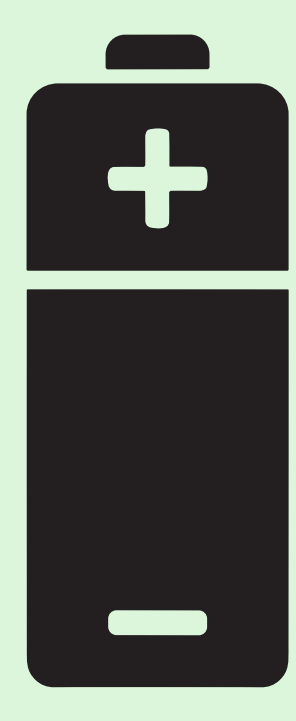


Time-to-Fill & Attrition Benchmark: Renewables.

Hiring velocity, attrition and multi-site workforce pressure in the UK renewables sector.



Renewables project pipelines are accelerating across the UK

- but for **CHROs**, the real squeeze is on talent acquisition teams trying to fill thousands of specialist roles across multiple sites, faster than the market can supply them.

The big picture - global hiring pressure

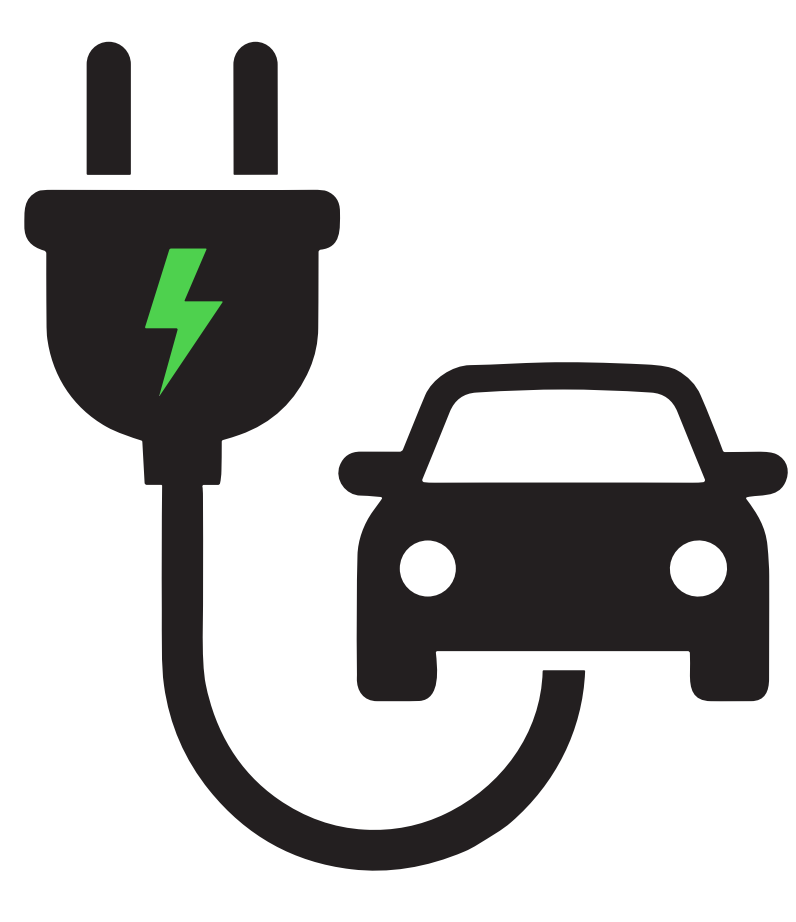
A WORKFORCE THAT WILL DOUBLE BY 2030

Global renewable energy employment is projected to reach **30 million jobs by 2030**, nearly double today's **16.6 million**, as the sector continues its rapid scale-up.

Source: IRENA, Renewable Energy: A Gender Perspective (Second Edition), October 2025



BOTTLENECKS AT RECORD HIGHS.



More than half of the **700+** energy firms, unions and educators surveyed by the IEA report critical hiring bottlenecks, the highest level ever recorded.

Source: IEA, World Energy Employment 2025 - Executive Summary

The UK reality - the scale of the hiring challenge

A WORKFORCE THAT MUST DOUBLE

The UK wind workforce must more than double from **55,000** today to over **112,000** by 2030 to deliver Clean Power targets.

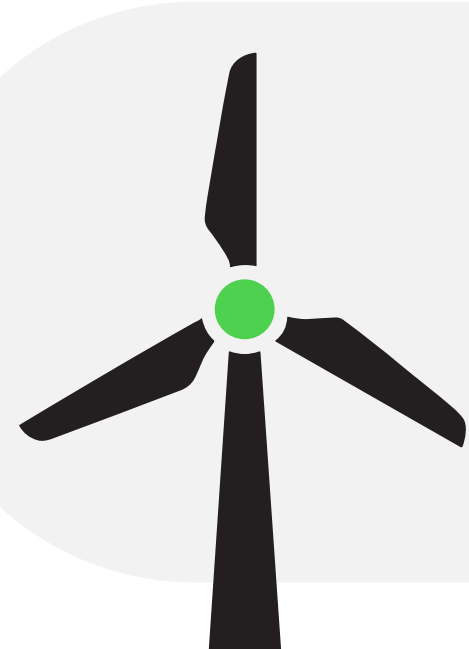
Source: RenewableUK, Wind Industry Skills Intelligence Report 2025

Recruiting at scale, every year.

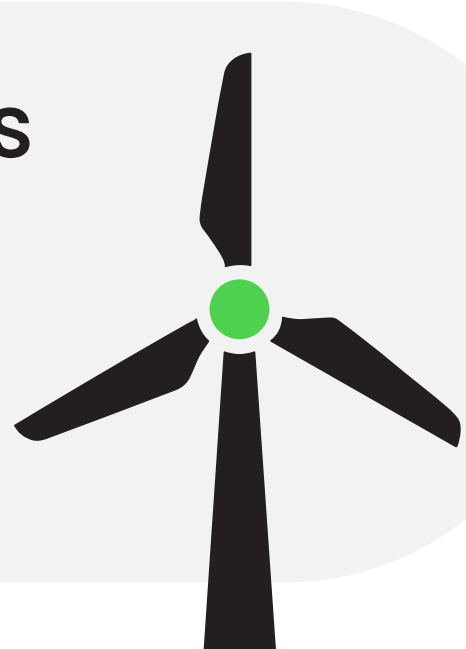
Meeting UK power sector 2030 targets will require **22,400** new recruits every single year once standard attrition is factored in.

Source: Energy UK, Building the workforce for our future energy system, October 2025

OFFSHORE WIND HIRING ALREADY ACCELERATING

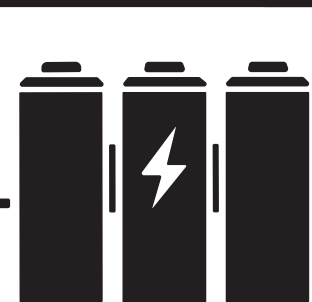


UK offshore wind employment has already jumped **25%** in just two years, from **32,000** in 2023 to **40,000** in 2025.

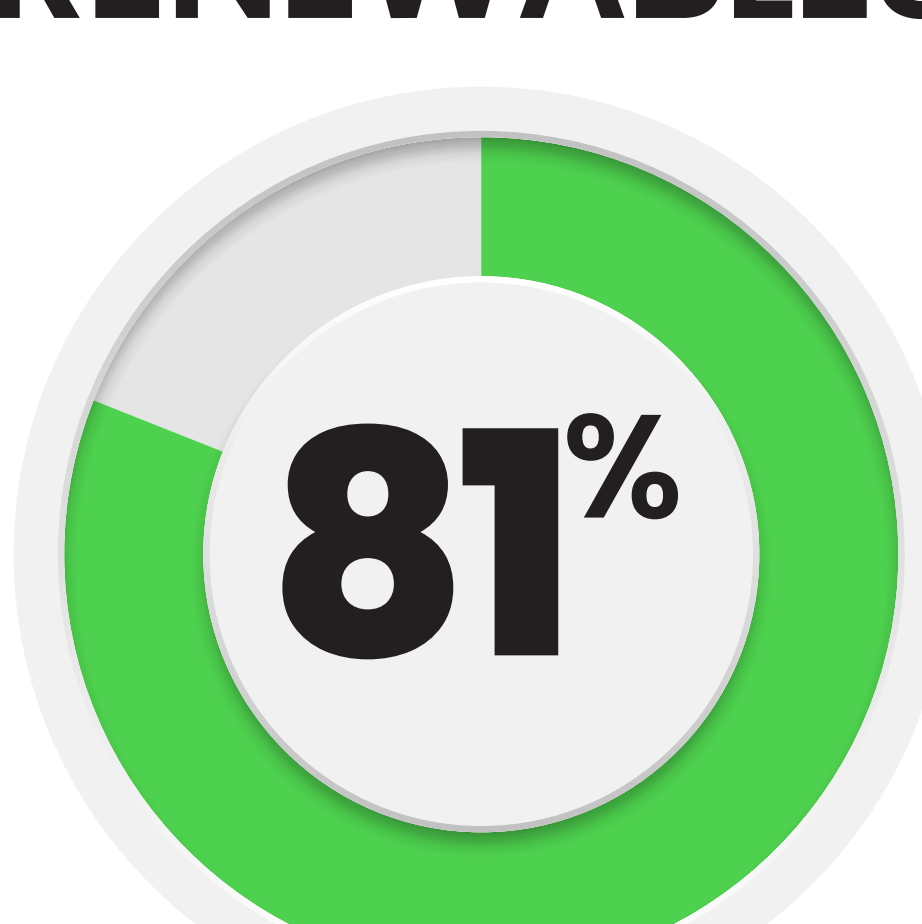


Source: RenewableUK, Wind Industry Skills Intelligence Report 2025

CHRO pain point: TA overloaded by multi-site hiring



HIRING IS HARDEST IN RENEWABLES



81% of UK renewables employers report difficulty hiring workers, the highest rate of any engineering construction sector, up from **53%** in 2021.

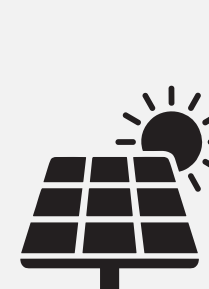
Source: ECITB Workforce Census 2024 (published January 2025)



A 37,000 WORKER SHORTFALL



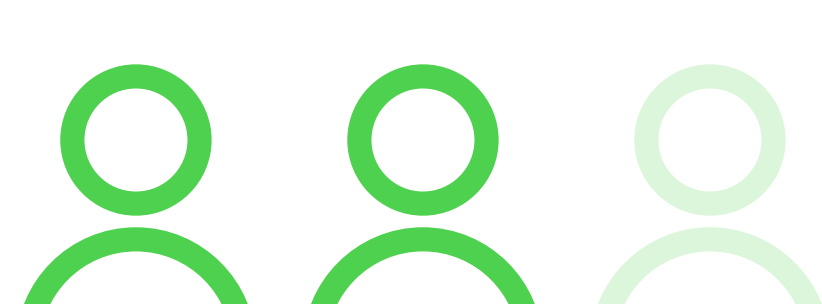
On current trajectory, Renewable UK projects a shortfall of over **37,000** workers across the UK wind industry by 2030.



Source: RenewableUK, Wind Industry Skills Intelligence Report 2025

THE RETIREMENT CLIFF

In advanced economies, **2.4 energy workers** are nearing retirement for every new entrant under 25, meaning **two out of every three new hires** between now and 2035 will simply replace retirees.



Source: IEA, World Energy Employment 2025 - Executive Summary

MSP as a strategic TA extension

A Managed Service Programme (MSP)

operates as a strategic extension of in-house talent acquisition, giving overstretched TA teams the scale, specialist reach and real-time data to hire faster and more accurately across multi-site projects.

Scales sourcing capacity instantly across every project site, without the delay or cost of permanent headcount investment.

Provides real-time time-to-fill, attrition and pipeline analytics by site, role and supplier, turning workforce decisions into data-led decisions.

Manages a single vetted supplier network, eliminating duplicate pipelines and delivering a consistent candidate experience at every location.

Frees in-house TA teams to focus on strategic priorities: employer brand, leadership hiring and long-range workforce planning.

With multi-site renewables hiring demand now outpacing the capacity of most in-house teams, an **MSP is the CHRO's** lever for turning a stretched TA function into a scalable, data-led talent engine.

Get in touch with an expert now