INTRODUCTION

- Opening Comments

- Scope of Topic
  - Engineering / Project Management

REVIEW

- Hot Market: Energy Demand
  - delayed projects finally hitting…..all at once
  - mega projects
  - international projects
  - remote areas
  - complex

- Resource Issue
  - aging work force
  - attracting, recruiting, retention challenges

Perfect

Storm

COMPARING THE '70'S BOOM vs. NOW

- Not all sectors were as active in the '70's simultaneously

- Not as many mega projects simultaneously in '70's

- Composition of work force (age, experience) was more balanced

- Attracting, recruiting, retention dynamics were different in '70's

FOCUS ON ATTRACTING / RECRUITING / RETENTION

- Attracting Candidates
  - Image Issue
    - The 80's
    - The "Green" Issue
    - Competition
    - International aspect

- Recruiting
  - "What can you do for me?"
  - "Live to work" vs. "Work to live"
  - Mobility issue
  - Competition

- Retention
  - Psychology of "Tenure": Big change
  - Intra industry poaching
  - Inter industry recruiting
  - Intolerance for waiting: no time to "earn spurs"

ACADEMIA / INDUSTRY RELATIONSHIP ?

SOLUTION(S) ?

- Is there a "silver bullet"?

            OR

- Holistic solution?

FOOD FOR THOUGHT

- Retention programs for "gray hairs"
  - mentoring programs
  - accelerated OST

- Recruit for <u>industry</u>

- Earlier targeting of candidates: orientation / education

- Academia / Industry relationship

- Development of indigenous talent for international applications

- Programs to improve retention