THE EMPLOYMENT POSSIBILITIES FOR GRADUATE STUDENTS IN OIL AND GAS INDUSTRY, PARTICULARLY IN MEMBER COMPANIES OF THE NATIONAL PETROLEUM COMMITTEE OF SERBIA-WORLD PETROLEUM COUNCIL

Dr. Dragan Govedarica, Serbian WPC Youth Committee chair
The National Petroleum Committee of Serbia

“To achieve sustainable energy development, scientific progress and technological innovation are the key, whilst outstanding talents are the core”

“Younger generations are more connected to technology, are more informal and have a naturally entrepreneurial bias”

“The future of energy is in your hands”

“Good direction and mentoring can launch great careers, and mentorship at every level should be part of organisational policy”

“Mentoring is a great tool to bring together senior and young people with different, international experiences in the oil and gas industry”
1. Needed to fill the talent gap – generation Y at work
   Katharina Gruenberg, Shell Upstream International, Netherlands

2. Knowledge Retention
   Rima Al-Awadi, Kuwait Oil Company, Kuwait
The National Petroleum Committee of Serbia

PROGRAME “NIS CHANCE”

The National Petroleum Committee of Serbia
• Target group: graduate students without working experience

• The programme lasts for 12 months, exceptionally 24 months for certain education profiles in the field of oil exploration and production. It is estimated that this period is required for the independent work of young experts and the takeover of business projects.
Since its first stage in 2012, the programme has drawn attention of prospective candidates, which is proven by a high number of applications – about 5,000 for each stage of the programme.

Being one of the most desirable employers in Serbia, NIS company attracts a lot of young people, so the selection is conducted under very high criteria, which includes test results, average marks during high school/faculty and interviews with future mentors.
PROGRAME “NIS CHANCE”

* Program “NIS Chance” is organized in order to engage young and talented people who can strengthen NIS company with their energy and knowledge and develop them into experienced and successful professionals.

* It is being realized through cooperation and shared sponsorship between NIS, Autonomous Province of Vojvodina and local municipalities.

* The effects of the program “NIS Chance” were analysed and discussed by The National Petroleum Committee of Serbia (Youth Committee), NIS and University of Novi Sad.
PROGRAME “NIS CHANCE”

* 17 faculties through the programme
* Since the beginning, program has enrolled more than 670 interns who received opportunity to work and get professional specialization at NIS.
* In geographical terms, employees work mostly in towns and cities where the NIS operates and they come from more than 20 different cities.
The National Petroleum Committee of Serbia

„NIS CHANCE“

The number of employed candidates

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<tr>
<th>Year</th>
<th>2012</th>
<th>2013</th>
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<tr>
<td></td>
<td>216</td>
<td>175</td>
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2012
2013
The National Petroleum Committee of Serbia

„NIS Chance“
2012

Faculty of Economics
Faculty of Technical Sciences
Faculty of Law
Faculty of Sciences
Faculty of Mining and Geology
Technical Faculty “Mihajlo Pupin”
Faculty of Technology
Faculty of Mechanical Engineering
Faculty of Organizational Sciences
Faculty of Civil Engineering
Faculty of Philosophy
Faculty of Transport and Traffic Engineering
Faculty of Technology and Metallurgy
School of Electrical Engineering
The National Petroleum Committee of Serbia

„NIS Chance“
2013
The number of employed candidates

- Faculty of Economics
- Faculty of Technical Sciences
- Faculty of Law
- Faculty of Sciences
- Faculty of Mining and Geology
- Technical Faculty “Mihajlo Pupin”
- Faculty of Technology
- Faculty of Mechanical Engineering
- Faculty of Organizational Sciences
- Faculty of Civil Engineering
- Faculty of Philosophy
- Faculty of Transport and Traffic Engineering
- Faculty of Technology and Metallurgy
- School of Electrical Engineering
- Faculty of Mathematics
- Faculty of Architecture
- Faculty of Philology
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„NIS Chance“
Ratio of faculties (groups based on field of research)

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<th></th>
<th>2012</th>
<th>2013</th>
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<tbody>
<tr>
<td>Social Sciences and Humanities</td>
<td>5.09%</td>
<td>4.57%</td>
</tr>
<tr>
<td>Technology and Engineering Sciences</td>
<td>27.31%</td>
<td>39.43%</td>
</tr>
<tr>
<td>Total</td>
<td>67.59%</td>
<td>56.00%</td>
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</tbody>
</table>
The National Petroleum Committee of Serbia

“NIS Chance”
Women/ Men Ratio

48%  Women
52%  Men
„NIS Chance“ 2012-2013
Academic Titles

- Focused on profiles suiting the main business activity of the Company

- Candidates graduated at:
  - The Faculties of Economics
  - Faculty of Mining and Geology
  - Faculty Of Technology (And Metallurgy) - Master Engineers in Technology
  - Master Engineers in Electrical Engineering and Computer science
„NIS Chance“ in the future

Approximately 80% of the total number of young professionals who were selected for this programme are still NIS employees.

Late in 2014, the programme was modified. In the next stage it would be focused on profiles suiting the main business activity of the Company, i.e. on candidates graduating from technical faculties.