



2014


What's the EHS Professional outlook in 2025?

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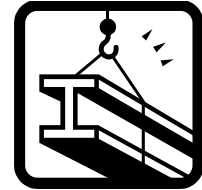
2025?

Emerging Trends

- ▶ Unprecedented growth in Oil, Gas, and Petrochemical
 - ▶ Baby Boomers retiring
 - ▶ STEM graduation numbers lowest in history
 - ▶ Lack luster/lack of career growth in EHS careers (according to millennials)
 - ▶ Wage disparity between men vs. women at same levels
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Growth in Oil, Gas and Petrochem

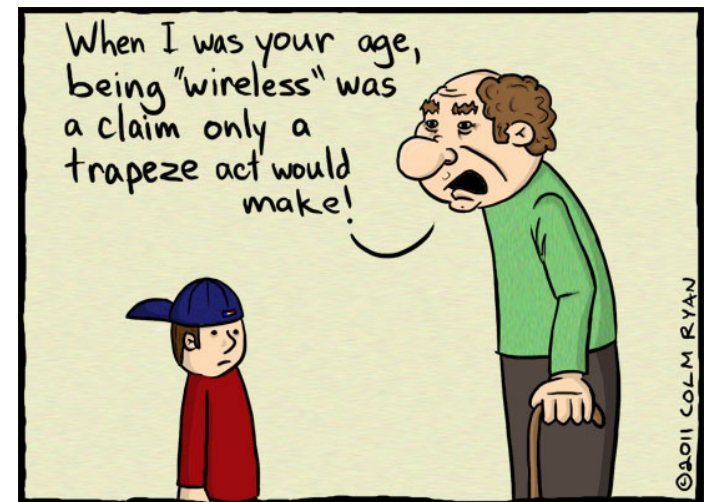
- ▶ Estimating over \$330B energy related projects over 5 years
- ▶ Gulf Coast Growth of more than 640 projects...more than \$173M
 - Total & Sasol – Side Cracker Units
 - Chevron – Ethylene unit
 - Enterprise Products – Ethylene unit
 - Kinder Morgan Terminal expansion



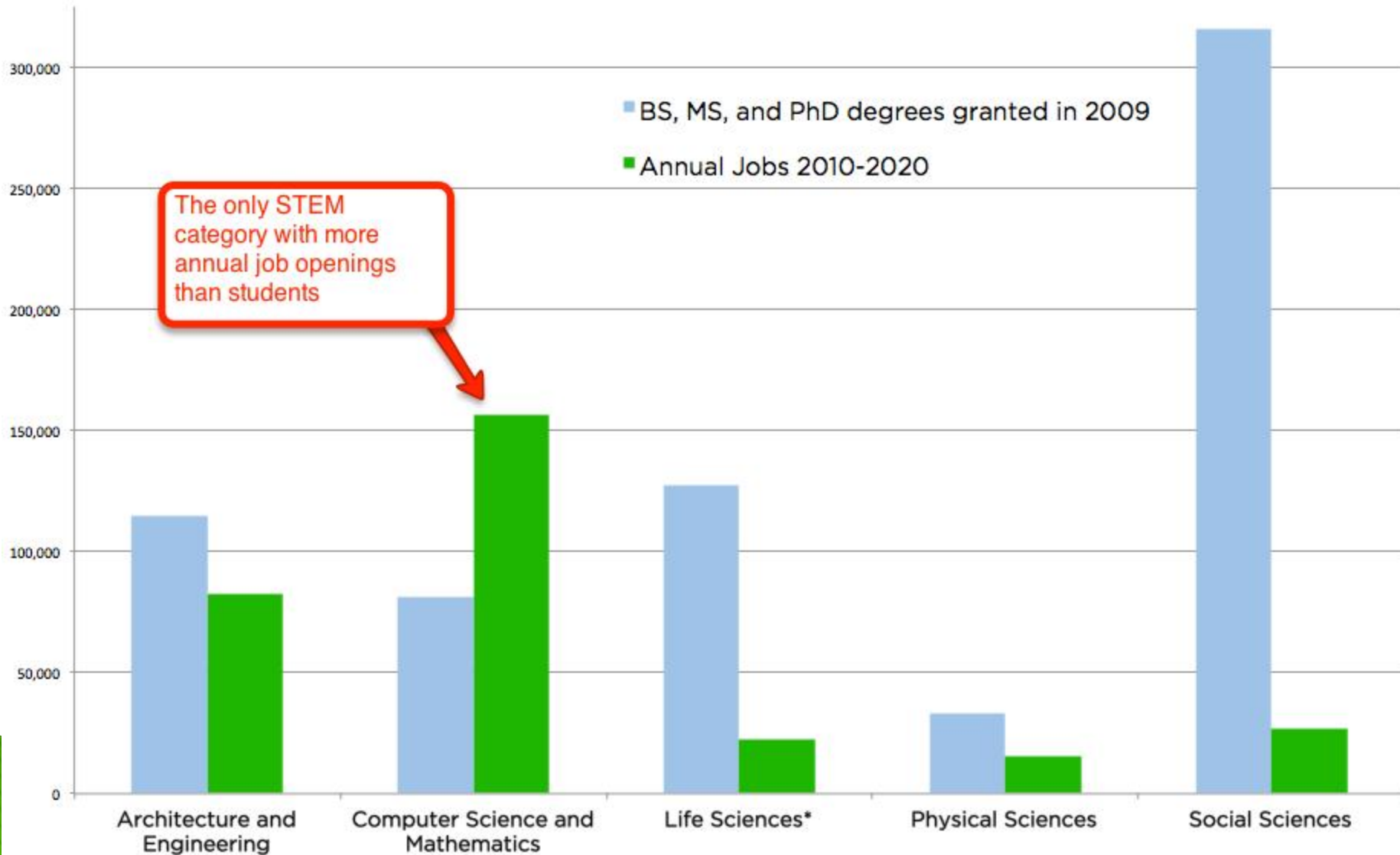
Aging Workforce



- ▶ 26% of the Total US Population are Baby Boomers
- ▶ Currently 15% of population is > 65
- ▶ By 2030, 18% of nation will be at least that age
- ▶ Roughly 10,000 Boomers turn 65 each day, starting Jan. 1, 2011



STEM Grads – Why not EHS?



Millennials – The “Me” Generation

- ▶ “Trophy Kids” by Ron Alsop
- ▶ Entitlement & Instant Gratification
- ▶ Work Life Balance & Flexibility
- ▶ Constantly Connected via Social Media
- ▶ Tech Savvy
- ▶ More open-minded, liberal?
- ▶ Self Expressive
- ▶ More Confident
- ▶ Less Leadership Skills



Disparity in Salary

The Wage Gap... it's not just about women anymore!



The wage gap isn't just a women's issue. Equal pay for women raises family income, and the whole family benefits.

In 2012, women earned 77 cents for every dollar men received. That's \$23 less to spend on groceries, housing, child care and all other expenses for every \$100 worth of work done. Nationwide, working families lose \$200 billion of income annually to the wage gap. At the current rate, equal pay won't be realized until for another 50 years.

The wage gap is even worse for most women of color. Latinas earn 58 cents and African American women earn 69 cents for every dollar men earn, while Asian American women earn 92 cents.*

* CPS, 2012

If only women had a coupon like this...

23%
off

*All Goods and Services
for Any Female Bearer*

Valid for all purchases in the USA only.
No exclusions. Expires 2063.



...they wouldn't suffer from the wage gap.

VALUE FAMILIES — Support Equal Pay

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CURRENT LEGISLATION

So what's in store the next 10 years?

- ▶ Emission rules and regs continue to become more stringent..EPA, TCEQ etc.
- ▶ Chemical Facility Growth in the Gulf Coast
- ▶ Shortage of Graduating EHS professionals
- ▶ Average tenure of below 30> age bracket is <5 years vs. Baby Boomers 10+
- ▶ Salary growth
- ▶ Continued growth of specialization



Key Take Aways

- ▶ Knowledge share of Baby Boomers before retirement
 - Key planning of knowledge capture within company
- ▶ Make EHS careers more attractive
 - Reward and Recognition
 - Designated Career Paths
 - Top Salaries
 - Value their opinion
 - Use updated technology
- ▶ Retention
 - LTI – Long term incentives
 - Facilitate team approach
 - Personal ownership and teamwork
 - Reward & Recognition

