

Survey Summary Results

Millennials in the Energy Industry: Understanding the Generation Gap



About this survey

Conducted by Houston-based **Subsurface Consultants & Associates, LLC (SCA)**, the survey was open from December 2 – December 31, 2013. Survey responses were collected online through a Survey Monkey web link. The survey was conducted in English. Responses were solicited via email blast, professional societies, and social media. All responses were treated as anonymous.

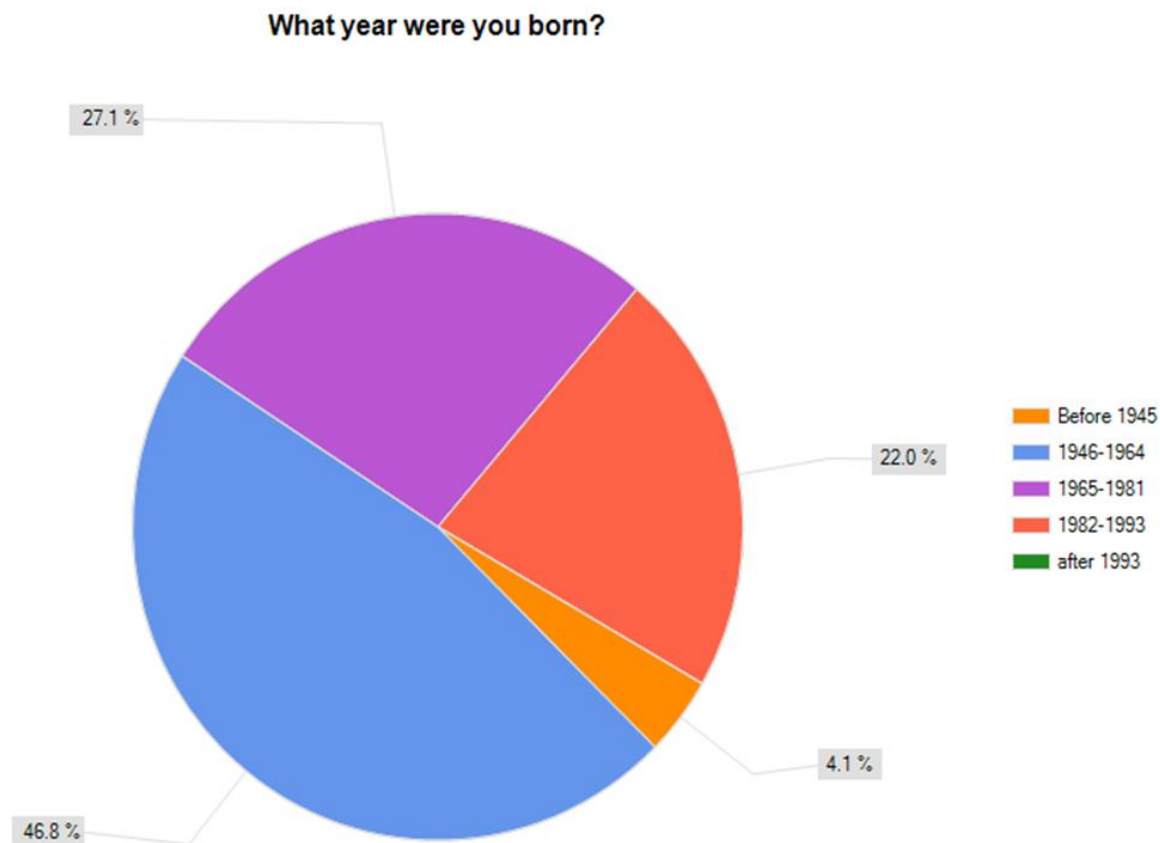
The results presented here represent a brief summary of overall demographics, as well as topics put forth as key to understanding how to successfully develop and retain the new generation of energy professionals. These include access to career development resources, the role and availability of mentors, and career aspirations. We will also share some specific results pertaining to supervisors/managers, as well as a cross-generational ranking of career motivators.

As the final analysis of all data will not be presented until the GEO 2014 Conference this coming March, we will refrain from drawing specific conclusions, especially as related to the technical questions targeted to managers and geoscientists.

When reporting the results, we are defining the Baby Boomer (or “Boomer”) Generation as those born between 1946-1964, Generation X as those born between 1965-1981, and Millennials as those born between 1982-1993.

Who responded?

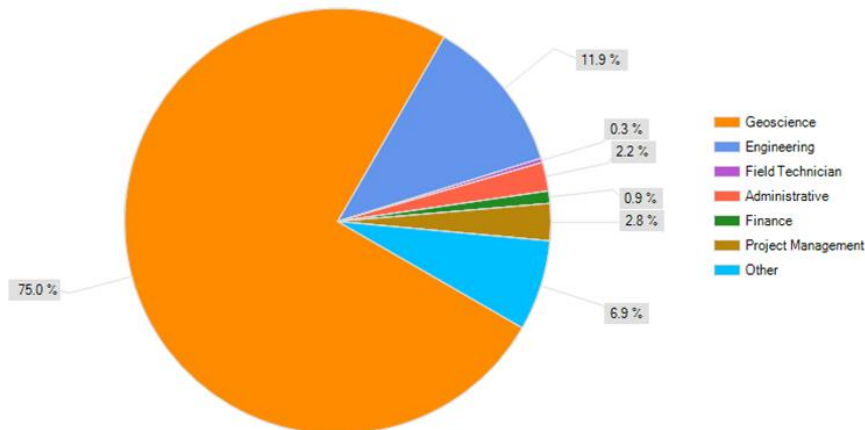
The survey collected 352 total responses. The percentage breakdown by birth year is as follows:



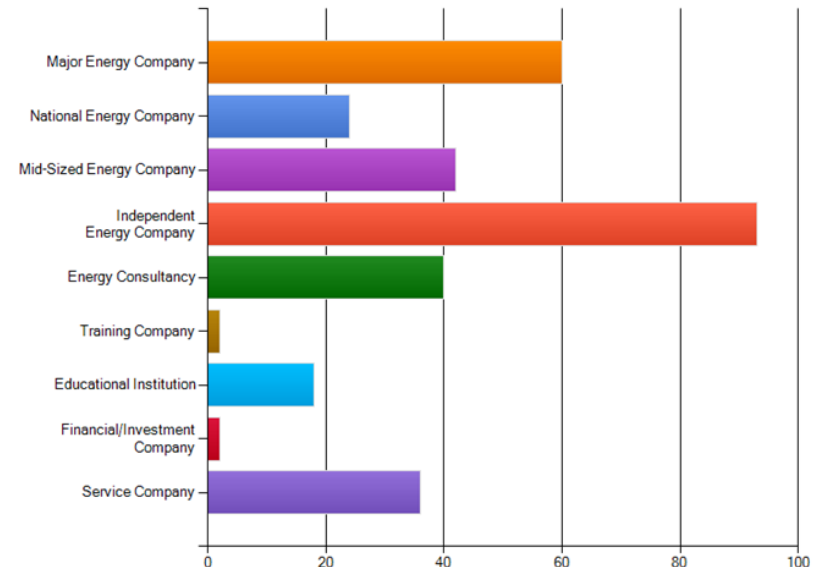
Who responded? (continued)

Respondents primarily specialized in geoscience, and the largest numbers were employed at independent energy companies, followed by majors and mid-sized energy companies. Across generations, responding members of the Boomer Generation were more likely to be employed at independent energy companies (35.8%) or consultancies (19.2%), while Generation X and Millennials were more frequently employed by majors (27.6% and 24.2%), with independents taking second in popularity (25 % and 22.6%, respectively).

Please characterize your current field of specialization:

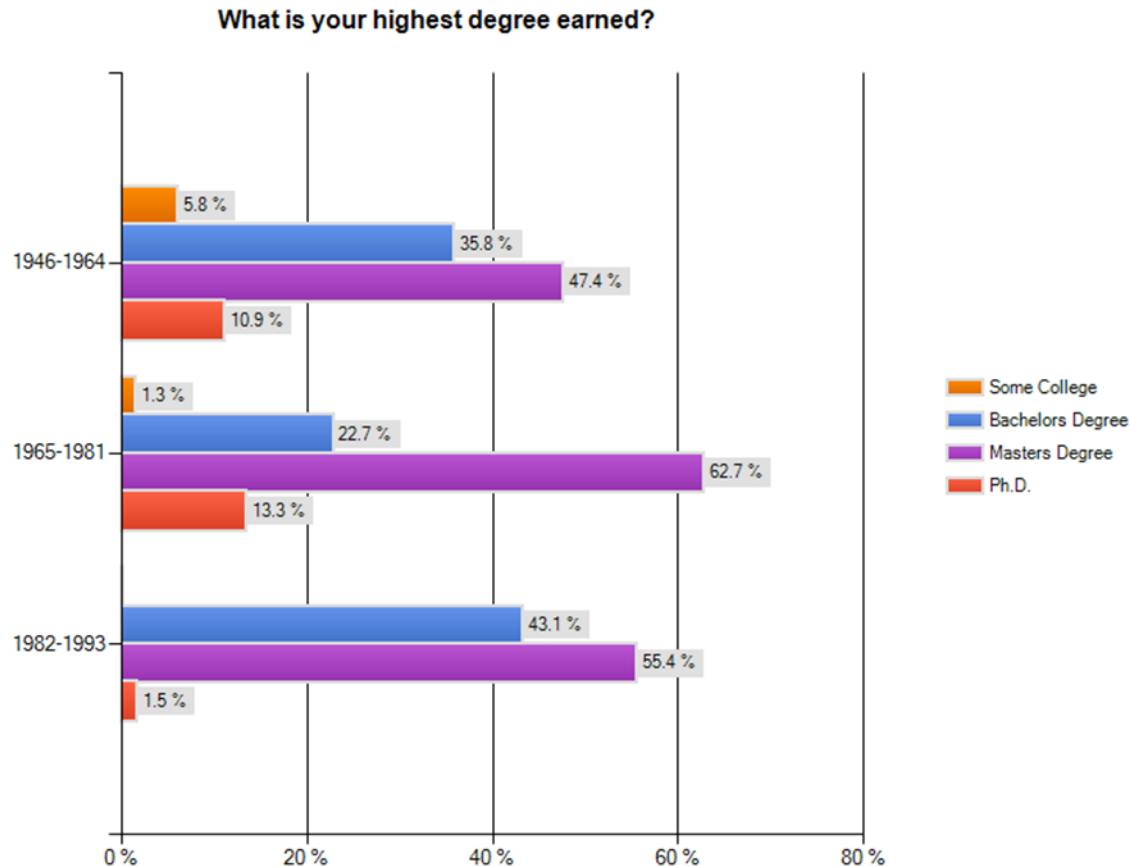


Please characterize your current employer:



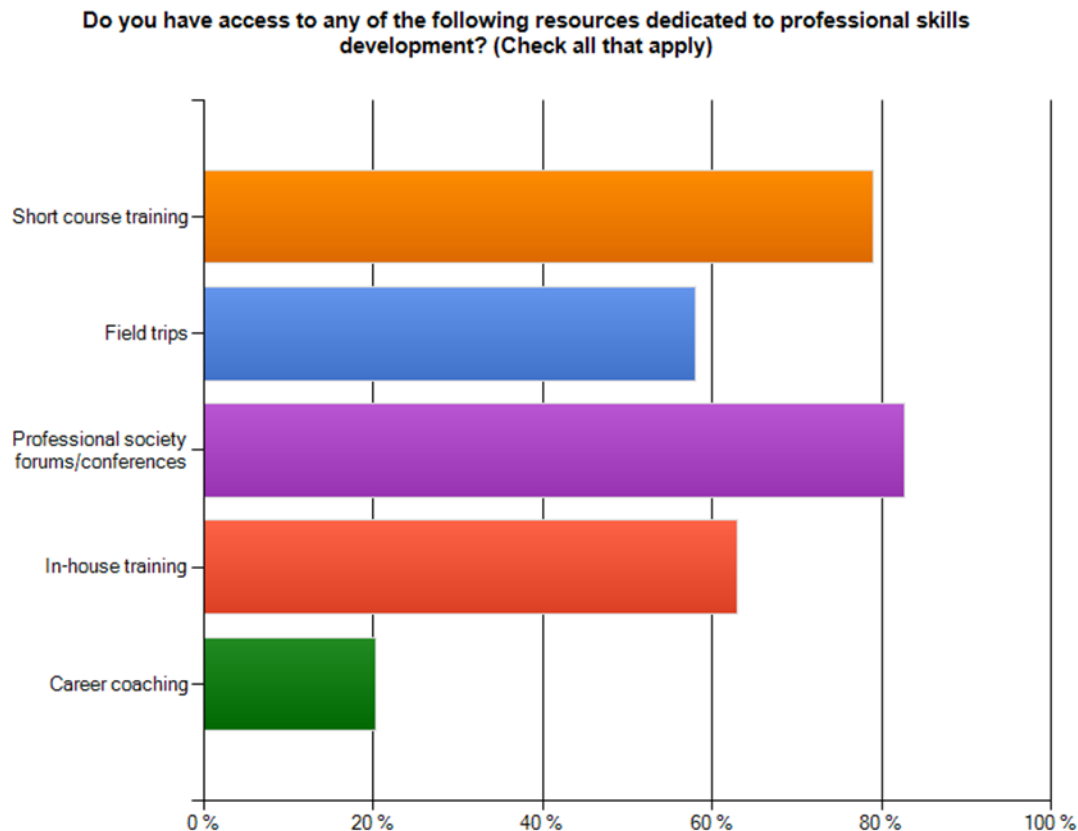
Secondary Education

The vast majority of respondents had a minimum of a Bachelor's degree, with well over 60% of the total respondents holding a Master's degree or Ph.D. Broken out by generation, Generation X had the highest percentage of respondents with a Master's degree or higher.



Ongoing Professional Development

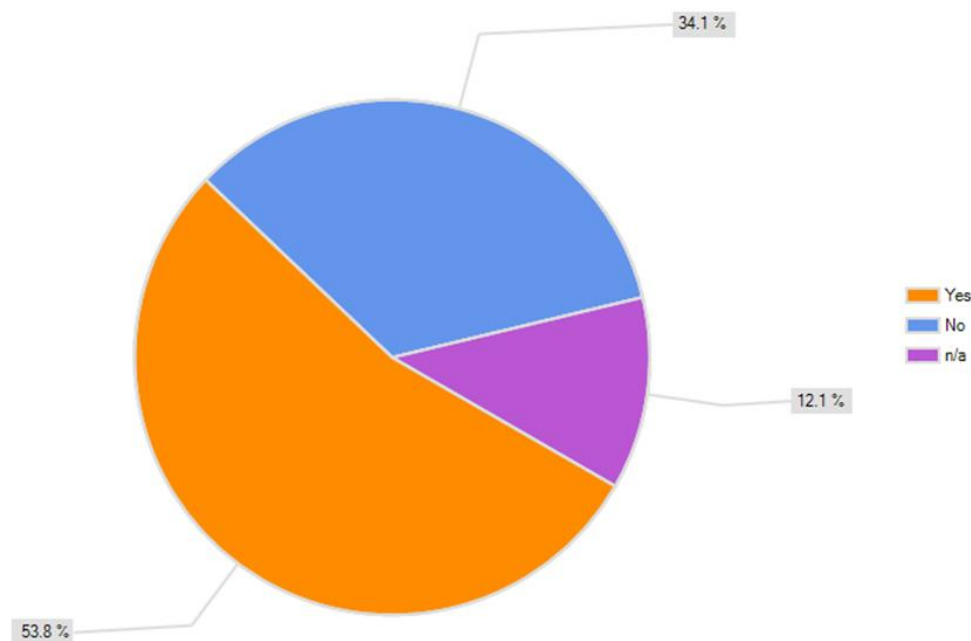
Of the total population surveyed, most have access to continued skills development in the form of short course training (81.7%), field trips (57.9%), professional societies (83.3%), in-house training (64.3%), or career coaching (19.8%). Some noted their employers sponsor and encourage professional society memberships and participation, while others are free to participate, but expected to pay their own way.



Mentoring

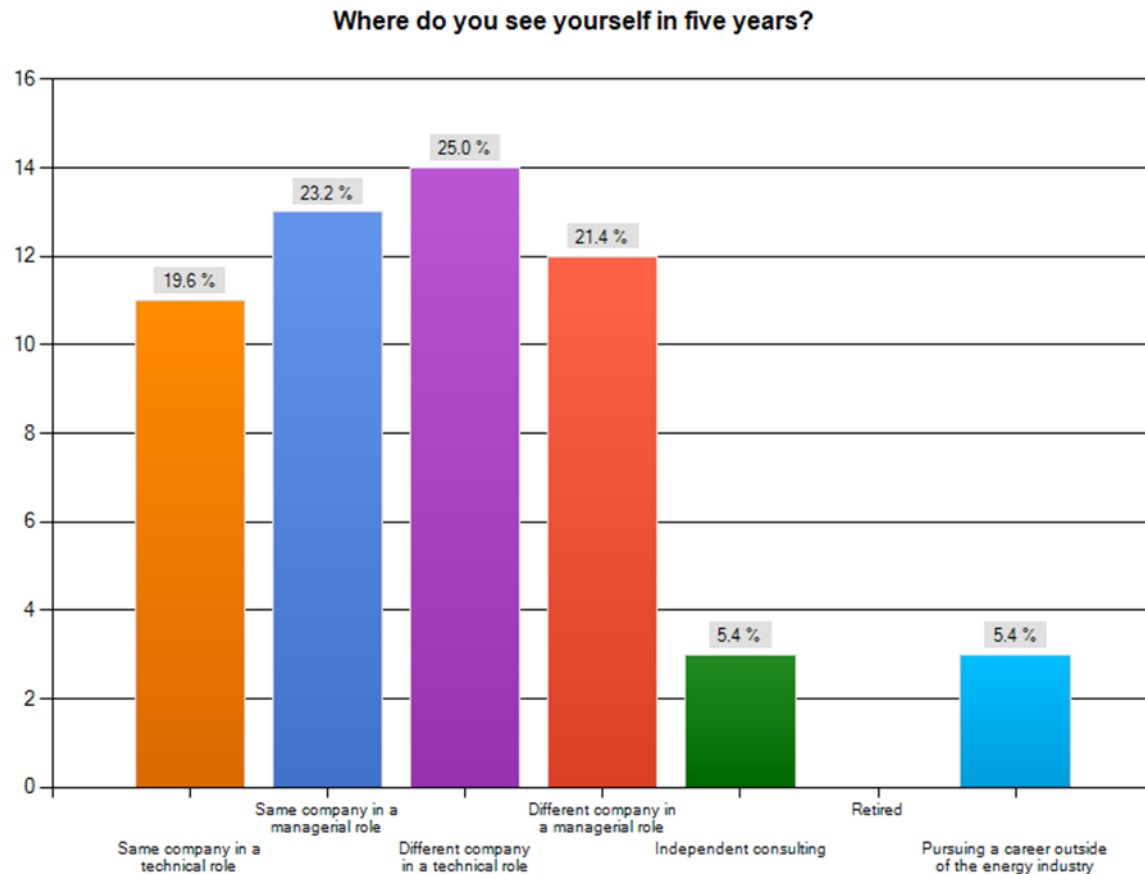
Of the respondents surveyed over 50% reported having access to professional mentors in their current jobs. Across generations, Millennials reported the highest percentage of access at 69.2%, followed by Generation X (55.1%) and Boomers (43.1%). It should be noted that for 19% of Boomers, the situation did not apply. Of those who indicated that they had access to mentors, it was considered reasonably or highly significant to their professional development by 78.3% of respondents.

In your current job, do you have access to professional mentors?



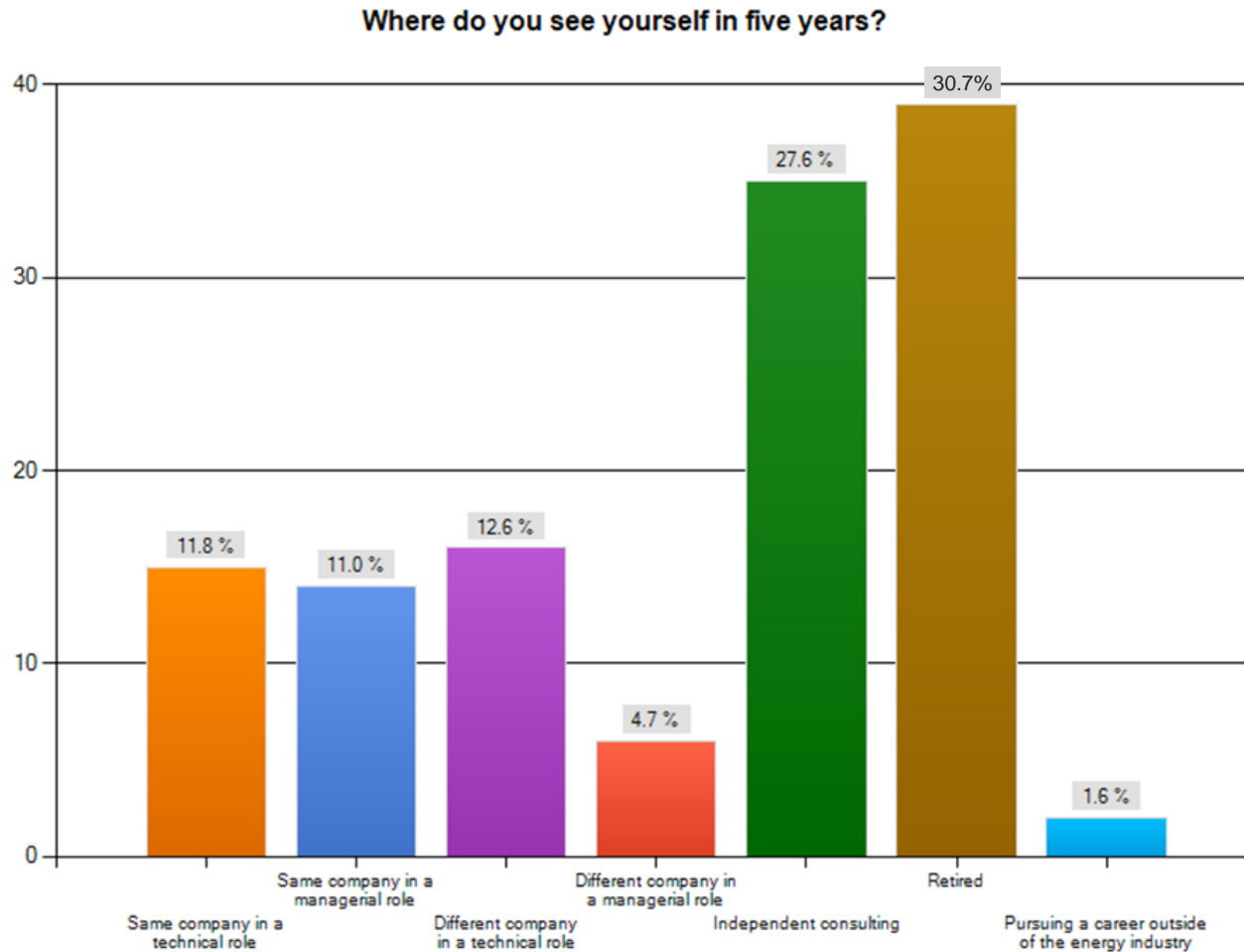
Five-Year Path, Millennials

Projecting ahead five years, Millennials were nearly evenly split between remaining in the same company in either a managerial or technical role (42.8%), or switching to a different company in either a managerial or technical role (46.4%). Small percentages were interested in consulting, or pursuing work outside of the energy industry.



Five-Year Path, Baby Boomers

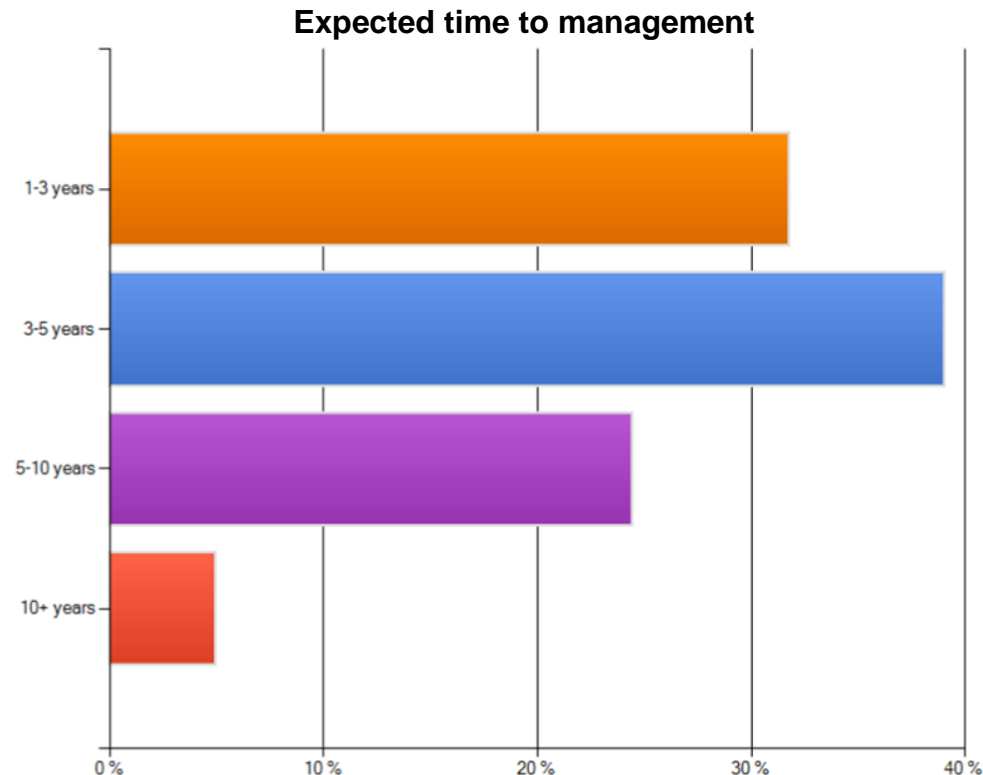
Boomers, on the other hand, saw future opportunity in independent consulting, or looked forward to outright retirement.



Millennial Aspirations

With the inevitable generation gap within companies set to accelerate, do Millennials have the desire to jump on the management track? Do they desire a stable career, or do they anticipate job-hopping? Of those surveyed, the majority (56.9%) expect to work for two to five companies over the course of their career, which is quite modest by today's standards.

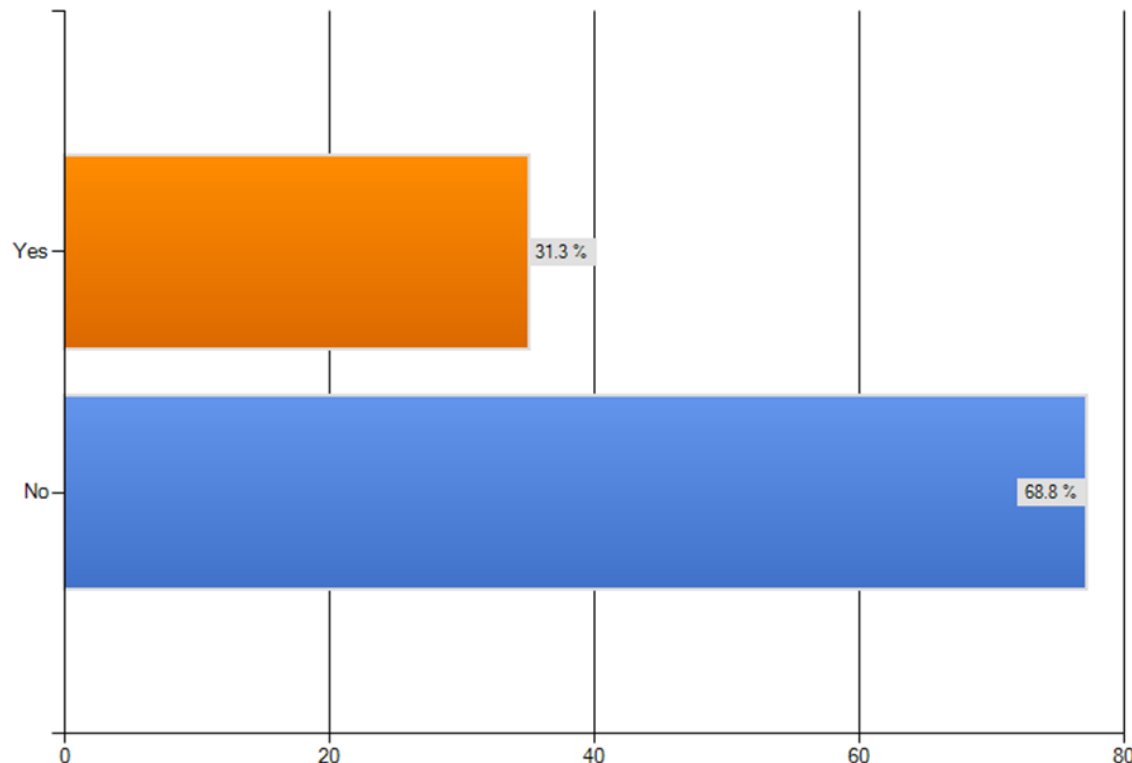
Roughly 50% indicate wanting to move onto the management path, and of those 70% expected to work five years or fewer in order to attain that goal.



Supervisor Perspectives

When comparing survey responses across generation, it was generally agreed that new recruits are lacking necessary skills upon arrival into their jobs, although Generation X had the highest share of negative responses at 77.8%, while Boomers were a bit more charitable with 37.5% responding that new recruits did in fact have the required skills.

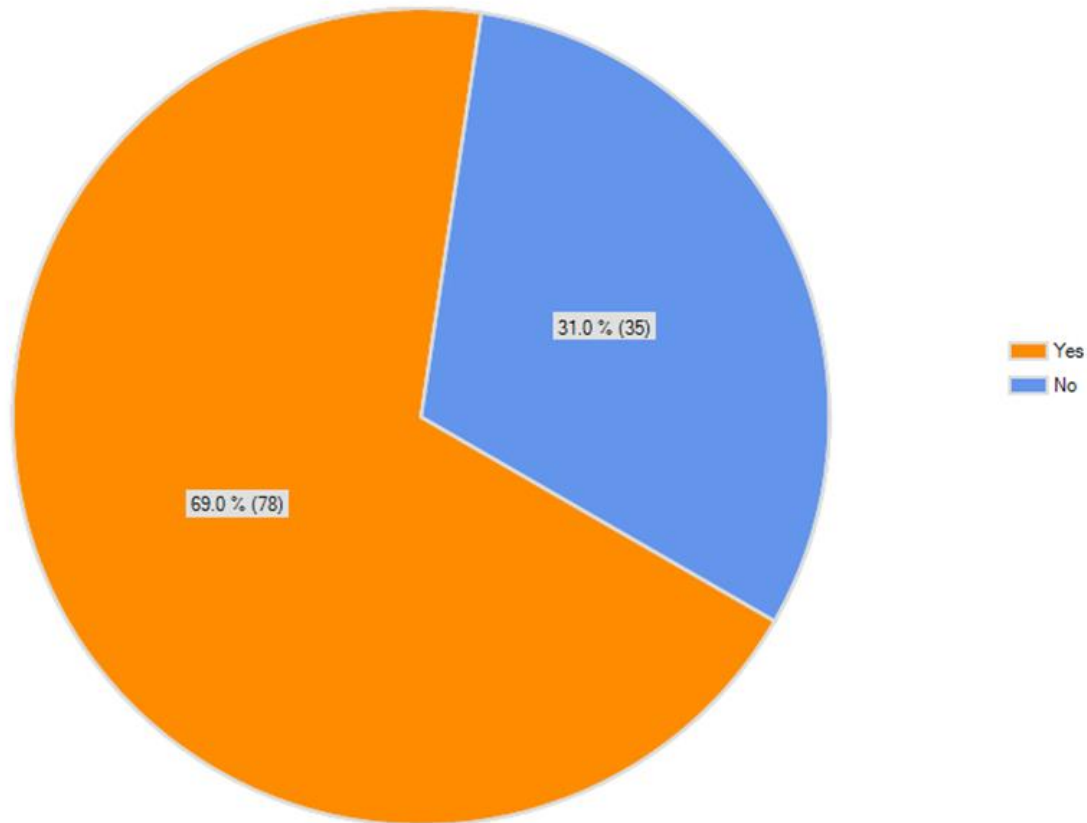
Drawing on your recent experience, do new recruits to your team possess the required skills to do their jobs effectively upon arrival?



Direct Reports

Of those in supervisory capacities, nearly 70% counted members of the Millennial generation in their direct reports.

Do your direct reports include any members of the so-called "Millennial Generation", loosely defined as the generation born between 1982 and 1993?



Managing Millennials

Of those respondents, roughly 50% provided open-ended comments as to whether members of the Millennial Generation required a different management style.

They ranged from positive:

- “They are excellent IT users”
- “They want to add value to the organization – they want to accomplish something meaningful”
- “They thrive and mature in a much more collaborative environment”

To exasperated:

- “Skill sets are weaker, attention to detail low, want to advance faster than everyone else without earning, and worst of all is poor work ethic”
- “They are smart but overconfident”
- “They are stronger on networking and computer related skill, but not necessarily strong on digging old data and old publications.”
- “More coaching and supervision. Also need to be pushed harder at times. Very demanding and have high self-esteem. Also have shorter patience and will require instant gratification”

Managing Millennials (continued)

Some of the more balanced responses included:

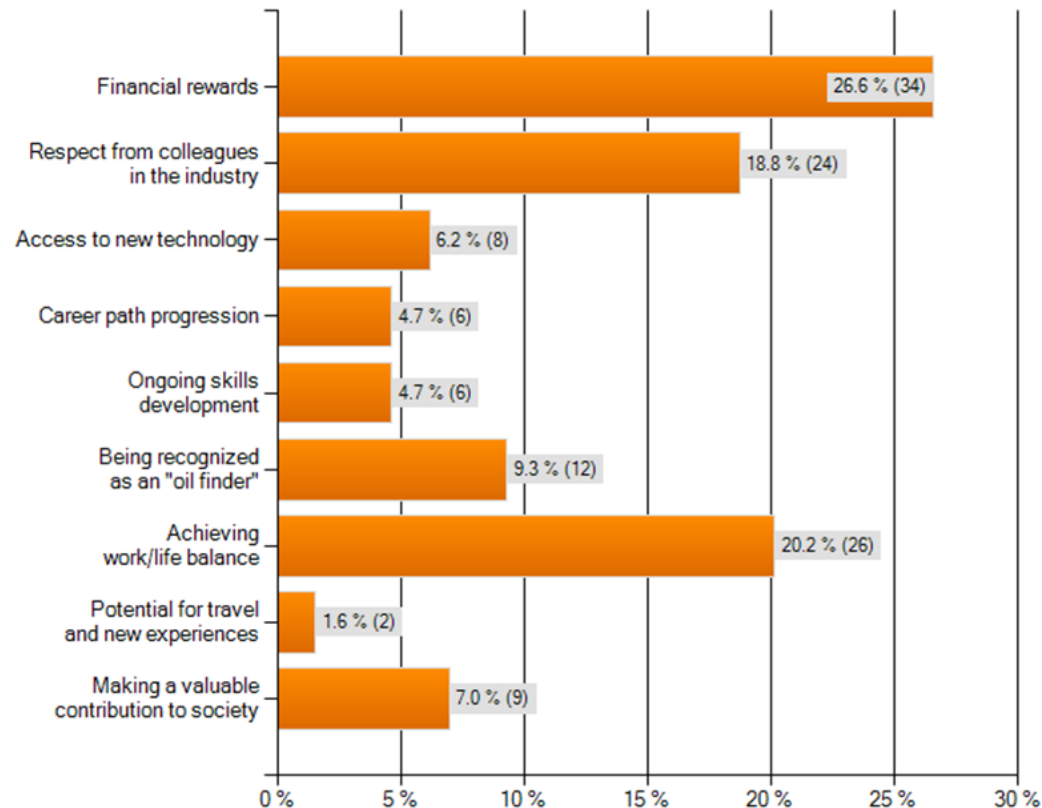
- “They respond similarly to motivation but they do have different appreciation for recognition and reward.”
- “Require more flexibility in management and a need to better demonstrate benefits of prior experience.”
- “....they come ready to work and do what it takes to get the job done. They seem a bit more concerned about time off and creature comforts than we did but that’s just my perception.”
- “Require a kinder and gentler approach.”

It is worth noting that despite complaints from older generations, reported knowledge of geologic principles and familiarity with quality control techniques was mostly consistent across the generations surveyed.

Career Motivators, Baby Boomers

Some of the most interesting results were revealed in the rankings of career motivators. For Boomers, financial rewards were the career motivator that most frequently ranked as number one, followed by work/life balance and respect from colleagues.

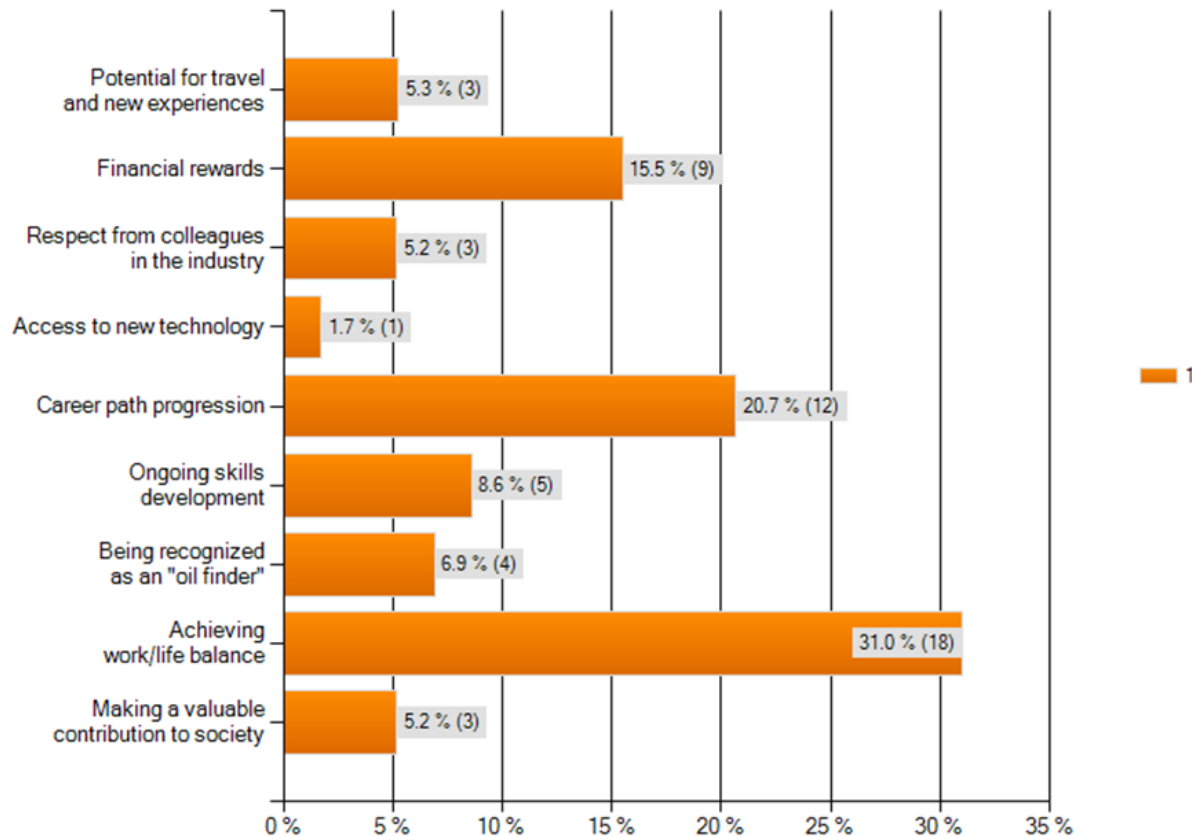
Rank the following as to the degree to which they motivate you in your career, with "1" being the most important motivator, and "9" the least important motivator:



Career Motivators, Millennials

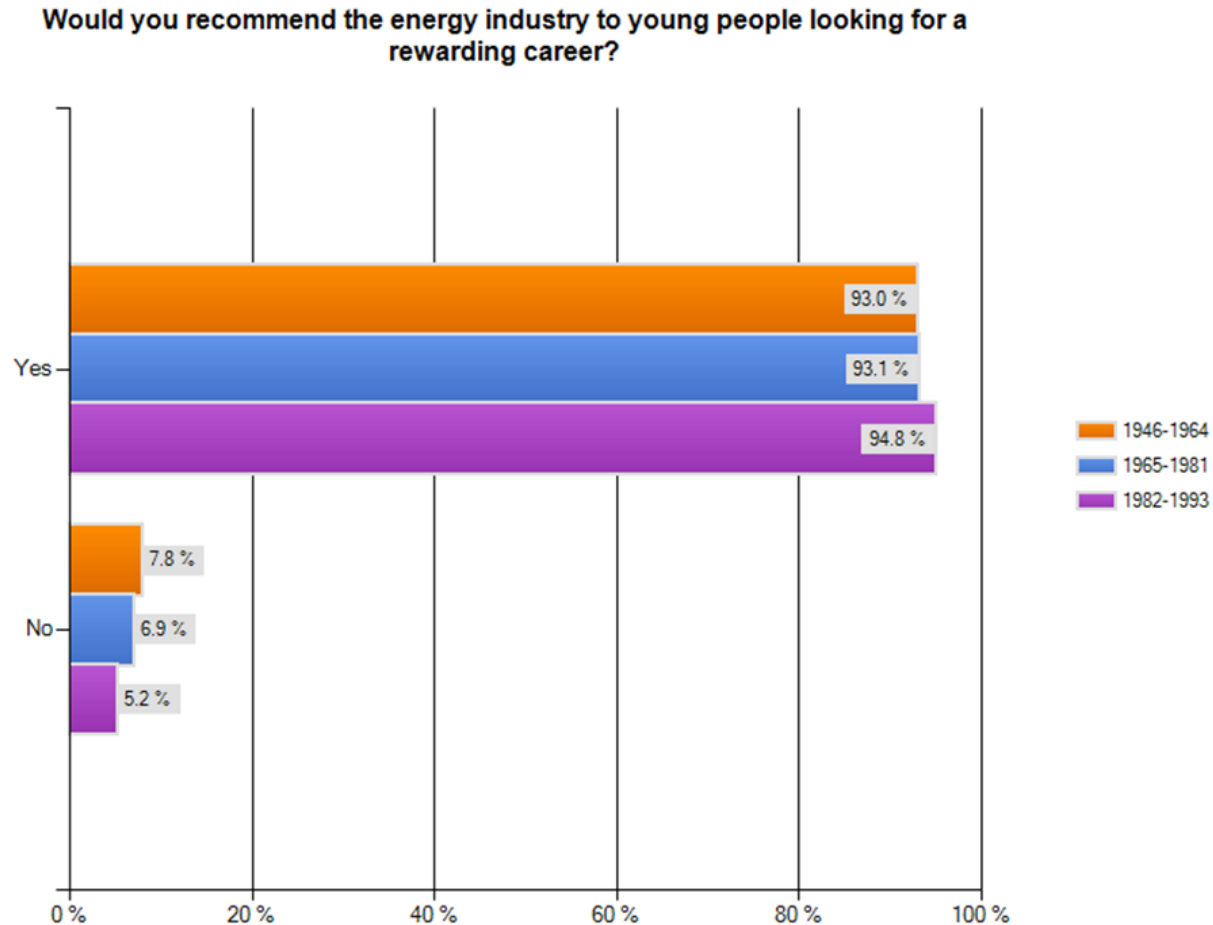
For Millennials, work/life balance had primary importance for the greatest number of respondents, flanked by career path progression and financial rewards.

Rank the following as to the degree to which they motivate you in your career, with "1" being the most important motivator, and "9" the least important motivator:



Willingness to recommend

One area where there was widespread agreement was whether the energy industry is one they would recommend to young people looking for a rewarding career.



But some have reservations...

The comments were more mixed, including:

- “It is the only industry today that is begging for a workforce and is very rewarding both financially and career-wise.”
- “The future for new engineers is limitless and very exciting.”
- “Technically challenging, great people, great benefits.”
- “With the caveat that it has ups and downs. Right now most of the young staff haven’t seen a down.”
- “...highly demanding but without the public respect it used to have. The industry has a bad image problem making it very unattractive to new recruits especially those from universities where it is preached that the energy sector equates to environmental destruction.”
- “Still very rewarding both technically and financially. However the oil price has made the industry somewhat recession proof in the last decade. A return to ‘boom & bust’ ‘hire & fire practices’ would be disastrous for long term health of industry. It is the reason we have a “generation gap” at the present time.”

Thank you for participating!

The full results of the survey will be part of the poster presentations at the GEO 2014 Conference and Exhibition in Bahrain this March.



For more information about Subsurface Consultants and Associates, LLC, and our upstream training, consulting, and direct hire services, please see our website: www.scacompanies.com