

## Category "Companies":

**Petronor**, part of the REPSOL Group (ES)



Mr. Jose Ignacio Zudaire, Director of Institutional Relations and Mr. Sergio San Martin, Teacher of the apprentice school, received the Award from Marianne Thyssen, Commissioner for Employment, Social Affairs, Skills and Labour Mobility

Petronor (a company belonging to the Repsol group) has a strong social commitment in a region with a well-established tradition of vocational training. The motivation of the company to engage in vocational training is largely due to its awareness that their competitiveness depends on the quality of their personnel.

Since the year 2000, 400 people have been trained in work-based training programmes by Petronor, most of them in vocational training courses for chemical plant operators. The training duration is 9 months, with three months at the training centre and 6 months at the refinery.

In recent years Petronor has been developing its own training model, and this year they started a project for dual vocational training. As a result, the company has hired 25 students whose training as plant operators leads to a professional certificate in environmental management which enables them to play an important role within the organisation.

To address the employability of young people in the region, Petronor, with the support of Basque institutions, has designed a 2-year programme (including more than 1800 practical hours) for Specialist Dual Training. This programme is tailor-made for industrial companies working in the chemical sector and in energy and water distribution and production. As a result of that, 18 apprentices from 6 different vocational training centers, are specialising in dynamic equipment or industrial plant instrument maintenance in our refinery, in three important subcontractors and another local company.

***The selection committee appreciated in particular Petronor's good cooperation with VET providers in the region to develop apprenticeship programmes leading to a qualification. It also appreciated that Petronor actively develops training programmes that correspond their training needs.***