

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.1	Supporting Educational Opportunities
Template:	2.1.2	Building Futures Scholarships
Sponsor(s):	<i>Canadian Natural Resources Limited</i>	

1. Objective

To provide training and education scholarships at accredited institutions for students in communities where Canadian Natural has operations, as part of a broader Building Futures Program.

2. Description

Building Futures, Canadian Natural's training and education initiative, is part of a long-term commitment to contribute to the quality of life in the communities in Western Canada where the company does business. The Building Futures Program encourages young people to stay in school and promotes a variety of options related to trades and technical training in the oil and natural gas industry. The scholarships are open to students in communities near the company's operations, with a particular focus on Aboriginal students. The program also supports industry-community partnerships such as the regional Petroleum Employment Training (PET) initiative and stay-in-school programs.

3. Implementation

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

- An advisory committee that includes representation from Aboriginal communities and Canadian Natural's production, operations and community relations staff determines how many scholarships are awarded and their amounts.
- Scholarships of up to \$5,000 each are awarded annually and may be used to cover expenses such as tuition, student fees, textbooks and supplies, and some living costs, particularly for students who attend educational institutions away from home. Costs such as day care, transportation, and clothing for special events may also be considered.
- Committee decisions are based on student needs as estimated in career plans submitted with applications.
- An application is required for each year or term of study.

4. Timeframe for Results

The committee reviews annually the number of scholarships allocated, the percentage of Aboriginal and non-Aboriginal awards, and the communities in which scholarships were awarded. Based upon this information, a strategy to increase participation from under-represented communities is developed.

5. Measurable Criteria

These include:

- Number of award recipients graduating from high school and continuing on to post-secondary training
- Number of recipients successfully graduating from oil and gas post-secondary programs
- Number of successful Aboriginal candidates

6. Budget

The budget varies according to the number of successful candidates. Scholarships are open to all community members.

7. Partners and Sponsors

This is a 100-per-cent company funded and managed program. The advisory committee includes representation from Aboriginal communities.

8. Experience with the Program

Since the program's inception in 2002, Canadian Natural has awarded scholarships in excess of \$300,000 to more than 200 students. Of these, about 60 scholarships have been awarded to Aboriginal students.

9. General Applicability

This program is generally transferable to other companies and industry sectors.

10. Additional Information or Support

Lynn McNeil, Manager, Stakeholder Relations, Canadian Natural Resources Limited, 2500, 855-2nd Street SW, Calgary, AB T2P 4J8

Telephone: (403) 514-7466

Email: lynnmc@cnrl.com

Date entered or updated: August 31, 2005