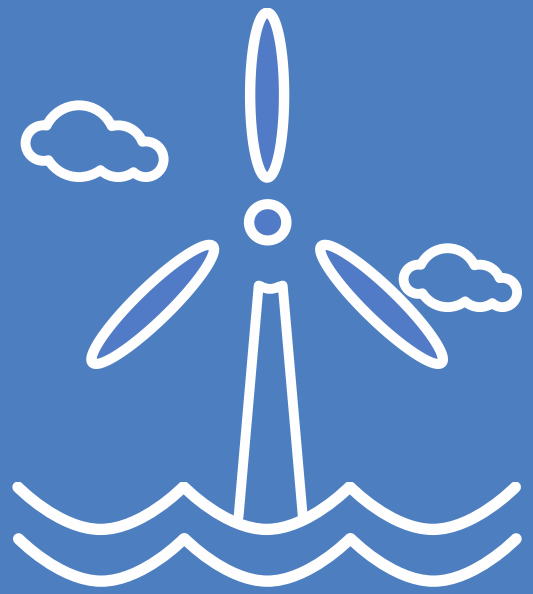
TaylorHopkinson

Creating a human resource supply chain for Taiwan Offshore Wind:
Lessons learned from Europe

“People are a company’s most valuable asset”



On average across the wind industry

20%

of roles are still unfilled after 6 months

132
combined
years
of experience

15 years in wind energy recruitment

Established Taylor Hopkinson in **2009**

40 consultants working in wind and solar globally

8 offices on 3 continents

Assignments completed in **33 countries**

Working across the **entire wind energy life cycle**

Executive search, permanent and contract recruitment

Plus other things…

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Take aways:

1. People are the most important commodity
2. Finding them will be your biggest challenge
3. Taiwan is brilliantly poised to flip this situation on its head and drive GDP growth

Current number of people employed in renewables worldwide:

A. 8M

B. 10M

C. 12M

International Renewable Energy Association, IRENA, Employment Report 2018

Number of people employed in renewable energy in 2030:

A. 18M

B. 21M

C. 24M

International Renewable Energy Association, IRENA, Employment Report 2018

How many people does the renewables industry need to hire to reach 24M employees?

What’s happening today?

Learning 1: Engage early

Engage from 6 years old!

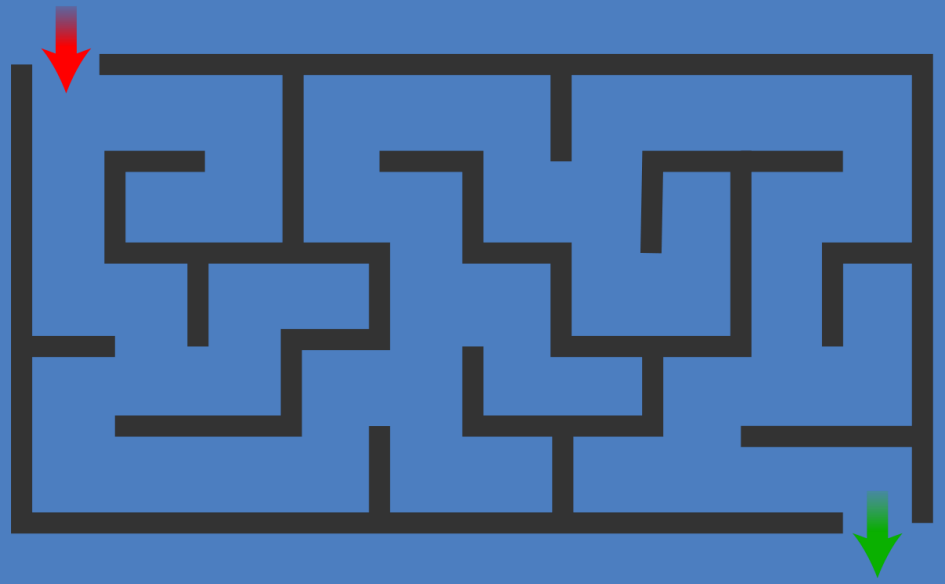
Learning 2: Collaborate

Lesson 3: Influence the national skills agenda

“Taiwan will adopt a top-down approach to promoting bilingualism centered on Chinese and English as soon as next year in a bid to boost international competitiveness”

Premier William Lai

Lesson 4: Signpost the pathways



Lesson 5: Engage everyone

12%

Females of total employed in wind in Europe

Lesson 6: Focus on the medium to long term skills

- Easily transferable skills
- Moderately transferable skills
- Non-transferable skills

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Thank you!

We would love to answer any questions you may have.