

Immigrants



Profile of Immigrant Energy Workers



“Canada has a long history of immigration. Millions of people from all over the world have chosen and continue to choose Canada as their new home. In 2021, more than 8.3 million people, or almost one-quarter (23.0%) of the population, were, or had ever been, a landed immigrant or permanent resident of Canada. This was the largest proportion since Confederation, topping the previous 1921 record of 22.3%, and the highest among the G7.”ⁱ

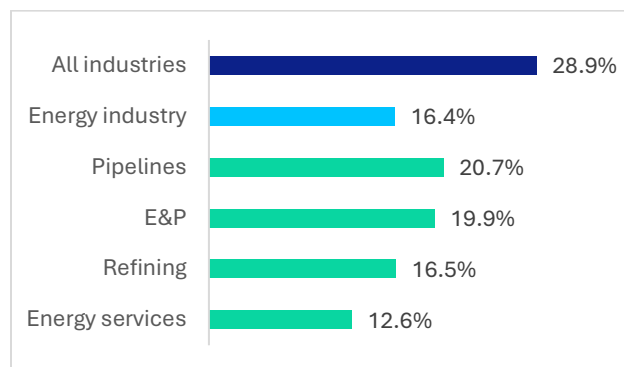
The future strength of Canada’s energy labour force will greatly depend on the participation of diverse groups, such as immigrants, youth, racialized groups, Indigenous Peoples and women. Historically, many of these groups have been underrepresented or underutilized across various industries in Canada.

The analysis is based on custom data from Statistics Canada’s 2021 Census and focuses on the following established energy industry sectors: exploration and production (E&P)ⁱⁱ, energy services, pipelines and refining. In 2021, Canada’s energy industry labour force—comprising those working and actively looking for work—totalled 172,600.

Immigrant workers by industry and sector

Immigrants are underrepresented in Canada’s energy industry, however their share of the labour force continues to grow. In 2021, there were approximately 29,000 immigrantⁱⁱⁱ workers in Canada’s energy industry—representing 16.4% of the energy labour force, compared to 28.9% of the overall Canadian labour force. The pipelines sector (20.7%) and the E&P sector (19.9%) have the largest shares of immigrant workers (Figure 1).

Figure 1: Share of immigrant labour force by industry and energy sector, Canada, 2021

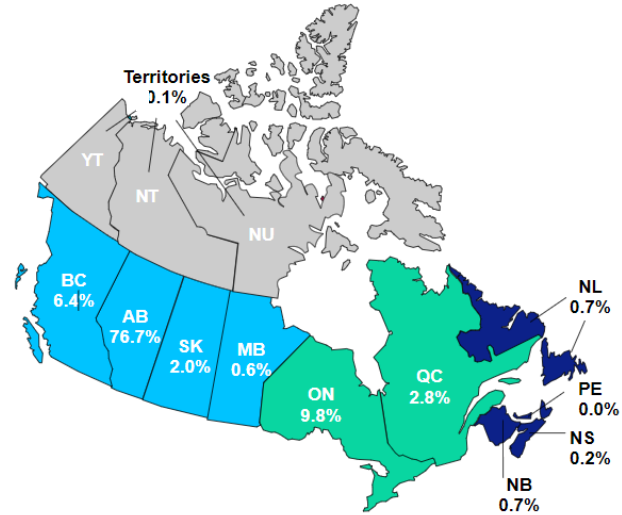


Immigrant energy workers by region

In 2021, 86% of the immigrant energy labour force was in Western Canada, 13% in Central Canada and 1% in Atlantic Canada (Figure 2). Over three-quarters (77%) of the immigrant energy labour force was in Alberta.

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.

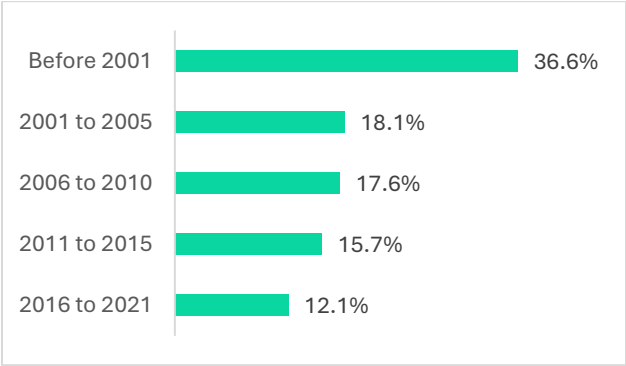
Figure 2: Immigrant energy labour force by region, 2021



Immigrant energy workers by arrival

Most immigrants (36.6%) working in Canada's energy industry have been here for over two decades (Figure 3). Among newer immigrants, 15.7% arrived in the period 2011 to 2015 and 12.1% arrived between 2016 and 2021.

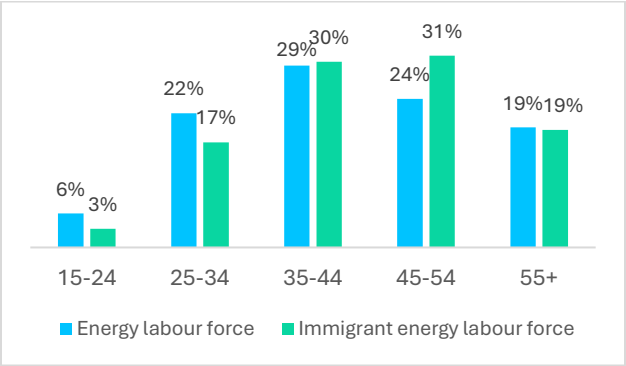
Figure 3: Immigrant workers in Canada's energy industry by period of arrival



Immigrant energy workers by age

Immigrant energy workers tend to be slightly older than the overall energy labour force, with a larger proportion falling within the 45-54 age range. Half of the immigrant labour force in the energy industry is 45 years and older. Only 20% of immigrant energy workers are under 35, compared to 28% of the overall energy labour force (Figure 4).

Figure 4: Canada's energy industry labour force by age, 2021

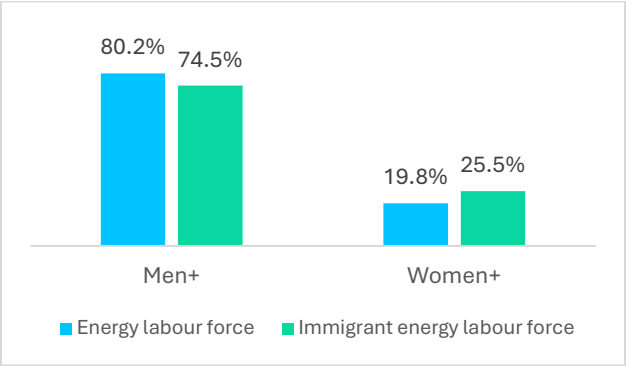


Immigrant energy workers by gender

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 account for just 19.8% of the energy labour force.

Immigrant women, however, represent a larger proportion of the immigrant energy labour force at 25.5% (Figure 5). The share of immigrant women ranges from a low of 20% in refining to a high of 43% in pipelines.

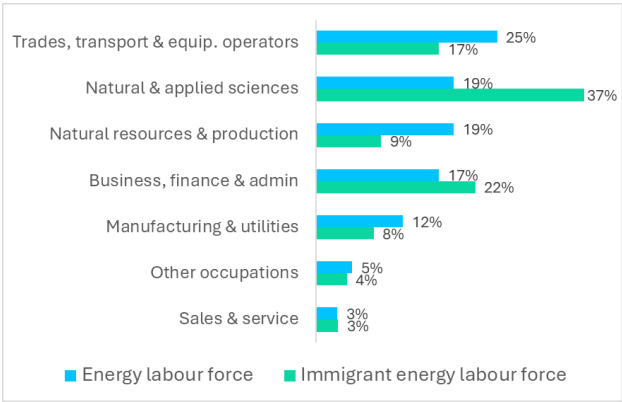
Figure 5: Canada's energy industry labour force by gender^{iv}, 2021



Immigrant energy workers by occupation

Immigrants in Canada's energy industry tend to work in natural and applied sciences occupations (37%) and business, finance and administration occupations (22%) (Figure 6).

Figure 6: Canada's energy industry labour force by occupational category, 2021



Approximately 44% of professional engineers in Canada's energy industry are immigrants.

Figure 7: Top occupations of Immigrant workers in Canada's energy industry, 2021

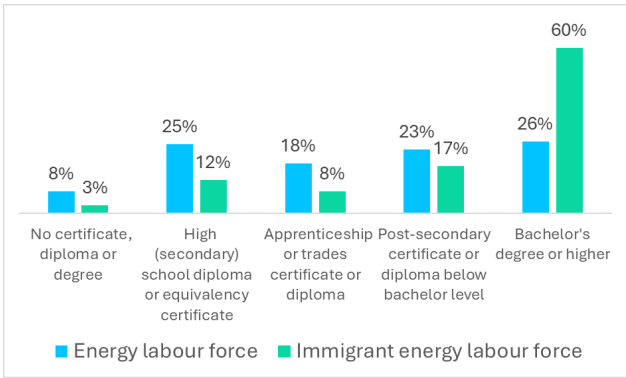
| NOC ^v | Occupation |
|------------------|------------------------------------------------|
| 21332 | Petroleum engineers |
| 11100 | Financial auditors and accountants |
| 21301 | Mechanical engineers |
| 93101 | Central control and process operators |
| 21102 | Geoscientists and oceanographers |
| 21320 | Chemical engineers |
| 14200 | Accounting and related clerks |
| 73300 | Transport truck drivers |
| 12102 | Procurement and purchasing agents and officers |
| 21300 | Civil engineers |
| 73400 | Heavy equipment operators |

Immigrant energy workers by educational attainment

The educational attainment of immigrant energy workers vastly differs from the overall energy industry labour force. As shown in Figures 6 and 7, immigrants tend to work in professional occupations that typically require a bachelor's degree or higher (Figure 8). Nearly 22% of immigrants in the energy industry have a master's degree or higher.

Immigrants tend to have higher levels of education due to Canada's immigration selection criteria.^{vi} However, immigrants still experience challenges securing employment in their chosen field and having their qualifications and experience recognized.

Figure 8: Canada's energy industry labour force by highest level of educational attainment, 2021



Explore **170 career profiles** and **12 career pathways** to understand the various roles, education requirements, working conditions, skills, qualifications, experience and salaries available in Canada's dynamic energy industry.

Endnotes

ⁱ Government of Canada, Statistics Canada. (2022b, October 26). *The Daily — Immigrants make up the largest share of the population in over 150 years and continue to shape who we are as Canadians*. <https://www150.statcan.gc.ca/n1/daily-quotidien/221026/dq221026a-eng.htm>

ⁱⁱ Includes exploration for crude petroleum and natural gas, production of oil and gas and hydrocarbon liquids and the mining and extraction of oil from oil shale and oil sands.

ⁱⁱⁱ Includes non-permanent residents.

^{iv} 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.

^v The National Occupational Classification (NOC) is Canada's national system for describing occupations. [National Occupational Classification - Canada.ca \(esdc.gc.ca\)](https://www150.statcan.gc.ca/n1/noc/)

^{vi} *A portrait of educational attainment and occupational outcomes among racialized populations in 2021*. (2023, January 18). <https://www12.statcan.gc.ca/census-recensement/2021/as-sa/98-200-X/2021011/98-200-X2021011-eng.cfm>