

Energy Industry Workforce Summit June 5, 2008 – Input Form

I feel that the action plan that was created is achievable.

[17] Yes [1] No [18] no response

Please comment:

- We need a commitment to an active partnership and continuing review - updates on what we did well, etc.
- Need to develop action teams comprising representatives of education, industry, and government
- covered a lot of ground
- Needs to be a more efficient connection between secondary ed and post secondary (comm. college)
- Want to see more information
- I feel the plan is too broad to realistically be put in place by volunteers. A more narrow focus would be achievable
- Great ideas and organization
- Excellent process and presentation
- While there are some policy changes/modifications if made would certainly allow these plans to be implemented more easily; the plan does seem to be attainable

I have additional ideas that I would like to suggest for inclusion in the plan.

- Identify a lead coordinator for the effort
- I would like to see Career Links and the energy industry reps work together more effectively so that unemployed adults are more aware of job options. For example, each Career Link might have a contact within a company who should present option/jobs to a Career Link (career), exploration class, provide company tours, etc.
- Industry cooperation
- Must get into schools at all levels via PTA/PTO
- How to reach the public school students to become interested in the energy industry
- Being proactive - improving recruitment, training, and retention benefits everyone. If the schools aren't working get involved. If that state WIBs aren't being responsive don't use them.
- Employers need to identify the qualifications for all the positions they need to fill
- CTCs aligned to community colleges to industry certificates
- CTCs aligned to community colleges
- Be sure to include the K-12 recruitment awareness piece
- Late elementary through high school - industry standards drive educational goals that then move students to certificate training and certifications.
- The need to understand the motivation (a focus group of these employees may be helpful) of new/younger workers and create a culture that appeals to them, understanding there are some things that cannot change.
- Our HR consortium of which I am an active member has proven to be a good connector of businesses in our area. We share common grant applications for training funding for some, interact on HR/safety issues that affect all of us, and generally intersect opening to share concerns and problem solving solutions.
- Companies need to understand that recruiting, training, and retention is all "one" - spent the money and you will have success
- Training incumbent employees - a serious commitment is needed in continuous education by companies, where workers are teamed on work time
- See Nancy Lohr's for WACTC
- More investment and support of CTCs that they provide the industry required training and certifications to proceed directly into the workforce or continue their education in post secondary institutions
- Comprehensive package covering the workforce pipeline from K-12 (awareness of industry, need for math and science (STEM) education) through education:
 - vo tech/assoc degree (awareness of career paths)

Energy Industry Workforce Summit

June 5, 2008 – Input Form

- adult learning/re-training

to BS engineering students (awareness of opportunities and challenges remaining for energy and established field as well as new/renewable)

- Encourage both regional and statewide meetings within industry as well as with industries with similar concerns
- High schools
- Needs analysis to create a profile for the workers
- Plan another conference in 6 months to follow up
- Industry certification available
- Bring labor unions into process through allowing more organizing campaigns
- Coordinate with people who have the same needs
- How many employers here are registered with Career Links and list positions there? This includes all advisory partnership employers.
- Remove CTCs (secondary level) from governance of sending superintendents
- High school exit exams a must
- Develop a mechanism to share best practices and statistics and information about the energy industry that can be used to help markets promote the jobs in this industry in our local workforce areas.
- We have worked with our outreach services at our local universities to develop training needs not only for salaried employees but also for our hourly employees. We have created a very good relationship with these folks who realize what important customers we have and how important they can be to our community.
- Look at CTCs for customized training and continuing education
- Dept of Education
- Toolkit developed with career ladder
- Create a distribution list to continue communication
- Best practices in existence across USA - we do not have to reinvent the wheel
- Keep the conversation going
- Strengthened financial aid to adult part-time students
- Energy industry certificates - cross training
- Partnerships may want to engage retirees from established sectors to assist in the development of training curriculum, transfer of energy industry expertise, and participation in mentorship programs.
- Pipeline programs high school for these careers
- Create a steering committee to govern the work and subcommittees for each initiative (e.g., pipeline, curriculum, training standards, etc.)

Do you feel that this plan will bring value to your organization by helping to meet challenges, etc.?

[23] Yes [0] No [13] no response

Why or why not:

- Understanding companies' needs in different industries
- There is a lot of opportunity for coordinating activities and developing training, and that's what we do.
- It helps to know that others are like us. Even any success would help us.
- Energy curriculum aligned with workforce expectation would be very helpful
- Our company's owner also owns a drilling exploration and extraction company and an oil hauling company; info on skill sets career lattices, ladders, etc., would help us market opportunities across all three organizations and assist us with employee development.
- Offered some discussion as to what can be implemented for positive change to focus on targeting talented workforce - change needed between industry and educators
- In addition to a core in the arts and sciences, Pitt-Bradford is very interested in offering professional programs aligned with regional workforce needs and relevant to industry issues

Energy Industry Workforce Summit June 5, 2008 – Input Form

- If we work together in numbers, we can help everyone in finding jobs
- We are developing the programs for customized training for employers
- We can provide training and facility use for all aspects of the energy industry
- Need to engage everyone and every demographic to solve this real problem
- Educational institution will help in curriculum program planning
- Sharing resources and best practices with coordination will reduce training costs, etc.

Would you be interested in being part of a team to help further develop and implement the strategic action plan?

[28] Yes [1] No [1] maybe [6] no response

Please indicate if this meeting met your expectation by checking the most appropriate box:

[13] Exceeded my expectations [21] Met my expectations [2] Did not meet my expectations.