

# A Talent Crisis Looms in the Oil and Gas Industry

Rising global demand and skyrocketing oil prices are encouraging oil companies to invest in both conventional oil exploration and unconventional oil projects. However, a diminishing pool of new and experienced talent together with an ageing workforce may be hindering its growth. According to Ernst & Young, post-tax profits for leading oil and gas companies rose by 29% last year to US\$319.9 billion (RM990.7 billion) from 2010, yet industry experts feel something has to be done quickly as the oil and gas industry was an old industry with many veterans. Otherwise, the world's most lucrative industry may be in a talent crisis. According to Nordgaard, Beyond Petroleum Programme Director, who also holds degrees in petroleum technology, civil engineering and construction engineering, the oil and gas companies should invest in petroleum universities to create a bigger talent pool. China is now producing 100,000 energy graduates a year. In Russia, the Moscow Institute of the Petrochemical and Gas Industry alone has a student enrolment of 8,000 and is adding 1,500 more each year. There are growing pressures from the governments of many countries for international oil companies to play a more active role in expanding training opportunities.

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