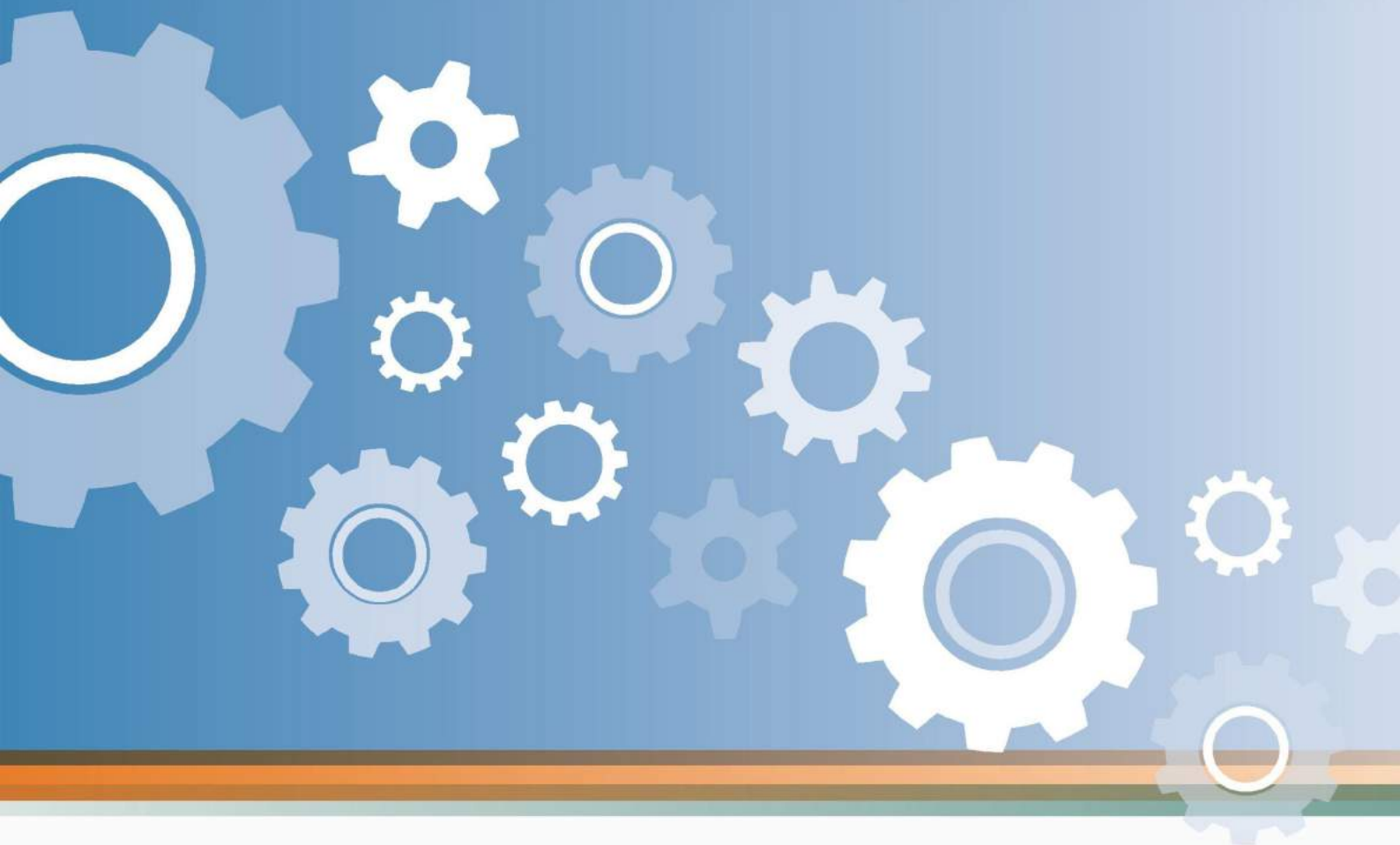


# FOCUS ON ENGINEERING | 2016



Experis™  
Ireland  
ManpowerGroup

The demand for engineers continues to increase as employers are still finding it difficult to find the right engineering talent. Engineering talent continues to be one of the hardest positions to fill according to ManpowerGroup's 2015 Talent Shortage Survey which surveys more than 41,700 hiring managers in 42 countries to identify the proportion of employers having difficulty filling positions.

We have over 300 engineering professionals on active assignment at any one time across Ireland and place thousands of engineers into permanent roles throughout Europe every year. This scale offers us access to a wider pool of talent from multiple geographies.

We have conducted this survey to find out the values of our candidates so we can better serve them in the future. The survey produced some insightful information which can prove very valuable to employers.

The skill shortage has had an impact on many organisations' ability to best serve their clients. We have witnessed the intense competition for sophisticated engineering skills while we have developed seamless recruitment practices and workforce programmes for today's professional engineering market.

### **What can we do about it?**

## ENGINEERS LIKELY TO EXPLORE NEW JOB OPPORTUNITIES IN 2016

While employers are trying to find engineers to meet organisation demand, they are also trying to retain their top engineering talent. However, 63 percent of engineers who responded to the survey are likely to explore new job opportunities in less than one year. That number increases to a significant 79 percent of those looking for new opportunities in less than two year's time. These results were similar to the findings in the US focus on engineering whitepaper which found that 69 percent of engineers are planning to search for a new position in 2016.

Engineers also shared their top considerations when seeking a new position. Interestingly 77 percent of engineers surveyed chose work-life balance as the most important factor to be considered when deciding on a career move. Salary, bonuses and/or incentives came in second with 60 percent of the votes.

This is fascinating as our US engineering white paper found that salary, bonuses and/or incentives is the number one consideration when seeking a new position, so a shift in attitudes could force organisations to become more sensitive to their employees needs. Notably, workplace location is very important to engineers coming in 3rd with 58 percent of engineers surveyed rank it as an important factor.

### TOP CONSIDERATIONS WHEN SEEKING A NEW POSITION

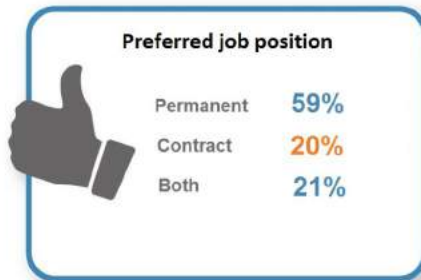
1. Work/life balance
2. Salary, bonuses and/or incentives
3. Location
4. Work environment/culture
5. The current project you are working on

With 63 percent of engineers planning to search for a new position in 2016/2017, it's no surprise that only 6 percent of engineers reported being extremely satisfied with their current position, while 41 percent of respondents were somewhat satisfied. The significant majority of respondents felt confident in finding a new engineering position when they are ready to make a change. The US whitepaper reported similar results as only 14 percent of respondents answered that they are extremely satisfied in their current position while 33 percent of respondents were somewhat satisfied.

Although many of the engineers surveyed indicated they are planning to explore new job opportunities, satisfaction with engineering as a career remains high. The probability of them remaining in the field of engineering for the duration of their career is very high.

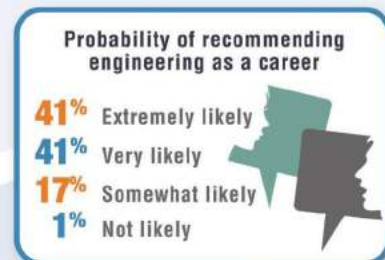
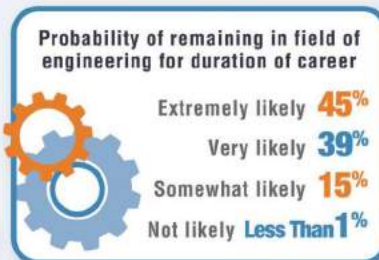
However the areas of engineering in terms of popularity are spread quite evenly with process engineering roles and technical specialist roles being the most popular however team lead roles and validation engineering roles are the least popular but are only 7 percent and 6 percent off from being the most popular choices.

While the dynamic nature of the engineering world and the constant innovation in the sector has resulted in increasing popularity of contract employment from both

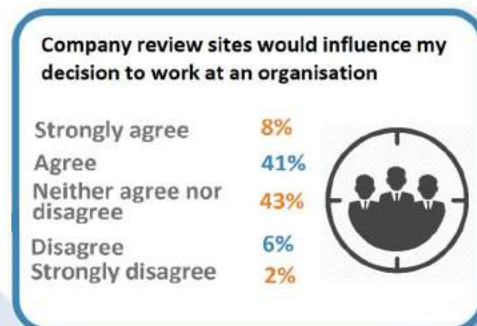


the employer and indeed the employee, however our results found that permanent employment is more favoured compared to contract by almost 3:1 as 59 percent of respondents favoured permanent employment compared to 20 percent who preferred contract. 21 percent of respondents didn't have a preference and are happy to work either.

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The emergence of company review sites can have an impact on whether a potential employee will work for an organisation as 49 percent of respondents said that negative reviews would have an impact on their decision making when choosing on a new place of work. However it is interesting to note that 43 percent of responses felt indifferent when it comes to company review sites which goes to show although they do have the ability to influence ones behaviour they must also be taken lightly.



## Where does in demand talent search for jobs?

The online world has changed the way candidates search for new jobs, as evident with the company review sites which have only been around a few years. It is also evident with the shift in popularity with online job boards, the results from our survey showed that none of the respondents check job boards in the papers or any offline medium.

A staggering 68 percent of respondents look for job opportunities through recruitment agencies, that's even more than engineering professionals searching online via job boards which came in at 59 percent. Both client and candidates see the value of recruitment agencies such as Experis as they offer unparalleled services which connect the right talent with the right organisations.

There's no denying that monetary incentives are a hugely important factor when choosing a new role. We asked what percentage increase in salary engineering professionals would expect if any, if they decided on a career move.

18 percent of the respondents expect more than a 20 percent increase in salary which was the third most popular choice. 34 percent of respondents would like to see a 10 percent increase in salary which was the most popular answer. While 25 percent of respondents expect a 5 percent increase in salary. Interestingly 11 percent of the respondents stated that they are not expecting a salary increase in their next move, perhaps this is another sign that more people are becoming motivated by other factors rather than monetary incentives.


## Employers to face greater recruitment and retention challenges as engineers remain highly in demand

Increasing demands for engineers, combined with a lack of applicants and lack of experience and hard skills from those who apply, present many challenges for employers. The US Engineering whitepaper states that 95 percent of employers surveyed are planning to hire engineers in 2016, therefore steps need to be taken to address the talent and skills gaps.

The good news: 93 percent of engineers surveyed are satisfied in their profession. So, they enjoy their work, but also know they are in demand, with 63 percent looking for another opportunity in 2016/2017. Employers need to focus on retention efforts that will appeal to this talent group. Engineers are looking for a strong work/life balance, good pay, better health benefits, and better work culture. A comprehensive review of benefits and perks, work/life balance and salary structures may be in order for your company to maintain your competitive edge.

Evaluate what you offer employees and consider evolving your strategy to increase your appeal to new applicants and keep your experienced engineers. The not-so-good news: Addressing the issue of expertise, skills and experience may require thinking outside your company's walls. That's where Experis Ireland can help, by finding the perfect fit for your organisation.

A national urgency for STEM skills, along with increasing number of educational programs focused on the career of engineering has grown, but more needs to be done in this area. Plus, building a talent pool takes time; time may be an issue due to many experienced engineers approaching retirement. You can't build an engineer overnight, so employers must take action now—both internally and externally—to promote and nurture the field of engineering to tomorrow's could-be engineers.



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

Experis Ireland is committed to honouring 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.



As the leader in project solutions and professional talent resourcing, Experis™ accelerates business growth while matching professionals to rewarding IT, Science and Engineering opportunities with industry-leading organizations – helping accelerate careers, while delivering better results for our clients. Experis is part of ManpowerGroup®, the world leader in innovative workforce solutions.

Learn more at [Experis.ie](http://Experis.ie)

