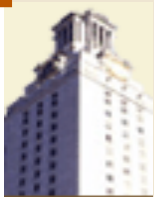


Leaks in the Pipeline: Results from the AAPG PROWESS Workforce Retention Survey

Chandra Muller, Jessica Dunning-Lozano
and Christine Williams

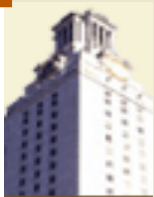


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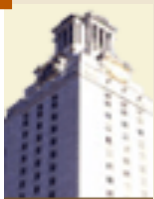
Workforce Retention Survey Goals

- Assess the industry climate for women
- Identify industry practices that support working women and contribute to employee satisfaction
- Produce recommendations for future action



Workforce Retention Survey

- Questionnaire designed by PROWESS, included
 - Multiple choice
 - Open ended responses
- Administered via the web to 1,700 petroleum industry geoscientists
 - currently working
 - having previously worked in the petroleum industry



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Workforce Retention Survey Highlights: Overview

- Perceived Rewards
- Perceived Challenges
- Perceptions of Changes and Improvement in Work Climate
- Future Recommendations

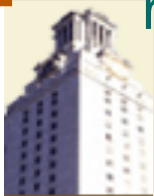
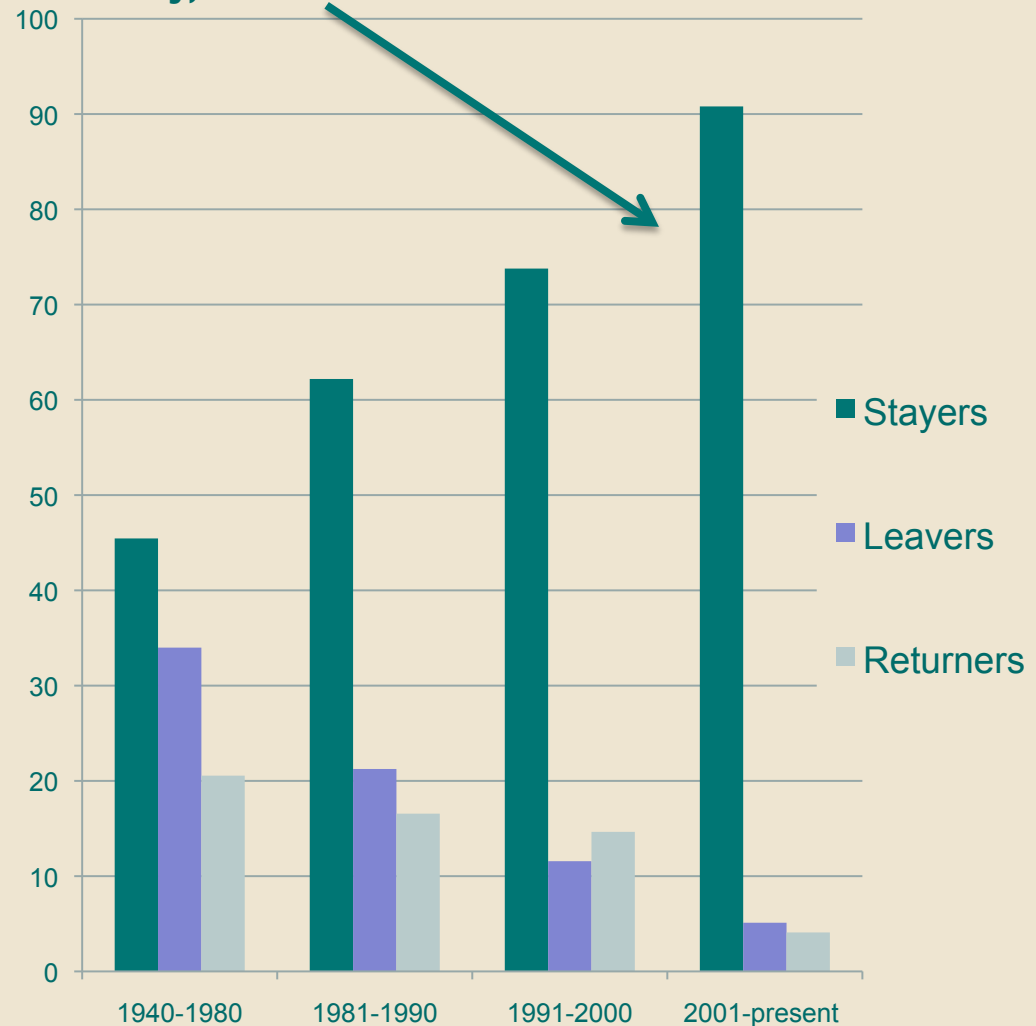


Survey Respondents by Entry into Industry

3 main groups

- **Stayers (73%):**
Geoscientists currently employed in industry, academia or government
- **Leavers (15%):**
Former employees who left the industry
- **Returners (12%):**
Industry employees who left, then returned after a time

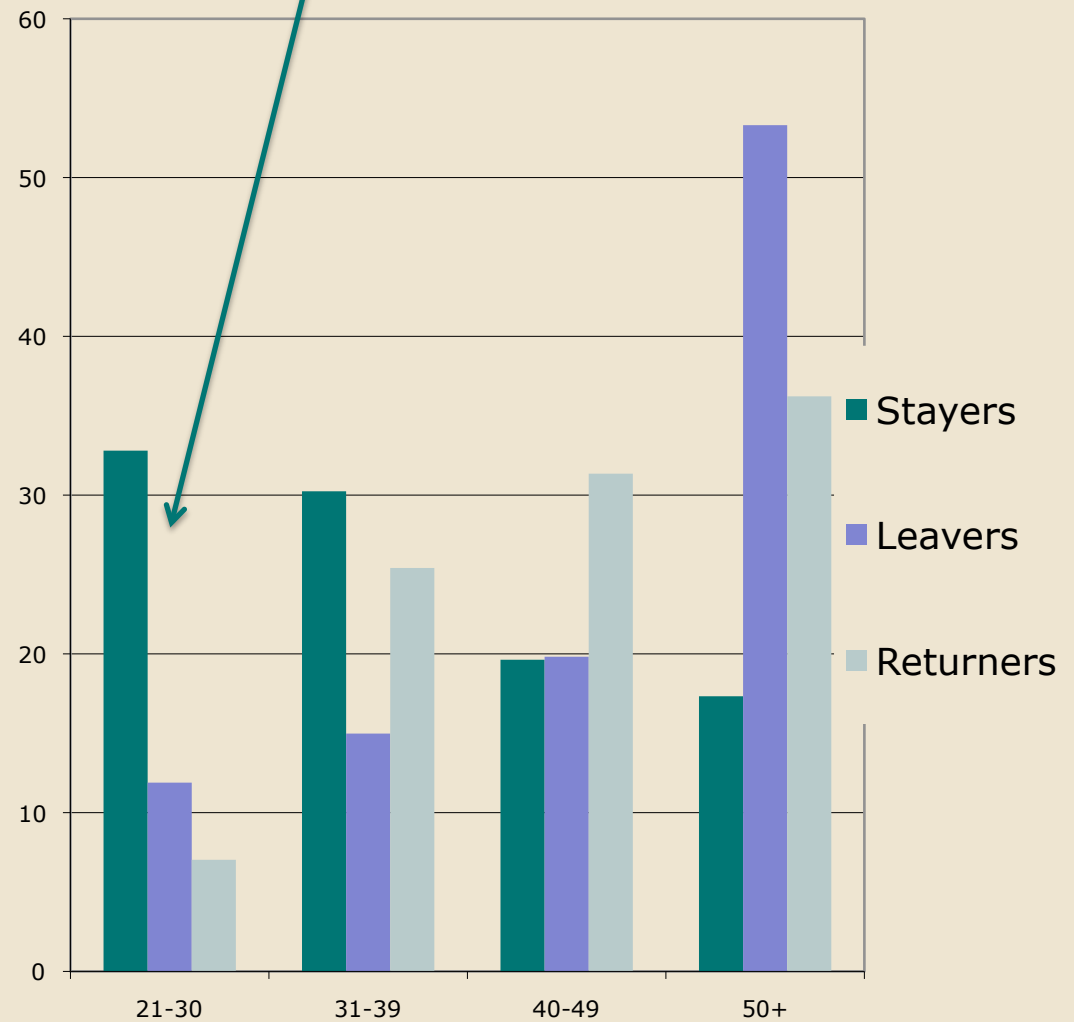
Stayers are more likely to have entered industry recently, since 2001



Survey Respondents by Age

- Stayers tend to be younger

Stayers tend to be younger

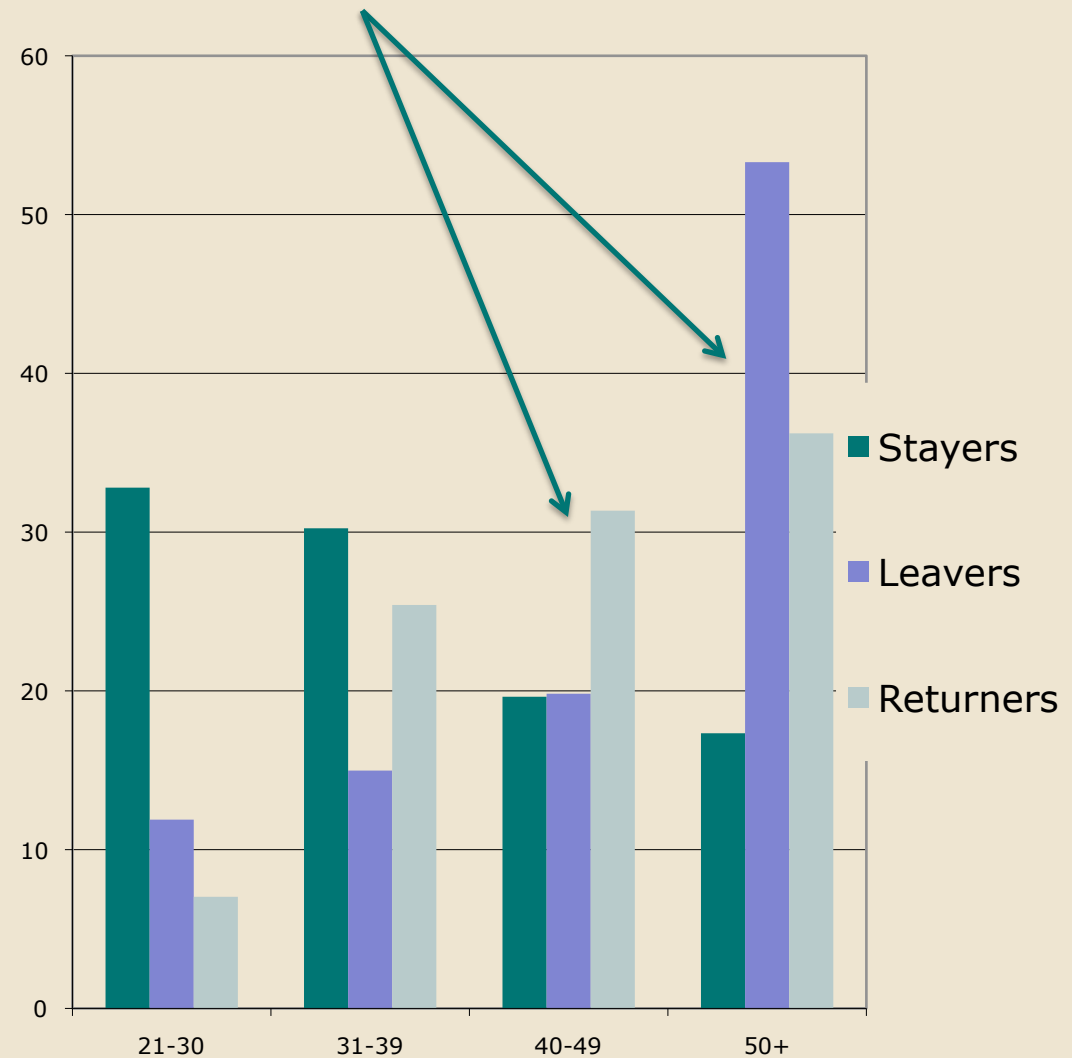


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Survey Respondents by Age

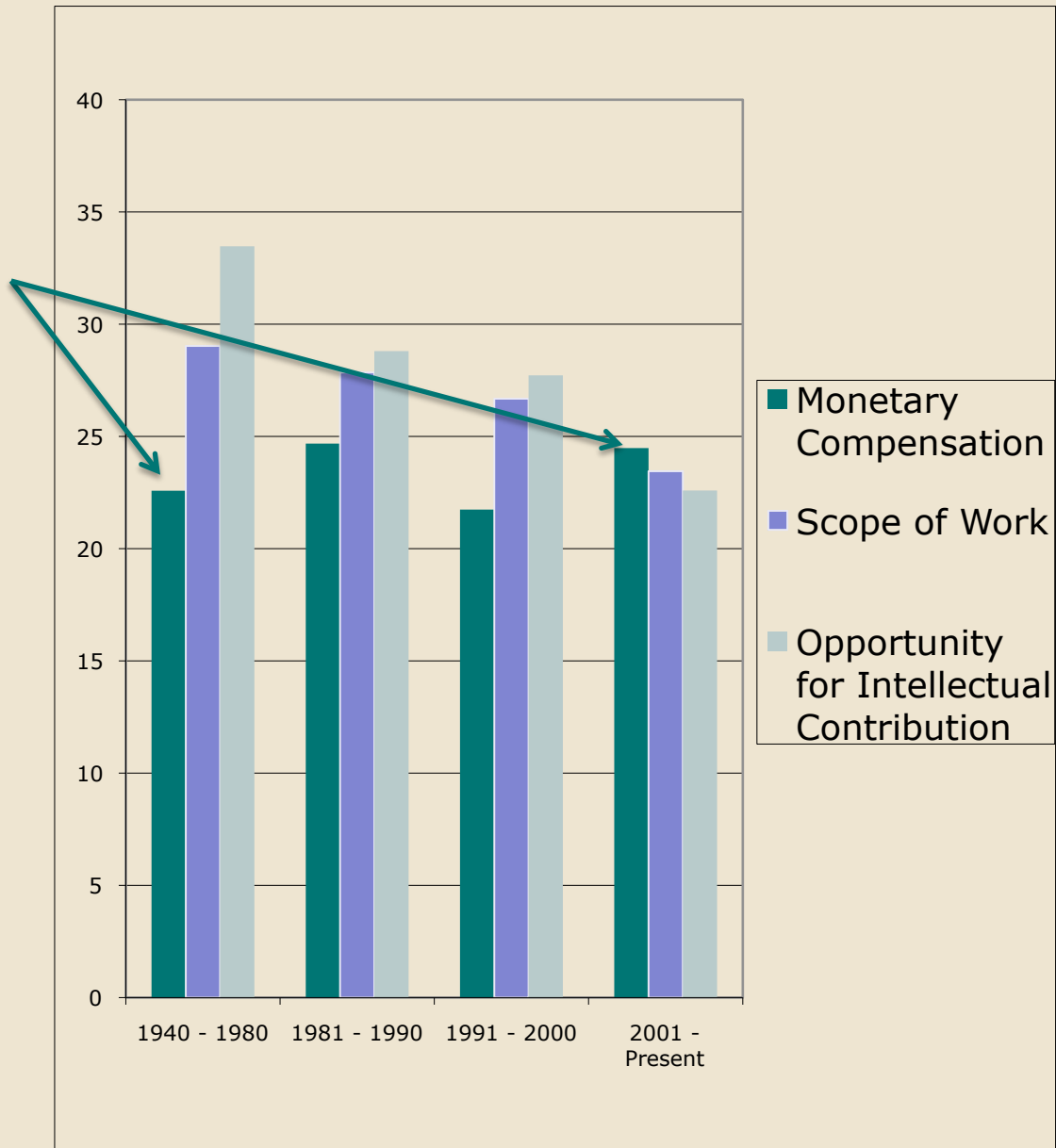
- Stayers tend to be younger
- **Leavers** and **Returners** are older, possibly with more industry experience
- If this is representative of industry it suggests a loss of scientists with experience

Leavers and returners tend to be older



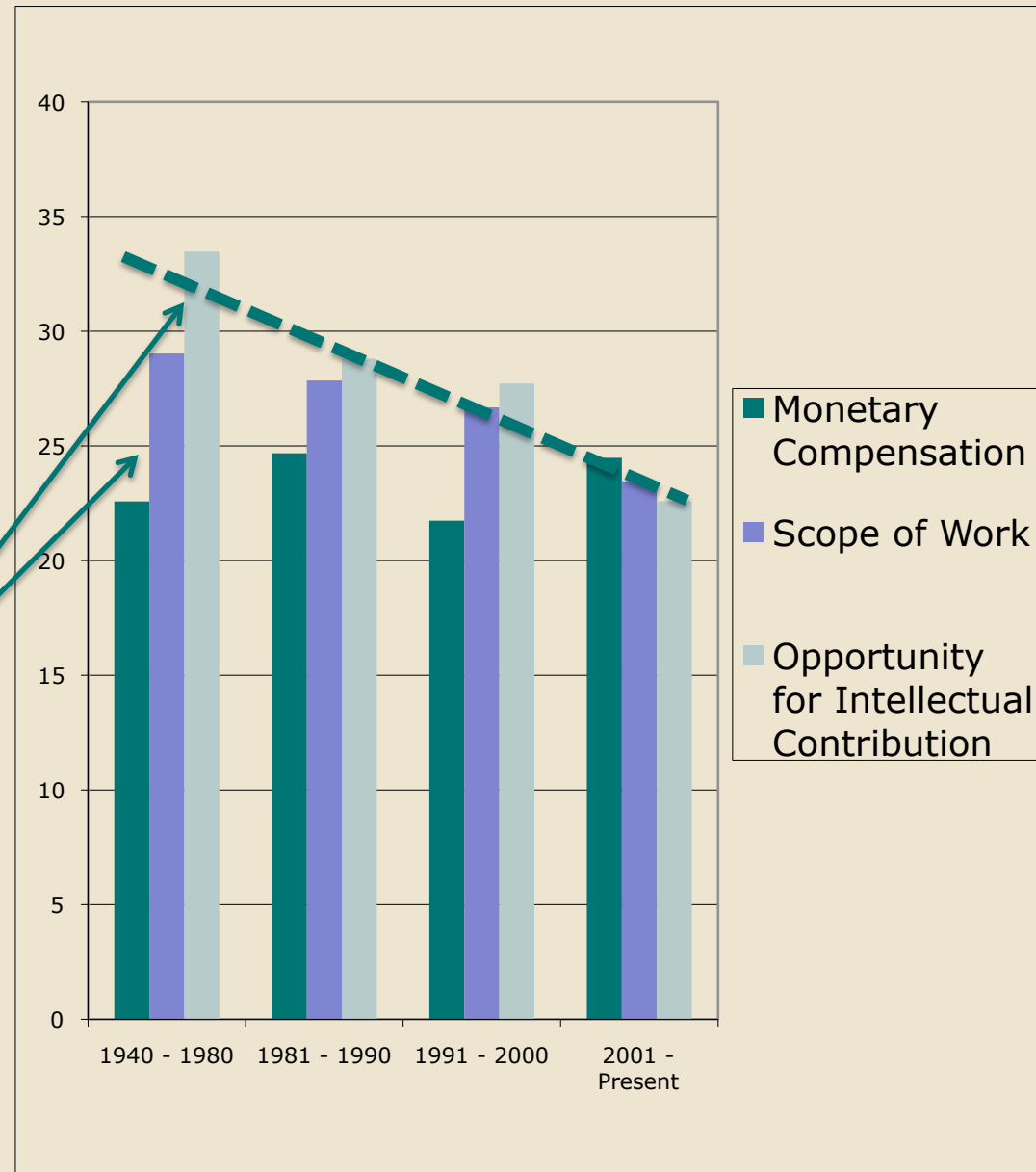
Perceived Rewards

- Rewarding pay for rewarding work for everyone, regardless of when they entered industry



Perceived Rewards

- Rewarding pay for rewarding work for everyone, regardless of when they entered industry
- Opportunity for Intellectual Contribution and Scope of Work increases with years of experience

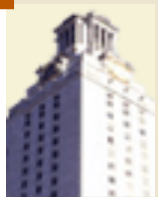
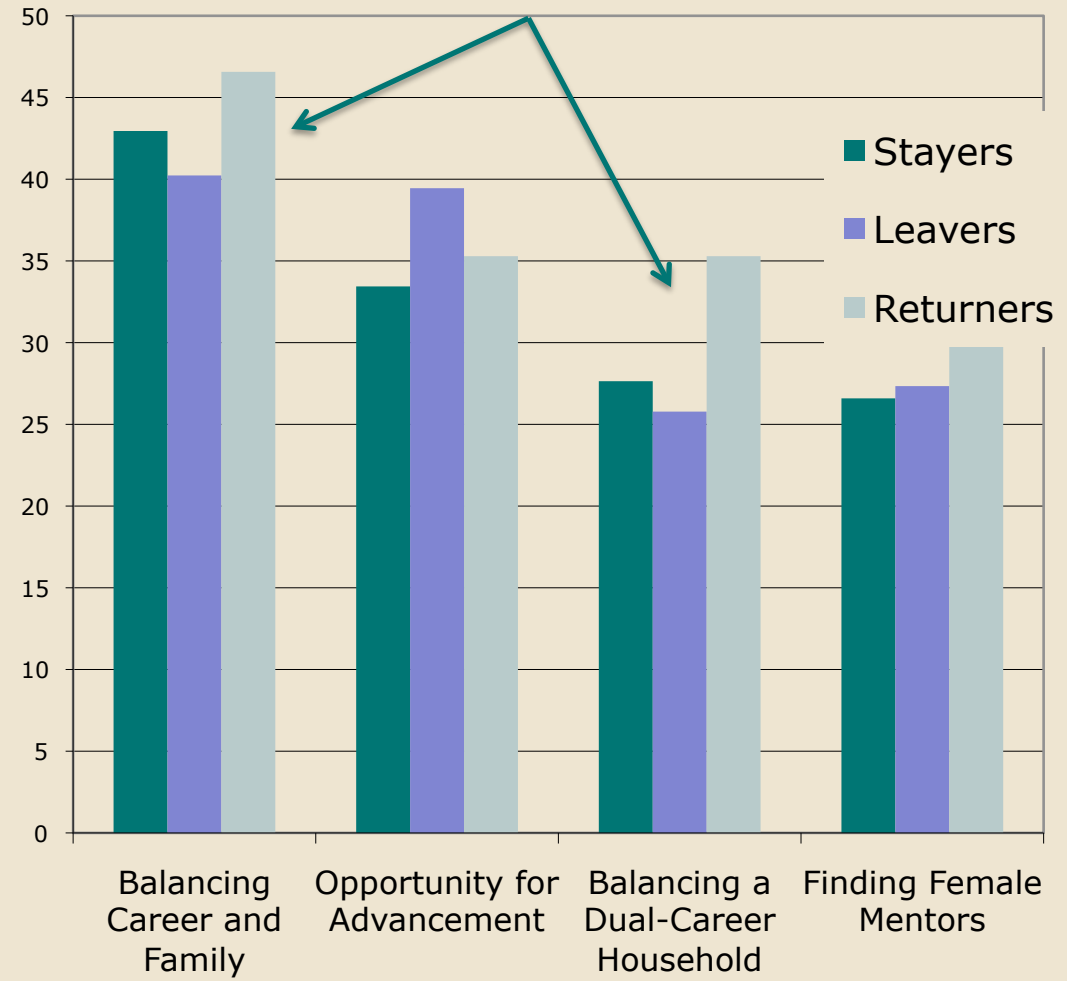


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Perceived Challenges

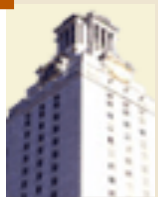
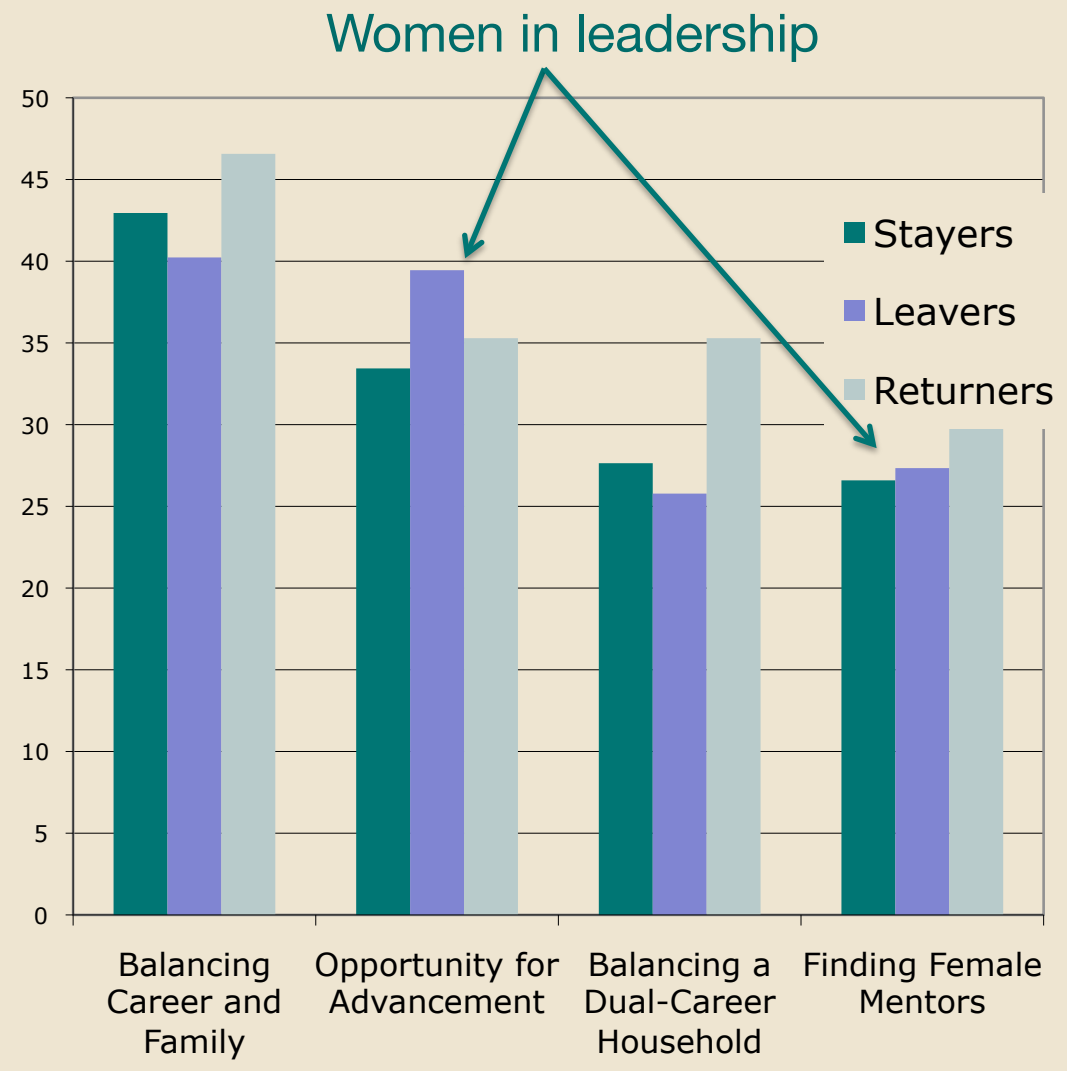
- Work/family issues are the top challenge

Work/family balance & dual careers



Perceived Challenges

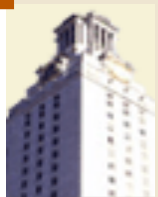
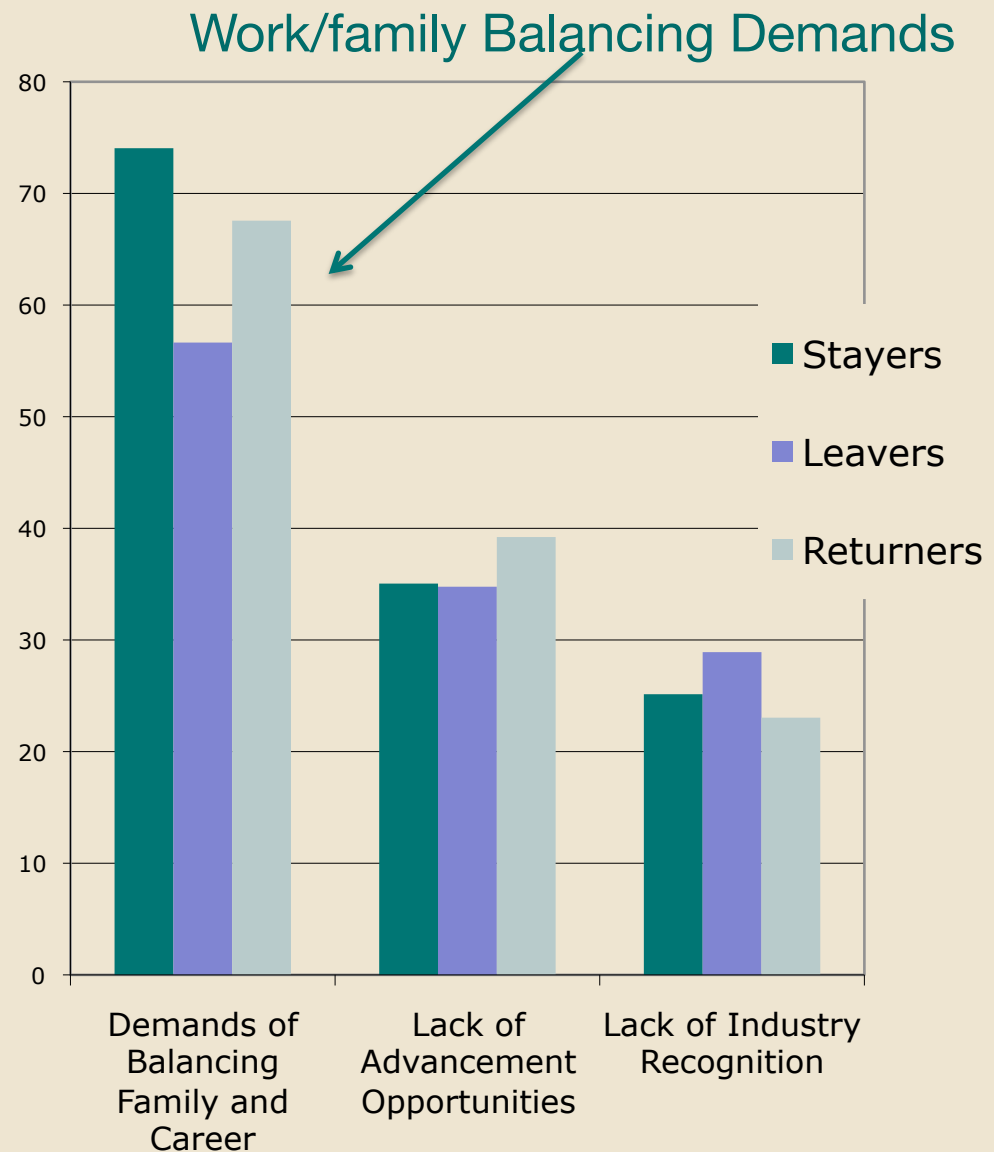
- Work/family issues are the top challenge
- Opportunity for Advancement and Finding Female Mentors also a challenge



Perceived Challenges: Lost Talent

Perceptions of Why Women Leave:

- Work/family issues are top

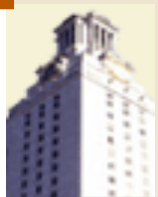
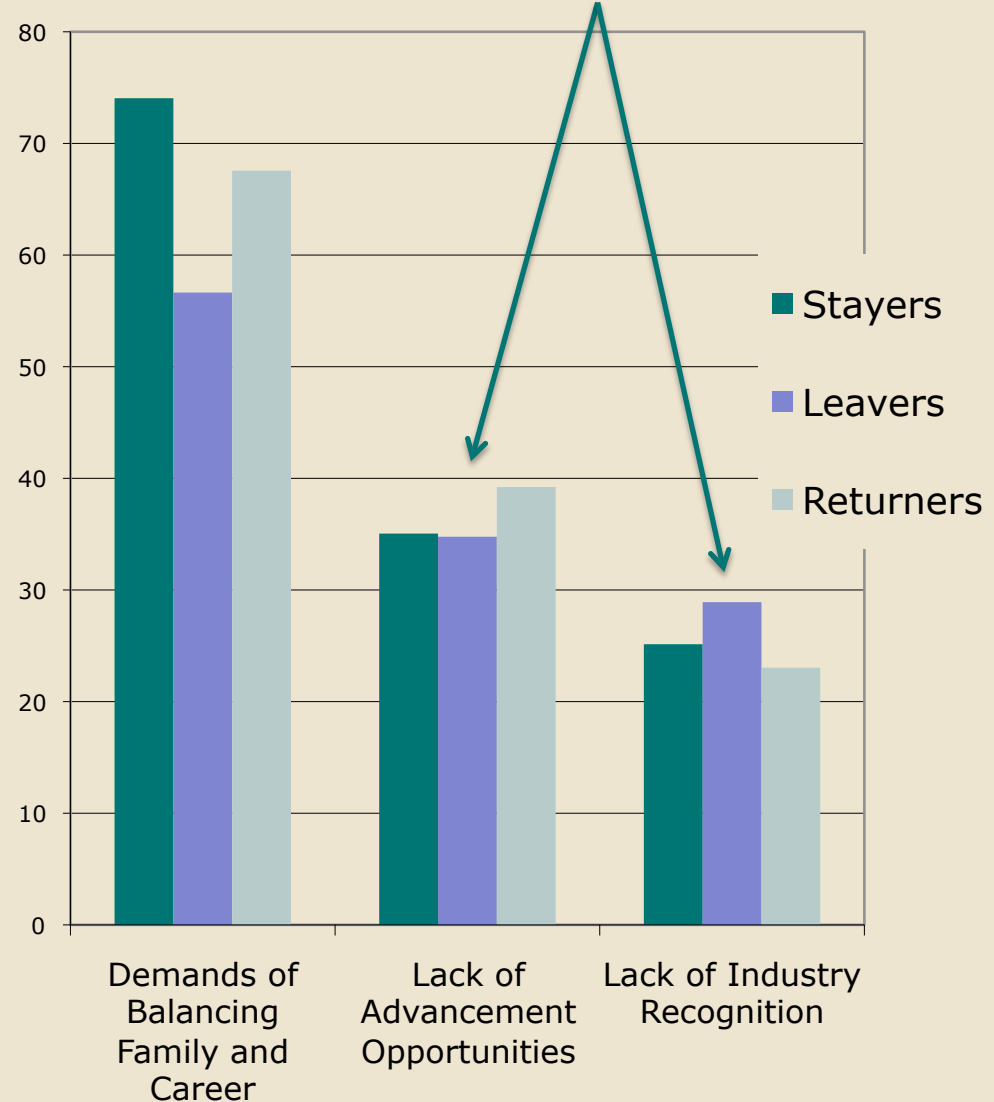


Perceived Challenges: Lost Talent

Perceptions of Why Women Leave:

- Work/family issues are top
- Lack of opportunity and recognition

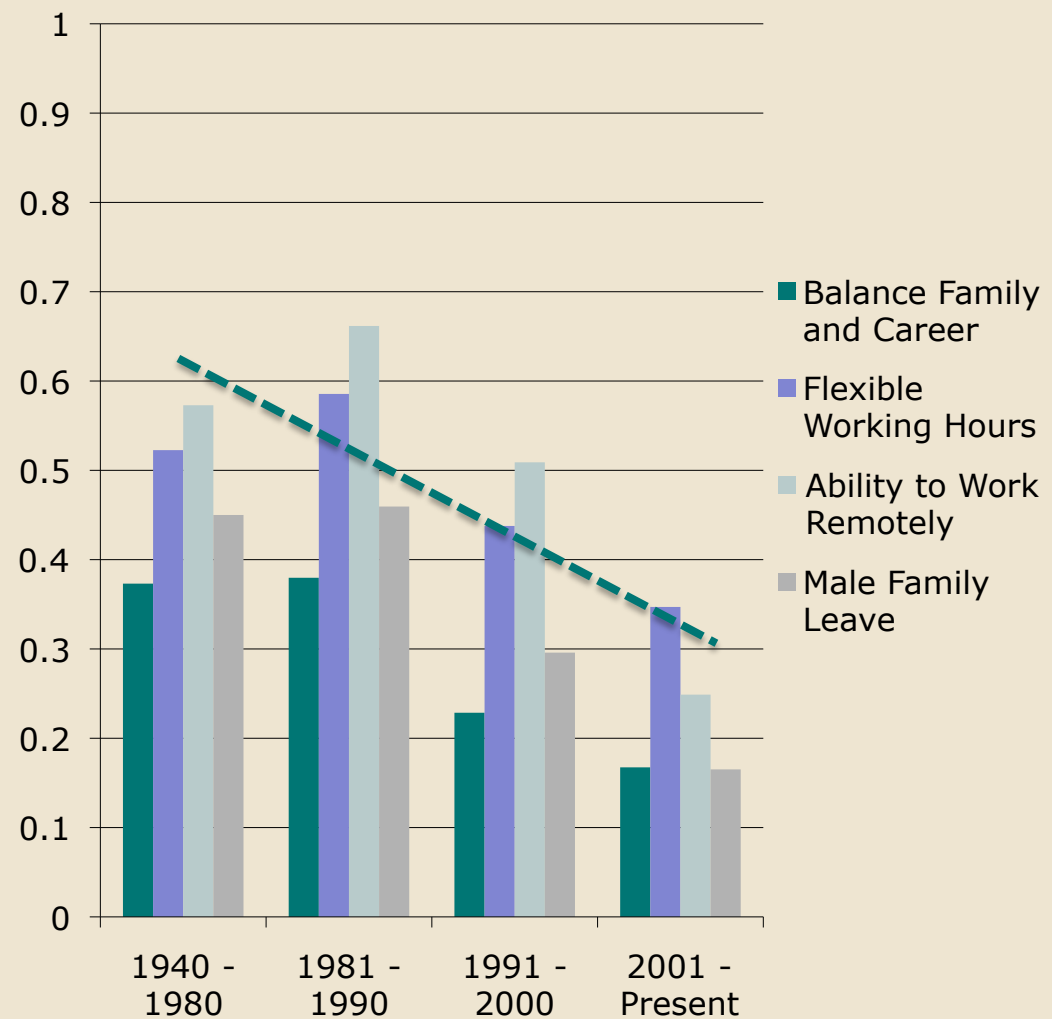
Lack of Advancement Opportunity and Recognition



What Has Changed?

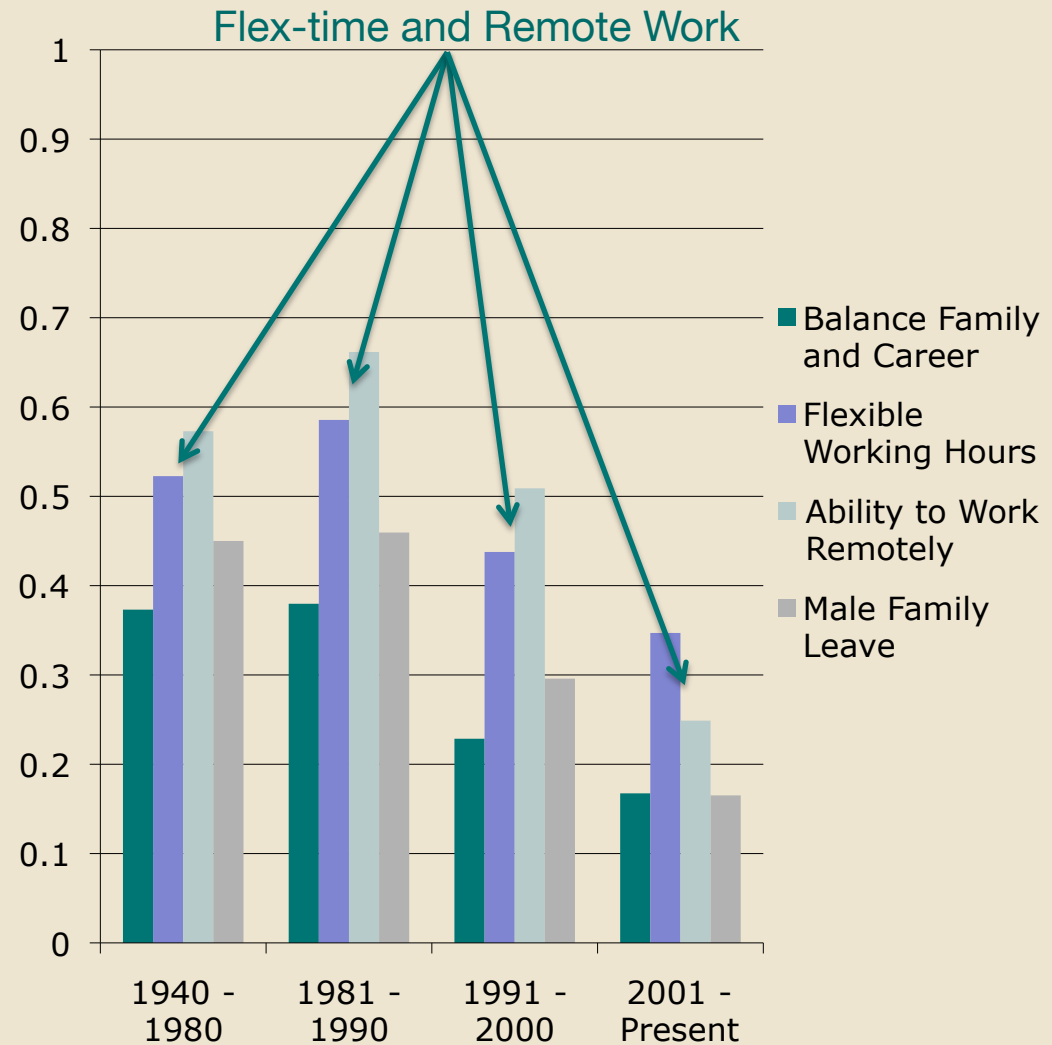
Work/Family Issues by Year of Entry into Industry

- Those who entered longer ago perceive more change



What Has Changed? Work/Family Issues by Year of Entry into Industry

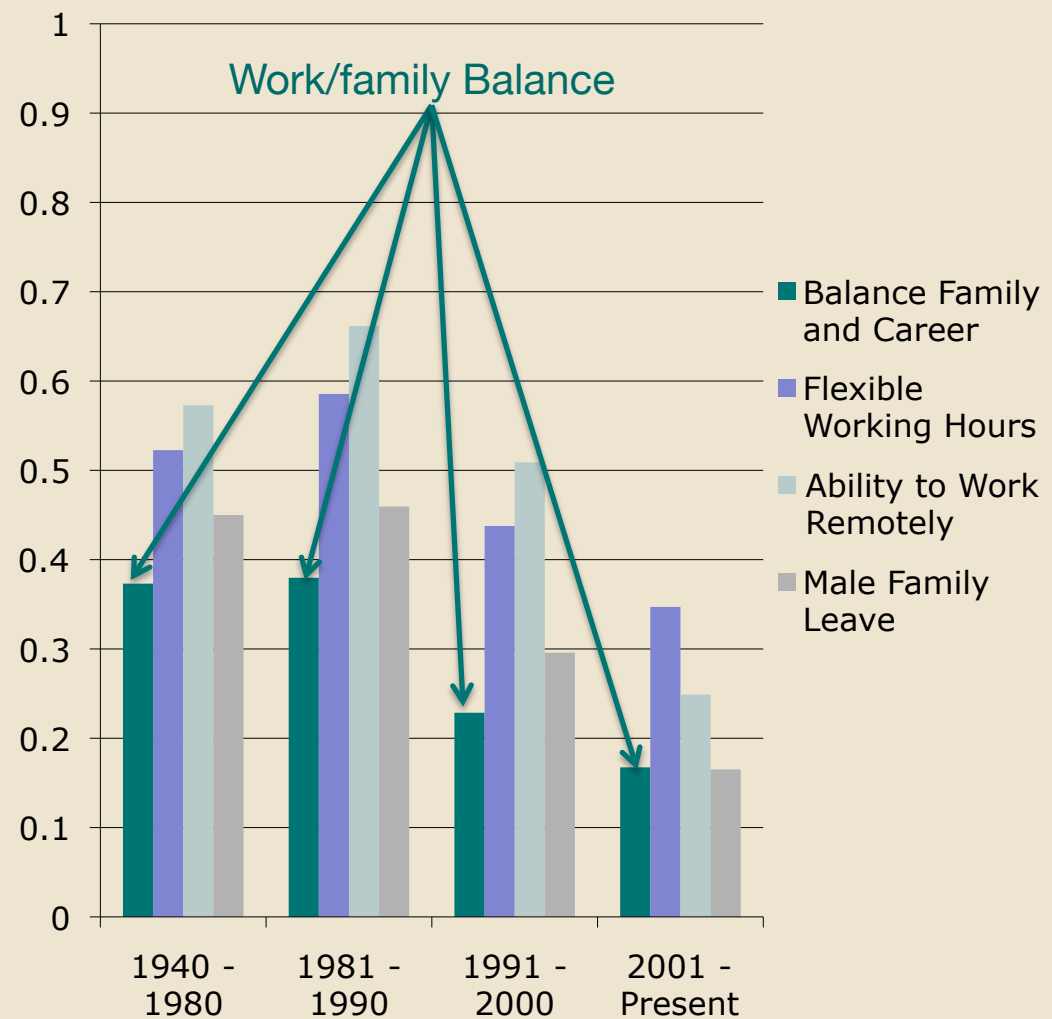
- Those who entered longer ago perceive more change
- Flex-time and working remotely have changed the most



What Has Changed?

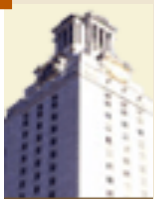
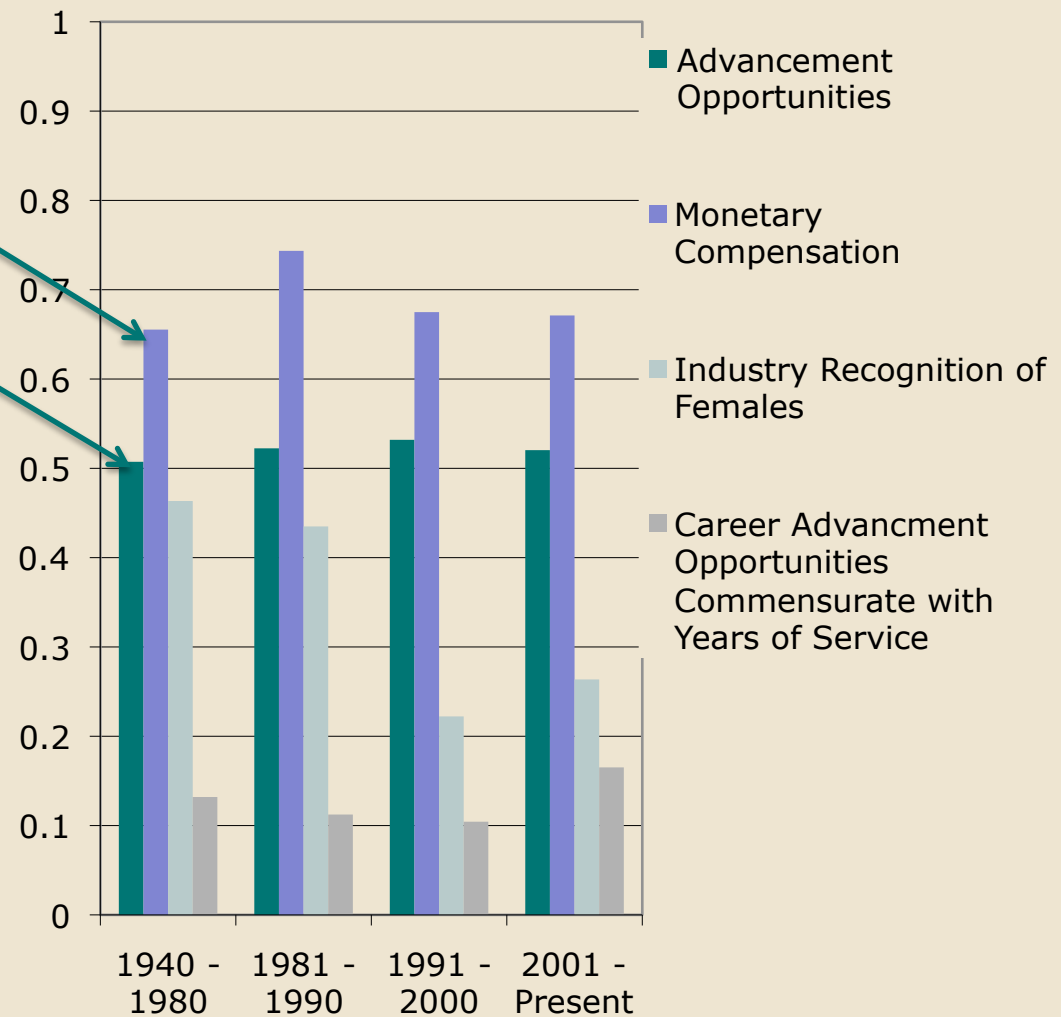
Work/Family Issues by Year of Entry into Industry

- Those who entered longer ago perceive more change
- Flex-time and working remotely have changed the most
- Work/family balance has changed some, but less



What Has Changed? Rewards for Productivity by Year of Entry into Industry

Monetary Compensation and Advancement Opportunities are seen as changing the most

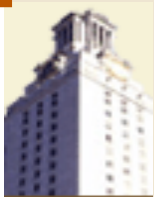
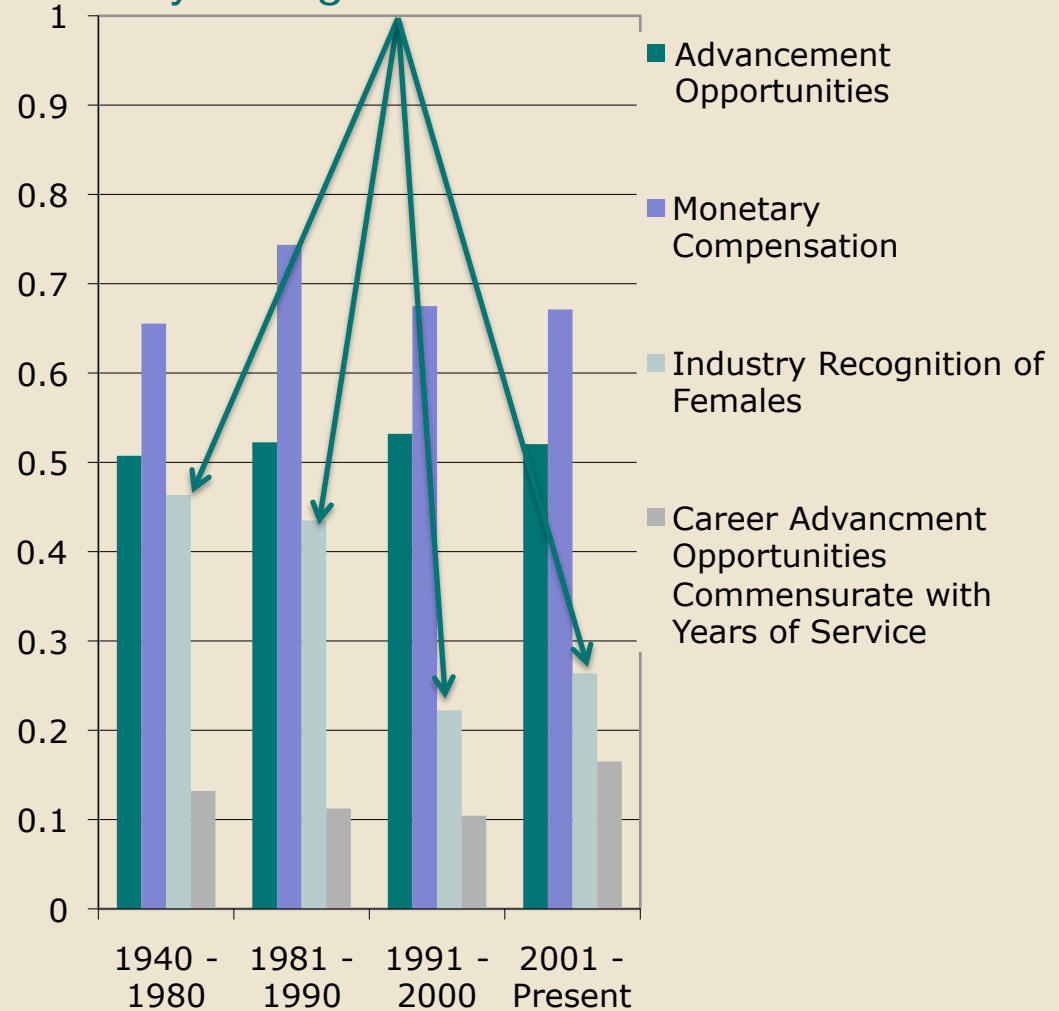


What Has Changed? Rewards for Productivity by Year of Entry into Industry

Monetary Compensation and Advancement Opportunities are seen as changing the most

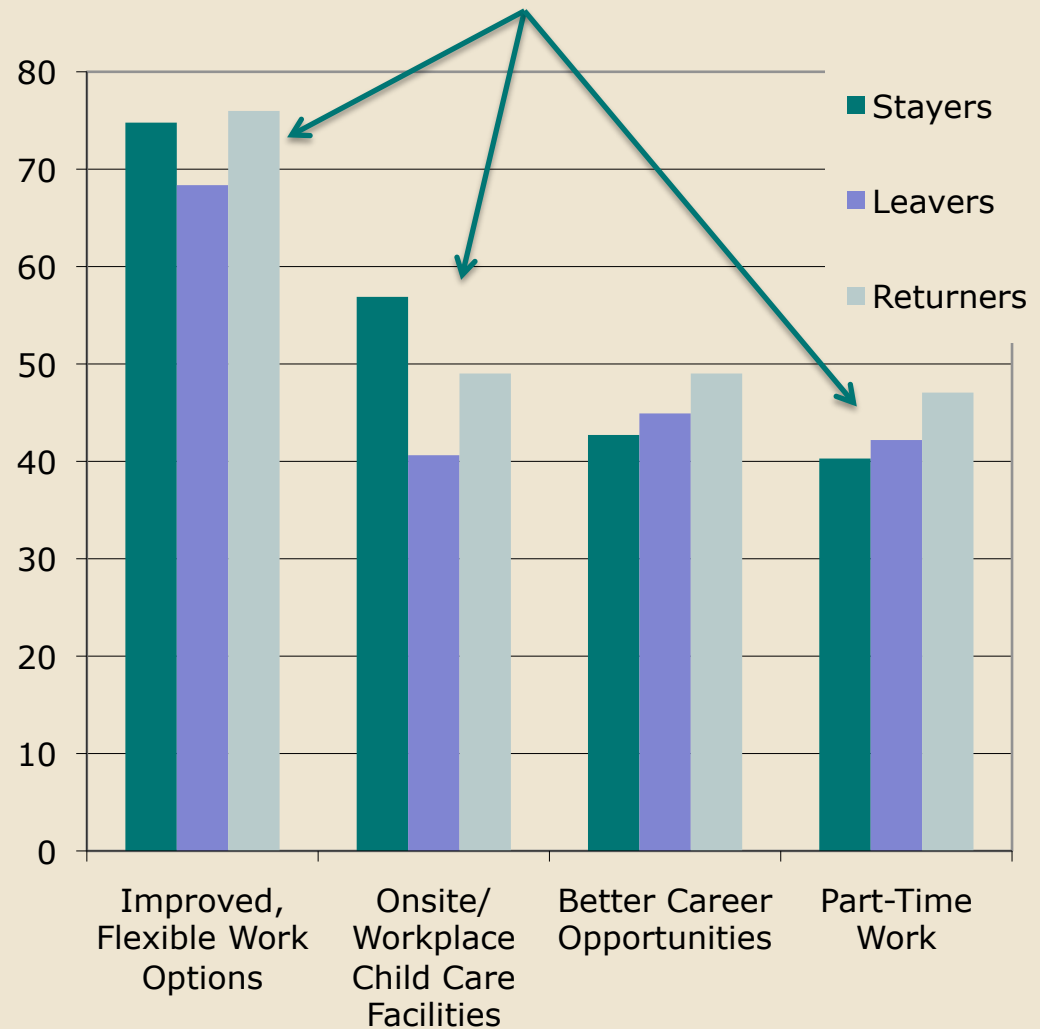
Recognition of Females and Career Advancement Opportunities Commensurate with Years of Service have changed little, at least in the last 2 decades

Industry Recognition of Females



Incentives to Retain Women

- Family Friendly Policies
 - Flexible work time
 - Part-time work
 - Childcare



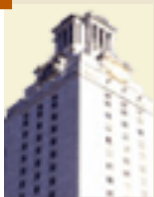
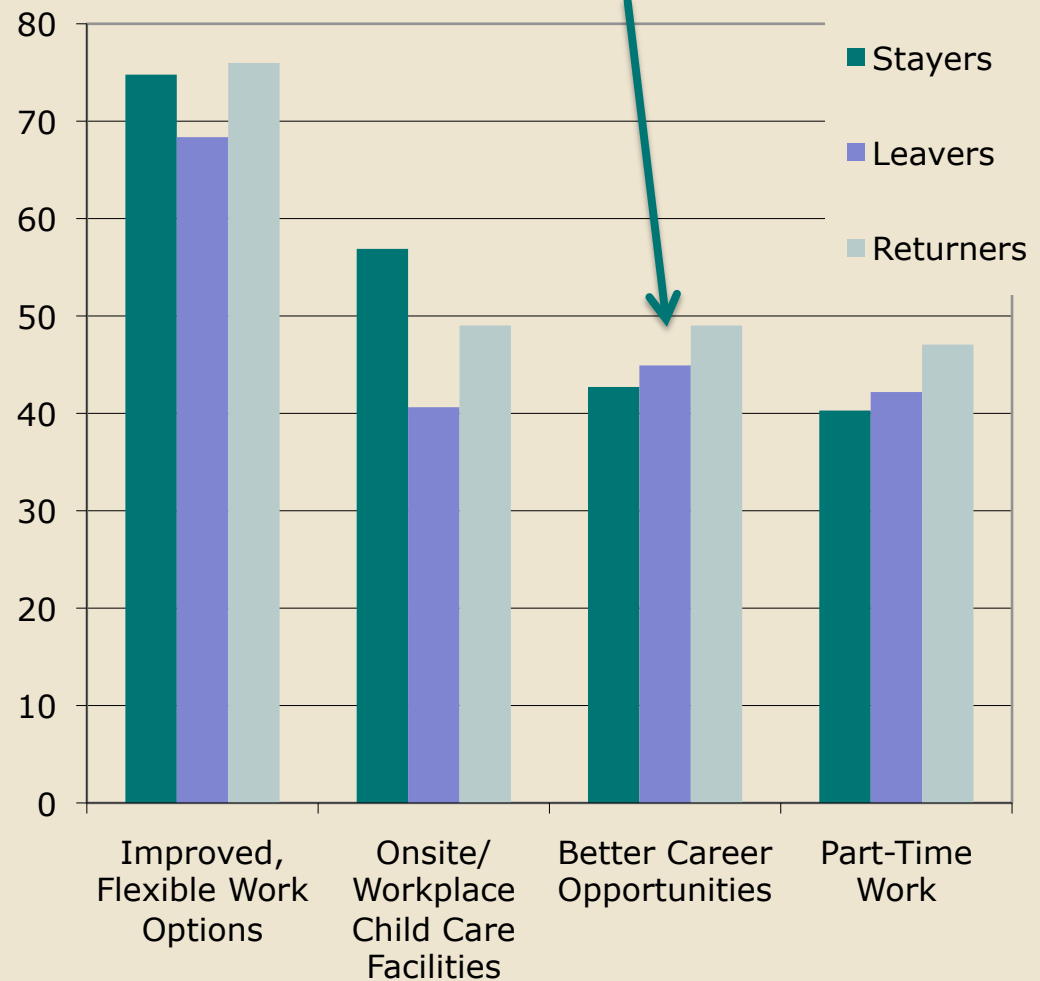
Incentives to Retain Women

- Family Friendly Policies

- Flexible work time
- Part-time work
- Childcare

- Career Opportunities

Career Opportunities



What Have We Learned?

- Work/family balance is a persistent concern
 - Some perception of change
 - More change needed
- Work Climate, Career Advancement & Women in Leadership
 - Change for women is slow
 - Suggests a general problem with work climate



Recommendations for the Future

- Conduct a more systematic study
 - Collect and analyze representative (longitudinal) data about geoscientists' careers over time
 - Target both men and women
 - Focus on climate, status of women, industry practices that can be changed within the unique constraints of the petroleum industry
- Use the data to develop industry-specific solutions
- Quantify value of women to industry



What Can You Do Now

- Discuss the issues and educate colleagues and sympathetic industry executives
- Convince men with authority that this is an important issue
- **Women with Experience:** Find Someone to Mentor
- Encourage and support organizations such as PROWESS



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