

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.6	Junior Operator Training
Sponsor(s)	<i>ConocoPhillips Canada</i>	

1. Objective

To train the local labour force and increase the qualifications and skills of Aboriginal people required to take advantage of job opportunities in Alberta's resource-based industries.

2. Description

ConocoPhillips established the Junior Operator Training Program in communities in proximity to their areas of operation in northeastern Alberta, particularly where Company operations may impact traditional lands (Trout Lake, Peerless Lake). The Company selects four trainee operator positions that experience mentoring/job shadowing, and complete training tickets including WHIMS, H2S, TDGS, and First Aid prior to gaining full employment with the Company.

Eligible candidates are selected through a formal selection process. The positions are posted in each local community. Grade 12 is preferred and prior completion of the PET program is helpful for the successful selection of candidates. Four positions are continually cycling through the Program.

3. Implementation

Some of the key elements for implementation and management of this program are set out below:

- i. full buy-in to the program of company mentors is required for program to be a success;
- ii. senior management need to provide ongoing support for the Program;
- iii. during selection process, the Company does not rely on political recommendations but use established selection criteria. The communities used to have a role, but the Company has now implemented a hiring standard by which ads are placed in all communities, and a selection process is used similar all job postings to select the best candidates through an interview process;
- iv. employment is not guaranteed. If a position is open, these trainees will get the first opportunity for it. At worst, the trainees will remain employed until a position opens up. The employment opportunity is based on criteria like any other job, ability, competency, and responsibility.

4. Timeframe for Results

One year mandate for eligibility, and results vary according to the ability of the candidate. One year eligibility means that all junior operators will be given a one year term to learn and train, with the expectation that performance reviews will be held to ensure that the candidate is progressing. If after one year, the individual has had performance issues or cannot meet the basic expectations, a new candidate will be given the opportunity (community member of course).

5. Measurable Criteria

These include:

- the number of junior operators successfully completing the training;
- level of life skill development of operators upon completion of Program; and
- ability of junior operators to find employment upon completion of the Program.

The company currently has 27 operators, 10 are from local communities. Over time the percentage of local operators will gradual increase.

6. Budget

Approx \$200,000/year. The company pays the entire amount and receives no government funding for this program. Schools provide non-financial support.

7. Partners and Sponsors

ConocoPhillips.

8. Experience with the Program

This program has been utilized in Trout Lake and Peerless. The Program has been run for over four years. The company believes this is a successful way to conduct business because they are sourcing a work force in close proximity to the operation; the candidates are capable and willing and are more likely to be long term employees because they live in the area; the program can reduce operational costs and provides long term sustainable development to communities in which ConocoPhillips operates. Developing not only working relationships but personal friendships also benefits the long-term success of the company and community.

9. General Applicability

This program is generally transferable to other companies and industry sectors interested in capacity building with Aboriginal communities.

10. Additional Information or Support

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