Attract, identify, develop, and retain the right people

Talent Management and Retention in the Oil and Gas Industry

Shale Learning Consortium
Accelerated development of unconventional expertise
The intensity and acceleration of shale play development—coupled with the continuing need to replace experienced engineers and geoscientists with young recruits—have presented a huge challenge to the industry. Efficiently and effectively developing unconventional resources requires skills additional to those required for developing conventional reserves.

To better meet this requirement, NExT introduces an accelerated Shale Learning Consortium to

- regionally distribute identified employee and team strengths from skills analyses
- evaluate current shale competencies and identify skills for development
- quantify the effort and investment to increase employee proficiency
- identify additional shale training requirements and develop training courses to meet these requirements.

### Measurable benefits

- Accelerated development of shale capabilities through leveraging combined understanding
- Assessment of internal shale capabilities and gaps compared with those of the market
- Priority access to shale training classes and programs offered by NExT
- Targeted consortium curriculum designed to accelerate shale expertise
- Discounted access to all US-based technical open training classes during the consortium-year membership period
- Knowledge sharing between member companies

The Schlumberger Shale Learning Consortium offers competency assessments, brainstorming meetings, and expert-led course instruction that can help teams and organizations better understand and overcome the challenges of unconventional resource exploration, appraisal, development, and production.
Choose the level of service that best fits the needs of your organization and your team.

Platinum membership

- Member companies receive 20 shale-related competency assessments—10 geoscience and 10 engineering. These results are analyzed to quantify skill gaps and strengths against industry standards as well as within the organization.
- Member companies participate in quarterly meetings in which they share shale reservoir development challenges, prioritize them, and select the most urgent challenge for additional competency building.
- All 20 competency-assessed participants can attend a customized private blended-training course that covers a shale topic of your choice from the NExT curriculum.
  - Schlumberger experts will review and incorporate company-relevant datasets into the course.
  - Blended software training can be added to the theory-based portion of the course (maximum 10-day course).
  - Ninety-day access to a laptop running Schlumberger software applications, including
    - Petrel® Shale
    - Techlog® Shale Petrophysics Advisor
    - Mangrove® engineered stimulation design in the Petrel platform
    - OFM® well and reservoir analysis
to allow competency-assessed participants to enhance their skillsets in key analysis softwares during the membership year. This offering includes full access to Schlumberger online and telephone support.

Gold membership

- Member companies receive 20 shale-related competency assessments—10 geoscience and 10 engineering. These results are analyzed to quantify skill gaps and strengths against industry standards as well as within the organization.
- Member companies participate in quarterly meetings in which they share shale reservoir development challenges, prioritize them, and select the most urgent challenge for additional competency building.
- Member companies choose one shale course from the NExT curriculum that best addresses their organization’s competency gaps based on the results of the competency assessment, delivered as a private training.
  - Members may request modification to the existing outline of the course to incorporate specific references relevant to their company. This creates a customized version of the course for each member company (maximum 5-day course).

Bronze membership

- Member companies receive 20 shale-related competency assessments—10 geoscience and 10 engineering. These results are analyzed to quantify skill gaps and strengths against industry standards as well as within the organization.
- Member companies participate in quarterly meetings in which they share shale reservoir development challenges, prioritize them, and select the most urgent challenge for additional competency building.
- Competency-assessed participants can attend one of the following public courses free of charge:
  - Shale Play Production—Exploiting Production Sweet Spots
  - Shale Play Evaluation—Finding Production Sweet Spots
  - Geomechanics Applications in Shale Gas.
Global network of training centers and technical facilities

With a portfolio of more than 420 expert-led practical courses, training programs, and competency services, NExT has helped more than 13,000 E&P professionals in more than 50 countries develop the petrotechnical expertise needed to meet today’s increasingly complex industry challenges.

By combining expert-led courses, in-class projects customized for your asset challenges, field and lab courses that provide hands-on learning experiences, industry-leading software tools, and one-on-one mentoring, NExT training helps teams and individuals align their abilities to strategic objectives.

For more information on Shale Learning Consortium, visit www.NExTtraining.com/shale.