



The INGAA Foundation, Inc.

# Workforce Development Workshop

JW Marriott, Houston, TX

October 10, 2018



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# Welcome & Safety Moment

**Tony Straquadine**, Executive Director

The INGAA Foundation



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# Steering Committee Pre-Workshop Activity

**Pat Findle**, Senior Program Manager

Gas Technology Institute

# The Workforce Challenge

- The workforce challenge is recognized, pervasive and critical for pipeline industry success.
- Workforce impacts every company in critical areas:
  - Safety
  - Compliance
  - Costs
- Collaborative, targeted and sustained action is needed.
- Workshop focus is on the action necessary to respond.



# Workshop Steering Committee

■ John Pustulka	National Fuel Gas
■ Tom Hutchins	Kinder Morgan
■ Jim Shafer	Dominion Energy
■ Bob Osborn	Michels Corporation
■ Rob Riess	Henkels & McCoy
■ Jon Draeger	TransCanada
■ Don Wolfe	Mosaic
■ Nick Ashcraft	AECOM
■ Frank Lloyd	Magnolia River
■ Tom Sexton	UniversalPegasus
■ April Marnie	Henkels & McCoy
■ Martin Fingerhut	Technical Tool Boxes
■ Tara Podnar McMahan	DNV GL USA
■ Mike Istre	INGAA Foundation



# Workforce Challenges Identified

## ■ Recruiting

- Negative industry perception of the pipeline industry
- Reaching younger and other candidates; social media, technology usage
- Difficult to achieve work-life balance

## ■ Training

- Pre-employment training and education to broaden and strengthen candidate pool
- Orientation, Onboarding and Development Training needs to be prioritized
- Development of skills through competency-based training, alignment with tasks

## ■ Retaining

- Retirement impact, including knowledge transfer implications must be addressed
- Maintaining current workforce and avoiding losing workers to other companies
- Recognition of career-building aspect of work and training



# Action Plan Initiatives

- **Training:** Develop pipeline industry-specific training programs, identified and informed by INGAA Foundation membership to grow and strengthen the candidate hiring pool and to advance competencies of current employees.
- **Recruiting:** Targeted recruiting for: 1.)young workers (millennials, YPP), 2.)veterans, 3.)unions, 4.)women/diversity, and 5.)Native American candidates.
- **Integrating Workforce Efforts of Other Organizations:** Collaboration with other organizations (American Gas Association, Southern Gas Association).
- **Workforce Resources:** Develop a list of relevant studies and training resources for ongoing members access.
- **Funding:** Team to pursue grants, other funding to support workforce initiatives.
- **Enabling/Coordinating Ongoing Workforce Efforts:** Establish sustained member workforce action engagement (Consider establishing an INGAA Foundation Workforce Task Group or Committee)



# Industry Panel

- Moderator

- **Mark Hereth**, Managing Director, Blacksmith Group and Chairman, The INGAA Foundation

- Panelists

- **Tom Hutchins**, Vice President, EH&S, Kinder Morgan, Inc.
  - **Terrie Spencer**, Regional HR Manager – Pipeline Division, Henkels & McCoy
  - **Bob Osborn**, Sr. Vice President of Pipeline Operations, Michels Corp.
  - **Vivek Arora**, Executive Vice President, CAO & General Counsel, Mears Group







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# Break

# Panel #1: Recruiting Strategies for Unions and Veterans

- Moderator

- **Tom Sexton**, Vice President, UniversalPegasus International

- Panelists

- **Mike Hazard**, United Association of Plumbers and Pipefitters

- **Daniel Breslin**, Helmets to Hardhats



# Panel #2: Recruiting Strategies for Women/Diversity, Native Americans, and Millennials

- Moderator

- **Nick Ashcraft**, Project Manager, AECOM

- Panelists

- **Jackie Richter**, Heels and Hardhats

- **Sarah Echohawk**, American Indian Science and Engineering Society

- **Tara McMahan**, Young Pipeline Professionals





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# Lunch

Please Return at 1pm



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# Development of the Action Plan

Pat Findle, GTI



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# Break

Please Return in 10 minutes

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- **Recruiting:** Targeted recruiting for: 1.)young workers (millennials, YPP), 2.)veterans, 3.)unions, 4.)women/diversity, and 5.)Native American candidates.
- **Integrating Workforce Efforts of Other Organizations:** Collaboration with other organizations (American Gas Association, Southern Gas Association).
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- **Funding:** Team to pursue grants, other funding to support workforce initiatives.
- **Career Pathing:** Communicating career road maps or paths to recruits and existing employees





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# **Action Plans For Each Initiative**

## **Please Sit at a Table of Your Interest**

Group Exercise Facilitated by the Steering Committee



# Break-out Session

- Define Initiative (in one sentence)
- List Goals / Focus
- List Leader(s) / Team
- List Next Steps
- Designate Representative for 5 minute Report-out





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# Next Steps & Closing Remarks

**Pat Findle**, Senior Program Manager

Gas Technology Institute

## **Thank You For Attending**

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