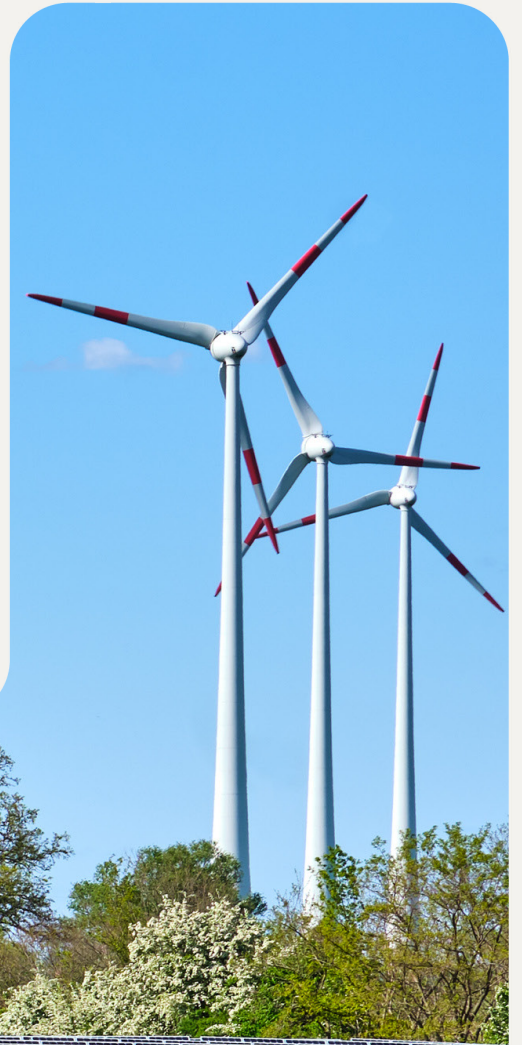


2025 ENERGY & RENEWABLES JOBS REPORT: INSIGHTS AND STAFFING TRENDS

The Planet Group | Q2



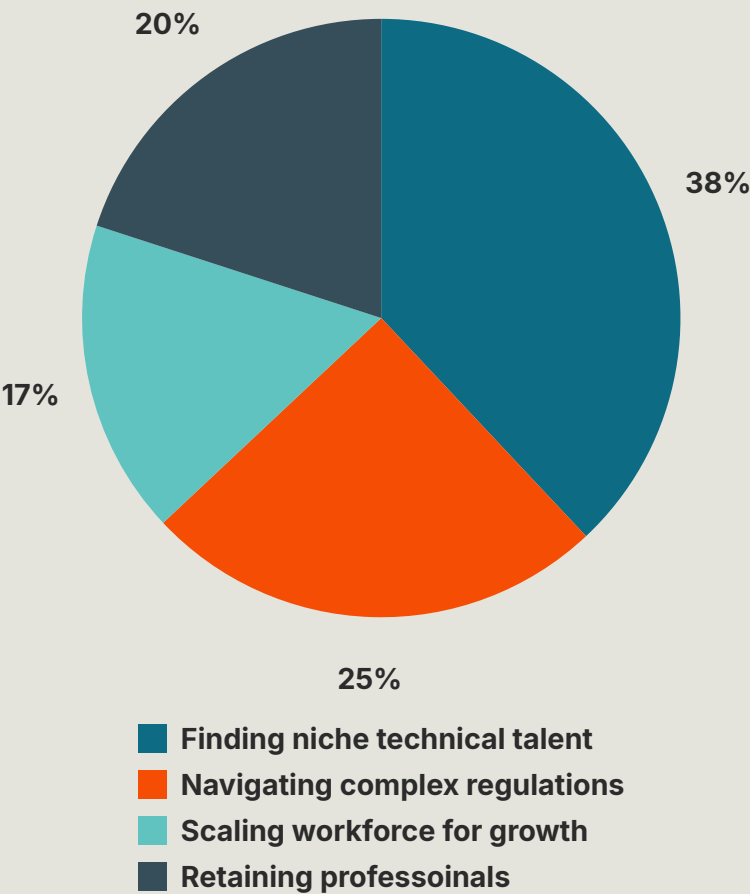
THE
PLANET
GROUP



The energy and renewables sector is in a transformative phase, driven by significant technological advancements, rapid infrastructure development, and increased investment from public and private sectors. As the United States continues to invest heavily in clean energy, there is growing demand for specialized talent across advanced manufacturing, digital transformation, project management, human resources, and financial oversight.

We recently surveyed our network, asking what hiring challenge looms large in renewable energy sector today. Here’s what we found:

HIRING CHALLENGES IN RENEWABLES



These results reflect the growing complexity and interdependence of renewable energy systems—and the need for talent with both specialized technical expertise and cross-functional capabilities.

Next, let’s explore the major hiring trends shaping this industry, key roles in demand, and how organizations are building the workforce to power the future.

ADVANCED MANUFACTURING & RENEWABLES INFRASTRUCTURE GROWTH

Engineering, Manufacturing, and Managerial Roles

With the ten major EV battery plants opening in the U.S. this year, specialized talent is becoming increasingly critical. This expansion will significantly enhance America's battery manufacturing capacity, fueling demand for Process and Quality Engineers to optimize production processes and maintain stringent quality standards. Additionally, skilled technicians in Battery and EV Manufacturing are essential to manage advanced assembly lines and ensure the reliability and performance of battery systems at these new facilities.



If all planned plants open in 2025, the country's EV battery manufacturing capacity is poised to grow to 421.5 gigawatt-hours per year, nearly doubling the capacity from the previous year.

Energy Storage Systems Engineers are increasingly in demand, as the U.S. energy storage market achieved record installations exceeding 12 GW in 2024, marking robust 33% year-over-year growth. This increase highlights the critical need for engineers adept at integrating renewable energy sources and enhancing grid stability.



Project Managers are essential for overseeing large-scale facilities like Toyota's expansive battery manufacturing plant in Liberty, North Carolina. Concurrently, Maintenance and Reliability Experts are essential to minimize equipment downtime, ensuring sustained operational efficiency. By 2032, the battery manufacturing industry alone is anticipated to generate between 84,000 to 125,000 new domestic jobs.

ENTERPRISE TECHNOLOGY & DIGITAL TRANSFORMATION

Cybersecurity, Data, AI, and Business Intelligence Roles

Cybersecurity Analysts are increasingly critical as grid modernization introduces vulnerabilities. Research by Sandia National Laboratories underscores the importance of safeguarding distributed energy resources. Data Analysts and AI Specialists contribute significantly by improving renewable energy forecasting accuracy, aligning with the Department of Energy's emphasis on AI-driven grid resilience and enhanced forecasting.

Business Intelligence Experts play pivotal roles by utilizing tools for compliance monitoring, carbon emission tracking, and environmental impact assessments, essential for sustainable renewable energy operations.

ENERGY CONSTRUCTION & PROJECT DELIVERY

Growing Need for Renewable Energy Construction Talent

Renewable energy construction jobs grew by 4.5% in 2023, significantly outpacing general construction job growth (2.3%), driven by expansions in solar, wind, and battery storage installations. Construction Managers are critical for timely, budget-conscious project completion.



Employment for **Wind Turbine Technicians** is projected to surge by 60% by 2033, reflecting strong industry growth. Grid Integration Engineers address the increasing complexity of connecting renewable sources to the grid, ensuring reliability and efficiency. Additionally, Civil Engineers and Site Planners with expertise in hydrology, erosion control, and infrastructure design are in high demand, crucial for rapidly deploying renewable energy projects. The American Society of Civil Engineers emphasizes the critical importance of updating design standards to account for changing climate conditions, including increased flood risks and sea-level rise, which directly impact the planning and execution of renewable energy installations.

ENERGY STAFFING & HR

Talent Acquisition and HR Compliance Roles

Rapid sector growth necessitates robust HR infrastructure. Renewables Talent Acquisition Specialists and HR Business Partners manage workforce scaling, essential for new sites and facilities. Additionally, Compensation and Benefits Analysts, Workforce Planning Experts, and DEI Program Managers are integral to building sustainable and equitable workplaces.

Key HR compliance areas include labor laws, safety regulations, and environmental standards, all crucial in construction and operations phases.



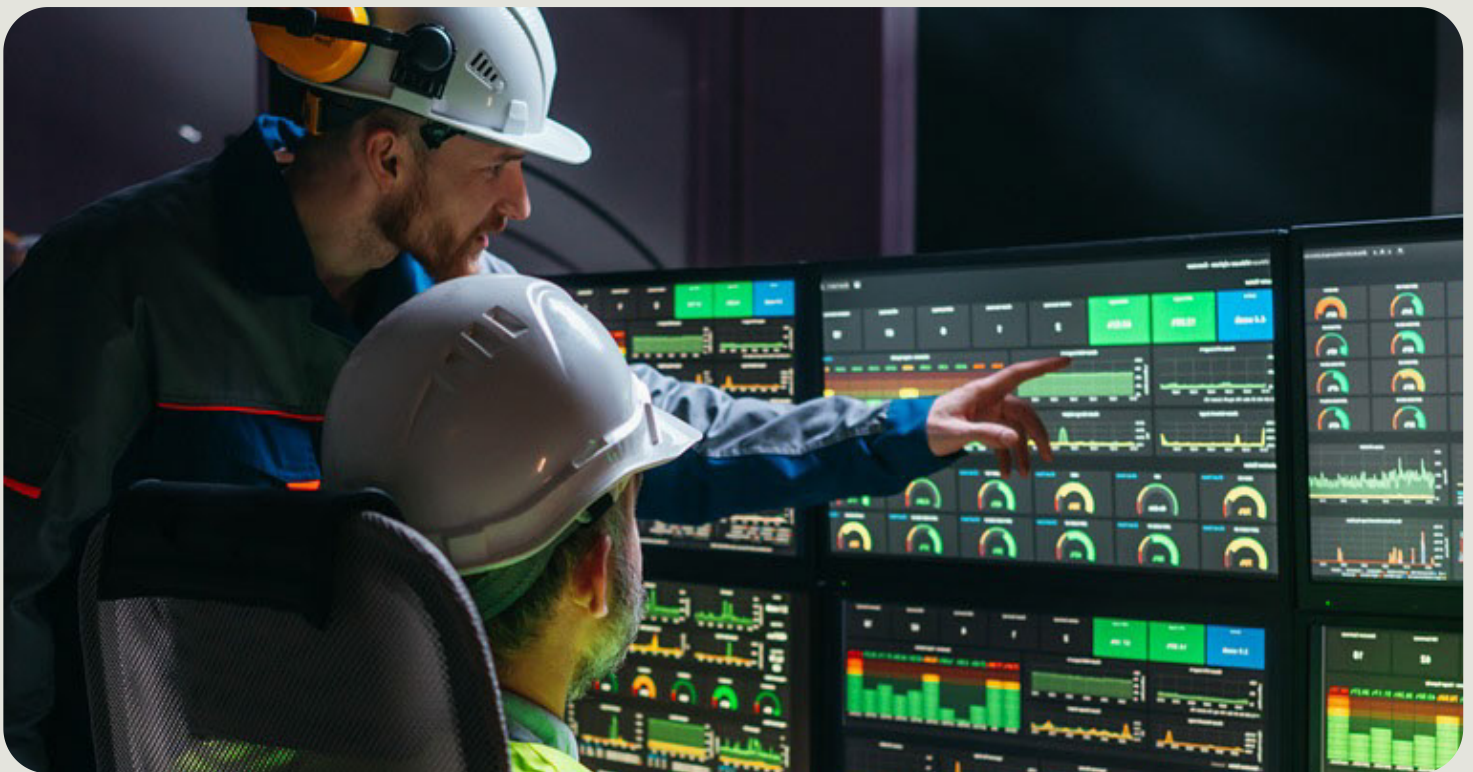
FINANCIAL & REGULATORY OVERSIGHT FOR RENEWABLE ENERGY PROJECTS

Financial oversight roles such as Grant and Funding Compliance Analysts, Cost Accountants, and Energy Project Controllers are increasingly important due to significant federal investments (IRA, IIJA). Sustainability Reporting Analysts enhance transparency in green finance, aligning financial services with sustainability goals.

NEARSHORE & OFFSHORE RENEWABLE ENTERPRISE SUPPORT

Analysts, AI, Remote Systems Engineers, and Cybersecurity Roles

As the U.S. offshore wind sector rapidly expands, remote monitoring and data analytics have become essential to ensuring operational efficiency and grid integration. SCADA (Supervisory Control and Data Acquisition) systems allow onshore teams to oversee turbine performance in real time, make critical adjustments, and implement proactive maintenance strategies. Tools like the Department of Energy's FLORIS model leverage SCADA data to optimize wind farm performance through advanced control strategies.



This shift has created growing demand for Offshore Tech Support Analysts to manage SCADA infrastructure, Data Analysts to interpret performance metrics, and AI Specialists to build predictive models for maintenance and energy forecasting. Remote Systems Engineers and Cybersecurity Specialists are also needed to ensure the security and reliability of offshore platforms. The U.S. Treasury offers enhanced tax credits for SCADA equipment located in designated energy communities, reinforcing the need for talent with expertise in remote operations and digital infrastructure.

MOST IN-DEMAND ENERGY & RENEWABLES POSITIONS

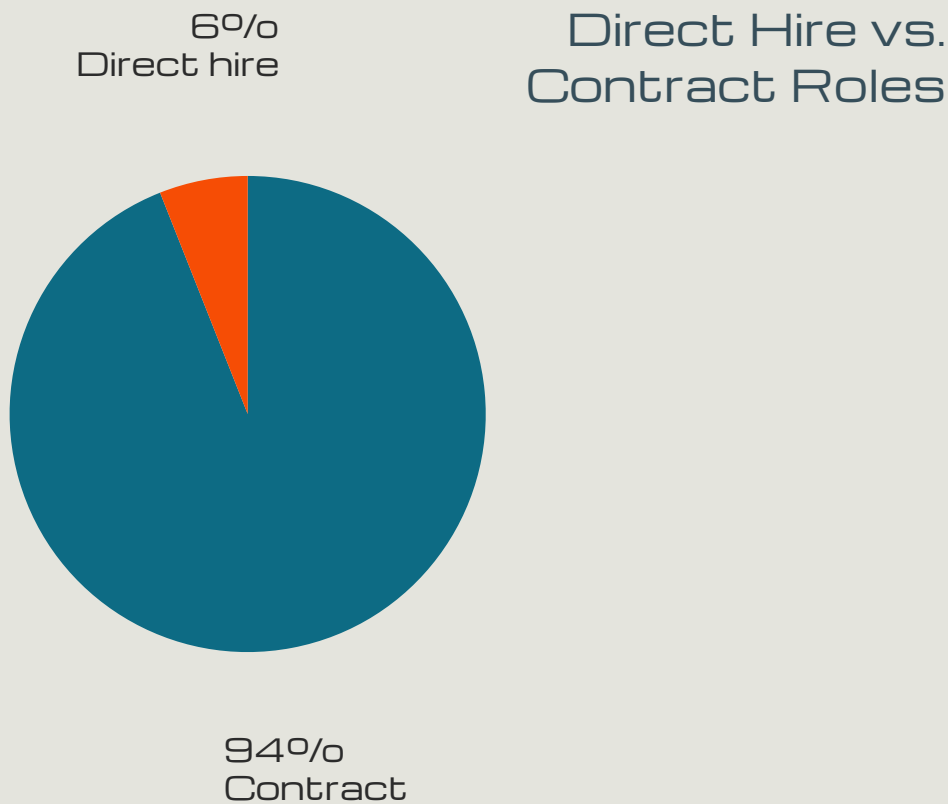
Over the past year, The Planet Group has seen the highest demand for the following roles in the Energy sector:



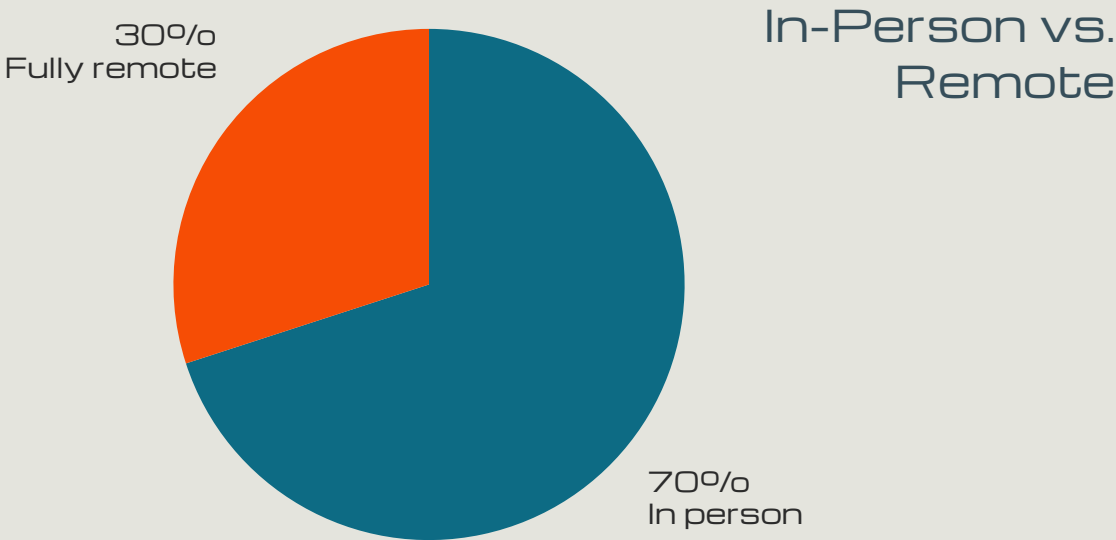
- 1. Engineering Technologist**
- 2. Project Controls Specialist**
(incl. Senior Project Controls, Principal Project Controls)
- 3. Engineer**
(incl. Senior, Civil, Industrial, Mechanical, Project Engineers)
- 4. GIS Technician**
- 5. Project Manager**
- 6. Scheduler, Project Scheduler**
- 7. Construction Manager**
- 8. Design Technician**
- 9. Environmental Specialist**
- 10. CAD Operator**

ENERGY PLACEMENT TYPES

Of all energy jobs filled by The Planet Group over the last year, 94% were contract roles and 6% were direct hire.



Furthermore, 70% included requirements to work in-person at least some of the time, while 30% offered fully remote options.



TOP LOCATIONS FOR JOB OPENINGS

Cities

- 1. Charlotte, NC
- 2. Jackson, MI
- 3. Lake Mary, FL
- 4. Cincinnati, OH
- 5. Plainfield, IN

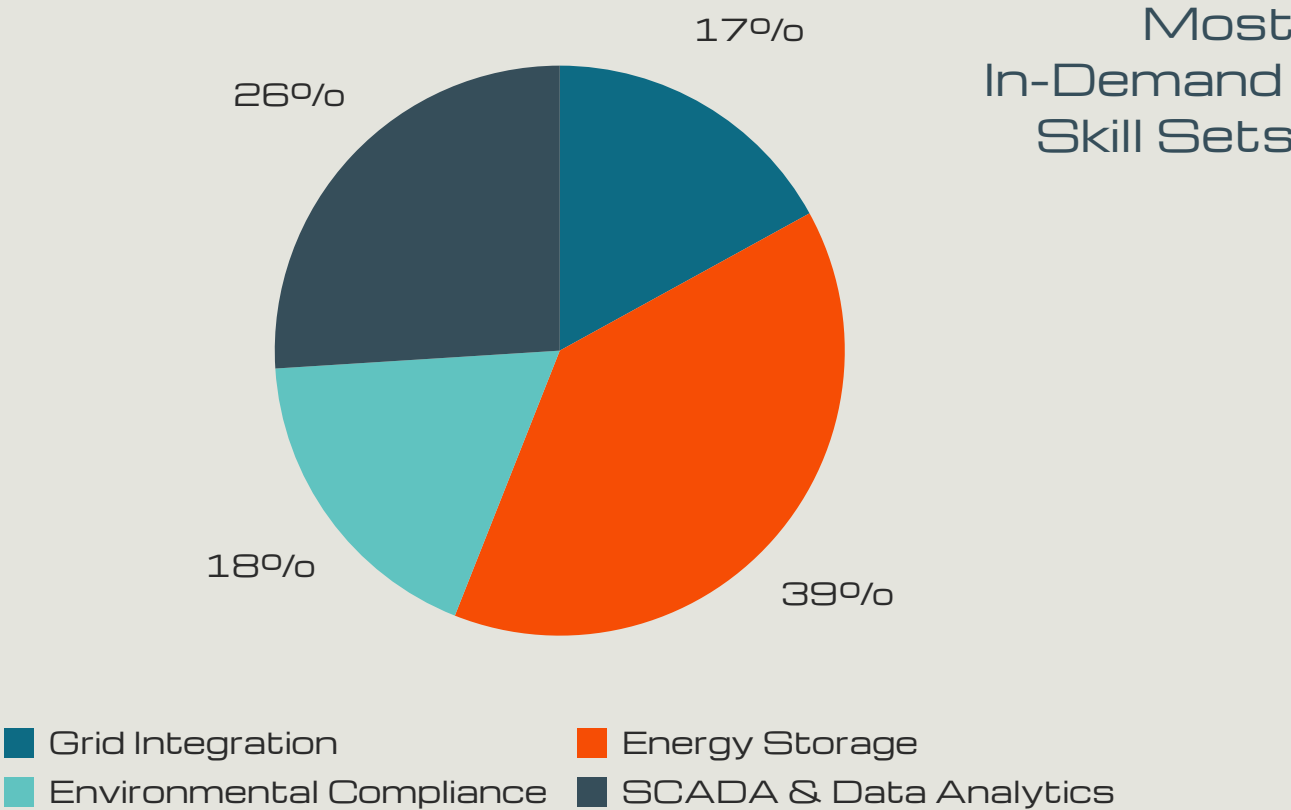
States

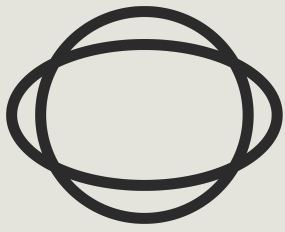
- 1. North Carolina
- 2. Michigan
- 3. Florida
- 4. Ohio
- 5. South Carolina

LOOKING AHEAD

The energy and renewables industry continues to generate diverse employment opportunities, requiring specialized talent across multiple disciplines. Continuous investment in talent acquisition, workforce development, and strategic financial oversight will be crucial to sustaining growth.

We surveyed our network on which skill set they think will be most in-demand in the renewable energy sector over the next three years.





THE PLANET GROUP

If you're in need of an energy staffing firm to help facilitate your hiring processes, let's schedule a call to discuss our capabilities.



ABOUT THE PLANET GROUP

The Planet Group is a global professional services firm delivering strategic staffing and advisory solutions. We operate at the intersection of talent and transformation – connecting the right people with the right opportunities in the areas of technology, engineering, accounting & finance, digital marketing, and manufacturing.

Named one of the fastest-growing private companies in the US, The Planet Group operates with a global reach and a performance-first mindset. We partner with clients to move fast, stay agile, and drive measurable results – building high-impact teams that fuel transformation and growth.