

FOCUS ON ENGINEERING | 2017



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Engineers are in demand. Employers know it. Engineers know it. What can employers do?

Consistently featured on lists of tough jobs to fill, engineers know they hold the cards. Even if they love their chosen career, engineers may continually be tempted by the promise of something better from employers that are willing to do whatever it takes to secure engineering talent. Further proof lies in the 3rd annual Focus on Engineering Survey, conducted by Experis Engineering. In the survey, 67% of engineers revealed they are likely to explore new job opportunities in 2017, and 81% of engineers are confident that they will find something.

These results can equal staffing challenges for employers. Will it be tougher to attract engineers to your organization? What will you do to try and retain you current talent? It's time to peek inside the minds of engineers to understand their intentions and motivations.

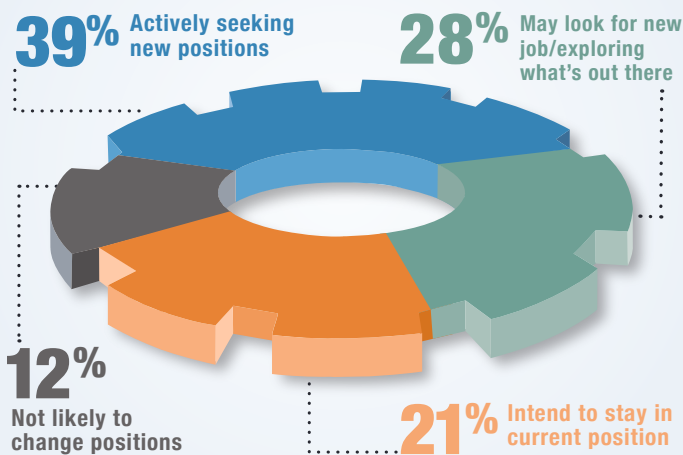
Engineers have appeared on the list of hardest to fill jobs in the U.S. for the past nine years; globally, engineers are the fourth most difficult to fill position.* Competition for top engineering talent continues to challenge employers, requiring them to reexamine attraction and retention strategies.

* 2016/2017 ManpowerGroup Talent Shortage Survey

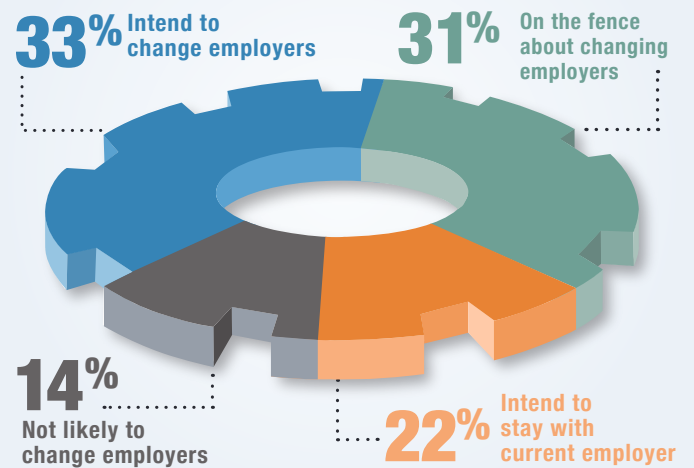
ENGINEERS INTEND TO BE ON THE MOVE IN 2017

While employers are trying to find engineers to meet organization demand, they are also trying to retain their top engineering talent. However, a significant 67% of engineers who responded to the survey are likely to explore new job opportunities in 2017. In addition, 64% of respondents intend to change employers in 2017.

Engineers likely to explore new engineering job opportunities in 2017



Engineers likely to change employers in 2017



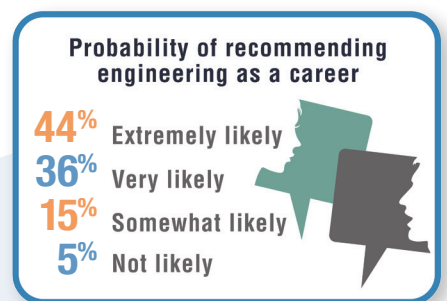
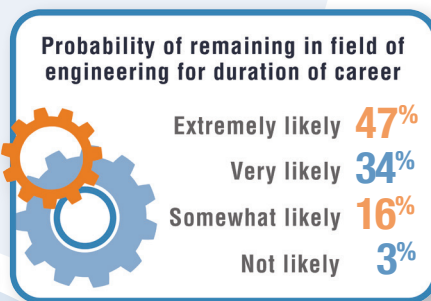
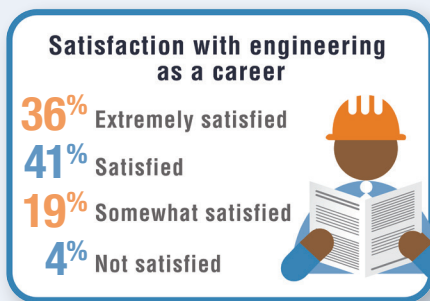
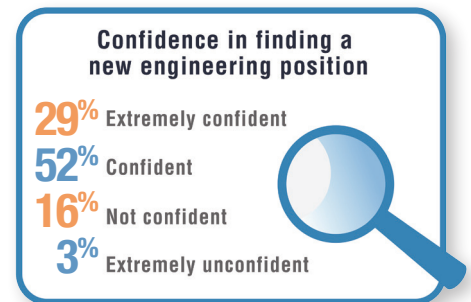
What matters most to engineers when seeking a new position is shifting a bit. Increased salary, bonuses, and/or incentives remains #1. Interestingly, health benefits dropped from #2 in 2016 to #5. Instead, a better work environment and culture rose to the #2 spot, followed by more interesting/challenging work, then improved work/life balance. This is important for employers to know so they can ensure their attraction and retention strategies focus on what's important to today's engineers. Workplace culture matters to today's engineers.

TOP CONSIDERATIONS WHEN SEEKING A NEW POSITION

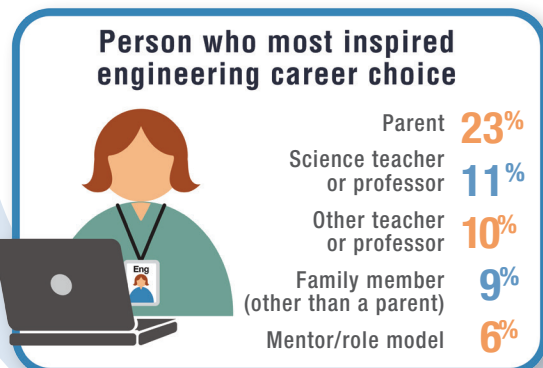
1. Salary, bonuses and/or incentives
2. Better work environment/culture
3. More interesting/challenging work
4. Improved work/life balance
5. Health benefits
6. Feeling valued/appreciated

ENGINEERS ARE SATISFIED AND CONFIDENT IN THEIR CAREER

Eighty-two percent of engineers report being at least somewhat satisfied in their current position with 16% being extremely satisfied. **Even though today's engineers are mostly satisfied with their current job, they're also confident they could find a new engineering opportunity.** Employers have work to do to ensure they're retaining their talent because competitor opportunities are plentiful.



Engineers are still overwhelmingly satisfied with their profession (96%) and they intend to remain in the field of engineering for the duration of their career (97%). In addition, **95% of engineers are likely to recommend engineering as a career**, which is important because the promotion of the field of engineering is key to building the talent needed for tomorrow's jobs.



Over the last several years, **many programs have been established to improve science, technology, engineering and math (STEM) skills and introduce students to the extensive career opportunities in STEM fields.** Parents and teachers are the most influential people when students are choosing engineering as a career, as reported by today's engineers.

The gender disparity in the field of engineering remains prevalent, demonstrated by a make-up of male (85%) and female (15%) survey respondents. There remains a great need to continue programs that introduce young girls to STEM careers earlier in life in order to balance that disparity and encourage anyone to pursue a career in engineering.

RETENTION TAKES CENTER STAGE AS ENGINEERS CONSIDER NEW OPPORTUNITIES

Engineers are in control. As highlighted in the Focus on Engineering Survey, **a large percentage – 67% – of engineers are ready to jump ship**. Even if you can accept the fact that most people, including engineers, are out to make more money, you must make additional efforts for this in-demand group or they will walk out the door. Employers should focus on strengthening both attraction and retention strategies for engineers.

This process can start with a bit of internal reflection. As outlined by the survey results, there are a few key areas your company can start examining and revamping:

- **Salary and bonus program.** What can you offer even if you can't raise pay?
- **Work environment/culture.** Are people comfortable? What could you do to improve the physical workspace? Intangibles are important, too. Don't forget about your company culture. How would workers describe your culture – open, engaging, progressive?
- **Work satisfaction.** Take a look at the projects you offer engineers – are they interesting? Challenging? Are your engineers bored? Do you regularly ask them how satisfied they are with their work?
- **Work/life balance.** Do your engineers have a life outside of work? Do you offer any sort of flexibility in work hours? Any exercise programs? Can your engineers ever completely unplug?
- **Appreciation efforts.** A little recognition can go a long way. What do you do to show engineers they are valued for their work? Regular displays of thanks can often mean more than monetary rewards.
- **Health benefits.** What can you do to improve or enhance healthcare offerings?

Demand for engineers is not going away. Employers can take action now to make positive changes for their engineering talent pool. Collectively, **all industries that hire engineers have a responsibility to build an engineering talent pipeline for the jobs of tomorrow**. Show support for STEM and STEAM initiatives to bolster youth interest in the field of engineering. Encourage your engineers to participate in mentoring programs for aspiring engineers. Help spread the message that engineers can change the world.

Those employed in an engineering discipline and those who hire engineers are essential to creating change that improves our world every day.

Experis Engineering is committed to honoring those who work in the field of engineering, as well as encouraging young people to pursue and succeed in this in-demand career. The goal of this research is to gather insights and bring attention to the field of engineering while also helping aspiring engineers succeed.

Celebrate the field of engineering and contributions to the profession by sharing your experience using [@Experis_US](#) and [#eweek2017](#). Experis Engineering is a proud participant and supporter of **Engineers Week, February 19-25, 2017**.

Experis Engineering's study "Focus on Engineering" surveyed 700 engineers and employers who are likely to recruit engineering talent via an online survey. The survey was made available during the time frame of January 20 – January 30, 2017.

Engineers who responded were 85% male and 15% female. The greatest number, 28%, had 25 or more years of experience and 22% had 1-5 years of experience. In addition, 16% of respondents had 6-10 years of experience, 12% with 11-15 years, 10% with 16-20, 9% with 21-25 years, and 2% with less than one year of experience.

The greatest number of respondents were manufacturing engineers (12%), followed by mechanical engineers (10%), and quality assurance (7%), aeronautical/aerospace/astronautics and automotive (6%).

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