



“Re-shaping the industry”

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Background

Oil and Gas UK is the leading trade association for the UK offshore oil and gas industry. Its aim is to strengthen the long-term health of the sector by working closely with companies across the industry’s entire supply chain, governments and other stakeholders to address the important issues facing the industry. Although it is now a mature oil and gas province, the UK remains in the top twenty producers in the world.

However, increased activity and global competition has resulted in the industry being faced with the challenge of finding enough skilled personnel - especially in mid-career roles and certain scientific disciplines.

In order to address this we were asked to help design and facilitate the first ever skills summit held by the industry, bringing together companies from across the supply chain. The brief was to design and facilitate a big conversation that would identify and explore initiatives that could help address the skills shortage.

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The approach

Working with skills and employment manager Dr. Alix Thom and Oil and Gas UK CEO Malcolm Webb, we developed a day designed to:

- Test market data on skills shortages and key needs
- Understand the scale of gaps in particular areas (such as subsea and drilling)
- Understand some of the reasons for shortfalls and what needs to be done to address them
- Identify what actions are required to make progress
- Identify what is critical for success.



We created a structure that allowed people to move to different tables throughout the day, maximising networking opportunities and maintaining energy around areas of interest to participants.



Rather than general discussions, the “break out” sessions at tables focused on issues relevant to specific disciplines, and afternoon sessions invited participants to propose solutions. In between keynote presentations provided perspectives and challenges from leading industry players.



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The results

Nearly 100 participants generated ideas around the challenges they had identified. These included attracting more women into the industry, promoting the industry to a wide spectrum of potential recruits outside the industry and other contractual and training issues specific to Oil and Gas UK.

"They helped structure and run a day that represented a milestone in our engagement of the industry around the skills agenda," commented Malcolm Webb, CEO of Oil and Gas UK. "Our members have told us that they want more sessions like these and the proposals generated from this first session will form part of the Oil & Gas UK skills programme for our industry and the Government."



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The Big Conversation Company Ltd
Riverside House
River Lawn Road
Tonbridge
Kent, TN9 1EP

info@bigconversationcompany.com

T: + 44 (0) 1732 783 524

M: + 44 (0) 7860 196 343

F: + 44 (0) 1732 36 26 26