



Building the energy workforce of the future

June 2026

About TalentCo

We are looking to
redefine how
organisations hire and
train the workforce the
energy transition
demands.

Mega trends shaping the future workforce

#1

Just
Transition
& Net Zero

#2

Demographic
bifurcation

#3

Geopolitics
and Energy
Security

#4

AI &
Data
Centres

These mega trends are likely to have a disproportionate impact on Asia's workforce if not managed well

01

A growing skills mismatch and skills bottleneck slowing deployment

02

Social issues such as stranded workers

03

Productivity and growth

Building capacity
will be critical to
ensuring equitable
participation,
particularly in
regions and
communities most
affected by change

01**Systemic large scale change required****02****Education and industry must co-design
training to meet current and future needs****03****clear policy coherence across energy,
labour, education and social protection
domains is the super glue**



Matching skills. Unlocking Futures

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