AAPG Workforce Panel

Rod Nelson
Developing People for the Future

Access to skilled people limited although new technical graduate supply is sufficient

Mentoring, training and development must radically accelerate to meet demands

Managing knowledge transfer and encouraging earlier autonomous decision-making is essential
A Shortage of Experienced Professionals

Demographics of the average US-based company in 2005

Corresponding demographics after recruitment by 2010

Source: SBC 2006 Benchmark, Quantitative Surveys from 16 Companies
Regional Imbalance of Geoscience Graduates

Source: 2005 Schlumberger Business Consulting study (Annual average over next 10 years).
Hiring and Training of New Professionals

Recruiting and training have rapidly accelerated since 2004

More than 18,000 staff recruited with degrees or diplomas over the 2004-2007 period

This includes more than 6,000 engineers from 200 universities in 80 countries

Their training will be a major part of the 400,000 training days targeted in 2008

Source: Company Data
New Ways of Working - Augmented Reality
New Ways of Communicating – Social Networks
Final Thoughts

Energy has become and will remain much higher profile

Technology and the people who develop and deploy it will ensure hydrocarbon resources will be extended and amounts recovered will increase

Increasingly we will be interacting with the public in new and different ways

Attracting and retaining young scientists and engineers is essential for our future and requires innovative thinking

The challenges remain as exciting as ever
U.S. Human Resources Challenge

OVER HALF OF THE WORKFORCE ELIGIBLE TO RETIRE IN NEXT 10 YEARS

Source: U.S. Dept of Labor.