



PROFESSIONAL DEVELOPMENT PROGRAM

Oil & Gas Onboarding Program

A Transformative 5-Day Experiential Learning Journey

5-DAY INTENSIVE

SIMULATION-BASED

GAMIFIED LEARNING

KUWAIT CONTEXT



PROGRAM OVERVIEW

Building the Next Generation of Oil & Gas Professionals

The IDRAK Oil & Gas Onboarding Program is a comprehensive five-day immersive experience designed to equip newly onboarded upstream professionals with the technical knowledge, field context, and collaborative skills required to contribute effectively from day one. Grounded in Kuwait's petroleum heritage and delivered through a rich blend of simulation, gamification, and team-based challenges, this program transforms theoretical foundations into practical, applied competency.



Who Should Attend

Newly joined upstream professionals, university development (UD) graduates, and early-career engineers and geoscientists entering Kuwait's oil and gas sector.



Program Format

Five structured days combining instructor-led sessions, team-based capstone projects, simulation exercises, board-game strategy challenges, and a gamified Kahoot competition.



Learning Outcomes

Participants graduate with a solid grasp of the upstream value chain, Kuwait's oil field landscape, multidisciplinary collaboration, and integrated field development planning.



Competitive Framework

Teams are named after Kuwait's iconic oil fields — Burgan, Bahra, Ratqa, Sabriya — and compete across phases, earning scores that determine the overall program champion.



Experiential Learning at the Core

Every element of this program is designed around doing, not just listening. From the first exploration simulation on Day 2 to the final capstone presentation on Day 5, participants are continuously challenged to make real decisions, defend their strategies, and learn from outcomes — exactly as they would in the field.

5

DAYS

5

SIMULATIONS

4

FIELD TEAMS

100%

HANDS-ON

PROGRAM STRUCTURE

The 5-Day Learning Journey

A progressive, immersive journey through the upstream lifecycle, moving from fundamentals and field context to simulation, capstone integration, and final presentation.

DAY 1	Foundations & Field Context	Program launch, upstream value chain overview, subsurface and surface engineering fundamentals, Kuwait oil fields and asset challenges, capstone project briefing, and team formation.
DAY 2	Exploration & Appraisal	Full-day team simulation covering exploration concepts, seismic interpretation, appraisal strategy, reservoir uncertainty, drilling efficiency, and facilitator-guided decision-making.
DAY 3	Development & Production	Field development planning, rigs and wells optimization, facility layout integration, production plateau and decline strategy, plus multidisciplinary geoscience and engineering collaboration.
DAY 4	Capstone Finalization	Teams finalize schematics, integrate simulation outcomes, refine solutions across reservoir, well, and surface disciplines, and prepare for final presentation and review.
DAY 5	Presentations & Competition	Capstone presentations, expert evaluation, gamified Kahoot challenge, group competition, closing remarks, awards, and certificates of participation.

Team Identity

Teams are named after Kuwait's oil fields to build identity, engagement, and a stronger connection to national petroleum heritage.

Hands-On Challenge

Participants tackle realistic field problems such as production optimization, water cut, drilling efficiency, and development trade-offs.

Applied Outcomes

The journey culminates in integrated thinking, stronger collaboration, and practical understanding of the upstream lifecycle from A to Z.

TRAINING METHODOLOGY

Simulation-Based Experiential Learning

IDRAK's methodology replaces passive instruction with an active, decision-driven learning cycle. Participants progress through five interconnected simulations that mirror the complete E&P lifecycle, with cumulative scoring creating a competitive framework that drives engagement and retention.

1 Exploration Simulation

Participants generate subsurface maps using surrounding data, 2D and 3D seismic interpretation, and select optimal well locations — demonstrating the strategic impact of exploration decisions on industry outcomes.

2 Appraisal Simulation

Teams optimize field appraisal by selecting only four wells, balancing the need to determine water contacts, collect cores and fluid samples, and conduct tests that reduce uncertainty while maximizing information gained.

3 Development Simulation

Covering drilling and facilities development, participants make integrated decisions on drilling programs and surface infrastructure to transform discoveries into productive assets, weighing costs, risks, and long-term production strategies.

4 Production Simulation

Through simulated production plateau scenarios, participants analyze how production strategies influence decline rates, recovery factors, and the economic value of the asset — optimizing production longevity versus short-term gains.

5 Economic Evaluation Simulation

The final stage links all previous phases. Teams evaluate project viability under different technical and operational outcomes, reinforcing the direct connection between engineering decisions and financial performance.



Competitive Framework

Each team receives numerical performance scores at every simulation phase, reflecting technical quality, efficiency, and strategic value. Phase winners are announced in real time, and cumulative scores determine the overall program champion at the closing ceremony.

Ready to Transform Your Onboarding Experience?

Partner with IDRAK to deliver a world-class, simulation-driven onboarding program tailored to your organization's upstream context.

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