

Renewable Energy Jobs and Training

**ACE Webinar 2
Public Awareness and Training**

**25 March 2026
16:00 to 18:00 (CET)**

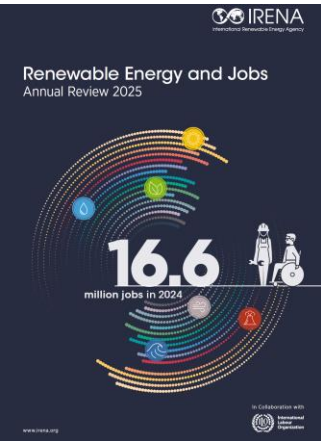
Renewable Energy and Jobs Annual Review



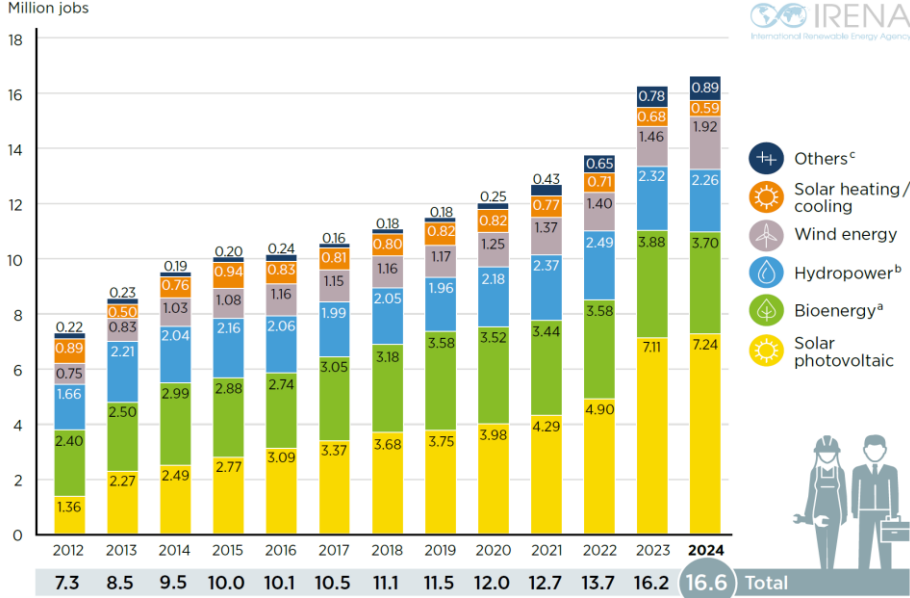
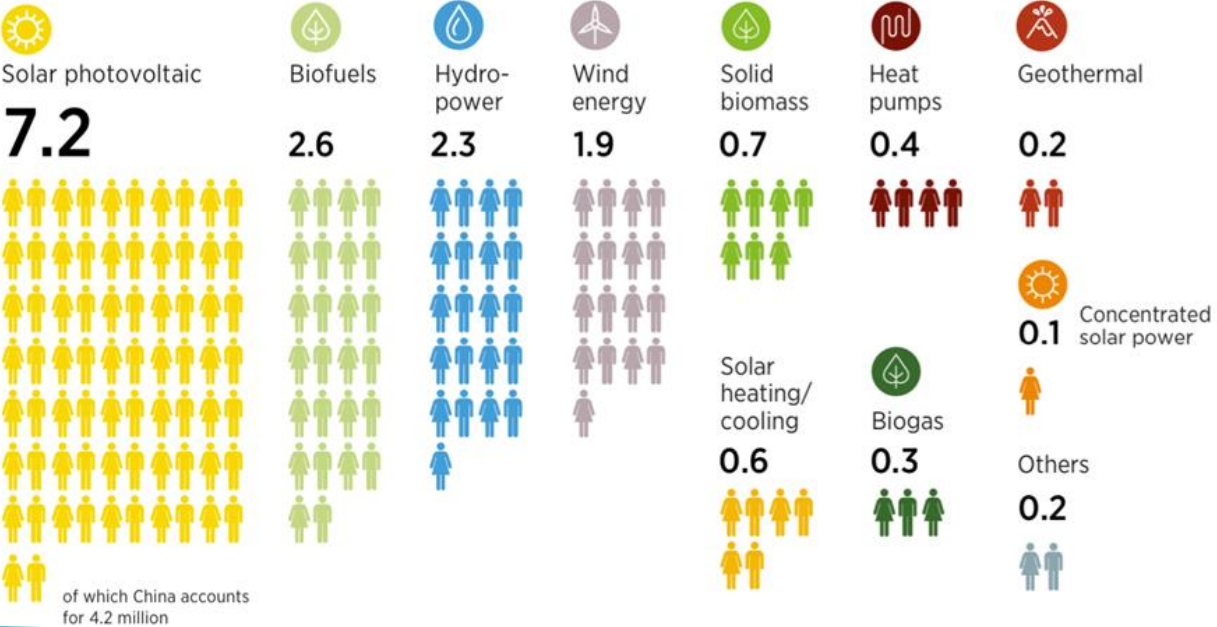
16.6 million jobs in 2024



+2.3%
vs. 2023

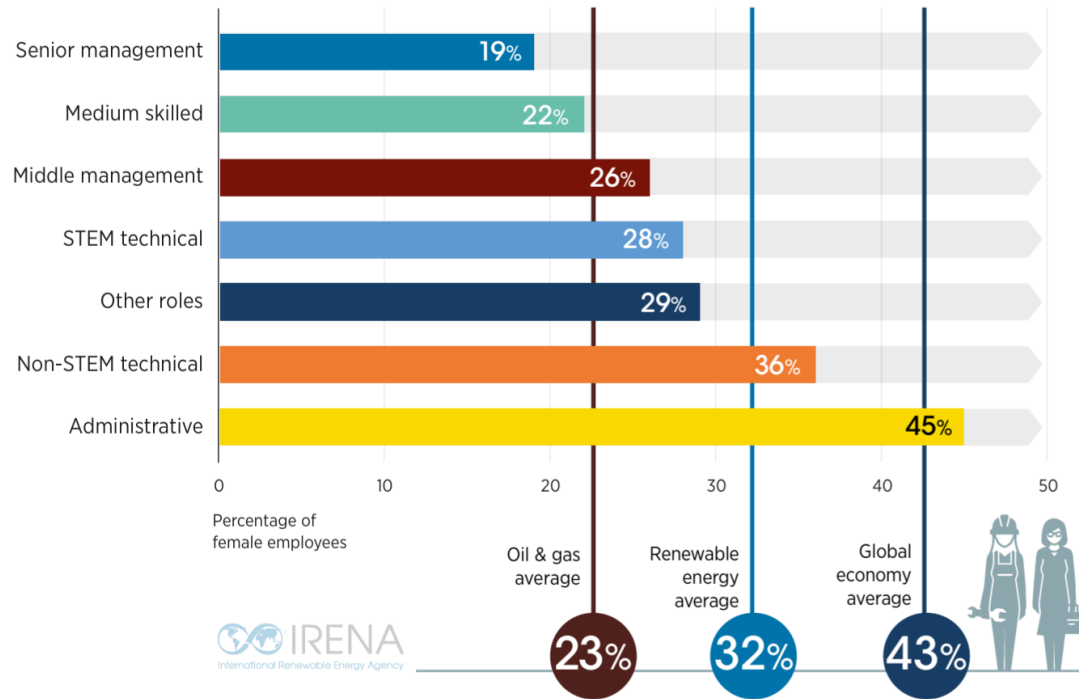
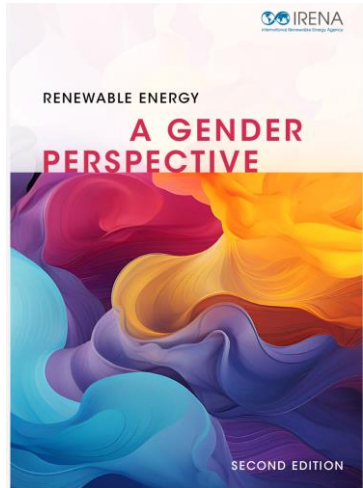


Renewable energy employment by technology (million jobs)



Evolution of global renewable energy employment by technology, 2012-2024

Inclusive Workforce Development - Gender



Source: (IRENA, 2025a).

Note: STEM = science, technology, engineering and mathematics.

Female share of employment in renewable energy, oil and gas, and economy

Lack of access to education - limited availability of educational resources hindering skill development.

Lack of STEM background - insufficient exposure or background in science, technology, engineering and mathematics fields.

Lack of non-STEM background - inadequate knowledge or training in non-STEM disciplines.

Limited training opportunities - scarce availability of skill-specific training programmes.

Absence of mentorship - lack of guidance and mentorship for professional development.

Limited networking opportunities - insufficient platforms for building professional networks.

Absence of leadership training (for advancement) - inadequate opportunities for training in leadership skills.

Inclusive Workforce Development— People with Disabilities



People with **disabilities** have a low workforce participation rate, but those who are employed often face a significant wage gap.

Use inclusive language and promote visibility

Guarantee equal treatment and non-discrimination in employment

Implement awareness and training campaigns

Ensure access to employment and inclusive hiring policies

Promote accessible training and skills development

Incorporate disability inclusion into collective bargaining

Secure workplace accessibility and reasonable accommodations

Strengthen public policy and social protection

Combat stigma and promote workplace dignity

Include disability in just transition monitoring and reporting

Inclusive Workforce Development - Youth

40% of the world's population aged under 25

Upcoming report



Renewable energy education, exposure and awareness including TVET



Skills gaps and training system alignment



Career decision-making and perceptions



Workplace experiences and career development



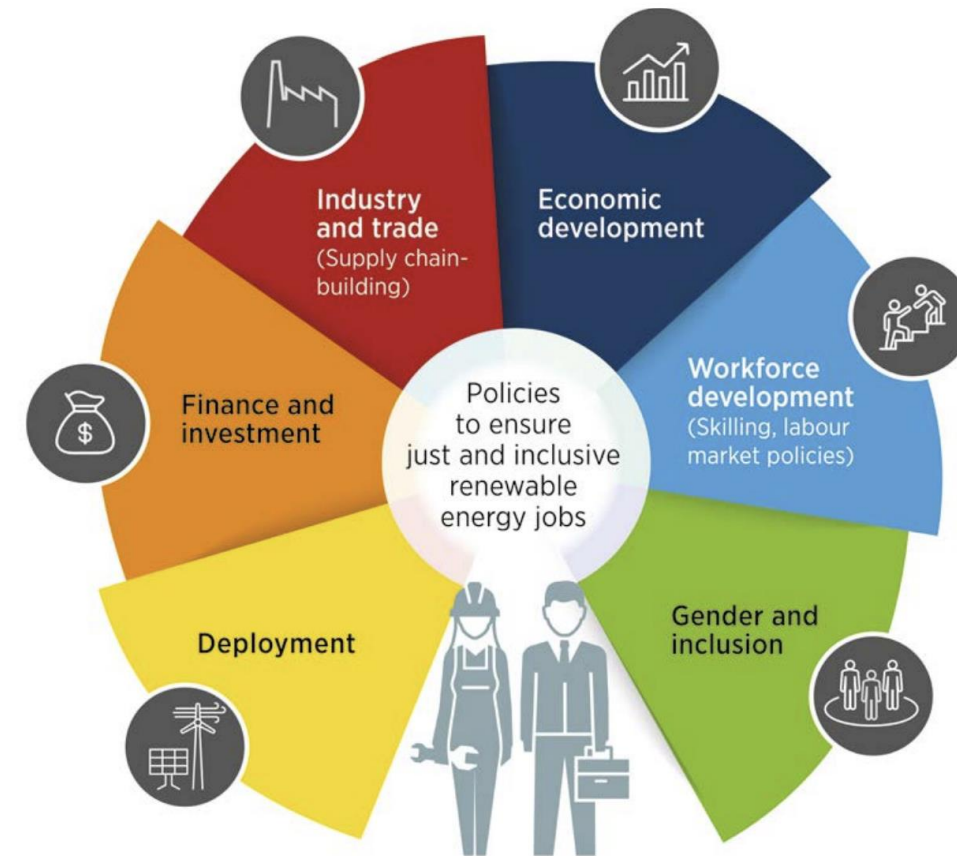
Barriers and inequities in accessing education, training, and employment



Youth-informed policy solutions to strengthen talent pipelines



Promoting Inclusive Workforce Development



Policies to ensure just and inclusive renewable energy jobs

Priority Actions

Investment in skilling must cut across the value chain as well as broader enabling environment.

Integration of workforce development within NDCs and national policies.

Strengthened data to track skill supply and demand and measure progress.

The quality assurance offered by NQFs needs to be balanced with rapid response to emerging needs.

Workforce mobility becoming increasingly important- mutual recognition of qualifications will be key.

Estimated 60-70% of current RE installers learned on-the-job, not in formal training. Need processes to integrate this segment of the workforce.

As the energy sector becomes increasingly digitalised, skilling efforts will be vital for addressing the digital divide.

Upskilling of instructors and trainers will be key for ensuring training meets the needs of industry.

Building an inclusive talent pipeline requires targeted measures, including early exposure to renewable energy.

Innovative financing mechanisms for education and training must accompany investment in technology.

Skilling the Energy Transition Workforce

Building the skills and capabilities needed for the energy transition workforce through analysis and guidance.

Mainstreaming Energy Education

Ensuring that all people have the knowledge and information they need to be empowered to demand and contribute to a sustainable energy future through tools and capacity building.



Collaboration and Partnerships



Call to Action on Skilling for the Energy Transition

SCOPE

Showcase concrete skilling and workforce development measures and commitments from around the world.

OUTCOMES

Drive international cooperation
Leverage collective expertise
Replicate successful efforts
Inspire ambitious actions

Scan the QR code to learn more and join



Open to government, industry, education and training, labour, civil society and other local and international entities

Call to Action on Skilling - Examples of Submissions



Kenya's National Industrial Training Authority leads training including reskilling and upskilling the renewable energy workforce.



GLOBAL WIND
ORGANISATION

200,000 people to be trained and retrained by 2030 in wind industry.



renac
renewables academy

Training across the entire renewable energy value chain, including project development, finance, regulation, operation, and maintenance.



World Wind Energy Association

Launched the World Wind Energy Academy in collaboration with the Chinese Wind Energy Association.



GLOBAL SOLAR
COUNCIL

Aim to skill and reskill 50,000 people by 2030 for the energy Transition.

Global Solar Training Standards

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Thank You

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