



## Pennsylvania's Oil & Gas Extraction Industry Partnership

*Meeting the workforce needs of  
Pennsylvania's oil & gas extraction industry*

## Business Climate Survey conducted by POGAM in May 2006

Funded by an Industry Partnership Building Grant from the  
Pennsylvania Department of Labor & Industry  
to the  
North Central Workforce Investment Board

### Purpose:

To evaluate the factors beyond wellhead prices that will  
drive capital spending in the oil and gas extraction  
industry through 2010

## Survey Results

### Pennsylvania's oil & gas producers:

- expect wellhead prices to remain high
- want to expand capital investment in new well drilling

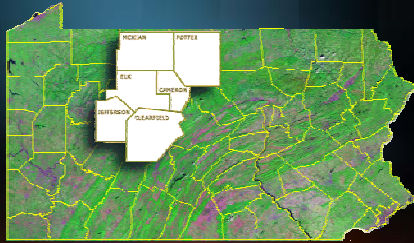
## Workforce Expectations through 2010

### The vast majority of oil & gas companies:

- expect industry-wide employment in PA to increase
- expect to hire more people
- expect difficulties finding skilled labor
- expect trouble contracting for drilling rigs and well services

## Workforce Needs Assessment

Conducted in June 2006  
**Survey of 126 oil and gas companies**  
operating in the North Central Workforce Investment Board region



**27% of the surveyed companies responded**  
14 oil & gas producers  
16 drilling and well service contractors  
3 professional service providers and one refinery

## Significant Job Growth Ahead

**1,026 new full-time jobs through 2009**  
from oil and gas producers

**638 new full-time jobs through 2009**  
from well drilling & service companies

**1,190 entry-level & unskilled positions**  
**72% of new jobs**

## Most difficult jobs to fill

### Drilling contractors & service companies

Drillers  
Drilling & service rig hands  
Oilfield Truck Drivers  
Oilfield Equipment Operators

### Oil & gas producers

Geologists/geophysical staff  
Production workers (pumpers, well tenders)  
Engineers  
Landmen

87% have difficulty finding & retaining qualified employees

## Workforce survey conclusions

### Pennsylvania's oil & gas industry:

- has difficulty filling entry-level & unskilled positions due to:
  - poor work ethic in job applicants
  - the lack of job readiness skills in entry-level employees
  - lack of awareness or understanding of the industry
- has difficulty finding qualified technical & professional staff
- needs new education & training programs to rebuild the labor pool

## Oil & Gas Industry Partnership

- **Formed in late 2006**
- **Funded by Partnership Building Grant**  
from the  
**Pennsylvania Department of Labor and Industry**  
through the  
**North Central Workforce Investment Board**
- **Made up of:**
  - Oil & gas industry companies
  - Workforce Investment Boards
  - Education and training providers
  - Other regional business & economic development interests

## Industry Participants

ABARTA Oil and Gas	LJ Stein
American Refining Group	Matt E. Vavro
Appalachian Well Services	Minard Run Oil Company
Atlas Energy	PA General Energy
Catalyst Energy	PA Brine Treatment
Chesapeake Energy	Penn-York Affiliates of the Desk and Derrick Club International
Dallas-Morris Drilling	Phillips Drilling
East Resources	Phillips Production
EOG Resources	POGAM
Falcon Drilling	Range Resources
Gas Field Specialists	Snyder Brothers
Halliburton Services	Superior Well Services
Hart Resource Technologies	Texas Keystone
IOGA-PA	Union Drilling
Kriebel Gas Company	Universal Well Services
Lang Surveying	US Energy Development Corp.

## Workforce Investment Boards

- **North Central** (Cameron, Clearfield, Elk, Jefferson, McKean and Potter counties)
- **Northwest** (Clarion, Crawford, Erie, Forest, Venango and Warren counties)
- **Tri-County** (Armstrong, Butler and Indiana counties)
- **West Central** (Lawrence and Mercer counties)
- **Westmoreland-Fayette**

## Education and Training Providers

- Bradford Area School District
- Clarion University
- Clarion University, Venango Campus
- Indiana County Technology Center
- Jefferson County-DuBois Area Vocational Technical School
- Lock Haven University
- University of Pittsburgh at Bradford

## Others

- Clarion County Economic Development Corporation
- Economic Progress Alliance of Crawford County
- Oil Region Alliance
- Warren County Chamber of Business and Industry

## Oil & Gas Industry Partnership

### Our Purpose:

- **Develop & deploy training resources to ensure that:**
  - **young people entering the labor market have the basic skills needed by industry employers**
  - **workers looking for new jobs are aware of the opportunities available in the industry**

## Partnership accomplishments

- **University of Pittsburgh at Bradford petroleum technology degree program**

- Funding provided to help employ adjunct faculty
- Associate degree program had been discontinued in the late 1980s
- Courses began again with the Spring 2007 semester



## Partnership accomplishments

- **Job fairs held in June 2007 at CareerLink centers**

- Indiana  
10 employers, 90 job seekers
- Bradford  
8 employers, 107 job seekers

- **Gave employers the opportunity to meet, interview and hire qualified, pre-screened applicants**

- **More job fairs are planned for CareerLink locations in Western Pennsylvania in 2008**



## On the Air ...

- **Cable TV Advertising Campaign**

- **Five 30-second employee-recruitment ads** created by Creative Services Group of Penn State Public Broadcasting
- **Production funded by an Industry Partnership Building Grant** from the Pennsylvania Department of Labor & Industry to the North Central Workforce Investment Board
- **Theme of the ads: "Come do what I do"**
- **Ads feature "testimonials"** from a land agent, driller, well tender, service crew member, geologist and environmental technician

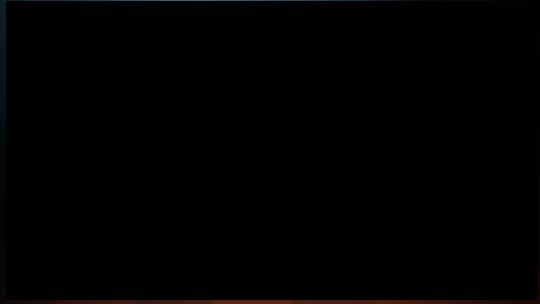
## On the Air ...

- **Cable TV Advertising Campaign**

- **Airing on Prime Time** over an seven-week period throughout Western Pennsylvania
- **Started April 27 and runs through June 11**
- **Targeting diverse group of job seekers** with an emphasis on new and recent High School graduates
- **\$130,000 raised from industry sources** to buy the advertising time

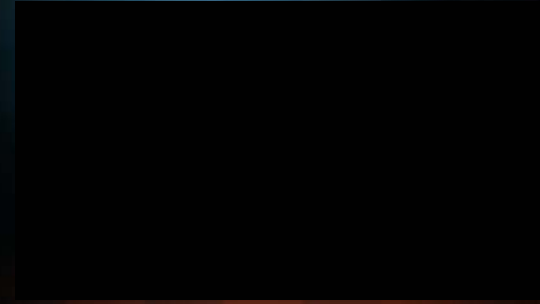
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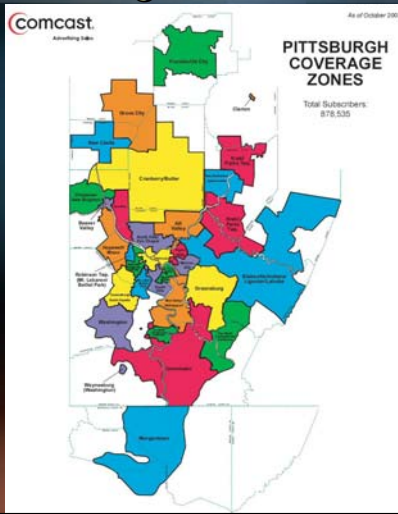


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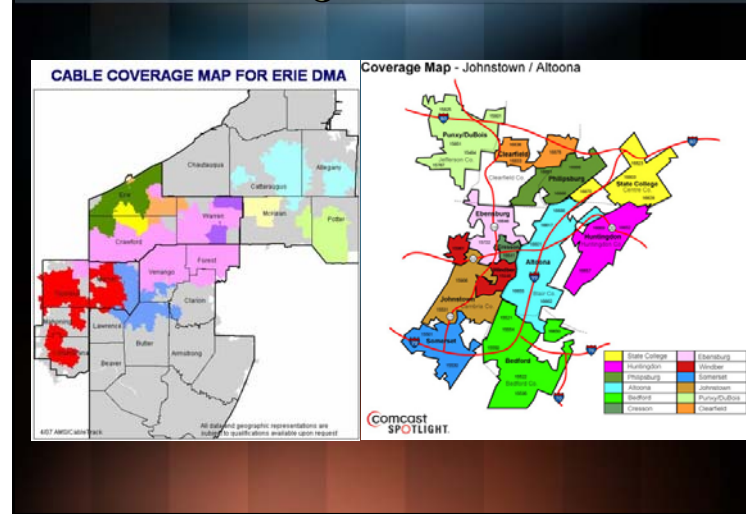
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### Cable TV Coverage Areas



### Cable TV Coverage Areas



## Coming soon

### ▪ Interactive CD for job counselors

- Also being developed through Penn State under the Partnership Grant
- Easy-to-use, browser-style format
- Will provide information on:
  - Where oil and gas comes from
  - History of the industry in Pennsylvania
  - How the industry operates
  - Specific jobs and what education/experience is needed for each of them
  - Videos of current employees in targeted jobs describing their work day & work experience
  - Links to additional resources and websites
- Will be used by job-centers and school districts

## Coming soon

### ▪ Job Awareness Posters

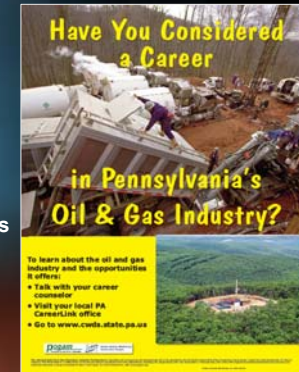
Placement of Poster Displays at CareerLink Offices in 5 WIB regions

to promote awareness of job opportunities in the Oil & Gas Industry

Posters will be distributed to Middle & High School counselors

98 School Districts in WIB regions

Posters will be distributed by WIBs and Industry Participants for placement in public spaces throughout the region



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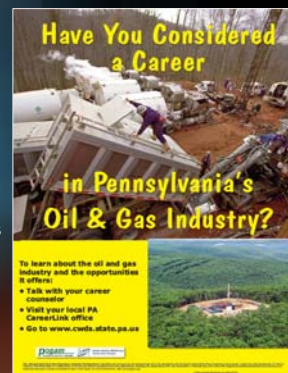
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### ▪ Job Awareness Brochures

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- distributed to Middle & High School counselors
- used by Industry Participants for job fairs and related needs

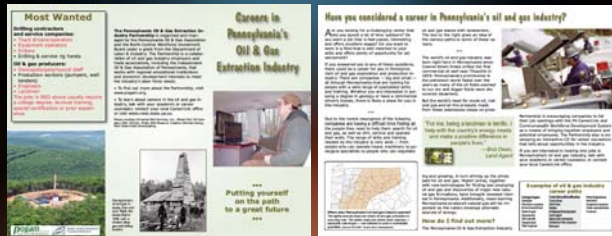


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## Incumbent Worker Training

### ▪ \$250,000 Incumbent Worker Training Grant

awarded to the North Central WIB based on an assessment of employee training & education needs conducted by POGAM

#### Current Programs Offerings:

- **Well Control Training**  
API & IADC Certification
- **Oilfield Training** in:
  - › Oil & Gas Operation Basics
  - › Oil & Gas Production
  - › Supervising Drilling & Completion Operations
- **Professional Land Agent Training**  
University of Pittsburgh at Bradford
- **Associate Degree in Petroleum Technology**  
University of Pittsburgh at Bradford
- **Natural Gas Migration Workshop**  
Penn-York Oil & Gas Affiliates of Desk and Derrick Club



*For more information on*

## Pennsylvania's Oil & Gas Extraction Industry Partnership

**Contact:**  
**The Pennsylvania Oil & Gas Association**  
[info@pogam.org](mailto:info@pogam.org)  
[www.pogam.org](http://www.pogam.org)  
(717) 234-4414

*or*

**The North Central Workforce Investment Board**  
[www.ncwib.org](http://www.ncwib.org)  
(814) 773-3162