A vast opportunity exists for the oil and natural gas industry to attract, retain, and develop lifelong careers for veterans in the industry. Over the next four years, the Department of Defense estimates that approximately one million service members will transition out of the military. In addition, the Department of Veterans Affairs reports that there are more than 12 million veterans under the age of 65 living in the U.S. These veterans and military service members are highly trained in a wide variety of occupational areas; their extensive skills attained from their military training and experience make them ideal candidates to fill the projected 1.3 million job opportunities available in the oil and natural gas industry.

**VETERANS IN OIL & GAS**

Over the last several years the number of veterans working in the oil and gas and petrochemical industries has been growing with nearly 185,000 veterans employed in 2014. These veterans are diverse, with nearly 6,000 female veterans and more than 41,000 minority veterans filling positions in all sectors of the industry and across all regions of the country. The West South Central, Middle Atlantic, and South Atlantic regions are especially prominent for veterans, with those three regions accounting for 60% of all veterans employed in the oil and gas industry. The oil & gas and petrochemical industries consistently employ larger shares of veterans than both the government and the private sector.

In 2014, veterans accounted for:

- **10.5%** of the oil & gas and petrochemical industry workforce
- **10.4%** of the government workforce
- **6.5%** of the private sector workforce
- **7%** Overall veterans accounted for 7% of total employment in the U.S.
Workforce training is critical to the projected industry growth that will keep the nation at a competitive advantage and provide the energy the nation depends on. Veterans come to the civilian workforce with extensive technical and nontechnical skills gained through military experience and training; many of these skills have direct applicability to the oil and gas industry, making it an ideal industry for transitioning service members and veterans.

A key element in achieving a growing level of veterans to fill oil and gas industry jobs is to relate those skills that they have developed to the skills needed in industry. The challenge of translating military skills to civilian occupations can be daunting for both veterans and hiring managers. This is why the American Petroleum Institute has developed the Veterans Energy Pipeline, an online tool for veterans and civilians that highlights the links between military occupations and top oil and gas jobs. The tool also shows where there may be gaps in needed skills; it is vital to connect veterans with ways to supplement their skills with additional education and training that may be required for available positions.


**BENEFITS**

Jobs in the oil and natural gas industry offer good benefits, high pay, and the opportunity to make a difference. Based on 2014 average annual wage data from the Bureau of Labor Statistics, the average pay in the oil and gas industry is nearly $50,000 higher than the U.S. average.

**AVERAGE ANNUAL WAGE - 2014**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Average Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oil and Natural Gas Extraction</td>
<td>$161,566</td>
</tr>
<tr>
<td>Petroleum Refineries</td>
<td>$132,021</td>
</tr>
<tr>
<td>Pipeline Transportation</td>
<td>$117,408</td>
</tr>
<tr>
<td>Oil and Gas Industry Average</td>
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<tr>
<td>Drilling Oil and Gas Wells</td>
<td>$98,593</td>
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<tr>
<td>Support Activities for Oil and Gas</td>
<td>$86,113</td>
</tr>
<tr>
<td>Oil and Gas Pipeline Construction</td>
<td>$76,125</td>
</tr>
<tr>
<td>U.S. Average</td>
<td>$51,296</td>
</tr>
</tbody>
</table>

Bureau of Labor Statistics

**CONNECTING MILITARY TRAINING TO OIL & GAS JOBS**

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Translating military training and experience to civilian jobs can be difficult for both veterans exploring career options and for civilian employers. The Veterans Energy Pipeline tool has been designed to help military trained applicants and civilian employers understand how military training and experience relate to the top civilian jobs in the oil and natural gas industry.

To access the tool, visit www.veteransenergypipeline.com.

The Labor Pool
- Over the next four years, approximately one million service members will transition out of the military.
- There are more than 12 million veterans under the age of 65 living in the U.S.

Translating Skills

The Veterans Energy Pipeline is designed for both veterans and civilians to highlight the links between military occupations and top oil and gas jobs; the tool will provide a Job Task Comparison that identifies overlap between specific military occupations and oil and gas industry jobs.

» Search by military occupation to find jobs in the oil and gas industry that best match the duties performed in that particular military occupation,

» Select from among the top jobs in the oil and gas industry to find military occupations that have duties related to the selected industry job.

For jobs/military occupations that only partially match, the tool shows the work activities that may be lacking so individuals can determine where additional training may be needed.
FOR VETERANS

Veterans and service members can find additional information about the oil and gas industry, the outlook for job opportunities, an overview of veterans already in the industry, and employment tools and resources.

FOR HIRING MANAGERS

Civilian employers can learn more about the organization of the military workforce, how it categorizes military occupations, and the types of skill sets one can assume based on training and experience gained as part of military service. There is also information on the potential labor pool of veteran workers with data on transitioning service members. This information will help civilian employers better understand the qualifications and experience of veteran applicants.