

## The human resources challenge in the petroleum industry and IFP's contribution

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*IPTC Conference  
7-9 December 2009, Doha, Qatar*



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## The human resources challenge in the petroleum industry

- Cyclical industry = boom and bust cycle
- Market failures
- Bad image, mostly in developed countries
- Issue of pyramid of age
- Lead times to build critical competencies

### QUESTION :

Have we learnt from the past and can we avoid the same mistakes?



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## The image issue

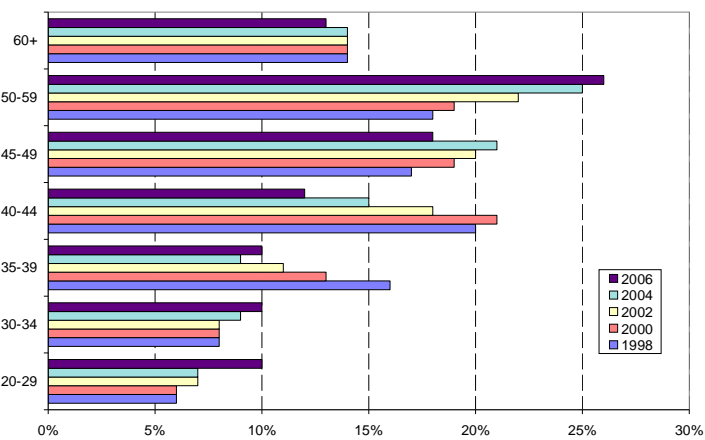
Strengths and weaknesses of our industry  
as seen by IFP School's applicants

<p><b>+</b></p> <p>Interesting careers International Teamwork, projects Variety of responsibilities Technological content On the field Salaries</p>	<p><b>-</b></p> <p>Pollution, environment Corruption, ethical issues Work conditions</p>
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## Pyramid of age of SPE members

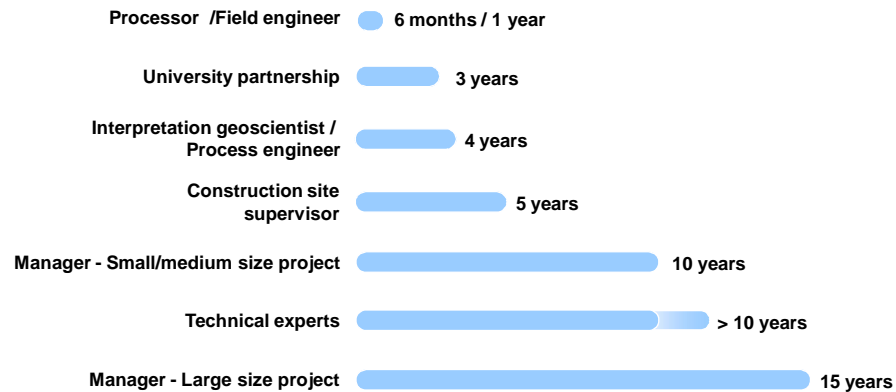


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## Lead times to build critical competencies

### Competencies



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## The human resources challenge in the petroleum industry

- Main conclusions from the IEF Symposium – April 2009, Doha "Tackling the human resources crunch in the petroleum industry"
  - Lots of initiatives (IOC's, NOC's, Service Cies, Professional organizations, Academia, ...)
  - The downturn presents a big risk
  - Human resources must remain on top of the agenda
  - Sustainability and image issues are of primary importance:
    - be part of the solution and not only of the problem
    - highlight concern for the environment and social responsibility
    - think out of the box
    - our young professionals are our best ambassadors

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## The human resources challenge in the petroleum industry – What to do?

- **For the industry**
  - Do not repeat the mistakes of the past
  - Make tough choices and keep the petrotechnical professionals
  - Recruit locally in oil and gas rich countries - "go east and south"
  - Protect universities, cooperate with them
- **For universities**
  - Offer attractive and energy related programs
  - Attract students from all over the world
  - Cooperate with industry
  - Partner with universities in producing states
- **For governments**
  - Invest in education and R&D
  - Stimulate cooperation between private and public interests
  - Ease mobility constraints
  - Do not leave everything to market forces

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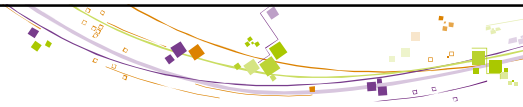
## IFP's contribution to the HR challenge

- **IFP SCHOOL**
  - graduate school covering all petroleum disciplines
  - 600 new graduates/year from 50 countries
  - over 50 companies are sponsoring students
  - policy of offshore master programs
    - Algeria, Angola, Middle East, Malaysia, Nigeria, Russia, Venezuela
  - project in Qatar
- **IFP TRAINING**
  - subsidiary in charge of continuing education
  - 14 000 professionals/year from 70 countries
  - 1000 courses/year (from 1 day to 1 year)
  - 800 client companies

More than 120 full time professors and 500 industry experts

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