OIL AND GAS

From the 2017 NAICS Code manual, oil and gas businesses are described as those establishments that extract naturally occurring mineral solids, such as coal and ores; liquid minerals, such as crude petroleum; and gases, such as natural gas. The term mining is used in the broad sense to include quarrying, well operations, beneficiating (e.g., crushing, screening, washing, and flotation), and other preparation customarily performed at the mine site, or as a part of mining activity. For this cluster, we include ancillary industry sectors that support oil and gas, such as equipment repair and leasing, and oil and gas products wholesalers.

Oil and gas industries pay high wages – with benefits, averaging \$135,900 per year, contribute handsomely to the region's gross regional product (GRP), and offer career pathways for workers with a wide variety of education and skills. Oil and gas industries generally require many more middle-skill jobs than most other industries. These middle-skill jobs are in high demand nationwide, and are a particular strength of the Richmond economy. Eleven industry sectors make up the oil and gas cluster in Richmond. See Table 2.3, on the next page, for the full list of industry sectors. Table 2.3 provides an overview for each of the individual industry sectors that comprise the oil and gas cluster in Richmond.

Included are historic, current, and projected employment; historic and projected average annual percent growth (or decline); historic and current employment concentration (LQ); average earnings; gross regional product (GRP); and jobs multipliers. The table is sorted largest to smallest by 2017 sector contribution to GRP. While the oil and gas cluster had only 208 jobs in 2017 (and a decline from 2012), this is an unusual cluster for a small regional economy. And in Richmond, the oil and gas cluster has an LQ of 3.4 – which is high for this cluster. This means that overall employment for this cluster is 3.4 times more concentrated in Richmond than would be expected based on national employment averages (see Location Quotient within the Introduction). As a whole, the cluster experienced job losses over the last five years as the industry declined with the advent of fracking. The industry is expected to experience continued job loss over the next five years as well. This is an industry that pays handsomely brings considerable income into the regional economy. While adding jobs in this cluster will remain a challenge, the industry contributes to overall economy prosperity in the area.

Total sales for all companies in this cluster were \$375.5 million (7.3% of total regional sales) and the cluster contributed \$255.3 million to the region's gross regional product (10.2% of total GRP) in 2017.

Among cluster industries, oil and gas extraction are the largest employing sectors in this cluster, although they have experienced the greatest job losses in the years following the recession. Interestingly, well drilling increased dramatically even as extraction declined. In general, though, construction mining (sand and gravel mining, for example) sectors fared the best within this cluster.

Historically, Richmond businesses in these oil and gas sectors declined much faster than the industry cluster throughout the state of Texas. Since 2007, Texas oil and gas activity has been stronger

TABLE 2.3B. OIL AND GAS CLUSTER INDUSTRY EMPLOYMENT TRENDS, RICHMOND

OIL AND GAS PRODUCTS AND SERVICES CLUSTER	2012 JOBS	2017 JOBS	% CHANGE IN JOBS 2012-2017	2022 JOBS	% CHANGE IN JOBS 2017-2022	2017 LOCATION QUOTIENT	AVG. EARNINGS PER JOB	JOBS MULTIPLIER	2017 GRP	INDUSTRY SECTOR % SHARE OF CLUSTER GRP
Crude Petroleum Extraction	174	62	(65%)	28	(55%)	3.49	\$138,758	1.2	\$180,487,087	71%
Natural Gas Extraction	41	18	(55%)	18	(2%)	2.92	\$122,454	1.2	\$53,816,410	21%
Drilling Oil and Gas Wells	5	48	863%	70	46%	5.54	\$165,893	1.2	\$11,671,122	5%
Support Activities for Oil and Gas Operations	27	16	(41%)	16	(2%)	0.46	\$165,621	1.1	\$3,616,639	1%
Commercial and Industrial Equipment Repair and Maintenance	33	24	(28%)	25	5%	0.61	\$60,107	1.1	\$1,778,204	1%
Construction Sand and Gravel Mining	8	10	25%	10	0%	2.02	\$76,928	1.1	\$1,471,785	1%
Construction, Mining, and Forestry Equipment Leasing	5	10	100%	10	0%	0.22	\$87,699	1.3	\$1,060,546	0%
Petroleum and Petroleum Products Merchant Wholesalers	2	10	400%	10	0%	0.28	\$122,735	1.3	\$784,571	0%
Crushed and Broken Limestone Mining and Quarrying	3	8	167%	8	0%	0.35	\$93,720	1.3	\$375,503	0%
Kaolin and Ball Clay Mining	0	2	NA	2	0%	1.71	\$140,041	1.3	\$130,453	0%
Uranium-Radium-Vanadium Ore Mining	0	0	NA	0	0%	0.00	\$0	1.0	\$103,223	0%
Oil and Gas Totals	298	208	(30%)	197	(5%)	3.36	\$135,900	1.2	\$255,295,542	100%

than for the U.S. and much stronger than in Richmond. Figure 2.4 shows that the year-over-year (YOY) growth rate for Richmond was greater than that of Texas or the nation just prior to the recession (up until 2007) but has declined more since. Projections show oil and gas in Texas will remain strong, while the oil and gas industry in Richmond will continue to show less strength than in Texas or the nation.

Labor Market Gap Analysis

Table 2.4, on the next page, lists the top 15 occupations in oil and gas. These occupations account for 72% of all cluster employment. The table provides the number of people employed by occupation in the cluster, and the number of people employed in that occupation in all industries in the region. This indicates the level of competition employers may face from industries outside the cluster when hiring





* Employed in Region column is employment for all industries, not just for oil and gas

OIL AND GAS OCCUPATIONS	EMPLOYED IN INDUSTRY GROUP (2012)	EMPLOYED IN INDUSTRY GROUP (2017)	% CHANGE (2012 - 2017)	EMPLOYED IN INDUSTRY GROUP (2022)	% CHANGE (2017 - 2022)	% OF TOTAL JOBS IN INDUSTRY GROUP (2017)	*ALL JOBS FOR OCCUPATION IN THE REGION (2017)	2017 RESIDENT WORKERS	2017 NET COMMUTERS
Extraction Workers	23	23	(0%)	26	10%	13.9%	67	514	(447)
Engineers	30	13	(56%)	9	(35%)	7.8%	167	1,177	(1,010)
Other Installation, Maintenance, and Repair Occupations	17	13	(23%)	14	6%	7.7%	455	1,427	(972)
Material Moving Workers	12	9	(19%)	9	(8%)	5.6%	713	1,684	(971)
Metal Workers and Plastic Workers	8	7	(12%)	8	8%	4.4%	152	800	(648)
Financial Specialists	19	7	(61%)	4	(46%)	4.4%	403	1,482	(1,079)
Business Operations Specialists	15	7	(55%)	5	(34%)	4.1%	571	1,949	(1,378)
Motor Vehicle Operators	5	6	26%	7	18%	3.5%	681	1,605	(924)
Top Executives	8	5	(29%)	5	(12%)	3.2%	355	1,003	(648)
Physical Scientists	13	5	(62%)	3	(47%)	3.1%	34	249	(215)
Computer Occupations	13	5	(60%)	3	(44%)	3.1%	316	1,769	(1,453)
Other Office and Admin- istrative Support Workers	9	5	(43%)	4	(18%)	2.9%	678	2,178	(1,500)
Supervisors of Con- struction and Extraction Workers	7	5	(25%)	5	(1%)	2.9%	354	449	(95)
Other Management Occupations	7	5	(35%)	4	(22%)	2.9%	564	1,081	(517)
Construction Trades Workers	4	5	28%	6	18%	2.8%	2,412	2,595	(183)
Top 15 Oil and Gas Occu- pation Totals	189	121	(36%)	108	(11%)	72.2%	7,923	19,961	(12,040)

TABLE 2.4B. LARGEST OCCUPATIONS SPECIFIC TO OIL AND GAS

* Employed in Region column is employment for all industries, not just for oil and gas

for key occupations. Overall, for these 15 occupations, the cluster employs only 1.5% of the people in these occupations in the region. The other 98.5% are employed by industry sectors outside of the oil and gas cluster.

The occupations with the most jobs in the Oil and Gas cluster are extraction workers followed by engineers. These occupations comprise more than 20% of the cluster's total jobs. Material handlers make the lowest hourly wage (\$14.44), and as shown in Table 2.5 on the next page, have no formal educational requirement. At more than \$50 per hour, executives and engineers are paid the most.

As shown in Table 2.5, nearly half of the top 15 occupations—in engineering or management—typically require a bachelor's degree. The entry-level requirement for the other positions is typically a high school diploma or equivalent. (Note that these educational requirements reflect national averages and may differ from specific requirements of Richmond employers.) What makes most of the lower-level occupations so valuable, however, is the on-the-job training experience provided. These occupations are considered to be middle-skill occupations. People who have the necessary experience and qualifications for middle-skill occupations are in the greatest demand across the nation. Richmond has a surplus of these people, as demonstrated by the net commuting data in Table 2.4 above. Negative commuting numbers in red in the net commuters column indicates that people live in Richmond and travel elsewhere for work.

Table 2.5 shows the average annual openings (averaged over the past five years) for specific occupations within Richmond. Openings are further divided into two categories – openings for replacement jobs (jobs that are open due to retirement or other attrition) and openings for newly created jobs. Construction workers have both the greatest attrition and the largest number of new jobs.

Supply Chain Analysis

Table 2.6 provides a picture about the total demand in Richmond by all Richmond residents and businesses for products made by companies in the oil and gas industry cluster—worth slightly more than \$20 million in the region. Table 2.6 is sorted by the dollar value of demand being met in-region by Richmond businesses. In Table 2.6, we see that the companies in these sectors meet about 30% of Richmond demand for their products, while Richmond imports the other 70% of its needs for these products. This would seem to indicate potential markets for local suppliers. Construction equipment rental, leasing, repair, and maintenance, for example, supply only 10% of local demand, supplying about \$1 million of total local demand of \$18 million, while \$17 million is purchased by Richmond residents and businesses from outside the region.

Table 2.7 shows how important it is for economic development efforts to support the region's supply chain selling to oil and gas companies. This table shows the goods and services that companies within the oil and gas industry cluster buy to use in offering their products or services. Fully one-quarter of oil and gas supply needs are met within the region, while 75% are purchased from outside. In total, the value of the oil and gas supply chain for Richmond businesses is nearly \$20 million. Some purchases are largely made within the region. While the oil and gas cluster offers lower levels of employment and low potential for growth, many of the area's other businesses are heavily dependent on supplying this cluster. Attracting and developing more professional and technical services, more business services (both discussed further in sections below),

TABLE 2.5B. OIL AND GAS OCCUPATIONAL OPENINGS

OIL AND GAS OCCUPATIONS	MEDIAN HOURLY EARNINGS	TYPICAL ENTRY LEVEL EDUCATION	TYPICAL ON-THE-JOB TRAINING	ANNUAL OPENINGS	ANNUAL REPLACEMENT JOBS	ANNUAL NEW JOBS
Top Executives	\$54.64	Bachelor's degree	None	41	28	13
Engineers	\$50.86	Bachelor's degree	None	17	12	5
Physical Scientists	\$46.40	Bachelor's degree or higher	None	4	3	1
Computer Occupations	\$34.86	Bachelor's degree	None	32	21	11
Supervisors of Construction and Extraction Workers	\$33.54	High school diploma or equivalent	None	48	35	13
Business Operations Specialists	\$32.50	Bachelor's degree	Moderate-term on-the-job training	72	52	20
Financial Specialists	\$30.29	Bachelor's degree	Moderate-term on-the-job training	49	35	14
Other Management Occupations	\$24.31	Bachelor's degree	None	65	41	24
Metal Workers and Plastic Workers	\$22.07	High school diploma or equivalent	Moderate-term on-the-job training	21	17	5
Extraction Workers	\$20.76	No formal educational credential	Short-term on-the-job training	13	9	3
Other Installation, Maintenance, and Repair Occupations	\$17.34	High school diploma or equivalent	Apprenticeship or Moder- ate-term on-the-job training	61	44	17
Construction Trades Workers	\$16.96	High school diploma or equivalent		344	250	94
Motor Vehicle Operators	\$16.78	High school diploma or equivalent	Short-term on-the-job training	107	72	35
Other Office and Administrative Support Workers	\$15.24	High school diploma or equivalent	Moderate-term on-the-job training	100	78	22
Material Moving Workers	\$14.44	No formal educational credential	Short-term on-the-job training	126	92	35
Top 15 Oil and Gas Occupation Totals	\$27.81			1,100	789	311

OIL AND GAS PRODUCTS AND SERVICES CLUSTER	2017 DEMAND MET IN-REGION	2017 % DEMAND MET IN-REGION	2017 DEMAND MET BY IMPORTS	2017 % DEMAND MET BY IMPORTS	2017 TOTAL DEMAND
Crude Petroleum Extraction	\$12,788,661	77%	\$0	23%	\$16,679,200
Natural Gas Extraction	\$3,719,705	72%	\$1,453,800	28%	\$5,173,505
Construction Sand and Gravel Mining	\$1,833,646	47%	\$2,090,440	53%	\$3,924,086
Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$564,123	4%	\$12,101,509	96%	\$12,665,632
Commercial and Industrial Equipment Repair and Maintenance	\$472,505	9%	\$4,822,533	91%	\$5,295,038
Crushed and Broken Limestone Mining and Quarrying	\$435,645	7%	\$6,015,883	93%	\$6,451,528
Petroleum and Petroleum Products Merchant Whole- salers	\$317,811	6%	\$4,605,102	94%	\$4,922,913
Support Activities for Oil and Gas Operations	\$202,952	2%	\$8,973,529	98%	\$9,176,481
Drilling Oil and Gas Wells	\$154,064	7%	\$2,122,306	93%	\$2,276,370
Kaolin and Ball Clay Mining	\$97,004	50%	\$97,885	50%	\$194,889
Uranium-Radium-Vanadium Ore Mining	\$11,074	56%	\$8,731	44%	\$19,805
Oil and Gas Products and Services Totals	\$20,597,190	31%	\$46,182,257	69%	\$66,779,447

TABLE 2.6B. OIL AND GAS REGIONAL DEMAND MET BY RICHMOND COMPANIES

TABLE 2.7B. OIL AND GAS SUPPLY CHAIN

IN-REGION PURCHASES	% IN-REGION PURCHASES	IMPORTED PURCHASES	% IMPORTED PURCHASES	TOTAL PUR- CHASES
\$10,668,244	64.0%	\$5,989,748	36.0%	\$16,657,992
\$59,610	0.5%	\$12,825,689	99.5%	\$12,885,299
\$304,850	3.8%	\$7,814,726	96.2%	\$8,119,576
\$41,107	0.5%	\$7,994,665	99.5%	\$8,035,772
\$2,483,615	31.4%	\$5,434,245	68.6%	\$7,917,860
\$3,454,677	58.5%	\$2,446,537	41.5%	\$5,901,214
\$522,960	12.6%	\$3,643,178	87.4%	\$4,166,138
\$206,881	5.8%	\$3,369,969	94.2%	\$3,576,851
\$182,408	5.5%	\$3,135,567	94.5%	\$3,317,975
\$606,348	32.5%	\$1,257,266	67.5%	\$1,863,614
\$146,307	11.5%	\$1,126,549	88.5%	\$1,272,856
\$34,217	3.2%	\$1,031,963	96.8%	\$1,066,181
\$37,783	16.3%	\$194,314	83.7%	\$232,097
\$54,717	29.9%	\$128,437	70.1%	\$183,155
\$36,436	33.0%	\$74,096	67.0%	\$110,532
\$13,058	17.9%	\$59,727	82.1%	\$72,785
\$14,360	22.3%	\$50,108	77.7%	\$64,468
\$9,238	14.3%	\$55,169	85.7%	\$64,407
\$11,089	34.1%	\$21,446	65.9%	\$32,535
\$0	0.0%	\$6,045	100.0%	\$6,045
\$18,887,906	25.0%	\$56,659,445	75.0%	\$75,547,351
	PURCHASES \$10,668,244 \$59,610 \$304,850 \$41,107 \$2,483,615 \$3,454,677 \$522,960 \$206,881 \$182,408 \$606,348 \$46,307 \$34,217 \$37,783 \$54,717 \$36,436 \$13,058 \$14,360 \$9,238 \$11,089 \$0	PURCHASES PURCHASES \$10,668,244 64.0% \$59,610 0.5% \$304,850 3.8% \$41,107 0.5% \$2,483,615 31.4% \$3,454,677 58.5% \$52,960 12.6% \$206,881 5.8% \$182,408 5.5% \$41,107 0.5% \$206,881 5.8% \$182,408 5.5% \$182,408 5.5% \$182,408 32.5% \$146,307 11.5% \$34,217 3.2% \$34,217 3.2% \$34,217 29.9% \$36,436 33.0% \$13,058 17.9% \$13,058 17.9% \$14,360 22.3% \$9,238 14.3% \$11,089 34.1% \$0 0.0%	PURCHASESPURCHASES\$10,668,24464.0%\$5,989,748\$59,6100.5%\$12,825,689\$304,8503.8%\$7,814,726\$41,1070.5%\$7,994,665\$2,483,61531.4%\$5,434,245\$3,454,67758.5%\$2,446,537\$522,96012.6%\$3,643,178\$206,8815.8%\$3,369,969\$182,4085.5%\$3,135,567\$606,34832.5%\$1,257,266\$146,30711.5%\$1,126,549\$34,2173.2%\$1,031,963\$37,78316.3%\$194,314\$54,71729.9%\$128,437\$36,43633.0%\$74,096\$13,05817.9%\$59,727\$14,36022.3%\$50,108\$9,23814.3%\$55,169\$11,08934.1%\$21,446\$00.0%\$6,045	PURCHASESPURCHASESPURCHASESPURCHASES\$10,668,24464.0%\$5,989,74836.0%\$59,6100.5%\$12,825,68999.5%\$304,8503.8%\$7,814,72696.2%\$41,1070.5%\$7,994,66599.5%\$2,483,61531.4%\$5,434,24568.6%\$3,454,67758.5%\$2,446,53741.5%\$522,96012.6%\$3,643,17887.4%\$206,8815.8%\$3,369,96994.2%\$182,4085.5%\$3,135,56794.5%\$606,34832.5%\$1,257,26667.5%\$146,30711.5%\$1,26,54988.5%\$34,2173.2%\$1,031,96396.8%\$37,78316.3%\$194,31483.7%\$54,71729.9%\$128,43770.1%\$36,43633.0%\$74,09667.0%\$13,05817.9%\$59,72782.1%\$14,36022.3%\$50,10877.7%\$9,23814.3%\$55,16985.7%\$11,08934.1%\$21,44665.9%\$00.0%\$6,045100.0%

more retail trade, and more wholesale distribution appear to be those industries that offer the greatest potential for growth in Richmond.

Table 2.8, on the next page, shows greater detail for major products or services purchased by Richmond oil and gas companies. These are industry sectors which are key suppliers to the oil and gas industry. More importantly, these are industry sectors that are already established in the Richmond economy or have strong growth or attraction potential because of synergies with other closely related industry sectors or because they require occupations already present in the Richmond labor market. Unlike other clusters, the oil and gas cluster purchases some goods and services, such as business services and construction services, primarily from within the area – meaning that many Richmond businesses are highly dependent on the oil and gas cluster.

Table 2.9 shows the amount of goods and services sold by Richmond oil and gas companies both inside and outside the region. These companies sell \$375 million of products or services, of which more than \$350 million is sold outside Richmond, thus bringing substantial revenues into Richmond. In summary, the oil and gas industry brings significant income into the Richmond economy. Further, this cluster is highly concentrated and specialized in Richmond – meaning that this Richmond industry is highly competitive. Other Richmond businesses (outside of oil and gas) are heavily dependent on the oil and gas cluster. In particular, two other strong clusters in Richmond, professional and technical services and specialty trade contractors, are currently supplying 31% and 69% of the oil and gas industry's need for these services.

This industry cluster employs middle skill occupations, which pay living wages and which are in high demand, and often in short supply, across the country. However, Richmond has a surplus of people in these occupations who commute outside of Richmond for work. Building up the industry, its supply chain, and offering a high quality of life for those employed in oil and gas, are prime economic development efforts for Richmond that can capitalize on the strong foundation already present in the city. The one caveat to be cognizant of is that the oil and gas industry fluctuates more than many other clusters, with higher peaks and lower valleys than are seen by average economic conditions.

PURCHASES FROM	IN-REGION PURCHASES	% IN-REGION PURCHASES	IMPORTED PURCHASES	% IMPORTED PURCHASES	TOTAL PURCHASES
Professional, Scientific, and Technical Services	\$2,646,722	34.2%	\$5,083,116	65.8%	\$7,729,838
Management of Companies and Enterprises	\$34,435	0.5%	\$7,310,933	99.5%	\$7,345,368
Machinery Manufacturing	\$72,602	1.6%	\$4,453,569	98.4%	\$4,526,171
Support Activities for Mining	\$176,089	4.7%	\$3,605,470	95.3%	\$3,781,559
Specialty Trade Contractors	\$2,026,476	65.3%	\$1,078,991	34.7%	\$3,105,466
Rental and Leasing Services	\$232,244	9.6%	\$2,178,714	90.4%	\$2,410,957
Credit Intermediation and Related Activities	\$121,760	6.6%	\$1,718,410	93.4%	\$1,840,171
Merchant Wholesalers, Durable Goods	\$67,800	3.9%	\$1,676,707	96.1%	\$1,744,506
Construction of Buildings	\$486,694	38.3%	\$785,586	61.7%	\$1,272,280
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	\$80,164	6.7%	\$1,108,547	93.3%	\$1,188,712
Insurance Carriers and Related Activities	\$79,458	7.1%	\$1,033,750	92.9%	\$1,113,208
Merchant Wholesalers, Nondurable Goods	\$134,734	12.2%	\$966,000	87.8%	\$1,100,734
Waste Management and Remediation Services	\$310,742	31.1%	\$689,893	68.9%	\$1,000,635
Administrative and Support Services	\$438,856	51.0%	\$421,645	49.0%	\$860,500
Truck Transportation	\$180,262	22.7%	\$614,028	77.3%	\$794,290
Heavy and Civil Engineering Construction	\$387,038	49.6%	\$392,684	50.4%	\$779,722

TABLE 2.8B. OIL AND GAS SUPPLY CHAIN DETAIL FOR KEY PRODUCTS OR SERVICES

OIL AND GAS PRODUCTS AND SERVICES CLUSTER	2017 SALES SOLD IN-REGION	2017 % SALES SOLD IN-REGION	2017 SALES SOLD AS EXPORTS	2017 % SALES SOLD AS EXPORTS	2017 TOTAL SALES
Crude Petroleum Extraction	\$12,788,661	5%	\$253,086,751	95%	\$265,875,412
Natural Gas Extraction	\$3,719,705	5%	\$74,325,158	95%	\$78,044,863
Drilling Oil and Gas Wells	\$154,063	1%	\$17,281,024	99%	\$17,435,087
Support Activities for Oil and Gas Operations	\$202,952	4%	\$4,839,336	96%	\$5,042,288
Commercial and Industrial Equipment Repair and Maintenance	\$472,504	16%	\$2,518,954	84%	\$2,991,458
Construction Sand and Gravel Mining	\$1,833,647	75%	\$609,278	25%	\$2,442,925
Construction, Mining, and Forestry Machinery Leasing	\$564,123	38%	\$936,395	62%	\$1,500,518
Petroleum and Petroleum Products Merchant Wholesalers	\$317,811	27%	\$840,866	73%	\$1,158,677
Crushed and Broken Limestone Mining and Quarrying	\$435,646	76%	\$139,503	24%	\$575,149
Kaolin and Ball Clay Mining	\$97,004	45%	\$116,811	55%	\$213,815
Uranium-Radium-Vanadium Ore Mining	\$11,074	6%	\$168,618	94%	\$179,692
Oil and Gas Products and Services Totals	\$20,597,189	5%	\$354,862,694	95%	\$375,459,883

TABLE 2.9B. RICHMOND OIL AND GAS COMPANIES SALES IN REGION AND EXPORTED OUT OF REGION