

NATURAL GAS & OIL JOBS & WORKERS NOT EASILY TRANSFERRED TO RENEWABLES

Although policymakers have repeatedly asserted it will be relatively easy for workers in the natural gas and oil industry to transition into clean energy jobs, a new study conducted by Cicero and commissioned by the American Petroleum Institute (API) with North America's Building Trades Unions (NABTU) finds the transition will not be so simple. The study analyzed the 18 most prevalent occupations in natural gas and oil, and the 18 most in-demand occupations in renewable energy and showed that many natural gas and oil occupations do not easily transfer into the renewable energy industry.¹

Only two of the most prevalent natural gas and oil occupations are reasonably transferable to the most in-demand renewable energy occupations. Transferability is a function of job requirements, quality and availability.



AMONG TECHNICAL-TRADE OCCUPATIONS

ONLY 1 OUT OF 14

natural gas and oil occupations (Construction Laborers) demonstrate seamless and readily available transferability to renewable energy occupations, primarily because there are many more, better paying jobs available in the ONG industry than in clean energy.*



AMONG MANAGEMENT-PROFESSIONAL OCCUPATIONS

ONLY 1 OUT OF 3

natural gas and oil occupations (General and Operations Managers) demonstrates readily available transferability to renewable energy occupations.



THE SOLE SALES OCCUPATION

in the natural gas and oil industry does not demonstrate readily available transferability to renewable energy due to a mismatch in education requirements. Transferability is a function of job requirements, quality and availability.

* Other ONG occupations may be transferable from a skills perspective to similar occupations in clean energy. For example, many union-based occupations that would fall in the technical-trade category provide broad cross-training that would allow electricians, welders, and other workers to function successfully across industries. The issue is job availability—there are typically many more of these jobs available in the ONG industry than the clean energy industry—and job overlap, as many of the trades that exist in the ONG industry are not prevalent in the clean energy industry.

1 REQUIREMENTS

Many natural gas and oil workers face significant challenges in transitioning to renewable energy based on skill and education requirements. This is true within a given occupation type, not to mention between occupation types.

2 QUALITY & PAY

A number of renewable energy jobs like those in wind and solar farms are more likely to use less skilled workers, or those from a narrower selection of trades, compared to natural gas and oil construction and maintenance projects. Currently, many readily available renewable energy jobs do not have comparable pay with natural gas and oil jobs, which would mean likely pay cuts for transitioned workers.

3 AVAILABILITY

The most prevalent natural gas and oil jobs employ ten times as many workers as there are average annual job postings for the most in-demand renewable energy occupations and even when skills and quality are aligned, there may not be sufficient concentrations of renewable energy jobs in the top regions where natural gas and oil jobs are located.

NABTU and API urge federal and state policymakers to ground their policymaking in data about the potential for occupation transferability. This will align policymaking with the daily realities of American workers, who ultimately must decide whether it is possible and reasonable to transition their careers and livelihoods to a different industry.

¹ Some highly-prevalent ONG occupations (especially union-based trades occupations) would be considered transferable from a skills perspective to other, less in-demand clean energy occupations—but job availability remains an issue, with relatively few comparable jobs available in clean energy.