



ENSURING GLOBAL PROJECT COMPETITIVENESS THROUGH
CONSTRUCTION & LOGISTICS EXCELLENCE



**"ADDRESSING THE ISSUE OF AN AGING CONSTRUCTION
MANAGEMENT AND SUPERVISION WORKFORCE: A STRATEGIC MODEL
FOR OWNER, EPC AND GENERAL CONTRACTORS"**

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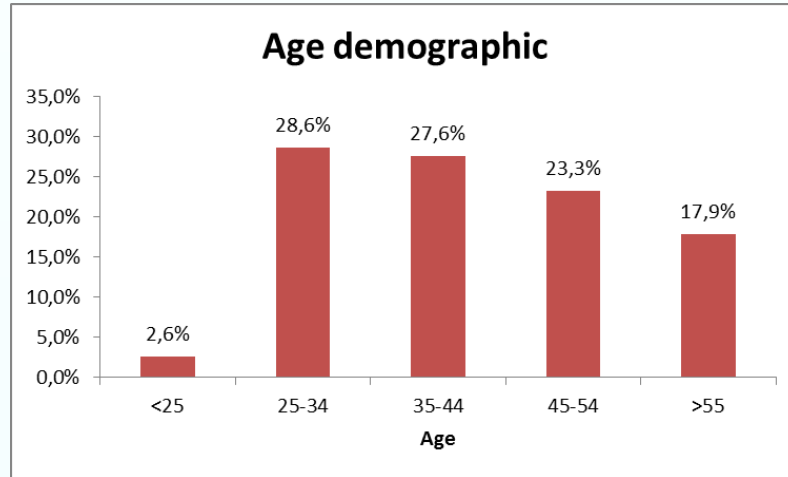
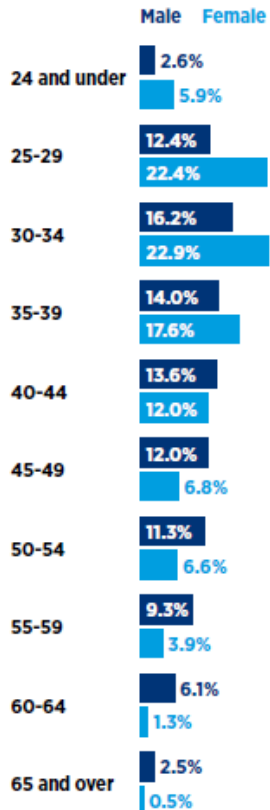
Agenda

- **Statistics**
- **Causes**
- **Consequences**
- **Saipem Initiatives**
- **Conclusion**
- **Q&A**

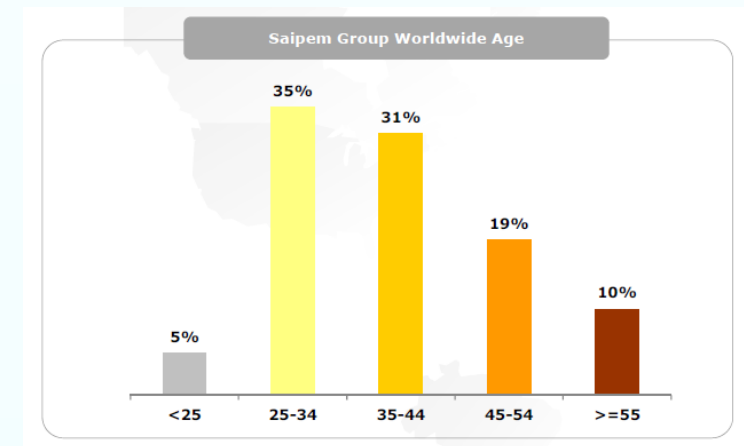
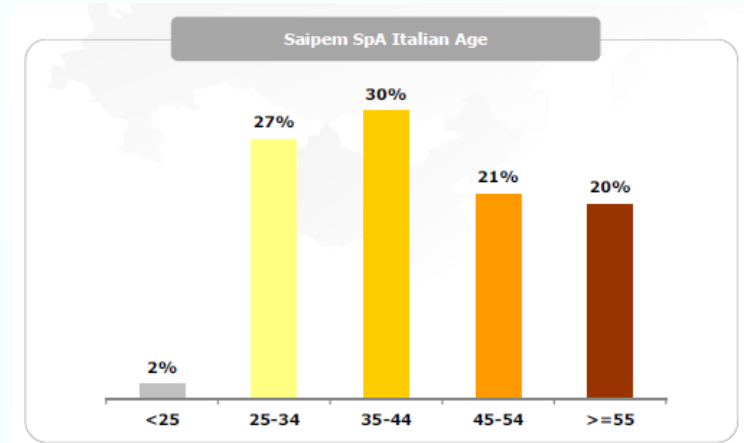


STATISTICS

AGE DEMOGRAPHICS

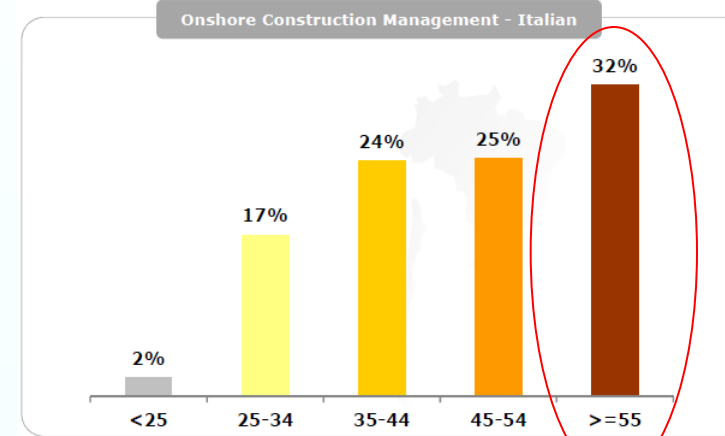
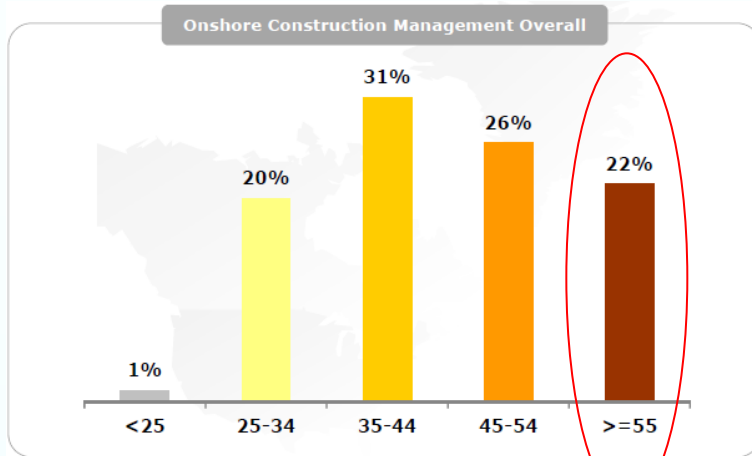


HAYS - Oil & gas global salary guide 2013

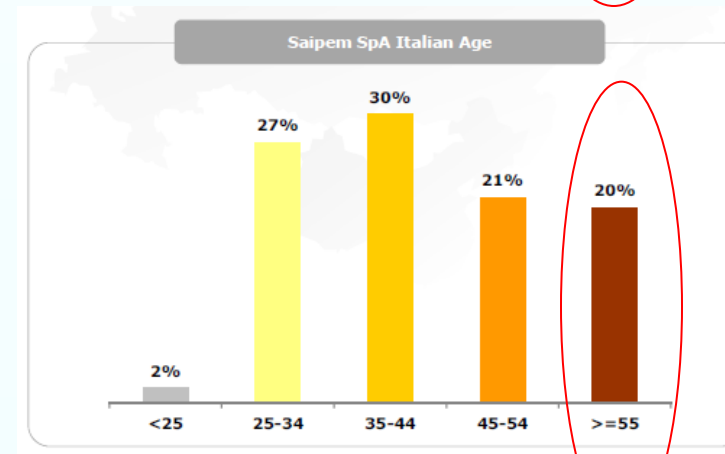
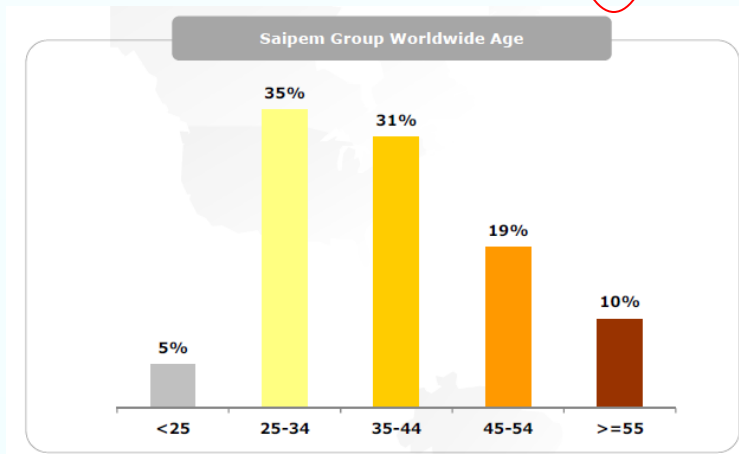


Saipem

STATISTICS - SAIPEM CONSTRUCTION MANAGEMENT AND SUPERVISION AGE DEMOGRAPHICS



**Employee >55
32%**



REASON OF THE PROBLEM

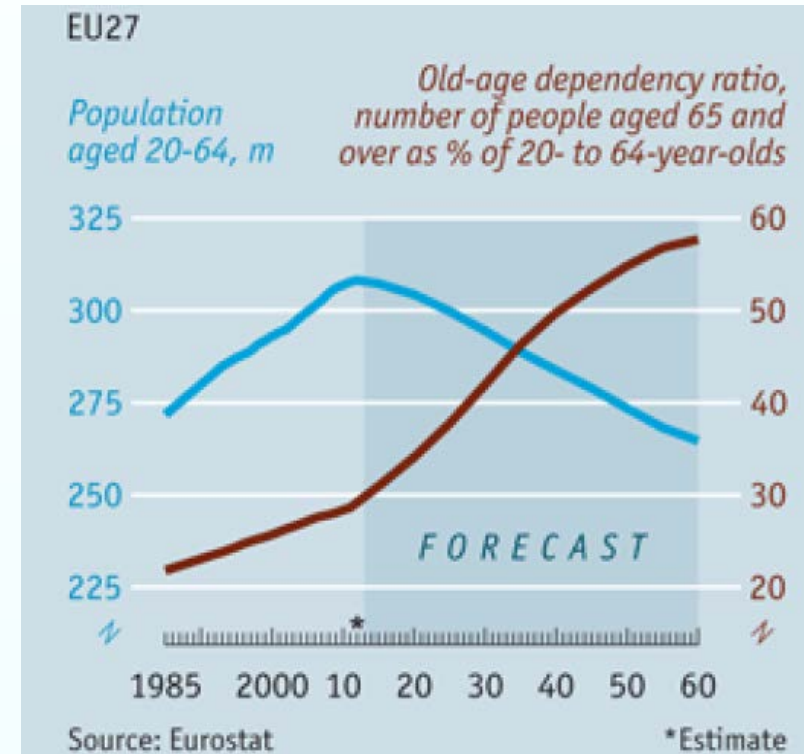
Missing turnover with young people

- Scarce appeal for young people
- Lack of dedicated training courses
- Less sacrifice spirit
- Salary not competitive
- Credit crunch and instability

Aging of people

- Europe problem
- Law changes in retirement

Growth of construction Market





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CONSEQUENCE OF THE PROBLEM

Missing turnover with young people

- Skill gaps and transfer knowledge
- Generational gap
- Labour bottleneck

Aging of people

- Motivation
- Career development
- Health problem

Growth of Construction Market

- Cost escalation

HOW TO SOLVE/MITIGATE ?

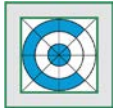
STRATEGIES



PREVENTIVE



REMEDIAL



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SAIPEM INITIATIVES

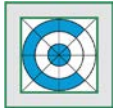
- Saipem Sinergia Project
- Saipem High School Graduated Program
- Health Campaign



SAIPEM SINERGIA PROJECT

- Maintaining the skill base with the creation of concrete job opportunities and to balance the aging/retirement
- Present the professional roles and job opportunities
- Develop a culture of knowledge transfer and mentoring
- Talent identification
- Medium/long term project
- Support to school on the definition of school program
- Starting from third class to the end of high school
- Involvement of all Saipem disciplines (Onshore/Offshore)

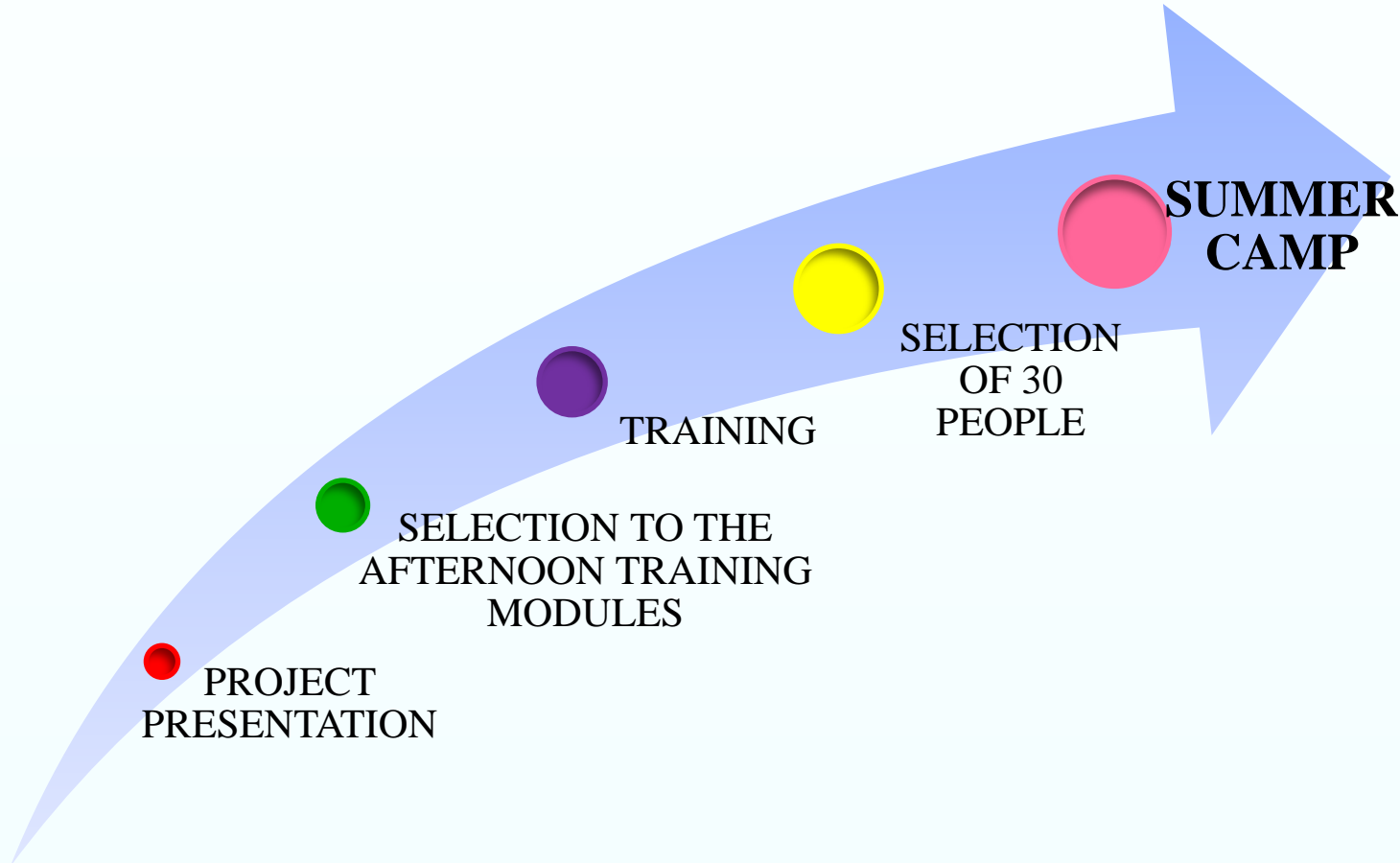




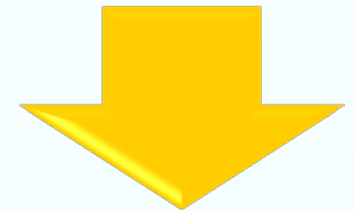
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SAIPEM SINERGIA PROJECT



4 MONTHS OF
TRAINING FULL DAY



***Company
recruitment***

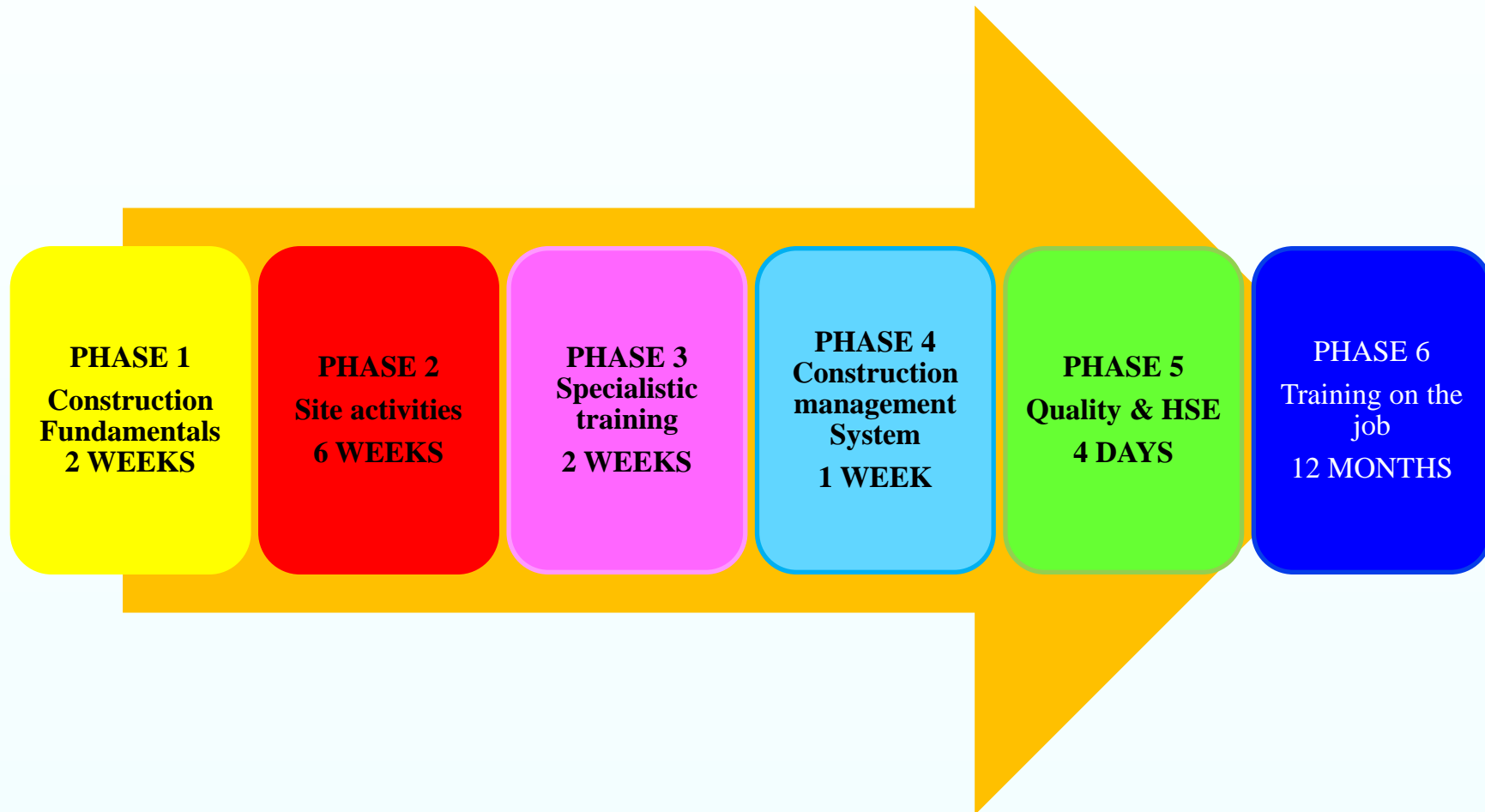
SAIPEM HIGH SCHOOL GRADUATED PROGRAM

- Transfer of knowledge and labour bottlenecks
- Focused on Direct hiring
- Sustainable integration of new employees with a mentoring system
- 1° Edition
 - ✓ 23 people
 - ✓ 50% international
 - ✓ Mechanical, E&I, HVAC, painting and insulation, tanks, warehouse
- 2° Edition planned in this year for 30 people





SAIPEM HIGH SCHOOL GRADUATED PROGRAM



SAIPEM HEALTH CAMPAIGN

WORLD CANCER DAY

February 4

MYTH:
"There is nothing I can do about cancer."¹*

*Official 2014 World Cancer Day

TRUTH:
"More than 30% of cancer deaths could be prevented by modifying or avoiding key risk factors."²

World Health Organization

ADOPT A HEALTHY LIFESTYLE AND REDUCE YOUR RISK OF CANCER

Enroll in Saipem Health Prevention, Promotion and Protection Programs:

- ✓ Stop Smoking
- ✓ Healthy Food
- ✓ Weigh Control and Obesity Prevention

For more information go to Saipem Health portal
<http://qhsa.saipemnet.saipem.intranet/Health>

	HEALTH CERTIFICATE	Doc. n. FORM-COR-HLT-040-E Rev. 01 27/08/12 Page 1 of 1 Reference doc. STD-COR-HLT-004-E
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HEALTH CERTIFICATE

Full Name (in block letters)	Date of birth	Occupation
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This health certificate has been issued on the basis of the Applicant's health statement, examination, and evaluation

This Health Certificate is valid until: _____

Remarks: Fit for offshore duty

Fit for on-shore duty

Fit with restriction (please specify the restrictions)

- Continuous and compulsory use of Company hearing protection devices
- During noisy operations Company hearing protection devices shall be used

Applicant's signature in the Doctor's presence _____

Place _____ Day, Month, Year _____ Doctor's stamp, signature, name & address _____



WORLD HEART DAY

Risks for your heart:

- ← high blood pressure
- ← high cholesterol and glucose levels
- ← smoking
- ← inadequate intake of fruit and vegetables
- ← overweight, obesity and physical inactivity

CARDIOVASCULAR DISEASES ARE THE WORLD'S LARGEST KILLERS, CLAIMING 17.3 MILLION LIVES A YEAR.

For more information see your Saipem Doctor and visit STOP SMOKING CAMPAIGN at: <http://qhsa.saipem.net/health>

ARE YOU SURE YOU WANT TO LIGHT ANOTHER ONE?

Saipem MEDES 2009

CONCLUSION

AGE MANAGEMENT

✓ COMPREHENSIVE APPROACH

✓ INTERVENTION AREA

- Job Recruitment
- Training and lifelong learning
- Career development
- Flexible working time practices
- Health protection and promotion and workplace design
- Redeploying older workers
- Employment exit & Transition to retirement



CONCLUSIONS

AGE MANAGEMENT

ROLES INVOLVED

- National government
- Regional/local government
- Social partners
- Employers
- Employee



OTHER DEVELOPMENTS

- Introduction of demographic index and benchmarks by HR
- Skill shortage analysis
- Encourage age diversity
- Mentoring and transfer of knowledge
- Competence certification

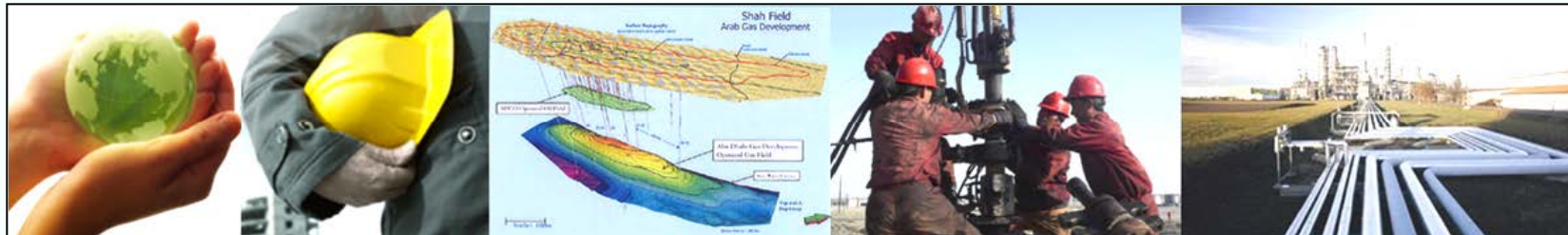




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Thanks



Questions?