



Marcellus Shale Coalition: ***Attracting and Retaining a Local Workforce***

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Local Workforce: A Guiding Principle

Our Guiding Principles



We recognize that to succeed in business, we not only embrace these principles, we live by them each and every day. This will be our legacy.

- ✓ *We provide the safest possible workplace for our employees, with our contractors, and in the communities in which we operate;*
- ✓ *We implement state-of-the-art environmental protection across our operations;*
- ✓ *We continuously improve our practices and seek transparency in our operations;*
- ✓ *We strive to attract and retain a talented and engaged local workforce;*
- ✓ *We are committed to being responsible members of the communities in which we work;*
- ✓ *We encourage spirited public dialogue and fact-based education about responsible shale gas development; and*
- ✓ *We conduct our business in a manner that will provide sustainable and broad-based economic and energy-security benefits for all.*

Key Data:
Local Workforce, Economic Benefits

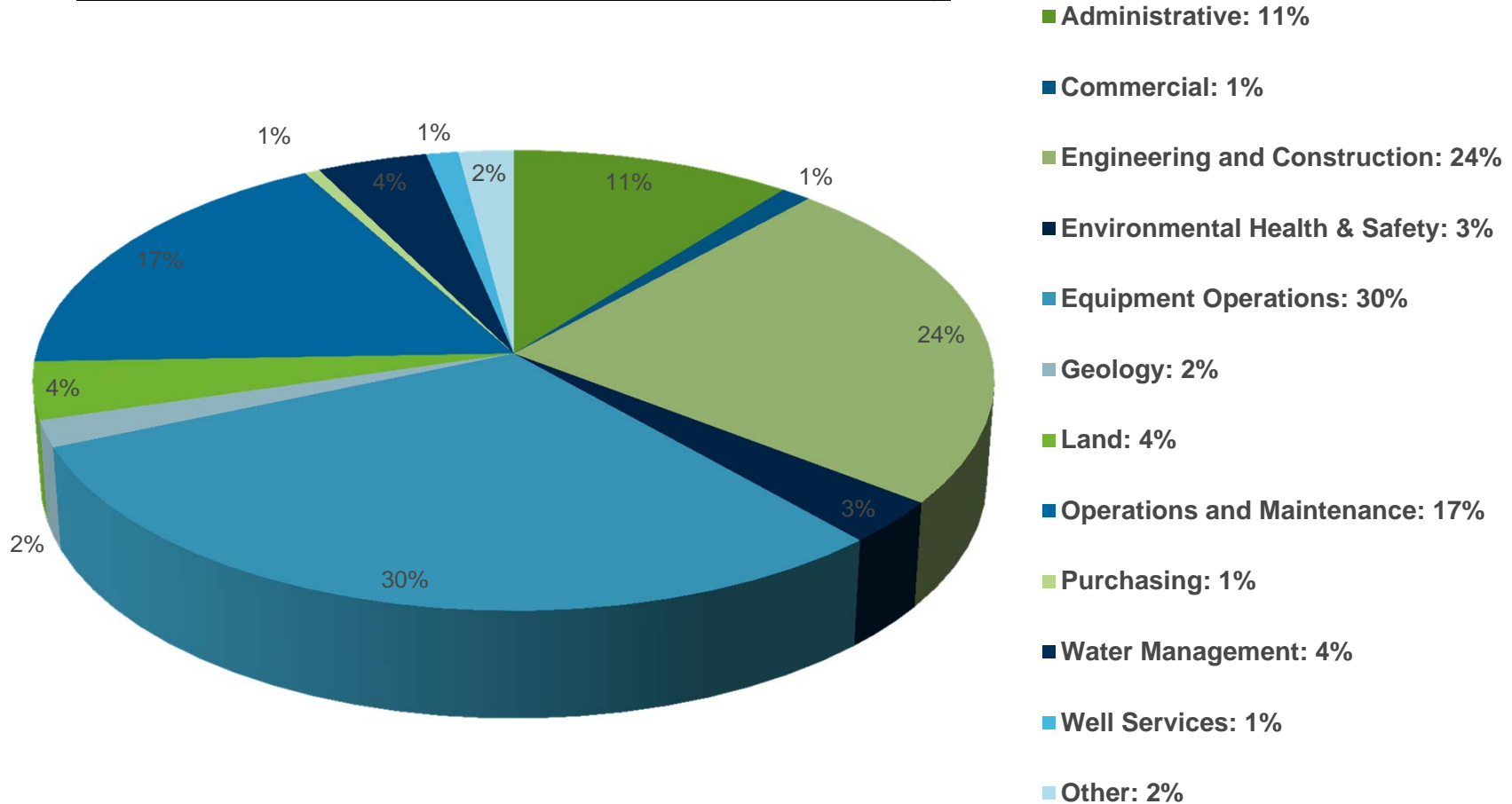
- Testimony to Marcellus Shale Advisory Commission:
 - 141,000 employees in Marcellus and related industries (nearly 3 percent of statewide workforce)
 - 48,000 new hires since fourth quarter, 2009
 - 9,000 new hires in first quarter of 2011 alone
 - 71% of new hires are from Pennsylvania
 - \$69,995 average wage in core industries
 - Greatest reduction in unemployment in Marcellus regions: Northern Tier, North Central, Central, and Southwest PA

- Survey of MSC member companies in Spring 2011:
 - Survey of nearly one-third of MSC's 180-plus members
 - Exploration & production, environmental consulting, engineering, legal services, construction
 - 74% of Marcellus hires since 2008 have been from PA
 - 93% from Marcellus states (PA, WV, OH, MD, NY)

Diverse Job Opportunities



Professional Functions Identified in MSC Survey



Tax and Economic Benefits



- March 2011 Penn State report:
 - Major Marcellus counties in PA: 11.36% increase in state sales tax receipts since 2007
 - Marcellus counties: stronger realty transfer tax collections vs. remainder of the state
 - Counties with 10 or more Marcellus wells: nearly 7% more in individual taxable income
- May 2011 Department of Revenue report:
 - Marcellus-related companies paid \$1.1 billion in state taxes since 2006
 - In addition to billions in infrastructure investments, royalty payments, and permit fees paid by the industry
 - First quarter, 2011 taxes exceed all of 2010 tax collections by \$20 million

Robust Workforce Training Infrastructure

Statewide Job Opportunities



- Department of Labor and Industry: almost 2,400 Marcellus job postings statewide
- Most found at MSC job portal

The screenshot displays the Marcellus Shale Coalition website. At the top, the logo and navigation menu (Home, About, Opportunity, MSC Jobs, Find a Job) are visible. The main banner features the text "RENEWAL. PROSPERITY. MARCELLUS JOBS" and "Powered by America's Can-Do Spirit". A call-to-action box on the right says "The Marcellus creates jobs for our region, giving people the ability to support their families during good economic times and bad. Explore this site and find jobs in your area today." with a "Get Started" button. Below the banner, a "Profiles" section lists four job roles: Compressor Operator, Floor Hand, Roustabout, and Driller, each with a brief description and a small image. The "Official Site" link is also present.

Job Role	Description
Compressor Operator	Maintains natural gas compressors and equipment.
Floor Hand	Operates well drilling and service rigs. Assists with general maintenance.
Roustabout	Performs pipe fittings and all-around mechanical tasks.
Driller	Supervises well drilling crew. Operates rig controls and monitors drilling operations.



- Comprehensive recruitment, training, placement and retention strategy for jobs in the Marcellus Shale gas industry
- \$4.964M community-based job training grant from the United States Department of Labor, Employment and Training Administration
- Westmoreland County Community College
- Pennsylvania College of Technology (Penn College)



- Standardizes curriculum in five programs:
 - Roustabouts
 - Floorhands
 - Production Technician
 - CDL
 - Welder Helpers



- Provides central communication structure for all workforce development initiatives.
- Quarterly regional hub meetings at:
 - Pennsylvania College of Technology
 - Westmoreland Co. Community College
- Annual Workforce Forum
 - 2011 Conference – Altoona, Sept. 20-21

Workforce Training Infrastructure



- Other workforce efforts:
 - PASSHE universities, including but not limited to Slippery Rock, Lock Haven, Clarion
 - University of Pittsburgh – Bradford
 - Allegheny County Community College
 - Central Pennsylvania Institute of Science and Technology
 - Lackawanna College
 - Junior Achievement high school curriculum

Review



- ✓ **Attracting and retaining local workforce**
- ✓ **Department of Labor and Industry, MSC survey: 7 of every 10 Marcellus jobs filled by a Pennsylvanian**
- ✓ **Diverse professional functions**
- ✓ **Marcellus counties – greater economic benefit**
- ✓ **MSC job portal matching local workforce with open jobs**
- ✓ **ShaleNET provides training for in-demand jobs**
- ✓ **Statewide workforce training network is expanding**

Thank you

Marcellus Shale
Coalition

