

Western Canada's Energy Workforce

Regional Labour Market Outlook
to 2035

Photo courtesy of ARC Resources

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Key Insights



Fundamental shift in the global energy economy

Geopolitical conflict has highlighted the fragility of the global energy supply and elevated energy security as a priority. As Canada's most prolific energy-producing region, Western Canada has an opportunity to become a reliable global supplier of diverse energy sources.



Access to Western Canada's tidewater is critical to provide energy security

LNG Canada and the Trans Mountain Pipeline expanded access to global energy markets from British Columbia's west coast. With some of the world's most abundant and long-term oil and gas reserves, Western Canada can be part of the global energy supply solution if there is expanded opportunity to move its resources to tidewater.



Western Canada's energy economy is drawing strength from diverse sources and technologies

While established sectors remain key economic drivers, investment in emerging energy sectors is expanding, creating new opportunities for economic growth and export diversification beyond traditional energy products.



Indigenous participation is central to energy development

Indigenous communities are shaping the future of Western Canada's energy economy as rights holders, partners, investors, employers and workforce participants. Successful energy projects increasingly depend on meaningful Indigenous engagement and long-term economic partnerships.





Workforce impacts beyond industry activity

Industry is producing more with fewer workers. Productivity gains have been realized by technology adoption and consolidation across the industry. While corporate functions are most affected by merger and acquisition (M&A) activity, field and operations roles remain resilient. An increasingly complex business, regulatory and geopolitical environment is shaping evolving skill requirements.



An integrated energy system

Western Canada's energy industry is increasingly integrated, along with its workforce. Foundational technologies, equipment, skills and expertise are being adapted and applied in innovative ways to support the development of low-carbon energy sources and emissions-reduction technologies. As a result, many of the qualifications required in emerging energy sectors already exist within the established energy workforce.



Monitoring leading indicators of industry activity

As Western Canada approaches a potential generational shift in its global energy role, Careers in Energy (CIE), along with industry collaborators, continues to monitor policy, regulatory and investment conditions that influence energy production and workforce needs.

A single scenario for Western Canada's energy workforce outlook

To provide a timely update on significant changes in Canada's energy landscape since 2024, CIE evaluated a single scenario to project potential workforce requirements through 2035. This streamlined approach delivers an up-to-date labour market outlook to inform near- and medium-term workforce planning. The outlook establishes a benchmark for Western Canada's energy labour market and identifies key indicators to monitor that may signal significant shifts in future workforce needs.



Current Measures

Based on investment and development leading to energy production and carbon sequestration most likely to occur based on announced plans, policies and programs as of **March 2026**.



By the numbers

Direct employment



175,900

people are **directly** employed by Western Canada's energy industry



9 integrated Canadian energy sectors are included in this outlook:

conventional exploration and production (E&P), oil sands, energy services, pipelines, petroleum refining, liquefied natural gas (LNG), low-carbon hydrogen, biomass-based fuels and carbon capture and storage (CCS)



81 occupations

are included in Careers in Energy's labour market modelling system that are core to production, operations and maintenance across the in-scope sectors



19,750

direct jobs are projected to be added between 2026 and 2035



49,650

energy workers are **eligible to retire** over the forecast period



69,400

net hiring requirements projected over the forecast period, if Western Canada's energy industry fills all job openings created by industry activity and retirements



2.2x

higher average total compensation in the energy industry compared to the Canadian average

Indirect employment



256,000

indirect jobs across Western Canada are sustained annually to support industry's operations supply chain



5,400

jobs are created across the economy for every \$1 billion spent on developing and constructing energy infrastructure projects



Western Canada: A Solution for Global Energy Security



Western Canada is well-positioned to supply international markets seeking reliable, affordable and secure energy partners.

Western Canada's energy industry has a long history of adapting and evolving—shaping how natural resources are developed and used, the technology and equipment deployed, and the skills, experience and knowledge of a diverse workforce. The industry continues to respond to shifting political, economic and market conditions, reinforcing its role as a dynamic part of Canada's economy.

For the purposes of this report, Western Canada's energy industry includes British Columbia (BC), Alberta (AB), Saskatchewan (SK) and Manitoba (MB).

Western Canada's energy industry directly employs approximately 175,900 people—91% of the country's total energy workforce. Beyond direct employment, an estimated 256,000 indirect jobs are sustained annually in support of the industry's operations supply chain. For every \$1 billion spent on developing and constructing energy infrastructure projects, an additional 5,400 indirect jobs are generated across the broader Canadian economy¹

Access to Western Canada's tidewater is critical to providing energy security

Energy-importing countries increasingly look to Canada as a reliable source of energy and other critical commodities. In 2025, LNG exports and expanded pipeline capacity through LNG Canada, Coastal GasLink

and Trans Mountain Pipeline created new opportunities for diversification into international energy markets.

Today's geopolitical environment—particularly the ongoing conflict in Ukraine and the Middle East—has exposed the fragility of global energy supply and presents Canada with a generational opportunity to further expand its production and market reach. With some of the world's most prolific and long-term oil and gas reserves, Western Canada can be part of the solution if there is expanded opportunity to move its resources to tidewater.

Disruption in supply from the Iran war is sending a clear signal that energy security has moved to the top of the agenda, with importing countries looking to lock down long-term supply. Canada is well positioned to meet this demand. First, we have the resources the world needs precisely at the moment they need it. Secondly, as International Energy Agency (IEA) executive director Fatih Birol pointed out in his recent visit to Canada, the country “has trust,” and a reputation for being a reliable, stable and safe trading partner.²

- Lisa Baiton, President and Chief Executive Officer,
Canadian Association of Petroleum Producers (CAPP)



Exporting Western Canada's energy to global customers will also deliver significant benefits at home. It can help attract capital investment, advance project development and support sustained demand for workers across the energy industry and related industries, including construction, manufacturing, transportation and professional services.

For Indigenous communities—many of whom participate as partners, investors, contractors and employees in major energy projects—expanding access to global markets can create additional opportunities for long-term economic participation and prosperity.

Western Canada's energy economy is drawing strength from diverse sources and technologies

Energy development in the region is characterized by expansion that draws on the strengths of multiple energy sources and technologies. While established energy sectors remain major economic drivers, interest and investment in emerging sectors and technologies is growing. With that comes the opportunity for Western Canada's energy economy to expand and for exports to extend beyond traditional energy sources.

It's a tricky time in the trade relationship, as Canada seeks to boost energy sales to the United States and the rest of the world. It is an important moment for Canada to figure out this balance. It's an all-of-the-above—every form of energy and every market.³

- Gitane De Silva, Former CEO, Canada Energy Regulator

The region has an established biomass-based fuels sector, with production across each of the Western provinces. LNG Canada became operational in 2025, with two additional projects currently under construction. Two large, low-carbon hydrogen production plants are under construction in Alberta. As Canada's hub for CCS, Western Canada is well-positioned for further investment, provided regulatory certainty and strong project economics are in place. Growth across these emerging sectors builds on the infrastructure, expertise and workforce developed in established energy sectors.



Photo courtesy of LNG Canada. LNG Canada site in Kitimat, BC.



Indigenous participation is central to energy development

Indigenous communities are shaping the future of Western Canada's energy economy as rights holders, partners, investors, employers and workforce participants. Successful energy projects depend on meaningful Indigenous engagement and long-term economic partnerships.

*In the case of Canada's fledgling LNG industry, we broke a pattern that had existed for over a century. First Nations have been at the heart of the LNG opportunity—not on the sidelines like before—but on the job sites and in the boardrooms—helping to make it happen.*⁴

- Karen Ogen, Chief Executive Officer, First Nations Natural Gas Alliance

Monitoring leading indicators of industry activity

Canada is on the verge of major growth opportunities. This outlook establishes a baseline for workforce requirements across Western Canada's established and emerging energy sectors.

Amid significant uncertainty in the global energy system, CIE, in collaboration with industry partners, continues to monitor factors shaping Canada's energy production and workforce needs. Potential changes to regulation and policy, the implementation of the Alberta–federal Memorandum of Understanding, major project approvals and individual company plans to expand transportation infrastructure for export markets could significantly affect Canada's energy workforce needs.

At the same time, the rapid growth of AI is driving demand for data centres, and potentially one of the largest infrastructure buildouts in Canada's digital economy. Data centres drive massive energy demand, and Canada has the potential to meet that need through access to low-carbon hydroelectricity and

abundant, affordable, cleaner-burning natural gas-generated power.

Labour market modelling system

This report provides an overview of the energy workforce projections for Western Canada from 2026 to 2035, driven by the region's investment in oil and natural gas production, low-carbon energy sources and emissions-reduction technology and initiatives.

CIE undertook a significant expansion of its labour market modelling system in advance of producing its 2024 national and regional labour market outlooks. To accurately reflect changes in Canada's energy system, the model was expanded beyond the established oil and gas industry (conventional E&P, oil sands, energy services, pipelines and petroleum refining), to include emerging energy sectors and technologies—LNG, low-carbon hydrogen, biomass-based fuels and CCS.

An integrated energy system

A key insight from the model expansion work was the extent of integration between the established and emerging sectors. These sectors work interdependently to provide low-carbon energy solutions, which contribute to a more robust and dynamic job market in Canada (Figure 1).

Occupational scope

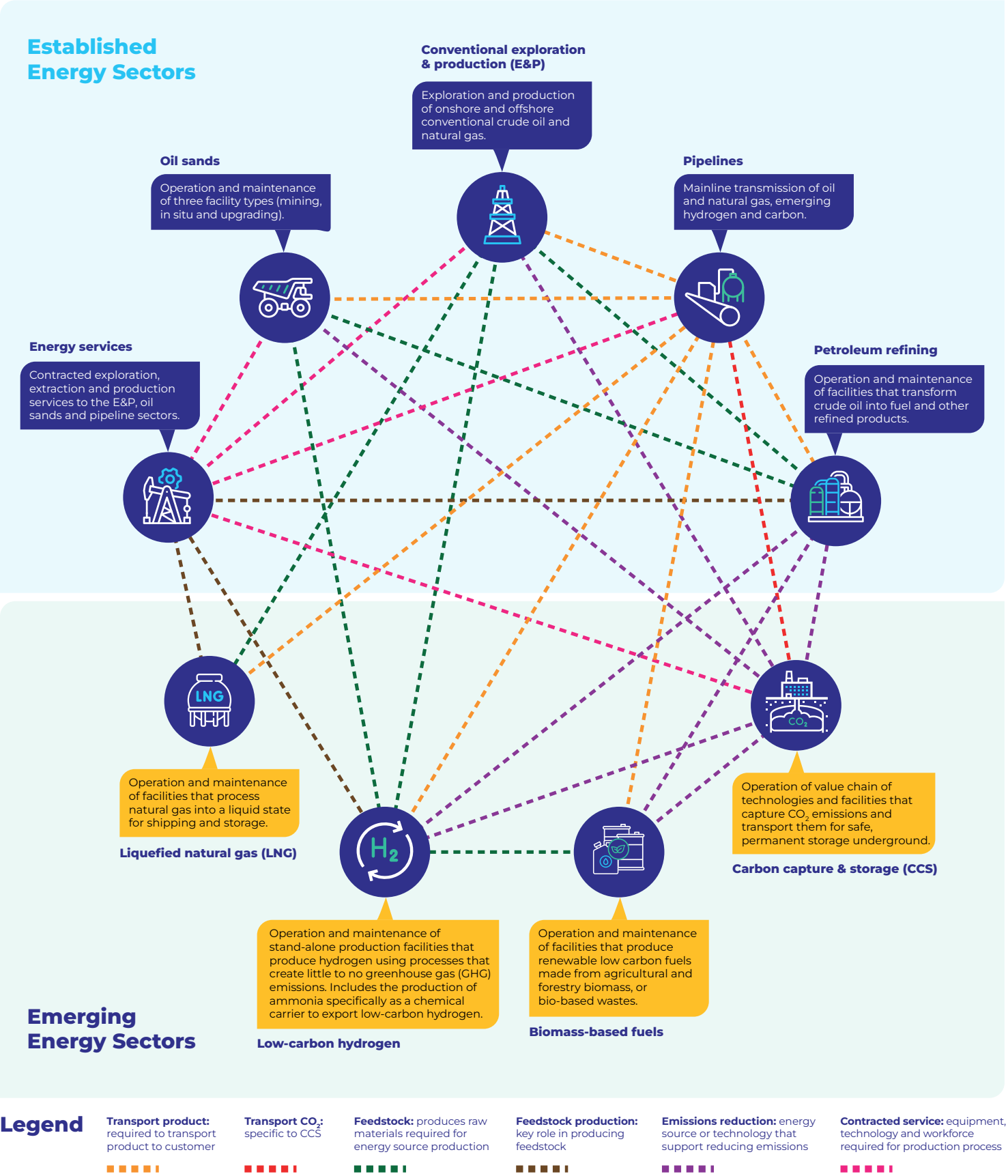
CIE's labour market modelling system covers 81 occupations, as defined by the National Occupational Classification (NOC)⁵ system. Workforce projections focus on individuals directly employed by companies⁶ involved in the forecasted production, operations and maintenance activities of in-scope sectors.⁷

National and other regional reports available

This report complements the National Labour Market Outlook to 2035 and regional reports; Central Canada and Atlantic Canada.



Figure 1: Sector scope of Careers in Energy’s labour market modelling system



Outlook Scenario: Current Measures



To provide a timely update on significant changes in Canada's energy landscape since 2024, **CIE evaluated a single scenario to project potential workforce requirements through 2035.**

This streamlined approach delivers up-to-date national and regional labour market outlooks to inform near- and medium-term workforce planning. This outlook establishes a benchmark for Western Canada's energy labour market, while also identifying key indicators to monitor that could signal significant shifts in future workforce needs.

- The **Current Measures** scenario is based on investment⁸ and development leading to energy production, LNG exports and carbon sequestration

most likely to occur based on announced plans, policies and programs as of **March 2026** (Figures 2, 3, 4 and 5).

Scenario assumptions report

Find detailed information on CIE's scenario approach and underlying assumptions online at [CareersinEnergy.ca](https://careersinenergy.ca)



Photo courtesy of Enbridge. Regina Terminal, Regina, SK.



Figure 2: Western Canada's production by energy sector, Current Measures, 2025 and 2035

In thousands of barrels of oil equivalent per day (MBOE/day)

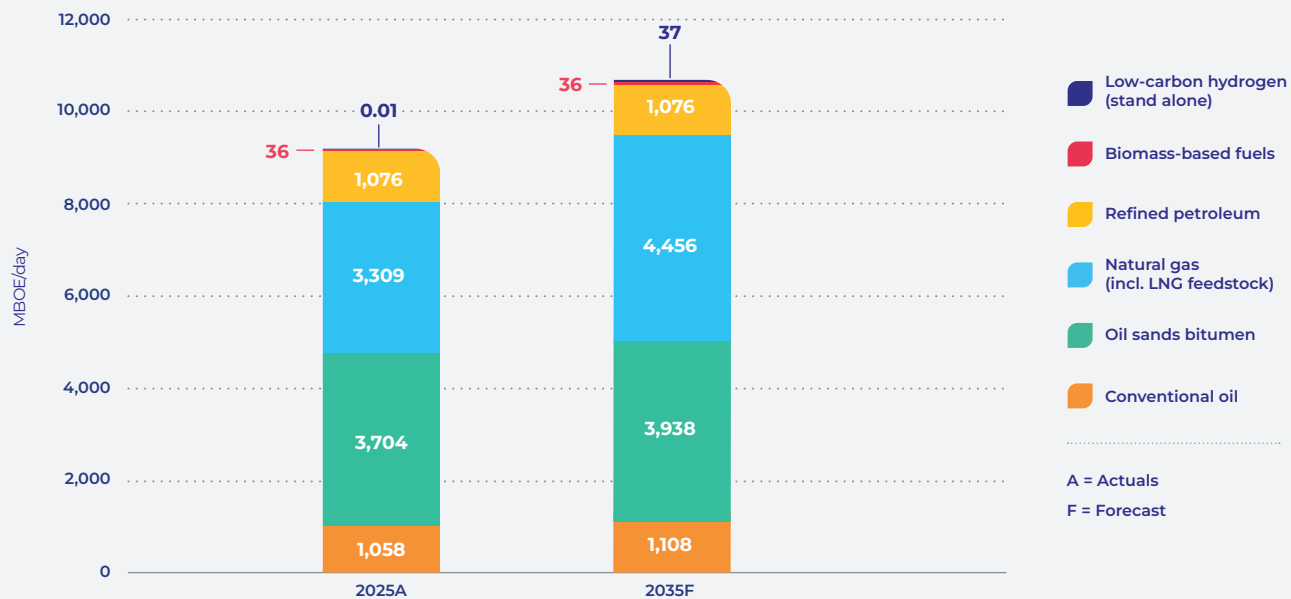


Figure 3: Western Canada's oil sands production by operations type, Current Measures, 2025-2035

In thousands of barrels of oil equivalent per day (MBOE/day)

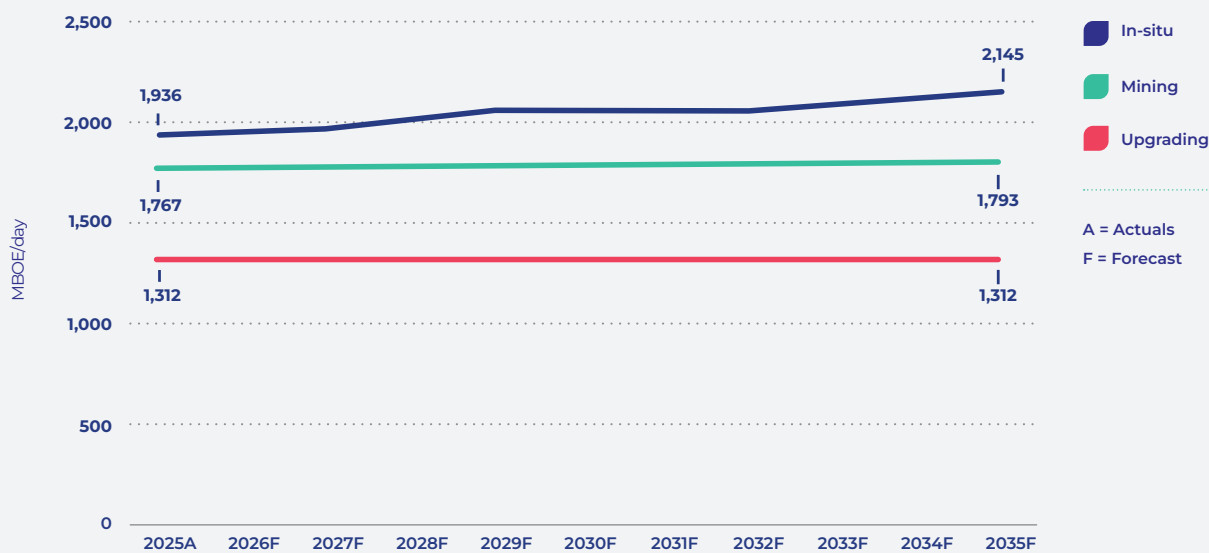


Figure 4: Western Canada's LNG exports, Current Measures, 2025-2035

In megatonnes per annum (MTPA)

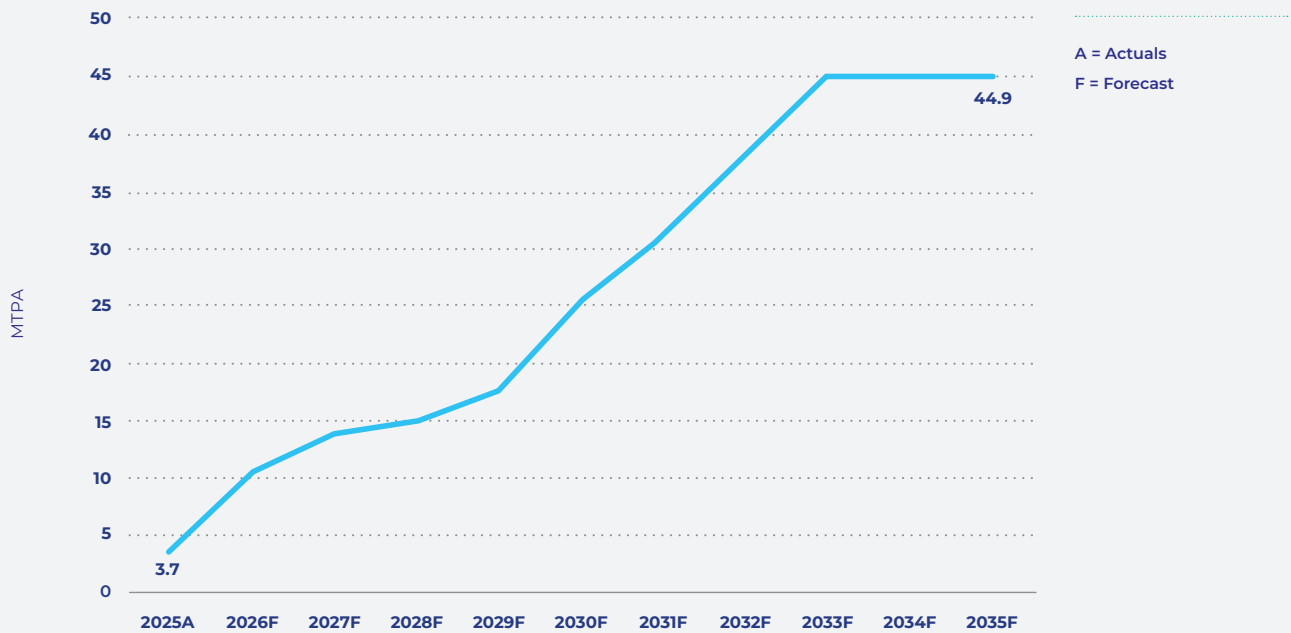
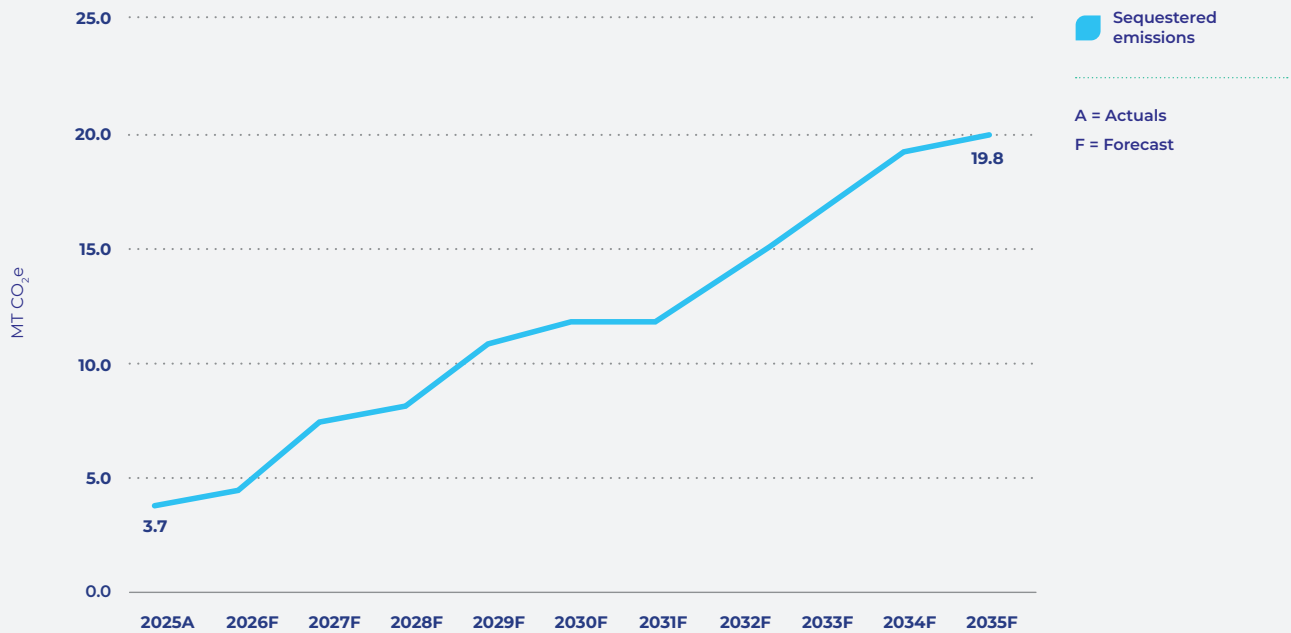


Figure 5: Western Canada's oil and gas and industrial CO₂ sequestration, Current Measures, 2025-2035

In megatonnes of carbon dioxide equivalent (MT CO₂e)



Western Canada scenario assumptions

Forecasts for conventional oil and for natural gas diverge to 2035

Western Canada's conventional oil and natural gas sectors reached record production levels in 2025, underscoring their importance to both domestic and export economies.

Despite robust demand from the US, a lack of pipeline capacity hindered crude oil growth in Canada for years. When the Trans Mountain Pipeline became operational in 2024, it significantly increased Canada's oil export capacity and enabled market diversification. As of December 2025, 67% of the vessels loaded at their Westridge Marine Terminal were destined for Asia.⁹

Domestically, demand for natural gas from industrial, commercial and residential customers rose across the board. Beyond increased demand from the US, LNG Canada becoming operational and steady international demand for liquefied petroleum gas (LPG) were key drivers of production growth in 2025.

Looking out to 2035, the Current Measures scenario projects divergent forecasts for the two commodities. Western Canada's conventional oil production is forecast to increase 5% to 2035, while natural gas production increases 35% over the same period.

With the Trans Mountain Pipeline nearing full utilization, capacity constraints could again limit growth in Western Canada's oil production.

Two years into operations, TMX is running at 95 per cent capacity. I think, given that we're full, the industry consensus is that the basin is either at or very close to another pipeline egress point.¹⁰

– Jason Balasch, Vice President, Business Development and Commercial Services, Trans Mountain Corporation

Natural gas production is forecast to increase significantly due to growing demand from traditional markets, both domestically and exports to the US, and from international markets, driven by steady demand for LPG and the expansion of LNG exports off the coast of BC. Two low-carbon hydrogen production plants that use natural gas as feedstock will also become operational during the forecast period.

Canada offers an attractive environment with significant gas resources, strong political stability and reliable regulatory frameworks. We see potential in projects like Ksi Lisims LNG to further enhance the resilience and flexibility of our supply portfolio.¹¹

– Michael Lewis, Chief Executive Officer, Uniper (Germany-based multinational energy company)

Demand for natural gas to power data centres has not been considered in CIE's previous labour market outlooks. While data centres are not a significant factor in this outlook's natural gas production scenario, their potential impact is being closely monitored for future outlooks.

Oil sands growth requires additional pipeline capacity

Like the conventional oil sector, oil sands production was boosted in 2025 with the start-up of the Trans Mountain Pipeline, but continued growth could be affected as the pipeline is expected to be fully utilized around 2027-2028.¹²

In the Current Measures scenario, oil sands production is projected to increase by 6% by 2035. Growth is dominated by expansion of in-situ production (11%), with mining accounting for a 1% increase in production. Upgrading production remains flat for the forecast period.



Apart from Blackrod—the first greenfield thermal project built since 2018 and expected to begin production in 2026¹³—oil sands production growth is projected to come from optimizing existing facilities and expanding existing fields, rather than from newly constructed operations.

Western Canada's LNG export sector's second chance

Western Canada's LNG export sector is increasingly described as having a “second chance” because a wave of LNG project proposals in the 2010s struggled to move forward, and global demand was met by other countries.

Today, with LNG Canada having paved the way by demonstrating that complex export facilities and pipeline infrastructure can be approved, permitted and built, and that meaningful Indigenous partnerships can be fostered, additional projects are moving forward. Other factors favouring today's LNG facilities over those planned a decade ago include smaller, more modular projects, either Indigenous-led or with significant Indigenous equity partners.

With optimism expressed during consultations with industry and relevant governments in March 2026, the Current Measures scenario assumptions for LNG exports include Woodfibre LNG and Cedar LNG, both under construction on BC's west coast, as well as another 28 million tonnes per annum (MTPA) of capacity by 2035.

We have a lot of advantages, but we also have a window of opportunity. If we don't capture this in the next three to five years, others will fill that gap. You look at the number of proposed LNG projects across the world, whether it's in the Middle East or the U.S., the time is now and if we don't act we're going to lose this generational opportunity.¹⁴

– Scott Burrows, President and Chief Executive Officer, Pembina Pipeline Corporation

Refining Canada's petroleum remains stable as the sector transforms

Production of refined petroleum products in Western Canada is forecast to remain stable until 2035.

Rather than investing in production increases, companies are focused on reducing refining emissions by upgrading equipment, improving waste heat recovery and reuse, and deploying CCS. They are also focused on meeting the requirements of the Clean Fuel Regulations by co-processing with biomass-based feedstocks to produce a lower-carbon fuel. Ten out of Canada's 18 oil refineries have either finished building or are working on adding co-processing equipment for renewable fuels alongside regular operations.¹⁵ This increases the complexity of feedstock supply chains and the need to ensure materials compatibility.

A lot of our refineries are basically situated near, or almost on, canola fields. We have this feedstock that's really good for making renewable fuels in close proximity to where we can convert them over into finished products. In order to get the carbon intensity down, you need to blend higher percentages of (renewable) fuel to do that.¹⁶

– David Schick, Vice President Western Canada, Innovation and Regulatory Affairs, Canadian Fuels Association

Biomass-based fuel production impacted by US regulations

Despite a production increase in 2025, driven by the commissioning of Imperial Oil's Strathcona renewable diesel facility and by Tidewater's renewable diesel plant in BC operating near full capacity, Canada's stand-alone biomass-based fuel producers face significant challenges competing in the North American market.

The sector is highly integrated with the US and has experienced substantial disruption stemming from US



policy changes, most notably the Inflation Reduction Act's Section 45Z Clean Fuel Production Credit. This incentive has strengthened the competitiveness of US-based biofuel production, placing Canadian producers at a disadvantage in shared markets. At the same time, the policy has not affected the competitiveness of domestic agricultural feedstocks, thereby intensifying competition for key inputs and putting additional pressure on Canadian producers.

Under the Current Measures scenario, biomass-based fuel production in Western Canada is projected to remain largely flat through 2035. CIE will continue to monitor the impact of upcoming amendments to the Clean Fuel Regulations, particularly their effectiveness in improving domestic competitiveness and driving future sector growth, including any potential increase in workforce demand.

Low-carbon hydrogen to decarbonize heavy-emitting industry

In 2026, Western Canada's low-carbon hydrogen industry comprises several small production sites that primarily serve hydrogen refuelling stations and select demonstration projects. The Current Measures scenario anticipates changes over the next decade, as two large projects under construction will supply low-carbon hydrogen produced from natural gas with CCS for industrial use in Alberta. These two projects are expected to add just under 1 MTPA (37 MBOE/day) of new low-carbon hydrogen to Western Canada's energy mix.

Western Canada is the national CCS hub

Currently, Canada's only CCS operations are in Western Canada—Alberta and Saskatchewan. Recent changes to incentives at the federal and provincial levels, while not perfect, are seen as improving the economics and feasibility of additional projects.¹⁷

The Current Measures scenario projects an additional 16.1 MT of CO₂ equivalent sequestered above 2025 levels by 2035. Importantly, CCS projects currently approved or under construction could establish the sequestration

hubs and transportation corridors needed to continually improve the cost-effectiveness of CCS technologies across heavy-emitting industries.

Alberta and Canada have structural advantages, including existing carbon capture infrastructure, low natural gas costs and a favourable regulatory environment. Beyond that, the project is based on proven technology. We are basically producing gray hydrogen, then we use carbon capture. Both those are technologies which have been proven at scale over a lot of years.¹⁸

– Nicolas Pattera, President, Linde Canada (on their clean hydrogen complex in Alberta)

CCS remains a key decarbonization tool for Canada's industrial sectors. Factors that enhance the economic feasibility of expanding CCS include a modular approach that increases flexibility for phased scale-up, while enabling the deployment of appropriate technologies across complex operating plants, and the recovery and use of waste heat to reduce energy costs.

Workforce impacts beyond industry activity

A range of forces shape how many energy workers are needed and the skills they require.

Technology and equipment advances are improving labour productivity

A wide variety of technologies and advanced equipment are deployed across the energy industry. The breadth and depth of deployment depend on several factors, including company size, asset diversity and complexity and organizational maturity.

The automation of workflows and the increased use of AI and machine learning (ML) enable companies to centralize certain operations—not only in Canada, but also globally.



Leveraging the rapidly advancing technology environment and the growth of global capability centres, this restructuring plan advances our long-standing strategy of maximizing the value of our existing assets. At the same time, these actions enhance our foundation for future growth and position us to continue delivering industry-leading returns and long-term value for our shareholders.¹⁹

– John Whelan, Chairman, President and CEO, Imperial Oil

Company consultations indicate that sentiment is a regulating factor in the pace and integration of AI and automation. Safety is key, and a longer-term view of the potential impact on the ability to attract workers and sustain social licence to operate is also a consideration.

CIE's labour market model can be adjusted for sector-level productivity. The workforce and occupational impacts of AI, automation and robotics were specifically explored during industry consultations, as were equipment and material improvements, such as dual-fuel equipment, increased horsepower for pumping equipment and solvent-assisted in-situ oil sands extraction.

Mergers and acquisitions

Major M&A activity since 2024 has accelerated consolidation across Canada's established energy sectors and has had a greater impact on workforce requirements than AI or automation.

From a headcount perspective, corporate functions are most affected by consolidation. Alberta, given the predominance of energy headquarters in the province, has experienced the greatest number of layoffs due to M&As. Field and operations employment and technical roles have, for the most part, remained resilient as production levels are sustained or expanded. M&As have resulted in fewer but larger operators managing more complex and integrated asset portfolios, creating demand for a workforce that supports asset integration, operational optimization, maintenance and reliability.

Consolidation has also increased demand for transferable skills, enabling workers to move across assets, basins and business units within larger organizations. Overall, M&A activity since CIE's 2024 labour market outlook has reinforced the need for a flexible, multi-skilled energy workforce capable of supporting fewer, larger operations across Western Canada's energy system.

Complexity of the business environment driving skills and knowledge requirements

Geopolitics, energy transformation, regulatory and policy frameworks, and stakeholder and Indigenous engagement are key drivers for relevant skills and knowledge. Although there are few occupations dedicated to strategy and shaping the industry's future, their significance is substantial.



Photo courtesy of ARC Resources



Energy industry characteristics differ across the Western region

Workforce requirements for the Western provinces depend on the characteristics of their energy industry. This outlook assumes that each province will leverage and build upon its strengths.

British Columbia is Canada's second-largest natural gas producer, with some refining and relatively small oil production, and biomass-based fuel production. Tidewater Midstream's Renewable Diesel Refinery and Associated Renewable Hydrogen (HDRD) Complex, located in Prince George, is Canada's first standalone renewable diesel facility. BC has also been at the forefront of hydrogen use for transportation and is establishing a hydrogen refueling network. Most significant is BC's opportunity to serve as a gateway for global energy exports. New LNG export projects and the opportunity for expanded natural gas liquids (NGL) exports are forecast to have a lasting impact on the province's natural gas production.

Alberta is Canada's largest producer of oil (including oil sands) and natural gas, with significant refining operations and biomass-based fuels production. It is also Canada's CCS hub, home to three commercial operations, the 240 km Alberta Carbon Trunk Line (ACTL), the world's largest carbon pipeline, and additional projects that will come onstream by 2035. Industry is leveraging the province's CCS experience, as evidenced by two large projects that will produce low-carbon hydrogen feedstock from natural gas with CCS and reduce emissions from high-emitting industrial processes.

Saskatchewan is Canada's second-largest producer of crude oil and has small natural gas reserves. It is home to refining operations, biomass-based fuels production operations and Canada's first large-scale CCS project. The CCS sector is projected to expand over the forecast period.

Manitoba is a crude oil producer, with production nearly quadrupling since 2000. While it has no natural gas production, it does produce biomass-based fuels.



Photo courtesy of ARC Resources



Western Canada Labour Market Outlook to 2035

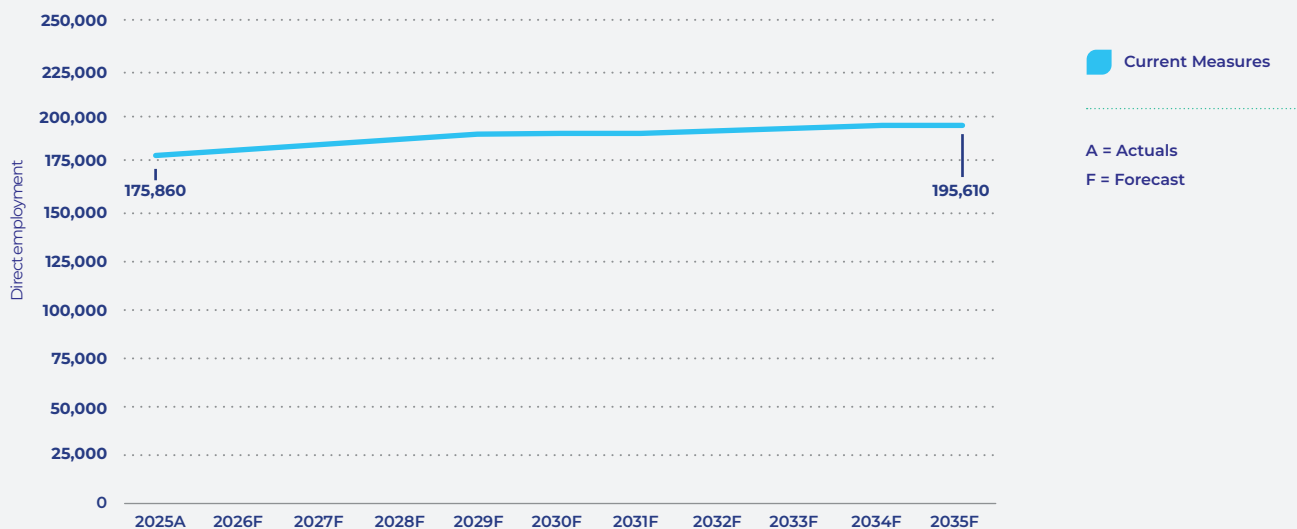


Western Canada's expanded energy industry is **projected to generate 19,750 direct jobs between 2026 and 2035**. However, not all sectors experience employment growth.

In 2025, the baseline year for this outlook, in-scope sectors accounted for 175,860 direct jobs across Western Canada. It is anticipated **19,750 new jobs will**

be generated by industry activity under the Current Measures scenario for a total of **195,610 direct jobs** by 2035 (Figure 6).

Figure 6: Western Canada direct employment by year, 2025-2035



Pace of employment growth lags production

Productivity gains are evident across all established energy sectors, allowing industry to produce more with fewer workers. Despite record-breaking production levels in 2025, employment in the conventional E&P sector declined by 17%. Alberta saw the greatest decline in employment, largely reflecting workforce consolidation linked to M&A activity that disproportionately affected head office staffing levels. Employment in oil sands and energy services remained relatively flat.²⁰

Looking ahead to 2035, labour productivity improvements are projected to continue. As a result, workforce requirements in oil sands are forecast to decline, despite production increases, as organizations increasingly deploy technology and equipment to improve operational efficiency.

Market diversification contributes to employment growth and stability

In contrast to oil sands, employment in Western Canada's conventional E&P and energy services sectors is projected to increase by approximately 11% and 18%, respectively. While these employment increases also lag forecasted production growth, diversifying into international markets reduces risk associated with a single customer and strengthens the resilience of Western Canada's energy industry.

Supplying natural gas via LNG exports typically involves multi-decade supply agreements that create more predictable demand and sustained production levels than the historical cyclical pattern associated with delivering strictly to a North American market. Low-carbon hydrogen production also uses natural gas as a feedstock.

These factors contribute to more consistent capital spending by the conventional E&P sector and reduce

Table 1: Direct employment and new jobs by sector, 2025 and 2035

	Sector	Employment in 2025A	Estimated employment in 2035F	# of new jobs (% change)
	TOTAL	175,860	195,610	19,750 (11%)
Established energy sectors	Conventional E&P	63,500	70,580	7,080 (11%)
	Oil sands	24,990	24,070	-920 (-4%)
	Mining	12,530	11,890	-640 (-5%)
	In-situ	8,770	8,810	40 (<1%)
	Upgrading	3,700	3,370	-330 (-9%)
	Energy services	68,080	80,260	12,180 (18%)
	Pipelines	13,550	13,970	420 (3%)
	Petroleum refining	3,630	3,630	0 (0%)
	Sub total	173,750	192,510	18,760 (11%)
Emerging energy sectors	Biomass-based fuels	1,720	1,720	0 (0%)
	Low-carbon hydrogen	minimal*	110	110 (all new jobs)
	LNG	250	950	700 (280%)
	CCS	140	320	180 (133%)
	Sub total	2,110	3,100	990 (47%)

* The small number of workers currently working in this emerging sector in 2025 was not quantified for this outlook. Numbers may not add up due to rounding.



activity fluctuations that typically affect energy services employment levels.

For those working on oil and gas rigs, there's a different energy now than there was over the past decade. They're starting to get really excited about their careers and their future. They see that Canada has taken a different approach to energy development, and that means they're going to have a long stretch of solid work ahead of them.²¹

– Mark Scholz, President & CEO, Canadian Association of Energy Contractors (CAOEC)

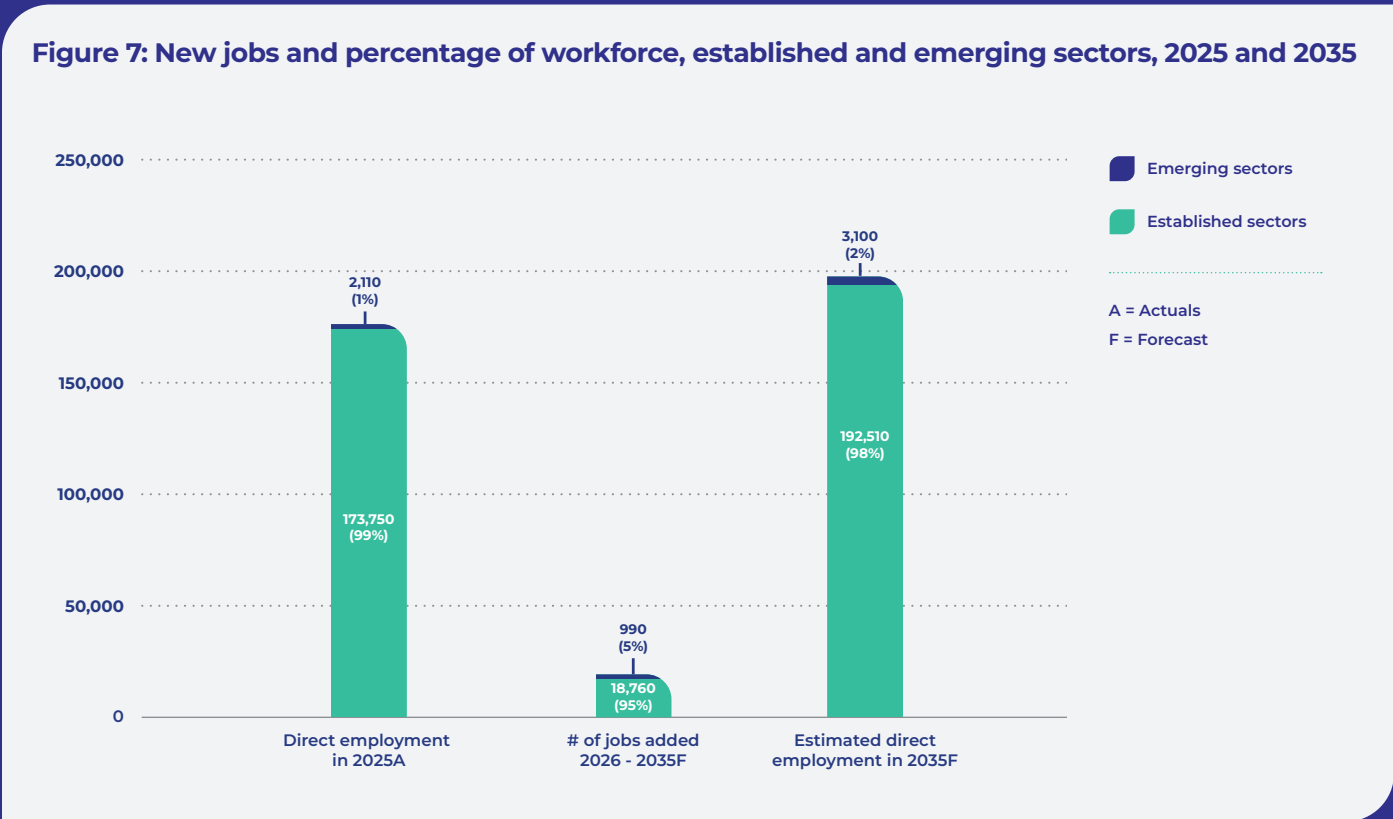
facilities. Employment in petroleum refining and biomass-based fuels is projected to remain flat, consistent with stable production outlooks for these sectors.

Employment growth in emerging sectors—including LNG, low-carbon hydrogen and CCS—is projected as major projects become operational over the forecast period to 2035.

Emerging sectors lead job growth but remain a small share of the energy workforce

While employment in the emerging energy sectors is projected to increase by 990 or 47% by 2035 (Table 1), it will represent only 2% of the integrated energy system's employment, as illustrated in Figure 7.

Pipeline employment growth aligns with the additional transportation infrastructure required for LNG export



Energy jobs are quality jobs

Energy employment in Canada aligns strongly with Statistics Canada's *Quality of Employment* framework, which assesses several dimensions including income and benefits, employment stability, working conditions and skills and training.²²

Across these indicators, energy jobs consistently outperform the Canadian average. The industry is characterized by a high share of full-time, permanent employment and a strong concentration of skilled trades, technologists, engineers and professional occupations, supported by ongoing training and certification. As a result, energy workers are more likely to receive employer-provided medical and dental benefits, paid vacation leave and paid sick leave than workers in part-time or temporary jobs.

While some energy work can involve non-standard schedules or remote work arrangements, these are offset by significantly higher compensation and sustained demand for specialized skills. In 2024, average total compensation in Canada's established energy sectors²³ reached \$171,100—more than double (2.2×) the Canadian average of \$78,100²⁴—reinforcing energy's role as a source of high-quality, well-compensated employment.

Across Western Canada, average total compensation levels remain elevated, led by Alberta at \$175,700, followed by British Columbia at \$159,600, with Saskatchewan (\$117,000) and Manitoba (\$100,200) also reflecting the strong earnings potential associated with specialized energy related work.



Photo courtesy of Enbridge, Edmonton Terminal, Edmonton, AB.

Occupational growth outlook

CIE's labour market modelling system also produces occupational-level projections for job growth driven by industry activity. Table 2 highlights the top 10 occupations projected to see the most hiring due to industry activity. Across Western Canada's energy industry, the average occupational growth rate between

2026 and 2035 is 11%. Occupations with above-average growth are primarily employed in the energy services sector, which is projected to increase by 18% over the forecast period and are less affected by increased use of technology, including AI and automation. In contrast, occupations with lower-than-average growth tend to be roles affected by the adoption of technologies that improve operational efficiency.



Table 2: Top 10 occupations with greatest hiring due to industry activity, 2026 – 2035

Occupation (NOC)	# of new jobs added (% change)
TOTAL	19,750 (11%)
Energy drilling, servicing and related supervisors, labourers, workers and operators (82021, 83101, 84101, 85111)	2,880 (16%)
Central control, process and plant operators (9210, 9310)	1,350 (8%)
Transport truck drivers (73300)	880 (16%)
Heavy equipment operators (73400)	540 (5%)
Managers in natural resources production (80010)	510 (12%)
Information technology (20012, 21211, 2122, 2123, 21311, 2222)	430 (8%)
Construction millwrights and industrial mechanics (72400)	410 (11%)
Petroleum engineers (21332)	370 (10%)
Technical sales (6001, 6210, 6410, 6440)	350 (13%)
Trades helpers and labourers (7511)	310 (13%)

The occupational projections produced by CIE's energy labour market modelling system not only indicate how industry activity affects requirements, but also illustrate the impact of productivity drivers, including technology, improved equipment and M&As. Not all energy occupations are affected equally. The following key insights were validated during industry consultations.

➤ **Business and operations support:** While employed across both established and emerging energy sectors, these occupations tend to be affected by the deployment of AI and automation, as routine tasks are more easily automated. They are also primarily employed within the corporate functions that are consolidated during M&As.

The exception to this trend is an increase in roles that companies rely on to set their strategic direction and manage risk. While these positions leverage AI for analysis and evidence-based decision-making, they are in demand because of the level of expert knowledge required in an increasingly complex business environment.

➤ **Energy drilling, servicing and field operations:**

There is above-average demand for these occupations, as they are employed in both established and emerging sectors. Drivers of growth include increased production in conventional E&P and in-situ oil sands. These workers also drill, complete and service wells used to sequester CO₂ underground for CCS. While the related sectors of helium, lithium and geothermal energy are not in-scope for CIE's labour market model, these occupations and the equipment and technology they operate are integral to their production.

While field operations are increasingly leveraging technology, AI and automation, their deployment augments workers, making them safer and more efficient rather than replacing them. Field work tends to be non-routine and therefore not easily replaced by technology. This workforce is also not affected by M&As, as few consolidation opportunities exist across field work and operating assets.



- > **Engineers:** This group will always play a vital role in designing and delivering sustainable energy domestically and globally. They are also integral to the innovation and implementation of emerging energy sectors. Petroleum engineers, while projected to have a lower-than-average growth rate, are among those with the greatest hiring requirements due to industry activity associated with growth of natural gas production and the role they play in subsurface evaluation and monitoring for CCS.

AI has become an important tool for energy engineers, enabling real-time data analysis, decision-making and system-level thinking that makes their work more efficient and cost-effective. The impact of M&As on engineers is mixed. Field and operations engineers tend to be less affected than office-based roles.

- > **Facility operations:** Demand for occupations involved in facility operations will grow as the number of emerging energy production facilities comes onstream, including LNG, CCS and low-carbon hydrogen. The foundational qualifications and skills required of operators in emerging sectors are the same as those in established sectors. AI and automation are improving the safety, integration, efficiency and cost-effectiveness of plant and pipeline operations.

Rather than replacing operators, technology is driving a shift from hands-on control of operations to oversight of automated systems, data interpretation and exception management, often performed from a centralized control centre rather than on-site.

Like other occupations directly tied to production assets, facility operations occupations tend not to be affected by M&As.

- > **Geoscientists:** Demand for geoscientists is affected by reduced need in the established energy sector as it focuses on expanding recovery from long-life reservoirs, rather than greenfield exploration. At the same time, CCS requires subsurface expertise for the development of secure, permanent underground storage of CO₂, but in far smaller numbers. Potential growth opportunities for geoscientists include the development of underground hydrogen storage and advances in the geothermal, lithium, helium and natural hydrogen sectors. CIE continues to monitor the evolving need for geoscience expertise.

Geoscience occupations are also affected by M&As, given the overlapping knowledge of Canada's long-life reservoirs that can be consolidated when companies come together.

- > **Information technology:** Somewhat ironically, AI has had a significant impact on demand for information technology and digital occupations by reducing the need for workers to perform routine coding tasks. The need for cross-disciplinary thinking, directing AI and evaluating its output, may make it more efficient for companies to upskill technical workers with AI skills than to hire pure AI roles. The exception is the increased need for cybersecurity skills.

Information technology-related roles are primarily employed within corporate functions, which are often consolidated during M&As.

- > **Technical sales, procurement, supply chain, and logistics:** A variety of platforms are available to automate routine tasks, allowing these occupations to focus on more strategic activities in a fast-paced, complex business environment. Technical sales professionals increasingly use data-driven insights to drive customer prospecting. However, the success of



these occupations also relies heavily on deep product knowledge and relationship-building skills.

Procurement, supply chain and logistics are primarily employed within corporate functions, which are often consolidated during M&As. Technical sales roles may be less vulnerable to M&As, given the value that customer relationships can bring to the company.

- **Technicians and technologists:** Like their engineering counterparts, technicians and technologists are increasingly using technology to expedite routine tasks. Those focused on design, manufacturing and testing may be more vulnerable to AI and automation, while those who also engage in hands-on, non-routine tasks, such as maintenance and repair, are less so.

Technicians and technologists who work in the field tend to be less affected by M&As than those in office-based roles.

- **Trades:** The average growth rate of trades is somewhat surprising, given expectations for new LNG, pipeline and low-carbon hydrogen infrastructure, as well as CCS operations. The shift from reactive and scheduled maintenance to

predictive and condition-based maintenance, in which work is based on real data on equipment health, shapes demand. Repairing equipment before it fails means far fewer instances when large maintenance teams are required on short notice to get operations up and running. Data-driven monitoring reduces the number of inspection hours required, and remote monitoring means less travel to sites.

Trades workers are less vulnerable to M&As due to the amount of field and plant work they perform.

- **Transportation and heavy equipment operators:**

The non-routine nature of transportation occupations and heavy equipment operations makes them less affected by AI and automation. The exception is oil sands mining, where haul trucks follow predictable patterns on controlled sites and can therefore operate without drivers. As a result, growth in heavy equipment operators is projected to be well below average, while growth in transport truck drivers is projected to be well above average.

Transportation occupations and heavy equipment operators are not typically impacted by M&As.

Business and operations support: - Professional occupations in advertising, marketing and public relations - Survey, statistical and data entry occupations - Public and environmental health and safety professionals - Inspectors: NDT, engineering, construction - Regulatory officers - Occupational health and safety officers - Policy and market researchers and analysts - Business development	Energy drilling, servicing and field operations: - Managers in natural resources production - All energy drilling and servicing operators, contractors and supervisors	Engineers: - Engineering managers - Engineers: civil, mechanical, electrical and electronics, chemical, industrial and manufacturing, metallurgical and materials, mining, geological, petroleum	Facility operations: - Facility operation and maintenance managers - Central control, process and plant operators	Geoscientists: Geoscientists
Information technology: - Data scientists - Computer, software and web designers and developers - Computer and IT managers - Computer engineers - Technical occupations in computer and IT	Technical sales, procurement, supply chain and logistics: - Supply chain logistics, tracking and scheduling coordination occupations - All technical sales occupations - Purchasing managers - Procurement and purchasing agents - Production and logistics coordinators - Materials handlers	Technicians and technologists: Technicians and technologists: chemical, geological and mineral, civil engineering, mechanical engineering, industrial engineering and manufacturing, electrical and electronics engineering	Trades: - Managers and supervisors - Industrial instrument technicians and mechanics - Welders and related machine operators - Industrial electricians - Plumbers, pipefitters and gas fitters - Construction millwrights and industrial mechanics - Heavy-duty equipment mechanics - Machinists - Boilermakers - Insulators - Automotive service technicians - Crane operators - Trades helpers and labourers	Transport and heavy equipment operators: - Managers - Transport truck drivers - Heavy equipment operators - Transport equipment operators and utility maintenance



Job growth in Western provinces depends on energy mix

Provincial job growth aligns with the corresponding established and emerging sectors in each area.

British Columbia is projected to see the greatest percentage growth, driven by LNG export facilities and the increased need for natural gas as a feedstock.

Alberta is forecast to add the largest number of jobs between 2026 and 2035, given the presence and

projected growth of in-scope sectors, except for the oil sands.

Saskatchewan's employment growth rate is expected to be lower than that of BC and Alberta, with employment gains in established energy sectors and some CCS.

Manitoba is projected to experience job losses due to reduced activity in its conventional E&P sector and limited growth in the province's emerging sectors.

Table 3: Direct employment and new jobs by province, 2025 and 2035

Province	Direct employment in 2025A	Employment in 2035F	# of new jobs added (% change)
WESTERN REGION	175,860	195,610	19,750 (11%)
BC	15,720	19,910	4,190 (27%)
AB	148,180	163,240	15,060 (10%)
SK	10,240	10,950	710 (7%)
MB	1,720	1,500	-210 (-12%)

Numbers may not add up due to rounding



Photo courtesy of LNG Canada. LNG tank in Kitimat, BC.

Net Hiring Requirements

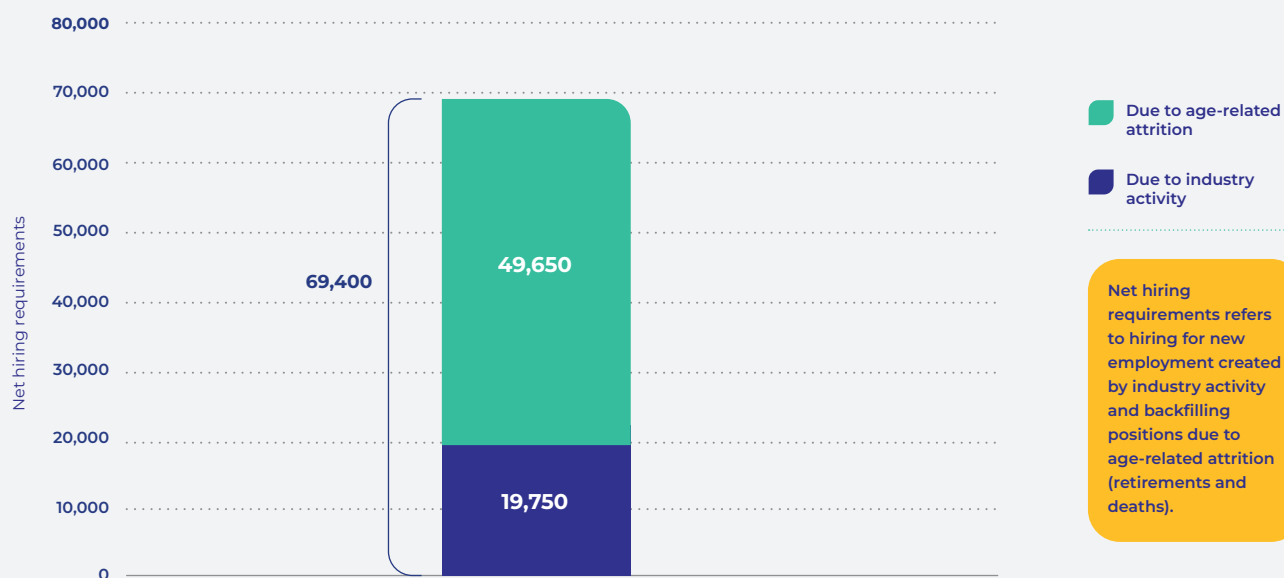


Based on annual age-related attrition rates, approximately **49,650 energy workers are eligible to retire** over the forecast period to 2035.

If Western Canada's energy industry replaces all job openings created by age-related attrition, when combined with industry activity, it would result in net

hiring requirements of 69,400 jobs over the forecast period (Figure 8).

Figure 8: Western Canada's net hiring requirements forecast, 2026-2035



Hiring for retirements outpaces industry activity

The number of job vacancies that could be created by energy workers eligible for retirement is significant. However, several companies report that energy workers are staying in the industry beyond retirement eligibility. Some companies express greater concern about the loss of mid-career talent, with a portion of individuals leaving not only their roles but, in some cases, the industry.

Organizations report taking a strategic approach to workforce planning for vacancies created by retirements, carefully evaluating whether the role should be refilled, redesigned to better align with evolving operational needs, or eliminated.

Retirements in field-based roles pose a more acute challenge, as these positions are typically harder to fill due to a smaller, rural-based talent pool and ongoing difficulties attracting talent to field operations.

CIE's consultation with industry indicates that energy companies are implementing technology, equipment and process improvements to help mitigate risks associated with an aging workforce, in addition to realizing operational efficiency and driving down costs. It is also important to consider situations where hiring talent is the only viable response to age-related attrition:

- **When technology, including AI and automation, cannot be scaled fast or safely enough.** Deploying technology and shifting equipment fleets are expensive and time-consuming. In these cases, scaling usage is likely to be slow and phased, rather than a widescale ramp-up.
- **When complexity outpaces standardization.** Technology works best in repeatable, controlled environments. When operations are less predictable, such as in emerging energy sectors, more specialized oversight is likely required.
- **When human judgment remains critical.** Certain roles involve troubleshooting, safety-critical decision-making and establishing and maintaining relationships with partners, including Indigenous partners. In these cases, technology can augment the work but not replace the context and accountability needed for success.
- **When replacing workers with technology does not garner social acceptance.**



Photo courtesy of ARC Resources



The scale of hiring requirements driven by age-related attrition will have a greater impact on established energy sectors, largely due to the size of their existing workforce (Table 4). In emerging sectors, the loss of experienced workers may be felt more acutely, as seasoned professionals play a critical role in bridging

knowledge gaps and supporting problem-solving during the start-up phases of new operations and technologies. The need to recruit experienced subsurface professionals, such as geoscientists and petroleum engineers, for the CCS sector is an example of this dynamic.

Table 4: Western Canada net hiring requirements (NHR) by sector, 2026-2035

	Sector	Industry activity	Age-related attrition	NHR
	TOTAL	19,750	49,650	69,400
Established energy sectors	Conventional E&P	7,080	18,290	25,370
	Oil sands	-920	6,140	5,220
	Energy services	12,180	19,950	32,130
	Pipelines	420	3,750	4,170
	Petroleum refining	minimal*	910	910
	Sub total	18,760	49,050	67,810
Emerging energy sectors	Biomass-based fuels	minimal*	480	480
	Low-carbon hydrogen	110	10	120
	LNG	700	70	770
	CCS	180	40	220
	Sub total	990	600	1,590

Numbers may not add up due to rounding
 *Direct employment is projected to remain flat.



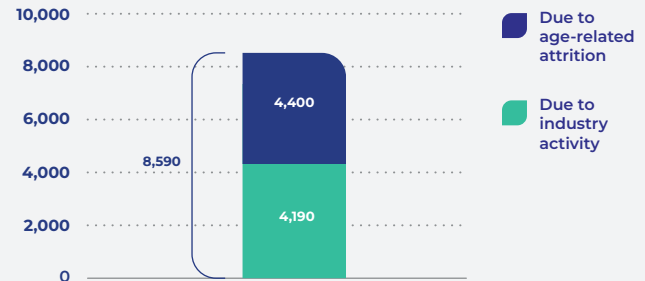
Net hiring requirements by province

The following provides a breakdown of net hiring requirements, including projected hiring due to industry activity and age-related attrition, across each Western province.

British Columbia

British Columbia is the only Western province where jobs generated due to investment and new energy production is projected to be similar to vacancies created by retirements.

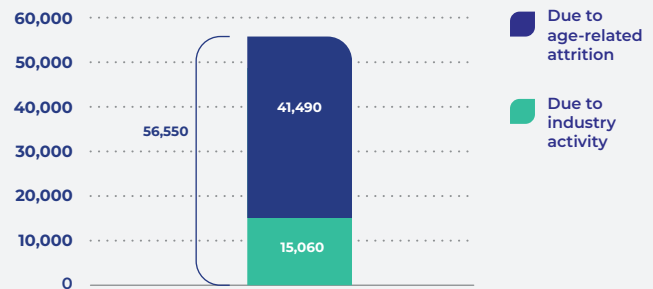
Figure 9: BC net hiring requirements, 2026-2035



Alberta

Hiring due to age-related has the potential to be almost three times that of hiring due to industry activity.

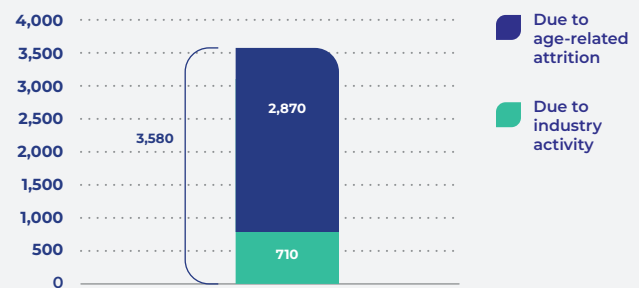
Figure 10: AB net hiring requirements, 2026-2035



Saskatchewan

Hiring due to age-related attrition has the potential to be four times that of hiring due to industry activity.

Figure 11: SK net hiring requirements, 2026-2035



Manitoba

Hiring due to age-related attrition will drive all hiring requirements, offsetting job losses projected for the province.

Figure 12: MB net hiring requirements, 2026-2035

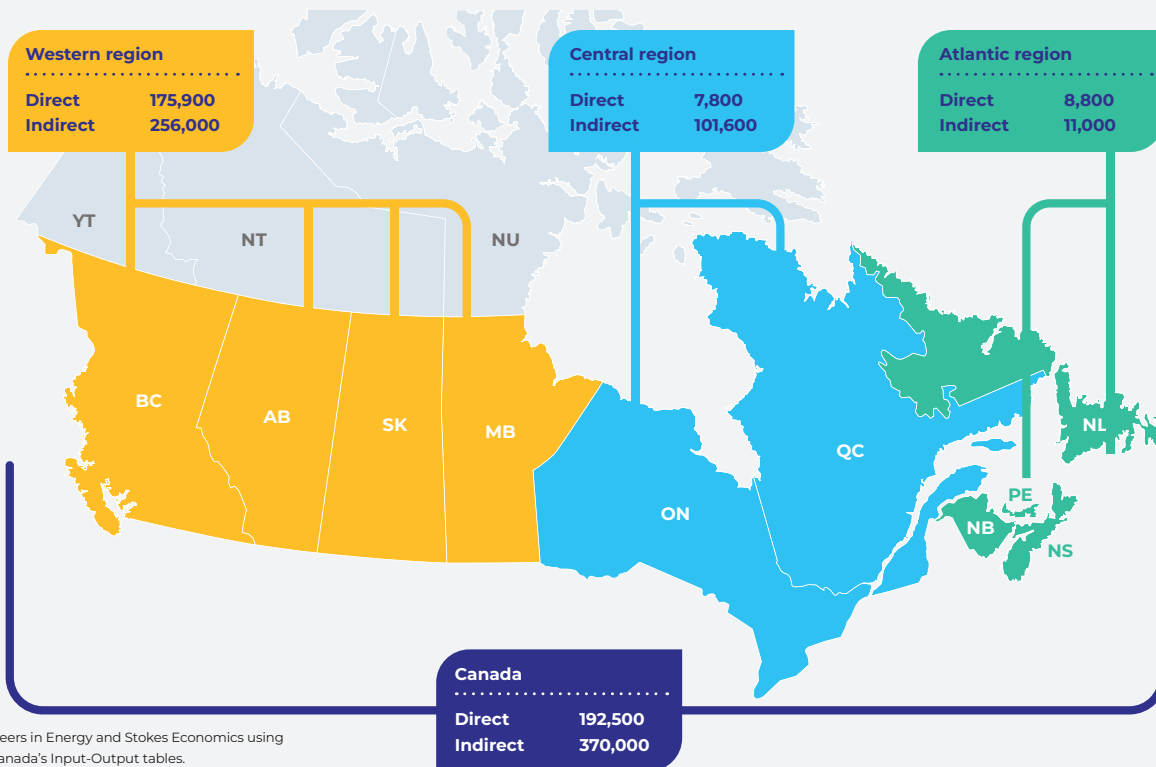


Indirect Employment



In addition to the jobs directly hired for production, operations and maintenance of CIE's in-scope energy sectors, **hundreds of thousands of jobs are generated across the Western Canadian economy** in sectors that provide goods and services to the industry's operations supply chain and capital projects.

Figure 13: Direct employment and estimate of indirect jobs supported by established energy sector operational spending in 2025



These opportunities, referred to as the energy industry's indirect jobs, are significant in numbers. In 2025, an estimated **256,000 indirect jobs** were generated in Western Canada from operational spending by the established energy sectors. These jobs are in sectors that provide a broad range of goods and services required to sustain ongoing operations in conventional E&P, oil sands, energy services, pipelines and refining. As the energy industry expands as projected in this outlook, the number of indirect jobs required to sustain operations is also expected to increase.

This estimate does not include induced jobs, which are generated through the spending of income earned by workers in direct and indirect jobs. For example, when energy workers spend their earnings on groceries, housing, restaurants, transportation, or entertainment, that spending supports additional jobs across those sectors.

Energy-related construction also drives jobs

An additional **5,400 engineering, manufacturing, construction and support services jobs** are created for every **\$1 billion invested in developing and constructing energy infrastructure projects**.²⁵ These jobs are generated over the multi-year time frame required to plan, construct and commission new energy infrastructure. Sectors that see the greatest employment benefit from the energy industry's capital project spending include:

- > Oil and gas engineering construction
- > Legal, accounting and architectural, engineering and related services
- > Wholesale trade
- > Machinery and fabricated metal manufacturing

Canada's major energy projects

Over \$38 billion worth of oil and gas-related major projects are currently under construction, with an additional \$151.2 billion in the planning stages. These projects create thousands of well-paying construction and support jobs nationwide, from St. John's, Newfoundland, to Kitimat, British Columbia. The jobs among the highest paying in the country, providing Canadians with opportunities to prosper and secure futures for their families. Recent analysis indicates that expanding infrastructure to deliver an additional 1.5 million barrels per day of oil export capacity would support approximately 112,000 jobs per year during construction and ramp up, with longer term employment sustained through increased exports and productivity.²⁶



Photo courtesy of Enbridge



Labour Supply and Demand Analysis



Photo courtesy of Cenovus

Labour and skills shortages are projected for Canada's energy industry as early as 2027.

Canada's immigration policy has shifted noticeably over the past few years, from rapid expansion after the COVID-19 pandemic to a more controlled approach. Starting in 2025, targets were scaled back in response to rising inflation, higher housing costs and high unemployment, particularly among youth, and are expected to be managed more tightly in the medium term. Given that immigration was a key source of growth in the national labour market, the extent of this policy shift is likely to become clearer in the coming years.²⁷

From the Canadian energy industry's perspective, factors that improved labour productivity in 2025, specifically consolidation due to M&As, meant there was a qualified talent pool readily available in the labour market.

A full labour supply and demand analysis can be found in the National Labour Market Outlook to 2035 report online at [CareersinEnergy.ca](https://careersinenergy.ca)



Photo courtesy of Cenovus



Conclusion and Call to Action



Western Canada's energy industry has achieved significant gains in labour productivity, operational efficiency and cost competitiveness in an increasingly complex business environment. Sustaining and building on this performance will depend on the industry's ability to attract and retain top-tier talent. Securing that talent is not only critical to maintaining current outcomes, but also to strengthening Canada's position as a reliable, globally competitive supplier of both established and emerging low-carbon energy sources.

Research consistently shows that talent migrates toward organizations and sectors that offer **purpose, mobility, learning, quality work and inclusion**. To attract and retain talent, Canada's energy industry needs to continue focusing on:

- **A strong, credible sense of purpose:** Purpose is now a primary driver of attraction and retention, particularly among younger workers and highly skilled professionals. Energy employers must continue to link roles, not just corporate messaging, to emissions reduction, affordability and energy security outcomes in a way that employees can see and feel in their day-to-day work.
- **Clear career mobility:** Workers are more likely to stay when they see multiple future pathways, even if they don't remain in one role or sub-sector. The industry must continue investing in cross-sector

mobility, role transparency and progression clarity to keep workers engaged in the energy industry, rather than losing them to adjacent industries.

- **Ongoing upskilling aligned with digital and systems transformation:** Retention risk increases when workers feel their skills are becoming obsolete. Attraction alone is insufficient; energy employers must continue prioritizing supported upskilling and reskilling pathways, especially for mid-career workers.
- **Job quality, working conditions and flexibility:** Job quality—including stability, safety and community connection—is a key determinant of workforce retention. The energy industry must continue improving work design, not just wages, particularly in field-based, remote and project-driven roles.
- **Diversity, equity, inclusion and Indigenous participation:** Addressing barriers to equitable inclusion of diverse talent pools, including Indigenous talent, is a structural solution to workforce shortages. Inclusive hiring, regional training partnerships and Indigenous-led workforce development improve both attraction and long-term retention.

This *Regional Labour Market Outlook to 2035* is one of a number of tools and resources developed by CIE to build a roadmap for a robust energy industry in the decades to come.



Careers in Energy: Providing Value



Value across the energy workforce ecosystem

Navigating the complexity of Canada's evolving energy industry requires reliable data, clear insights and accessible career guidance. CIE brings clarity by connecting people and organizations to trusted labour market intelligence, practical tools and resources that support informed workforce planning and confident career decisions, across the energy ecosystem.



Key tools and supports:

- > National and regional labour market outlooks, projecting hiring demand, replacement needs, retirements and demographic trends
- > Complimentary employer support services, providing valuable information specific to an organization's unique needs
- > Career profiles, detailing role requirements, skills, wages and work environments
- > Interactive career pathways, helping individuals understand the knowledge, education, skills and attributes required at each stage of a career
- > Transferable skills insights, showing how experience can apply across established and evolving energy sectors or roles
- > Recruitment and retention toolkits, offering information and guidance on workforce recruitment, retention and best practices
- > Interactive data dashboards, allowing users to customize data insights on current employment trends, job posting trends, workforce demographics and labour market outlooks
- > Diversity, equity and inclusion webinars and resources, supported by a panel of energy leaders and experts on important topics that impact the industry and its workers
- > Workforce attraction and industry promotion, playing a sector-wide attraction role promoting energy careers to youth and students, career switchers and underrepresented groups at various events across the country
- > Shareable content, including energy worker stories, labour market visuals and career explainers
- > Virtual reality experiences, enabling users to explore the diverse work environments and worksites across various energy sectors





Value to employers and industry

Attracting, retaining and planning for talent

CIE provides employers and industry with evidence based workforce insights and tools to attract, retain, and plan for talent in a changing energy landscape.

- Support workforce planning and decision making
- Improve recruitment and retention practices
- Provide insight into real-time labour demand
- Strengthen talent pipeline development
- Support diversity, equity and inclusion efforts
- Enhance workforce attraction efforts
- Increase engagement and awareness of energy careers
- Leverage innovative technology for attraction and education
- Align education and training with industry needs

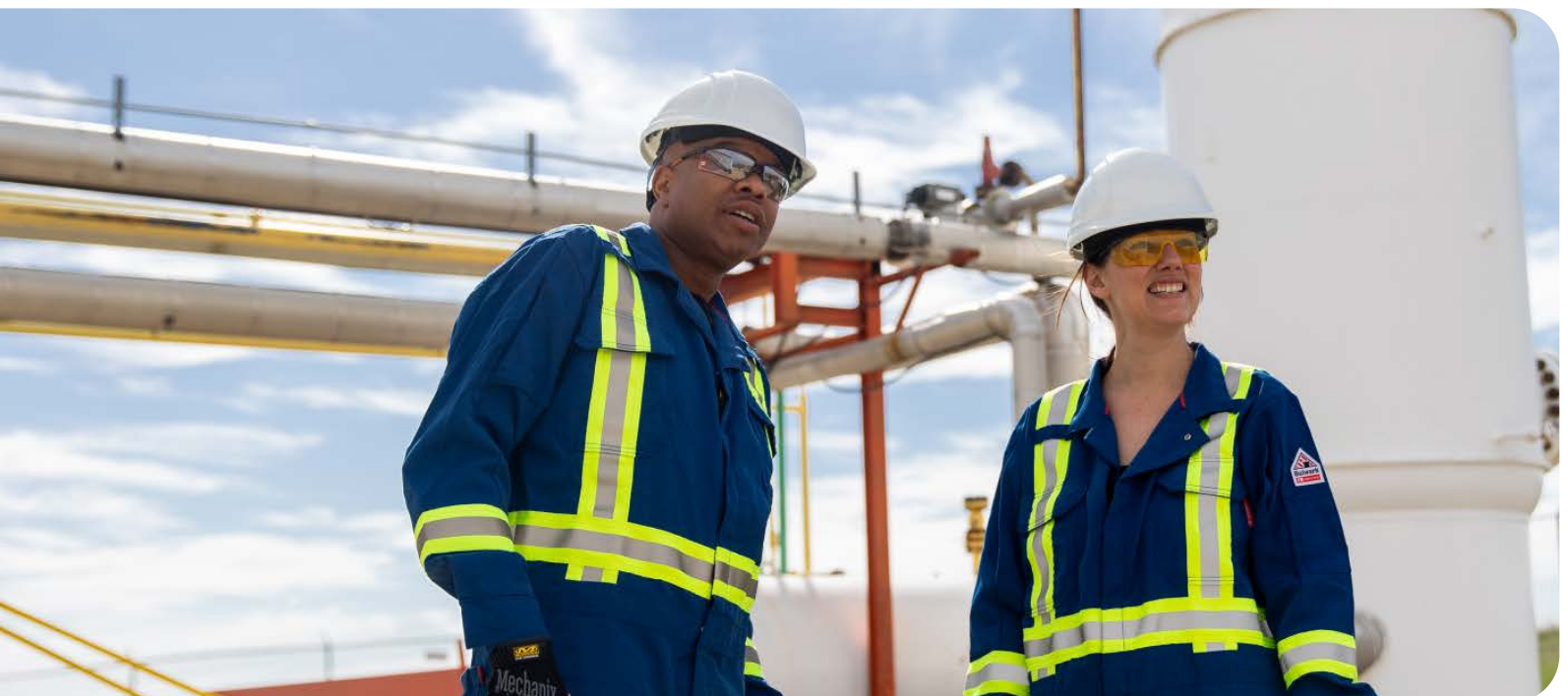


Value to job seekers and career practitioners

Career clarity, confidence and mobility

CIE supports career clarity, confidence, and mobility by translating labour market data into practical guidance for job seekers and career practitioners.

- Clarify career options in established and emerging energy sectors
- Support informed career decisions
- Make labour market data accessible to individuals
- Enable career planning and progression
- Highlight transferable skills
- Support employment advising and coaching
- Improve job readiness and career confidence
- Increase awareness of opportunities beyond job postings
- Engage and inspire through storytelling
- Support inclusive career navigation
- Equip career practitioners with trusted resources





Value to educational and training institutions

Aligning education supply with industry demand

CIE supports educators and training institutions with labour market insights that align programs with industry demand and improve learner employability.

- > Inform program and curriculum design
- > Align training with industry demand
- > Support future focused planning
- > Improve student and learner outcomes
- > Enable stackable and modular learning
- > Support career guidance and advising within institutions
- > Enhance learner engagement and career awareness
- > Incorporate real-world industry context



Value to governments and policymakers

Evidence-based workforce and economic policy

CIE supports governments and policymakers with credible, industry validated workforce intelligence to inform evidence based policy, planning and funding decisions.

- > Enable evidence-based workforce policy
- > Assess workforce impacts of policy and investment choices
- > Support funding and program decisions
- > Identify regional and sector-specific workforce pressures
- > Align workforce development with economic strategy
- > Improve policy relevance and effectiveness
- > Support collaboration across systems
- > Increase transparency and confidence in analysis



Value to the energy system as a whole

Integration, credibility and long-term resilience

CIE's unique contribution is its system-level perspective.

- > **Connecting** employers, workers, educators and governments using a shared evidence base
- > **Reframing** Canada's energy workforce as integrated and adaptable, not fragmented
- > **Enhancing** public understanding of energy careers and their societal value
- > **Strengthening** Canada's competitiveness by improving workforce alignment



**To access all the tools and resources
CIE has to offer, visit [CareersinEnergy.ca](https://careersinenergy.ca).**



Endnotes

- ¹ Careers in Energy and Stokes Economics using Statistics Canada's Input-Output tables.
- ² DOB Energy. (2026, June 3). *Finding real opportunities in global energy disruption key to Canada's growth*. <https://www.dobenergy.com/news/headlines/2026/06/03/finding-real-opportunities-in-global-energy-disrup>
- ³ Calgary Herald. (2026, June 4) *Varcoe: Amid growing trade uncertainty with U.S., how should Canada play the energy card?* <https://calgaryherald.com/opinion/columnists/varcoe-canadian-energy-leaders-back-diversification-united-states-key-customer>
- ⁴ Canada Action. (2025, February 24). *Indigenous communities essential to LNG development in Canada: Ogen*. <https://www.canadaaction.ca/first-nations-essential-piece-liquefied-natural-gas-development-canada-karen-ogen>
- ⁵ Statistics Canada uses the National Occupational Classification (NOC) system to identify and categorize jobs (occupations) based on the training, education, experience and responsibilities they require. Statistics Canada. (2023, September 14). Introduction to the National Occupational Classification (NOC) 2021 version 1.0. Statistics Canada. <https://www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1#a11>
- ⁶ Investment in the in-scope sectors will generate further indirect employment opportunities across other industries such as engineering, finance and insurance, fabrication, accommodation and transportation. Analysis of indirect employment associated with the in-scope sectors can be found on pages 31 and 32.
- ⁷ Construction workforce is not included in this forecast, although it is recognized expanding Canada's energy system will require significant new infrastructure. Construction workforce is a critical component to seeing necessary builds being completed on-time and on-budget. Workforce projections for Canada's construction workforce can be found at BuildForce: <https://www.buildforce.ca/en>
- ⁸ CIE's labour market model takes capital and operational expenditures into account for the conventional exploration and production, oil sands and energy services sectors. Further details can be found in the methodology report. <https://careersinenergy.ca/>
- ⁹ Trans Mountain Corporation. (2026). Trans Mountain reports Q4 2025 and full-year 2025 results. <https://www.transmountain.com/news/trans-mountain-reports-q4-2025-and-full-year-2025-results>
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- ¹⁴ DOB Energy. (2026, June 1). *Western Canada rig activity rebounds sharply in May*. <https://www.dobenergy.com/news/headlines/2026/06/01/western-canada-rig-activity-rebounds-sharply-in-ma>
- ¹⁵ EnergyNow. (2026, June). *The fastest growing market for Canada's canola is energy*. <https://energynow.ca/2026/06/the-fastest-growing-market-for-canadas-canola-is-energy/>
- ¹⁶ EnergyNow. (2026, June). *The fastest growing market for Canada's canola is energy*. <https://energynow.ca/2026/06/the-fastest-growing-market-for-canadas-canola-is-energy/>
- ¹⁷ O'Reilly, B., Walton, M., Masson, S., Collopy, T., & Brunet, R. (2026, March 19). *Canada's CCUS ITC amendments: Strong progress, refinements still needed*. CCS Knowledge Centre / MLT Aikins. <https://ccsknowledge.com/insights/canadas-ccus-itc-amendments-strong-progress-refinements-still-needed/>



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