

DO YOUNG PROFESSIONALS WANT TO WORK IN THE ENERGY INDUSTRY?

**Scott Rosie, Victoria Allan and
Craig MacBeath**

**P&J Live, Aberdeen
2nd November 2022**





Who are we?

**Why did we
choose to
work in the
industry?**

**What are we
here to
discuss?**

INTRODUCTION

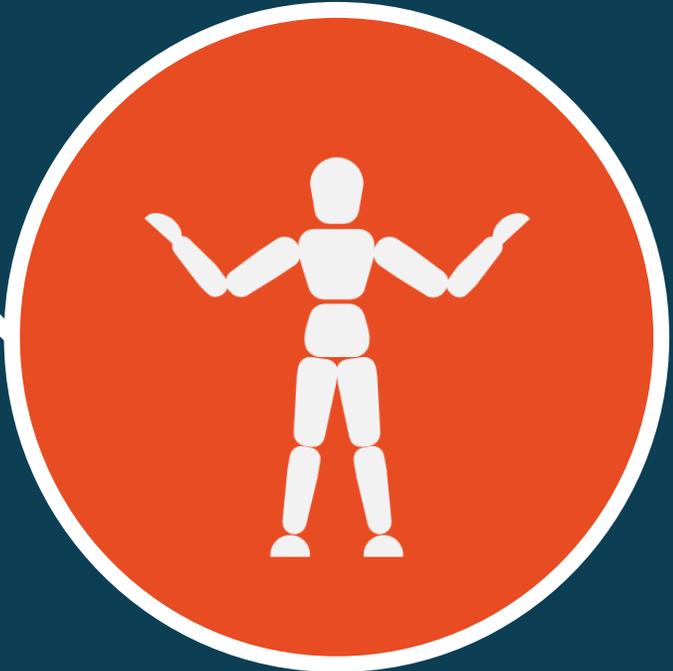
OUR EXPERIENCE



SURVEY RESULTS



IMPORTANCE



WHAT CAN WE DO



OUR EXPERIENCE



OUR EXPERIENCE

LEARNINGS

Safety
does come
first

Always ask
questions

Use
Mentors to
Support

Everyone
is there to
support
you

Seize every
opportunity



OUR EXPERIENCE

CHALLENGES

COVID

Settling in offshore

Wider Business Influence

Not always feeling supported

Initially approaching new tasks



SURVEY RESULTS



SURVEY RESULTS

**How satisfied
are you to be
working in the
energy
industry?**



89% said they were 'very satisfied' or 'satisfied'



11% said were 'neutral'



SURVEY RESULTS

**Are you
excited about
your future
career in the
energy
industry?**



**77% feel positive about the
future**



**14% were looking to leave
their current role, but want to
stay within the industry**



SURVEY RESULTS

How attractive do you think the energy industry currently is to new workers?



53% thought it was 'attractive' or 'very attractive'



32% had a 'neutral' opinion



16% thought it was 'unattractive'



SURVEY RESULTS

Do you feel there are other industries where your skills and knowledge would be recognised more?



51% agreed



49% disagreed



SURVEY RESULTS

Have you considered leaving the industry because you felt your position was unsafe?



47% said they had considered leaving



53% said they had never considered leaving



SURVEY RESULTS

Do you think the media's portrayal of the energy industry has a negative impact on retaining or attracting talent?



90% thought it had a negative impact



2% were unsure



8% thought it didn't matter



SURVEY RESULTS

Do you think the general historical timeline of the energy industry has a negative impact on retaining or attracting talent?



68% thought it had a negative impact



14% were unsure or had a different opinion



18% thought it didn't matter



SURVEY RESULTS



Respondents are satisfied and looking forward to the future



Around half have had thoughts of leaving or feel they would be better suited elsewhere



Hesitancy around the attractiveness to new workers



External factors have a negative effect



SURVEY RESULTS

29% joined because a family member or friend already worked in the industry

39% joined the industry after hearing about opportunities during education

ATTRACTING NEW WORKERS

63% think visits to education establishments is the best way to attract young talent

26% think showcasing sustainable and environmental policies alongside opportunities is the best way to attract young talent

87% either currently do or would like to promote the industry to potential new workers



SURVEY RESULTS

ATTRACTING NEW WORKERS

“The oil & gas, or fossil fuel, industry has started to become a bit of a dirty word - it is important to educate the public on the need for energy as a whole and the fact that, currently, fossil fuels finance the development of renewables! Without the investment available from oil & gas producers (e.g. BP, Equinor) the renewables sector would not be as far progressed.”

“Operators need to continuously fund graduates and trainees through a regulated fund. This would prevent significant gaps in recruitment and resourcing volatility leading to a skills gap and loss of momentum in attracting new recruits.”



SURVEY RESULTS

Of those who recently moved, 81% left for better opportunities or benefits

“Salary is the biggest factor”

“The industry demands sacrifice of personal life to a certain extent and the only reason people move on is when people are not compensated financially to make that loss of personal time palatable”

RETAINING WORKERS

“Major problems in my opinion are: pay not increasing proportionally. Lack of work funded activities. Just work work work work”

“Projects are interesting scopes but always tight budgets/schedules which restricts creativeness and enjoyment.”



SURVEY RESULTS

42% felt clearer support from the government to guarantee a future in energy transition would help



RETAINING WORKERS

36.8% said being exposed to different roles or experiences

21.1% wanted better communication about progression

15.8% wanted more input to their career path

75% have a mentor or want one



IMPORTANCE



IMPORTANCE

YOUNG PROFESSIONALS

Be
confident

Become a
STEM
Ambassador

Leverage
your
strengths

Embrace
Social media
as a
development
tool

Find a
Mentor



IMPORTANCE

EMPLOYERS

Structured Graduate Training

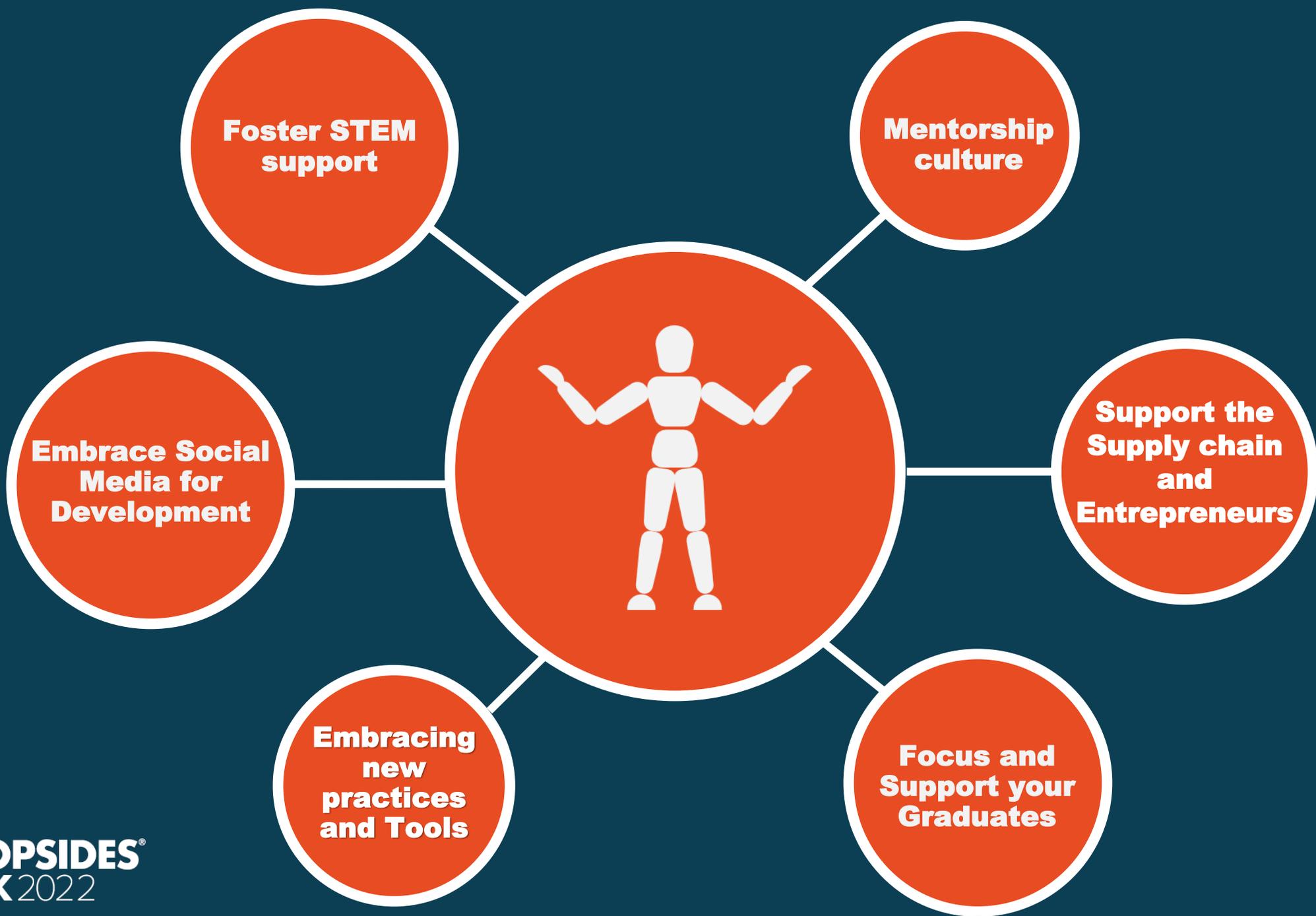
Apprentice Mapping and Progression

Engaging the Education Sector

Mentoring to support business and Staff

Embracing new working practices

Support the Supply chain



THANK YOU FOR LISTENING

