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Unleashing the Potential of Guyanese Business

MAGAZINE

THE BIG STORY

The Guyana Supplier Forum Comes to Region 3

GAS TO ENERGY TAKING FORM

CENTRE CELEBRATES 5 YEARS OF SUCCESS

- » **HSSE Management Awards**
30 companies complete the programme
- » **INCLUSIVE PROSPERITY**
Policy and fiscal responsibility fuel growth
- » **WORKFORCE DEVELOPMENT**
GGI supports TVET expansion

Blue Water Shipping

258 Thomas Street, N. Cummingsburg
Georgetown, Guyana
www.bws.net



Jennifer Falconer

Sr. Vice President,
Operations
Guyana



Richard DeNobrega

Sr. Vice President,
Sales & Development
Guyana

Blue Water Shipping has over 1,700 employees in 60 offices spread over 30 countries. Blue Water Shipping is a global provider of all logistics services in modern supply chain management.

At the heart of Blue Water Shipping is an organization of professionals, skilled to offer complete and tailor-made solutions. Blue Water Shipping recently expanded their footprint in Guyana with the acquisition of Falcon Logistics Inc. We are now the largest international freight forwarder with local logistics company operating in Guyana offering logistic services in the areas of customs clearance and freight forwarding, shorebase management, laydown facilities, trucking services, immigration and personnel logistics



Welcome



It is once again my pleasure to welcome you to another edition of *Centre.gy* magazine.

As 2022 comes to an end, it marks an auspicious occasion for the Centre - our Fifth-Year anniversary.

I want to extend our heartiest congratulations to the Centre team, who has worked diligently over the past five years supporting local Guyanese companies in upskilling and building their capacity and competitiveness. Thanks must also be extended to our partners, and associates for supporting us in achieving this significant milestone. The commitment shown by the Centre's team, our partners and associates has enabled us to make local economic development a reality for businesses and their employees across Guyana.

We have come a long way as an organisation over a short period of time. The Centre continues to broaden its capacity building, training and mentorship programmes along with business engagement, networking, and events to help local businesses across a wide variety of sectors grow as the energy sector continues to expand.

The Guyana Supplier Forum 2022 was, for the first time, held outside of Georgetown in Region 3, and attracted over 800 attendees on Day One and 2,000 attendees on Day Two. The Centre was key in organising this Supplier Forum - an ExxonMobil-led event - which once again demonstrates the commitment to all communities in Guyana as we continue to drive inclusive economic growth.

Over the last six months, we have extended the scope of our successful Project Management Mentorship Programme, delivering project management training to over 100 businesses ensuring that local

companies can deliver projects on time, on budget and in an efficient manner.

The Centre continues to advocate and support a safety culture in Guyana through its HSSE Management System Mentorship programme and recently graduated its second cohort of local businesses. This brings the total number of companies that have completed the programme to 55, seven of which are proudly women-owned or led organisations.

Our Community Business Talks, a new business outreach series, continues to gain traction. As the energy sector in Guyana evolves so does the Centre's ability to deliver targeted, relevant business programming designed to address new challenges surrounding contractual, legal, and operational requirements of doing business.

I would also like to acknowledge our funding partners ExxonMobil Guyana, Hess Guyana Exploration Ltd and CNOOC Petroleum Limited Guyana for their support to the Centre through the Greater Guyana Initiative. Without their original vision and ongoing assistance over the last five years, the Centre's impact on local business development would not have been possible.

This year has once again seen unprecedented economic growth for Guyana. We look forward to working closely with you to continue down the road to success in 2023.

Happy holidays,

Natasha Gaskin-Peters, PhD

Director

Centre for Local Business Development

“
This year has once again seen unprecedented economic growth for Guyana. We look forward to working closely with you to continue down the road to success in 2023.
”



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Contents

1	WELCOME	
5	GUYANA ECONOMIC UPDATE 2022	
7	5 YEARS OF MAKING A DIFFERENCE IN GUYANA	
12	POST-COVID PANDEMIC COMMUNITY ENGAGEMENT	
15	NOBLE SUPPORTS BUSINESS GROWTH IN GUYANA	
20	GUYANA SUPPLIER FORUM COMES TO REGION 3	
27	GGI SUPPORTS WORKFORCE DEVELOPMENT THROUGH TVET	
31	CAREER STORIES OF GUYANESE WOMEN AT SLB	
34	GAS TO ENERGY	
37	PROJECT MANAGEMENT MENTORSHIP PROGRAMME	
43	BEST PRACTICES FOR RECRUITMENT IN GUYANA'S GROWING ECONOMY	
46	REMARKS BY HON. ONEIDGE WALROND, M.P. MINISTRY OF TOURISM, INDUSTRY AND COMMERCE	
50	30 COMPANIES COMPLETE THE HSSE MANAGEMENT PROGRAMME	
57	THE NEXT GENERATION IN SAFETY	
62	WINNING WITH WIIN!	
68	GUYANA ECONOMIC INDICATORS	



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Business Lead



Abu Zaman
Chief Commercial Officer



Abbigail Humphrey
Business Sales Specialist



Ashton Lewis
Product Specialist



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Business Sales Specialist

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- ✓ Dedicated Business Specialists assigned to your account
- ✓ Unparalleled customer satisfaction

UPDATE

Guyana's Economy in 2022

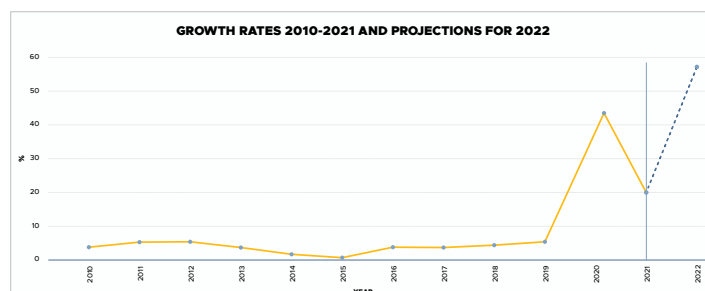
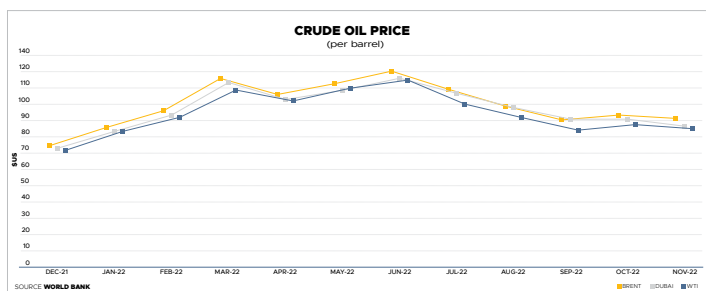
Economic growth continues its precipitous climb. 2022 was marked by increased direct foreign investment (DFI) across the tourism, construction, mining, and oil and gas sectors. The increase in economic activity has led the International Monetary Fund (IMF) to project Guyana's economic growth for the year to be 57.8%, solidifying the country's position once again as the fastest growing economy in the world. Moreover, despite global inflationary pressure, Guyana successfully contained its inflation rate which hovered at 5.8% for the year, well below the global inflation average of 9.5%.

flooding in 2021 lingered and heavy rains persisted in early 2022. Manufacturing also contracted by 11.4% due to the price increase of inputs as a result of inflation. The oil and gas, services, and construction sectors, however, grew by 73.5%, 7.6% and 20.4% respectively compared to the first half of 2021.

National spending remains focused on key infrastructure developments to ensure the economy can support its immense growth. In 2022, the four-lane Sheriff to Mandela Road as well as the Mandela to Eccles Road were completed. There are plans to expand the Mandela to Eccles Road to the settlement of Land of Canaan in 2023. The intent of the

productive block offshore of Guyana. Operated by ExxonMobil, the Stabroek Block's contributions to the Natural Resource Fund as at November 2022 were over **US\$1.39 billion**. ExxonMobil's projects in Guyana include Liza Phase 1 (utilising the FPSO Liza Destiny) and Liza Phase 2 (utilising the FPSO Liza Unity); both of which have been producing at peak capacity.

ExxonMobil has revised its projected scope from seven active projects by 2027 to 10 active projects by 2030. With three additional projects approved, ExxonMobil hired another Front-End Engineering and Design (FEED) company to build a new FPSO for its Uaru project.



Despite heavy rains during the first part of the year that impacted rice and sugar production, Guyana's economy grew by 36.4% during the first half of 2022 with non-oil real Gross Domestic Product (GDP) growing by 8.3%. Within the non-oil sector, the agriculture, fishing and forestry sectors grew by a total of 10.9% due to increased output from livestock, other major food crops, and the forestry industry; each grew by 4.2%, 27.7%, and 47.1% respectively. Rice and sugar output experienced major contractions of 22.4% and 55.9% respectively as the effects of

expansion of the roadways is to improve both transit and transportation of persons, goods and services. Additionally, contracts for the new Demerara Harbour Bridge were signed and work is scheduled to begin in early 2023. Beyond expansion of the roadways and bridges, Guyana and the Hess Corporation have inked an agreement whereby Hess will purchase 2.5 million carbon credits between 2022 – 2030.

Guyana's oil and gas sector is expected to continue to expand. To date, the Stabroek Block remains the only

The company continues exploration in and out of the Stabroek Block bringing the total discoveries in the Stabroek Block to **over 30**.

Other operators continue to explore for commercially viable oil and gas finds offshore. In December, Guyana opened the bidding for 14 offshore oil blocks as well as declaring new terms surrounding signing bonuses, royalty arrangements and profit sharing. Shallow blocks will attract a signing bonus of \$10 million while deepwater blocks will attract a signing bonus of \$20 million.



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5 YEARS OF MAKING A DIFFERENCE IN GUYANA

This is a very special end of the year for the Centre for Local Business Development – we are celebrating the 5th anniversary of the launch of our organisation. In late-2017, our story began with a small office, a few staff and the goal of helping educate local

businesses on the oil and gas sector and potential opportunities. Just as the Guyanese economy has continued to grow and develop, the Centre, step-by-step, day-by-day, month-by-month has evolved and expanded its services and products to meet the demands of a dynamic, fast changing business environment.

THE CENTRE'S 5-YEAR JOURNEY

2017

- Guyana Supplier Forum in Georgetown
- First NOIA (Energy NL) Trade Mission from Canada
- ISO Mentorship Programme begins
- Business Pitch Course



2019



- Centre opens its doors
- Supplier Registration Portal (SRP) launches
- Intro to Offshore O&G, HSSE and Procurement courses begin
- Regional outreach programmes
- Supply Chain and Financial Management seminars

2018



- HSSE MS Mentorship Programme launches
- Centre.gy Magazine first issue
- Inaugural Join the Conversation speaker series
- SRP Mobile App release
- Guyana Economic and Market Assessment

- Business and awareness courses go online
- HSSE MS Mentorship Programme goes virtual
- NOIA (Energy NL) virtual Trade Mission
- Supplier engagement continues online



*Programmes adjusted due to COVID-19

2021

- The Centre receives ISO Certification
- Community Business Talks launches
- Project Management Mentorship Programme kicks off
- Hosts ExxonMobil-led Guyana Supplier Forum in Region 3
- 13 companies complete ISO Mentorship Programme
- Updated Guyana Economic & Market Assessment
- 30 companies graduate HSSE MS Mentorship Programme



2020



- 4 companies complete API Mentorship Programme partnership
- AccelerateHer Women's Entrepreneurship first cohort
- Workforce Training initiation
- 25 companies graduate HSSE MS Mentorship Programme
- 23 companies complete ISO Mentorship Programme

2022

The Centre has countless achievements and accomplishments over the last five years, but without the support of our excellent team, none of this would have been attainable. Each member of the Centre, past and present, has played an important role in its development and expansion. It is the team's diversity and enthusiasm, focus and expertise that have brought us success in supporting local Guyanese companies in building their capacity and competitiveness.

We remain grateful to the companies themselves for the time, effort and dedication they have shown in collaborating with the Centre to reap the benefits of an ever-expanding energy sector. Without the demands, challenges and feedback from local business, we could not have been able to register such impact. This dynamic collaboration between the Centre's team and our partners and associates has enabled us

to make local economic development a reality for businesses and their employees across Guyana.

We have come a long way as an organisation over a short period of time. However, without the original vision and ongoing assistance from our funding partners, ExxonMobil Guyana, Hess Guyana Exploration Ltd and CNOOC Petroleum Limited Guyana, the Centre's relevance and support to local business development would not have been possible.

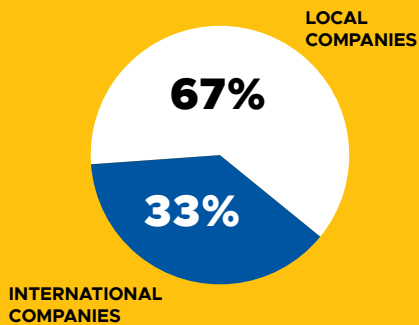
This is an extremely enthralling time to be part of the unprecedented economic expansion and positive change occurring across Guyana. The Centre continues to be inspired and motivated to foster local and international business opportunities. We look forward to continuing to play a leading role in promoting the country's growth and prosperity.



Centre BY THE NUMBERS

SUPPLIER REGISTRATION PORTAL (SRP)

OVER
5897
COMPANIES REGISTERED



HEALTH, SAFETY, SECURITY AND ENVIRONMENT (HSSE) PROGRAMME

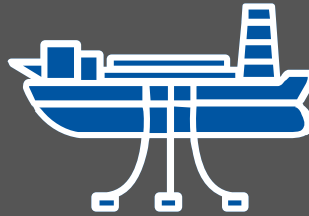


668
PARTICIPANTS



408
BUSINESSES

OIL AND GAS SEMINARS



OVER
5000
PARTICIPANTS

ISO 9001: 2015 COMPLIANCE



6
BUSINESSES
IN PROGRESS



10
BUSINESSES
COMPLIANT



18
BUSINESSES
CERTIFIED

OIL & GAS SECTOR VENDORS



OVER
889
BUSINESSES

SMART PARTNERSHIPS

OVER
135
JOINT VENTURES/
AUTHORISED SUPPLIERS

BUSINESS COURSES



OVER
600
PARTICIPANTS



OVER
450
BUSINESSES

Post-COVID Pandemic Community Engagement



Meeting in Lethem, Region 9, with regional officials and members of the Rupununi Livestock Producers' Association Inc.



ExxonMobil Guyana President Alistair Routledge visited the GuySuCo Training Centre at Port Mourant after meetings with officials and businesses in East Berbice.

Engaging cricket fans at the Guyana leg of the Hero Caribbean Premier League T20 tournament.



The Youth meeting and interacting with the Guyana Amazon Warriors.

After almost two years of COVID-related restrictions, ExxonMobil Guyana restarted community outreaches in 2022, covering the country from the Corentyne River in the far east to Lethem in the southwest. The encounters included engagements with schools, non-government organisations (NGOs), as well as regional government officials and business representatives.

Visiting Moraikobai (Region 5) for the launch of a Leadership Training Programme.



Restarting the Kite Distribution Programme in primary schools across the country during the Easter term.

Gas to Energy Project Manager Friedrich Krispin briefing Region Three officials on the project.



Production Manager Mike Ryan engaging with youth who are part of Volunteer Youth Corps' STEM programme.

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Noble supports **local development and business growth** in Guyana

Noble strongly believes in supporting and creating opportunities for local communities where it operates.

In Guyana, Noble operates four rigs with an additional rig set to arrive in the fourth quarter of 2022. These four ships include: the Noble Bob Douglas, Noble Tom Madden, Noble Don Taylor, and Noble Sam Croft. Noble operates one of the youngest

and most advanced fleets in the offshore drilling industry with a combined track record of industry-leading utilisation. It currently engages across a young but expanding energy industry, and strives to help Guyana build a brighter and more developed economic future.



©ExxonMobil

The drillship Noble Bob Douglas arrived in Guyana in March 2018 with 18 Guyanese personnel on board, and through the hard work and dedication of both the individual workers and their mentors, Noble's Guyanese workforce has since grown to over 300. The local Guyanese workforce forms an integral part of Noble's team on board the four drill ships stationed offshore Guyana.

Developing local content requires providing the necessary education and skills required to succeed in connection with oil and gas (O&G) development. Noble's professional training programmes in Guyana are based on global experience, and are designed to help the rig teams gain and demonstrate the knowledge, skills and abilities to perform their jobs safely and efficiently, while also



preparing Noble employees for career advancement opportunities.

Behind every employee is a family supporting them who are equally important to the sustainability of Noble's business operations and the careers of its employees. For Noble, it is its people above all else that ensure business development and local empowerment in

Guyana. As Noble brings its employees closer together, it provides insight for future generations of Guyanese to recognise and access the great potential for a rewarding future that the country's newly discovered O&G resources can provide.

In addition, Noble has engaged with local suppliers of goods and services

“

This is a great milestone for the local team and Noble as a whole, reflecting the strong effort of our rig teams to integrate the Guyanese community into our operations as well as the plan that has been developed to further build Local Content Capability and Capacity in a structured and coordinated manner, establishing deep relationships with the Guyanese Community.

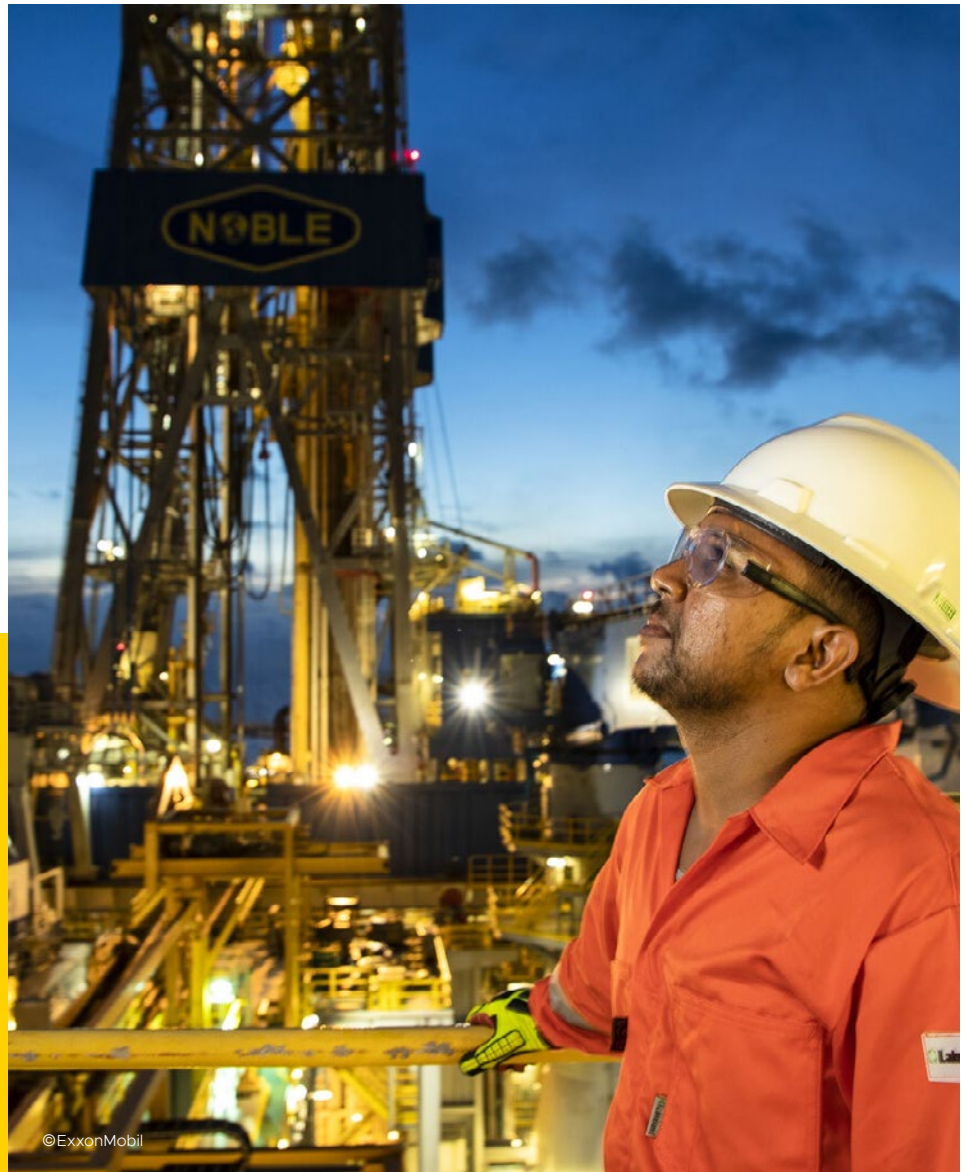
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Daan Maltha
Operations Manager, Noble

to explain the standards required of the O&G industry, and to guide them in establishing their own business frameworks. Improved standards and systems upgrades allow local companies to successfully do business not only with Noble, but with the numerous other international companies engaged across the industry in Guyana.

Noble's efforts to build effective and successful relationships with its local vendors are supported by vigorous and accessible communication to ensure quality and confirmed standards in all goods and services utilised, and this has proven productive as its list of vendors continues to increase.

To support and grow its business operations in country, Noble has developed a four-year Local Content Master Plan which was recently presented to the Guyanese government and was subsequently approved.



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Guyana Supplier Forum 2022 Comes to Region 3





Five years into rapid economic growth in Guyana, the impact and level of opportunities emerging across the oil and gas sector (O&G) have vastly increased and are expanding at an extremely high rate as new energy and related projects develop. This is propelling Prime Contractors to require more goods and services from local companies, benefitting Guyanese businesses looking to continue their expansion through additional opportunities.

With these opportunities in mind, the Centre for Local Business Development (Centre) and the co-venturers of the Stabroek Block, ExxonMobil Guyana, Hess Guyana Exploration Ltd and CNOOC Petroleum Limited Guyana, recently organised the Guyana Supplier Forum in Leonora in Region 3. The overarching goal of the Forum was to provide Guyanese businesses with valuable insights and direct access to the activities that exist and are emerging across the energy sector.

The Forum was choreographed to provide an enabling environment to encourage direct connections between the Prime Contractors and local companies. It was also oriented around Guyanese-to-Guyanese business dialogue and the needs of the Primes and operators across the O&G sector. Organising the Forum in Region 3 also demonstrated the Centre's commitment to all communities in Guyana as it continues to drive inclusive economic growth.

Following closely on the heels of the final investment decision (FID) in 2017, the operators of the Stabroek Block recognised that local businesses required better access and awareness of the upcoming procurement and

business opportunities to position themselves to compete for contracts and new work. With this in mind, the first Guyana Supplier Forum was successfully held in Georgetown in 2018 with over 1,200 individuals from 750 local companies in attendance during the two days.

In 2021 the Guyana Supplier Forum was forced to go virtual due to the COVID-19 pandemic. However, this unique platform still allowed Guyanese suppliers to receive up-to-date information on procurement process, key contacts, and upcoming tenders for 2021 directly from ExxonMobil Guyana and its leading Prime Contractors. It was attended virtually by upwards of 2,400 users.

After the opening ceremony on Day One, presentations surrounding the upcoming Gas to Energy Project were delivered to over 800 businesses, with over 2,000 attendees visiting the Forum on Day Two.





This year, the Centre brought the Supplier Forum to Leonora in Region 3 of Guyana, the home of a new shorebase and the Gas to Energy Project. This marked the first time a business gathering of this magnitude – having ExxonMobil Guyana along with all of its Prime Contractors and leading subcontractors – was held in a region outside the capital. This was also the first Forum open to the general public on Day Two and placed a priority both on business access and promoting employment opportunities and recruitment.

Held in the Leonora Stadium (National Track and Field Facility) within two

massive, tented pavilions, the Forum followed two distinctive formats – Presentations and Expo. After an opening ceremony on Day One with remarks from Prime Minister Hon. Brigadier (Ret) Mark Phillips, the President of ExxonMobil Guyana, Alistair Routledge, Director of the Centre, Dr. Natasha Gaskin-Peters, and the Regional Chairman of Region 3, among others, presentations surrounding the upcoming Gas to Energy Project were delivered to the over 800 businesses. The presentations and Q&A were facilitated by ExxonMobil Guyana, TechnipFMC, Subsea 7/Van Oord, GYSBI and GAICO.



On Day Two, over 2,000 attendees visited the Forum and received presentations from ExxonMobil Guyana on its offshore activities, the Local Content Secretariat, Vreed-En-Hoop Shorebase Inc, CTNET, Baker Hughes, SBM Offshore, Halliburton, Saipem and SLB. Additionally, each of the presenters had exhibition space within the pavilion where attendees could visit and discuss upcoming business and employment opportunities. Other exhibitors included Noble Drilling, Stena Drilling, G-Boats, IPED, Impressions and GTT.

With rapid growth across the energy sector and in particular in the area surrounding the Gas to Energy Project, there is increased demand for labour resources across Region 3. Four recruitment agencies played an active role in the Forum and marketed their services to the local communities and work force including: Excel Guyana, Guysons Recruitment, Leader Engineering Guyana, and Strategic Recruitment Solutions. These agencies were able to meet interested candidates, discuss open vacancies, promote new positions, and solicit resumes.

The Centre will continue to promote business growth and community engagement in 2023 as the energy sector continues to expand in Region 3 and beyond.

“

I have attended the previous Forums, but this is the biggest one yet. To see increased opportunities and continued support from ExxonMobil Guyana and its Prime Contractors shows commitment to a bright future for us.

”



“

Engaging the community and local businesses is very important to us and a part of our entire process. Being a part of this forum helped us to reengage with existing companies and meet so many new ones.

”



“

I really appreciate this Forum being open to the public and having a focus on jobs as well. A lot of new jobs will be coming to Region 3 and its good for me to know what will be required from us ... Being able to speak directly to recruitment agencies was a big highlight for me.

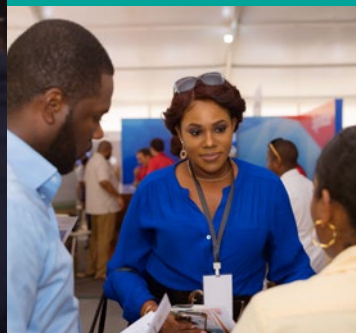
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“

Thank you to the Centre and its partners for bringing this event to Region 3. It has opened up my eyes to the opportunities that will be coming our way in the future and what I could be a part of.

”



“

This is an amazing event for Region 3 and its upcoming development. This area will be transformed and having the awareness is really helpful.

”



“

A job well done by the organisers of the Forum. It was great to return to in-person meetings after COVID-19 and once again discuss business, new deals and opportunities.

”

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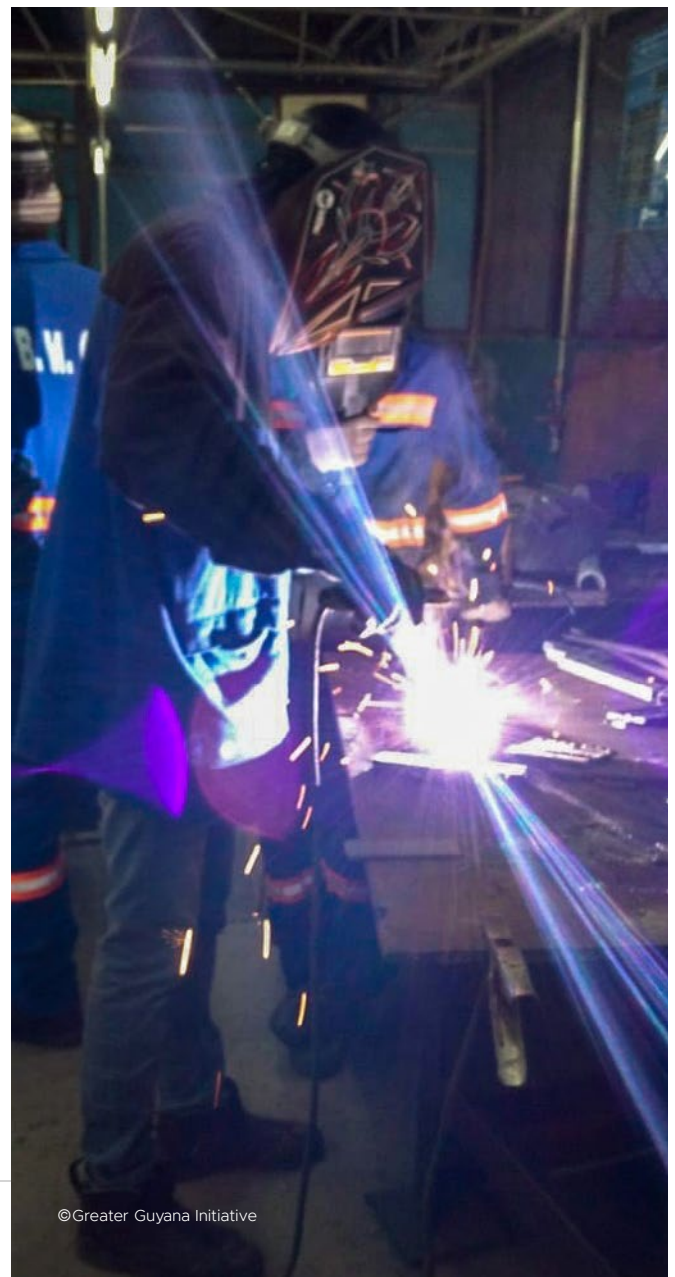


THE
GREATER GUYANA
INITIATIVE

GGI Supports Workforce Development through TVET

There is often a misperception that students at institutions like the Georgetown Technical Institute or the Guyana Industrial Training Centre are somehow less employable than those enrolled at the University of Guyana.

However, with the advent of the oil and gas industry and a booming construction sector, technical and vocational skills are currently among the most sought after across the business sector. The rapid pace of growth and development has ushered in an unparalleled demand for the highly skilled workers generated by Technical and Vocational Education and Training (TVET).



ExxonMobil Guyana, Hess Guyana Exploration Limited and CNOOC Petroleum Guyana Limited, under the umbrella of the Greater Guyana Initiative (GGI), recognised the skill and training needs and have partnered with the Ministry of Education, and the Council for Technical and Vocational Education Training (CTVET) to contribute to the development of the local TVET sector.

Director of the Council, Patrick Chinedu Onwuzirike recalled that CTVET had approached the Stabroek co-venturers for assistance to improve the TVET programmes offered locally.

“ Luckily, they [GGI] acceded to our request and have undertaken to look at the programmes we did and to verify whether they are meeting expectations or not. At some point, we understood that some of our programmes are good while some others needed work. As such, we chose to upgrade what we are doing. ”



©Greater Guyana Initiative

As part of this upgrade, a two-year pilot was launched in 2020, to support the development of an enhanced electrical and welding programme that could be rolled out to TVET institutions across the country. The New Amsterdam and Linden Technical Institutes were chosen to participate in the pilot programme. This collaboration has seen curriculum intervention at the institutions, with modules adopted from the electrical programme used by ExxonMobil to train its employees globally.

Reports from the New Amsterdam and Linden Technical Institutes indicate there has been an upsurge in enrollment and the feedback has been tremendously positive. The welding programme was completed by 11 students from the Linden Technical Institute in April and

received notable praise from graduating students, including the best graduating student, Ryan James.

“It was a nice experience for me. The more I did, the more I fell for it. I learned a lot during the training, and overall, it was a wonderful programme.” Another student Alex Robeiro commented, “I was a little nervous at first and I had a lot of challenges, but I pushed to be on top.”

The Basic Industrial Safety Training (BIST) programme was also developed to support enhanced safety culture and learning within the TVETs. The programme is being facilitated by LearnCorp International, a Guyana-based Canadian company. A BIST training exercise was completed in September, with over 30 individuals participating.

It is expected they will take their newly acquired knowledge back to their respective institutes and training centres to help improve the safety culture.

President of LearnCorp International, Lucia MacIsaac, believes the BIST programme is a perfect example of the GGI's support for Guyana's non-oil sector.

Meanwhile, Onwuzirike says the institutes are cognisant of the importance of safety and the need for responsible practices.

"First of all, life matters before anything else, so we want to ensure that our students before they even begin their trade, are aware of what safety is about."

Guyana is undergoing rapid infrastructure and economic transformation, and many of the skills required to build the country will be found among the ranks of those graduating from technical institutions. With TVET already part of the secondary school system and being augmented via the GGI initiative to meet market demand, the misperception of skilled careers as a refuge for the academically disinclined is bound to become a thing of the past.

The Greater Guyana Initiative (GGI) is a US\$100 million (GY\$20 billion), 10-year philanthropic effort to support capacity development programmes across Guyana, with a focus on education and training, economic development, and health.

“The Greater Guyana Initiative has provided 100% support to the BIST programme. The direct benefit goes to the education sector, by providing safety training and professional development to the instructors. The broader impact is on the students that take BIST. As the students become more aware of the importance of safety, and how safe practices can prevent injuries and accidents, this information is spread to their friends and families.”



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Career Stories of Guyanese Women at SLB

People are at the core of what SLB does and its ambitions. As a global technology company driving energy innovation for a balanced planet, building a team of exceptional and diverse people is essential to who the company is on both the local and global levels and has always been at the heart of the company's mission.



slb.com

The SLB team in Guyana comprises young, vibrant and passionate professionals including influential women who are enthusiastic about their careers at SLB. Their stories about their work value and commitment to SLB remind us why as a company it continues to value and invest in its greatest resource: its people. SLB also prides itself in being an equal opportunity employer

and inclusivity is one of its guiding behaviours. With one of SLB's leading human resource principles to recruit where it works, it prides itself in its unique diversity and inclusive culture.

But don't take it from SLB. Listen to the sentiments of three of our top women employees who share some of their thoughts about their career journeys.





Alicia started at SLB in 2018. She holds a BSc in Chemical Engineering from the University of the West Indies and currently serves as the Job Delivery Lead. She admits that SLB's diverse work environment, quality of training, and the challenging nature of the job attracted her to the company.

“

What I love about SLB is the fast-paced environment. You have a short space of time to troubleshoot a lot of issues to come up with a solution.

”

“

Joining SLB was the happiest moment, and my family was so proud that I got an opportunity to join the oil and gas industry.

”



Roshni is the Domestic Logistics Coordinator for Supply Chain Services. Her daily tasks involve planning, organising and managing logistical movements for different departments within SLB. Roshni's favorite career moment was beginning her job here at SLB. She is currently studying International Management at the University of Applied Science in Germany and looks forward to her journey at SLB in future roles.



“

I love that I am surrounded by people with so many different cultures.

”

Kaziah, a Tax Analyst in the Finance Division, started her journey at SLB in 2021 and is currently undertaking studies at the Association of Chartered Certified Accountants (ACCA). The people are one of her favourite parts of working at SLB. For her, working at SLB has been a welcoming and rewarding experience.



©SLB

With Guyana's fast emerging oil and gas industry, choosing the right people goes hand-in-hand with creating cutting-edge technology to solve the world's energy challenges and delivering outstanding results to build a sustainable future. These warm sentiments from members of the Guyanese team and their experience in the oil and gas sector are a testament to SLB's value and commitment to its people.

Gas To Energy

Guyana's offshore natural resources can drive the country's economic progress by providing a stable and reliable supply of energy.

Almost 200 kilometres offshore is a source of energy that can bridge the gap between Guyana's energy past and a cleaner, brighter energy future.

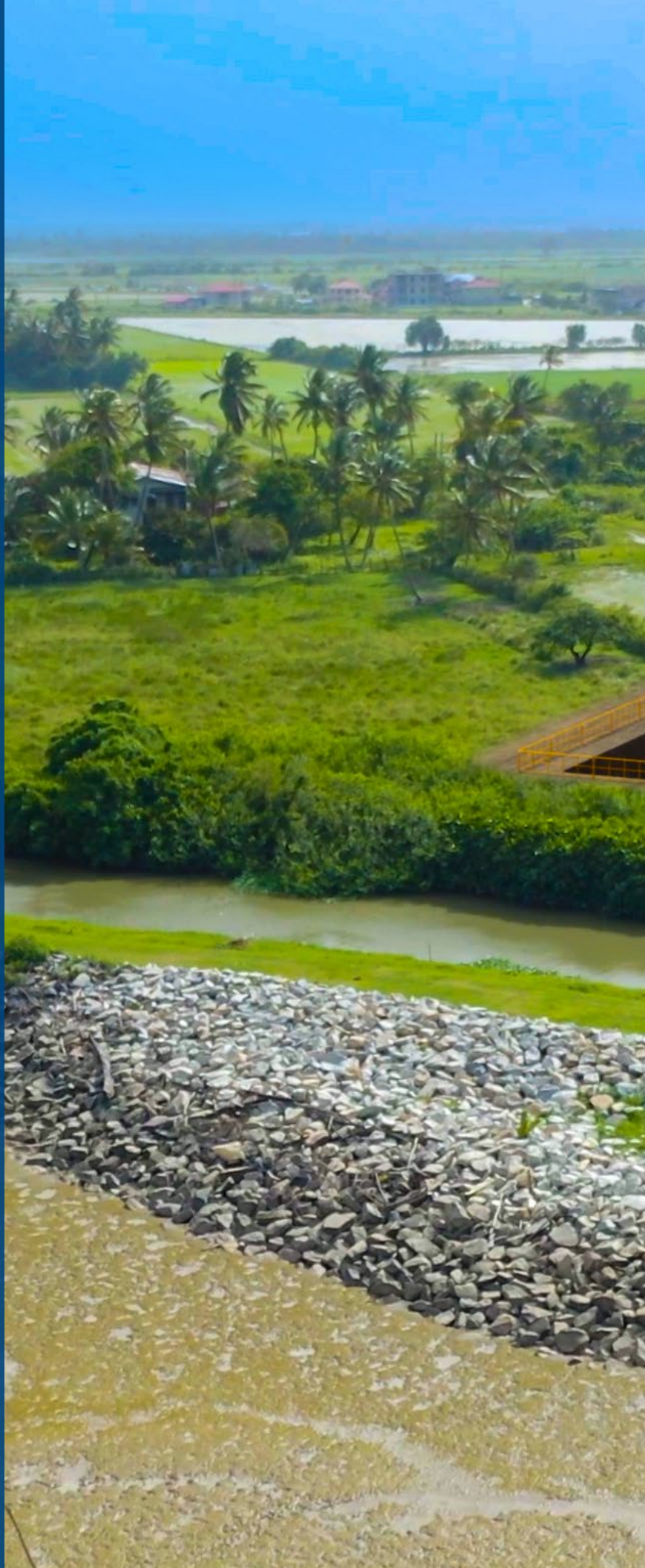
Emissions of natural gas are about half of those from heavy fuels bringing significant benefit to the environment.

To support the Government of Guyana's Sustainable Development Plans, 50 million cubic feet of gas per a day will be brought to shore from two floating production storage and offloading (FPSO) vessels via risers and offshore pipeline.

The last 50 kilometres will be buried and where it comes ashore a technique called Horizontal Direction Drilling (HDD) will be used to insert the pipe under the sea wall and any major road or canal crossing.

Pipe will be buried in a trench for its 27-kilometre journey inland, mostly under state land minimising impact to communities.

The pipeline on or offshore will not be visible to the public and will terminate in the Wales Estate.







Introducing the Centre's Project Management Mentorship Programme



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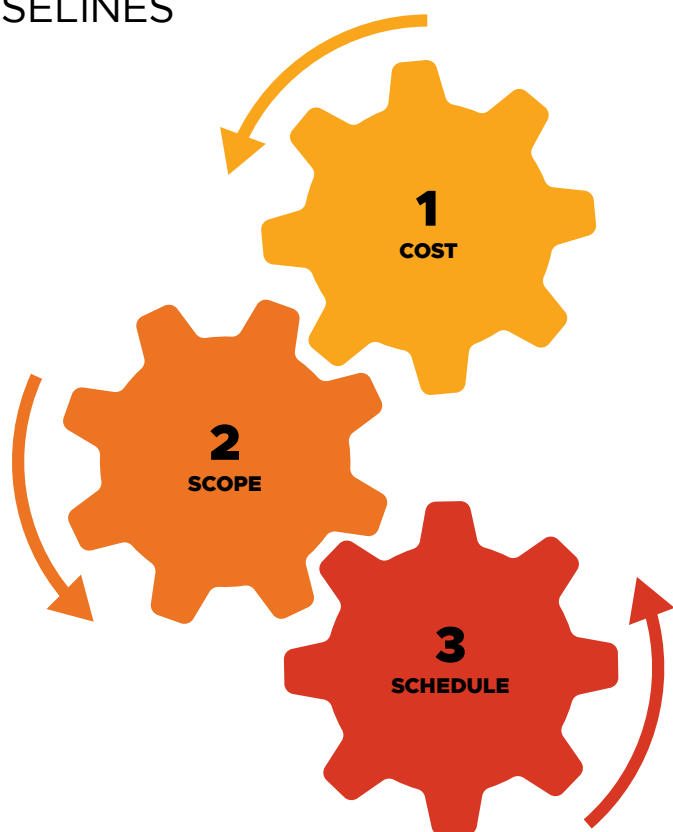
As the energy industry grows and the skills, knowledge and demands of local businesses change, the Centre for Local Business Development's (Centre) training and mentorship programmes continue to adapt. In April, the Centre launched its Project Management Mentorship Programme pilot course, its newest capacity building initiative.



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KEY PROJECT MANAGEMENT BASELINES



With the energy sector continuing to grow, more and more local companies are gaining work in the oil and gas (O&G) sector. An increase in projects, commitments, and deliverables, requires a particular skill set and management practices to help local businesses to achieve success.

The Centre recognised this growing need among local businesses servicing the O&G and non-O&G sectors and has developed a new programme to meet these project management demands. Since the launch of the training course, the Centre has provided project management training to almost 100 individuals from over 80 businesses.

The Project Management Mentorship Programme is designed for project managers or heads of organisations who lead company projects and would like to improve their project management skills. The mentorship programme is divided into two main parts – a 6-hour overview course (Modules 1 & 2), taught over a two-day period, followed by specialised short courses based on customised gap analysis. The short-courses are then followed by a more hands-on, mentorship-style approach to participants looking at individual needs of the companies.



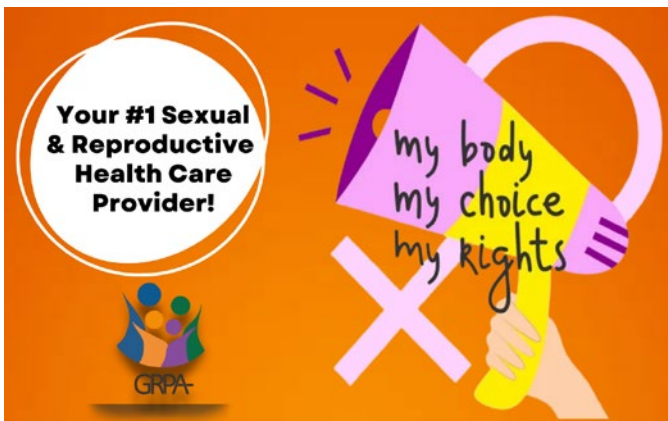
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The Project Management Overview Course **Module 1** explores the 3Ps framework, project governance, understanding client contracts and scope management. **Module 2** covers key topics like schedule management, cost management, quality management and risk management. Short-courses like contracts management will offer a more in-depth look at specialised areas within project management.

The mentorship programme is delivered by in-house Centre experts who possess over 40-years of diverse project management experience, financing and leadership working in investment banking, mining, insurance, financial services, and donor-funded projects throughout Guyana.



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Established in 1973, the National Medal of Service (group) Recipient, Guyana Responsible Parenthood Association (GRPA) is dedicated to providing positive Sexual and Reproductive Health and Rights (SRHR) services in Guyana, including the most vulnerable, through Awareness, Education, and Health based in a confidential and friendly environment. The GRPA is a Partner Organization of Fòs Feminista: The International Alliance for Sexual and Reproductive Health, Rights and Justice (formerly IPPF/WHR).

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Best Practices for Recruitment in Guyana's Growing Economy

Hiring the best people for a company is among the most important investments it will ever make. However, this comes with its share of major challenges.



©Excel

is becoming stiffer and stiffer globally. These human resource trends are as true in Guyana as they are in the rest of the business world.

The talent pool has also become more diverse with multiple generations converging. With most of the Baby Boomers saying goodbye to work, they are also leaving huge gaps in the workforce and the Millennials and Gen Zs may not be as willing to fill those gaps as they are more inclined to work in more freelance oriented, project-based jobs.

With these factors at play, how do you still get the best talent for your company and organisation? Recruitment experts have fine-tuned the recruitment process over time, and in Guyana's growing economy, here are some of the best practices in the industry that will give you a competitive edge.

With the world building unprecedented momentum to recover from the loss during the COVID-19 pandemic, economic activities are picking-up pace, more industries are looking for fresh and talented recruits, and the competition for talent

EXCEL Guyana Inc. **Company image branding.**

Job seekers are very particular about the kind of company they want to work with in the current market conditions. In a recent study, around 85% of job applicants conduct background checks on companies. The moment they discover bad publicity or practices, they automatically withdraw and move on to the next job prospect.

However, boosting an employer's brand is not just about external advertisements. It should also include present and previous hires as word-of-mouth can go a long way. This means that lip-service branding will not be effective. Thus, the best way to build your employer brand is to start from within and work your way out.



What are job-seekers in Guyana looking for?

The top five priorities

- 1 work/life balance**
- 2 collaborative environment**
- 3 camaraderie**
- 4 company culture**
- 5 technology access**



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Human Resource Services

Methodical recruitment and screening.

A company must establish a system that maps out the entire recruitment process. This will save a lot of time and money as it gives you a broader perspective of the recruitment strategy.

To create this system, know how to assess your personnel needs. If there is a need to outsource the hiring process, what selection process you will be using, how to facilitate the onboarding of new recruits, how to check if they are fit for the job, and how to retain employees who are assets to the company.

You also need to have a straightforward process to inform job candidates who did not qualify for the job and an active talent pool of candidates that might be fit for future talent needs. Also, do not be afraid to try and experiment with any available recruitment technology that complements your present and future workforce needs such as Software-as-a-Service (SaaS) solutions, applicant tracking systems, recruitment customer relationship management software or artificial intelligence (AI).

Guyana's Fastest Growing Industries

- » Aviation
- » BPOs
- » Construction
- » Energy
- » Engineering
- » Financial
- » Food Services
- » Hospitality
- » Insurance
- » Manufacturing
- » Merchant Banking
- » Mining
- » Oil and Gas
- » QHSE
- » Service Based

Evaluate, measure, and repeat.

As there is no such thing as a full-proof strategy, make sure that your recruitment process is regularly evaluated and measured. The golden rule is: repeat best practices that are working, say goodbye to low-yielding strategies, and make room for new recruitment tactics.

Recruiting perspectives provided by Excel Guyana Inc., a leading consulting and recruiting services company creating opportunities, building partnerships, connecting people and aligning resources.

Closing Year Remarks

by **Hon. Oneidge Walrond, M.P.**

MINISTRY OF TOURISM, INDUSTRY AND COMMERCE



HON. ONEIDGE WALROND, M.P.
MINISTER
MINISTRY OF TOURISM, INDUSTRY
AND COMMERCE

This seventh edition of the Centre.gy Magazine marks the end of another positive and encouraging year for Guyana. All indicators suggest that Guyana is on a transformational economic path and in Government, we continue to pursue policies to ensure the vision of a new, inclusive, and developed Guyana comes to fruition.

The performance of the economy is a direct result of the focused policy approaches and fiscal responsibility of this administration. While it is known that the giant leap in the GDP is attributable primarily to the country's oil production status, but the non-oil sector has performed strongly as well. Non-oil sectors continued to grow in excess of nine percent, exceeding projections for 2022. With this trajectory we can expect the exceptional performance of the non-oil sector to continue into 2023.



We expect further expansion of our agricultural sector as our vision of food security for the region becomes a reality and more of our agro-processors take advantage of the support mechanisms being offered by the Government. More of our farmers and processors are accessing international markets and we are seeing greater innovation in production. At least three new business incubators and agro-processing plants have been launched

this year, with more in the project pipeline. These facilities enhance the capacity of our agro-processors to meet local and foreign demand.

Tourist arrivals have already exceeded the pre-COVID numbers and the arrivals for 2022 are expected to exceed 300,000. This is very encouraging for us as an evolving destination. Next year, British Airways will begin direct service to Guyana.



©Ministry of Tourism, Industry and Commerce

This will ultimately create easier access for visitors from Europe, a market rife with tourists interested in our eco-tourism and eco-adventure products. The Cricket Carnival and other major events will continue in a grander fashion, and these are expected to drive an even larger number of visitors to our shores.

From an investment standpoint, the interest from international investors in Guyana has been substantial and continues to increase. The Government continues to engage in active conversations with numerous companies interested in investing in Guyana. In these interactions our message has been consistent—**Guyana is open for business!**



It is a source of substantial satisfaction to us that local companies and individuals are benefitting from the Local Content policy. Thousands of Guyanese are now employed directly with the oil sector and related companies. In fact, many of the local companies have formed lucrative partnerships and others are supplying services directly to the major oil operators. I encourage local businesses to continue to build capacity to maximise the opportunities available.

Guyana continues to progress in keeping with and in many respects exceeding all expectations. There is increasing oil and gas production

capacity coming on stream. With the prudent management of our economy, our path to prosperity is assured if we all resolve to apply our Guyanese talents and effort in partnership with external stakeholders where necessary towards the development of our country and its people.

In closing let me also congratulate the Centre for Local Business Development for five years of successfully promoting business development and expansion across Guyana. We look forward to our continued collaboration with the Centre in 2023 to ensure the future for our country and its people remains bright and progressive.



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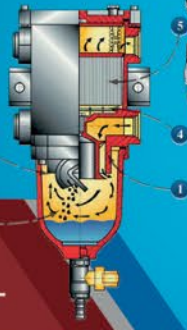
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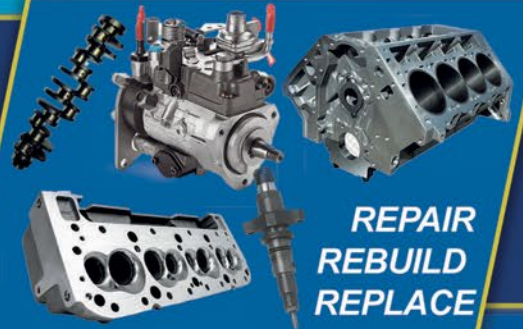
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30 More Companies Complete the HSSE Management System Mentorship Programme

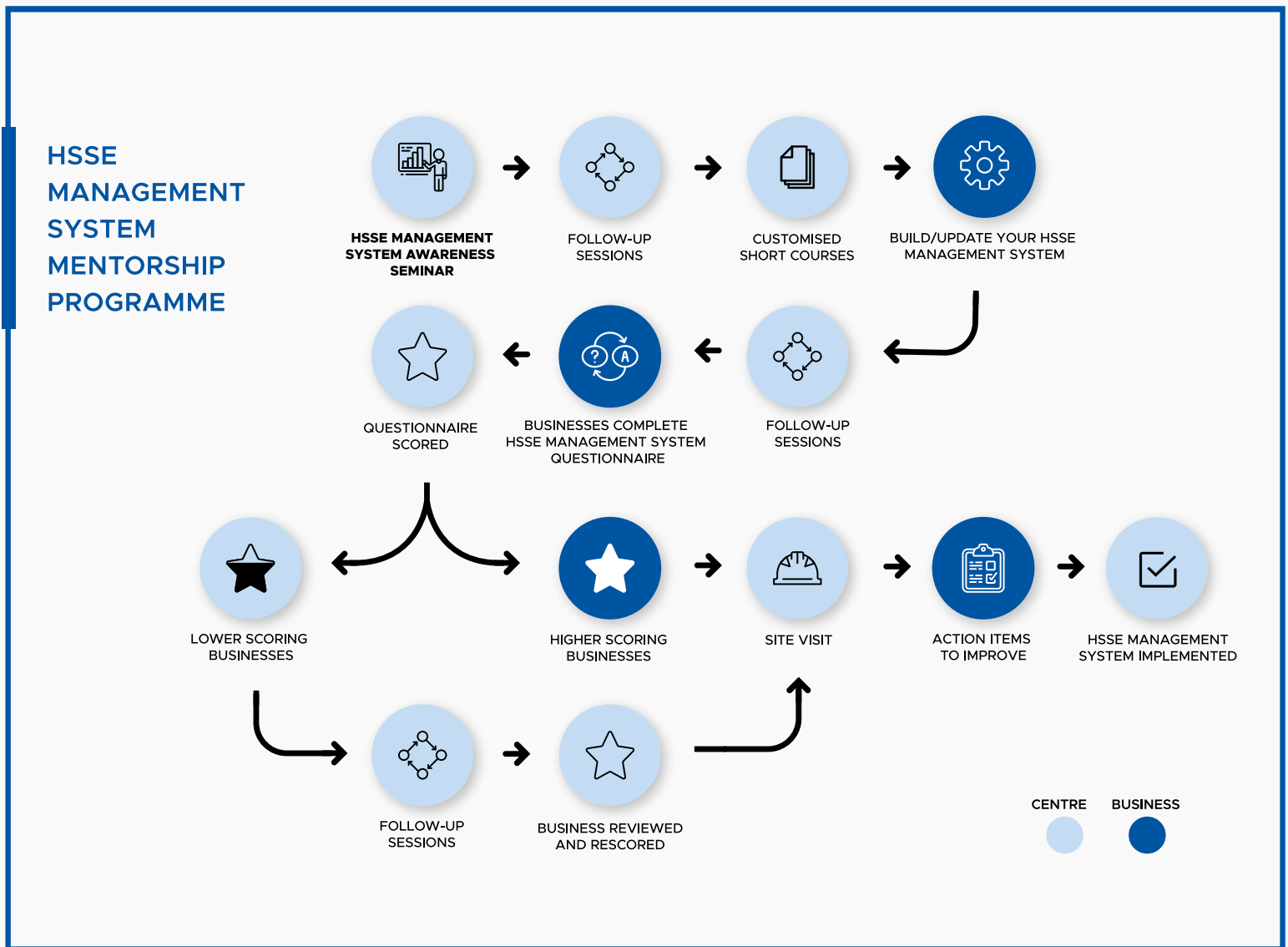


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The Centre for Local Business Development (the Centre) is pleased to announce that in 2022, 30 companies completed the Health, Safety, Security and Environment (HSSE) Management System Mentorship Programme from a diversity of sectors including human resources, management consulting, fabrication, construction, and logistics. Seven of these companies are women-owned and 15 were led by women in their HSSE MS engagement with the Centre. To date, 60% of the participating business are already delivering goods and services as subcontractors to the oil and gas sector, and this number is expected to grow.

Over the last four years, the Centre has played an integral role in helping local businesses build an HSSE culture across the country. Since 2018, the Centre has delivered introductory seminars on the HSSE best practices of the O&G industry. These seminars provide businesses with an overview of core HSSE concepts. However, while a positive start, local demand continued to grow for more robust HSSE management systems to ensure better quality assurance and to support access to business opportunities in the supply chain.

To meet this increased demand, the Centre, in conjunction with partners from the oil and gas industry, launched its **HSSE Management System Mentorship Programme**. This programme began in 2019 and has successfully assisted over 400 businesses to begin their HSSE management system journey. Improved HSSE management systems allow Guyanese businesses to demonstrate their commitment to safety while providing required documentation and auditability for the O&G industry procurement processes.





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The Centre's HSSE Management System Mentorship Programme is a multi-phase process that begins with an interactive awareness seminar tailored for senior management executives and HSSE personnel. Globally, effective implementation of HSSE programmes start with commitment from leadership that is then embraced and nurtured at all levels of the organisation – in Guyana, this is no different.

The awareness-building seminar provides senior management with the Occupational Health, Safety, Security, and Environmental expectations required from international O&G companies including ExxonMobil and its prime contractors. This four-hour seminar covers an array of critical information including Guyana's regulations, international oil company and prime contractor expectations, and HSSE management system fundamentals.

The awareness-building seminar is followed-up by individual business consultations with the Centre's HSSE experts. These one-on-one sessions provide an opportunity for each business to analyse and discuss the status of its systems approach to HSSE and receive personalised guidance on developing a robust HSSE management system.

Through follow-up consultations, the Centre's HSSE team provides technical support and practical guidance to businesses on how to build their individualised HSSE management systems to align with international standards. Companies provide the Centre with their HSSE documentation regarding workplace practices and business environment for review. The Centre team then examines, and provides input and recommendations to existing plans, programmes, and background materials as well as



©Centre for Local Business Development

identifying potential hazards and risks. Next steps in the HSSE process are determined by the company based on the feedback from the Centre. Businesses may need to update existing plans or build a completely new HSSE management system.

For those companies requiring additional knowledge and understanding of how to create and implement specific elements of their HSSE management system, additional Centre courses in critical areas are available. These two-hour courses are designed to start companies down the right safety path highlighting key elements of workplace HSSE. Participants use this knowledge to evaluate their workplaces in order to develop their management system. These courses are offered exclusively to companies already engaged in the HSSE Management System Programme.

The Centre team continues to mentor businesses as they complete their HSSE management system and proceed, completing an online questionnaire. This questionnaire ensures all required elements of the management system are complete. If the business passes the HSSE questionnaire (score of 85% or better), the Centre team will progress to the final step of the programme - a site visit to verify the systems recommendations from previous meetings are being implemented and a list of actions to help control hazards.

Once a company successfully completes these rigorous thresholds, it will receive a letter of completion from the Centre and a report detailing any recommendations for further improvement.

Although establishing an HSSE management system appears lengthy

and complex, HSSE continues to build momentum in Guyana. Increased access to O&G industry procurements, international contracts and smart partnerships, and local business expansion are some of the direct benefits generated from promoting workplace safety. Of the 25 businesses that completed the HSSE MS programme in 2021, it is clear from Centre revisits they continue to progress their safety culture and observe HSSE international standards.

Recognising the importance of HSSE, local businesses continue to reassess their approach to their internal operations and are refocusing and expanding their core mission to include the wellbeing of their workers and establishing heightened safety standards and protocols in the workplace.



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HSSE MANAGEMENT SYSTEM MENTORSHIP PROGRAMME 2022



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A strong local content strategy is core to its business and it works closely with local governments, its clients, and partners in the community, to identify and comply with all local and national legislative requirements. Hiring locally helps the communities and contributes to the long-term success and continuity of our operations. It provides all personnel with skills that will benefit them throughout their careers.

Stena Drilling is building a capable and experienced multicultural workforce in Guyana by educating, developing, and training its personnel to international standards. As part of its induction process to integrate local Guyanese team members, Stena regularly holds 'Care, Innovation & Performance workshops' where it communicates its core values and discusses why they are so important to the company, its performance, and its employees. These workshops and other learning opportunities provide a safe environment for Stena's crews to develop their presentation skills and confidence in large groups.

The **Care, Innovation & Performance workshops** are designed to enable team building and learning in a positive environment. Crews are introduced to Stena Drilling and the greater Stena Group. During the workshops crews are updated and refreshed on company procedures, processes, and policies while also providing a platform to receive input and feedback. The workshops also provide a forum for crews to share their current work experiences and to demonstrate their understanding of Stena's work systems and processes as well as interact with the management team and collaborate with their peers.

These workshops demonstrate Stena Drilling's commitment to providing ongoing training and introducing local crews to senior management.

Throughout the one-day event, the team will gain further understanding of the oil and gas (O&G) drilling industry and increase their knowledge on hazard awareness and industry major risk, with an emphasis on Stena's Care system and its commitment to completing the job. It is Stena's expectation and responsibility to do so with the full backing of Stena Drilling Senior Management.





©ExxonMobil

Stena's core business values are focused on care, innovation, and performance and it is committed to supporting local economic growth and development around the world by building an integrated global workforce.



Through teamwork and collaboration, Stena's Guyanese crews demonstrate their commitment to working safely and benefit from a greater understanding of their role in maintaining safety culture. They leave with an increased knowledge and understanding of the O&G industry they work in and of the opportunities it affords them.

Stena Drilling has one of the best and most comprehensive training, competency, and development programmes in the industry, encompassing industry training, on-the-job and vessel equipment training, and continual assessment to ensure compliance and competency. Working closely with local vendors that can provide these training services further enhances and improves local business opportunities and economic growth.

By investing in Guyanese crews and adhering to Stena's core values of 'Care', 'Innovation' and 'Performance,' the company is able to build greater more inclusive teams...

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Mr. Ron Ramnarayan,
Founder and Company President,
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Winning with WIIN!

Over 2,400 Women Trained and It's Only the Beginning

MINISTRY OF HUMAN SERVICES AND SOCIAL SECURITY



HON. DR. VINDHYA PERSAUD
MINISTER
MINISTRY OF HUMAN SERVICES
AND SOCIAL SECURITY

The **Women's Innovation and Investment Network (WIIN)** through the Ministry of Human Services and Social Security was developed by Honourable Dr. Vindhya Persaud to help vulnerable women and girls gain technical and vocational training, and to develop skills from accredited training agencies. This process acts as a launching pad for the women and girls to start their own micro-enterprises to help them work themselves out of challenging circumstances toward gaining self-employment and independence.

WIIN was launched on May, 2021 in Baramita, Barima-Waini – Region 1 and to date, over 2,400 women have been trained in various skills, including child care, patient care, garment construction and graphic design. Minister Persaud has paid keen interest in the type of courses developed and offered by the programme. She pays close interest in the course content, curriculum and rollout

of training throughout the country and has been intricately involved to ensure women and girls receive maximum benefit.

The key to the programme is not just the practical, targeted training, but importantly, preparing minds to ask, "What's next"? In this case the "what's next" is often some form of



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The key to the programme is not just the practical, targeted training, but importantly, preparing minds to ask, “What’s next”?

entrepreneurship to create new small businesses. In collaboration with WIIN, 1,500 participants have received funding in the amount of \$50,000 Guyana Dollars from the World Food Programme (WFP) to serve as start-up cash for their business ideas.

As an additional boost to the skills training in 2022, WIIN in Business

Workshops were launched to provide aspiring and new female entrepreneurs with the practical skills needed to succeed in business. The Ministry, through the WIIN programme, collaborated with entities including the Small Business Bureau, the Guyana Revenue Authority (GRA), the General Registrar's Office, Nations Inc., and the Centre for Local Business Development in Guyana. After each session, women were equipped with a business plan and the required next steps needed to make their dreams a reality. To date, 310 women have benefitted from the WIIN in Business Workshops.

Additionally, earlier this year the Ministry launched the WIIN app, a free women-owned business directory. Through collaboration with the National Data Management Unit (NDMA), the interactive app features the ability for businesses to upload and list their products and services and for users to leave reviews. To date, there are over 700 women-owned businesses on the app with varying specialties from food and clothing to beauty services.

“ This programme really made my life different and I'm thankful for the opportunity. ”

Stacey C.

“ The support that the Ministry has been offering us is breathtaking. ”

Andrea S.



After each session, women were equipped with a business plan and the required next steps needed to make their dreams a reality.



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Most recently, in November 2022, WIIN collaborated with the Guyana Energy Agency and Board of Industrial Training, to provide Solar Photovoltaic Training to seventy women in Regions 7 and 9. These women will be employed on the solar farms constructed across the regions.

Apart from the WIIN programme and the WIIN in Business Workshops, there is a permanent space set up for women to meet, seek support, network and share

their ideas. This is the Business Incubator located at the Guyana Women's Leadership Institute, Cove and John, East Coast, Demerara.

The Guyana Women's Leadership Institute facility at Cove and John is undergoing a constant process of modernisation and changes which will see the institute become one of Guyana's most modern and well-equipped technical and vocational training agencies in the near future.

Furthermore, the intention of the WIIN programme is not only to increase competencies in the areas of training offered through its programmes, but the intention is to ensure as many women and girls as possible go on to create small businesses, find employment, form consortiums and build networks for economic activity across the regions of Guyana.

The focus on 2023 and beyond is to build a resilient, stronger, relevant, responsive, interactive technical and vocational training programme which brings opportunities for personal and collective growth.

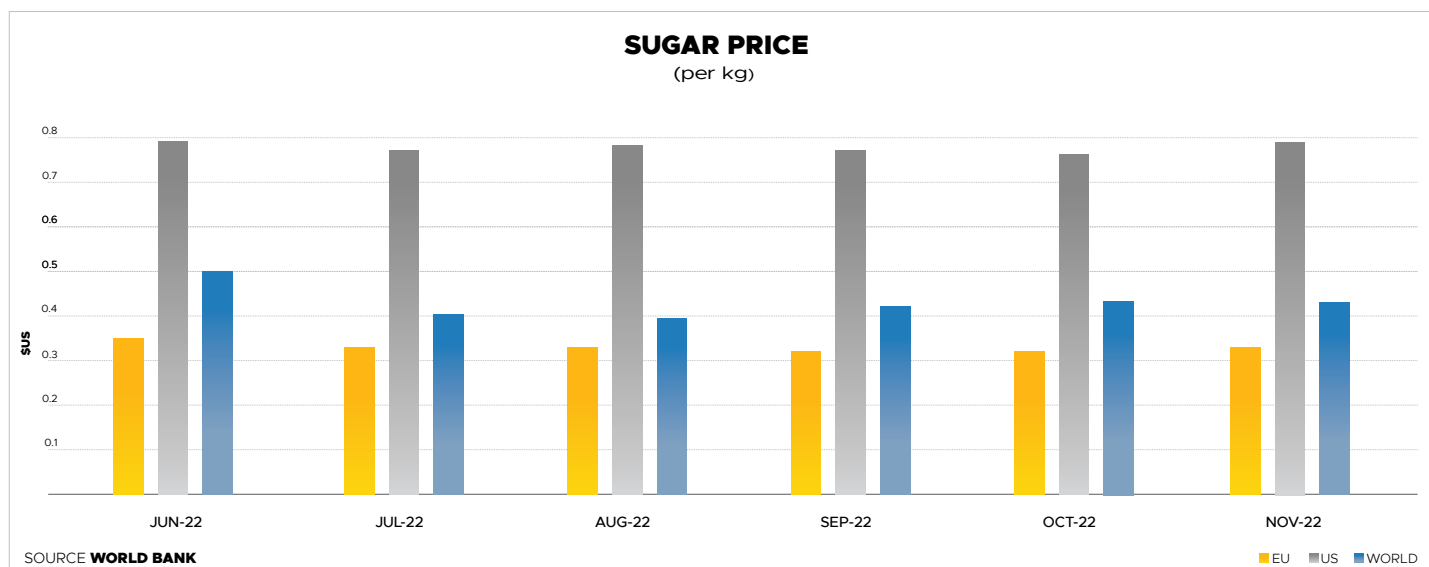
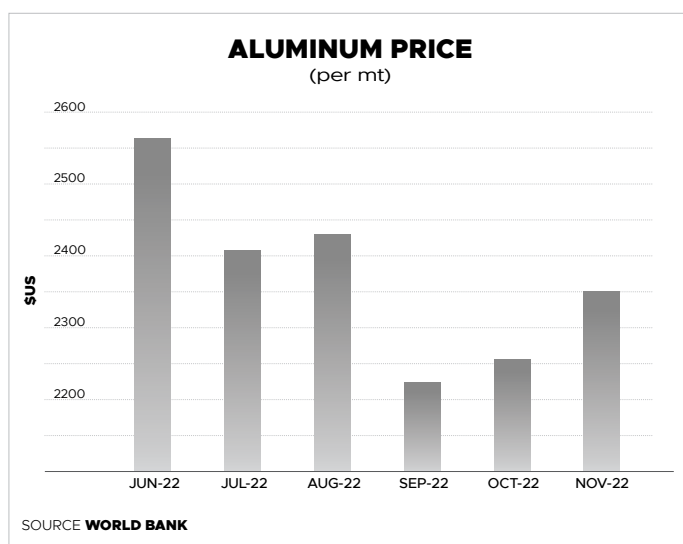
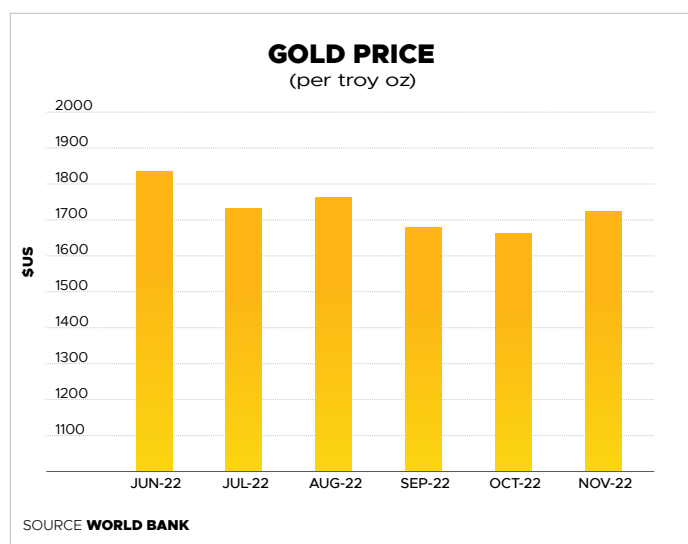
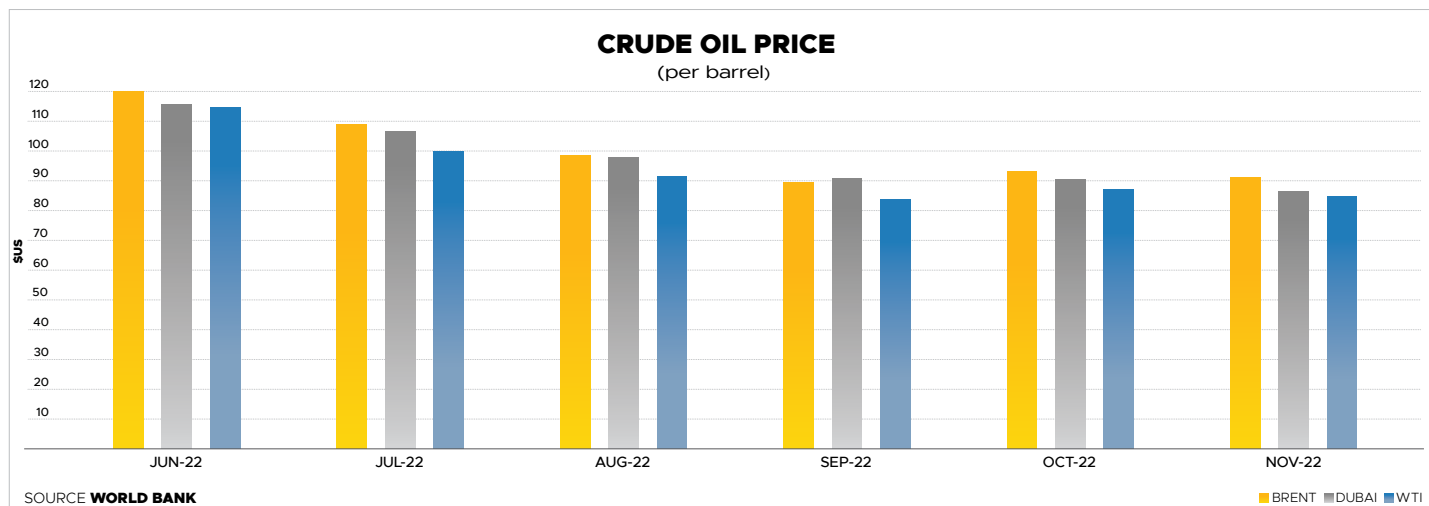
“ The WIIN programme will always and continuously support women in their educational, business and entrepreneurial journey in Guyana ”

Hon. Dr. Vindhya Persaud
Minister, Ministry of Human Services and Social Security



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Economic Indicators



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