

EMPLOYEE TRAINING IN ENVIRONMENTAL MANAGEMENT



People are our most important asset, so HSE training remains top of mind for KMG Group. Therefore, mandatory staff education, training and upskilling in occupational health, industrial and fire safety and environmental protection are priority training areas for KMG.

In 2020, KMG Group spent a total of KZT 671,341 to train 100,172 employees, including HSE training in the following key business segments: KZT 255,728 in the upstream business; KZT 161,670 in the midstream business; KZT 44,039 in the downstream business; KZT 182,341 in the service business, and KZT 27,565 in the Corporate Centre.

Employee training expenses

Indicator	2018	2019	2020
Employees trained	114,971	130,615	100,172
Amount in KZT '000	1,097,877	1,179,877	671,341

HSE training by key business segment

Business segment	Number of employees	Amount in KZT '000
Upstream	36,263	255,728
Midstream	23,840	161,670
Downstream	7,599	44,039
Service	31,686	182,341
KMG Corporate Centre	784	27,565

Under the “70/20/10 – on-the-job training/ internal training/external training” model rolled out across KMG Group, occupational health and safety and industrial and fire safety trainings are conducted at KMG’s existing six training facilities/centres. The bulk of training was done online due to COVID-related restrictions.

JSC OzenMunaiGas (Zhanaozen), JSC KazTransOil (Aktau), JSC Intergas Central Asia (Atyrau, Shymkent), JSC Pavlodar Refinery (Pavlodar) and Oil Services Company LLP (Aktau) have their own training facilities/centres.

In addition to the tenured faculty, line managers and highly qualified specialists from among KMG long-serving operational staff are engaged by training centres to deliver trainings and upskilling courses for KMG employees.

Long-serving employees are also engaged in the mentor and internal trainer programmes run by KMG, along with master classes, trainings and various contests held to recognise best performers, enhance internal communications, and motivate employees to excel in their jobs.