

# Engineering – The Talent Shortage

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## Meet our Presenters



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## What we'll cover today

- The Human Age / World of Work Trends
- Talent Shortage Survey Results
- Hardest Jobs To Fill
- What it Means for Engineering
- Why Employers are Having Difficulty Filling Engineering Positions
- Strategies to Overcome the Engineering Talent Shortage
- Recruiting Strategies for Engineering

# ManpowerGroup



ManpowerGroup™

ManpowerGroup™ is the world leader in innovative workforce solutions. We leverage our global reach and local expertise of tens of thousands of people across more than 80 countries, making it possible for businesses to access the talent they need when they need it.



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ManpowerGroup™ Solutions provides clients with human resources outsourcing services primarily in the areas of large-scale recruiting and outcome-based workforce-intensive initiatives, thereby sharing in the risk and reward with our clients.



Experis™  
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Experis™ is the global leader in professional resourcing and project-based workforce solutions. With operations in more than 50 countries, we deliver 53 million hours of professional talent specializing in IT, Finance and Engineering to accelerate clients' businesses each year.



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Right Management® is the global leader in talent and career management workforce solutions. Through our innovative and proprietary process, we leverage our expertise to successfully increase productivity and optimize business performance.



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Manpower® is the global leader in contingent and permanent recruitment workforce solutions. We provide the personal flexibility and agility businesses need with a continuum of staffing solutions.

# The Human Age

- Describes a new era where people are recognized to an unprecedented level as the key to companies' success and economic prosperity
- Requires companies to reevaluate themselves and adopt new methods for unleashing individual potential
- Underlines the importance of a skilled, innovative and motivated workforce

# The world is entering a new reality



Eras defined by the **raw materials** people bent to their will:

- Stone Age
- Bronze Age
- Iron age



Eras defined by the **domains** that people conquered with ever-increasing technology:

- Industrial Age
- Space Age
- Information age

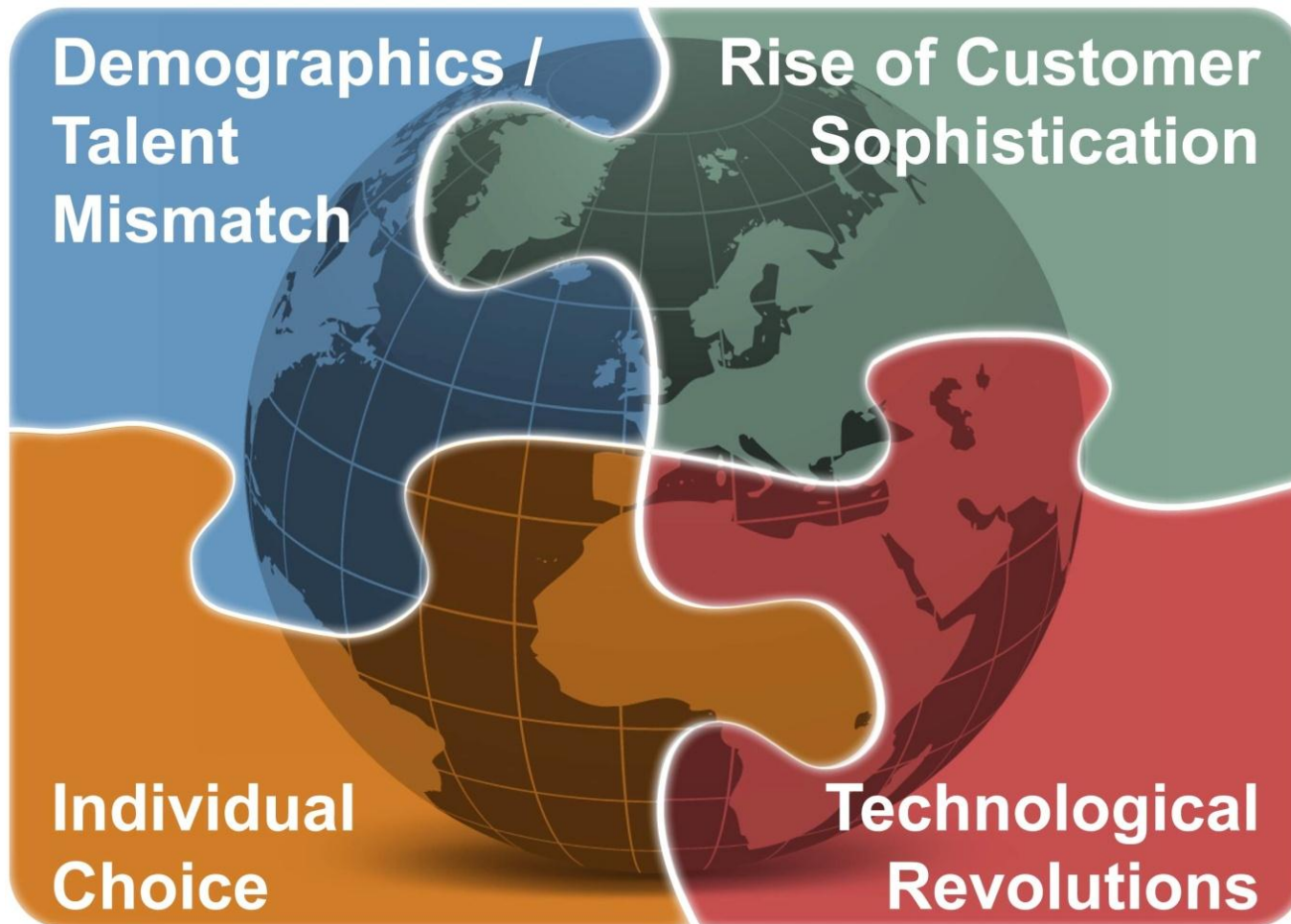


Era defined by the **ingenuity** of individuals and of the community:

- Human Age



## World of work trends



# About the 2013 Talent Shortage Survey

The 8<sup>th</sup> year of the survey

40,000 employers worldwide

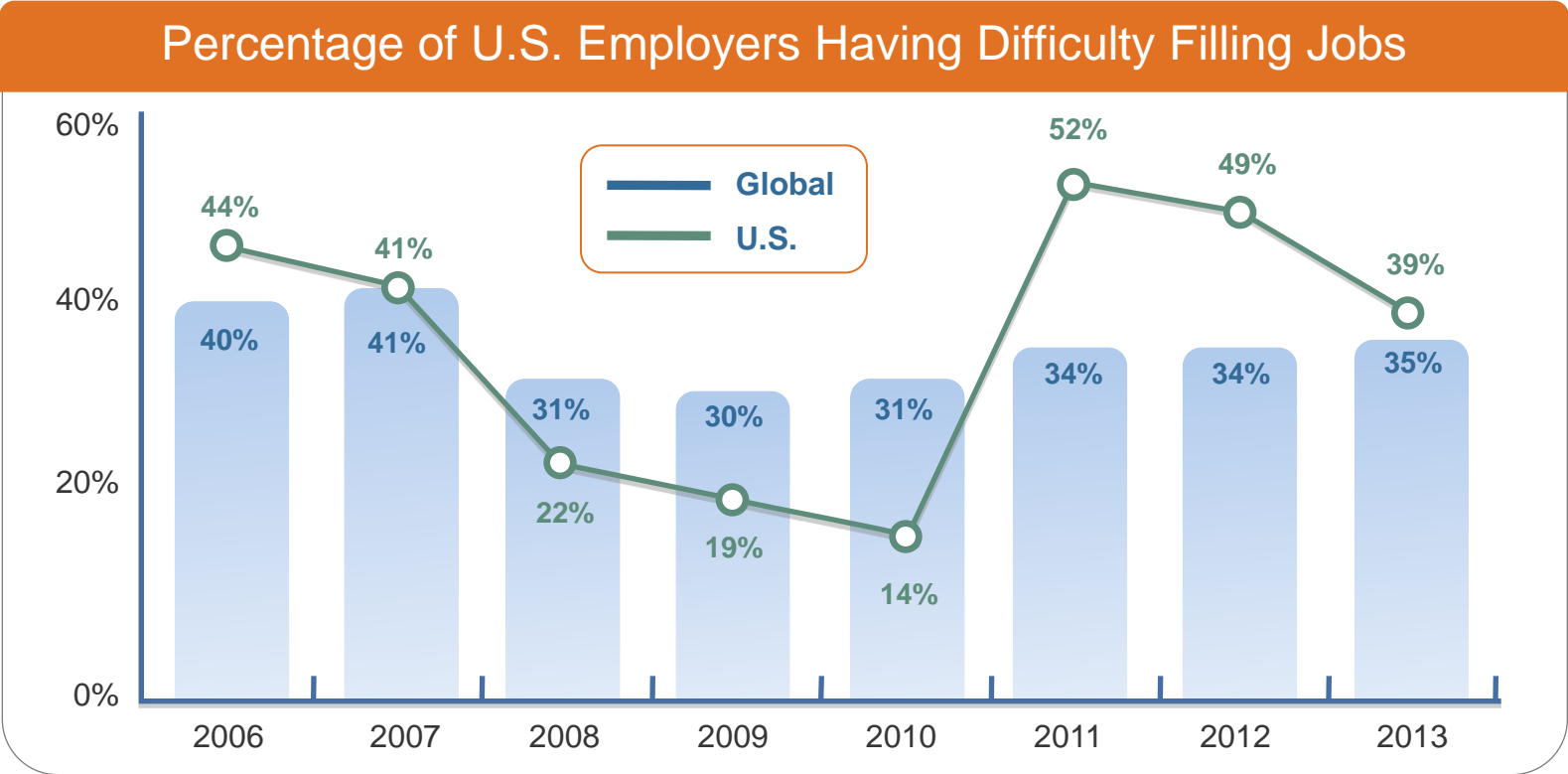
Employers surveyed in 42 countries and territories

Research conducted in January 2013

- We asked employers...
  - How much difficulty do employers have filling open positions?
  - What are the most difficult jobs to fill?
  - Why are employers encountering difficulties?
  - What strategies are organizations pursuing to overcome these difficulties?
  - What impact does the talent shortage have on an organization's client-facing capabilities?
  - What other impacts does the talent shortage have on the organization?

# U.S. Employers Struggle to Fill Jobs

The survey revealed more than 1 in 3 U.S. employers report they are experiencing difficulty filling jobs due to a lack of available talent:





## Hardest Jobs to Fill

## 2013 Top 10 Hardest Jobs to Fill in the U.S.

1. Skilled Trades
2. Sales Representatives
3. Drivers
4. IT Staff
5. Accounting and Finance Staff
- 6. Engineers**
7. Technicians
8. Management/Executives
9. Mechanics
10. Teachers

**Engineers**  
have been  
on the list of  
**Top 10 Hardest  
Jobs to Fill**  
in the U.S.  
**EVERY YEAR**  
since **2008!**

## Polling Question #1

How much difficulty are you currently having filling engineering positions at your organization?

- A. Significant difficulty
- B. Some difficulty
- C. No difficulty
- D. Unsure/not responsible for hiring



What Does This Mean  
for Engineering?

# Higher Demand for Engineering Jobs

- Employers are not confident in their ability to acquire the talent needed
  - 39% of employers hiring engineering talent are confident they will be able to staff all engineering opportunities
  - 49% of employers do not believe there are more Engineering professionals searching for jobs
  - 73% of employers are likely to hire engineering talent over the next 60 days
    - Driven by staff increases (60%)
    - Company expansion (54%)
- Engineering hiring challenges include:
  - Small talent pool with lack of qualified candidates (74%)
  - Highly specialized job requirements (56%)
  - Non-competitive salaries (44%)



## Polling Question #2

Which Engineering positions are hardest to fill at your organization?

- A. Electrical and electronics engineer
- B. Mechanical engineer
- C. Industrial / Environmental engineer, including health and safety
- D. Quality Assurance Engineer
- E. Other

# Top 10 Engineering Job Opportunity Occupations

1. Industrial engineers
2. Mechanical engineers
3. Electrical engineers
4. Civil engineers
5. Electronics engineers (except computer)
6. Electronic engineering technicians
7. Industrial safety and health engineers
8. Industrial engineering technicians
9. Computer hardware engineers
10. Aerospace engineers

# Top 10 Engineering Job Opportunity Markets

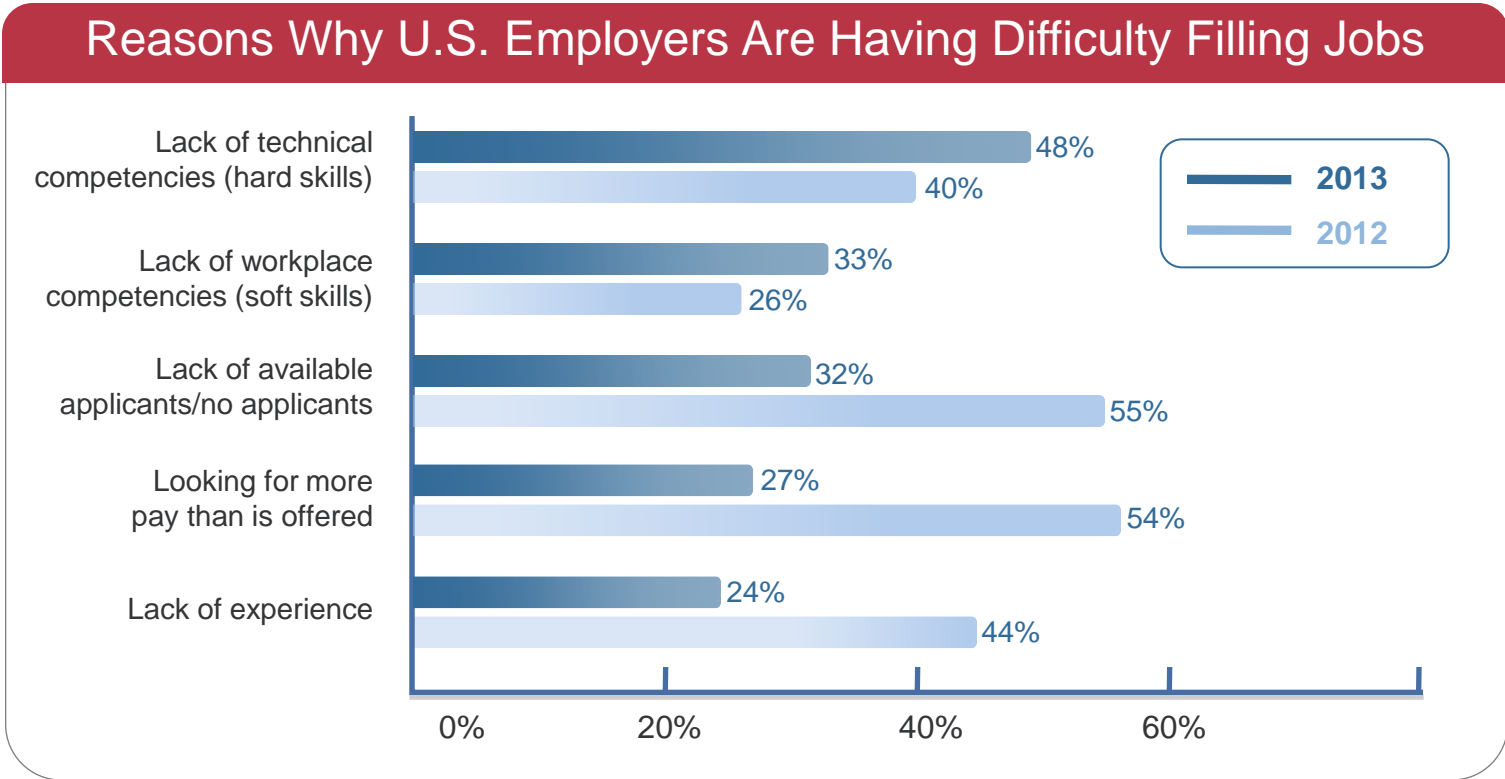
1. Houston, TX
2. San Jose, CA
3. Chicago, IL
4. San Diego, CA
5. Auburn Hills, MI
6. New York, NY
7. Dallas, TX
8. Irvine, CA
9. Atlanta, GA
10. Austin, TX



## Why Employers are Having Difficulty & Strategies to Overcome the Talent Shortage

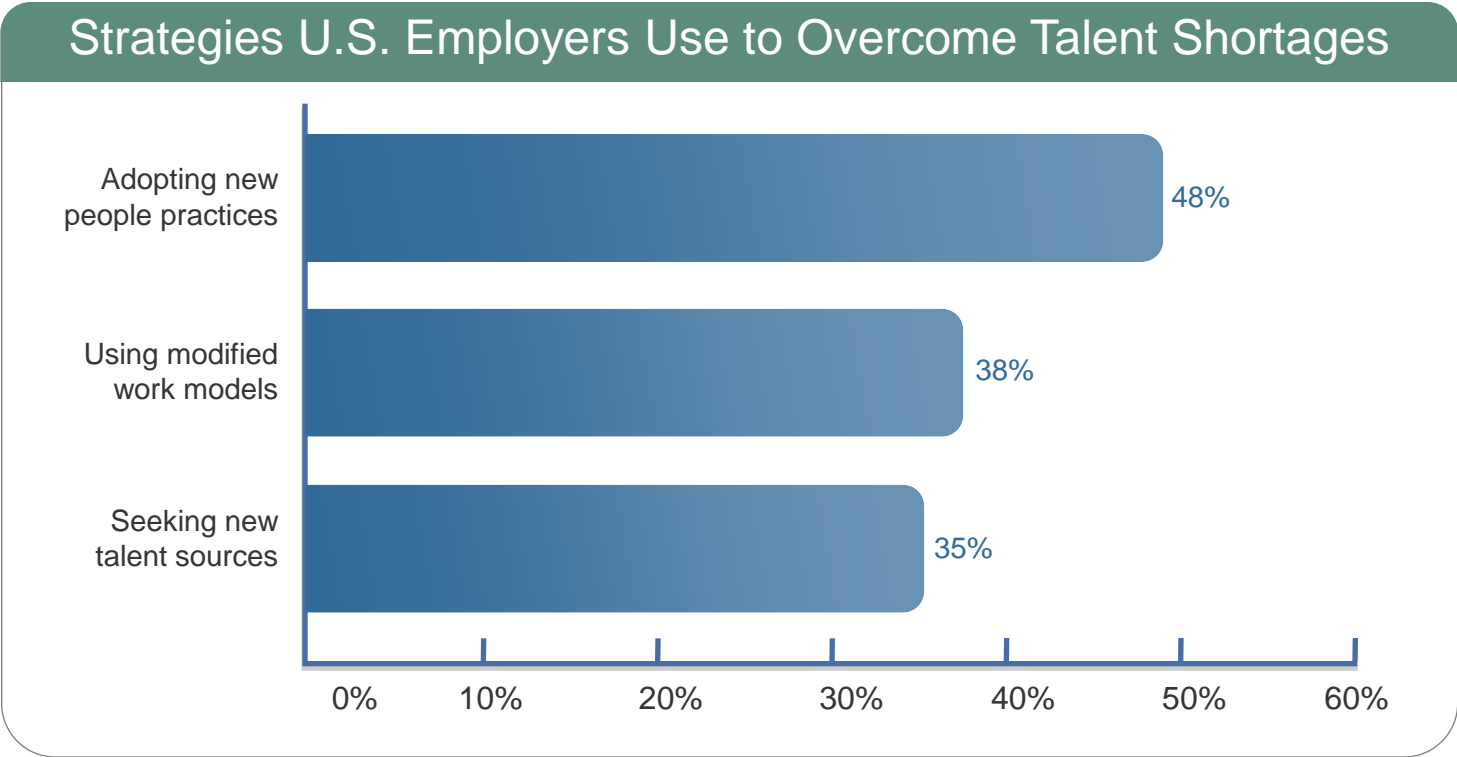
# Why Are Employers Having Difficulty?

U.S. employers report the top reasons they are having difficulty filling jobs:



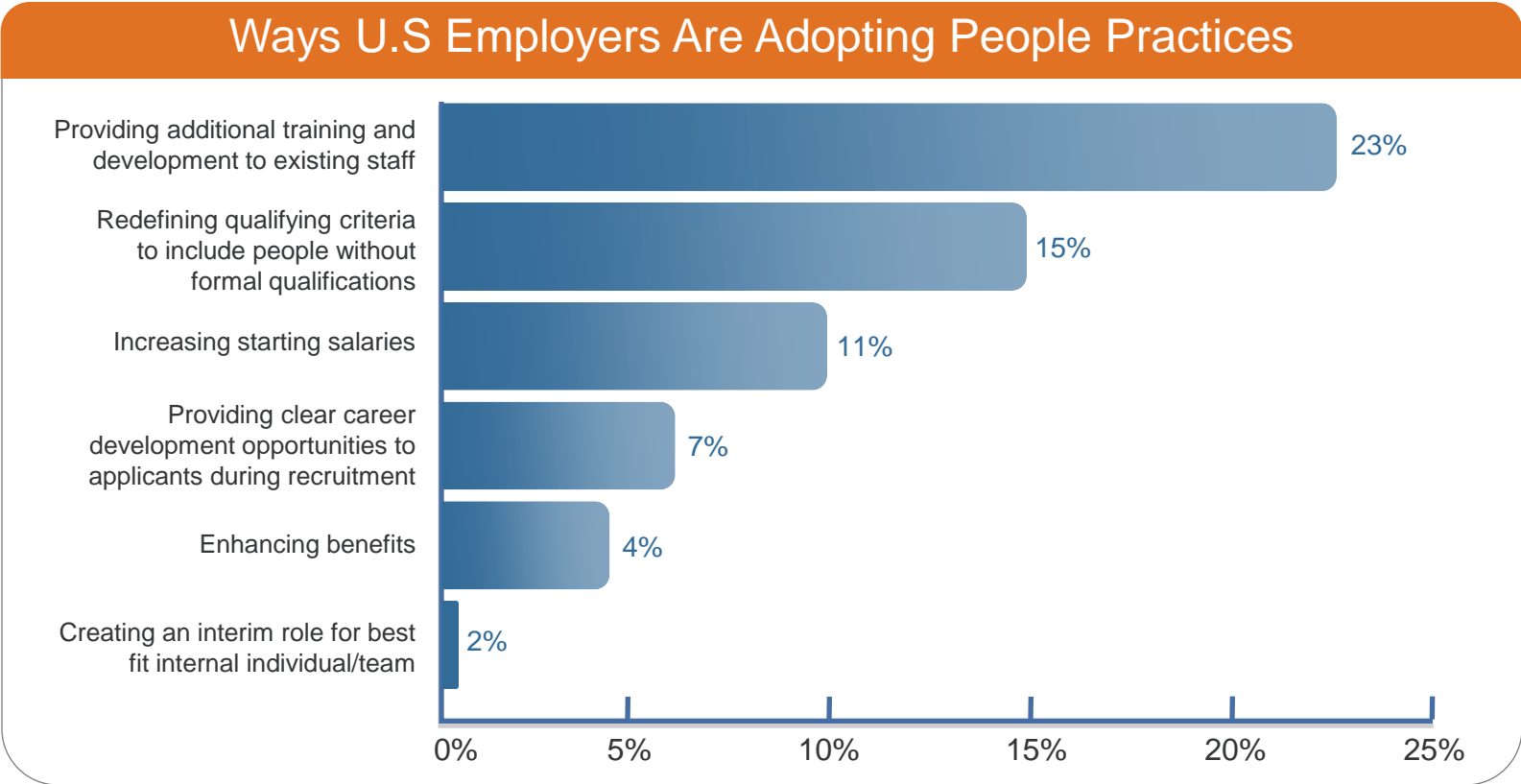
# How Are Employers Addressing Talent Shortages?

U.S. employers report strategies to overcome talent shortages:



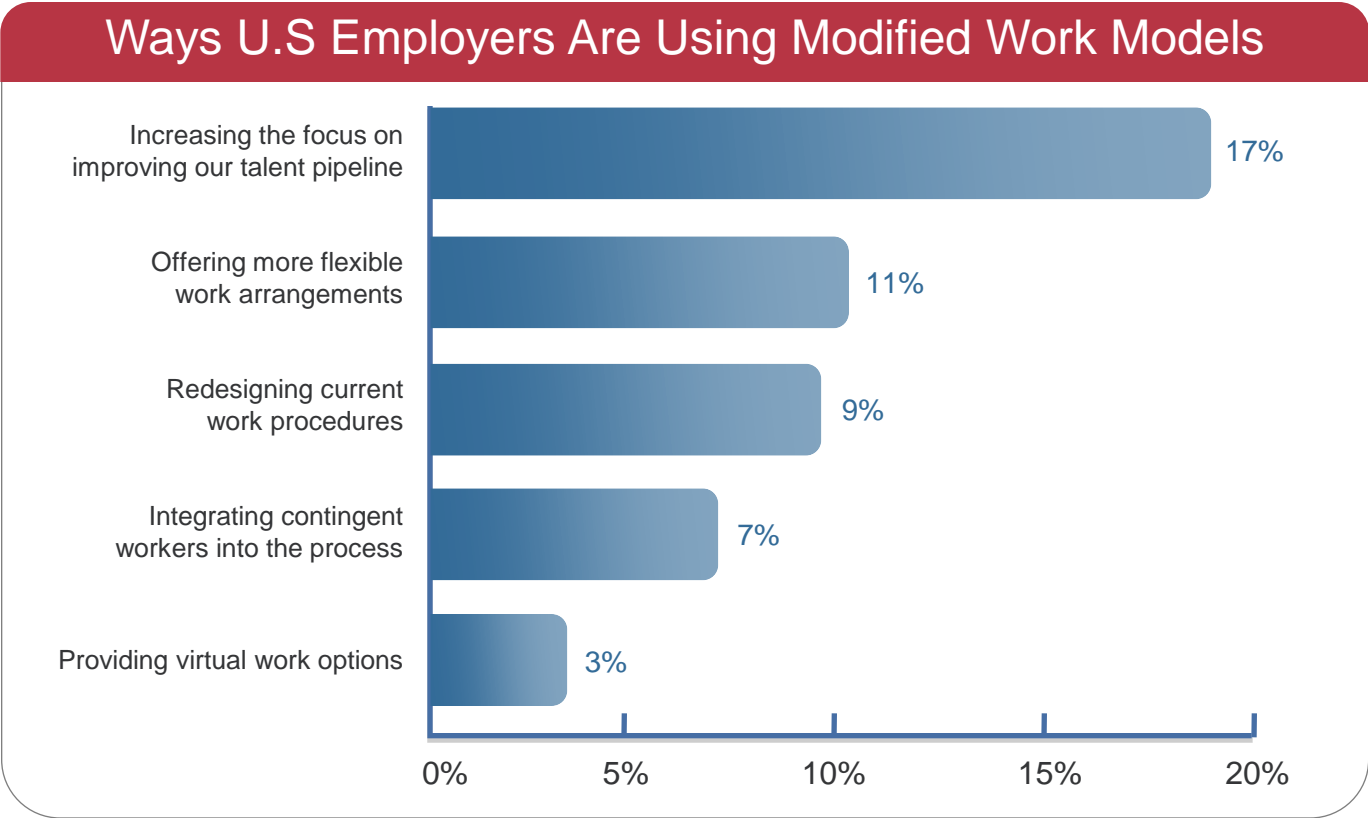
# Employers are Adopting New People Practices

Top ways U.S. employers are adopting people practices:



# Employers are Using Modified Work Models

Top ways U.S. employers are using modified work models:





# Employers are Seeking New Talent Sources

Top ways U.S. employers are seeking new talent sources:





# Recruiting Strategies for Engineering

## Polling Question #3

Are you pursuing new strategies to recruit and retain engineers?

- A. Yes, actively
- B. No, not pursuing currently
- C. No, but thinking about it
- D. No, we don't currently have difficulty
- E. Unsure/not responsible for hiring

# What Strategies Can You Pursue?

1. Recruit passive engineers
2. Cast a wider net by recruiting engineers in different industries
3. Bring retired engineers back part-time to work and train
4. Change recruitment strategies
5. Focus more on staff retention

## What Strategies Can You Pursue? (continued)

6. Provide additional training and development to new and existing staff to fill vacancies
7. Broaden search outside of local region
8. Partner with educational institutions to create curriculum aligned to engineering talent needs
9. Offer mentor or intern programs
10. Increase the focus on improving the talent pipeline

## What Strategies Can You Pursue? (continued)

11. Broaden search outside of the country
12. Increase starting salaries
13. Enhance benefits packages, including signing bonuses
14. Create an interim roles for best fit internal employees

## What Strategies Can You Pursue? (continued)

15. Provide clear career development opportunities to applicants during recruitment
16. Provide virtual work approaches to applicants
17. In addition to traditional permanent roles, consider providing the option for contingent and assignments
18. Offer unexpected perks

# Questions



Thank you for participating!

For more information, visit:  
[manpowergroup.us/talent-shortage](http://manpowergroup.us/talent-shortage)