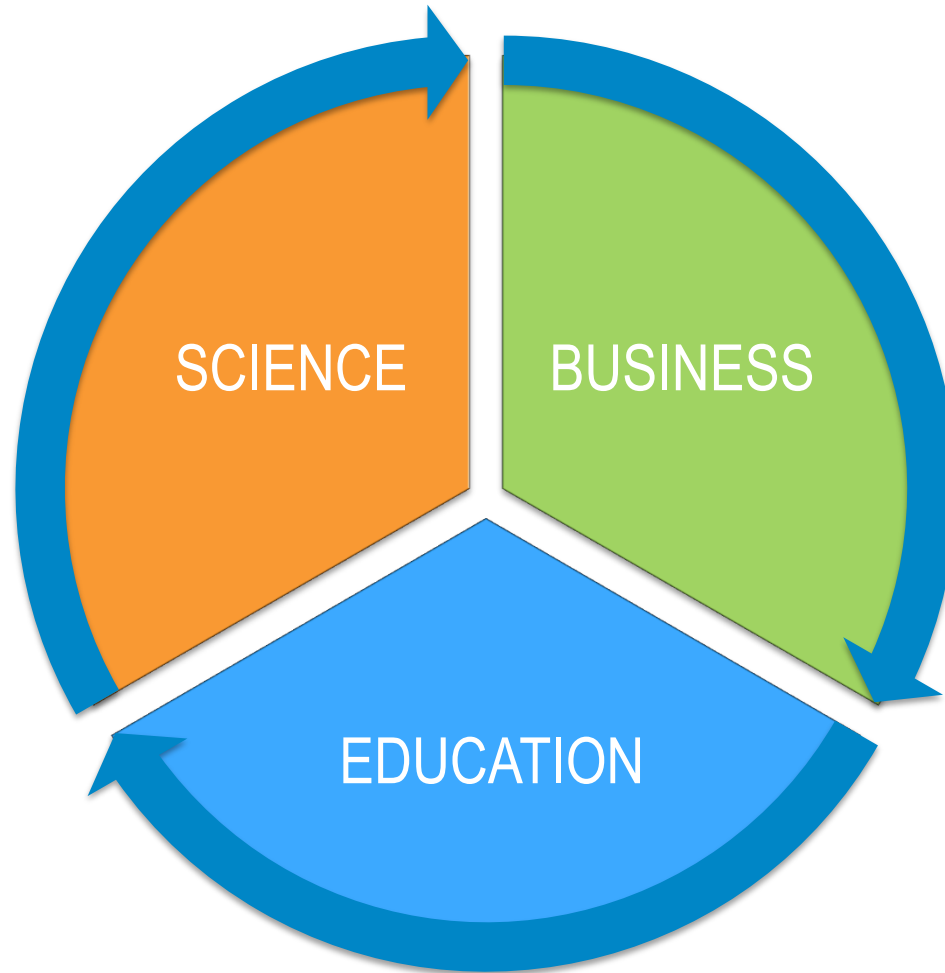


Alexander Pechenkin

Deputy Director, Gazprom Corporate Institute

The Integration “Education-Science-Business” –
Framework of Human Capital Development

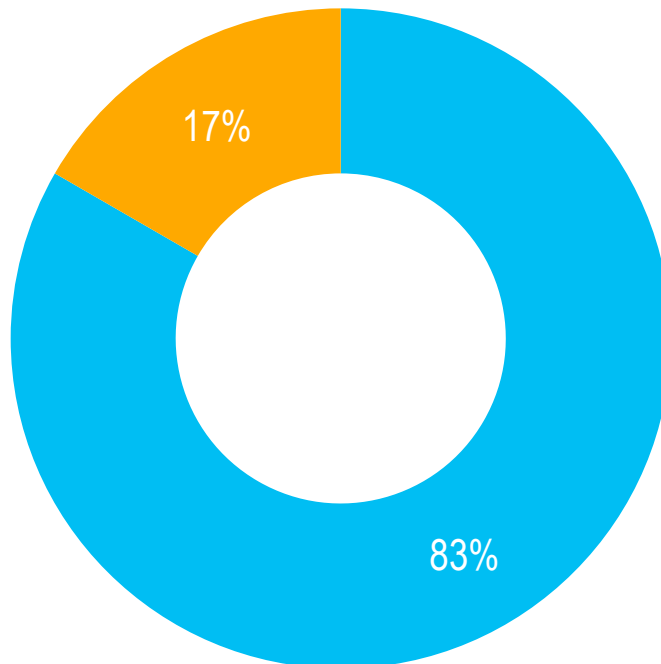


Rank	Trend	Share of companies who indicated the trend
1	Large-scale implementation of the competency approach	87%
2	Continuity of talent pool development	75%
3	Progressive improvement in carrier advancement management	72%
4	Closer ties between training and development and the company strategy	68%





Breakdown of companies by their approaches to the training of the talent pool members



- T&D for the talent pool members is based on a special programme aimed at this particular category of employees
- The talent pool member is involved in the general training system but can benefit from additional options (coaching, MBA)

Engagement of line personnel in training

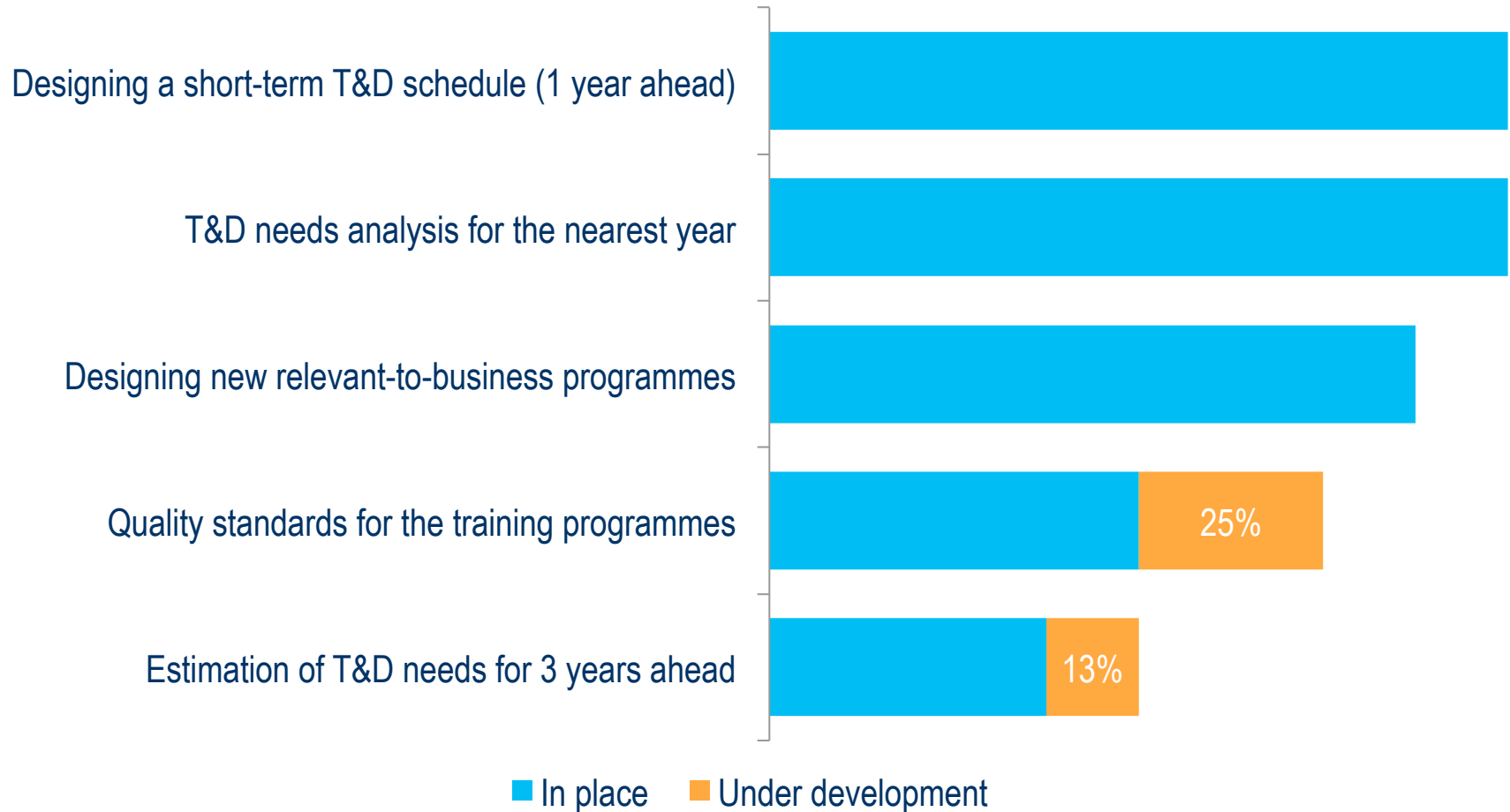
Demand in technically qualified trainers

Excessive workload on the corporate training centre

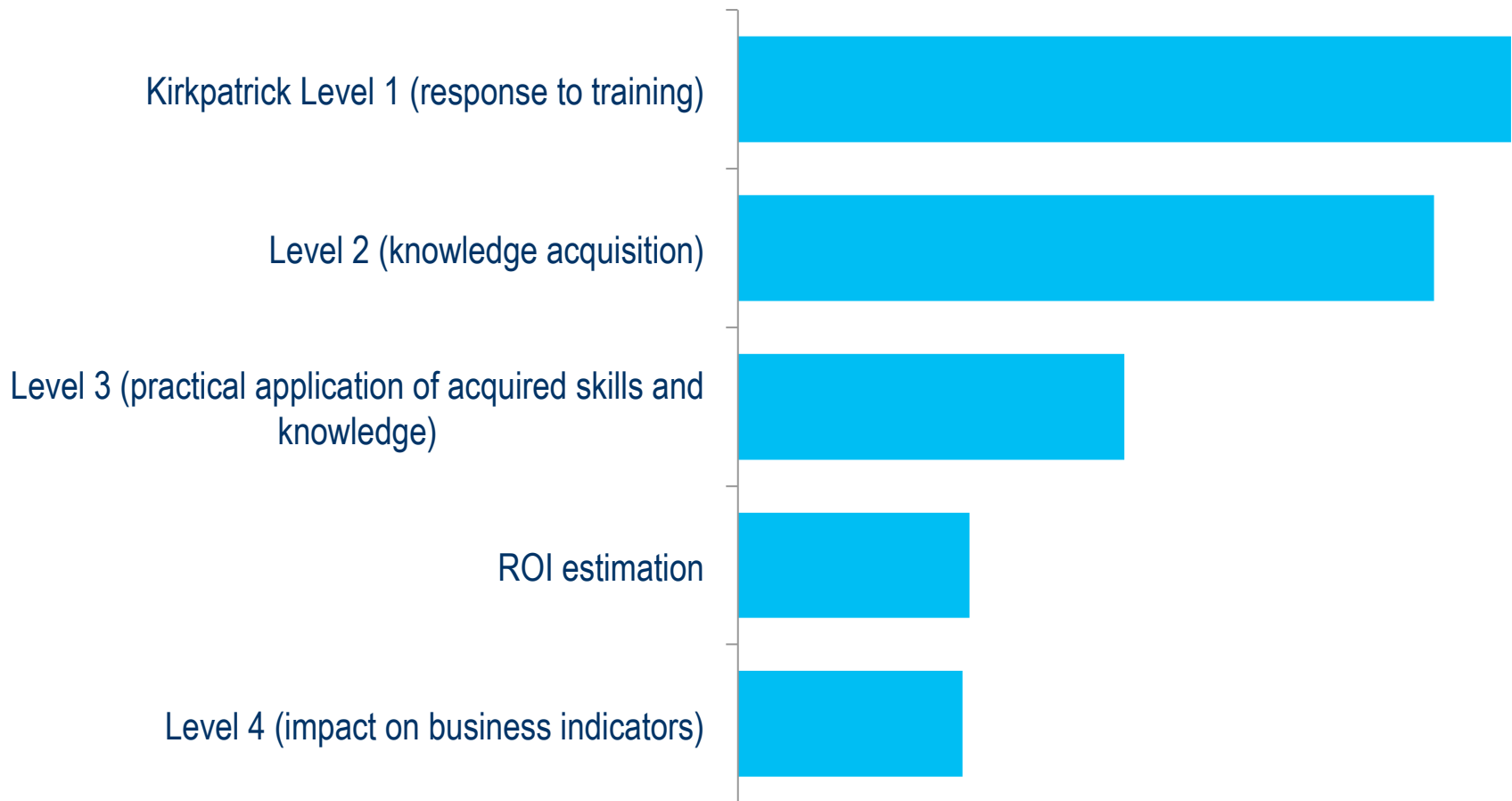
Budget limitations

Needs analysis in training and development

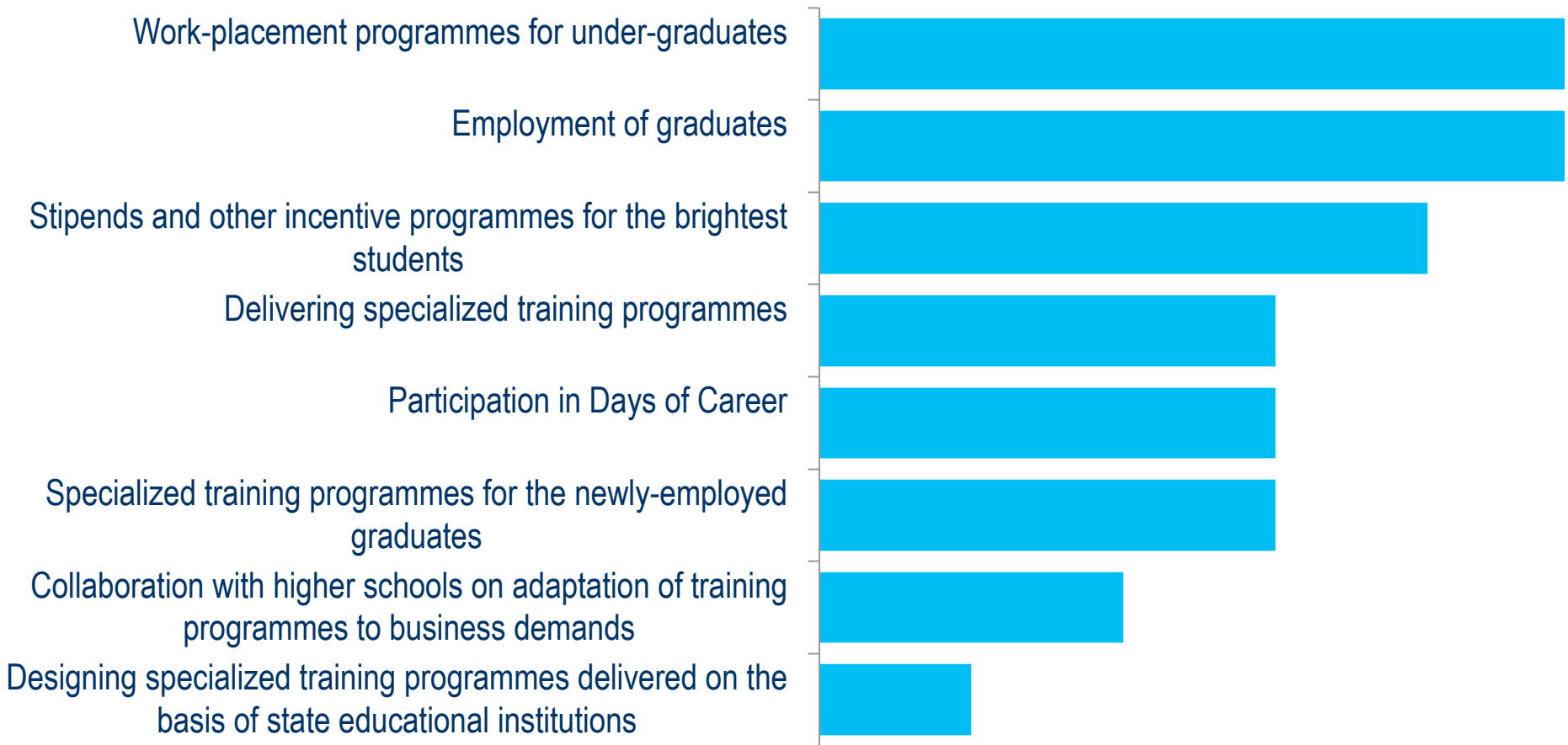
Breakdown of planning processes by companies, %



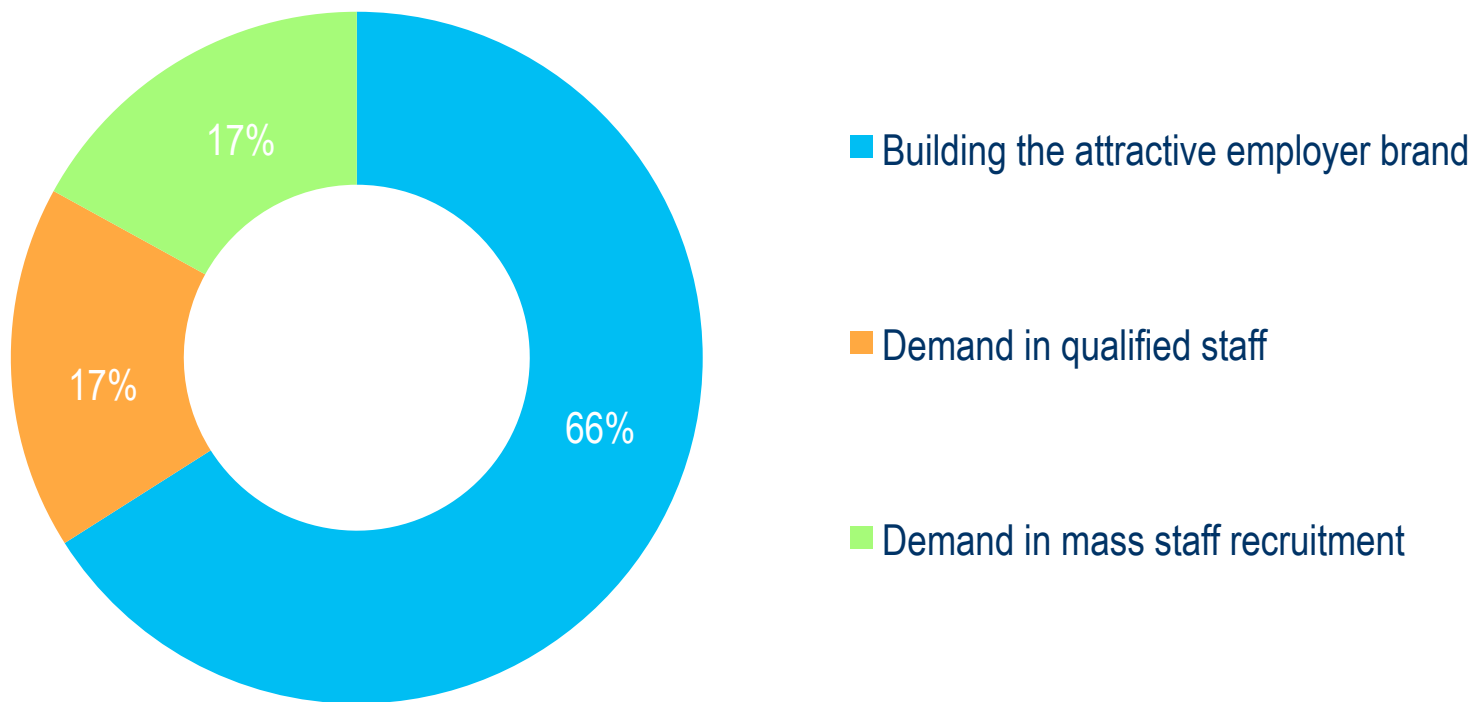
The share of companies applying respective evaluation tools to the T&D programmes



Breakdown of programmes for graduates by companies

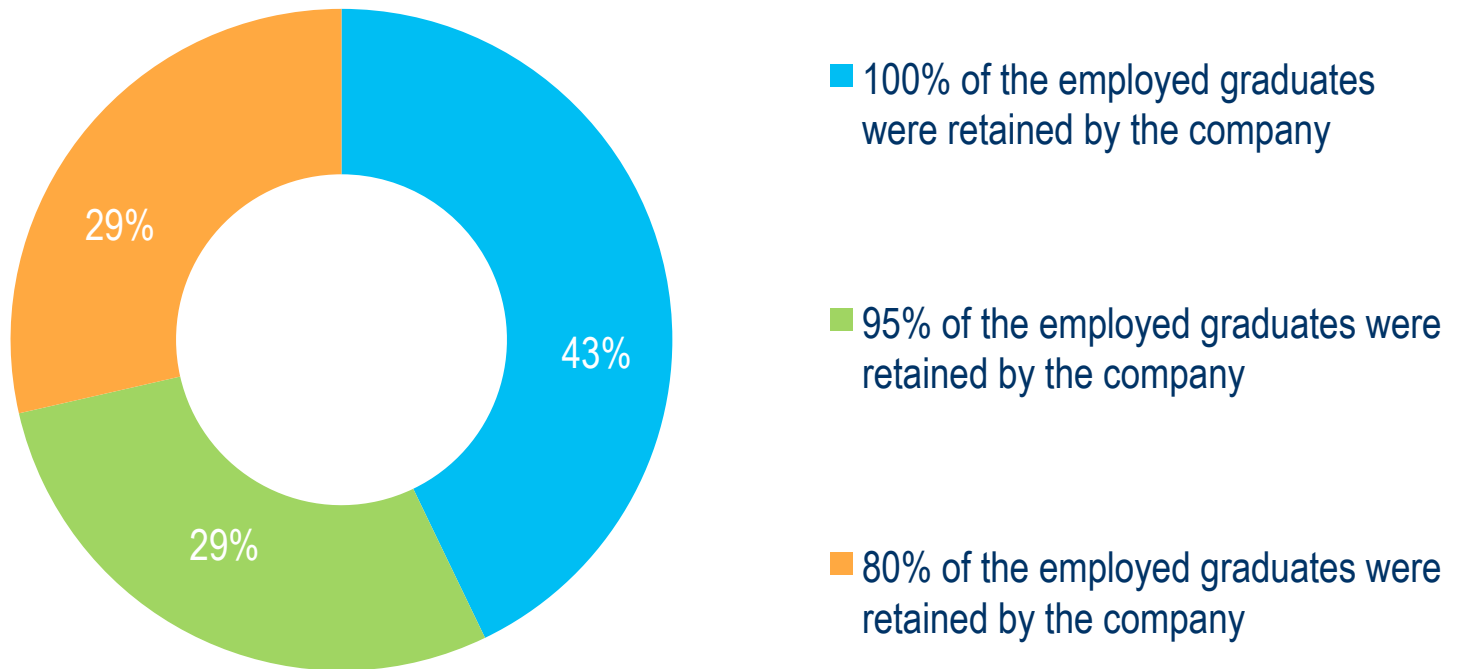


Priorities in collaboration with higher schools



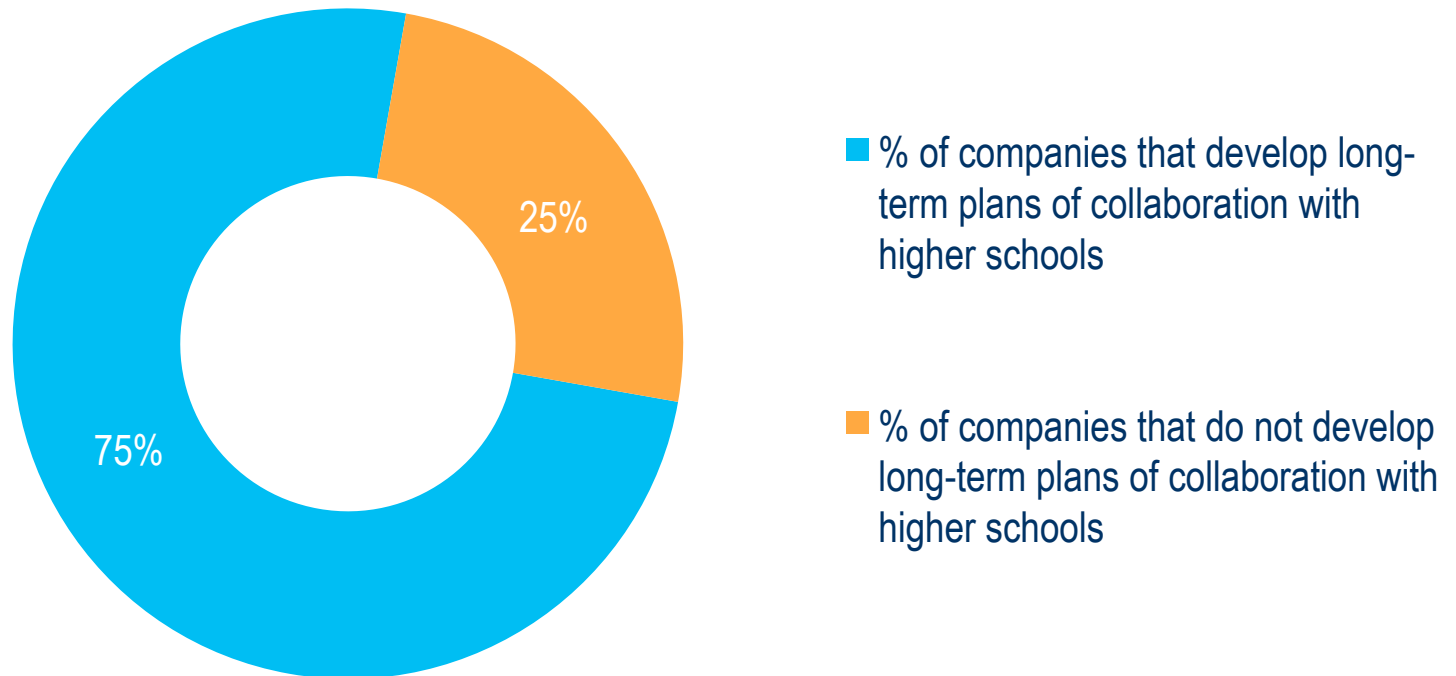
Collaboration with higher schools

Breakdown of companies by the graduates' retention rate

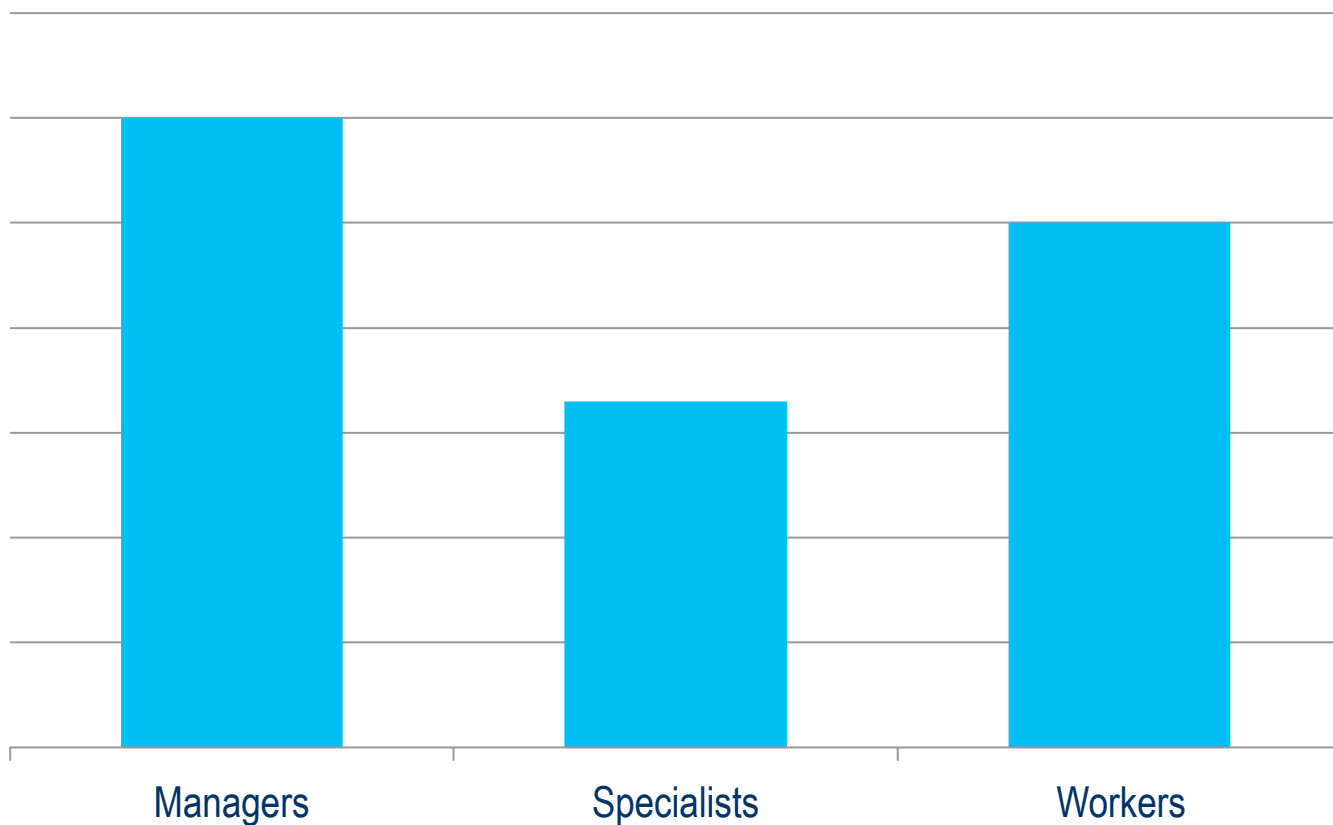


Collaboration with higher schools

Breakdown of companies by the presence of a formalised plan for the long-term collaboration with higher schools



The share of programmes including subjects in innovation technology, by categories of employees



Company's maturity of in terms of human capital development

Extensive experience has been gained in the following areas:

- delivering corporate training and development programmes
- collaboration with higher schools and research centres
- talent pool management



Thank you for your attention!