

# Energy Sector Workforce Readiness: Facing an Era of Constant Change Head-on



## Background

Today, energy employers are faced with an immediate need to reskill and upskill employees to maximize current assets, maintain safety and ensure continuous improvement amidst constant change.

Understanding which skills are core and which capabilities can be transferred to support changing business models is a key to surviving this fast-paced evolution. Investment in technology and innovation is critical to mobilizing talent, hiring the right skills, and delivering on net-zero pledges.<sup>1</sup> Real-time, global labor market data allows energy employers to effectively meet goals and lead through times of uncertainty in a cost-effective way.

The need for accurate, real-time insights on skills is echoed in findings from the *Energy Outlook 2021/22 Report* which surveyed nearly 17,000 global Energy industry companies, recruiters and workers:<sup>2</sup>

- 43% of energy workers consider exiting the industry in the next 5 years
- Post-COVID, the average numbers of applicants for a job in the energy sector has dropped by more than 20% compared to 5 years ago
- When asked about the biggest challenge the industry is facing, 31% of recruiters said the aging workforce and skills shortages

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**“The world has been turned upside down in recent years and, like many industries, the energy industry is experiencing significant changes in its hiring and employment trends. Global competition for candidates is fierce, and we need to rise to meet these challenges together as an industry.”**

— Jilko Andringa, CEO of Brunel International NV

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- Respondents stated key causes of skills shortages as:
  - Inadequate succession planning for knowledge transfer and skills retention (39%)
  - Loss of expertise due to an ageing workforce (36%)
  - Education & training (34%)

Source: *Energy Outlook 2021/22 Report*

Despite challenges, real-time workforce intelligence can equip energy leaders with a workforce strategy and architecture built to withstand change. Skills-based workforce solutions help bridge skills gaps, while broadening access to larger, yet untapped talent pool of required skills inside or outside the energy sector. This goes beyond reskilling to stay ahead—the fast-paced evolution of this industry requires accurate workforce insights to survive and thrive in a time of continuous change.

<sup>1</sup> Deloitte and Reuters Events “Energy Transition Trends Report 2022.” *Energy Transition Trends 2022*, Deloitte Touche Tohmatsu Limited, Sept. 14, 2022  
<https://www.deloitte.com/global/en/pages/energy-and-resources/articles/gx-global-energy-transition-trends-2022.html>

<sup>2</sup> Brunel and Oilandgasjobssearch “Energy Outlook Report 2021-22.” *Energy Outlook 2021/22 Report*, Oilandgasjobsearch.com, 2022  
<https://hiring.oilandgasjobsearch.com/energy-outlook-report-2021-22>

## Client Challenge

Assessing existing workforce skills and availability of skillsets across various functions, identifying skills gaps, and attracting new talent to fill necessary positions.

### Challenges



#### Lack of Visibility into Workforce's Current Skills

- Ineffective workforce planning strategy
- High training and development costs



#### Ineffective Job Description and Hiring Process

- Increased time and costs to develop job descriptions and requisitions



#### Misaligned Organizational Strategy

- Increased time-to-fill roles
- High turnover
- Decreased employee engagement

### Use-Case

An EnergyTech company with over 55,000 employees provides the oil and gas industry with products and services for oil drilling, formation evaluation, production, and reservoir consulting. The company is embarking on a 3-year business transformation strategy to become a “Digital Energy Company.” The client needs granular data on skills to mobilize talent or hire efficiently for Cybersecurity, Architecture, Cloud, and Product Management functions.

SkyHive has been selected by the client to drive skills insights across their workforce, in better understanding the external labor market, while driving efficacy across key HR business processes. SkyHive is supporting the organization with future workforce transformation initiatives in transitioning from traditional energy to green economy.

## IN 2022

# 53%

North America open positions in energy sector unfilled for more than 3 months

# 56%

Oil & Gas workers said they'd pursue employment in renewables

# 41%

Top Performers said career opportunities to be crucial non-compensation factors in the energy industry

# 12%

Geoscience roles are the most difficult to fill niche roles

SkyHive is a trusted partner to energy companies in transitioning towards greener economy. SkyHive's Workforce Intelligence solution provides a visualization of the current workforce skills data and prescribes strategic recommendations to help guide energy leaders through transition of their workforces from traditional to green energy in a real-time and cost-effective way.

"Retaining existing skillsets has never been so important given the impact of the pandemic on the workforce and the ongoing energy transition. Engaging new talent and re-engaging pre-existing talent can also combat the skills shortage. Employers in the industry can focus more of their attention on amplifying their company values towards climate change, training & development, diversity and inclusivity in the workforce."

— Gareth Ford | Business Development Manager | Oilandgasjobsearch.com

## Our Solution

SkyHive's provides advanced skills insights into our client's internal workforce on an ongoing basis using our external labor market data.

SkyHive analyzed 250 employee profiles to test for digital skills and identified that employees self-reported 11 skills on average for their roles. Using SkyHive's technology that number jumped to 34 which has unveiled vast availability of necessary digital skills within selected employee population. This was based on a range of anonymized employee data (CVs, job descriptions and employee role history) to determine the baseline skills within the organization and existing role definitions.

With SkyHive's technology and framework successfully implemented, our client can continuously benchmark and assess the skills of its employees against the external labor market, significantly increasing the ability to upskill and retain talent. The client can now rapidly compare its workforce's digital skills against industry benchmarks and identifying Cybersecurity, Architecture, Cloud, and Product Management skillsets internally to help inform their recruiting efforts externally.

## Outcomes & ROI

SkyHive successfully identified the availability of necessary digital skills (Cybersecurity, Architecture, Cloud, and Product Management) within selected employee population. The return on investment of this engagement for our client was significant:



**Improved strategy** by leveraged real-time, global labor market data and the client's skills requirements to pinpoint skills shortages within the U.S. (SkyHive identified an undersupply of 7.75% for skills specified).



**Uncovered hidden skills** within the client's current workforce allowing the client to maximize current workforce capabilities.



Allowed the client to **decrease time to fulfill roles** resulting in significant cost savings—by decreasing the time to fulfill the role by just 5 days the company can save up to \$9500 per employee.

