

KELLY

engineering

Industry trends for

ENGINEERING TALENT



What major trends can engineering leaders expect to see through 2020 that may impact their access to talent?

Kelly® Engineering is always thinking about what's next. It's why we encourage today's employers to embrace the modern world of work—and to rethink their talent strategies around engaging talent in the ways they want to work. It also gives us a unique perspective on the engineering talent market.

Consider these key trends that we expect to impact engineering talent in the near future. Overall, although the talent supply will remain tight, technology now provides access to quality candidates across the country. In addition, engineers will need continuing education to remain relevant and to gain the skills required to work on interdisciplinary projects.

Design automation

Design software companies are releasing versions of CAD and 3D modeling software that incorporate AI and ML. The objective is to enable design engineers and CAD designers to develop more options in a short amount of time. For example, generative design involves inputting design parameters and using technology to generate hundreds of design options. This stretches engineers' capabilities and makes them more productive—plus, it enhances the quality of the product. While the software companies offer training on these new features, many engineers will likely have to learn and gain experience on the job.

Distributed work models

Engineers are accustomed to working cooperatively with design centers across the country and around the world. Thanks to technologies such as CAD design software in the cloud, firms are now beginning to incorporate virtual engineering—allowing project team members to work remotely, untethered to an office. Without geographical restrictions, firms can now access a wider pool of global talent. At the same time, engineers can access interesting

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projects without having to travel or relocate. Note, however, that many freelancer platforms lack project management and quality control. In contrast, an experienced workforce provider like Kelly can offer access to the right talent to successfully coordinate projects remotely.

Digital manufacturing

The pace of adoption of digital manufacturing is constantly increasing. This is especially the case among large companies, although medium-sized and small businesses are also following suit. Because the cost of technology has dropped and the quality of the product has improved, it allows product design, modeling, prototyping, analysis, and production to occur entirely in the digital space. It's critical for tenured engineers to learn about digital manufacturing and to upskill as needed in order to remain relevant.

TCO approach to engineering vendor selection

In many companies, there has traditionally been tension between engineering managers (who place a premium on the quality of the work product) and procurement specialists (who often focus on price). More recently, however, it's becoming clear that lower-cost solutions such as offshoring can result in work that does not meet quality expectations, which then requires rework and results in costly delays. That's why engineering managers are incorporating qualifications-based selection (QBS) into a total cost of ownership (TCO) approach to find the best value in technical services suppliers. As a result, talent needs to stay up to date on quality engineering and engineering economics.

Interdisciplinary and systems-based engineering practice

Traditional discipline-specific engineering design and development is being replaced by interdisciplinary teams that incorporate mechanical, electrical, software, and manufacturing engineering. As the majority of educational institutes don't use a systems-based approach, talent needs to gain exposure to other disciplines by working on interdisciplinary projects.

Do you have the right talent partner?

A good workforce solutions provider understands not only the technical side of engineering, but also engineering-related business issues. Your provider should give you a competitive edge by providing you with trustworthy market insights that enable you to fill critical positions faster than your competition.

We hope you find our 2020 update helpful and informative and that you'll consider Kelly as your talent partner for the upcoming year. We'd appreciate the opportunity to further discuss this information with you, as well as how we can help you succeed.



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With decades of engineering expertise, you can trust Kelly for leading workforce support and the market's best talent. Visit kellyservices.us/engineering today for more information about our solutions, or to contact us about what's next for your business.