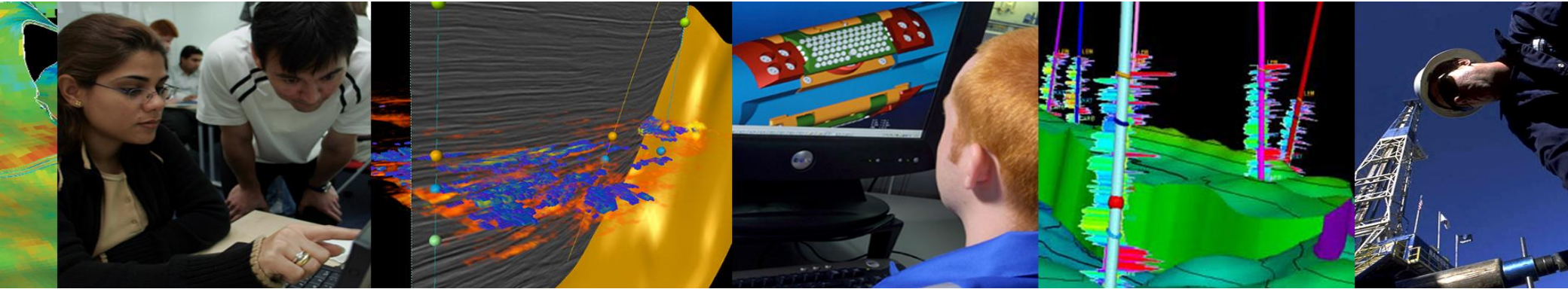


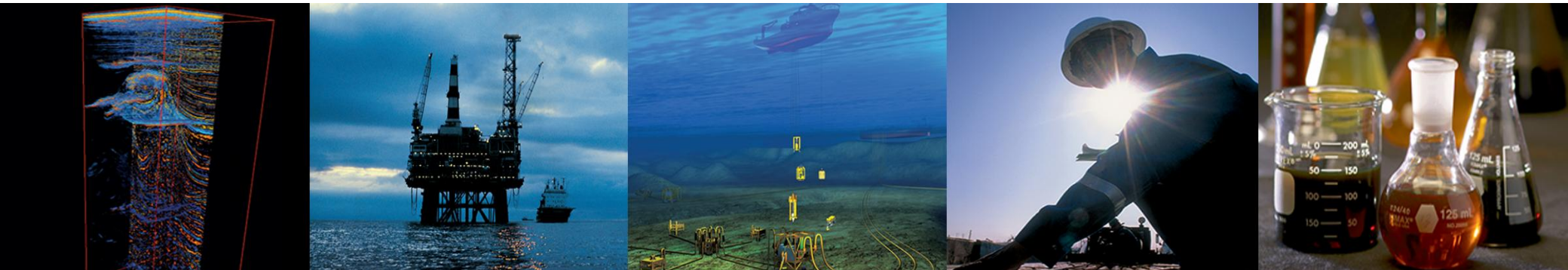
Tackling the HR crunch in the O&G industry – Root Causes and Nature of Problems



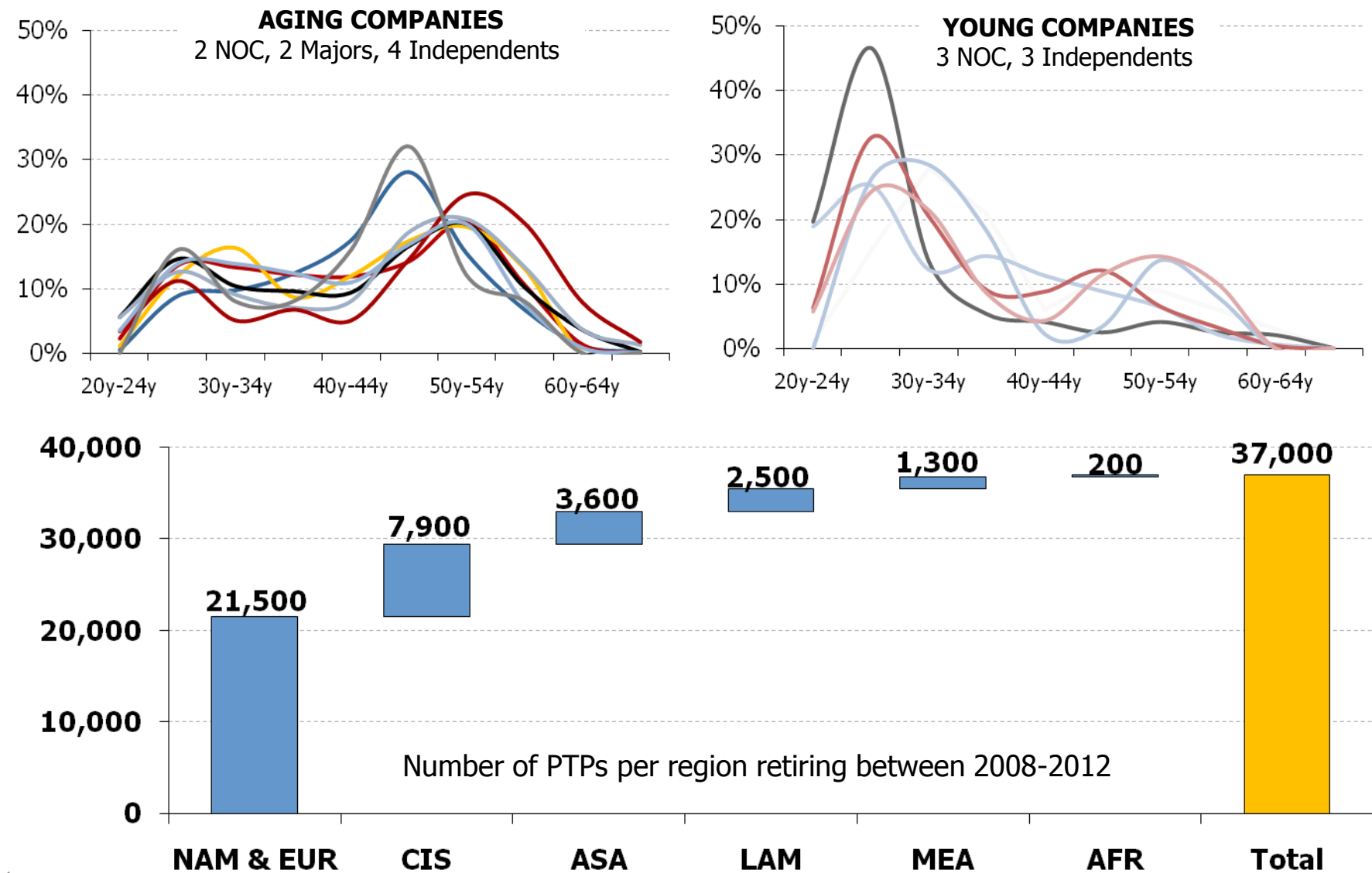
Fabrice Bouchaud

Schlumberger

Doha – April 2009

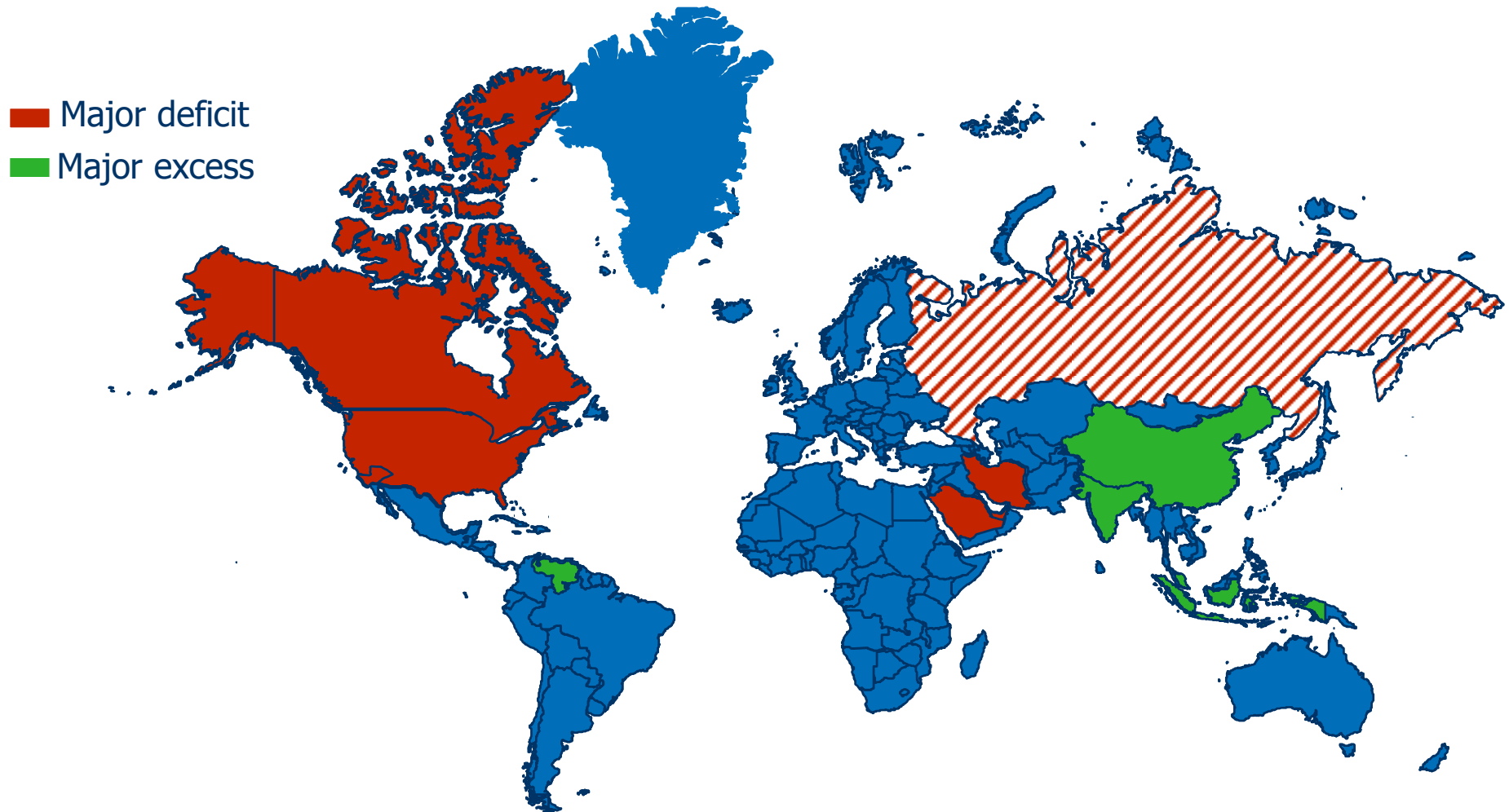


Despite ST balance, the talent gap is still expected to widen...



Many key countries show a deficit

Excess & Deficit of PetroTechnical Graduates



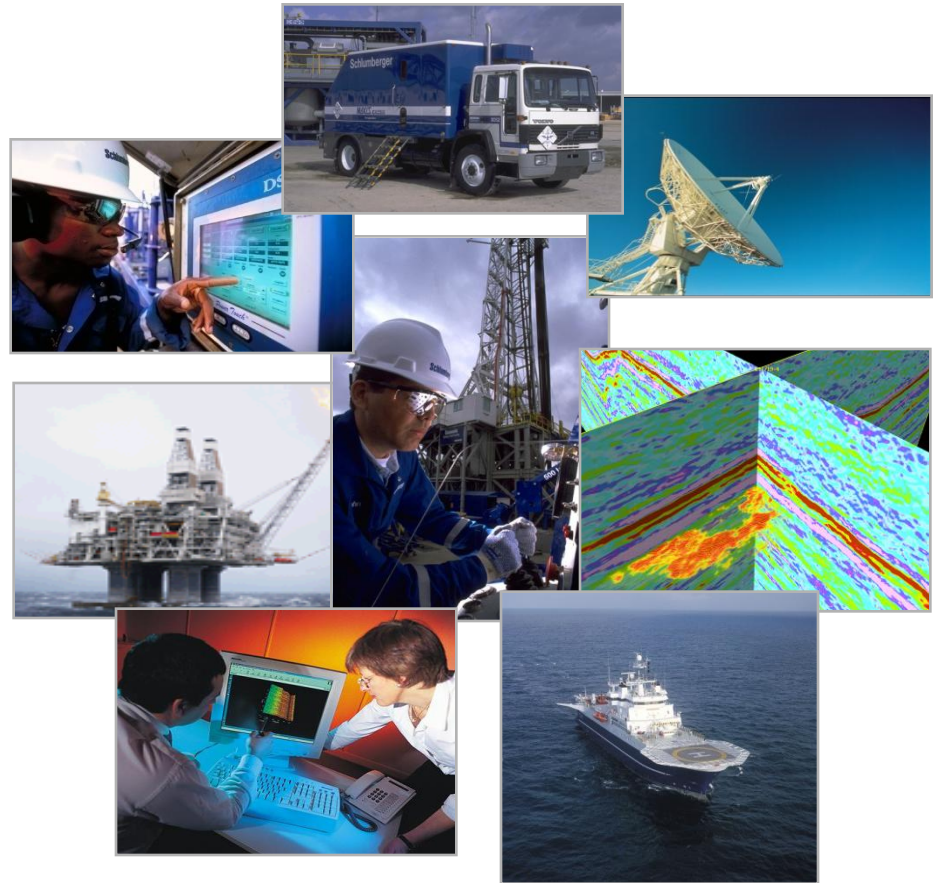
Source: SBC analysis of graduation data from 115 universities worldwide, SPE/AAPG demographic data and companies demand data

SBC: Schlumberger Business Consulting

Adjusting to the Economic Downturn

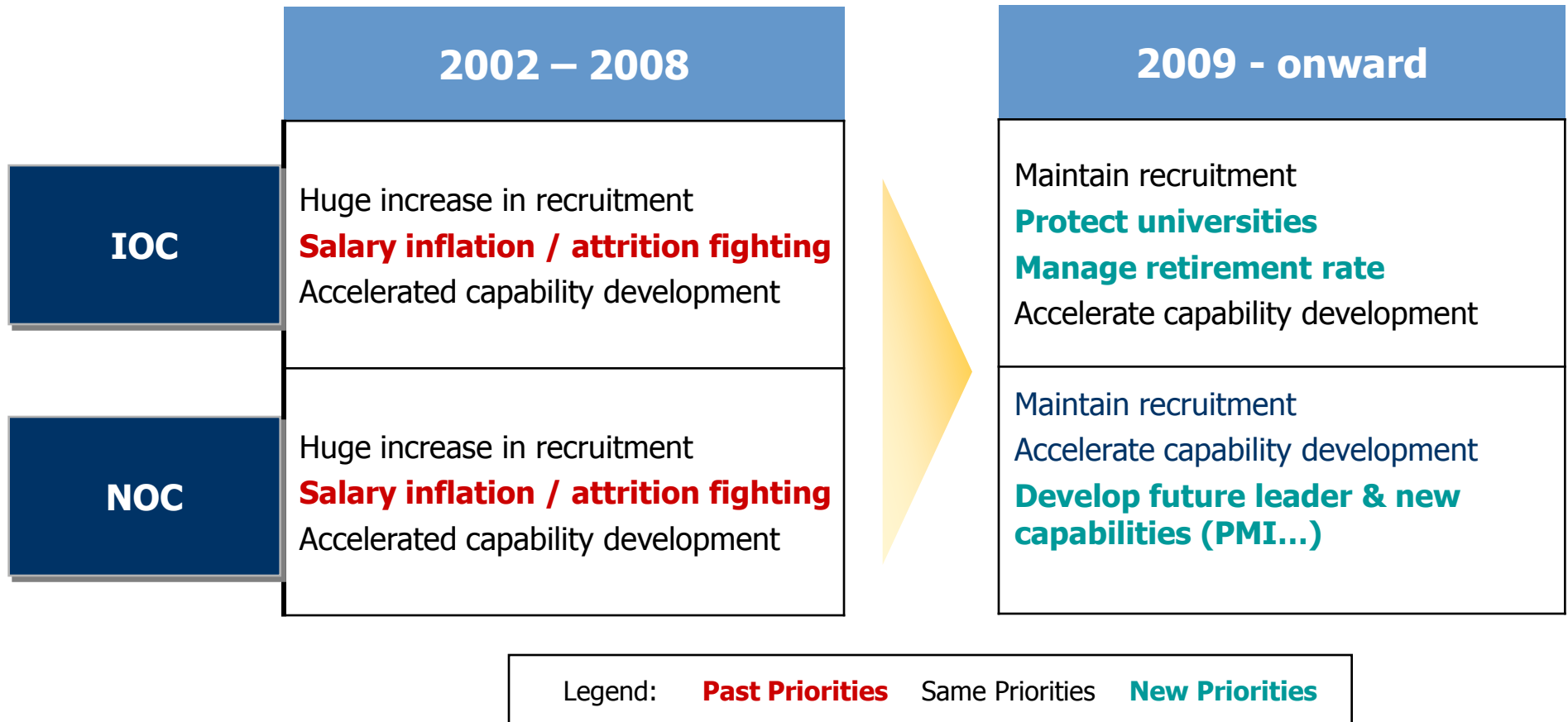
Protecting the investment in people

- Maintain minimal level of recruiting
- Protect key pools of expertise,
- Experienced personnel retirement actively managed
- Shield younger population
- Focus on diversity



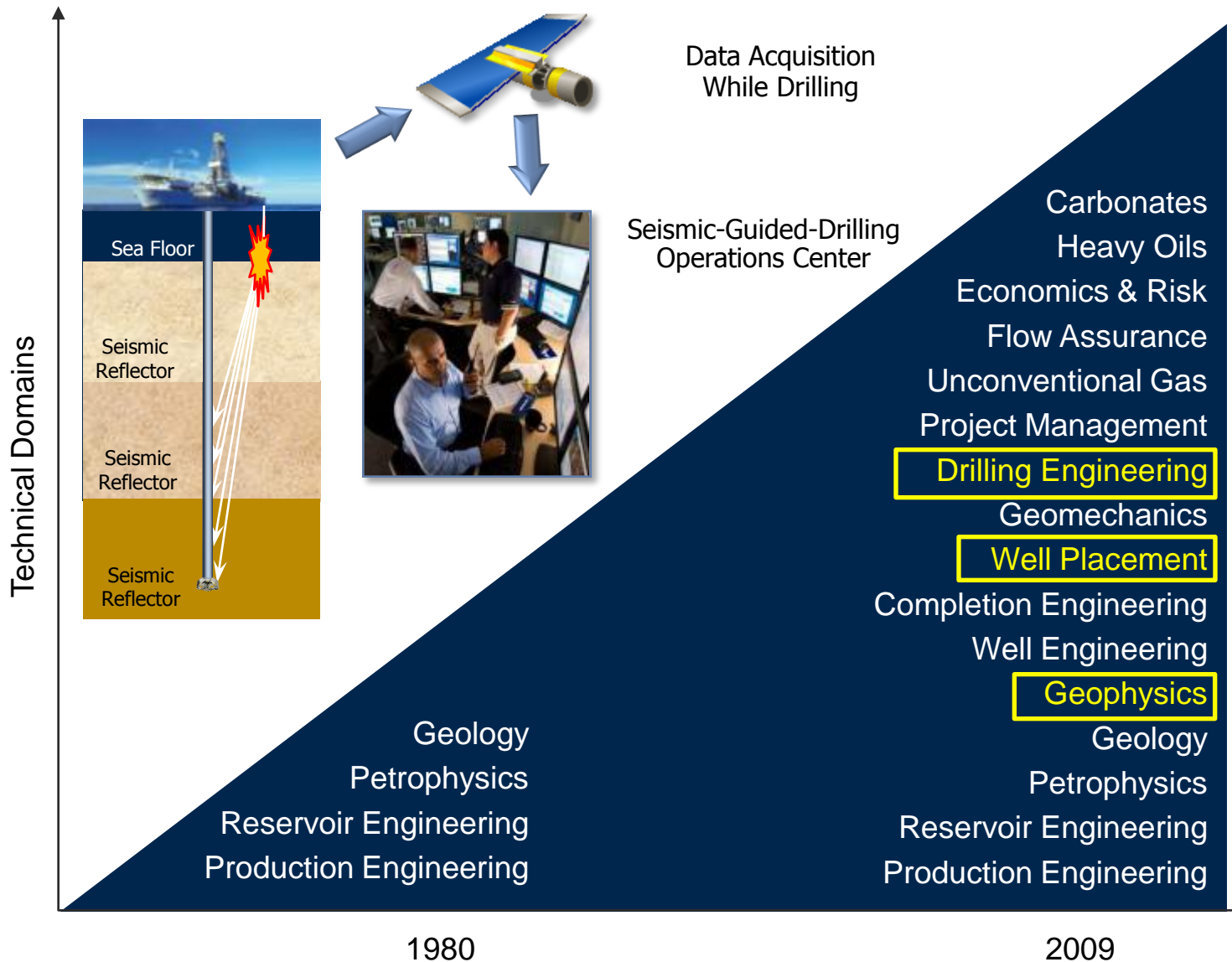
Maintaining recruitment and developing capabilities should continue as the main HR focuses

Desirable changes in HR Strategies



Source: SBC analysis

Technology Integration: Seismic Guided Drilling



Developing Multi-Dimensional Skills

Requirements

- Competency management systems
- Technical ladder
- Dynamic career management

Opportunities:

- Careers are guaranteed to be exciting, challenging and rewarding
- This trend should make the industry even more attractive in future



Conclusion

What can Governments do?

Supporting education & training

- Focus on appropriate tertiary education, including technician, undergraduate and graduate studies
- Support & foster collaborative projects addressing quantity & quality of the talent pool

Easing mobility constraints

- Work permits & visas
- Dual careers
- Nationalization and internationalization