

Minority and Female Employment in the Oil & Gas and Petrochemical Industries

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KEY FINDINGS

In a new IHS report entitled *Minority and Female Employment in the Oil & Gas and Petrochemical Industries (2014)*, IHS examines the employment outlook of African American and Hispanic workers and employment by gender in the oil and natural gas and petrochemical industries. This comprehensive study looks at six industry segments: the upstream, midstream, and downstream sectors of the oil and gas industry; petrochemical industry; capital investment in oil and natural gas transportation and storage infrastructure; capital investment in the petrochemical industry.

The principal findings of the new IHS report include:

- Over **955,000 job opportunities** by 2020 and **nearly 1.3 million job opportunities** by 2030 in the oil and natural gas and petrochemicals industries under pro-energy development policies.
- Employment gains of almost **408,000**—32% of the total—are projected for **African American and Hispanic workers** through 2030. (Just over 100,000 for African Americans, and 307,000 for Hispanic workers).
- **Female employment** in the oil and gas and petrochemical industries is projected to account for **185,000** of the total job opportunities through 2030.

1.3 million

Projected Job Opportunities

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

408,000

Projected Job Opportunities

for African American and Hispanic workers through 2030.



JOB OPPORTUNITIES FOR MINORITIES

- The share of minorities employed in the upstream, midstream, and downstream oil and gas and petrochemicals industries is rising—combined minority employment is projected to rise from one-quarter of the total jobs in 2010 to **one-third in 2030**.
- **African American** and **Hispanic workers** are projected to make up **nearly 20%** of the new hires in management, business, and financial jobs during the study period.

JOB OPPORTUNITIES FOR WOMEN

In 2010, women accounted for **226,000 oil, gas and petrochemical industry jobs** (19%); women are employed across all job categories, including professional and managerial, office and support, and blue collar.

- Opportunities will exist for female petroleum engineers, managers, and other professionals, with the number of job opportunities projected for women in these areas **growing by almost 70,000** from 2010–2030.
- Much of the job growth is projected to occur in blue collar professions. There is significant potential for female blue collar employment if interest and training were directed toward women to increase female participation in those areas.

JOB GROWTH BY OCCUPATION

- Sixty-three percent of the job opportunities through 2030 are projected to be in blue collar professions. This suggests tremendous opportunity for workers with a high school diploma and some post-secondary training (i.e., certificates and community college).
- Twenty-three percent of the job opportunities are projected to be in scientific and managerial positions, requiring training in fields such as engineering (petroleum, etc.), geoscience, management, business and finance, and as technicians.

Central to this analysis is workforce training critical to the projected U.S. petroleum industry growth to keep the nation at a competitive advantage and to provide the energy the nation depends upon. African Americans, Hispanics, and women represent a critically vital and available talent pool to help meet the demands of the projected growth and expansion.

All of the job estimates in this report are projections based on current and projected trends in educational attainment, labor force participation rates, and other factors. As interest and training are directed to women and minority groups, these job projections should be considered floors. For African Americans, Hispanics, and women to be competitive for the 1.3 million potential jobs it will require:

- Significant improvement in minority and female preparation in Science, Technology, Engineering and Mathematics (STEM) related disciplines at the primary and secondary school levels — a national priority;
- Significant improvement in high school completion rates for Hispanics and African Americans;
- Secondary and post-secondary staff (i.e., principals, deans, teachers, faculty, counselors) should be trained to inform their students on the workforce opportunities in the petroleum industry and the training required;
- Partnerships between higher education and industry, especially at the community college level would yield near term positive results;
- African Americans, Hispanics, and women students with high school diplomas and some additional training at community colleges in skills related to the oil and gas industry are immediately competitive for current job opportunities;
- African Americans, Hispanics, and women students who successfully complete college degrees related to the oil and natural gas industry, e.g., petroleum engineering, would be highly competitive for workforce placement.
- Wages in the upstream oil and natural gas industry, across many professions, far exceed the national average wage rate.
- Employment in the oil and gas industry can provide a reliable means to a better than average quality of life for Hispanics and African Americans for decades to come.

63% of the total job opportunities through 2030 are projected to be in blue collar occupations.

23% of the total job opportunities through 2030 are projected to be in scientific and managerial positions.