

Minority and Female Employment: Regional Forecasts for the Oil & Gas and Petrochemical Industries

MOUNTAIN REGION

Prepared for the American Petroleum Institute, API

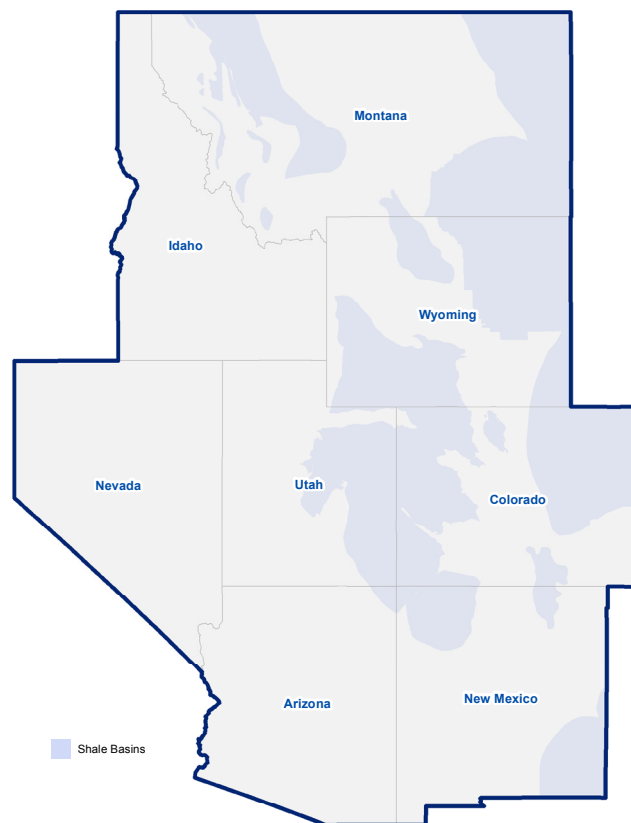
July 2014



This report projects direct job opportunities in the oil & natural gas and petrochemical industries through 2030 across the nine U.S. Census regions. It is a supplement to the recently released IHS report on minority and female employment in these industries.

KEY FINDINGS

- **The Mountain region** is projected to have **more than 156,000 direct job opportunities** through 2030, the second-highest across all U.S. regions.
- Blue collar occupations, including skilled and semi-skilled, are projected to make up **over 70% of employment opportunities** in the region.
- The Mountain region is projected to have a significant number of **employment opportunities in the upstream sector**, as well as jobs created from capital investment in the region.
- The share of minority employment in the Mountain region is **projected to grow** through 2030.



156,255

Projected Job Opportunities

by 2030 in the oil and natural gas and petrochemicals industries in the Mountain region.



Job Opportunities by Occupation

The study looks at employment in eight broad occupation categories. The pie chart at right shows how the job opportunities in the Mountain region are split between these occupation categories.

These results show:

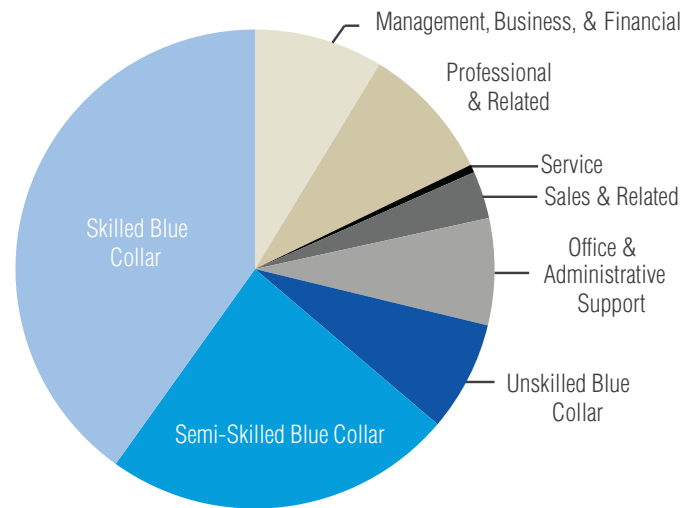
- More than **111,000 job opportunities** are projected to be in blue collar occupations in the Mountain region, most of which are skilled and semi-skilled. Skilled blue collar jobs alone are projected to account for **40% of the region's total job opportunities** and 16% of skilled blue collar jobs nationwide. This suggests tremendous opportunity for workers with a high-school diploma and some post-secondary training.
- There are also significant opportunities in management and professional jobs, which make up **close to 20% of the job opportunities** projected in the Mountain region. These jobs require training in fields such as engineering, geoscience, management, business and finance, and as technicians.

Job Opportunities by Segment

The upstream sector accounts for the largest share of job opportunities projected in the Mountain region—almost **120,000 jobs**, or **76% of total job opportunities** in the region. This is higher than the share of upstream opportunities across the U.S. as a whole, where the upstream sector accounts for 63% of total opportunities. The Mountain region will also see significant job opportunities—**almost 26,000**—stemming from capital investment in the region.

Job Opportunities for Minority and Female Workers

There are significant opportunities for minority and female workers in the oil & gas and petrochemical industries—these groups represent a critically vital and available talent pool to help meet the demands of the projected growth and expansion.



African American and Hispanic workers are projected to **fill at least 46,000 of the total job opportunities** in the Mountain region. The region also ranks second in share of job opportunities for women—**10% of the total U.S. job opportunities** projected to be filled by women are in the Mountain region. Hispanics are particularly well-situated to take advantage of the projected job growth—they account for one-fifth of the workforce in the Mountain region. In addition, the existence of significant job opportunities can stimulate people to move; interregional migration estimates show that the Mountain region will see a **net inflow of both the Hispanic and African American populations** over the period 2010-2030.

The job estimates presented in this report for African American, Hispanic, and female workers are based on current and projected trends in factors such as labor force participation rates and educational attainment. As such, these **job projections should not be viewed as a ceiling**. As interest and training are directed to women and minority groups, they will be competitive for the more than **156,000 job opportunities** in this region.