

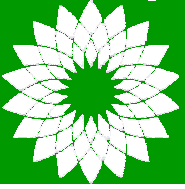
***Building the Pipeline of the Future:
Attract, Develop & Retain Staff***

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**Recruiting Manager – BP US Pipelines &
Logistics**

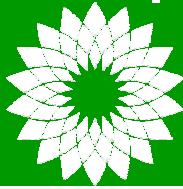
API 2008 Pipelines Conference

April 8, 2008



Overview

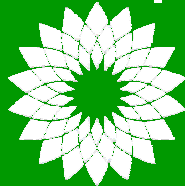
- ❑ Challenges facing our industry
- ❑ Available Talent Pool Today
- ❑ Recruiting & Attracting Generation Y
- ❑ Major Factors in Retention Strategies
- ❑ Managing Generation Y
- ❑ Your Next Steps



Challenges Facing Our Industry

- ❑ Oil & Gas industry faces loss of more than 50% or more of its most experienced workforce in the next 10 years
- ❑ Oil & Gas industry is considered a mature industry
- ❑ Recent report predicts that more than 50% of today's engineers (average age 51) will retire by 2015*
- ❑ Competition for talent is fierce within our industry especially with E&P and Refining for engineering talent
- ❑ Emerging industries demand for the same talent – power and nuclear plants.
- ❑ More retirees returning as consultants due to 'knowledge gap'

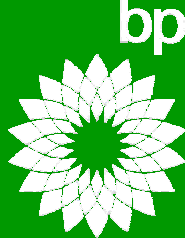
* Cambridge Energy Research Associates



Available Talent Pool

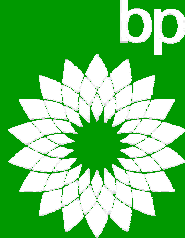
Generation Type	Motivators/Critical Factors
<ul style="list-style-type: none"> ❑ Baby Boomers (1941-1960) pop. 82 million ❑ Generation X (1961-1980) pop. 44 million ❑ Generation Y (1981-2000) pop. 70 million 	<ul style="list-style-type: none"> ❑ Live to work. ❑ Work to Live ❑ Live then Work
Target Generations to Recruit & Retain	
<ul style="list-style-type: none"> ❑ <u>Generation Y (Millennials) (26% of our population)</u> ➤ Most ethnically diverse generation ever ➤ Three out four have working mothers ➤ 40% have part time jobs ➤ 75% have a computer at home ➤ More socially conscious & brand conscious 	<ul style="list-style-type: none"> ❑ Team oriented ❑ Confident ❑ Technologically Savvy ❑ High levels of sociability, morality and public duty ❑ Flexibility ❑ Entrepreneurial spirit
<ul style="list-style-type: none"> ❑ <u>Baby Boomers near retirement or Retirees</u> ➤ Every 7 seconds a boomer turns 60 ➤ Most boomers don't view retirement as work stoppage ➤ 70 is average age most plan to stop working 	<ul style="list-style-type: none"> ❑ Loyal ❑ Financial security ❑ Benefits ❑ Stable organization

Recruiting & Attracting Millennials (Gen Y)

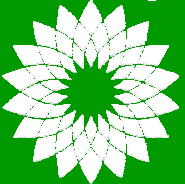


- Invest or revitalize your college recruiting program to be competitive
- Use technology –career site, on campus & follow-up
- Create a graduate training program that allows variety, learning opportunities, advancement and competitive compensation
- Collaborate with your community & schools to develop vocational programs if you have a talent shortage (Process Technology)
- Be creative!

Major Factors in Retention Strategies

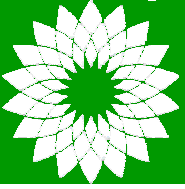


- ❑ Work - Life Balance
 - ✓ Flexible work schedules, time off (without pay)
 - ✓ Retirees-job sharing, phased retirement, projects
- ❑ Workplace Culture
 - ✓ Diverse workforce, collaborative, relationship
- ❑ Variety in job role
 - ✓ Variety, opportunity for advancement, change
- ❑ Management Style
 - ✓ Team oriented, participative, inclusive, honest
- ❑ Training Programs
 - ✓ Develop career paths with continual developmental training



Managing Millennials

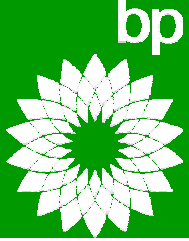
- ❑ Provide Mentoring
 - ✓ Expect questions - this is the “Why” generation
 - ✓ Make encounters a learning opportunity
- ❑ Accept Technology
 - ✓ Understand how they acquire & filter information
 - ✓ Communicate often especially expectations
- ❑ Relinquish the Control
 - ✓ Allow them to solve problems
 - ✓ Provide a learning environment
 - ✓ Understand they recognize authority but respect credibility



Next Steps

- ❑ Assess your current workforce demographics
- ❑ Determine your knowledge gaps and how you will address them
- ❑ Establish what talent you need & where can you find them
- ❑ Develop a recruiting and retention strategy that targets the talent you want to attract
- ❑ Train your hiring managers on managing a multigenerational workforce
- ❑ Execute the strategies

Questions?



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Thank you!