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TOTAL: a Geoscience training Passport Strategy

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SUMMARY

Total has elaborated for the Geoscience population, both in headquarter and affiliates, a Training Architecture based on competencies, so called GSR Training Passport. This organization requires a dedicated structure both in Head office and affiliates to analyze the needs, through face to face discussion, and create the specific training program but also to manage the associated logistics.
Total has elaborated for the Geoscience population, both in headquarter and affiliates, a Training Architecture based on competencies, so called “GSR Training Passport”. Interviews help the training officer to evaluate specific needs for young recruits and to elaborate a personalized training plan validated by the hierarchy and career manager. The trainee acquires the necessary skills attached to a discipline (or “métier”) during a period of three to five years through a series of internal and external courses during a period of sandwich activity. Basic courses are supposed to give the common culture needed for working in more and more integrated studies while advanced courses are more specifically devoted to specific skills acquisition. Beyond these five years, the “Passport Junior” shifts towards a time life “Passport Experience” as, for Total, any career development needs to fulfill competencies in knowledge, technical know-how and social know-how. Specific cursus and personal coaching are, then, available. This organization requires a dedicated structure both in Head office and affiliates to analyze the needs, through face to face discussion, and create the specific training program but also to manage the logistics associated to the curriculum follow up and record in a data base.