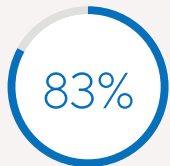


Do you have what U.S. engineering talent is looking for?

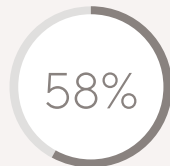
Talent is in the driver's seat and those you employ—especially engineering talent—may be harder to retain if they don't have opportunities to pursue their interests and develop their skill sets at work.

Employability as a driving factor

Highly coveted engineering talent brings a valuable skill set and knowledge base to the companies that hire them—but they also risk losing their value as technology and information changes. Therefore, employability is an ever-present concern with engineering talent.



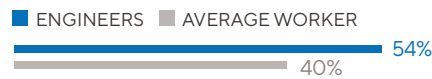
Overall, engineers feel their skills/knowledge will need to evolve and grow in order to keep up with changes in their line of work or industry (83%), vs. the average worker (79%)



More than with older generations, a top concern for millennial engineers is skill obsolescence (58%), vs. Gen X engineers (49%) and baby boomer engineers (42%)

Innovative projects and latest technologies can increase engagement

An employer who offers opportunities to acquire new and cutting-edge skills and capabilities is attractive to a growing number of engineering professionals.



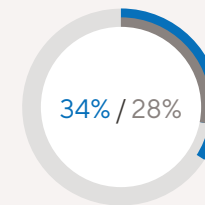
Want the opportunity to work on innovative projects



Want exposure to the latest technologies and top-notch equipment

DIY career development

Engineering talent is at the leading edge of the do-it-yourself (DIY) career development paradigm. No longer relying on employers to design, lead, or invest resources into their training and skill building, they are using career development options DIY-style at higher rates than the average worker, investing their own time and resources into training necessary to move along a career arc that they themselves are designing and leading.



34% of engineers have sought out training and paid for it themselves, vs. the average worker (28%)

The gap between the desire talent has for skill development and employer offerings creates a retention risk.



Current skills versus past experiences

Millennial engineers feel more in demand than older cohorts in their skill area, but older cohorts feel better prepared because of their past employment experiences, and the opportunities they've had to gain the skills needed to compete in the marketplace.

72% / 67%

More Gen X engineers feel that their employment experience has allowed them to develop skills that are in demand, vs. millennial engineers

83% / 79%

More millennial engineers feel they are in a position of high demand in the marketplace, vs. baby boomer engineers

71%

A whopping 71 percent of engineering talent feels they are more in demand than the average worker (at 61 percent), and may leave for greener pastures if an employer doesn't meet their expectations.

Top talent wants to keep their skills fresh—their workflow depends on it. This is true of your full-time employees, but it's also true for free agent workers and independent contractors. So as you continue to build a stronger brand reputation to attract the talent you need, consider that a cutting-edge free agent workforce can likely infuse the expertise and innovation you need now.

To find out more about what today's resilient workforce is seeking, or what a free agent workforce can offer your organization, visit kellyservices.us/engineering today.

In addition to analyzing worker preferences and psychographic insights based on survey data from the Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research survey data and other research sources.

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