

HR TRENDS AND INSIGHTS

2015 INDUSTRY HR SNAPSHOT



Copyright© Encana Corporation. All rights reserved.

This fall, 36 oil and gas companies, representing between 63,000 and 83,000 workers from across Canada, were surveyed about the current workforce challenges they are facing in today's economic climate. **Here's what they had to say.**

TODAY

58% of respondents are decreasing their workforce (n:33)

44%

say that **11-25%** of employees have been affected (n:18)



TOP 5 STRATEGIES TO MAINTAIN CURRENT WORKFORCE LEVELS



Reducing wages



Reducing staff bonuses



Reducing working hours



Reducing training opportunities



Reducing staff benefits

TOMORROW

50%

of the companies that responded said they expect further layoffs and/or project cuts in the next 6 months if a similar economic environment persists. (n:30)

TOP 3 WORKFORCE CHALLENGES EXPECTED IN 2016

1 Managing/reducing costs

2 Employee engagement

3 Employee retention

TOP 3 WORKFORCE STRATEGIES TO ADDRESS THESE CHALLENGES

1 Cost management strategies

2 Attraction strategies to replace workers

3 Recall laid-off workers

LOOKING LONG TERM

50%



OF COMPANIES STATED THAT STAFF WHO ARE ELIGIBLE TO RETIRE ARE ACTUALLY RETIRING (n:32)

TOP 4 AT-RISK OCCUPATIONS FOR RETIREMENT TURNOVER



Engineers



Accounting & Finance professionals



Geoscientists



Heavy Equipment Operators

WHAT DOES THIS MEAN?



It may not be tomorrow or next month, but our industry is resilient, and oil and gas prices are expected to recover over the next few years. As energy projects come back on stream and baby boomers retire, the industry will require more workers with specialized skills to work in an increasingly complex oil and gas environment. While it's important to focus on short-term human resource issues and solutions, it's equally important to keep sight of the longer term labour and skills shortages that will return once prices do improve.

METHODOLOGY

The HR Trends and Insights survey was sent to 156 companies in October 2015. A total of 36 companies responded (30 completed), representing 63,000–83,000 workers from various oil and gas and related sectors (i.e., exploration and production, oil sands, oil and gas services, pipelines, other midstream, downstream and oil and gas-related sectors) across Canada. The information collected for this survey is qualitative and is not intended to be representative of the petroleum industry in Canada. The industry changes quickly and the results of the survey reflect a moment-in-time snapshot.

Canada

Funded by the Government of Canada's Sectoral Initiatives Program