

JUST ENERGY TRANSITION SKILLING FOR EMPLOYMENT PROGRAMME (JET SEP)

Strategic Intervention Factsheet: Nation-wide Renewable Energy In-service Training Programme



Scaling in-service training opportunities and equipping the system to continuously be able to bridge critical Renewable Energy skills gap through:



Reducing the time, effort and financial burden on companies to host interns, and support them to effectively embed into their day-to-day activities



Adapting curricula to focus on transferable skills across the RE value chain; embed practices to support curricula to adjust to future needs of the industry



Anchoring the 'when', 'who' and 'where' of training on demand-led, place-based, year-by-year skills forecasts across renewable and adjacent sectors

South Africa's starting point



There is a growing need for skilled renewable energy workers, with up to 63k jobs possible by 2030; but industry is concerned about finding the right talent



In-service training opportunities bridge skills gaps as needed by industry, giving graduates an entry point into employment and displaced workers opportunities to transition



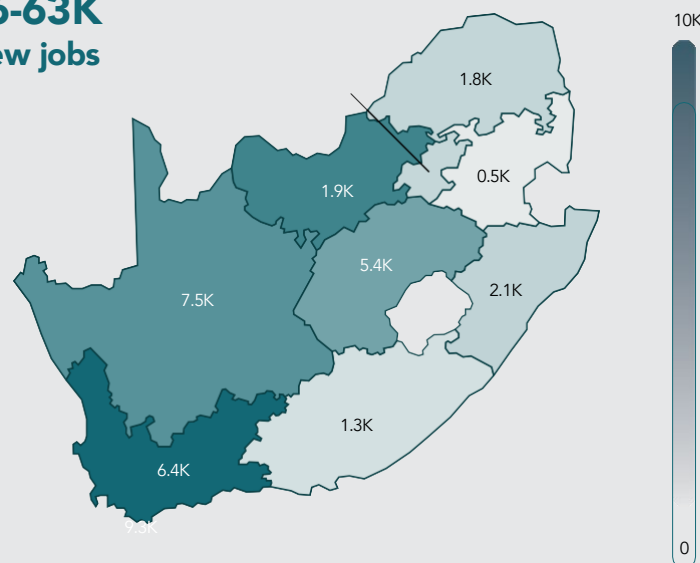
However, opportunities are limited as companies hesitate to host interns given the significant time, effort and financial investment required



Scaling these opportunities is critical to create a demand-driven talent pipeline that can shift to meet the evolving needs of South Africa's Just Energy Transition

Nation-wide job creation for key job families in Solar, Wind and BESS projects by 2030

**36-63K
New jobs**



Source: JET SEP 'Powering Futures' Report

10.7K
Engineers

9.3K
Artisans

7.5K
Technicians

6.5K
Business Support

2.2K
Scientists

Existing programmes provide useful starting points but often lack scale required to meet the full demand



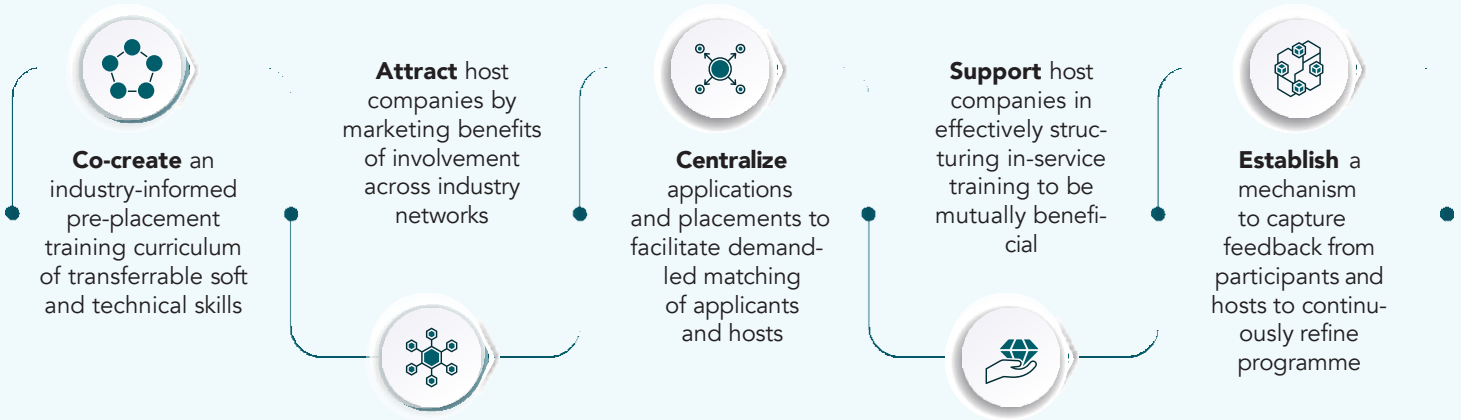
**50
interns
(2025)**

Lighthouse example: South African Wind Energy Association Wind Industry Internship Programme is an 8-month internship where interns receive work-readiness training before placement at a member organizations



JET SEP's Nation-wide Renewable Energy In-service Training Programme to place **500-1K graduates and displaced workers** in demand-led renewable energy in-service training opportunities over the next year, and scale up in line with industry demand

Key next steps:



As of March 2025



AI generated

This intervention is a catalyst to realise 3 critical paradigm shifts required to drive system-level transformation



Demonstrating a private-sector-led model by lowering barriers for companies to host and co-fund in-service training while also showcasing direct benefits (talent pipeline, public recognition etc.) that encourage broader adoption



Testing an agile, demand-led approach by aligning training with real job needs using place-based, year-by-year modeling to set the right skills, pace, and scale, enabling a smoother intern-to-employee transition while providing a replicable structure for other programmes



Coordinating funding streams to jointly launch and refine the programme, then transition it into stable homes (e.g., SETAs), shaping new public-private financing models for workforce development

Support required for implementation



Host companies willing to integrate interns into real-world work, provide mentorship, and offer structured feedback



Funding partners to support curriculum development, training logistics, and participant stipends for scale and sustainability



Technical expertise to shape workplace-readiness curricula and ensure internships are effectively structured

Get in touch



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Connect with us to



- Receive more information on strategic intervention
- Detail out what support and partnership could look like