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ENERGY



A Special Pullout

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Navigating the Depths of Success in the Oil and Gas Industry

Guyana's official magazine on oil, gas and renewable energy
Endorsed by the Ministry of Natural Resources

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GYSBI

GROWING

Local Content



Trailblazing in the Oil and Gas Industry:

NIKOSI SANDY'S REMARKABLE RISE AT GUYANA SHORE BASE INC.

In the male-dominated realm of Oil and Gas, women in senior positions are a rarity, constituting just 15 percent of the global workforce, a figure that dwindles further in higher-paying technical roles. Breaking through these barriers, Guyana Shore Base Inc. (GYSBI) proudly presents Nikosi Sandy, our trailblazing Female Base Supervisor, who is challenging norms and proving that prowess knows no gender.

Nikosi's journey at GYSBI commenced nearly five years ago when she joined as an entry-level Banksman/Operations Assistant. Her unwavering commitment and diligence caught the attention of her superiors, propelling her to the role of Foreman. In reflecting on this opportunity, the thirty-one-year-old acknowledges the challenges of overseeing a team of men, expressing, "Many days, I wondered if these men respected me as much as they respected my male colleagues."

Undeterred, Sandy embraced the challenge, fortifying her resolve to excel. "I refused to let thoughts of weakness shake my confidence," she shares. Determined to make her mark, she continued leading with conviction. Her efforts were duly recognized, resulting in another promotion, this time to the respected position of Base Logistics Supervisor — the first and only female thus far to hold this title within the company.

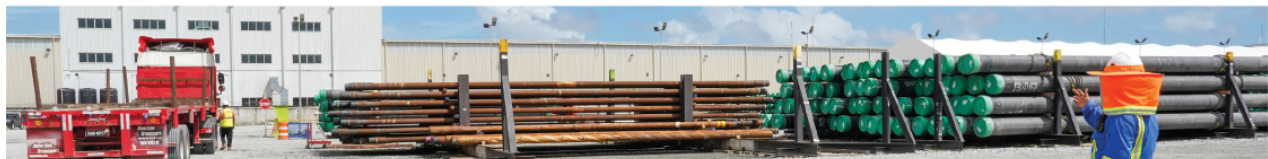
"This promotion boosted my confidence, and I have realized the potential that the Management of GYSBI sees in me," Sandy notes proudly. Her journey, marked by perseverance and self-belief, dispels any doubts she once harboured about her capabilities.

As the Base's Logistics Supervisor, Sandy is committed to sharing her knowledge and leading by example.

Acknowledging the challenges inherent in being a female supervisor in a male-dominated field, she emphasizes the importance of dedication to her job. Sandy takes immense pride in ensuring that her twelve-hour shifts are not just spent working but also dedicated to continuous learning.

Beyond her professional endeavors, Sandy is a devoted mother of two girls. She aspires to create an indelible mark on their lives, instilling in them the belief that they can achieve anything. "I want them to know that they too can become anything they want to," she says, radiating pride.

In a landscape where gender disparities persist, Nikosi Sandy stands as a beacon of inspiration, challenging stereotypes and paving the way for future generations of women in the Oil and Gas industry. Her story is a testament to the power of resilience, determination, and the unwavering belief that gender should never be a barrier to success.





Shaping Guyana's Workforce for Oil and Gas Opportunities

—Thrust in technical education for the oil and gas sector

Dr. Ritesh Tularam—an educationist at the forefront of shaping Guyana's workforce to thrive in its oil and gas industry—paints a vivid picture of bold moves to mold the education system to fit the rapidly evolving industry.

As Deputy Chief Education Officer in charge of Technical and Vocational Education and Training (TVET) at the Ministry of Education, Dr. Tularam helps to propel monumental shifts in the education landscape. Among the highlights is a drive to foster top-quality technical education nationwide via a strategic plan from 2021 to 2030.

The vision is to give Guyanese in every educational district a shot at top-notch technical and vocational training. The secret sauce? The Caribbean Vocational Qualification (CVQ), a passport to good jobs across the Caribbean. Recognized by CARICOM nations, the CVQ qualification will open doors and boost salaries wherever Guyanese go.

The Ministry wants secondary school students to graduate with a "duality of certifications"—Caribbean Examinations Council (CXC) qualifications and CVQ certificates. To achieve this, teachers will get extensive training in competency-based education and training (CBET) focused on practical

demonstration and skill competency rather than traditional teaching methods.

The TVET unit, spearheaded by specialists, plays a pivotal role in executing these initiatives. Collaborating with the Council for Technical and Vocational Education and Training (CTVET), they ensure comprehensive teacher training, assessment, and quality assurance processes for TVET programs across the public and private sectors.

To give young Guyanese the best chance to be part of the burgeoning oil and gas industry, the Ministry aligns TVET programs with industry requirements. Driven by strategic partnerships with ExxonMobil and other international entities, technical institutes have undergone significant transformations.

A game-changing partnership with ExxonMobil fuels a groundbreaking initiative at the Linden and New Amsterdam Technical Institutes to revamp welding and electrical laboratories. This involves overhauling curricula to meet international standards and robust training in basic industrial safety and specialized skills essential for the oil and gas sector.

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Guyana Aims for Greater Inclusiveness in the Oil & Gas Sector

—Local Content Secretariat fosters entry of women-led businesses, SMEs

As Guyana's oil and gas sector is poised for further growth, the Local Content Secretariat (LCS) is on a mission to ensure that even more Guyanese get opportunities to benefit from this lucrative industry.

Building on its track record of success, the LCS is taking its operations up a notch by broadening access to opportunities within the sector. The goal is to involve more women-led businesses and small-to-medium-sized-enterprises (SMEs) in the industry.

A ballpark estimate by local content experts shows that only about 10% of the over 800 local content certified businesses are owned or led by women. These businesses are primarily in sectors such as catering, medical services, logistics, immigration support, apartment rentals, and janitorial services.

According to LCS Director, Dr. Martin Pertab, fostering diversity and inclusiveness is one of the Secretariat's top priorities. To this end, the LCS plans to collaborate with the Women Chamber of Commerce and Industry (WCCI) to promote more women-owned businesses in the energy sector.

Dr. Pertab explained that "most of these companies already have policies in place where preference is conferred on locally woman-owned businesses."

Soon, the LCS and the Women's Chamber will roll out initiatives aimed at helping more female-led businesses tap into the existing opportunities in Guyana's petroleum sector.

"Through mentorship programs, financial support, and tailored guidance, the Secretariat can amplify the impact of women-owned enterprises, cementing their role as trailblazers in the energy landscape," Dr. Pertab explained.

The LCS has a similar goal for SMEs. Dr. Pertab revealed that the LCS plans to work with the private sector to facilitate the entry of more SMEs into the oil and gas value supply chain.

"Of course, this would require further discussion with the contractor tier-one companies. So, one of our approaches to see if some of the requirements could be relaxed to facilitate entry of some of these companies," Dr. Pertab said at a press conference.

The LCS is also in talks with key stakeholders to form a farmer's consortium to supply fresh fruits and vegetables to the oil and gas industry. Dr. Pertab explained, "The Secretariat sees this as a strategic move to help ease inflationary pressure on food supplies in Georgetown while at the same time allowing farmers to improve on their means of production."

MatPal Graduate Charts a Course of Excellence in Oil Sector

—Institute provides Guyanese with world-class training and international maritime accreditation



At work: Tevin Archer is serving as an officer on the MV Guyana Hero with G-Boats.

Imagine having a job that allows you to wake up to breathtaking sunrises, enjoy the cool breeze on your cheeks as you bask in beautiful sunsets over blue seas, and end busy work days gazing at billions of stars at night. That's how many of Mr. Tevin Archer's days start and end out at sea, thanks to the career opportunities he received as a graduate from the MatPal Marine Institute Inc. (MatPal) cadet program.

"Before joining the program, I was working here-and-there. I did some trips in [Guyana's] interior with my family who had a mining business, and worked with my father who was into construction. What sparked my interest in the Matpal Marine Cadet Program is the opportunities for learning...I started off with the Maritime Administration Department (MARAD) and then applied for the marine cadet program because I knew a guy who was a former pilot and remembered him doing the job [from the program] and I became interested in it because of him," Tevin recalled.

Marine Cadet Program

MatPal, established in 1999, plays a pivotal role in the rapidly expanding oil and gas sector through its Shipboard Deck and Engineering Marine Cadet Programs. The company has been

Mr. Tevin Archer

accredited from MARAD in Guyana since 2003. Notably, the Institute has cultivated partnerships with numerous local and international entities, such as Edison Chouest Offshore (G-Boats Inc.). Marine cadets who complete the program get international licenses that qualify them for officer roles on various oil and gas ships.

Tevin joined the Matpal Marine Cadet Program at just 19 years old. He aimed not only to finish the program but to excel, pushing his abilities to their limits. However, he found handling the diverse and broad-based subject areas a challenge.

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WOMEN IN OIL AND GAS



STITCHING SUCCESS IN GUYANA'S OIL AND GAS INDUSTRY

—Denmor Garment Manufacturing Inc. secures breakthrough oil and gas contract

The gears of the giant Prosperity floating, production, storage, and offloading (FPSO) vessel churn as it pumps oil tirelessly at the Stabroek Block offshore Guyana. Amidst this grand spectacle, an intricate dance unfolds as countless unsung heroes—both big and small—contribute to the success of a monumental project.

Among these heroes is Denmor Garment Manufacturing Inc. (Denmor), a remarkable woman-owned and female-driven local company. It plays a crucial role by custom-tailoring thousands of coveralls for the construction workers of Dyna-Mac and SBM Offshore in Singapore, and it has become a significant player in shaping the burgeoning oil and gas sector.

Founded in 1997 by the late Dennis Balkisson Morgan Mudlier, Denmor aimed to revolutionize Guyana's garment manufacturing industry. Today, under the leadership of his wife Fatima—and daughters Serojinee, Upasna, and Nandani—the firm's factory in Coldingen, East Coast Demerara, is abuzz with sharply focused activities

Upasna, the Director and Company Secretary, sheds light on their mission to provide employment opportunities

primarily for economically struggling women. She disclosed that the company gained international recognition soon after its start-up, initially focusing on the US market and serving renowned brands like Victoria's Secret, Fredrick's of Hollywood, Russell Athletics, Ariat (Safety) Industries, Capezio, and Walmart.

She said the company carved out a niche in the supply chain of leading clothing franchises in the US, handling labor-intensive tasks such as cutting, assembling, packaging and exporting the finished products to clients. Upasna emphasized Denmor's ongoing commitment to providing top-quality custom-tailored products based on each client's unique needs.

The company faced challenges in overseas markets in 2016 due to changes in trade agreements, leading to a transition to the local market. Despite downsizing operations and closing a branch in Berbice, strategic restructuring enabled Denmor's resurgence with a renewed focus on the local industry.

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WOMEN IN OIL AND GAS

Navigating the Depths of Success in the Oil and Gas Industry

Aniesa (only name given) is a Fluid Construction Engineer at SLB. In Guyana's burgeoning oil industry, she stands as a testament to the power of passion and perseverance. Aniesa shares her journey from a passion for physics and mathematics to spearheading complex well-construction operations.

Aniesa's journey commenced at the University of Guyana, where an intrinsic love for physics and mathematics later paved the way to engineering. As the oil and gas industry took its nascent steps in Guyana during her final year, Aniesa began looking for opportunities there.

Aniesa's professional journey began after university, working as an engineer at a local company. Fueled by a desire for constant challenge, she expanded her horizons by transitioning to another local company before joining SLB in 2020 as a Field Engineer Trainee.

"After completion of my engineering degree, I applied to several oil and gas companies while working at local utility companies, but SLB stood out with its footprint and safety culture," Aniesa shares. Her journey began by applying for a field engineer position through the online process, marking the initiation of her new career.

In her role at SLB, Aniesa navigates the intricacies of well construction, focusing specifically on cementing operations. Her responsibilities extend beyond technical designs, encompassing planning, people and logistics management, and client interaction. Each day entails a mix of meetings, action items, and planning for ongoing and upcoming cementing operations. Climbing the ranks demanded relentless studying, field experiences, and yearly progression, culminating in her current role as a General Field Engineer.

Of course, with every position comes challenges, but Aniesa sees them as a means of pushing yourself to achieve the satisfying result of overcoming them. She shared that the steep learning curve, coupled with dynamic technology and the fast-paced environment of the oil and gas industry, became stepping stones to her success. "With hard work and



dedication, feeling a sense of accomplishment at the end is most rewarding," Aniesa said.

In her day-to-day operations, Aniesa finds joy in the outstanding aspects of her job, particularly the opportunity to collaborate with individuals from diverse cultural backgrounds. Sharing knowledge and training upcoming engineers add a layer of fulfillment to her professional endeavors.



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