

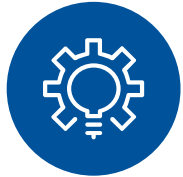


ENERGY WORKFORCE  
& TECHNOLOGY COUNCIL

# 2024 Workforce Report

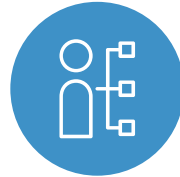
September 2024

# Why the EWTC workforce report matters



## Industry Insight

To deliver a comprehensive understanding of employment trends within the energy services sector, helping stakeholders make informed decisions.



## Workforce Planning

To assist companies in anticipating workforce needs, ensuring they have access to the talent required to meet operational demands and drive growth.



## Advocacy and Representation

To provide a factual basis for advocating workforce-related policies, ensuring the energy sector's needs are adequately represented in policy discussions.



## Talent Development


To identify skill gaps and emerging opportunities, guiding workforce development programs that equip workers with the necessary skills for future industry demands.



## Economic Impact Analysis

To quantify the contribution of the energy services workforce to the broader economy, highlighting the sector's importance and influence.





# State of the Energy Workforce

# 653,110

## Men and Women Powering the Energy Workforce

The Energy Workforce & Technology Council (EWTC) provides estimates on employment within the Oilfield Services (OFS) sector in the United States. This sector encompasses a wide range of jobs that are essential to supporting the oil and gas industry.

The types of jobs covered in this report include positions like field engineers, machinists, welders, equipment technicians, logistics coordinators, safety inspectors, support functions, and much more. They represent the diverse range of occupations within the OFS sector, reflecting the sector's critical role in the broader energy industry.

The employment data is crucial for understanding trends in the industry and the overall health of the energy workforce.

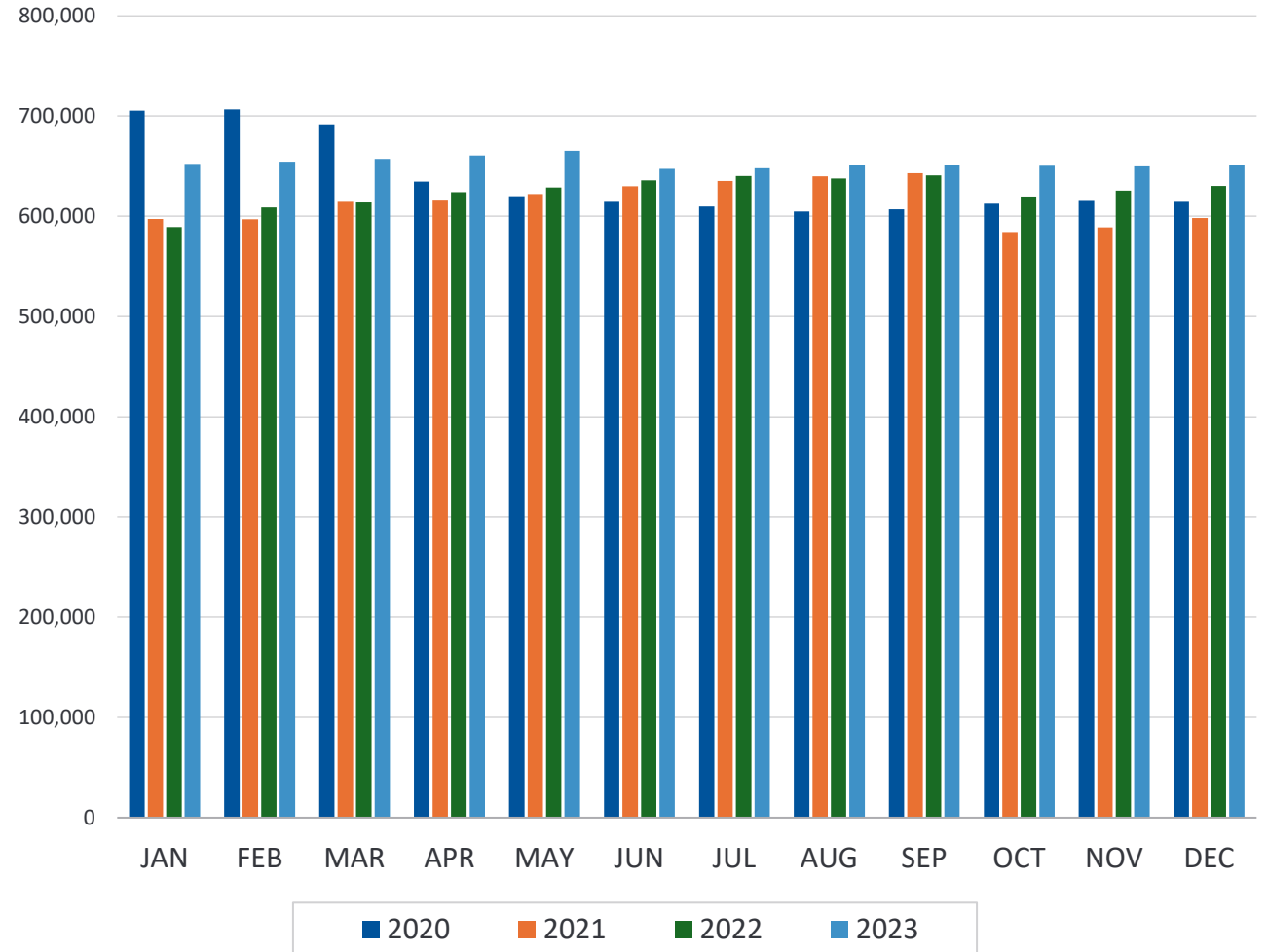


# State of the Energy Workforce

The Energy Workforce & Technology Council estimates U.S. OFS employment by analyzing data published by the U.S. Bureau of Labor Statistics and covers the economic activities of OFS companies, which include oil and gas extraction, construction and manufacturing.

Total employment is estimated using the most recent version of the Quarterly Census of Employment and Wages, published by BLS, and jobs data reported by BLS monthly.

## Energy Services Sector Jobs by Month



# State of the States

The top six energy-producing states were home to

495,685 jobs



almost 76% of jobs

in the energy services sector



Texas  
317,199 jobs



Louisiana  
54,353 jobs



Oklahoma  
49,536 jobs



Colorado  
26,428 jobs



New Mexico  
24,345 jobs



California  
23,824 jobs



# State of the Energy Workforce

Due to global challenges in 2020, the energy services sector saw changes in job availability as demand patterns shifted.

## 2020



In 2021, the energy services sector adapted to changing market conditions, especially in support services for oil and gas extraction.

## 2021

In 2023, the industry showed steady employment growth in response to stabilized oil prices, surpassing the performance of 2022.

## 2023

In 2022, the industry started to recover gradually. Jobs began to return across the United States as the economy experienced sharp shifts and swings during the return to “normal.”

## 2022

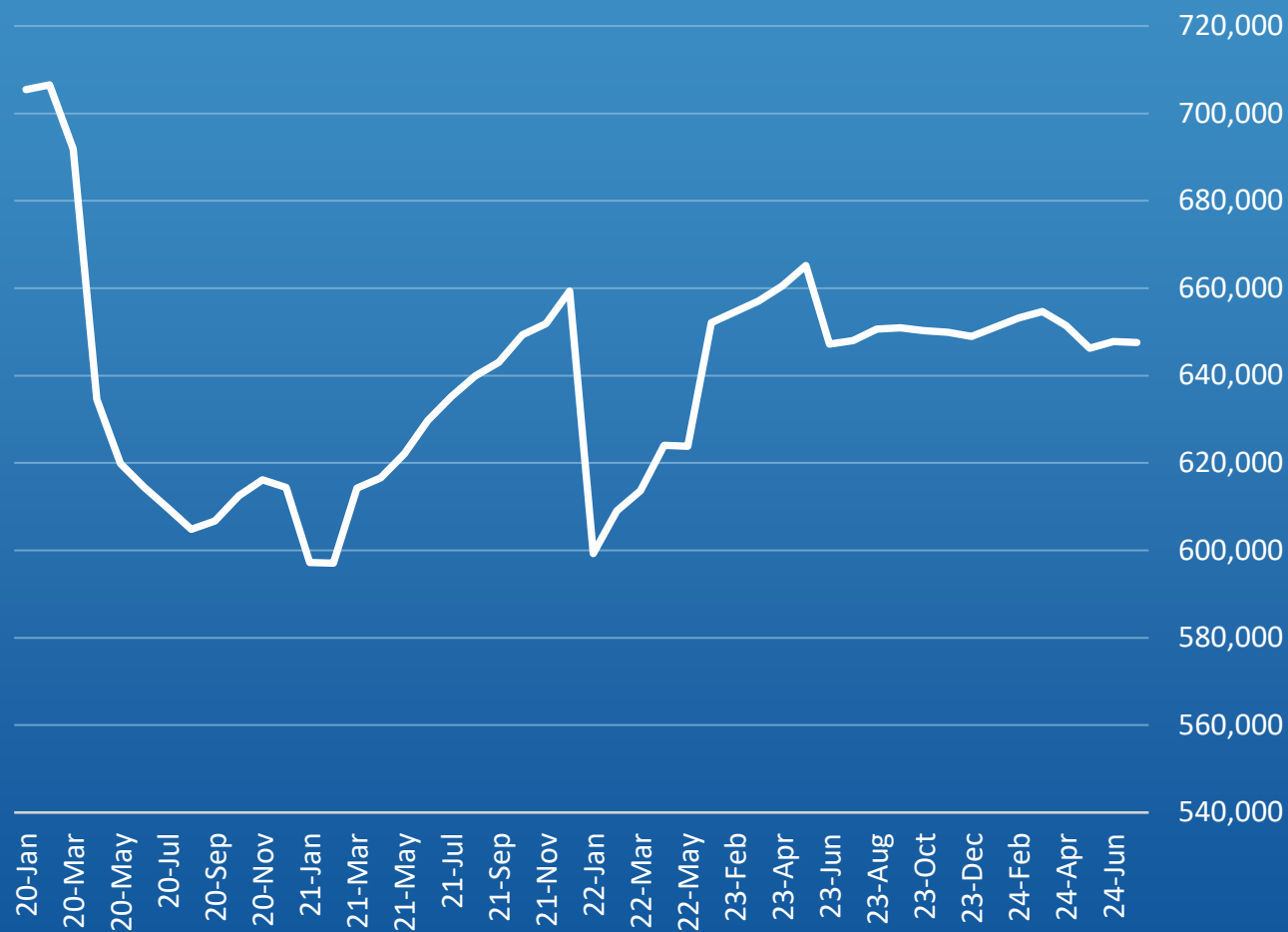


## As we look ahead

The energy services sector is expected to continue its slow and steady growth, driven by ongoing advancements in technology and the industry's adaptation to evolving global energy demands.

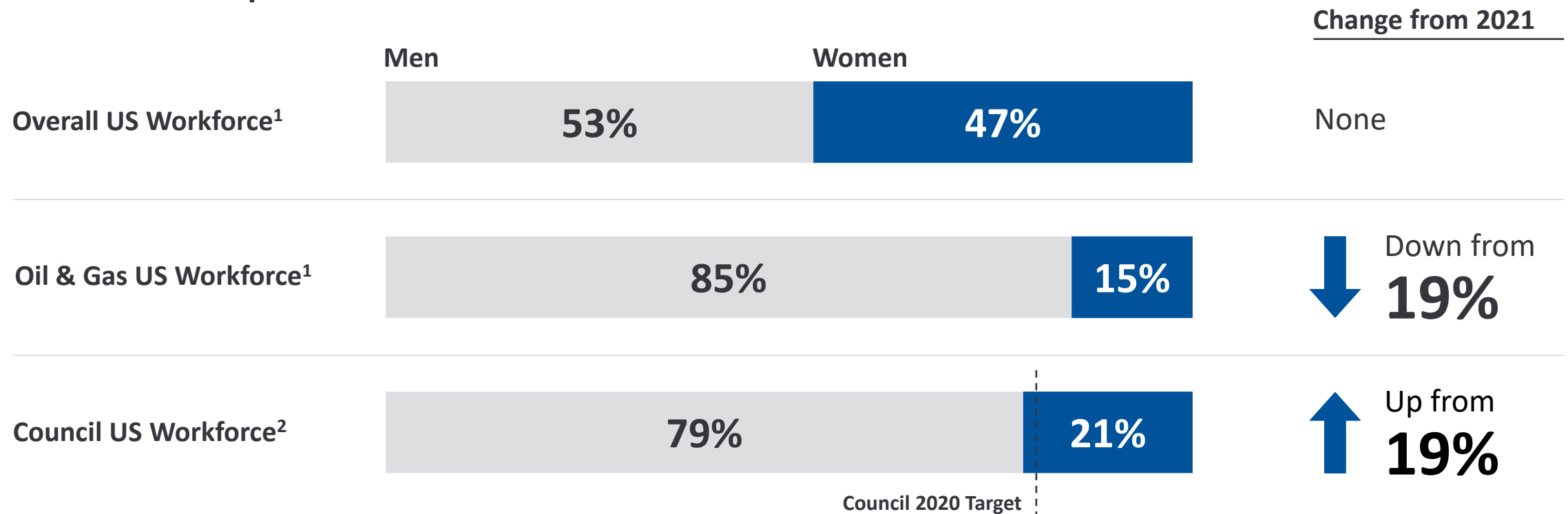
The focus remains on enhancing operational efficiency and embracing digitalization, while also prioritizing the recruitment and development of skilled talent to meet the challenges and opportunities of the future.

### Energy Technology and Services Jobs by Month 2020-2023



# Although Council women workforce increased, overall U.S O&G Sector female representation declined

## Workforce Composition



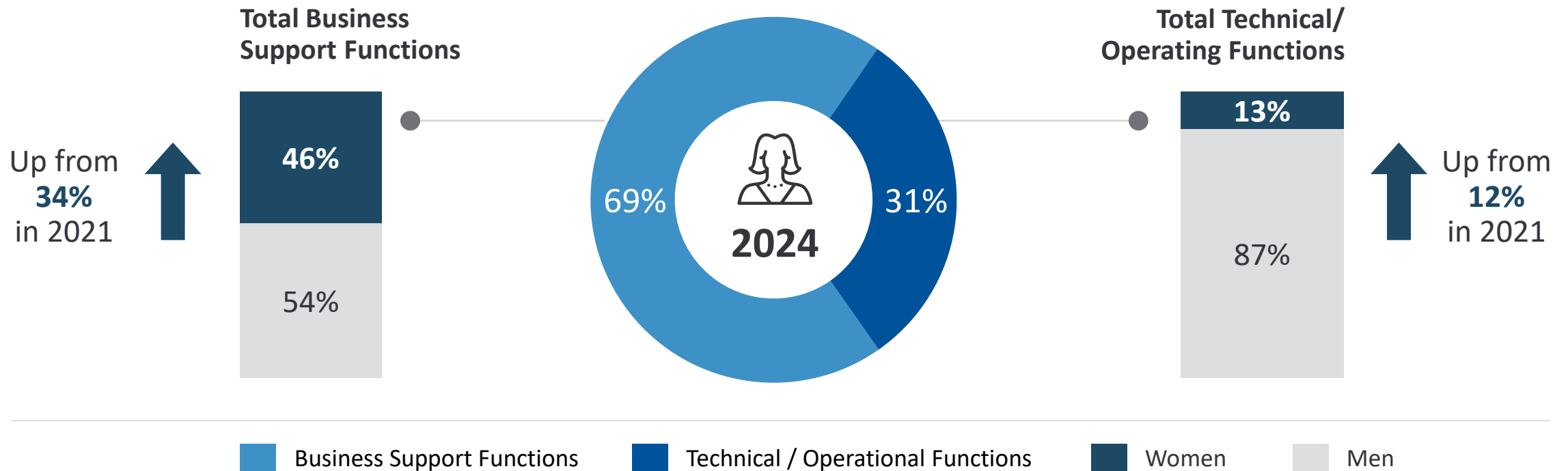
NOTE

1. Overall and Oil and Gas Workforce: Department of Labor Statistics, Oil & Gas related industries (oil and gas extraction, petroleum refining, construction, and mining and oil and gas field machinery manufacturing)
2. Council Workforce: 2024 Workforce Study prepared for the Council by Accenture
3. 92% of the 2024 US workforce belongs to common 13 companies represented in both 2021 and 2024



# While women are gaining ground in support roles, technical positions still see limited representation

## Women in the sector by Job Discipline



Source: 2024 I&D Study prepared for the Council by Accenture

Note: 1. All companies have not responded to total employees in support and technical roles, so the % is calculated for only those companies which have responded

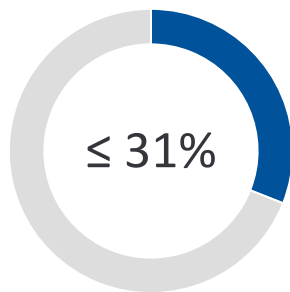
# Less representation in technical roles is reflected in Top leadership as well

80 percentile of respondents cite women represent...

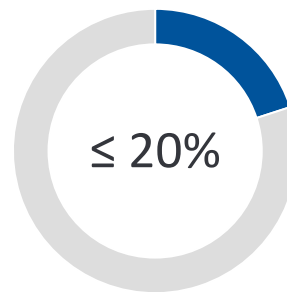
**Emerging and Senior Leaders**  
(first-line and middle/upper management)

**Top Leaders**  
(highest ranking executives)

**Business Support Functions**

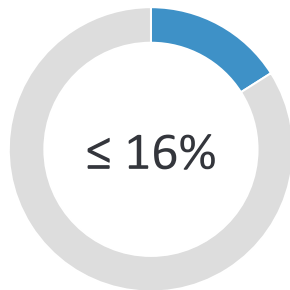


No Change

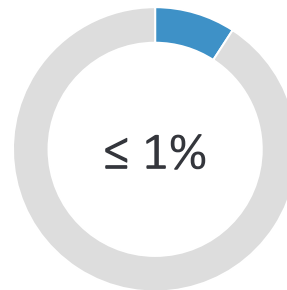


Improved from 18% in 2021

**Technical/Operating Functions**



Improved from 11% in 2021

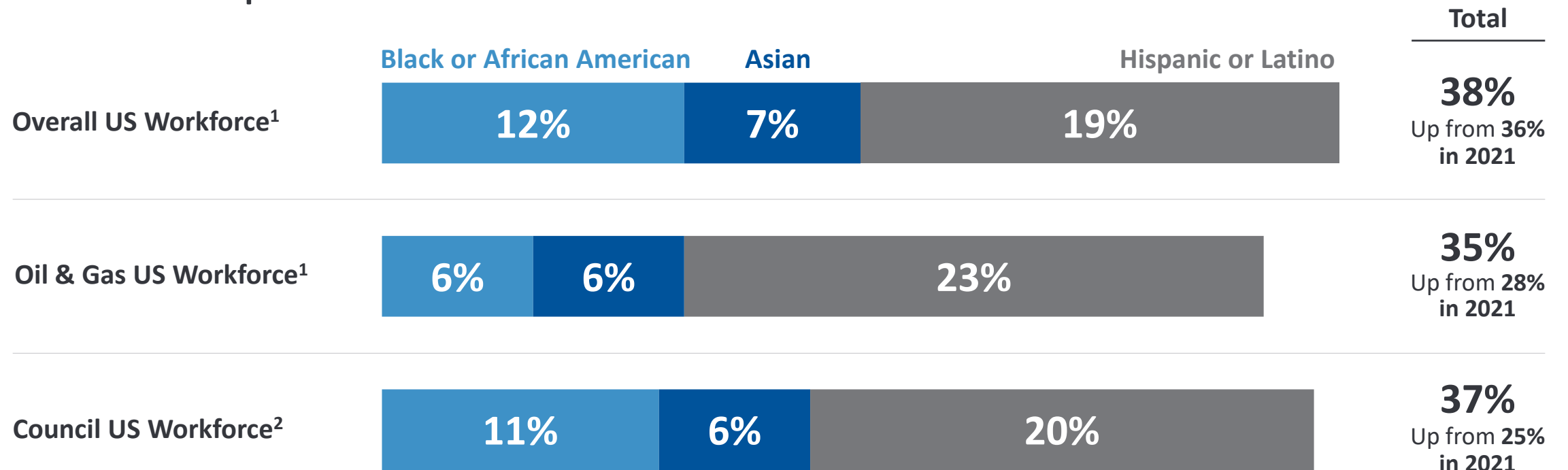


Decreased from 9% in 2021



# Ethnic diversity has improved, primarily driven by an increase in Hispanic participation

## Workforce Composition



Source:

1. Overall and Oil and Gas Workforce: Department of Labor Statistics, Oil & Gas related industries (oil and gas extraction, petroleum refining, construction, and mining and oil and gas field machinery manufacturing)
2. NOTE: Council Workforce: 2024 study prepared for the Council by Accenture. Total ethnic minority representation for Council workforce is 38%, including 1% comprising: American Indian / Alaska Native, Native Hawaiian / Pacific Islander, and those workforce members that identify with two or more ethnicities



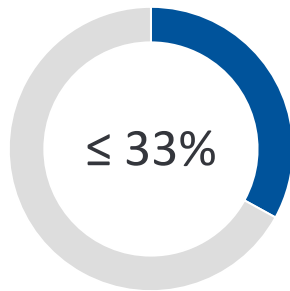
# ...However, this increase in representation is not equivalently reflected in top leadership roles

80 percentile of respondents cite that ethnic minorities represent...

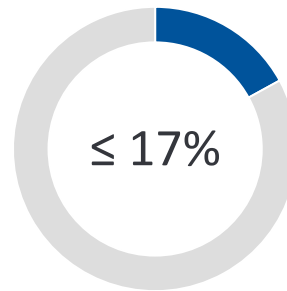
**Emerging and Senior Leaders**  
(first-line and middle/upper management)

**Top Leaders**  
(highest ranking executives)

**Business Support Functions**

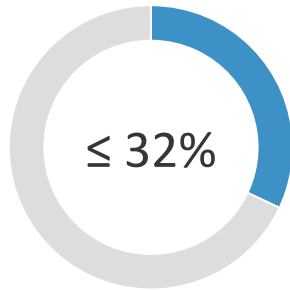


Improved from 23% in 2021

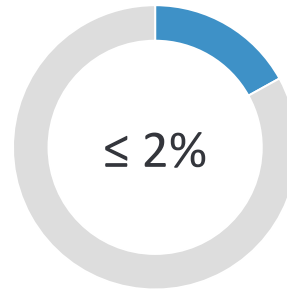


Decreased from 22% in 2021

**Technical/ Operating Functions**



Improved from 25% in 2021



Decreased from 9% in 2021



Source: 2024 I&D Study prepared for the Council by Accenture.

92% of the 2024 US workforce belongs to common 13 companies represented in both 2021 and 2024



# Organization-wide strategies and initiatives are imperative to build cultural mindset and drive change

**3.5x**

Contribution from employees against their full innovative potential if they feel included<sup>1</sup>

**2x**

Increased employee retention if the company has an inclusive culture<sup>1</sup>

**35%**

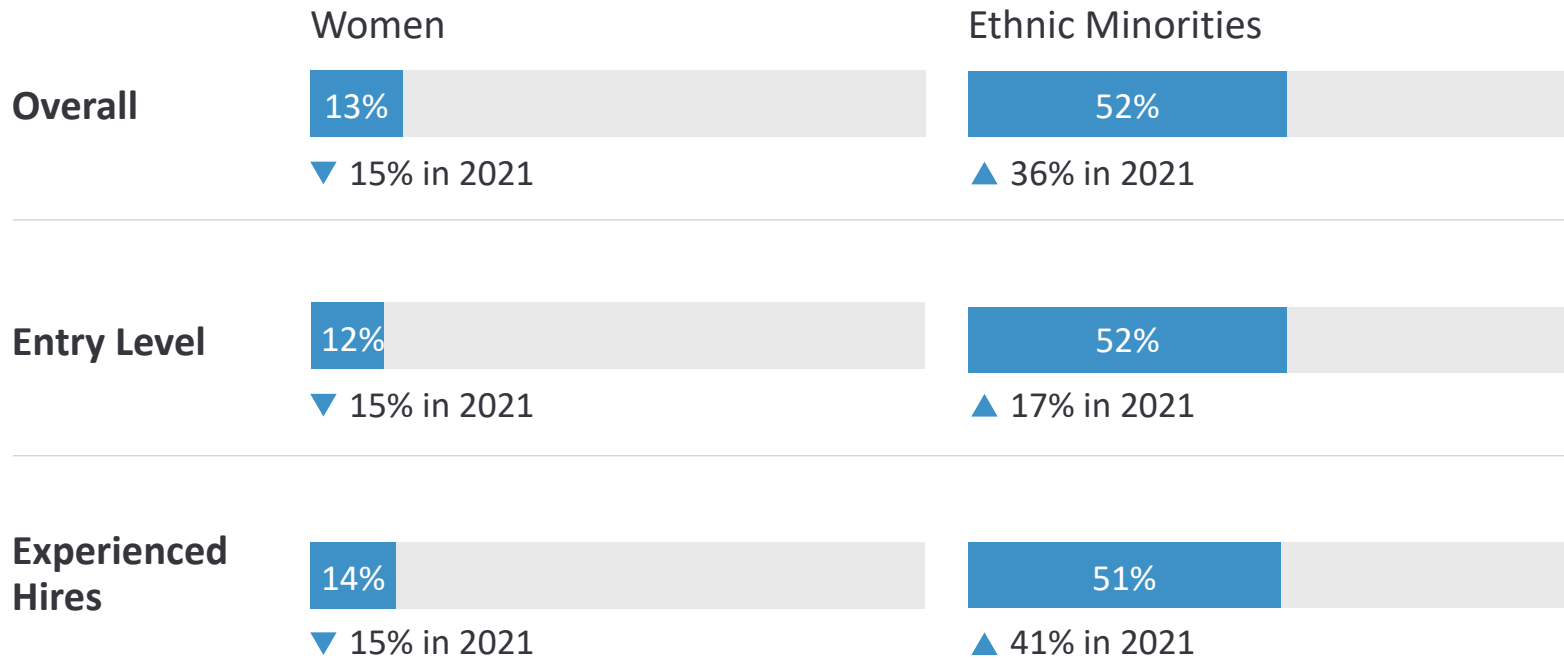
More likely to outperform their competitors with effective diversity programs<sup>2</sup>

1. Source: Study by the Center for Talent Innovation 2023

2. Source: DiversityInc Top 50 Companies for Diversity report

# Inflow of women is largely unchanged, indicating the continuing need to focus on recruitment practices

## 2024 US Talent In-flow



There is a significant opportunity to improve inflow considering that 29% of entry-level recruits within STEM are women<sup>1</sup>

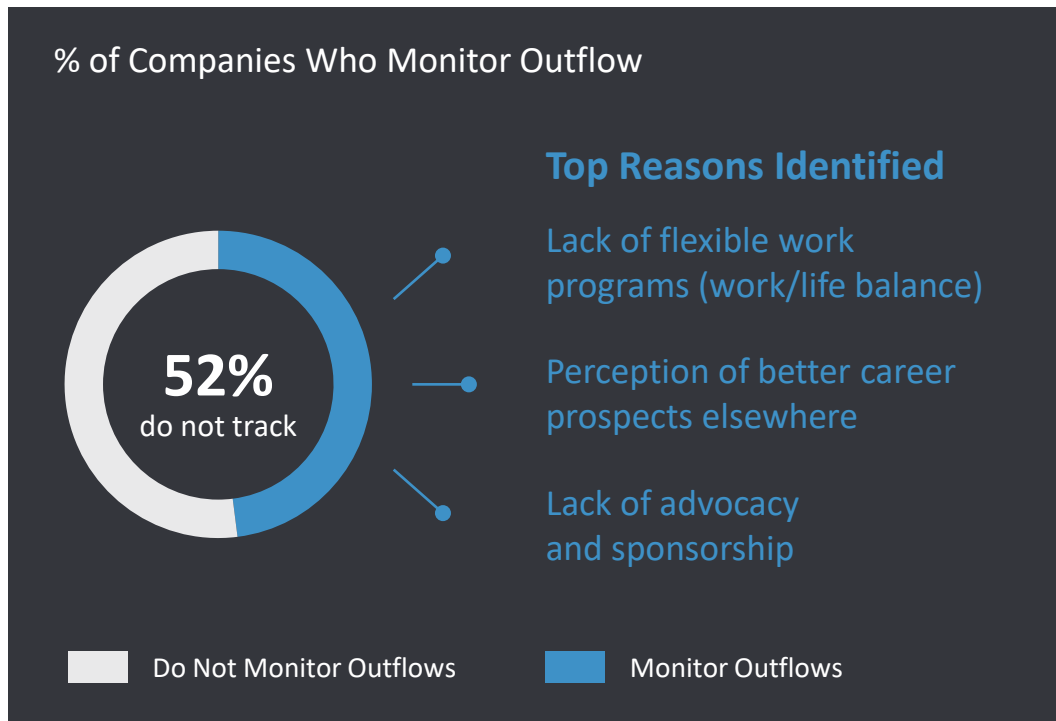
Source: 2024 study prepared for the Council by Accenture

1. Classroom to C-suite: Getting more women in STEM careers | World Economic Forum (weforum.org 2024 US workforce is covered by 13)



# More than half of the companies do not track talent outflows, limiting feedback in retention strategies

## Outflow of women



## Strategy and programs

Strategy and programs	Company Size		Overall
	<1,000	>1,000	
Paid Parental Leave	100%	86%	91%
Flexible Work	63%	64%	64%
Dependent Back-up Care	0%	0%	0%
Sponsorship / Mentorship Programs	38%	57%	50%
Culture Learning and Development Initiatives	50%	64%	59%
C-Level Diversity Strategy	25%	64%	50%

Note: 1. The percentages reflect the dataset from companies who responded the answers for each question asked

# Ambitions going forward

**Largest areas of focus since 2021 for the advancement of talent respondents cite:**

- Focus on belonging and engagement
- Gain input from employees to develop a strategy for ensuring equitable retention and progression of diverse talent
- Early career hiring programs and the initiation of Employee Resource Groups within the organization

**Largest focus areas for the future, according to respondents:**

- Continue leveraging of Employee Resource Groups to ensure all qualified talent are identified for potential advancement opportunities
- Ensure total rewards programs includes benefits that are relevant and attractive to all elements of the workforce
- Expand focus to include ethnic diversity in talent recruitment strategy



# How the EWTC can help



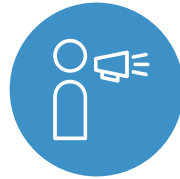
## Industry Trends

EWTC provides regular reports and analysis on workforce trends in the energy sector, offers webinars on emerging technologies and market dynamics, and hosts expert panels that forecast future industry directions.

Data-Driven Insights

Trend-Focused Webinars

Expert Panels and Discussions



## Workforce Advocacy

EWTC advocates for workforce growth and the needs of the energy services sector through policy influence, representation at industry forums, and developing initiatives to address workforce challenges.

Policy Influence

Representation  
at Industry Forums

Workforce Initiatives



## Emerging Executives

EWTC offers tailored leadership training, connects emerging executives with mentors, and provides networking opportunities with industry leaders to support career development and professional growth.

Leadership Training Programs

Mentorship Opportunities

Executive Networking



## Workforce Development

EWTC offers programs for gaining new skills and certifications in the energy sector. We also create clear career progression paths within the energy industry and implement strategies to attract and keep skilled employees in the energy workforce.

Skills Training and Certification

Career Pathways Programs

Talent Recruitment  
and Retention Strategies



# About the Research

Participating companies provided workforce data as of January 2024.

**23** Total Companies Participating

**8** <1,000 Total  
Employee Headcount

**15** >1,000 Total  
Employee Headcount

**11** Reported Non-US  
Employee Headcount

**346,598** Combined Employee Headcount<sup>1</sup>

**188,937**  
US Headcount

**157,661**  
Rest of World Headcount

**41,815** Recruits

**20,064**  
Entry level recruits

**21,751**  
Experienced hires

1: Headcount represented in 2018 study was 249,226, 2021 study was 249,175

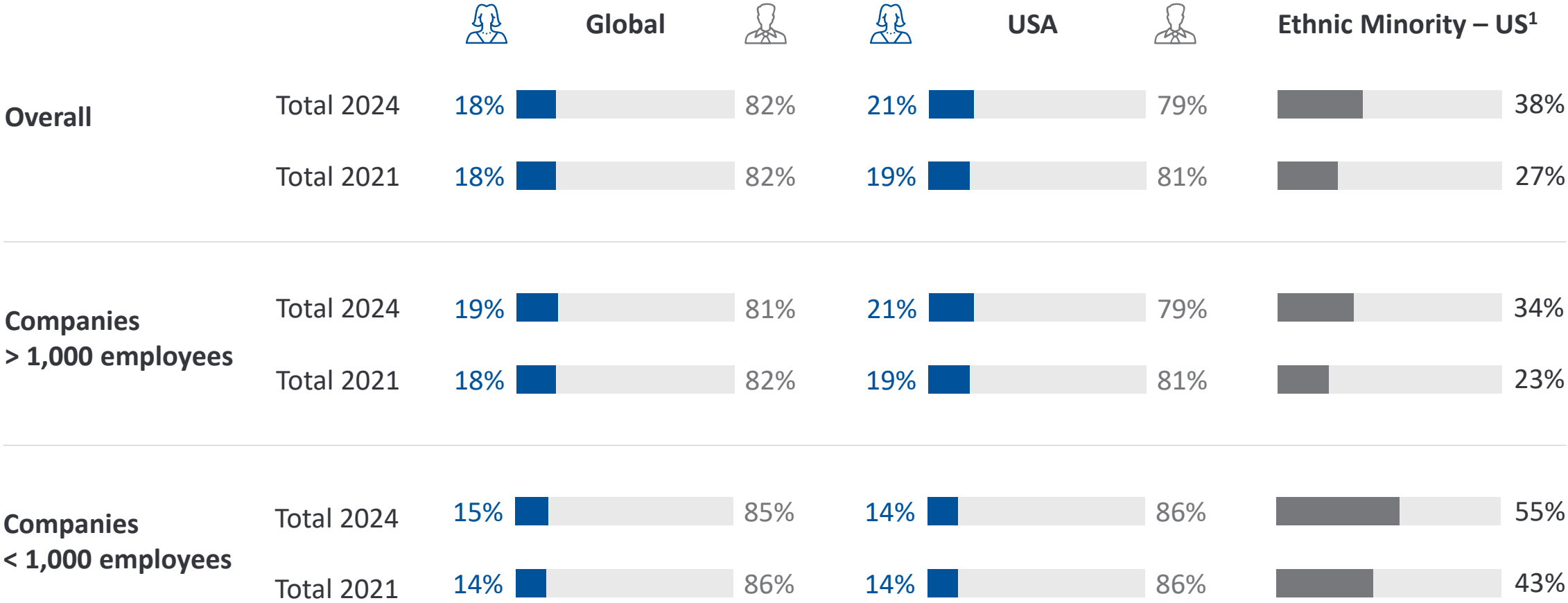
2: 92% of the 2024 US workforce covered by 13 companies represented in both 2021 and 2024 studies

During February through June 2024, the Energy Workforce & Technology Council canvassed workforce data from 23 companies on their 2023 data, covering approximately 346,600 working men and women globally — including almost 189,000 employees in the United States. Companies with less than 1,000 global employees were specifically included, in addition to the largest sector participants, to gain insight into practices prevalent throughout the sector. The Council also analyzed published data related to a range of workforce issues, including labor force, progression, talent gaps, culture at work, company statistics by level and company best practices.

# Appendix

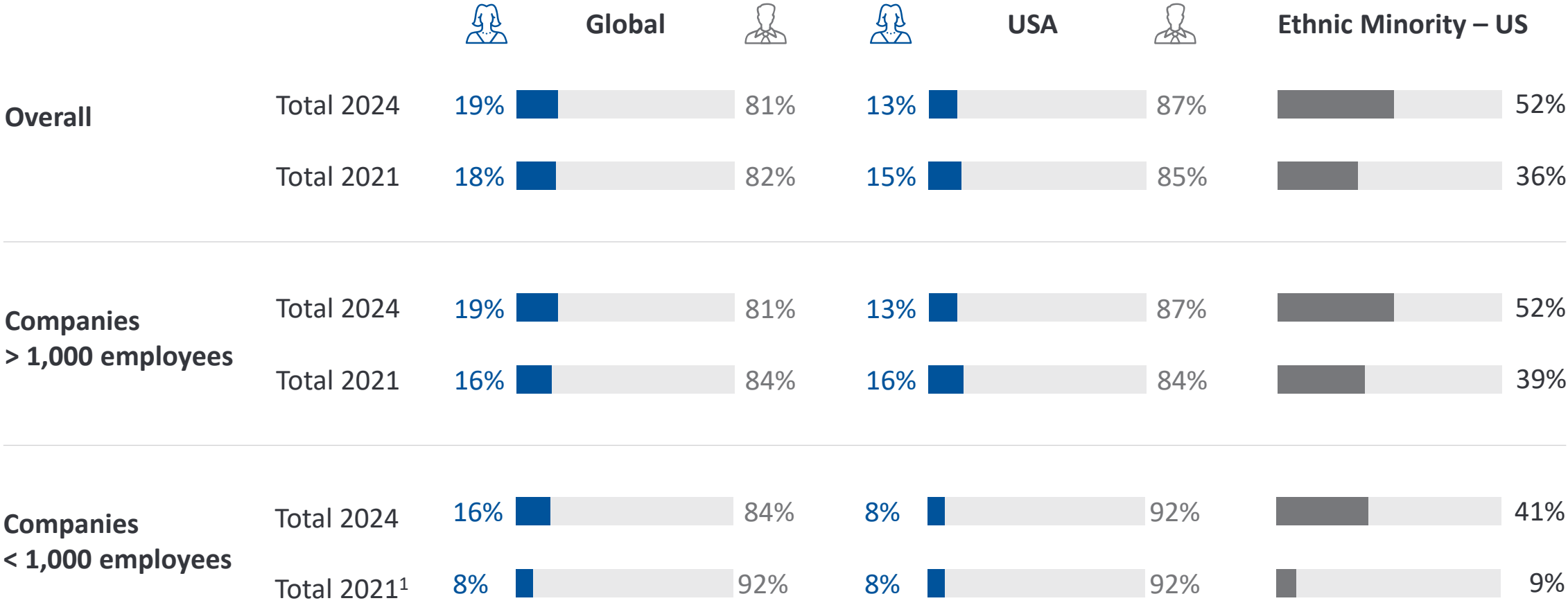


# Findings: Workforce Composition



Source: 2021 and 2024 Study prepared for the Council by Accenture  
 Note: Global refers to US and Rest of World workforce

# Findings: Recruitment



Source: 2021 and 2024 Study prepared for the Council by Accenture  
 Note: Global refers to US and Rest of World workforce



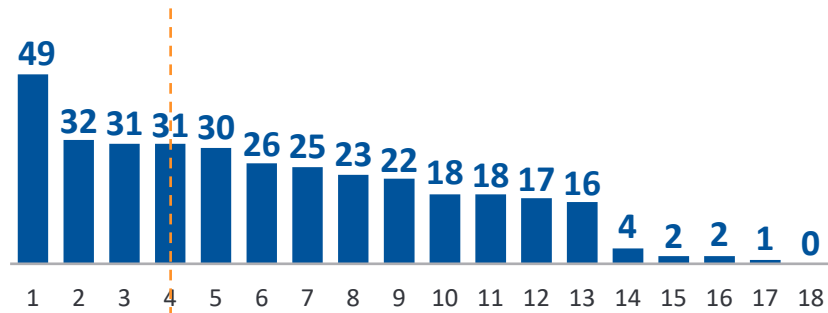
# Findings: Women in Leadership

## Ranking of Company Responses – High to Low

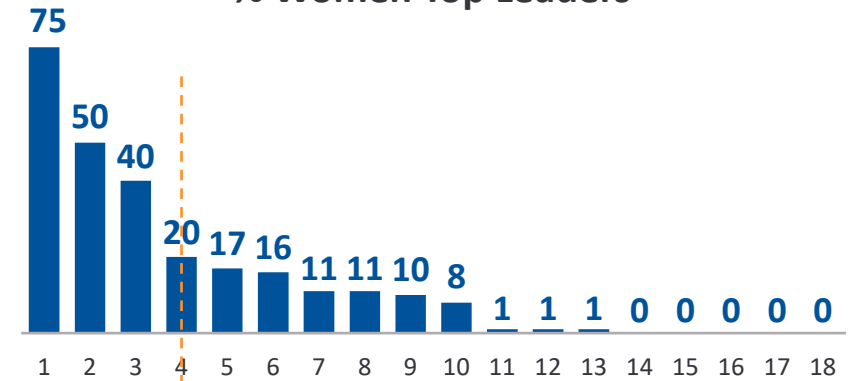
----- 80<sup>th</sup> Percentile

**Business Support Functions**

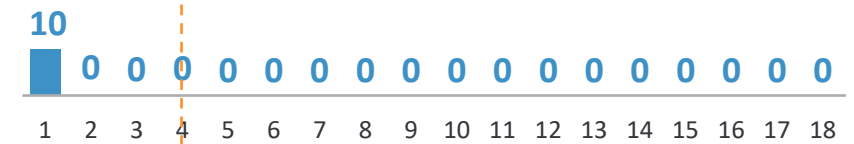
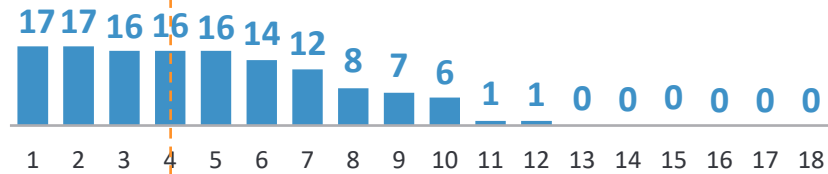
**% Women Emerging and Senior Leaders**



**% Women Top Leaders**



**Technical / Operational Functions**



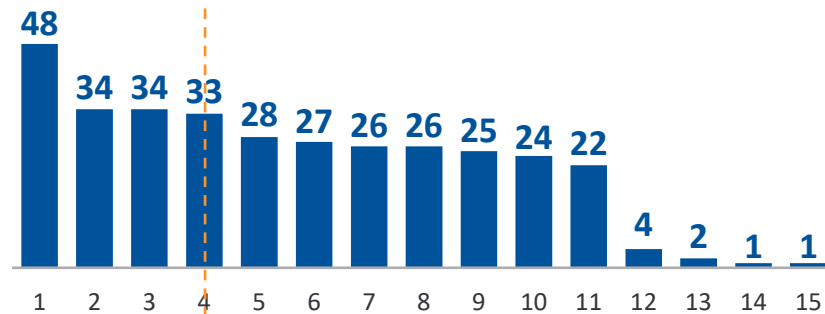
# Findings: Ethnic Minorities in Leadership

## Ranking of Company Responses – High to Low

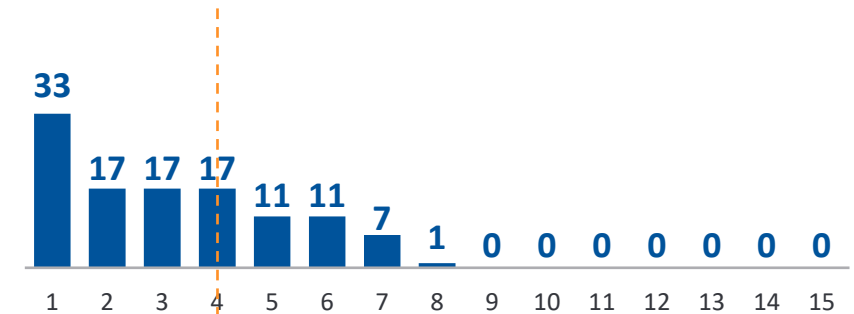
----- 80<sup>th</sup> Percentile

**Business Support Functions**

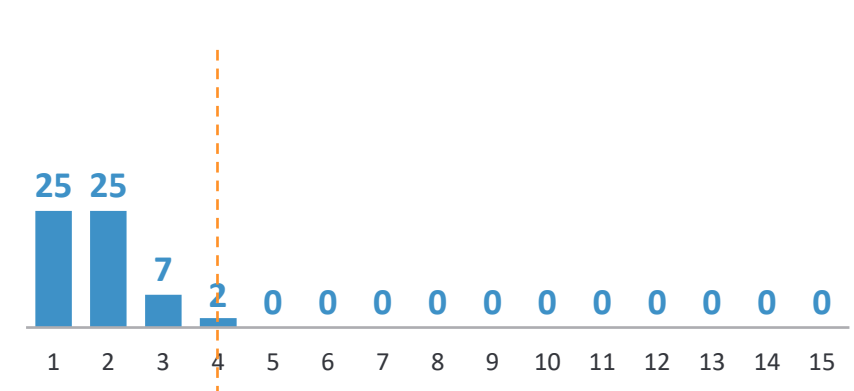
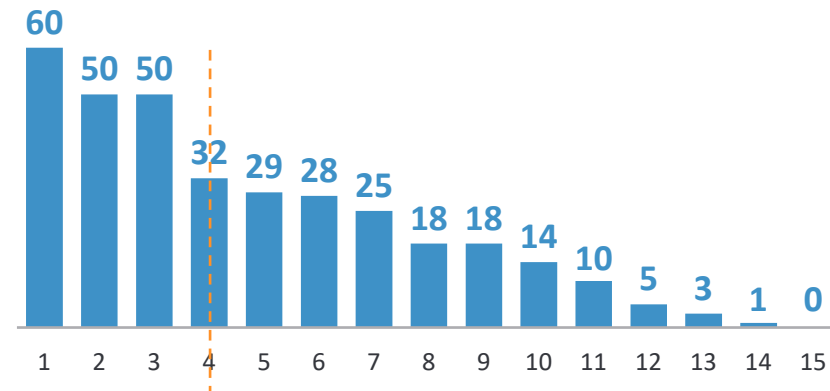
% Ethnic Minority Emerging and Senior Leaders



% Ethnic Minority Top Leaders



**Technical / Operational Functions**



# About

## Energy Workforce & Technology Council

The Energy Workforce & Technology Council is the national trade association for the energy technology and services sector, representing more than 650,000 jobs in the technology-driven energy value chain. Energy Workforce is a trusted resource, advancing member policy priorities and providing targeted workforce development for the entire OES sector. Energy Workforce members represent more than 600 energy technology and services companies.

[energyworkforce.org](https://energyworkforce.org)

## Accenture

Accenture is a leading global professional services company, providing a broad range of services and solutions to deliver on the promise of technology and human ingenuity. Combining unmatched experience and specialized skills across more than 40 industries and all business functions. Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With approximately 750,000 people serving 9,000 clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

[accenture.com](https://accenture.com)