

Engineering Professors Congress
Heriot-Watt University – 22nd April, 2008

Recruitment and Employability







THE WORLD'S ENERGY CHALLENGE

Improved access to modern energy for the world



Growing demand for energy to be met by fossil fuels in the short term

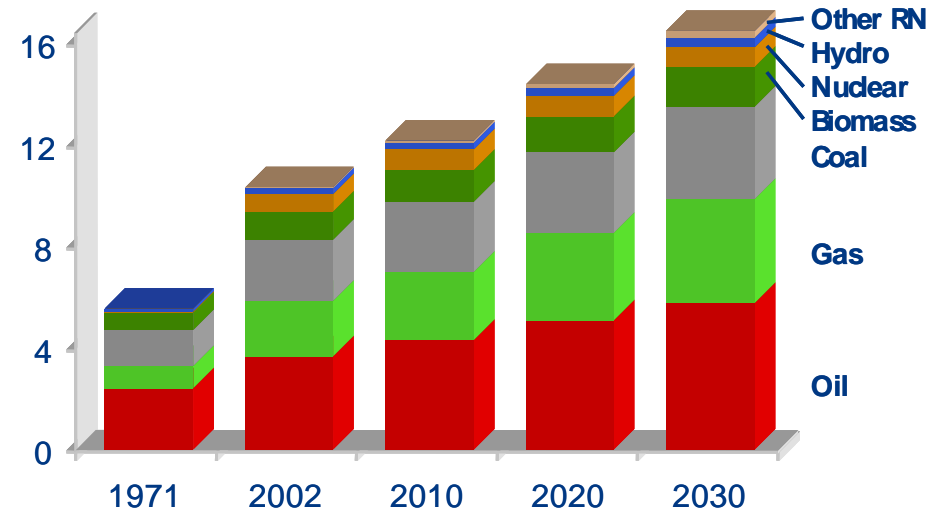


Low-carbon energies sustainable carbon sequestration options



World Energy Demand Growth

Billion tonnes oil equivalent



Source: IEA



What are we doing about people ??



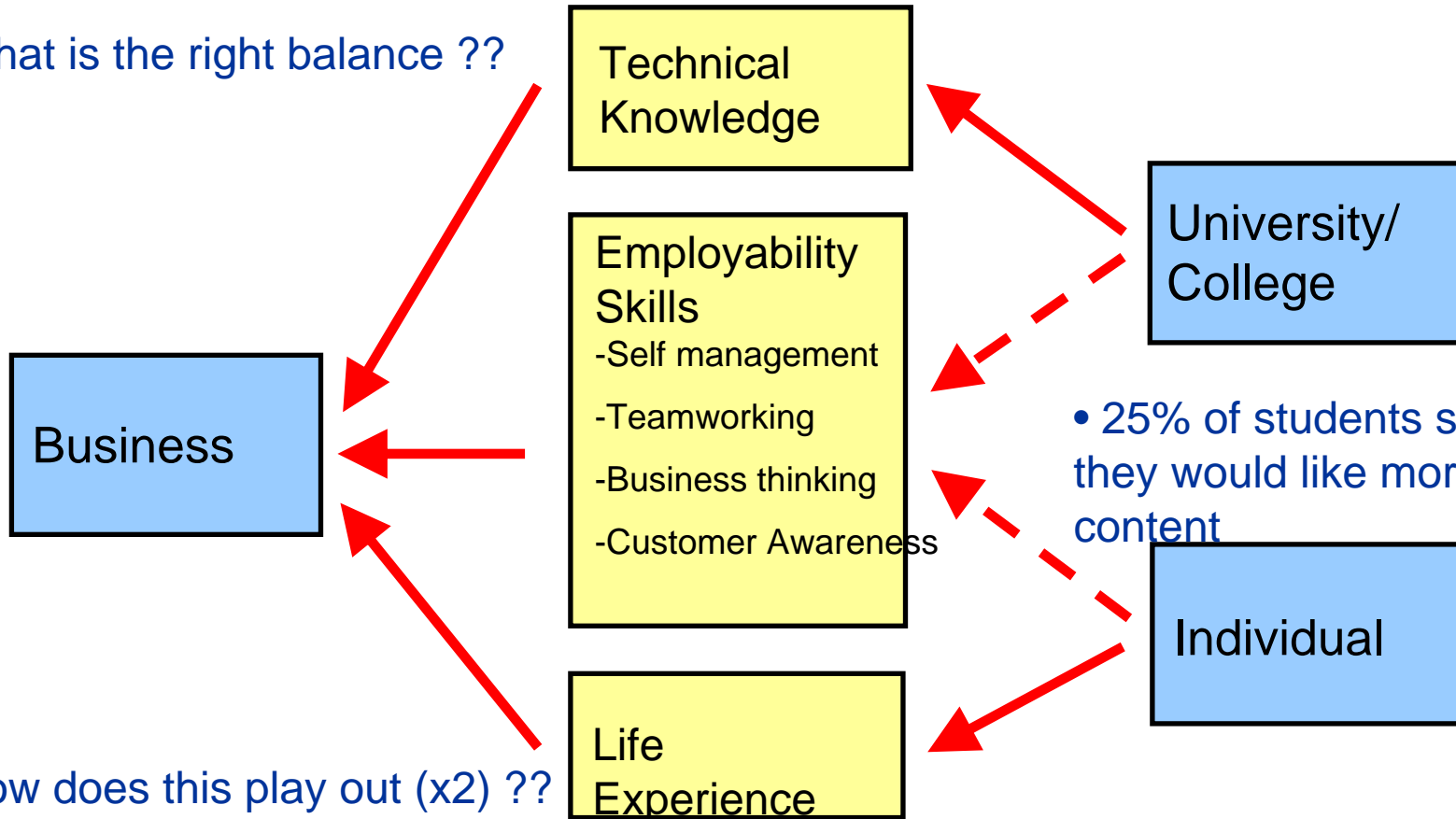
- The AGR expect recruiting challenges in the near term
 - Lack of the right skills
 - Student perceptions of industry....
 - Lack of understanding as to what an engineer actually does (2 way problem)
 - Engineering not perceived as being a key to solving world issues
 - Potentially a boom and bust world (E&P in particular)
 - Traditional and staid versus groundbreaking and new (IT)
- In this cycle we are looking to retain or raise existing recruitment levels
 - Previous short term thinking played out badly
 - The BIG crew change is coming



Employability



- What is the right balance ??



- 25% of students state that they would like more ES content

- How does this play out (x2) ??



Shell's Perspective



- We aim to engage where we can through programs like Shell Step, summer placements, internships, course work, provision of case studies
- We are a company that has no minimum degree requirement
- We have moved back to a hiring policy that explicitly includes lower qualifications (techs)
- Recruitment is centred around the C. A. R. T model (50-75% on softer skills)
- On the technical side we need only to know that a student has the ability to learn
- Technical training is carried out through the S. O. U. and coaching/mentoring programs



