

# Talent gap in energy storage industry





## Overview

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Amid increased demand, an aging workforce, and decreased recruitment levels, the energy sector's talent pool is under pressure. Five strategies can help executives fill their talent pipeline. As the energy transition gathers pace, there is an increasing need for energy talent. The global demand for.

The energy sector is experiencing a talent crisis. Despite concerns about Trump's move to cut Inflation Reduction Act funding for renewables, experts anticipate that long-term energy sector trends will remain steady, given private companies' investments, global momentum in renewables and oil and.

The energy industry has faced a decade-long talent problem. The sector is not seen as either high-tech or sustainable. Energy needs new, ambitious, and diverse talent to find its best self—that includes addressing the climate and broader sustainability emergency and adapting to developing.

Energy storage solutions, particularly lithium-ion batteries, are pivotal for managing the intermittent nature of renewable energy resources like solar and wind, providing the necessary balance and reliability to our power grids. However, this growth brings a unique set of challenges—chief among.

As the demand for renewable energy solutions continues to surge, the industry is battling a widening skills gap that must be addressed quickly to meet global carbon emission goals. In this blog, we delve into the pressing issue of talent shortages within the renewable energy sector, examining the.



The main volume drivers for batteries are currently electric vehicles and stationary energy storage. However, future applications will be diverse, and the energy transition will require an orders-of-magnitude increase in production. This expansion will require innovative minds with the right skills. 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. <sup>9</sup> 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.

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.

Why should energy companies reach out to untapped workers?

Reaching out to untapped workers expands the talent pool, too. This includes purposeful outreach to women and Black or African American workers. Women represent just 26% of the energy workforce, significantly lower than their 47% share of the overall U.S. workforce.

Are renewables a key driver of growth in energy jobs?



Renewables are poised to be a key driver of growth in energy jobs. The two fastest growing occupations are in renewable energy: wind turbine service technician jobs are projected to grow by 60% and solar photovoltaic installers by 48%, according to the U.S. Bureau of Labor Statistics.



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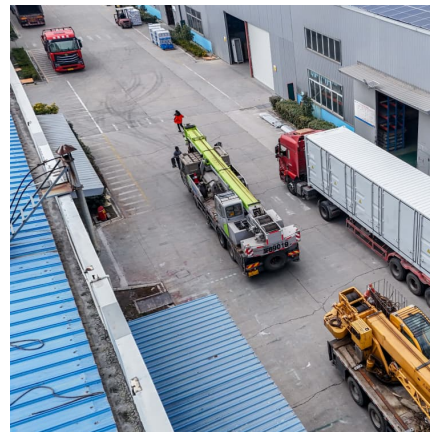


### [How Energy Companies Can Attract and Keep Top ...](#)

As energy executives are well aware, their industry is facing a major talent deficit. By 2015 over 50 percent of the engineering workforce will be eligible to retire, ...

### energy storage talent grab

Analysis of the talent structure characteristics and high-level basic research themes in global energy storage Performing high-level basic talent research in energy storage is of great ...



### [China's widening automotive talent gap: which talent ...](#)

According to the "2023 Automotive Industry Shortage Talent Report", from the point of view of subdivided categories, embedded software ...

### Navigating Global Renewable Energy Talent Shortages Amid the Energy

1 ??· The global shift towards sustainable energy sources has seen the renewable energy industry grow exponentially. But with this rapid growth



comes a major challenge: not enough ...



[#talentshortage](#) [#energysector](#) [#skillsgap](#)  
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10 ????. We asked: "How important will cross-sector skills transfer be in addressing the energy talent gap by 2025?" - and here's how our network responded: ? Poll Results: Critical for ...



### Renewable energy sector may create 5-6 lakh direct jobs by 2027

India's renewable energy sector, where some of the top business houses and large corporations are lining up ambitious expansion plans, is facing a talent shortage, ...



### [Energy sector's AI talent gap: A critical challenge](#)

In the race to modernise energy, skills are as critical as technology. Without addressing this gap, AI in energy risks remaining a promise rather than a reality.





Diagnosing the Talent Gap: What is it (and How Can ...

How companies are addressing the skills gap  
How technology is helping to close the skills gap  
Final thoughts What is a talent gap? In recent ...



Addressing The Energy Sector's Talent Shortage

And while the energy sector is eager to modernize its systems, its inability to compete with the private tech industry on talent acquisition is putting the nation's energy ...

analysis of energy storage technology talent needs

Energy Storage RD& D: Accelerates development of longer-duration grid storage technologies by increasing amounts of stored energy and operational durations, reducing technology costs, ...



**Solutions to the energy talent gap are hiding in plain sight**

Solutions to the energy talent gap are hiding in plain sight To meet clean energy hiring challenges, employers will benefit from working toward a strategic, industrywide vision ...



### [A Workforce Development Primer for ENERGY LEADERS](#)

To challenge themselves, industry leaders should look not just to each other for best practices in workforce development strategy, but to other sectors for innovative practices in attracting, ...



### **The Energy Sector's Looming Battle for Talent: A 10-Year ...**

The stakes are high The clean energy transition is projected to generate a requirement for up to 400,000 new jobs in the UK by 2050. Filling these roles by attracting new ...

### [Closing the Green Skills Gap: Empowering the Next...](#)

As we highlight the expansion of the renewable energy industry, this article explores the nature of the skills gap, its implications for the global energy ...





## Confronting the Skills Gap in the Global Energy Transition , NES ...

Explore solutions to the skills gap in renewable energy. Download our whitepaper for insights on workforce challenges and strategies for success in the global energy transition.

## YMP Scholarship: Mining industry must narrow talent gap by ...

Despite its pivotal role, the mining industry faces significant challenges that could hinder its ability to meet global demand. YMP Scholarship: Mining industry must narrow ...



## China's widening automotive talent gap: which talent is in

According to the "2023 Automotive Industry Shortage Talent Report", from the point of view of subdivided categories, embedded software development, algorithm engineers, ...

## Talent gap threatens to hold back progress on the global

In his exclusive monthly column, Lorenzo Totaro outlines how a skills and talent gap across the energy industry can hamper its shift toward renewables. The



### Confronting the Renewable Energy Talent Shortage: An Essential ...

Overview The article addresses the urgent talent shortage in the renewable energy sector, emphasizing the necessity for HR managers to implement targeted recruitment strategies to ...



### [From Shortage to Opportunity: Bridging the Talent ...](#)

Energy companies are addressing the skills shortage in the sector through a combination of reskilling initiatives, partnerships, and a focus ...



### Renewables sector faces talent shortage and skills gap, survey finds

Main article The global renewable sector is facing a talent shortage and skills gap, with a majority of green energy professionals, 74%, saying it is critical for their ...





## Addressing the Skills Gap for the Energy Transition: Reskilling ...

The complex nature of renewable energy systems, such as offshore wind farms and solar-plus-storage projects, requires a workforce with specialized technical skills. ...



## Where Is the Energy Talent in 2025?

The Energy Talent Gap - By the Numbers  
According to recent UK government and industry research: Over 277,000 jobs will need to be filled in energy by 2050 to meet net-zero targets ...

## [Closing The Skills Gap In The Energy Sector](#)

The skills gap in the energy sector refers to the disconnect between the skills employers need and those available in the current workforce. This gap has become ...



## [Energy's talent crisis continues: The sector must ...](#)

A recent energy industry roundtable started with talent, which consumed more than half the conversation. Our report on that event covers ...



### Addressing the battery talent shortage with interdisciplinarity

For the US battery energy storage sector alone, the 2022 National Renewable Energy Lab report estimated that a minimum of 130,000 additional workers (compared to 2020 estimates) would ...



### The Future of Renewable Energy: Exploring Innovative Energy Storage

4 ???· In a world where climate change is at the forefront of global discussions, the need for sustainable and renewable energy sources has never been more urgent. As we continue to ...

### [How the Future of Renewable Energy Requires a ...](#)

To address the growing talent shortage, a renewable energy staffing solution has become an essential resource for companies in the industry. This solution ...





## **Navigating Global Renewable Energy Talent Shortages Amid the ...**

1 ??· Explore the urgent talent shortages in the renewable energy sector and discover strategies to attract and develop the skilled professionals needed for a sustainable future.

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