

# Oil Sands Construction, Maintenance and Operations Labour Demand Outlook to 2023

Canada's oil sands sector is a key contributor to the country's economy by generating income, investment, business opportunities and employment. While the industry continues to face obstacles to market diversification, the sector is growing and the outlook for employment is strong in both industrial construction and operations. Each of these sectors share common needs and challenges when it comes to finding skilled workers in an already competitive employment environment. Looking at construction and operations together enables a closer focus on both the magnitude of the hiring challenges and the occupations and skills that are important for each sector.

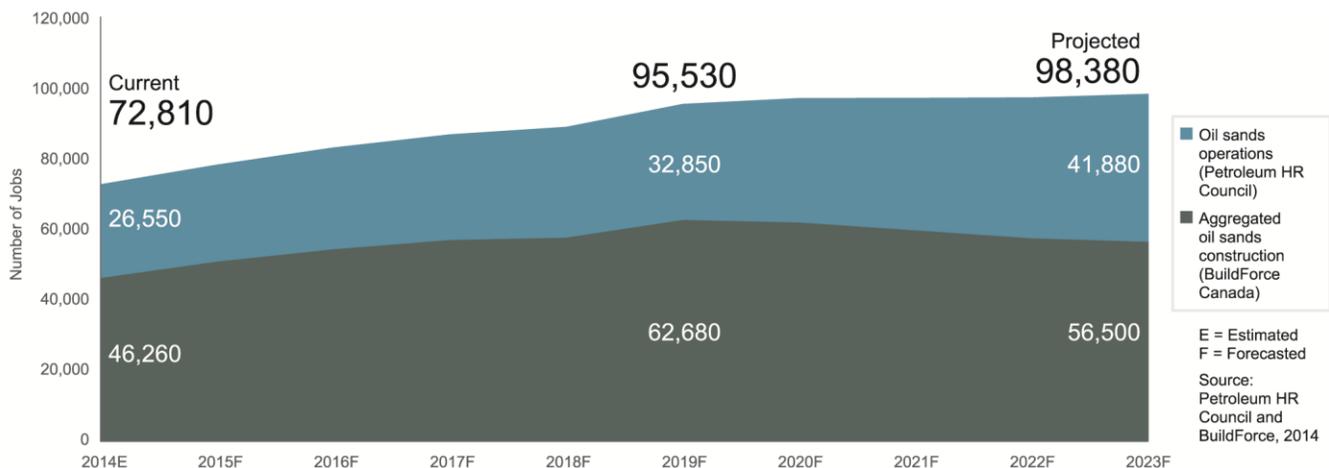
Information highlighted is presented from three separate labour demand models:

**BuildForce Canada's** annual *Construction and Maintenance Looking Forward* forecasts examine oil sands investment and the demand for off-site and on-site construction trades and occupations.

**Government of Alberta and Construction Owners Association of Alberta's** Oil Sands Information, Labour Market Analysis and Projection (OILMAP) workforce projection model identifies oil sands construction projects and provides related data from oil sands companies for on-site workers.

**The Petroleum HR Council's** model covers operations labour demand for on-site and head office workers.

## Oil Sands Construction and Operations Workforce Projections to 2023



**72,810** Direct construction and operations jobs in 2014



**46,260** **Construction jobs**  
In demand occupations: boilermakers, carpenters, electricians and labourers (64%)

**26,550** **Operations jobs**  
In demand occupations: power engineers, heavy equipment operators and petroleum engineers (36%)

**98,380** total workforce requirements for construction, maintenance and operations over the next decade

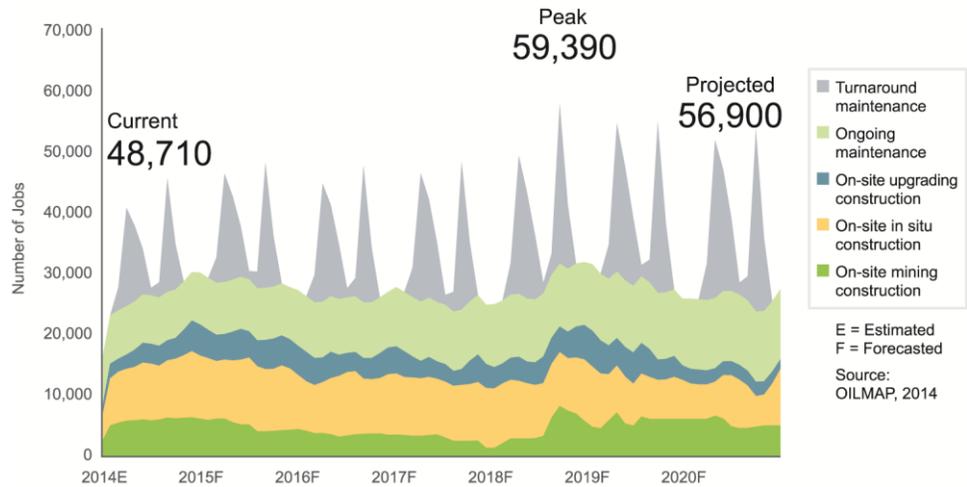
**15,330** new operations jobs by 2023: average growth of five per cent per year

**16,420** new construction jobs by 2019: will dip slightly if no additional oil sands expansion projects are announced

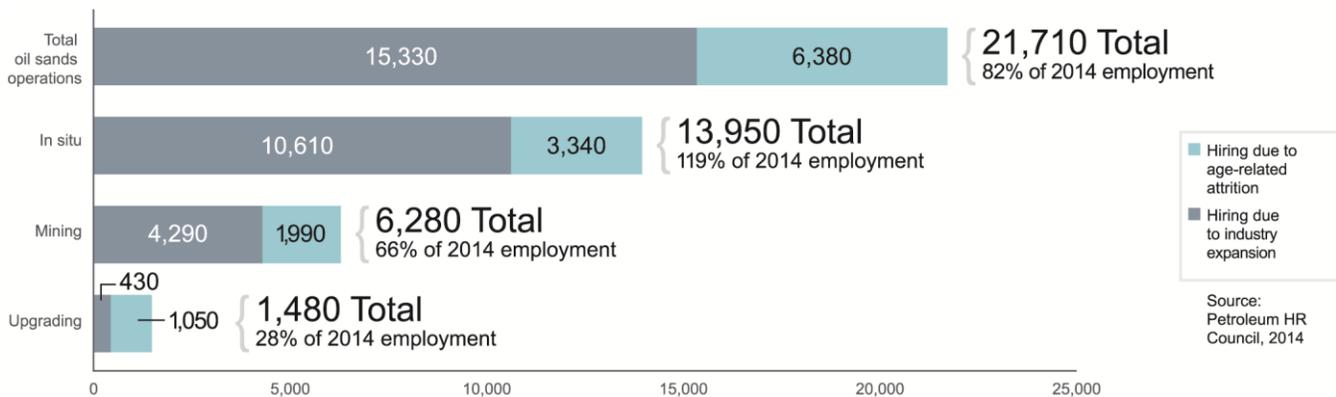
Attrition will create significant job openings as **37,500** construction skilled workers and **6,380** oil sands operation workers in Alberta could potentially retire during the projected period.

In 2014, it is estimated that the combined workforce required for on-site oil sands construction and turnaround and ongoing maintenance will increase to about **48,710 workers**. OILMAP indicates that jobs required to support on-site construction, turnaround and ongoing maintenance projects will grow to about **56,900 jobs** in 2020 (accounting for a 17 per cent increase) with a peak of about **59,390 jobs** in 2019.

### OILMAP – Oil Sands On-Site Construction, Turnaround and Ongoing Maintenance Employment to 2020



### Petroleum HR Council – Net Hiring Requirements by Operations Type to 2023



### Meeting Future Workforce Demands – Oil Sands Construction and Operations

Alberta, already facing a tight labor market with an unemployment rate of 4.9 per cent, is increasingly competing for key trades and occupations as other resource, infrastructure and engineering projects across Canada get underway. Collaborative action is required in the construction and oil and gas industries to increase the workforce and address labour and skills requirements.

#### Potential solutions to address workforce demands:

- Attract and retain under-represented groups in the construction and oil sands sectors.
- Recruit new workers from across Canada and beyond.
- Improve productivity and enhance procurement processes and training programs.
- Develop career paths and succession planning.

The Petroleum Human Resources Council (a division of Enform Canada) is a national, not-for-profit, collaborative forum that provides expert knowledge on petroleum labour market trends and develops strategies, solutions, products and services to address current and future human resources challenges in the oil and gas industry. The information presented in this document is highlighted from the report *Oil Sands Construction, Maintenance and Operations Labour Demand Outlook to 2023*. To find this and other reports from the Petroleum HR Council, visit <http://www.careersinolandgas.com>.