

ENERGY

Energy Industry Learning Challenges

The energy industry employs approximately 6.5 million Americans today. According to a recent U.S. Energy and Employment Report, approximately 65,000 net new jobs were added in 2018.

Today's global energy sector organizations are struggling to balance talent shortages with changing skillsets. They also need to address workforce demands for opportunities to progress in their careers and job flexibility.

76.9% faced difficulty in hiring QUALIFIED WORKERS IN 2018

as reported by energy firms.¹



59% believe training & development CAN OVERCOME SKILLS GAPS

according to renewable energy employers.²

70% expect wage increases

IN PETROCHEMICAL FIRMS according to hiring managers.²



66% cite engineering as most affected

BY TALENT SHORTAGES as reported by nuclear energy hiring managers.²

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Addressing Energy Workforce Challenges

Modern energy firms can entice young talent to the industry and better retain current workers by:

- Building a talent pipeline
 - Provide career awareness
 - Define competencies and education pathways
 - Develop external partnerships
- Recruiting and hiring
 - Connect recruiting to education pathways and talent pipelines
 - Recognize industry credentials
 - Create an apprentice program
- Employee development and retention
 - Define career development progression
 - Training, re-train and upskill workers
 - Knowledge, transfer and retention
 - Focused retention practices

27% of workers are age 55 and older
IN OIL, GAS AND MINING COMPANIES.³

55+



25% of workers will be ready to retire within 5 years
IN U.S. ELECTRIC & NATURAL GAS UTILITIES.⁴

Meridian helps energy sector organizations provide their workforce with the knowledge, on-the-job training and career development opportunities needed to boost retention rates, comply with regulations and positively impact corporate growth.

1 NASEO & EFI, 2019 *U.S. Energy & Employment Report*

2 2019 Global Energy Talent Index

3 Preparing for an Aging Workforce: Oil, Gas and Mining Industry Report

4 U.S. Department of Energy, Quadrennial Energy Review