people at work

WOMEN IN ENGINEERING TALENT PULSE REPORT / 2019

WE ASKED WOMEN IN ENGINEERING HOW THEY FEEL ABOUT THEIR WORKPLACE.

But not in the way you think.

What did we find out?

WOMEN IN ENGINEERING TALENT PULSE REPORT 2019

This is a joint production between *People At Work* and the *Society of Women Engineers.*

Elevating the voice of women in engineering and technology.

This Talent Pulse was conducted at a time of unique industry upheaval.

Employers are seeking new ways to attract and retain the best engineering and technology talent in their industry, especially women. Similarly, women are underrepresented at every level of business.

The findings provide insight into the current state of mind of Society of Women Engineers' members and uncover key areas of focus for employers who want to improve the employee experience for women in engineering and technology at their organization.

This is meant to be a conversation starter in your organization.

The world's largest advocate for women in engineering and technology.

Roberta Rincon, Sr. Director, Research.
research@swe.org

Strategy, design and content studio focused on improving the working world.

Dan Linstroth, Founder & CEO.
dan@peopleat.work

OVERVIEW

2,971

Respondents

We surveyed nearly 3,000 SWE members around the world to learn about their experience at work and to identify their top priorities in a workplace. The results paint a mixed picture of engagement across different countries, industries and age groups and show what employers can focus on to optimize the employee experience.

86.9%

Employed Full-Time

49.8%

Masters or Doctorate

41.4%

Married with Children

$119K

Average Annual Salary

13.6

Average Years of Experience

40

Average Age

WHAT DID WE FIND OUT?

72.1%

PLAN TO STAY WITH THEIR EMPLOYER FOR MORE THAN 2 YEARS.

AN EMPOWERING WORK CULTURE WITH GROWTH POTENTIAL BUILDS LOYALTY.

WHAT IS INFLUENCING THEIR DECISION TO STAY?

24%

Growth potential

23%

Empowering work culture

18%

Personal relationships with coworkers

17%

Benefits package

10%

A responsive manager

8%

High salary and raises

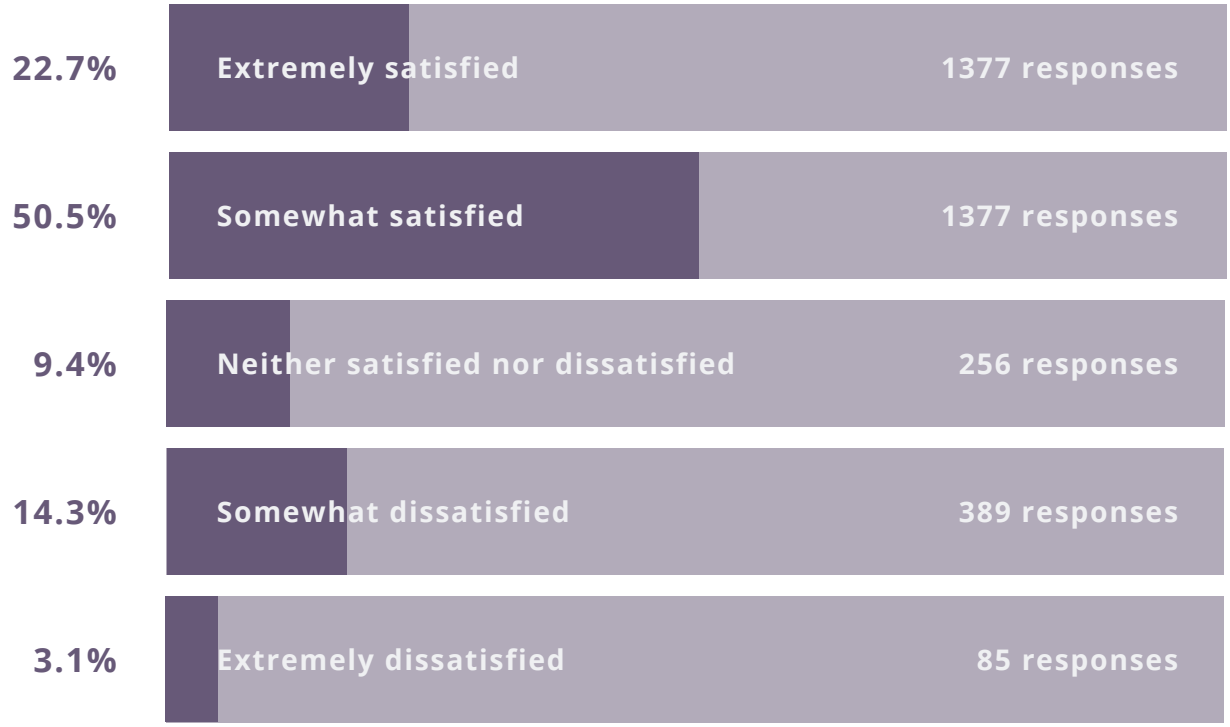
WE ASKED ABOUT SALARY TOO.

22.7%

ARE EXTREMELY SATISFIED WITH THEIR CURRENT SALARY.

SALARY SATISFACTION

How satisfied or dissatisfied are you with your current salary?



BUT EVEN WITH LOYALTY AND SALARY SATISFACTION ON THE UPSWING,

INSPIRATION AND MOTIVATION AT WORK ARE LOW.

8%

FEEL GREATLY INSPIRED TO DO MORE THAN IS REQUIRED, WHILE...

66.7%

of respondents say their company inspires them "a moderate amount," "a little" or "not at all."

9.7%

NEARLY ALWAYS LOOK FORWARD TO GOING TO WORK.

45.8%

of respondents say they look forward to going to work "about half the time," "occasionally," or "hardly ever."

THEN WE ASKED WHICH WORKPLACE FACTORS ARE MOST IMPORTANT WHEN CHOOSING A NEW EMPLOYER.

And we heard...

WOMEN ARE SEEKING FLEXIBILITY AND A COMPANY PURPOSE THAT ALIGNS WITH PERSONAL VALUES .

WHICH BENEFIT IS MOST IMPORTANT TO YOU?

34%
Remote work/flexible work hours

26.5%
Training, development, mentorship

20.6%
Healthcare

18.1%
Vacation/time off

.7%
Childcare

.1%
Meal plan/snacks

LET'S TAKE A LOOK AT HOW SOME OTHER FACTORS COMPARE.

Please rate each of the following factors when considering a new employer.

It is difficult to show candor on account of our culture, which means the real issues never get discussed.

I look for a culture of collaboration as well as women in engineering leadership positions.

Diversity is not [being] embraced in a meaningful way.

IN THEIR OWN WORDS

Pay more than market average and then work on autonomy, mastery and purpose for each individual.

Having a manager who “gets” you is a critical part of a good work situation.

OKAY, THANK YOU FOR FOLLOWING ALONG.

There is so much more to explore on this topic. We hope this prompts a discussion in your organization.

Contact SWE to learn more.

- **Engineers:** Join SWE as a SWE Member & advocate for the full inclusion of women in and girls in engineering: https://swe.org/membership/
- **Employers:** Partner with SWE as an employer committed to promoting an inclusive workforce: https://partnerguide.swe.org/
- **Job Seekers & Recruiters:** Post your resume or a job posting and join others in pursuing or promoting career opportunities: https://careers.swe.org/
- **Research:** Learn more about SWE's research on https://research.swe.org

SWE Society of Women Engineers Aspire / Advance / Achieve

Roberta Rincon
Sr. Manager, Research
research@swe.org

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Dan Linstroth
Founder, CEO
dan@peopleat.work