

Renewable Energy Talent Landscape

Joanna Stacke, Aon

The **Energy Transition** is here and moving quickly. The overwhelming demand for talent to employ this sector, in particular over the past two years, is keeping HR professionals up at night. Candidates are asking for high salaries, rapid career promotion and work/life flexibility. How long

What does the data say to back up these job offers?

Source: Aon's Radford McLagan Compensation Database (RMCD)

- a world-class database known within the HR industry
- 150+ renewable participants
- 350+ energy-related companies
- 1,250 unique energy Jobs

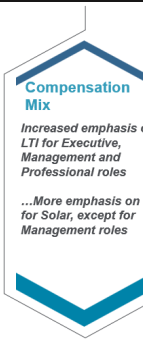
Questions?

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Increased activity in new renewable energy infrastructure development space is driving higher levels of pay to retain adequate talent at all levels (e.g. Project Development, and Renewable Plant Operations / Technician roles). On average salaries have increased by **4.7%**, but key roles have seen increases as high as **12%**.

Hot Jobs based on YoY Salary Increase – Constant Incumbent and Position Analysis

Management				
11.9%	11.3%	9.0%	8.8%	8.2%
Renewables Plant - Renewables Plant Operations - Supervisor (M1)	Engineering Projects - Energy Project Development - Senior Manager / Associate Director (M4)	Renewables Plant - Renewables Plant Operations - Manager (M3)	Renewable Energy Engineering - Multi-Focus - Director (M5)	System Design / Architecture - Supervisory Control & Data Acquisition (SCADA) - Manager (M3)
Professional				
10.4%	9.0%	7.7%	7.0%	6.6%
Engineering Projects - Energy Project Development - Developing (P2)	Meteorology - Meteorologist - Career (P3)	Meteorology - Meteorologist - Developing (P2)	System Design / Architecture - Supervisory Control & Data Acquisition (SCADA) - Career (P3)	Engineering Projects - Energy Project Management - Career (P3)
Support				
10.3%	9.7%	6.6%	5.7%	5.7%
Wind Operations - Wind Turbines - Entry (S1)	Wind Operations - Wind Turbines - Intermediate (S2)	Electrical - Electrical & Instrumentation (Energy) - Entry (S1)	Solar Operations - Solar Technician - Senior (S3)	Wind Operations - Wind Turbines - Senior (S3)



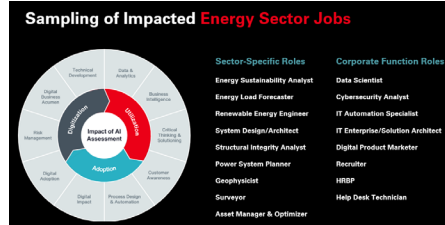
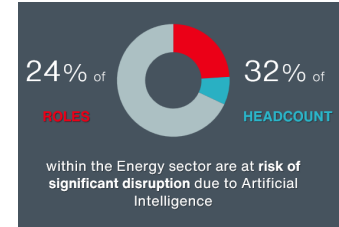
- **Offshore operations on the rise with very limited talent pool**
- **"Cash is still King"**. Renewed emphasis on Base Salary, in detriment of both Short and Long-Term Incentive Pay for Management, Professional, and Support Roles; with potential use of LTI as a retention tool for key talent
- **Recruitment is at its highest levels** since the Pandemic, especially at the Support levels (58% of all New Hires)
- Renewable sector remains very attractive to younger generations, with **Millennials representing 54%** of the workforce with Generation Z already at 8%

Source: Aon - 2023 RMCD - Renewable Energy Compensation Report

CLEANPOWER



AI Impact on Energy Jobs



Source: Aon - Impact of AI Assessment (2024)

Talent Trends: What are we hearing from clients?

- Offshore wind experiencing high growth and demand – these roles are extremely hard to fill; the integrated oils have the opportunity to use skillsets from offshore O&G talent and re-skill.
- Competition between larger, integrated firms and start-up's is increasing turnover and salary/bonus demands.
- The Energy Transition is pushing O&G to diversity; i.e. 32% of midstream firms have jobs in the renewable energy space.

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