

# AAPG Workforce Panel

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Rod Nelson

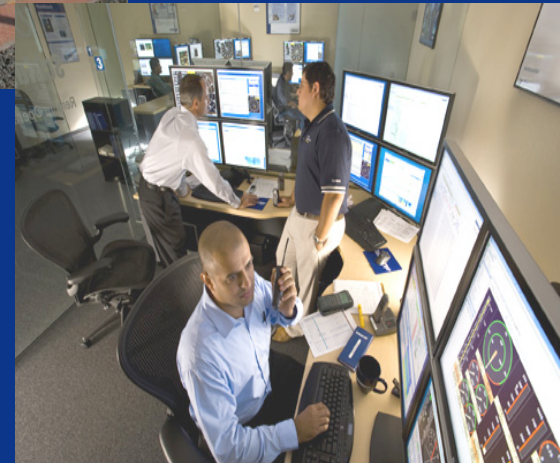
# Developing People for the Future

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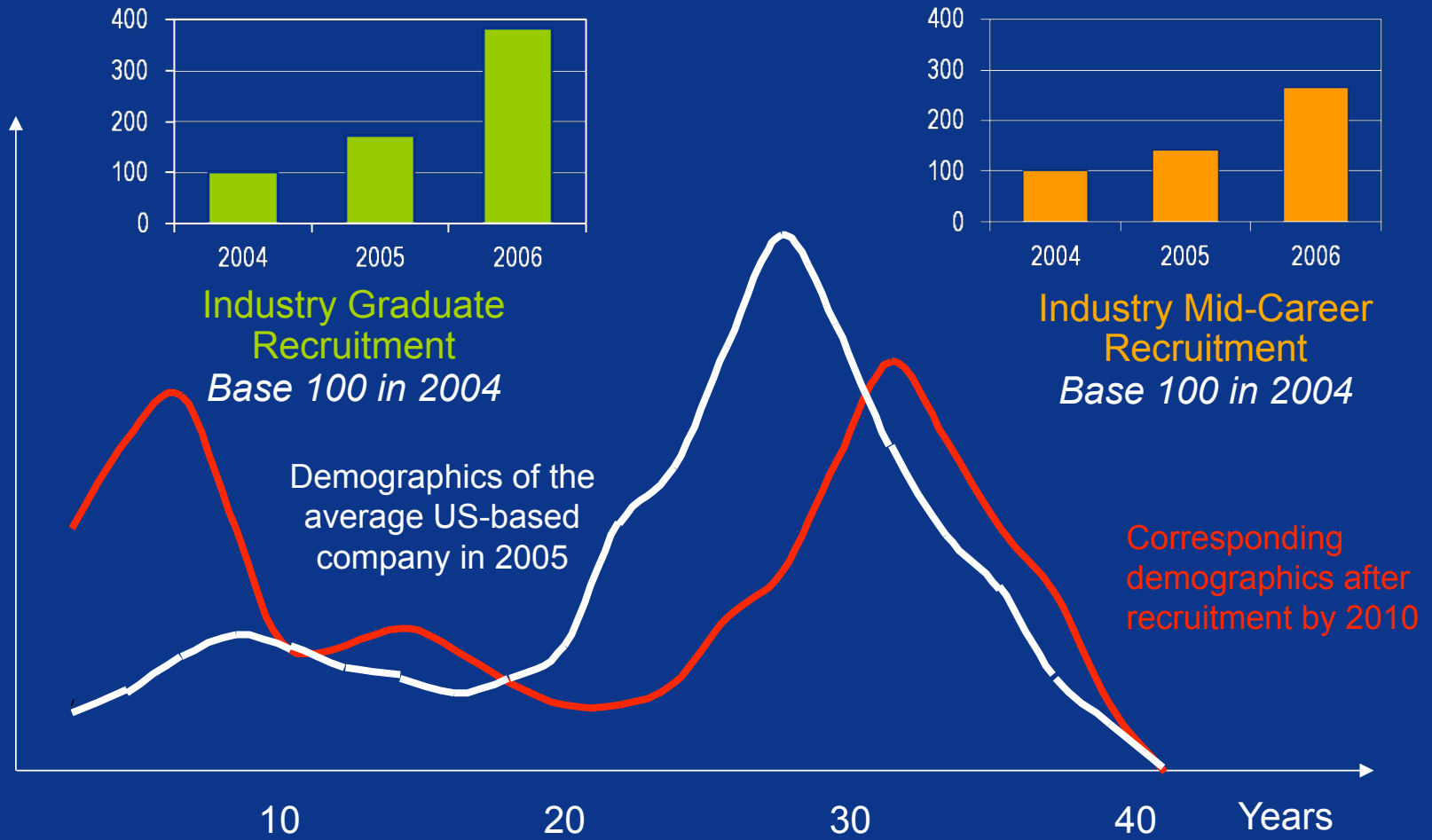
Access to skilled people  
limited although new  
technical graduate supply is  
sufficient

Mentoring, training and  
development must radically  
accelerate to meet demands

Managing knowledge  
transfer and encouraging  
earlier autonomous  
decision-making is essential

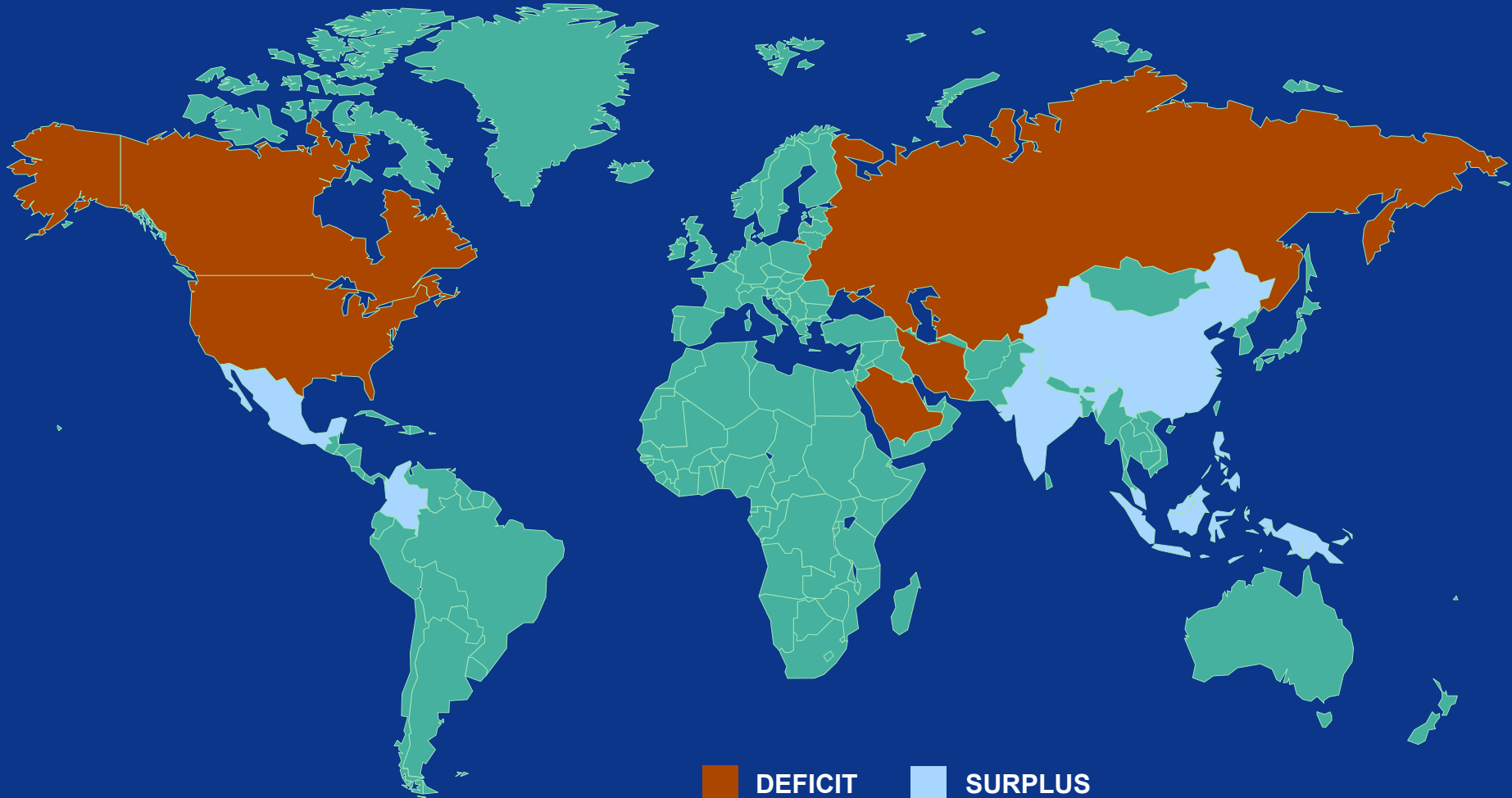


# A Shortage of Experienced Professionals



# Regional Imbalance of Geoscience Graduates

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DEFICIT SURPLUS

**Schlumberger**

Source: 2005 Schlumberger Business Consulting study (Annual average over next 10 years).

# Hiring and Training of New Professionals

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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

Abu Dhabi  
March 2007



France  
January 2004



Siberia  
November  
2007



# New Training Methods - Simulation

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# New Ways of Working - Augmented Reality





# New Ways of Communicating – Social Networks





# Final Thoughts

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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

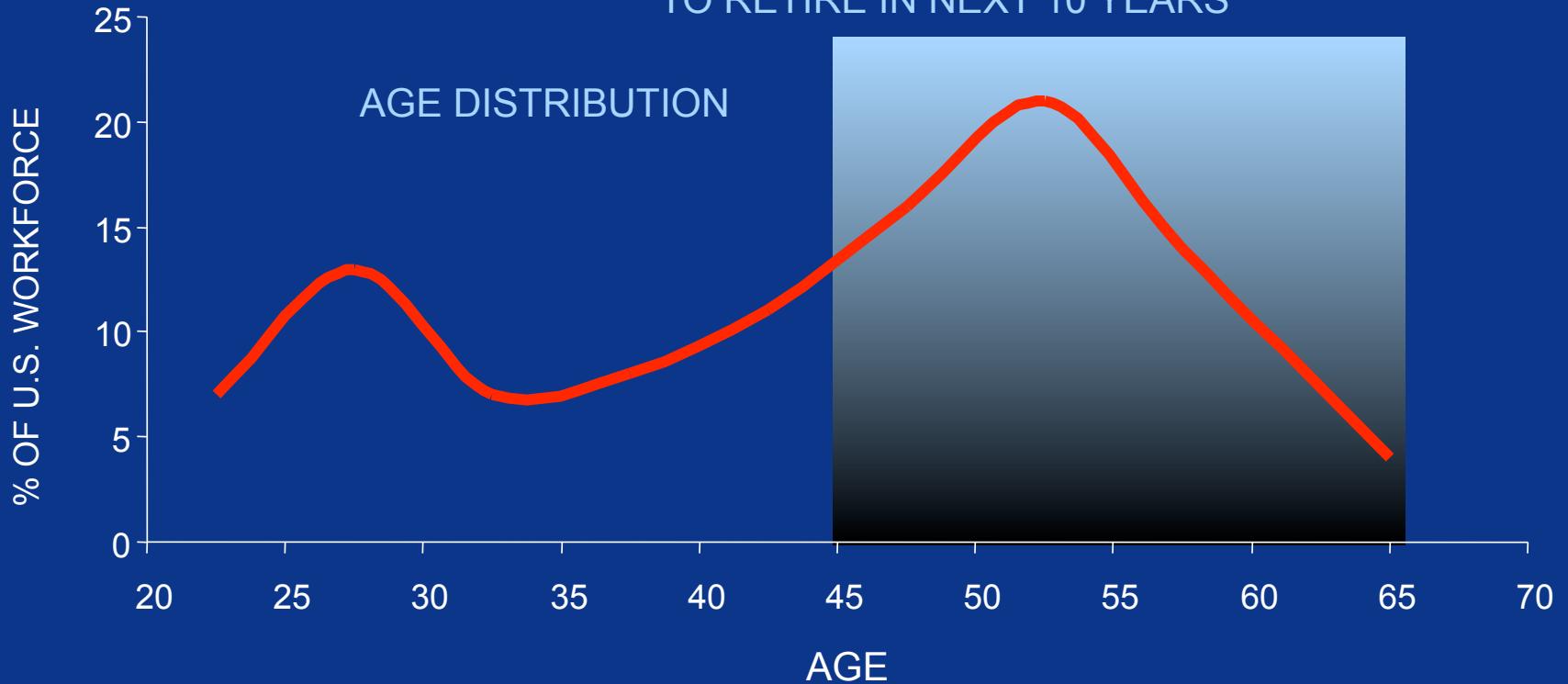
Increasingly we will be interacting with the public in new and different ways

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.