Alaska Senate Labor & Commerce Committee – Alaska Resident Hiring

September 8, 2011
ConocoPhillips - Alaska Resident Hiring

- ConocoPhillips is proud of having one of the highest Alaska residency rates in our industry
- ConocoPhillips is committed to Alaska workforce development
- Current ConocoPhillips population is 88% Alaska residents (range 87-93%, 2001-2011 year-to-date)
- 2011 year-to-date new hires:
  - 83% were hired from within Alaska
  - 90% of 2011 new hires now call Alaska “home”
Alaska Workforce Development

- Support the University of Alaska system
  - Recruiting interns and full-time employees (100+ UA graduates)
  - Significant University of Alaska investments
    - Over $20MM to the UA Foundation since 2000
    - $15MM multi-year grant to UAA in 2008
    - $500M grant to UAF in 2011
- Alaska Process Industry Careers Consortium (APICC)
  - Operator interns and hires
  - Teacher Industry Externship Program
- Alaska Native Science & Engineering Program (ANSEP)
- Local primary/secondary school outreach efforts
- Support other key State workforce development efforts
Recruiting Alaskans

- For all external postings, ConocoPhillips conducts additional outreach to encourage Alaska residents to apply
  - Local newspaper advertising
  - External postings sent to 20+ Alaska state job centers and AK contacts
  - Sponsor annual internship programs for university and high school students
- Active recruiting from various programs at UAF and UAA
- 83% of all 2011 YTD new hires were hired from within Alaska - 90% are current Alaska residents
Contractor Services

- ConocoPhillips Alaska has a local sourcing strategy
  - 86% of goods, services and transportation spend in 2010 went through Alaska based companies
- ConocoPhillips Alaska places a value on suppliers that, among other things, demonstrate:
  - Successful job performance in Alaska
  - Proven ability to work safely and responsibly in harsh and unique environments
  - A support infrastructure in Alaska
- ConocoPhillips Alaska is committed to ensure a competitive, diverse and sustainable supplier base for our Alaskan operations.