



Geoscience Workforce for the Future “The Great Crew Change”

AAPG International Meeting

Cape Town

October 27, 2008

13:45 – 17:00

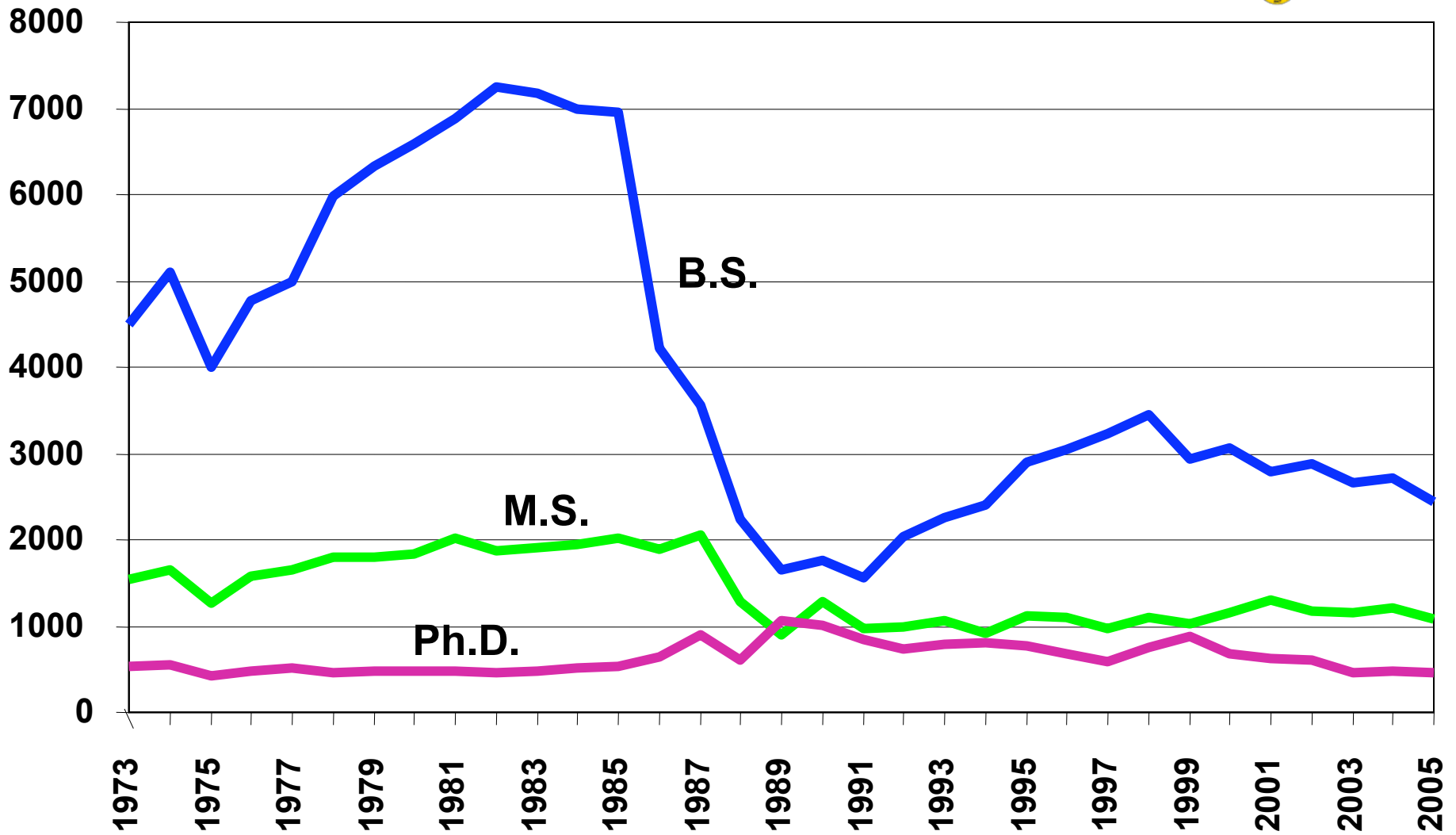
Geoscience Workforce for the Future

Panelists



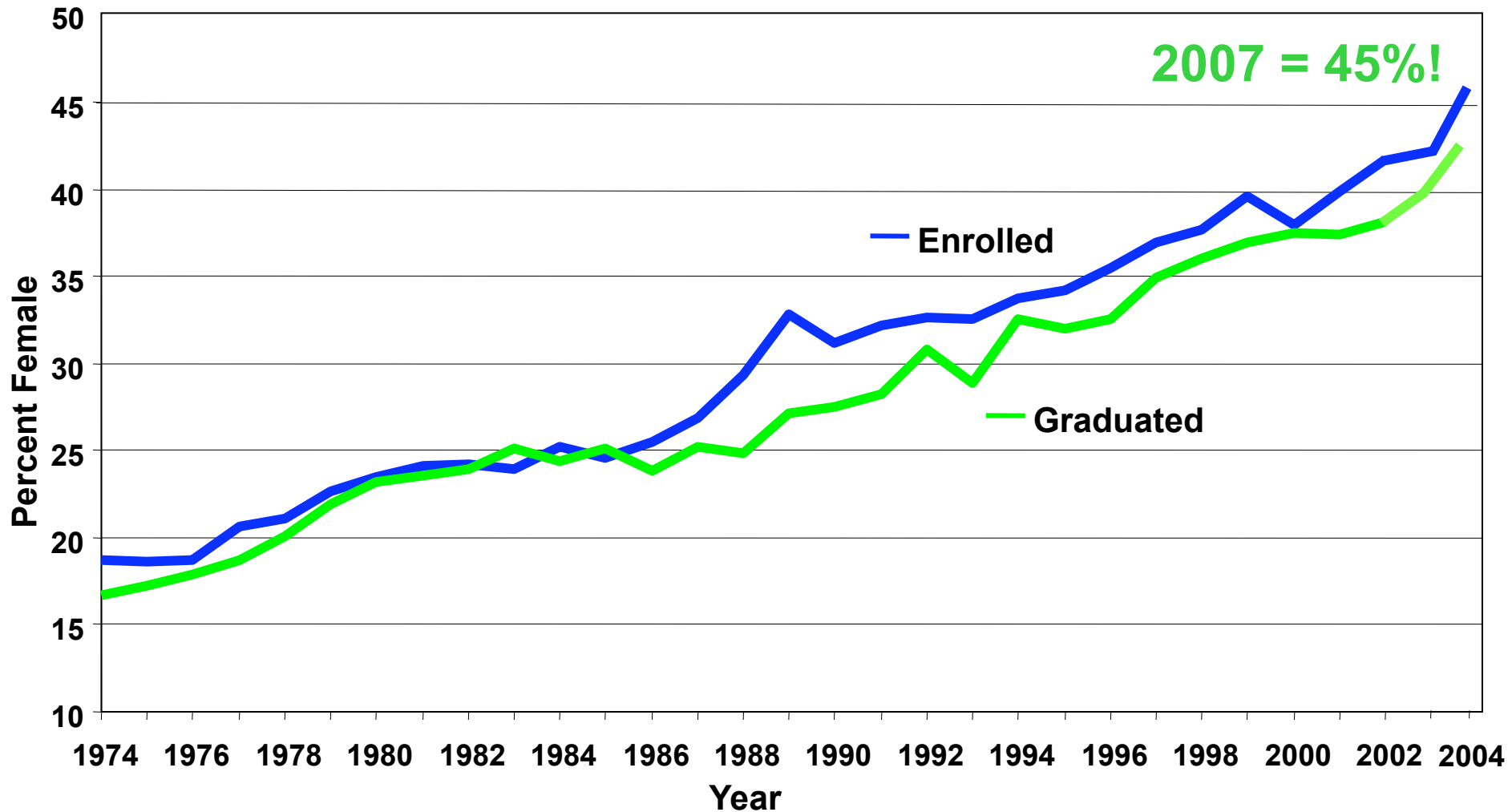
- Dr. Pete Stark (Co-chair) IHS
- Dr. Scott Tinker Texas BEG
- Dr. Michael Naylor (Co-chair) Shell
- Mrs. Jatinder Peters ONGC
- Christian Heine Saudi Aramco
- Dr. Mario Carminatti Petrobras
- Dr. Rod Nelson Schlumberger

U.S. Geoscience Graduates



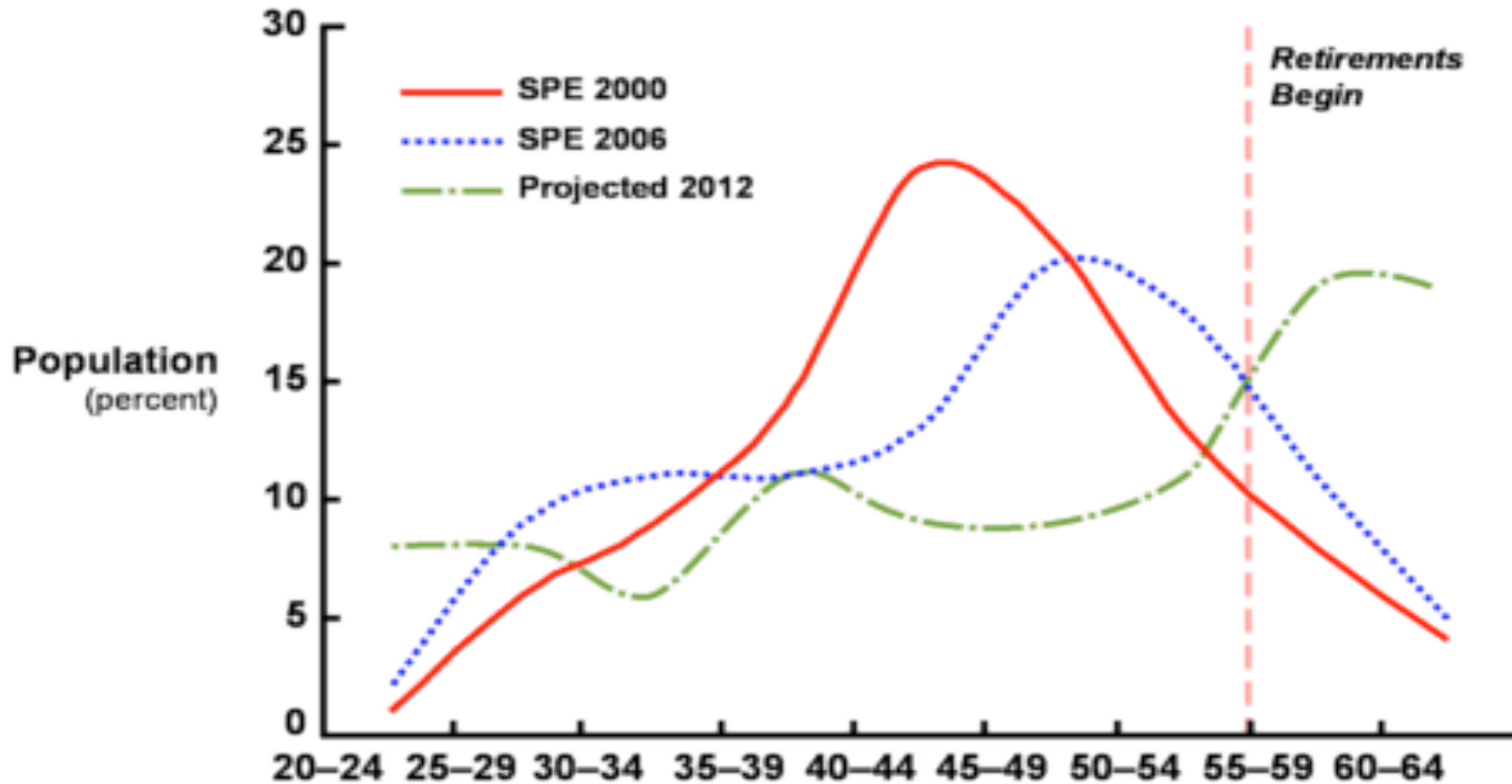
Source: AGI

U.S. Female Geoscience Graduates 1974 – 2004



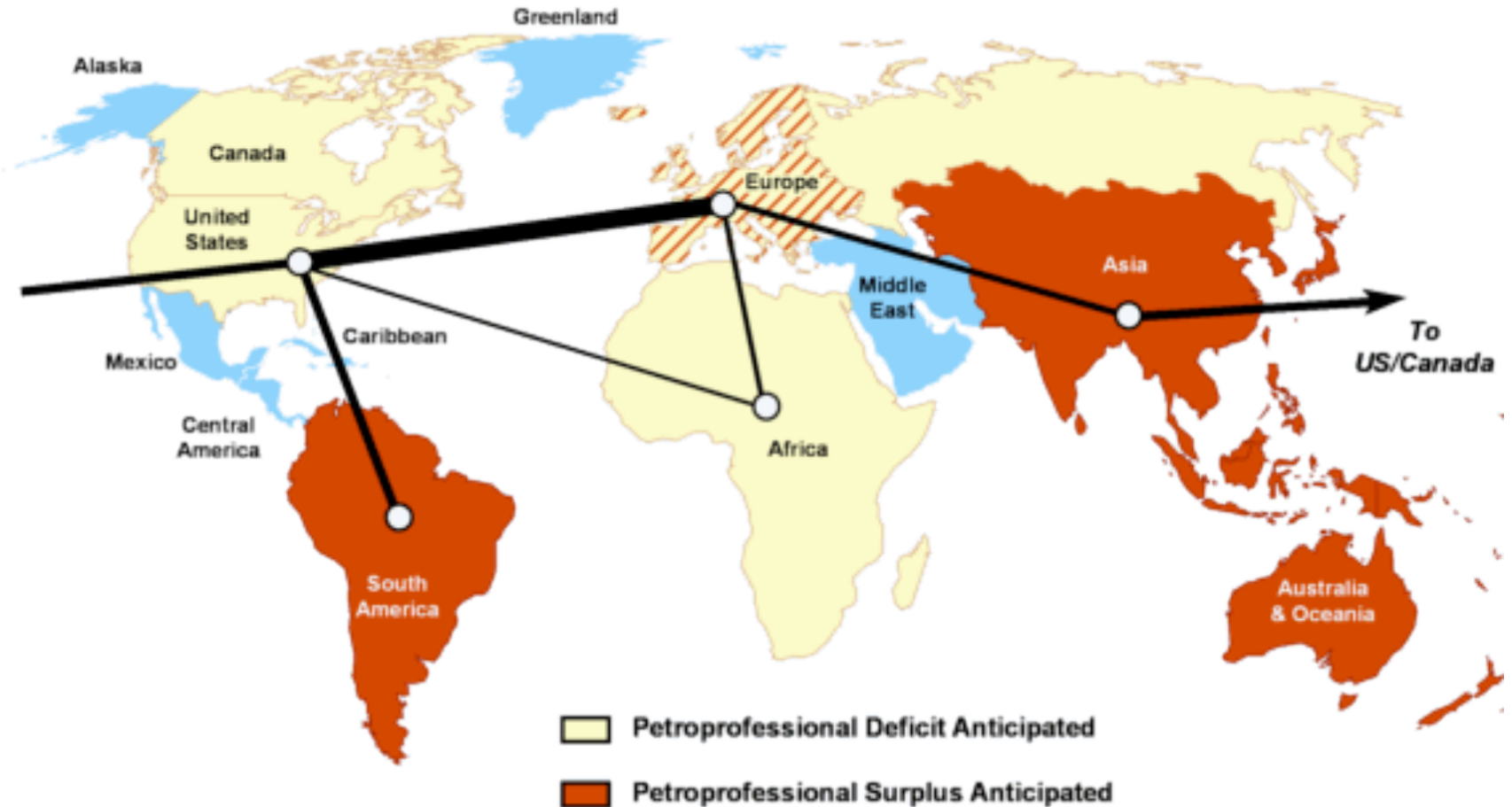
Source: AGI

Age Distribution Registered Petroleum Engineers



Source: SPE, Cambridge Research Associates.
* Figures rebased to 100 percent after removing existing retiree numbers.
80118-1

Global Petroprofessional Balances Communication Bandwidth



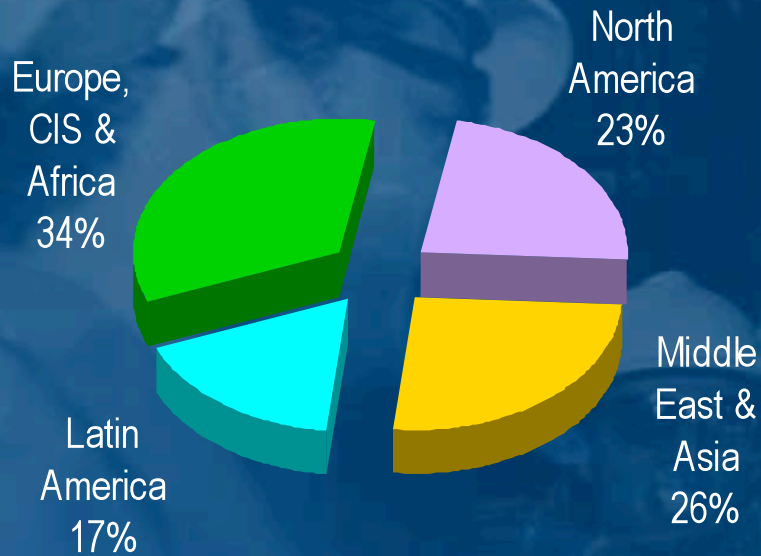
Source: Cambridge Energy Research Associates.
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SCHLUMBERGER

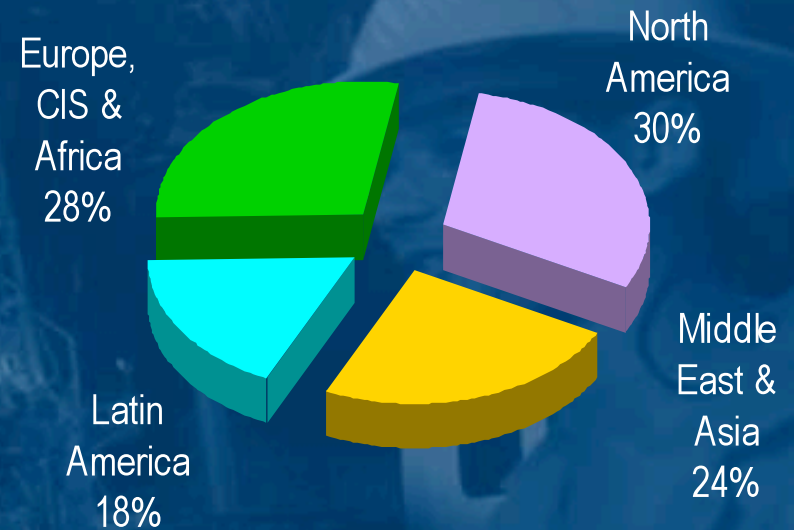
Global Reach and Culture



Nationality



Revenue



Workforce of the Future

The Four Rs



RECRUIT

Find, engage,
and hire new
employees



RETAIN

Keep key staff



RE-EQUIP

Empowering
less experienced
employees



REDISTRIBUTE

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

