

Murco's training refined by EBTA

Employer Based Training Accreditation helps to accelerate the process of seeking University level accreditation for training and the development of a tailored Foundation degree.

Murco is a progressive oil corporation employing some 7,200 employees worldwide sourcing and refining oil.

The company operates within an industry that is knowledge and skills intensive. It is an industry in which mistakes can be expensive in regards to safety and cost, thus creating a strong imperative for a technically competent and flexible workforce.

Dave Smith, Head of Training and Operating Procedures at Murco, had been delivering an extensive operations training programme for staff at the company's refinery in Milford Haven for a number of years. He was also working closely with Cogent Sector Skills Council in the development of a Foundation degree framework for the sector.

Making use of the EBTA service offered by **fdf** (Foundation Degree Forward), he was confident that the Murco training programme had the potential to contribute substantially to the first year of a Foundation degree tailored for the specific requirements of the petrochemicals industry.

"My experience of working with **fdf** has been excellent. **fdf** had a clear understanding of where we wanted to be, providing clear direction and were an important conduit in speaking with the Universities in helping them to also understand where we wanted to go."

Dave Smith, Murco

Working in partnership

Murco enjoys a pre-existing relationship with Pembrokeshire College which has undertaken much of the packaging of the company's training programme into credit bearing modules which are in the process of being accredited by the University of Glamorgan.

The company believes strongly in the value and reputation associated with gaining external recognition for in-company training in its own right, as well as providing greater reward for employees.



Flexible and skilled workforce

Linking this training to a Foundation degree enables Murco to offer a clear and progressive career pathway for employees through the organisation into either higher level technical or managerial roles.

In turn, this will support succession planning and establish Murco as an employer of choice that offers high quality training and development opportunities.

The Foundation degree facilitates the development of a flexible workforce with the technical skills to operate at a high level of competency throughout the refinery. At the same time, the individual modules can be drawn upon to enable graduates with high technical skills, develop the softer skills of leadership and management.

Dave's key message is: **“Don't try to do it on your own. You need *fdf* to guide you through the process”**.

The Next Step

We recognise the difficult questions regarding return on investment made in training your workforce:

- Did the training deliver what was expected for the business?
- How do we continue to develop our people in ways that will take the business forward?
- Does our training help to motivate, reward and retain our staff? Is it quality assured?

EBTA provides the answers and helps employers to look at the training they provide their staff to see if it can be accredited by a University.

The service offers the support of a consultant up to a maximum of 4 days, free of charge, to help review the training and support in identifying a suitable university partner. In using the service, there is no obligation on the part of the employer to pursue any recommendations which may be made.

For more information contact *fdf's* EBTA team:
Tel: 01543 301150; E: ebta@fdf.ac.uk

Further details at: www.ebtafdf.co.uk

