



Greenhands Offshore

Fueling the Next Generation



Global Energy Transition Faces Critical Workforce Shortage: Over 500,000 New Skilled Professionals Needed by 2030.

Across every sector in our industry the demand for skilled professionals is outpacing supply. The challenge isn't just finding talent. It's creating it.

WELCOME TO GREENHANDS OFFSHORE

A New Approach To Building Your Offshore Talent

The demand for skilled offshore professionals is growing across every industry within the energy sector, and we see this challenge firsthand every day. But instead of just talking about the shortage, we've taken action. Greenhands Offshore is our **flagship initiative** - designed, tested, and proven to create a steady pipeline of new talent by tapping into candidate pools from other industries.

This is more than just recruitment; it's about **building a sustainable workforce together**. We have the expertise to identify, select, and train candidates, but for them to succeed, they need real offshore experience - gained by working with you. Every project, every region, and every client has unique requirements, which is why we don't believe in one-size-fits-all solutions. Instead, we work alongside you to create a **tailor-made plan that delivers results**, often within just a few months of launch.

In this brochure, you'll find more details on how it all works. But more importantly, we have the right people in-house to build and execute a strategy that fits your needs. With the right approach, we can tackle this industry-wide challenge together. **You're in good hands.**

Matt Riding

Chief Commercial Officer at Atlas Nextwave



BUILDING YOUR GO PROGRAM TOGETHER

Unlocking Offshore Talent Where Others Don't Look

The offshore industry needs fresh talent, but finding it isn't enough. It must be developed. Greenhands Offshore is our **proven solution** to bring new professionals into the sector by identifying, training, and deploying candidates with the right potential.

The beauty of this program is that we are tapping into a stream of talent that no one else is looking at. Since 2008, we have helped more than 2,500 Greenhands start their offshore careers, with an outstanding **99% securing their first role** after completing the required training. Many have since grown into experienced professionals, making a real impact for our clients.

By working together, we are not just filling vacancies. We are building the offshore workforce of the future. People who are trained, prepared, and ready to meet industry demands, and who will value the opportunity to grow with you.



DISCOVERY CALL

Fact-Finding To Kickstart Your GO Program

Partnering with Atlas Nextwave is simple and effective. Our first step is a discovery call, where **we bring together experts** from both sides to ensure a strategic and tailored approach.

From our side, we include local industry specialists, experienced Greenhand Development Specialists, and Senior Marketers. On your end, we recommend involving key stakeholders from senior management, procurement, and marketing to align goals and expectations.

Our primary focus is to thoroughly understand your workforce needs, challenges, and training requirements. By gaining deep insights into your unique circumstances, we develop a **bespoke recruitment strategy** that ensures access to the right talent with the right skills.



TAILOR-MADE SOLUTION

Identifying Untapped Talent Pools

No two projects are the same, neither are their talent needs. We take a **deep dive** into every location, scope of work, and market condition to map out the best approach. By assessing local competition, workforce availability, and untapped talent pools, we identify individuals with **transferable skills** or **technical trades** that can be trained as Greenhands for your project. This strategic selection is critical to building a reliable, skilled workforce tailored to your offshore operation.

From ex-military forces bringing discipline and technical expertise to skilled tradespeople returning to offshore work, to Oil & Gas workers making the transition into Renewables, we have proven that the right candidates exist. They just need the opportunity.



EX-MILITARY FORCES

Highly disciplined, safety-focused, and technically skilled. We've successfully transitioned veterans into offshore roles with tailored training.



TRANSFERABLE SKILLS

Sourcing candidates with transferable skills from relevant industries and locations that compliment the market.



OIL & GAS → RENEWABLES

Experienced offshore workers adapting their skills for wind, subsea, and other renewable sectors through targeted development.

DEVELOP TRAINING

Bridging the Skills Gap for Offshore Success

Atlas Nextwave recognises the value of transferable skills from various sectors, enabling individuals to transition seamlessly into offshore roles.

With fewer new entrants joining the industry, alternative recruitment solutions are essential. **Reskilling professionals** with relevant technical trades and industry-adjacent experience helps to build a workforce that meets offshore demands.

We conduct **in-depth assessments** with all selected candidates to design a tailor-made training program that effectively closes skill gaps. This includes aptitude testing and competency evaluations to determine if additional training is needed before offshore deployment.

Skills such as working at height, electrical, mechanical, welding, and fabrication are directly applicable to offshore projects and can be **customised to your specific requirements**. By aligning these competencies with your needs, we ensure a skilled and adaptable workforce ready to support your operations.



DELIVER TRAINING

Custom Training to Match Skills Gaps and Project Needs

Our GO training modules ensures every candidate receives the **training and certifications** needed to work safely and effectively on your project.

Through in-depth assessments, we identify skill gaps and create **tailor-made training plans** to prepare Greenhands for offshore work. We offer a training and onboarding process, covering safety and professional development.

We also support technical skills development by advising on essential courses such as lifting operations, CompEx certification, and High Voltage training. Working with local and national governments and training providers, we also help candidates access funding for certifications, ensuring they meet industry standards.

OFFSHORE SAFETY & RISK AWARENESS

Greenhands receive essential offshore safety training, including Red Zone awareness, Barrier Management, Situational Awareness, Process Safety, COSHH awareness, Prevention Presentations, Stop Work Authority, and Risk Management tools.

EMERGENCY RESPONSE PREPAREDNESS

Preparing candidates to handle offshore emergencies with confidence through scenario-based training, survival skills, and emergency drills.

SOFT SKILLS & PROFESSIONAL READINESS

Equipping Greenhands with the right mindset and essential workplace skills, including teamwork, offshore communication, problem-solving, and adapting to offshore life.

CLIENT & INDUSTRY KNOWLEDGE

Providing candidates with a comprehensive understanding of client expectations, including project locations, timesheet management, commercial awareness, and industry best practices.



OFFSHORE DEPLOYMENT

Greenhands On Board Gaining Real Experience

Everything we do leads to this moment; getting candidates ready to work offshore. But training alone isn't enough. To truly develop into skilled offshore professionals, Greenhands need **real-world experience** on your platforms or vessels.

By providing opportunities for Greenhands to gain hands-on experience, you play a key role in shaping the **next generation of offshore talent**. Upon demonstrating their proficiency, Greenhands embark on an enriching journey, progressing into seasoned professionals.

Together, we ensure a smooth transition from training to deployment, building a workforce that is skilled, reliable, and ready to meet the demands of your operations.



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Bringing in these guys through a lower Greenhand Program is crucial. Not just for the oil industry, but for every business involved. These are the people who, 20 years from now, will be standing here telling the same story.

Eric Holmes, Rig Manager at Well-Safe Solutions



ATLAS
NEXT WAVE



GREENHANDS
OFFSHORE

greenhandsoffshore.com