Surviving the Skills Shortage

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Industry Challenges

In 2005, Schlumberger Business Consulting completed the first survey to quantify the so-called "Big Crew Change". The study revealed there were in fact enough petrotechnical graduates in the world, but that many needed to be relocated to areas of high demand.

In 2006, the updated benchmark study revealed companies have significantly increased their graduate recruitment targets. The workload capacity of mid-careers remains an ongoing issue as older experienced professionals retire.

The dual effect of a large pool of experienced people at the end of their careers and considerably fewer young & mid-careers is threatening to become a constraint to growth.

Increased productivity drivers

Organization, technology and process changes have a major impact on the productivity of sub-surface teams and can impact the experience profile of the example company. A productivity increase of mid-careers of 50% is achievable and will top up most of the mid-career gap.

Conclusions

Companies hold all the levers to overcome the people shortage. Most companies have ramped up their recruitment this year.