



## ADNOC TECHNICAL ACADEMY **ONE NEWSLETTER**

ISSUE 01 APRIL 2020

# A SUCCESSFUL BEGINNING TO 2020

## **CORONAVIRUS AWARENESS**

## **COMMITMENT TO OUR MISSION THROUGH DISTANCE LEARNING**

# EMBRACING NEW HORIZONS

Welcome to first Issue of ADNOC Technical Academy One Newsletter!

This inaugural edition of the Quarterly Newsletter you are reading now is an opportunity for ADNOC Technical Academy to share news and updates, announce upcoming events and activities, as well as showcase the achievements and successes of trainees and staff. It is also a valuable means for us to increase the visibility of our academy in and outside campus, create credibility and build awareness for the services we provide.

Let me first take this opportunity to sincerely thank the Communication Team for their commendable effort, dedication to excellence and engagement with new ideas and initiatives. We all take pride in their success! I would also like to thank everyone who contributed to this issue and engaged with the wider academy community through the sharing of news, updates and stories. Nothing is more valuable than being able to give back to the community in a way that benefits many others.

As we produce future issues of this newsletter, we remain committed to supporting and empowering you. This year we anticipate many upcoming events and I invite you to keep expressing yourselves through your newsletter and stimulating new thoughts and perspectives. It is very important that this newsletter gives a prominent voice to our trainees. Their contribution will encourage their creativity, boost their self-confidence and enable them to develop significant new learning.

With your continued support, I am confident that this newsletter is positioned well for continued success.

Together, we will move ADNOC Technical Academy forward in so many ways.

**Dr. Mohamed Al Menhali**  
Manager,  
ADNOC Technical Academy

**01**  
EMBRACING NEW HORIZONS

**02**  
HSE UPDATE

**04**  
A SUCCESSFUL BEGINNING TO 2020

**08**  
HIGHLIGHTS

**13**  
A GRADUATE STORY

**14**  
A SUCCESS STORY

**16**  
COMMUNITY SERVICE

**18**  
TRAINEES TALENT

**22**  
ADNOC OFFERS

## HSE UPDATE



# CORONAVIRUS AWARENESS

In line with the latest revision of the new Covid-19 guidelines we keep receiving from ADNOC HQ, the ADNOC Technical Academy team is adapting and implementing the required preventive measures. Moreover, the security team has been implementing the screening of visitors since February 15<sup>th</sup>, again as per the ADNOC guidelines.



Kindly be reminded of the importance of the following safety measures and practices:

- Wash your hands with soap frequently and on a regular basis for at least 30 seconds.
- Keep a reasonable distance of at least 1.5 meter between you and your interlocutor, avoid hand shaking and nose-to-nose greetings.
- People with an underlying long-term health condition should identify themselves to their line manager and to the academy's doctor.
- Keep the campus main doors open to reduce the risk of cross contamination through door handles.
- Avoid large gathering in or outside the academy, and reduce your commute.
- Increased cleaning & sanitizing is performed on "high touch" areas such as switches, water taps, toilets, printers and dispensers.

The academy is in direct contact with the ADNOC health advisory team and is updating staff, contractors and trainees on a regular basis on the latest measures.



## GRADUATION CEREMONY

# A SUCCESSFUL BEGINNING TO 2020

On January 7, ADNOC Technical Academy celebrated the graduation of 243 trainees who completed their training and acquired the right skills and competencies to join ADNOC plants and fields as technicians and operators. The graduation ceremony was attended by H. E. Dr. Sultan Al Jaber, CEO of ADNOC Group, Mr. Abdulmunim Saif Al Kendi, Director of People, Technology and Corporate Support, Mr. Abdul Aziz Al Hajeri, Chairman of ADNOC Technical Academy, and other members of the senior ADNOC Management and Leadership team.



ADNOC Technical Academy Manager, Dr. Mohamed Al Menhal, had this to say: "The graduation of these trainees reflects ADNOC's commitment to implementing the vision of the wise leadership by investing in human capital, which is our most important asset."

He added that "ADNOC 2030 growth strategy requires a new generation of highly talented young technicians and operators; therefore, training and qualifying individuals is an essential part of ADNOC's efforts to develop and empower talented individuals and ensure the sustainability of business and its continuity." Graduates successfully completed the 30 months robust training program, including 19 months of technical training on one of the Operating Companies' site to gain field experience and practical skills necessary to work in the oil and gas industry.

## CAMPAIGN TO ENROLL NEW TRAIINEES

The academy focused on sharing its first graduation story with the audience to promote the technical program and communicate the critical role that technicians and operators play in the sustainability of ADNOC operations and the prosperity of the UAE as a whole. This was the key message for our 2020 communication campaign, regardless of the size and scale of the events we were present in. These events range from career fairs like Tawdheef to school orientation days with direct interaction with potential applicants.



## COMMITMENT TO OUR MISSION THROUGH DISTANCE LEARNING

In light of the developing COVID 19 situation, our academy continues to take sensible, precautionary measures to protect the health and safety of our trainees and staff and ensure business continuity. Our response follows the guidance of our leadership and the swift and decisive steps taken by all relevant government agencies.

One of the main steps to curb the transmission of the virus and protect ourselves, our families and save lives is to practice social distancing and limit face-to-face interaction. That is why the academy has decided to implement a distance-learning program and ensure training and learning are not interrupted for long periods of time.

Our dedicated instructors have been creating relevant content that is delivered through Office 365. Trainees are able to manage their time and attend classes from the comfort of their homes. The delivery platform allows trainees to communicate with their instructors and seek explanation and support. They can also receive assignments, work on them and submit them for correction and feedback.

In fact, distance learning can have many advantages:

- Promotes learner engagement and knowledge retention as trainees study at their own personal pace.

- Enhances trainees' sense of obligation, self-discipline, and time management.
- Reduces distraction and keeps the trainee focused.
- Reduces the amount of time wasted in traffic and limits the risk of dangerous driving conditions.
- Helps in developing new computer skills while navigating different learning management systems and programs.

The distance learning program is constantly assessed to ensure it meets the learning outcomes set for the different courses and enhance its efficiency.

## BETTER ACHIEVEMENT THROUGH COLLECTIVE EFFORTS

The Students Services team members participated in a unique learning experience on February 13<sup>th</sup> with the aim of enhancing the team's dynamics and synergy with the beginning of the New Year 2020. The team-building day allowed participants to learn more about themselves and bond with each other in a different social environment away from

regular work, which resulted in increased connection and collaboration among the team. Moreover, it encouraged team members to reflect on various elements of effective team work factors such as communication, trust, conflict resolution, active listening, and leadership skills.

## UPGRADED TECHNICAL ENGLISH CURRICULUM

This term, the Technical English team will fully implement the newly-upgraded Technical English curriculum. Enhancements have been made to ensure the material is in line with the technical program which is accredited by Offshore Petroleum Industry Training Organization (OPITO). Alignment focuses specifically

on technical vocabulary and authentic materials, which aim to provide trainees with the necessary English language skills to succeed in their studies at the academy and within their future roles as technicians in ADNOC Group Companies.

## SHORT TECHNICAL COURSES FOR ADNOC GROUP COMPANIES WORKFORCE

As Short Courses are an ideal way to raise the academy's profile and demonstrate its training capabilities to the ADNOC Group Companies, the academy aims to become the platform for Competency Based Technical Training through the provision of such courses.

After the successful delivery of 20 short courses for 149 ADNOC employees in 2019, the Competency & Assessment Development Section intends to offer 27 new courses, covering 16 topics across all disciplines from February to July 2020. This includes the high in-demand Operations Training Simulator that assists with developing Panel Operators.

Courses are uploaded onto the ADNOC Gateway to allow online registration and delivered by the Academy's technical instructors. They particularly serve the development needs of Technicians and Fresh Engineering Graduates.

The received feedback has been very positive so far. It underscores the academy's potential of creating and delivering courses that are relevant to our stakeholders.

## PRELIMINARY ENGLISH TEST (PET) 2020: WHAT IS NEW?

With the aim of creating a more skill-based test away from the traditional language system components type of tests, the Preliminary English Test (PET) has undergone some essential changes. These changes include bigger and more challenging writing tasks and less transformation and true/false questions. These changes will put the test in line with the new role of English as a global language and be more adaptable to the communicative style of

teaching. Moreover, they will provide continuity between the Cambridge exam suites so that candidates will be able to progress naturally and comfortably between the Common European Framework of Reference for Languages (CEFR) levels. Naturally, these changes impact classroom work. Teaching styles will need to be more focused on texts, audios, discourse connectors and cohesive devices.

## NEW CAMPUS SERVICES!

As part of its efforts to enhance the experiences of the academy's trainees and staff, the General Services team has introduced new campus services, such as vending machines. Located in the OJT Building, the vending machines offer coffee, snacks and healthy options at all times.

The team is also working on a new service which is phone charging lockers. The phone charging lockers offer a secure and an effective tool to charge phones and other tablets. These new services aim to conveniently meet the needs of trainees and staff at all hours of the day.

## YDP COMPLETION IN 6 MONTHS... A STUNNING RECORD-BREAKER!

**HAMAD SALEH BINDWAIS,** a recent graduate, has completed his Youth Development Program (YDP) in less than 6 months of joining ADNOC as a full time employee. This is a really brilliant accomplishment which makes the academy proud of him.

Hamad joined ADNOC Technical Academy in September 2015 to pursue training in Process Operation. He was allocated to ADNOC Gas Processing, where he started his On Job Training in January 2018, completed his training and graduated successfully in July 2019. Three months later, he was employed as an operator, HBO1 compression in ADNOC Gas Processing.

Hamad worked hard on his development program, completed his YDP in 2 quarters and successfully passed the verification panel on March 15, 2020.



Hamad received a Certificate of Appreciation from Mr. Nasser Al Muhairi, VP Habshan & Bab Plant, who congratulated him for his personal commitment, punctuality, dedication and hard work.

We wish Hamad all the very best in his career and future professional development with ADNOC, hoping that his successful journey will inspire others!



## LEARNT SIGN LANGUAGE TO INTERACT WITH PEOPLE OF DETERMINATION

**ABDULLA AL SHEHHI**, a counselor in ADNOC Technical Academy, learned sign language to support people of determination, particularly deaf and dumb people, by coaching and helping them achieve their goals.

Mr. Al Shehhi's coaching sessions are marked by a notable presence of all community groups from all ages. This made him think about supporting groups of all kinds. Therefore, he began to learn sign language so that people of determination from the deaf and dumb category could interact in an ideal way, and participate in training courses inside and outside the country without any restrictions. "Thinking about our responsibilities as coaches, we constantly search for solutions to serve different ages. I always wonder whether we are providing all that is required. Does it meet the needs, or are we missing important support? Does society as a whole equally receive the information that needs to be conveyed? I decided, therefore, to learn sign language to support this specific group of people," he says.

Mr. Al Shehhi began life coaching after he got certified internationally in 2015. After completing a one-year "Coach of Coaches" program, he started delivering sessions in schools and for small groups in the UAE and GCC countries. Now, he conducts training courses and team building sessions for government and private entities in the UAE. "I deliver information during the sessions in completely different ways, giving the participants the right tools to think creatively and encourage attendees to work as a team in an environment of fun and movement," he says.

As a counsellor in the academy, the life coaching experience is adding a lot to his current role. "In order to start a mutually respectful conversation between a counsellor and a trainee, a counsellor needs to build a strong relationship and establish mutual trust, which is essential for coaching," he added.

## DONATE BLOOD SAVE LIVES

**Donating blood is a simple thing to do, but can make a big difference in the lives of those in need.**

ADNOC Technical Academy hosted the Abu Dhabi Blood Bank Trunk on 4<sup>th</sup> of February, 2020, with the aim of encouraging and facilitating this noble act of generosity and selflessness for the academy's family. A good number of trainees and employees carried out the 30-minutes long generous act to express their commitment towards giving back to the community.





## THE PASSION OF PHOTOGRAPHY

Name: **Hussein Mohamed Al Hosani**

Specialization: **Instrumentation**

Age: **21**

Hussein's photography interest and passion began in 2018 when he joined a voluntary team supervised by a government entity in Ajman. His curiosity and eagerness to learn something new made him decide to be a professional photographer and unleash his talents.

"Everything starts with a passion. If it is there, you will achieve your goals," Hussein says.

His goal of being a well-known professional photographer made him work hard to develop his photography skills. He attended many workshops and followed professional photography accounts on different social media platforms.

He participated in several events across the UAE providing the organizers with photography coverage. He also conducted workshops introducing the basics of photography for beginners. Hussain is currently looking to exhibit his works to a wider audience and challenge himself further.



Photo taken by Hussein Mohamed Al Hosani



Photo taken by Hussein Mohamed Al Hosani



## LAUNCH OF ADNOC OFFERS BOOTH

To keep everyone informed and updated on the ADNOC Offers, the ADNOC Offers Booth has been set up on campus where it will host regular roadshows of different companies that are offering their promotions. As many of the academy's family may know, the ADNOC Offers application grants employees and trainees of ADNOC access to exclusive offers and the best deals on an ever-growing list of hotels, restaurants and numerous activities across the UAE.

The booth is located in the OJT building, where companies' representatives will be present daily from 8:00 AM to 3:00 PM.

**STAY SAFE  
STAY CALM  
STAY HOME**

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