

Parker ensures Nationalization of over 90%

Parker was tasked with increasing local content for National Oil Company with a strong focus on nationalization of the workforce.

Challenge

Meet role specific nationalization targets while maintaining reliable operational performance, increasing personnel competency and overcoming language barriers.

Solution

Parker utilized many years of nationalization experience and proprietary development methodology to establish a plan for increasing the local workforce's competencies for them to develop and replace expatriate roles.

Results

- Creation of strong training and competency programs
- Increased local workforce to **93%** nationals
- Parker has consistently delivered local content above the required targets

Aligned Parker development strategy with customer requirements and goals

Based on varying job role nationalization targets, Parker created a specialized development plan for the operation to ensure personnel were provided sufficient opportunity to progress, whilst ensuring that all specific goals were met. This process included a current local workforce assessment, targeted candidate selection and job specific succession planning.

Developed well documented, reliable and complete competency and training plans

Parker developed well documented, comprehensive training and competency plans for all positions on site. Training was provided by the team on site, including job mentoring, training programs and courses, all designed to ensure local employees could replace expatriates positions.

The competency plan included customized job specific competencies for all roles along with employee KPI development, to ensure that employees progress and abilities were targeted and tracked.

Percentage of Local Workforce

