

HR TRENDS AND INSIGHTS

**ROTATING, NOT RELOCATING:
ALBERTA'S OIL AND GAS ROTATIONAL WORKFORCE**

DID YOU KNOW?

In the last decade, rotational workers and the camps that accommodate them have grown in number, becoming commonplace and essential to oil and gas operations, as well as construction and maintenance projects related to the industry.

Rotational workers take jobs primarily in northern Alberta and maintain permanent residences in other parts of the province, Canada and, sometimes, the world. They look for work with rotational shift arrangements for a variety of reasons and provide the industry with valuable skills and the flexibility to operate in different locations.

FACT #1

Rotational workers are not all young single men!

According to the 2012 Regional Municipality of Wood Buffalo census, more than half of rotational oil sands workers were married or in a common-law relationship and 14% (the largest percentage of respondents) were between 50-54 years of age.



MARITAL STATUS



AGE RANGE



FACT #2

Camp companies with international operations have described closed camps and lodges in the oil sands as "world class!"



Camp facilities and room configurations have improved significantly in recent years with the growth of oil sands projects and the resulting competitive employment environment. Many camps and lodges have spacious private rooms, nutritious meals and extensive recreational facilities, including hockey rinks, exercise facilities, theatre-style media rooms and pub-style lounges.

FACT #3

There is no best rotation. Rotations with equal work and time off are the most effective at ensuring workers get enough downtime.

For workers who have further to travel, rotations that offer longer periods of time off, like 14 days on and 14 days off, are generally more attractive. Irregular rotations and shifts have a more negative impact on worker performance and safety than either the length of rotation or shift.

FACT #4

The rotational lifestyle isn't for everybody.

The benefits and challenges of rotational work should be carefully considered as part of the career planning process. Workers who engage in rotational work solely for financial benefits tend to be less satisfied and less likely to remain employed in this work arrangement for any significant period of time.



FACT #5

Companies often have corporate social responsibility plans that focus on ways to give back and support community development.

Many camp operators partner with local and Aboriginal communities and work to ensure they are providing employment and training opportunities, as well as contracting local services for civil work, road clearing and sewage and waste hauling.



IS ROTATIONAL WORK RIGHT FOR YOU?



Does a rotational job opportunity fit with your career goals?



Will rotational work support or challenge the needs of your family?



How will you communicate with your family and friends while at work?



What support networks are available for your family?



Evaluate the available camp amenities. Do they fit your health and wellness requirements?



What are your priorities and routines at home?