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**Technology transfer and capacity building for better
resources management in Africa**

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The views expressed are those of the author and do not necessarily reflect the views of UNCTAD



Technology Transfer and Capacity Building for better resources management in Africa

UNCTAD Conference
Geneva October 13- 16

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CONSOLTIA

Consulting for Africa

About Consoltia

- Consoltia is a leading provider of consulting services to the Oil & Gas, Energy, and Mining sectors with focus in Africa.
- Consoltia is involved in: Organization and Strategy, HR and Capacity Building, Contracts and Project management, Finances, QHSE

Let's us Bring Clarity to Complexity

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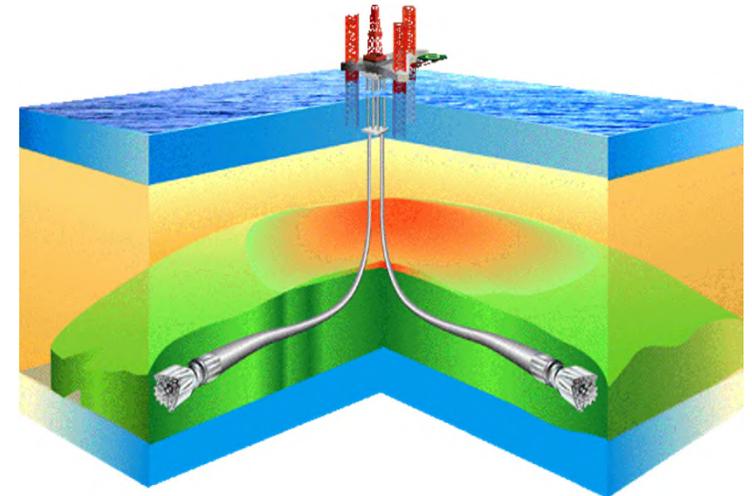
Key Aspects in Oil, Gas, Mining Development

Legal

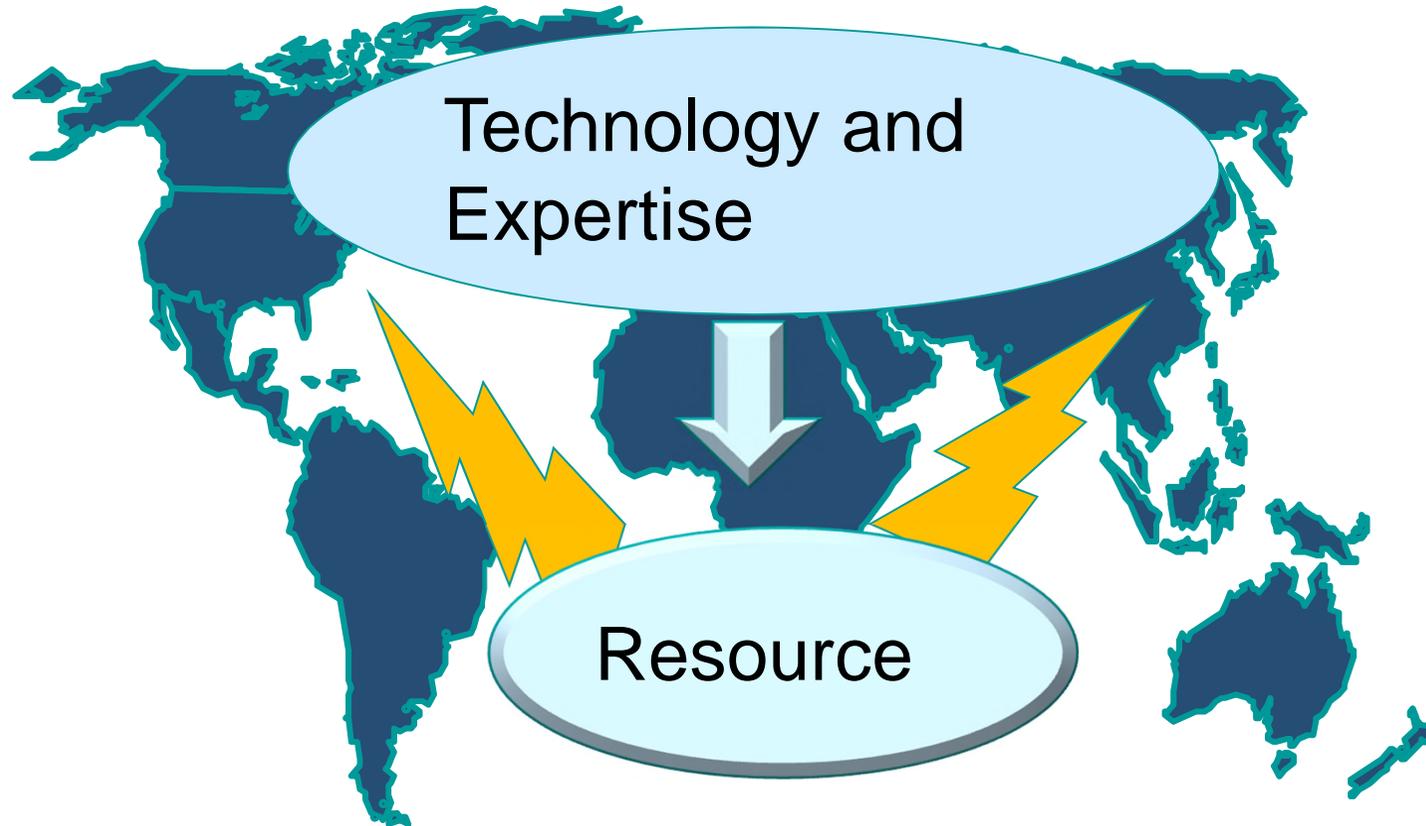
Financial

Technology

Human resources



Flux of Technology and Expertise



The Typical North South Path



Local Content and parties interest

Companies Interest

Country Interest

- Profitability
- Business Growth
- Efficiency

- Investments
- Employment
- Training



Reducing the Gap : Increasing the outcome

- 
- Investments
 - Training
 - Employement

- Profitability
- Efficiency
- Business Growth

Is this possible?
Can we ?



Local Content & usual Perception

Perceived as

Government
pressure

Government
Benefit

Should be

Partnership/
Citizenship

Mutual
Benefit



Some Guiding Principles

- People as main asset
- Believe in training and development
- Career opportunity
- High standard of performance
- Long term vision
- It makes business sense



Equipment and local companies

- ✓ Local companies governance
- ✓ Regional Equipment Centers
- ✓ Regional Market



Government	Company
Investment	Profitability
Employment	Growth
Training	Efficiency



How to develop people



Developing Human Resources: Some Local issues

~~Usual comments about Education and capacity building in Africa:~~

~~No Technical competencies~~

~~No Good Laboratories~~

~~No Good Teachers~~

~~No Good Students~~

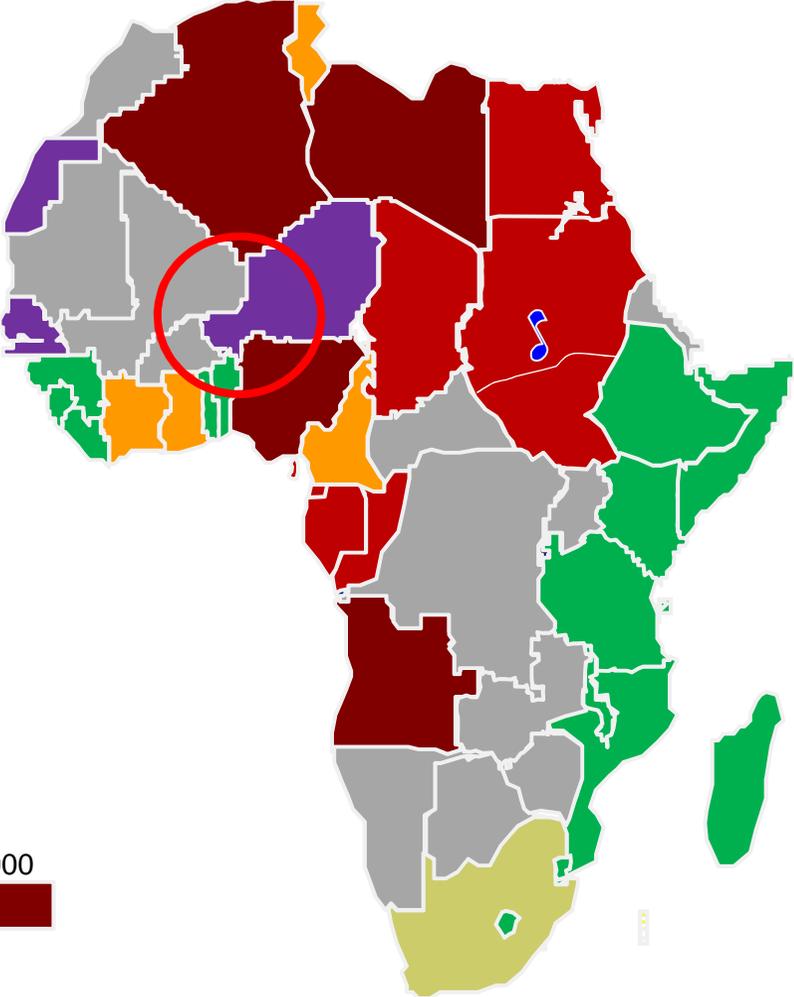
~~The “No” Syndrome dominates~~



Some are true but do they prevent local capacity building?



Africa Oil Producers



In 1000 BOPD

>5 >40 >100 >1000



Dark Red >2 generations



Statistics from Sub-Sahara Africa, Service Provider Company

Professional Categories	Nb of Positions	SSA Nationals	%
Operators	559	562	101%
Specialist & Engineers	1269	1308	103%
Senior Specialists, Engineers, Geoscientists	940	941	100%
Managers	409	336	82%
Senior Managers	70	45	64%
Total	3248	3189	98%



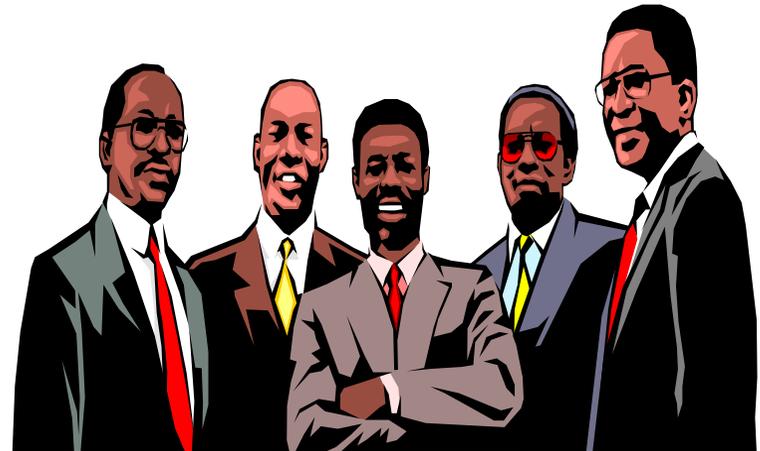
High Level Positions Distribution & Gaps

Country	Positions	Nationals	Excess	
Nigeria	449	714	265	60%
Angola	399	132	-267	-33%
Congo	154	68	-86	-55%
Gabon	80	58	-22	-28%
Equatorial Gui.	61	12	-49	-12%
Chad	60	53	-7	
Cameroon	51	139	88	172%
South Africa	40	56	16	40%
Ghana	38	6	-32	-84%
Ivory Coast	13	36	23	77%



Benefits of Regional Expertise

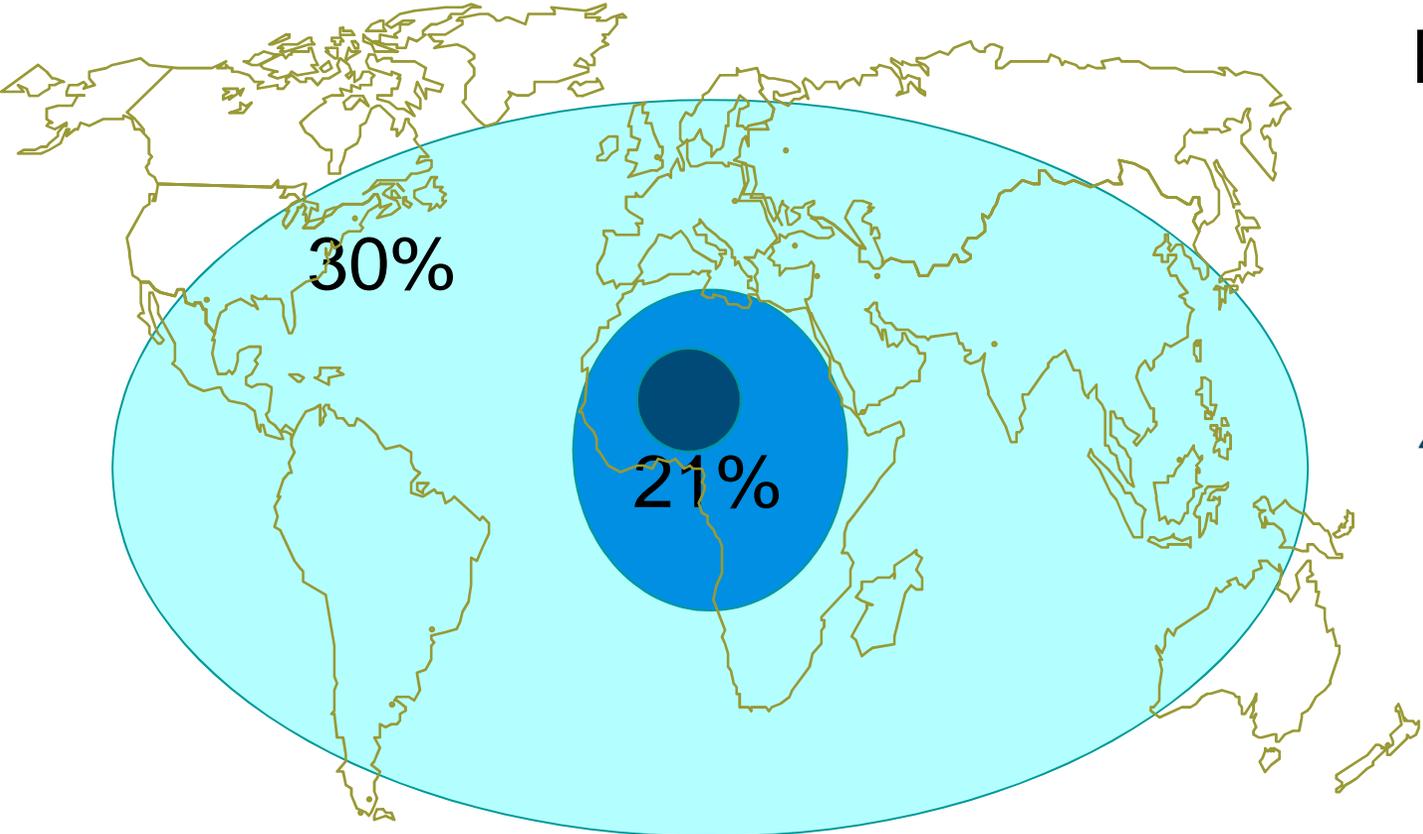
- Local Culture
- Individual Identification
- Neighborhood effect
- Cost reduction
- Regional Economy
- The Sustainability



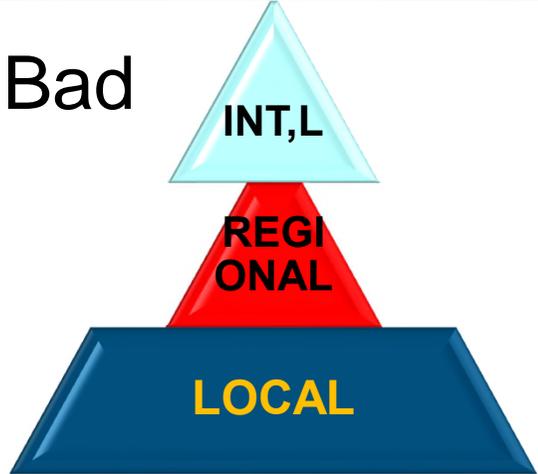
Does Africa has regional expertise ?



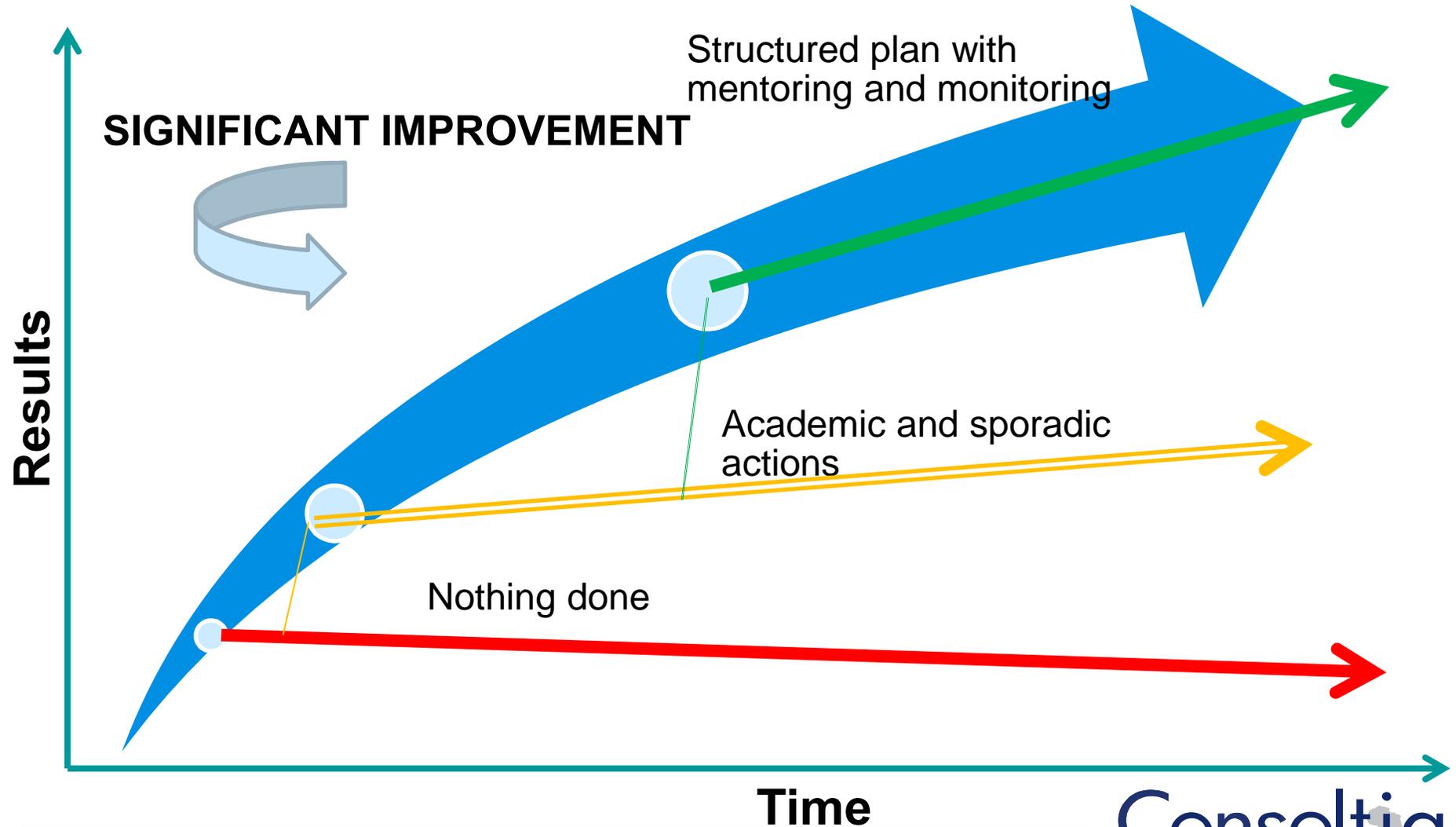
Local-Regional-International Circles



LRI 3 CIRCLES

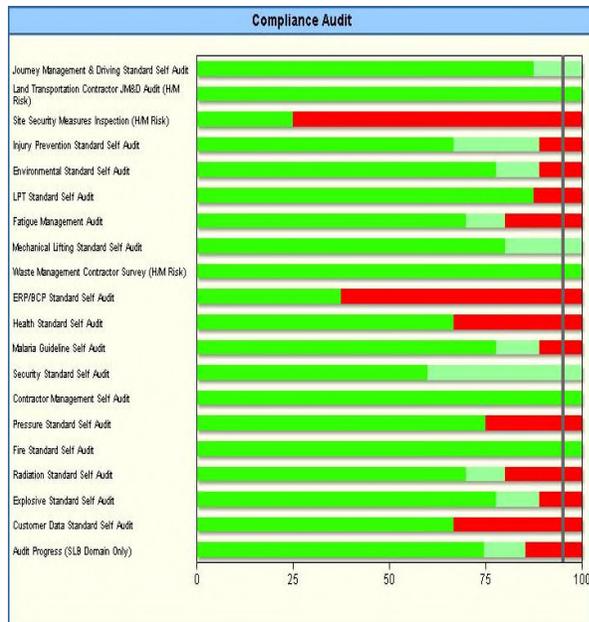
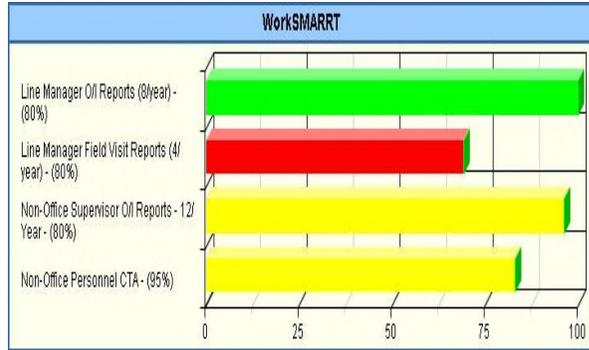


Accelerating capacity building

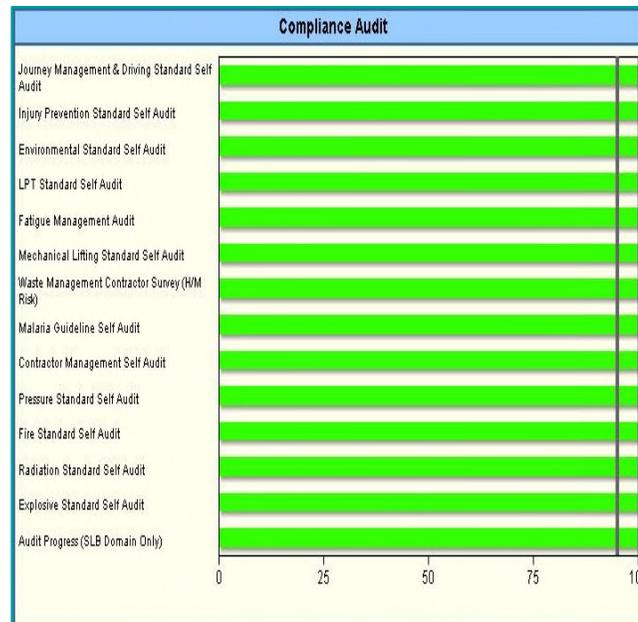
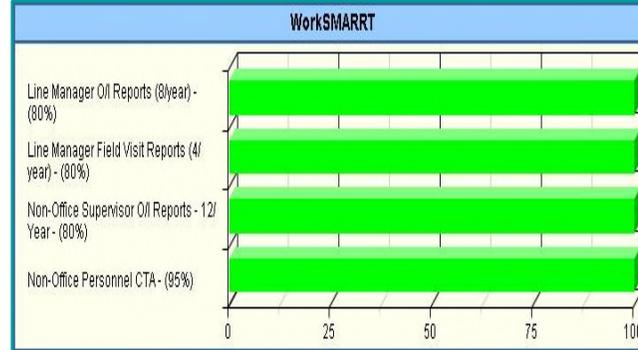


Local QHSE Performance Profile Example: EG 2011

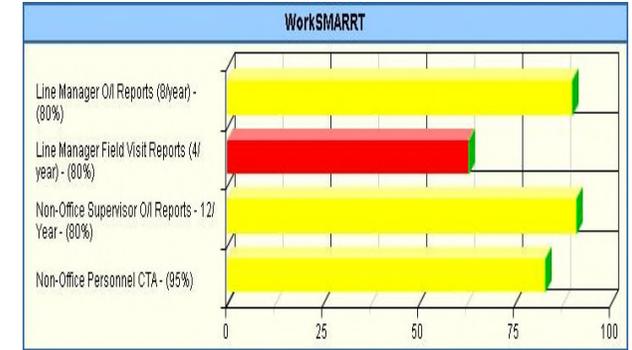
Region



EG



Europe Africa



Conclusion

1- Local capacity building makes common and business sense

2- Local content well addressed is mutually profitable

3-The Regional Content is a good way to improve local capacity

4-Capacity building can be accelerated by a structured plan

