

# Canada's Evolving Energy Industry Labour Force

This infographic examines the energy industry's changing labour force through demographic shifts.

The analysis focuses on the following established energy sectors: exploration and production (E&P), including oil sands, energy services, pipelines and refining. Comparing data from Statistics Canada's Census 2016 and 2021 provides a better understanding of how the energy industry workforce demographics shifted over the 5-year period.

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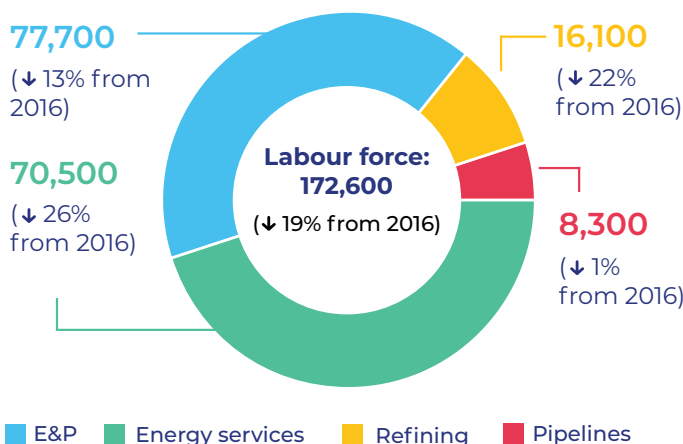
Canada's energy industry has a long and rich history of change and evolution, including the way natural resources are developed and used, the equipment and technology applied and the experience and knowledge of its workforce.”

**CAREERS IN ENERGY, CANADA'S ENERGY WORKFORCE: NATIONAL LABOUR MARKET OUTLOOK TO 2035**

## Canada's energy industry labour force

Between 2016 and 2021, Canada's energy labour force decreased by 19%—from 213,500 to 172,600.

### Canada's energy industry labour force by sector, 2021



### Canada's energy workforce projected to grow

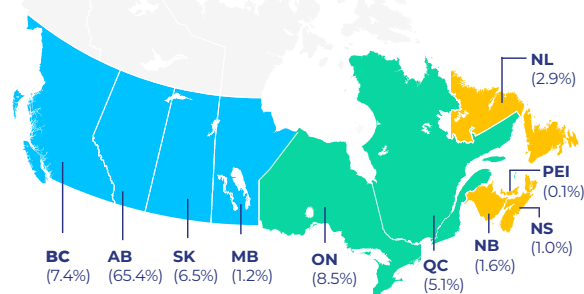
Despite the decline between 2016 and 2021 **Canada's Energy Workforce: National Outlook to 2035** projects established energy sectors will generate the majority of new energy jobs and grow their workforce to 2035.

## Regional distribution

Canada's energy industry's characteristics differ by region. Workforce requirements for each province are dependent on the characteristics of their energy industry. Each province will leverage and build upon its strengths.

In 2021, 80% of Canada's energy industry labour force was in Western Canada, 14% in Central Canada and 6% in Atlantic Canada.

### Canada's energy industry labour force by province, 2021



### Labour market outlooks to 2035

**National and Regional Labour Market Outlooks to 2035** provide workforce projections and trends for Canada's established and emerging energy sectors, including the Western, Central and Atlantic regions.

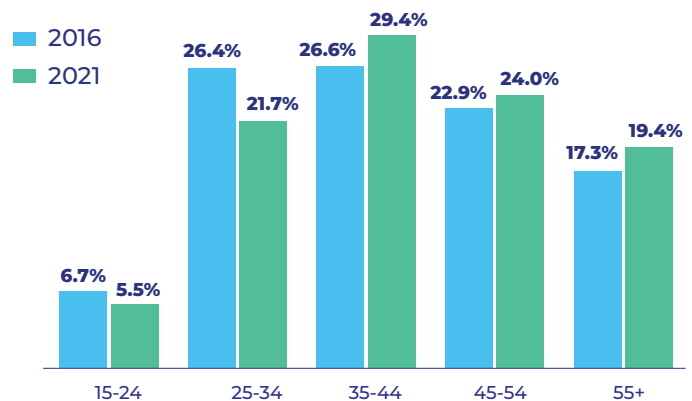
## Age

In 2021, nearly **1 in 5 people** in Canada's energy industry labour force (19.4%) were close to retirement age (age 55+), up from 17.3% in 2016. At the same time, the share of workers under the age of 35 decreased substantially—from 33% in 2016 to 27% in 2021.

Declining youth representation coupled with an increase in older workers over this 5-year period means potential recruitment challenges for the energy industry going forward.

As the nation's energy sector moves towards a net-zero carbon economy, the drive and passion of the next generation will be vital in the evolution of Canada's energy future.

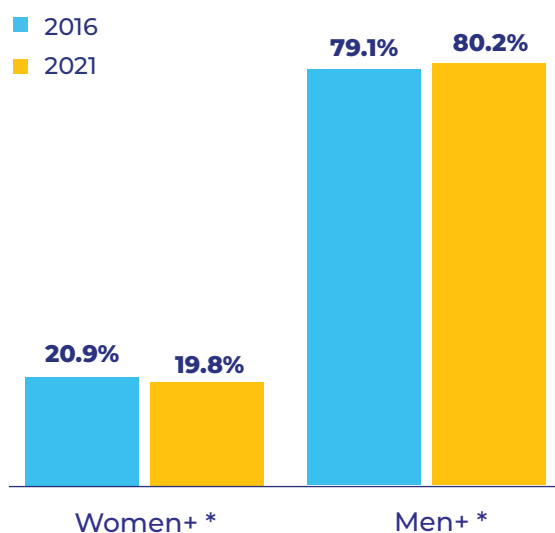
**Canada's energy industry labour force by age, 2016 and 2021**



## Gender

Women's representation in the energy industry is below that of the broader economy and varies across sectors. Despite making up 48% of the Canadian labour force, women accounted for just under 20% of the energy labour force in 2021. The share of women ranged from a low of 16% in energy services to a high of 33% in pipelines.

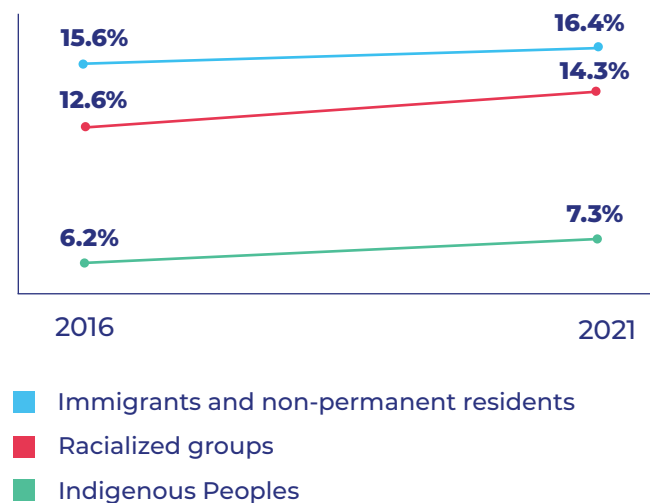
**Canada's energy industry labour force by gender, 2016 and 2021**



\* Note: Men+ is defined by Statistics Canada as those identifying as men (and/or boys), as well as some non-binary persons. Women+ is defined as those identifying as women (and/or girls), as well as some non-binary persons.

## Diversity groups

**Canada's energy industry labour force by diversity group, 2016 and 2021**



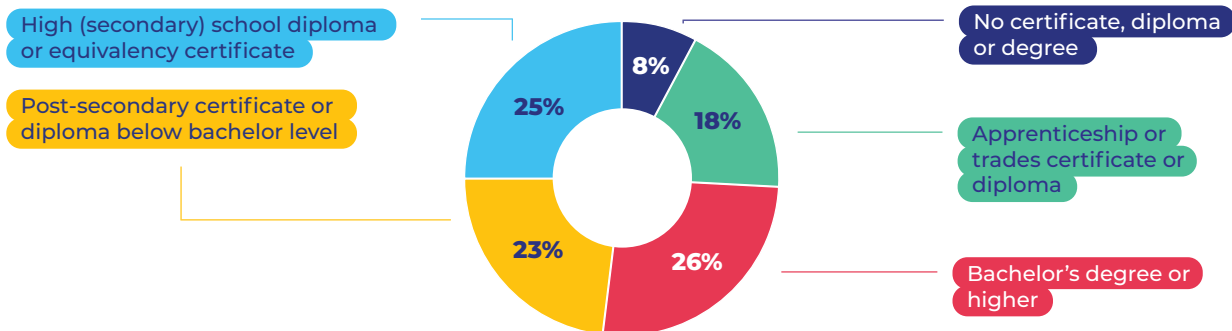
Indigenous Peoples are well-represented in Canada's energy industry and their share of the labour force has grown since 2016. In 2021, Indigenous Peoples accounted for 7.3% of the energy labour force compared to 4.2% of the Canadian labour force overall.

While immigrants and racialized groups are underrepresented in Canada's energy industry, their share of the labour force increased between 2016 and 2021. In 2021, immigrants and racialized groups represented 16.4% and 14.3% of the energy labour force, compared to 29% and 26% of the Canadian labour force overall.

## Educational attainment

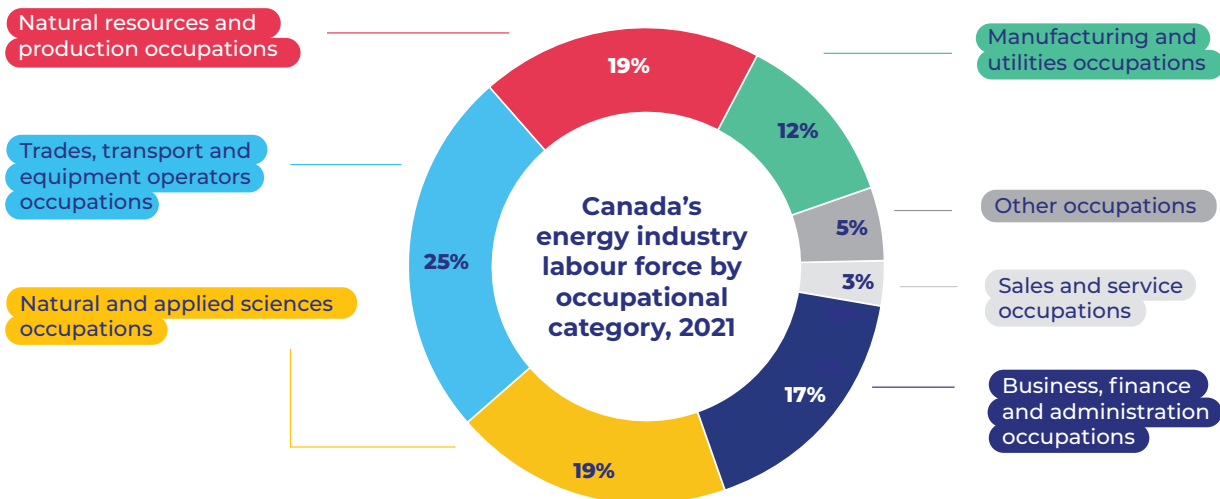
Canada's energy industry has a large share of high-skilled labour. In 2021, two-thirds (67%) of the labour force had some post-secondary education—from apprenticeship or trades certificates to university degrees. Much of the knowledge and skills needed to advance Canada's energy future already exist within the industry.

### Canada's energy industry labour force by educational attainment, 2021



## Occupations

From tackling global challenges and driving innovation to enjoying rewarding opportunities and a sustainable future, energy is an exciting and fulfilling industry to be a part of with a wide variety of career options.



### Explore energy careers

Explore over **170 career profiles** to understand the various roles, education requirements, working conditions and salaries available in Canada's dynamic energy industry.

### Explore career pathways

Discover **12 career pathways** to understand the knowledge and skills needed for each career across 10 sectors in the energy industry. Whether you're considering a career in energy or already have experience, these career pathways can help you assess your fit in the energy industry.



Division of Energy Safety Canada

## About Careers in Energy

Careers in Energy, a division of Energy Safety Canada, is the leading authority on labour market information and trends in Canada's energy industry. We engage and inform people about careers in energy, removing barriers to information, addressing industry and worker needs, and providing the resources and tools needed to maintain and build a skilled energy workforce for today and tomorrow.



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