

Establish a national recruitment program with an efficient transition program within the first six months of project operation.

Recruited sufficient amount of national workers of relevant background and involved incumbent personnel to conduct intensive training and mentoring.

Challenge

To comply with customer and government requirements to have 60% local content at project

Solution

Utilized Portuguese speaking Angolan supervisors while doing intensive training for all national personnel.

Results

Achieved 75% local content within the first operational month and became 100% nationalized with Field Technicians within six months without sacrificing quality.

A major Oil and Gas company in Brazil required the provision of H₂S and CO₂ gas safety system services for 10 offshore drilling rigs with an extremely tight timeline. The customer consulted with United Safety to mobilize project personnel in compliance with government requirements to have a national recruitment program with 60% local content upon project initiation.



Brazil

KEY CUSTOMER BENEFITS

Utilized Angolan supervisors for project launch while conducting an intensive New Hire Program for all local nationals

During the transition period, United Safety decided to utilize incumbent Angolan national personnel while conducting intensive New Hire Training for all nationals in addition to external training.

Achieved 75% local content within the 1st month of operation

Portuguese speaking Angolan Process Excellence Supervisors conducted on-the-job (OJT) training for all local nationals. The nationals transitioned into the role of Onsite Technicians and the Angolans ensured all QC processes were maintained for standardized service delivery.

Became 100% nationalized with Field Technicians within six months without sacrificing quality of service

The customer appreciated the efficiency with which the nationalization program was implemented. The operation became primarily self-reliant within the first half of its operating startup year with the capacity to support further expansion. The supervisory and technical service offering provided onsite exceeded customer expectations.