



Navigating the Talent Storm in the Era of The Inflation Reduction Act



Table of Contents

Introduction	03
Meet Mishu Ventura	03
Meet Chandler Robertson	04
The calm before the talent storm	05
The Inflation Reduction Act	05
Addressing talent shortages	07
Capturing the right Renewables expertise	10
Leveraging transferable skills	11
Training the next generation of talent	13
Online Courses, In-Person Courses and Scholarships	15
Competitive compensation packages	16
Base Salary and Bonuses	17
Flexible Working	18
Insurance and Retirement Care	19
Are you ready?	21
US Engineering Recruitment Team	22
RPO - Recruitment Process Outsourcing	24
Optimize Your Business With Our Talent Acquisition Services	25
Looking to build your renewable energy talent roster?	27

Welcome to our thought leadership piece that delves into the steps you can take to navigate your way through the impending talent storm forecasted to be brought on by the new era of the Inflation Reduction Act.

With original insight from our senior recruitment manager, Mishu Ventura, and our senior consultant, Chandler Robertson, we'll address the talent shortages within the renewable energy industry before exploring how you can overcome your hiring challenges to build your future talent roster.



Mishu Ventura

Senior Search Manager, NES Fircroft

How long have you worked at NES Fircroft?

I have worked for NESF over 11 years.

What does your role involve?

I specialize in finding talent for projects and technology and development across Clean Energy, Carbon Capture (CCUS), Hydrogen, Sustainable Aviation Fuels (SAF), Midstream/ LNG, and Chemicals. Passionate about solving clients' talent challenges and supporting corporate Diversity & Inclusion goals.

What motivates you to work in the renewable energy space?

The ability to support ground breaking technologies and projects that support a cleaner and greener infrastructure and world for us.



[Back to Contents](#)

“The Inflation Reduction Act is the most significant climate legislation in US history. So it's going to offer funding programs and incentives to accelerate the transition to a clean energy economy and drive a lot more need and deployment of new clean electricity and energy resources. I think it's a great thing, and I'm glad that it's come through. I think it's going to help incentivize the right behaviors to make a greener and cleaner world for us.”



Chandler Robertson

Senior Consultant, NES Fircroft

How long have you worked at NES Fircroft?

I have worked for NESF over 4 years.

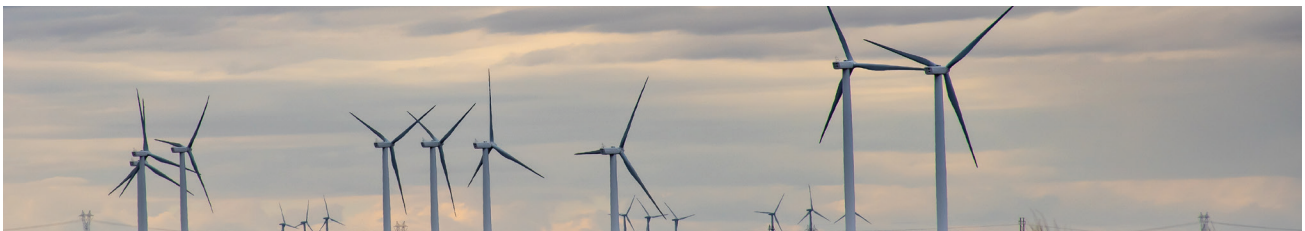
What does your role involve?

My role involves finding new clients, managing current accounts, actively recruiting within the renewables sector, and attending industry events. My day to day is split between candidate and client calls. My clients are North American based IPPs, developers, EPC and engineering consultancies and I recruit roles across the full project development lifecycle.

What motivates you to work in the renewable energy space?

I enjoy that what I do plays a small part in a cleaner future for the world. I get to deal with companies on the tip of the spear of the clean energy revolution and converse daily with professionals that are extremely passionate about making a difference. Being part of the solution is very rewarding. The space is consistently changing, adapting, and innovating, which is exciting to stay up to date with. Tracking the progress as an industry and with my individual clients is very interesting and exciting.

“I think that the whole idea of the Inflation Reduction Act is to drive innovation and drive investment into the US market. These new projects are ultimately going to help clean up the grid and hopefully increase the renewable sources of energy moving forward. There seems to be a lot of investment, and we're in high demand right now, so that's typically a good sign.”



[Back to Contents](#)



The calm before the talent storm

When President Biden passed nearly **\$400 billion** of federal funding to the energy transition in August 2022 as part of the **Inflation Reduction Act**, not only did this spur the most significant climate legislation in US history, it opened the door to the most significant fight for renewable energy talent in US history.

With a forecast of over **170,600 renewable energy jobs** and **272 new clean energy projects** already announced, the introduction of the Inflation Reduction Act has made a bold statement across the globe.

The Inflation Reduction Act has sparked a new wave of project proposals from traditional energy companies in the US and further afield. These industry innovators are looking to add renewable and sustainable components to their processes to be eligible for a portion of the lucrative tax incentive and help positively impact the planet.



**Inflation
Reduction**

**\$400bn
Investment**

**170k+
Jobs**

**200+
Projects**

Of course, the near **\$400 billion** investment into the projected creation of hundreds of new clean energy projects and thousands of new renewable energy jobs is a massive step in the right direction for meeting the net-zero targets and contributing to the energy transition. However, with the apparent talent shortage within the renewables space, are these targets feasible or merely a pipe dream?

Back to Contents



Whether you're a major energy company awaiting funding from the Inflation Reduction Act or a fast-growing organization seeking approval for your clean energy project proposals, you're probably thinking about the people you need to bring your innovations to life. If you're not thinking about the talent you need, we firmly believe you should be.

Why?

As specialists at the forefront of securing the brightest renewable energy talent of the future, we know the fight for talent is well and truly underway. So, if you want to see your creations come to fruition and gain a competitive advantage within the renewables space, you need the people to make that happen. Ultimately, the time to act on your hiring strategy is now, and we're here to help you make this process as seamless as possible.

We're ready to navigate our way through the talent storm in the era of the Inflation Reduction Act. Are you?



[Back to Contents](#)

Addressing the renewable energy talent shortages

One of the most notable stumbling blocks that could put a pause on the future stages of Biden's Inflation Reduction Act is the talent shortages within the renewables industry. The talent shortage is a very real and troublesome issue that we must address not tomorrow, but today in order to ensure the investment of the Inflation Reduction Act is put to good use, and so the various clean energy project proposals that can power our future are fulfilled.

Talent is starting to see the prospect of making the jump to renewables from alternative energy industries and outside of the renewables space. It's estimated that the Inflation Reduction Act will create **1 million clean energy jobs** each year for ten years - **reaching 10 million renewables jobs over the next decade.**

However, with more companies entering the US renewables market, the issue here revolves around supply and demand. Our Senior Consultant, Chandler Robertson, expands on this point.



“There's a lot of global companies, Canadian companies, and new American companies entering the US market. There is a shortage of candidates, developers, engineers, and specialists in solar, wind, and storage. So, there is a demand and a shortage, and it's affecting the full project life cycle. I wouldn't just say it's just developers or project engineers; it's everything. There's a real supply and demand issue.”

- Chandler Robertson, Senior Consultant,
NES Fircroft

[Back to Contents](#)

Regarding the talent shortage in renewables, we must not forget that this isn't just a US problem; it's a global problem, and the competition for renewable energy experts spreads worldwide.

The International Renewable Energy Agency (IRENA) recently revealed that renewable energy jobs reached **12.7 million worldwide**, and the global sector could rise to over **38 million by 2030** and a staggering **43 million by 2050**.

McKinsey has also predicted that by 2030, **1.1 million workers**, including engineers and electricians, will be needed to construct future wind and solar projects. Additionally, **1.7 million** will be required for maintenance and operation, and a further **1.3 million** people will be needed for 'white-collar' positions such as leadership and managerial roles.



1.1 million workers, including engineers and electricians, will be needed to construct future wind and solar projects.

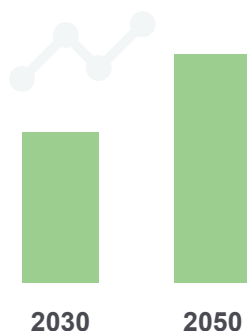


1.7 million workers will be required for maintenance and operation.



1.3 million people will be needed for 'white-collar' positions such as leadership and managerial roles.

Two-Decade Surge: Projected Growth in Renewable Energy Jobs



So why is there a talent shortage across the renewables space?

Since the great resignation of 2021, between **20 million to 25 million** workers left their jobs in the US alone. Of these people, those who previously worked in the energy industry typically moved on to careers in technology or decided to take more entrepreneurial routes.



[Back to Contents](#)

Our Senior Recruitment Manager, Mishu Ventura, speaks about this but also suggests there is hope that this talent will return to the energy market in light of the investment from the Inflation Reduction Act.



“There’s definitely a skill shortage. Since the pandemic, we’ve seen that many candidates have left the industry. They’ve opted for careers in technology or pursued becoming entrepreneurs. What I imagine and what I’m hoping is that we’ll see some people that exited the industry come back.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

Suppose the talent is willing to return to the sector, and outsiders are considering transitioning into renewable energy jobs. What can we do to encourage them to make the leap into renewables and close the skills gaps and talent shortages within the sector? Our next section explores this question and delves into the strategies you can take to capture the renewable energy experts you need to power your business.



[Back to Contents](#)



Capturing the renewable energy experts to power your business

There is no one-size-fits-all approach to capturing the **renewable energy experts** capable of powering your business's future in the era of the Inflation Reduction Act. From our time within the renewables market, we've uncovered three crucial approaches companies should take to ensure they have the people they need to drive innovation.

Whether it's tapping into transferable skills, training the next generation of talent, or offering competitive compensation packages, in this section, we will explore how you can navigate through the talent storm to capture the energy experts to power your business.



Tapping into **talent** with **transferable skills** is a must



Training the next generation of renewables talent is **crucial**



Offer **competitive compensation** and **benefits packages**

[Back to Contents](#)



We must tap into talent with transferable skills

Broadly speaking, although renewable energy is evolving, it's still a relatively new market. Some of the technologies are in their infancy or yet to be truly tested on a major scale. Therefore, capturing the candidates with the specific skill sets and proven experience surrounding these technologies is nighon impossible to find or ultimately does not exist. It's incredibly challenging to find this talent when so many companies are searching and competing for the same type of candidate.

As the pool for renewables talent is so scarce, businesses must be realistic with their hiring demands and realize that this talent does not necessarily have to come from the renewables space - alternative options are available. It's all about being open to onboarding talent with the transferable skills and traits that make them more adaptable to learning these new and emerging renewable technologies.

“Companies are going to have to be more open to considering candidates from different industries when it comes to hiring. Especially if the IRA goes forward at the same time for all these projects, then you're going have a lot of project developers trying to hire and attract candidates all at the same time.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

[Back to Contents](#)

We recognize that many of these emerging renewables positions require talent with skill sets relating to process engineering, control systems, and mechanical engineering. Again, these candidates don't have to solely come from or have a background in renewables. Candidates from industries such as oil and gas, aerospace, and even breweries and the food and beverage market can be brought in to work on these technologies. Mishu would expand on this by saying:

“Companies are going to have to look outside of oil and gas, too. They're going to have to look at aerospace. They will have to look at engineers from breweries or food and beverage plants because they've got similar engineering skill sets.”

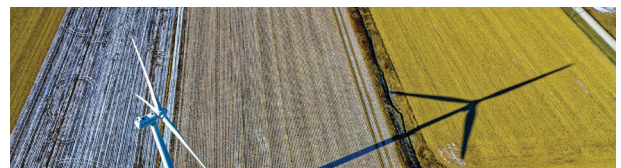
- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft



Even we're not solely targeting renewable candidates per se. We've adapted to the market's talent shortage by looking at alternative solutions, such as tapping into transferable skills. Why are we adopting this approach? Well, because it works. The talent we find from alternative industry backgrounds has been proven to live up to our clients' expectations. It's something that's been happening for years, as Chandler mentions.

“I know it's happening. It's been happening for years. People are entering the market from other sectors. They need to because it's a fairly new market, and there are not enough people with experience in renewables. So you have to take candidates from different sectors like oil and gas. When you look at the carbon capture and hydrogen space, those spaces are definitely taking people from more oil and gas backgrounds and traditional energy backgrounds because it's just a little bit more transferable with the pipelining, the refinery, and equipment aspects. So that is a space that seems to be a little bit more plug and play.”

- Chandler Robertson, Senior Consultant,
NES Fircroft



Ultimately, if you're prepared to wait around for talent with specific experience in renewables, then you should also be prepared to fall behind the competition. The market is saturated and has a significant supply and demand issue. However, top talent can be sourced from alternative industries; we just need to continue tapping into the transferable skills.

[Back to Contents](#)



Training the next generation of renewables talent is crucial

While tapping into transferable skills is a viable option for navigating the talent storm in the era of the Inflation Reduction Act, this talent may not necessarily be instant plug-in plays. As renewable technologies are in their relative infancy and constantly emerging, businesses must accompany this strategy by training the next generation of renewable energy talent.

“I think you have to provide training to get people up to speed. It's probably a lot of on-the-job training and getting mentored by people that are currently doing it.”

- Chandler Robertson, Senior Consultant,
NES Fircroft

Similar to any role in any industry, no matter the experience of the professional, some form of training will be required to get the individual up to speed. It's no different when it comes to the renewable space. For example, you may have a project manager with 10+ years of experience in oil and gas and has worked on some of the biggest projects in that sector.

Although they may have all the right credentials and experience, does this mean they will be able to manage the end-to-end production of a new wind farm? Perhaps, but perhaps not. However, with some form of training, there's no reason why they couldn't.

Of course, not every **permanent hire** will need the same level of training. Therefore, finding the balance between people with experience who require less support and can hit the ground running and those who require more nurturing is imperative.

Companies will adopt a hybrid strategy of finding talent and training more junior candidates.

“I think most companies will adopt a hybrid strategy. They'll want to bring in people that can hit the ground running and then start to train more junior candidates.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

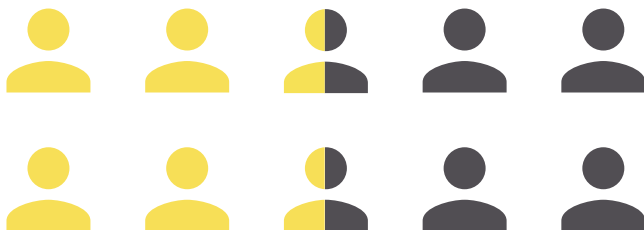
[Back to Contents](#)

While it's easy to solely focus on the here and now, companies should also not lose sight of the future and next generation of renewable energy talent. Studies have shown that **76%** of Gen Z talent believe climate change is one of their biggest concerns, whilst **49%** of people in employment have been said to be open to taking a pay cut to work for a purpose-driven business.



76%

of Gen Z talent believe climate change is one of their biggest concerns

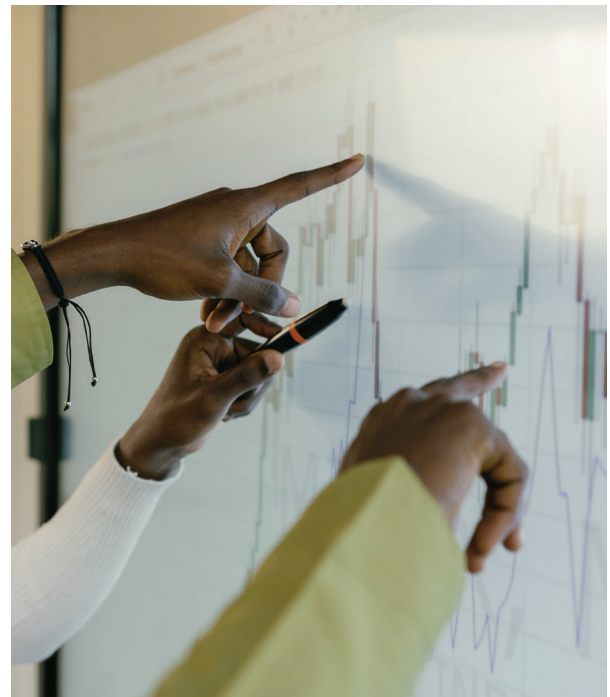


49%

of people in employment say they're open to taking a pay cut to work for a purpose-driven business

It's crucial to tap into this future talent with strong opinions and the motivation to positively impact the planet through their work. What better way could these people make a positive impact than by entering the renewables space? It's a potential goldmine of a talent pool just waiting to be unlocked.

Regarding training, much of this can be done as part of on-the-job training where talent can grow within their role by carrying out their daily responsibilities under the supervision of a mentor. Of course, we appreciate that not all businesses have the resources to provide training to their talent. Thankfully, there are various courses you can utilize to help train the next generation of renewables talent.



[Back to Contents](#)



Online Courses

Many renewable energy courses are available online, making them a convenient option for talent who want to learn about renewable energy in their own time and remotely. Some online course providers include:

- Coursera
- EdX
- Udemy
- Skillshare



In-Person Courses

In-person courses offer the opportunity to learn from experienced instructors and network with other students. Some institutions that provide in-person renewable energy training courses include:

- National Renewable Energy Laboratory (NREL)
- Interstate Renewable Energy Council (IREC)
- Renewable Energy Institute (REI)
- American Wind Energy Association (AWEA)



Scholarships

Several scholarships are available to help students pay for renewable energy training courses. Some organizations worth connecting with that offer scholarships include:

- Renewable Energy Institute
- Solar Energy Industries Association
- American Wind Energy Association (AWEA)

Finding the balance between sourcing the people capable of carrying out the tasks you require as part of your clean energy projects and training the next generation of talent comes down to timing. The sooner you onboard the talent, the sooner you can train them, and the sooner they will be capable of driving change for your business.

[Back to Contents](#)

You need to offer competitive compensation and benefits packages

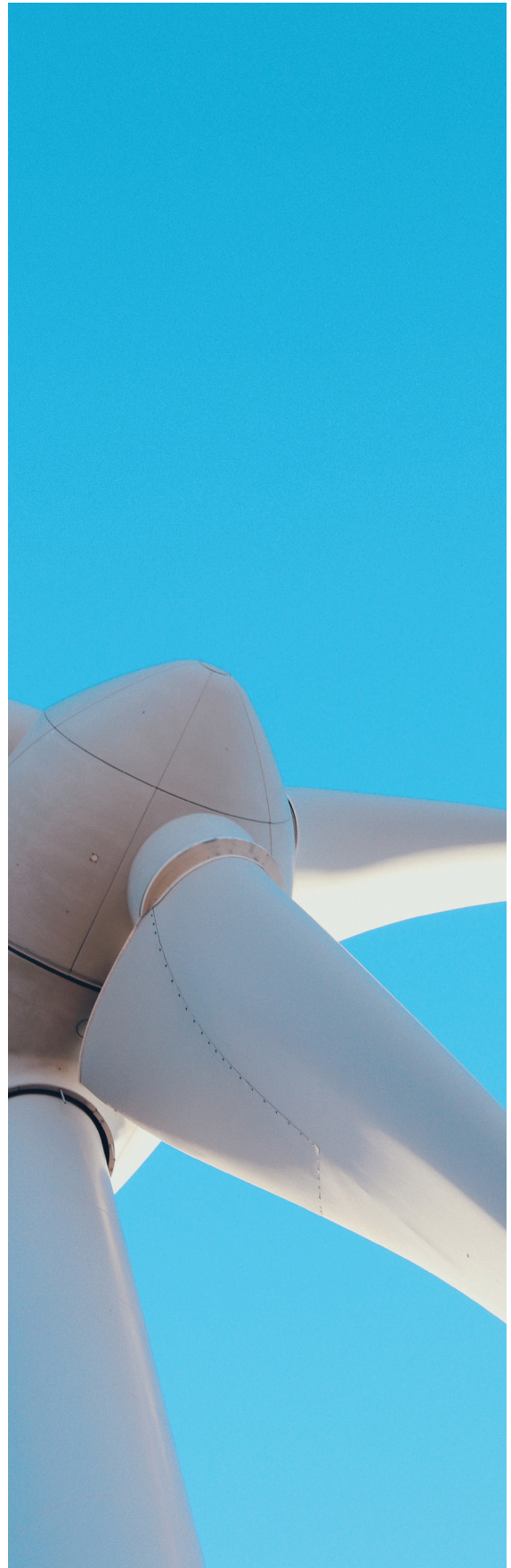
Renewables is a talent-led market, and candidates are in the driver's seat. With the number of companies entering the US market outweighing the amount of talent available in the era of the Inflation Reduction Act, candidates have plenty of options to choose from and are more selective regarding whom they pledge their allegiances.

“Not only is it taking longer to fill positions because there's a candidate shortage, but candidates are more picky with what they want, they're more selective with what they're looking for and what they will accept.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

Mishu also suggested that it's taking longer to fill renewable energy jobs due to a limited talent pool, but the people with transferable skills and experience are more selective with what they're looking for.

Many of these individuals are already in comfortable positions within their respective industries, so the ball is firmly in their court. Therefore, companies must think outside the box and seek tactics to entice and incentivize potential candidates.



[Back to Contents](#)

To help encourage talent to consider transitioning into a career in renewable energy, making your compensation and benefits packages competitive is not a need; it's a necessity.

This section will explore the key elements you can implement into your compensation and benefits packages to make them more competitive and attractive to candidates.



**Competitive Base
Salary and Bonuses**

Flexible Working

**Insurance and
Retirement Care**

Competitive Base Salary and Bonuses

Although it's not always the be-all and end-all, the reality is that money is a significant contributing factor that candidates consider when choosing their future role. Companies entering the renewables space will have to provide competitive base salaries and annual bonuses if they want to capture the best talent on the market. As well as a base salary and yearly bonuses, offering equity will be something a lot of talent will be seeking, especially if they are at a more senior or **executive level**.

Traditionally, the US has always been a well-paid market that US-based candidates and talent from further afield flock to. As Chandler points out, a senior developer working in Canada could earn more from doing the same role, but in the US. The talent is aware of this; therefore, companies with the budget to spend on salaries and bonuses, whether from the IRA or a private investor, should consider investing it in talent to entice them to their business.

"Compensation has gone through the roof for people entering the market from other countries. Talent is seriously well paid, especially developers; that's a big one. For example, in Canada, a senior developer with seven years of experience might make **135K Canadian dollars**. However, they'd get paid **180K US dollars**, which is equivalent to **240K Canadian dollars**. The US is always a well-paid market across the board."

Chandler Robertson, Senior Consultant,
NES Fircroft

[Back to Contents](#)

Flexible Working

Concerning renewables, we know that many developing projects are being established in remote areas outside of major cities. These projects often require an on-site presence and the relocation of talent. However, many candidates have gotten used to working from home since the pandemic. So, if a client requires their employees to work on-site in a remote location, attracting the right candidate who is willing to do this can be challenging, especially if they have families.

“You need to offer flexibility and work-life balance, some sort of remote work option at least one day out of the week as candidates care about flexibility.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft



To attract the top talent available, companies must find a way of incorporating a level of flexibility into their compensation and benefits packages. As Mishu states, candidates care about flexibility. So, even if it's only one day of the week, offering some form of hybrid working could be all the difference between capturing the talent you need or losing out to a competitor that offers more flexibility.

[Back to Contents](#)

Insurance and Retirement Care

Another thing worth including in your compensation and benefits packages to make them more competitive is the addition of insurance and retirement care. In terms of the latter, many candidates will look into the 401K retirement contributions from employers within the renewables space to ensure they have a future they can look forward to. Therefore, you should ensure your company is set up to appropriately cater to the 401K.

Additionally, as insurance costs for medical care are rising in the US, your company should assess the insurance rates it offers compared to the wider market. If a company doesn't provide sufficient insurance, it may prevent candidates from wanting to join the company. This will especially be true if the talent you're hoping to hire has child dependents or people in their family with special needs and heavily lean on medical insurance.

These considerations are immensely important for building a diverse and motivated talent roster. Based on our experience in renewables, we've seen candidates turn down opportunities because the benefits and compensation packages were not competitive enough. Mishu alludes to this.



“Competitive compensation packages are one thing some companies don't fully consider. They think, ‘OK, we've got a project we can pay the talent X salary, and then we'll be fine.’ Many companies are not thinking about the full picture. They need to be competitive with their benefits because we've had candidates that have turned down opportunities because the benefits weren't up to par with the market.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

[Back to Contents](#)

When addressing your company's compensation and benefits packages, you must ensure they are competitive and cover the 'full picture' of what the modern candidate looks for in a role. Getting this right has never been more crucial for businesses hoping to navigate their way through this challenging hiring time.

Ultimately, when taking our considerations into account, it's important to keep referring back to your approaches to ensure you stay updated with the market and not fall behind the competition.

As Mishu points out, your talent acquisition strategy may be in a good place today or once you've adopted our guidance from this piece. However, if it fails to remain competitive and focused on where the market's going, don't be surprised if your best people are tempted for opportunities elsewhere in six months' time.

“The reality is that even if a company is employing people today, if they're not competitive in six months, somebody else will call their talent and offer them a more substantial increase on salary. If companies are not being competitive or leaning toward where the market's going, then they're not going to be able to retain their candidates. So companies should think about retention strategies too.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

Overall, the talent shortages inflicted on the renewables sector are certainly something to be concerned about and should be high up on your agenda if your business is looking to move forward with its IRA and private investment-backed clean energy projects. However, the talent shortages are not something to be deterred or intimidated by. As Mishu stated, the talent shortage is not something that's going to stop the industry from moving forward.

“I don't think talent shortage will stop things from moving forward. People enter the market every day. It's just going to be again, finding the people with transferable skills, getting them up to speed as quickly as possible, putting in good training programs, having mentors, paying people what they need to be paid, there's a bunch of things in play. I don't think it's necessarily going to put a halt on the whole industry. There's a lot of experience globally, and I don't know if a talent shortage has ever stopped an industry from progressing before. You look at any kind of innovation; there will always be a talent shortage somewhere.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

[Back to Contents](#)

We're not intimidated by the talent shortage, and you shouldn't be either. As we've discussed, there are many ways to navigate your way through the talent storm in the era of the Inflation Reduction Act. It simply comes down to implementing them. However, you can't wait around any longer. If you genuinely have a desire to overcome your hiring challenges and secure longevity in your hiring strategy, the time to build your talent roster is now. Thankfully, you don't have to do this alone.



We're ready to navigate the talent storm. Are you?

When the Inflation Reduction Act funding is distributed to eligible companies, we expect a boom in the renewable energy recruitment space. Come early 2024, we predict that various businesses will be scrambling to capture the candidates they need to develop, implement, and maintain their clean energy projects.

“We're trying to warn our clients that you need to pull the trigger now and hire people now so you're not fighting battles on compensation later.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

The queue for renewable energy talent is already being overloaded, and companies yet to jump in line to capture the talent they need are quickly falling behind the curve. Suppose your company has neglected the need for talent until now, or you have considered hiring permanent staff, but you require dedicated support to find what you need. In that case, there is still time to navigate your way through the talent storm and start building your renewable energy talent roster.

If you're a VP of development, HR manager, or business owner, we appreciate that finding the innovators you require is far from easy. A lack of time, budget, and internal resources can make hiring permanent employees challenging. To allow you to get back to what you do best and focus on the development of your clean energy projects, you require dedicated support. You need the guidance of trusted hiring specialists to navigate you through this challenging terrain.

[Back to Contents](#)

“That's the beauty of working with us. We specialize in the renewables space, and we're speaking with these candidates on a day-to-day basis. Not only do we understand what our clients need, but we're having conversations with these candidates to understand what they would be attracted to.”

- Chandler Robertson, Senior Consultant,
NES Fircroft

Since the Inflation Reduction Act was passed, we forecast that a talent storm would be on the horizon. Over the past year, we've been preparing our internal resources, doubling our **US engineering recruitment team** to over 35 of the world's best direct-hire consultants. We've also continued to build our connections by networking with bright minds ready to transform your clean energy projects and shape the future of the renewables industry.

We know how vast the renewables space is, so our team of engineering recruitment experts is discipline-specific, from mechanical engineering to process engineering. Our approach ensures our consultants are experts within their niche and know the ins and outs of their particular specialism. That way, when you speak to us, you'll be comforted by the knowledge that the consultant you're being supported by has genuine expertise in your specific industry and knows how to source the people you're looking to hire.



“We're equipped with discipline-specific recruiters, from consultants specializing in the mechanical engineering space to experts operating in the process engineering remit. Our unique discipline-specific approach allows our people to focus and hone in on their target area to establish deeper networks and to headhunt passive talent for our clients and support their hiring needs.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

[Back to Contents](#)

We know the global talent pool is scarce, and there may not be enough traditional talent to go around. That's why when you partner with us, we'll work closely with you, setting realistic expectations that produce the best possible outcome for your portfolio of projects and your future talent.

We've been building our talent roster within the renewables space prior to and since the introduction of the Inflation Reduction Act. As we move into this new era in the US renewables market, we'll continue building relationships with active and passive candidates. We aim to ensure we're the first call the talent makes when they're ready to transition into renewables.



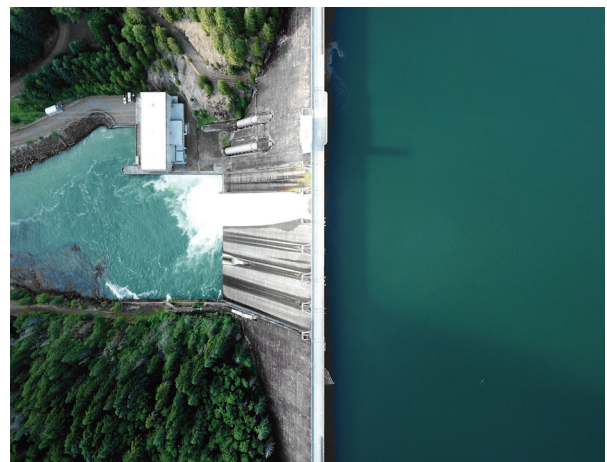
“With the candidates, it's about maintaining these relationships with these people. They might not be looking to leave their current position now, but maybe in a year, they're willing to. So it's a lot of networking and building our talent rosters and relationships with these people so that when a job does pop up, or they are ready to make a change, we're their first call.”

- Chandler Robertson, Senior Consultant,
NES Fircroft

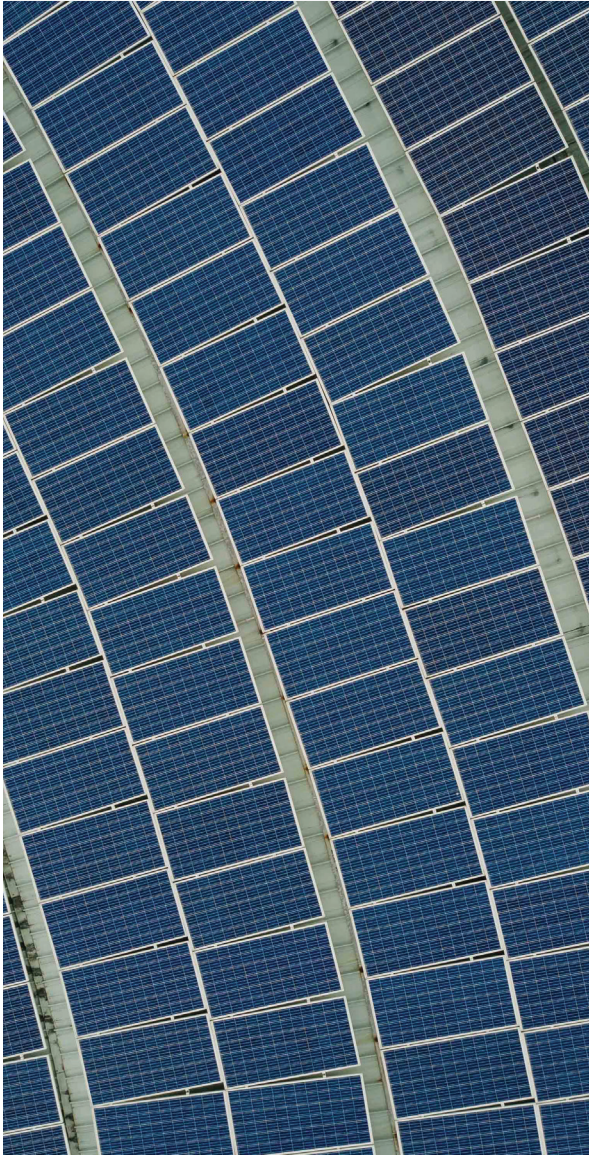
“I think it's about understanding expectations from the client and candidate side. A big driver right now is compensation. I think clients need a comprehensive understanding of what to expect to get the talent they want. If they're not willing to do that it's about us managing those expectations. For example if they pay a specific range, this is what they can expect.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

Referring back to one of our previous points regarding flexibility, although hybrid working is a significant incentive for candidates, we appreciate that offering this isn't always possible. However, we're well-versed in helping clients and candidates negotiate such terms. We go above and beyond to find solutions that match both parties, going as deep as looking into the surrounding areas, from facilities such as housing, schools, supermarkets, and other incentives that make a place attractive.



[Back to Contents](#)



Our **RPO - Recruitment Process Outsourcing** solution is a prime example of how we support hiring pain points such as this. Here, we embed our consultants into your brand, working on behalf of your hiring team to provide you with a breadth of experience that will help you capture the talent you require, no matter the volume, experience, or location.

“We provide a full consultation service to ensure our candidates will happily relocate for that role. We'll help consult the client on developing relocation packages and go as far as looking into the schools and the grading of the school systems in the area. We provide the candidates a comprehensive overview outside of the location that they'd be relocating to.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

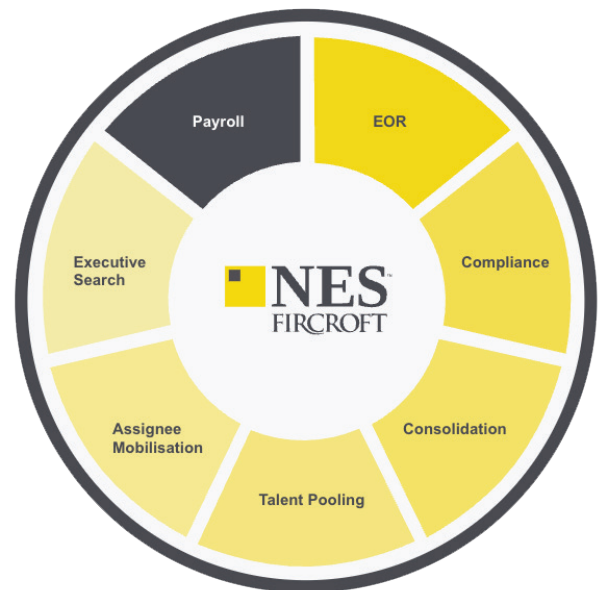


[Back to Contents](#)

Optimize your business with our talent acquisition services

We don't just do permanent hiring, we cater to a broad range of **talent acquisition services**, building strategies to nurture the growth of your organization. We recognize the recruitment challenges associated with entering new markets and that sourcing and securing the necessary skill sets to ensure the successful launch of your projects can be particularly daunting when the talent pool is scarce.

With decades of experience and a global presence spanning **45 countries and over 80 offices**, we possess the knowledge required to streamline your hiring process. When partnering with us for your hiring needs, we commit to assisting you in maintaining the productivity of your workforce, preventing project delays, and reducing



We analyze your position within the market in line with your employer value proposition to optimize your talent attraction and retention strategies. Our expertise covers rate benchmarking, reviewing compensation packages, and implementing staff incentives.

Our consultants keep your company culture at the forefront throughout the talent acquisition journey. This is integral to candidate profiling and running successful recruitment campaigns. By taking this approach, our flexible talent solutions ensure we only source the people with the potential to grow with your business.

[Back to Contents](#)

Moreover, we empower your organization to operate in the locations where you wish to expand your presence. With our extensive global reach and unwavering commitment to compliance, our talent pooling has seen us successfully place individuals from **127 nationalities in 91 countries** worldwide. We take pride in our local expertise and have staffing offices operated by locals who know the region, understand the market, work in your time zone, and speak your language.

Our comprehensive support teams, including assignment support, legal, payroll, and travel experts, ensure a seamless journey for your newly recruited talent. From securing bulk visas for large contract workforces to in-country payroll services and relocating senior management and their families, we can be the trusted partner to guide you through the hiring process.



Undoubtedly, the era of the Inflation Reduction Act brings with it tremendous promise for the future of renewables and our planet's constant drive toward the energy transition. As we mentioned at the start of this piece, this act is the most monumental legislation in the history of US climate efforts.

However, we should not forget that it has also created the most significant fight for renewable energy talent in US history. Due to the dark cloud that is the talent storm looming over the industry, companies awaiting funding from the Inflation Reduction Act and private investment require a robust strategy to navigate through the whirlwind of challenges relating to their hiring needs.



NES Fircroft Services

Our unmatched candidate access gives your talent acquisition a competitive edge, allowing you to harness our extensive global footprint for an expanded brand reach.

With over 80 physical offices in 45 countries, our talent networks provide an unparalleled breadth and reach in the technical recruitment market. Discover the range of services we offer below and contact us today for additional information.

Solutions

- Permanent Hire
- Executive Search
- MSP (Managed Services Provision)
- RPO (Recruitment Process Outsourcing)
- EOR (Employer of Record)
- Contract Staffing
- Assignment Support
- Compliance
- Payroll

Tech Stack

- Sourcing, Screening and Onboarding
- Talent Pools & Talent Community
- Analytics
- ATS (Applicant Tracking Systems)
- VMS (Vendor Management Systems)
- Integration (IPaaS) & Automation (RPA)
- Marketing Support & Microsites

[Back to Contents](#)

“We go above and beyond and do more than just find a resume to determine if a person can do the job. We’ll support from a consulting standpoint, giving our clients the best hiring plan for their projects. So if they say that they’re going to get some investment, perhaps from the IRA, we’ll be ready to move forward with hiring and support them in terms of the disciplines they require and work closely with them to come up with a timeline of when they need these permanent hires.”

- Mishu Ventura, Senior Recruitment Manager,
NES Fircroft

We’ve highlighted the key strategies you can take to keep you afloat, from tapping into transferable skills, training the next generation, and offering competitive compensation and benefits packages. While these approaches will help you, the issue of time and resources could prevent you from utilizing these tactics to the fullest extent.

To efficiently cultivate a future-proof talent strategy, you need support from a partner with proven experience and dedicated time. You need a partner who goes beyond just finding the resumes and credentials you require. You need a partner who can support your permanent hiring needs and is ready to drive your business forward. Ultimately, you need NES Fircroft.



Looking to build your renewable energy talent roster?

We have over 90 years of combined experience delivering permanent workforce solutions to the global energy industry. Our talent acquisition services have helped the world's major energy companies connect with the most sought-after personnel. As the world's leading recruitment partner in the energy space, our expertise caters to the North American market, with a US presence in Texas, California, Chicago, Orlando, Louisiana, and Boston.

[Back to Contents](#)



Get in Touch

If you're looking to build your renewable energy talent roster with permanent hires in the era of the Inflation Reduction Act, we can help. **Contact us** today to discover how we can help you navigate the talent storm.



Mishu Ventura

Senior Search Manager, NES Fircroft

in 



Chandler Robertson

Chandler Robertson, Senior Consultant, NES Fircroft

in 

