

# Brunel



## Fact to the Future

Conventional Energy

Connecting Specialists  
to Pioneering Projects





## Conventional Energy professionals continue to have confidence in the industry

Conventional Energy professionals remain confident that both their current jobs and future employment opportunities are secure despite understanding the demand for fossil fuel projects will drastically reduce eventually.

Fact to the Future is a series of short, insightful reports brought to you by Brunel, a global specialist delivering customised project and workforce solutions to drive sustainable industry transformations through technology and talent. By surveying professionals within the Conventional Energy industry on a regular basis, we will create a timely and relevant overview of the current and future trends of the industry.

A recent survey conducted by Brunel revealed that Conventional Energy professionals are significantly more upbeat about the future of their industry than most might expect. This is especially surprising given how fossil fuels are being heavily scrutinised by politicians,

environmentalists, the media, and the public.

Acknowledging that the world is inevitably shifting towards renewable energy sources, these professionals believe fossil fuels will remain indispensable for the global energy landscape for decades to come.

The survey revealed that this confidence did not come without some areas of concern specifically related to attracting future generations, safety around personal digital online footprints, and the implementation of advanced technology.

The overarching message is that the Conventional Energy industry remains an attractive way to earn a living, develop new skills, and build a stable financial future. This is fueled by the industry's capacity to offer exciting career opportunities with global projects that have the potential to deliver a positive difference in the world.



*"Gas projects are currently serving as catalysts for transformation, propelling the world towards a future where the high demand for energy works in closer synergy with the necessity to support the change to a cleaner and greener planet.*

*As such, we see the motivation from specialists to work on gas-related projects is higher than in the past."*

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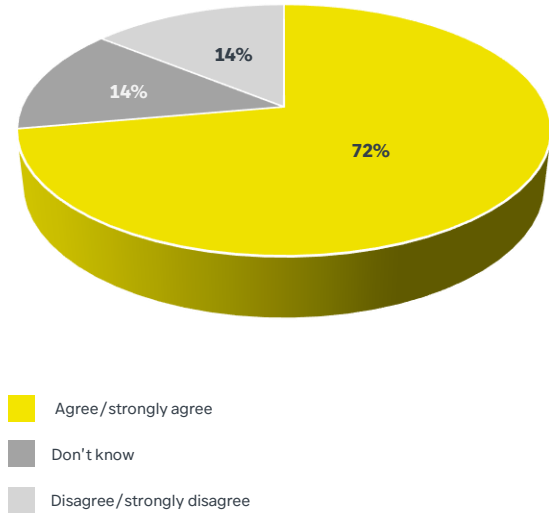
**Stephen Pollock**  
Director – Asia and Global Driver  
Conventional Energy



# Key Insights Powering the Industry

## A minimum of at least 15 years of growth for the industry.

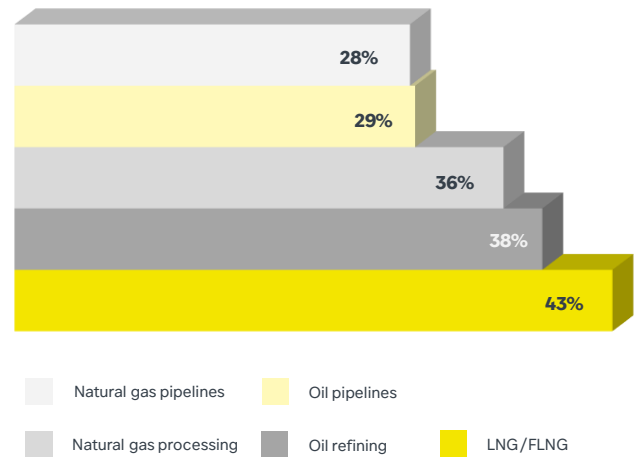
A staggering 72 percent of Conventional Energy employees believe the industry has at least 15 years of growth until a stable and global transition to green energy is successfully achieved.



## Most professionals believe the industry is boosting the energy transition.

76 percent of Conventional Energy employees say the industry is moving fast enough to support a successful energy transition to renewable energy.

## LNG and FLNG projects appear to be the most desired projects for professionals in the industry to be involved in.

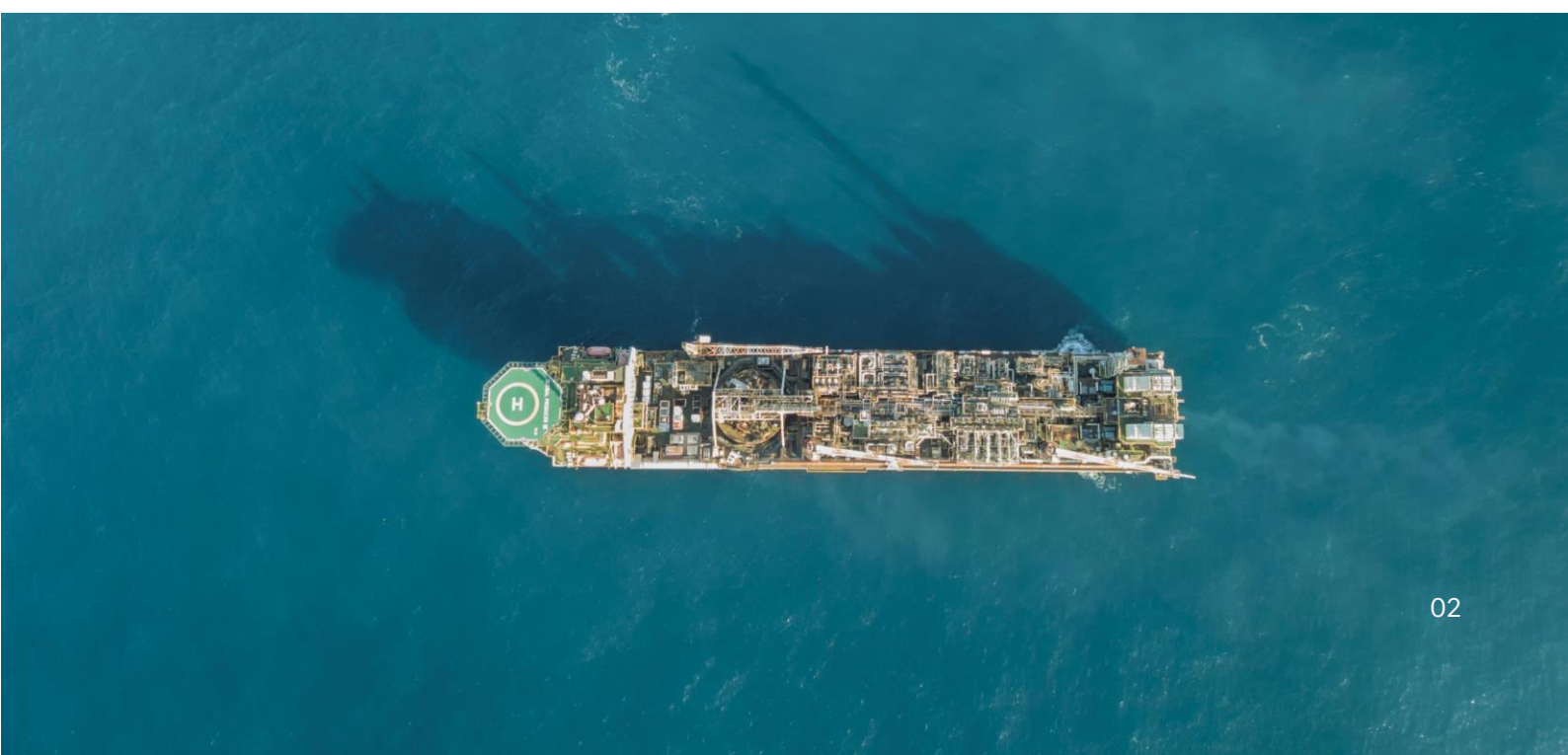


## Conventional Energy professionals regard the industry as a positive for society.

88 percent of Conventional Energy employees believe the Conventional Energy industry is a positive for society as it continues to deliver a steady and reliable source of energy around the world that cannot yet be delivered by renewable energy alone.

The kinds of Conventional Energy projects that professionals are most interested in:

- LNG/FLNG
- Oil refining
- Natural gas processing
- Oil pipelines
- Natural gas pipelines

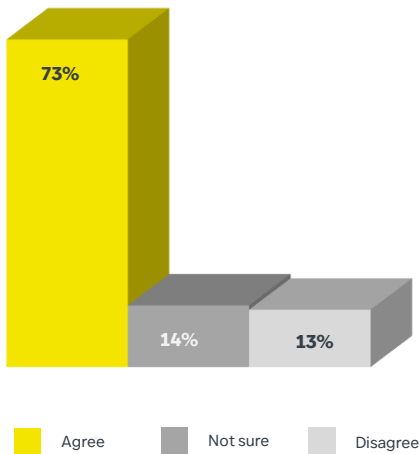




## Key Insights Powering the Industry

### Conventional Energy projects are attractive to the younger generation.

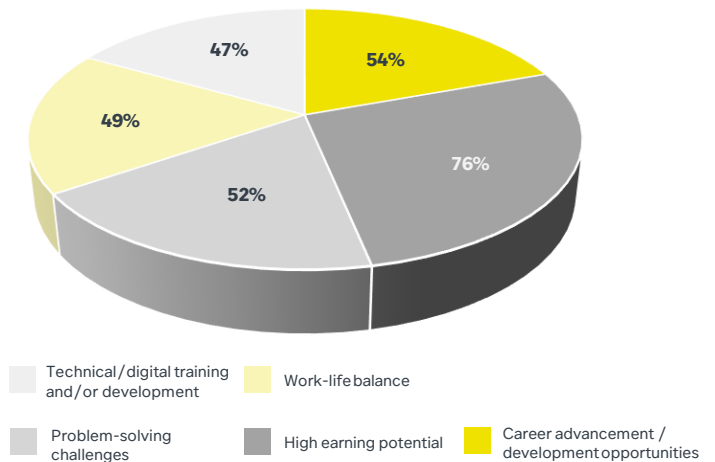
73 percent of Conventional Energy employees state that new and future projects are exciting enough to attract young professionals into the industry.



### Most professionals expect to stay in the industry.

A large amount (74 percent) of Conventional Energy employees expect to spend their entire careers in the Conventional Energy industry.

### Good compensation appears to be one of the keys to retaining professionals in the industry.



### What motivates Conventional Energy employees to stay in the industry:

- High earning potential
- Career advancement / development opportunities
- Problem-solving challenges
- Work-life balance
- Technical / digital training and/or development

### Young people will stay in the industry for career advancement.

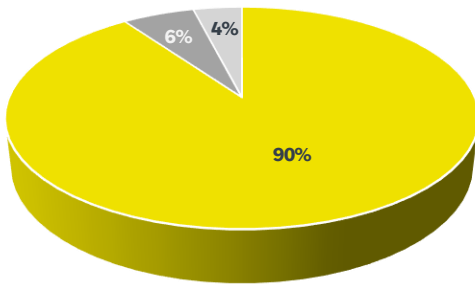
The number one motivator for young professionals to remain in the industry has been identified as career advancement / development opportunities.

# Reasons For Action

Although the prevailing sentiment appears to be that the industry possesses considerable potential for the younger generations, the survey emphasised that more needs to be done to achieve this. The younger generations that have now grown up understand that the world needs to change to foster a clearer comprehension of Conventional Energy projects by raising awareness as to why the projects are needed.

## Most professionals state that the industry could do more to attract young talent.

A huge 90 percent of Conventional Energy professionals state that companies in the industry could and should do more to attract young talent.

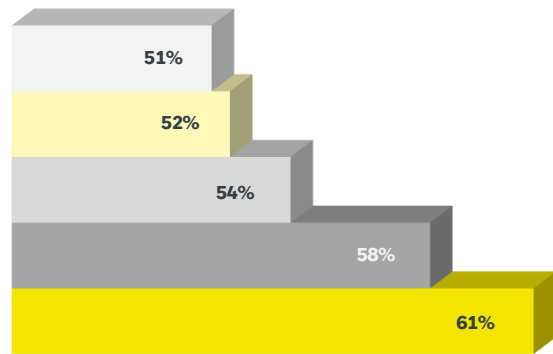


■ Agree
 ■ Not sure
 ■ Disagree

## More locally managed projects would improve the industry's reputation.

77 percent of Conventional Energy employees say the industry's reputation would benefit if projects were managed more locally. This would have the potential to provide not only more local jobs and industry skills but also positively contribute to a better understanding of why Conventional Energy is still required and how it can benefit the local communities.

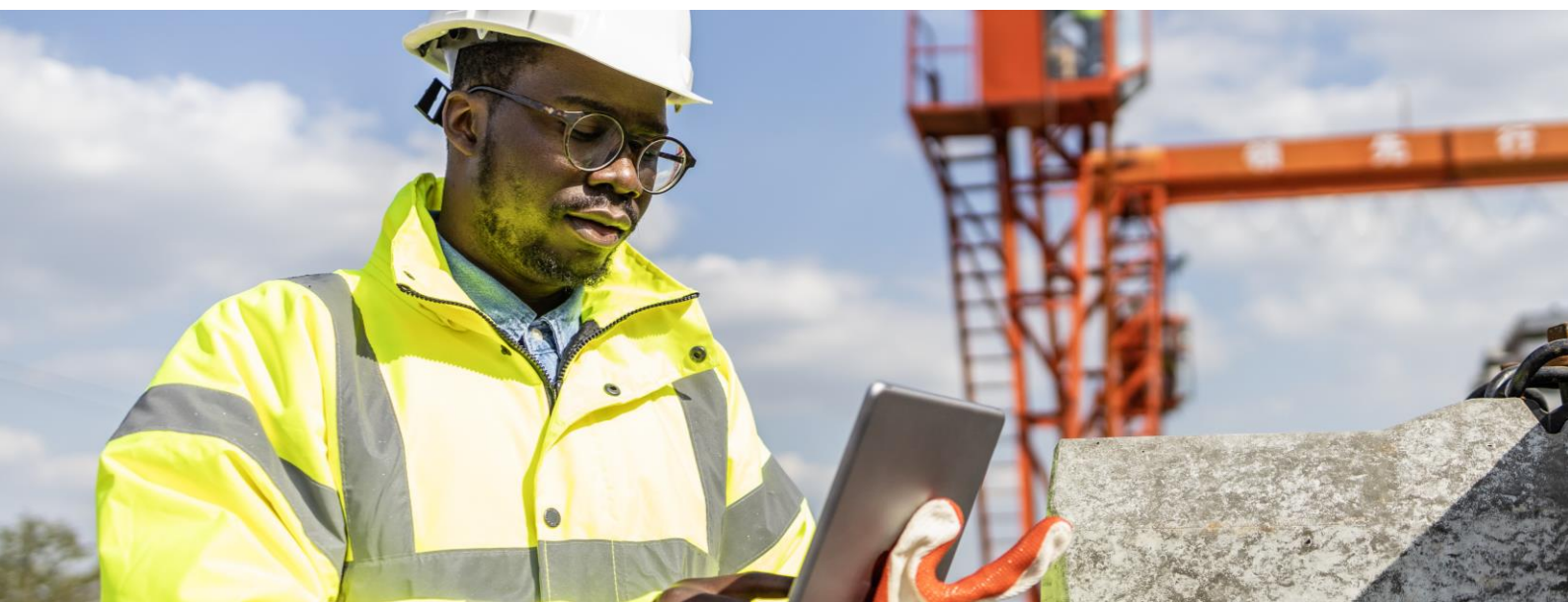
## Transparency about projects would improve understanding of the necessary demand for energy and improve the industry's reputation.



■ Educating the public about fossil fuels
 ■ Supporting sustainable development  
■ Driving research into clean energy technologies
 ■ Supporting clean energy policies
 ■ Transparent on projects / plans / operations

## The main ways Conventional Energy providers can improve the industry's reputation:

- By being fully transparent about all projects/plans/operations
- By supporting clean energy policies
- Supporting and driving research into clean energy technologies
- Supporting sustainable development
- Educating the public about fossil fuels





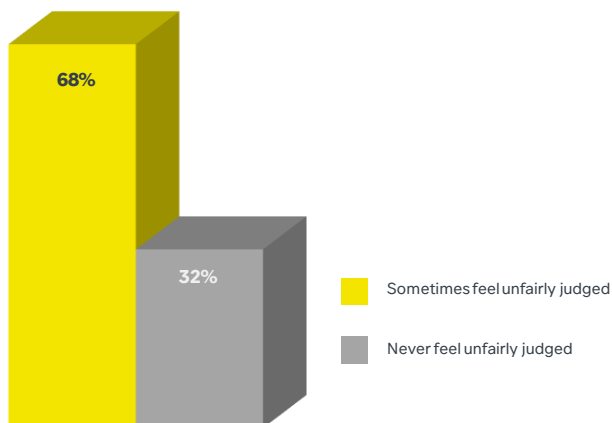
# Causes For Concern

In addition to the positive insights the survey also unveiled certain concerns, particularly around industry reputation as well as the implementation of AI, that demand attention. In a world that is changing and evolving so quickly our global shift towards a digital-centric lifestyle brings with it potential complications that could very quickly affect the choices of industries the younger generations choose to work in.

Professionals have raised issues related to online footprints and safety, digital transformation, and sustainability. Perhaps early signals but something Brunel has identified and will continue to monitor.

## Due to the current industry reputation professionals working in the industry feel unfairly judged.

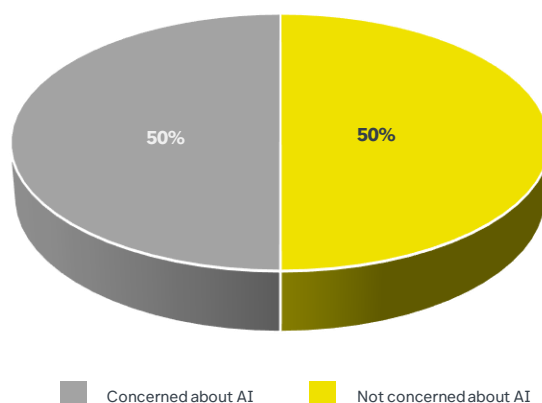
68 percent of Conventional Energy employees sometimes feel unfairly judged for being connected to the industry.



## There is belief in digital transformation but also concern.

80 percent of Conventional Energy employees believe digital transformation can help make the industry more sustainable however they are concerned about AI.

50 percent of Conventional Energy employees worry that AI and automation will limit career opportunities.



## Early indications show that professionals are starting to fear for their safety due to industry reputation, particularly in relation to their online social media presence.

28 percent of Conventional Energy employees have worried about their safety being connected to the Conventional Energy industry.

Almost 12 percent indicated that they are fearful of their online digital footprint and their connection to the industry. A further 16 percent said this was a potential concern for them.

## Less than half of the professionals who answered the survey are content with industry opportunities due to concerns around automation.

Only 48 percent of Conventional Energy employees are happy with the opportunities they're being offered to learn about automation.

# Summary

While the industry certainly needs to attract and retain more professionals it is evident that the criticism of fossil fuels alone is insufficient to trigger a mass industry exit of employees.

The data collected reveals that those working in the industry understand why Conventional Energy is needed and are pragmatic about future changes. As we approach the next decade the survey has reaffirmed both pre-existing areas of concern but also brings to light issues that the industry has yet to acknowledge as genuine threats.

While technology and digitalisation undoubtedly enhance project advancement, industry professionals are signifying trepidation towards these changes. Emphasising that there is a need for more comprehensive efforts to communicate, inform, educate, and create employment opportunities for those skeptical about the impact of technology on future job prospects and career prospects.

In addition to this, the survey has identified that industry professionals believe in the importance of enhanced communication about the Conventional Energy industry to advocate for increased transparency regarding projects, costs, and its commitment to operating the industry in a more community-friendly manner.

# Survey Methodology

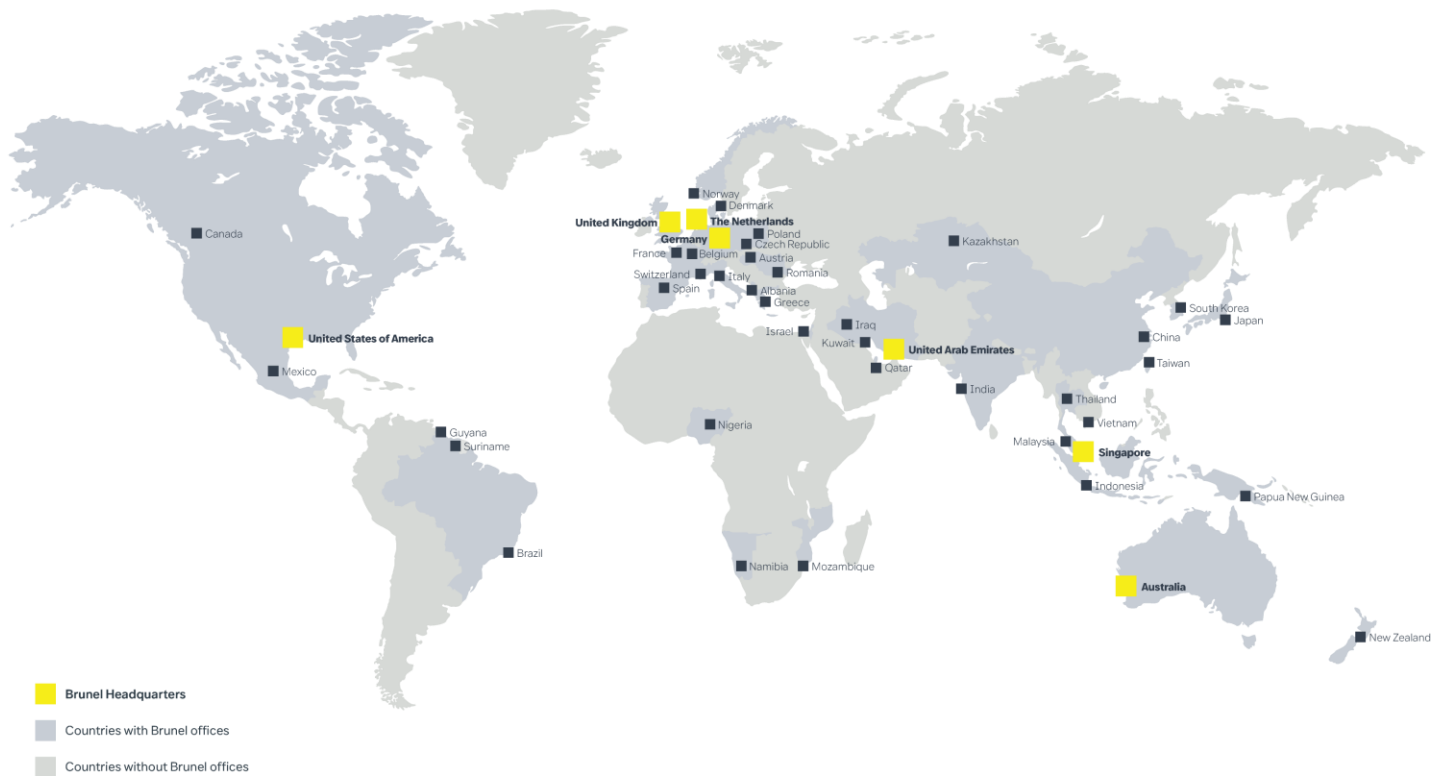
Brunel wanted to better understand how today's Conventional Energy professionals, especially younger professionals, think about working in the Conventional Energy industry. Brunel commissioned an independent research company on a long-term basis to consistently collect and highlight insights about the industry now and in the future. These facts will be delivered to industry specialists to knowledge-share data and information to navigate the future more successfully.

Survey 1 – 529 responses

The margin of error for this study is +/-4.2 percent at the 95 percent confidence level.



# Global Network, Local Presence



**8,000**

Conventional Energy  
Specialists Worldwide

**8**

Hubs

**120+**

Offices

## Connect with Brunel

For more than 45 years, Brunel has been active in the Conventional Energy/Oil and Gas industry. Connect with us today to discuss how we can support your project.

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[brunel.net/oil-and-gas](http://brunel.net/oil-and-gas)

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