

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.7	Petroleum Employment Training Project (PET 2003)
Sponsor(s)	<i>Husky Energy Inc., Canadian Natural Resources Limited, EnCana Corporation, Japan Canada Oil Sands (JACOS), ConocoPhillips Canada, Shell Canada, Petro-Canada Limited, Nexen Inc., Imperial Oil Resources Ltd</i>	

1. Objective

An industry-based training modules program to prepare local trainees for employment opportunities by developing skills and knowledge required by prospective employers.

2. Description

The Program includes development modules designed to prepare trainees for successful employment as well as to develop specific industry-based skills and knowledge needed by employers. The trainees acquire adaptability and self-confidence together with a willingness and ability to learn new skills. Some aspects of the Program include:

- accept trainees with a minimum of Grade 9/10 education and develop their career paths from this point;
- delivered over two terms for a total of 10 months of intensive training - featuring both in-class instruction and practical on-site training;
- delivered locally by an approved institution;
- 25 training spaces for carefully selected trainees.

Program components are:

- employment knowledge, skills and attitudes;
- industry knowledge and skills;
- academic preparation based on specific industry-related knowledge and skills in math, science and English;
- Safety Certification;
- computer training;
- 240 hours of practical experience through on-site supervised placement with partnering companies;
- self-enhancement including learning to learn skills, goal orientation, personal, family and

community living skills, comprehensive career counseling;

- follow-up supportive services provided for six months following employment for both employers and employees

The decision to implement the Program is made jointly by the host community and the companies active in the area. The community determines there is a need to develop selected members' ability to pursue long-term career opportunities in the petroleum industry as part of its overall community development strategy. The industry identifies the need for a reliable source of local employees. Together, a decision is made to enter into a partnership to achieve this objective. Both provincial and federal governments are then invited to work with the community and the industry as a partner in the development and delivery of the Program. Each partner contributes expertise, technical and financial support to the training process.

In Alberta, Northern Lakes College in Slave Lake has been the institution accredited by Alberta Learning to deliver the training program. As a provincially accredited program, the eligible trainees have their program fees, learning resources and a training allowance provided by Alberta Learning. Trainees who are eligible to receive Employment Insurance (EI) receive payments from this source while in training. In British Columbia, sponsorship of the program is provided by the Economic Measures Title of the provincial government. Training allowances are provided through the North Eastern Native Advancing Society (NENAS) on behalf of HRDC. Northern Lights College is the institution accredited to deliver the program in North Eastern British Columbia.

3. Implementation

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

- a draft of the Training Program is provided to industry partners to review and validate prior to program implementation. Partners are requested to identify changes or improvements to ensure end results meet with their employment needs. The content, standards and training process is validated to meet both local industry and community needs. A Task Force comprised of community, industry and government representatives is established each time to oversee and guide the project from initial conception to conclusion. The main question to be addressed by the validation process is: Would you consider employing a successful graduate of this training program in an entry-level career position with your company?;
- local petroleum industry companies are involved throughout the Program in both the classroom instruction and practicum components. In this way, producer and service companies get to know the trainees. They are familiar with the skills and knowledge attained and can identify potential employees at the end of the training process;
- trainees benefit from direct exposure to experienced industry personnel and from the opportunity to develop personal contact with the industry;
- community representatives and agencies are encouraged to be involved in the instruction and counseling of the trainees throughout the training. The support of the community is made apparent to the trainees and valuable resources from the community are utilized in the program.

4. Timeframe for Results

Each program lasts for 10 months. Graduates of the Program are assisted in securing career employment in the industry. Support services are provided to both employers and employees for a period of time to ensure success. Representatives of the training institution or the host community are available to provide assistance should any difficulties arise during the first six months of employment. This service is provided to both the employer and the new employee. A formal follow up is conducted after both three and six months of employment to document results of their employment by the graduates. This information is provided to all project partners. Some support is provided if graduates choose to pursue further education and training beyond this program.

5. Measurable Criteria

These include:

- graduates of program are finding employment;
- development of a local Aboriginal workforce that is trained and which supports both the oil and gas industry and its related service companies;
- local Aboriginal adults are prepared for entry into long-term careers in the industry; and
- enhancement of relations between the industry and Aboriginal communities for the long-term benefit of both.

6. Budget

PET is funded by provincial and federal governments, partnering petroleum industry companies and by host communities. A Project Task Force approves the final budget. Sources of funding include:

- Government of Alberta financial contribution for program delivery - Alberta Learning;
- industry financial and in-kind contributions for program delivery;
- each company contributes approx. \$10,000/year
- each company contributes to classroom training by making industry presentations
- host community(s) contributions, both financial and in-kind;
- Training Allowances for trainees provided through HRDC, Province of Alberta and other agencies.

7. Partners and Sponsors

PET is a unique joint partnership involving companies, community agencies, Aboriginal associations and communities, and government. Some of the companies that have been involved are Canadian Natural Resources Limited, EnCana, ConocoPhillips, Devon Canada, Duke Energy, Husky Energy, Petro-Canada, Talisman, PennWest, Apache, Anadarko, ISH Energy, Imperial Oil, Shell Canada, Burlington, Paramount Resources, and Nexen.

8. Experience with the Program

The Program was initiated in 1998. It has been successfully implemented in the Wabasca, High

Level, Red Earth and Bonnyville areas of Alberta and with the Doig River First Nation, Fort Nelson First Nation and Prophet River First Nation in North Eastern British Columbia.

Employers and communities have expressed satisfaction with the Program and results achieved. A second program has been implemented in Wabasca upon industry's request.

9. General Applicability

While this particular example is related to the Petroleum industry, this Program is a model which can be content adapted to be used by other resource industries and suppliers where there is potential for local Aboriginal workforce development.

10. Additional Information or Support

Dr. Fred Carnew & Associates, Calgary, AB - facilitates implementation of projects on behalf of industry sponsors

Telephone: (403) 288-1371

Email: fcarnew@shaw.ca

Date Entered or Updated: June 15, 2005