



**U.S. OIL & GAS SECTOR  
SALARY UPDATE & HIRING TRENDS  
June 2015**

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### Highlights

- The U.S. oil & gas industry had the highest salaries of the Americas and globally across the whole industry (along with Australasia), with an average permanent salary of \$119,900 in 2014
- In 2014 salary was the most important factor to oil & gas employees in the U.S. when considering a new role, with company reputation coming a close second
- In 2014 oil & gas salaries in the North America (U.S.) increased 1% on 2013, compared to 1.3% globally
- In 2015 oil & gas salaries globally are forecast to increase 1% on 2014, with the U.S oil & gas industry forecast to be roughly in line with this

### Oil & Gas Salaries 2014-2015 – U.S. /The Americas

- In 2014 globally oil & gas salaries increased 1.3% on 2013
- **In 2014 North America oil & gas salaries remained relatively stable year-on-year with salaries increasing 1% overall**, unprecedented levels of onshore drilling and exploration in the US supported by new LNG projects have offset decreases in other areas
- Oil & gas salaries globally are forecast to increase 1% in 2015, with the U.S. forecast to be in line with this, although the recent decline in oil prices may result in downward pressure on salaries and contract day rates later in 2015 in the U.S. and globally

#### The U.S. had the highest oil & gas salaries overall in the Americas in 2014;

	U.S. (% change from 2013)	North America	Canada	Mexico	Brazil	Colombia	Europe	Globally
Average permanent salary	\$119,900	\$117,500	\$117,000	\$79,900	\$103,100	\$99,000	\$89,100	\$82,200
Average local salary	\$119,900 (2013 - \$118,800, +1%)	\$117,000	\$116,000	\$65,400	\$98,500	\$90,200	\$82,300	\$71,600
Average expat salary	\$121,800 (2013 – \$121,800, +3.1%)	\$118,600	\$114,000	\$100,000	\$114,500	\$128,700	\$104,000	\$99,000
Contract day rate								\$540

Note: The gap between expat and local salaries in the U.S. oil and gas industry continues to narrow as employers are paying less of a premium for their imported workforce with a higher % of expats coming from lower socio-economic regions a key contributing factor

Sources: [http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.oilandgaspress.com/wp/?p=25656#7Uipk0T71iWZqhTG.99/https://oilandgasjobs.io/oil-and-gas-hiring-trends-in-low-oil-prices-2015/The U.S. Oil & Gas Labour Market Hays Webinar May 2015](http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.oilandgaspress.com/wp/?p=25656#7Uipk0T71iWZqhTG.99/https://oilandgasjobs.io/oil-and-gas-hiring-trends-in-low-oil-prices-2015/The%20U.S.%20Oil%20&%20Gas%20Labour%20Market%20Hays%20Webinar%20May%202015) [https://www.youtube.com/watch?v=fGLXL\\_sHsn4&index=7&list=PLSrPbh8sxESTjC7wUuj-JYbFnbBIQ5KLe/https://www.hays.dk/cs/groups/hays\\_common/@dk/@content/documents/digitalasset/hays\\_1314219.pdf/http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.payscale.com/research/US/Industry=Oil\\_%26\\_Gas/Salary/http://www.slideshare.net/Haysnetherlands/hays-1366600/http://www.hays.com/cs/groups/hays\\_common/@og/@content/documents/promotionalcontent/hays\\_1204734.pdf](https://www.youtube.com/watch?v=fGLXL_sHsn4&index=7&list=PLSrPbh8sxESTjC7wUuj-JYbFnbBIQ5KLe/https://www.hays.dk/cs/groups/hays_common/@dk/@content/documents/digitalasset/hays_1314219.pdf/http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.payscale.com/research/US/Industry=Oil_%26_Gas/Salary/http://www.slideshare.net/Haysnetherlands/hays-1366600/http://www.hays.com/cs/groups/hays_common/@og/@content/documents/promotionalcontent/hays_1204734.pdf)



## U.S. Oil & Gas Median Salary by Job (May 2015)

Job	National salary
Petroleum engineer	\$149,000
Project engineer	\$75,000
Accountant	\$48,750
Product Line Manager	\$130,000
Reservoir Engineer	\$162,000
Chemical engineer	\$165,000
Mechanical engineer	\$112,800

## Contractors

### Contractor Day Rates 2014 (2013 data in brackets)

	Operator /Technician	Intermediate	Senior	Manager/Lead principle	VP/Director	Consultant
North America	\$400 (\$440)	\$580 (\$600)	\$640 (\$660)	\$770 (\$790)	\$900 (\$930)	\$920 (na)
Western Europe	\$400 (\$370)	\$440 (\$440)	\$640 (\$630)	\$780 (\$810)	\$1100 (\$1020)	\$900 (na)

- In 2014 25% of oil and gas workers in the U.S. were contractors
- Operators and engineering, procurement and construction (EPC) companies are changing how they utilise contract workers, shifting from multi-year assignments on long-term projects to a more traditional short-term usage for temporary skill requirements
- Contractor day rates started to be squeezed as companies seek to take advantage of an emerging candidate rich market in late 2014. This is forecast to continue through 2015 and perhaps into 2016

## U.S. Oil & Gas Employees - Key Factors When Weighing Up A New Role In 2015

- **Salary** is the most important factor to oil & gas employees when considering a new role
- **Company reputation** comes a close second
- **Benefits** are the third most important factor – health plans were the most prevalent benefit in 2014 ahead of bonuses for the second year running. Top benefits include; health plans, followed by bonus, training plans, paid overtime, career progression(no change from 2013)



Sources: <http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/><http://www.oilandgaspress.com/wp/?p=25656#7Uipk0T71iWZqhTG.99><https://oilandgasjobs.io/oil-and-gas-hiring-trends-in-low-oil-prices-2015/>The U.S. Oil & Gas Labour Market Hays Webinar May 2015 [https://www.youtube.com/watch?v=fGLXL\\_sHsn4&index=7&list=PLSrPbh8sxEStjC7wUuJ-JYbFnwBIQSKLe](https://www.youtube.com/watch?v=fGLXL_sHsn4&index=7&list=PLSrPbh8sxEStjC7wUuJ-JYbFnwBIQSKLe)[https://www.hays.dk/cs/groups/hays\\_common/@dk/@content/documents/digitalasset/hays\\_1314219.pdf](https://www.hays.dk/cs/groups/hays_common/@dk/@content/documents/digitalasset/hays_1314219.pdf)<http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/>[http://www.payscale.com/research/US/Industry=Oil\\_%26\\_Gas/Salary/](http://www.payscale.com/research/US/Industry=Oil_%26_Gas/Salary/)<http://www.slideshare.net/Haysnetherlands/hays-1366600>[http://www.hays.com/cs/groups/hays\\_common/@og/@content/documents/promotionalcontent/hays\\_1204734.pdf](http://www.hays.com/cs/groups/hays_common/@og/@content/documents/promotionalcontent/hays_1204734.pdf)



## U.S. Oil & Gas Employer Hiring Trends 2015

- Pre the 2014 decline in oil prices oil & gas employers in the U.S;
  - 61% said they planned to hire in 2015, compared to 63% globally
  - 89% said they had confidence in the oil & gas industry, compared to 87% globally
  - 20% said they expected contractor levels to increase in next 12 months
- **Oil & gas salaries globally are forecast to increase 1% in 2015**, but the recent decline in oil prices may result in downward pressure on salaries and contract day rates in 2015
- In the first half of 2015 hiring intentions have moderated across the industry, however **LNG projects on the Gulf Coast are still hiring the talent required to drive towards operational status**

## Hiring Challenges Facing U.S. Oil & Gas Employers In 2015

**The skills shortage** remains the #1 concern of U.S. Oil & Gas employers;

- To attract ambitious Generation Y, employers need to promote and showcase planning succession planning, training & development
- Employers need to act now to prepare for Baby Boomers retiring and encourage Partner Generation Y to partner with the Baby Boomer generation to effectively transfer knowledge

## Workforce retention - Measures Oil & Gas Employers In The U.S. Took In 2014 To Attract / Retain Talent

- 29% of employers **altered their pay structures** to attract talent
- 2014 saw an increase in **companies working to build their 'employer value proposition'** i.e. how they define their company and sell their business/brand to potential new employees
- 19% employers are **looking to make their benefits packages more attractive** In 2014 34% of employers made **improvements to their training and development programme**
- **Employing more females** in the U.S. oil & gas workforce; The number of females in the U.S. oil & gas industry has increased in the last 3 years. Most popular functional areas for female workers in 2014 include; project managers, business development & commercial and Geoscience, 21% of female workers work in oilfield services, 90% of female workers are permanent, compared to 75% of male workers



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## Expat Workforce – U.S. Oil & Gas

### Oil & Gas Expat Workforce In The U.S. By Country

Country	% Expats Workers In The U.S. Oil & Gas Industry
India	14%
UK	7%
Venezuela	7%
Mexico	6%
Nigeria	5%

Note: Expats accounted for 21% of the U.S oil & gas sector in 2014, compared to the global average of 35%

### U.S. Oil & Gas Expats - Talent Overseas

Country	Where does the U.S. export talent to ?
Saudi	10%
UAE	7%
Iraq	5%
UK	5%
Canada	4%

Note: In 2014 only 9.7% of U.S. oil & gas workers worked on expat assignments overseas, compared to 40% in Europe & Asia where reciprocal tax laws make hiring expats easier

Sources: [http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.oilandgaspress.com/wp/?p=25656#7Uipk0T71iWZqhTG.99/https://oilandgasjobs.io/oil-and-gas-hiring-trends-in-low-oil-prices-2015/The U.S. Oil & Gas Labour Market Hays Webinar May 2015 https://www.youtube.com/watch?v=fGLXL\\_sHsn4&index=7&list=PLSrPbh8sxESTjC7wUwJ-JYbFnwBIO5KLe/https://www.hays.dk/cs/groups/hays\\_common/@dk/@content/documents/digitalasset/hays\\_1314219.pdf/http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.payscale.com/research/US/Industry=Oil\\_%26\\_Gas/Salary/http://www.slideshare.net/Haysnetherlands/hays-1366600/http://www.hays.com/cs/groups/hays\\_common/@og/@content/documents/promotionalcontent/hays\\_1204734.pdf](http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.oilandgaspress.com/wp/?p=25656#7Uipk0T71iWZqhTG.99/https://oilandgasjobs.io/oil-and-gas-hiring-trends-in-low-oil-prices-2015/The U.S. Oil & Gas Labour Market Hays Webinar May 2015 https://www.youtube.com/watch?v=fGLXL_sHsn4&index=7&list=PLSrPbh8sxESTjC7wUwJ-JYbFnwBIO5KLe/https://www.hays.dk/cs/groups/hays_common/@dk/@content/documents/digitalasset/hays_1314219.pdf/http://oilandgasjobs.io/petroleum-engineering-salary-2015-everything-you-need-to-know/http://www.payscale.com/research/US/Industry=Oil_%26_Gas/Salary/http://www.slideshare.net/Haysnetherlands/hays-1366600/http://www.hays.com/cs/groups/hays_common/@og/@content/documents/promotionalcontent/hays_1204734.pdf)



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## Ten Live: Global Customer Centric Solutions

Programs created and continuously improved to deliver our service to assist you in meeting your business objectives:

- **Ten Live : INSIDE©**
- **Ten Live : ENGAGE©**
- **Ten Live : DELIVER©**
- **Ten Live : MAINTAIN©**

Customer Centric Services to choose from, either full 360° or individual services from:

### Global Resource Management

- ❖ **Ten Live : ENGAGE©**
- ❖ Attract and Engage skilled PEOPLE to achieve business goals
- ❖ Attract and maintain availability of Flexible Contract Staff to either retain consistently on long term assignments or manage their availability for peaks when you need them, hiring and off hiring when relevant
- ❖ Bulk Payroll and Invoicing both Contract and Internal Staff
- ❖ Advertising & Response Handling
- ❖ Training, Inducting and Coaching
- ❖ Staff Retention
- ❖ Legal Services
- ❖ Accountancy Services

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- ❖ Install technology by our highly skilled operations teams
- ❖ Train your staff to use the technology effectively
- ❖ Project Management of the installation operation
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- ❖ Business Strategy Management Consultancy
- ❖ Continuous Improvement Certification, Compliance and Auditing Services
- ❖ ISO, Six Sigma, TPM
- ❖ Training
- ❖ Risk Assessment
- ❖ QHSE Consultancy

# About Ten Live

Ten Live is an international recruitment and resource management company with over 40 years' combined experience in the recruitment sector, the expertise and the commitment to work together with the oil & gas industry to find the right recruitment and retention solutions to ensure success.

With our roots in Scotland, Ten Live operate across the United Kingdom, U.S., Australia, MENA, Asia Pacific and Africa.

Officially one of the Top 90 companies in Scotland.

We offer a range of specialist recruitment and resource management services in Energy, Telecoms and Logistics markets – not only recruiting but ensuring staff are fully trained prior to joining your organisation. Ten Live go above and beyond simply placing a candidate; we work continually with them, providing training to ensure they are offering you the best they can.

**ten live** have immediate access to a global pool of highly-skilled oil & gas personnel and personnel in a range of other sectors with the transferrable skills & experience which can be easily integrated into oil & gas.

Ten Live's unique TEN LIVE : ENGAGE program offers both employers and job seekers a high degree of certainty in sourcing the right person for the right role.

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