

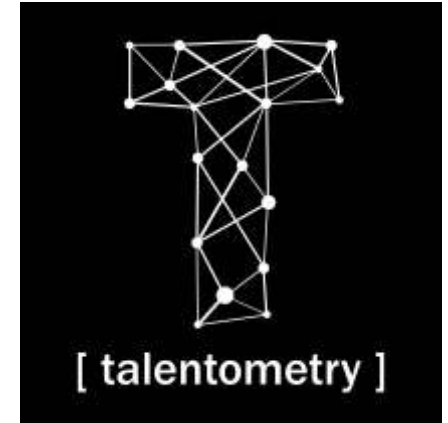
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**The 2023 industry guide to sourcing
Mechanical, Electrical, Instrumentation,
Control and Automation (MEICA) talent.**



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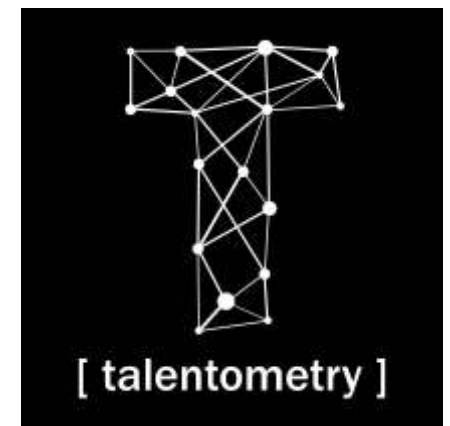
Introduction

COVID-19, Brexit, and the Cost of Living Crisis have forced many of the organisations that operate Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) services to rethink their hiring processes.

Candidate shortages in our industries have always existed but these new challenges now require business leaders to reassess the way they are sourcing and retaining talented people.

High-performing employees with a wealth of technical project knowledge are what drive MEICA business to succeed. You are missing out on the best candidates if potential team members do not tangibly feel some of the qualities outlined in this eBook throughout the recruitment and onboarding lifecycle.

As experts in MEICA recruitment, we have produced this guide to help you attract the best candidates and efficiently deploy talent across your organisation.



Two ways you can solve your talent shortage.

Engineering business across the UK are rethinking how to recruit and retain talent in the wake of talent shortages.

There are a number of areas where businesses can alleviate the burden, improve their recruitment efforts and address the shortage internally.

What are they?



Succession planning and developing internal talent.

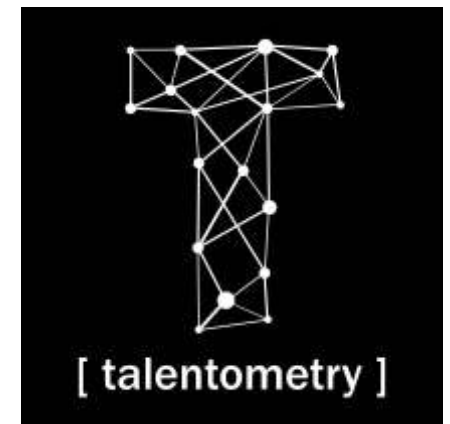
We conduct a deep dive pre-interview with every candidate we represent. From that data we know that last year 82% of the engineers that moved jobs through Talentometry did so either to progress their career or for better opportunities to progress.

Companies can retain talent by investing in L&D and mapping their organizations to create a wide range of progression pathways.

Partner with a specialist

In an even tighter talent market, speed and precision is key. Talentometry work with control system integrators, engineering consultancies and MEICA main contractors - we are uniquely placed to understand the nuances that come with each role and organization within our industry.

In a market where fewer than 20 people might exist in a region with the skills you need, the impact of working with the wrong agency is a critical role unfilled for several months.



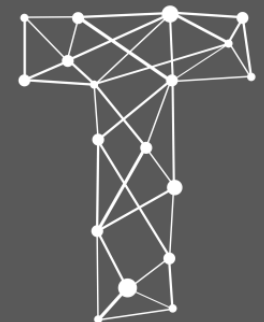
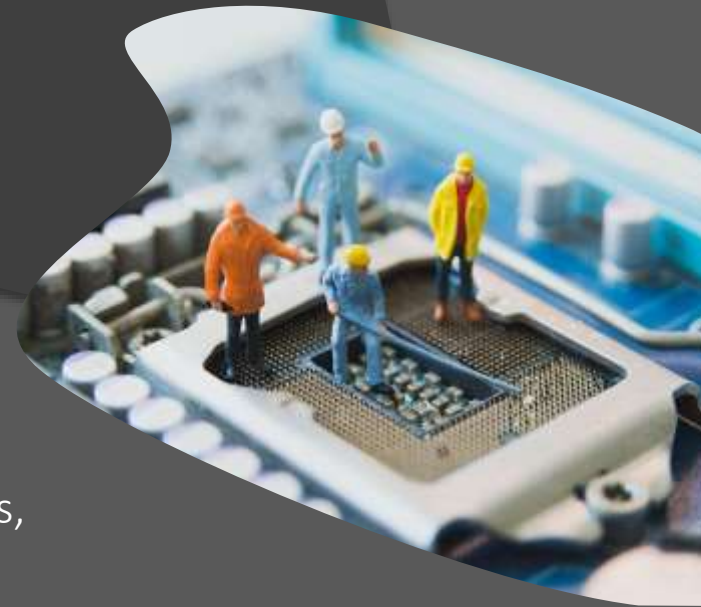
What does good recruitment even look like?

You can't manage what you don't measure.

We take a data driven approach to defining good recruitment. A good recruiting metric should tell a story, help benchmark performance and results, establish expectations, determine Return on Investment and help with data driven decision-making on HR issues at board level.

Here are some key metrics we can help organizations to improve:

- Cost of Vacancy vs Cost of Hire
- New Hire Failure Rate
- Turnover of New Hires
- Offer Acceptance Rate
- % of Hard to Fill Roles
- Time to Fill
- Offer to Accept
- Interview to Offer
- Decline to Offer



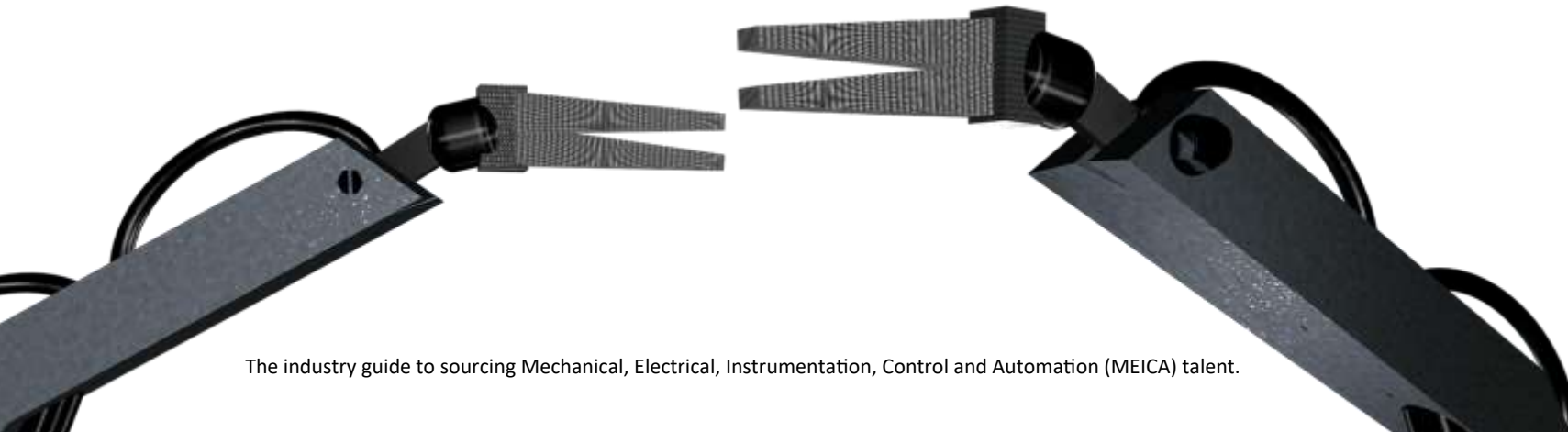
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No time for diversity? You're missing out on good people.

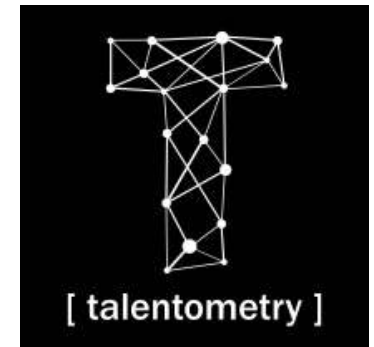
There is a huge focus from governments all over the world, large engineering businesses, and MEICA sub contractors to recruit and train people from different backgrounds - candidates in today's marketplace have never been more diverse!

The government has, and continues to evolve immigration laws to allow entry to talented engineers.

Ensuring you have a culture that is inclusive of diverse people is important to access this new talent. In order to access this market, inclusivity must be felt throughout the recruitment process as well as the company culture to retain people.



The industry guide to sourcing Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) talent.



What are MEICA engineers looking for now?

So, how can your company position itself to attract and hire the best candidates in this climate?

You may be surprised to see what engineers are looking for...



Our Data

MEICA covers a wide range of professions - some office based, some site, and some that involve a mixture. Whilst this information is summarised below, we can take a deep dive on your role and market segment on a wide range of areas for example over time / working away expectations.

Job Security & Professional Development

Similar to the last financial crisis, employees want to know you have a full order book. This must now be in a context that shows how it can support their progression.

Flexibility

One of the key reasons why engineers want to move after compensation and progression is a lack of flexibility.

Autonomy

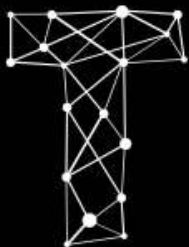
For PLC /SCADA engineers this might mean being able to solve problems outside of arbitrary software standards. Much wider, engineers want to be trusted to manage their own diaries and workloads.

Culture

Whilst the pandemic has shown the benefits of greater flexibility and autonomy, employees still want to feel a part of a social community that is inclusive.

In a candidate-short market, the only way to cut through the endless noise of a crowded job market is by putting their experience first and communicating what you can do against the candidate's most pressing concerns.

This means replacing your generic robot shopping list of requirements with a human story about your business that speaks to the target group of engineers you are trying to recruit - we can help you craft this narrative based on our live data.



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The ideal MEICA candidate experience

An authentic and human candidate experience is hard to achieve and takes time to develop. This is what it might look like:

- Targeted initial approach that is personal
- Proper, regular communication
- Clear explanation of the hiring process and timeline
- Realistic progress updates
- Clearly defined roles
- The company's place in the market and ambitions outlined
- Opportunity to speak with potential team members
- Feedback after each interaction
- Meeting with the Director / Strategic Decision Maker
- Transparency on the award of compensation (salary / benefits)
- Clear plan for onboarding
- Outlining a career plan throughout the process
- Defining autonomy and flexibility in the role

About Talentometry

Talentometry is a specialist recruitment agency focused on securing the best talent within Mechanical, Electrical, Instrumentation, Control and Automation (MEICA). We are accredited by the government recognised Association of Professional Staffing Companies (APSCo).

We work with a wide range of organizations from Control System Integrators, Engineering Consultancies, Main Contractors through to large Manufacturers and Research Institutions to recruit professionals working across the whole of the Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) spectrum.

We provide an approach that is centred on good candidate experience, with all the benefit that entails for the employer.

Our work is backed by a replacement guarantee - crafted and agreed around your situation. Up to a year free replacement for senior appointments; standard rebate structures also available to suit budgets.

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Examples of some of the specialisms we can recruit for:

