

RENEWABLES

Naturally replenished energy for future sustainability



Major Energy

Major Recruitment Limited was established in 1992, providing jobs, tailor made recruitment and consultancy solutions across numerous sectors on a global scale. Major Recruitment has a wide variety of divisions that have highly specialist recruiter's with a large network portfolio. These divisions are perfectly designed for the industry they serve.

Major Recruitment is an independently owned organisation that has grown organically, with Branches across the UK and Europe with a continual growth strategy to ensure Major becomes a partner of choice.

With an annual turnover of over £48million, the company's success is completely down to the service it provides. We believe in building our business based on honesty and trust, we will never over- promise and never under-deliver.

Major Energy provides experienced personnel in onshore and offshore positions around the globe. As a UK and overseas agency, it provides a specialised placement service to multiple industries. Delivering complete solutions from advertising, sourcing, shortlisting, selecting and full candidate backup. Our clients have access to a global pool of elite top end talent, who are experts in their individual sectors.





Offshore wind energy began in the 1990s

...and has continually grown due to the success, knowledge and talent of our staff. Over the last few years, offshore wind growth has accelerated considerably due to over 70% of the world being covered by sea and the wind speeds being considerably stronger offshore than onshore.

In 2009, by capacity only 1% of global wind installations were offshore compared to over 10% in 2019. The industry is now very mature, but it is only the beginning in terms of global expansion. Over the last 30 years, there has been many lessons learnt from offshore wind in Europe, and other countries and developers are now taking those lessons forward. Country by country, offshore wind is going global and countries are now relating to the importance of offshore wind to achieve their energy transition.

Largely riding out the troubles of 2020's Covid-19 pandemic, offshore wind has been less impacted than other energy sectors and continues to be a big part of the world's renewable energy transition.



Renewable sources are expected to grow and ultimately replace conventional power sources such as gas, coal and nuclear.

Europe and North Africa could be 100% renewable by 2050, whilst the US is expected to contribute the majority of power by 2050 and will be responsible for creating an estimated 5 million jobs.

As the sector continues to grow by around 8% year-on-year, Renewables' is a key growth industry for us. Our specialist consultants are skilled in the provision of both temporary, contract, and permanent staffing solutions, with the ability to service our client's requirements across the Renewables project life cycle.

The increasing draw on electricity raises the need for renewable and sustainable energy sources accordingly with wind being the cleanest energy sources in the WORLD.

Major Energy is a pioneering recruiter in the energy and infrastructure markets, breaking new ground at every stage of the project life cycle for over 10 years.

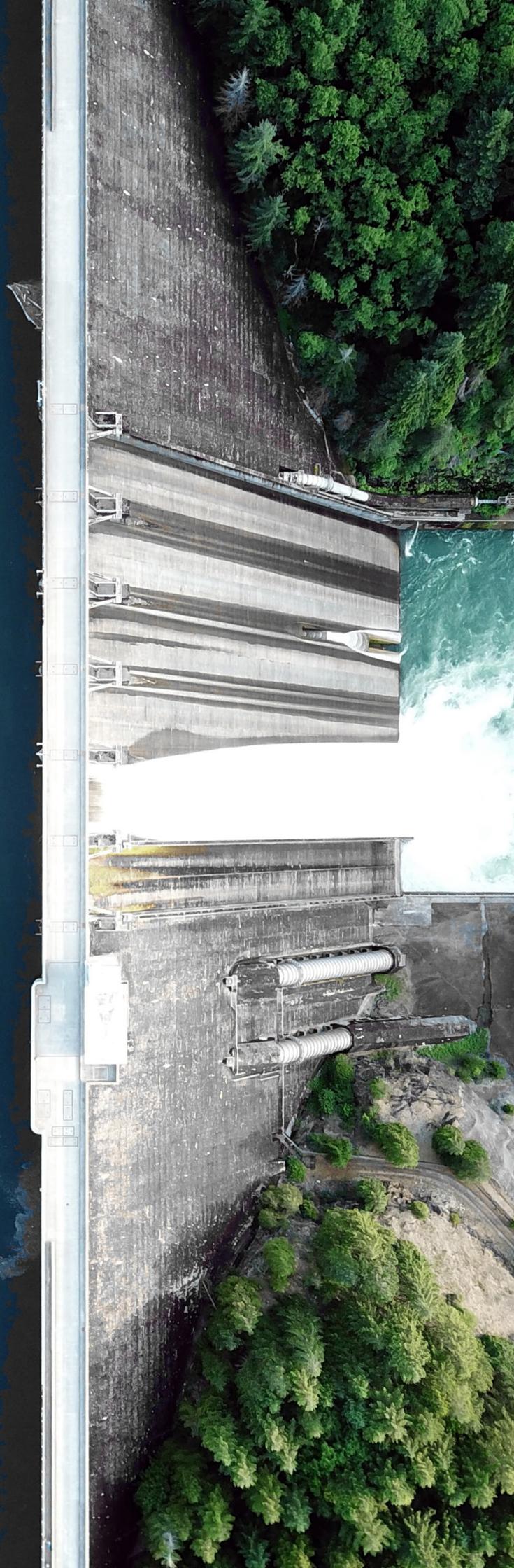
Building an industry that impacts millions; it is our mission to create a dynamic and sustainable legacy in the ever-changing landscapes we cover. We deliver within renewable energy, oil and gas, power and utilities and built environment, operating from financial inception to operational execution and design.

With expertise and technology at the heart of our processes, we also seek to put our clients and candidates a step ahead with market leading insight.

Our worldwide network gives us access to the talent our clients need, plus the high-calibre projects our candidates are looking for.

Major Energy's Renewables division sets the standard for fast, efficient and effective delivery across wind, solar, hydro, biomass and finance into renewables.

We assist from Senior Management to Field Technicians



Wind Services

- Wind Turbine Installation and Maintenance Services
- Turbine Main Parts Replacements
- Predictive Maintenance, Borescope Inspection and Analysis Services
- Retrofit and Renewal Works
- Tower Top Repair Works
- Power Cable Damage Detection and Repair
- Oil Change, Coolant Change
- Wing Inspection and Repair Operations
- Blade Repair & Rope Access
- Inspection & Analysis

Blade Repair

- All kind of repairs in and out of the blade
- Repair of lightening damages
- Vortex renewing and repairs
- Tip damages and tip end lightening protection system change repair
- Pre and installation damages repair
- Testing conductivity of lightening - protection system

Rope Access Services

- Tower corrosion repairs and protective action implements
- Tower and blade repair process
- Blade inspection process
- Repair, part replacement etc. at hard access area
- Ultrasonic non-destructive inspection
- First three months/500 hours of turbine torching maintenance service
- 6 months of periodic maintenance service
- Yearly periodic maintenance service
- 5 years of periodic maintenance service
- Torching of tower anchoring deviation

Turbine main component change services

- Blade
- Blade seat
- Gear box
- Main shaft bearing
- Hub
- Tower
- Generator
- Transformer



Above Tower Repair Works

- Gear box HSS shaft change
- Generator bearing change
- Power Cable Damage
- Determination and Repair Works

Oil Exchange

- Blade hydraulic oil change
- Gear box oil change
- Filtration of gear box oil and inner cleaning
- Transformer oil change

Borescope Analysis

- Applicable on gear boxes, rotors and shaft bearings shaft
- End of warranty inspection
- Predictive maintenance

Thermal Camera Analysis

- Controls heating level of energy carrier cables and transformer connections

Internal Tower Inspection

- Lifelines
- Lifting and carrying equipment
- Lifts
- Stairs
- Fall arresting systems
- Saving kits
- Fire extinguisher systems

Vibration Analysis

- Gear Boxes
- Rotor shaft bearing
- Generator
- Direct drive turbine rotor bearing



Worldwide Statistics

Looking at the global results, there is an obvious trend in the difficulty sourcing experienced individuals. This is largely attributed to the limited timeframe that many renewables fields have operated for.

Almost a third of respondents to a survey of global renewable energy firms indicated that roles that were the hardest to source, were those specialist renewables skills relevant to each specific area of the sector. Senior level expertise and project management were specifically cited as hard to fill positions by 26% and 23% respectively (Q1).

Q1. What skills and roles are the hardest to source at the moment?

Project Management

23%

Senior Level Expertise

26%

Niche/tech digital skills relevant to renewables

8%

Skills relevant to each specific area of renewables

30%

Junior workers

9%

Q2. Where skills are in short supply, what sources have you turned to for staff?

External recruitment agency

27%

External sub-contractor

27%

Invested in training

27%

Sought transferable skills from energy

21%

Sought transferable skills from renewables

19%

Other transferable skills from renewables

4%



It's clear to see that renewables have started to target transferable skills from alternate energy fields, purely for necessity. Mainly due to the fact that individuals with that particular skillset are not available due to the infancy of the specialism.

Looking at the survey, when skills are in short supply, 21% are attempting to source transferable skills from other energy sources whilst 19% are turning to other niche renewable experts (Q2).

European Trends

Whilst it's easy to see a number of global trends being noted across the regions, it's interesting to look closer at particular locations. European statistics alone shows that senior level expertise are currently the most difficult to source by 40% of all respondents, which measures way above the global average of only 26%. Whereas, Junior Roles in Europe are considered as simple to fill with only 6% of those questioned stating that they had trouble filling these roles (Q3.)

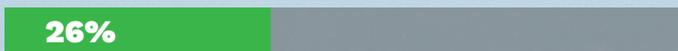
This is possibly an indication of the skills initiatives that local governments have created in recent years to encourage people into careers in STEM-specific industries. UK, France and Germany are all investing heavily into upskilling local populations for future STEM needs.

Q3. What skills and roles are the hardest to source at the moment?

Senior Level Expertise



Project Management



Specialist skills relevant to each specific area



Niche/Tech digital skills relevant to renewables



Junior workers



Other



Q4. Where skills are in short supply, what sources have you turned to for staff?

Sought transferable skills from renewables

23%

Sought transferable skills from energy

23%

External recruitment agency

21%

Invested in training

19%

External subcontractor

17%

Other

4%

Renewables businesses across Europe are now relying on transferable skills to fill their vacancies. They are fine with junior level roles, however senior level recruitment is a continual issue.

Overall, 23% of the European organisations surveyed are seeking transferable skills from other energy sources, with the same percentage attempting to attract similar talent from other renewable experts (Q4.)

It is clear to see that the European firms are more likely to take this approach to rely less on external subcontractors, unlike renewable organisations in America and Asia-Pacific regions.

The Americas

Respondents from across the Americas region highlighted a greater struggle with junior level recruitment than Asia-Pacific and Europe, with 12% indicating that entry-level recruitment is a challenge.

While senior level expertise and specialist renewables skills are currently the most difficult to source – cited by 31% and 26% respectively – employers across the Americas also indicated a higher than global average struggle attracting digital skills (10%) (Q5).

Q5. What skills and roles are the hardest to source at the moment?

Senior level expertise

31%

Project management

19%

Specialist skills relevant to each specific area

26%

Niche/Tech digital skills relevant to renewables

10%

Junior Workers

12%

Other

10%

Q6. Where skills are in short supply, what sources have you turned to for staff?

External recruitment agency

24%

External sub-contractor

26%

Invested in training

38%

Sought transferable skills from energy

19%

Sought transferable skills from renewables

14%

Other transferable skills from renewables

7%

Major Energy Observation

Renewables in the US is an extremely candidate short market at the moment. Despite the relative infancy of some renewables fields, there is a high demand for longer-term niche experience which is increasingly hard to come by therefore exacerbating the competition for top talent.

Where skills shortages are being felt, businesses across the Americas region are more actively investing in training, with 38% taking this approach – significantly higher than the global average of 27%. In comparison, though, employers in the region are less likely to turn attentions to attracting transferable skills from other energy sources than their counterparts across Europe and Asia Pacific, with just

While 2020 has certainly been a challenge, this year has proven just how valuable renewables can be. Historically in tough economic times, the sector has suffered and struggled to gain investment.

This time around, we have seen the government's commitment to invest in sustainable energy sources. This is certainly welcome news for the fast-growing sector and the expansion into renewables by oil and gas giants such as Total, BP and Shell appears to be bolstering optimism.

Covid-19 has had a significant impact on energy and that has led to major displacement of jobs and skills shortage concerns remain rife. While for many roles within the renewables sector, the skills can be transferred across from other industries, the simple fact remains that there is not an instant opening available for everyone. As a result, we could see valuable skills lost from the energy industry.

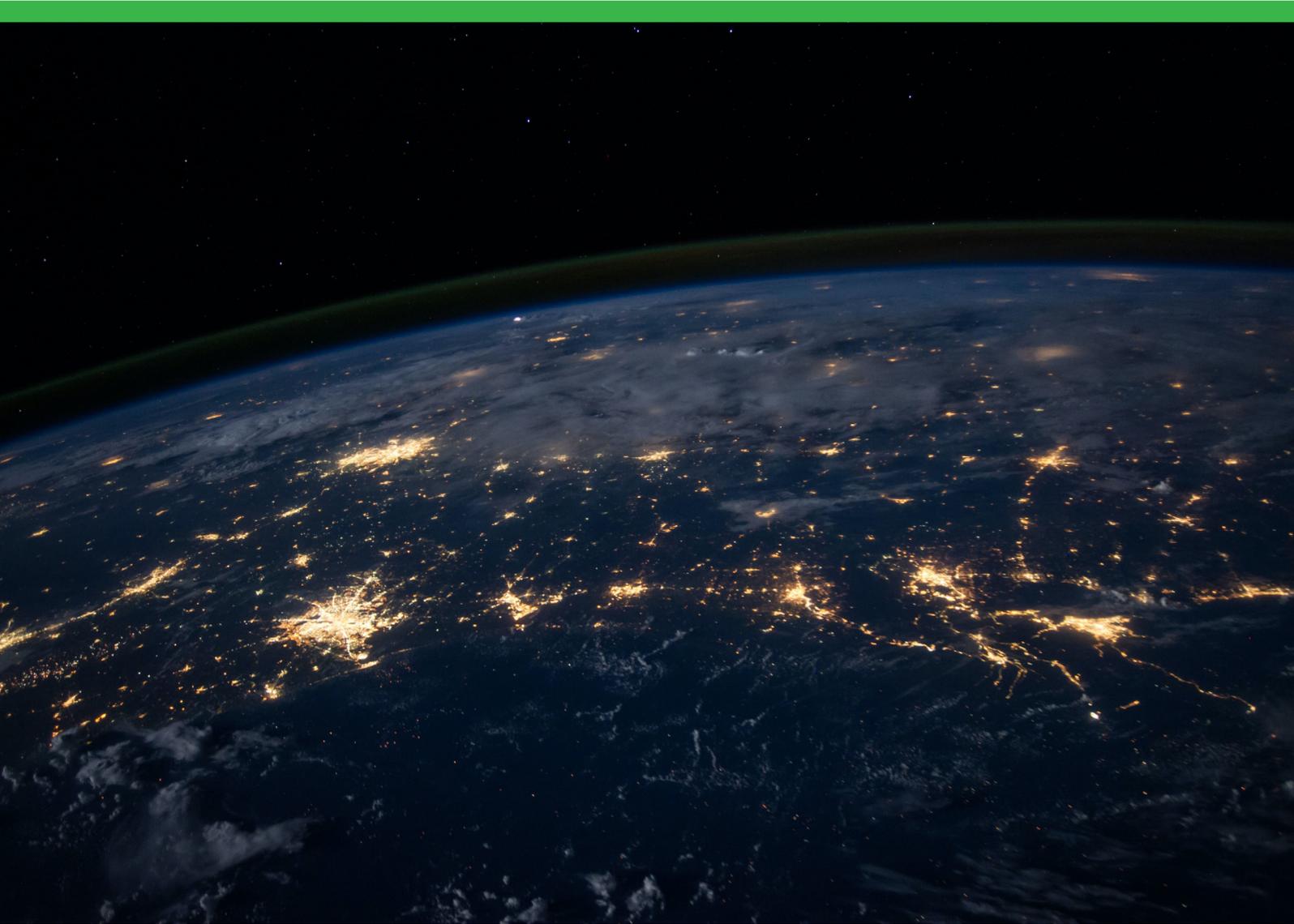
Whilst overall, the future of renewables certainly looks promising, only time will tell if the human resources can be developed to support the full potential of the sector.



Major Energy are the global recruitment experts in energy and its infrastructure. We provide leading recruitment services to our clients and candidates that they will not be able find elsewhere.

With technology at the heart of the process, from financing to operational execution, we break new ground at every stage of the project life cycle.

It is our mission to create a dynamic and sustainable legacy in the ever-changing landscapes that we cover. Our industry leading services are delivered in a flexible, autonomous way, serving clients in the UK, Europe, Asia Pac, Australia and the US.



For more information, or if you would like to discuss any of your company's renewable needs. Please get in touch via the details below:

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