



WELL-SAFE
SOLUTIONS

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Bridging the Gap – Sustaining Competence for Decom and the Energy Transition

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How does Decommissioning link to the Energy Transition??



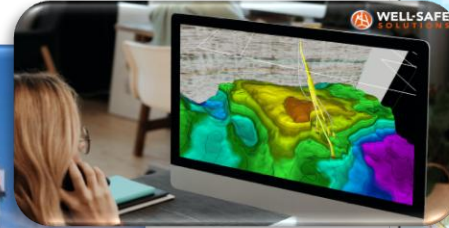
New casing v's very poor condition
20" conductor installed in late 1980's



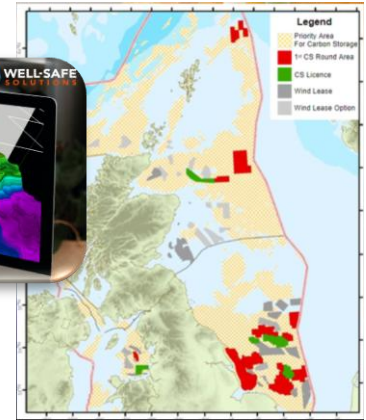
Anglia Platform during life &
removal



Drilling for Geothermal Energy



Reservoir Assessment
for CCUS & Hydrogen
storage



Re-licensing for the Transition
Energies



Offshore Wind

How do we safeguard the supply chain & domestic skills, while we develop new energy enterprises?

UK offshore energy sector jobs are predominately in supply chain (approximately 90%).

Many supply chain companies are looking overseas for growth due to lack of investment in the UK Basin.



UK Skill Base: A Strong Foundation for Transition

Oil & Gas remains strategically vital to the UK.

Decommissioning is a critical phase in the well lifecycle, requiring:

- A critical supply chain
- Deep technical expertise
- Rigorous regulatory compliance

The Transition should not be binary It should be a continuum where experience in legacy operations is vital to success of new enterprises.

We should reject the narrative “clean vs. dirty jobs”

We should embrace **“Good Energy Jobs”** that:

- ✓ Provide strategic value to the UK
- ✓ Deliver safe, sustainable energy
- ✓ Provide overlapping skillsets



**Strategically important skills aren't
taught in classrooms;
they're learned over decades.**

Loss of domestic skills base

(it's already started)

❖ Many have already left...

- ✓ Company headcount reductions / lack of investment.
- ✓ Individual moves for financial security in other industries.

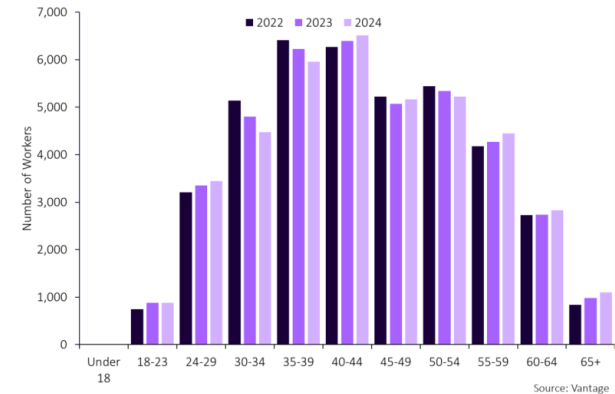
Or to buoyant international oil & gas markets.

❖ A significant proportion of industry professionals are nearing retirement.

55% of the UK's offshore energy sector employers have reduced their staff headcount in the past year

45% of surveyed companies expect to cut jobs over the next 12 months if current policy environment continues.

Figure 2 - Age ranges of offshore oil & gas workers



Age Profile: The average age of the offshore worker remains at 44 years, with a notable 25% increase in the 65+ age group from 2022 to 2024

Where are the next generation...

- ❖ An industry wide recruitment gap for over a decade
- ❖ Investment vs. ROI
 - ✓ Project to project nature; no long-term pipeline of work.
 - ✓ Long lead times before value is returned
 - ✓ Poor retention, value is never returned
- ❖ **Reduced opportunities for individuals to gain ongoing operational experience.**



Skills Retention through Decom

Skill Transferability

A majority of oil and gas skills are transferable to renewables, hydrogen, and CCUS sectors, enabling workforce adaptability.

Job Preservation via Decommissioning

Increasing decommissioning activities provides continuous employment and valuable operational experience to retain talent.

Supply Chain Support

Sustaining decommissioning projects preserves supply chain infrastructure, preventing loss of domestic capabilities.

Workforce Development Programs

Apprenticeships, graduate programme & industry partnerships support workforce skills growth and will smooth Energy Transition.



The Consequence of Inaction

- ❖ Decommissioning will
 - Involve more Incidents/Accidents
 - Get harder
 - Take longer
 - Be more expensive
- ❖ Transition Energy projects will be less viable.
- ❖ The local & national economy will continue to suffer.
- ❖ Local communities will continue to suffer.



Call to Action

Operators:

- Treat your contractors as partners (not a resource to squeeze).
- Collaborate to build streams of work that maintain teams / build efficiency.
- Appreciate the value of training / development, including that of your contractors.
- Invest in training (& experience) not just for today but for tomorrow.

Supply Chain

- Seek out new markets, look for problems to solve.
- Maintain adaptability to new contract models, collaborate & build partnerships
- Don't give up on the next generation / invest in new talent with global mobility.

Regulators:

- Recognise the importance of Homegrown Energy Skills, reward companies that build talent streams.
- Recognise the strategic loss when Capital Assets are lost from the basin or sit idle (while decom projects are deferred).
- Provide regulatory incentives and push industry collaboration to maintain competence & build sustainable decommissioning pathways.

