



ENGINEERING & CONSTRUCTION CONTRACTING ASSOCIATION



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“Romancing the Future Workforce”



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Operations & Crafts

Shell's Workforce Initiative

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

Projected Job Growth

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

2020

2030

Value Proposition/Priorities

- **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.



Date with Destiny - LA

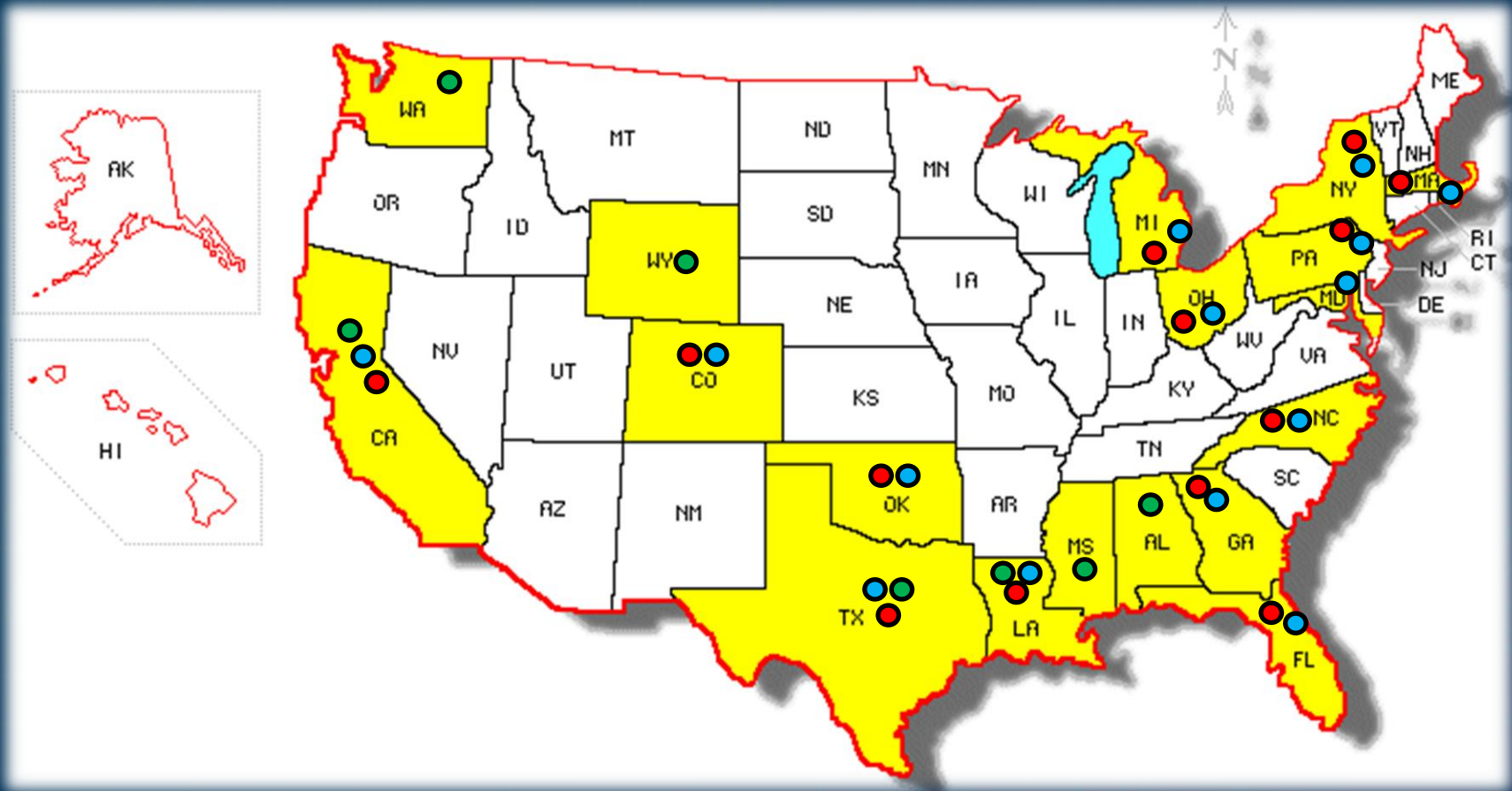


WDI Benefits & Impact

- 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



Presence in the U.S



Process Tech | Crafts
(2 year community college)



Youth Strategy
(middle/high school)



Engineering/Geosciences
(4 year university)

Workforce Development Activities

Building the Talent Pipeline

Middle School

High School

College

Teacher & Faculty Development

Math & Science Competitions

Engineering & Science Field Days

Science & Career Fairs

Traveling Science
Exhibits

Energy Education
Tools

Dual Credit Programs

Scholarships

Summer Camps (Engineering & Process Tech)

Shell education website

College/University
Funding

Internships

Trade Associations

Mentoring Programs

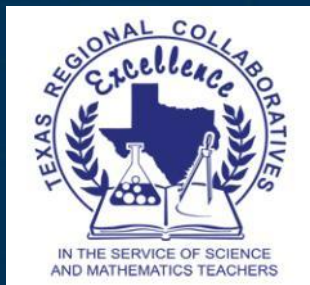
Student Associations

Shell Hires

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

PARTNERSHIPS

Partnerships



Energize Your Future



You are here: U.S. Homepage > Environment & Society > **Energize Your Future**

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



Building the Technical Talent Pipeline

Learn how Shell's Workforce Development Initiative (WDI) team is investing resources in strategic programs, outreach activities and partnerships

Energizing Games

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



Future of Energy

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



STEM Activities and Resources

Learn about exciting STEM programs and resources available to you!

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About Shell

LEARN MORE

History of Shell & Projects - More than a Gas Station

Who We Are

Shell at a glance

Our Business

Our Strategy

U.S. Projects and Locations

Environment and Society



Take Always | Impact Video

- <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