

## Governing Energy

### Millennials Arrive!

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The “Big Crew Change” has been part of industry folklore for a number of years now. Like all demographic age driven change, the date of its arrival has been known for lets say at least 20 years. Now as the old order yields to the new, the industry finds itself competing for critical talent at a time it is at a major inflection point. A resurging North America oil and gas boomlet coupled with new safety and regulatory requirements along with growth in the global demand curve are converging towards a knowledge driven cusp.

Much has been written about the Echo Boomers and their impact on society. Like any new generation, they arrive to the workforce the sum total of their life experience. Sometimes derided for their focus on video games and use of social networking, they are unlike any generation before—true sons and daughters of the digital age.

Firms face the traditional challenge of incorporating new entrants into the organizational culture and training them for the tasks set before them. However, traditional training methods may no longer be relevant.

Best practices from other sectors suggest that video game skills can be useful when piloting remote equipment. Flying a drone or underwater vehicle incorporate hand/eye coordination with a sense of spatiality without the direct feedback such as one gets at the wheel of an automobile. Moreover, many new entrants arrive with military experience where they have often been trained with state of the art immersive simulation solutions designed to enhance situational awareness such as one might require in a combat zone.

Individuals with these skills and training are of high value to an industry built on large scale, complex and technologically sophisticated processes. Whether geo-steering a drill bit or managing a fully automated remote production “plant of the future” stakeholder value creation will be in their hands.

This talent pool will challenge the industry status quo like the Boomers beforehand. Imparting organizational knowledge from subject matter experts will demand the use of the technology this generation has grown up with. Anything less is so 30 seconds ago, dude!

**How will your company attract, train and keep the next generation?**

## About the Author

Dr. [Scott M. Shemwell](#) has over 30 years technical and executive management experience primarily in the energy sector. He is the author of two books and has written extensively about the field of operations management. Shemwell is also the CEO of Knowledge Ops, Inc; a firm that focuses on providing its customers with solutions enabling operations excellence and regulatory compliance management.