

Canada's Energy Workforce

National Labour Market Outlook
to 2035

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Foreword



Canada's energy industry plays a critical role in meeting national and global energy needs. It directly employs approximately **192,500 individuals** across the country and indirectly supports hundreds of thousands more.

As we look ahead to 2035, it is important to understand not only where the industry is going, but also who will power it. Energy security has become a defining global priority, and in the context of shifting demand, geopolitical uncertainty, and evolving expectations for lower-carbon energy, Canada is increasingly recognized as a reliable supplier of responsibly produced energy.

Canada's energy workforce is diverse, spanning engineers, skilled trades, field operations, and business and technical professionals. Together, they develop and deliver the energy that powers homes, industries, trade, and everyday life in Canada and in markets around the world.

The global energy landscape is undergoing a shift. Geopolitical conflict has underscored the fragility of energy supply chains and elevated energy security as a global priority. As a net energy exporter with long-term reserves, strong operational performance, and growing public support for exports, Canada is increasingly viewed as a reliable supplier of energy to markets seeking alternatives to traditional sources. At the same time, continued investment in low-carbon energy, emissions-reduction technologies and innovation demonstrates the industry's commitment to balancing affordability, reliability, and environmental responsibility.

These changes are reshaping Canada's energy workforce. Productivity gains driven by technology adoption and consolidation mean the industry is producing more energy with fewer workers overall, while increasing complexity is driving demand for new and evolving skill sets. Over the next decade, workforce needs will be influenced not only by industry growth, but also by retirements and continued investment across both established and emerging energy sectors.

The **National Labour Market Outlook to 2035** provides a timely snapshot of Canada's energy workforce under current measures as of March 2026. Based on a single scenario, the outlook projects workforce requirements across nine energy sectors and 81 occupations, establishing a national benchmark to support near- and medium-term workforce planning. Building on more than 20 years of experience, Careers in Energy's outlook reports continue to inform industry, educators, governments, and workforce partners as Canada strengthens its role as a secure, responsible energy supplier in a rapidly changing global environment.

Vineeta Maquire

President and CEO, Energy Safety Canada



Key Insights



Fundamental shift in the global energy economy

Geopolitical conflict has highlighted the fragility of global energy supply and elevated energy security as a priority, reinforcing Canada's potential role as a reliable supplier of diverse energy sources.



Market diversification and energy security takes centre stage

Canada is well positioned to supply energy to markets seeking alternatives to their traditional suppliers. New access to Asian markets, strong operational performance, long-term reserves and growing public support for exports strengthen the industry's growth outlook. New or expanded energy infrastructure is needed to deliver on the potential.



Continued investment in emerging sector major projects

While established oil and gas remains central, investment in low-carbon energy and innovation continues. Supportive regulatory and incentive frameworks are enabling major projects in liquefied natural gas (LNG), carbon capture and storage (CCS), and low-carbon hydrogen to move forward.



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

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 Canada's established energy workforce.



Monitoring leading indicators of industry activity

As 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 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 national labour market outlook to inform near- and medium-term workforce planning. The outlook establishes a benchmark for 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**.

