



# NAVIGATING THE TRANSITION TO GREEN ENERGY

## Recruitment Trends for Energy and Utilities Employers

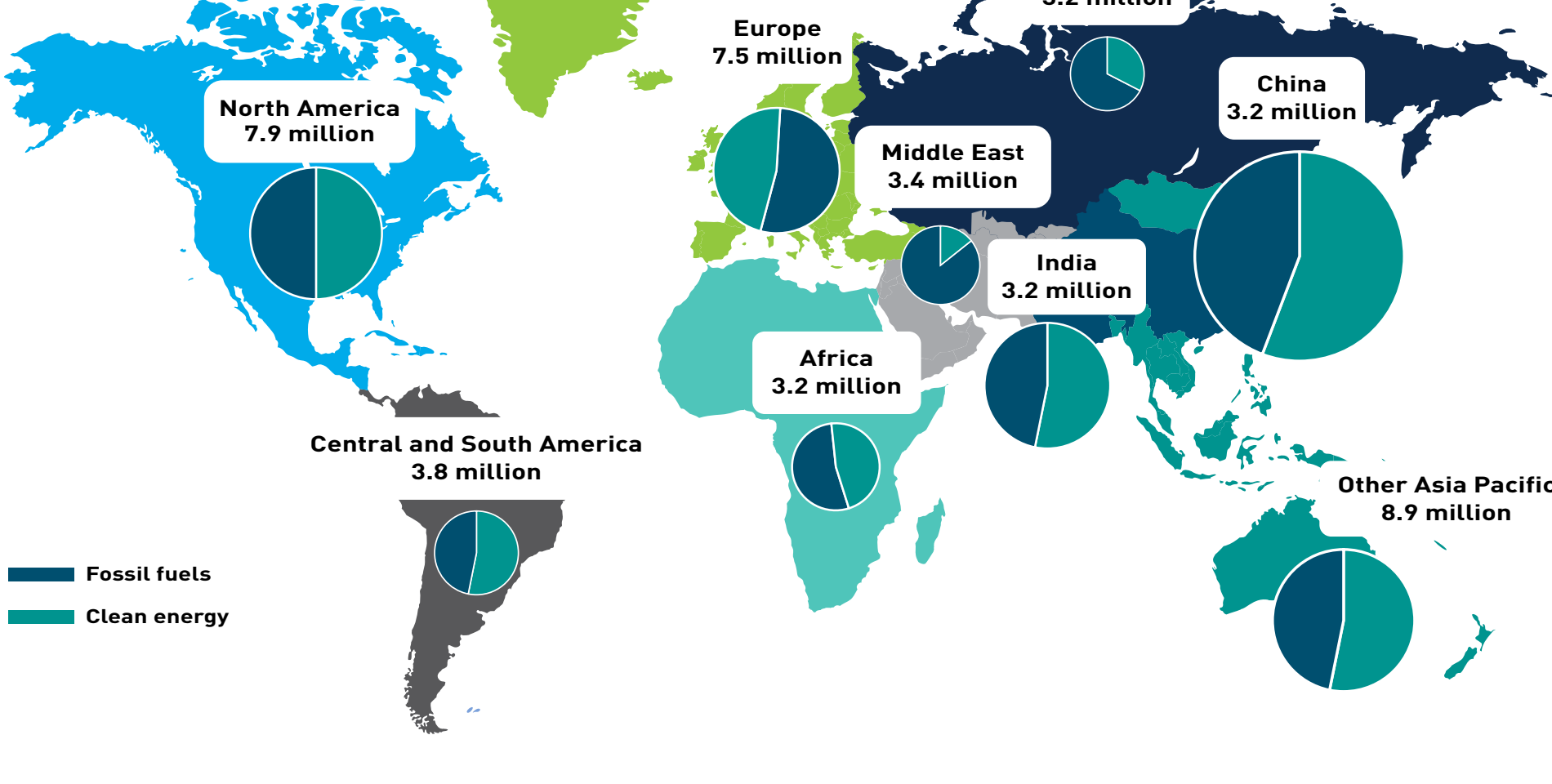
The energy and utilities industry is undergoing a massive transition to green energy sources, creating a large talent gap and a list of challenges for employers. Energy and utility providers will need to attract millions of candidates to brand new roles or risk failing to meet the United Nations' 2030 green energy goals.

Here are some key insights to the energy and utilities talent market

## THE INDUSTRY IS MOVING TO RENEWABLE SOURCES, BUT PROGRESS VARIES BY REGION

APAC is leading the transition to renewables, but Europe and the Americas are making progress.

Energy employment in fossil fuel and clean energy sectors by region, 2019



Source: International Energy Agency

## MILLIONS MORE ENERGY AND UTILITIES JOBS ARE ON THE WAY

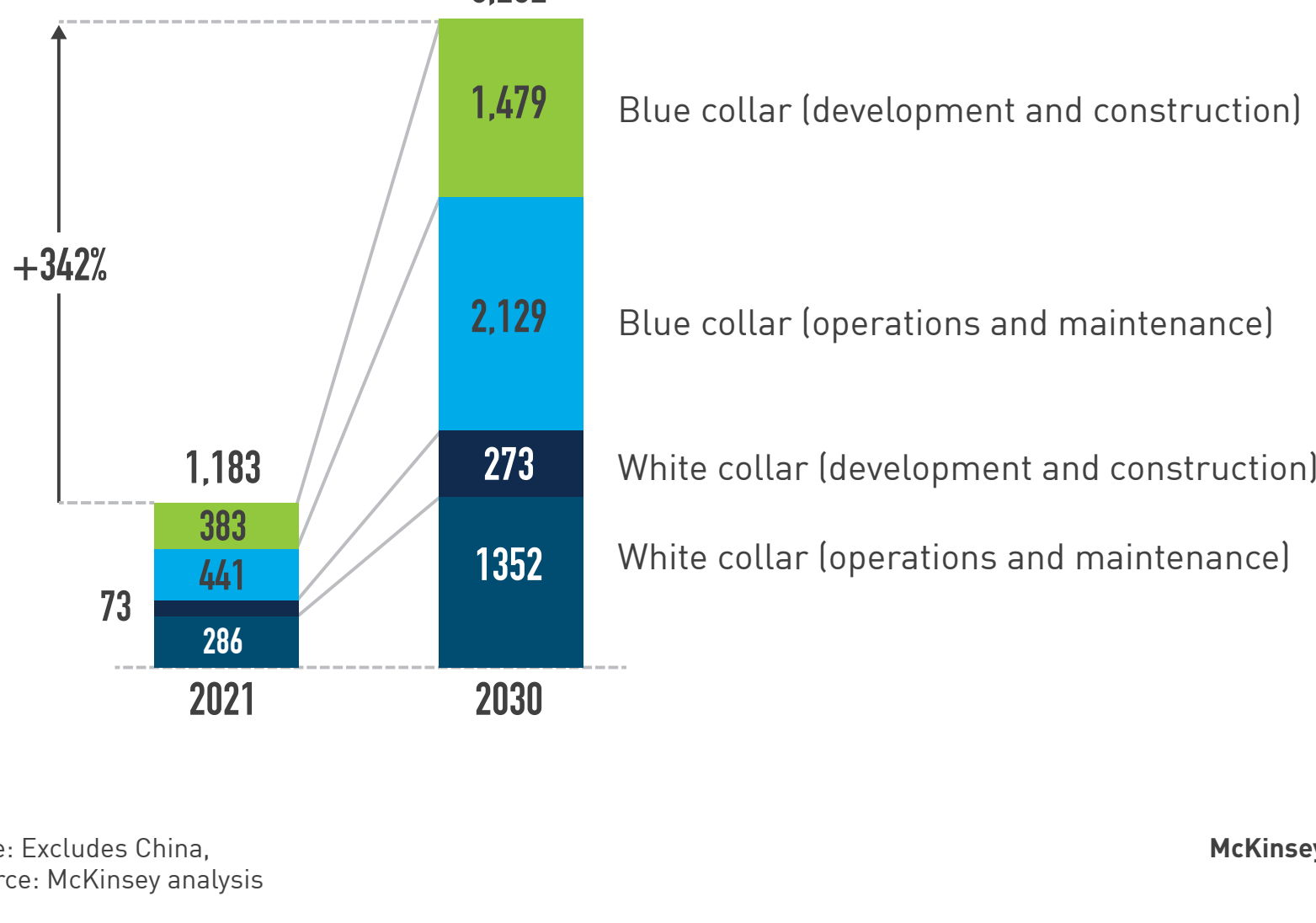
The energy sector already employs about 2% of the global workforce.

- More than 65 million people worldwide are employed in the energy sector.
- Clean energy employs more than 50% of total energy workers.
- Around 45% of energy workers are in high-skilled occupations.

The move to green energy is speeding up, fueled by the Energy Act 2013 in the UK and Russia's invasion of Ukraine in 2022.<sup>1</sup>

### Estimated full-time-equivalent needs for the global development, construction, and operation of wind and solar assets will more than quadruple by 2030.

Estimated annual full-time-equivalent demand, thousands



Note: Excludes China, Source: McKinsey analysis

McKinsey & Company

## TO MEET THESE 2030 GOALS, GREEN ENERGY AND UTILITIES EMPLOYERS WILL NEED TO UPSKILL AND RESKILL MILLIONS OF WORKERS, INCLUDING MANY FROM THE FOSSIL FUELS INDUSTRY.

Globally, experts estimate that the move to green energy could eliminate 9.5 million fossil fuel jobs—and gain 17.4 million renewable jobs.

ALL AMERICAS EMEA APAC

Metric	ALL	AMERICAS	EMEA	APAC
Percentage of workers who can and need to be reskilled or upskilled and will be	41%	39%	37%	48%
Average time needed to reskill average employee	7.5 months	7.5 months	7.5 months	7.5 months
Average cost to reskill average employee	US\$4,650	US\$6,295	US\$4,680	US\$4,550

Source: Librestream

## HOWEVER, ENERGY LEADERS CAN'T FORGET ABOUT FOSSIL FUELS. THE INDUSTRY IS PLAGUED BY AN AGING WORKFORCE AND A SKEPTICAL YOUNGER GENERATION.

Despite the move to renewables, many people still rely on fossil fuels to keep the lights on. If those roles aren't filled, millions risk power disruptions.

50% of the energy and utilities workforce is eligible for retirement in the next 10 years.

### INTEREST IN PURSUING A CAREER BY INDUSTRY

77% Technology	58% Life sciences/ Pharmaceuticals	57% Healthcare	44% Oil and Gas
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Source: Hart Energy

Only 44% of millennials and Gen Z in STEM programs would be interested in working in the sector, but 77% were interested in tech.

## FEMALE WORKERS ARE A LARGELY UNTAPPED DEMOGRAPHIC IN THE ENERGY AND UTILITIES SECTOR. FOCUSING ON DIVERSITY COULD HELP FILL THE TALENT GAP.

- Women make up 39% of the global workforce, but only 16% of the traditional energy sector.
- Women hold 32% of jobs in renewables.
- Women in energy make about 20% less than their male coworkers.

Do you need help hiring energy and utilities workers? Learn about how you can attract the next generation of workers, build more diverse teams and plan for the future in **The Recruitment Handbook for Energy and Utilities**.

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