

Get on board

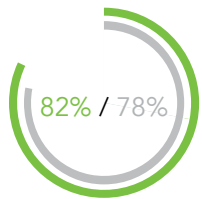
The impact and benefits of work-life design

Work-life design is not just a trend—it's a movement. It requires employers and employees to renegotiate the terms of how they view and rely on each other. While workers need to invest more in their own development, employers need to recognize that workers have priorities outside of the workplace. If they do, they'll see worker engagement rise in the form of loyalty, discretionary effort, and commitment.

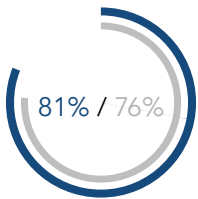
For employers of engineering talent, the costs of not adapting to a work-life design environment are high. By not changing, organizations risk the turnover of top, engaged workers. They narrow the range of talent they can attract, and may compromise performance and innovation.

U.S. engineering workers outscore the U.S. average on components of talent agility—they are well aware of their market power and value, so if they are dissatisfied, they know they can find a better opportunity.

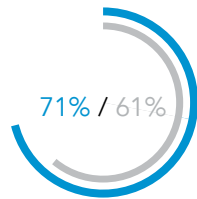
Among U.S. engineers:



82% agree that their skill set and experience puts them in a position to compete effectively with other job seekers (vs. 78% overall)



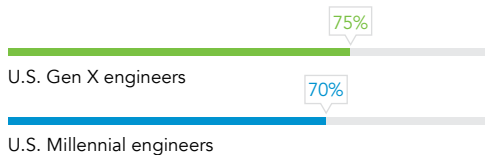
81% agree their experience has allowed them to develop skills that are in demand (vs. 76% overall)



71% agree they are in high demand (vs. 61% overall)



59% agree that whenever they have tried, they have been able to find a new or better position (vs. 56% overall)



75 percent of U.S. Gen X engineers agree that if they were to consider changing jobs, they are in a good position to secure a similar or better position of employment, versus 70 percent of U.S. millennial engineers.

There is a strong relationship between work-life design elements and **higher levels of commitment**.



Your best engineering talent is looking for greater ownership over how they integrate work into their personal lives.

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Sources: 2015 and 2014 Kelly Global Workforce Index™ (KGWI); Kelly Free Agent Research (2015) survey data. Kelly Engineering Resources® is a registered trademark of Kelly Services. An Equal Opportunity Employer © 2016 Kelly Services, Inc. 16-0075