Geoscience Workforce of the future
The Great Crew Change:
a Petrobras view

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Executive Manager of Exploration
Area: 8.5 km² (5th largest)

Population: 180 million people

GDP: 1.31 trillion dollars


Petroleum Industry: 8% of GDP
16% future

Grain Producer: World Leader
30% of the GDP
Cycles of Oil Discoveries

Proven Reserves
Work Force Experiência

- 42% < 5 years
- 58% > 5 years

Geologists

Geophysicists

Number of years

Frequency

Fonte: Sistema de Gestão de Pessoas, 27/2/2008.
From Turbidites to Carbonates: An Industrial Revolution in Brazil

1980’s

Miocene Turbidites

2007

Pre-salt carbonates

Pos-salt Turbidites

Pre-salt
How Petrobras has been dealing with the brain gap of the 90s in terms of knowledge management?

- Continuing a regular and long-term admission program
- Maintaining the unique strong link between technological development and training
- Promoting integrated Working groups with new geoscientists and experienced ones
How Petrobras has been dealing with the brain gap of the 90s in terms of knowledge management?

- Increasing the number of Senior Geoscientists as Mentors of the new ones with a systematic follow up of their technical evolution.

- Helping universities to keep the students to completion: investing and supporting Universities research projects, and providing grants and scholarships for students and professors.
How Petrobras has been dealing with the large number of experienced professionals close to retirement?

- Incentives and compensation for the critical ones to remain in the Company by postponing retirement
- Using them as instructors of Intensive training and as mentors of the newer ones
- Contracting retired professionals as instructors for the younger generation
How Petrobras has been attracting and retaining new professionals to the Company?

- A long-term career
- Intensive training
- A Challenging and friendly working environment
- Benefits and Fringe Benefits: medical assistance, retirement plans, family educational support
- Petrobras significance for Brazil - A National symbol of Brazil development
• Geology Course in Brazil started in 1957 sponsored by Petrobras

• A political decision to build a National Company to find petroleum to supply energy demand

• Petrobras strong link between technological development and Training