Facts and figures about engineering employers in the UK

**53%** Are currently recruiting for new engineering and technology staff

**66%** Are concerned that the education system will struggle to keep up with the skills required for technological change

**53%** Are most concerned about graduate skills (of all types of engineering recruit)

**9%** Of engineering and technology staff are female

**57%** Don’t have gender diversity initiatives in place

**57%** Claim technical degrees don’t develop practical skills

**42%** Aren’t aware of the government's apprenticeship policy

**64%** Say a shortage of engineers in the UK is a threat to their business

**53%** Find a typical new engineering recruit does not meet employers’ reasonable expectations

**68%** Have difficulty recruiting senior engineers with 5-10 years’ experience

**69%** Of graduate employers say there is a lack of available graduates

**75%** Don’t have LGBT/ethnic diversity initiatives in place

**28%** Feel that engineering and technology degrees do not meet industry needs

**53%** Feel the current process for recruiting apprentices is not straightforward

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IET recommendations

1. Employers should have long-term plans and continually review how best to develop the skills of their workers to meet the growing and changing demands of industry.

2. To bridge the gap between employer expectations and what the education system delivers, stronger and deeper collaboration is needed between all parties (including government policy-makers) to agree practical steps to ensure that young people are suitably prepared both academically and practically. These practical steps could include, for example, more work experience programmes and internships.

3. To help business and teachers to work more closely together. Teachers could be supported and encouraged to spend time in industry.

4. Employers need to recognise the need for workforce diversity and do more to attract recruits from a wider talent pool. This might include looking at other professions, such as medicine and accountancy, that have been more successful attracting a diverse workforce.

5. The engineering community should work with parents to promote engineering as a creative, rewarding and exciting profession for their daughters, as well as sons.

For more information please contact the IET policy team: policy@theiet.org or 01438 765690

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