

# 2017 INDUSTRY HR TRENDS

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In early February, 36 oil and gas companies representing approximately 79,000 workers from across Canada were surveyed about their current workforce challenges. **Here's what they had to say:**

## OVERALL

**70%**

of exploration and production companies plan to **maintain** or **increase** their workforce in 2017 (n. 7)

**94%**

of service companies plan to **maintain** or **increase** their workforce in Q1 2017, however **28%** are uncertain for the remainder of 2017 (n. 14)

**69%**

of companies surveyed plan to **maintain** or **increase** their workforce in 2017 (n. 35)

Oil sands companies remain focused on efficiency and productivity and are only increasing their workforce as new projects come on stream (n. 7)



**“Our current employees are taking on more responsibilities during these uncertain times”**

- A SURVEY RESPONDER

## CURRENT

### TOP 3 WORKFORCE CHALLENGES COMPANIES ARE FACING (N. 33)

79%

Reducing costs while remaining efficient

70%

Loss of experienced workers

39%

Attracting and retaining the right workers

### TOP 3 WORKFORCE STRATEGIES COMPANIES ARE IMPLEMENTING (N. 33)

73%

Recruitment and recalls

70%

Internal redeployment and professional development

42%

Reducing compensation, work hours or layoffs

### THE PRIORITY OCCUPATIONS FROM AN ATTRACTION AND RECRUITMENT PERSPECTIVE, FOCUSED ON WHERE INDUSTRY OPERATES (MAINLY IN ALBERTA)



**Engineers**  
(all types)



**Trades People**  
(electricians, instrumentation technicians, millwrights)



**Operators**  
(process operators particularly power engineers, truck drivers, fracturing and cementing operators)



**Business and Operations Support**  
(different functions such as IT, H&S, HR)



**Field Workers**  
(primarily rig positions)



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## GOING FORWARD

**Canada's oil and gas industry has emerged from the last two years of depressed oil prices and spending cuts with some renewed optimism that a modest job recovery is underway.**

But companies are quick to point out that market conditions remain uncertain, that they have built their workforce strategies around uncertainty, and that profitability relies on their ability to sustain the productivity and efficiencies they gained during the downturn.

#### METHODOLOGY

The HR Trends and Insights survey was sent to 163 companies in late January 2017. A total of 36 companies responded (33 completed), representing nearly 79,000 workers from the 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 whole petroleum industry in Canada. The industry changes quickly and the results of the survey reflect a moment-in-time snapshot.

**Canada**

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