Geoscience Workforce for the Future
“The Great Crew Change”

AAPG International Meeting

Cape Town

October 27, 2008
13:45 – 17:00
Geoscience Workforce for the Future
Panelists

- Dr. Pete Stark (Co-chair) IHS
- Dr. Scott Tinker Texas BEG
- Dr. Michael Naylor (Co-chair) Shell
- Mrs. Jatinder Peters ONGC
- Christian Heine Saudi Aramco
- Dr. Mario Carminatti Petrobras
- Dr. Rod Nelson Schlumberger
U.S. Geoscience Graduates

Source: AGI

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U.S. Female Geoscience Graduates
1974 – 2004

Year

Percent Female

2007 = 45%!

Source: AGI

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Age Distribution
Registered Petroleum Engineers

* Figures rebased to 100 percent after removing existing retiree numbers.
80118-1
Global Petroprofessional Balances
Communication Bandwidth

Source: Cambridge Energy Research Associates
80118-4

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SCHLUMBERGER
Global Reach and Culture

**Nationality**
- Europe, CIS & Africa: 34%
- Latin America: 17%
- Middle East & Asia: 26%
- North America: 23%

**Revenue**
- Europe, CIS & Africa: 28%
- Latin America: 18%
- Middle East & Asia: 24%
- North America: 30%

Source: Schlumberger Company Data 2004
Workforce of the Future
The Four Rs

RECRUIT
Find, engage, and hire new employees

RETAIIN
Keep key staff

RE-EQUIP
Empowering less experienced employees

REDISTRIBUTION
Moving work securely to countries/regions with resource surpluses

Source: Cambridge Energy Research Associates.
70209-2
Workforce of the Future
Issues & Solutions

- Industry attractiveness and reputation
- Education – attracting & training students & staff
- Recruit, hire and train new employees
- Employee retention – manage the “7-year itch”
- Cultural, gender and ethnic diversity & inclusion
- Normalizing compensation programs
- Global standards and technology to enhance knowledge capture and transfer
- Redistribution to match work with capabilities – virtual collaboration
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The Enrollment Rollercoaster 1955-2005

Undergraduate

Graduate