

**EC
ITB***

**ECITB Workforce
Census 2021**

Oil & Gas



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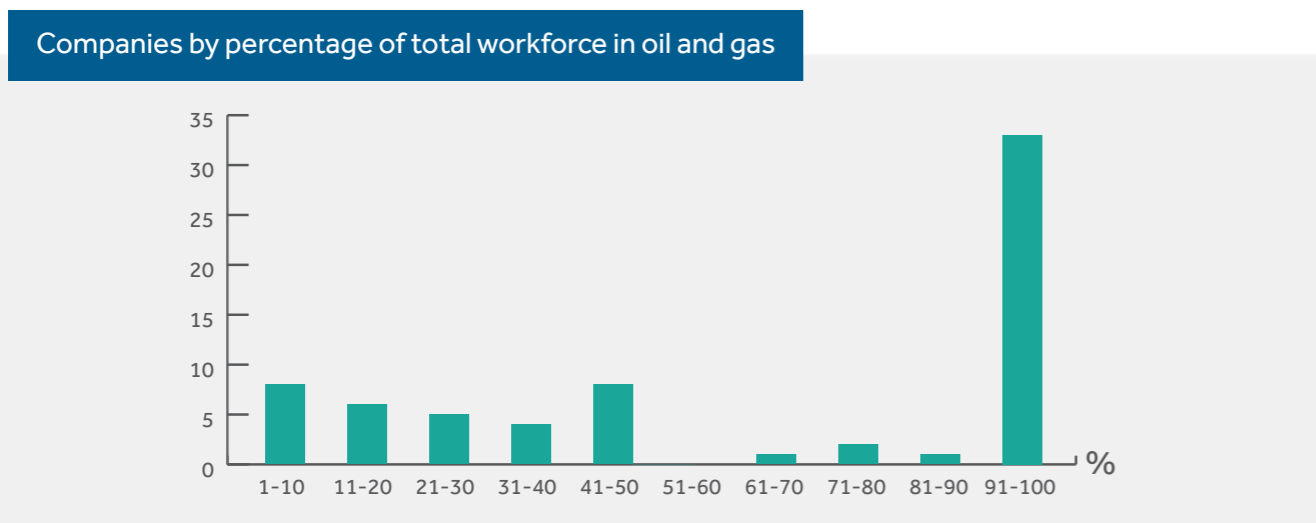
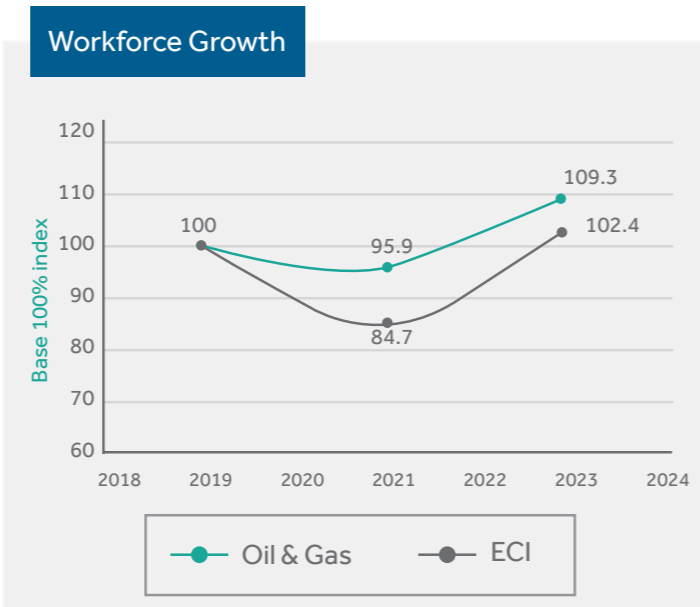
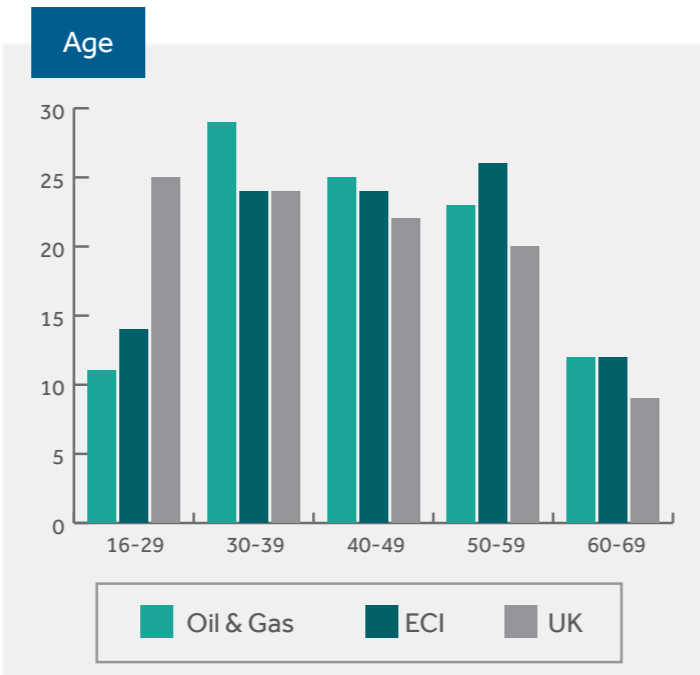
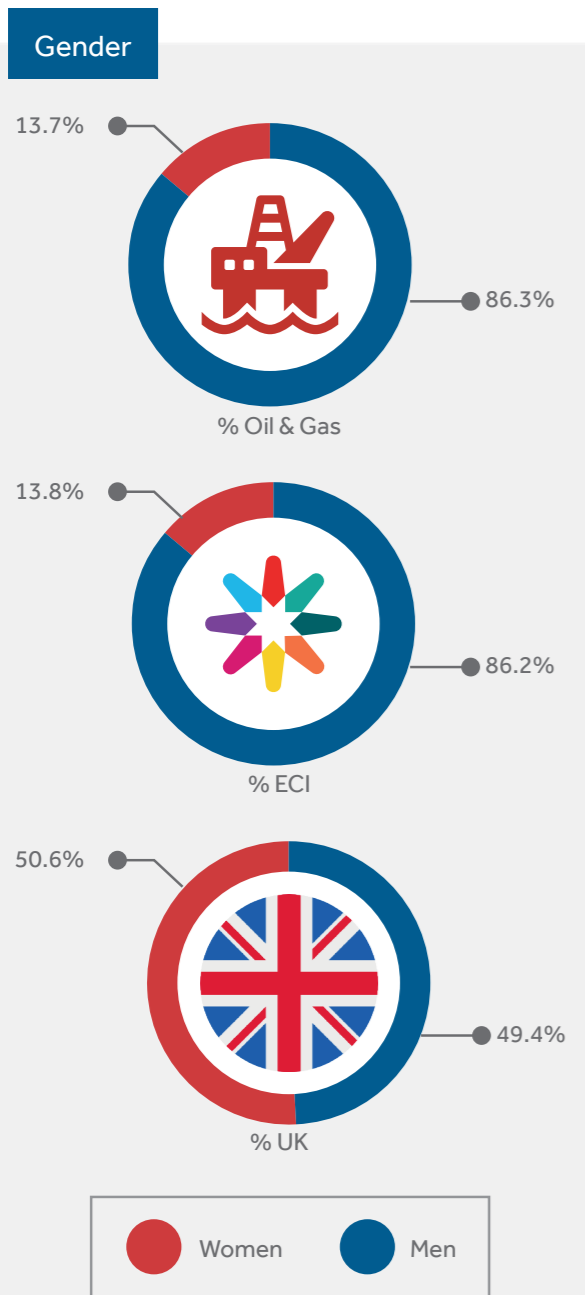
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At a glance



Executive Summary

This report follows from the ECITB 2021 Workforce Census: An overview of the Engineering Construction Industry, and is the first of a series of shorter reports looking at the individual sectors that make up the engineering construction industry (ECI).

The oil and gas sector is the largest within the ECI, with 37% of the ECI workforce engaged in oil and gas activities. This report covers 68 companies that employ 16,363 individuals for oil and gas activities across 531 locations. Thirty-two percent (5,299) of these workers are based offshore in 213 different locations and a further 11,064 work on onshore locations around Great Britain.

In terms of occupations, the largest workforce are technicians (19%), engineers (21%), and management and professionals (25%). The two occupations with the largest numbers of registered individuals are scaffolders and directors and managers, the only occupations with a count higher than 900 and significantly higher than the next most prevalent occupation – Project Engineers (559).

Much in line with the demographic information for the ECI overall, the sector is predominantly male (86.3%). There is a similarly ageing workforce with only 12% under the age of 30, and 45% over the age of 50. Nevertheless, employers hold an optimistic view of workforce growth, expecting to expand on the 2019 workforce by 9.35%.

As a whole, oil and gas companies struggled to fill vacancies that account for the equivalent of 1.26% of their actual workforce. This number goes up to 2.6% for the ECI overall. This appears to be most acute for companies with headquarters in the Hull area as well as around Norwich. The main reason given as to why vacancies are hard to fill is that candidates do not have the necessary qualifications.

Companies working in the oil and gas sector will play a key role in the net zero transition, including harnessing opportunities in low-carbon technologies. Our Census data suggests hydrogen is seen as having the greatest growth potential for this sector. Hydrogen, CCS and Wind also ranked well as potential areas of growth for this sector.

Responses to questions about Covid-19 aligned with those given by the ECI in general and there are no outliers. This is to be expected as the oil and gas sector makes up a large proportion of the ECI. The percentage of employers making staff redundant was only slightly higher in oil and gas (33.3%) than for the ECI in general (28.57%). Instances of furlough were particularly high for this sector in the first quarter of 2020 but these levels appear to have come back in line with the rest of the ECI in 2021.

01. Introduction

The Engineering Construction Industry Training Board (ECITB) is the statutory skills body for the Engineering Construction Industry (ECI) in Great Britain. A non-departmental public body sponsored by the Department for Education (DfE) and accountable to Parliament, the ECITB works with employers, governments and many others to attract, develop and qualify personnel across a wide range of craft, technical and managerial disciplines in the industry.



Employers which are mainly engaged in engineering construction work fall within the scope of the ECITB. If such 'in-scope' employers are over a certain size, they are required by law to pay an industrial training levy to the ECITB. However, all in-scope employers, regardless of size, are eligible to receive grants for training undertaken by their workers.

Engineering construction is a complex industry made up of a series of sectors specialising in the processing, maintenance and decommissioning of heavy industry, including the following:



Water Treatment



Oil & Gas
(Upstream/Downstream)



Power Generation



Pharmaceuticals



Food & Drink



Chemicals



Renewables



Nuclear

- Other (for example steel processing, fabrication).

In September 2021, the Engineering Construction Industry Training Board (ECITB) published its [ECITB 2021 Workforce Census: An Overview of the Engineering Construction Industry](#). The Census asked engineering construction industry (ECI) employers to provide information about their workforce numbers, locations and roles. Data collected included demographic information and respondents were also asked for views on workforce growth, Net Zero, Covid-19 and Brexit.

This sector-focused report provides more detailed analysis of the data provided by companies operating in the oil and gas sector. Our analysis looks at key workforce aspects, employer confidence and perceptions, and the external factors that affect the sector. This report should be read in conjunction with the aforementioned industry overview.

This focus on an important sector for the engineering construction industry (ECI) allows for comparison not only with other sectors, but also with the ECI as a whole. Sectoral analysis allows for better understanding of trends and whether they affect the industry as a whole, or are exacerbated in certain sectors. Similarly, individualised reports allow us to better understand any nuances within the sector.

For more details regarding the methodology and how the data was collected, please refer to our main report: [ECITB 2021 Workforce Census: An Overview of the Engineering Construction Industry](#).

Readers should note that the census was conducted with employers in-scope to the ECITB. It is therefore not possible to say that all employers working in the industry are covered in our report. We are, however, confident that the analysis in our overview report is representative of industry. Sample sizes for particular sectors are significantly smaller than for the industry overall. We would therefore urge caution in making generalisations with regards to individual sectors. However, we are confident in suggesting that the sectoral reports, of which this is the first, are indicative of each respective sector.

Employers surveyed as part of this report provide services to clients in the oil and gas sector and make up the supply chain rather than the asset owners themselves.

02. Findings

Sectoral Overview

A total of 45,351 workers from 153 in-scope establishments (representing 50% of ECITB's in-scope establishments), covering 1,360 locations are captured in the Census¹. The oil and gas sector is the largest in terms of distribution of the workforce, with 37% engaged in the sector. This suggests oil and gas the largest sector in which engineering construction companies operate.

Sixty-eight companies (44%) are involved in the oil and gas sector (or have some activity in oil and gas). Oil and gas is the main sector for 39 out of these 68 companies (a further 13 companies work equally across a number of different sectors, including oil and gas). Thirty-two of these 68 companies work exclusively in oil and gas.

Distribution of Census responses by sector:

68 companies working in O&G

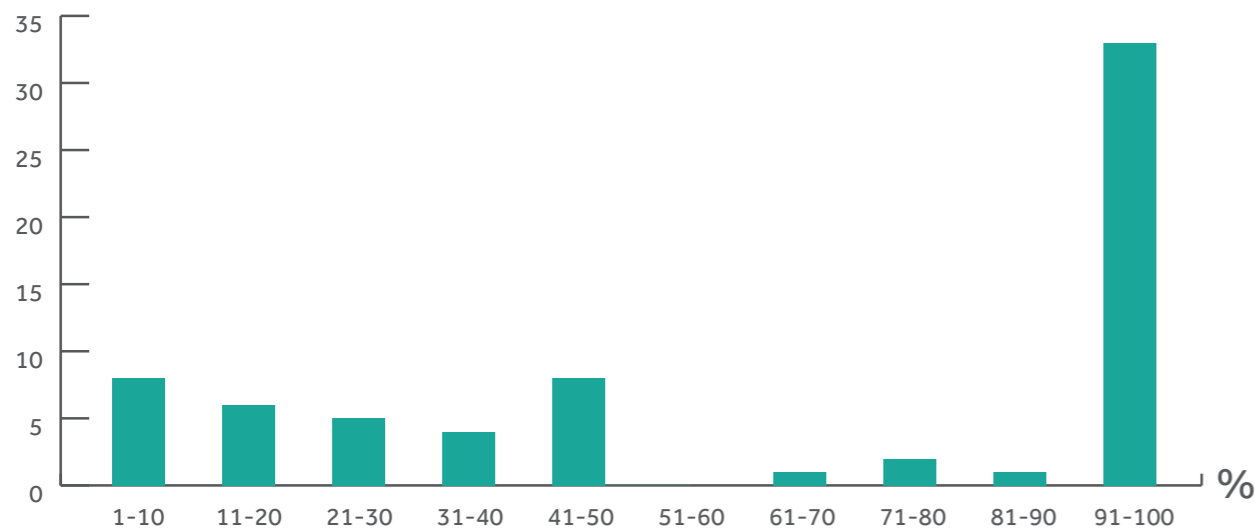
52 companies for which the number of workers they employ for O&G activities are greater or equal to the number of workers they employ in any other sector

39 companies for which the number of workers they employ for O&G activities are strictly greater to the number of workers they employ in any other sector

33 companies employing more than 90% of their workforce in O&G activities

32 companies employing 100% of their workforce in O&G activities

Companies by percentage of total workforce in oil and gas



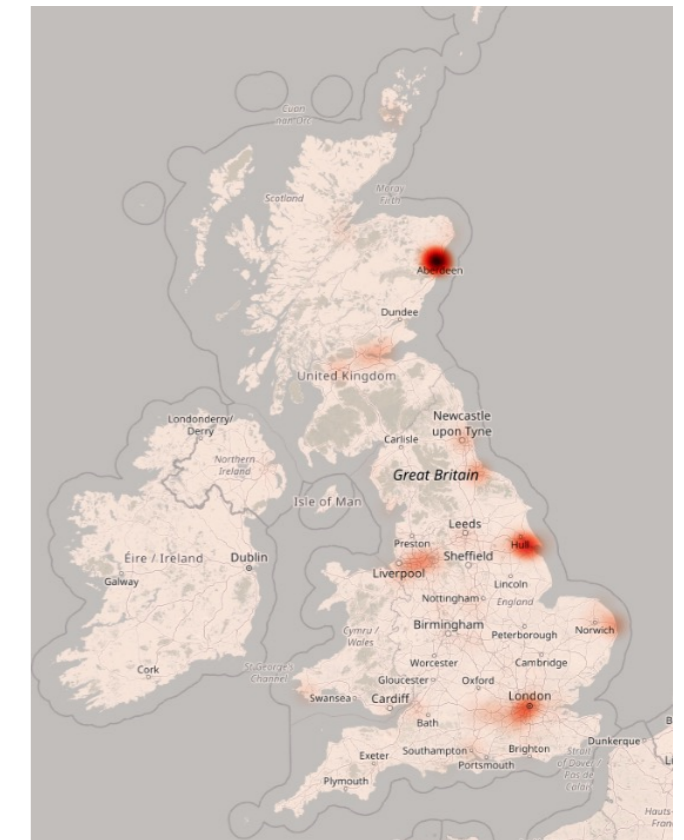
The 68 companies that are engaged in the sector employ 16,363 individuals for oil and gas activities across 531 locations. Thirty two percent (5,299) of these workers are based offshore in 213 different locations. Offshore locations can be platforms or boats. It is difficult to map the offshore workforce due to the following reasons:

- We do not have the exact coordinates.
- Part of the workforce frequently moves.
- We do not know from which point they commute.

The following table shows the broad location of offshore workers (percentages have been rounded):

Regions	Count	%
North Sea	4494	84.81%
Northern North Sea	725	13.68%
Central North Sea	1486	28.04%
Southern North Sea	506	9.55%
Moray Firth Area	2	0.04%
Unspecified	1775	33.50%
Shetland	147	2.77%
West of Shetland	101	1.91%
East Shetland Basin	8	0.15%
Unspecified	38	0.72%
Irish Sea	19	0.36%
East Irish Sea	13	0.25%
Morecambe Bay	4	0.08%
Unspecified	2	0.04%
Outer Hebrides	14	0.26%
Unknown / UK wide	625	11.79%

The map below shows the concentration of the onshore workforce:



The map above covers 11,064 onshore workers. Geographical data will be covered in more detail in our geographic reports; the above demonstrates relevant hotspots for the location of oil and gas onshore workforce. In the meantime, the table below covers general postcode areas as per the hotspots on the map:

Area	Number of workers	Percentage of onshore workforce
Aberdeen (AB postcodes)	4,290	39%
Doncaster (DN postcodes)	554	5%
London (E, EC, N, NW, SE, SW, W, WC postcodes)	458	4%
Hull (HU postcodes)	171	1.5%

¹ ECITB 2021 Workforce Census: An Overview of the Engineering Construction Industry

Occupational Data

The Census asked employers to provide data for their workforce by occupation and by location. We were further able to break this down by sector.

In total, the Census registered 800 occupations, which have been consolidated for the purposes of analysis².

Occupations were split into the following general categories, which were made up of specific occupations (for example, within craft, occupations such as welding, pipefitting etc.).

Category	Occupation	Count	%
Craft – 2,099 individuals	Scaffolders	982	47%
	Riggers	355	17%
	Pipefitters	338	16%
	Total	1,675	80%
Semi-skilled – 854 individuals	Deck operator/ deck crew	272	32%
	Blaster/painter	123	14%
	Pipefitting	60	7%
	Total	455	53%
Technicians – 3,035 individuals	Mechanical maintenance	467	15%
	Electrical maintenance	418	14%
	Production/ process operator	387	13%
	Instrument and control	360	12%
	Rope access technician	353	12%
	Total	1,985	66%
Supervisors – 1,163 individuals	General foreman/ Superintendent	303	26%
	Mechanical	130	11%
	Rope Access	128	11%
	Total	561	48%

The table below lists the predominant occupations in each category and provides a useful baseline to measure any growth or decline, for instance, in occupations that are on-site or off-site based. Whilst the above is representative of the ECITB in-scope oil and gas workforce, it cannot be concluded at this point that these figures are representative of the wider occupational pools or indeed the entirety of the oil and gas workforce.

Category	Occupation	Count	%
Engineers – 3,237 individuals ³	Process Engineers	493	15%
	Mechanical Engineers	398	12%
	Pipe Engineers	239	7%
	Instrument and Control	226	7%
	Design Engineers	209	6%
	Total	1,565	47%
Management and Professional – 3,847 individuals	Directors and managers	943	25%
	Project Engineers	559	15%
	Project Managers	345	9%
	Planners	296	8%
	Procurement	291	8%
	Commercial support	239	6%
Total	2,673	71%	
Support Staff – 1,506 individuals	Admin	444	29%
	Finance	343	23%
	HR and Learning and Development	299	20%
	Health and Safety	135	9%
	Total	1,221	81%

Perhaps unsurprisingly, the largest categories in terms of workforce are technicians (19%), engineers (21%), and management and professionals (25%).

Particularly interesting to note is the large number of scaffolders and directors and managers. These are the only two occupations that have a count larger than 900 individuals, significantly higher than the next most prevalent occupation – Project Engineers (559).

As with the data that covers the entirety of the ECI, craft occupations are significantly lower in terms of workforce numbers than technician numbers⁴.

Readers may question the omission of welding occupations in the table above; the Census categorised welding occupations across several sectors including craft, supervisor and engineer, to reflect the diversity of the occupation. Individually, welding occupations were not amongst the most prevalent in their category. The table demonstrates the different welding occupations in their respective category along with the percentage of workers this number represents in each category:

Category	Occupation	Number	%
Craft	Pipe Welder	47	2%
	Plate Welder	28	1%
Semi-Skilled	Welding	57	7%
Supervisor	Welding supervisor	16	1%
Engineer	Welding Engineer (Metallurgist)	54	2%
Total		176	1%

Fewer than 10 high integrity welders were registered as working in the oil and gas sector, however, they have not been included in the count for GDPR reasons. Collectively, all welding occupations across all categories make up 1% of the total workforce registered in the oil and gas sector.

² For a full list of all occupations in the ECI please see Annex B in our main report ECITB 2021 Workforce Census: Overview of the Engineering Construction Industry. For a full list of all occupations including count referring only to the oil and gas sector, please see Annex A in this report.

³ 825 engineers remain unidentified. This represents 25% of engineer occupations from the oil and gas database.

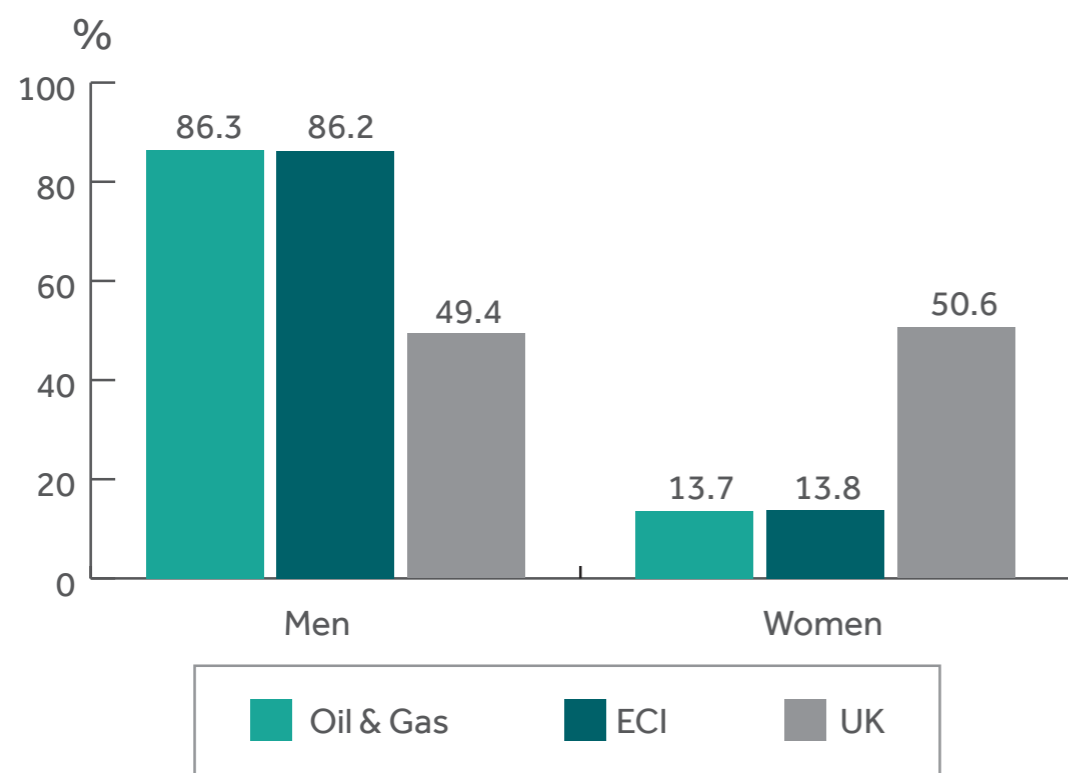
⁴ This may seem surprising. ECITB comparative data suggests that craft occupations make up 22% of the entire engineering construction industry workforce, whilst technicians only 9%. Several explanations could apply here; either technicians were under declared in the comparative data, or craft occupations were under declared in the Census, the oil and gas sector is not reflective of the wider ECI, or potentially the decrease in the number of workers in the oil and gas sector is concentrated in craft occupations. Moreover, the census represents a snapshot in time and craft skills are more prevalent on hook ups and construction phases of projects. This would require more research in order to determine a conclusive explanation.

Gender

The following analysis takes into account only the 39 companies whose main activities are in oil and gas.

Thirty-four companies responded to our question regarding gender. This creates a good baseline measure for the gender split of the oil and gas sector as represented by ECITB in-scope employers.

Gender profile in the oil and gas sector compared to wider ECI and active UK population:



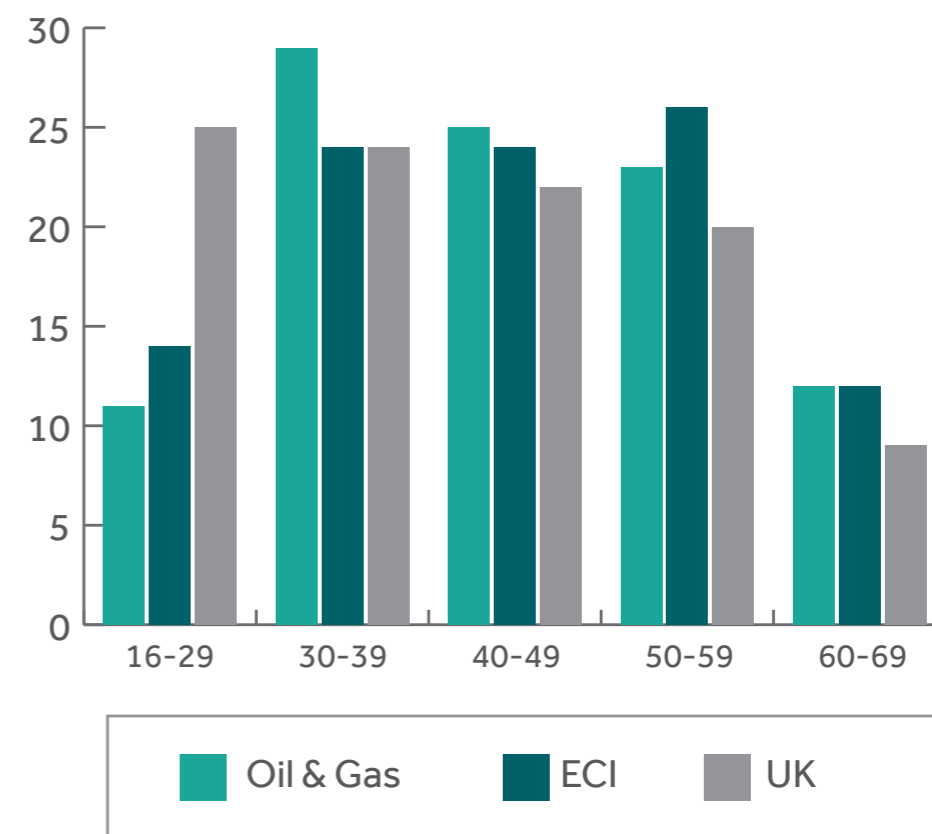
As the graph above demonstrates, the oil and gas sector very much echoes the gender split of the wider engineering construction industry and is very heavily skewed towards men. This is unsurprising given that the sector is the largest in terms of workforce in the ECI.

The number of respondents who provided data against other gender classifications was negligible and therefore not included in the above. It is unknown whether or not further classification is offered or if people are comfortable declaring other genders.

Age

Of the 39 employers working mostly in oil and gas, 33 replied with age categorisations of their workforce:

Age profile oil and gas compared to wider ECI and active UK population:

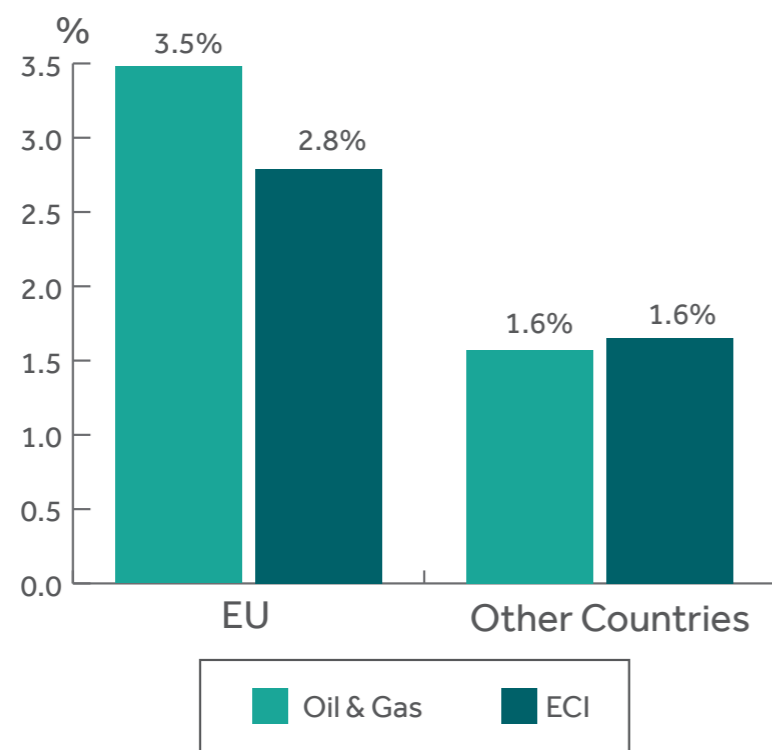


We see that the sector generally mimics the trend that was observed in the wider ECI. As with the wider industry, the oil and gas sector is suffering from an ageing workforce with only 12% of its main workforce under the age of 30, significantly below the UK average and lower even than the wider ECI. Whilst it is reassuring that the 30-49 category makes up the bulk of the workforce (54%), it is closely followed by those over 50 (45%). If this trend continues, it is unlikely that the number of younger people joining the sector will grow to surpass those taking retirement in the next 15 years.

Whilst no further demographic data of note was collected, we can infer from the above that the oil and gas workforce is somewhat homogenous, skewed towards the older man. Data on ethnicity and disability was requested but was either unknown, not reported or too negligible to include in this report. Only 18 oil and gas companies provided data on ethnicity. This figure represents 1,621 workers, of which 97% declared their ethnicity as white. Whilst we cannot say that this is representative, it is certainly indicative. As with the wider ECI, it is clear that the lack of diversity is reflected in its largest sector.

Nationality

Twenty-two employers replied to our question concerning nationality:



Although we can see a slightly higher number of EU workers in oil and gas than in the ECI as a whole, this is very small difference.

Workforce Growth

This section focusses on 26 responses from companies mainly engaged in the oil and gas sector to help identify expectations and trends around workforce growth (the sample represents 38% of all companies with some activity in the oil and gas sector). Therefore, some large companies playing an important role in the oil and gas sector are analysed as part of the other sectoral Census reports. Given the small sample size, the following should not be seen as representative of the wider oil and gas sector (including companies that are not in-scope to the ECITB). However, these findings are indicative of the oil gas sector's confidence within the scope of the ECITB.

The graph below uses a base 100 index, equating the 2019 workforce to 100. This enables a comparison with the current situation in 2021, as well as to employer expectations for 2023. This has been compared in the graph, to the growth projections for the ECI in general.

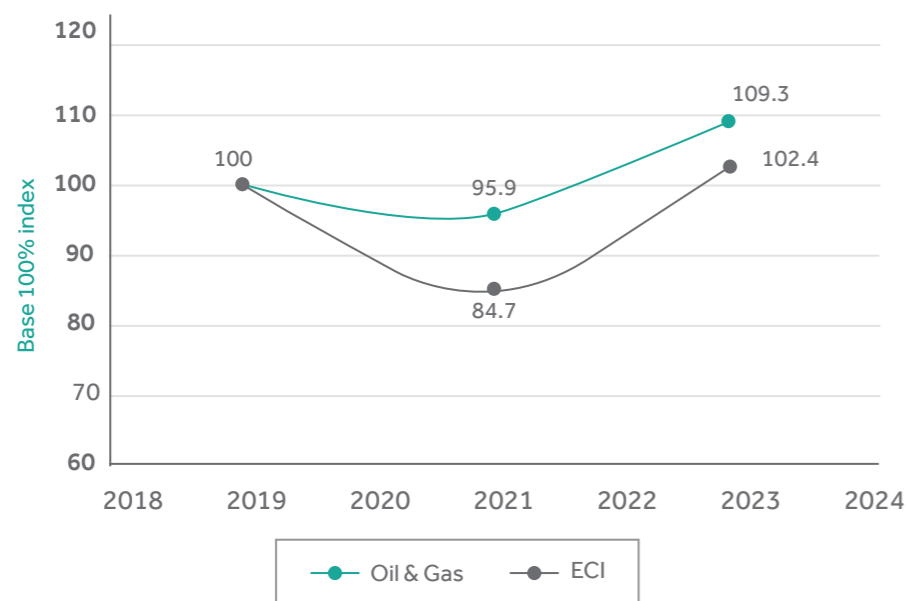
The reduction in the workforce between 2019 and 2021 is not as stark as may have been imagined following the fall in the oil price and the Covid-19 crisis. The oil and gas sector has fared better than the ECI in general, with its workforce numbers dropping by only 4.12 points compared to 15.25 in the industry as a whole. Growth confidence also appears to be higher, with the workforce expected to recover to 2019 levels and increase on this by 9.35%, compared to an increase of only 2.4% for the industry as a whole.

This appears to sit in contrast with 30,000 job losses that Oil and Gas UK (OGUK) predicted in 2020⁵. The data represented here is based on employer expectations rather than economic modelling and only covers the specific activities within the oil and gas sector that are in-scope to the ECITB. It could well be that other areas of the sector were hit more severely, and this would not be represented in our analysis. Moreover, companies for which the oil and gas sector represents a minor share of their business could also be impacted more greatly. OGUK⁶ has suggested that the majority of job losses in the sector has been in induced jobs (i.e. jobs supported by the oil and gas sector rather than direct or indirect jobs). It is possible that companies working directly in the sector feel less impacted by this reduction and therefore do not consider it in their growth projections. Projected growth may also be based on identified opportunities to transition into net zero activity.

5 <https://www.energyvoice.com/oilandgas/north-sea/307261/oguk-business-outlook-report-underlines-need-for-vital-support-says-30000-job-losses-remains-reasonable-estimate/>

6 https://oguk.org.uk/wp-content/uploads/woocommerce_uploads/2021/08/OGUK_Workforce-Employment-Insight-2021-z07os0.pdf

Employer workforce growth expectations:



Despite these expectations being more optimistic than those of the industry as a whole, a greater increase on the 2019 workforce may be required to meet the needs of industry and infrastructure projects. This optimism is however not matched by the number of young people entering the sector, begging the question as to where the oil and gas sector is going to find the workers to substantiate such an increase in

the workforce. Currently, only 12% of the sector's workforce is under 30 years old, and 35% is over the age of 50. With the anticipated increase in workload over the coming decades, the increase on 2019 levels of 9.35% remains potentially too low to fill remaining shortages left by those retiring whilst also meeting future levels of demand.

Hiring Difficulties

This section looks at hiring difficulties and hard to fill vacancies. Thirty-six companies, mainly working in oil and gas, replied to these questions. Of these, 44% reported facing difficulties hiring employees. Thirteen companies quantified the number of vacancies they struggle to fill in a year.

As a whole, oil and gas companies struggled to fill vacancies which account for the equivalent of 1.26% of their actual workforce. This number goes up to 2.6% for the ECI overall.

Sixteen employers provided reasons to explain why they face difficulties:

Reason	% of employers	
	Oil & Gas	ECI
Candidates don't have the necessary qualifications	43.75%	46.58%
Lack of candidates	31.25%	16.44%
Salary or career progression offered by companies are under expectations	12.50%	16.44%
Candidates don't have the necessary experience	12.50%	17.81%
The occupation is niche	12.50%	9.59%
Competition among companies to attract employees	12.50%	9.59%
There is a lack of awareness about the ECI among the youth	0.00%	2.73%
Location	0.00%	21.92%

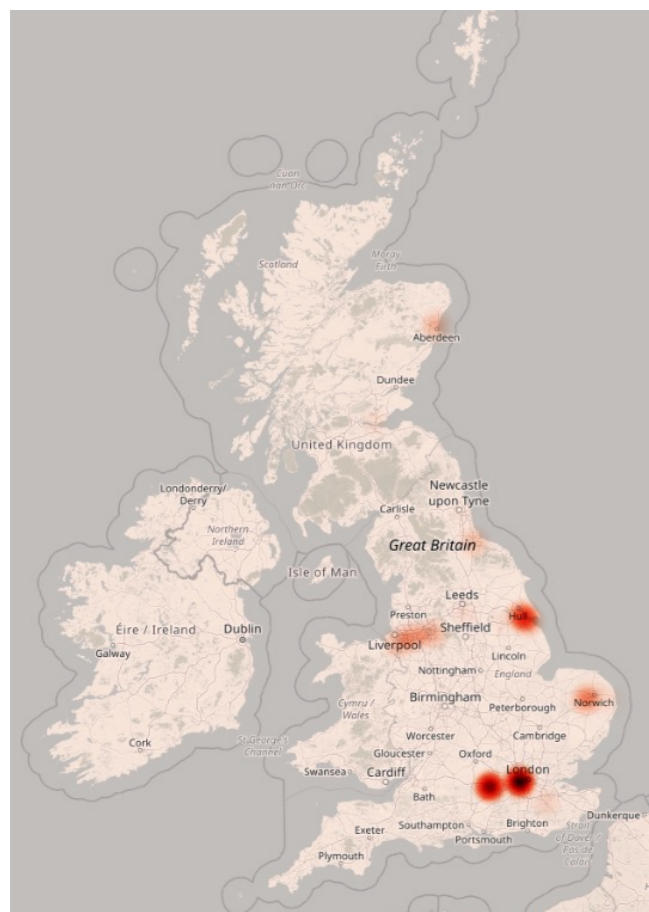
The general trend follows that of the whole ECI, but we see that a lack of candidates is more evident in this sector compared to the ECI as a whole; the percentage of employers citing this reason as the main reason they face difficulties is almost double that of the ECI in general. Too few candidates with the necessary qualifications remains the primary reason employers struggle to fill vacancies. Companies operating in the oil and gas sector predominantly make use of agencies in order to fill vacancies, much like the rest of the ECI. The use of word of mouth, which is a popular means of recruitment across the industry, is not as prevalent in the oil and gas sector (56.74% and 38.89% respectively).

36 employers told us how they usually fill vacancies:

Items	% of employers	
	Oil & Gas	ECI
Agencies	61.11%	62.41%
Recruitment website / social media	38.89%	37.59%
Word of mouth	36.11%	56.74%
Advertising	36.11%	34.75%
Own company/agency/team	22.22%	11.35%
Own website	22.22%	12.06%
Former workers / train workers	19.44%	11.35%
Local colleges	2.78%	4.26%
Headhunting	2.78%	4.96%
From Gov / local authority schemes	0.00%	2.13%

If we map the vacancies, we can see that companies with their head office in and around London and Hull appear to struggle the most. It should be noted that in our data, vacancies are linked to a main office rather than by site:

Vacancy hotspots Oil and Gas (based on company Head Office location):



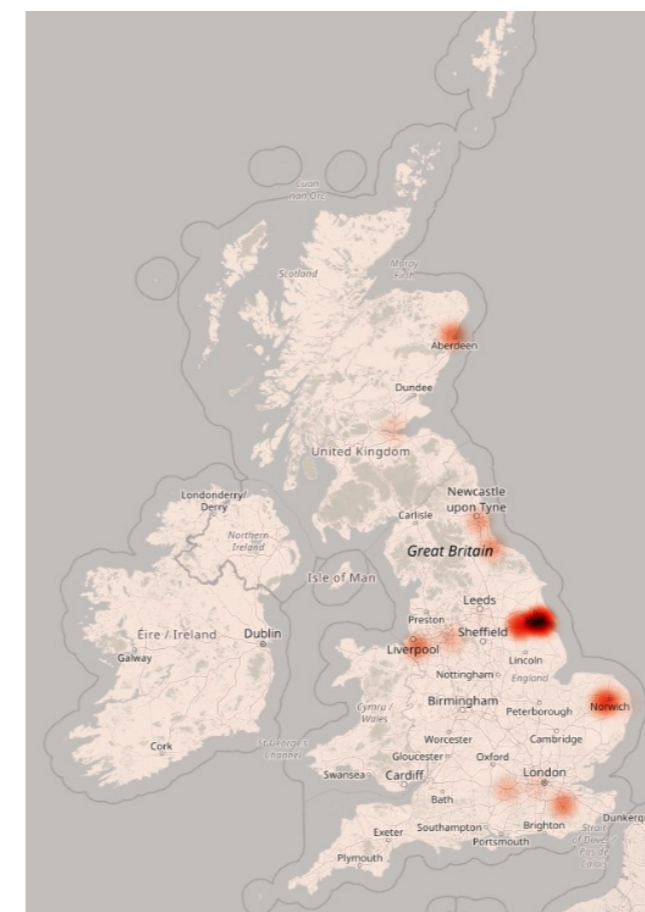
Looking at occupational categories, these hard to fill vacancies are distributed as follows:

Category	Oil & Gas	ECI
Technicians	34.43%	8.3%
Engineers	30.33%	50%
Management and Professional	15.57%	19.4%
Craft	12.30%	19.6%
Support	7.38%	1.6%

This sits in contrast with the ECI as a whole, where most vacancies that companies struggle to fill are for engineers (50%) although this is still high in the oil and gas sector at 30.33%. By contrast, the largest number of vacancies in this sector is for technicians (34.43%) which sees relatively low demand in the industry overall at only 8.3% of vacancies. If we weight vacancies by the size of each company's workforce, then it gives another representation of difficulties in hiring employees.

The following map gives the same importance to a company of 1,000 workers who struggle to fill 100 vacancies as to a company of 10 workers struggling to fill in 1 vacancy. Again, points in the map refers to the location of head offices.

Vacancy hotspots by comparative weighting (based on company Head Office Location):



This shows that the issue of hard to fill vacancies for this sector is potentially more acute in the Hull area and in the East of England around Norwich than elsewhere.

This may be surprising to readers. The above map is weighted, demonstrating vacancies proportionate to the size of a company's workforce. The Hull area, for instance, is made up of mostly SME's that have a high number of vacancies which they struggle to fill when compared to the number of employees.

The previous map which shows hotspots around London, is centred around a small number of large companies which have their headquarters there. These companies are particularly large and struggle to fill a larger number of vacancies, however, these vacancies are not particularly numerous when accounting for the size of these businesses.

It should also be noted that this section covers vacancies employers struggle to fill. Therefore, if a large company tends to publish 100 vacancies each year, but never struggles to find adequate candidates, it will not be included in this map.

The 27 companies predominantly involved in oil and gas that quantified the number of vacancies they struggle to fill in a year, collectively struggle to fill vacancies accounting for the equivalent of 3.33% of their actual workforce. If we look at all the companies that replied to our question "do you face difficulties hiring employees?", then 48% of them face difficulties. Some of them reported facing difficulties but did not provide figures. By assuming these companies face the same level of difficulties as the others, we can deduce that the oil and gas sector faces difficulties to fill vacancies that account for 1.53% of its workforce each year. This figure should be approached with caution, however, due to the small sample size drawn upon for this report.

Net Zero Activity

The following section will focus on the 39 companies that mainly work in oil and gas. Questions surrounding net zero activity received a response rate of 66.6% (26 companies).

Companies working in the oil and gas sector will play a key role in the net zero transition,

including harnessing opportunities in low-carbon technologies. From our returns, hydrogen is seen as having the greatest growth potential for this sector. Companies ranked it in first place, representing 33% of the workforce, a much higher proportion than across all sectors in the ECI (companies representing 17% of the workforce).

Distribution of the workforce for each area at each level of priority:

Rank	Biofuels	CCS	Geothermal	Hydro Power	Hydrogen	Nuclear	Solar	Wave & Tidal	Wind
1	7%	13%	0%	0%	33%	22%	0%	0%	21%
2	1%	29%	0%	0%	12%	1%	0%	1%	24%
3	27%	4%	5%	0%	20%	2%	1%	2%	9%
4	6%	0%	0%	21%	1%	0%	6%	4%	23%
5	19%	15%	9%	9%	5%	0%	26%	6%	1%
6	0%	19%	23%	28%	0%	0%	4%	1%	0%
7	4%	2%	45%	3%	0%	11%	5%	0%	2%
8	2%	0%	0%	6%	0%	26%	23%	2%	0%
9	35%	17%	18%	33%	29%	38%	37%	85%	20%

Companies who expect to see Biofuels having the greatest increase (1st) in terms of share of their business represent 7% of the workforce.

The ranking of hydrogen is fairly consistent, with rankings in second and third place at 12% and 20% respectively. The proportion for which this is ranked as the lowest potential sector for future growth (29%), whilst not the highest of the 9th ranked sectors, is still not insignificant. Rankings follow the general trend of the scores given by all sectors in the ECI, with biofuels, CCS and nuclear also ranking well. Rankings for the nuclear sector are concentrated towards either the high or the low end of potential growth, with little in between – this is again consistent with the wider ECI. CCS is somewhat more dispersed, with a strong percentage ranking this area in first or second place (13% and 29% respectively), and another strong showing at mid-level opportunity with 15% ranking it in 5th and 19% in 6th area of priority.

Wind ranked well and most consistently in the overall ECI rankings and this is reflected here. This is interesting as there does appear to be good opportunity for wind to grow as an energy sub-sector and employ a significant portion of the workforce, although feedback from stakeholder engagement indicates that the labour requirement for offshore wind maintenance is lower than that of oil and gas.

Covid-19

Given the unique circumstances presented by Covid 19 during 2020, questions were asked regarding how the pandemic impacted the ECI. These were discussed in the overview report and responses given by companies working in oil and gas have been isolated here.

Thirty-six companies from the oil and gas sector responded. The responses align with those given by the ECI in general and there are no outliers. This is to be expected as the oil and gas sector makes up a large proportion of the ECI. The percentage of employers making staff redundant was only slightly higher in oil and gas (33.3%) than for the ECI in general (28.57%).

How has Covid 19 affected your business?

Items	% of employers	
	Oil & Gas	ECI
Furlough	66.67%	68.57%
Redundancies	33.33%	28.57%
Delays and downturn in work	30.56%	30.00%
Turnover decreased	19.44%	26.43%
Smaller workforce (no hiring or people leaving, or redundancies not linked with Covid)	19.44%	13.57%
Change in working pattern, WFH	16.67%	17.14%
Reduced training	11.11%	15.71%
Lower productivity	5.56%	12.14%
Increased hours	2.78%	2.14%
Reduced hours	0.00%	2.14%
Increase training	0.00%	4.29%

Data from the Workforce Census suggests that the Oil & Gas sector did not make more

use of furlough than other sectors, nor did the rate stray far from the average (69%). However ECITB snapshot field data from 2020 (separate to our Census data collection) suggests that, at the peak of the pandemic in May 2020, the oil and gas sector made more use of furlough than any other sector in the ECI:

Rate of furlough by sector May 2020:

Oil & Gas	71.5%
Nuclear	9.2%
Water Treatment	4.4%
Food & Drink	0.7%
Renewables	0.9%
Power Generation	10%
Chemicals	0.3%
Pharmaceuticals	0.4%
Other sectors	2.6%

Whilst this may appear to differ somewhat from what is presented in the table above, consideration must be given to the relatively small sample size used in this sectoral report, and that the Census relies on employer perceptions in 2021, which may well differ from those of 2020.

The main Census report⁷ was able to include more detailed analysis on Covid 19 given the larger sample sizes through the inclusion of all sectors. The Census data suggests that the oil and gas sector made more use of redundancies, did not hire many people and saw employees leaving the company or the sector. The companies for whom this tended to be true were larger companies, which is in line when considering that larger companies were generally less positive with regards to workforce growth projections than SMEs.

⁷ ECITB 2021 Workforce Census: Overview of the Engineering Construction Industry.

List of occupations

Occupations with less than 10 workers are omitted to maintain anonymity.

- Craft – 2,099 individuals

Craft	
Occupation	Number
Scaffolders	982
Riggers	355
Pipefitters	338
Mechanical Fitters	101
Platers	96
Electrical Fitters	51
Pipe Welders	47
Thermal Insulation Technicians (ladders)	30
Plate Welders	28
Steel Erectors	23
Diver (welding/MJI/inspection)	-
Civil	-
HVAC	-
Fabricators	-
High Integrity Welders	-
Plumber	-
Safety Advisers	-
Tray Fitters	-
Unidentified Craft	33

- Technicians – 3,019 individuals

Technicians	
Occupation	Number
Mechanical Maintenance	467
Electrical Maintenance	418
Production or Process Operators	387
Instrument and Control	360
Rope Access Technician	353
Field Service Technician	263
Design/Draughtpersons	204
Metering Technicians	63
ROV Technician / Pilot	56
Non Destructive Testing	53
Commissioning	34
Heat Treatment Technician	26
Subsea Technicians	21
Civil	-
Project Controls	-
Radioactive Waste	-
Safety Technicians	-
Waste	-
Unidentified Technicians	314

- Semi-Skilled – 854 individuals

Semi-skilled	
Occupation	Number
Deck Operator / Deck Crew	272
Blaster / Painter	123
Pipefitting	60
Welding	57
General Mates	50
Labourers	50
Electrical	36
Storeman	34
Mechanical fitting	18
Plating	12
Thermal Insulation Operative	12
Plant Operator	11
Civil	-
Decommissioning Operative	-
Desal Operator	-
Non Destructive Testing Operative	-
Radio Operator	-
Slinger/Banksman/Rigger	-
Steel Erector	-
Unidentified Semi-Skilled	107

- Supervisors – 1,158 individuals

Supervisors	
Occupation	Number
General Foreman / Superintendent	303
Mechanical	130
Rope Access	128
Scaffolding	112
Electrical	51
LOLER / Lifting Focal Point	51
Instrumentation	26
Fabric Maintenance	21
Appointed Person	19
Production	18
Radiation Protection / Health Physics	17
Welding	16
Pipefitters	10
Decommissioning	-
Joiner	-
Lifting (Rigging/Erecting)	-
Plating	-
Unidentified Supervisors	256
Steel Erector	-
Unidentified Semi-Skilled	107

- Engineers – 3,227

Engineers	
Occupation	Number
Process Engineers	493
Mechanical Engineer	398
Pipeline Engineer	239
Instrument and Control	226
Design Engineer	209
Electrical Engineers	183
Subsea Engineer	182
IT / Telecom / Cybersecurity	110
Civil & Structural	66
Safety Engineers	59
Welding (Metallurgist) Engineer	54
Technical Safety Engineer	43
Asset inspection/ Integrity Engineers	36
Chemical Engineer	36
Commissioning Engineer	35
Environmental Engineer	21
Field Service Engineers	12
Fault Analysis Engineer	-
Mining Engineers	-
Remote and Robotic Engineer	-
Unidentified Engineers	825

- Management and Professional – 3,846 individuals

Management and Professional	
Occupation	Number
Directors & Managers	943
Project Engineers	559
Project Managers	345
Planners	296
Procurement	291
Commercial Support	239
Project Controllers	153
Document Controllers	129
Safety, Health, Environment and Quality	124
Quality Control / QA staff	120
Focal Point	84
Cost Engineer / Quantity Surveyor	79
Site Managers	71
Estimators	59
Installation Managers (OIM)	34
Consultants	28
Construction Manager	25
Area Manager	15
Operations	14
Analysts	13
Industrial Relation Manager (ORM)	-
Unidentified M&P	225

- Support Staff – 1,506

Support Staff	
Occupation	Number
Admin	444
Finance	343
Human Resources + Learning and Development	299
Health and Safety	135
Legal	45
Marketing & Communications	41
IT / Telecom / Cybersecurity	20
Canteen Workers and Cleaners	17
Competence Assessors / Supervisors	16
Facilities	-
Trade Controls	-
Unidentified Support Staff	146

