



Q3 2024

# MARKET

REPORT



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# Q3 OVERVIEW

## Hiring and Recruitment in the Renewable Energy Sector in Australia

Australia is witnessing a significant and growing pipeline of renewable energy developments across all technologies, fuelling the drive and competition for experienced professionals. This surge is creating a wealth of renewable energy careers, offering numerous jobs in renewables and specialized renewable energy jobs for those with industry knowledge.

With a huge pipeline of work in development and construction across solar, wind, and BESS, the competition for talent in solar farm jobs in Australia is becoming increasingly tight, reflecting the growing demand for skilled professionals in solar farms Australia jobs.

While hiring activities remain robust across the renewable sector, many businesses are grappling with the challenge of how to attract, secure, and retain top talent, a common hurdle for those in energy recruitment, including renewables recruitment and green energy recruitment.

Although there isn't a one-size-fits-all solution, organizations that can effectively position their roles in the market and invest in developing talent new to the industry are leading the way. Offering creative working conditions, especially remote and flexible arrangements, is becoming a key consideration for candidates looking at renewable energy jobs in Australia.

## ECONOMIC IMPACT AND JOB CREATION

The transition to renewable energy in Australia is not just a pivotal shift towards sustainability but also a significant economic opportunity, especially in job creation and capital investment. The government's strategic investment of \$5.6 million to attract capital investment and enhance competitiveness in Australian manufacturing is laying a strong foundation for growth in renewable energy projects.

## Economic Impact and Job Creation:

### Employment Growth:

- The move towards achieving 50% renewable energy by 2030 is expected to boost employment in the electricity sector by about 90% from 2014 levels, highlighting the surge in renewable energy jobs in Australia.
- Construction employment is anticipated to reach a peak in 2029, with levels about 60% higher than those in 2019, indicating a significant increase in construction jobs.
- Approximately 80% of the new jobs created by the renewable sector will be additional to the economy, underscoring the role of renewables in generating new employment opportunities beyond just substituting existing jobs.

### Addressing Skills Shortages:

- The urgent demand for skilled workers in the renewable sector, with at least 43,200 of the 85,000 workers needed by 2030 being in national shortage occupations like electricians and engineers, highlights the importance of apprenticeships and competitive renewable energy engineer salaries in Australia.
- Initiatives aimed at bridging the gender gap in key occupations could play a crucial role in addressing the shortage, especially given the low representation of women in these roles, underscoring the importance of diversity programs.

## Government Investment and Economic Impact:

- The Australian Government's commitment of almost \$25 billion to clean energy spending is poised to spark significant economic activity and job creation. With renewable energy and green recovery efforts from COVID-19 expected to create three times as many jobs as equivalent spending on fossil fuels, this initiative opens up new avenues for job search in the renewable energy sector.
- Investments like the \$20 billion in low-cost finance for expanding and modernizing Australia's electricity grids, along with the \$1.9 billion Powering the Regions Fund, further bolster the decarbonization and development of new clean energy industries. These investments underscore the economic benefits of transitioning to renewable energy, including advancements in energy storage solutions.

**Given these developments, the role of renewable energy in driving economic growth and job creation in Australia is unmistakable. The sector not only offers a path to achieving environmental goals but also presents substantial economic and employment benefits, highlighting the growing opportunities in renewables jobs and energy jobs.**

## Where is the demand?

- Broadly speaking, there is equal demand across development, delivery, and engineering skill sets. However, experienced renewables engineers arguably present the biggest challenge, reflecting the competitive renewable energy engineer salary landscape in Australia.
- State by state comparisons reveal very little difference in demand. WA stands out as the most buoyant state for construction skillset demand, while VIC, QLD, and NSW boast the most extensive pipeline of projects ready for development and build, indicating robust renewable energy jobs markets in Melbourne, Sydney, and Perth.

### ROLES IN DEMAND:

Solar & Wind Engineers

Project Developers

Construction Managers

Grid Connection  
Engineers

Land Acquisition  
Managers

\*Construction Managers (renewable specific experience)

## HOW TO HIRE EFFECTIVELY?

**With high demand, high competition, and an overall increase in opportunities being presented to quality candidates, finding the right people for your team might seem daunting. Yet, by leveraging strategies in labour hire and executive recruitment, you can enhance your success rate.**

### 1. Take time and care with the job description.

When hiring in talent-short markets, it's crucial to have more than just a couple of generic lines to share with potentially interested candidates. The level of interest and engagement in your role starts with a compelling job description, a key strategy in effective labour hire.

### 2. Make sure your go-to market campaign is strong.

Creating compelling adverts, utilizing video and interactive content, and ensuring your socials work to attract talent are becoming increasingly important. These strategies are essential for those looking to stand out in the labour hire market.

## HOW TO HIRE EFFECTIVELY?

### 3. Lock your interview process down early.

Communicating the interview process upfront to candidates helps manage their expectations and reduces the chances of them dropping out. Ensuring all necessary panel members are locked in is also crucial to avoid delays, a key practice in permanent recruitment.

### 4. Get your budget right and make sure its signed off.

Offering anything below market value is a surefire way to keep your role open for a long time. While money is rarely the only consideration for good candidates, it remains an important factor, highlighting the need for competitive offerings in both labour hire and permanent recruitment.

## What to expect in the coming quarter?

In short, much of the same. Demand in the space is only increasing with the number of developments growing. Talent is going to become increasingly hard to find and secure. We will see more businesses bringing in candidates from renewables adjacent industries like civil infrastructure, mining, and oil and gas, highlighting a significant migration towards these sectors. This shift underscores the importance of strategic labour hire, alongside both contract and permanent recruitment strategies to meet the burgeoning demand.

If you are struggling to fill the roles you have open, or have a significant pipeline of work that you need to resource that you want to get on top of, reach out to the Vinova team. Our expertise spans energy recruitment, construction recruitment, manufacturing recruitment, infrastructure recruitment, and traffic management recruitment, ensuring we connect you with the top renewable energy talent through both labour hire and contract or permanent recruitment solutions.



### WANT TO FIND OUT MORE?

Contact Kris from the Vinova team.

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