



## **Did you know? Oil and Gas Companies are Committed to Workforce Development & Education**

April 25, 2019

AXPC members are proud to employ thousands of Americans and support the development and continuous improvement their careers. Not only do our members offer high-paying, reliable careers, they also offer a wide variety of workforce development programs, helping employees gain the knowledge, skills and abilities they need to advance their careers. A highly trained workforce that is continuously learning and moving up the career ladder is essential to the long-term success of the oil and gas industry.

Many of our members also offer benefits to further their employees' skills and education while they are employed. Through generous tuition assistance and education reimbursements, our members encourage their employees to pursue higher education, which, in turn, allows them to be better assets to their companies and position them for promotion opportunities.

Our members not only focus on their current employees' careers but strive to cultivate skills and improve opportunities for future workers. That's why our members invest heavily in broad-based Science Technology Engineering and Math education or "STEM" programs. From early childhood education partnerships to advanced degree scholarships, we're working to ensure the communities we operate in have the human capital necessary to succeed in our industry in the future.

AXPC members support STEM education in a variety of ways. Marathon Oil developed an Integrated Education Funding Model to ensure their investments improve academic performance, graduation rates and interest in STEM fields. Cabot Oil and Gas Corporation created a \$2.5 million endowment at the Lackawanna College School of Petroleum & Natural Gas to provide scholarships for programs that provide students with the technical skills necessary to work in petroleum and natural gas technology, measurement, and business administration. Noble Energy partners with a program called Junior Achievement to support work readiness, entrepreneurship and financial literacy among students.

A diverse workforce is also critical to the success of our industry. AXPC members have implemented a variety of diversity and inclusion programs to both nurture and expand their current workforce. Our members are sponsors of groups such as Women's Energy Network and Getting Hired, which promote diverse workplaces and inclusive hiring processes. Our members recognize that diversity brings new ideas and perspectives to their respective companies, making them more competitive and able to achieve their business goals.

In addition to a diverse workforce, AXPC companies prioritize hiring veterans. The values the military instills in its enlisted personnel align seamlessly with the values of our companies. That's why members such as Apache, Oasis Petroleum, Marathon Oil, and Occidental Petroleum offer hiring opportunities to those who have proudly served their country. By partnering with veteran organizations such as NextOp and American Corporate Partners, they prepare veterans for careers in the energy industry. Our members also participate in targeted military career fairs, job boards and websites, giving them better access to personnel from across all branches of the armed services.

AXPC members know their employees are their greatest assets. By encouraging and promoting growth among current employees and equipping future workforces with the skills they'll need to succeed, our members are ensuring a sustainable, diverse workforce that will advance our industry for many years to come.