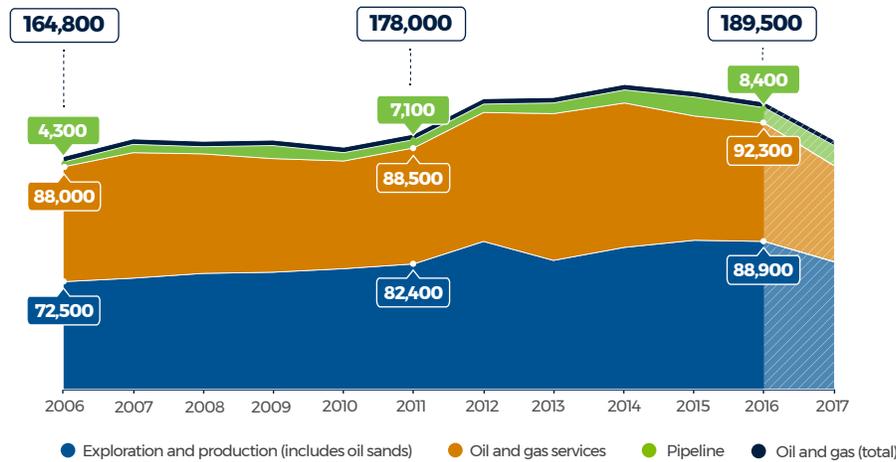


# Canada's Oil and Gas Workforce at a Glance: DISTRIBUTION, WORK PATTERNS & INCOME

In the decade or so leading up to 2014, Canada's oil and gas industry benefited from sustained growth, and with significant petroleum resources, was an emerging and attractive player in global energy markets. The protracted oil price slump that began in late 2014 triggered organizational restructuring throughout the industry, resulting in significant job losses and shifts in workforce distribution. These changes in the industry have also affected the daily experiences of those who work in it.



- Despite declines from 2014 peak employment levels, the oil and gas workforce, comprising those employed by exploration and production, oil and gas services, and pipeline companies, grew 15% from 164,800 in 2006 to 189,500 in 2016.
- Rising production volumes contributed to the 23% growth in the exploration and production sector's workforce.
- Oil and gas services, the largest sector employer, grew by 5% due to periods of constraint on new expansion projects.

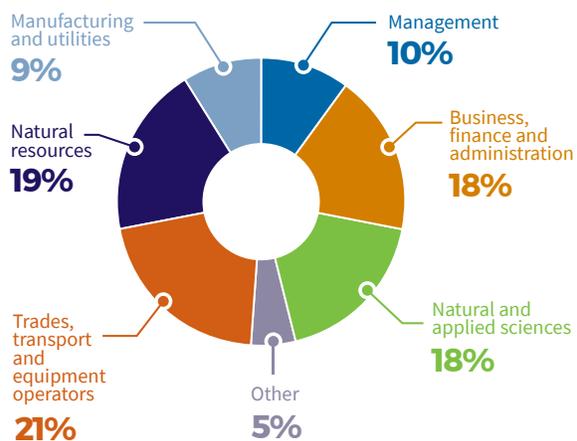
## OCCUPATIONAL DISTRIBUTION

In 2016, the top occupations by workforce share in the oil and gas industry were:

- Contractors and supervisors, oil and gas drilling and services (9,800; 5.3% share of workforce)
- Petroleum, gas, chemical process operators (no steam ticket required) (9,700; 5.2%)
- Oil and gas well drillers, servicers, testers and related workers (7,600; 4.1%)
- Heavy equipment operators (6,800; 3.6%)
- Truck drivers (6,100; 3.3%)
- Oil and gas drilling, servicing and related labourers (6,000; 3.2%)
- Oil and gas well drilling and related workers and services operators (5,300; 2.8%)
- Financial auditors and accountants (5,300; 2.8%)
- Petroleum engineers (5,100; 2.7%)
- Managers in natural resources production, drilling and well servicing (5,000; 2.7%)

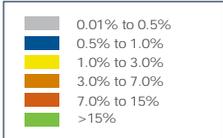
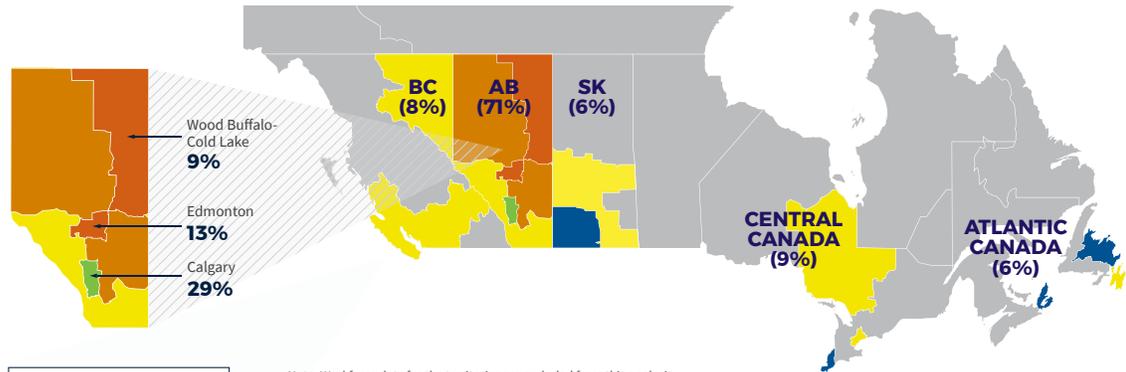
67,000 workers were employed in the top 10 occupations, accounting for 35% of the direct oil and gas workforce.

Occupational Distribution by Job Family in Oil and Gas in 2016



# GEOGRAPHIC DISTRIBUTION

## Oil and Gas Workforce Distribution by Province and Economic Region (ER)



Note: Workforce data for the territories are excluded from this analysis.

Western Canada employs a significant portion (85%) of the direct oil and gas workforce, but other regions have seen an increase in the size of their workforces<sup>1</sup>. From 2011 to 2016, the direct oil and gas workforce grew 9% in Central Canada and 22% in Atlantic Canada, outpacing the national industry average growth (7%).

### Most oil and gas workers were located in ERs near major industry operations in 2016:

- Calgary, AB (53,900; 29% of total oil and gas workforce)
- Edmonton, AB (23,600; 13%)
- Wood Buffalo-Cold Lake, AB (17,700; 9%)
- Athabasca-Grande Prairie-Peace River, AB (12,600; 7%)
- Red Deer, AB (8,300; 4%)
- Camrose-Drumheller, AB (7,600; 4%)
- Lethbridge-Medicine Hat, AB (5,200; 3%)
- Regina-Moose Mountain, SK (4,100; 2%)
- Avalon Peninsula, NL (3,600; 2%)
- Northeast Region, BC (3,600; 2%)

### The ERs with the highest concentration of oil and gas workers relative to the region's total workforce in 2016 were:

- Wood Buffalo-Cold Lake, AB (23% of total regional workforce)
- Northeast Region, BC (10%)
- Athabasca-Grande Prairie-Peace River, AB (9%)
- Banff-Jasper-Rocky Mountain House, AB (7%)
- Red Deer, AB (7%)
- Camrose-Drumheller, AB (7%)
- Calgary, AB (7%)
- Lethbridge-Medicine Hat, AB (4%)
- Abitibi-Témiscamingue, QC (4%)
- Edmonton, AB (3%)

<sup>1</sup> While this discussion focuses on direct employment, the oil and gas industry is also responsible for indirect and induced employment impacts across Canada.

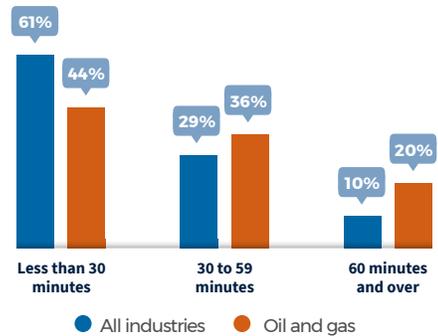
# COMMUTING TRENDS

Oil and gas workers were six times more likely to commute to a different province than the average worker in 2016. Temporary relocations, also known as fly-in fly-out (FIFO) employment, are a common method of filling job openings, particularly when there is a shortage of talent available within the region. In Wood Buffalo-Cold Lake, for example, workers came from across Canada.

## Wood Buffalo-Cold Lake Oil and Gas Workforce by Residence in 2016



## Workforce by Commuting Duration in 2016



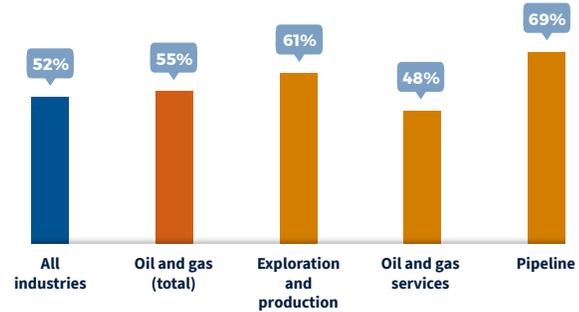
**Oil and gas workers were twice as likely as the average worker to travel one hour or more for work, a result of industry operations that are often situated in remote locations.**

## WORK PATTERNS

In 2016, the oil and gas industry had a higher share of **full-year, full-time (FY/FT)** workers than the average across all Canadian industries. Due to the frequency of seasonal employment, fewer than half of oil and gas services workers held FY/FT positions. In contrast, both exploration and production and pipeline were above the industry average.

**The share of the oil and gas industry's workforce with FY/FT positions decreased from 2006 (57%) to 2016 (55%).**

Share of Workforce with FY/FT Positions in 2016

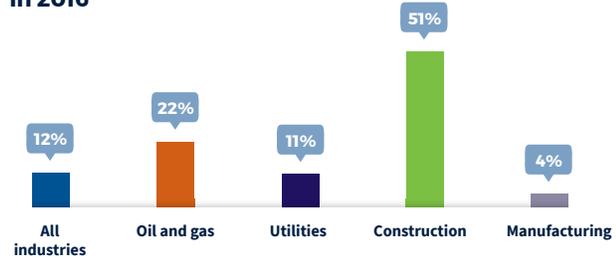


## PLACE OF WORK

In 2016, oil and gas workers were almost twice as likely as the average worker in Canada to **have no fixed workplace**. This is primarily due to the particular nature of work within the services sector. However, the oil and gas industry remained far behind construction.

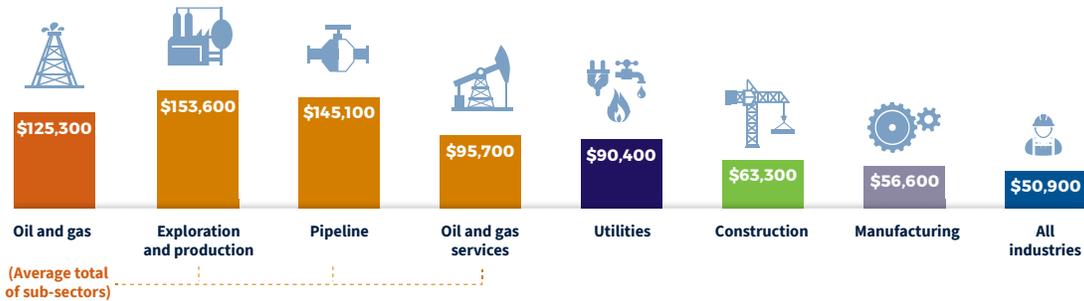
**The share of the oil and gas industry's workforce with no fixed workplace decreased from 2006 (27%) to 2016 (22%).**

Share of Workforce with No Fixed Workplace in 2016



## INCOME

**Average employment income** among oil and gas workers surpassed \$125,000 in 2016, ranging from \$95,700 in oil and gas services to more than \$150,000 for those working in exploration and production. Earnings remained well above the following trade-intensive industries: utilities (\$90,400), construction (\$63,300) and manufacturing (\$56,600).



This fact sheet contains highlights from *Canada's Oil and Gas Workforce: Distribution, Work Patterns and Income*. To find this and other reports from PetroLMI, visit [CareersinOilandGas.com/publications](http://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.

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

**Direct employment** refers to jobs created directly by the oil and gas industry's activities. **Indirect employment** refers to jobs created in other industries that provide goods and services to oil and gas. **Induced employment** refers to jobs created due to consumer spending by direct and indirect workers.

An **economic region** is a grouping of complete census divisions (CDs) created as a standard geographic unit for analysis of regional economic activity.

**Full-year, full-time (FY/FT)** workers are persons aged 15 years and over who work 49 to 52 weeks per year and 30 hours or more per week.

Persons with **no fixed workplace** do not go from home to the same workplace location at the beginning of each shift.

**Average employment income** includes all income received as wages, salaries and commissions from paid employment and net self-employment income.

**Data sources:** Statistics Canada, Labour Force Survey; Survey of Employment, Payroll and Hours; 2006 Census; 2011 National Household Survey; 2016 Census