

Day 1: Breakout Group

LARGE NON-GOVERNMENT EMPLOYERS

Top workforce challenges

- Retirement
 - Passing on knowledge
- Retaining employees
- Instant gratification
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- Confusion about what the workforce actually is and what expectations are
- Perception that management is better than technician level
- Lifestyle issues
- Symptoms versus causes
- “Selling it right”
 - Making it appealing to students
- Smaller organizations are quicker to adapt and change their workforce; larger organizations have more difficulty
- Misunderstanding about the manufacturing and offshore support services that support the offshore oil and gas industry now (e.g. the Oceaneerings of the world will move on to develop new sources of energy)
 - Perception of defense and oil and gas as “bad”
- Seeing military people coming from “war” (military shift from technicians to fighters) – they are not as useful as military people used to be
- Technology changing faster than workforce can keep up
 - Definition of “work” is changing
 - Technological advancements – rate and impact of change is faster than we can keep up with
- What is the impact of not having a good workforce?
 - Affects people’s lives (healthcare, food, well-being)
 - We don’t have the workforce to transition from what we are currently using to what we will be using in 10-15 years
- How do you retrain people?
 - As technologies become obsolete, how do we take those people and get them up to speed on new technologies?
- Disconnect between educational system and workplace
 - Reality of what the job is going to be
- Economy
- Geographic isolation

For which occupations is it most difficult to hire qualified people?

- Need people who can learn quickly, are adaptable, can evolve
 - How do you qualify and certify people in those skills?
- Offshore technicians (hydraulic and electronic)
- Research to operations (entire scope!)

- Modelers – how are we going to produce “actionable” information and products for stakeholders
- Instructors needed to teach core skills!!!
- Need communication between industry and education so that education knows what it should be teaching!
- Technical competence (don’t care if they’re nice and want to save the world)
 - Top quality, good education is critical at all levels (high schools, community colleges, universities)
- People with some grounding and really thought through what they want to do – committed and really want to be involved with the oceans
- Industry versus government versus academia – some of the work that industry could be doing is being done at a different level by academia
- There is a schizophrenic approach to OOS in this country – who’s doing it, academia, industry, or government?
- People who can work in a global economy
- Communication among science, industry, public – crucial set of skills
- Education has been too narrow – been doing a disservice to students by not teaching them skills that are relevant in the private sector (e.g. graduate education at SIO)

Summary from discussion – themes – symptoms of current workforce

- Quality – concern about quality
- Perspective, world/generational view – research to operations
- Communication – developing this workforce is solving world issues
- Agility associated with business outcome

“Common roots to our problems...”