EnergyCo

Women powering NSW's renewable energy future

Career Snapshot

Exploring careers, pathways and opportunities across renewable energy generation, storage and transmission across NSW.

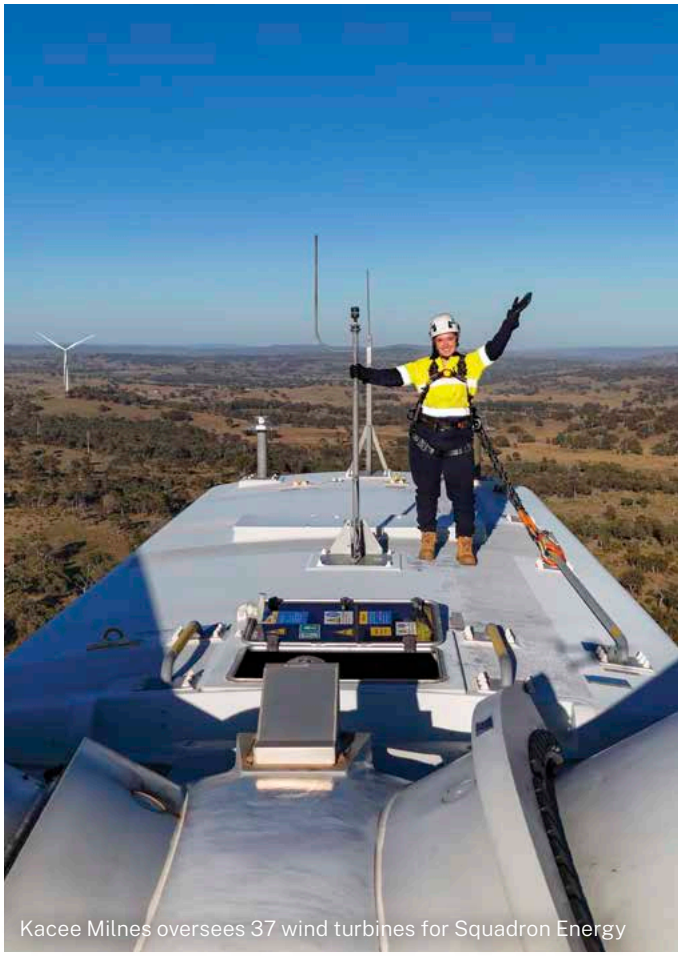
Women are shaping NSW's renewable energy future

More women are building careers across renewable energy, from engineering and construction to operations, project management, environmental roles and leadership. Renewable energy projects are creating opportunities for women with diverse skills, interests and career goals. From the construction site to the boardroom, women are helping build Australia's clean energy future.

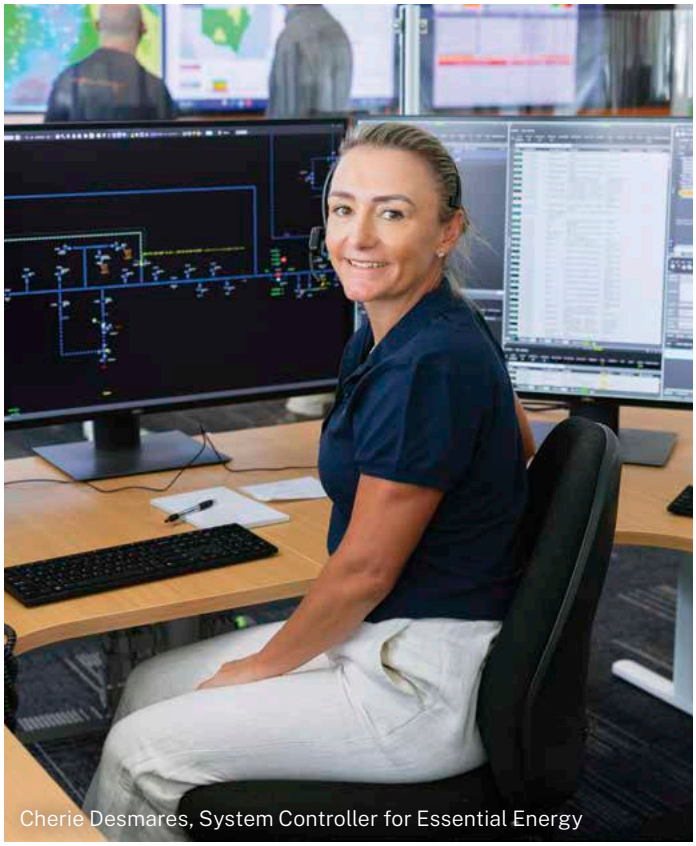
Why choose renewable energy?

Renewable energy is creating new career opportunities across regional and metropolitan NSW.

With projects spanning planning, construction, operations and maintenance, the sector offers diverse pathways, long-term career prospects and opportunities to contribute to Australia's energy future.



Kacee Milnes oversees 37 wind turbines for Squadron Energy



Cherie Desmares, System Controller for Essential Energy

Discover where your skills could take you

The NSW Government is changing the way we generate and deliver electricity through renewable energy generation, storage and transmission infrastructure.

Renewable Energy Zones, transmission projects and energy storage developments are being delivered across NSW, creating opportunities for women with a diverse range of skills, experiences and career aspirations.

Opportunities exist across planning, construction, operations, maintenance, environmental management and community engagement.

Women are already making their mark

Women make up 39% of Australia's clean energy workforce. Women are working across environmental, community, project delivery, technical, trade and leadership roles, with opportunities continuing to grow across the sector.

The Clean Energy Council's Women Powering Change campaign showcases women working across engineering, health and safety, innovation, markets and other areas of the sector. (*Source: Clean Energy Council, 2024*)

Key statistics:

Opportunities extend far beyond construction and continue long after projects are built.

9,000+ jobs

At peak construction.

4,450+ jobs

Ongoing operations and maintenance jobs.

What could your career look like?

Women are already working across the industry in technical, trade, professional and leadership roles.

Design it

Like **Jessica Haugh** – Renewables Engineer, Zenviron. Jessica works on large-scale wind farms and battery storage projects, designing electrical systems and supporting construction teams.

Control it

Like **Cherie Desmares** – System Controller, Essential Energy. Cherie manages the network in real time, responding to faults, directing crews, and restoring power.

Operate it

Like **Kacee Milnes** – Operations Manager, Squadron. Kaycee oversees 37 wind turbines at the Crudine Ridge Wind Farm, Mudgee, NSW.

Lead it

Like **Hannah McCaughey** – Chief Executive Officer, EnergyCo. Hannah leads the delivery of NSW's renewable energy transition, working with communities, industry and government.

Your experience is valuable

Skills and experience from construction, mining, manufacturing, agriculture, government, education, administration and many other industries can provide a pathway into renewable energy.



Women in Construction Taster Program

What support programs and initiatives are available?

Women in Construction Program – NSW Government

The Women in Construction Program works towards increasing the number of women working in the construction industry by improving on site culture, sharing support pathways, real stories and practical advice.

For more information visit: nsw.gov.au/employment/women-construction

Women in Construction Taster Program – EnergyCo

Funded programs across the REZs providing women with hands-on construction training, including machinery operation, tools, work health and safety and traffic control, alongside career preparation and connections with renewable-energy employers. Participants can gain nationally recognised units of competency and certificates.

For more information visit: energyco.nsw.gov.au/community/careers-training-business-opportunities/renewables-taster-program

Equal by 30 – Australian Government

A commitment to work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector by 2030.

For more information visit: dcceew.gov.au/energy/women-in-energy/equal-30

Women in Renewables – Clean Energy Council

A national initiative supporting women at different stages of their renewable-energy careers through professional development, connections, networking and opportunities to showcase women's contribution to the industry.

For more information visit: cleanenergycouncil.org.au/working-in-clean-energy/diversity-in-renewables



Your renewable energy career starts here. Ready to take the next step?

Renewable energy is creating opportunities for women across NSW, at every stage of their careers. Whether you're entering the workforce, returning after a career break, changing industries or looking to advance your career, the NSW Renewable Energy Jobs Guide can help you explore the pathways available.

The NSW Renewable Energy Jobs Guide provides detailed information to help you explore careers in the renewable energy sector. Learn about:

- **Occupations across the renewable energy workforce**
- **Apprenticeships, traineeships and university pathways**
- **Qualifications and training requirements**
- **Workforce demand across NSW**
- **Future career opportunities**

Scan the QR code to access the full guide: energyco.nsw.gov.au/jobs-guide

NSW GOVERNMENT