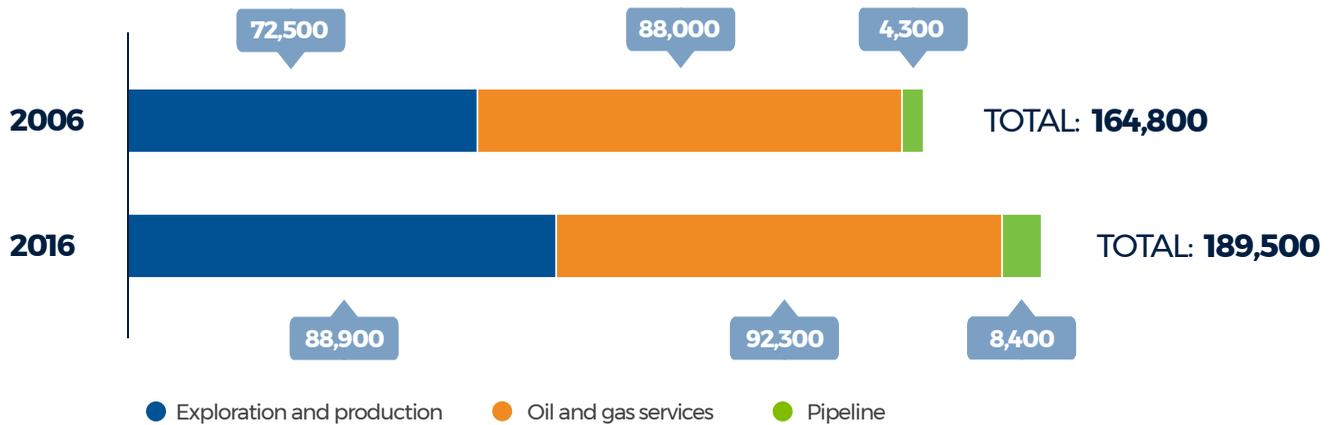


Canada's Oil and Gas Workforce at a Glance: DEMOGRAPHICS

It has been an extraordinary and turbulent decade for Canada's oil and gas industry. Periods of rapid, sustained expansion and periodic contractions have transformed the industry and those who work in it.

Despite declines from 2014 peak employment levels, the direct oil and gas workforce, comprising those employed by exploration and production, oil and gas services and pipeline companies, grew 15% in 10 years to almost 190,000 in 2016.



Workforce numbers have been rounded to the nearest hundred and therefore may not add up.

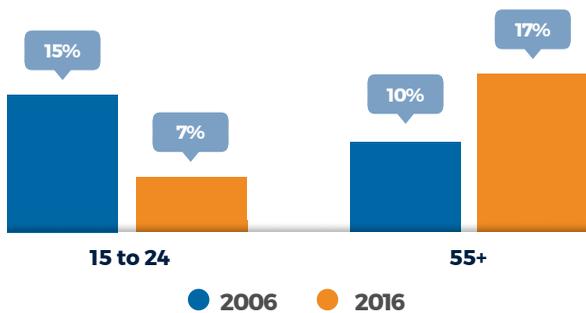
AGE

SEX



Over the last decade, the share of workers approaching retirement (i.e., ages 55+) increased significantly, while the share of young workers (i.e., ages 15 to 24) in the workforce declined.

Workforce by Age Group

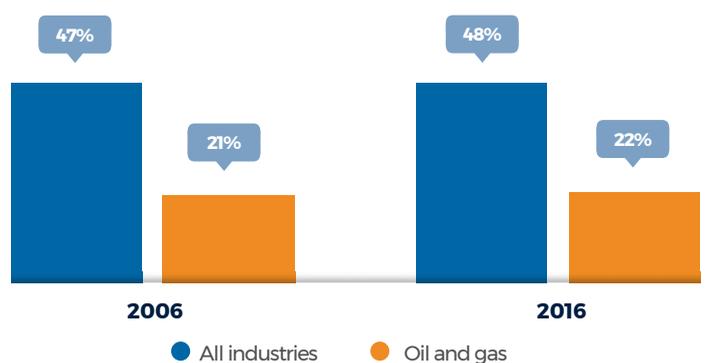


The workforce aged 25 to 54 remained relatively unchanged between 2006 and 2016.

Women represented 1 in 5 oil and gas employees in 2016, compared with 1 in 2 across all Canadian industries. These rates remained little changed from 2006.



Women Share of Workforce



Declining youth representation coupled with an increase in older workers over a decade means potential recruitment challenges for the oil and gas industry going forward.



Women represented a larger share of the pipeline workforce (34%) than other oil and gas sectors, and that share grew at a faster rate (+4 percentage points) than oil and gas services (+2) and exploration and production (-2).

CULTURAL

The oil and gas workforce has become more diverse.

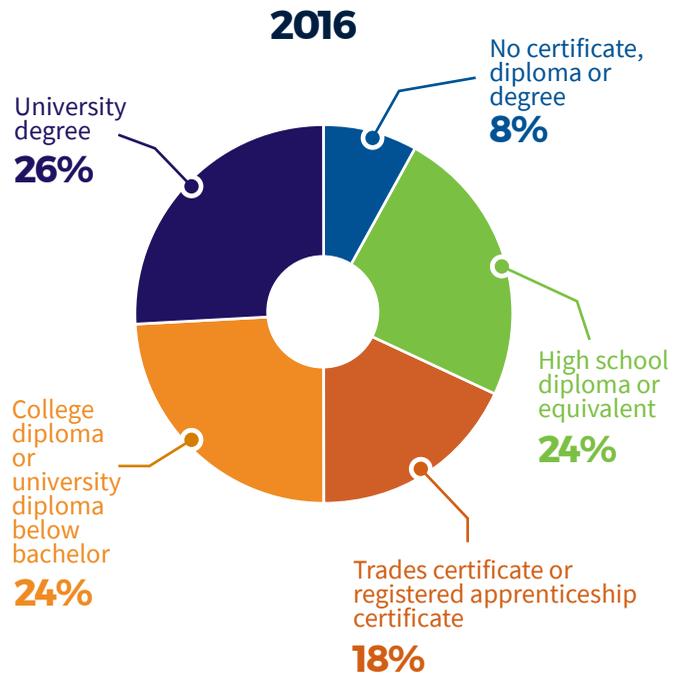
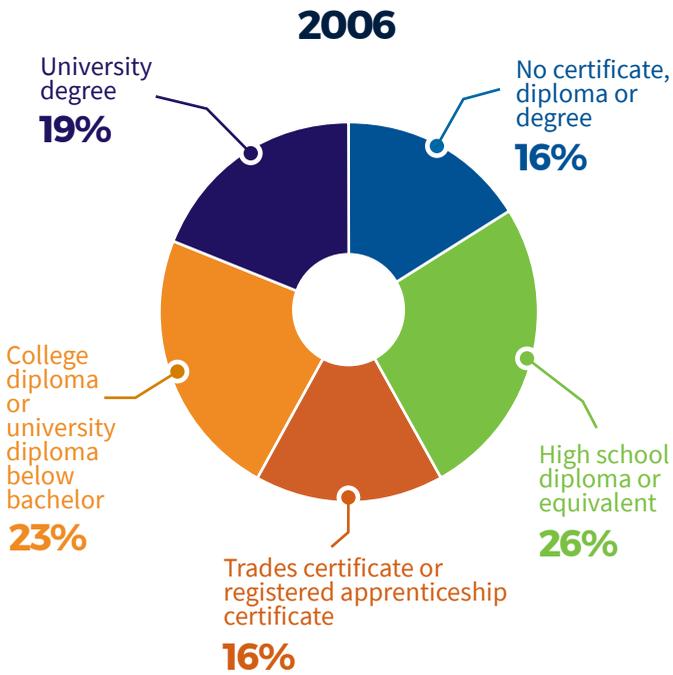
Between 2006 and 2016, visible minority participation nearly doubled and the share of immigrant representation increased by almost 50%.

Share of the oil and gas workforce:

| | 2006 | 2016 |
|--|-------|---|
| Immigrants and Non-Permanent Residents  | 11.7% | 15.8%  |
| Visible Minorities  | 7.0% | 12.8%  |
| Indigenous Peoples  | 5.6% | 6.3%  |

EDUCATION

Oil and gas workforce distribution by educational attainment



The oil and gas workforce is more educated today than in 2006.



A much higher share of the workforce has a university degree, increasing from 19% to 26%. The share of the workforce with at least a high school diploma also increased between 2006 (84%) and 2016 (92%).

76% of exploration and production workers

85% of pipeline workers

Compared to **57%** of oil and gas services workers

Have a post-secondary certificate or diploma



13%

of the services sector workers do not have a high school diploma, compared to 4% of those working in exploration and production and 2% in pipeline.



This fact sheet presents highlights from the report, *Diversifying Canada's Oil and Gas Workforce: A Decade in Review*. To find this and other reports from PetroLMI, visit CareersinOilandGas.com/publications.

DEFINITIONS

The oil and gas industry consists of oil and gas extraction (NAICS 211), support activities for oil and gas extraction (NAICS 213), and pipeline transportation (NAICS 486). They are referred to here as exploration and production, oil and gas services, and pipeline, respectively.

Workforce, also known as labour force, refers to all persons who are either employed, or unemployed and actively seeking work.

Visible minorities include all persons, other than Indigenous Peoples, who are non-Caucasian in race or non-white in colour.

Data Sources: Statistics Canada, 2006 Census; 2016 Census