

2026 REPORT

ALIGNING TRAINING & WORKFORCE NEEDS IN THE ENERGY INDUSTRY

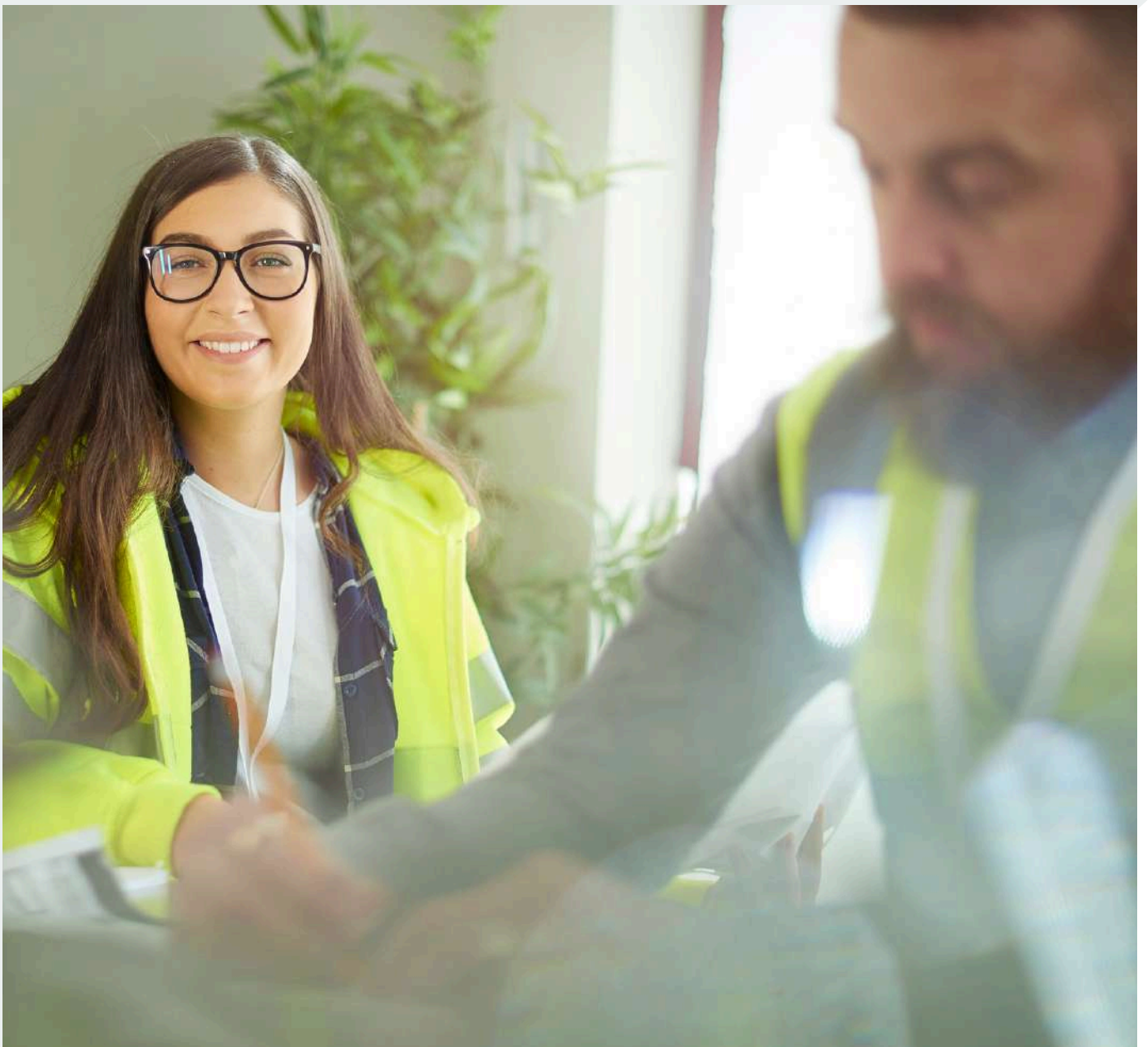


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INTRODUCTION TO THE INITIATIVE

The Global Energy Training & Workforce Initiative is a collaborative response to one of the most urgent challenges facing the energy sector today: bridging the disconnect between training, funding, and employment outcomes.

Developed by EnergyJobSearch, NES Fircroft, and Global Energy Skills (GES), the initiative is designed to:

- * Gather insights across the Energy Industry from the candidate perspective, uncovering key trends
- * Connect energy professionals with discounted and subsidised training opportunities
- * Support training providers in reaching relevant, engaged candidates

- * Help employers access upskilled talent aligned to future workforce needs
- * Create a coordinated platform that unifies these audiences for better industry outcomes

At its core, this initiative addresses the breakdown between intent and outcome. Workers are motivated to upskill, but too often, they do so in isolation, navigating costs, logistics, and employment risk without structured support. Meanwhile, training partners report underutilised funding, and employers continue to face workforce shortages and skill gaps across renewables, grid modernisation, hydrogen, and more.

WHY NOW?

This initiative arrives at a pivotal moment:

- * The energy transition is accelerating, requiring millions of new workers to shift across modes, often from oil & gas into renewables, hydrogen, and grid roles.
- * Critical skill shortages persist, with employers struggling to hire across operational, engineering, and HSE functions, despite training demand being high.
- * Training engagement is strong, but alignment with employment remains weak: 72% of professionals believe training will lead to employment, yet the pathways remain fragmented.
- * Subsidised and sponsored training exists, particularly in markets like the UK, but it remains underused. Many training providers report available funding that fails to reach learners due to poor visibility and access to the right audience.

In short: the energy workforce is motivated and engaged in training, but the infrastructure to convert that into hire-ready outcomes is incomplete.

EVOLVING THE INITIATIVE: FROM AUDIENCE INSIGHT TO FULL ECOSYSTEM ALIGNMENT

This initiative began with a clear question: what do energy professionals need to unlock better training and employment outcomes? Our early focus was bottom-up, identifying real-world barriers from the candidate perspective and enabling access to discounted training opportunities.

But through this process, we uncovered deeper systemic gaps. Training providers themselves struggle to reach learners and activate government funding. Many report that subsidised programmes exist, but they go unused, simply because they don't connect with the right audience.

What started as a candidate-driven support mechanism has since evolved into a broader ecosystem effort:

- * Building discounted and sponsored training pathways
- * Gathering data insights to better understand audience needs
- * Beginning to unlock employer engagement and sponsorship alignment

The next phase is now underway: complementing the bottom-up approach with a top-down one, engaging directly with employers to shape training pathways in line with workforce planning, future roles, and hiring needs.

This initiative is no longer just about access to training. It's about building a bridge between candidate motivation, provider capability, and employer strategy, creating a scalable model for the future of global energy workforce development.

GLOBAL ENERGY TRAINING INITIATIVE – OVERVIEW PAGE

Explore more behind the initiative, its partners, sponsorship opportunities, and the broader mission to connect training, funding, and employment pathways.

<https://blog.energyjobsearch.com/global-energy-training-initiative/>

<https://blog.energyjobsearch.com/global-energy-training-initiative/sponsorship/>

NES FIRCCROFT – TRAINING PARTNERSHIP HUB

Learn more about NES Fircroft's role in the initiative, its commitment to workforce development, and how it's connecting employers and candidates through sponsored training programmes.

<https://www.nesfircroft.com/training-partnership/>

INTRO

ENERGYJOBSEARCH



PHILIP STANLEY

Strategic Partnerships

EnergyJobSearch.com

OilandGasJobSearch.com

For over twenty five years, EnergyJobSearch.com and OilandGasJobSearch.com have been at the forefront of connecting energy professionals with opportunity, whether that be through access to job postings, market insights, or labour mobility data across oil & gas, renewables, and emerging energy technologies.

In recent years, however, it has become increasingly clear that the job search is no longer just about matching candidates to open roles, it's about helping professionals navigate a more complex path of training, transition, and long-term employability.

As we developed this Global Energy Training & Workforce Initiative, one key insight stood out: Despite the availability of government-funded

programmes, scholarships, and employer-led upskilling schemes, there remains a striking disconnect between training providers, the candidates they aim to serve, and the employers who stand to benefit from a more skilled workforce.

Too often, professionals are left to navigate the system alone, unaware of funding options, unsure which training pathways align with real-world jobs, and unsupported by employers until it's too late in the process. Likewise, many training providers we've engaged with during this project have expressed that they struggle to reach the right audience or build a bridge into employment outcomes.

We believe this white paper is more than just a data report, it is a call to realign the system around the candidate journey, and to empower energy professionals to be fully informed along with the support, funding, and employer partnerships they need to thrive. We're proud to lead this initiative and thank all partners who have contributed.

→ **Visit the EnergyJobSearch website**

<https://energyjobsearch.com/>



INTRO NES FIRCCROFT



VICKI CODD

Group Marketing Director
NES Fircroft

As a leading global workforce solutions provider, NES Fircroft has always understood that hiring is not just about filling roles, it's about building capability. Today, as the energy sector undergoes the most significant transformation in decades, we believe capability starts with training.

Through our partnership with EnergyJobSearch and Global Energy Skills, we're proud to co-lead the Global Energy Training & Workforce Initiative. Our involvement is rooted in a simple truth: the energy transition demands a new kind of talent mobility, one that allows professionals to reskill, cross over into renewables, or take on safety-critical technical work with confidence.

What stood out in this research is the extent to which professionals are proactively investing in their futures, but also how disconnected the system remains. Government funding exists. Training providers are ready. Candidates are motivated. Yet the dots don't always connect, particularly when it comes to visibility of subsidised courses, or pathways from training into jobs.

We've seen this challenge first-hand. Too often, workforce development efforts are siloed, reactive, or overly reliant on individuals to take the initiative. That's not sustainable in a sector facing major demographic shifts, evolving safety standards, and intensifying competition for talent.

This white paper offers not just insight, but direction, toward a more collaborative, transparent, and integrated approach to training and workforce development. NES Fircroft remains committed to driving that change alongside our partners.

→ **Visit the NES Fircroft website**

<https://www.nesfircroft.com/>



INTRO

GLOBAL ENERGY SKILLS



GARY STRINGER
Managing Director
Global Energy Skills

Global Energy Skills (GES) was founded with a clear mission: to simplify and accelerate the path from training to employment. In a sector where job roles are evolving rapidly, and where upskilling is increasingly essential, we knew there needed to be a better way for candidates to find relevant courses, for training providers to reach the right audiences, and for employers to meaningfully engage in the upskilling journey.

What became obvious during this initiative is that the parts of the system are already there: funded training, accredited partners, motivated candidates, and employers in need of skilled talent.

But what's missing is alignment. Too many training programmes go underutilised simply because the right candidates don't know they exist. Too many employers engage too late in the process, missing the opportunity to shape training toward job readiness. And too many individuals carry the full burden of navigating this alone.

The Global Energy Training & Workforce Initiative is our response to that problem, a coordinated, data-backed effort to bring clarity, connection, and opportunity into the global energy training landscape.

Through this report, we hope to spark collaboration, not just between candidates and training partners, but between employers, funders, and industry stakeholders who all play a role in shaping the future of energy skills.

Thank you for being part of this effort.

→ **Visit the GES website**

<http://www.globalenergyskills.org/>



EXECUTIVE SUMMARY

The global energy industry faces a paradox: while training engagement is high, workforce shortages persist. Over 30 million new energy workers are projected to be needed by 2030 to meet global climate and production goals (IEA), yet employers continue to report critical skill gaps across domains like offshore wind, hydrogen, power transmission, and grid modernisation.

This white paper presents findings from 10,000 energy professionals, revealing that training is widely seen as the pathway to better roles, but systemic misalignments prevent that intent from translating into actual hires.

Across all experience levels, professionals are actively pursuing training to improve employability, transition careers, and access new sectors. The data shows strong confidence that training leads to job opportunities, 72% believe training will result in employment, yet outcomes remain inconsistent. 78% of respondents cite cost as the primary barrier, and most must navigate their upskilling journey alone.

This disconnect stems from a system where the burden of coordination sits overwhelmingly with individuals. Energy professionals are expected to select the right training, absorb financial risk, manage delivery logistics, and trust that this will lead to future employment opportunities, despite limited guidance. As a result, training effort often unfolds in parallel to hiring needs rather than in alignment with them.



Crucially, subsidised and fully funded training opportunities do exist, particularly in markets like the UK, but remain underutilised. Many training providers report that government-backed sponsorships and funding streams go unused due to low visibility and poor audience reach. Candidates often remain unaware of these options, and training providers struggle to access relevant talent pools.

This is precisely where coordinated industry initiatives, like the Global Energy Training & Workforce Initiative, play a vital role in bridging the gap between available funding and real candidate need.

Yet the system is not stalled. Training is already functioning as a grassroots labour market strategy. Professionals are actively navigating ambiguity, signalling both intent and resilience. However, when employer involvement arrives only after training is completed, it limits impact. The most valued interventions, such as job-linked sponsorships, direct referrals, or structured training-to-hire pathways, remain rare.

Adding urgency to this challenge is the transition pressure facing the sector: as the energy mix evolves, workers must shift across modes and specialisms, often from oil & gas into renewables, clean hydrogen, or battery storage. Employer guidance and upstream support are essential to ensure these transitions are viable.

The findings also expose geographic and economic gaps. In many developing regions, access to high-quality training is further constrained by financial barriers, limited employer partnerships, and fewer endorsed routes to employment.

Ultimately, the opportunity is clear: the global energy workforce is willing, motivated, and actively training, but the infrastructure to convert that effort into hire-ready talent at scale is incomplete.

This white paper is not simply a reflection of industry sentiment; it is a call to action. To close the skills gap, employers, training providers, and industry stakeholders must coordinate earlier and more effectively. The data provides clear, evidence-based insights for realigning training pathways with actual workforce demand, and ensuring available funding truly reaches the candidates who need it.



CONTEXT & METHODOLOGY

This report is based on the analysis of responses from approximately 10,000 professionals working across the energy sector. Respondents span a wide range of experience levels, from early-career professionals to individuals with more than 20 years in the industry, and represent multiple areas of the energy value chain, including oil and gas, power generation, renewable energy, mining, nuclear and construction.

The analysis draws on responses to a 31-question survey examining how energy professionals engage with training and upskilling. The survey captured data on motivations for training, desired training levels and formats, financial and practical barriers to enrolment, confidence in training as a route to employment, and the perceived role of employers in supporting or influencing training decisions. It also explored how professionals discover training opportunities and which forms of post-training support they consider most valuable.

The purpose of the research is to understand how training demand aligns with workforce needs in the energy industry, with a specific focus on implications for HR and talent acquisition leaders. The report concentrates on the perspectives of professionals who are considering training as a means to access new roles, improve job prospects, or change career direction, rather than on the availability or quality of specific training programmes.

Findings are derived from aggregated response patterns and cross-analysis of key variables, including experience level, training preferences, barriers to enrolment, and employer involvement. The intent is to identify structural factors that influence whether training demand converts into workforce supply, and to provide evidence-based insights to support employer decision-making around training strategy and talent pipelines within the energy sector.





DATA TRENDS

- * **TRAINING DEMAND**
- * **TRAINING FORMATS**
- * **FINANCIAL FACTOR**
- * **EMPLOYER INFLUENCE**

TRAINING DEMAND

TRAINING DEMAND IS PRIMARILY A TOOL FOR CAREER MOBILITY, NOT OPTIONAL SKILLS DEVELOPMENT

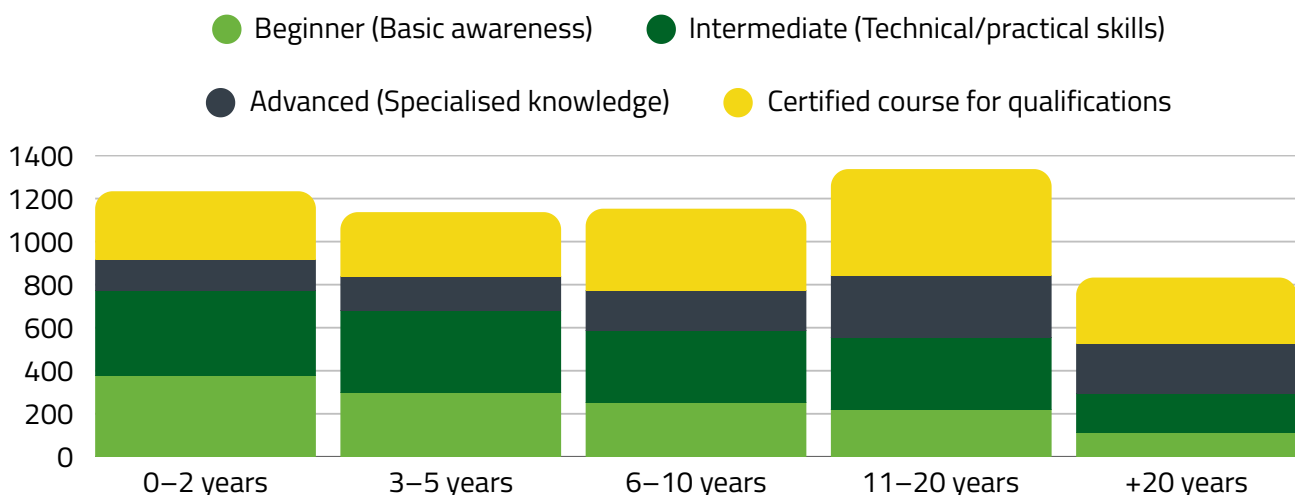
Career mobility is a central driver of training demand among energy professionals. A large majority of respondents (82.9%) report actively looking to move into a new role in the energy sector, and training intent aligns closely with this objective. The most commonly cited motivations for training are better job opportunities (66.6%) and career change (57.6%). Demand is concentrated around certified training (30.1%) and intermediate, technical or practical training (28.5%), while 45.2% of respondents indicate they are open to either accredited or non-accredited options.

Experience-level patterns add important context. Demand for certified training increases with years of experience and peaks among professionals with 11–20 years in the industry. This indicates that certification demand is driven largely by mid- to late-career professionals rather than by early-career entrants.

“ This pattern is the tell: you’re not just looking at entry-level demand, you’re seeing a mid-career upskill market (rescue, supervision, specialised tasks). That’s retention and capability, not “more seats.” ”



DERRIC DAILEY
 Founder
 Dailey Training Services



LEVEL OF TRAINING REQUESTED x LEVEL OF EXPERIENCE

WHAT THIS MEANS

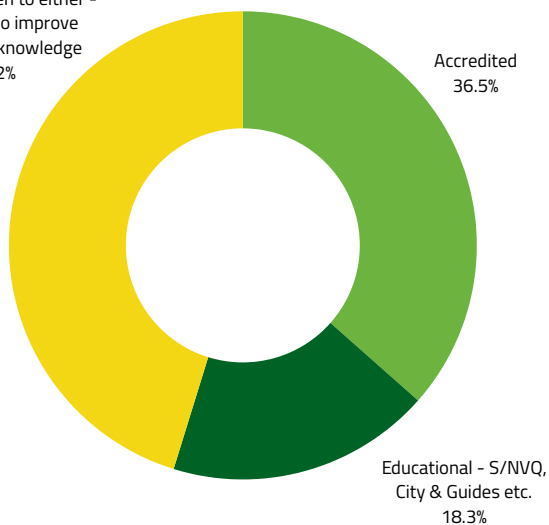
Training is being used as a deliberate mechanism to support job mobility rather than as discretionary learning. Professionals across experience levels are engaging with training to improve employability or change roles. The sizable group that is open to either accredited or non-accredited training reflects uncertainty about which credentials are most likely to be recognised or valued by employers. Rather than signalling low commitment, this flexibility suggests that professionals are navigating unclear signals about training-to-job pathways.

“ When nearly half of professionals say they’re open to accredited or non-accredited training, it tells us one thing: the labour market signal is unclear. This can be fixed by defining and broadcasting the credentials that genuinely lead to jobs. ”



VICKI CODD
Group Marketing Director
NES Fircroft

Not sure / Open to either -
I just want to improve
my skills or knowledge
45.2%



**KINDS OF TRAINING
WITH INTEREST**

WHY IT MATTERS FOR EMPLOYERS

For hiring, the data shows that many professionals are already using training to prepare for role changes, often without direct guidance from employers. Talent pipelines are therefore being shaped upstream by individual training choices that may not align with employer expectations. From a training strategy perspective, the concentration of demand around certified and intermediate training highlights the need for clearer employer signals about which skills and credentials are linked to real hiring outcomes.

For workforce planning, the data suggests that skills gaps are not driven by reluctance to reskill, but by uncertainty about how training translates into employment. Employers that do not clarify these pathways risk limited influence over how experienced talent prepares for future roles.

“ The challenge lies in the communication gap. Too often, training providers and direct employers wait for candidates to find them, rather than proactively reaching out. This passive approach limits visibility and leaves too many motivated individuals unaware of what opportunities, support, and pathways exist. That’s why training providers and employers must work together to ensure training is clearly aligned with employment outcomes and, crucially, that this alignment is actively communicated from the start. Candidates need to understand how specific training leads to real roles, what skills are in demand, and where sponsorship or funding may be available. ”



GARY STRINGER
Managing Director
Global Energy Skills

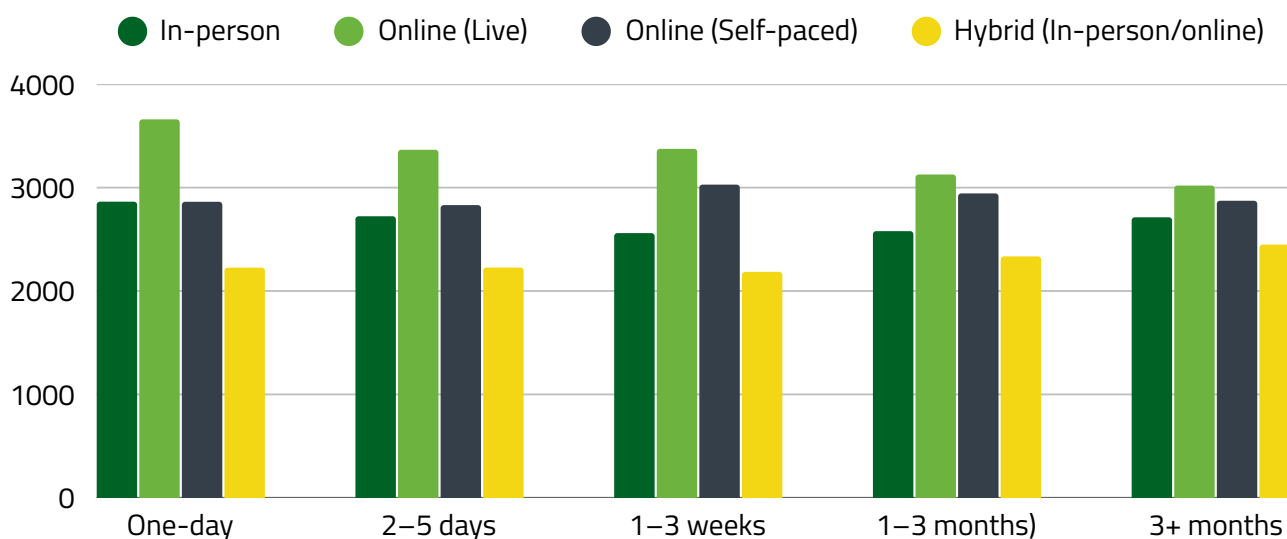
TRAINING FORMATS

AS TRAINING COMMITMENT INCREASES, PROFESSIONALS KEEP MULTIPLE DELIVERY FORMATS OPEN RATHER THAN CONVERGING ON ONE

Across the full respondent base, online live training is the most selected format for every training duration, from one-day workshops through to long-term programmes. In-person learning is consistently selected across all training durations, from short workshops to long-term programmes. At the same time, 51.6% of respondents report that travel and accommodation costs are a barrier to attending in-person courses.

For short formats, such as one-day workshops and multi-day courses, preferences are more concentrated, with online live formats attracting the highest share of selections (46.8% for one-day workshops and 43.7% for multi-day courses).

As training duration and intensity increase, preferences become less concentrated. For intensive (1–3 months) and long-term (3+ months) training, selections are distributed more evenly across in-person, online live, online self-paced, and hybrid formats, and the relative differences between formats narrow. Cross-analysis shows that respondents who cite travel costs as a barrier continue to select in-person formats alongside online and hybrid options across all durations, rather than substituting fully away from in-person learning.



PREFERRED FORMAT AND LOCATION

“ Format preference isn’t “comfort,” it’s access. Hybrid and shorter blocks reduce the dropout risk for working adults juggling shifts, childcare, and transport. Design training like an operating system—stackable modules, hands-on proof, and a clear bridge back to the employer. Outcomes beat attendance every time. ”



DERRIC DAILEY
Founder
Dailey Training Services

“ Many energy professionals using our platform are already in employment, transitioning sectors, or managing financial and logistical constraints. When training is only offered in one format, especially in-person, a significant portion of motivated candidates are forced to opt out. ”



PHILIP STANLEY
Strategic Partnerships
EnergyJobSearch
OilandGasJobSearch

WHAT THIS MEANS

When training requires greater time commitment, professionals do not converge on a single delivery format. Instead, they keep several options open in response to cost and feasibility constraints. Format selection reflects trade-offs between perceived value and practical limitations, rather than a clear preference for one mode of delivery.

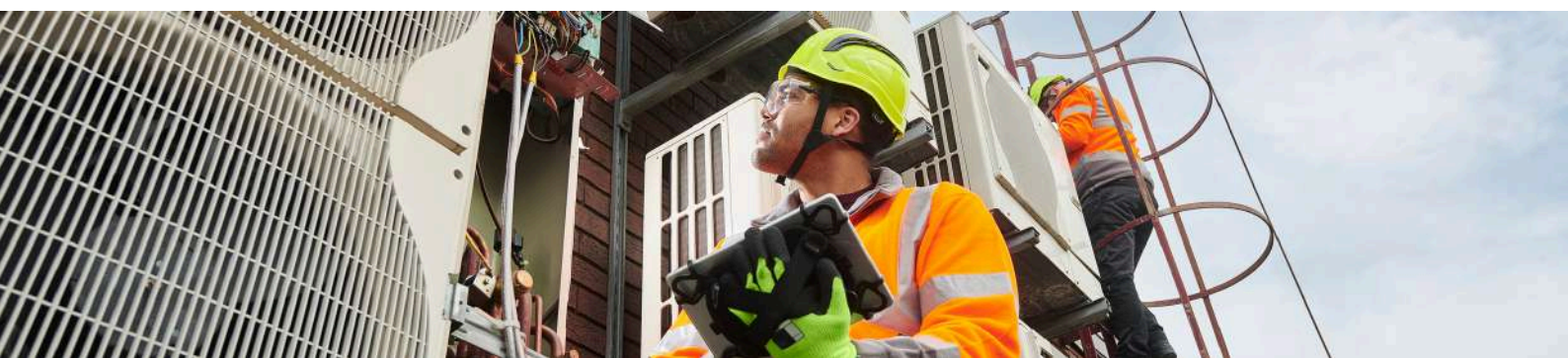
WHY IT MATTERS FOR EMPLOYERS

For hiring, this pattern indicates that longer or more intensive training pathways may face reduced uptake if delivery requires high travel or time commitments. Talent pipelines are influenced by how accessible training formats are over extended periods. From a training strategy perspective, the narrowing gap between formats as commitment increases suggests that offering a single, fixed delivery model may not align with how professionals manage participation constraints. For workforce planning, the data points to the importance of structuring training pathways that allow flexibility across formats, supporting participation without assuming a uniform delivery preference.

“ In our view, training formats should be designed to meet people where they are. That doesn’t mean every course needs to be fully remote, but hybrid models that split theoretical learning online and retain in-person components where needed can dramatically lower the barrier to participation. This reduces travel, accommodation costs, and the need to take extended time off work, all of which are common blockers for mid-career professionals and working parents. ”



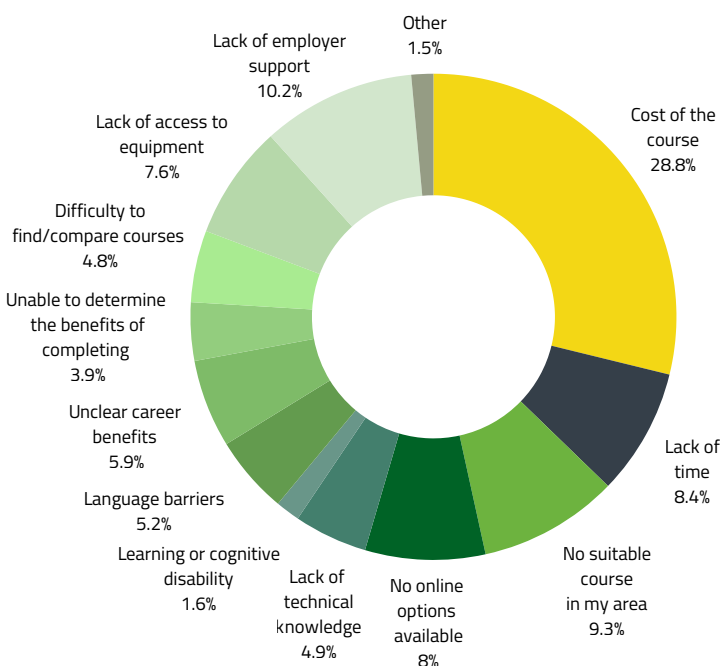
GARY STRINGER
Managing Director
Global Energy Skills



FINANCIAL FACTOR

SKILLS SHORTAGES ARE CONSTRAINED BY FINANCING RATHER THAN BY MOTIVATION OR CONFIDENCE IN TRAINING

Financial constraints dominate decisions about training enrolment across the energy workforce. A majority of respondents (58.2%) report that they can only enrol in free or sponsored training, and cost is cited as the primary barrier by 78.2%. In contrast, confidence in training outcomes is relatively high, with 71.6% of respondents stating they are confident that training will lead to a job. This contrast indicates that limited enrolment is not driven by doubts about the value of training.



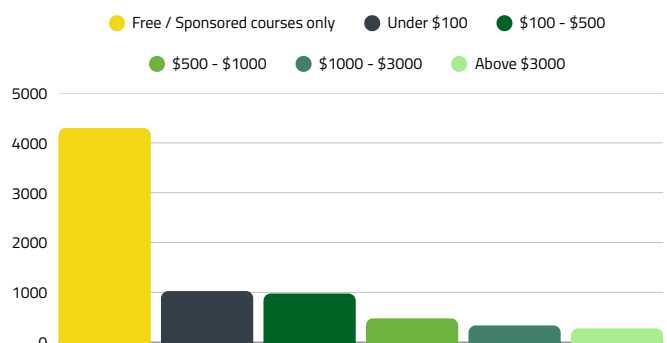
BARRIERS FOR ENROLMENT

“This barrier pattern is predictable: direct tuition is only one part of the load; the real choke points are time-off, travel/lodging, childcare, and the risk of paying without a clear hiring signal. That’s why wraparound support and employer commitments are not “extras”; they’re throughput. If industry wants to increase enrolments, it needs a sponsor model that covers the hidden costs and ties training completion to a real opportunity (conditional offer, internship, paid bridge).”



DERRIC DAILEY
 Founder
 Dailey Training Services

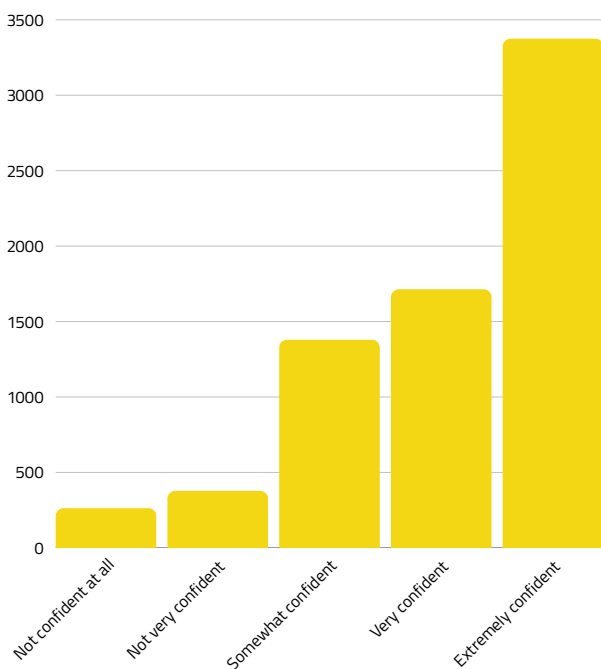
Experience-level analysis confirms that cost is the most frequently cited barrier across all experience brackets, including among professionals with more than 20 years in the industry. Willingness-to-pay patterns show that free or sponsored options are the most commonly selected choice at every career stage, with only a small share of respondents selecting higher-cost options.



AMOUNT WILLING TO PAY

WHAT THIS MEANS

The data indicates a financing constraint rather than a lack of motivation or confidence. Professionals across experience levels express willingness to train and confidence in employment outcomes, but many are unwilling or unable to absorb the cost personally. Training decisions therefore reflect how financial risk is allocated, not whether training is perceived as valuable.



CONFIDENCE IN TRAINING LEADING TO NEW JOB OPPORTUNITIES

“Funding does exist, both from employers and from training providers, but candidates often don’t know where to find it or how to access it. That’s why it’s critical that training partners, employers, and outreach platforms work together to communicate sponsorship opportunities early, clearly, and at scale. If people don’t know a fully funded seat is available, they simply won’t apply.”



PHILIP STANLEY
Strategic Partnerships
EnergyJobSearch
OilandGasJobSearch

WHY IT MATTERS FOR EMPLOYERS

For hiring, course costs prevent many professionals from accessing the training needed to move into new roles, reducing the number of candidates ready to apply. Talent pipelines are constrained when progression depends on individual self-funding rather than shared investment. From a training strategy perspective, the gap between strong confidence in training outcomes and low willingness to pay highlights the role of employer or institutional support in enabling participation. For workforce planning, the data shows that without mechanisms to reduce financial barriers, training demand will not convert into workforce supply at scale, even when motivation and confidence are high.

“This is a financing problem, not a motivation problem. Individuals are being asked to self-fund outcomes that primarily benefit employers. High confidence + low willingness to pay = misaligned risk ownership. Shared-risk models would unlock participation almost immediately.”



SANDEEP JOSHI
CEO
Massivue Pte Ltd

EMPLOYER INFLUENCE

EMPLOYERS STRONGLY INFLUENCE TRAINING DECISIONS, BUT THEIR IMPACT OCCURS TOO LATE IN THE PATHWAY

Most energy professionals discover training opportunities outside employer-controlled channels. Search engines are the leading source of discovery (60%), followed by social media (50%) and job boards (45%), while HR and employer channels account for just 28% of initial discovery.

“ Right now, professionals discover training through search and social rather than an employer signal. For HR leaders, the opportunity is to step in earlier—because by the time endorsement is given, the training decision has already been made. ”



VICKI CODD
Group Marketing Director
NES Fircroft

Despite this limited early presence, employer influence on enrolment decisions is substantial. A large majority of respondents (84.1%) say they are more likely to enrol if training is employer-endorsed, and nearly all respondents (92.0%) indicate that job placement support is important.

84%

Are more willing to enrol if the training is endorsed by employers

92%

Are interested in job placement support after the course

This influence becomes even clearer when looking at the needs of active job-seekers. Among respondents actively looking to move into a new role, the most valued forms of support are direct referrals to hiring managers, internships or apprenticeships, and employer-led training modules. These supports all reduce the distance between training and employment, rather than simply enhancing the learning experience itself.

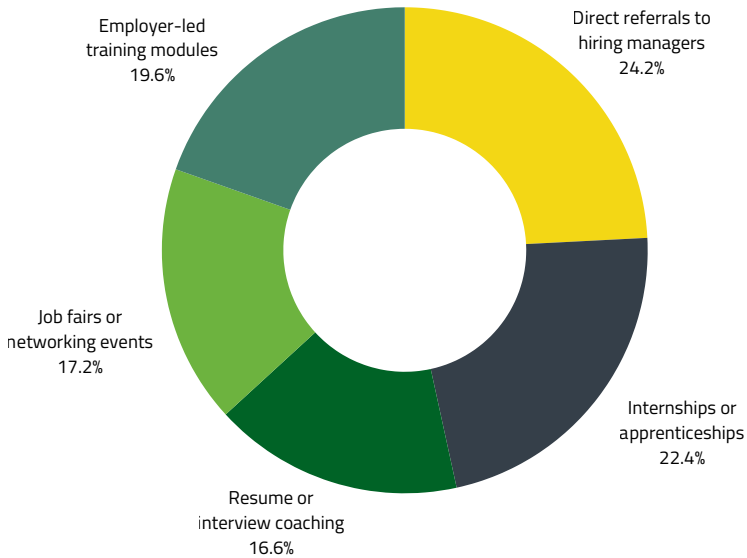
WHY IT MATTERS FOR EMPLOYERS

For hiring, late-stage employer involvement limits the ability to guide candidates toward training that aligns with real role requirements. Talent pipelines are shaped early by how and where professionals discover training, often without clear employer input. From a training strategy perspective, the data highlights the importance of embedding employers earlier in the training journey, particularly through mechanisms that connect learning to hiring outcomes. For workforce planning, the findings suggest that closing skills gaps depends less on endorsing training after completion and more on shaping training-to-hire pathways that provide clear progression into roles.

“ Training providers don’t want to create generic courses for the sake of it. They want to design programmes that meet real, on-the-ground workforce needs, but they often lack structured input from employers at the right stage. Many we speak to say they would actively welcome greater direction: which technical or safety skills are in demand, where hiring is taking place geographically, and what competencies are required to meet client or regulatory requirements. This is where a coordinated ecosystem becomes essential. Through this initiative, we’re helping to create the structure where employer signals are fed into training design early, so that providers can build courses with purpose and precision, not guesswork. It’s about ensuring training isn’t just accredited, but aligned with what employers are actually hiring for. ”



GARY STRINGER
Managing Director
Global Energy Skills



TYPE OF SUPPORT INCREASING EMPLOYMENT SUCCESS ACCORDING TO JOB SEEKERS

WHAT THIS MEANS

Employers play a decisive role in shaping the perceived value of training, but their involvement tends to occur downstream, after professionals have already begun searching for or selecting training options. Confidence remains high regardless of employer support, suggesting that support alone does not change perceived outcomes unless it is job-linked. When employer involvement directly links training to employment, through referrals, structured placements, or employer-led modules, it materially increases the attractiveness of training. Influence is therefore strongest when employers reduce uncertainty about job outcomes, rather than when they act only as passive endorsers.

HOW THE FINDINGS CONNECT

Viewed as a whole, the findings reveal a consistent gap between individual training effort and workforce outcomes. Training demand is closely linked to career mobility across experience levels, and professionals widely view training as a viable route to employment. Yet this demand does not translate reliably into workforce supply because the system requires individuals to absorb too much uncertainty at too many points in the journey.

Cost sensitivity is a central constraint shaping this dynamic. Professionals across all experience levels report that training decisions are driven less by doubts about value and more by exposure to financial risk. This constraint interacts directly with delivery choices. As training requires longer commitments, professionals avoid committing to a single format and instead keep multiple options open. Format fragmentation is therefore not a sign of indecision, but a rational response to rising cost, time, and logistical exposure when outcomes are uncertain.

Employer endorsement and job-linked support materially increase the perceived value of training, yet employers are often less involved at the point where professionals search for, compare, and select training options. Training choices are therefore shaped in open-market environments, without clear signals about which pathways align with real hiring needs. When employer involvement does occur, it tends to validate decisions already taken rather than reduce uncertainty at the outset.

“ We see overwhelming demand for job placement support. That’s HR’s single strongest lever: when training is visibly tied to real roles, participation jumps and the pipeline becomes immediately more hire-ready. ”



VICKI CODD
Group Marketing Director
NES Fircroft

The breakdown between training and employment occurs where responsibility is fragmented. Professionals carry the financial and practical burden of training while navigating unclear signals about recognised outcomes. Employers can influence perceived value, but sometimes intervene too late to shape pathways at scale. The result is a gap between training demand and workforce supply, not because willingness or confidence is lacking, but because alignment between training, financing, and hiring remains out of sync.

“ To create a hire-ready workforce, we need to meet candidates at the starting line, working with training providers to co-design relevant pathways, and partnering with traffic-driving platforms to communicate skill shortages, career pathways, and available support. That’s how to steer candidates toward real, in-demand roles with confidence. ”



GARY STRINGER
Managing Director
Global Energy Skills

WHAT SUCCESSFUL EMPLOYER INVOLVEMENT LOOKS LIKE



8 TIPS

For employers based on data trends



DEFINE AND SIGNAL WHICH SKILLS AND CREDENTIALS LEAD TO JOBS

WHAT THE DATA TELLS US

Training demand is high and strongly linked to career mobility, but nearly half of respondents are open to either accredited or non-accredited training, indicating uncertainty about which credentials are employer-recognised.

WHAT EMPLOYERS SHOULD DO

Clearly articulate which skills, certifications, or training levels align with specific roles, and make this information visible in job descriptions, role profiles, and early-stage candidate communications.



INTERVENE EARLIER IN THE TRAINING JOURNEY, NOT AFTER ENROLMENT

WHAT THE DATA TELLS US

Most professionals discover training through search engines, social media, and job boards, while employer channels play a smaller role, despite employer endorsement significantly increasing willingness to enrol.

WHAT EMPLOYERS SHOULD DO

Engage upstream by influencing training discovery and selection, including highlighting preferred pathways and partnering earlier with training initiatives that align with hiring needs.



REDUCE INDIVIDUAL FINANCIAL RISK TO UNLOCK TRAINING PARTICIPATION

WHAT THE DATA TELLS US

Cost is the primary barrier across all experience levels, with most respondents able to enrol only in free or sponsored training, even among senior professionals.

WHAT EMPLOYERS SHOULD DO

Introduce or expand financial support mechanisms such as sponsorships, co-funded training, or conditional funding tied to hiring outcomes to lower the risk borne by individuals.



LINK TRAINING DIRECTLY TO EMPLOYMENT OUTCOMES

WHAT THE DATA TELLS US

Job placement support is highly valued, particularly among active job-seekers, with direct referrals, internships, and employer-led modules ranking highest.

WHAT EMPLOYERS SHOULD DO

Design training pathways that include explicit routes into roles, such as referral mechanisms, structured placements, or clearly defined progression into open positions.



TREAT TRAINING AS A WORKFORCE SUPPLY LEVER, NOT AN EXTERNAL ACTIVITY

WHAT THE DATA TELLS US

Professionals are confident that training leads to jobs, yet demand does not translate into workforce supply due to misalignment between training and hiring processes.

WHAT EMPLOYERS SHOULD DO

Integrate training strategy into workforce planning by aligning training pathways with anticipated hiring needs, role transitions, and skills gaps rather than viewing training as separate from recruitment.



OFFER FLEXIBILITY IN TRAINING DELIVERY TO SUPPORT SUSTAINED PARTICIPATION

WHAT THE DATA TELLS US

As training duration increases, format preferences fragment, and cost and feasibility shape decisions more than clear format preference.

WHAT EMPLOYERS SHOULD DO

Support or design training pathways that allow flexible combinations of delivery formats over time, enabling participation without requiring high upfront logistical or financial commitment.



FOCUS EMPLOYER INVOLVEMENT ON REDUCING UNCERTAINTY, NOT JUST ENDORSING TRAINING

WHAT THE DATA TELLS US

Employer endorsement increases willingness to enrol, but its impact is strongest when it reduces distance to employment rather than acting as a passive signal.

WHAT EMPLOYERS SHOULD DO

Clarify expected outcomes, skill relevance, and hiring implications of training, helping candidates understand how effort translates into opportunity.



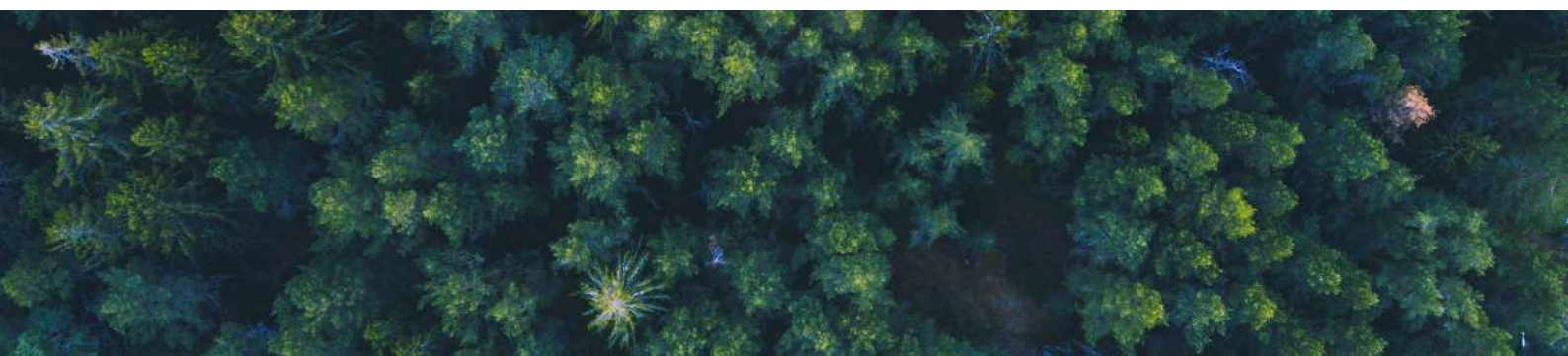
USE TRAINING ENGAGEMENT AS AN EARLY SIGNAL IN TALENT PIPELINES

WHAT THE DATA TELLS US

A large share of professionals are actively preparing for role transitions through training, often outside employer-led pathways.

WHAT EMPLOYERS SHOULD DO

Monitor and engage with training participation as an upstream indicator of talent availability, using it to inform pipeline development and proactive candidate engagement.



THE OPPORTUNITY IS ALSO TO BRIDGE PARALLEL TRACKS INTO A CONNECTED SYSTEM.

FOR TRAINING PROVIDERS

Design for conversion. Work more closely with candidate demand and employer outcomes. Flexibility, relevance, and clear post-training pathways are just as important as accreditation. Offering hybrid or remote training formats, especially for global professionals, can remove financial and logistical barriers while improving access and retention.

FOR POLICYMAKERS & SPONSORS

Make what exists more visible. Government and employer funding does exist, but candidates often aren't aware of it. Investing in the communication layer platforms, campaigns, referral ecosystems, ensures support reaches those who need it. Even highly targeted funding is ineffective if it's invisible. At the same time, we must acknowledge that more funding is also required, especially to support candidates from underrepresented backgrounds and emerging markets.

FOR CANDIDATES

You are not alone in navigating this journey. This initiative is designed to reduce the burden placed on individuals, financially, logistically, and emotionally. By participating in sponsored training, sharing feedback, and engaging with partner pathways, you help shape a better system for yourself and others.





CONCLUSION

The findings point to a workforce that is actively engaging with training as a means of career progression, yet consistently constrained by how training connects to employment. Demand exists across experience levels, confidence in training outcomes is high, and willingness to reskill is evident. However, financial exposure, delivery constraints, and unclear job pathways prevent this effort from translating into workforce capacity at scale.

The cost of this misalignment is not theoretical. When professionals must navigate training choices with limited guidance, absorb financial risk individually, and commit without clear visibility on hiring outcomes, participation falters and skills gaps persist. Training effort becomes fragmented, and employer influence arrives too late to shape pathways that could meaningfully support workforce supply.

Employers sit at the centre of this system and it is important that they influence how training decisions are shaped. Where employers clarify pathways, reduce uncertainty, and connect training directly to roles, existing demand can be converted into a reliable talent pipeline. The data shows a system already in motion; the determining factor is whether all parties can collaborate early enough to make training work as a workforce solution rather than an individual gamble.

“ We are proud to support this important paper, which clearly shows that energy professionals are eager to reskill, but the system around them has not yet caught up.

The data reinforces what we see across our customers and global markets: professionals are ready, motivated and actively preparing for the transition, but without earlier and clearer employer involvement, training cannot reliably translate into workforce capacity.

As a global skills charity specialising in green skills, we know that coordinated pathways are essential. When employers help shape training from the outset – rather than validating it after the fact – training becomes a strategic workforce solution, adding social and economic benefits to the energy sector. The opportunity is already there; the question now is whether employers will engage early enough to unlock it. ”



**GRAHAM
HASTING-EVANS**
CEO
NOCN Group

FINAL CALL TO ACTION

Phase One has proven the willingness of candidates, the availability of training, and the appetite among providers to step up.

The next phase must now mobilise the employers, as co-designers of the workforce system they depend on.

The energy transition will not wait. Skills shortages will not resolve themselves. The infrastructure to convert training into real workforce outcomes must now be built together.

Join the initiative. Share the findings. Become part of the solution.





**EMPOWERING THE
ENERGY WORKFORCE
TOGETHER**



CASE STUDIES

- * **FROM UTILITIES TO OFFSHORE ENERGY PROJECTS: HOW SPONSORED TRAINING ENABLED A CRITICAL CAREER TRANSITION**
- * **TRAINING FOR OPERATIONAL EXCELLENCE: A CAPABILITY-LED APPROACH TO COST AND AGILITY GAINS**

CASE STUDY

FROM UTILITIES TO OFFSHORE ENERGY PROJECTS: HOW SPONSORED TRAINING ENABLED A CRITICAL CAREER TRANSITION



CHRIS SHARP

Training: NFPA 70E Electrical Safety
Role: Consultant at Equinor
(via NES Fircroft)
Industry Transition: Utilities →
Offshore Wind

Christopher Sharp's career journey is a compelling example of how targeted training, when supported by employer involvement and clear job outcomes, can unlock new pathways in the energy sector.

Before entering the offshore energy space, Chris had worked in electrical roles within the utilities industry. Like many professionals, he was open to transitioning into new opportunities but lacked a clear understanding of what was possible or how to get there. His breakthrough came when NES Fircroft identified him as a strong candidate for a role on the Equinor project, on the condition that he complete NFPA 70E Electrical Safety training, which was required by the client.

Crucially, the training was fully sponsored. This removed what would have been a potential financial barrier and helped Chris transition into a high-profile role in a new sector.

He completed the course through Dailey Training Services (In collaboration with Focused Training & Technical Services (FTTS)), noting that the content was detailed, professionally delivered, and directly applicable to his work environment. However, despite the success of this transition, Chris sees room for improvement in how such opportunities are communicated to others.

“ If I'd seen somewhere that training in NFPA 70E could lead to real roles like this, I would have taken action earlier, ” he reflects.

“ Coming from a local utility background, I was not aware that these types of roles existed in the broader job market. A clearly defined pathway would have been very beneficial when I first began exploring new opportunities. ”

His story reinforces one of the white paper's central findings: the barrier is not motivation, it's information. Candidates like Chris are ready to act, but without visible links between training and hiring outcomes, they may hesitate or miss key opportunities altogether. Chris's case also shows the value of early employer involvement. When hiring managers, clients, or agencies clearly communicate the skills they need and offer funded training opportunities, candidate conversion improves — and workforce gaps begin to close.

SELECTED Q&A WITH CHRIS SHARP

What is your background work experience prior to your training? What was your main goal in undertaking the training?

I came from an electrical utilities background and was looking to apply those skills to the offshore wind industry. My main goal was to meet the requirements for the job NES Fircroft and Equinor were offering me.

Was the training sponsored or fully funded? If not, would cost have been a barrier for you?

The training was fully funded by my employer, which definitely made things easier. Personally, I would have still gone ahead with it because I take responsibility for operating safely and performing at a high level. But I can see how the cost could be a barrier for others, especially if they don't have employer support or guaranteed work at the end of it.

Was the training encouraged, required, or supported by your employer (client or staffing agency)? How early were they involved, if at all?

Yes, it was required by Equinor and fully supported by NES Fircroft. NES Fircroft helped organise the training, and they were involved from the start.

Did your staffing agency (e.g. NES Fircroft) provide any guidance or support on training options?

Yes, NES Fircroft were very helpful in guiding me toward the right training and ensuring it was arranged properly.

Do you think the current system made it easy to understand how training leads to hiring?

Not really. This opportunity came about because I was approached. If I hadn't been contacted, I wouldn't have known what training was needed or where to start.

If the link between training and hiring (e.g. employer sponsorships, referral pathways, real project needs) had been made clearer — for example, visible on an online platform — do you think that would have helped you act sooner, or helped others in your position access the same opportunity more easily?

Definitely. If I'd seen somewhere that training in NFPA 70E could lead to real roles like this, I would have taken action earlier. And it would help others in my situation too. Coming from a local utility background, I was not aware that these types of roles existed in the broader job market. A clearly defined pathway would have been very beneficial when I first began exploring new opportunities.

DATA TRENDS VS. CHRIS SHARP: MICRO COMPARISON TABLE

THEME	SURVEY DATA	CHRIS SHARP'S EXPERIENCE
Motivation	High across regions and experience levels	Already motivated and willing to transition
Employer Involvement	Often occurs later in the process	Present from the start; training required and funded
Funding Visibility	Funding exists, but poorly communicated	Fully funded, but only found out when contacted
Training Format	Candidates prefer flexible or hybrid formats	In-person course worked fine for him, due to full support
Hiring Pathway Visibility	Lack of clarity is a major barrier	Agrees, the opportunity wasn't visible until presented

CASE STUDY

TRAINING FOR OPERATIONAL EXCELLENCE: A CAPABILITY-LED APPROACH TO COST AND AGILITY GAINS

How Massivue embedded operational excellence training into a live enterprise transformation for a multinational Oil & Gas operator, delivering measurable, sustained results across the value chain.



CLIENT SNAPSHOT

INDUSTRY: Oil & Gas, Upstream & Midstream

SCALE: Multinational, multisite operations across extraction, logistics, maintenance, and procurement

ENGAGEMENT: Capability led transformation programme (not a standalone training course)

DURATION: 12 month phased engagement

DELIVERED BY: Massivue

The client is a multinational Oil & Gas organization operating across the hydrocarbon value chain, with complex operational interfaces spanning extraction, logistics, maintenance, and procurement.

THE CHALLENGE

The organisation faced compounding operational headwinds that isolated process fixes could not resolve.

The organisation set out to deliver a step-change in operational performance, not through isolated process fixes, but by building enterprise capability in operational excellence, data-driven decision-making, and agile governance. The objective was to create a repeatable, scalable operating model that could sustain performance improvements over time.

issues included:

- * Fragmented operations and functional silos limiting end-to-end optimization
- * High levels of Non-Productive Time (NPT) driven by opaque maintenance processes
- * Margin erosion caused by cost escalation and market volatility

These challenges required more than consultancy deliverables. They demanded a fundamental shift in how the organization built and sustained internal capability, across skills, processes, data, and governance simultaneously.

CAPABILITY-LED APPROACH

Massivue designed and delivered a structured learning and unlearning journey that embedded directly into the organization's live operating environment. The programme turned the enterprise into its own learning lab, building capability while simultaneously driving measurable performance improvements.

01 OPERATIONAL EXCELLENCE CAPABILITY

Cross functional teams were enabled with value stream mapping, Kaizen methodologies, and systems thinking to diagnose inefficiencies and redesign processes across the full hydrocarbon lifecycle.

02 DIGITAL & DATA INTEGRATION

Real time IoT telemetry was embedded into procurement and operational workflows, enabling evidence based decision making, reducing manual intervention, and creating a single source of operational truth.

03 AGILE PERFORMANCE GOVERNANCE

A Performance Management Office (PMO) was established with live dashboards tracking throughput efficiency, cycle time, and cost KPIs, ensuring accountability and continuous improvement at every level.

BEFORE VS AFTER: IMPACT SUMMARY

AREA	BEFORE	AFTER
Governance Structure	Fragmented and siloed	Unified under a single global governance structure
Operating Model	Legacy, inconsistent processes	Redesigned and standardised across functions
Performance Focus	Task-based, reactive	Metrics-led, outcomes-focused culture
Results	Uncontrolled cost escalation	\$45 million in cost savings; improved productivity & agility

TRANSFORMATION OUTCOMES

\$45M

Annual cost savings

20%

reduction in operational cycle time

15%

improvement in operational agility

Crucially, these outcomes were sustained through internal capability rather than one-time interventions.

KEY TAKEAWAY

Training becomes exponentially more powerful when embedded in real business contexts.

This case demonstrates that when employers invest in capability development that is outcome-focused and integrated into daily operations, the results go far beyond education, they reshape how the organisation thinks, works, and delivers value.

PARTNER BIOS

ENERGY JOB SEARCH

EnergyJobSearch is one of the world's leading job platforms dedicated to the energy sector, connecting millions of professionals with opportunities across oil & gas, renewables, power, offshore wind, hydrogen, and more. With a global audience spanning over 190 countries, EnergyJobSearch supports the workforce transition by bridging the gap between talent and employers. Through its partnerships, it also plays a growing role in upskilling initiatives, candidate discovery, and workforce insights that help shape the future of the energy labour market.



GLOBAL ENERGY SKILLS (GES)

Global Energy Skills (GES) is a training ecosystem and sponsorship platform built to connect verified training providers with global learners and employers. Designed to improve access, trust, and alignment in the energy training landscape, GES supports course discovery, scholarship initiatives, employer engagement, and candidate support — all with the goal of helping the global energy workforce access quality training that leads to meaningful employment outcomes. GES looks to collaborate between multiple energy sector stakeholders, including training partners, job boards, staffing firms, employers and accredited training bodies.



NES FIRCCROFT

With more than 45 years of experience delivering workforce solutions to the global energy industry, NES Fircroft is proud to be the world's leading engineering staffing provider, supporting the Oil & Gas, Renewables, Infrastructure, Life Sciences, Mining and Chemicals sectors.

NES offers tailored staffing solutions sourced from a global talent pool. Services span Contract and Permanent (Direct) Hire recruitment, through to Managed Solutions and fully outsourced workforce models.



OPITO

OPITO is the global safety and skills organisation for the energy industry, setting international standards for workforce training and competence. With over 475,000 certifications issued annually and a presence in more than 50 countries, OPITO is recognised as the leading authority in offshore and onshore training requirements. Its standards and accreditation frameworks play a vital role in ensuring a competent, safe, and mobile workforce, particularly in high-risk sectors such as oil & gas and offshore wind.



NOCN GROUP

NOCN is a UK-based awarding organisation and skills charity committed to increasing quality and access in education and vocational training. As a government-recognised End-Point Assessment Organisation (EPAO), NOCN works across multiple industries, including construction, nuclear, logistics, and energy, to deliver nationally recognised qualifications, apprenticeships, and workforce development programmes. Through its training partnerships and international reach, NOCN plays a key role in advancing skills mobility and supporting employers in closing the skills gap.



TRAINING PARTNER SHOWCASE

EMPOWERING THE ENERGY WORKFORCE – TOGETHER

The Training Partner Showcase highlights some initial training providers participating in the Global Energy Training & Workforce Initiative. These providers play a vital role in expanding access to high-quality, industry-recognized training and in supporting the energy workforce of the future.



OVERVIEW

This initiative launches with a number of trusted, accredited training providers who are committing to delivering subsidized or fully funded training seats. To date, over 78 fully funded course seats have been secured, representing more than \$230,000 in sponsored training value, with additional seats expected to be added on a rolling basis.

Each partner has nominated specific, high-impact courses aligned to real-world job roles. These offerings were selected based on workforce needs, certification value, and employment relevance, giving candidates a greater chance of not just completing training, but transitioning directly into meaningful employment.

Applicants to these courses may also be eligible for:

- Post-training support, including guidance and job placement
- Employer visibility, with select candidates profiled in case studies
- Ongoing sponsorship, especially where demand exceeds current capacity

This is just the beginning of a broader mission: to build a connected, scalable ecosystem linking candidates, training providers, and employers with funded, outcome-focused training at the core.

FEATURED TRAINING PROVIDERS

DAILEY TRAINING SERVICES

“For Techs, By Techs”

Founded by veteran wind technician Derric Dailey, DTS delivers hands-on, workforce-driven safety and technical training across renewables, energy storage, and power generation. Programs emphasize practical competence, critical thinking, and measurable outcomes.

Course areas supported:

- OSHA, NFPA 70E, HAZWOPER, First Aid/CPR
- Wind, Solar & BESS technical training
- GWO Certified Programmes (BST, BTT, ART, CO-HE)
- Advanced Rescue, Human Skills, and Field Safety

Sponsored Seats:

12 fully funded places for selected U.S.-based GWO and Safety programs.

→ **[View the full DTS offering](https://www.daileytrainingservices.org/)**

<https://www.daileytrainingservices.org/>



MASSIVUE

“AI-Ready. ESG-Aligned. Future-Focused.”

Massivue is a global transformation consultancy delivering practitioner-led programmes across AI, ESG, sustainability, and leadership. Their award-winning SPARK values — Sustainability, Purpose, Accountability, Resilience, Kindness — form the foundation for high-impact learning.

Course areas supported:

- ESG, Green Finance, Circular Design
- AI Leadership, Digital & Product Strategy
- Sustainable IT, HR, and Leadership Practices

Sponsored Seats:

66 fully funded seats across 10 online/on-demand courses, including live sessions led by global experts.

→ **[View the full Massivue offering](https://massivue.com/)**

<https://massivue.com/>



LOOKING AHEAD

The Training Partner Showcase will look to continue to grow as more providers and employers join the initiative. As sponsorship volumes increase, so will the range of training formats, certifications, and employment-aligned outcomes available to candidates.

This initiative is about more than just training. It's about opening doors, to new skills, industry recognition, and job opportunities and building a stronger, more resilient global energy workforce.

We encourage candidates to explore both the featured courses and the full GES catalogue, apply for sponsorship, and join the movement shaping the future of energy talent.

FULL PROGRAMME & APPLICATION HUB:

<https://blog.energyjobsearch.com/global-energy-training-initiative/sponsorship/>



LET'S BUILD THE ENERGY WORKFORCE TOGETHER

This initiative is supported by EnergyJobSearch, NES Fircroft, Global Energy Skills, and a global network of training providers.

If your organisation is looking to build energy talent pipelines, sponsor training, or connect with skilled candidates, we'd love to hear from you.

Whether you're an employer, training provider, or workforce initiative, let's explore how we can collaborate.

CONTACT

PHILIP STANLEY

Strategic Partnerships

 [@PhilipStanley](#)

Office: +44 (0) 161 549 0346

Mobile: +44 (0) 7944 254 384

philip.stanley@energyjobsearch.com

info@intuconsult.com

EnergyJobSearch acts as the central hub to coordinate interest across all partners.

