

Serious Skills Shortages in the Oil and Gas Industry

By Occupation



Technical

Engineers

Chemical, Electrical Power, Drilling, Operations, Petroleum, Reservoir, Production, Mechanical, Pipeline, Structure--*Especially those with practice expertise, report-writing and consultancy skills.*

General Technical

Alternative/Renewable Energies, Fire Safety, Drilling and Well-site Supervisors, IT, "hands on" Skills, Pressure Vessel Designers, Metallurgists, Industrial Energy Efficiency –*Especially problem-solving and research and development (R&D) skills.*

Scientific

Geologists/geophysicists, microbiologists, chemists.

Leadership

People that can "lead, not follow", ability to work individually and head up a team, industry engagement in key initiatives, ability to develop technologists as leaders, greater all-round rather than specific skills, understanding the interactions across a business, engineering plus MBA degree, project managers, more positive "can do" attitude, self-confident and able to work with all levels.

Management

Project Management

Experienced Project Managers for large and small scale projects, risk management, technical management skills, additional practical as opposed to theoretical skills, Contract skills, MBAs, enhanced industry awareness of grass roots problems, and experienced engineers with additional management skills, integration work in a global environment.

People Skills

Line management skills, “managing managers”, and department managers. A common theme here was that these management skills in short supply were often best resourced internally.

Financial/commercial/busines

Energy training, international finance, overseas finance management, economists, reporting skills.

Marketing

Sales and marketing managers, selling the “added value” of the company, marketing profile skills, closing sales, understanding of world markets, dealing with clients, marketing of technical skills, managers with wider experience of commercial technology, commercial skills to develop new markets.

Source:

Energy Institute, Deloitte and Norman Broadbent: Skills needs in the energy industry: A report on the initial findings of three surveys