



Professional talents in energy storage industry

Are energy and materials companies attracting and retaining talent?

Competition for employees is also heating up. Since 2016, out of all the employees who left their roles in energy and materials companies, 42 percent moved to a different industry. ⁹ This underlines the very competitive nature of attracting and retaining talent within the sector.

Why is hiring talent a problem in the energy sector?

Hiring talent to backfill critical roles and fill new roles presents a unique set of obstacles in the energy sector. Experienced workers are retiring, mid-tenure employees have new opportunities in adjacent industries, and data indicates that fewer new employees are entering this workforce.

Why do companies need a talent strategy for renewables?

In renewables, companies are growing faster than the supply of leaders can keep up with, forcing them to be especially imaginative in competing for, retaining and developing talent. We believe that without a new paradigm of leadership and an associated talent strategy, this global energy crisis will never be solved.

Do energy companies have a talent crisis?

All energy companies must begin to plan for the coming talent crisis. Numbers and supply alone are just the first problem. The new leaders in renewables and oil and gas will need to deepen their skills tool kits as their jobs become increasingly more difficult and complex.

Should energy firms invest in workforce development?

Energy firms that invest in workforce development today--partnering with communities to strengthen the talent pipelines, raising awareness of career opportunities, expanding outreach and cultivating inclusive workplaces--should emerge in a stronger position to tackle the sector's worsening talent shortage.

Why do energy companies struggle to find skilled workers?

Among energy sector employers, 71% struggle to find the skilled talent they need, according to Manpower. The shortage of skilled workers is fueled by a sharp rise in energy demand, which is expected to double by 2025, based on a McKinsey report. Both fossil fuels and renewables are affected, albeit for different reasons.



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Contact us for free full report

Web: <https://www.solarcomplete.co.za/contact-us/>

Email: energystorage2000@gmail.com

WhatsApp: 8613816583346

