



Alaska Pipeline Project

Workforce Plan in Alaska

Presentation Overview



1. AGIA Commitments
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AGIA Commitments



- AS 43.90.130 (15) – **hire qualified residents** from throughout the state for management, engineering, construction, operations, maintenance, and other positions on the proposed project;
- **Contract with businesses** located in the state;
- Establish **hiring facilities** or use existing hiring facilities in the state;
- Use, as far as is practicable, the **job centers** and associated services operated by the Department of Labor and Workforce Development and the Internet-based labor exchange system operated by the state;
- AS 43.90.130 (17) commit to negotiate, before construction, a **project labor agreement** to the maximum extent permitted by law....

APP Project Phases



Development Phase

Proposal (< 2 years)

- Define Project scope, cost and schedule (Initial Front End Engineering Design [FEED])
- Conduct initial binding Open Season

Definition (4 years)

- FERC and NPA approvals / certificates
 - Technical, environmental and regulatory effort (complete FEED)

Execution (<4 years)

- Build the project

Operations

- Operate and maintain the facilities

Alaska Section Workforce Requirements (Averages – Full Time Equivalents)

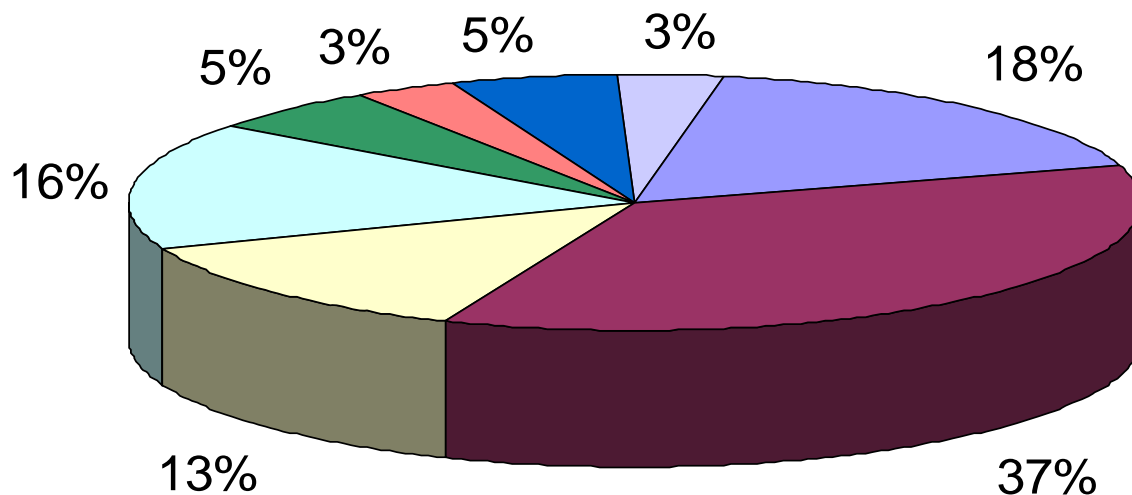


<i>PHASE</i>	<i>RESOURCES REQUIRED</i>
Proposal 2008 - 2010	100 - 150
Definition 2010 - 2014	275 - 400
Execution 2014 - 2018	7000 - 9000
Operations Excludes GTP 2018 -	50 – 80

Estimates only – subject to revision through Front End Engineering work



APP Construction Spread Workforce Breakdown



- Laborers/Ironworkers / Carpenters
- Machinery Operators
- Drivers
- Welders / Pipefitters
- Foremen
- Services
- Inspectors
- Engineers / Project Mgrs



Development Phase

Proposal Phase

- Internal team managing few contracts
 - Hire Alaska residents for some key internal roles
 - Utilization of owner's engineer contract and existing environmental Master Services Agreements, both of which incorporate Alaska based firms
 - Supplement with additional Alaska based sub-contracts for services
 - Web based instrument for goods and service providers to supply information on offerings – information will be shared with contractors for consideration throughout project

Alaska Workforce Strategy (continued)



Definition Phase

- Larger internal team managing new contracts with service providers
 - Requests For Proposals would be issued during previous phase for major engineering, environmental and socio-economic work packages for the Definition Phase. This would provide great opportunity for Alaska service providers, including Alaska Native Regional Corporations.
 - Opportunities for internal team will be open for Alaska residents
 - Work will be supplemented with Alaska based sub-contracts for services

Alaska Workforce Strategy (continued)



Execution Phase

- Project Labor Agreements will be negotiated
- Internal team will manage large EPCM contractors
- Requests For Proposals will be issued and evaluated during previous phase
- TransCanada commitments will be reflected in resultant contracts regarding Project Labor Agreements, Alaska hire and Alaska business opportunities
- Opportunities for internal team will be open for Alaska residents – job centers and associated services operated by the Department of Labor and Workforce Development will be utilized



Operations Phase

- Efficient team will provide operations and maintenance services for facilities in Alaska, including the GTP if required
- Support services will be contracted to local service providers
- Maintenance activities will be contracted to local service providers to the fullest extent possible

Workforce Risks / Opportunities



Opportunities:

- High profile, anticipated project
- Good potential for multi-year, year round construction effort
- Strategies have been largely developed
- Time available to act on strategic initiatives
- TransCanada support and involvement with AGIA Training Strategic Plan

Risks

- 'Heated' labor market factors
- Demographic profile of workforce
- Potential for significant in-migration

Workforce Preparation and Training AGIA Training Strategic Plan



- Broad-based, inclusive, strategic and action oriented framework

Industry

Trade Associations

Trade Unions

State
Agencies

Educational Institutions

Federal Agencies



TransCanada roles:

- Direct participation with strategic planning process
- Provision of timely project labor demand information
- Dialogue with all stakeholders
- Coordination of training implementation
- On-going effectiveness evaluation