**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  

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**Survey Results**  
Pennsylvania's oil & gas producers:  
- expect wellhead prices to remain high  
- want to expand capital investment in new well drilling  

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**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
PA Oil & Gas Extraction Industry Partnership Overview

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

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

Industry Participants

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<td>LJ Stein</td>
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<td>Matt E. Vavro</td>
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<td>Lang Surveying</td>
<td>Universal Well Services</td>
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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

- 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

- 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
On the Air ...

- Cable TV Advertising Campaign

Cable TV Coverage Areas
PA Oil & Gas Extraction Industry Partnership Overview

**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

**Coming soon**

- **Job Awareness Brochures**
  - Brochures will be:
    - included in the Poster Displays at CareerLink Offices in 5 WIB regions
    - distributed to Middle & High School counselors
    - used by Industry Participants for job fairs and related needs

Pennsylvania Oil & Gas Association
Coming soon

Job Awareness Brochures
Brochures will be:
- included in the Poster Displays at CareerLink Offices in 5 WIB regions
- distributed to Middle & High School counselors
- used by Industry Participants for job fairs and related needs

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
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