



# The Future Energy Leader A Millennial Dilemma

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the  
human   
energy  
company™

# Agenda

Context: What is the problem?

Recruitment strategies targeting a younger workforce

Systemic change

Something a little different

Conclusion - Q&A

# What is the problem?

Is what we all feel in our gut *actually* true?



## What are the kids saying?

39% of Gen Z Australian respondents\* consider a career in oil and gas to be ‘very unappealing’



Two out of three teenagers believe the oil and gas industry causes more problems than it solves

## So what?

Oil and gas majors tend to be highly selective in choosing their candidates (top students from top tier universities)

Jobs offered to grads can often be in remote locations with a focus on long term career benefits of “doing the hard yards early”



\*Respondents to the Community Sentiment Research Summary, prepared for the Australian Petroleum Production and Exploration Association (APPEA), June 2021



# Recruitment strategies targeting a younger workforce

## What is currently working?

### What do young candidates want?

1. Opportunity for career progression
2. Quality of the training and development program
3. Reputation of the employer



### How can we deliver?

1. Highlight early career progress stories as part of your recruitment campaign
2. Right-size the training and development program – focus on on-the-job training and competencies
3. Consider reputational consequences of your company specifically through a youth lens

# Systemic Change

What can we do as a collective?

## Australia's Unfolding Geoscience Malady

*Brutal university cuts are putting at risk an industry crucial to addressing climate change Down Under and around the world. Saving geoscience will require a community reckoning.*

## Australian students strike against government funding for gas industry

*Australia's conservative government has promoted gas to help fuel the economy's recovery from the COVID-19 recession*

SCIENCE

**Big oil all talk, no action on climate change? Researchers say they've got the proof**





# Systemic Change

## What can we do as a collective?



**“Without the industry’s input, these technologies may simply not achieve the scale needed for them to move the dial on emissions.”**

**Dr. Fatih Birol, IEA Executive Director**

CO<sub>2</sub> Long Term Optimisation Project: Same skills – different impact

For CCUS, three-quarters of the CO<sub>2</sub> captured today in large-scale facilities is from oil and gas operations, and the industry accounts for more than one-third of overall spending on CCUS projects. If the industry can partner with governments and other stakeholders to create viable business models for large-scale investment, this could provide a major boost to deployment.



# Chevron Australia attraction and recruitment

We are investing in the next generation of problem solvers, equipping them to solve today's biggest challenges and anticipate those on the horizon.

Our graduate and vacation internship programs provide valuable career opportunities within the energy industry and insight into the culture of our company.

We engage students with interactive events:

- Chevron's Powering Careers in Energy (PCiE) LNG exploration day
- 2021 Resources Technology Showcase
- Chevron Hackathons (pictured)



# Out of the box thinking: Chevron Australia case study

Younger people are primarily driven by one thing: **PURPOSE**

## Approach

We took 3 graduate engineers and rotated them through a multi-disciplinary project that aimed to reduce the number of normally operating gas turbine generators at the Wheatstone LNG facility.



## Project

Project resulted in reduced gas consumption and total reduced emissions of 15,000 tonnes of CO<sub>2</sub> equivalent.



## Result

Graduates felt more aligned with their personal values; they also felt particularly engaged when they saw their work being replicated in other business units – giving them purpose and impact.





# Conclusion

**We must work together as an industry to grow a talent pool and secure a future talent pipeline.**

**Together, we can improve the attraction and retention of the Gen Z cohort (and beyond) to our sector.**

