46TH ANNUAL ECC CONFERENCE
ALIGNING THE STARS
Connecting People, Projects & Performance

ENGINEERING & CONSTRUCTION CONTRACTING ASSOCIATION
“Romancing the Future Workforce”

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Shell’s Workforce Development Initiative (WDI) was initiated in 2004 by Shell’s US senior leadership team as a proactive approach to address the “great crew change” and shortage of technical talent graduating as engineers, geosciences professionals and process technicians.

- Our objective is to increase the awareness among educators, parents, students (minorities and women) the importance of math and science and the connection to the vast energy career opportunities, specifically in the technical disciplines.

- By investing Shell’s resources in strategic programs, outreach activities and partnerships, we accomplish Shell’s objectives and address community needs.
The potential for a shortage of skilled industrial workers to build and maintain these plants has prompted public agencies, colleges and corporations to partner together to address the projected capacity shortfall.

Economic development agencies in the Gulf Coast States have estimated over $100 billion in projects in the next decade with a good majority falling into the O&G & Chemical sectors.

- Upstream, Midstream & Downstream
- Petrochemical
- Capital Investment in Oil & Gas
- Natural Gas Transportation & Storage Infrastructure
- Capital Investment in Petrochemical Industry

- Over 955,000 job opportunities by 2020
- Nearly 1.3 million job opportunities by 2030

Under pro-energy development policies.
Focus: building the talent pipeline for the future by raising awareness of students, parents and teachers/counselors regarding the importance of STEM and the connection to jobs/careers in the energy industry. Partner with Shell businesses to develop workforce strategies to close existing/future gaps.

Outreach is targeted towards middle/high schools (youth strategy), 2 year community colleges (process tech & craft careers), 4 year universities (engineering & geosciences careers).

Broad community focus with emphasis on underrepresented communities and females.

Collaborate with local, regional & national external partners (NGOs) to bring hands on STEM programs to students, parents and educators.

Includes 4-year & 2-year scholarship programs & internships (university & community college strategy)

Partner with Shell’s 22 core universities and over 30 community colleges across the country to execute programs & standardize community college process tech curriculum.
WDI Benefits & Impact

- Ability to **replicate** existing STEM 4-Yr and **2-Yr programs** & workforce activities with new Shell businesses/projects to help support local content requirements

- **Collaborate** with Government, Industry Associations, and NGOs to address the workforce needs and leverage opportunities across industry

- **Strong internal collaboration** with Recruitment, HR, SI & Networks to leverage programs/talent pipeline
# Workforce Development Activities

## Building the Talent Pipeline

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## Strengthen & Encourage STEM
- Attract to Technical Careers
- Support for Success
- Employer of Choice

## Partnerships
Partnerships
Energize Your Future with Shell

We look for efficient, environmentally friendly ways to meet society’s energy demands, and to finding qualified people to get the job done. We welcome middle and high school students and teachers to use this site to learn more about the exciting world of energy.

What is STEM?
Almost everything about our world—all the things we do, touch and know—stems from science, technology, engineering and math (STEM). Learn how STEM is fundamental to solving many of the world’s most pressing issues.

Bring STEM to your classroom!
Shell’s expert speakers can spark excitement and bring life to science, mathematics, engineering and technology.

Future of Energy
Energy is vital to our daily lives. It helps us produce food, fuel transport and power communication.

STEM Careers
It takes hundreds of thousands of experts from all STEM disciplines—science, technology, engineering and mathematics—to find and produce oil and gas and to refine

Energizing Games
Do you love challenges, solving problems, and/or using your creative skills? Energize your mind with fun and interactive games.

STEM Activities and Resources
Learn about exciting STEM programs and resources available to you!
• https://www.youtube.com/watch?v=BiS4kPjeJdE&feature=youtu.be

• There are significant employment opportunities for under represented Communities

• The majority of the job opportunities are skilled or semi skilled blue collar jobs (White Collar Jobs also Significant)

• Increased education and training in community colleges, votec schools and the skilled trades critical

• Educating and working with Parents, Teachers/Counselors & Students about the opportunities is critical