

REPORT OF THE

NATIONAL PETROLEUM COUNCIL'S

COMMITTEE ON PETROLEUM INDUSTRY MANPOWER

APRIL 26, 1949

COMMITTEE ON PETROLEUM INDUSTRY MANPOWER

CHAIRMAN - W. W. Vandever
Cleveland, Ohio

H. T. Ashton
Western Petroleum Refiners
Association

John A. Bartlett
American Mineral Spirits Company

Burt R. Bay
Northern Natural Gas Company

E. W. Berlin
Standard-Vacuum Oil Company

Jacob Blaustein
American Trading & Production Corp.

E. C. Brehmer
The Texas Company

George F. Bush
Mid-Continent Petroleum Corp.

S. A. Candee
Tide Water Associated Oil Company

Robert Dailey
Humble Oil & Refining Company

John C. Day
Western Petroleum Refiners Assn.

George Dempster
Shell Oil Company

John Ferguson
Independent Natural Gas Assn.

John W. Frey
American Petroleum Institute

Robert W. Hendee
Colorado Interstate Gas Company

Howard P. Holmes
Two-States Oil Company

Carl A. Johnson
Holly Development Company

L. Dan Jones
Independent Petroleum Association
of America

W. M. Keck, Jr.
Superior Oil Company

Richard H. Lackey
Standard Oil Company (N. J.)

John M. Lovejoy
Seaboard Oil Company of Delaware

Byrnes MacDonald
Sinclair Oil Corporation

Robert S. Newhouse
Stanolind Oil & Gas Company

Donald P. O'Hara
National Petroleum Association

George W. Reed
Seismograph Service Corporation

Fred Sehmann
National Stripper Well Association

Charles E. Simons
Texas Mid-Continent Oil & Gas
Association

H. L. Thatcher
Chattanooga, Tennessee

Ralph K. Hoitsma, Secretary
Standard Oil Company (Ohio)

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APRIL 26, 1949

The Committee on Petroleum Industry Manpower was created by the National Petroleum Council upon the recommendation of the Agenda Committee in its report, which was adopted at the Council's meeting on July 28, 1948, copy of which is attached as Exhibit "A". The purposes and reasons for the creation of the Committee are contained therein.

The Chairman called a working Committee, of the National Petroleum Council's Committee on Petroleum Industry Manpower, together on January 10, 1949, to discuss and make preliminary plans for a manpower survey. This meeting took place in the offices of the Oil and Gas Division of the Department of the Interior in Washington. Representatives of the National Security Resources Board, the Bureau of Labor, the Armed Services Petroleum Board and the Oil and Gas Division were present and made statements as to the kind of data needed and government facilities available for gathering them. The working Committee considered the problem and made recommendations which were further developed by individual members of the Committee and which the Chairman presented at a meeting of the full Committee on April 4, 1949.

The Committee agreed to the following recommendations:

RECOMMENDATIONS

The Committee on Petroleum Industry Manpower hereby recommends that:

1. A survey of manpower requirements of the oil industry be conducted by the National Petroleum Council itself rather than attempting to have it made by a government agency.

This procedure was agreed to by a representative of the National Security Resources Board who attended the Committee meeting.

2. A complete nation-wide survey be made of the oil industry breaking it down into the following five major activities: exploration and production; pipeline transportation; manufacturing; supplies, shipping and distribution; and general management.

3. Employees of the companies covered be classified as follows:
 - a. Those who cannot be replaced except on a long-time basis and whose aptitude, training and "know how" has been developed on a variety of jobs over a period of many years.

b. Those who can be replaced but who are on jobs requiring at least two years of training and experience.

c. Those on jobs requiring from one to two years training time.

d. Those on jobs requiring a training time of less than one year.

4. A simple one page questionnaire be circulated to the industry by the National Petroleum Council embodying breakdowns by activity and employee classification as outlined in 2 and 3 above, together with a letter from the Chairman of the Committee explaining the reason for the survey (sample letter attached as Exhibit "B"), and instructions for completing the form.

No data as to salaries, wages and seniority is to be gathered by the Committee.

5. All individual company data collected be held in confidence by the National Petroleum Council.

6. A consolidated report of the data be prepared showing the manpower requirements by classifications in 2 and 3 above, for the industry as a whole, be submitted to the National Petroleum Council and made available to the proper government agencies upon adoption.

7. Data be included in the report to the National Security Resources Board showing the number of men in the Armed Forces Reserve or National Guard.

8. The survey cover only employees in the domestic service and no attempt be made concerning employees in foreign operations.

Respectfully submitted,

W. W. Vandever, Chairman

Committee on Petroleum
Industry Manpower

REPORT OF
AGENDA COMMITTEE
OF THE
NATIONAL PETROLEUM COUNCIL
AS ADOPTED JULY 28, 1948

Chairman Hallanan has submitted to the Agenda Committee of the National Petroleum Council a copy of a letter addressed to him, dated July 27, 1948, signed by Mr. Max W. Ball, Director of the Oil and Gas Division of the Department of the Interior which contains a request for the appointment of a committee of the Council to study and estimate the present employment in the petroleum industry. A copy of the letter is attached and made a part of this report.

The Agenda Committee recommends that a committee on manpower in the petroleum industry (1) to study and estimate, and report, on the present manpower engaged in the industry, classified by functional divisions of the industry, occupations and skills, and geographic areas: desirable and practical classifications to be determined in consultation by the committee with representatives of the National Security Resources Board, the Armed Services Petroleum Board, the Oil and Gas Division and other appropriate governmental agencies, and (2) to study and report as to the adequacy of currently available employment data for the functional divisions of the domestic petroleum industry and to recommend ways and means of overcoming such deficiencies as may exist therein.

Respectfully submitted

/s/ Geo. A. Hill, Jr., Chairman
Agenda Committee

Attachment

C
O
P
Y

UNITED STATES
DEPARTMENT OF THE INTERIOR
OIL AND GAS DIVISION

Washington 25, D. C.

July 27, 1948

Dear Mr. Hallanan:

The National Security Resources Board, in line with its responsibility of planning for civilian mobilization in case of emergency, needs a study of the essential manpower requirements of the petroleum industry during an emergency if one should arise. Discussions among representatives of the National Security Resources Board, the Armed Services Petroleum Board and the Oil and Gas Division have led to the conclusion that the first step in such a study is an estimate of present employment in the industry.

I accordingly request that the National Petroleum Council create a committee on manpower in the petroleum industry (1) to study and estimate, and report, on the present manpower engaged in the industry, classified by functional divisions of the industry, occupations and skills, and geographic areas; desirable and practical classifications to be determined in consultation by the committee with representatives of the National Security Resources Board, the Armed Services Petroleum Board, the Oil and Gas Division and other appropriate governmental agencies, and (2) to study and report as to the adequacy of currently available employment data for the functional divisions of the domestic petroleum industry and to recommend ways and means of overcoming such deficiencies as may exist therein.

Sincerely,

/s/ Max W. Ball

Max W. Ball, Director

Mr. Walter S. Hallanan, Chairman
National Petroleum Council
1625 K. Street, N. W.,
Washington, D. C.

PROPOSED LETTER TO OIL INDUSTRY

TO _____

The National Petroleum Council has been requested to supply certain manpower data for the use of the National Security Resources Board, a Presidential advisory group coordinating military, industrial and civilian mobilization planning essential to national security.

The National Security Resources Board is collecting facts on industry's needs which can serve as a basis for planning in the event of a national emergency. The Board is now studying manpower needs in the oil industry. They need to know the number of men currently engaged in the industry, and estimates of the numbers who can and cannot be replaced, and time needed to train people on jobs where workers can be replaced.

Investigation has disclosed no adequate existing source of data to provide such information. Accordingly, the National Petroleum Council has appointed a Committee on Manpower which is undertaking to collect the required data. The Committee has met with representatives of the N.S.R.B. and other government agencies and has reported to the N.P.C. The Committee has agreed that the industry needs the proposed survey to provide data on manpower requirements to serve as the basis for making a case for deferments in the event of an emergency. At the same time there is an advantage to the industry in making a determination of training time and having it accepted during peacetime rather than in the midst of an emergency. The Council has accepted this report and the Committee's recommendation of method to be used in gathering the facts.

Since your operations, together with those of other members of the petroleum industry, will be essential in the event of an emergency, we feel sure of your interest and cooperation in collecting the needed information. Accordingly, your company and all others in the industry are being surveyed.

Copies of the survey form, designed for tabulating the necessary data, and instructions for completing this form, are attached covering the several broad categories of establishments or activities in our industry. Please use those appropriate to your own operations covering only domestic employees.

You will note that the forms provide for reporting the numbers of men by activities and by varying degrees of replaceability. The Committee recognizes that you may have some difficulty in furnishing this information but urges that you bear in mind the importance of realistic data in estimating replaceability.

Thank you for your cooperation. Please return one copy of the survey forms by July 1, 1949 to Mr. James V. Brown, Secretary-Treasurer, National Petroleum Council, Suite 601, 1625 K. Street, N. W., Washington, 6, D. C. This office will also assist you with any questions you may have concerning the survey form and can supply additional forms if necessary. All this material will be held in confidence by the National Petroleum Council. The report which is made to the National Security Resources Board will show totals for the industry and individual company data will not be revealed.