The Institution of Engineering and Technology

Engineering and Technology

Skills & Demand in Industry

Annual Survey 2013

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The Institution of Engineering and Technology

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Please Note:

Figures are rounded and do not always add to 100%
Multiple choice questions add to more than 100%
Means and averages are calculated in the data tables,therefore overall totals do not always add to 100%
With a sample size of 400 the data accuracy is + 4% or 0.2 on a scale of 1 to 5
Different organisations are surveyed each year

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1. Executive summary

This is the eighth Engineering and Technology: Skills and Demand in Industry report from the Institution of Engineering and Technology (IET), based on telephone interviews with 400 employers of engineering and IT staff in the UK.

Main findings form the report

1. Half of engineering companies are currently recruiting engineers but an increasing proportion are experiencing problems getting the people they need, especially experienced staff

2. The percentage of women engineers and IT staff employed has not increased, yet over a third of companies are taking no action to improve the diversity of their workforce

3. Employer's confidence in finding the engineers they will need in the near future has fallen for the second year running

4. More companies are becoming dissatisfied with the skills of new staff and with the content of engineering degrees

Current recruitment:
Recruitment levels are similar to 2012 with 50% of organisations recruiting engineering staff and 16% recruiting IT staff. The sectors that are recruiting most actively this year are Energy, Defence and Transport. Difficulty in recruiting experienced staff, particularly senior engineers, has increased compared to recruitment of technicians, graduates and apprentices.

Recruitment plans over the next 12 months:
Over a third of organisations are planning to recruit engineering, IT or technical staff in the next 12 months which shows that there is clearly a need for skilled people. The highest proportion of engineering, IT and technical recruitment is expected to be in the Energy, Electronics and Defence sectors. The demand for experienced staff persists with over half of new recruits expected to be experienced staff rather than postgraduates, graduates or school leavers. The good news for UK plc is that business expansion is the top reason for recruitment, particularly within the UK which accounts for 75% of planned recruitment.

Training and retaining the existing skills base:
Last year saw a dramatic drop in the amount of in-house training offered by companies, but this year's figures are more in line with those of previous years. Employers have reported an increase in the provision of formal on-the-job training along with the amount of professional development, technical and leadership training provided. An increase in the provision of external training offered to technical employees has also been reported with almost all organisations offering short technical and soft-skill courses to their technical staff. Only 2% of companies do not offer any support. This is a significant improvement compared to previous years.

The survey results indicate a shift in the way training is offered to employees. The trend over the last few years indicates that employers prefer to send their staff on external courses rather than provide a more in-house holistic suite of training, encompassing techniques such as mentoring and coaching.

Skills gaps amongst new recruits:
The skills gap appears to be bigger than ever with 42% of respondents having stated that recent engineering, IT and technical recruits did not meet reasonable expectations for levels of skill. This is significantly higher than in previous years. How much of this can be attributed to the increasing expectations of employers is questionable but the figures reveal that the most notable skill shortages are seen in school leavers and graduates. The biggest skills gap amongst new recruits was due to lack of

practical experience, particularly for graduates. For school leavers, it is perhaps not fair to expect them to have fully developed practical and leadership skills. However, the survey results imply that the quality of numeracy and literacy of school leavers has declined significantly over the last few years.

Addressing skills shortages:
Over a third of employers felt that "improving perceptions and addressing outmoded views of what engineering is about" was a key action in tackling the engineering skills shortage. Encouragingly, for the first time this year employers seem to recognise the necessity of engagement with the education system. The survey results show that the preferred methods of engagement are by taking on work experience students, visiting schools or carrying out presentations or workshops and also through apprenticeship programmes. Of those that do not engage with the education system, a third state that it is because they see no benefit to the company in doing so.

Looking to the future:
Confidence in being able to recruit sufficient suitably qualified engineering, IT and technical staff over the next 4 to 5 years has continued to decline. Low confidence is mainly attributed to shortages or difficulties with specific skills and a lack of suitably qualified candidates. To address these recruitment concerns 27% of organisations said they will focus efforts towards recruiting apprentices and graduates but 23% are taking no action at all. Half of the companies are therefore either expecting traditional solutions to work or ignoring the problem. 20% are planning to train existing staff.

Other companies are planning to take more novel actions including 24% recruiting outside of the UK - thus accessing new pools of prospective employees.

The engineering workforce today:
Recruitment of female engineering, IT and technical staff remains very low. Only 7% of the engineering workforce is female, highlighting that the UK has a persistent problem in encouraging women into the engineering and IT sectors. Yet despite this, over a third of employers are not taking any action to attract women into engineering. Only 6% of surveyed organisations claim to have a positive attitude to flexible/part time working and only 3% of employers offer structured career paths with breaks. 36% of organisations do nothing at all to improve workforce diversity.

The average age of the engineering workforce continues to increase, with 56% over the age of 40. The sector with the oldest workforce by far is Education and Skills, closely followed by Transport, Energy and Defence. The "younger" sectors are Electronics and Communications, with at least half their staff aged under 40.

N.B. when looking at results for the Computing & IT sector, care should be taken when evaluating the results due to some very large organisations being in the sample compared to previous years.

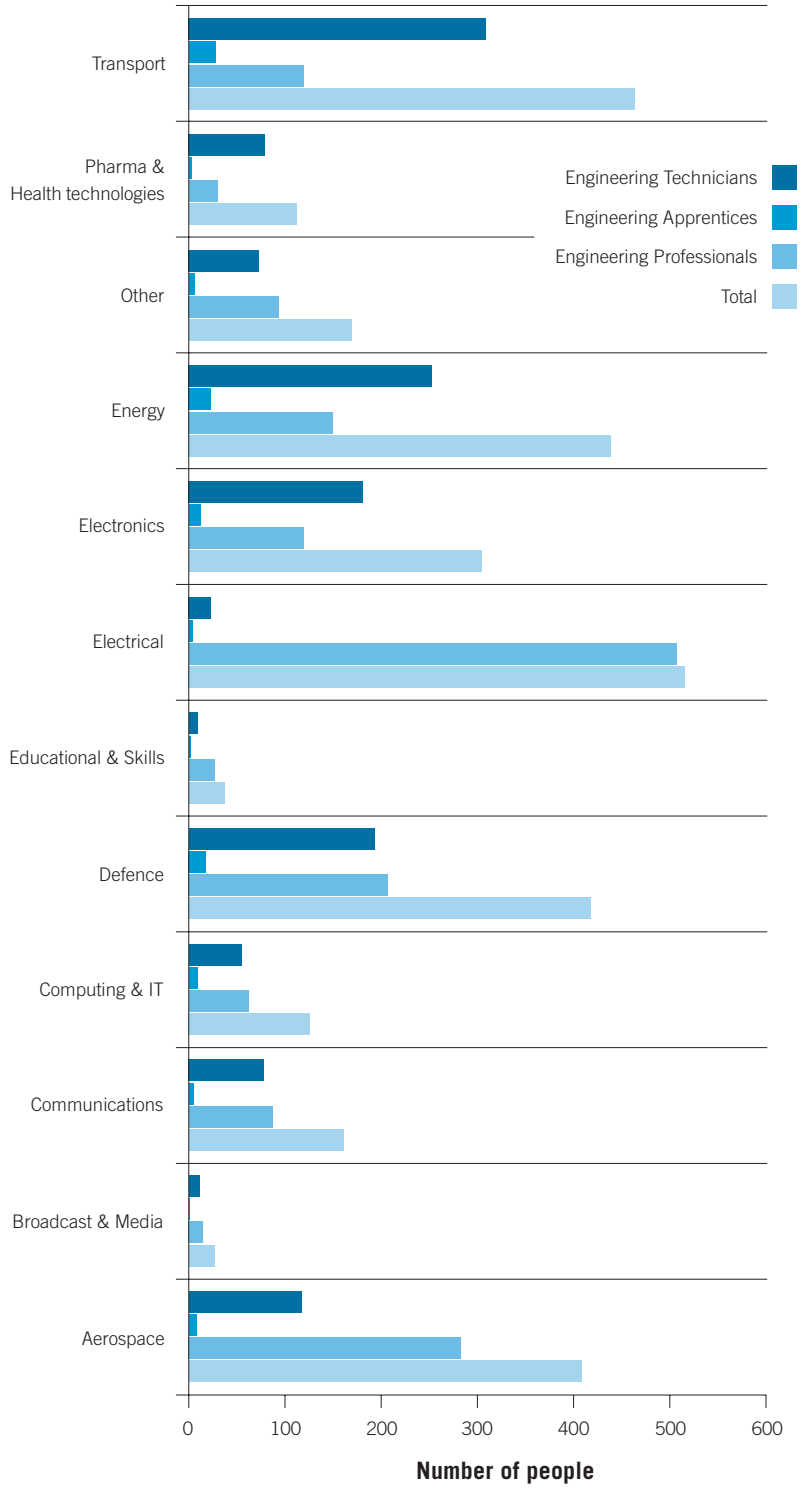
2. Key trends

		2008	2009	2010	2011	2012	2013
The current workforce							
Gender	Proportion of technicians who are women	5%	6%	4%	3%	4%	5%
	Proportion of engineers who are women	5%	5%	5%	6%	6%	7%
Training and retaining the existing skills base							
Training	Proportion of organisations offering formal on-the-job training	79%	78%	59%	75%	48%	62%
Retaining the existing skills base through tough times	Proportion of organisations concerned about loss of skills due to restructuring	Question not asked in 2008	40%	38%	33%	32%	33%
Current Recruitment							
Skills gaps amongst new recruits	Proportion of Engineering, IT and technical recruits that do not meet reasonable levels of skill	39%	36%	33%	31%	39%	42%
Recruitment plans over the next 12 months							
	Proportion of recruitment dedicated to Engineering, IT or technical staff	40%	22%	41%	24%	39%	36%
	Proportion of new recruits who will be experienced staff	32%	45%	51%	49%	57%	56%
	Proportion of new recruits who will be school leavers	16%	17%	9%	12%	13%	13%
Looking to the future							
	Proportion of organisations who anticipate employing more apprentices in 4 to 5 years' time	N/A	N/A	38%	39%	49%	45%

3. The engineering workforce today

Figure 1: Current engineering workforce in the UK (2013 by sector)

How many people do you currently employ in Engineering? Of these, how many are professionals, apprentices or technicians?



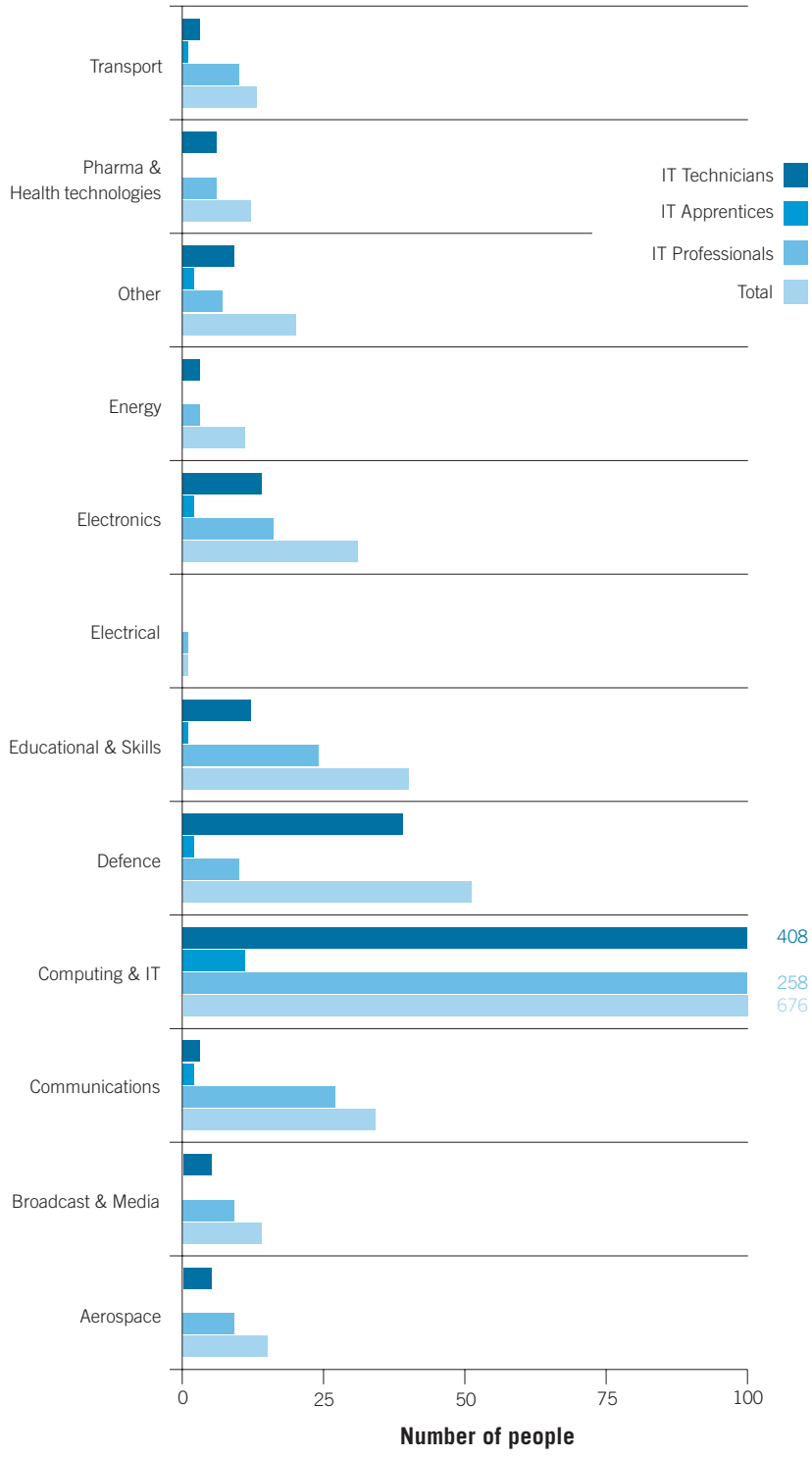
3.1 Sector profiles

Figure 1 shows a breakdown of the number of engineering staff employed by sector. The highest average number of engineering staff per organisation was found in the Electrical sector (average of 516 per organisation). Engineering professionals make up the majority of staff, with very few technicians and apprentices. The opposite is observed in the Transport, Energy and Electronics sectors where the workforce includes a substantial number of technicians.

Figure 2 shows a breakdown of the number of IT staff employed by sector. The Computing & IT sector employs the most IT staff by far (average 676), followed by the Defence sector (average 51). The majority of the workforce is made up of technicians and IT professionals.

Figure 2: Current IT workforce in the UK (2013 by sector)

How many people do you currently employ in IT? Of these, how many are professionals, apprentices or technicians?



3.2 Gender

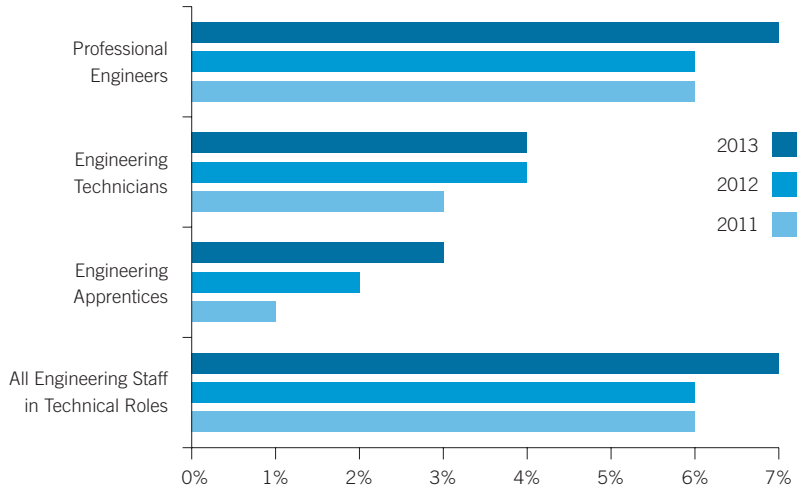
Results from the 2013 survey show that the UK continues to experience persistent difficulty in encouraging women into engineering and IT.

The proportion of women in engineering has not changed over recent years, with fewer women employed than men at all levels and across all sectors. The general perception remains that things are getting better, that there are more women in engineering but the figures do not reflect this. Overall, 22% of employees at the surveyed organisations are women. **Figure 3** shows that there has been no significant change in the proportion of female IT and engineering staff.

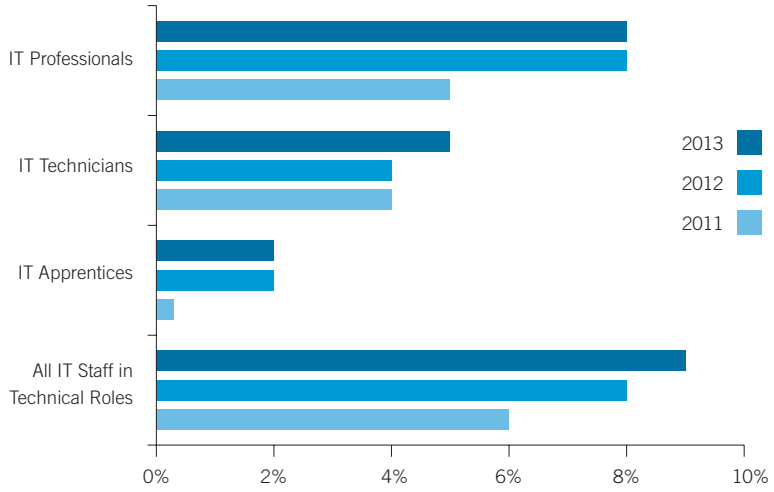
Figure 3: Female engineering and IT workforce

Considering your engineering and IT workforce, what percentage of the following staff are female?

3a: Proportion of engineering employees who are female



3b: Proportion of IT employees who are female

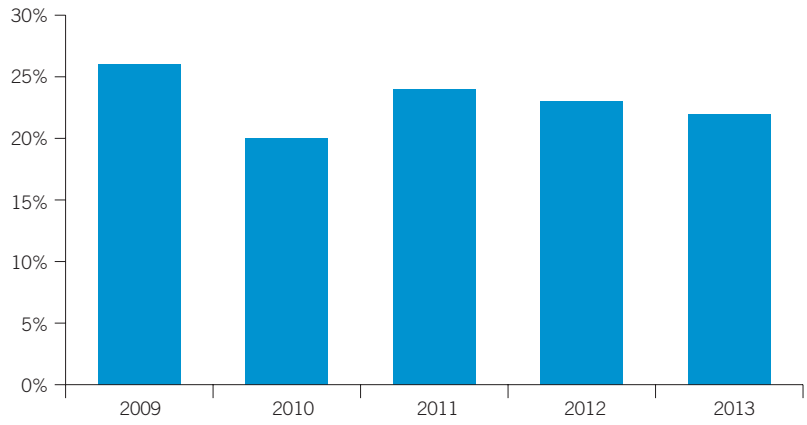


Figures 4a and **4b** show the proportion of female staff analysed by year and sector. Transport and Education have the highest proportion of women in IT roles. Communications has the highest proportion of women employed in engineering roles followed by the Computing and IT sector.

Figure 4: Female workforce by year and sector

Approximately, what percentage of your total UK workforce is female?

4a: By year



4b: By sector

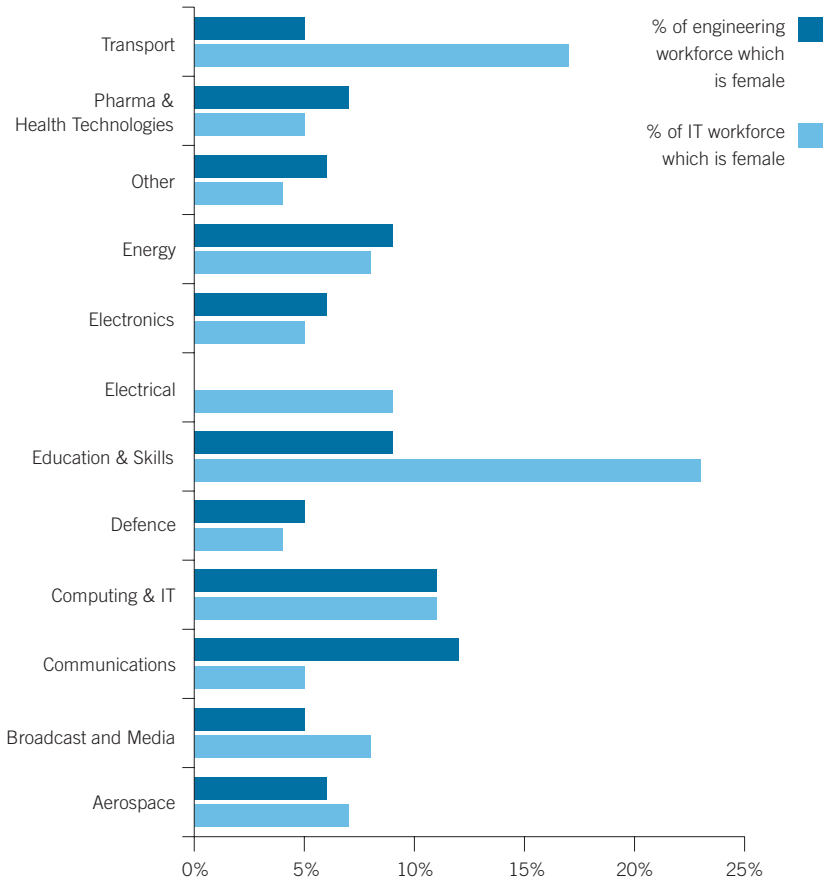
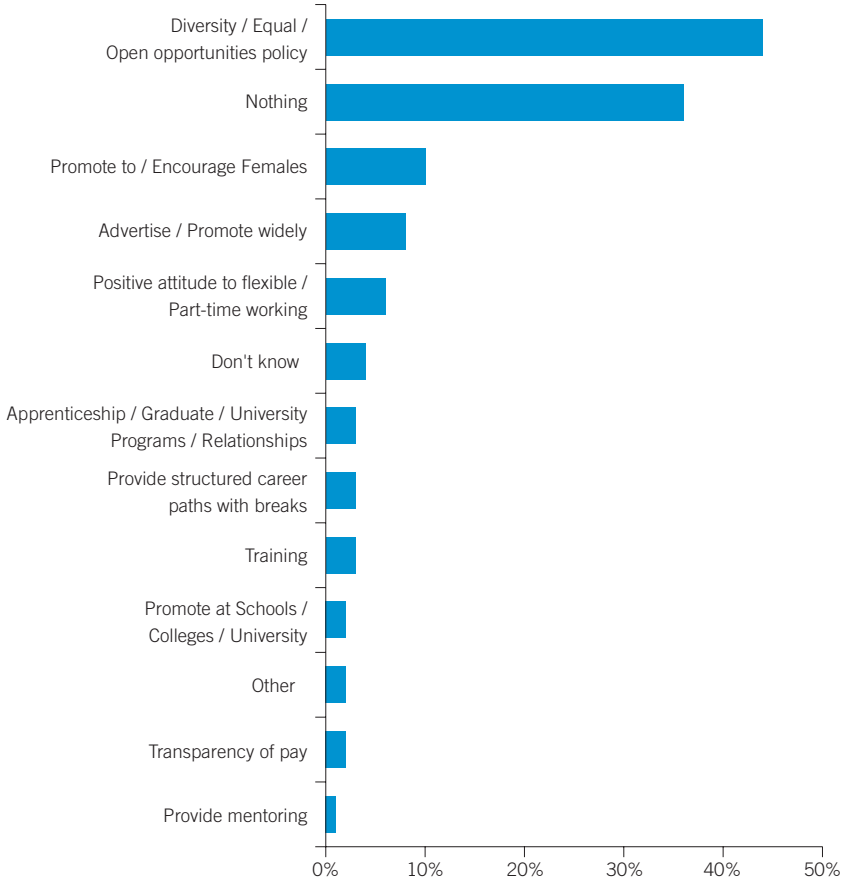


Figure 5: Actions taken to improve workforce diversity

What actions has your organisation taken to improve the diversity of your engineering, IT and technical workforce?



For the first time this year we asked respondents if they have taken any actions to improve the diversity of their engineering, IT and technical workforce. **Figure 5** shows that 44% of organisations have introduced equal opportunity and diversity policies, whilst 10% have specially encouraged female candidates into roles.

This year's results shows that only 6% of surveyed organisations claim to having a positive attitude to flexible/part time working and only 3% of employers offer structured career paths with breaks. 36% do nothing at all to improve workforce diversity.

In answering this question, respondents frequently commented that the majority of applicants are male and in some cases there are no female applicants at all. In particular, the nuclear industry is reported as being a male dominated area.

3.3 Age of Employees

Figure 6 suggests that the average age of the engineering workforce continues to increase, with 56% over the age of 40. The results show that there is variation between sectors, notably over 10% of the workforces in the Transport, Energy, Defence and Education sectors are aged over 60.

For the Electronics and Communications at least half their staff is aged below 40. The sector with the oldest workforce by far is Education and Skills – see **Figure 7**.

Figure 6: Age of employees (year-on-year total)

Please specify what percentage of your engineering, IT and technical employees fall into the following age bands?

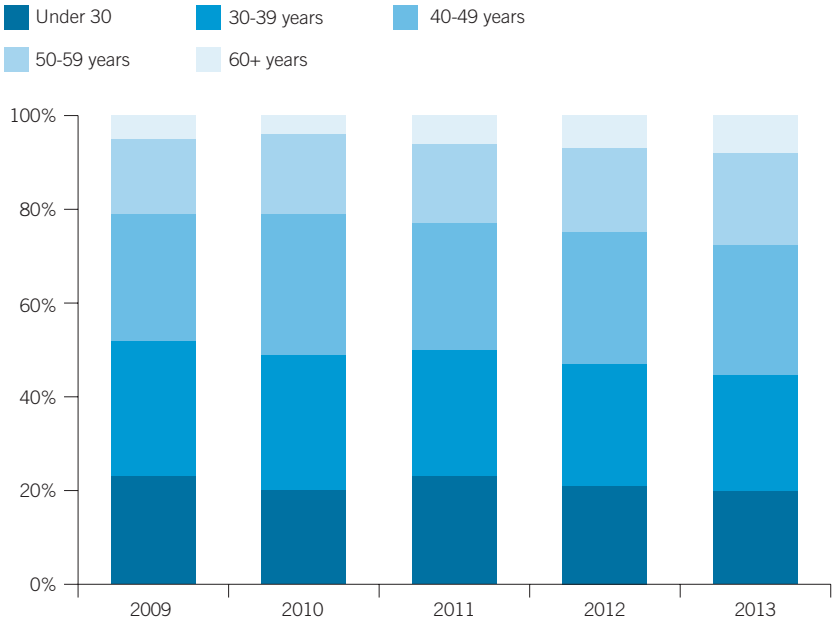
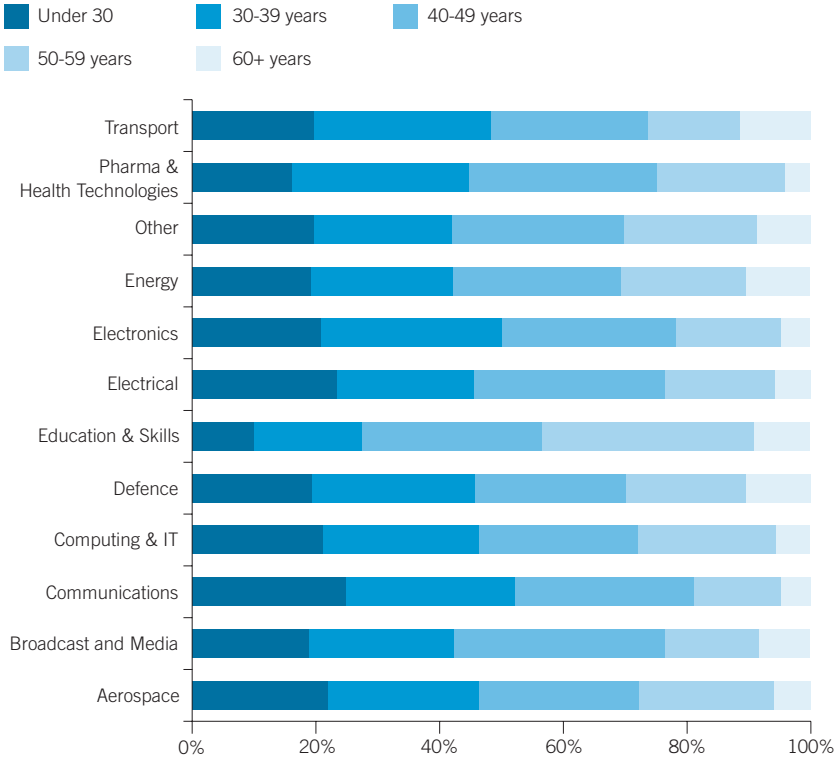


Figure 7: Age of employees by sector

Please specify what percentage of your engineering, IT and technical; employees fall into the following age bands?



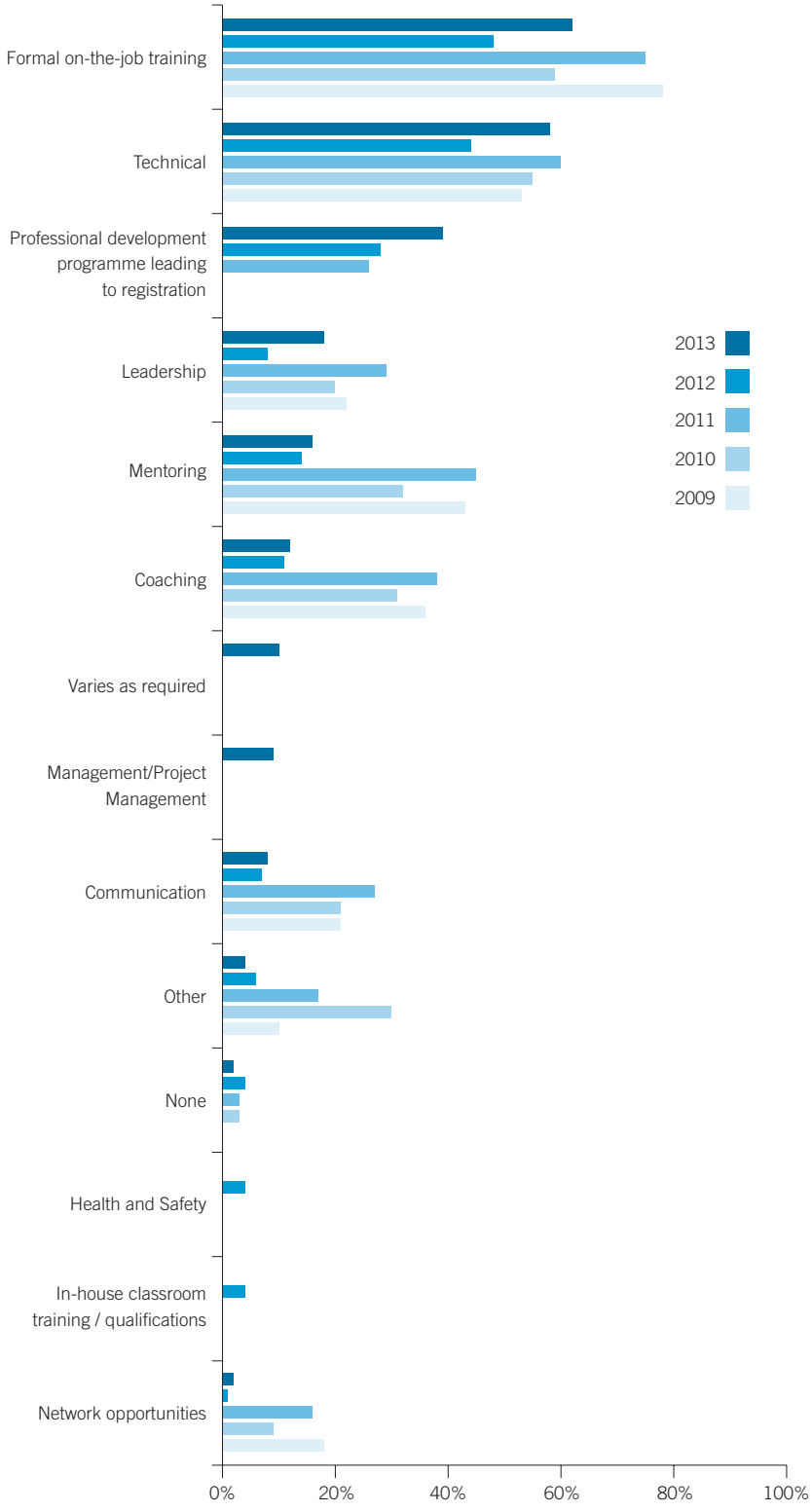
4. Training and retaining the existing skills base

4.1 Training

Respondents were asked what type of staff training or development they were providing for engineers and technicians in their workforce. This year's figures are more in line with previous years in which formal on-the-job training for staff is the most common form of training provided (62% compared to 48% in 2012), followed by technical training (58% compared to 44% in 2012). Professional registration is being increasingly recognised as a key route to up-skilling staff. A full breakdown is shown in **Figure 8**.

Figure 8: Current training provided to employees

What type of staff training or development are you providing for engineering, IT and technical employees?



Following the trend of the last few years, the level of external training offered to staff has also risen extensively. The types of qualifications that were offered to employees are shown in **Figure 9**. Short technical courses are offered by almost all organisations (92%) to their technical staff, and significantly more than in previous years. Short courses for soft skills and company development programmes are offered to a similar level as last year. The proportion of organisations offering HNCs/ HNDs, apprenticeships, foundation degrees and undergraduate degrees to employees has increased.

Overall, the results indicate that there is a genuine shift in the way training is offered by employers. Employers increasingly appear to favour sending their staff on externally provided training courses and have cut back on the provision of personal coaching and mentoring. This perhaps indicates that employers are more concerned with enhancing technical expertise rather than looking at the holistic development of their workforce.

For the first time this year organisations were asked specifically how many apprenticeship places they are offering. **Figure 10** shows that Level 4 higher apprenticeships are offered more than any other type.

Figure 9: Support offered for technical employees

Which of the following do you offer/support for engineering, IT and technical employees?

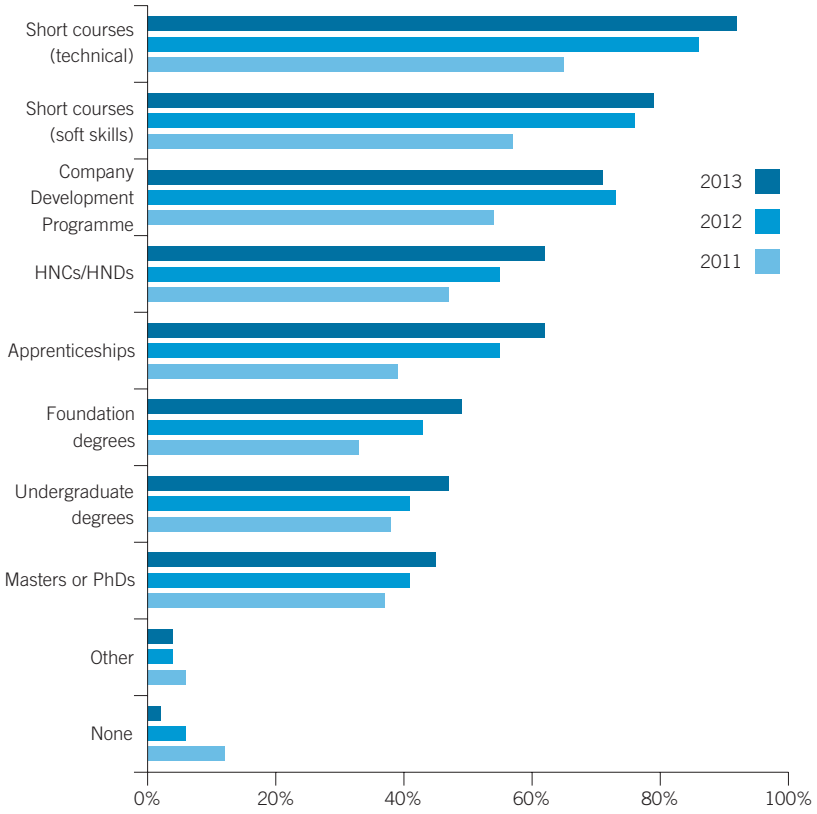


Figure 10: Apprenticeships offered for technical employees

How many apprentice places are you offering for each of the following, this year?

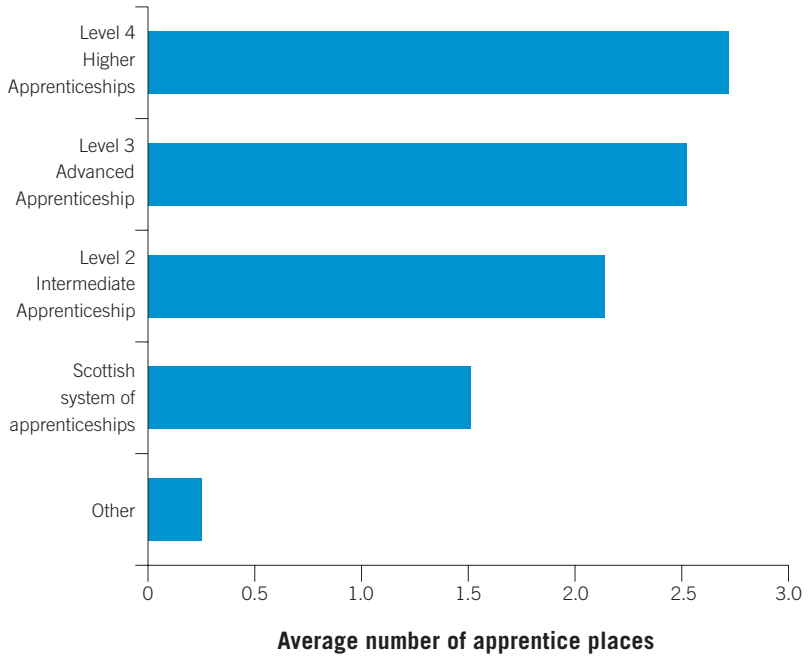
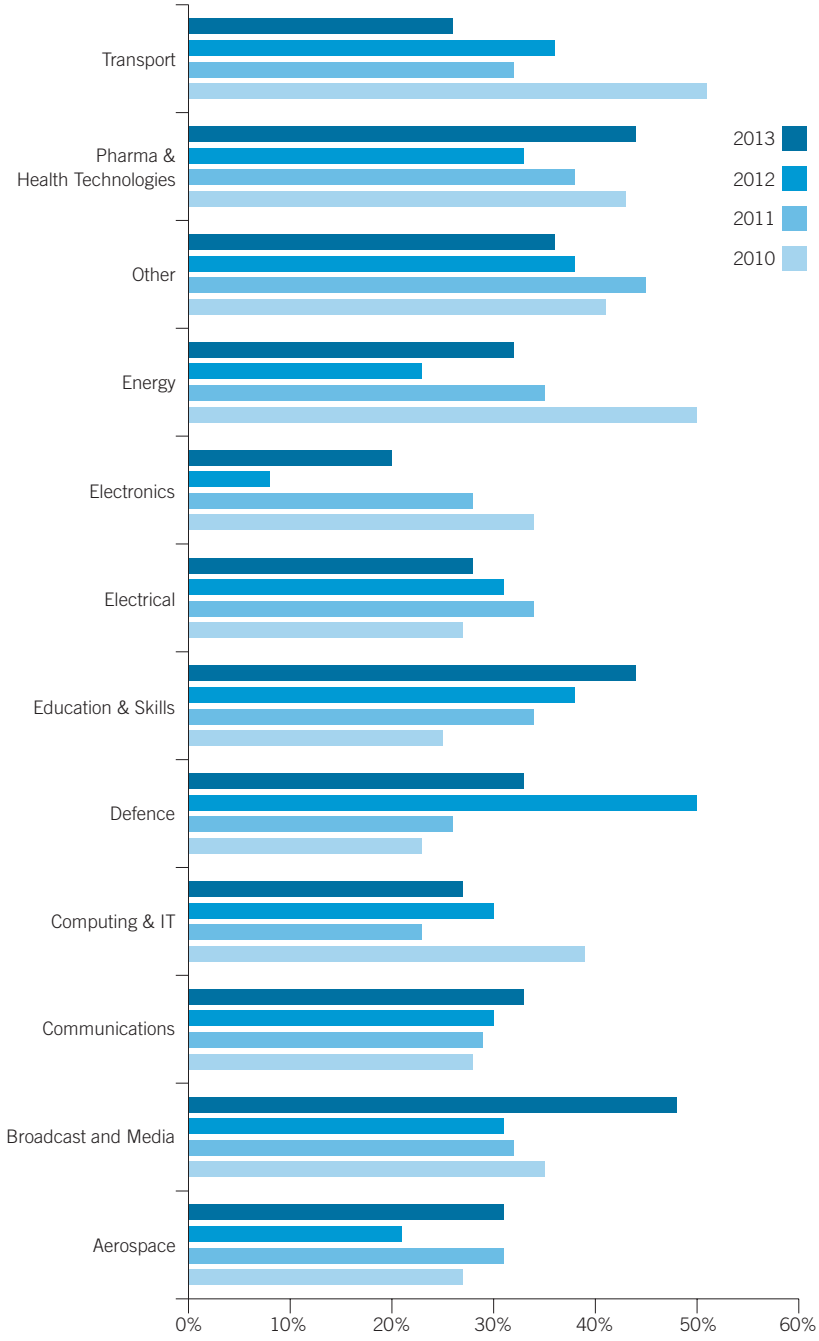


Figure 11: Risk of skill/knowledge loss due to restructuring by sector

In the current economic climate are you concerned about the loss of skills or knowledge in your company due to restructuring?



4.2 Retaining the existing skills base

When the UK has suffered recessions in the past, engineering organisations have reported that they have found it difficult to replace skilled staff once the economy recovered. Since 2009, the IET survey has asked whether organisations were concerned about loss of skills or knowledge due to restructuring. This year 33% of organisations cited this as a concern. There has been no significant change in the views of organisations over the last four years.

Although generally recruitment overall continues to be strong, variation between sectors is apparent with some sectors being much more concerned than others. **Figure 11** shows the responses broken down by sector for 2010 to 2013. In particular, the Defence and Transport sectors are much less concerned about loss of skills compared to last year. In contrast, levels of concern have risen dramatically in the Electronics and Pharma and Health technologies sectors. Other sectors having significantly more concerns this year include the Energy, Aerospace, Broadcast & Media and Education & Skills sectors.

5. Current recruitment

This year 50% of respondents reported that they are currently recruiting engineering staff whilst 16% of respondents reported that they are currently recruiting IT staff. This is not significantly different to last year, however, employers have indicated that they are finding it more difficult to find the people they want, particularly those with 5-10 year's work experience.

Figure 12: Current IT staff recruitment

Are you currently recruiting IT staff?

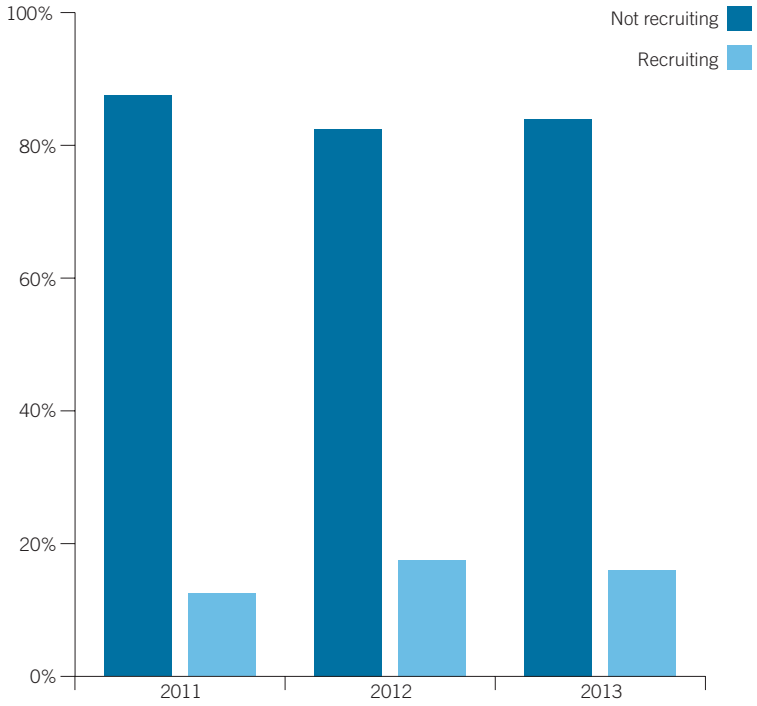


Figure 13: Current engineering staff recruitment

Are you currently recruiting engineering staff?

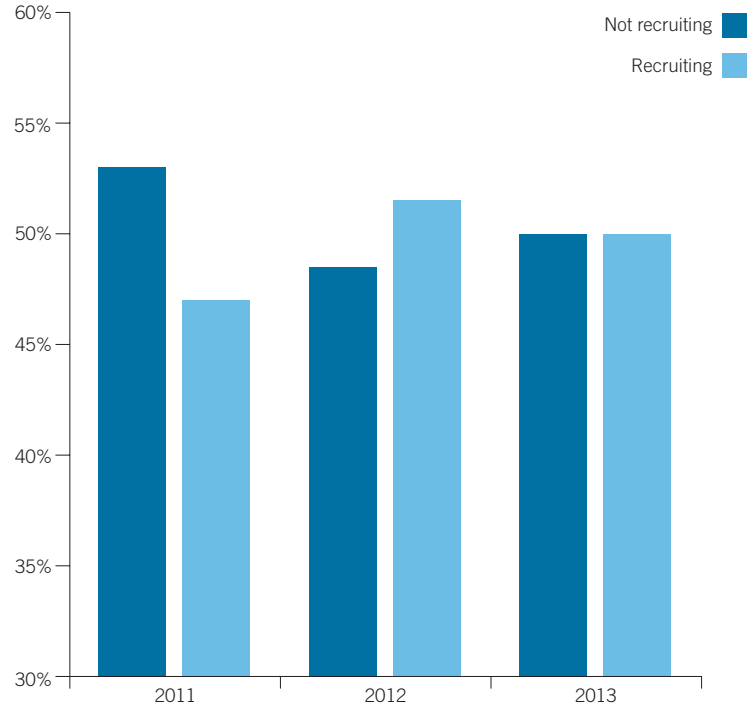
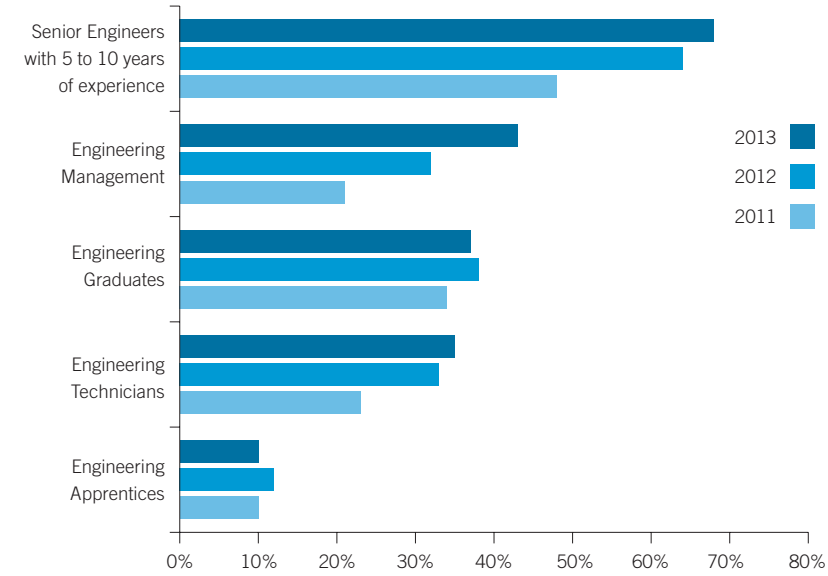


Figure 14: Problems in recruiting engineering staff (year-on-year)

Are you currently or have you recently experienced problems in recruiting...?

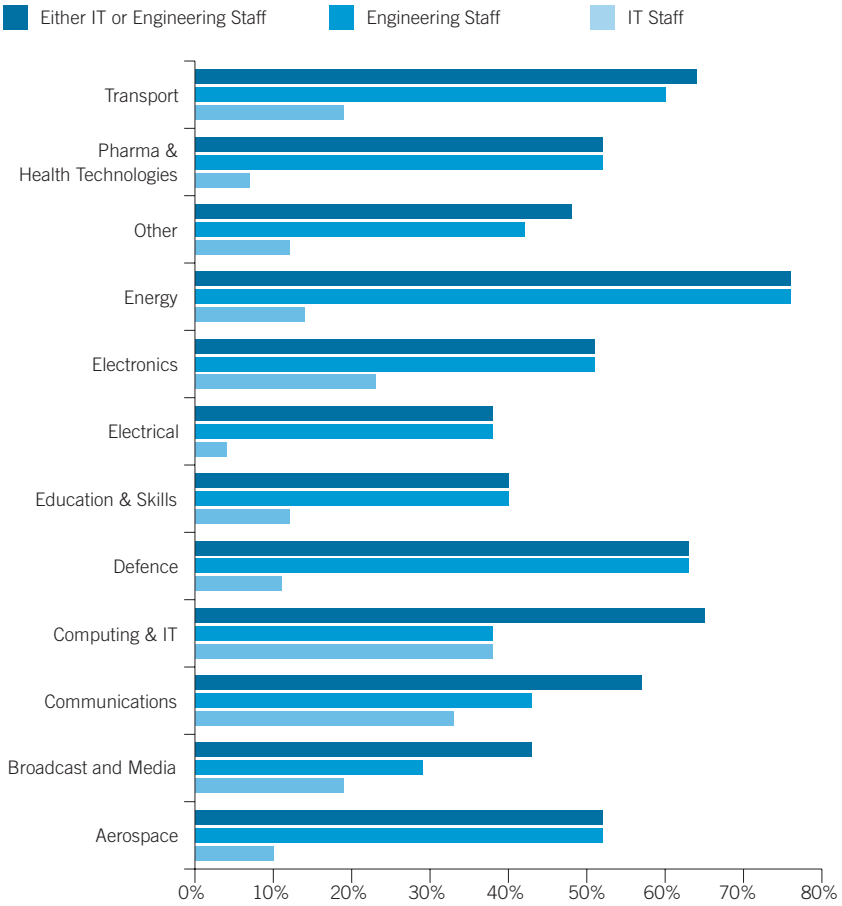


This is illustrated in more detail in **Figure 14** which shows the difficulties that organisations have in filling vacancies at different career levels. As in previous years, the most serious problems are in recruiting senior staff, particularly for engineering (68%); this is a 20% increase since 2011. Recruitment of engineering managers also appears to be significantly more challenging (43%), a 22% increase upon 2011.

Figure 15 shows the sectors which are currently recruiting IT and engineering staff. Following the trend of previous years, the Energy, Defence and Transport sectors are the most active engineering recruiters. The Communications and Computing and IT sectors are predictably the top IT recruiters.

Figure 15: Current staff recruitment by sector

Are you currently recruiting the following staff?



6. Recruitment plans over the next 12 months

6.1 Levels of recruitment

Surveyed organisations were asked whether, in addition to current recruitment, they plan to recruit further new staff over the coming 12 months. The results are shown by year in **Figure 16**. 53% of companies are planning to recruit staff in the next 12 months, a slight decrease from 2012 but still significantly higher than 2011. The demand for engineering and IT staff remains strong, with 36% of companies planning to recruit engineering, IT or technical staff over the next year.

The results are shown by sector in **Figure 17** and by function in **Figure 18**. The highest proportion of engineering, IT and technical recruitment is expected to be in the Energy, Electronics and Defence sectors.

Figure 16: Recruitment plans in the next 12 months

In addition to current recruitment, across the organisations as a whole are you planning to recruit for any new roles over the next 12 months? What percentage of those new recruits do you consider will be in engineering, IT or technical roles?

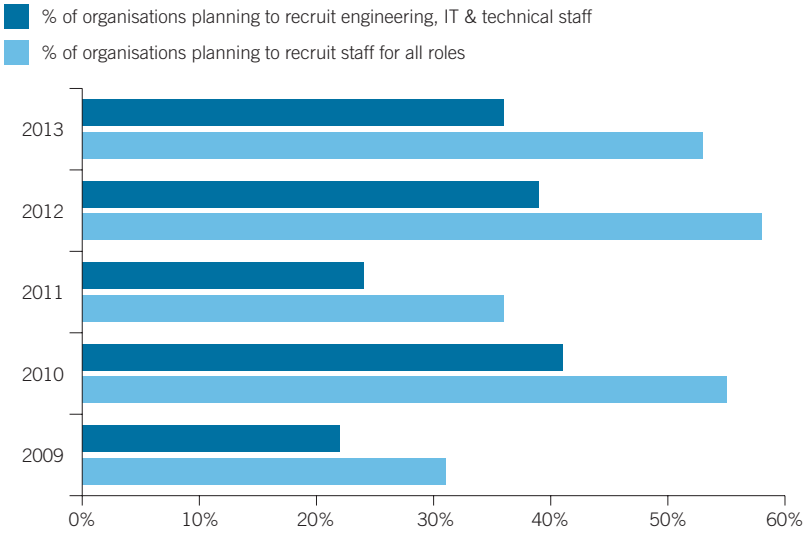


Figure 17: Recruitment plans in the next 12 months by sector

In addition to current recruitment, across the organisations as a whole are you planning to recruit for any new roles over the next 12 months? What percentage of those new recruits do you consider will be in engineering, IT or technical roles?

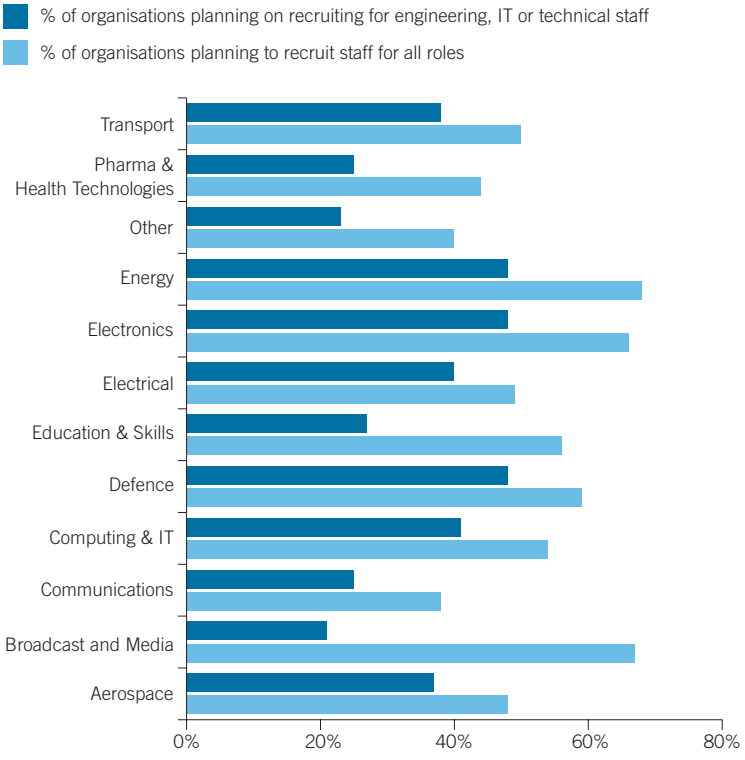


Figure 18: Recruitment plans in the next 12 months by function

In addition to current recruitment, across the organisations as a whole are you planning to recruit for any new roles over the next 12 months?

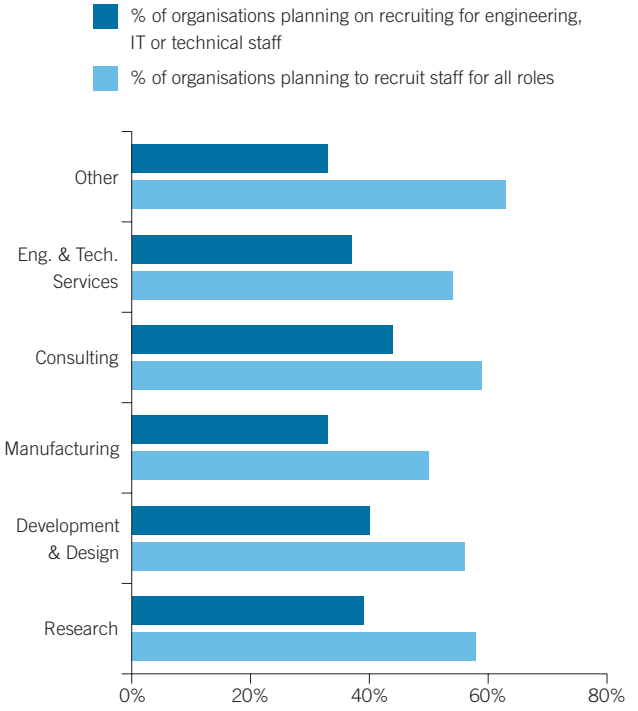


Figure 19: Reasons for planned recruitment of engineering, IT & technical roles

Which of the following reasons apply to your need for recruitment of new engineering, IT or technical roles?

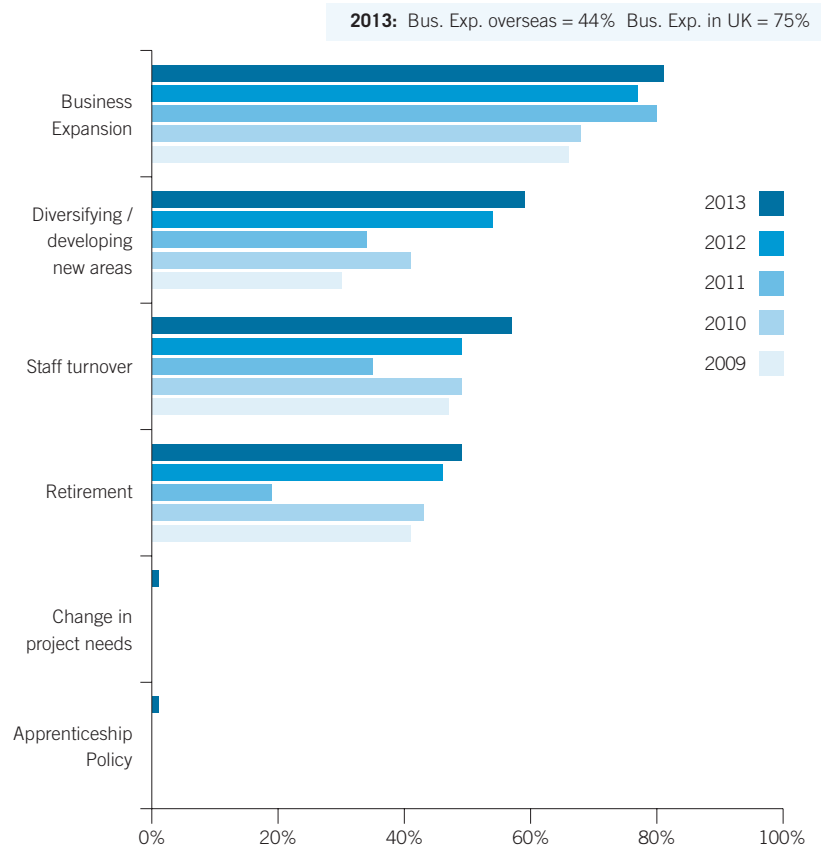
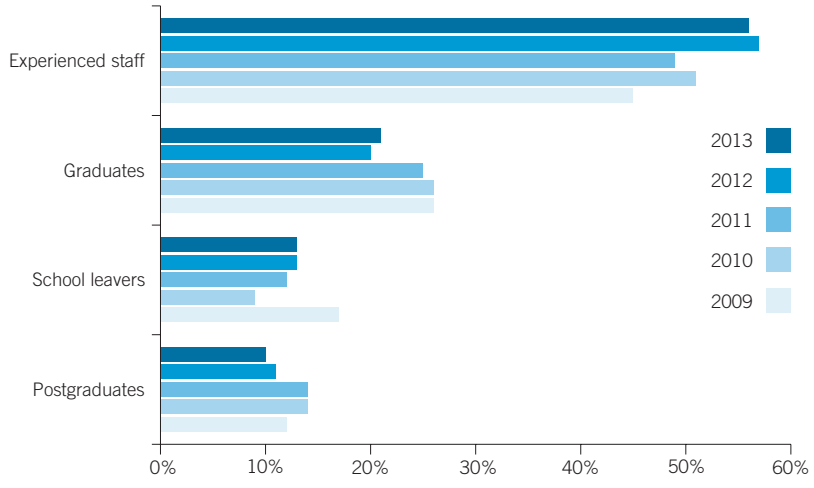


Figure 20: Types of engineering, IT & technical staff to be recruited

Considering those new engineering, IT and technical roles you plan to recruit for, what percentage do you consider will be school leavers, graduates, postgraduates or those with several years of experience?



The key driver for recruitment in technical and engineering roles is reported to be business expansion, particularly within the UK. Diversifying into new areas and increase of staff turnover are also contributory factors for recruitment as shown by **Figure 19**.

6.2 Career level of new recruits

The organisations which plan to recruit additional engineering, IT and technical staff over the coming 12 months were asked what proportion of these new recruits would be school leavers, graduates, postgraduates or experienced staff. The results are shown in **Figure 20**. The highest demand continues to be for experienced staff (56%), whilst demand for graduates remains the same (21%). Demand for school leavers and postgraduates remains consistently low.

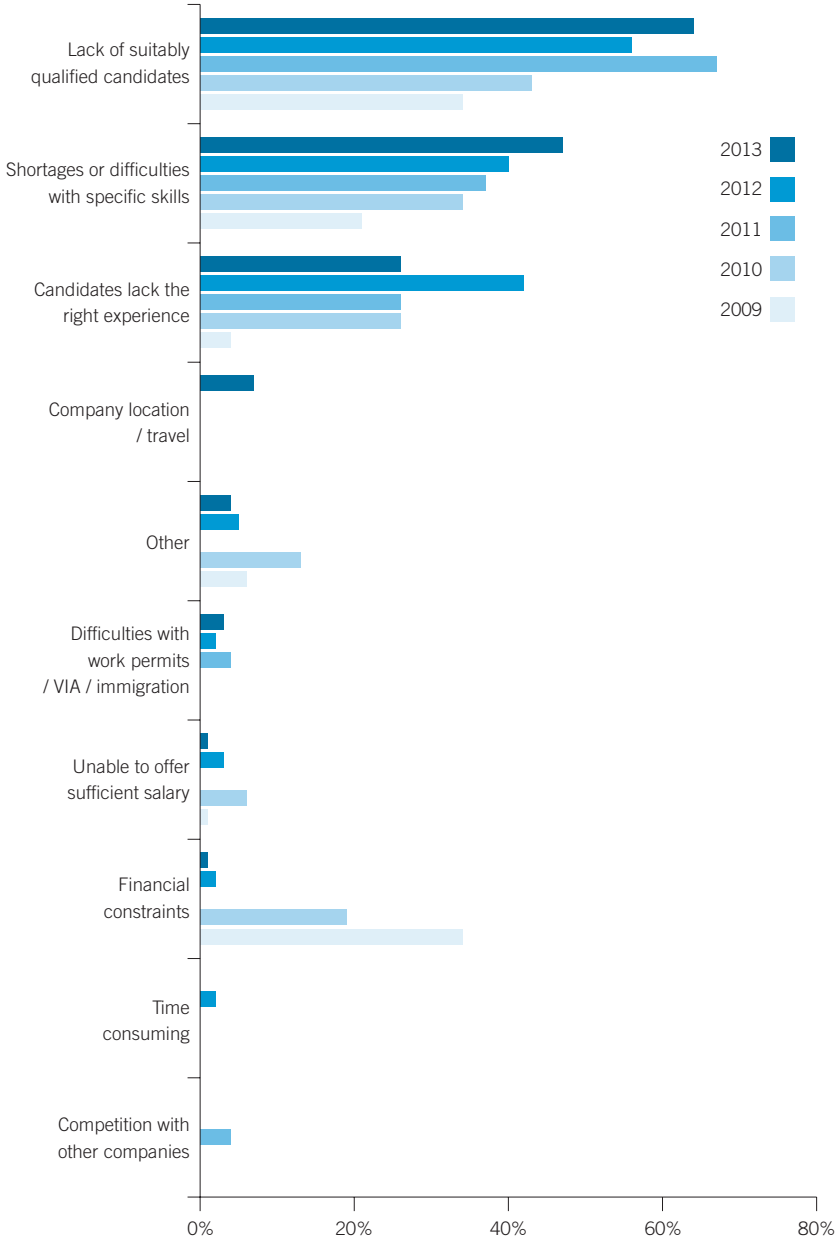
6.3 Anticipated recruitment challenges

Respondents were also asked whether they expect to be able to recruit suitably qualified engineers, IT staff and technicians to meet their needs this year. 35% of companies said "No", which shows that the confidence in recruiting sufficient suitably qualified staff over the next 12 months has continued to decline.

When companies who do not expect to recruit sufficient qualified staff were asked why, the two key reasons were a lack of suitably qualified candidates (64%) and shortages or difficulties with specific skills (47%). This suggests that qualifications are not meeting expectations and perhaps explains why more employers are sending their staff on technical courses. The problem of candidates lacking the right experience is less of a concern than it was last year. Company location and travel is a new reason cited for 2013 but this only accounts for a very small proportion of respondents. A full breakdown of the results is illustrated by **Figure 21**.

Figure 21: Reasons for low confidence in recruiting suitable candidates over the next 12 months?

Why do you not expect to be able to recruit suitable candidates over the next 12 months?



7. Looking to the future

7.1 Anticipated recruitment challenges over the next five years

The organisations were asked whether they expected to be able to recruit sufficient suitably qualified engineers, IT staff and technicians to meet their needs over the next 4 to 5 years. Confidence levels have dropped overall, particularly for the next 12 months. This is illustrated by **Figure 22** which shows that the confidence level has declined by 12% since 2012, and even more significantly since the confidence level peaked in 2011. The last two years have shown an interesting reversal in the outlook of employers, who now appear to be more optimistic about the medium term compared to the next 12 months.

Organisations which were not confident of meeting skills needs were asked why they were uncertain. The results are shown in **Figure 23**.
As with last year's survey, the two key reasons cited were a lack of suitably qualified candidates, and that candidates lack the right skills - both are significantly stronger reasons than in 2012.

Figure 22: Looking to the Future

- Ability to recruit sufficient engineers and technicians to meet needs

Do you expect to be able to recruit sufficient suitably qualified engineers, IT staff and technicians to meet your needs over the next 4 to 5 years?
Do you expect to be able to recruit sufficient suitably qualified engineers, IT staff and technicians to meet your needs over the next 12 months?

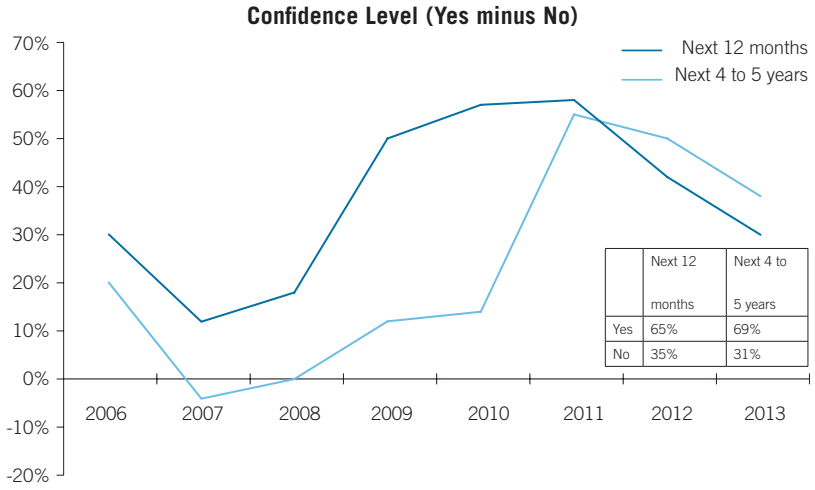
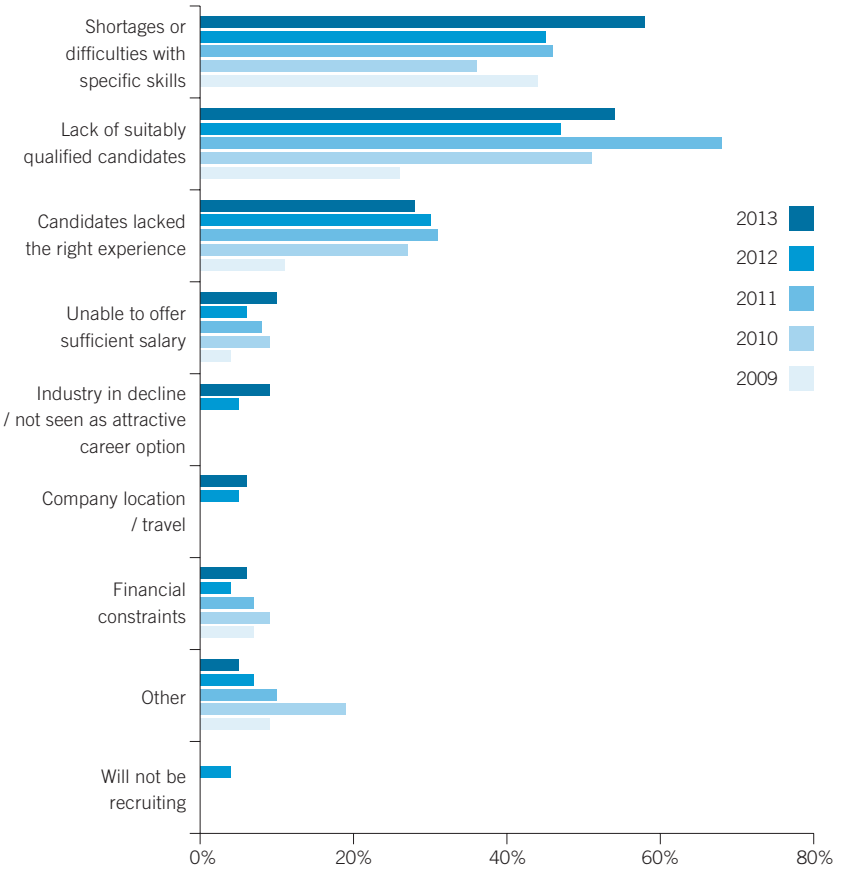


Figure 23: Reasons for low future confidence

Why do you not expect to be able to recruit suitable candidates over the next 4 to 5 years?

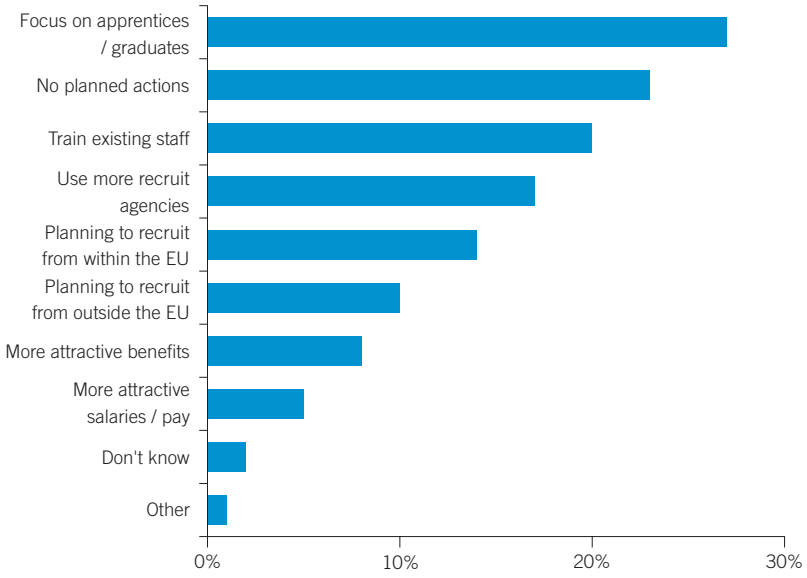


Additionally, for the first time this year, respondents who said they do not expect to be able to recruit suitable candidates over the next 4 to 5 years were asked what actions are they planning to take to address this problem. In spite of confidence being down, almost a quarter of companies said they are planning no actions to recruit the staff they need. 27% of organisations are shifting their focus towards recruiting apprentices and graduates. Only 20% said that they plan to retrain existing staff despite this being a key way of preventing them from leaving the profession after having already been trained.

A full breakdown of the results is shown in **Figure 24**.

Figure 24: Actions planned to recruit sufficient staff

What actions are you planning to take to recruit the people you need over the next 4 to 5 years?

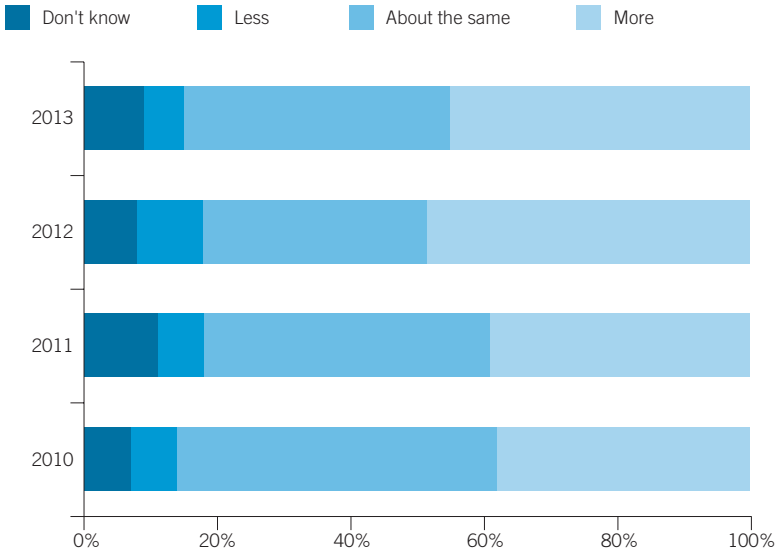


7.2 The future of apprenticeships

Respondents were asked whether, over the next 5 years, they expected to employ more or less apprentices than they had in the past. The responses are shown in **Figure 25**. 45% of respondents believe they will employ more apprentices in technical roles than they have in the past. This is less than in 2012 but still considerably more than in 2011 and 2010.

Figure 25: Future employment of apprentices

Over the next five years, do you think you will employ more or less apprentices in engineering, IT or technical roles than you have in the past?



8. Addressing skills shortages

8.1 Skills gaps amongst new recruits

Respondents were asked whether new recruits to engineering, IT and technical roles are typically meeting reasonable expectations for levels of skill and whether there are gaps in their knowledge or experience. Overall, 42% of organisations surveyed stated that typical recruits do not meet their expectations; this figure is at the highest level it has been since 2009. **Figure 26** shows these results broken down by the career level of recruits. The most significant increases are shown for school leavers and graduates.

Figure 27 shows a breakdown of the particular skills gaps of all new recruits. 23% of companies said that the shortfalls mainly relate to lack of practical experience, especially for graduates (39%). While it could be debated how realistic it is for school leavers to have practical and technical expertise at this stage of their career, the results also indicate a decline of satisfactory numeracy and literacy skills which is a cause for concern.

Although experienced recruits have the technical skills, they may still lack key employability skills such as leadership and communication skills.

Figure 26: Skills gap of recruits

Do you find that the typical recruit to an engineering, IT or technical role does not meet your reasonable expectations in any of the following particular skill areas?

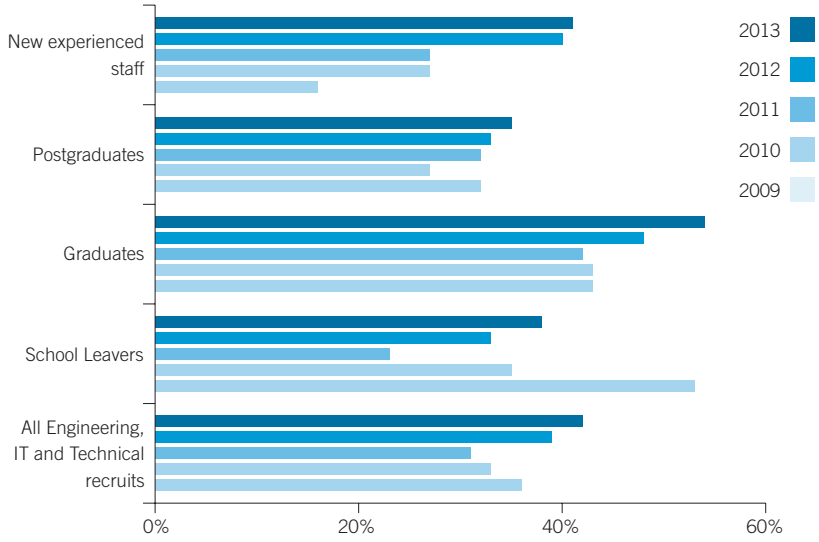
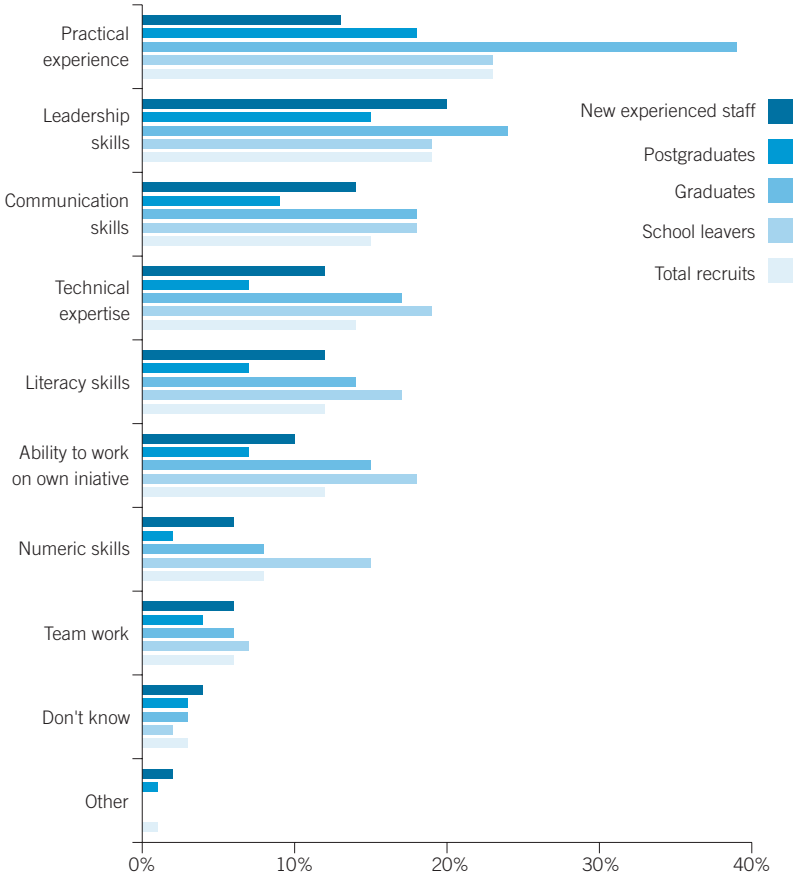


Figure 27: Skills gap of different new recruits

Do you find that the typical new school leaver recruit/graduate recruit/postgraduate recruit/experienced staff recruit to an engineering, IT or technical role does not meet your reasonable expectations in any of the following particular skill areas?

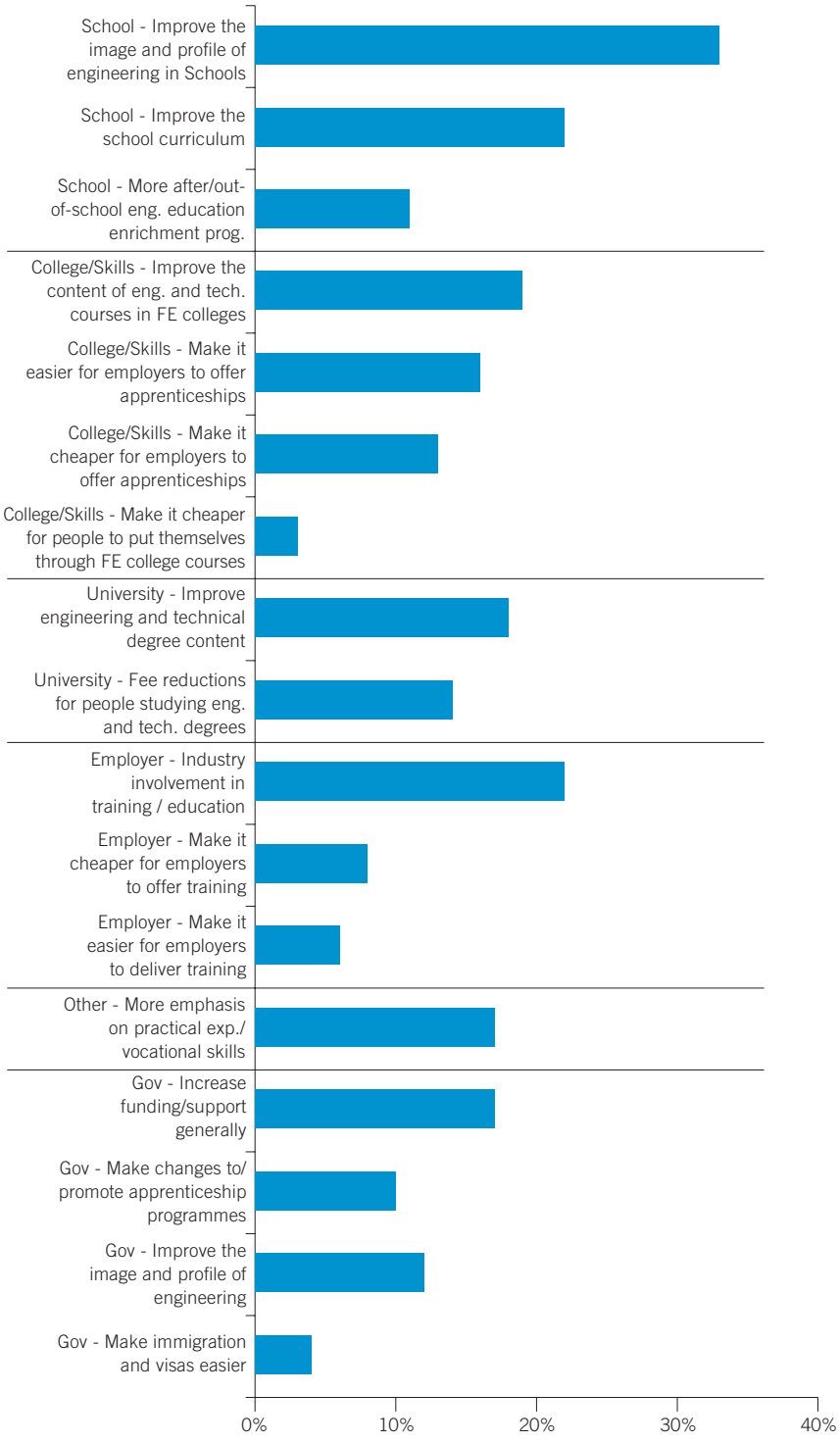


8.2 Areas for improvement

Respondents were asked what actions by engineering institutions, the government, employers or other bodies could help to address skills gaps. As in previous years, the most commonly cited action in 2013 was to improve the image and profile of engineering. This figure has substantially increased to 33% from 19% since 2012. For the first time this year, employer involvement in training and education was cited as a key action by 22% of respondents. This is an encouraging sign that employers are recognising the need to support the education system. The other main actions reported are shown in **Figure 28**.

Figure 28: Actions to resolve skill shortages

What actions, either by the engineering institutions, the government, yourselves or some other body do you believe would help resolve any skills shortages you perceive?



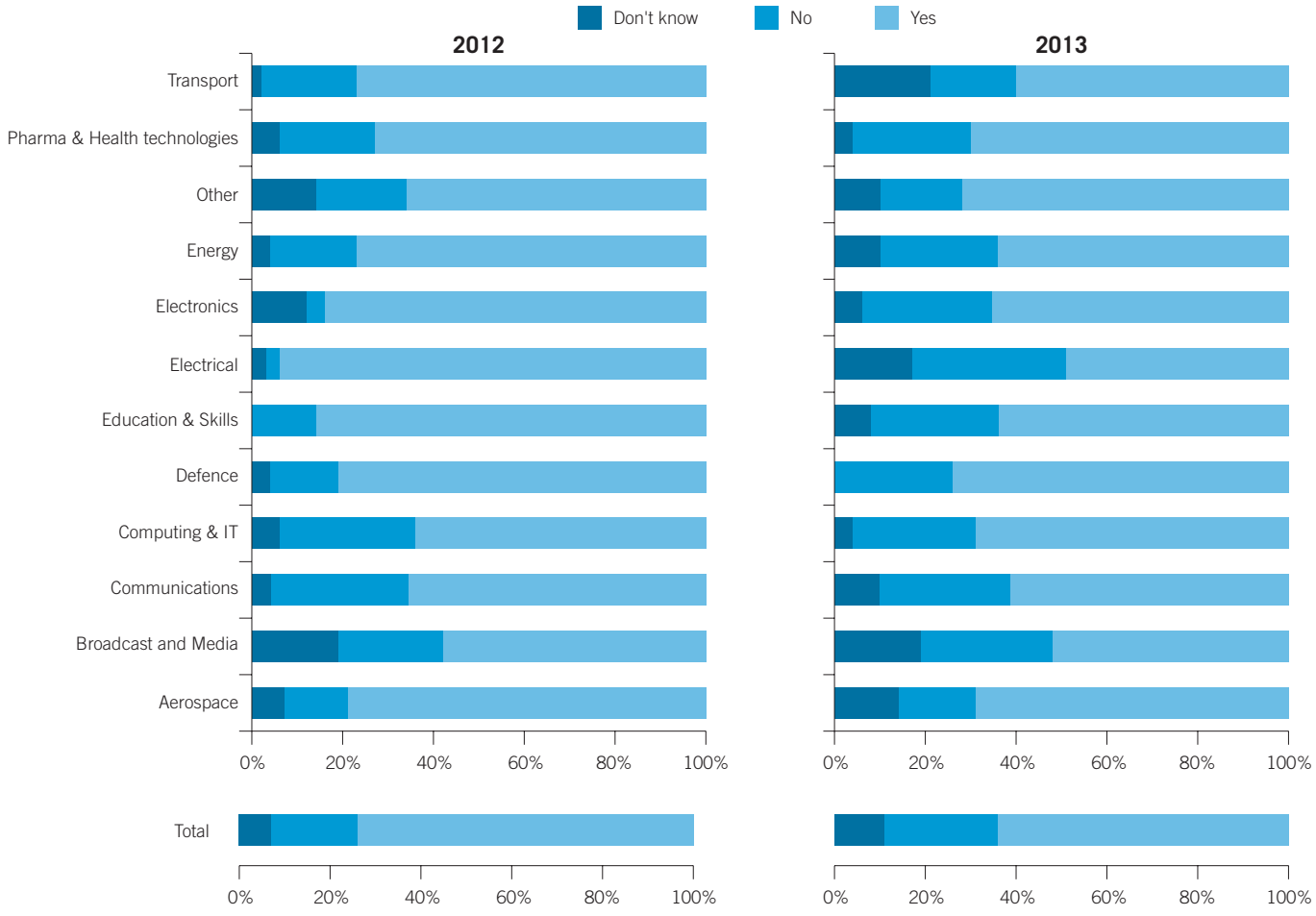
8.3 Content of engineering degrees

Since 2011 the survey has asked additional questions to explore in greater depth the extent to which engineering degree programmes are meeting the needs of employers. This year's results show that fewer respondents are satisfied with the content of degrees.

There was a 10% decrease in the proportion of respondents who are satisfied with the content of engineering, IT and technical degrees with only 64% of all organisations agreeing that they suited the needs of their organisation. 25% thought that engineering degrees were not meeting their needs. **Figure 29** shows these results broken down by sector, where it is clear that some are significantly more dissatisfied than others, particularly in the Electronics and Electrical sectors.

Figure 29: Appropriate content of degrees (2013 v 2012 by sector)

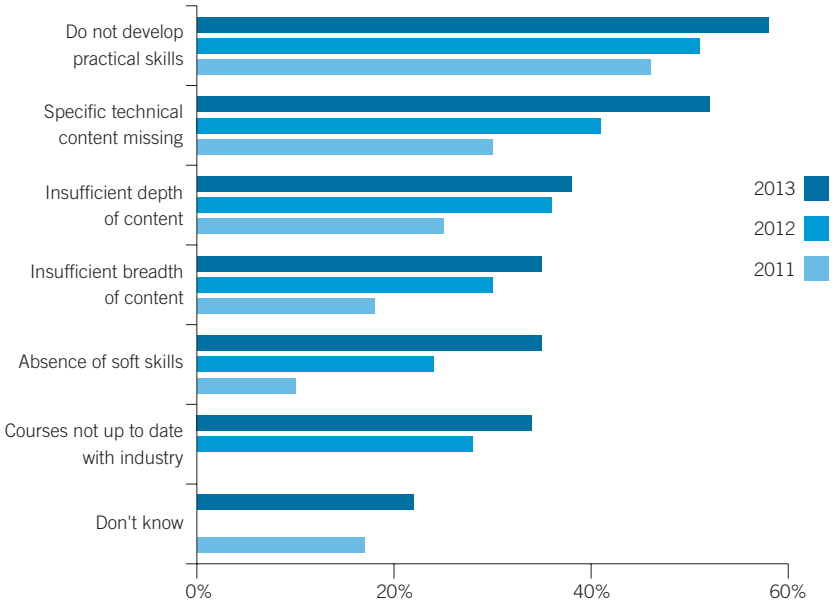
Does the content of engineering, IT and technical degrees suit the needs of your organisation?



Furthermore, those organisations which said that engineering degrees did not suit their needs were asked why. As shown in **Figure 30**, the main reason given is that they do not adequately develop practical skills (58%) and/or they lack specific technical content (52%). All the other reasons stated in 2013 are significantly more prevalent than in previous years. This again could be indicative of employers having increased expectations.

Figure 30: Reasons why degrees are not suiting needs

Why are engineering, IT and technical degrees not suiting the needs of your organisation?



8.4 The role played by respondents

Respondents were asked whether or not their organisation engage with elements of the education and skills system. This year the engagement with schools, colleges and universities has remained the same as last year - shown in **Figure 31**. 68% of organisations engage with universities and colleges and 61% engage with schools. The encouraging news is that the level of employer engagement has increased over the last four years, with only 12% of organisations not engaging with any part of the education system in 2013.

Figure 31: Engagement with the education & skills system

Does your organisation engage with the following?

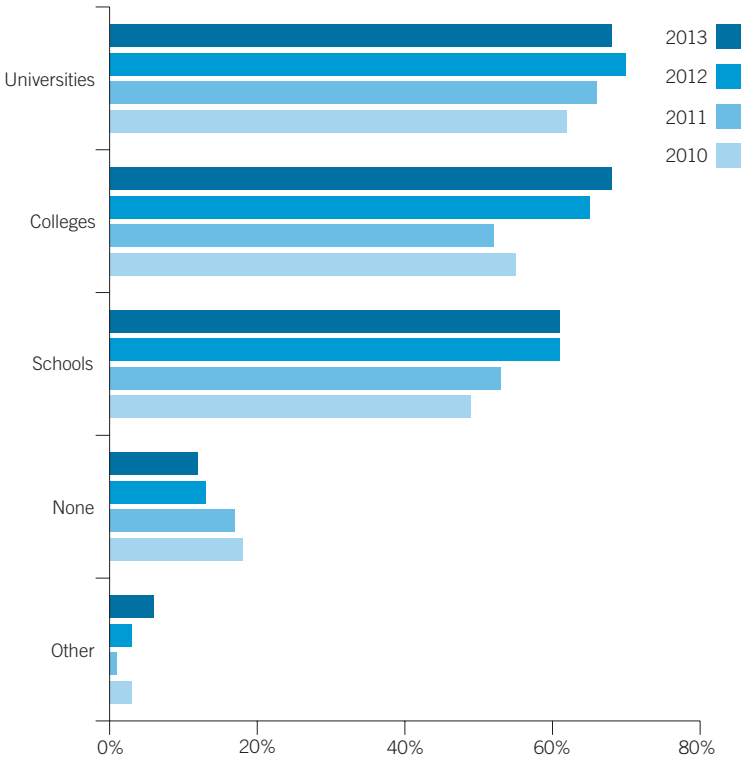
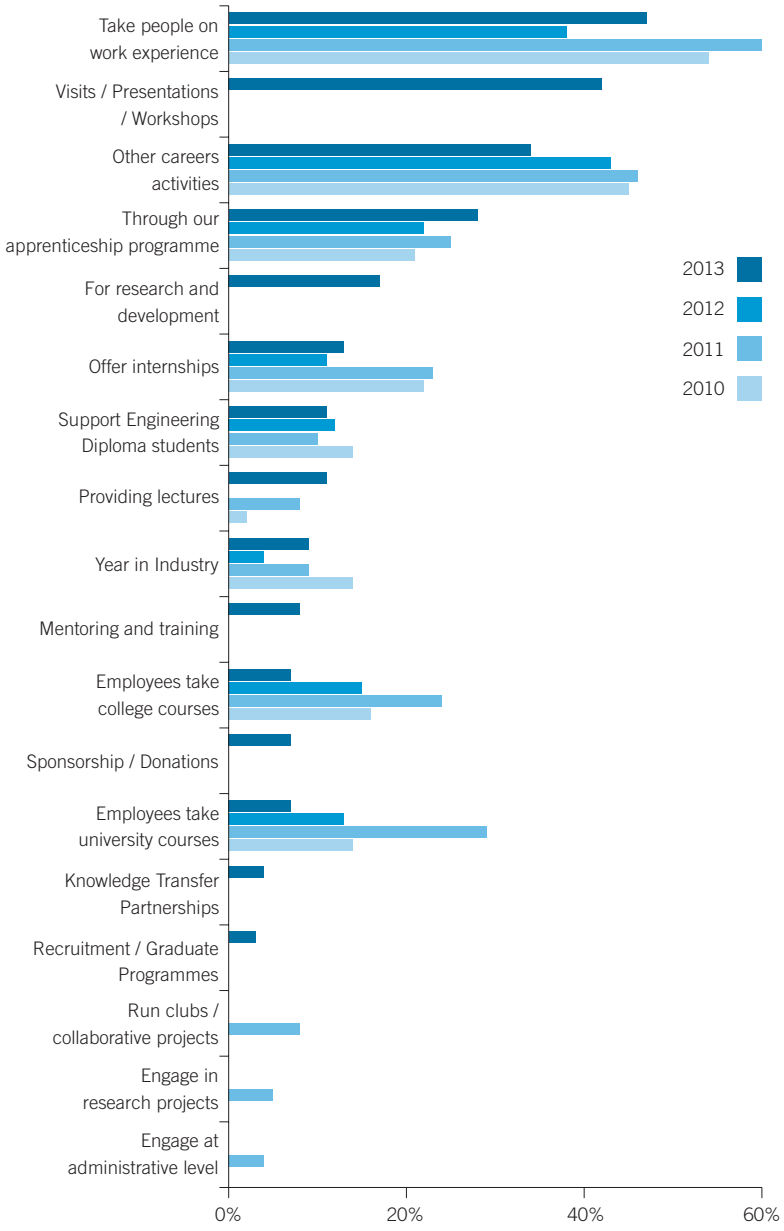


Figure 32: Methods of engagement with the education system

In what way does your organisation engage with the Education system?

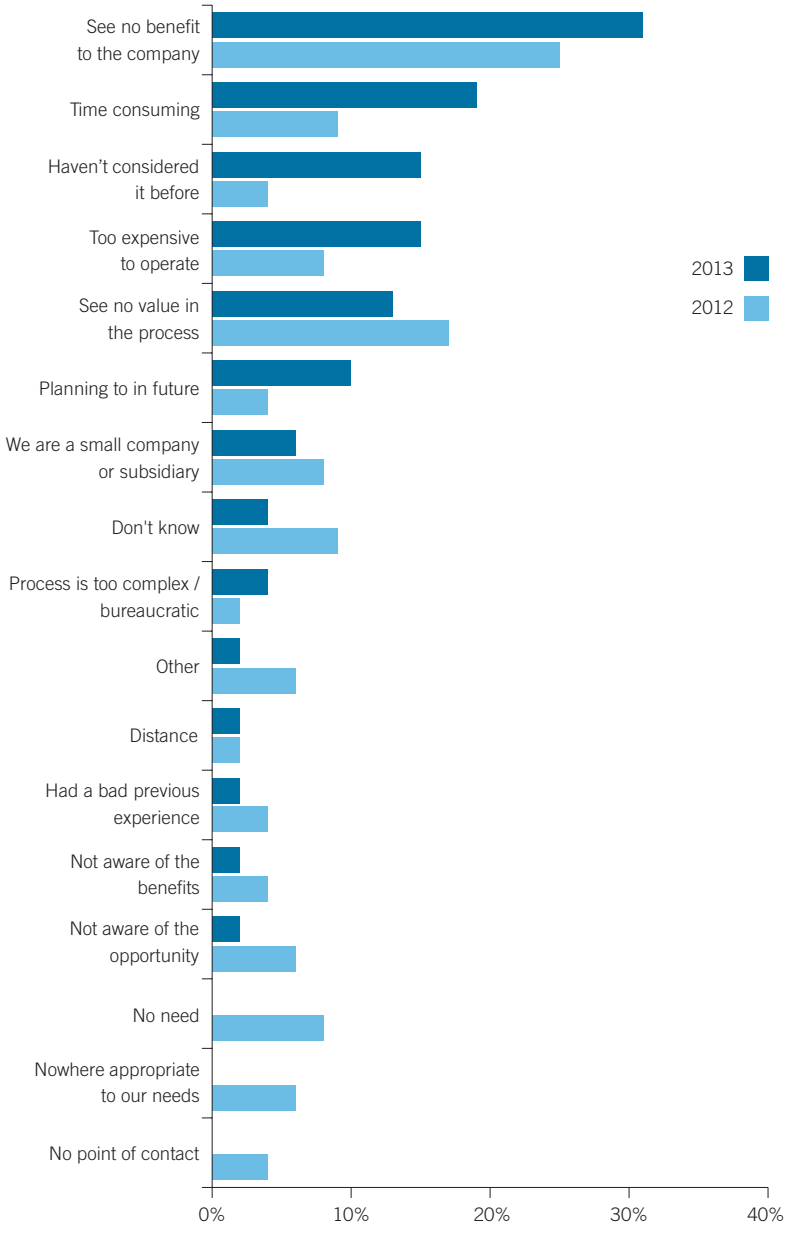


Respondents whose organisations do engage with elements of the education and skills system were asked to provide further details. Their responses are shown in **Figure 32** which demonstrates that work experience is still the most popular form of educational engagement along with visits, presentations and workshops.

When asked about the barriers that companies face in supporting education, 31% of all companies surveyed see no benefit from engaging with the education and skills system and 13% see no value in the process. Other main barriers are time and expense. A full breakdown is shown in **Figure 33**.

Figure 33: Reasons for not engaging with the education & skills system

Why doesn't your organisation engage with the educational and skills system?



9. Survey methodology and sample profile

9.1 Methodology

The report is based on a survey carried out by the independent research agency 2Europe Limited. The information was collected by computer assisted telephone interviews with representatives from 400 employers of engineering and IT staff in the UK. The interviews took place in March 2013 using a 24 minute questionnaire.

Interviews were conducted with those within the organisation responsible for the recruitment of engineers and other technology staff; in most cases these were manager level respondents.

Results for 2013 were compared to results for the 2012, 2011, 2010, 2009 and 2008 surveys, which followed the same methodology.

9.2 Sample

Four hundred employers were interviewed. Respondents included IET business partners (n = 200) and other employers of engineers and technicians (n = 200). The majority, but not all, of the employers surveyed were from the private sector. The sample was mainly comprised of organisations for which engineering and technology form a central part of their work – for example, manufacturers and engineering consultants – but the sample also included some service sector organisations for which technical employees represent only a very small proportion of their total workforce (listed as "other" in cases where results are broken down by sector).

Figure 34 shows the size of employers surveyed, by number of employees and annual turnover. There has been no significant change in the size of organisations interviewed since 2010, ensuring the research remains as consistent as possible. There has also been no significant change in organisation turnover since 2010.

Figure 35 shows the proportion of organisations from each industry sector. This question has been asked since the 2010 survey and there are no statistically significant differences in the respondents' answers, apart from a considerable decrease in building and construction as a core business sector.

Figure 34: About the Organisation and its workforce

- Organisation size and turnover

How many people do you estimate you currently employ in this country?

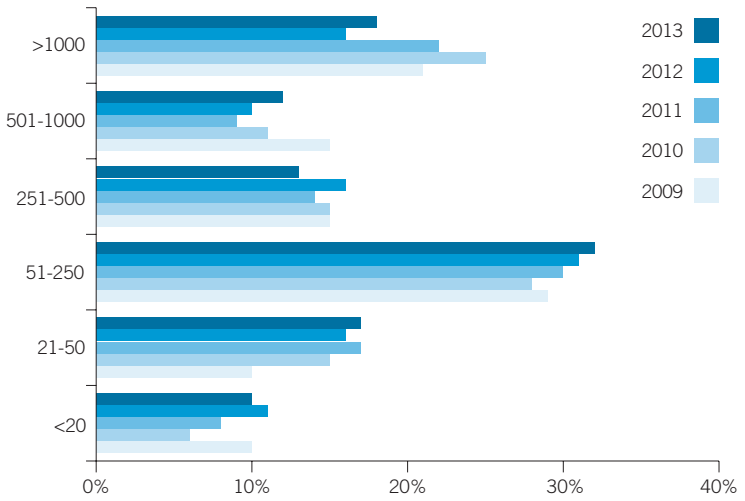
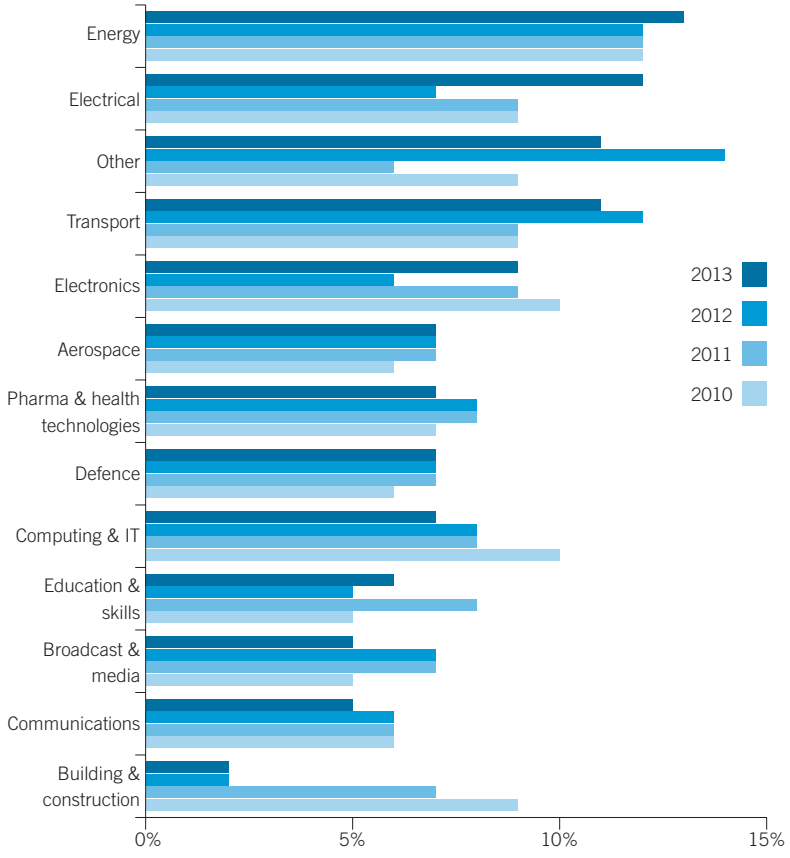


Figure 35: About the Organisation and its workforce

- Core Business Sector

What is the core sector that your organisation operates in?



Employers were also asked about the function(s) of their organisation. **Figure 36** illustrates the core sectors that the surveyed organisations operate in.

They consist of a range of sectors with no significant differences when compared to 2012. Organisations mainly carry out development and design (80%) and engineering and technology services (75%). Compared to last year, significantly more organisations offer consultancy and research with fewer carrying out manufacturing.

Surveyed employers were asked in which area of the country they employed most staff. The responses are shown in **Figure 37**, which demonstrates that the survey covered employers from all over the country.

Figure 36: About the Organisation and its workforce - Function

Which of the following functions does your organisation carry out?

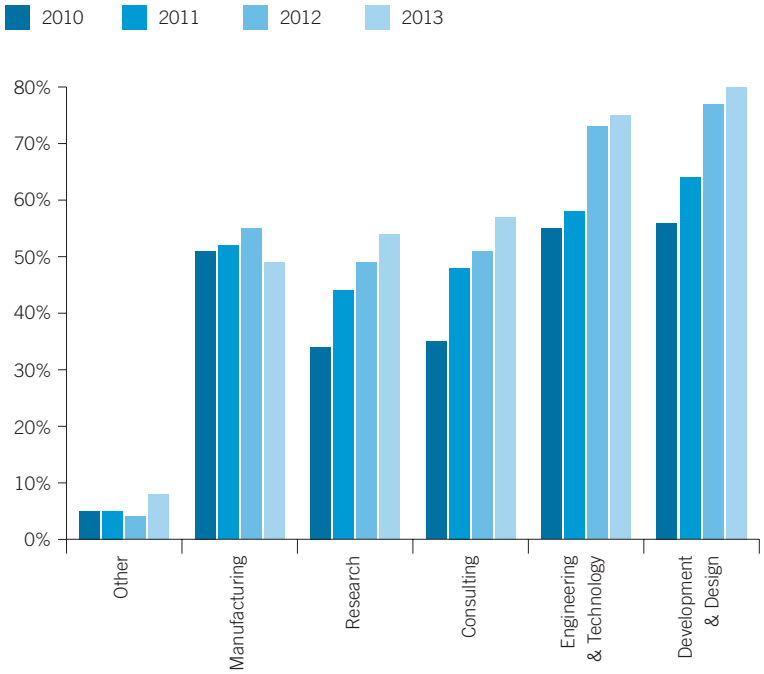


Figure 37: Region of most employment and recruitment in the UK

In which area of the country do you employ most engineering, IT and technical staff?

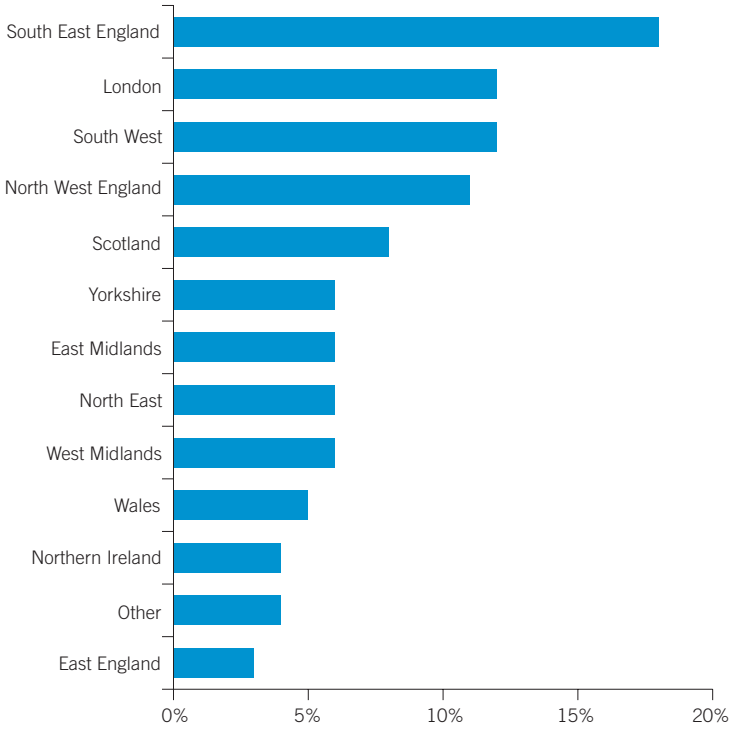


Figure 38: Region of most engineering, IT & technical employment

In which area of the country do you employ most engineering, IT and technical staff?

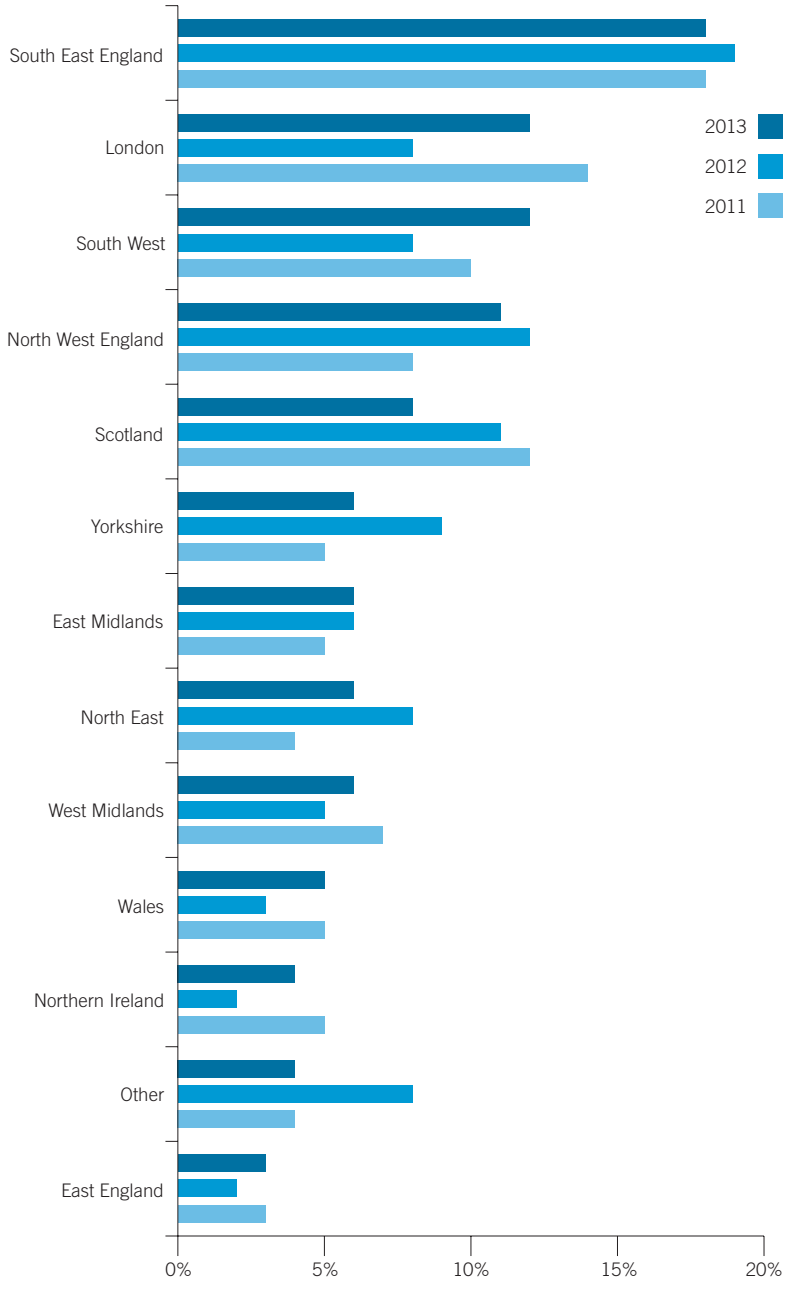


Figure 38 shows the main areas of engineer employment in the UK. Similarly to previous surveys, a large proportion of engineers (18%) are located in the South East of England. Notable increases have been identified in London and the South West of England as areas of highest employment.

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