

# Tips to Attract and Retain Great Engineering Talent

More than 140,000 new jobs are expected for engineers by 2026<sup>1</sup>, yet engineers are the third hardest-to-fill jobs.<sup>2</sup> What can organizations do to overcome this talent shortage and attract and retain top engineering talent?

## 3 Ways to Attract and Retain Great Engineers



**Offer schedule flexibility:** For today's job candidates, schedule flexibility — including flexible start and finish times and the ability to work from home — is a top-three factor when making career decisions.<sup>3</sup> Employers can address these preferences by aligning incentives with outcomes, normalizing existing flexibility policies and understanding that it's OK to make incremental changes when implementing new, flexible ways to work.



**Focus on your brand:** Fifty-seven percent of U.S. job candidates stated that an employer's brand is more important now than it was five years ago<sup>4</sup>, and employer-employee trust is critical. Invest in strengthening your employee value proposition with employees to positively influence top job candidates. Be aware of how your company is presented online, and steer the conversation to align with your organization's values.



**Get serious about training and development:** Employees today know that it's critical for them to stay current with on their skills. Providing training and development not only means you get the latest skills in your workforce but also that your engineers feel valued. Fifty-four percent of employers reported offering training and development to overcome talent shortages.<sup>2</sup>

Learn how Experis can connect you with top engineering talent to achieve your business goals at [experis.us/engineering](https://experis.us/engineering)

### SOURCES

<sup>1</sup> Occupational Projections 2016-26, U.S. Bureau of Labor Statistics

<sup>2</sup> 2018 Talent Shortage Survey, ManpowerGroup

<sup>3</sup> Work, For Me: Understanding Candidate Demand For Flexibility, ManpowerGroup Solutions

<sup>4</sup> Brand Detectives: The Next Generation of Global Candidates, ManpowerGroup Solutions