



TaylorHopkinson

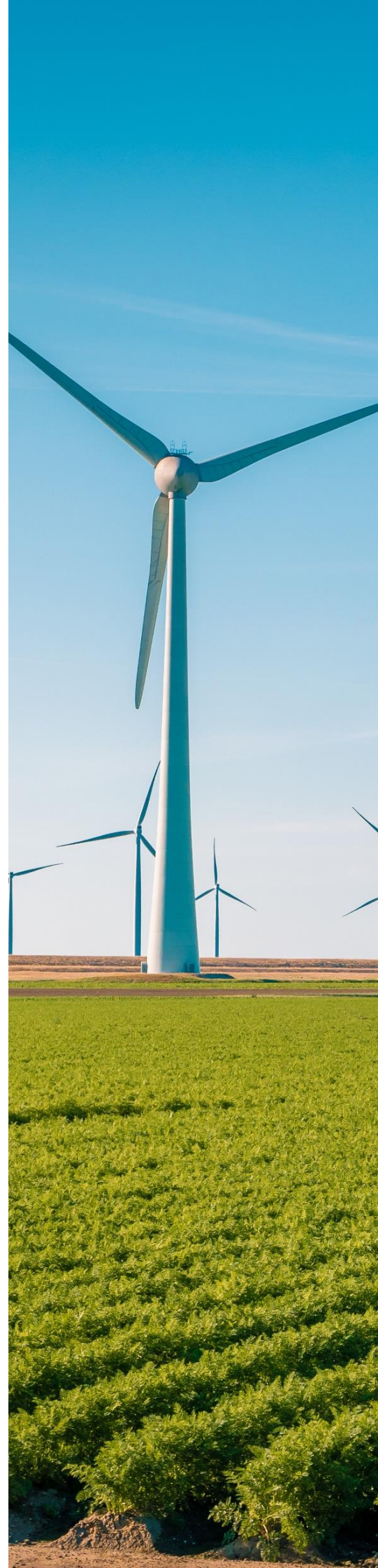
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# Fact to the **Future**

Renewables

**Brunel**



# H<sub>2</sub>

## A new survey reveals that attracting and retaining renewables professionals is now more challenging than ever.

In the current global job market, the industry finds itself at a crossroads, grappling with the challenge of attracting new professionals.

Nearly a quarter of renewables specialists believe industry leaders should be prioritising attracting the next generation of workers to the industry, as well as encouraging talent with transferable skills to transition into the industry.

This new talent is vital in order to deliver on the energy transition.

The fundamental excitement of contributing to a global transition away from fossil fuels, and the prospect of working in an industry dedicated to sustainability, is undoubtedly appealing.

However, there are increasing challenges for employers operating in Renewables: specifically, around competition for talent, price pressures, and regulatory scrutiny. The demand for skilled professionals in renewables continues to intensify.

As the industry undergoes unprecedented growth, the sentiments of these professionals offer a crucial glimpse into the challenges and opportunities shaping their careers.

The survey delves into their perspectives on industry trends, work dynamics, and the factors influencing their decisions in this rapidly evolving landscape.

Fact to the Future is a series of short, insightful reports brought to you by Brunel and Taylor Hopkinson by surveying professionals within renewables regularly.



“To successfully drive the energy transition on a global scale, we need to attract and retain exceptional talent from closely related industries. A strong recruitment mentality and network from within will be key to identifying the right professionals – whether that’s experienced specialists, or graduates embarking on their careers, to ensure a sustainable, dynamic future for our field.”

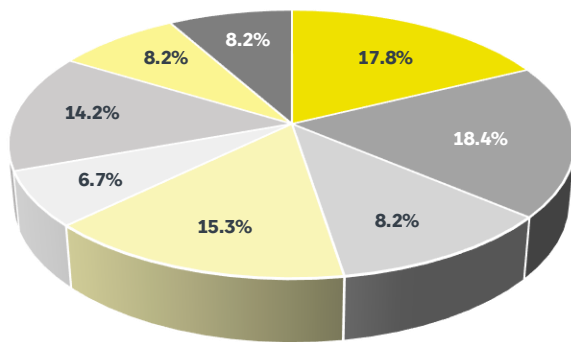
**Donna Ellcock**  
Managing Director – Taylor Hopkinson

# Key Insights Powering the Industry

## AN INDUSTRY THAT GIVES BACK

The main reason renewables professionals choose to work in the industry is due to the career development opportunities available to them.

More than 18% of renewables specialists cited the opportunities and career development available to them as the main reason they work in the industry. This was closely followed by the positive perception of the industry (17.8%) and having a career with purpose (15.3%).



- Positive reputation of the energy industry
- Opportunities and career development
- Salary and/or benefits
- Purposeful career
- Job security
- Work at the forefront of technology
- Global mobility opportunities
- Diverse workforce

## AN INDUSTRY THAT'S FUTURE-FOCUSED

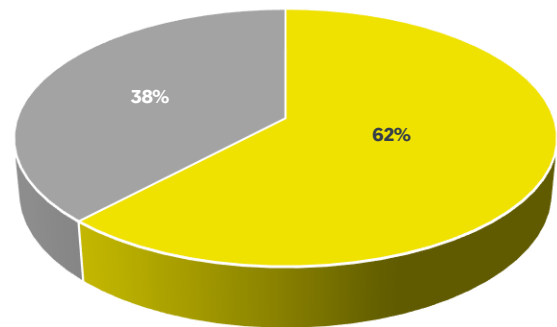
The survey highlights that the best way the industry can attract new talent is by offering more training courses for those transitioning from other sectors.

Over 20% of survey respondents specified this as the best way to attract fresh talent. Offering apprenticeship programs to young people (18%) as well as specialist renewable education programs at education levels (19%) were also viewed as potential ways to encourage new talent into the industry.

## AN INDUSTRY THAT KNOWS ITS WORTH

Renewables professionals do their homework.

62% of renewables specialists state they have used a benchmarking report to compare salaries and benefits while looking for a new job/career opportunity.



- Have used a benchmarking report
- Haven't used a benchmarking report

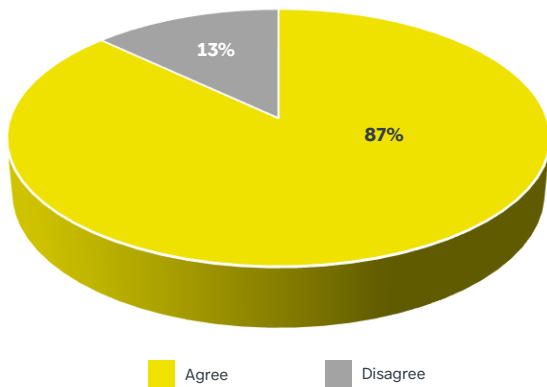




## Key Insights Powering the Industry

### Benchmarking reports are a go-to source of information for renewables professionals:

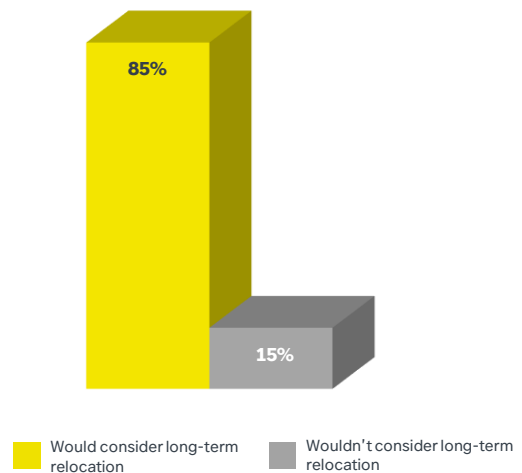
87% of renewables professionals agree that benchmarking reports are helpful in assessing new career opportunities.



### AN INDUSTRY THAT'S UPWARDLY MOBILE

### A staggering 85% of renewables professionals state they would consider a long-term relocation.

By considering candidates who are open to relocating, companies can tap into a wider talent pool of specialist skills required to drive the energy transition.



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Partner with Taylor Hopkinson and Brunel to get your team anywhere in the world – without the stress.

### The opportunity for relocation is attracting talent to the industry. Renewables professionals list their three top drivers for willing to relocate:

- A better quality of life (14.85%)
- Increased job opportunities (13.94%)
- Higher salaries (13.24%)

# Opportunity Areas

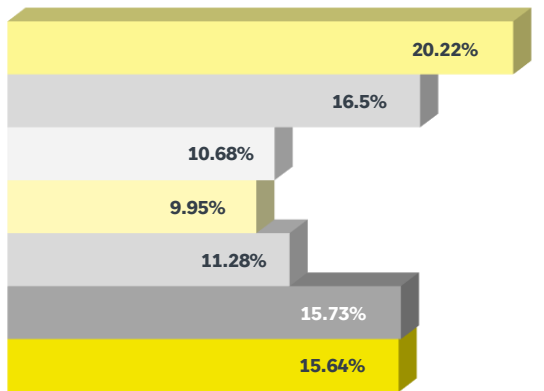
Training, compliance with local regulations, and adherence to workplace safety regulations can be complex fields – and renewables professionals are looking for increased support to get them right. Retention is an issue across the industry and employers need to focus on what they offer specialists to ensure they keep their best talent and help them to develop and grow. As the survey showed, over 14% of respondents cited flexible and attractive benefits as a way to improve staff retention, with improved work/life balance (13%), and clear career pathways (12%) coming in close behind.

Motivations to remain in the industry differ across gender lines – highlighting the need for diverse strategies around attracting and retaining talent in the future.

## A GLOBAL INDUSTRY WITH COMPLEX CHALLENGES

**Additional training and development is a key area in which renewables professionals state they require more support.**

The top three areas in which renewables professionals state they need, or their employer needs, more support are additional training and development (20.22%), understanding company policies (16.5%) and help in navigating local working regulations and compliance issues (15.73%).



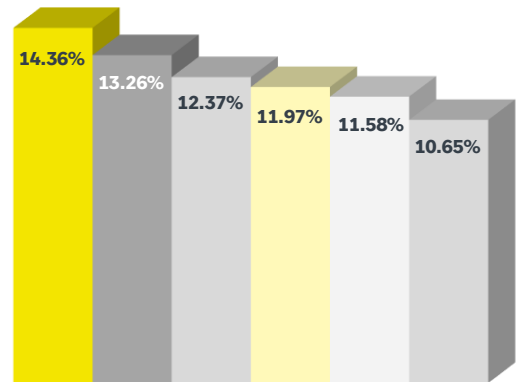
- Complying with work health and safety regulations
- Managing tax and/or payroll
- Navigating immigration and international travel
- Additional training and development
- Navigating local working regulations/compliance issues
- Obtaining insurance
- Understanding company policies

It's crucial for businesses to address the needs and requirements of their workforce in order to retain staff, attract new talent, and ensure a thriving and effective working environment.

## AN INDUSTRY THAT KEEPS ITS BEST PEOPLE

**The top three ways to improve retention in the sector:**

- Offering flexible and attractive benefits packages
- Providing a better work/life balance
- Providing clear progression and development paths



- Flexible and attractive benefits packages
- Better work/life balance
- Clear progression and development paths
- Industry-leading salaries
- Long-term incentive packages
- Opportunities and support to travel/relocate

**There appears to be a difference between male and female motivations for remaining in the industry:**

Male professionals state that a better work/life balance would be the most important factor in keeping them within renewables. Whereas female professionals state that offering flexible and attractive benefits packages is the most important factor keeping them within the industry.

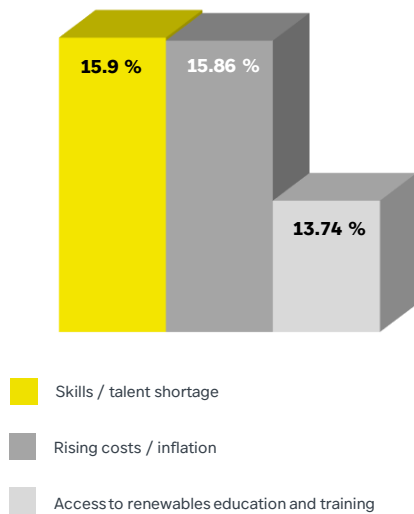


## Causes For Concern

Renewables professionals identified current challenges in the industry, specifically around skills shortages and access to education, echoing earlier sentiments around a requirement to improve these in order to drive the industry forward.

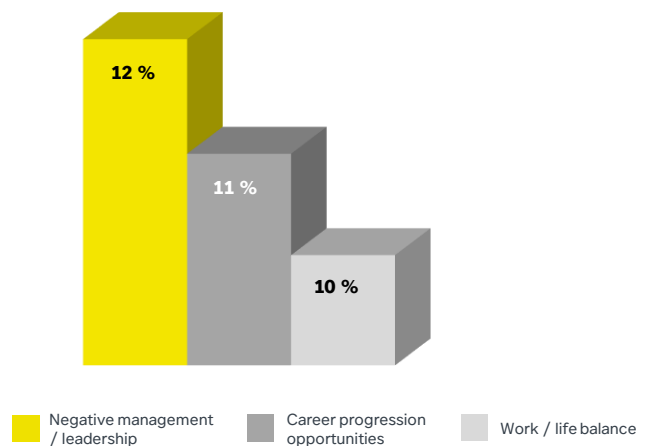
### Renewables professionals cited the current skills and talent shortage as the biggest challenge the industry is facing.

15.9% of those surveyed stated a shortage of skilled professionals as the biggest challenge, with 15.86% accrediting rising costs and inflation as a major challenge, alongside access to renewables-based training and education (13.74%)



### The top reasons professionals would choose to leave renewables:

- Negative management or leadership
- Career progression opportunities outside the industry
- Work/life balance



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# Action Points

According to specialists working in renewables, the pressing challenge of attracting new professionals is critical; merely relying on the industry's positive reputation for sustainability and environmental impact is no longer sufficient.

The race to secure suitable talent means that companies must commit to providing comprehensive support through training, robust development programs, and clearly defined career pathways. Improved work/life balance and strong leadership are two highly desired qualities among workers, as are competitive salaries.

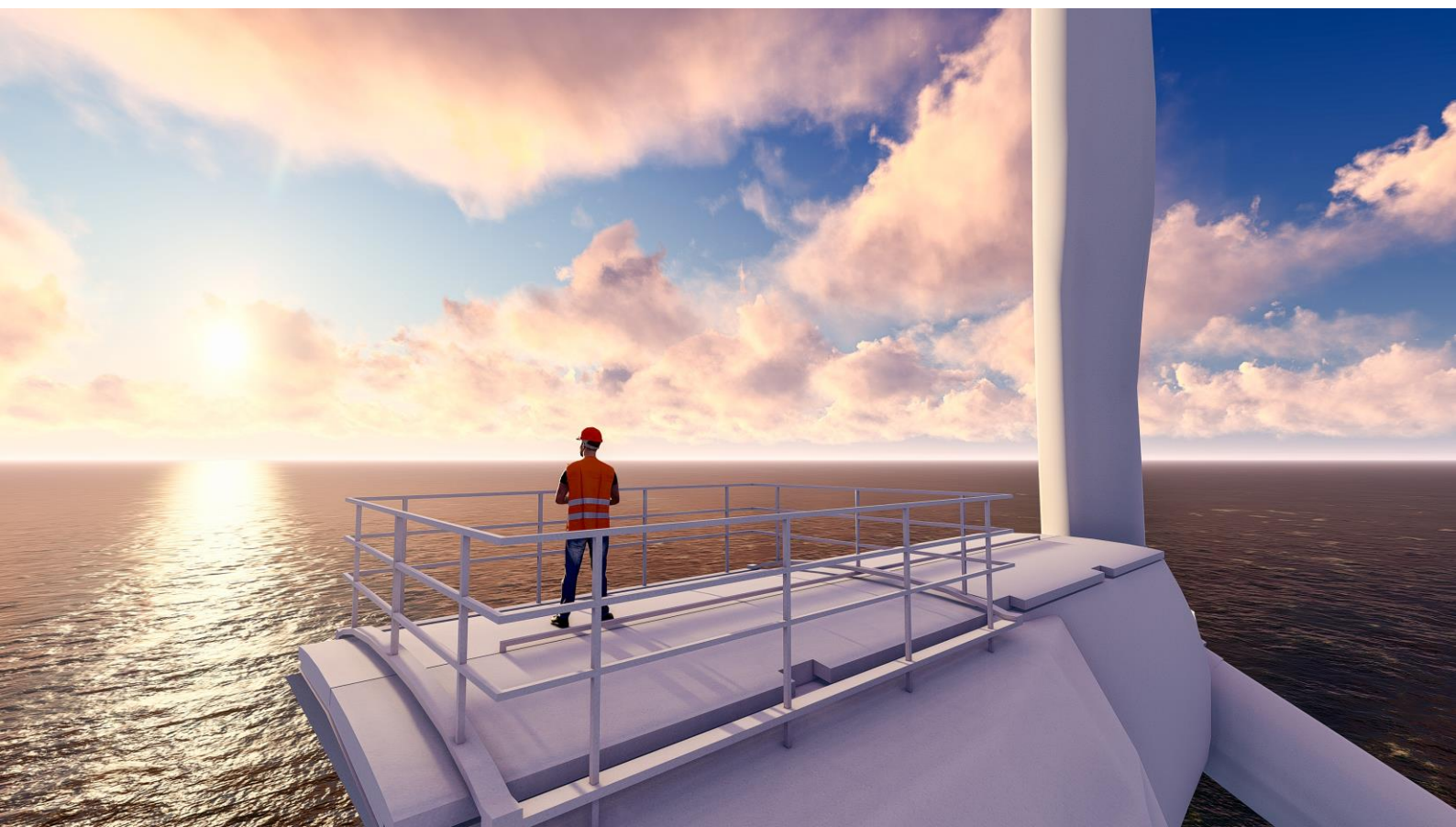
As other sectors such as Conventional Energy and Mining intensify their focus on these crucial aspects, the Renewables industry is confronted with clear challenges that demand immediate and strategic resolution. The time for action is now to ensure the industry continues to grow and fully realise the opportunity afforded by the energy transition.

# Survey Methodology

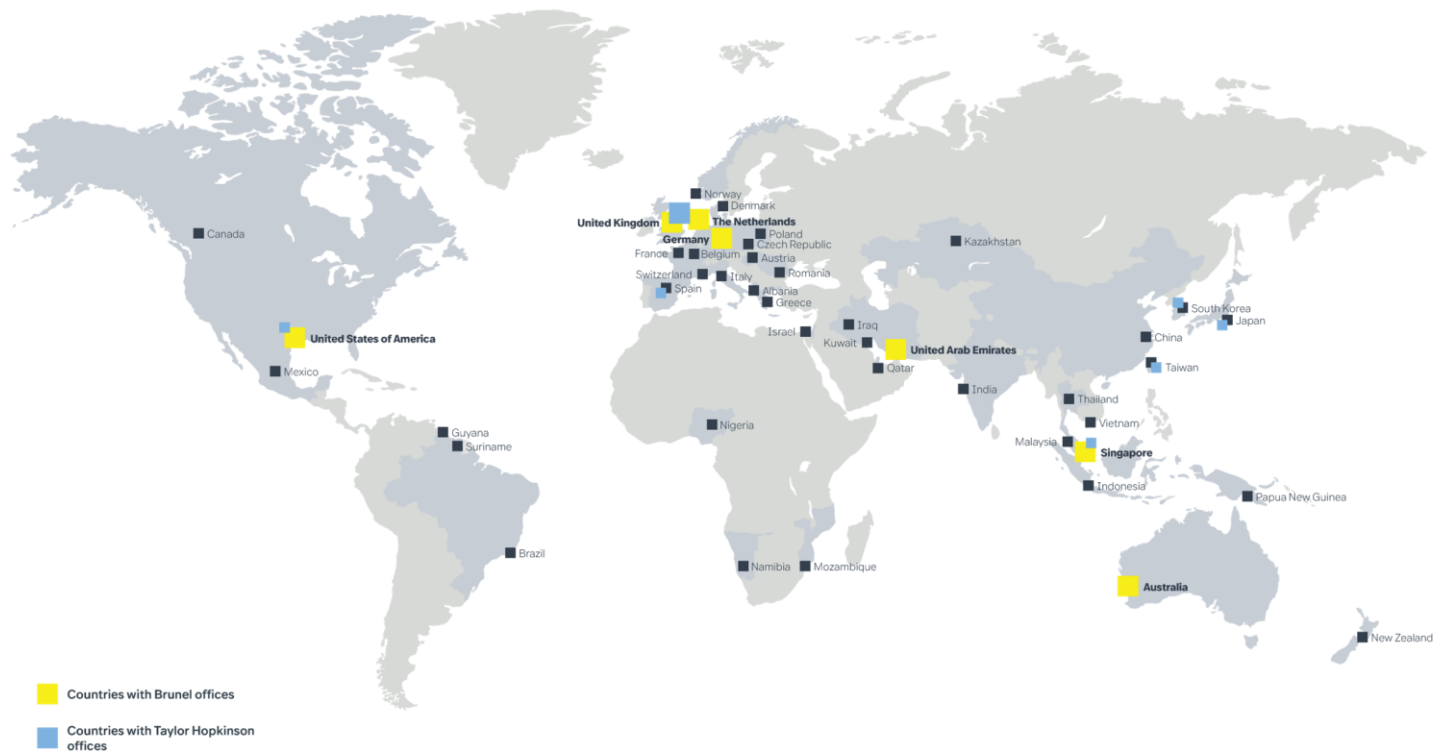
Taylor Hopkinson and Brunel wanted to better understand how today's renewable professionals think about working in the industry. They commissioned an independent research company on a long-term basis to consistently collect and highlight insights about the industry now and in the future. These facts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

Taylor Hopkinson and Brunel surveyed 805 workers in the renewables sector about their careers and perceptions of the industry.

The margin of error for this study is +/-3.45% at the 95% confidence level.



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Renewable Specialists  
Worldwide

**8**

Regions

**120+**

Offices

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To accelerate our position in renewable energy, Brunei joined forces with Taylor Hopkinson, a trusted recruitment partner to the industry's leaders. Connect with us today to discuss how we can support your project.

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