

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.4	Donation of Training Facility to Northern Lights College
Sponsor(s):	<i>Nabors Canada Ltd.</i>	

1. Objective

To enable local Aboriginal people to gain qualifications and skills for entry-level service rig positions by training on a service rig that has been donated to a local educational institution.

2. Description

Nabors Canada donated a service rig training facility to the Northern Lights College (NLC) in Fort St. John, B.C. (a component of the NLC mandate is to develop Aboriginal programming). The service rig provides much needed local training that enables Aboriginal people to take advantage of job opportunities in resource-based industries.

The Northern Lights Program utilizes the Petroleum Industry Training Service (PITS) pre-employment courses and uses PITS instructors for the service rig training. The equipment and facilities are also used to run specialized courses, such as well blowout prevention and fall rescue. It is also used for other related training programs including heavy equipment mechanics and oil & gas field operators.

Northern Lights College is the provincial leader in B.C. for oil and gas training. The College has the only training rig in the province and delivers a broad range of industry-related training. Training is also delivered on industry sites. All programs are developed in consultation with industry experts and certified by the B.C. Ministry of Advanced Education. Job site practica with industry partners give NLC students valuable hands-on experience and contacts.

Several of the NLC training programs which make use of the service rig include:

(a) PITS Pre-Employment Floorhand Programs: Service Rig

The goal of this program is to prepare individuals with little or no experience as floorhands to work safely on a service rig and provide a foundation of knowledge and skills so that the individual can develop as an effective member of a crew.

This four-day program consists of classroom lectures and service rig practice sessions, utilizing a working service rig situated on the Fort St. John Campus of Northern Lights College.

The classroom portion of the program covers the various systems and components of the service rig and how they relate to the floorhand duties. Students are given the opportunity to evaluate their knowledge at the end of each chapter. The hands-on service rig portion is designed to introduce the student to rig maintenance, rig up procedures, the safe use of hand

tools and rod wrenches and the safe and efficient handling of tongs. The students are evaluated on their ability to use the equipment in a safe and efficient manner.

(b) Fall Protection for Rig Work

This one-day training course was developed in conjunction with the Canadian Association of Oilwell Drilling Contractors (CAODC) and is intended for workers, supervisors, managers and safety personnel involved in drilling and service rig operations.

Topics covered include fall protection legislation, control levels, anchor and free fall, full body harnesses, connecting components, fall distance calculations and specialized fall arrest systems. Upon successful completion of the prescribed practical skills and written examination, the student is issued an industry standard certificate of completion.

(c) PITS Fall Rescue for Rig Work

This one-day training course was developed in conjunction with the Canadian Association of Oilwell Drilling Contractors (CAODC) and is intended for workers, supervisors, managers and safety personnel.

Topics covered include rescue team roles, rescue equipment, ropes and knots, mechanical advantage, management of escape buggy, and rescue scenarios. Upon successful completion of the prescribed practical skills and written exam, the student is issued an industry standard certificate of completion.

(d) Well Blowout Prevention

This four-day course is aimed at the service rig operators, service rig managers, wellsite supervisors, field foremen, production foremen and production engineers involved in well killing operations on the service rigs.

Topics covered include sources and magnitude of pressures, causes of kicks, BOP equipment, kick warning signs, crew positions and duties, well shut-in procedures, well killing procedures, calculations and government regulations. Upon successful completion of the Well Service Blowout Prevention examination, the candidate will be issued the required Well BOP certificate valid for 5 years.

(e) Oilfield Swamper Course

This new one-day program is intended for swampers who assist the equipment operator in the safe loading, transportation, off-loading and erection of oilfield equipment and materials. Topics covered include legislation, pre-job preparation, field equipment preparation, lease activities, travel, and post-job duties.

3. Implementation

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

- Nabors will not guarantee employment at the end of the program. The trainees will have to meet criteria for all new hires. However, the training received is marketable and will be transferable to other potential service rig contractor opportunities as opportunities arise;
- the Northern Lights College is paying for the operating costs of the service rig during

training sessions;

- Northern Lights College will respond to requests for training from any First Nation in the area. It also works with the Northeast Native Advancement Society to meet the needs of individual First Nation students.

4. Timeframe for Results

The length of the program will depend on what course is being delivered. A common program is the PITS 4-day Pre-Employment Floorhand Programs: Service Rigs. More advanced courses may be longer in duration. Industry confidence in NLC grads is high - many are hired right out of the classroom.

5. Measurable Criteria

These include:

- the number of trainees successfully graduating from the program;
- the drop-out rate for trainees;
- the ability of graduates to find employment upon completion of the program; and
- turn-over rate - people leaving the program who are already employed.

6. Budget

The initial entry-level courses were sponsored by the B.C. Ministry of Advanced Education. Students pay tuition fees to partially offset the cost of training programs.

Nabors donates the cost of the service rig - approximately \$1.2 million.

7. Partners and Sponsors

Nabors Canada is the sole sponsor for the service rig. Northern Lights College (NLC) as the educational institution provides the training site. The NLC utilizes the Petroleum Industry Training Service (PITS) pre-employment courses and uses PITS instructors for the service rig training.

Northern Lights College has a focus on Aboriginal programming and relationships. The B.C. government, through the Ministry of Advanced Education, provided the initial funding for training programs. Students from Northern communities attend Northern Lights College.

8. Experience with the Program

The grand opening for the rig was December 2002. There is a high potential for success due to strategic location and the partnerships that Northern Lights College has established. The Program also benefits Nabors, as it requires trained local employees and desires to be an employer of choice.

There have been discussions with area First Nations on the use of the rig for applied training. However, there has 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.

There has also been a problem with recruiting and retaining qualified instructors.

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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