

UK ENGINEERING EMPLOYMENT OUTLOOK



40% OF ENGINEERING* EMPLOYERS PLAN NO CHANGE TO THEIR HEADCOUNT IN THE SECOND QUARTER OF 2025



AMONG THOSE HIRING, 41% ARE PLANNING TO HIRE FOR ENTRY-LEVEL POSITIONS



77% OF ENGINEERING EMPLOYERS REPORT DIFFICULTY FINDING CANDIDATES WITH THE SKILLS THEY NEED**

*Industrials & Materials. **2025 Talent Shortage Survey

OVER A THIRD OF UK ENGINEERING EMPLOYERS PLAN NO HEADCOUNT CHANGES



HEADCOUNT NOT CHANGING IN Q2

40%

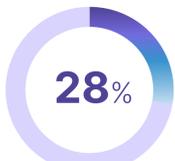


UK engineering employers are continuing to kick major hiring decisions into the long grass, with 40% of organisations planning no changes to their headcount for Q2 (April – June) 2025.

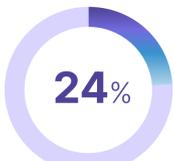
ENGINEERING EMPLOYERS PLANNING NO HEADCOUNT CHANGE OVER TIME



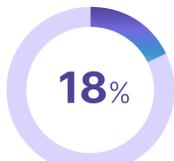
REASONS FOR LEAVING HEADCOUNT LEVEL UNCHANGED IN Q2



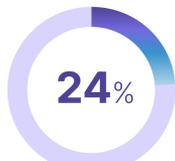
CURRENT STAFFING IS ENOUGH TO MEET GOALS



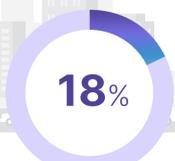
CURRENT STRATEGY FOCUSES ON KEEPING EXISTING WORKFORCE



FINANCIAL LIMITATIONS



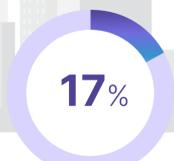
WAITING FOR ECONOMIC CHANGES



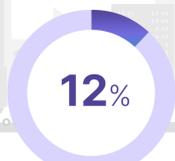
NO MAJOR PROJECTS OR EXPANSION PLANNED



MARKET IS STABLE



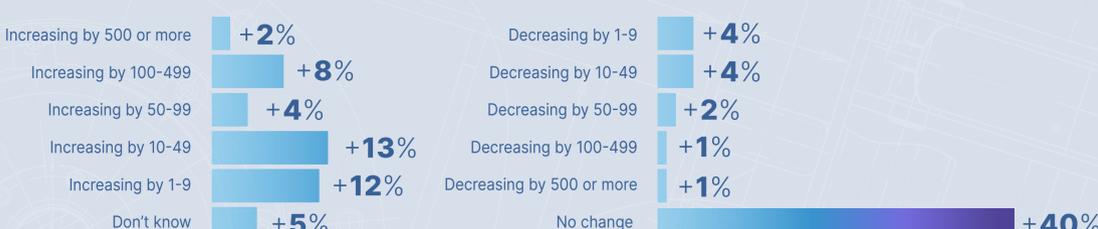
EFFICIENCY GAINS MEAN NO NEW STAFF ARE NEEDED



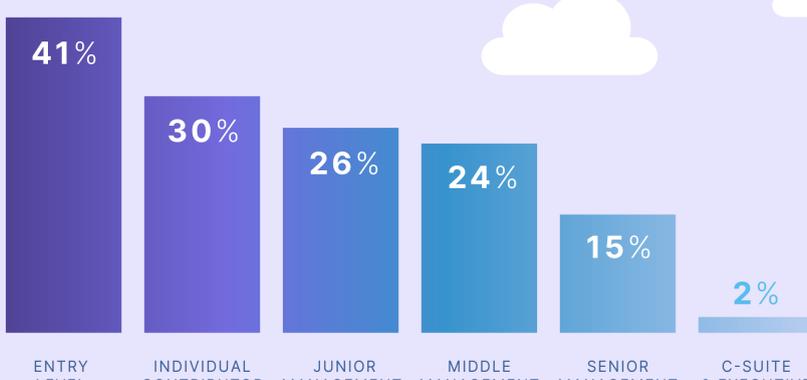
EXISTING STAFF MEET LEGAL OR POLICY REQUIREMENTS

Questions were multiple choice. Employers may indicate more than one reason.

HOW MANY EMPLOYEES DO ENGINEERING EMPLOYERS EXPECT TO HIRE/LOSE?



WHAT LEVELS OF SENIORITY ARE ENGINEERING EMPLOYERS PLANNING TO HIRE?



Questions were multiple choice. Employers may indicate more than one reason.

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