



# Bridging the gap in wind energy recruitment

The global wind energy sector is undergoing a period of unprecedented expansion. With both onshore and offshore wind projects accelerating at record pace, governments and energy providers are doubling down on renewable targets. From large scale offshore wind farms in the North Sea to ambitious onshore developments across Europe and the US. To put it straight, the industry is booming. But this rapid growth comes with an urgent challenge: a critical shortfall in skilled workers.

As wind energy cements itself as a central pillar of the global energy transition, it's facing an increasingly glaring workforce gap. New wind farms require hundreds of technicians, engineers, planners and project managers, not just to build and commission turbines, but to maintain, operate and upgrade them across their lifespan. The shortage is putting pressure on project timelines, budgets and, ultimately, the transition to the renewable energy future.

## **The skills gap: an urgent industry-wide concern**

This is not a future concern, it's already happening. The Global Wind Energy Council (GWEC) estimates that by 2026, more than 480,000 technicians will be needed globally to meet the demands of new and existing wind projects. However, the current pipeline of trained and experienced workers is nowhere near sufficient to meet this need.

The seasonal nature of the wind industry only exacerbates the problem. Work often slows or pauses during the winter months or during certain offshore conditions, causing skilled workers to seek more stable employment elsewhere. This attrition further widens the skills gap, creating a revolving door of talent that's hard to replace. The result? Projects delayed, costs increased and companies scrambling to meet their targets.

Addressing this gap isn't just about hiring faster, it's about rethinking how we attract, train and retain talent in a dynamic and sometimes unpredictable industry.

## **The need for innovation in talent development**

To bridge this gap, the industry must innovate not just in technology, but in people development. That means investing proactively in training programs, developing

new entry points for talent and creating career pathways that make wind energy a long term, viable profession.

It's time to modernise the perception of wind energy careers, not just as jobs, but as future-proof professions. This means better engagement at the grassroots level: partnering with vocational schools, offering internships and apprenticeships and creating robust transition programs for workers coming from adjacent industries like oil and gas, construction or the military.

More than ever, employers and developers must be willing to invest in people before they are urgently needed. Early engagement, structured upskilling programs and flexible employment models can help close the seasonal downtime gap and provide year-round value to both companies and workers.

## **The recruitment challenge: a trust issue**

As demand has soared, so too has the number of recruitment agencies trying to capitalise on the wind sector's growth. While increased interest should theoretically help fill roles faster, it has instead caused a trust issue. Many developers, OEMs and ISPs have been left frustrated by underperforming agencies that lack true industry insight, leading to mismatched placements, delays and inflated costs.

A saturated market of generalist agencies claiming wind expertise has diluted the quality of service. It's no surprise that many hiring managers are growing sceptical of agencies altogether, especially during critical project phases where time, safety and precision are non-negotiable.

The result is a credibility crisis. Many agencies are seen as transactional rather than strategic, prioritising volume over value. The consequences? Companies wait until the last minute to engage agencies,

fearing wasted budget or mismatched candidates. This only increases the pressure and the cost when urgent roles need filling. It's a cycle that undermines project execution and eats into profits.

## **A war for talent: rising freelancer turnover**

The surge in project demand and talent scarcity has also sparked a 'freelancer price war' during peak seasons. With experienced technicians in short supply, some freelancers are jumping between contracts mid-project for higher pay. While it's understandable from an individual standpoint, the impact on project continuity, team morale and costs is significant.

Sudden staff shortages in the middle of projects lead to cascading issues: delays, safety risks and reallocation of resources. To stay on schedule, companies are often forced to pay a premium or settle for less experienced replacements, both of which erode profitability.

To break this cycle, the wind industry must build longer-term engagement strategies with its freelance workforce. Transparent pay structures, consistent scheduling and stronger agency partnerships are essential to stabilising this critical segment of the workforce.

## **Quantum Sourcing: built by the industry, for the industry**

Quantum Sourcing was born out of a need to do recruitment differently. Founded by directors with over 20 years of direct wind industry experience, Quantum isn't a traditional agency, it's a strategic partner. We recognised the widening gaps in talent, trust and project planning and created a solution designed to address them all.

At Quantum, we don't wait until it's too late. We work with clients from the earliest stages

of project development during budgeting, planning and resourcing phases to ensure that the right talent is in place when it's needed most. Our proactive model reduces last-minute scrambles and lowers overall recruitment costs.

What sets us apart is our industry-first mindset. We understand the nuances of wind energy from HSE, blade inspections, offshore commissioning and overall PMO because we've been there. That hands-on experience allows us to match people not only by skillset but by safety culture, environmental adaptability and technical precision.

#### Redefining Recruitment Through Partnership

We don't believe in cookie-cutter CV submissions. Every placement is the result of deep collaboration, thorough vetting and a clear understanding of the project's specific needs. Our premium, high-care service model includes rigorous reference and competency checks, health and safety awareness integration, onsite support and advisory services and real-time workforce planning and forecasting.

We're not here to 'fill roles'; we're here to be an extension of your project team. That means being on hand not just before a project starts, but throughout its lifecycle. Whether that's solving last-minute logistics issues or scaling a team during a critical window, Quantum acts as a constant, reliable force behind the scenes.

#### Building a sustainable workforce for the future

One of our core missions is to help the wind industry grow not just in capacity, but in sustainability. That means helping build a

workforce that is both skilled and supported for the long term. We actively collaborate with training providers and industry bodies to identify emerging skillsets, support upskilling efforts and open doors for newcomers.

We also work with clients to create solutions that reduce seasonal downtime for contractors whether by cross-training workers across functions, rotating them across global projects or integrating them into other parts of the renewable energy ecosystem during off-peak months. Retention isn't just a bonus it's a necessity in this fast-paced, precision-driven industry.

#### A call for collaboration and planning

The challenges the wind sector faces are significant, but they are not insurmountable. With the right partnerships, forward planning and commitment to workforce development, the industry can continue to scale without compromising on quality, safety or profitability.

Quantum Sourcing is committed to being a catalyst for this transformation. We bring together deep sector knowledge, technical insight and a values-driven approach that prioritises trust, transparency and results. Whether you're an OEM, an ISP or a developer planning your next project, now is the time to think ahead not just about turbines, but about the people who build and maintain them.

If you're ready to move beyond traditional recruitment and build a workforce strategy that matches the scale of your ambitions, we're ready to help.

[www.quantum-sourcing.com](http://www.quantum-sourcing.com)



#### About the author

##### Joe Anderson, Founder and Managing Director of Quantum Sourcing

Before launching Quantum Sourcing, Joe had over a decade of hands-on experience in the renewable energy sector.

His career spanned key roles within a major subcontractor and extensive collaboration with OEMs and ISPs, where he played a pivotal role in developing full-scale workforce solutions for some of the largest onshore and offshore wind projects around the world.

Through these experiences, Joe saw a recurring issue, traditional recruitment models were falling short, often prioritising volume over value and losing sight of client needs.

This insight became the driving force behind the creation of Quantum Sourcing.

Joe founded the company with a clear vision: to challenge the status quo of recruitment by delivering a service rooted in quality, integrity and true partnership.

From day one, Quantum Sourcing has been built around a single core principle, ensuring complete alignment with client goals to deliver exceptional outcomes.

Joe's mission is to bridge the gap between consultancy, recruitment and deep industry knowledge.

His philosophy is simple but powerful: build a business based on honesty, transparency and a genuine commitment to being more than just a supplier but a trusted partner in every project.



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