



Bureau of Safety and Environmental Enforcement

Marine Board - Human and Intellectual Capital

Brian Salerno

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"To promote safety, protect the environment and conserve resources offshore through vigorous regulatory oversight and enforcement."

BSEE Mission Statement

“To promote safety, protect the environment and conserve resources offshore through vigorous regulatory oversight and enforcement.”



BSEE:

Who we are...

Where we are...

- 800 people
- HQ plus 3 regions:
 - Gulf – Calif. - Alaska
- Skills:
 - Petroleum engineers,
 - Structural engineers,
 - Environmental engineers,
 - Inspectors
 - Investigators
 - Geologists
 - Admin/Finance/IT/HR



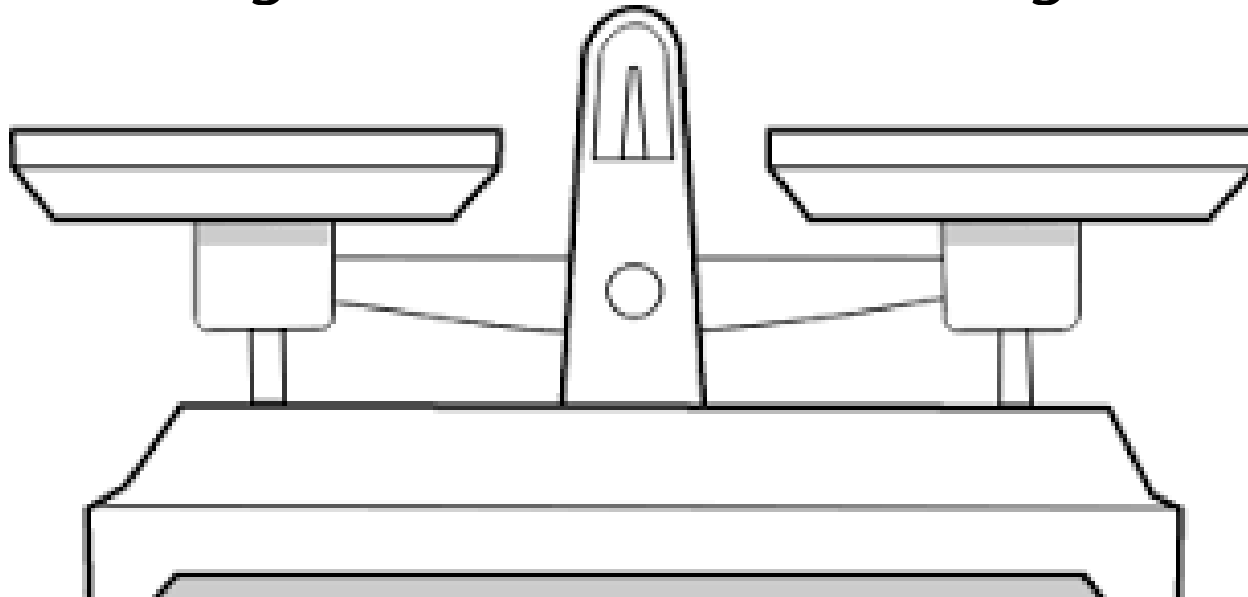
Challenges and Opportunities

Challenges:

- Pay gap
- Perceptions of Govt.
- Cumbersome hiring process
- Poaching of Talent

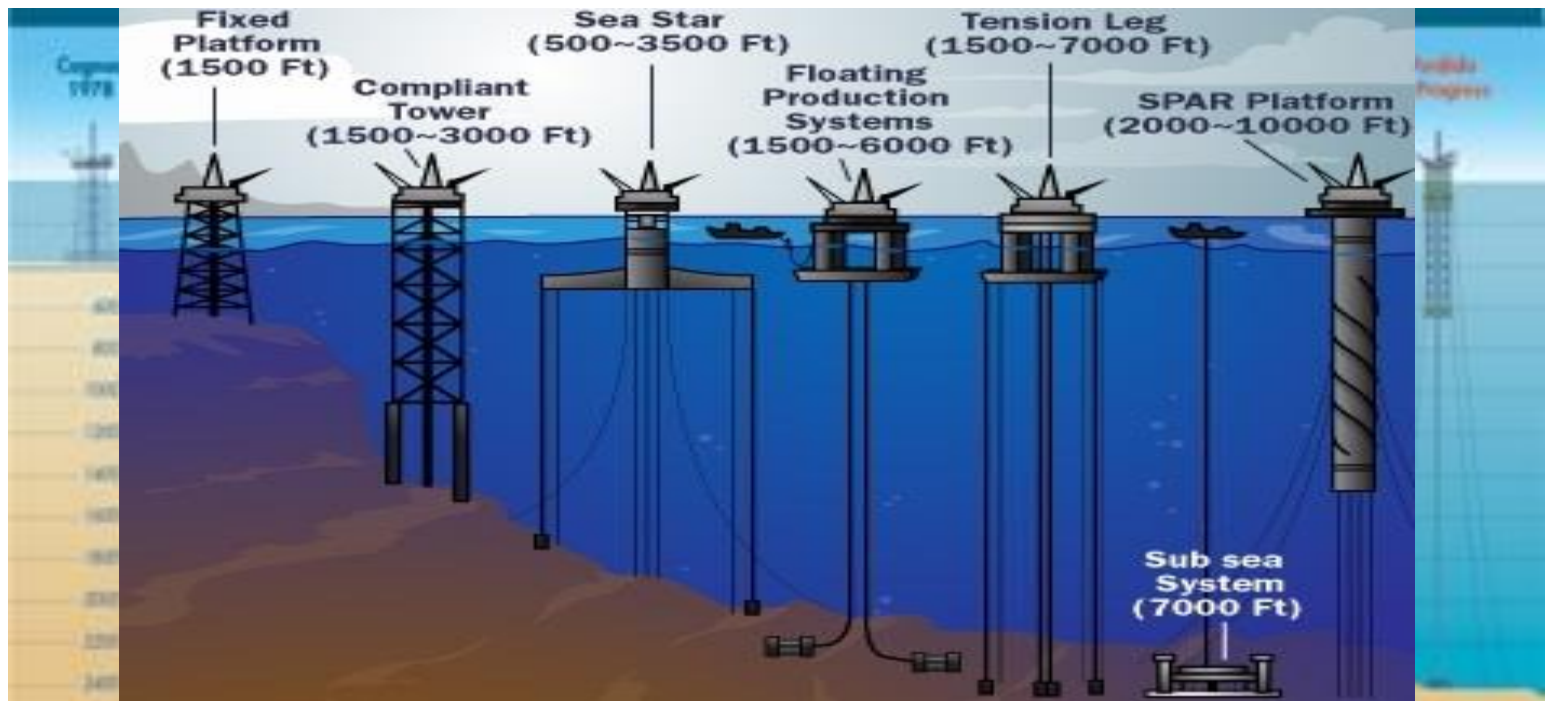
Opportunities:

- Current market conditions
- Sense of purpose
- Personal Stability
- Training



Gaps in KSA's

- Technological Currency
- Risk methodologies
- Human factors Engineering – Holistic Approach



Ways to address

Gap:

- Technological Currency
- Pay gaps
- Holistic Approach
- Attract/retain Talent

Initiative:

- Establish Technology Center
- OESI
- Special pay incentives, student loan repays
- SEMS
- Risk Based Inspections
- College outreach
- Youth initiatives
- Public affairs/brand recognition
- Targeted Industry recruiting

Future needs

- Engineering leadership emphasis
- “Futures” project?
(e.g., Energy picture in 20 years)
- Cross-sector dependencies



BSEE Website: www.bsee.gov



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