

Education: Attracting New Faces to the Energy Industry

Interstate Oil and Gas Compact Commission Annual
Meeting

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Overview

- Educational and industry needs
- Best practices for increasing labor pools and attracting young minds
- Next steps

Industry Needs

- Employees to replace those retiring from the industry in the next 10 years
- Increased student interest in math and science from elementary through college years
- Higher % of freshmen planning to major in engineering or any physical science
- Educational programs that support industry in both quantity and quality

"Petroleum Professionals Blue Ribbon Task Force: A Follow Up Report," Interstate Oil and Gas Compact Commission, Gov. John Hoeven, January, 2007

Best Practices in Higher Education

- Identify institutions of higher education that:
 - Produce best products in the industry
 - Are found in prime locations
- Ensure that curriculum prepares students for workforce
 - Take part in development of curriculum
 - Provide department heads/professors with practical on-site exposure

Best Practices in Higher Education

- Create scholarship programs and invest in program development dollars that support the company's immediate and long-term needs
- Provide internship opportunities
- Encourage/facilitate concurrent enrollment with common education

Best Practices in Common Education

- Understand that industry must grow its own workforce
- Recognize that educational interests are typically identified well before entering college
- Place dual focus on teachers and students

Best Practices in Common Education

- Teacher Focus:
 - Promote and support teacher understanding of industry needs
 - Support industry related training for teachers (i.e., Math/Science Teacher Academy)
 - Request support of local government officials to promote importance of math and science in education

Best Practices in Common Education

- Student Focus:
 - Develop mentoring programs
 - Introduce students to industry (i.e., host rig tours, campus tours and special events)
 - Support charitable events such as robotics, engineering and math fairs, sponsor field trips
 - Visit and build relationships with students demonstrating interest in science and math
 - Build awareness in female and minority students

Next Steps

- Assess immediate company needs
- Determine long term goals as it relates to education and industry
- Evaluate whether your educational giving focus is providing the results you want
- Re-structure giving focus to produce desired results

Final Thoughts

"The significant problems we face cannot be solved at the same level of thinking we were at when we created them."

-- **Albert Einstein**