ali Al Sabiri

Vice President – UAD/ULL Fields, ADNOC Offshore

Dr. Ghalib Saleh Al Harthi

Vice President Terminal (JD/MPS), ADNOC Onshore

Dr. Hasan Karam

Vice President, Plant Operations (RR), Ruwais Refinery, ADNOC Refining

Mr. Nasser Saif Al Busaedi

Senior Vice President, Operations, ADNOC Gas Processing

Mr. Adel Saleh Mohamed Al Jaberi

Senior Vice President, Asset (Shah), ADNOC Sour Gas

Mr. Abdulla Mubarak Al Dhaheri

Vice President, Plant Operations, ADNOC LNG

Mr. Ahmed Al Shehhi

Acting Vice President, Maintenance, Borouge

Mr. Khaled Al Khoori

Manger, National Sourcing Department, ADNOC HQ

Saeed Al Mahrooqi

ADNOC Sour GAS

Ali Abdulla Salem

ADNOC LNG



2021 – 2022 TRAINEE COUNCIL

Last September, a campaign was run to reactivate the Trainee Council as a recognized and responsible body within the Academy's population. The application process was done through online self-nomination and committee evaluation against the set eligibility criteria. Consisting of 14 members and 4 committees, the Trainee Council seeks to achieve various goals, foremost of which is to work as a link between the trainees and the Academy management, to support the trainees and address their issues, in addition to enhancing the spirit of participation, teamwork, and cooperation in the Academy.

We are pleased to announce the final members of the Trainee Council for the Academic year 2021-2022.

Muneir Yacoub Al Sayyed
President

Salah Masoud Al Blooshi
Vice President

Hamad Khaled Al Shehhi
Member, HSE Committee

Hussein Fahmi Al Sakkaf
Member, HSE Committee

Mansoor Moosa Ramadhan
Member, HSE Committee

Faisal Ahmed Al Mahrooqi
Member, Cultural Committee

Mohamed Yousif Abbas
Member, Cultural Committee

Hamad Jasem Al Blooshi
Member, Cultural Committee

Ahmad Mohammad Hussain
Member, Sports Committee

Hamad Mohamed Ali Nawad
Member, Sports Committee

Mansour Ahmed Al Shamsi
Member, Sports Committee

Mohamed Humaid Al Maazmi
Member, Communications Committee

Ali Tareq Al Nuaimi
Member, Communications Committee

Abdulla Hamad Al Mansoori
Member, Communications Committee



A SUCCESS AT THE FIRST ATTEMPT: MANSOUR AL DHAHERI WINS FIRST PLACE

Although it was his first time entering a competition of this sort, Mansour Al Dhaheeri prepared and performed so well that he was able to win the first place and the gold medal in the category he was competing in. In this article, Mansour is sharing his success story and giving us more details on his experience in the Emirates Skills National Competition.

My name is Mansour Al Dhaheeri, a trainee in the Academy currently in the On Job Training (OJT) phase and specialized in Process Operations. I joined the Academy in 2018 and through my training period, my specialized technical knowledge has expanded, and I gained a new set of skills that enables me to accomplish complex actions, tasks, and processes relating to computational and physical technology. Having these skills is not only beneficial for my future career in ADNOC, but they built my confidence and motivated me to explore my boundaries and try something new.

Through a recommendation of a colleague, I learned about the National Competition organized by Emirates Skills activities. The National Competition is the UAE premier event that celebrates outstanding Emirati talents in technical and vocational skills, as it invites young men and women to compete and challenge their peers in the field of craftsmanship and technology in their chosen category, to then be evaluated by a technical committee and internationally accredited experts based on the standards and judging criteria of WorldSkills organization. The categories included Transportation and Logistics, Manufacturing and Engineering Technology, Social and Personal Services and many more.

This competition represented an opportunity for me to showcase my talents and abilities among others, so I entered the competition on May 2021 and choose the Construction and Building Technology category. The competition entailed that we train with a designated coach for a month period on topics like standardized installation processes, diagnosing

malfunctions, system maintenance and upgrading, and fault finding and correction. These topics are also covered in my training classes at the Academy, but this training period had sharpened my precision and attention to detail skills.

On the competition starting day, the challenge was to individually build a refrigeration and an air conditioning device from scratch. We were provided with the tools and equipment to do so and were given a 3 days' time to complete the task. It was a very challenging 3 days, where I had to push through my limits and put my 100% of focus, knowledge, and skills into action, while competing with 5 other participants in our category. On day 3 of the competition, the evaluating committee passes by each project and test your end product in terms of workability, safety, and reliability. Thankfully, my device had fulfilled those three conditions, granting me to win the first place among my peers.

Winning gave me a priceless feeling, I was very proud of myself for accomplishing such an award. This experience taught me to always strive for better achievements, seize every opportunity there is to learn, and invest in yourself by pursuing your own professional development. I urge all my colleagues to expand their horizons and seek out different ways to challenge themselves, as the lessons and expertise gained from such experiences, can be transformative on so many levels.



ABDELRAHMAN AL NAQBI: RISING ABOVE SETBACKS

People often and understandably prefer not to recognize or associate with their setbacks, considering that it can hurt us emotionally, embarrass us publicly, and distort our self-image. Yet, to Abdulrahman Al Naqbi, a graduate from ADNOC Technical Academy, certain setbacks were a precious gift that enriched his life and career.

Training in the Academy for three years, Abdulrahman has experienced his training period to its fullest, seizing every learning opportunity and working hard towards academic excellence while making friendships and keeping a sensible social life. He attributes having a comprehensive learning experience to the Academy, as it has provided him with the right tools, facilities, and amenities to both ease and enrich his training period and expand his knowledge and skill sets.

One of the first challenges Abdulrahman encountered during his training was his English level; he deemed it difficult as it wasn't his mother language. He knew he wanted to improve in this area as it's very critical for his future career, but he didn't know where to start from, and at times, he lacked confidence. With determination and constant practice, even beyond the English classroom, Abdulrahman has managed to become better, as he used his free time to read and watch movies in English. The support, encouragement, and patience received from his instructors at the Academy also contributed to his overcoming the issue, "Thanks to all the teachers who have been patient with us, giving us the space to learn and improve our skills while bearing with our mistakes, I am here today." He says. Abdulrahman was allocated to take his On-Job-Training Phase with ADNOC LNG, specifically, in Das Island. He found it hard at first, and difficult being far away from home. However, the team there received him with a warm welcome, addressing all his needs and including him as part of their family. "The Das Island field was very well equipped. I received great support from my supervisors and Team Leader in terms of feedback and mentorship. The food is amazing and the facilities are stunning. Also, the hostel is convenient, as it includes everything you need." He says while describing his experience in Das Island.

Another setback that he faced was right before graduation, when he failed his Final Panel Assessment (FPA) after his On-Job-Training (OJT) phase in ADNOC LNG. Like anyone else would feel in such a situation, Abdulrahman felt disappointed and confused as to where he went wrong. Nonetheless, he did not give up and instead used the experience as a way of reflecting and improving on what he should do differently in the future. Which areas should he focus on more? How can he achieve a better result next time? He took matters into his own hand, developed better studying habits for the assessment and also sought the advice and support of his instructors and teammates. "The great, supportive team I had in Das island motivated me to keep going and to face my fears and overcome failure," he says. All of which helped him to pass the assessment the second time around.

With this passing, Abdulrahman has successfully graduated from ADNOC Technical Academy and will soon be employed in ADNOC LNG as a Maintenance Technician. Mabrouk!



EMIRATI GENOME PROGRAM

In attempts to strengthen the country's position as a center for innovation and research in the field of genomics, the UAE has established the Emirati Genome Program in partnership with G42 Healthcare; a key initiative in improving healthcare in the UAE.

The Emirati Genome Program is a project focused on providing the citizens of the UAE with a more personalized healthcare system, as it uses genomic technology to develop the first genome map for nationals, study and analyze the genetic sequence, and produce a comprehensive genetic database. This program will ultimately help scientists and researchers understand the prevalent genetic diseases of the population in far more detail, ultimately improving disease prevention, diagnosis, and treatment.

As ADNOC is a pioneer in supporting the nation's growth and development in all areas of innovation, the company has collaborated with G42 Healthcare and coordinated with ADNOC Group Medical Services Division to make it possible for its UAE national employees to submit their samples with ease, by setting up blood collection stations across the group's different facilities and locations.

The Emirati Genome Program campaign took place in ADNOC Technical Academy in September and October 2021 for a total of four days, where a blood collection station was placed in the On-Job-Training building. Staff and trainees were encouraged to pass by and learn more about the program

and provide their blood samples. Present in the stations were a medical team from G42 Healthcare and ADNOC Group Medical Services Division to support and organize the campaign's process. The campaign received a good turnout of Academy staff and trainees with a total of 253 blood samples being collected.

We thank everyone who participated in this program; your contribution will help shape the future improvement of the country's healthcare!



TRAINING UNIT DEVELOPMENT

Trainee Name: **Malek Amer Hussein Dahan**

Intake: **4.2**

Specialization: **Instrumentation**

Phase: **On-Job-Training**

Building momentum is critically important for converting ideas and theories into reality. Malek Amer, with the support of his instructor and the assistance of his fellow trainees, was able to build a basic training unit and develop a program based on Distributed Control (DC) and programmable Logic Controller (PLC) systems. The idea was conceived from theoretical concepts and technical information the trainee learned from the Pass Control System and Control Variables course.

Malek illustrated: "Curiosity drove me to ask questions about the systems and theoretical information I learned in class. The set of questions that I asked during the class directed me to the idea of building a training unit based on the principle learned in class."

He continues: "I presented my idea to my instructor Eligo Genteroy, Maintenance Instructor, who supported the idea and encouraged me to build the training unit. We started by developing a program which is based on a simple technical concept (on/off). With the help of my fellow trainees, I managed to build a full training unit and started to add more features to it."

The training unit was built in March of this year and it is currently being used to help other trainees understand how those systems actually work. Trainees are continuously developing this unit by adding more features. Malek's plan is to further develop the project and build an innovative training model with the support of the Academy in order to enhance the learning system in the Academy.

Malek advised: "Always ask questions. Asking questions will lead you to the creation of an idea. There are no limitations for thinking. So, keep thinking out of the box."

Credit also goes to Malek's fellow trainees:

Sultan Salim

Hamad Ahmed

Omar Mohammad

Ebraheem Yousif



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For more information, please contact mazaya@adnoc.ae



THE ADNOC WAY PUZZLE

People remain the key to ADNOC's success. How we do things is as important as what we do. As individuals, the choices we make and how we behave shows us who we are, represents what we believe, and drives our work culture. The six ADNOC Behavioral Expectations describe how we must act as an ADNOC family if we are to reach our objectives. Each of us is expected to behave in a way that supports our ADNOC Way values.

Instructions:

[CLICK](#) to solve the puzzle.

UPCOMING EVENTS

26 November ADNOC Marathon

30 November Commemoration Day & National Day Celebration

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