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# **Personnel Availability (or Lack of it) In the E&C Industries**

**Rice Global E&C Forum Roundtable**

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# The Background

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- Upstream and Downstream
- Add Midstream and Pipelines
- Add Hurricanes
- **HELP!**
  - Can We Get the Job Done?  
**Yes**
  - Will It Be Easy?  
**No**
  - Will We Have to Change?  
**Yes**
  - Will Our Clients Have to Change Their Expectations?  
**Yes**

# How Do We Do It?

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- **Attract More College Graduates**
  - **Candidates Are Available**
  - **Clients Have to be Supportive**
  - **Mentors Have to Mentor**
- **Bring Young Bright People from Other Industries**
  
- **Utilize The World**

# New Entrant Training Program

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- **The Parties recognize the importance of:**
  - **recruiting and training new college graduates and potential employees from other industries (“New Entrants”) to ensure the future availability of a cadre of highly skilled professionals sufficient to meet the needs of the Industry.**
  - **cooperation between Owners and Contractors is essential to ensure that the New Entrants are exposed to challenging projects where they will have opportunities to gain experience and contribute.**
- **Contractors agree to recruit and hire, at their expense, the best available New Entrant candidates for the anticipated work.**
- **Where appropriate and after discussion with the Owner, Contractor may assign such New Entrants to their projects. The actual number to be assigned shall be mutually agreed between the Owner and the Contractor on a case by case basis when the Parties discuss personnel/key personnel for a particular project.**

Engineering Companies		Oil Companies
Alliance Engineering		BHP Billiton Petroleum (Americas) Inc.
AMEC Paragon		Chevron Corporation
EDG Consulting Engineer		ConocoPhillips Company
INTEC Engineering		Kerr-McGee Oil & Gas Corporation
J. Ray McDermott Engineering, LLC		Shell International E&P Inc
Mustang Engineering, L.P.		
Global Project Consultants, Inc.		
Granherne Inc.		
J P Kenny, Inc.		.
Technip Offshore, Inc		

# How Do We Do It?

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- **Attract More College Graduates**
  - Candidates Are Available
  - Clients Have to be Supportive
  - Mentors Have to Mentor
- **Bring Young Bright People from Other Industries**
  - 1970s Experience
  - We Have a Story to Tell
- **Utilize The World**
  - Temporary Sources
  - Utilize “Fulfillment Partners”
    - Common Work Practices
    - Dynamically Linked/Web Enabled Data Basis

# What Do We Need?

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- **Pay Competitive Salaries to Attract and Keep Talent**
  - **Acceptance by Clients**
- **Steady Work Load**
  - **Plan Work with Clients to More Efficiently Utilize Staff**
- **Refrain from Trading Staff Amongst Ourselves**
  - **Clients Need to Understand this Does Not Help Them in the Long Run**
- **Motivate our Best People**
  - **Our Clients Need to Refrain from Hiring from Us the Staff We Need to Do Their Job**

# Bottom Line

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- We Can Do It
- We Will Have to Change
- It May Be Ugly
- We Can't Meet Our Clients Needs Without Their Help!