



UFA STATE PETROLEUM  
TECHNOLOGICAL UNIVERSITY

# EXPERIENCE IN DEVELOPING AND IMPLEMENTING CORPORATE PROGRAMS OF USPTU

**Rector**

**Oleg Baulin**



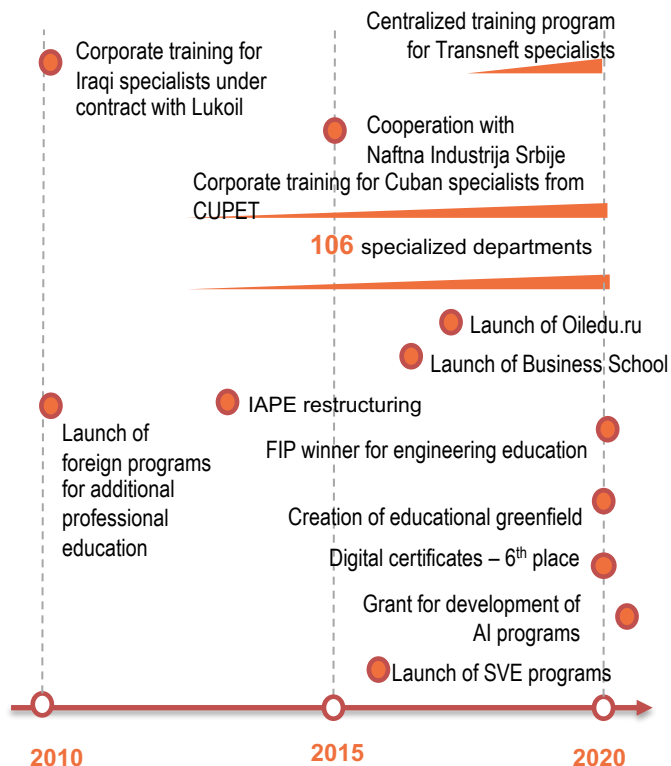


- Russia's leading **multidisciplinary** technological university
- Flagship university of the Russian Federation
- Winner of the high-priority project "Universities as Centers of Innovation Creation Space" (one of 51 Russian higher education institutions)
- World-class research center "Sustainable Management of the Liquid Hydrocarbons of the Planet"
- University of the Eurasian Research and Education Center
- Federal Innovation Platform
- Winner of grant for the development of educational programs in the field of artificial intelligence

Goal in terms of cooperation with companies: building a corporate development platform for a broad spectrum of activities as part of **synchronizing strategies pursued by USPTU and the industry.**



## GROUNDWORK and 10-year growth



## COOPERATION MECHANISM



### CORE EDUCATIONAL PROGRAMS

(corporate):

- 14 bachelor's and 25 master's programs;
- corporate departments;
- secondary vocational education (SVE) programs.



### INSTITUTE OF ADDITIONAL PROFESSIONAL EDUCATION (IAPE)

operating since 1994, with 16 active programs.



### BUSINESS SCHOOL (SINCE 2015)

- 4 corporate MBA and professional development programs;
- adaptation programs for students under target programs and for young professionals.

## CORPORATE PROGRAM PORTFOLIO



GAZPROM



GAZPROM  
NEFT



РОСНЕФТЬ



БАШНЕФТЕГЕОФИЗИКА  
АКЦИОНЕРНОЕ ОБЩЕСТВО



Транснефть



БСК  
СОДОВАЯ КОМПАНИЯ



СУДОСТРОИТЕЛЬНЫЙ КОМПЛЕКС  
ЗВЕЗДА



ЛУКОЙЛ



КАПИТАНЫ РОССИИ



中国石油天然气集团公司  
CHINA NATIONAL PETROLEUM CORPORATION



ҚазМұнайГаз  
БАРЛАУ ӨНДІРУ АҚШЕРЛІК ҚОҒАМЫ



ҚазТрансГаз  
НАЦИОНАЛЬНЫЙ ОПЕРАТОР В СФЕРЕ ГАЗА И ГАЗОСНАБЖЕНИЯ



CUPET  
UNIÓN  
CubaPetróleo



NIS  
GAZPROM NEFT

## MARKETS



Professional development and retraining for company personnel is provided by the USPTU INSTITUTE OF ADDITIONAL PROFESSIONAL EDUCATION and the USPTU BUSINESS SCHOOL





## INTERNSHIPS

- 4 specialized departments working with Gazprom Transgaz Ufa and Gazprom Neftekhim Salavat
- Practical training ground (Gazprom Transgaz Ufa – USPTU – Ufa State Aviation Technical University)



## TRAINING PROGRAMS

- Corporate main educational master's program entitled "Technical Control and Diagnostics of Oil and Gas Facilities and Structures"
- Set of programs entitled "Building Managerial Competencies" for the professional development of the Company's young specialists
- Implementation of the "Gazprom's Group" project



## CAREER GUIDANCE

- The "Convention I of the Gazprom Group-Sponsored Students" project
- The "Pre-University High School" project at the Republic-Wide Engineering Boarding School
- 2 Gazprom Classes at the Matvei Pinsky Engineering School No. 83 under the aegis of USPTU
- Building soft skills for school students and sponsored students of Gazprom's flagship universities



## PROGRAM FOR COMPREHENSIVE FITTING-OUT OF SPECIALIZED GAZPROM – USPTU CLASSROOMS AT THE FLUID-GAS DYNAMICS OF PIPELINE SYSTEMS AND HYDRAULIC MACHINES DEPARTMENT



## INFRASTRUCTURE

Creation of information-and-training spaces to provide insight into the topics pertaining to key production processes of Gazprom

- 2 classrooms
- 8 laboratories
- 2 digital simulation rooms



## Skills upgrading and MBA programs:



Since 2017-2019: **eMBA program “Efficient management at an oil industry enterprise”**

Targeted at the managers and specialists of KazMunayGas



Since 2019-2020: **eMBA program “Efficient management at an oil industry enterprise”**

Targeted at the managers and specialists of KazTransGaz



Since 2016: **MBA program “Strategic management”**

Targeted at managers, business owners, specialists of partner companies

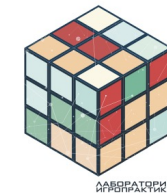


Since 2019: skills upgrading program **“Organizational development and effective personnel management in the oil & gas industry”**

Targeted at the managers and specialists of HR units of the Companies of the PJSC Rosneft Oil Company Group

## Short-term programs (modules) for employee pool:





## LEARNING TECHNOLOGIES

- Case method
- Business games and training sessions
- Reflection
- Work between the modules
- Case Championships, games, business simulators developed at the game practice laboratory of USPTU
- Outreach schools / intensive training courses / strategy sessions

## FORMATS OF WORK:

mini-lectures by expert teachers,  
master classes, case-based tasks, business games.



**Adaptation programs for THIRD- AND FOURTH-YEAR STUDENTS who are going to work at the Company**

to give them an understanding of their own path of development at the Company, as well as basic skills required for working in the Company's corporate environment so that they can quickly adapt to the new workplace.

### Program results for the client:

- reduced adaptation time for interns and increased effectiveness of the students' practical training;
- loyalty building among interns at the Company and deeper engagement in the activities of interns during their practical training;
- portfolios of interns and assessment of the potential of each given intern, which provides for higher effectiveness of further HR decisions.

**Programs for YOUNG SPECIALISTS for building soft skills:**

intensive 72-hour training courses, the in-person training period is 3–5 days (24–40 hours). Can be provided at the facilities of either Ufa State Petroleum Technological University in the city of Ufa or at the facilities of the client (if available).

**UNIQUE SOLUTIONS:** we develop corporate games suited for the business and the tasks of the partner company





**Example of educational process schedule in the CORPORATE  
GROUP of the Zvezda Shipbuilding Complex (SSC Zvezda)**



Blue-collar jobs  
Third-party educational  
certificate, WorldSkills



Project-based training  
Practice-oriented training

	1 <sup>st</sup> year		2 <sup>nd</sup> year		3 <sup>rd</sup> year		4 <sup>th</sup> year	
credit points	1 <sup>st</sup> semester	2 <sup>nd</sup> semester	3 <sup>rd</sup> semester	4 <sup>th</sup> semester	5 <sup>th</sup> semester	6 <sup>th</sup> semester	7 <sup>th</sup> semester	8 <sup>th</sup> semester
1		<p>Work (internship) at the company during the 1<sup>st</sup> year of studies (2<sup>nd</sup> and 3<sup>rd</sup> semesters)</p>		Thinking technologies	Minor (including online courses)	Minor (including online courses)	Minor (including online courses)	Minor (including online courses)
2	History (multiculturalism)			Data Culture (General Professional Discipline-3)				
3				Health and Safety training course	Project-based activity	Project-based activity	Project-based activity	Project-based activity
4	Foreign language (multilingualism) – Baikal State University, educational levels			Project management	Management decision making methods	Financial management	Human Resource Management	Change management
5								
6	Mathematics (educational levels)			Market analytics	Stock market transactions	External economic activities	Production logistics	Elective course: Project feasibility study
7								
8	Numeracy (information and data management), presentations			Business planning	Comparative management	Quality management	Risk assessment and management	Elective course: any online course
9								
10	Business communications			Mathematical modeling in economics	Elective course: Production management	Pricing and cost estimating	Elective course: Corporate planning	Getting education in blue-collar jobs, incl. WorldSkills
11	Module on self-identification				Elective course: any online course	Elective course: Business analysis	Elective course: any online course	Pre-graduation practical training
12				Legal basis of activities		Elective course: any online course		
13	Economic theory			Production and operations management		Getting education in blue-collar jobs, incl. WorldSkills		
14				Innovation management		Production training (practice)		Graduate qualification work
15				Introductory practical training				
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**THANK YOU FOR YOUR ATTENTION!**

