

ACR Aboriginal Programs Project Program Templates

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.8	Sponsorship of Technical Training Facility
Sponsor(s)	<i>Nabors Canada Ltd.</i>	

1. Objective

To provide an industry training facility, accommodation, transportation and training to enable Aboriginal people to gain qualifications and skills for entry level service rig positions.

2. Description

Nabors Canada, an energy service provider, set up a training facility, the Nabors Production Services Technical Training Facility, and an associated training program in Red Deer, Alberta. The training facility and training program provides entry-level service rig training that includes Aboriginal trainees.

Each cycle of the training program is five days. The course was designed by the Petroleum Industry Training Service (PITS), with industry input and is the industry-recognized course for pre-employment training for service rigs. The course consists of 1/2 day classroom instruction and 4½ days hands on training on the rig.

PITS leases the facility from Nabors for the 5 days and utilizes their instructors for the course. The program provides trained, competent employees for Nabors and makes them an employer of choice.

3. Implementation

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

- there is no guarantee of employment upon completion of the pre-employment training program. However, the training program can be used as a screening tool for Nabors to evaluate potential employees. As well, trainees can determine if they choose to continue with this type of work;
- there are two methods of selecting trainee candidates:
 1. Community screens trainees and provides names
 2. Drilling contractor interviews and selects candidates;
- Aboriginal trainees may be integrated into classes with non-Aboriginal students;
- beneficial for trainees to communicate with the Nabors Aboriginal Affairs Coordinator throughout the Program;

- Elders in the community are linked to the trainees to provide support - a number of communities use their elders to help select the candidates for training and also use the Elders as mentors for the students once they have completed the program. Nabors was involved in one situation in which a couple of candidates did not complete the course and ended up meeting with the Elders to explain why they did not fulfill their commitment. Nabors was invited to attend the meeting;
- the training facility is leased to the Petroleum Industry Training Service (PITS), however Nabors uses the facility for their own training purposes and they also lease the facility out to organizations for other purposes; in addition to the PITS pre-employment course, Nabors operates their own internal programs for employees.

4. Timeframe for Results

The four day pre-employment program often results in employment on a service rig.

5. Measurable Criteria

These include:

- the number of Aboriginal trainees successfully graduating from the program;
- the drop-out rate for trainees; and
- the ability of graduates to find employment upon completion of the program.

6. Budget

The total cost is approx. \$2,000 for the candidate to attend the pre-employment program. The PITS charge is \$850 and is usually picked up by Nabors. Costs including travel, accommodation, food, and personal protective equipment run over \$1,000 and are usually covered by the community. The cost of the Nabors rig is approximately \$1 million.

7. Partners and Sponsors

Nabors Canada is the industry sponsor. Communities involved include: Sturgeon Lake First Nation, Samson First Nation, and the Inuit. The trainer is supplied through PITS.

8. Experience with the Program

Program began in September 2002. Program enrolment has included students from Aboriginal communities. These students have been integrated into open PITS courses. The success rate has been fair. The drop out rate has been higher than hoped for (approx. 50%) and higher than the general population. Part of the plan for the future is to do a better job of screening the Aboriginal students prior to attending the program, i.e. career fairs, interviews, etc.

Apart from the success rate, there has also been a lack of interested Aboriginal candidates in the program but recruitment efforts are continuing. The issues include other employment prospects, lack of a driver's license and inability to meet entry qualifications.

9. General Applicability

This program is generally transferable to other companies and industry sectors interested in capacity-building with Aboriginal communities through sponsoring specific pre-employment

programs and training facilities.

10. Additional Information or Support

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