

May 23, 2014

On behalf of CONSOL Energy, please accept the below as our official testimony to the Higher Education Subcommittee.

Year to date CONSOL Energy's gas division has hired over 70 people, and we have more than matched that number with internal promotions in the same time frame. The vast majority of those 70 carry two-year or four-year technical degrees and at CONSOL we have been primarily focused on 4-year engineering.

With our plan to continue to grow 30% year-over-year for at least the next three years, it is safe to say that our demand for qualified and technically competent candidates will only increase. Keep in mind, this demand only represents roles that will be filled directly with CONSOL. Our partners and service providers call for numbers much larger than that for positions such as roustabouts or rig hands, CDL drivers and well tenders. Make no mistake that while those employees may not work for CONSOL Energy directly, our livelihood and success is dependent upon the talent and performance standards of those partners and service providers.

To fill this gap, our recruiting efforts turn to our communities; our local colleges and universities, technical schools, community colleges, and vocational schools. Companies like CONSOL work diligently and heavily invest in training and development programs inside of our organizations that will take students from local programs and continue to educate and expose them to the industry ultimately creating a seamless pathway for your sons and daughters to become highly trained, competent and most importantly safe experts in the energy industry. As technology advances, so will our programs and we will continue to find ourselves leaning on our community partners to fill the talent gap that exists here in Pennsylvania.

We encourage high schools and even middle schools to educate their students and parents on the opportunities that this industry provides. We encourage our local educational institutions to continue to work with us to provide training and upgrade curriculum to meet industry needs. The career opportunities available provide far beyond what we would consider a livable wage and the industry as a whole provides a career path for growth and promotion. For the first time in a long time, Pennsylvania is in a position where we can look to the next 5-10 years and know, within a reasonable degree of certainty, what career opportunities are available. And that is something we should absolutely take advantage of.