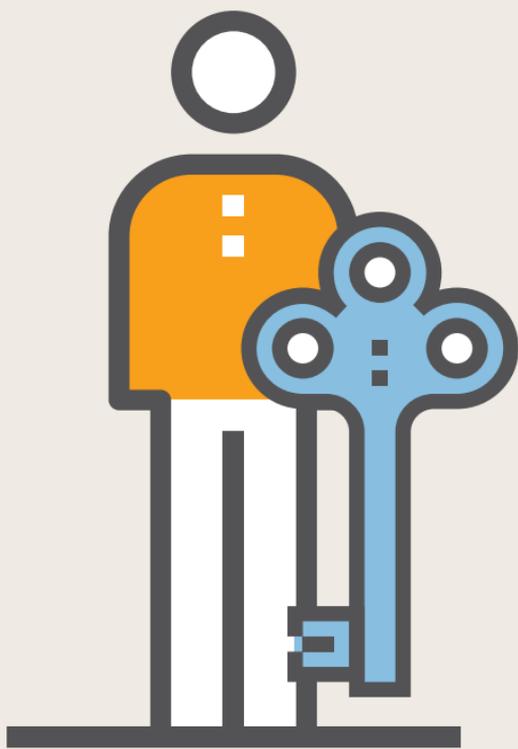


ENGINEERING

VOICE
— OF THE —
WORKFORCE



KEY FACTS
— 2017 —

The Voice of the Workforce report brings together the views of more than 2,500 engineering professionals from around the world, providing valuable insight into what the engineering community thinks about the current state of the industry and how they feel about their career within it.

The research includes views of engineers from the following sectors:

- Aerospace
- Automotive
- Chemical or Pharmaceutical
- Consumer Electronics
- FMCG /Food
- Highways, Traffic and Transportation
- Industrial or Manufacturing
- Maritime (Commercial, Leisure, Naval and Shipping)
- Nuclear
- Oil and Gas
- Power Generation
- Property / Construction
- Rail
- Renewables
- Subsea
- Utilities
- Waste Management
- Water and Environment



VOICE
— OF THE —
WORKFORCE

1

CONFIDENCE IN CAREER PROGRESSION IS FALLING.

Just under half (49%) of engineers are confident that their own career will progress over the next 12 months. These findings are down by 14% from Matchtech's Confidence Index research which posed the same question to the engineering community in 2014.

14%

2

THE MAJORITY OF ENGINEERS ARE CONFIDENT IN THE GROWTH OF THEIR SECTOR.

Just over half (54%) of engineers are confident in the growth of the sector they work in.



RENEWABLES IS THE SECTOR THAT ENGINEERS EXPECT TO GROW THE MOST OVER THE NEXT 12 MONTHS.

Budget reduction, economic outlook and an ageing workforce are all seen as major contributors to preventing growth across engineering.



3

EUROPE IS SEEN AS THE MOST INDUSTRY LEADING REGION

41% OF ENGINEERS RANK THIS REGION AS THE BEST.

Europe is the destination that engineers would most likely consider moving to for work with Germany and the UK seen as the most desirable countries.



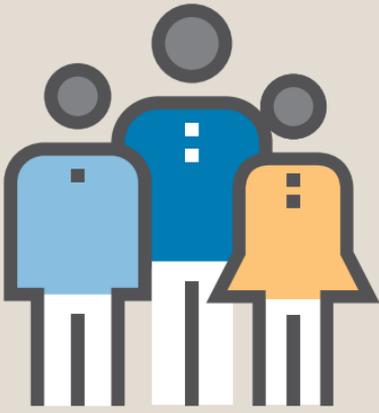
4

LIFESTYLE CHANGE

is the main reason people would consider moving abroad (43%). The amount of prestige an engineer's sector has in another country is a low importance factor (6%) in deciding whether to make a move.



5



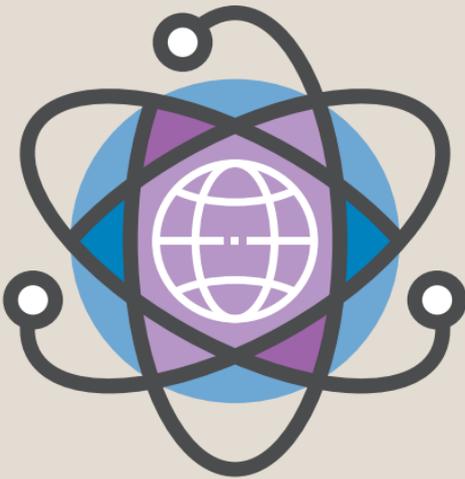
THE MAJORITY OF ENGINEERS AGREE THERE IS A **SKILLS SHORTAGE.**

THE SECTORS WHERE THE ISSUE IS MOST PREVALENT ARE WATER & ENVIRONMENT, UTILITIES AND AEROSPACE.

The factor seen as the most important in addressing the skills shortage is the promotion of engineering as a career choice to younger generations.

Apprenticeships are seen as another potential solution, with 25% saying it is an important factor in tackling the skills shortage.

6



ENGINEERS ARE OPEN TO CHANGING SKILL SET & SECTORS.

Over half (56%) would consider transferring to a different skill set, with the skill set of choice for 40% of engineers being project and programme management.

Even more engineers would consider transferring into a different sector (65%), with the most attractive sector being renewables.

THE MOST ATTRACTIVE ATTRIBUTE OF AN EMPLOYER IS GOOD PAY AND BENEFITS BUT CULTURE PLAYS AN IMPORTANT PART IN AN ENGINEER'S DECISION TO LEAVE.

In a list of reasons to work for a new employer, the biggest driver is good pay & benefits (60%).

**41% SAY A
NEGATIVE CULTURE
WOULD ENCOURAGE THEM TO SEEK EMPLOYMENT ELSEWHERE.**

**FOR BOOMERS (AGED 50 - 59), THIS FACTOR TOPS
NON-COMPETITIVE PAY AND BENEFITS AS THE NUMBER
ONE REASON TO LEAVE AN EMPLOYER.**

A LACK OF INTERESTING AND MEANINGFUL WORK / PROJECTS

is another large influence on whether to leave an employer, with 31% saying it would make them look elsewhere for work.

ECONOMIC OUTLOOK, POLITICAL POLICY CHANGE & REDUCED GOVERNMENT INVESTMENT HAVE THE MOST POTENTIAL TO DISRUPT THE INDUSTRY OVER THE NEXT FIVE YEARS.

The ability for the industry to keep pace with technology is seen as a potential disruptor by 1 in 4 people.

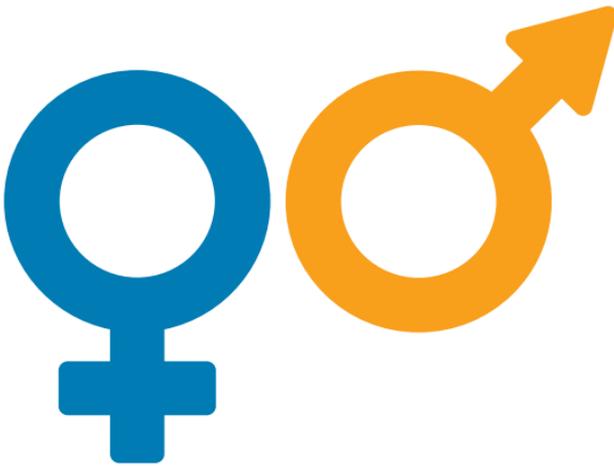
Despite the potential disruption to the industry, almost two thirds believe their role will remain mostly unchanged over the next five years.



ENGINEERS BELIEVE GENDER DIVERSITY IS IMPROVING AND WOMEN ARE MORE CONFIDENT IN RECEIVING A PAY INCREASE THIS YEAR.

Over half believe gender diversity is improving even though only one third are aware of the steps their employer is taking to address the issue.

A higher percentage of females stated they received a pay increase in the past year (67% to just 56% of males) and a higher percentage also said they were confident in receiving a pay increase over the coming 12 months.



Matchtech is an engineering recruitment specialist with over 30 years' experience in successfully matching job-seekers with hiring employers, all over the world.

Our 300-strong team of dedicated recruitment consultants work with business clients and candidates alike to find high-quality, long-lasting pairings that help fulfil the ambitions of all involved.

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