

# ACR Aboriginal Programs Project Program Template

<b>Program Area:</b>	2.0	Workforce Development
<b>Sub Program:</b>	2.1	Supporting Educational Opportunities
<b>Template:</b>	2.1.5	Youth Stay-in-School and Work Experience Program
<b>Sponsor(s):</b>	<i>ConocoPhillips Canada</i>	

## 1. Objective

To expose interested students to local business, oil and gas, and service industries and to implement youth work experience programs.

## 2. Description

The program promotes staying in school by increasing awareness of and interest in employment opportunities available following graduation.

Interested students who live near ConocoPhillips' operations are invited to attend presentations which take place over five days at their school and focus on employment in the oil and gas and service industries, local businesses, RCMP, and other areas of opportunity.

This program was not run in 2005. In previous years, the presentations were followed by one week of full days at worksites, with students rotating sites each day. As part of the original program, a pre-apprenticeship training program was provided at the school including H2S, WHMIS, TDG, and First Aid.

## 3. Implementation

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

- Company staff mentor students throughout the program.
- Students indicate interest and are approved for the program by their school principal based on certain criteria.

## 4. Timeframe for Results

At present the program only runs for two-week periods, but when the pre-apprenticeship training was involved, students were in the program for a two-year cycle.

## 5. Measurable Criteria

These include:

- Number of students successfully graduating from high school
- Increased level of understanding of business

- Level of trust and networking between community and local businesses
- Level of communication between community and local businesses
- Ability of graduates to find employment in their chosen career path upon completion of the program
- Drop-out rate for trainees; number of junior operators successfully completing the training

## **6. Budget**

Full program not operating at this time so budget is not applicable.

## **7. Partners and Sponsors**

ConocoPhillips Canada, local businesses and schools

## **8. Experience with the Program**

The program was run for three years and was considered successful. Programs have been applied in the communities of Trout Lake and Peerless Lake. However, the two-year cycle program, including pre-apprenticeship training, was not run in 2005 for a number of reasons. However, ConocoPhillips continues to engage in initiatives such as providing two-week practicum training for students enrolled in Lakeland College's oil and gas training programs and providing funding for qualified candidates to enrol in these courses.

## **9. General Applicability**

This program is generally transferable to other companies and industry sectors interested in encouraging young people to stay in school in Aboriginal communities.

## **10. Additional Information or Support**

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