Technology transfer and capacity building for better resources management in Africa

Mr. Samuel SAFO TCHOFO
Executive Vice-President
CONSOLTIA
Consulting for Africa
16 October 2014

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

Samuel Safo Tchofo
Executive Vice-President

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 Bring Clarity to Complexity*

www.consoltia.com
Key Aspects in Oil, Gas, Mining Development

- Legal
- Financial
- Technology
- Human resources
Flux of Technology and Expertise

Technology and Expertise

Resource

The Typical North South Path
Local Content and parties interest

Companies Interest
- Profitability
- Business Growth
- Efficiency

Country Interest
- Investments
- Employment
- Training
Reducing the Gap: Increasing the outcome

- Investments
- Training
- Employment

- 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

<table>
<thead>
<tr>
<th>Government</th>
<th>Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment</td>
<td>Profitability</td>
</tr>
<tr>
<td>Employment</td>
<td>Growth</td>
</tr>
<tr>
<td>Training</td>
<td>Efficiency</td>
</tr>
</tbody>
</table>
How to develop people

- Professional Training
- Coaching
- Mentoring
- Stretch and Challenge
- Building on experience
- New experiences
- Selecting & Rating
- Academic Training
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

>2 generations

Consoltia Consulting for Africa
### Statistics from Sub-Sahara Africa, Service Provider Company

<table>
<thead>
<tr>
<th>Professional Categories</th>
<th>Nb of Positions</th>
<th>SSA Nationals</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operators</td>
<td>559</td>
<td>562</td>
<td>101%</td>
</tr>
<tr>
<td>Specialist &amp; Engineers</td>
<td>1269</td>
<td>1308</td>
<td>103%</td>
</tr>
<tr>
<td>Senior Specialists, Engineers, Geoscientists</td>
<td>940</td>
<td>941</td>
<td>100%</td>
</tr>
<tr>
<td>Managers</td>
<td>409</td>
<td>336</td>
<td>82%</td>
</tr>
<tr>
<td>Senior Managers</td>
<td>70</td>
<td>45</td>
<td>64%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3248</strong></td>
<td><strong>3189</strong></td>
<td><strong>98%</strong></td>
</tr>
</tbody>
</table>
## High Level Positions Distribution & Gaps

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

Good

Bad

Consoltia Consulting for Africa
Accelerating capacity building

- Nothing done
- Academic and sporadic actions
- Structured plan with mentoring and monitoring

Results vs. Time

SIGNIFICANT IMPROVEMENT

Consoltia Consulting for 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