

OIL & GAS / PETROCHEMICAL Focus Group Minutes
June 25, 2002 Regional Workforce Forum

Key Occupations

Disconnect between employer need info & job seekers – info not timely

Replacement jobs – more efficient – jobs disappearing

- Process operators (H.S., experience & PTEC)
- Engineers – ChE's, also MEs & Ees
- Maintenance (pipefitters, millwright, mechanics, boilermakers, welding)
- Maintenance, multi-craft
- Instrumentation techs (E & I)
- Automation technologist (robotics & comp)
- Experienced & credible environmental people who can mediate between state & feds & industry, esp. regulators
- Need leaders in all occupations: how to identify them?
- Most will need post-secondary education
- Offshore (roustabouts, support services)
- Drilling?

Skills - if you want to come to work, stay in school

- Cross-training
- Leadership
- Drug-free
- Team worker (difficult to identify in applicants)
- Employees who know how to take initiative
 - Will do some self-selection, are aware of what skills are needed for the job they are applying for – automation technology skills
- Offshore roustabout is feeder for the operator jobs on rigs & platforms
- PTEC Training – process operating technology
- H.S. science & math
- I & E (instrument & electrician)
- EXPERIENCE – not much low skill or entry level work

Most Used Training Resources

- Technical Colleges – need to be more industry-tailored
- Other plants
- In-house training – St. Charles PTEC program in high school -- can't get enough kids to sign up, need more marketing
- Skill training
- Contractors -- Turner, Harmony, JE Merritt

Disconnects

- Info not getting into WIB data-base on a timely basis
- People not coming out of H.S. with basic skills - math, verbal, work ethic, science

- Work preparedness – how to show up to work, work ethic
- Criteria for getting these jobs are not understood by students or teachers
- Inaccurate public image of chemical industry – media, legal, higher education
- Lack of understanding of the economic impact of petrochemical industry
- State of LA doesn't recruit Industry from other places
 - Pro-active recruitment of industry & promoting the state
 - Neither does state work to RETAIN the companies & industries we have now
- Many La grads. Leave the state to get jobs
- No voluntary state certification for maintenance personnel training

Solutions

- Promote PTEC training at state level & in industry
- Educate students about what they have to do to get a job
- Increase intern-study programs for teachers
- Start with early childhood training
- Need better education system standards (basic skills)
- More communication between those who have the jobs & those who are trying to help people find jobs
- Marketing, media promotion about economic impact of this industry
- More cross-industry cluster communication (facilitated by government)
- Change culture, perception that it is not who you know, it is WHAT you know – through mentoring?
- Some kind of incentive for local grads to stay here
- College education for tech people at night or add hours, continuous education opportunities