

Teacher guide

Workforce planning – GE Oil & Gas

Where does the lesson fit?

This session would fit in a Human Resources or People Management module. It could be followed by sessions on recruitment/selection and training/development.



Suggested resources & activities related to GE Oil & Gas and workforce planning

- Full GE Oil & Gas case study
- Workforce planning PowerPoint
- GE Oil & Gas crossword
- GE Oil & Gas word search

Suggested timings for the session

5 mins	Starter e.g. GE Oil & Gas word search
5 mins	Use the Workforce planning PowerPoint to discuss the topic
5 mins	Read the case study
10 mins	Questions
25 mins	Task – investigation
10 mins	What have you learned?

Answers to questions

1. Describe the term workforce planning.
Workforce planning is the process of assessing the current and future labour needs of a business.
2. Explain the reason why the oil and gas industry is facing a shortage of skilled workers.
The oil and gas industry is facing a shortage of skilled people due its ageing workforce - industry statistics show that up to 50% of oil and gas engineers will be eligible to retire over the next few years. In addition, in the UK there is a shortage of science, technology, engineering and maths (STEM subjects) graduates so demand for these students is high.

3. Analyse the benefits to GE Oil & Gas of effective workforce planning
- Workforce planning:
- allows the company to get the right number of workers, with the right skills, in the right place, at the right time
 - helps to meet the changing needs of the industry and its customers
 - ensures replacement workers are available when needed e.g. to replace workers as they reach retirement
 - provides a clear rationale for spending on recruitment, training and development activities
 - ensures that organisation labour costs are kept to a minimum by only having the right number of workers. If recruitment and training activities are effective then labour turnover and absenteeism may also reduce which in turn keeps costs down.
4. Evaluate the extent to which the changing conditions of the oil and gas industry and advancements in technology impact workforce planning at GE Oil & Gas.
- Answers should include how GE Oil & Gas' workforce planning must consider:
- The skills required to extract resources in deep water or more remote places.
 - The need for engineers that are innovative and at the forefront of technology to ensure it is able to extract natural resources sustainably and efficient.
 - Corporate Social Responsibility is vital within the ever changing oil and gas industry.
 - The wide range of roles required for complex oil and gas projects, these projects require a variety of specialist skills (finance, logistics, marketing etc) and not just engineers.
 - The highly skilled nature of the work.
 - The rapidly changing technology used within the industry – including research and development into what the future of the industry will look like.

What have you learned?

Expected learning is likely to include:

- The meaning of workforce planning
- The process involved in workforce planning
- The different business functions
- The benefits to organisations of effective workforce planning
- How workforce planning relates to training and development