

Scientists have developed a model for staffing support of the Arctic

Scientists from SPbPU have created a model that makes it possible to forecast the required staffing for the development of offshore hydrocarbon fields in the Arctic. The article was published in the Polar Geography journal.



The identification of staffing needs is the most important tool of strategic planning in the development of Arctic projects. In the Arctic zone of the Russian Federation, the average need for specialists of different profiles and qualifications is 20-25 thousand vacancies. The developed model of the static balance considers the need not only for specialists with higher education, but also for specialists with secondary vocational education, auxiliary and service personnel.

According to the model, there are three possible variants of correlation between the need for personnel of certain qualifications and the personnel potential of these employees: when the personnel potential of the company corresponds to the personnel requirements for the project implementation, when it is insufficient or prevails.

Having a general register of projects to be implemented in the Arctic region and

using this model, we can assess the need for personnel in the future. In this way we can orient regional universities and colleges towards training specialists with certain qualifications. This makes it possible to fine-tune the systems of higher and secondary vocational education with the real economy, comments the author of the article Alexey Fadeyev, professor of the Higher School of Industrial Management at SPbPU.

The criteria that scientists use in the model form the basis of the federal state educational standards. They include knowledge, skills, sociocultural competencies, and even psychophysiological capabilities. The last criterion is explained by the fact that due to the harsh natural and climatic conditions of work special requirements are imposed on the health of employees: they must pass a special medical commission for professional activities in the Far North.

The model is already being put into practice at a number of projects being implemented in the Arctic zone of the Russian Federation. In particular, the Constellation Association of Oil and Gas Industry Suppliers uses it to forecast the number of personnel. Work is also underway to implement the model in the system of higher and secondary education. Such focus on training the right number of specialists with the necessary specializations will allow developing the Arctic and attracting new personnel there.

The advantage of the model is that it is versatile — it can be scaled and extrapolated not only to the Arctic projects. It is suitable for use in the mining, metallurgical, construction and other industries, summarized Alexey Fadeyev.

Prepared by SPbPU Public Relations Department

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