

Developing Sustainable TVET Skilled Workers for Oil and Gas Industry

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Ahmad Munir Akram Ahmad Faiz
Human Capital Investment
Group Human Resource Management
PETRONAS



PETRONAS has established VISTA programme since 1992 – to train and produce local TVET skilled workers for oil and gas industry

PROVISION



Syllabus Review



Training Consumables



Training of Trainers (ToT)



Equipment Maintenance



Training Equipment

**>14.5k
Trained
>RM95mil**

FOCUSED SKILL TRADES

- 6G Welding
- Pipe Fitter
- Wireman, Chargeman
- Scaffolding and Rigging
- Diploma courses (Petrochemical, Instrumentation etc)

PETRONAS
Chemicals Fertiliser
Kedah (PFK)

INSTEP

Kertih Refinery



Gebeng Industrial
Area

Melaka
Refinery



Pengerang
Petrochemical
Integrated
Complex (PPIC)

PENINSULAR

KIMANIS PETROLEUM
TRAINING CENTRE
(KTC)

Sabah Oil & Gas
Terminal (SOGT)

Miri

Malaysia LNG
(MLNG) Bintulu

Sabah Ammonia
Urea (SAMUR),
Sipitang

SABAH

23

**ACTIVE
INSTITUTIONS**

7 Peninsular
6 Sarawak
8 Sabah
2 Labuan

14

**GRADUATED
INSTITUTIONS**

LEGEND

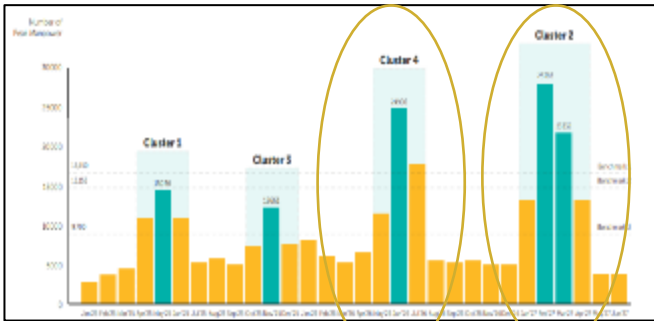
- PETRONAS operation areas
- 23 VISTA institutions (active)
- 14 graduated institutions

6	Owned by State Governments	3	Akademi Binaan Malaysia (ABM)
7	Majlis Amanah Rakyat (MARA)	1	Jabatan Politeknik & Kolej Komuniti, KPT
5	Jabatan Tenaga Manusia, MoHR	1	Kementerian Belia & Sukan

However, VISTA must evolve to address the urgent needs for the industry and nation...

BUSINESS OUTLOOK

The oil and gas (O&G) industry will face peak demand for skilled manpower in 2026 - 2027



- The peak demand will be in Cluster 4 (Melaka & Sarawak) and Cluster 2 (Pengerang)
- Peak demand is estimated to reach ~25K manpower requirement

PETRONAS has signed a **Memorandum of Cooperation** in March 2023 with the Government of Malaysia to help nurture more TVET skilled workers (for 2023-2026) and is a member of **MTVET Negara**

INDUSTRY PERSPECTIVE



60% of Oil and Gas Services and Equipment (OGSE) players highlighted the need to **enhance the quality of TVET graduates**



88% of OGSE players think the bridging required in the TVET O&G curriculums are the **practical and real-world applications**



97% of food and parcel delivery (p-hailing) workers in Malaysia are youths aged **15–30**

TALENT FEEDER

95% of respondents acknowledge the importance of TVET for career preparation.

However, **only 53%** are familiar with TVET.



TOP 3 BARRIERS TO CONSIDER TVET

Feel there is lack of information and knowledge about TVET	33%
Inclined towards academic education compared to technical training	21%
Feels there is a lack of TVET programmes in their area	18%

Our Aspiration..

1992 - 2024

Vocational Institutions Sponsorship and Training Assistance (VISTA)

Good Practices Study

Define what **good** looks like from industry lens to identify practices that can be emulated



2025 onwards

Vocational Integrated Skilled Talent Advancement



Governance Model

Co-ownership model with multiple stakeholders



Funding

Sustainable funding model, with less reliance on government funding



Quality

TVET/VISTA graduates that meet industry's needs



Industry

Proper platforms for industry to channel their needs and demands



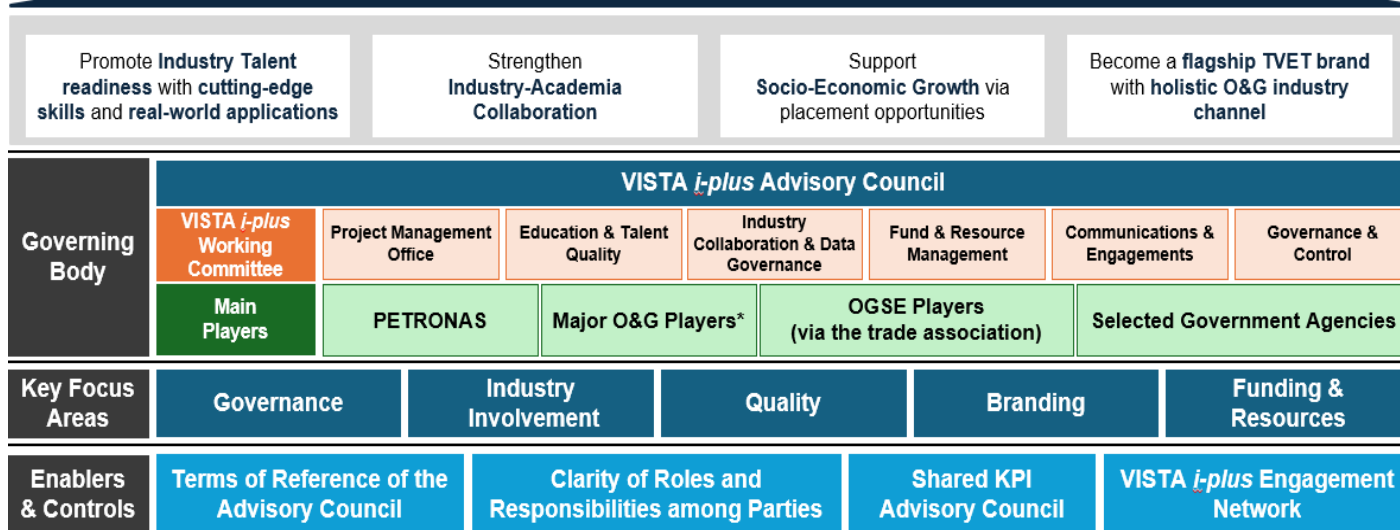
Branding

Existence of a national TVET campaign and/or any historical significance

VISTA *i-plus* – An Industry Collaborative Model: *by industry for industry*

It fosters collaboration between key industry stakeholders in achieving **shared objectives** and **supporting nation building**

VISTA *i-plus* aims to develop sustainable TVET competent talents to fulfil O&G Industry needs and adjacent industries



Note:

- Major O&G: Comprises of the Petroleum Agreement Contractors (PACs), other O&G players excluding subcontractors
- OGSE players: Other industry players including contractors/sub-contractors



VISTA *i-plus* Advisory Council (VAC)

- Established **at NATIONAL Level** represented by the head of the organisation
- Provides **strategic vision** for VISTA *i-plus* in achieving industry-aligned goals

VISTA *i-plus* Working Committee (VWC)

- A joint working committee
- Acts **under the authority** of the VAC members
- Translates high-level directives from the VAC into **actionable plans and oversees successful execution**

VISTA *i-plus* Engagement Network (VEN)

- Platform as the **VOICE OF THE INDUSTRY**
- Provides **access to skilled workers database and platform to streamline training institutions; requests for training materials, consumables and other forms of assistance.**

VISTA *i-plus* was successfully piloted at Southern region with multiple partners gathered (via VEN) to collaborate as one industry

SOUTHERN PARTICIPANTS



EVENT SNAPSHOT

- ✓ Held on 10 April in Johor Baharu, attended by >30 Southern Region OGSE industry players, government agencies, and training institutions (>80 pax)
- ✓ Sharing and discussion sessions were conducted on O&G TVET topics, including ongoing initiatives, success stories, and points of collaboration/support

KEY TAKEAWAYS

- 1 OGSE players were aligned on the **need for a whole-of-industry approach**
- 2 OGSE players were able to hear from **multiple perspectives**, from agencies and training institutions
- 3 OGSE players **explored collaborative** training, funding, and branding initiatives



VWC jointly participated in Hari TVET Negara and Energy Asia to promote VISTA *i-plus* and expand strategic partnership with greater stakeholders

Hari TVET Negara (10 -13 June 2025)

~1,500

Booth Visitors

69%

Interest to Participate
(students)



Energy Asia (16 -18 June 2025)



>500

Booth Visitors

~60%

Industry Buy-in for
Collaboration



Cumulative
digital reach achieved
via various social
media platforms

~700 *postings*

>65K *views*



Industry
Involvement

Quality

Branding

Funding &
Resources

Creating awareness and interest on TVET in oil and gas for school students via Xplore VISTA *i-plus*

[Open]



IKBN Bandar Penawar (24 July 2025)

- 🎯 175 students & 28 Teachers (203 individuals)
- 📅 19 Schools from PPD Kota Tinggi
- ▶ VISTA Booths : IKBN Bandar Penawar, ILP Pasir Gudang, PRPC, Enproserve SB, ABM Wilayah Selatan, HighBase Strategic SB, SHAHPADU, Science-tech Solutions



Industry
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IKM Jasin (5 August 2025)

- 🎯 150 students & 10 Teachers (160 individuals)
- 📅 5 Schools from PPD Jasin
- ▶ VISTA Booths : IKM Jasin, ALAM, ILP Pasir Gudang, Enproserve SB, ABM, UBF



IKBN – Institut Kemahiran Belia Negara
IKM – Institut Kemahiran MARA

VISTA
i-plus

Boosting employment opportunities by collaborating directly with industry partners at training institutions

Welding Qualification Test (WQT) for 6G Welding and Assessment for Pipe Fitter Courses



14 Companies participated (Johor & Melaka OGSE)

44 Graduates Assessed



~70%

identified for employment and pending placements

Direct joint-industry assessment for graduates under VISTA *i-plus* programmes at IKM Jasin and ILP Pasir Gudang on 13 – 14 May 2025

Industry
Involvement

Quality

Branding

Funding &
Resources

Contribution beyond monetary...

- **PETRONAS Carigali Sdn Bhd (PCSB)** contributed several items from their operation areas (*surplus and scraps*) as training consumables for VISTA *i-plus* training institutions.
- Around **25%** from the total contribution was assessed, resulted to items worth **RM 134,000** (*CS pipes, beams, fitting gasket, bolt & nut etc*) were identified to be utilised by **ILP Pasir Gudang, IKNB Bandar Penawar and IKM Jasin** for their Q3 and Q4 training delivery.



- ✓ These materials have been reviewed and audited by the **VISTA *i-plus* Working Committee (VWC)** – to ensure their continued relevance and suitability for training purposes.
- ✓ The audited items, currently stored at the **EPIC Kemaman Yard**, have been verified to remain fit for use in upcoming training deliveries



**Collaboration is crucial
towards creating a
sustainable TVET skilled
workers for the oil & gas
industry and the nation...**



Redefining Education, Elevating Careers

More info



vista.iplus@petronas.com