



BY THE NUMBERS:

TRAINING HELPS ENGINEERING KEEP TALENT

By offering opportunities to learn and develop, engineering avoids retention problems. But recruitment remains a challenge. **BY CATHY CECERE**

With 62 percent of workers saying they’re NOT likely to leave their engineering firms within the next year, such organizations don’t consider retention a burning issue. But busy firms ARE experiencing staffing shortages because recruitment remains a challenge. Fifty-six percent of staff said their teams have faced shortages monthly or at least every three months, reported [The 2023 Kelly Global Re:work Report](#).

Engineering firms keep staff because they offer development opportunities—a “top priority among workers,” explained Jorge Puente, vice president of engineering with Kelly’s Science, Engineering, Tech, and Telecom unit. Eighty-one percent of staff reported being able to dedicate time to training and 52 percent said their firms actively encourage them to develop their skills.

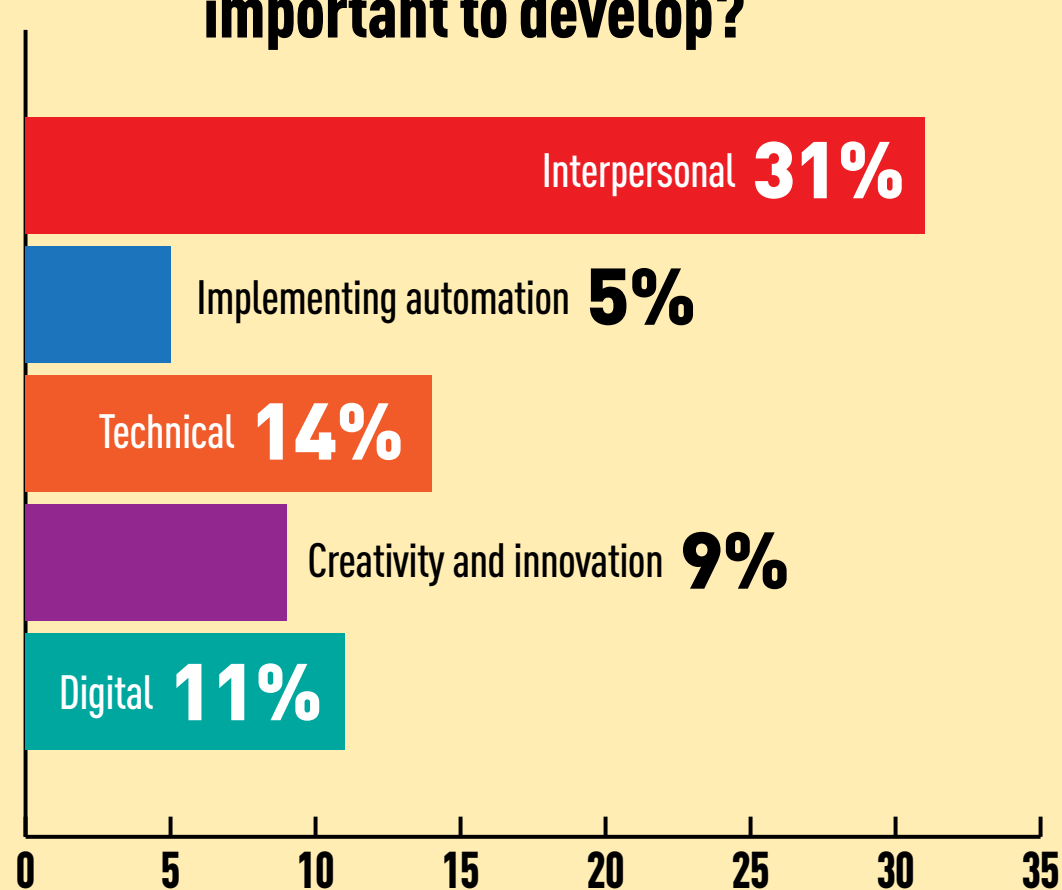
“But no sector is immune to talent attraction challenges,” Puente concluded. Recognizing this, 51 percent of leadership are working to make their development strategy better and 55 percent look to automate tasks/processes to get more work done with less people.

ENGINEERING WORKERS REPORT:

What keeps you in your current job?



Which skills are most important to develop?



ENGINEERING EXECUTIVES REPORT:

I agree with the following:



I agree the following is important:



Source: The 2023 Kelly Global Re:work Report