



## Youth in the Energy Future

- Good morning and thank you for inviting me to this Youth Forum.
- Let me begin with the observation that the input of generation Y, i.e. you in this audience, is vital for the world to solve our future energy challenge.
- Addressing the youth and involving young people in the design of our future energy solutions is one of the key issues for the 65 member countries of the World Petroleum Council (WPC). We recognise their significance to the future of the petroleum industry and the importance of giving the young generation scope to develop their own ideas, talents and competencies to create viable solutions for the future of our world.
- To increase the participation of young people and women in oil and gas issues, WPC set up a dedicated Youth Committee with young representatives from its member countries about 6 years ago. We support the development of active networking opportunities with young people and hope that the WPC Youth Committee will help address the issues raised by the serious shortage of young talented employees to replace the ranks of experienced professionals about to leave the industry.

- In many countries the number of young people joining the industry or even graduating in related areas has been steadily decreasing. Therefore, the global petroleum industry is now on the edge of a demographic cliff with an ageing workforce retiring shortly while not enough young people are finding the industry attractive enough to join. This growing skills gap may impede the industry's very ability to operate, especially with respect to major exploration and production projects.
- This challenge is particularly significant in the context of the world's rapidly growing demands for energy and calls for greater adherence to responsible social and environmental practices.
- It is in response to this challenge, that the World Petroleum Council created its Youth Committee to bring a higher profile to the issue and form an alliance with young people themselves in order to find possible solutions to our challenges. We feel that it is important that young people are at the forefront of resolving this issue as they are the ones who will inherit this industry, and should be involved in crafting its future.
- The WPC Youth Committee is intended to promote a realistic image of the petroleum industry amongst the youth together with its challenges and opportunities. It is also initiating the creation of a collaborative and global forum for young people to be heard and new ideas to be championed. This is done both at our triennial World Petroleum Congress and at the WPC Youth Forums.

- To date the WPC Youth Committee has been involved in the organization of 6 international events, gathered over six thousand of young people from all over the world and led to millions of posts on the internet about a variety of topics related to the petroleum industry. During the last years, the Youth Committee has truly developed itself as the link between the Council and the future generation of the petroleum industry.
- The 23 WPC Youth Members from different member countries work together through several taskforces including: Strategic Planning & Innovation, Member Relations, Students & Gender, Communication and Events.
- Not only has the Youth Committee organized youth activities at the 19th WPC in Madrid and is now preparing youth activities for the 20th WPC in Qatar, but it has also delivered three global Youth Forums, including: China, France and India. They have been able to bring together up to a thousand delegates each: attracting young bright men and women from all over the world, with different educational backgrounds and cultures to share their ideas. Through these events, the YC has been able to create a permanent global network between its members, to exchange ideas and to apply the lessons learned that were shared.
- The first WPC Youth Forum was initiated by our Chinese National Committee in 2004 with over 500 young delegates focusing on 'Youth and Innovation – the Future of the Petroleum Industry'. It played an

important role in implementing WPC's strategy to attract more young people to WPC activities and the petroleum industry.

- The 2nd WPC Youth Forum took place in November 2009 in Paris. Under the theme of "Energize your Future" it provided an innovative approach to the challenges and opportunities facing the oil and gas industry.
- Last year, our Indian National Committee hosted the 3rd WPC Youth Forum alongside the biggest Indian oil and gas show Petrotech in New Delhi. Students and young people under 35 came together to participate first in the online discussions and competitions and the live finals at the Youth Forum. They benefitted from personal engagement with senior industry leaders whilst having a dedicated place to discuss their own vision of the future under the theme "**FuEL the Youth: Future Energy Leaders**".
- The Youth Committee also prepared a programme of activities for young people at the 19th World Petroleum Congress in Madrid in 2008 including a special round table with industry leaders to discuss the question of "Does the industry need an image makeover?"
- For the 20th World Petroleum Congress in Qatar in December 2011 our Youth Committee has put together a strong programme of youth activities allowing young people to network with each other, learn from the experts and take their discussions and activities further.

- The Youth Session, at the Congress has been designed and developed by members of the Youth Committee and will be a highlight on the technical programme agenda. Under the aspect of “Youth in the Energy Future” young people will sit with CEOs and industry leaders to discuss Tomorrow’s Energy Picture, a Sustainable Energy Industry and Tomorrow’s Leadership.
- They will be able to draw on the input from hundreds of young people who are currently participating in the online discussions at WPC Youth Connect, an interactive web platform set up to encourage young people to share their thoughts on different scenarios relating to the oil and gas industry.
- The Youth Stand in the Congress exhibition hall will act as a central meeting place for young people to network and share their ideas and thoughts. Daily presentations, job profiles and debates of the scenarios that were discussed on the online discussion platform at WPC Youth Connect. There will also be daily technology showcase tours that will commence from the youth stand.
- We were delighted that many young people under 35 participated in the 20<sup>th</sup> WPC Call for Papers and to recognise their outstanding achievements in being selected to join some of the best minds in our industry, WPC and the 20<sup>th</sup> WPC Organising Committee have decided to award a special prize for the best paper or poster of a young author at the Congress.

- We are pleased that Kazakhstan has long been at the forefront of involving young people in our industry and an active member of our Youth Committee.
- Many of our Youth Committee members bring their experience from the global level to the national level. With the support of their National Committees they build local networks, and promote closer interaction between young people and those involved at all levels of the petroleum industry in their country like you have done here today.
- The Canadian Youth Committee recently conducted a global survey of youth in the oil and gas industry which analyzed the staffing challenges facing the industry. There were a number of key findings emerging from the survey:
  - contributing to the evolution of the energy mix towards a lower carbon intensity energy supply maximizes attraction and retention of youth
  - salary and compensation and alignment with personal values are equally weighed by youth as key criteria they evaluate when selecting an employer
- Our current leaders in the industry need to factor these findings into strategic planning initiatives
- Thanks to the new online communications tools like e-mail, Facebook, Twitter and LinkedIn, young people that join the National Youth Committees can tie into a local network of the country to communicate

with each other, find job information or special education programs in the leading national oil and gas companies and together launch new initiatives, in a way that was never before available to the older generation in our industry.

- We hope that through the National Youth Committees our young members and senior people will find common ground and are inspired to work together on finding new strategies for the future of the oil and gas sector. This will allow the pursuit of the common goal of creating a more sustainable petroleum industry and making the world a safer, more just, cleaner, and better place to live, for our generation and the next.
- In order to bridge the generation gap the Youth Committee has launched its first pilot project to create an international WPC mentorship network. Young people from our member countries have been given the opportunity to engage with senior industry leaders and discuss their views and expectations. Despite being from many different countries they have been able to link up with the new technologies and their talks with culminate with face to face meetings in Doha during the 20<sup>th</sup> WPC.
- I look forward to an on-going injection of youth energy through the sharing of knowledge, choosing and adapting technological solutions and by challenging conventional wisdom and thinking outside the box.
- I encourage you all to do the same and thank you for letting me share with you the story of how we at WPC hope to engage more of you in our industry.