

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.3	Supporting Recruitment, Retention and Advancement
Template:	2.3.3	Campus Recruitment
Sponsor(s)	<i>Nexen Inc.</i>	

1. Objective

To increase Nexen's Aboriginal workforce by maintaining an ongoing presence at educational institutions, and building relationships with students through various campus recruitment initiatives.

2. Description

The Company attends career fairs at educational institutions, holds information sessions focusing on Aboriginal students, provides scholarships specifically for Aboriginal students, and sponsors Aboriginal student chapters and events. These events are held primarily in Western Canada with a focus on Alberta based institutions. Moreover, employment opportunities are posted at Aboriginal student centers. Efforts are made by Company personnel to attend student events such as graduations and award ceremonies in an effort to have frequent contact with students.

One of the Company's principles in working with Aboriginal communities is that it will co-operate with educational institutions in the development of initiatives to support the attainment of knowledge and skills that will prepare Aboriginal people for employment with the Company. Actions will be taken to ensure employment opportunities are provided to people from the communities where we operate. For a variety of reasons, Aboriginal students in post-secondary institutions may not know the scope of possibilities that exists in the resource industry. Building relationships with Aboriginal students facilitates a broader understanding of the resource sector and increases Aboriginal students' access to opportunities within resource companies.

3. Implementation

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

- key factors in the program are the commitment of the company to Aboriginal relations and the necessity of employees to spend the time to attend events and have a presence on the campuses;
- the company is organized in such a way that a variety of Human Resource professionals are involved in this initiative. Personnel from both the Campus Recruitment area and the Aboriginal Partnerships Strategy unit attends campus-related events and administers the scholarship dedicated for Aboriginal students;
- involvement with educational institutions occurs either by the company contacting key

personnel within the institution or by being invited to the campuses and sponsoring events for Aboriginal students. Regular contact with these key personnel and students occurs through e-mail, regular campus visits, and attendance at student events.

4. Timeframe for Results

This is an ongoing program which commenced in 1998.

5. Measurable Criteria

These include:

- the number of Aboriginal employees working for the Company;
- the ability of graduates to find employment in their chosen career path upon completion of the program;
- the number of scholarships awarded to students.

6. Budget

Campus recruitment at four Alberta main post-secondary institution multiplied by \$10 000 per institution is \$50,000 per annum. University of Calgary; University of Alberta; SAIT; NAIT.

The Nexen administered, Aboriginal scholarship program is approximately \$10,000 per year. Other scholarships for Aboriginal students are in place at a number of educational institutes.

7. Partners and Sponsors

Nexen and the educational institutions.

8. Experience with the Program

The Company recognizes that the program meets both short term and long term labor force objectives. The strong relationships built with the educational institutions and Aboriginal students have been extremely satisfactory and have resulted in many hiring opportunities for Aboriginal students and graduates. The company believes that what sets it apart from others is its regular, and frequent contact with students over the entire academic year. A long-term relationship is built with each student which has resulted in building its reputation for being an employer of choice among Aboriginal people and communities.

9. General Applicability

This program is generally transferable to other companies and industry sectors interested in increasing their Aboriginal workforce.

10. Additional Information or Support

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