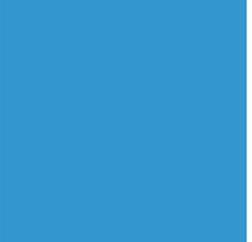


# engineering employment report

Q2 2013



“ Confidence levels among engineers rebounded significantly in the second quarter of 2013 amid continued demand for skilled workers. ”

Richard Zambacca  
President of Randstad Engineering



experts  
powering  
engineering

from the desk of Richard Zambacca

Confidence levels among engineering workers rebounded significantly in the second quarter of 2013 amid continued demand for skilled employees. The Randstad Engineering Employee Confidence Index increased by 7.0 points this quarter to 61.9, compared to 54.9 in the previous quarter. Further, engineers see greater strength in the economy overall, with 40 percent saying the economy is stronger compared to only 26 percent in the first quarter of 2013. Confidence in both job availability and their ability to find a new job improved this quarter to 35 percent and 62 percent, respectively.

Overall, the engineering job market is becoming increasingly competitive as more demand materializes among the available candidates. In fact, in our own business, we are witnessing many candidates receiving multiple job offers. We are also seeing some markets where the time-to-hire rate has increased from an average of 30 days from job offer to acceptance for temporary positions to 39 days. For permanent positions, the time-to-hire rate has increased from about 45 days to 60. Companies must act quickly when making hiring decisions or risk losing desired candidates with highly specialized talent.

Several industries are leading the growth within the sector, specifically Automotive and Oil & Gas. In fact, 48 percent of U.S.-focused hiring managers in the oil and gas industry plan to boost hiring in the second half of 2013, according to a national survey conducted by

Rigzone, an online resource for oil and gas information, data and talent recruitment. Only eight percent of respondents expect a decrease in hiring plans.

Engineers continue to experience a healthy job market. Within the Automotive Manufacturing industry, engineering is among the most in-demand occupations, according to Wanted Analytics. The job titles most often sought after include Manufacturing Engineer and Quality Engineer. Civil Engineering has steadily grown as well, with about 33,000 jobs advertised online within the last 90 days, representing a nine percent increase compared to the same 90-day period in 2012.

A handwritten signature in black ink that reads "Richard Zambacca". The signature is fluid and cursive.

# engineering industry insights

The top ten jobs and markets for engineers

## Top 10 Engineering Occupations with Job Opportunity:

- Industrial Engineers
- Mechanical Engineers
- Electrical Engineers
- Civil Engineers

Electronics Engineers (except Computer)

Electronic Engineering Technicians

Industrial Safety and Health Engineers

Industrial Engineering Technicians

Computer Hardware Engineers

Aerospace Engineers

## Top 10 Engineering Markets with Job Opportunity:

Houston, TX

San Jose, CA

Chicago, IL

San Diego, CA

Auburn Hills, MI

New York, NY

Dallas, TX

Irvine, CA

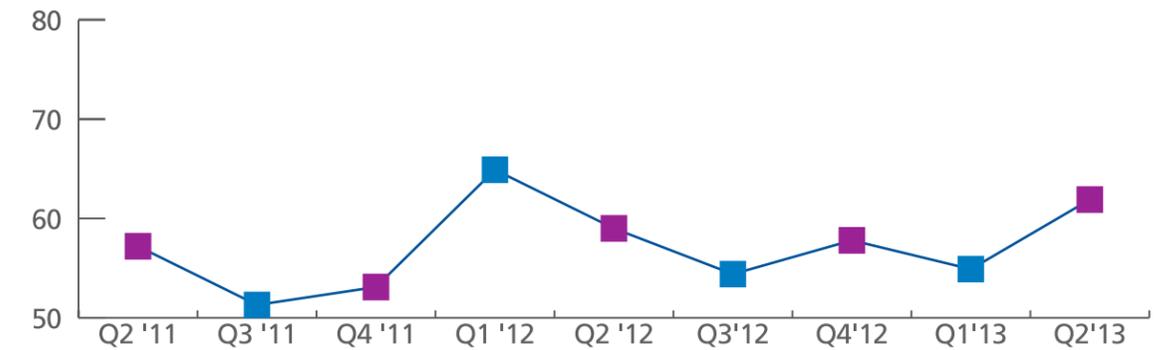
Atlanta, GA

Austin, TX

Sources: Monster "Recruiting for Engineering" 2013 survey

# engineering employment report index

Randstad Engineering Employee Confidence Index  
Q2 2013



Confidence levels among engineering workers rebounded significantly in the second quarter of 2013 amid continued demand for skilled employees. The Randstad Engineering Employee Confidence Index increased by 7.0 points this quarter to 61.9, compared to 54.9 in the previous quarter.

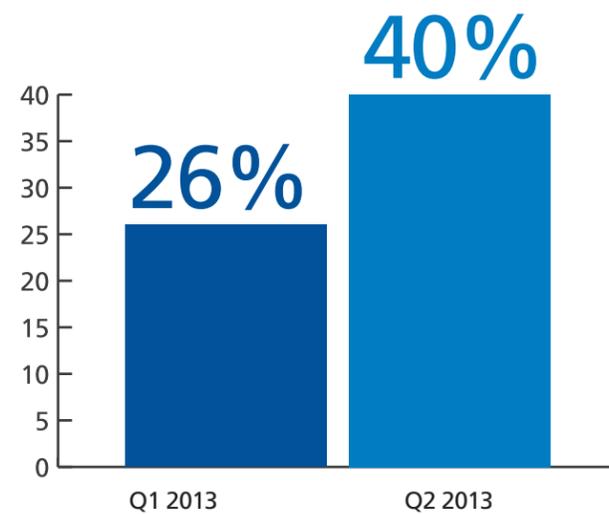
|                                |      |
|--------------------------------|------|
| current quarter:               | 61.9 |
| previous quarter:              | 54.9 |
| change:                        | +7.0 |
| 12-month high:                 | 61.9 |
| 12-month low:                  | 54.4 |
| *Total Survey Respondents: 119 |      |

# macroeconomic confidence

# personal confidence

## Strength of economy

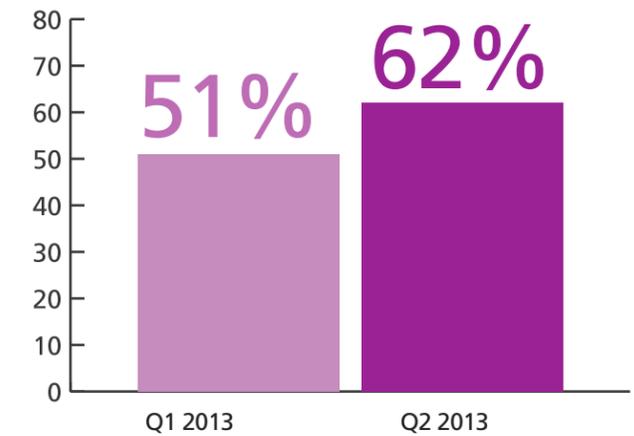
Engineering workers' confidence in the economy soars in the second quarter of 2013



Forty percent of engineering professionals believe the economy is getting stronger, a significant jump from 26 percent in the first quarter of 2013.

## Ability to find a new job

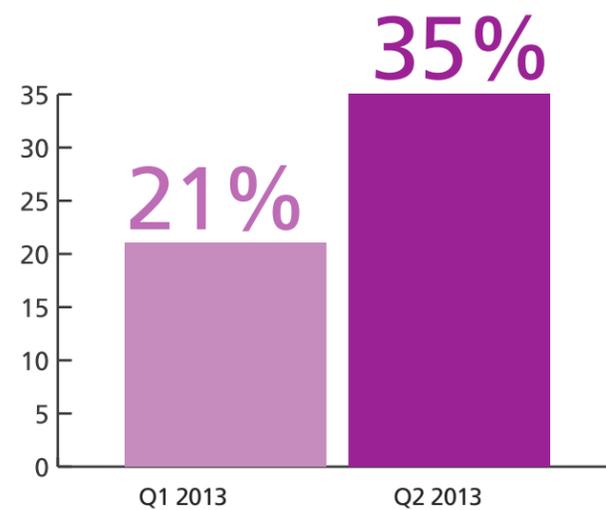
Engineering professionals increasingly confident in their ability to find new jobs



The majority (62 percent) of engineers feel confident in their ability to find a new job, rising 11 percentage points from the previous quarter.

## Job availability

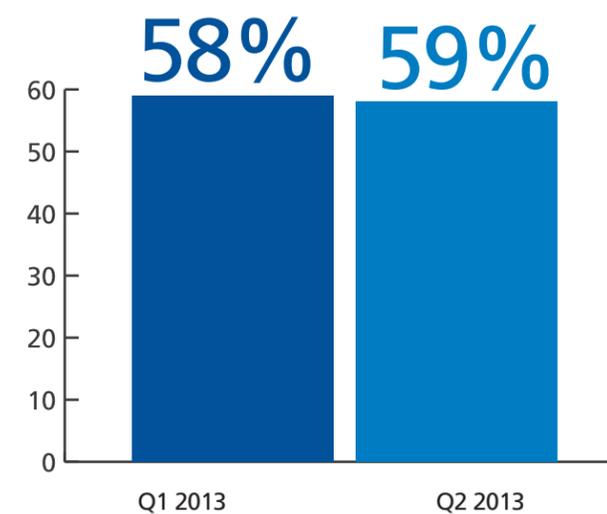
Confidence in job availability jumps in the second quarter



Just over a third (35 percent) of engineering workers believe that more jobs are available, rising 14 percentage points from the first quarter of 2013.

## Future of current employer

Confidence among engineering workers in the future of their employers holds steady in second quarter



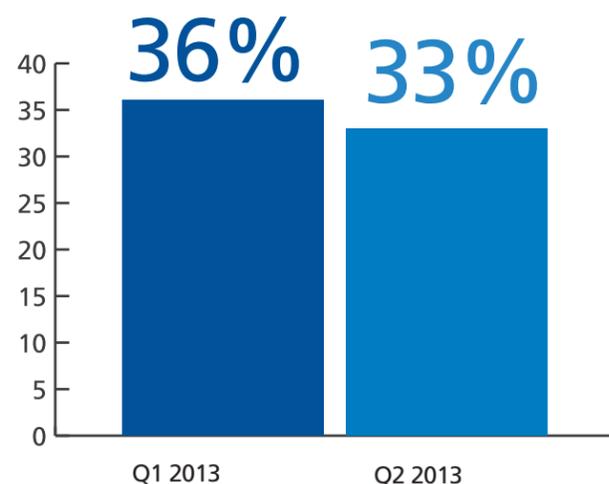
Engineering workers remain confident in the future health of their employers this quarter, declining just one percentage point from Q1 2013.

# U.S. job security & transition index

# about the report

## Job transition

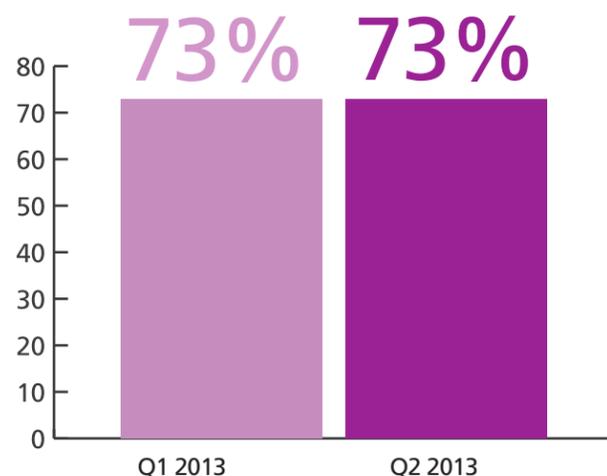
Fewer engineering workers likely to job search



One third (33 percent) of engineers say they are likely to look for a new job in the next 12 months, a slight decrease of three percentage points from the first quarter of 2013.

## Job security

Job security among engineers holds steady in second quarter of 2013



Confidence in job security among engineering professionals remained unchanged this quarter, at 73 percent.



## Methodology

This survey was conducted online within the United States by Harris Interactive on behalf of Randstad Engineering from April 1-3, May 7-9 and June 4-6, 2013, among 3,626 ages 18 and older, of which 119 are employed in engineering. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables, please contact [lesly.cardec@randstadusa.com](mailto:lesly.cardec@randstadusa.com)

### About The Randstad Engineering Employment Report

This quarterly Randstad Engineering Employment Report provides a snapshot of the latest workforce trends among engineering professionals across the country. Three key indices are measured: the Engineering Job Security Index, which captures how likely respondents think it is

that they will lose their job or that their job will be eliminated in the next 12 months; the Engineering Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months; and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer and their ability to find other employment.

The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is then scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

# about Randstad Engineering



Randstad Engineering has been matching our clients with the expert engineering and technical staff they need to help their companies succeed since 1988. With degreed engineers and expert technical recruiters on staff who understand the unique challenges of your industry, we work closely with you to realize your specific business goals by quickly connecting you with the expert professionals who will help you achieve them.

Our extensive network of candidates—three million engineers and other technical experts—means that no matter the skill, no matter the goal, we can quickly find the right person to get your job done. As experts powering business, we enable you not only to reach your immediate hiring goals but also to expand your business' potential for long-term success.

Join the conversation! We are on:



## we are experts powering engineering

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