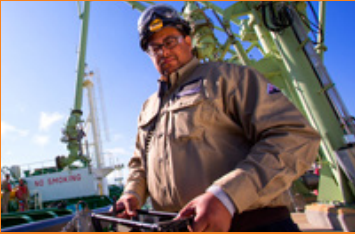


WOMEN AND MINORITIES IN THE OIL AND NATURAL GAS INDUSTRY

A vast opportunity exists for the oil and natural gas industry to attract, retain, and develop life long careers for women and minorities. Nearly 1.3 million job opportunities are projected in the oil & gas and petrochemical industries through 2030. Women and minority workers represent a critically vital and available talent pool to help meet the demands of the projected growth and expansion.¹



Minority Workers

Almost 408,000 job opportunities — 32% of the total — are projected to be filled by African American and Hispanic workers, raising the share of minorities from one-quarter of the total jobs in 2010 to one-third in 2030. These opportunities will be available across all areas of the industry and all regions of the country.

The high concentration of Hispanic workers in the Gulf and Mountain areas, the top two areas in projected oil and gas job opportunities, make Hispanics particularly well situated to take advantage of the industry's job growth.

African American and Hispanic workers are projected to have particularly high shares of employment in blue collar occupations, where most of the total job growth is expected.

Blue collar positions include jobs such as carpenters, electricians, pipefitters, welders, and truck drivers, which typically require a high school diploma and some post-secondary education.

Women Workers

Female employment in the oil & gas and petrochemical industries is projected to account for 185,000 of the total job opportunities through 2030.

Women are projected to be employed across all job categories, with significant presence expected in professional and managerial jobs. The number of job opportunities for women projected in these areas — jobs such as engineers, accountants, general managers, and geoscientist — **reaches nearly 70,000** by 2030. These are jobs that typically require a four-year degree.

Though opportunities for women in oil and gas are available all across the country, most women are not familiar with the job opportunities and career development available in the industry.

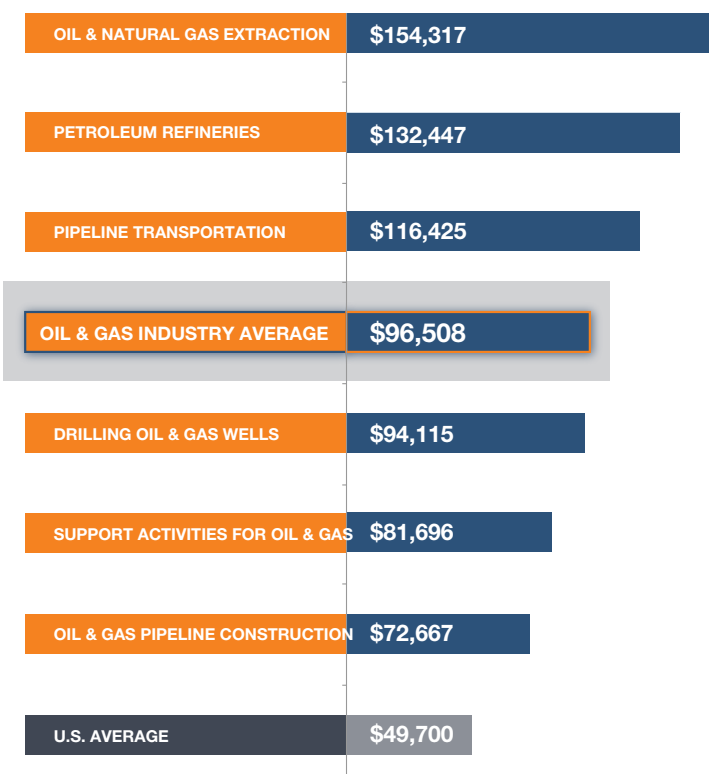
Highlighting women already working in oil and gas helps other women see the possible paths for them.

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Benefits

Jobs in the oil and natural gas industry offer good benefits, high pay, and the opportunity to make a difference. Based on average annual wage data from *The Bureau of Labor Statistics (BLS)*, the average pay in the oil and gas industry is **nearly \$50,000 higher** than the U.S. average.



Education

Workforce training is critical to the projected industry growth that will keep the nation at a competitive advantage and provide the energy the nation depends on. A key element in achieving a growing level of women and minorities to fill the oil and gas industry jobs is to increase the number of such individuals who obtain the education and training needed for the available positions.

While women are now earning the majority of all bachelor's and associate degrees and certificates, **they have very low representation in those awarded in STEM fields, particularly in the engineering and science fields that are critical for the oil and gas industry.** In building trades and construction disciplines, women earned only 6.2% of the degrees/certificates awarded, despite earning 60.3% of the total.

African Americans and Hispanics are also under-represented in degrees applicable to the oil and gas industry, relative to their overall percentage of degree attainment. Employment levels for women and minority groups in the oil and natural gas industry could be improved through improvements in educational attainment. This would require sustained efforts focusing on STEM related disciplines starting in primary education and continuing throughout a student's education.