GETI
Global Energy Talent Index

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The Global Energy Talent Index Report

2025

5 year trends report

Welcome to GETI 2025

We started the Global Energy Talent Index (GETI) in 2017 to chart emerging trends across the global energy workforce. The report has delivered the most comprehensive insights into skills, salaries, and global mobility in the industry. Additionally, we have explored key issues shaping the future of energy to help firms navigate the talent challenges ahead.

Nearly a decade later, GETI has gathered insights from over 130,000 professionals, acquiring a treasure trove of valuable data on the changing workforce experience and talent pipeline. This year, we are diving into the past five years of data to present a five-year trends report, exploring the challenges, opportunities and movements that have shaped the journey of energy businesses, professionals and hiring managers. We aim to understand how things have changed over time, uncover the reasons behind those changes, and highlight lessons that can guide the decade ahead.

Also, this year's report looks a little different as we have condensed it into three chapters to better reflect how the industry is evolving. Petrochemicals and oil and gas have been combined to become the Traditional energy chapter, while nuclear and power is now the Transitional energy chapter. Previous years' Renewables chapter has become the Future of energy.

The past five years in focus: An industry evolving at pace

The entry point for our five-year trends report – GETI 2021 – was collected against the backdrop of COVID-19. For traditional energy workers particularly, it was a turbulent time. Nevertheless, across sectors, the energy industry has rebounded, buoyed by rising salaries, healthy levels of optimism, and opportunities for career development. However, shifting interests and priorities, along with emerging challenges, continue to require employers to adapt.

- **The workforce is ageing.** While the percentage of women in the workforce has increased marginally, the workforce appears to be ageing. In 2025, all sectors report a decrease in the percentage of under 35-year-olds. An ageing workforce is not a new discovery. However, our experts suggest that, more recently, hiring managers have been tapping into the retirement community to meet demand on complex projects. The cost-of-living crisis could also be encouraging retirees back into the workplace in some regions.
- **Salaries are back on track.** While traditional energy professionals' salaries were impacted harder than most during COVID-19, in the subsequent years, wages across all sectors have grown. Now, very few professionals report receiving a decrease in pay. In step, since 2023, optimism for salary progression has remained high, again indicating positive recovery from COVID-19. Reassuringly, hiring managers and professionals have largely agreed on the state of pay, with hiring managers often slightly more optimistic.
- **Global mobility is evolving.** While the expatriate workforce has remained relatively stable over the past five years, interest from professionals in relocating is waning. Several factors – including the increasing uptake of renewables globally, more flexible working arrangements, and greater use of digital communication – are uncoupling the need for professionals to work in specific locations. Fewer professionals feel compelled to look abroad for career development opportunities when there is more on offer at home.
- **Career development opportunities are a prime focus.** Career progression has remained at the top of every professional's list as a reason to relocate or switch sectors for the past five years. Conveniently, the energy industry's trillion-dollar project pipeline presents abundant opportunities for skills development, innovation, and technological advancement — opening doors for professionals to advance their careers. However, interest in the technology sector is ever-present among professionals. With competition for talent growing fiercer, setting out clear career paths is key to retention.

Our favourite themed questions

In this edition of GETI, we also revisited some of our favourite questions from GETI 2021 through 2024 to assess whether sentiments have changed on key subsector trends.

- For the **Traditional energy** chapter, we resurveyed the sector's opportunities and found that while engineering techniques and technology remain globally dominant, the energy transition has gained importance in many regions since 2021. This shift reflects growing pressures to make the industry cleaner, safer, and more efficient. Reassuringly, many more professionals believe that their company is resilient to the changes ahead but point to a need for more training and mentorship programmes in the future.
- For the **Transitional energy** chapter, we revisited whether organisations are making progress on reducing their operational emissions and enabling the energy transition enough. Encouragingly, a high percentage of professionals report positive progress. Equally encouragingly, nearly all transitional professionals say that making an impact on climate change is an important part of their careers.
- For the **Future of energy** chapter, we resurveyed what drives job satisfaction and how organisations could better attract the next generation of talent. Many professionals continue to point to the need for their work to contribute to society and the opportunity to work on exciting projects. A lack of a clearly defined career path is an area for some organisations to improve.

This special edition of GETI is packed with valuable insights to help hiring managers attract and retain top talent. By highlighting key trends from the past five years, we now have a clear picture of what professionals value most and where the best workforce opportunities lie in the near future.

Janette Marx,
Chief Executive Officer
at Airswift

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Methodology

This is the ninth annual edition of GETI, the energy industry's most established and comprehensive global workforce trends survey. Building on the success of the eight previous volumes, GETI 2025 draws on the views of almost 11,000 energy professionals of 150 nationalities.

The 54-question survey was open for eight weeks and closed at the end of October 2024.

Airswift and a selection of sector experts subsequently analysed the data to pinpoint the key insights and themes to emerge from the responses across all sectors. Additionally, Airswift analysed key industry and internal compensation data in the following three tiers:

- Active contractor headcount
- Active candidates looking for their next role
- Third-party data benchmarks

For ease of reference, salary and rate data have been averaged across all countries. If you are curious about specific regions or need more detailed insights, please submit your request on Airswift's website, and we will provide it.

About Airswift

Airswift is an international workforce solutions provider for STEM professionals in the technology and engineering sectors. For over 40 years Airswift has been transforming lives through the workforce solutions we provide, including talent acquisition, global employment and mobility, managed solutions, and consulting.

Today, we are an integrated team of 1,000 employees, across 60 offices and over 9,000 contractors. Driven by three corporate hubs in Houston, Manchester, and Singapore, we have a truly global approach and a reach that is unparalleled.

We provide strategic support to our customers, resulting in trusted partnerships that are aligned and efficient. Our team of experts are ideally positioned to meet your needs, whether that is finding top talent, mobilising people around the world, implementing an agile workforce strategy or improving decision-making for workforce planning. For more information, please visit our website at:

www.airswift.com

Partner directory

Energy Jobline is the leading specialist job board and information hub for the energy industry globally. We have a global audience reach of over 6 million energy professionals, 300,000+ global energy jobs advertised daily, and work with the leading energy companies worldwide.

We focus on the Oil and Gas, Renewables, Power, and Nuclear markets as well as emerging technologies in EV, Battery, and Fusion. We are committed to sourcing the most talented professionals for our client recruitment campaigns and ensuring we offer the most exciting career opportunities for energy professionals.

Our job board is a significant value-add to any energy employer or employee on a global spectrum. Our highly engaged audience use Energy Jobline not only for their job search, but also for the latest energy news, training, events and contractor services.

Whether you are looking for a new job opportunity or looking to source the best talent in the energy market, please contact us to discuss in more detail.

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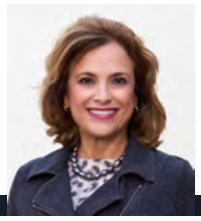
Meet the experts

Expert

Janette Marx

Chief Executive Officer
at Airswift



Traditional energy

Margie Harris

Former Executive Vice President and Chief HR and Administrative Officer at Tellurian Inc

Transitional energy

Ciara King Hall

Project Manager
of Duke Energy Corporation

Future of energy

Leanne Halliday

Global Head of Energy and Renewables and Hydrogen Subject Matter Expert at LRQA

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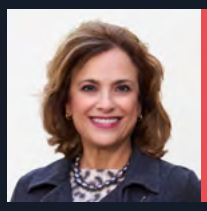


Expert

Margie Harris

Former Executive Vice President and Chief HR and Administrative Officer at Tellurian Inc

GETI 2025: Traditional energy

Despite a turbulent start to the 2020s, salary increases are now back on track and optimism around future pay is high. Organisations are increasingly focused on developing professionals' core skills and competencies to create workforce resilience and flexibility as well as to keep in step with the ever-evolving energy transition.

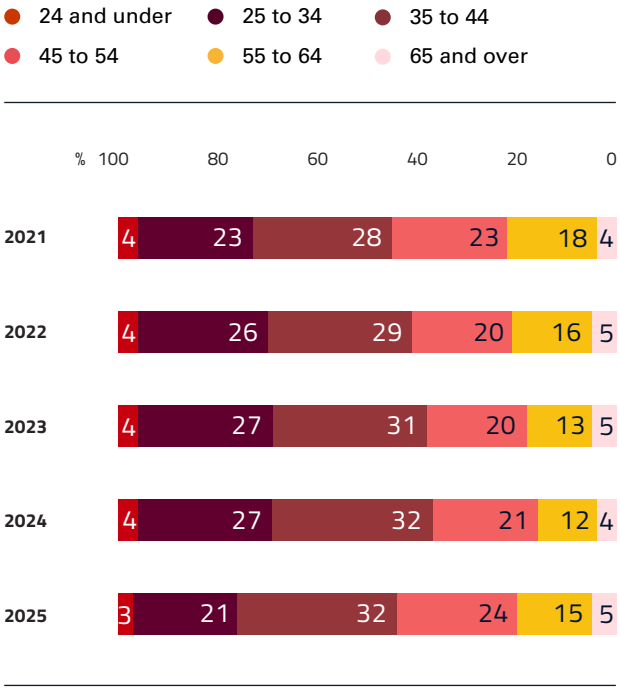
Demographics

Over the past five years, the percentage of female respondents has slowly increased from 10 per cent in 2021 to 12 per cent this year.

The percentage of 35-to-44-year-olds has grown over time (28 per cent in 2021 to 32 per cent in 2025), while the percentage of 25-to 34-year-olds has declined, and the under 25s category also remains low.

Reflecting on the changing demographics, Margie Harris, former Executive Vice President and Chief HR and Administrative Officer at Tellurian Inc, says: "Few young people aspire to be a petroleum engineer when roles in robotics and high tech, for example, are marketed and may be so much more compelling. Starting from high school, we should shine a brighter light on the technology innovations that make our sector just as interesting as others, such as unmanned drilling and drones, to help convince both students and their parents that the sector offers dynamic, fulfilling careers."

AGE OF PROFESSIONALS 2021 - 2025 (%)

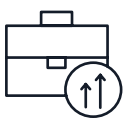


Pay trends

Data from the past five years reveals a positive trend in salary increases after the challenging period of 2021 and 2022. The year 2024 marked a significant turning point, with more professionals experiencing pay rises than those whose salaries remained stagnant. Currently, half of the workforce reports an increase in their earnings, and 26 per cent have enjoyed raises exceeding five per cent. Only five per cent indicated a decline in their pay.

Hiring managers report the same upward trend; in 2021, 38 per cent reported a salary increase, compared to 61 per cent in 2025. This year is the first year where increases show signs of flattening out, with the percentage reporting a large increase (five per cent or more) falling for the first time since 2021.

Janette Marx, CEO of Airswift, comments: "As the industry recovered from COVID-19, pay did not keep up with inflation. Over the last couple of years, many companies focused on closing this gap to accurately reflect the highly technical competency of the positions, which has helped attract and retain employees."



50%

of professionals report a pay rise in 2025

26%

of professionals say pay has risen more than 5%

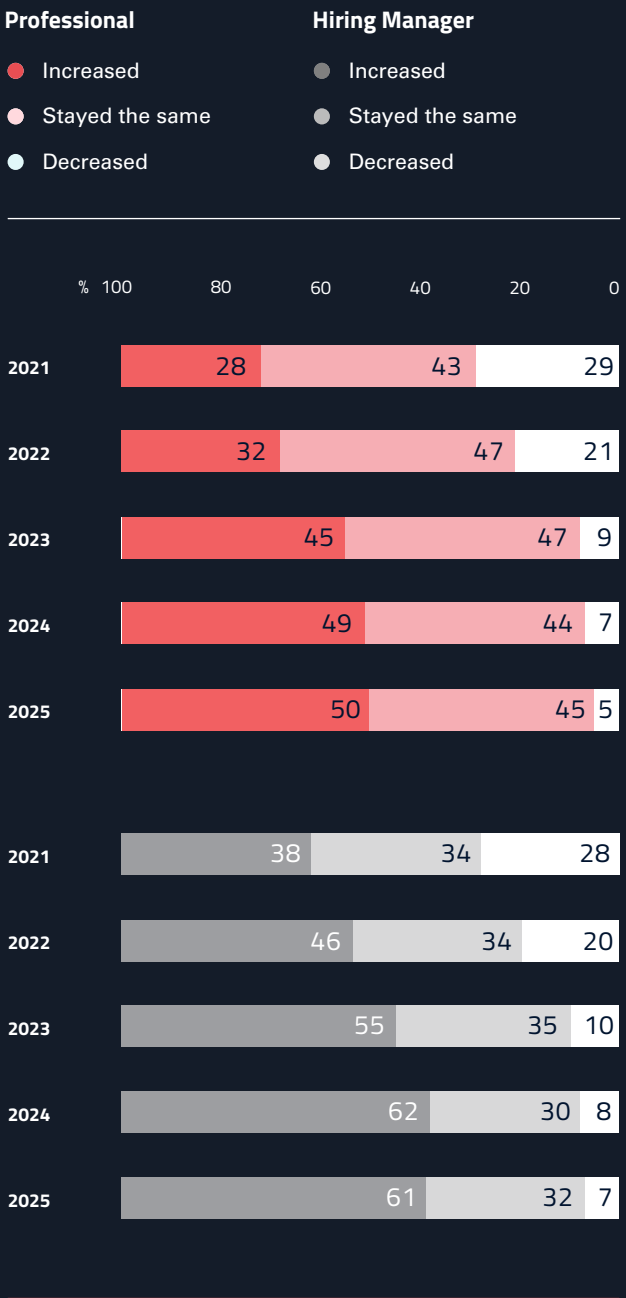
61%

of hiring managers say pay has increased

34%

of hiring managers report pay has risen by more than 5%

HAS YOUR ANNUAL BASIC SALARY / CONTRACT DAY RATE INCREASED, DECREASED OR STAYED THE SAME IN THE LAST 12 MONTHS? (%)



OIL AND GAS - PERMANENT WORKER ANNUAL SALARY, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**84,864**	**77,919**	**157,080**	**88,562**	**49,805**	**85,641**	**99,378**
Accountant	52,080	52,333	103,214	62,314	36,000	46,783	51,615
Administrator	32,730	32,773	74,990	31,849	36,000	32,912	38,875
Chemical Engineer	85,500	61,967	162,000	71,604	43,200	71,758	71,698
Civil Engineer	70,596	69,991	186,222	67,254	43,200	65,676	97,858
Commissioning Engineer	96,569	83,665	185,296	94,995	50,400	87,837	142,142
Construction Engineer	105,709	87,466	141,070	102,067	48,000	67,458	109,547
Construction Manager	102,546	108,486	178,868	91,628	73,920	118,661	103,095
Contracts Manager	64,617	61,655	163,655	86,539	64,800	113,531	64,484
Drilling Engineer	95,000	116,342	205,000	104,070	50,400	118,853	119,785
Drilling Supervisor	130,000	123,421	300,000	151,741	64,800	153,194	182,937
Electrical Engineer	78,339	80,887	130,134	83,338	43,200	67,036	88,044
Finance Manager	68,493	70,712	145,888	83,237	64,800	94,343	91,634
Geophysicist	97,061	100,216	169,307	97,422	76,800	120,506	130,315
HSE Manager	78,646	74,909	186,016	85,047	55,200	94,770	90,578
Inspection Engineer	92,711	65,479	135,943	71,426	43,200	69,138	135,134
Instrumentation Engineer	114,222	75,350	127,609	92,382	45,600	70,874	101,011
Maintenance Engineer	92,260	67,599	129,474	91,151	43,200	75,193	89,395
Mechanical Engineer	75,511	64,684	138,253	84,825	43,200	64,342	85,510
Process Engineer	94,618	72,991	139,871	91,494	43,200	85,619	110,787
Production Engineer	86,773	63,313	152,673	89,281	43,200	84,008	98,784
Project Engineer	83,293	82,175	139,604	98,017	43,200	95,301	94,713
Project Manager	86,682	101,025	190,868	101,153	55,200	125,378	92,599
QA/QC Inspector	73,557	65,663	154,012	71,088	43,200	53,079	70,194
Reservoir Engineer	95,561	108,362	166,345	116,389	45,600	128,681	142,004
Welding Engineer	68,524	56,502	120,686	93,737	45,600	36,082	81,722

OIL AND GAS - CONTRACTOR DAY RATES BY REGION, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**881**	**603**	**880**	**874**	**364**	**649**	**790**
Accountant	463	323	467	653	165	404	480
Administrator	195	144	403	281	165	207	275
Chemical Engineer	644	484	935	817	215	587	680
Civil Engineer	614	512	848	877	204	533	778
Commissioning Engineer	1,114	605	1,091	1,211	403	598	1,036
Construction Engineer	904	526	840	884	268	584	830
Construction Manager	1165	941	946	996	463	708	712
Contracts Manager	968	670	966	845	409	670	680
Drilling Engineer	1,125	888	1,122	963	552	852	960
Drilling Supervisor	1,459	1,221	1,558	1,361	650	1,160	1,316
Electrical Engineer	853	594	714	833	425	606	760
Finance Manager	725	539	740	915	403	623	693
Geophysicist	1,289	726	1,104	1,209	380	753	1,200
HSE Manager	936	518	1215	975	365	657	740
Inspection Engineer	993	496	731	896	430	541	1,096
Instrumentation Engineer	922	588	782	722	398	653	732
Maintenance Engineer	807	599	748	752	323	589	669
Mechanical Engineer	864	512	653	774	298	581	720
Process Engineer	917	603	772	838	310	663	856
Production Engineer	824	466	966	856	368	656	640
Project Engineer	832	653	811	789	443	650	683
Project Manager	969	889	851	921	425	917	762
QA/QC Inspector	639	502	869	770	312	600	607
Reservoir Engineer	942	625	1091	910	445	919	1,013
Welding Engineer	871	451	778	801	285	515	822

PETROCHEMICALS - PERMANENT WORKER ANNUAL SALARY, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**71,650**	**61,217**	**92,762**	**68,914**	**45,420**	**66,431**	**103,128**
Administrator	18,844	38,725	64,070	38,529	33,600	21,513	42,159
Chemical Engineer	89,400	59,963	97,993	70,721	40,800	67,060	129,289
Chemist	69,290	67,083	85,595	60,495	40,800	69,220	85,360
Construction Manager	90,186	57,426	120,527	86,084	62,400	85,328	146,787
Electrical Engineer	73,378	70,591	108,546	92,788	40,800	79,444	186,777
Environmental Manager	77,704	72,624	84,644	90,948	55,200	70,470	170,881
Finance Manager	100,060	76,581	91,023	79,713	52,800	74,180	142,128
HR Manager	60,579	51,198	78,383	56,824	50,400	65,248	118,936
Health and Safety Manager	65,784	73,643	68,347	80,424	43,200	65,972	126,723
Lab Manager	38,219	54,832	107,930	45,392	52,800	60,717	90,402
Maintenance Technician	40,933	50,124	70,633	49,160	16,800	50,096	52,274
Mechanical Engineer	68,732	68,129	111,852	72,572	40,800	73,778	87,066
Office Manager	51,316	40,581	61,513	41,624	55,200	38,159	71,617
Planner/Scheduler	79,367	56,609	91,478	62,021	21,600	62,310	81,044
Process Engineer	102,608	63,031	119,962	91,162	40,800	95,774	99,749
Process Operations Production Manager	72,370	57,738	94,262	65,494	57,600	75,572	107,974
Project Coordinator	89,480	69,373	91,119	66,398	50,400	54,741	77,618
Purchasing Manager	80,105	74,836	87,712	75,480	56,400	75,869	56,899
QA/QC Manager	65,701	71,748	92,580	84,709	55,200	68,665	98,379
Technical Engineer	98,936	49,512	127,067	67,743	40,800	74,495	90,491

PETROCHEMICALS - CONTRACTOR DAY RATES BY REGION, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**707**	**409**	**604**	**695**	**316**	**512**	**645**
Administrator	200	144	258	331	144	171	300
Chemical Engineer	680	423	722	812	260	586	640
Chemist	525	425	568	614	286	401	465
Construction Manager	1141	480	843	1084	489	651	734
Electrical Engineer	881	502	763	828	408	673	798
Environmental Manager	978	445	609	596	471	583	815
Finance Manager	709	470	670	771	400	618	794
HR Manager	387	414	495	705	389	522	596
Health and Safety Manager	1113	435	506	652	414	480	692
Lab Manager	477	304	467	468	315	306	708
Maintenance Technician	402	353	435	512	175	387	359
Mechanical Engineer	900	393	695	967	406	552	680
Office Manager	375	294	399	415	208	283	568
Planner/Scheduler	540	396	677	674	323	503	680
Process Engineer	736	449	864	642	253	889	804
Process Operations Production Manager	1336	411	585	633	281	435	721
Project Coordinator	700	462	566	628	319	398	561
Purchasing Manager	584	521	588	740	288	572	567
QA/QC Manager	761	521	679	1157	261	523	703
Technical Engineer	721	347	685	680	236	701	724

Optimism for salary progression has trended upward every year over the past five years; in 2021, 49 per cent of professionals expected a pay increase, compared to 71 per cent in 2025. This year, 42 per cent predict a pay rise of more than five per cent. Concurrently, only two per cent anticipate a pay decrease – a significant change in fortunes from 2021, when 19 per cent expected this to be the case.

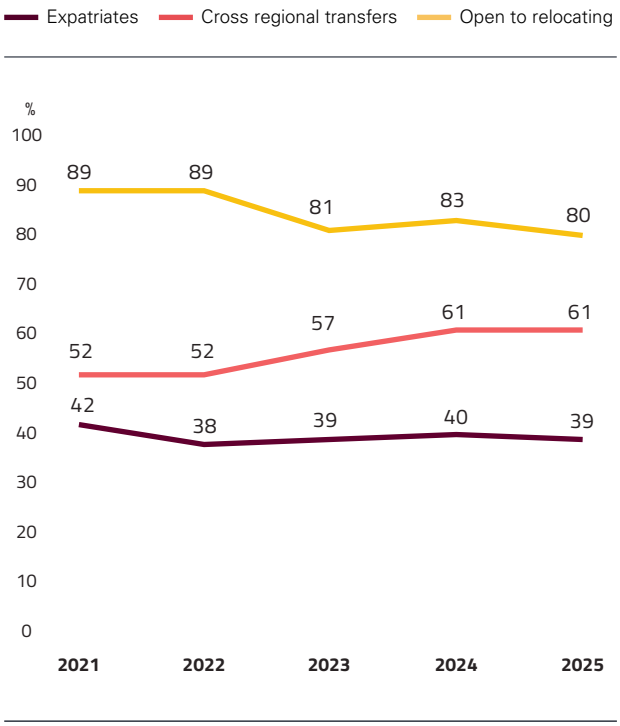
Hiring managers share the same trend and are equally optimistic, with 72 per cent expecting pay to increase, compared to 48 per cent in 2021.

Global mobility

Over the past five years, the expatriate workforce has remained around 40 per cent – higher than any other energy industry sector. Although traditional energy professionals report an increase in cross-regional transfers on offer, a higher proportion are more reluctant to relocate now. In 2025, only 80 per cent of the workforce would consider relocating, compared to 89 per cent in 2021.

Marx explains: "Some companies are moving to localise expatriates sooner to reduce overheads, which is weakening the financial incentive to relocate. The industry's contractor cohort remains strong, however, these factors shouldn't lead to a shortage of talent. That said, if organisations are facing a shortfall, it's these types of policies that should be reviewed along with a greater focus on career progression as part of the complete package."

2021 TO 2025 – EXPATRIATE WORKFORCE + CROSS REGIONAL TRANSFERS + OPENNESS TO RELOCATION (%)



61%

of employers offer cross-regional transfers

80%

of professionals would consider relocating

Europe is the region traditional professionals would most like to relocate to, although its attraction has waned in recent years, falling from a peak of 30 per cent in 2022 to 26 per cent this year. The Middle East remains a firm favourite in second place. Interest in relocating to North America has also remained consistent since 2021, although since 2023, professionals are more likely to consider opportunities in Asia.

When analysing key motivations for relocation, career progression is the single most important factor and has increased since 2021 reaching 50 per cent in 2025. This is opposite to the trends witnessed in renewable and transitional energy sectors, where the importance of career progression has declined. Lifestyle and low cost of living retain second place, joined in third place by culture in 2021 and 2022, and remuneration from 2023 onwards.

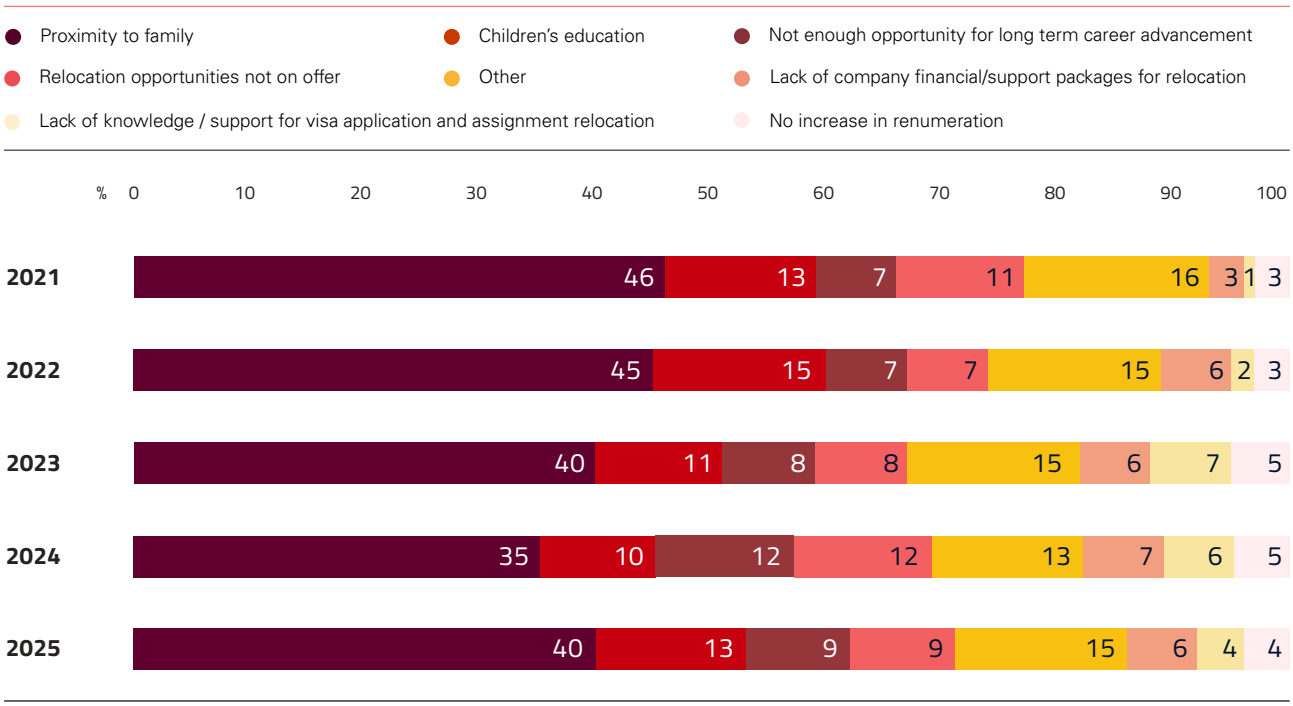
For the minority not wanting to move, proximity to family is the top concern, although notably, this has fallen year on year. Similarly, children's education has consistently featured in the top three since 2021.

Harris explains: "There's still demand for international assignments, but for those professionals with families, there's often a need to balance the growth of two careers. Some larger companies are increasingly making or finding opportunities to keep families together by, for example, placing them on the same project or by making introductions to hiring managers within their network at the project location.

There has also been a steady increase in the lack of opportunities to relocate according to professionals, from 11 per cent in 2021 to 19 per cent this year.

"Recent consolidations within the industry have seen organisations retain local expertise rather than relocate existing employees, which may explain an increase in the lack of opportunities to relocate," Harris adds.

WHAT IS YOUR MAIN REASON FOR NOT WANTING TO RELOCATE? (%)



Attracting and retaining talent

Since 2023, interest in switching roles within and outside the energy industry has remained static. This year, only 14 per cent would not consider moving to another role, with slightly under two-thirds (62 per cent) curious about other roles within traditional energy. Two-fifths would consider moving to another energy sector, with renewables the most popular choice. Interest in renewables was at its lowest in 2023 (56 per cent) but has risen sharply to 71 per cent this year.

A fifth would consider a move outside of energy with technology a firm favourite; since 2023, nearly a third (28 per cent) of professionals would consider switching to it. Transport, logistics and infrastructure have consistently held second place since 2022, with interest fluctuating only slightly over the years, with manufacturing in third.

Marx says: "Traditional energy professionals have a lot of transferable skills to offer. Those in the middle of their careers will typically seek to maximise career progression and remuneration rather than stay with what they know, which could include moving to a non-energy sector. Developing career opportunities should not solely be the responsibility of the HR team; from board room agendas to line managers' to do lists, there is a companywide responsibility to ensure every team member can achieve personal growth."

40%

of professionals would switch to another energy sector

20%

of professionals would switch to a non-energy sector

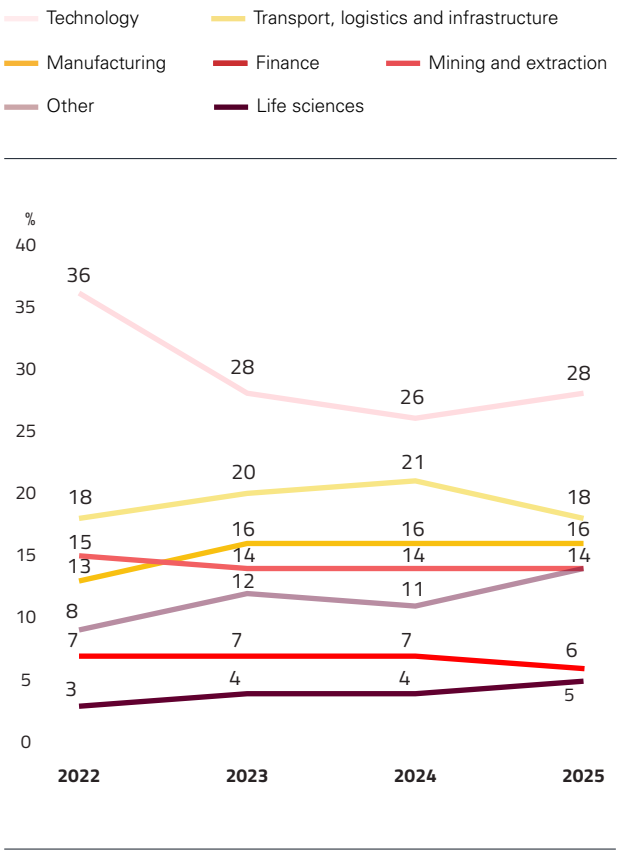
28%

of those who would switch, would move to technology

18%

of those who would switch, would move to transport

WHICH NON-ENERGY SECTOR ARE YOU MOST CONSIDERING MOVING TO? (%)

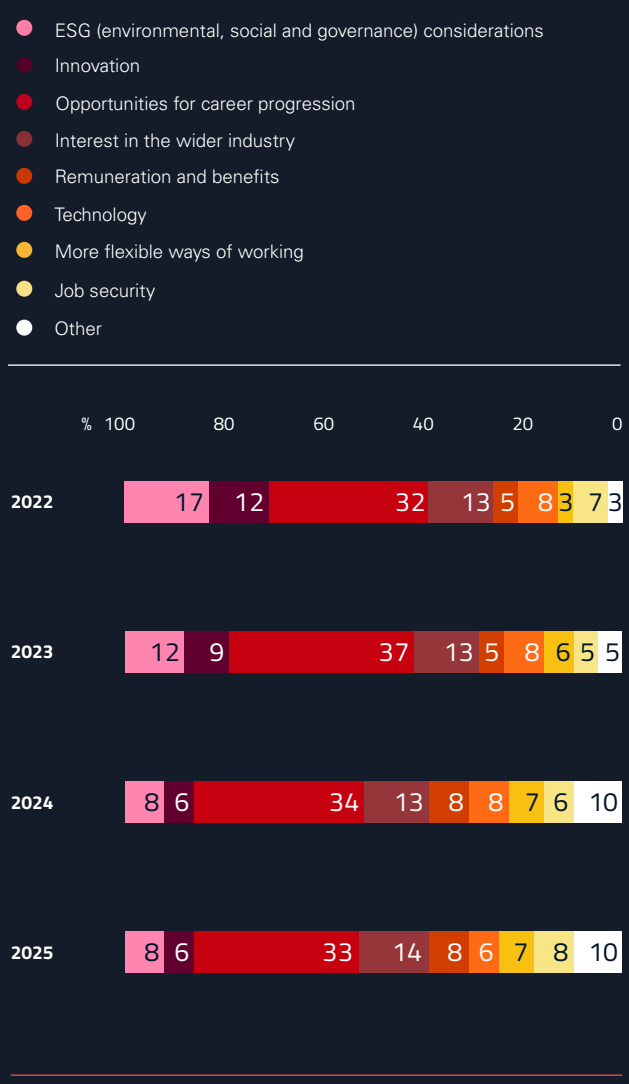


Opportunities for career progression is the number one reason for switching roles over the past five years, hovering between 33 per cent and 37 per cent. While ESG was important at the beginning of the 2020s, its importance has waned towards the middle of the decade and interest in the wider industry has resided in second place since 2023. More recently, remuneration and benefits, technology and job security have all been of greater interest to professionals.

The number of approaches that traditional professionals are experiencing for positions outside of their current company is increasing year on year, indicating intensifying competition for talent. This year professionals received 5.80 approaches on average, slightly down from 6.00 in 2024 but still ahead of 5.51 in 2023. Around a third (33 per cent) of these approaches came from outside the industry – a figure that has remained steady since 2023.

Harris comments: "Although there have been significant consolidations over the past year, the demand for talent in the traditional energy industries remains robust. The experienced workforce is nearing retirement; therefore, backfilling and planning for the future is a focus. Many firms continue to train and develop to broaden skillsets and expand employees' core competencies, creating resilience and flexibility within their workforces."

WHAT IS YOUR MAIN REASON FOR CHOOSING A NEW SECTOR? (%)



33%

of professionals say opportunities for career progression is a top reason to choose a new sector

5.8

the number of job opportunity approaches professionals received in 2025 on average

The outlook

The top four opportunities facing the energy sector have not changed between 2021 and 2025, although there have been some significant movements in their importance.

Engineering techniques and technology remain the top opportunity overall, though its share has dropped from 44 per cent to 37 per cent. Meanwhile, the energy transition has surged from 30 per cent to 37 per cent, surpassing economic outlook in some regions. Professionals now rank the energy transition as the leading opportunity in South America, North America, Australasia, and Europe.

Conversely, the opportunity posed by the economic outlook has fallen dramatically since 2021, from 37 per cent to just a quarter (25 per cent) in 2025. Digitally enabled skills and competencies, along with safety, have also risen in potential since 2021.

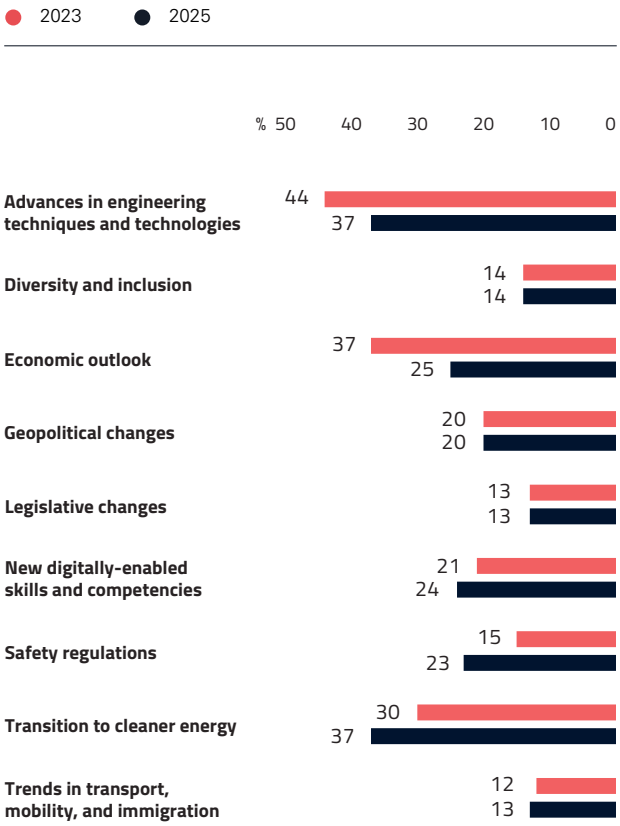
37%

of professionals say engineering techniques and technology is one of the top opportunities facing the sector

37%

of professionals say the energy transition is one of the top opportunities facing the sector

WHICH OF THE FOLLOWING ARE THE MOST IMPORTANT OPPORTUNITIES FACING YOUR SECTOR OVER THE NEXT THREE YEARS? PLEASE SELECT YOUR TOP THREE. (%)



Marx observes: “The results reflect the story of how the industry is evolving. Pressure has increased to make the industry cleaner, safer and more efficient – advanced technologies and techniques remain a key part of that, but AI is also coming to the fore, as we saw in last year’s GETI. Additionally, it has become increasingly imperative that we achieve this regardless of the political climate or economic pressures.”

When asked how confident professionals are that their employer is resilient to the changes it has faced and will face in the future, the response was positive. Over two-thirds (71 per cent) said quite or very confident – an increase of 14 per cent since 2021.

To build greater resilience, professionals identify a greater need to increase training and mentorship programmes (up from 20 per cent in 2021 to 28 per cent in 2025) as well as a greater focus on cost management plans (up from 23 per cent to 27 per cent).

Harris reflects: "As the energy transition gains pace, the average professionals' career is being reengineered every five years so it's encouraging to see that organisations are being more proactive on training and mentoring to keep up."

Interestingly, a lower percentage of professionals believe their employers should adopt automation and digital techniques (falling four per cent to 21 per cent in 2025), while transformation projects are now considered more important (up from 12 per cent to 19 per cent).

Pressure has increased to make the industry cleaner, safer and more efficient ... it has become increasingly imperative that we achieve this regardless of the political climate or economic pressures.

–Janette Marx
Chief Executive Officer
at Airswift

Summary

Traditional energy professionals are optimistic for the years ahead, with the energy transition creating new career opportunities and driving new engineering techniques and technologies forward. A heightened focus on training and mentorship alongside career progression will ensure traditional energy professionals remain engaged in delivering safer, cleaner, and more efficient energy in the years to come.

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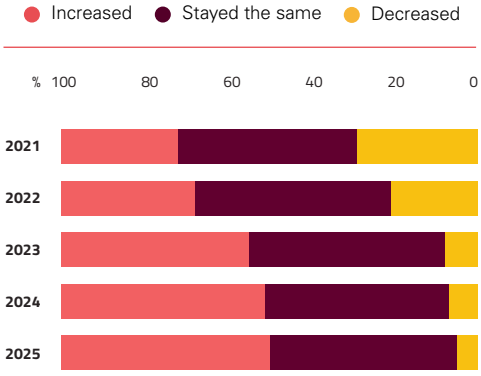
Traditional energy: Five-year trends report

The world's largest energy recruitment and employment trends report surveyed 10,700 energy professionals and hiring managers across 150 nationalities

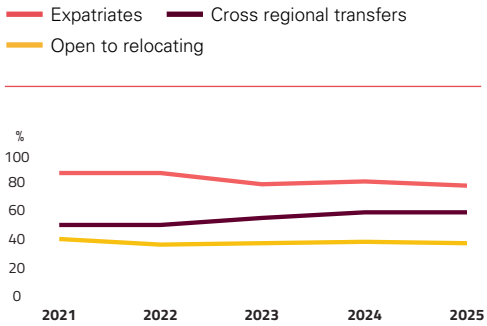
Salary increases have rebounded since the lows of 2021-22

71%

of professionals expect a pay rise next year.



Global mobility is changing



71%

of traditional energy professionals say their employer is resilient to changes it has faced and will face in the future.

86%

of traditional energy professionals would consider moving job roles with a fifth interested in switching away from energy.

Top four reasons professionals choose a new sector

Change since 2023: ^ Increased v Decreased

1	Career progression	^
2	Interest in the wider industry	v
3	ESG	^
4	Innovation	^

Key opportunities for the future

Change since 2023: ^ Increased v Decreased

1	Advances in engineering techniques and technologies	v
2	Transition to clean energy	^
3	Economic outlook	v
4	New digitally enabled skills and competencies	^
5	Safety regulations	^
6	Geopolitical changes	=

Transitional energy

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Contents

Expert
Ciara King Hall
Project Manager
of Duke Energy Corporation

GETI 2025: Transitional energy

Transitional energy professionals are eager to shape their careers in a way that positively affects climate change and the energy transition. The industry's trillion-dollar project pipeline does not disappoint, offering career development and training opportunities along with attractive salaries and job security. However, with professionals indicating unwavering interest in technology, organisations will want to keep pace with innovation to keep employees engaged.

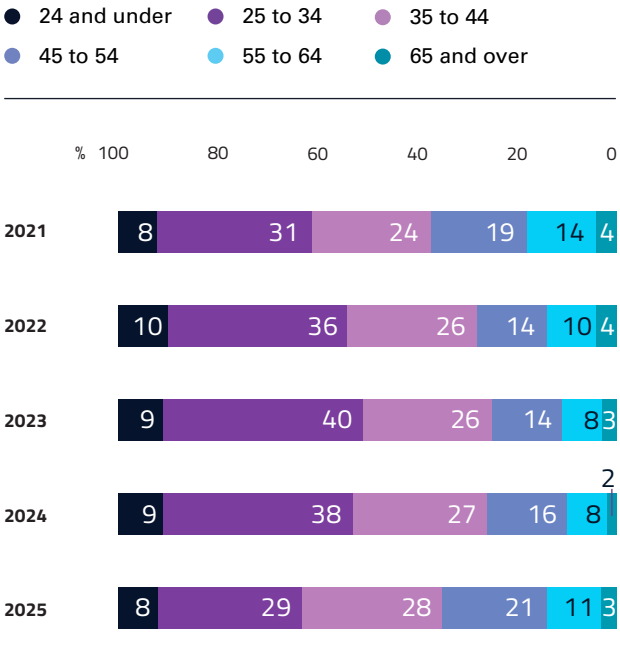
Demographics

Over the past five years, gender demographics have varied only slightly by one or two per cent. In 2025, men make up 85 per cent of the workforce, women make up 14 per cent and one per cent preferred not to say.

This year, there has been a dramatic increase in respondents over the age of 45, rising from 26 per cent in 2024 to 34 per cent in 2025. Concurrently there has been a decrease in respondents aged under 35, falling from 49 per cent in 2023 to 37 per cent this year.

"This reflects the economic climate along with demands on the industry to evolve," says Ciara King Hall, Project Manager of Duke Energy Corporation. "Upgrades to ageing infrastructure and new investments require deep sector expertise and a bigger workforce. Hiring managers are tapping into the retirement community to meet this demand, with inflation and rising costs of living also encouraging senior professionals to rejoin the workforce."

AGE OF PROFESSIONALS 2021 - 2025 (%)



Pay trends

Highlighting the buoyancy of the sector, salary increases have steadily risen since 2021, only falling slightly this year. Fifty-four per cent of professionals report a pay rise in 2025, compared to 38 per cent five years ago. A quarter (24 per cent) say pay has risen by more than five per cent. Only five per cent report a pay decrease.

Hiring managers report a similar trend, with 66 per cent saying pay has increased this year, compared to 49 per cent in 2021. Those reporting that salaries have risen by more than five per cent increased year-on-year between 2021 and 2024, levelling out in 2025.

Janette Marx, CEO of Airswift, says: "Attractive salaries are vital for securing the specialist expertise needed to deliver the high volume of energy transition projects in the pipeline for the coming years. For the same reason, we've witnessed a notable increase in companies paying for employees' training for niche, in demand roles."

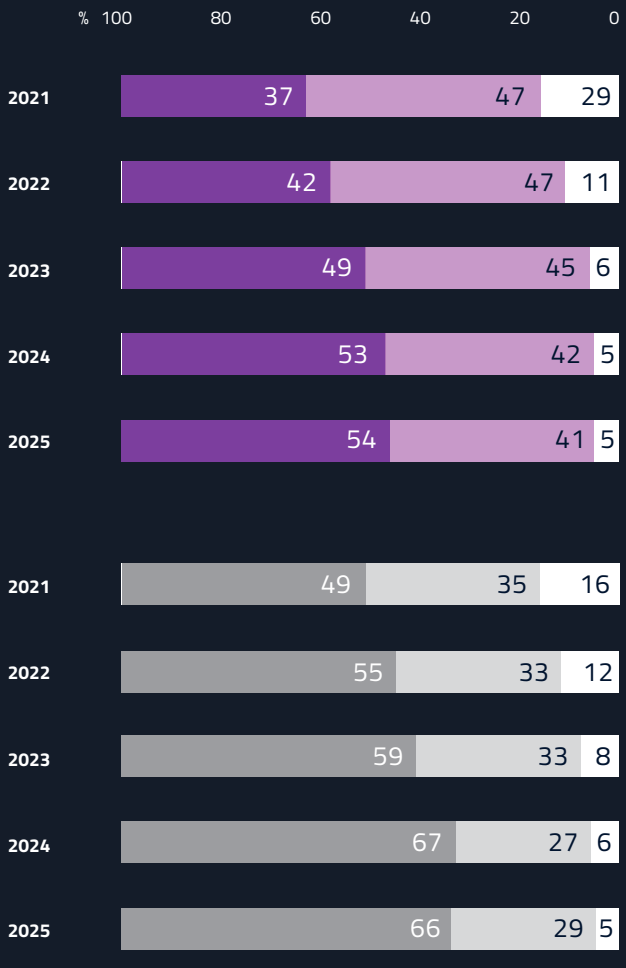
54%
of professionals report a pay rise in 2025

24%
of professionals say pay has risen more than 5%

66%
of hiring managers say pay has increased

37%
of hiring managers report pay has risen by more than 5%

HAS YOUR ANNUAL BASIC SALARY / CONTRACT DAY RATE INCREASED, DECREASED OR STAYED THE SAME IN THE LAST 12 MONTHS? (%)



POWER - PERMANENT WORKER ANNUAL SALARY, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**66,088**	**71,040**	**132,416**	**76,170**	**43,800**	**70,074**	**87,933**
Business Development Manager	69,894	73,088	127,263	75,095	48,000	72,657	80,711
CAD Technician/Operator	32,674	41,884	47,067	54,458	16,800	41,904	49,362
Chemical Engineer	63,890	64,261	77,999	80,583	40,800	68,161	70,358
Civil Engineer	56,112	65,454	129,735	64,520	40,800	68,840	81,620
Commercial Manager	95,409	76,643	192,015	96,079	48,000	93,575	114,436
Commissioning Engineer	69,766	81,325	122,936	85,493	40,800	65,256	104,011
Construction Manager	81,134	105,424	197,423	102,861	60,000	80,929	88,769
Control Room Operator	46,712	45,798	82,574	55,315	40,800	49,651	66,561
Design Engineer	62,939	55,218	115,320	83,483	40,800	63,778	63,106
Electrical Engineer	71,664	87,754	134,792	97,163	40,800	72,040	87,424
HSE Manager	67,063	68,280	175,887	93,703	48,000	69,522	120,615
Inspection Engineer	70,271	66,159	119,040	63,125	40,800	64,056	85,082
Instrumentation Engineer	73,550	71,007	135,280	81,955	43,200	69,170	97,276
Maintenance Engineer	70,119	68,969	112,223	65,181	40,800	68,047	85,951
Mechanical Engineer	63,536	70,023	102,838	64,714	40,800	72,561	95,417
Plant Manager	67,924	76,614	127,609	84,952	62,400	73,265	83,523
Project Engineer	71,624	67,834	157,909	73,963	40,800	82,057	92,506
Project Manager	78,340	101,484	246,975	83,704	48,000	88,868	75,472
QA/QC Inspector	56,747	70,424	112,808	60,925	43,200	69,517	108,770
Quantity Surveyor	52,383	63,148	130,636	56,135	50,400	67,630	107,688

POWER - CONTRACTOR DAY RATES BY REGION, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**467**	**518**	**605**	**551**	**253**	**546**	**661**
Business Development Manager	499	523	669	547	188	517	577
CAD Technician/Operator	242	264	331	392	106	282	353
Chemical Engineer	459	459	526	497	224	486	502
Civil Engineer	360	473	603	470	236	593	615
Commercial Manager	673	551	685	718	304	674	819
Commissioning Engineer	493	579	799	636	268	528	740
Construction Manager	574	749	705	699	349	653	608
Control Room Operator	315	328	452	393	185	345	476
Design Engineer	452	407	579	492	156	483	480
Electrical Engineer	519	516	624	686	221	571	640
HSE Manager	496	479	673	588	336	603	924
Inspection Engineer	501	455	613	509	246	480	659
Instrumentation Engineer	516	431	650	719	256	561	744
Maintenance Engineer	509	496	586	456	269	563	652
Mechanical Engineer	445	498	571	452	266	578	750
Plant Manager	483	664	601	619	313	735	757
Project Engineer	513	491	616	545	324	581	631
Project Manager	522	993	729	593	339	742	641
QA/QC Inspector	404	555	618	546	210	528	723
Quantity Surveyor	369	457	470	468	263	426	920

Optimism for salary progression has risen 12 per cent since 2021, up to 74 per cent this year. Forty-two per cent of professionals foresee pay increasing by more than five per cent.

This upward trend is shared with hiring managers; over three-quarters (77 per cent) project pay to rise in 2025, a significant increase from 61 per cent in 2021.

NUCLEAR - PERMANENT SALARIES BY REGION, USD

	Asia	Europe	Middle East	North America
Averages	**64,516**	**81,580**	**72,725**	**109,344**
Business Development Manager	70,874	75,195	73,033	90,390
Chemical Engineer	64,391	66,953	57,861	75,820
Commercial Manager	74,479	99,787	99,856	127,531
Commissioning Manager	78,936	95,572	94,102	162,554
Construction Manager	70,000	95,416	93,094	110,970
Electrical Engineer	65,778	102,417	79,996	104,840
Environmental Engineer	53,643	63,617	64,230	125,586
Facilities Manager	54,136	79,127	63,173	121,524
HSE Manager	59,412	104,661	81,657	132,867
Maintenance Engineer	59,205	68,224	70,500	128,077
Mechanical Engineer	50,155	79,443	76,902	90,503
Nuclear Engineer	86,390	88,378	78,255	83,366
Planner/Scheduler	66,738	56,096	61,035	107,870
Process Engineer	60,097	85,596	76,566	128,349
Project Manager	77,961	98,781	84,018	78,695
Purchasing Manager/ Buyer	58,625	66,443	54,624	94,786
QA/QC Manager	65,539	91,577	72,592	123,781
R&D Scientist	71,180	74,911	57,000	106,215
Supply Chain Manager	55,057	88,999	68,162	118,018
Training Coordinator	47,720	50,414	47,848	75,136

NUCLEAR - CONTRACTOR DAY RATES BY REGION, USD

	Asia	Europe	Middle East	North America
Averages	**410**	**554**	**549**	**847**
Business Development Manager	413	540	455	684
Chemical Engineer	379	495	438	582
Commercial Manager	534	691	678	917
Commissioning Manager	553	708	682	1,058
Construction Manager	486	580	674	980
Electrical Engineer	397	615	574	980
Environmental Engineer	369	494	471	968
Facilities Manager	369	479	451	871
HSE Manager	413	590	593	956
Maintenance Engineer	372	479	555	790
Mechanical Engineer	360	506	549	855
Nuclear Engineer	506	591	559	754
Planner/Scheduler	340	532	505	860
Process Engineer	429	565	547	1,047
Project Manager	464	633	801	850
Purchasing Manager/ Buyer	326	604	615	650
QA/QC Manager	445	546	558	808
R&D Scientist	354	540	419	866
Supply Chain Manager	404	535	507	887
Training Coordinator	295	362	341	581

Optimism for salary progression has risen 12 per cent since 2021, up to 74 per cent this year. Forty-two per cent of professionals foresee pay increasing by more than five per cent.

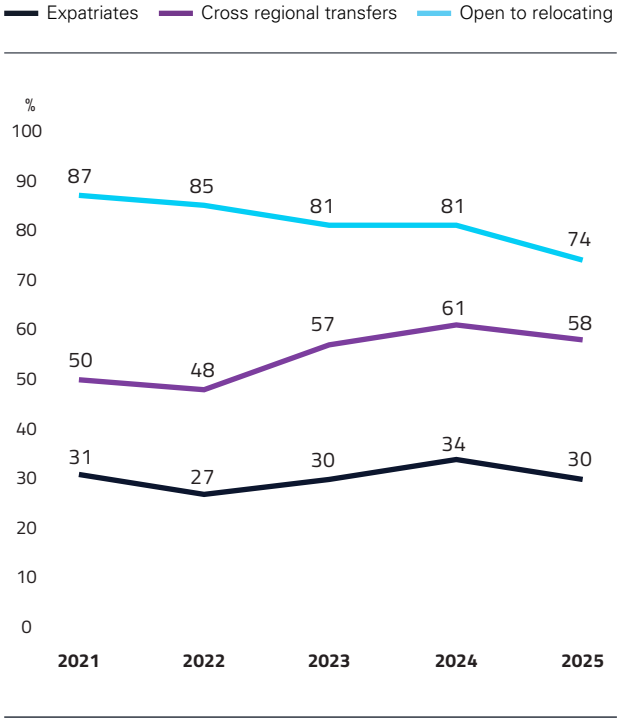
This upward trend is shared with hiring managers; over three-quarters (77 per cent) project pay to rise in 2025, a significant increase from 61 per cent in 2021.

Global mobility

Over the past five years, the expatriate workforce has remained relatively stable, averaging 30 per cent and peaking at 34 per cent last year. While the percentage of employers offering cross-regional transfers has risen from 48 per cent in 2022 to 58 per cent in 2025, the percentage of professionals who would consider relocating has fallen sharply. Now, only 74 per cent would consider relocating, a decrease of 13 per cent since 2021.

Marx observes: "This doesn't necessarily mean that global mobility is slowing down, rather, it is evolving and being influenced by digital ways of working. For example, historically, an expatriate may have visited home every couple of months and paid for their own travel; however, now companies are prepared to pay for monthly travel home to ensure they are consistently staffed for major projects. Therefore, professionals do not have to relocate permanently to lend their expertise.

2021 TO 2025 – EXPATRIATE WORKFORCE + CROSS REGIONAL TRANSFERS + OPENNESS TO RELOCATION (%)



58%

of employers offer cross-regional transfers

74%

of professionals would consider relocating

Europe remains the destination of choice for transitional energy professionals considering relocation, although interest has dropped to 33 per cent this year, down from its peak of 37 per cent in 2023. Meanwhile, interest in North America and the Middle East has remained consistent, averaging 17 per cent and 15 per cent respectively between 2021 and 2025.

Hall comments: "This reflects the trillion-dollar investment that is taking place in the power grid infrastructure globally to support the electrification of the economy and the integration of renewable energy. The demand from Asia for skilled workers will be one to watch with countries including Japan and China announcing vast power infrastructure investment plans."

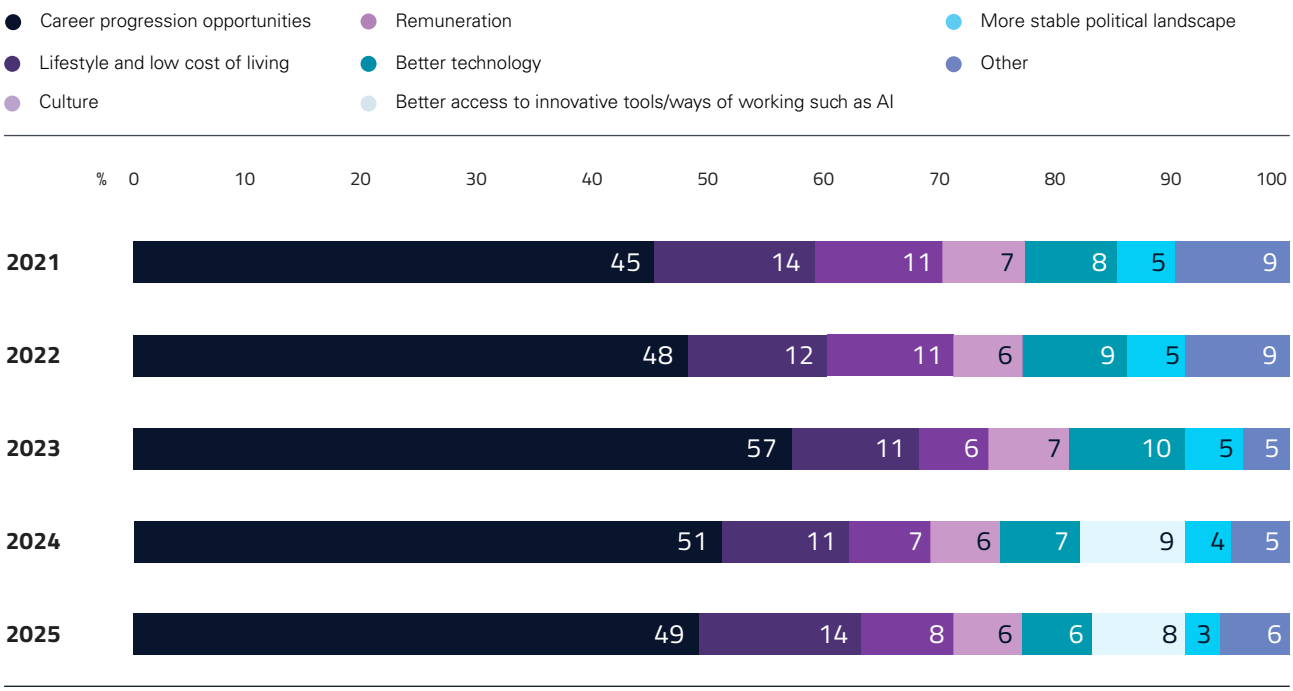
Year after year, career progression has been the driving force behind relocation with lifestyle and low cost of living a distant second. In 2021 and 2022, culture ranked as the third most common reason for relocation. From 2023 onwards, however, professionals have been drawn to opportunities offering better technology or access to innovative tools and ways of working, such as AI.

Marx notes: "Although career progression is consistently king, the influence of work/life balance on professionals' decision to relocate should not be underestimated. For example, for North American respondents that selected Europe as their top choice this year, thirty per cent said work/life balance was the reason they would relocate there."

For the minority not wanting to move, proximity to family has remained the top concern, although this has fallen year on year, from 45 per cent in 2021 to 38 per cent this year. In second place, respondents cite a lack of relocation opportunities, a barrier which has increased significantly from nine per cent in 2021 to 20 per cent in 2025.

Hall suggests: "Employers could overcome some of professionals' concerns around uprooting their family by offering more support to settle in. For example, they could help find work for the spouse and school for the children or arrange social events to support community integration."

WHAT IS YOUR MAIN REASON FOR BEING ATTRACTED TO THIS LOCATION? (%)



Attracting and retaining talent

Since 2023, there has been a slight increase in professionals interested in transitioning to roles outside of energy. Concurrently, there has been a slight decrease in interest in moving to roles within their own or other energy sectors. This year, 43 per cent would switch to another energy sector, down from 48 per cent in 2023, while 26 per cent would switch to a non-energy sector role, up from 23 per cent.

Over the past five years, renewables have been the most attractive sector for transitional energy professionals considering a switch, with oil and gas a distant second. Technology has held the top spot for the non-energy sector, although interest was highest in 2022 at 48 per cent, declining to 35 per cent in 2024 and rebounding to 38 per cent this year. Interest in manufacturing has remained stable over the past five years, averaging 16 per cent, followed by transport, logistics and infrastructure at 15 per cent.

Hall notes: "Some energy sector employees were drawn away from the technology sector by the pay and opportunities for career development. However, the demands of maintaining critical infrastructure such as fitness for duty can have an impact on work/life balance and understandably some professionals are eager to return to the relative comfort of technology sector roles."

43%

of professionals would switch to another energy sector

26%

of professionals would switch to a non-energy sector

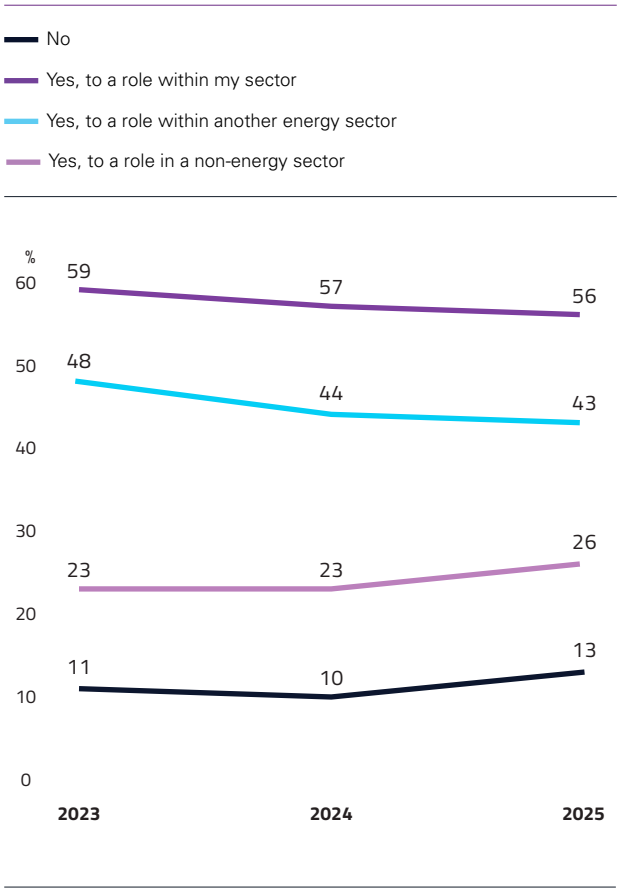
38%

of those who would switch, would move to technology

16%

of those who would switch, would move to manufacturing

ARE YOU CONSIDERING SWITCHING TO ANOTHER ROLE? (%)



Opportunities for career progression have remained the number one reason for switching roles over the past five years, peaking in 2023 at 38 per cent and declining to 29 per cent in 2025. Interest in the wider sector alongside technology have remained drivers of sector switches, although, in earlier years, other motivators such as ESG and innovation were also prominent.

The number of approaches that transitional professionals are experiencing for positions outside of their current company is increasing year on year, indicating intensifying competition for talent. This year professionals received 6.08 approaches on average, up from 5.71 in 2023 and 5.89 in 2024. Around a third (37 per cent) of these approaches came from outside the industry – a figure that has remained steady since 2023 (also 37 per cent).

Hall comments: "Professionals are increasingly receiving the same job details from multiple recruiters which puts them in a strong position to decide which recruiter to work with to negotiate the best package possible."

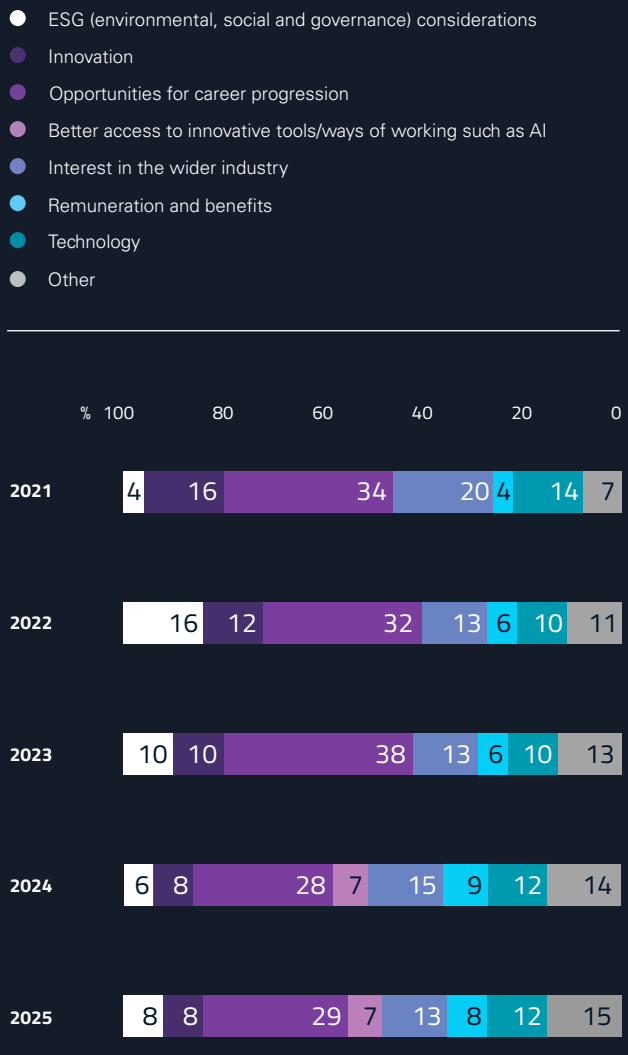
29%

of professionals say opportunities for career progression is a top reason to choose a new sector

6.08

the number of job opportunity approaches professionals received in 2025 on average

TOP SIX REASONS TO CHOOSE A NEW SECTOR (%)



Career intentions

When it comes to career intentions, 88 per cent of transitional professionals say that it is important that their career makes an impact on climate change and/or the energy transition, with nearly two-thirds considering it very important.

The results vary a little between age and gender demographics, with 67 per cent of women saying it is very important versus 63 per cent of men. 25-34- and 35–44-year-olds are also slightly more likely to consider it as being very important to their career. Only four per cent of professionals say that it is unimportant to them.

Hall comments: "Many younger transitional professionals are motivated by the desire to leave the world a better place than they found it for their children and are attracted to the industry as a place where real change is happening year after year."

Progressing the energy transition

The increasing importance of the energy transition in the workplace is reflected in the rising number of professionals reporting that their organisations have taken steps to reduce operational emissions or diversify their energy portfolios.

Two-thirds of professionals claim this to be the case, an 11 per cent increase on 2023. Two-fifths (39 per cent) say their organisation has made significant reductions. More promisingly still, only three per cent of professionals say their organisation has increased emissions or fossil fuel investments, down two per cent since 2023.

Observing progress in the nuclear industry, Hall comments: "Investors are pressing ahead with plans to build a large fleet of small nuclear reactors which are easier and quicker to build than traditional nuclear plants. This will create a huge boost to the clean power available globally."

This trend is also reflected in the positivity around organisations' contributions to the energy transition. Two-thirds (65 per cent) of professionals say their organisation is doing enough to enable the energy transition, an eleven per cent increase on 2023. That said, 18 per cent believe that their company could do more.

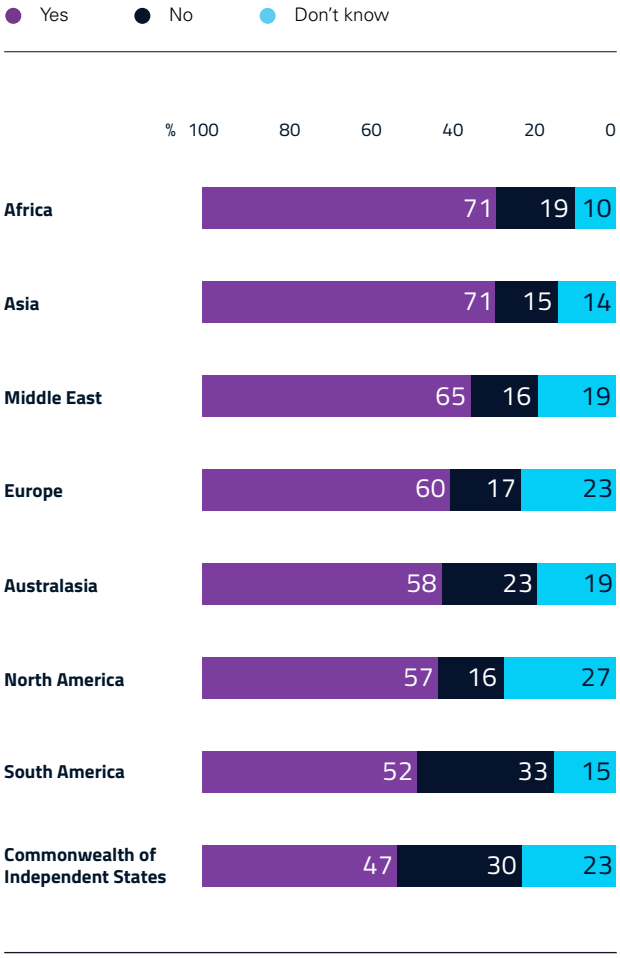
39%

of professionals say their organisation has made significant reductions in operation emissions

65%

of professionals say their organisation is doing enough to enable the energy transition

IS YOUR COMPANY DOING ENOUGH TO ENABLE THE ENERGY TRANSITION? (%)



Interestingly, professionals in Asia and Africa express the most optimism about their organisations' contributions to the energy transition, while those in CIS and South America are least optimistic.

Marx observes: "Professionals in some regions are feeling the effects of political uncertainty. In the US, potential plans to repeal the Inflation Reduction Act have made project developers nervous to press ahead. In Australia, there has been a significant slowdown in energy transition investment commitments, particularly at the utility-scale."

Professionals in some regions are feeling the effects of political uncertainty. In the US, potential plans to repeal the Inflation Reduction Act have made project developers nervous to press ahead.

–Janette Marx
Chief Executive Officer
at Airswift

Summary

Most transitional professionals have a mutually beneficial relationship with the energy transition. They are motivated to make an impact on the world around them, and in return for their skills, salaries and career opportunities are rising to match. To engage employees beyond these factors, hiring managers may want to consider how work/life balance and exposure to technology may influence transitional professionals' career choices.

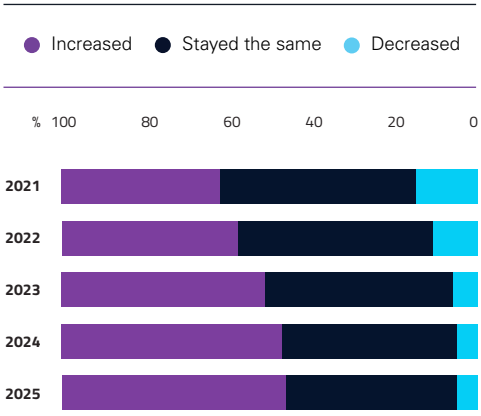
Transitional energy: Five-year trends report

The world's largest energy recruitment and employment trends report surveyed 10,700 energy professionals and hiring managers across 150 nationalities

Salaries have risen steadily since 2021

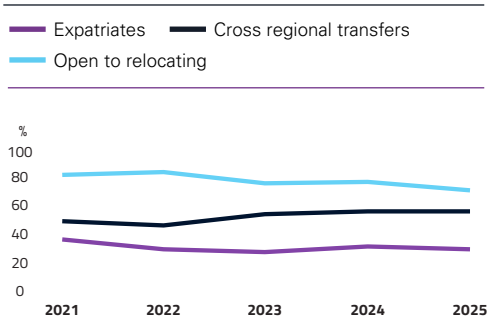
74%

of professionals expect a pay rise next year.



Global mobility is evolving

influenced by digital innovation and more temporary ways of relocating.



Transitional energy professionals are **increasingly interested in switching to a non-energy sector role**, with technology the top industry choice for the past four years.

nearly

66%

of transitional energy professionals say their company is doing enough to enable the energy transition, although opinions vary by region.

88%

of professionals say it is important that their career makes an impact on the energy transition.

Top negative factors that impact job satisfaction

Change since 2023: Increased Decreased

1	Career progression	^
2	Interest in the wider industry	v
3	Technology	v
4	Innovation, ESG, Remuneration and benefits	^

Future of energy

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Expert

Leanne Halliday

Global Head of Energy and Renewables and Hydrogen Subject Matter Expert at LRQA

GETI 2025: Future of energy

The industry is growing quickly, with rising salaries and high optimism. However, with fewer professionals interested in relocating and career progression a top priority, more are now seeking opportunities to advance their careers closer to home. Equally, with an ever-increasing demand for skills, employers will want to be mindful of how to utilise expertise from all backgrounds.

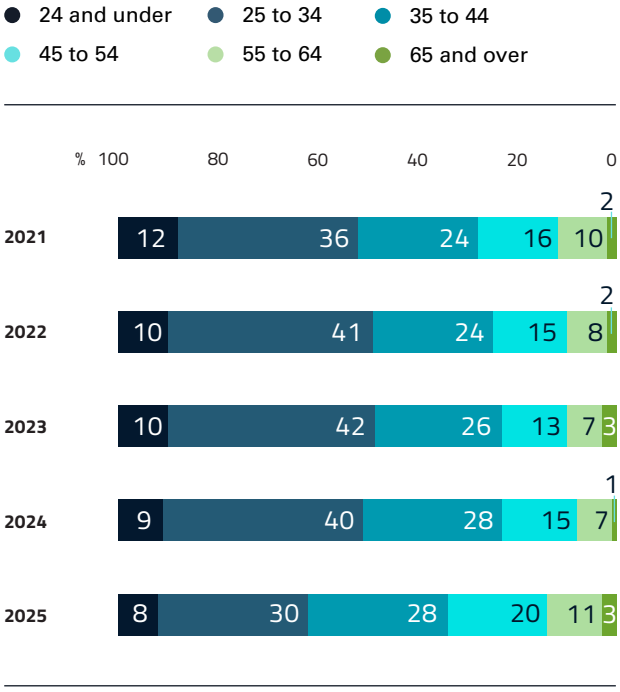
Demographics

Over the past five years, gender demographics have remained static, with men making up 77 per cent of the workforce, women making up 22 per cent and 1 per cent preferring not to say.

This year, there has been a dramatic fall in respondents under the age of 35, while the over 45s category has increased from 23 per cent in 2024 to 34 per cent in 2025.

Leanne Halliday, Global Head of Energy and Renewables and Hydrogen Subject Matter Expert at LRQA, said: "It could be that we're seeing a reversal of 'the great retirement', but there's also a growing need and openness to bringing in consultants from outside of the sector who can apply their capability, credibility and experience in areas such as standards and regulations."

AGE OF PROFESSIONALS 2021 - 2025 (%)

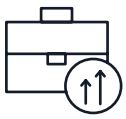


Pay trends

Underlining a flourishing clean energy sector that is awash with opportunities, salary increases have steadily risen since 2021, only falling slightly this year. Forty-eight per cent of professionals report a pay rise in 2025, compared to 35 per cent five years ago. A fifth (21 per cent) say pay has risen by more than five per cent. Only four per cent report a pay decrease.

Janette Marx, CEO of Airswift, says: "Oil and gas companies tend to compensate their top talent well. As more of these companies invest in renewable energy, salaries in the sector are increasing to match that investment. Concurrently, attractive salaries are a tool to secure and retain STEM talent within the sector."

Hiring managers report a similar trend, with 61 per cent saying pay has increased on average every year since 2023. That said, those reporting that pay has risen by more than five per cent fell slightly this year, to 32 per cent, down from 34 per cent in 2024.



48%

of professionals report a pay rise in 2025

21%

of professionals say pay has risen more than 5%

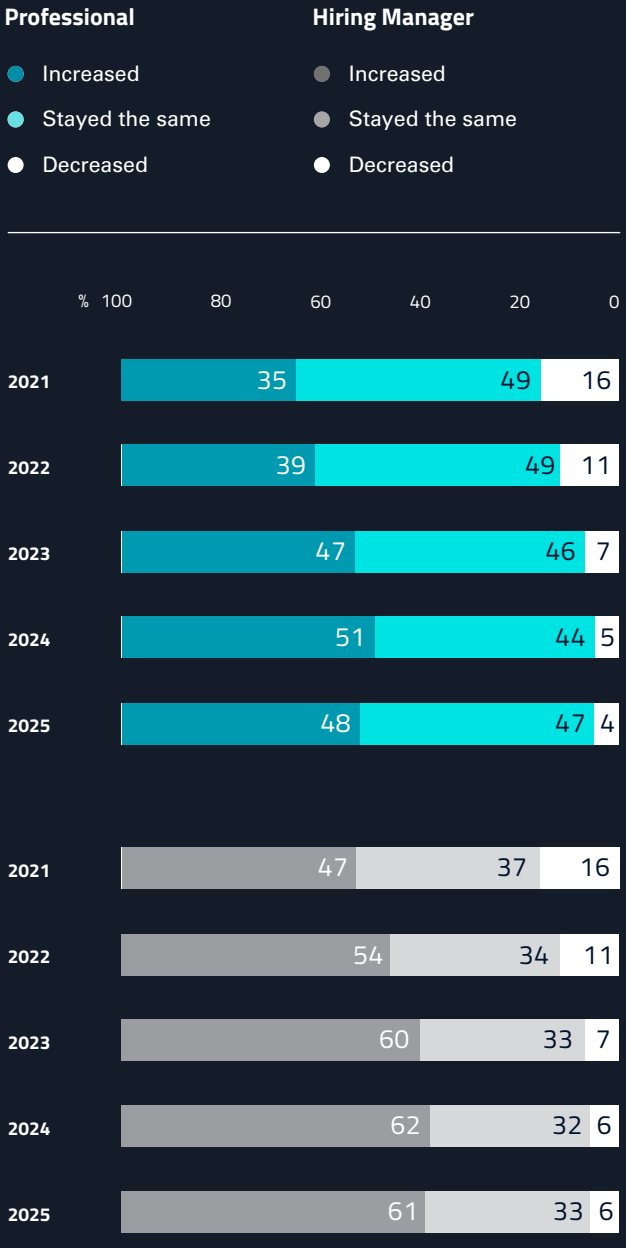
61%

of hiring managers say pay has increased

32%

of hiring managers report pay has risen by more than 5%

HAS YOUR ANNUAL BASIC SALARY / CONTRACT DAY RATE INCREASED, DECREASED OR STAYED THE SAME IN THE LAST 12 MONTHS? (%)



RENEWABLES - PERMANENT SALARIES BY REGION, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**65,543**	**66,158**	**135,017**	**76,794**	**46,358**	**69,355**	**93,892**
Biomass Engineer	44,959	66,399	81,920	72,035	40,800	56,283	101,694
Business Development Manager	97,052	67,970	124,042	88,198	50,400	64,679	152,797
Civil/Structural Engineer	57,568	45,661	139,700	78,178	40,800	53,908	103,811
Commercial Manager	63,142	86,014	149,118	95,394	50,400	91,486	107,309
Construction Manager	92,467	75,074	183,942	77,712	62,400	81,057	93,457
Design Engineer	55,728	58,894	110,092	68,536	40,800	49,725	124,193
Electrical Engineer	65,299	53,305	118,610	70,583	40,800	73,802	91,873
HSE Manager	68,079	82,561	171,346	88,987	55,200	74,948	83,816
Maintenance Engineer	75,912	58,723	104,847	87,702	40,800	65,864	95,697
Marine Engineer	84,485	72,265	130,418	67,059	40,800	78,872	87,153
Mechanical Engineer	62,537	46,632	103,107	68,696	40,800	61,017	88,869
Operations Manager	68,069	70,372	112,034	80,744	50,400	80,258	80,412
Project Engineer	64,909	63,925	138,411	83,356	40,800	79,384	89,049
Project Manager	85,237	83,955	167,020	88,536	50,400	89,841	94,840
QA/QC Manager	62,907	68,242	184,841	94,686	52,800	80,992	74,286
Renewable Energy Consultant	46,708	83,745	127,378	72,972	60,000	64,368	79,434
Solar Engineer	49,172	49,768	114,718	55,749	40,800	50,350	96,282
Wind Farm Project Manager	54,941	78,292	202,318	60,144	60,000	73,257	78,912
Wind Turbine Technician	46,150	45,211	101,459	59,828	21,600	47,662	60,073

RENEWABLES - CONTRACTOR DAY RATES BY REGION, USD

	Africa	Asia	Australasia	Europe	Latin America	Middle East	North America
Averages	**452**	**515**	**641**	**603**	**284**	**561**	**673**
Biomass Engineer	317	468	579	510	256	404	727
Business Development Manager	520	517	710	573	225	461	1,076
Civil/Structural Engineer	405	382	677	535	218	554	773
Commercial Manager	401	641	794	710	245	653	625
Construction Manager	667	543	732	780	346	674	700
Design Engineer	403	413	578	481	214	421	753
Electrical Engineer	453	383	655	549	236	594	678
HSE Manager	442	581	695	579	365	557	800
Maintenance Engineer	524	481	596	626	260	425	708
Marine Engineer	602	503	758	616	253	571	617
Mechanical Engineer	405	486	613	586	249	559	629
Operations Manager	519	509	721	627	509	680	555
Project Engineer	504	490	657	659	287	576	587
Project Manager	616	715	684	755	326	804	657
QA/QC Manager	488	480	656	678	326	678	530
Renewable Energy Consultant	334	594	590	532	335	449	650
Solar Engineer	340	352	431	525	239	466	641
Wind Farm Project Manager	361	822	632	798	299	799	651
Wind Turbine Technician	292	417	423	336	209	339	429

Optimism for salary progression has remained high since 2023, with 73 per cent of professionals anticipating a raise this year. Forty per cent foresee pay increasing by more than five per cent.

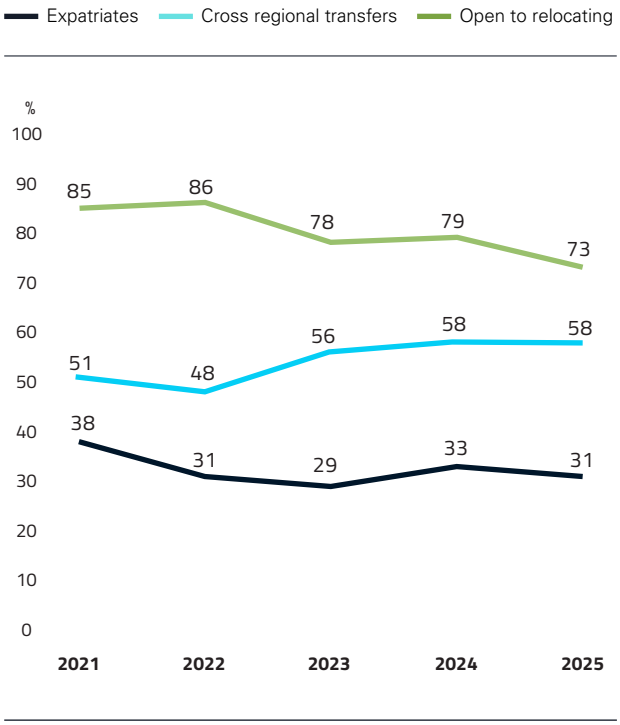
This optimism is shared by hiring managers, with around three-quarters projecting pay to rise every year post-COVID. This year, 76 per cent expect pay to rise, 42 per cent by more than five per cent.

Global mobility

As renewables projects become ubiquitous, the need for – and interest in – relocation is shifting. While the percentage of employers offering cross-regional transfers has risen from 48 per cent in 2022 to 58 per cent in 2025, the percentage of professionals who would consider relocating has fallen sharply. Now, only 73 per cent would consider relocating, a decrease of 12 per cent since 2021.

Halliday explains: "The prevalence of solar and wind projects is uncoupling us from the need to work in specific locations like we once did to exploit fossil fuel deposits. With renewables growing at pace in most regions, professionals will no longer feel so compelled to look abroad for career development opportunities."

2021 TO 2025 – EXPATRIATE WORKFORCE + CROSS REGIONAL TRANSFERS + OPENNESS TO RELOCATION (%)



58%

of employers offer cross-regional transfers

73%

of professionals would consider relocating

Europe remains the world's hub for renewables, offering exciting project opportunities in hydrogen, solar, and offshore wind. However, interest in relocating to the region has dropped to 33 per cent this year, down from its peak of 39 per cent in 2023. Meanwhile, interest in North America has steadily risen from 16 per cent in 2021 to 22 per cent this year, while interest in Australasia has also climbed.

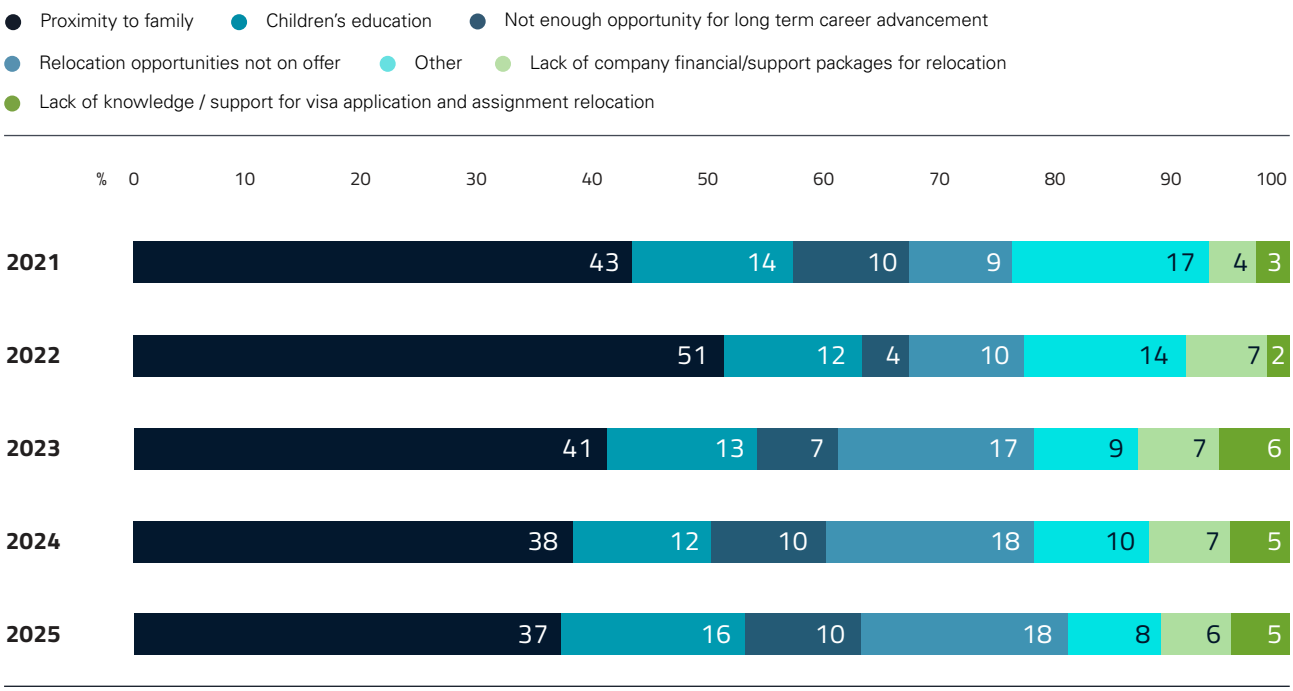
Marx observes: "These shifts could be an early sign that relocation interests will change in the mid-to-long-term as countries across the Americas and Australasia begin to build on their renewable energy potential. However, uncertainties around political direction could still influence professionals' attraction."

As for reasons for relocation, career progression has remained the single most important factor year on year since 2021. Although it peaked at 58 per cent in 2023, it remains high in 2025 at 51 per cent. Lifestyle and low cost of living have remained in the top three, typically in second place and averaging 11 per cent.

In 2021 and 2022, culture was a top three reason for relocation. From 2023 onwards, however, professionals have been drawn to opportunities offering better technology or access to innovative tools and ways of working, such as AI.

For the minority not wanting to move, proximity to family has always been the top concern, although notably this has fallen, from 51 per cent in 2022, to 37 per cent this year. In second place, respondents cite a lack of relocation opportunities, with 18 per cent on average highlighting this year on year since 2023.

WHAT IS YOUR MAIN REASON FOR NOT WANTING TO RELOCATE? (%)



Attracting and retaining talent

Since 2023, there has been a slight increase in professionals interested in transitioning to roles outside of energy. At the same time, there has been a slight decrease in interest in moving to roles within their own, or other, energy sectors. This year, 37 per cent would switch to another energy sector, down from 41 per cent in 2023.

Halliday comments: "The innovative and evolving nature of the industry means that some professionals become trapped in a cycle of working on projects that never reach final investment decision – and they begin to miss the satisfaction of seeing a project through to completion. Hiring managers can get ahead of this by being forthcoming about the projects a candidate may work on and move employees around to ensure job satisfaction."

Since 2021, power has been the most attractive sector for renewables professionals considering a switch, except in 2023 when interest in oil and gas peaked. Technology has held the top spot for the non-energy sector, reaching a new high of 31 per cent this year. While interest in transport, logistics and infrastructure peaked last year at 21 per cent it has since slipped to 16 per cent, marginally above manufacturing.

37%

of professionals would switch to another energy sector

27%

of professionals would switch to a non-energy sector

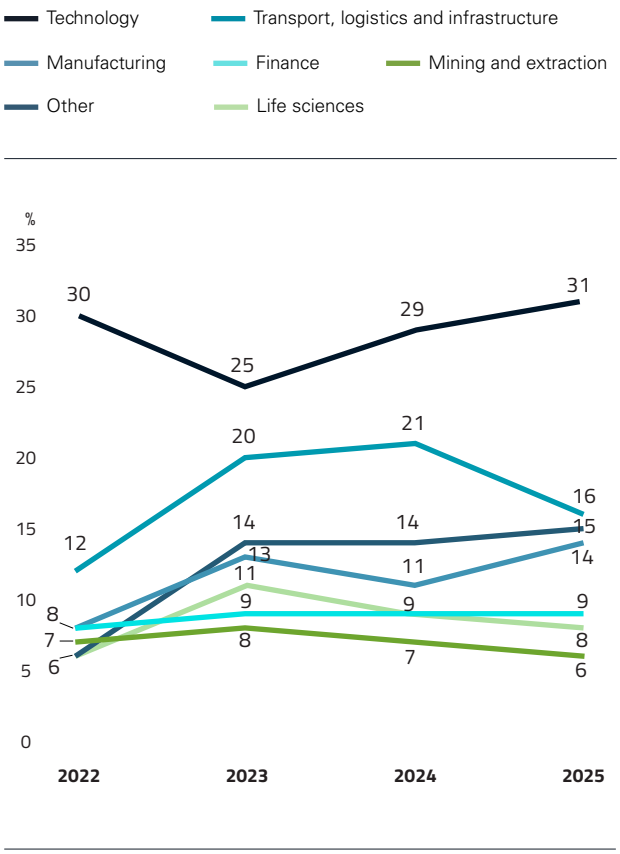
31%

of those who would switch, would move to technology

16%

of those who would switch, would move to transport

WHICH NON-ENERGY SECTOR ARE YOU MOST CONSIDERING MOVING TO? (%)



Opportunities for career progression have remained the number one reason for switching roles over the past five years, hovering between 28 per cent and 34 per cent. Interest in the wider sector, the second most popular reason, has been static since 2022. Conversely, while ESG was a factor for many in 2022 and 2023, it has since declined, while interest in remuneration and benefits has increased.

The number of approaches that renewables professionals are experiencing for positions outside of their current company is increasing year on year, indicating intensifying competition for talent. This year, professionals received 5.90 approaches on average, up from 5.58 in 2023 and 5.76 in 2024. Around a third (36 per cent) of these approaches came from outside the industry – a figure that has remained steady since 2023 (37 per cent).

Marx comments: "The number of roles in the renewables sector is growing exponentially, and the demand for talent intensifies accordingly. However, key engineering principles are the same no matter what industry you work in, and in a lot of cases, the final 20 per cent of a role can be learned on the job through shadowing and mentoring. By creating flexibility around how role criteria are met, we can unlock many more candidates for positions and more job opportunities for professionals."

30%

of professionals say opportunities for career progression is a top reason to choose a new sector

5.90

the number of job opportunity approaches professionals received in 2025 on average

TOP 6 REASONS TO CHOOSE A NEW SECTOR (%)

Job satisfaction

When it comes to job satisfaction, two-thirds (65 per cent) of renewables professionals say they are satisfied in their role, a sentiment that has remained relatively unchanged since 2023 (67 per cent). Nearly half of professionals point to the ability to work flexibly (46 per cent) as a contributor to their satisfaction.

While the percentage of respondents that identified the feeling that their work contributes to society has fallen from 49 per cent in 2023 to 43 per cent in 2025, it remains high. Working on exciting projects has increased from 37 per cent to 41 per cent.

Halliday offers: "This decline may be related to the changes in demographics in this year's GETI. The younger generation enters renewables because they want to make a difference, but the sector is increasingly attracting more mid-career, non-energy professionals with transferable skills to fill senior positions. For them, remuneration, benefits and flexible working are typically more important."

Finally, professionals hold their relationships with colleagues in high regard, with 42 per cent now identifying them as a factor in their job satisfaction compared to 32 per cent in 2023.

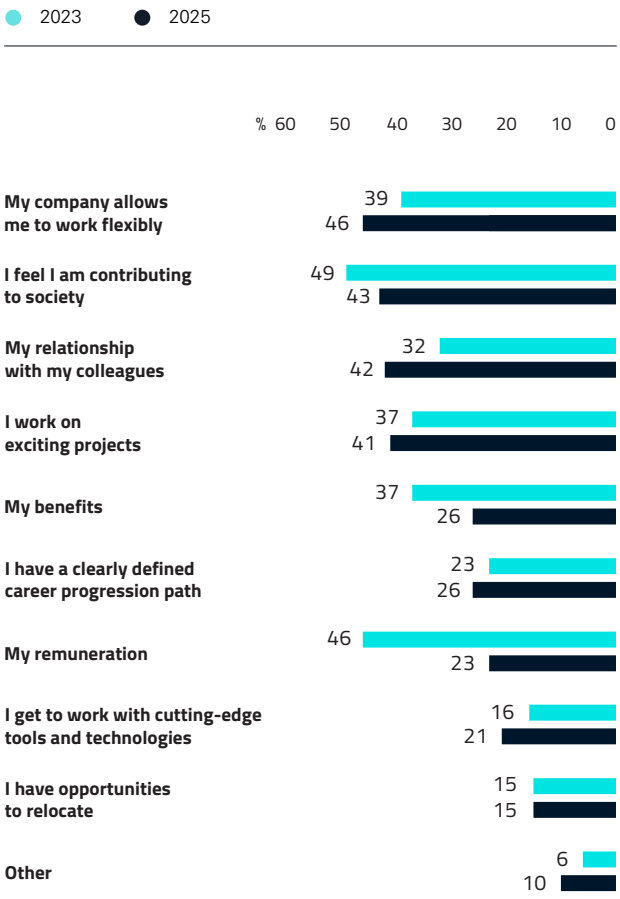
65%

of renewables professionals say they are satisfied in their role

49%

of professionals gain job satisfaction when their work contributes to society

IF SATISFIED: WHICH OF THE FOLLOWING HAS THE MOST POSITIVE IMPACT ON YOUR JOB SATISFACTION? PLEASE SELECT YOUR TOP THREE. (%)



For those who feel unfulfilled, nearly two-thirds (58 per cent) point to a lack of a clearly defined career path; this has increased significantly since 2023, when it was 47 per cent. A further third (33 per cent) identify a lack of exciting projects to work on.

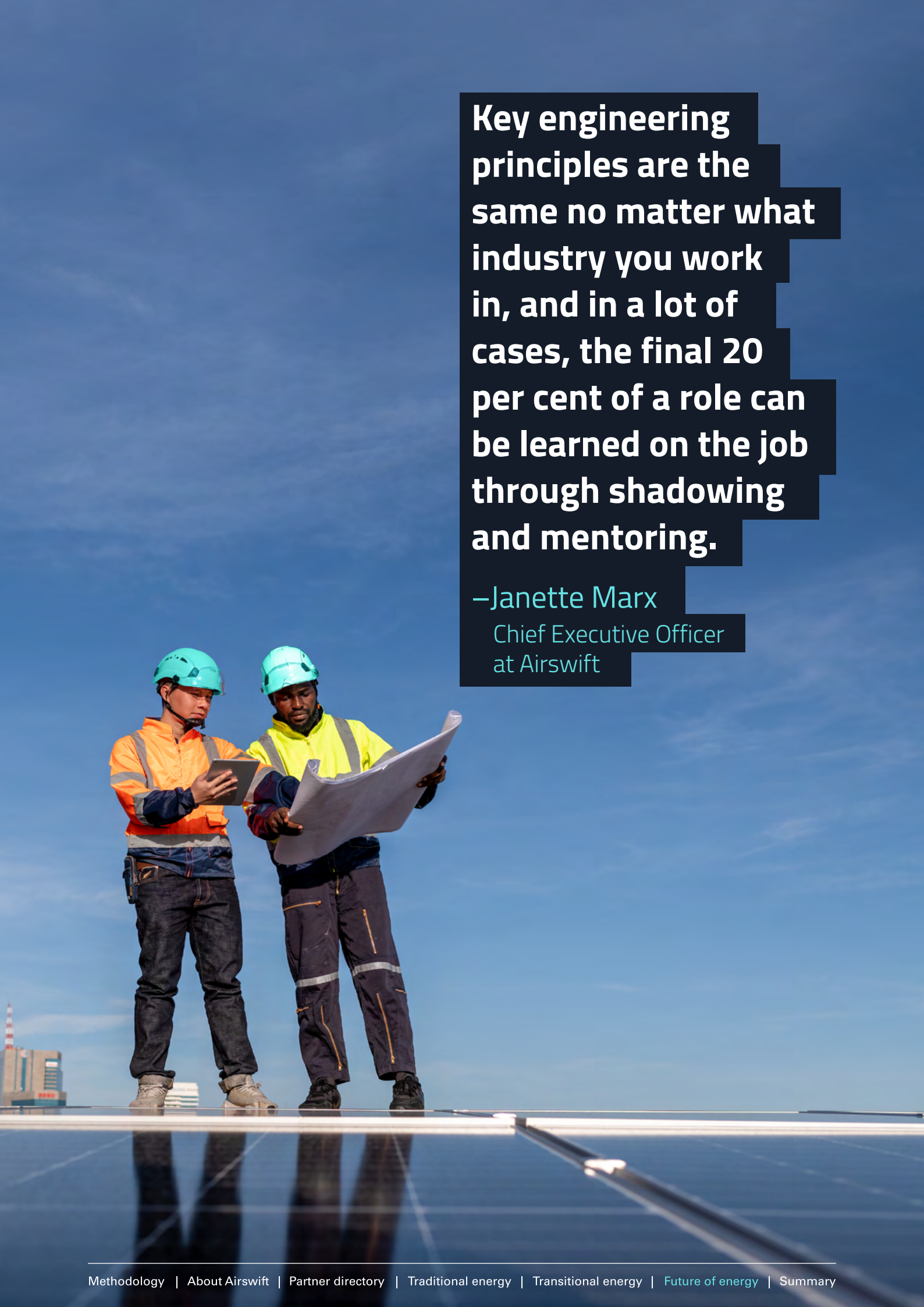
Meanwhile, although respondents continue to report that remuneration and benefits play a role in job dissatisfaction, the percentages have declined significantly, in correlation with the healthy pay increases reported since 2023.

Attracting the next generation

Echoing other findings within the report, when asked what businesses could do better to attract the next generation of talent, respondents first and foremost identified providing clear pathways to help candidates understand the long-term opportunities ahead (47 per cent).

This was followed by developing accessible industry-specific training programmes to equip candidates with the necessary skills and knowledge before joining the workforce (38 per cent). A focus on entry-level positions is also highlighted by respondents, with over a third (35 per cent) saying that pay and benefits should be improved for those at the beginning of their careers.

Marx says: "The energy transition requires a massive amount of infrastructure and with it the workforce that can make it a reality. Renewables is considered a highly innovative sector, and this should be reflected in its approach to attracting and retaining talent. Hiring managers should ensure their strategies are multi-dimensional to accommodate the factors highlighted."



Key engineering principles are the same no matter what industry you work in, and in a lot of cases, the final 20 per cent of a role can be learned on the job through shadowing and mentoring.

–Janette Marx
Chief Executive Officer
at Airswift

Summary

Job satisfaction remains high within the renewables workforce; but as salaries have increased, career progression has come into sharper focus. With highly transferable skills, attrition to adjacent technology sectors is a risk employers can proactively manage through clear career pathways.

From the fresh-faced apprentice to the experienced consultant, employees are eager to make a difference in the world around them, and it is on hiring managers to create an open and flexible work environment where everyone can contribute their best.

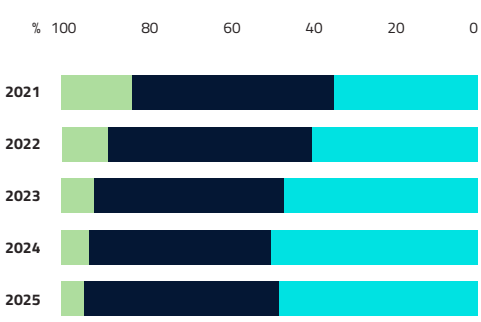
Future of energy: Five-year trends report

The world's largest energy recruitment and employment trends report surveyed 10,700 energy professionals and hiring managers across 150 nationalities

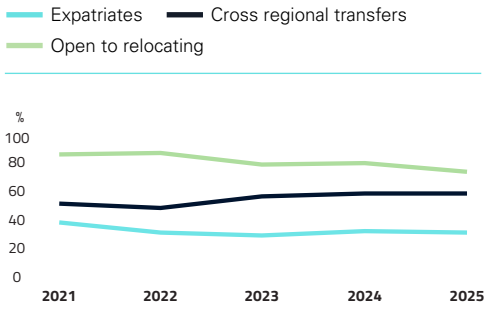
Salaries have risen steadily since 2021

73%

of professionals expect a pay rise next year.



As renewables projects become commonplace, global mobility is changing



65%

of renewables professionals say they are satisfied in their role.

Top four reasons professionals choose a new sector

1 Career progression	2 Interest in the wider industry
3 ESG	4 Innovation

Top positive factors that impact job satisfaction

Change since 2023: Increased Decreased

1	Ability to work flexibly	↑
2	Work that contributes to society	↓
3	Relationship with colleagues	↑
4	Work on exciting projects	↑

Top negative factors that impact job satisfaction

Change since 2023: Increased Decreased

1	Lack of a clearly defined career path	↑
2	Remuneration	↓
3	Benefits	↓
4	Lack of work on exciting projects	↑

Summary

Throughout this special edition of GETI, the impact of the energy transition on the workforce is clear. As the second most important opportunity for the traditional energy sector, to the buoyant salaries of renewables professionals, no aspect of the workforce is left untouched.

While career progression has remained the top priority for several years, professionals increasingly want to know that their careers are making a difference either to climate change or society more broadly. For future of energy professionals, it is a key part of job satisfaction. Encouragingly, many more professionals now report that their organisation is enabling the transition and that resilience to take the future is high, whatever the challenge.

As fewer professionals wish to relocate, hiring managers will increasingly need to cultivate opportunities closer to home. Across all energy sectors, the demand for talent is intensifying, with professionals receiving more approaches about new roles year-on-year. The lure of the technology sector remains strong, and organisations may need to put a greater emphasis on allowing their workforce to access and be a part of innovation to retain talent.

Similarly, ways of working have evolved significantly in the past five years, in part because of COVID-19, and more recently, from the influence of AI. More professionals are seeking flexibility in their working lives but also value their relationships with colleagues. This is a fine balance for organisations to strike, yet an achievable one.

While remuneration and benefits will remain important, a greater focus on setting out clearly defined career progression pathways will help attract the next generation of talent. The industry is tapping into the retirement community to ensure the skills it needs to deliver on complex projects, equipping the next generation with the necessary skills and knowledge before they join the workforce. This is a sensible next step for ensuring a fresh pipeline of capable talent.