Building the Industry’s Workforce – Diversity and Future Talent

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Industry Workforce Challenges in US

Emerging Talent Shortage

– High retirement rates
– Widening employee demographic
– Significant talent shortage
Workforce Development Market Drivers

• **Baby boomer retirements** and near-term increase in energy industry entrants

• **Efficiency** and **cost reduction** for companies
  – Standardization of training and talent acquisition

• Compliance with **government regulations** (OQ, PIM, …)

• Introduction of **new technologies** and concepts
GTI Talent Acquisition Strategy

- Alignment with the Business Strategy
- Expanding our Sourcing Strategies
- Focused on Employer Branding
- Nurture and Investment in Candidates
Enhancing our Workforce Image

- Refreshing talent pipeline through new channels
- Acquisitions provide access to new talent
- Corporate culture focused on diversity, core values, employee engagement, development, wellness and recognition
- Committed to developing employees through Executive & Leadership development programs
Learning Approaches

- **Face-to-face**
  - Instructor-led training/workshops

- **Synchronous**
  - Webinars/Live streaming
  - Live simulations

- **“Collaborative” Asynchronous**
  - Discussion forums
  - Social networking

- **Self-paced Asynchronous**
  - Online-self tutorials
  - Archived podcasts

Hand on Activities

Field Visits and Demonstrations
Increased Diversity Outreach

• Woman Energy Networks
• Benefits to diverse workforce, access to Diversity websites
• Commitment to EEO and AAP
• Development of diversity employees through Executive & Leadership development programs