

Tomorrows employees

It is vital to ensure that we work with educational establishments in the community to promote career's in the energy and engineering sector.

AMEC K'NEX with kids

AMEC is a proud sponsor of National Engineering Week (NEW), in Ontario. Founded in 1992, NEW is a cross-country festival of volunteer-organized events that take place annually during the first week of March, exploring how the province's engineers and engineering technicians and technologists devote themselves to all aspects of daily life.

The purpose is to raise public awareness of the importance of engineering and technology in our daily lives and to encourage young people to consider careers in engineering and technology. K'NEX workshops were held in science centers across Ontario and involve building a bridge using K'NEX pieces that can withstand the most weight.

Farhan Noor, electrical engineer; Annie Wang, expeditor of Victor Project; Cathy Kent, electrical engineer; and Leena Dhar, mechanical engineer from our Oakville, Ontario office, all volunteered for the K'NEX workshops at the Ontario Science Centre in Toronto, while Nadine Miller, geotechnical engineer; and Kim Simpson, administrative assistant; from our Sudbury, Ontario office volunteered for the K'NEX workshops at the Science North centre in Sudbury, Ontario.

Presentations to school-aged children on the 'importance of engineering' also

took place in libraries across Toronto. Isabel Celis, engineer, and Andrew Ibey, mechanical engineer, presented to a group of grade five and grade six students at the Oakwood Village Toronto Public Library.

Thanks to all our volunteers!



Above: Cathy Kent and Leena Dhar, AMEC volunteers

Indonesia's graduate program

With demand for energy at an all-time high, the number of offshore developments on the increase and a general shortage of engineering resources to execute them, recruiting (and retaining) people is becoming an increasingly difficult task for the engineering companies operating within Indonesia's oil and gas industry. To help meet the demands of our customers and achieve a more sustainable workforce, AMEC has implemented a Graduate Professional Program (GPP).

The GPP aims to attract recent engineering graduates and train them to become professional engineers within the oil and gas industry. The training provides them with the knowledge, skills and positive attitudes required to fit in with our existing competence standards. Under the current phase of the GPP, two graduates are employed per engineering discipline (Civil / Structural, Piping, Mechanical, Instrument, Electrical, Process, Technical Safety). Graduates are selected from universities with which

we have built relationships, including University of Indonesia, Bandung Institute of Technology, Surabaya Technical Institute, and Yogyakarta's Gajah Mada University.

AMEC held an open day at the Bandung Institute of Technology, located in West Java, on 13–14 June 2007 to present the company and roll out the GPP, which was attended by 58 graduate engineers. Using a combination of psychological testing, focus group discussions and interviews, we short listed 13 candidates from the Electrical, Civil, Mechanical and Chemistry departments.



Above: testing prospective candidates

A similar visit to the University of Indonesia in Jakarta was held on 18 June resulting in the short listing of a further 12 candidates from the Mechanical, Chemical and Electrical departments.

Final interviews were held at the Indonesian office during July, and one-year contracts awarded to 14 successful candidates in early August 2007.

Imagineering Fair

During November 2007 AMEC took part in a unique exhibiting at the

Coventry Imagineering Fair which is supported and sponsored by our key customer National Grid.

The Imagineering Fairs are major annual events, currently held in three areas of the UK, capturing the interest of 8-16 year-olds in engineering, manufacturing and technology, hopefully encouraging them to consider these as a career option and help to improve the drastic shortage of skilled engineers in the UK.

The annual Midlands IMAGINEERING FAIR this year took place in the Jaguar Exhibition Hall at the stunning Ricoh Arena, Coventry, Warwickshire on 24-25 November 2007 and is designed to be a fabulous family day-out.

The Fair consists of stands with fun, interactive projects for young people (and their parents) provided by manufacturers, large and small, universities, colleges, schools and institutions.

From submarines to aerospace; manufacturing and CAD/CAM to motor sport and robotics - and everything in between - young people can learn about modern engineering and discover the mind-blowing technology that affects our every day lives.

AMEC supports National Grid with this vitally important project to attract future talent to the engineering discipline. It is paramount we attract apprentices, trainees and graduates to bridge the skills shortage gap to ensure high calibre people are available to ensure future business sustainability.

As part of AMEC's sustainability programme we have links with many educational establishments that encourage and promote awareness of science and the application of engineering in action. This helps young

people appreciate the application of science and some of the rewarding career paths available across the engineering disciplines and business support functions.

AMEC's stand at the Imagineering Event offered various hands on activities for all age groups focusing on energy delivery to their homes. At our stand the activities will enable children to inspect a pipe, search for underground utility services and investigate how a wind turbine works among other exciting activities. Career advice was also available from employees including graduates and trainees.

University Partnership shaping our future people

Over the last several years the Geotechnical / Materials group of the Nashville, Tennessee office has nurtured a growing involvement with the Concrete Industry Management (CIM) program on the Campus of Middle Tennessee State University (MTSU).

The CIM Bachelor's degree program, which started in 1996 at MTSU, is one of five similar programs offered at universities throughout the United States. The Nashville office has developed a loose partnership with MTSU to aid, strengthen, educate and employ students from this program. A recent article in the Nashville Business Journal indicates that ours is the type of relationship that MTSU seeks to build. "We want businesses to be more involved with the program at MTSU," says Dr. Charles Perry, who holds the Russell Chair of Manufacturing Excellence at the college. We want to take the level of partnerships to an even higher level." (NBJ, 15-21 June, 2007)

During the course of the 2003 school year, the Nashville Office began to co-sponsor ACI testing with the CIM program in conjunction with the Tennessee Concrete Ready Mix Association. AMEC's role typically includes providing a facility, personnel and equipment for the testing process. These tests are held three to five times yearly.

In the 2006-2007 school year, AMEC increased its involvement with the program by responding to a need for guest lecturers for the CIM programs course on business ethics. Once during each of the two semesters, Mr. James Trotter, P.G. presented a lecture on general business ethics, providing examples and anecdotes to the class of approximately 30 students. Tripp Arnold with the CIM program said, "The type of information provided during AMEC's guest lectures give our students a better understand of the issues they will face as they enter the workforce."

In the Spring of 2007, the Nashville Geo/Materials group participated in the CIM golf tournament. A team of four was sponsored and two of the Geotechnical Group's engineers participated. The Spring golf tourney is one of the major fundraising events held each year by the program. These events are important since the program receives only modest funding from the university. The funds raised allow the CIM program to send students to programs such as the World of Concrete held in Las Vegas each year and to other construction industry conventions.

During Spring of 2007, the Nashville Office sponsored a CIM program social event. The social events allow the students within the program to interface with people from various sides of the construction industry. The

sponsor provides dinner and speaks with the students who attend. A substantial amount of information is provided to the students ahead of the social event and they are allowed to ask questions after the presenter is finished. The presenter has the option of conducting interviews of interested students on the following day. Approximately 10 per cent of the program students attended the social sponsored by AMEC. One-third of these students sat for an interview the following day.

Since 2005, the Nashville Office has employed seven students from the program. One student was hired upon his graduation from the program as a member of the materials technician. Six others were hired to fulfill an internship requirement for the program. The program requires that each of these students work for at least 400 hours as an intern at a related business. Three of the students hired as interns have completed that requirement and have been hired as either full or part-time employees within the materials group. The remaining three are currently completing their internship.

Over these last two years, the Nashville Office has provided feedback on the quality of the program and its students. During a recent meeting with the programs Director, Dr. Heather Brown, a number of concerns and bright spots were discussed. Dr. Brown said, "AMEC's involvement and feedback in the CIM program is a tremendous resource in shaping the current and future program." Additionally, Dr. Brown has agreed that our involvement with the program has been a tremendous aid to achieving MTSU's goals. The meeting also highlighted the need for additional involvement by AMEC. Future

involvement discussed will include some instruction of materials lab classes, instruction for classes as an adjunct professor, and the development of a coop program.