



MINORITY AND FEMALE EMPLOYMENT

REGIONAL FORECASTS FOR THE OIL & NATURAL GAS AND PETROCHEMICAL INDUSTRIES, 2015-2035

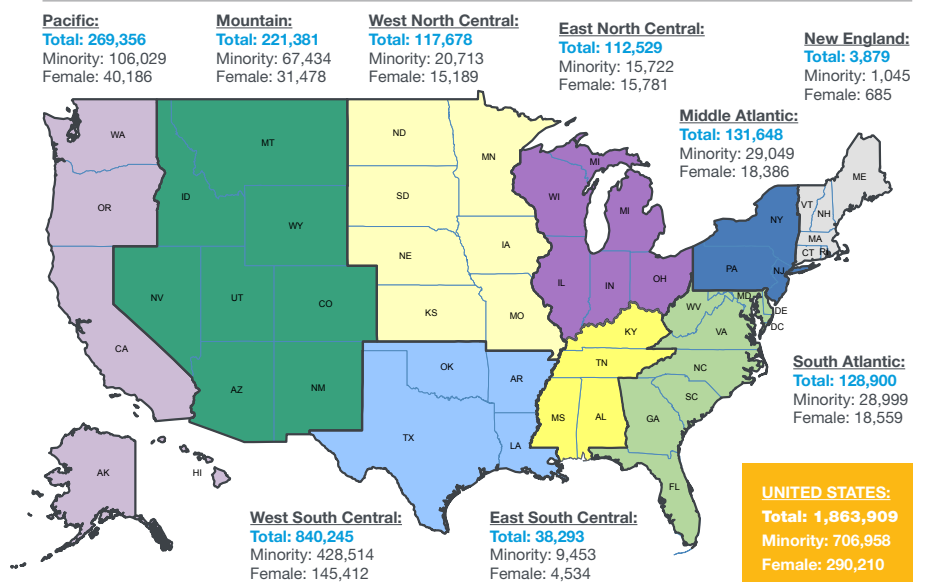
KEY FINDINGS

A new IHS report titled *Minority and Female Employment in the Oil & Natural Gas and Petrochemical Industries, 2015-2035* examines the long-term U.S. demographic and labor market trends that will create future job opportunities for minorities and women. Overall, the study estimates nearly 1.3 million job opportunities by 2025 and close to 1.9 million job opportunities through 2035 in the oil & natural gas and petrochemical industries across all regions of the country and considering all types of job growth.

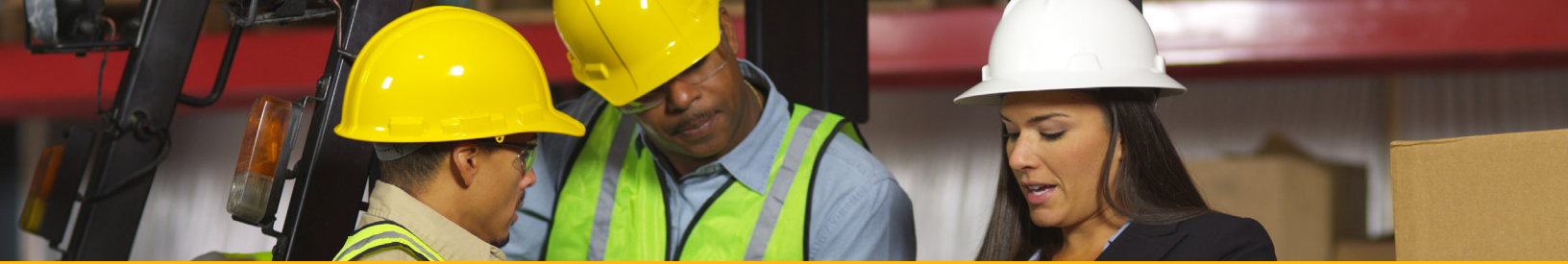
Differences in opportunities across the regions will be driven largely by projected changes in the composition of the labor force in each region, and also by which segments of the industry grow in each region. As some oil and natural gas producing regions have larger shares of African American, Hispanic, Native American, and Asian American workers, employment opportunities for minorities in these areas will be higher.

- The West South Central region is projected to account for **45% of the total job opportunities with more than 840,000 job opportunities** through 2035.
- The Pacific and Mountain regions are the next largest regions, **each with more than 200,000 job opportunities** (269,000 and 221,000, respectively).
- The Middle Atlantic, South Atlantic, West North Central, and East North Central regions will **each have over 100,000 job opportunities** over the study period.

Total Projected Job Opportunities by Region, 2015-2035*

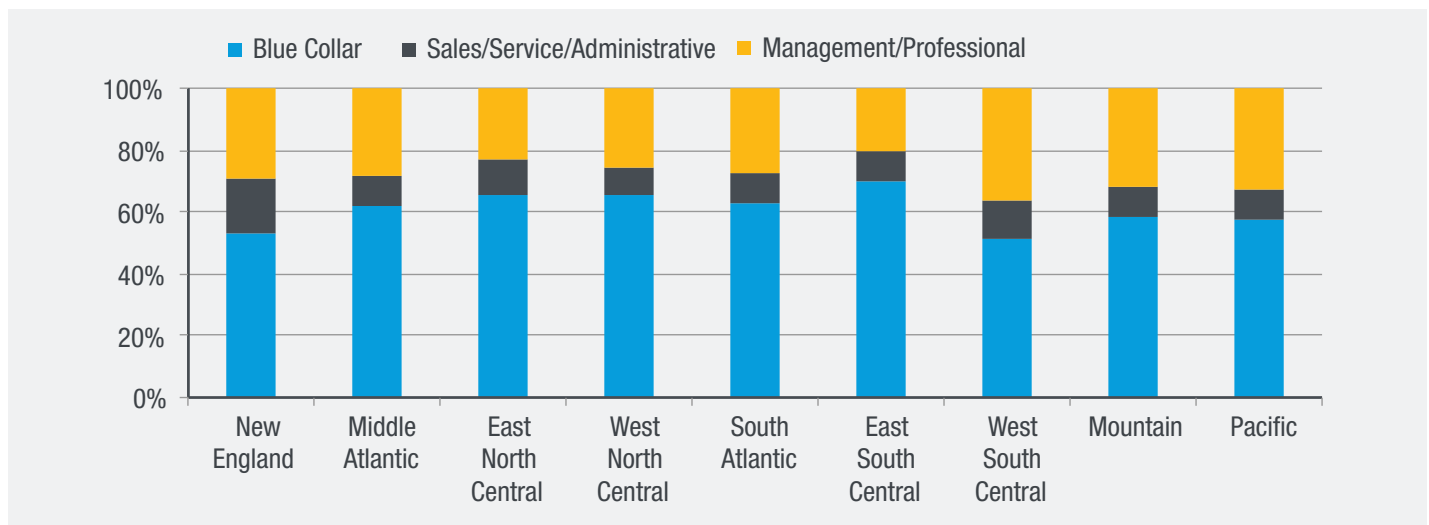


*"Minority" refers to the sum of African American and Hispanic totals. Total and Minority rows include female workers.



JOB OPPORTUNITIES BY OCCUPATION

The study looks at employment in each region in eight occupation categories. The bar chart combines these categories into three broad groups to illustrate regional differences in the share for each occupation group.



These results show:

- In all regions, 50% or more of the employment opportunities are projected to be in blue collar occupations, many of which will be skilled and semi-skilled. This suggests tremendous opportunity for workers with a high-school diploma and some post-secondary training.
 - » The share of blue collar occupations will be highest in the East South Central, East North Central, and West North Central regions, where more than 65% of the projected opportunities will be in blue collar positions.
- There are also significant job opportunities across all regions in management and professional jobs, requiring training in fields such as engineering, geoscience, management, business, finance, and as technicians.

JOB OPPORTUNITIES FOR MINORITY AND FEMALE WORKERS

- This study is part of a series of work developing strategies, research, and programs to better understand the challenges and opportunities associated with engaging and growing high impact strategic partnerships. **African Americans, Hispanics, and women represent critically vital and available talent pools to help meet the industry's future workforce demands.**
- The employment projections for African American, Hispanic, and female workers—**707,000 job opportunities for minority workers and over 290,000 job opportunities for women**—are based on current and projected trends in factors such as labor force participation rates and population growth rates. As such, these opportunities should not be considered ceilings. As interest and training are directed to women and minority groups they will be competitive for **all 1.9 million job opportunities.**