

OMAN ENERGY MASTER PLAN 2040

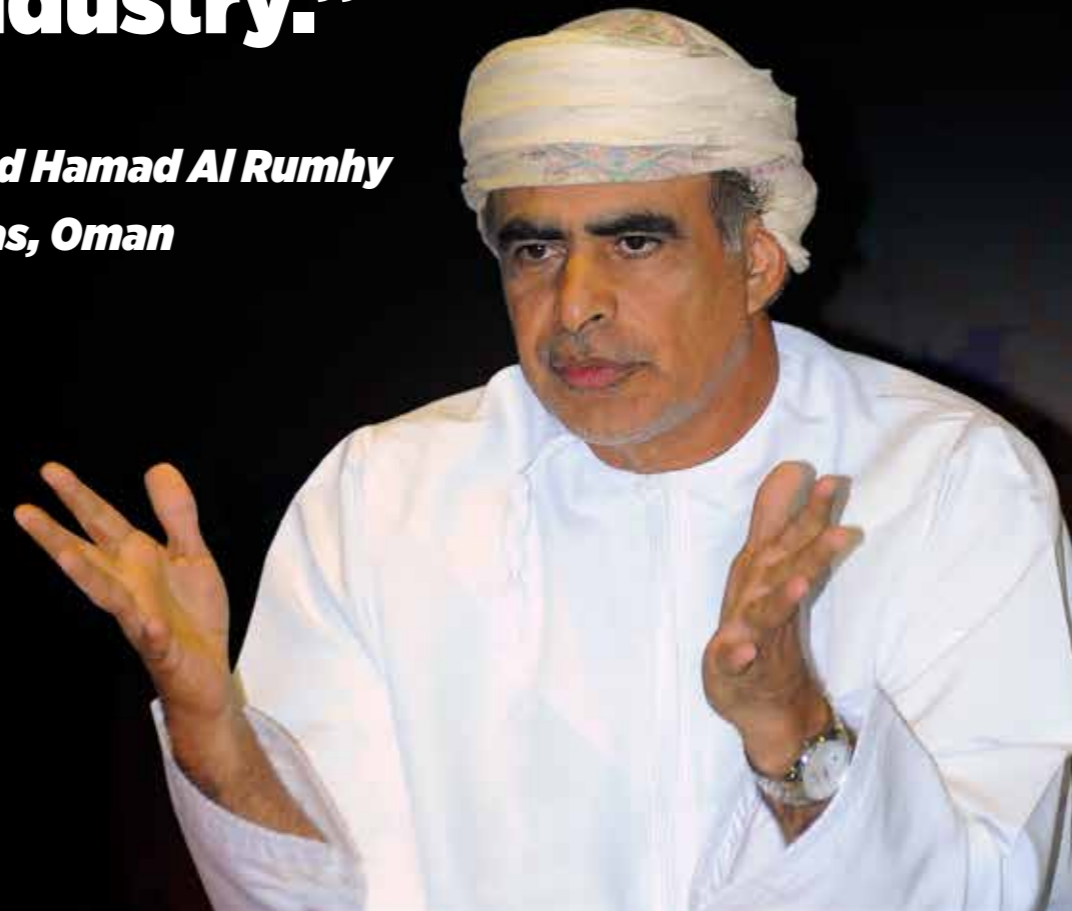
The 4th Industrial Revolution *Future of Work & Work of the Future?*

10 Point Action Plan



“In the conventional oil and gas industry, there will be less and less jobs. Nevertheless, the activities will remain very high for the next two generations. The 4th Industrial Revolution is enabling a boost in productivity and a boost in available tools that shift the quality and skills required for the industry.”

H.E. Dr. Mohammed Hamad Al Rumhy
Minister of Oil & Gas, Oman



Campaign – Future of Work & the Work of the Future in the 4th Industrial Revolution?

Step 1 Oman – 250 key stakeholders from industry, academia, government, energy, international organizations and the private sector gathered for The 5th Anniversary Oman Energy Forum that took place on Nov. 28th, 2017, to explore viable solutions to help the sultanate navigate through The uncertainty of The Future of Work and the Work of the Future in the 4th Industrial Revolution.

Six key challenges surrounding the future of work in Oman were addressed in a series of closed door roundtable sessions which were: Technical and Vocational Training, Rethinking Higher Education, Millennial Leadership, Energy Transition, Artificial Intelligence and Robots, and Blockchain. Debates quickly yielded recommendations from leading figures from each roundtable session.

Step 2 The Future of Work Action Plan captured the key recommendations that emerged from the Oman Energy Forum brainstorming sessions.

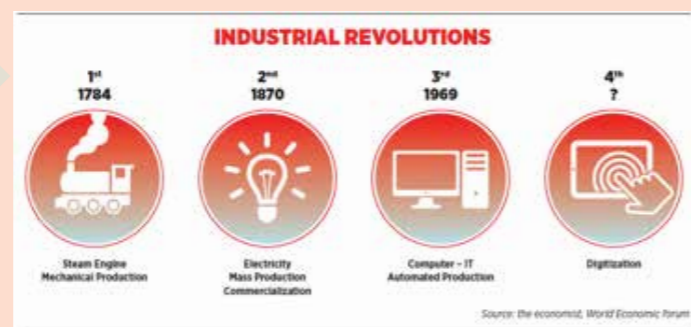
On February 11th, 2018, H.E. Dr. Mohammed Al Rumhy, Minister of Oil & Gas, hosted the 5th Anniversary OEF Leadership Summit. The Summit brought together an exclusive group of senior stakeholders in Oman to be briefed on The Future of Work Action Plan. The senior leadership in attendance then ranked, in order of priority, the Top 10 Recommendations to be taken forward and implemented immediately.



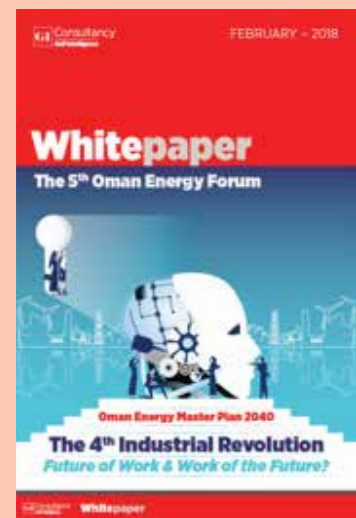
Origins



The Collective Brainpower of 250 people, which amounted to approximately 1,000 years of higher education, was deployed to harvest sustainable solutions to the long-term challenges presented by the fast-changing critical world of Work



Future of Work Action Plan created from approximately 20 recommendations harvested from the Oman Energy Forum



ACTION PLAN: Stepping Stones to Speedy and Quantifiable Change

Recommendation	Adopting Institution	Institution Representative	Start Date	Status
Integrate digital qualifications into both traditional and vocational education to ensure that the future oil field worker has the required skill sets.				
Create a public engagement campaign that retains and attracts millennials into the oil & gas sector.				
Implement an external stakeholder engagement campaign focused on improving the brand of vocational education and the current negative public mindset that surrounds it.				
Establish and implement an external stakeholder engagement campaign to increase awareness of Blockchain Technology and the opportunities it offers.				
Create a media campaign that promotes and integrates critical thinking and the arts as				

Leadership Summit: Oman's senior leadership vote and narrow down, in order of priority, the Top 10 Recommendations to be implemented immediately from the Future of Work Action Plan.



RANK	Recommendation	1	2	3	4	5	TOTAL SCORE (See Scoring Matrix Below)
1	Energy industry to lead an emotional advertising campaign that places emotional education in the north using a paintball building the future of Oman	19	3	3	0	0	800
2	Create and execute an action plan to enhance digital literacy throughout Oman's energy sector.	14	3	2	1	0	270
3	Create a digital platform that directly matches job seekers with industry opportunities based on their identified skill sets - on Oman's mobile. A job seeker can upload their CV to the platform and receive insights on the best skills that they have skills and experience for.	14	3	2	0	1	270
4	Create the Oman Corporate Innovation Index that measures an organization's digital competency and assesses insights on how to improve digital capacity.	8	11	4	1	2	204
5	Create a digital platform that facilitates real time engagement between industry and academia on labor market requirements. This will provide a foundation where academia can proactively evolve its curriculum.	0	12	4	4	1	178
6	Align industry & academia to enhance vocational education and meet future labor market requirements, by leveraging a protocol framework that closes the gap between industry & academia on vocational training.	5	3	2	0	2	150
7	Run proof of concepts and identify the pain points within the energy sector that can be greatly improved by implementing Blockchain technology.	1	14	4	0	2	132
8	Establish internship or apprenticeship programs that last for a minimum of 1	4	9	10	2	3	109

2018 OEF LEADERSHIP SUMMIT Participants

- H.E. Dr. Mohammed Hamad Al Rumhy, Minister of Oil & Gas, Oman
- H.E. Dr. Rawya Al-Busaidi, Minister of Higher Education, Oman
- H.E. Dr. Ali bin Saud Al-Bemani, Vice Chancellor & Chairman, Sultan Qaboos University
- H.E. Abdul Salam bin Mohammed Al Murshidi, CEO, State General Reserve Fund
- Hon. Dr. Said Al-Busaidi, State Council Member, State Council
- Intisar Al-Wahaibi, Director General of Development Planning, Supreme Council for Planning (SCP)
- Dr. Yousef Al Balushi, Director, Knowledge & Technology Transfer, Ministry of Foreign Affairs, Oman
- Raoul Restucci, Managing Director Petroleum Development Oman
- Talal Al Awfi, CEO, Oman Trading International
- Eng. Isam bin Saud Al Zadjali, Chief Executive Officer, Oman Oil Company
- Robert Fulkerson, VP Finance, Occidental Oman
- Mussalam Al Madhari, CEO, Oman Society for Petroleum Services (OPAL)
- John Roper, Head of Middle East, Uniper Global Commodities SE
- Khalid Al Kindi, Deputy General Manager, BP
- Prof. Dr.-Ing., Michael Georg Modigell, Rector, German University of Technology in Oman (GUtech)
- Marwan Chaar, VP, Project Development, GlassPoint Solar
- Abdullah Al Yahya'ey, Country President, Mubadala Petroleum
- Ahmed Abdulwahab, Chief Executive Officer & Founder, Next Arabia
- Warith Al Kharusi, Chairman, Oman Centre for Skills Development SAOC (MAHARAT)
- Dr. Abdullah Al-Abri, ICV Technical Lead, Petroleum Development Oman
- Abdul-Amir Ajmi, Director, External Affairs-Value Creation, Petroleum Development Oman
- Raoul Bollen, VP HR Ops Oman & MENAC, HR Operations Oman & MENAC, Shell Development Oman
- Mark Geilenkirchen, CEO, Sohar Port Freezone
- Dr. Ali Al Shidhani, Director of Research Centers, The Research Council Oman
- Sean Evers, Managing Partner, Gulf Intelligence

THE FUTURE OF WORK – ACTION PLAN

The Leadership Summit brought together an exclusive group of senior stakeholders in Oman to be briefed on The Future of Work Action Plan. The senior leadership then voted on and scored in order of priority the Top 10 Recommendations from the action plan to be implemented immediately.

RECOMMENDATION	TOTAL SCORE	LEAD INSTITUTION	SUPPORT INSTITUTION	IMPLEMENTATION
1. Energy industry to lead an emotional advertising campaign that places vocational education in line with being a patriot building the future of Oman.	310		PDO	
2. Create and execute an action plan to enhance digital literacy throughout Oman's energy sector.	279			
3. Create a digital platform that directly matches job seekers with industry opportunities based on their identified skill sets – an Oman LinkedIn. A job seeker can upload their CV to the platform and receive insights on the best jobs that they have skills and experience for.	275			
4. Create an Employability Index that Measures a Company's Performance on Advancing the Employability of Omanis?	204	GI		GI hosted 3 Seminars in Q2, 2018 to establish criteria for Employability Index: attendees included OOC; OPAL; PDO; Bank Dhofar; MOFA; the IDO; Salam Air & the OAMC
5. Create a digital platform that facilitates real time engagement between industry and academia on labor market requirements. This will provide a foundation where academia can proactively evolve its curriculum.	178		PDO	
6. Align Industry & Academia to enhance vocational education and meet future labor market requirements. (ex. Leverage a protocol framework that closes the gap between industry & academia on vocational training).	173	PDO	OPAL	
7. Run proof of concepts and identify the pain points within the energy sector that can be greatly improved by implementing blockchain technology.	172			
8. Establish internship or apprenticeship programs that last for a minimum of 1 Year where students can engage in a longer period of applied learning.	169	PDO	OPAL	
9. Establish a structured framework, aligned with industry and academia, to develop vocational qualifications throughout the entire period of a student's university career.	161	PDO	OPAL	
10. Blended Degrees: Make it a compulsory part (elective courses) of university education that every student must have at least two semesters in a vocational training skill (plumbing) and/or 4th industrial revolution skill (AI).	80		PDO	



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