



الجمعية العمانية للطاقة
Oman Energy Association



WHO WE ARE

2023-2024

STRIVING FOR EXCELLENCE

CONTENTS

About OPAL	3
Strategic Direction	4
Governance	5
OPAL Team	8
History and Milestones	9
Members	14
Engagements	15
Products and Services	16
OPAL Digitalization Journey	20
OPAL Social Responsibility Products and Services	22
In-Country Value (ICV)	23
Impact on The Industry and Oman	24
Why Your Membership Matters?	24
What Our Stakeholders Say?	25

ABOUT OPAL

Oman Energy Association (OPAL) is a prominent business society in the Sultanate of Oman. An NGO and a non-profit organization focusing on the Energy & Minerals sector. The organization was originally formed in 1998 when like-minded companies embarked on a common desire to promote industry standards and create a forum to resolve common problems, and share best practices. Initially known as the Oil Industry Training Board (OITB), it was later amalgamated with Oman Oil & Gas Contractor Forum to form the Oman Petroleum Alliance (OPAL). The industry's business society was officially registered on the 27th of October 2001, under the regulations governing the formation of societies at the Ministry of Social Development.

OPAL aims to strengthen its services through a single platform for agreeing and promoting work standards to increase competencies and professionalism. The long-term target of OPAL is to have the Oman's Energy Industry in a world class level, internationally competitive and as a figurehead in the sustainable management of Hydrocarbons and Renewable energy. OPAL aspires to be the foremost facilitating body to align stakeholders' objectives and moderate and address common challenges for the benefit of its members.

Industry Leaders of the companies (MD's, CEO's and GM's) meet quarterly to discuss areas of mutual benefit and consensus. An elected board governs the society applying the highest standards of good corporate governance.

OPAL employs a small and yet effective executive team to implement its programmes and serve its members.

QHSE is OPAL's key priority. OPAL's aim is to achieve high aspiration and encourage QHSE best behavior and best practice which remains the top focus in the daily life of the industry. OPAL is working to help maturing companies develop minimum QHSE standards. The imperative remains to strive for Goal Zero to achieve no fatalities and no serious injuries.

The Human Resources Development training scheme gives priority to employers' needs and focuses on targeted training, which aims to enhance competence and work ethics. Employment being the objective and training is the enabler. Throughout the last 25 years, OPAL has facilitated the training and employment of over 15,000 Omanis and redeployed more than 9,700 during the last several years.

OPAL plays an important role in times of global economic and financial crisis. The role it played and the services it provided during the pandemic of Covid-19 demonstrates the importance of its economic and social role in the Sultanate of Oman.

STRATEGIC DIRECTION

VISION

The valuable “Voice of the Industry” inspiring capable and resilient businesses to sustain prosperity in Oman’s Energy & Minerals sector.

MISSION

Uniquely serving member companies by promoting “synergies”, “In Country Value creation” and “Capacity Building” to enhance the sustainability of the Energy & Minerals and the national economy.

Four Strategic Objectives Focusing on:

- ▶ Valuable Voice of the Industry.
- ▶ Sustainable “In Country Value” and Prosperity for Business Communities in Oman.
- ▶ Sustainable Business Practices & Common Standards for the Industry.
- ▶ Greater Synergy across the Industry.

VALUES

INTEGRITY



TRANSPARENCY



TRUST



INDEPENDENCE



FAIRNESS



OPAL aims to promote Oman’s Energy sector to be internationally recognized and competitive. It aims so by elevating the operating standards of member companies (small and big), setting a consensus of minimum agreed standards and to create a level playing field within the sector. OPAL will continue to work with stakeholders, partners, and members to achieve the following strategic objectives:

Valuable Voice of the Industry

- ▶ Provide a “Think Tank” to research and recommend viable policies to address challenges faced by the sector such as HSE compliance.
- ▶ Tackle common issues adversely affecting businesses in the sector.
- ▶ Advocate conducive regulatory frameworks for thriving businesses serving the sector.

Sustainable “In Country Value” and Prosperity for Business Communities in Oman.

- ▶ Promote “Local Content” to sustain the prosperity of member companies, the Energy & Minerals sector, and Oman’s economy overall.
- ▶ Facilitate capability development of Omani workforce at all levels by the employment and development of opportunities to Omanis.
- ▶ Promote transfer and retention of technology & know-how.

Sustainable Business Practices & Common Standards for the Industry

- ▶ Promote best practices for management of HSE (Health, Safety, Security & Environment).
- ▶ Promote best practices for quality management (quality products & services, efficiency, savings, and productivity).
- ▶ Promote best practices for Human Capital Development & Management.
- ▶ Promote best practices for Business Ethics and Code of Conduct.
- ▶ Pursue relevant common standards for the industry.

Greater Synergy across the Industry.

- ▶ Facilitate sharing of valuable information (Technical, Business & General) across the sector.
- ▶ Promote collaboration amongst member companies to achieve greater combined results for common goals.



Dr. Amer Al Rawas

Chairman

Chairman at Concordia
Group L.L.C.



Dr. Aflah Al Hadhrami

Deputy Chairman

CEO at Integrated Gas
Company S.A.O.C



Husam Al Jadhmani

Treasurer

CEO at Electromechanic
Enterprises



Said Al Habsi

Board Director

CEO at Oman Chlorine
S.A.O.G.



Saif Al Darai

Board Director

Managing Director at SAS
Engineering L.L.C.



Abdullah Al Hinai

Board Director

Chief Executive Officer,
Tabreed Oman S.A.O.C.



Abdullah Al Naimi

Board Director

Chief Financial Officer,
SMN Power Holding SAOG

THE BOARD OF DIRECTORS

There are two main governing bodies of the Association:

the Board of Directors and the Executive Management of the Association.

The Board of Directors is responsible for the direction and oversight of OPAL on behalf of its members comprising of 7 non-executive directors elected for a two-year term. Each board member is a high ranking executive in their respective companies. All elected directors are professionals and experts within their own fields, thus ensuring the best guidance for the society. The Board of Directors plays a pivotal role in developing the strategic and organizational aims of the society and ensuring the efficiency of the internal control systems.

The Board of Directors' responsibilities include, amongst others, the following:

- ▶ Forming relevant steering committees and forums to handle the industry's issues.
- ▶ Ensuring that the society conducts its operations within the framework of the constitution in an ethical and transparent manner.
- ▶ Appointment of the CEO and other executive managers of the association.
- ▶ Assessing the activities and performance of the Executive Management on quarterly basis.
- ▶ Approving the strategy, budgets, policies and business plans.
- ▶ Reviewing the annual report, financial statements, accounting policies, related party transactions and fair value of contributions received by the society.

THE EXECUTIVE MANAGEMENT



Abdulrahman Al Yahyaei
OPAL CEO

The association's CEO is appointed by and reports to the Board of Directors. The CEO is responsible for managing the association's affairs based on the defined authorities delegated by the Board. The CEO is supported by a team of **six** departments.

Quality and Accreditation

- ▶ Evaluating of the compliance of OPAL's products and services with the standards and requirements of the Energy and Minerals sector.
- ▶ Enhancing standards and quality in public and private training institutions that provide training services for the Energy and Minerals sector through OPAL STAR project.
- ▶ Conducting external and internal audits, ensuring that audits comply with applicable standards and regulations and that the resulting reports are fair, impartial and useful.
- ▶ Overseeing the implementation of HSE standards while ensuring OPAL products are quality assured and audited periodically as required.
- ▶ Maintaining the quality assurance and integrity of the Road Safety standard service providers and other related services. Activating and disseminating quality culture and contributing to the development of new products and services related to quality assurance and accreditation.
- ▶ Ensuring that standards of excellence are maintained during the implementation of projects or implementation of services and that OPAL products meet applicable performance standards in the sector.

HCD & CSR Initiatives

- ▶ Supporting the Energy & Minerals Sector in their usage of HCD products & services including NOS pack (National Occupational standards) and the various spectrum of Training schemes.
- ▶ Supporting the sector in analyzing the training and qualifications needs through the Occupational maps and the Market labor intelligence studies.
- ▶ Ensuring that HCD Products and services are optimally functioning as promised and advertised.
- ▶ Ensuring skill certification development and utilization as per the requirements and adhere to the regulation.
- ▶ Ensuring the continues involvement with different stakeholders (government & private sector) to maximize the benefits of the HCD products and services.
- ▶ Supporting the implementation of ICV HCD initiatives.
- ▶ Supporting CSR strategy that can build significant value and maximize shared value among organizations, employees, customers, shareholders, and community members.
- ▶ Aligning CSR initiatives for greater synergy between member companies.

Member Network Management

- ▶ Managing and Optimizing OPAL's engagements with member companies to capture their issues and requests for support.
- ▶ Managing resolution and communications with relevant authorities concerning raised issues and requests from member companies.
- ▶ Marketing OPAL's benefits, products, and services to maximize sales related to memberships, products, and services as well as sponsorship of events, publications and programs organized by OPAL.
- ▶ Managing OPAL's events and all media publications/communications to promote OPAL's brand and relevance to key stakeholders in the Energy & Minerals.
- ▶ Managing and facilitating OPAL's member committees.

HSE & Standardization

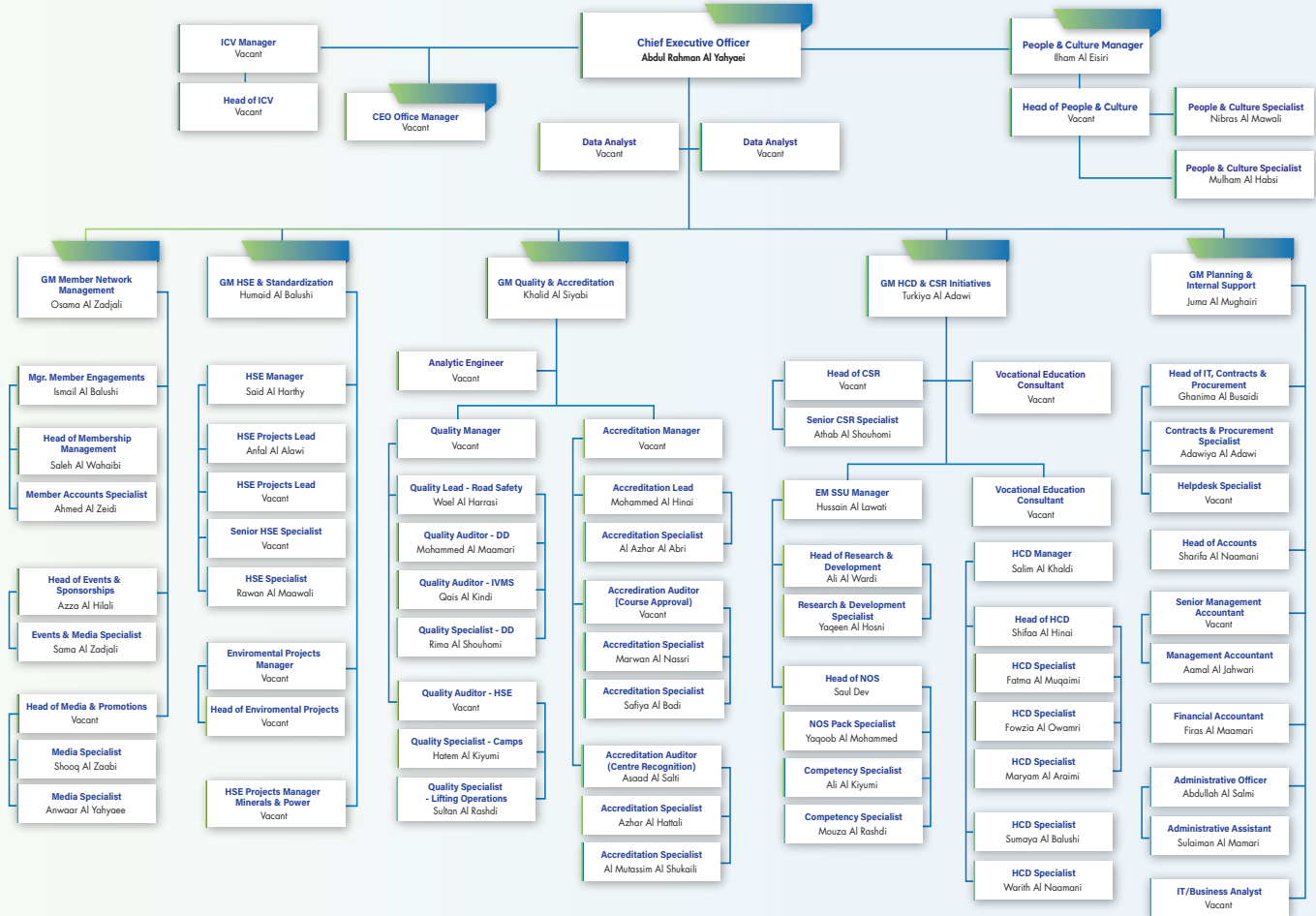
- ▶ Leading standardization of HSE practices across the Energy & Minerals industry, including development and implementation of new standards as well as digitalization.
- ▶ Conducting feasibility studies for new HSE projects to assess viability of fulfilling desired results technically, financially and within the desired time-frames. Collaborate and Coordinating engagements between MEM and Operators HSE Managers to identify common challenges and jointly address them.
- ▶ Managing, facilitating, and delivering OPAL led HSE conferences and workshops.
- ▶ Actively participate in key HSE conferences and workshops within the industry for knowledge sharing.
- ▶ Collaborating with the different government sectors to improve their HSE standards for safer operations.

Planning & Internal Support

- ▶ Coordinating and overseeing planning processes to produce OPAL's Strategic and Annual Business Plans.
- ▶ Overseeing and facilitating monitoring and management of OPAL's business performance regularly.
- ▶ Overseeing and facilitating OPAL's Quality and Risk Management systems and processes.
- ▶ Overseeing management of OPAL's finances ensuring adequate controls on expenditures as well as reporting of required financials regularly.
- ▶ Managing and Supporting Contracts and Procurements internally.

People & Culture

- ▶ Building positive workplace relationships, ensuring legal compliance, and updating HR policies for clarity and relevance.
- ▶ Attracting top talent, ensuring satisfaction, fostering long-term engagement, refining recruitment policies, and optimizing compensation and benefits.
- ▶ Adapting and evolving through strategic improvements, change management, and performance-aligned development.
- ▶ Overseeing the Labor Clearance Committee Process for Energy, Electricity & Minerals Sectors.
- ▶ Proactively engaging in Industry HR Initiatives linked to the MEM ICV PMO.
- ▶ Custodian of the Industry Redeployment & Manpower Supply Initiatives.
- ▶ Provide HR Consultancy and promote industry best practices in People & Culture management.



HISTORY & MILESTONES

1998

- Oil Industry Training Board (OITB) was formed.

1999

- Acknowledged to be a lead training association for the Oil & Gas Industry in Oman.

2000

- Successfully trained 90 trainees for the Oil & Gas industry.

2001

- OPAL officially registered as Oman's first society for the Oil & Gas industry.

2002

- Signed MOU with the ministry of Manpower on training for employment (TFE).
- Trained and employed 491 Omanis in the Oil & Gas industry.
- Endorsement of the First Five Year plan.
- Launched HSE Management System certification.

2003

- Trained and employed 2,309 Omanis in the Oil & Gas industry.
- Launched Compliance Verification Certificate (CVC) certification.
- Launched OPAL's website.

2004

- Trained and employed 1,948 Omanis in the Oil & Gas industry.
- Endorsement of the CVC by key Oil & Gas producers and operators for bidding processes.

2005

- Trained and employed 746 Omanis in the Oil & Gas industry.
- Trained and employed a total of 5,584 Omanis by the end of 2005, which is more than the planned target to achieve by 2007.

2006

- Trained and employed 636 Omanis in the Oil & Gas industry.
- Renewed the MOU with Ministry of Manpower. The Ministry allocated OMR 2 Million to training for employment programme (TFE).
- Launched CA&A certification.
- Launched Oil & Gas Directory in association with POTENTIAL.

2007

- Trained and employed 451 Omanis in the Oil & Gas industry.
- Raised OMR 205,000 in donations to contribute to restoration efforts of GONU affected areas.

2008

- Trained and employed 110 Omanis in the Oil & Gas industry.
- Financed projects for the restoration of areas affected by Cyclone Gonu with a value of RO 91,000 in Quriyat.

2009

- Trained and employed 150 Omanis in the Oil & Gas industry.
- Developed Road Safety Standards for Upstream Operators.

HISTORY & MILESTONES



HISTORY & MILESTONES

2019

- Obtained first license to host a Sector Skills Unit for Energy & Minerals sector.
- Participated in all MOG ICV committees.
- Licensed seven IVMS Providers and approved eight IVMS devices.
- The HSE apprenticeship framework program approved by Scottish Qualification Authority.
- Collaborated with funders and initiated CompEX program to complete the requirements for certified CompEX technical specialization (electrical & instrumentation).
- Established OPAL Quality Mark to assure consistent quality of OPAL Products and Services.
- The ERP project was approved.
- Trained and employed 400 Omanis under Training for Employment (TFE) programme.
- Organized OPAL Sports event with more than 2000 participants from member companies.
- Organized OPAL Oil & Gas Conference.

2020

- Signed MOU with National Bank of Oman for E-Commerce and POS terminal agreement.
- Conducted workshops on compensation issues and contract terminations in partnership with SASLO.
- Formation of Energy & Minerals Sector Skills Unit Board.
- Signed MOU with the Ministry of Higher Education, Research, and Innovation to support the conduct of Covid-19 examinations for students abroad.
- Signed MOU with Total and Tabreed Oman for funding the COVID-19 testing.
- Formation of the Repatriations Flights Committee during the period of airport closures to various destinations. As a result, 133 international special flights were organized with more than 27,000 foreign employees have returned to their home countries, and similarly, we have obtained approval from government agencies to repatriate more than 11,000 workers from the Energy & Minerals.
- Organized Inauguration of the Unified Defensive Driving license for the Energy & Minerals and OPAL Awards for Best Practice.
- Launched the unified Roadworthiness Assurance Standard (RAS) & In-vehicle Monitoring System standard (IVMS).
- Trained and employed a total of 10,700 Omanis since the start of Training for Employment (TFE) programme.
- Introduced OPAL STAR remote Audits.
- Updated OPAL website.
- Introduced E-Commerce for OPAL STAR Products.
- Launched The Lifting Operations Management System.
- Represented Energy and Minerals sector in O&G Labor Clearance Committee and Laid-off Committee.
- Supported by subject matter experts, OPAL team spent 460 hours of HR consultancy mostly around the Supreme Committee directions.
- Inaugurated the OPAL STAR Learning Hub (Enhancement project).
- Launched Roadworthiness Assurance Standard (RAS) portal as part of OPAL STAR Learning Hub.
- Endorsement of the 2020-2023 Sector Skills Unit Business Plan.
- Formation of the Sectorial Occupational Map focus group.
- Formalisation of the SSU structure and operational model.
- Formation of 4 SSU Committees.
- Registering the largest number of new members in the history of the society with a total number of 428 registered companies for the first time.
- Launched OPAL Roadworthiness Assurance Standard (RAS) Sticker.
- Licensed nine IVMS Providers and approved ten IVMS devices.
- OPAL ERP system for Finance & HR went Live.
- Recognized and Approved 36 Training providers through OPAL STAR Learning HUB.
- Licensed 2 RAS inspection centers.
- Licensed 6 Defensive Driving (DD) Training Providers & 6 Defensive Driving (DD) Assessment Centers.

HISTORY & MILESTONES

2021

- Achieved highest revenue since the establishment of OPAL.
- Achieved record high number of members since the establishment of OPAL.
- Formed OPAL's Senior Leaders Quarterly Safety Forum.
- Issued Fitness to Work Standard.
- Continued to support redeployment, placement of graduates and support in resolving laid-off issues where over 474 hours HR consultancy provided.
- Established VAT helpdesk to provide VAT advisory service to our member companies at discounted consultancy fees.
- Worked closely with Tax Authority and OPAL members in clarifying VAT related issues and formation of Oil & GAS VAT guidelines.
- Organized Road Safety Implementations Roadshow.
- Organized the first summer mitigation control Forum.
- Organized OPAL Best Practices Award.
- Supported the Ministry of Energy Minerals in reviewing and endorsement of over 233 requests for the return of expat manpower of member companies, spanning to over 3,698 expat employees required for TAR & other projects implementation.
- Supported member companies for Labour Clearance requests where over 90 requests processed for both Operators & Non-Operating Companies.
- MoU with SME Authority (Riyada) with objectives to foster better entrepreneurs' development programs.
- Partnered with SME Authority (Riyada) and led the urgent loan initiative for SMEs with total approved amount of OMR 4 million.
- Conducted two SMEs workshops to understand the entrepreneurship skills gaps. Consequently, OPAL developed the entrepreneurship training program for entrepreneurs readiness.
- In collaboration with three member companies and Ministry of Labour, OPAL kicked off the Omanization initiative of fuel station managers and fuel tanker drivers.
- Signed MoU with MOL to fund TFE programs for Energy and Minerals Sector.
- Kicked off several TFE programs with total of 75 opportunities.
- Organized and participated in the MoHERI workshop to introduce Apprenticeship scheme to higher education institution.
- Launched first edition of the ICV book which summarized the the ICV contributions by Oil and Gas companies.
- Licenced 7 training providers and assessment centers to deliver and assess for Defensive Driving, distributed in 17 different locations (20,927 DD permits being issued).
- Licenced 11 In-Vehicle Monitoring System (IVMS) suppliers and approved 17 IVMS devices (7415 IVMS devices being installed).
- Licenced 46 RAS Inspection Centres (22,561 vehicles inspected).
- Licenced 7 training providers to deliver Safe Journey Management Course (226 competency cards were issued).
- Recognized and Approved 51 Training Providers through OPAL Star Learning Hub platform.
- Issued a total of 47 Compliance Verification Certificates (CVC).
- Award TAR project contract to the independent contractor with objective to train and employ between 300 and 500 Omanis within the next 3 years.
- TFD programs: Delivered 4 workshops in HSR, Two online labour law workshops in labour law in terms of HSE and termination cases, Two courses of HRCPL L1. A total of 118 participants from several companies benefited from these workshops.
- Trained 19 interns.
- Developed Seven National Occupational Standards (NOS) related to Drilling Operations occupation.
- The Skill Certification for HSE and Lifting operations completed and approved by the Ministry of Labour.
- Raised more than 230,000 Omani Rials to support those affected by Cyclone Shaheen.

2022

- Record highest number of members in the history of OPAL (480 members).
- Record high revenue since inception to date.
- Organized 17 engagement workshops, conferences, and forums.
- TAR Project: 52 candidates have been selected to be working under the TAR project and have been enrolled in 4 Turnaround in 2022.
- 12 TFE & OJT programs conducted targeted (392) candidates.
- Delivered 2 upskilling programs targeted 50 employees from drivers to rigger and electrical assistant positions.
- 6 TFD courses conducted targeted (80) candidates.
- Completed internship program targeted 135 job seekers out of which 110 were employed.
- Ongoing internship program for 30 job seekers.
- Conducted entrepreneurs' readiness programs for 35 batches targeted 1079 candidates.
- OPAL HSE Standards:
 - Issued UNIFIED HSE PASSPORT TRAINING/ASSESSMENT STANDARDS 1st Edition.
 - Issued Occupational Health & Industrial Hygiene Standard 1st Edition.
 - Issued Process Safety Management Guideline 1st Edition.
 - Issued DROPS Management Standard 2nd Edition.
 - Issued Road Safety Standard 2nd Edition.
 - Issued Heat Stress Management Standard 2nd Edition.
 - Issued Camp Standard 2nd Edition.
 - Issued HSE Incident Sharing and Statistics Standard 2nd Edition.
- Developed OPAL HSE Unified Risk Matrix.
- Conducted 4 Safety Leadership Forums.
- Developed first ever Mutual Aid Agreement.
- Developed Mutual Aid Platform.
- Developed HSE Incident Sharing Platform.
- Formed the first industry Corporate Social Responsibility (CSR) committee for the contractors community.
- 59 Approved OPAL STAR training providers.
- 5 Approved training providers to deliver HSE Practitioner Apprenticeship program.
- 8 Training providers are approved to deliver and assess for the lifting operations program.
- 20 Training providers are approved to deliver OPAL Unified HSE passport (over 40,000K cards issued).
- Full implementation of Road Safety Standard.
- Approved 12 Training providers to deliver DD training and assessment distributed in 27 different locations. (over 40,000K permits issued + 8000K DD permit replaced).
- Approved 12 Training providers to deliver Safe Journey Management course (+1000K cards issued).
- Approved 51 RASIC (over 31,000K vehicles being inspected).
- Approved 11 IVMS vendors and 20 devices modules (5700 IVMS devices installed).
- Issued 40 Compliance Verification Certificate (CVC).

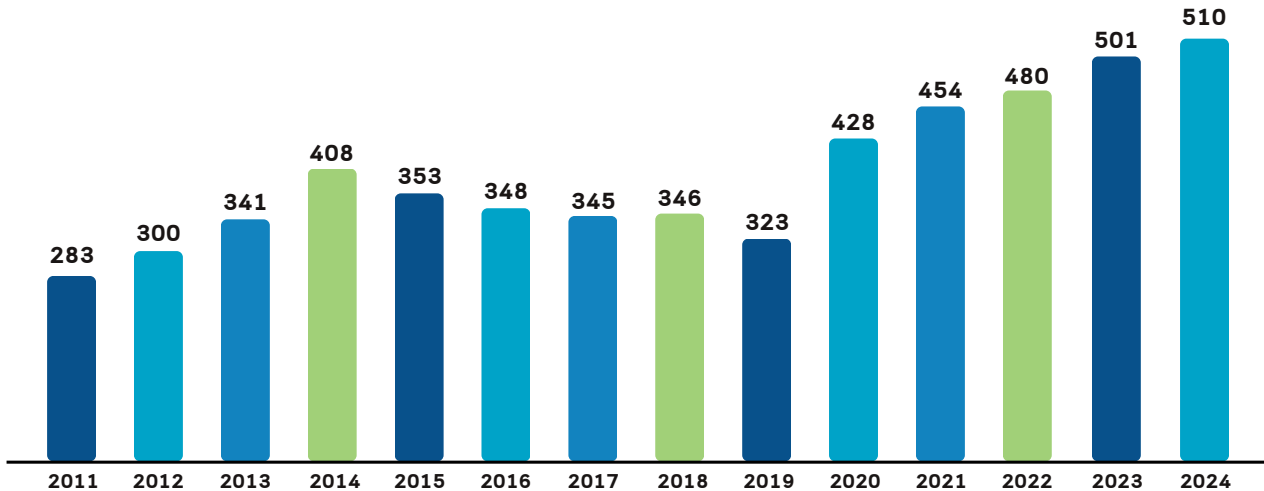
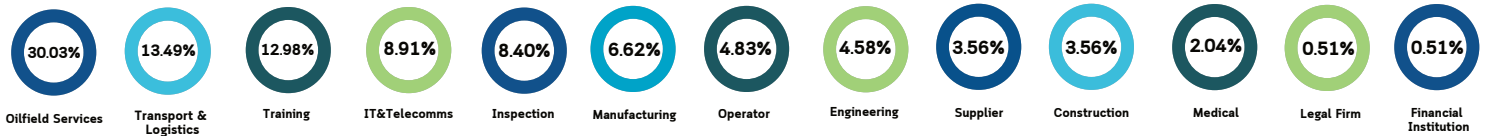
HISTORY & MILESTONES

2023

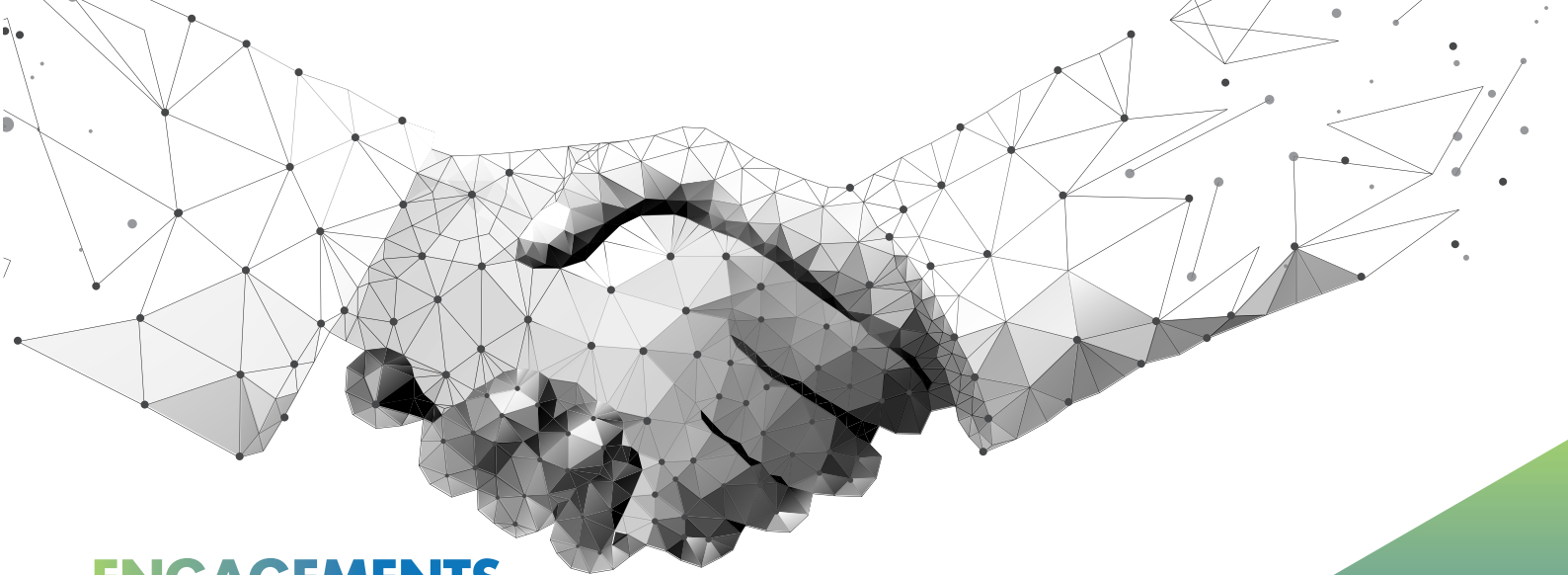
- Rebranded as Oman Energy Association (OPAL), aligning with Ministry of Energy & Minerals & Oman Vision 2040.
- Boosted membership by 501 active registrations and 82 new members.
- Hosted 27 diverse forums, workshops, and conferences, including OPAL & Operator Engagement, Worker Welfare Forum, Senior Leadership Safety Forum, and Oman First Mining Safety Forum.
- Collaborated with the Ministry of Social Development on the First Forum for Persons with Disabilities.
- Expanded social media reach with over 75,000 followers.
- Upgraded ERP to the latest version for enhanced features and streamlined workflows.
- Automated membership management with the launch of the Membership module.
- Strengthened partnerships through over 100 contracts/MOUs.
- Secured strategic secondments from operators, further enriching the team with diverse expertise and industry insights.
- Led the creation of a People & Culture SharePoint site, leveraging technology for enhanced collaboration and information access within the organization.
- Conduct a comprehensive Culture Survey in Alliance with Lighthouse Consultancy, resulting in an exceptional Culture Index score of 71 for OPAL staff, symbolizing a strategic leap in cultural excellence.
- Pioneered a comprehensive HR Department Audit, pinpointing strategic areas of improvement for 2024, setting the stage for a transformative evolution in human resources management.
- Championed collaboration with ICF Management Coach, orchestrating 6 Pro Bono Executive Team Coaching Sessions, fostering strategic leadership development within the organization.
- Oversaw the Employment MoU with Apave & Halliburton, resulting in the employment of over 200 Fresh Graduates across diverse technical and non-technical specializations, reinforcing OPAL's commitment to talent investment.
- Led the international recruitment campaigns for ADNOC & ADC, overseeing the application process for over 1,000 candidates, thereby expanding employment opportunities and strengthening the global presence of rig-based Omani employees.
- Facilitated over 40 O&G Labor Clearance Committee Meetings in 2023, in turn reviewing and processing 377 requests, demonstrating a strategic approach to labour management in the Oil & Gas sector.
- Collaborated with the Ministry of Labor (MOL) to deliver key informative webinars on the New Labor Law 2023/53, and co-facilitated the Introduction to WPS Webinar, ensuring member company's disseminate the crucial changes.
- Conceptualized and executed the inaugural Industry Worker Welfare Webinar, orchestrated the facilitation of the WW Working Group Workshop, and played a pivotal role in developing the content of the 1st Energy Sector Worker Welfare Standard, marking a strategic milestone in industry-wide welfare initiatives.
- Led the MEM ICV HR Sub-Committee analysis, strategically identifying Manization opportunities for 103 Key Jobs and providing invaluable support to over 30 members with redeployment, Article 48 compliance, Ministry of Labor bans, and CV assistance, contributing to the strategic development of the workforce.
- Facilitate Operator's One Drive and Hy Fly projects.
- Enhanced IT security, replaced file servers, and improved network performance.
- Implemented Priority Matrix application for optimized work management and staff productivity.
- Facilitated eight Operator HSE Managers Committee and thirty working group engagements for sector-wide initiatives and problem-solving.
- Delivered five primary energy and minerals sector forums focused on Health, Safety, and Environment.
- Developed and launched two digital HSE platforms for the energy sector.
- Reviewed and updated essential standards, including Illegal Drugs & Alcohol, Lifting Operations Management, Fitness to Work, and FTW Assessment Approval Process.
- Developed the OPAL Road Safety Strategy (2023-2030).
- Supported several HSE initiatives, including Occupational Health and Safety Guidelines for Minerals Exploration, Environmental Authority Green Alliance, and Civil Aviation Authority.
- Advanced preparations for the International Occupational Health Summit (February 4-7, 2024, Muscat) through ten committee engagements.
- Empowered 250 candidates through employment and on-the-job training programs across various fields.
- Secured 326 internship opportunities through PDO, BP, and SMN, with 114 individuals employed and others undergoing training.
- Upskilled 102 participants through training for development courses (employees and university students).
- Delivered the HSE AP upskilling program for 22 candidates in collaboration with OLNK.
- Updated and reviewed 43 National Occupational Standards.
- Launched the Energy and Mineral Sector skill unit website and platform, featuring National Occupational Standards, an occupational map, skill certification information, and training/career guidance resources.
- Developed and launched the OMAN CSR platform for centralized social responsibility project and database management.
- Mobilized 90 employees for the TAR (Turnaround) project, conducting 13 Turnaround activities since its initiation.
- Launch the first Oil and Gas Job Catalogue.
- Launched the Expertise platform in collaboration with Dawam to utilize retired expertise.
- The launch of OPAL Unified Services Platform (USP).
- Implementation of Driver Fatigue Management System (2 providers are in process), including developing the operation standard and evaluation pack.
- Sign the agreement with GAC for lifting inspection companies' approval.
- **The development of the following road safety standards-related training:**
 - Defensive Driving Train the Trainer Program.
 - Defensive Driving Manager Training Program.
 - Safe Journey Management Training and Assessment Skills Program.
 - Safe Vehicle Recovery Authorized Person Program.
 - RAS Inspector Training for Development – Light Vehicle.
 - RAS Inspector Training for Development – Heavy Vehicle.
 - IVMS Foundation & Orientation Program.
- **64 OPAL STAR training providers are approved, in which:**
 - 6 are approved for HSE Practitioner Apprenticeship program.
 - 12 are approved for lifting operation program delivery and assessment.
 - 22 are approved for OPAL Unified HSE passport (87K+ certifications issued).
 - 2 are approved to deliver QA/QC program
 - 2 are approved to deliver EMI program.
 - 12 are approved for Safe Journey Management course (1000+ certificates issued).
 - 2 are approved for OPAL First Aid, CPR & AED Training.
 - 2 approved for OPAL Working at Height Training.
 - 12 are approved for DD training and assessment in 25 locations (33K+ permits issued).
 - 55 RASIC approved (33K+ vehicles inspected)
 - 10 IVMS vendors with 20 device modules approved (a total of 5K+ IVMS devices installed).
 - 25 camps are certified.
 - Issued 40 approved Compliance Verification Certificates.

OPAL is serving currently over **500** member companies.

Comprising tens of thousands of dedicated professionals, these companies form the backbone of Oman's energy and minerals sector. As a member of OPAL, the Sultanate of Oman premier energy and minerals society, they unlock a world of industry expertise, collaborative outreach strategies, and invaluable professional networks. OPAL's modest membership fees fuel impactful annual programs, directly benefiting member companies and fostering a thriving energy and minerals industry in Oman. Diverse companies providing vital services that support the industry's growth and innovation round out OPAL's vibrant membership community.



OPAL'S MEMBERSHIP TRENDS | 2011 - FEB 2024



ENGAGEMENTS

To maintain a unified and effective strategy, OPAL facilitates numerous events, forums, and committees, in addition to conducting one-to-one meetings. These activities enable OPAL to listen and understand the common needs and challenges faced by member companies. Subsequently, OPAL identifies opportunities and develops solutions for all stakeholders in the country's Energy & Minerals sector. OPAL actively participates in various advisory committees of the Oman Government, allowing us to collaborate on harmonious solutions for the greater benefit of the Sultanate of Oman.





1. TRAINING FOR EMPLOYMENT (TFE)

TFE programs are a dedicated scheme that contributes to promoting and supporting Omanization through addressing the need of basic skills for school leavers and graduates to secure suitable employment opportunities with good prospects in the private sector. OPAL has secured employment for over 12,300 Omanis since its inception and aims to continue supporting Omanization with the blessing of the government.



2. TRAINING FOR DEVELOPMENT (TFD)

TFD programs are a dedicated scheme towards improvement of Human Resources Professionalism. However, OPAL's TFD Programs contribute towards raising the professionalism bar of all functions and skills across the Energy industry. TFD includes workshops and seminars on diverse relevant topics and aim at enriching capabilities.



3. BEST PRACTICES AWARDS

The objective of OPAL's Best Practices Award (BPA) is to bring the best performing members to limelight and disseminate their achievements across the industry. The event also provides the opportunity to other members to emulate their counterparts and to encourage them to compete in such proactive developments. The award covers seven different aspects such as Omanization, Health & Safety, Environment and Net Zero, Energy Transition, Operational Excellence, Research & Development (R&D) and Omani Products and Services.



4. OPAL CLOUD

Designed for OPAL members and provides infrastructure solutions and also offers highly secure cloud services, platform as a service, industry software, disaster recovery services, backup services, IVMS, IOT and other required technology.



5. OPAL UNIFIED HSE PASSPORT

It is a recognized passport that allows employees to work in the energy and minerals sector. The unified HSE passport shall initially cover HSE induction and H2S courses and aims to provide candidates with the basic concepts of HSE, and to establish minimum competency requirements for all employees before working for the energy and minerals companies. All employees must pass through before being allowed to enter in oil and gas concession areas. The OPAL Unified HSE passport will provide assurance of the quality of HSE training as well as eliminate un-necessary costs incurred by companies for multiple trainings to meet different standards and requirements from different Operating companies.



6. BUSINESS PROMOTION AND MARKETING

OPAL members have access to the OPAL's Community, Events and Publications to network with other members and players from the Sultanate of Oman Energy and Minerals industry.



7. BUSINESS-TO-BUSINESS (B2B)

At OPAL, we believe in partnership, hence, we have launched this platform to enable manufacturers of raw materials to market and sell their products to members, thereby ensuring the continuity of production operation and creating business opportunities among members.



8. OPAL VAT HELP DESK SERVICES

OPAL members can seek VAT related clarifications, resolve their doubts and get their VAT Returns reviewed by experts before submission with Tax Authority to ensure that their business is VAT compliant; therefore, they can prevent themselves from any kind of penalties due to non-compliance with the VAT Law.



9. ENGAGEMENT FORUMS

OPAL organizes interactive forums between its members to address common issues in efforts to provide solutions to create an ideal business environment. In addition, engagement forums with international participation are organized where companies from abroad will be invited to provide the latest technology and open business opportunities to our members with their counterparts from different countries around the world.



10. ADVISORY & CONSULTANCY SERVICES

OPAL provides complimentary consultancy services to its members on its Human Capital Management, Human Capital Development, Labour Law, Omanization, Corporate Social Responsibility, HSE Standards and other Energy & Minerals sector related business issues.

11. OPAL STAR

(STANDARD FOR TRAINING APPROVAL AND RECOGNITION)

The OPAL STAR was inaugurated in 2017 to drive standardization and quality into the private and public training providers who provide services to the Energy and Minerals sector. OPAL STAR supports the industry's training providers by administering a centralized entity that drives standardization, efficiency, effectiveness, and quality. The OPAL STAR provider standard creates a level playing field for training providers and demonstrates their commitment to superior professionalism, upholding industry standards, and continued learning. The STAR gradings (Gold, Silver & Bronze) encourage continuous improvement amongst the providers and rewards them when they achieve these standards, raising the bar every time. These merits have established a credential that is recognized across the industry and trusted by operators and contractors.



12. LABOUR MARKET INTELLIGENCE RESEARCH

A research project on the Omani Labour Market with an emphasis on understanding and analysing the various qualitative and quantitative aspects of the Labour Market Trends and Labour Market Dynamics in the Energy and Minerals sector of the Sultanate of Oman. The trends cover distribution of the workforce, historical trends, and future demands while the labour market dynamics cover recruitment, hard-to-fill roles, skills shortage, staff retention, apprentices and graduates and finally training and development.



13. HSE STANDARDS

HSE standards are developed with the intent of raising the performance standards required from all operators and contractors in the Energy & Minerals industry. These standards are developed by Subject Matter Experts (SME) from the industry; therefore, they are more apt to adapt within and even outside the industry wherever applicable. Available standards are Road Safety Standard, Camp Standard, Heat Stress Standard, Incident Sharing and Statistics Standard, DROPS Management Standard, Industrial Hygiene Occupational Health Standard, Unified HSE Passport Standard, Fitness-To-Work Standard, Illegal Drugs and Alcohol Standard, Lifting Operations Management Standard, Process Safety Management Guideline and Road Safety Strategy (2023-2030). On a yearly basis, OPAL continues to identify new requirements for common standards and develop them for the industry benefits.



14. OPAL ROADWORTHINESS ASSURANCE STANDARD INSPECTION CENTRE (RASIC) APPROVAL

Roadworthiness Assurance Standard (RAS) is a standard set by the Energy and Minerals sector to ensure safety and roadworthiness of all vehicles used in the industry through a scheme of processes where technical vehicle examination is performed at an approved RAS Inspection centre.

15. COMPLIANCE VERIFICATION CERTIFICATION (CVC)

CVC is a framework that verifies the compliance of applicant members against 5 key pillars based on OPAL standards - HSE Management System, HRD Management System, Legal Requirements, Remuneration and Omanization. The certification process assesses compliance in a transparent manner and aims to level the playing field while applying a uniform code across the industry. OPAL helps member companies to be audited annually (at no cost) for compliance against the minimum industry requirements. Whilst compliance was once mandatory as per MEM's mandate for contractors, it is now entirely voluntary for companies desiring to demonstrate compliance with the minimum standards.



16. OPAL IN-VEHICLE MONITORING SYSTEM (IVMS) APPROVAL

A verification and approval scheme aiming at providing the Energy and Minerals industry assurance of compliance with OPAL Road Safety Standard by the providers of IVMS services. The scheme involves careful and extensive evaluation of IVMS devices as well as the quality of service and capabilities of the service providers to operate in Oman's diverse conditions.



17. IVMS FOUNDATION & ORIENTATION COURSE

The objective of this course would be to provide selected staff with a broad-level orientation on the IVMS technology, application, and operations. This course will be designed to create required awareness and education on the IVMS solution concepts for a better understanding of the Industry and technology.



18. OPAL DEFENSIVE DRIVING PERMIT

The OPAL Defensive Driving Permit has been introduced to standardize the training and assessment levels required for drivers before they can operate in Energy & Minerals Sector areas. It ensures quality driver training and eliminates unnecessary costs incurred by companies for multiple trainings to meet varying standards and requirements from different operating companies.

19. OPAL DRIVER FATIGUE MANAGEMENT SYSTEM (DFMS) APPROVAL

A verification and approval scheme aiming at providing the Energy and Minerals industry assurance of compliance with OPAL Road Safety Standard by the providers of DFMS services. The scheme involves careful and extensive evaluation of DFMS devices as well as the quality of service and capabilities of the service providers to operate in Oman's diverse conditions.



20. OPAL ROAD SAFETY DEVELOPMENT PROGRAMS

To enhance the proficiency of workers and operators within the energy and minerals sector, OPAL has instituted a range of comprehensive training and development initiatives across various domains. These programs include:



- Defensive Driving Train the Trainer Program.
- Defensive Driving Manager Training Program.
- Safe Journey Management Training and Assessment Skills Program.
- Safe Vehicle Recovery Authorized Person Program.
- RAS Inspector Training for Development – Light Vehicle.
- RAS Inspector Training for Development – Heavy Vehicle.
- IVMS Foundation & Orientation Course.



21. THE ENERGY AND MINERALS SECTOR SKILLS UNIT (EMSSU)

The General Directorate of Training under the Ministry of Labour has issued a license for (OPAL) to host a first of its kind Sector Skills Unit (SSU) for the Energy and Minerals Sector in Oman. The Sector Skills Unit (SSU) is an employer-led organization that seeks to build a skills system that is driven by employer demand and provides a platform “for the industry” “by the industry” to capture the industry’s skills demand and occupational standards. The EMSSU will support OPAL’s efforts to bring standardisation and industry cooperation in skills development for the sector.



22. SMART AUCTION SOLUTION

A service which was shaped to provide OPAL members an advanced technology with end-to-end solutions to trade with all kinds of scrap and waste via the electronic system (www.mzadcom.om). This service will support Corporate Social Responsibility (CSR) projects.



23. COACHING SERVICES

An initiative which will provide Coaching services to OPAL members by partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The service was developed in collaboration with International Coaching Federation (ICF Oman Chapter).



24. SPORTS EVENT

A unique gathering aiming to foster sportsmanship, teamwork and cooperation amongst employees (and their families) of OPAL member companies.

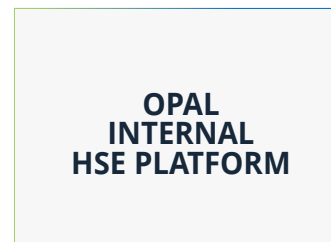
OPAL PRODUCTS & SERVICES

1. TRAINING FOR EMPLOYMENT (TFE)
2. TRAINING FOR DEVELOPMENT (TFD)
3. BEST PRACTICES AWARD
4. OPAL CLOUD
5. OPAL UNIFIED HSE PASSPORT
6. BUSINESS PROMOTION AND MARKETING
7. BUSINESS-TO-BUSINESS (B2B)
8. OPAL VAT HELP DESK SERVICES
9. ENGAGEMENT FORUMS
10. ADVISORY & CONSULTANCY SERVICES
11. OPAL STAR
12. LABOUR MARKET INTELLIGENCE RESEARCH
13. HSE STANDARDS
14. OPAL ROADWORTHINESS ASSURANCE STANDARD INSPECTION CENTRE (RASIC) APPROVAL
15. COMPLIANCE VERIFICATION CERTIFICATION (CVC)
16. OPAL IN-VEHICLE MONITORING SYSTEM (IVMS) APPROVAL
17. IVMS FOUNDATION & ORIENTATION COURSE
18. OPAL DEFENSIVE DRIVING PERMIT
19. OPAL DRIVER FATIGUE MANAGEMENT SYSTEM (DFMS) APPROVAL
20. OPAL ROAD SAFETY DEVELOPMENT PROGRAMS
21. THE ENERGY AND MINERALS SECTOR SKILL UNIT (EMSSU)
22. SMART AUCTION SOLUTION
23. COACHING SERVICES
24. SPORTS EVENT

OPAL DIGITALIZATION JOURNEY

Unlocking the Future: Oman Energy Association's Bold Step Towards Digitalization

In an era defined by technological prowess and rapid advancements, the Oman Energy Association (OPAL) stands at the forefront of innovation with its ambitious journey towards digitalization. Recognizing the transformative power of digital technologies in shaping the future of the energy sector, the association has launched groundbreaking platforms that are not only redefining operational landscapes but also propelling Oman's energy industry into a new era of efficiency and sustainability.





CSR OMAN PLATFORM

Digital CSR serves as a unifying force for member companies' strategies, promoting transparency in Corporate Social Responsibility. It maximizes engagement among companies, employees, and citizens through digital strategies and champions online volunteering as part of the digital transformation. This platform efficiently manages initiatives, tracking their progress, and simplifying community-side CSR proposal submissions. It offers a unified location for initiative applications and registrations while gathering valuable insights from communities, all in one place.



EMSSU WEBSITE & PLATFORM

The platform and website aim to consolidate all EMSSU & HCD products and services into a single electronic channel accessible to various stakeholders and customers, such as employers, training providers, and candidates. This platform facilitates direct communication among all parties and records all activities for future data analysis and informed decision-making.



OPAL UNIFIED SERVICES PLATFORM (USP)

- ▶ Provides many services to facilitate registration and accreditation processes for service providers in the sector.
- ▶ Provides electronic database for data management.
- ▶ Provides an integrated umbrella for member companies to be a vital factor in enhancing efforts to improve electronic services.
- ▶ Contribute to improving alignment between all sectors, through which OPAL will be able to manage its products and services with a unified electronic system.



HIMAYA (OPAL HSE PLATFORM)

Himaya is a digital Health, Safety & Environment (HSE) Software solution has been developed and designed with the purpose to support & enable contractor community in the energy sector to build a safer, better, efficient and more technology aware workplace.

- ▶ Support & enable contractor community on EHS & Governance Standards.
- ▶ Encourage & support learning through digital platforms.
- ▶ Create value by benchmarking performance across the community.



الجمعية العمانية للطاقة
Oman Energy Association

OPAL MEMBERSHIP PLATFORM

The membership platform offers numerous benefits in terms of user experience, operational efficiency, membership retention, financial management, and data-driven decision making. By leveraging this platform, we can enhance our membership processes, improve member satisfaction, and drive organizational growth.

Platform Overview:

- ▶ Enables new member registration, renewals, and fee payments
- ▶ Centralizes membership-related activities for efficiency.

OPAL SOCIAL RESPONSIBILITY PRODUCTS & SERVICES

At OPAL, our commitment to social responsibility extends beyond corporate practices to create meaningful impacts in communities. Our CSR products and services are designed to forge a greater alliance and synergy, providing OPAL members and corporates with opportunities to support initiatives that bring substantial value to the overall community.

CSR PRODUCTS & SERVICES

OMAN CSR Platform

OPAL proudly presents the OMAN CSR Platform, a revolutionary initiative aimed at fostering excellence in CSR practices. This platform serves as:

- A Neutral Ground:** Showcasing CSR best practices in a neutral and unbiased environment.
- A Facilitator:** Fostering the exchange of experiences and ideas, cultivating a collaborative community.
- A Connector:** Establishing and deepening links with organizations dedicated to promoting CSR.
- A Repository:** Creating a comprehensive database of credible implementing outfits for informed decision-making.
- A Catalyst:** Fueling CSR impact by creating a dedicated fund for optimal utilization.
- A Central Hub:** Aggregating CSR proposals from diverse sources, including community initiatives, non-profit organizations, government, and private sectors.
- A Vigilant Monitor:** Overseeing the seamless implementation of approved projects, ensuring accountability and success.
- A Transparent and Credible Tool:** Providing accurate information, fostering transparency, and enhancing the credibility of CSR initiatives.



Performance & Monitoring

OPAL understands the significance of industry requirements and needs. Our role in requested projects spans from consultation to execution, emphasizing return on investment. Our performance and monitoring include:

- Formulating meticulous implementation plans for each project.
- Monitoring progress through robust mechanisms.
- Tracking project data for transparency and efficiency.
- Evaluating projects against well-defined milestones.
- Assessing achieved Key Performance Indicators (KPIs) and Return on Investment for specific projects
- Publishing an annual report showcasing achieved milestones and projects.

OPAL CSR PRINCIPLES

Value Creation:

CSR activities should generate tangible social and environmental value.

Sustainability & Transparency:

Our practices uphold key principles of sustainability and transparency.

Ethical Business:

We adhere to ethical business practices, enhancing awareness and brand value through publicizing CSR activities.

MAIN THEMES



Education, Training, and Skills Development

Supported by OPAL STAR-approved centers.



Health Projects

Focused on fostering well-being and healthcare access.



Environment

Committed to sustainable practices and conservation.



Emergency

Swift responses to crises and disaster relief efforts.



Community

Enhancing the well-being and resilience of communities through collaborative initiatives.

OPAL is committed to support its member companies in their efforts to elevate their in-country value (ICV) and augment their contribution towards the national ICV objectives. OPAL actively promotes dissemination of best practices across its members network via knowledge sharing activities and events and serves as a valuable platform to discuss challenges and exchange innovative approaches.

OPAL can support your organization in the following:

- ▶ Consultancy and sharing expertise in navigating regulations and compliance with ICV requirements.
- ▶ Facilitation of capability building through Training for Employment (TFE), Training for Development (TFD), skill certification schemes, and Vocational Training.
- ▶ Business promotion and marketing to promote local goods and services to be used in the industry.
- ▶ Promote transfer and retention of technology and know-how.
- ▶ Access to different OPAL platforms to actively participate in industry initiatives such as CSR.
- ▶ ICV Certification scheme to certify all suppliers in the energy industry to showcase their ICV contribution which will allow them to enhance their chances in the energy industry tenders.

Impact on The Industry and Oman

OPAL provides a single umbrella body to promote and facilitate agreements on common standards covering QHSE, work competency, operational effectiveness and Human Resource Development. Our overall aim is to raise the standards of Oman's Energy and Minerals Industry and propel it to become world class, internationally competitive and prosperous for the benefit of the business community and the country. OPAL is the conduit by which the valuable "Voice of the Industry" can be heard and our unique structure ensures impartiality for any single organization or government body. Our projects and programs are created specifically to aid local talent development which consequently adds value to related initiatives. OPAL provides member companies with a unique platform to contribute and influence the development of national agenda.

Why Your Membership Matters?

As a valued OPAL member, your organization is acknowledged as a supporter of sustainable development within the Energy and Minerals Sector. Moreover, your organization is eligible to benefit from our ever-increasing products & services. Needless to say, member companies have the opportunity to collectively influence policies affecting the industry via OPAL as the respected "Voice of the Industry". OPAL is a non-profit organization that relies on subscription fees, contributions and sponsorships primarily from its member companies to cover operational expenses. With your continued support, we will be able to enhance our services aimed at boosting the prosperity of the industry and, more importantly, of member companies (like yours) serving the Energy and Minerals Industry. The annual membership subscription fees, whilst being nominal, are being used efficiently and effectively in creating long term savings to all OPAL members.

OPAL, The Partner of Choice

- The partner of choice to both, the government & private sectors.
- A key partner in addressing local unemployment challenges by establishing and overseeing training-for-development and training-for-employment programs for the Energy & Minerals Sector.
- Brings synergy & alignment to address common challenges in the sector.
- Supports development of Small & Medium Enterprises.

“ WHAT OUR STAKHOLDERS SAY? ”



“The Energy & Minerals Industry needs an organization like OPAL to be its voice. OPAL is actively demonstrating that it is delivering on that promise. It is by far the most professional and representative of communities in the Sultanate, serving as an extended arm of the Ministry of Energy and Minerals.”

His Excellency Eng. Salim bin Nasser Al Aufi,
Minister of Energy and Minerals



“OPAL, through its goals, initiatives, and partnerships with members, has contributed to enhancing the professionalism of its members, alleviating the challenges they face, and making a positive contribution to solving them through constructive communication with the relevant authorities. This has resulted in the prosperity of its work and an increase in the number of its affiliates, confirming the success that the Society achieves in serving its members and creating a platform for coordinating joint efforts to develop the working environment of Energy & Minerals companies in the Sultanate.”

Her Excellency Dr. Laila bint Ahmed Al-Najjar,
Minister of Social Development



“We consider OPAL a truly genuine partner in organizing the labor market, training Omanis, and creating new opportunities for localization. This partnership is genuinely authentic, effective, and important.”

His Excellency Shaikh Nasr bin Amer Al Hosni,
Under-Secretary of the Ministry of Labor for Labor



ADVERTISE

YOUR PRODUCTS OR SERVICES

USE OUR CHANNELS



Newsletter

OPAL Newsletter is a monthly report containing news about activities of our members. It is a great way to promote your company, events, awards, updates, etc.

Send us any news you would like to share with our members at opal@opaloman.org



Events

Gaining access to exclusive networking opportunities and on-stage recognition as a sponsor during events.

For further details, feel free to reach out to us at opal@opaloman.org



Direct E-mails

Email marketing allows you to segment your customers into different lists based on their preferences to send highly personalized content.

Send Your Emailer Requests to opal@opaloman.org

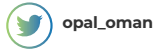


Social Media

Social media advertising has been gaining popularity as the number of people using these websites is increasing considerably.

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STRIVING FOR EXCELLENCE



WWW.OPALOMAN.ORG

