

Clarity Wins: The 2025 Talent Imperative in Engineering & Manufacturing



This Spotlight explores the key questions driving engineering and manufacturing talent in 2025. Listening to their expectations and responding with clarity can become a powerful competitive edge.

ABOUT THE REPORT

Insights from
2,400
engineering and manufacturing
professionals in the UK

drawn
from

a global survey of
50,000

Focus on



Engineering and Manufacturing

KEY TAKEAWAYS



What professionals
are asking in 2025



Tips for attracting
and retaining top
talent



How workforce
trends are reshaping
the industry

1 Passive Talent in “Wait and See” Mode

39% of engineering and manufacturing professionals plan to look for a new role in the next year. Among those not actively job hunting, 94% would still consider the right offer.

This shows a workforce in passive engagement: most aren't applying, but they are prepared to move. To attract them, employers need a strong brand and roles that resonate with this “wait and see” talent pool.

2 Work-Life Balance and Flexibility: Top Priorities

83%

of engineering and manufacturing
professionals **value work-life
balance and flexibility**. This is
a clear, lasting expectation.

32%

say flexible working arrangements
are **the most important factor**
when considering a new role.

In a traditionally rigid
sector, flexibility requires
a shift in how work is
organised and viewed.

3 Recruitment Challenges in 2025

Over the past year, 60% of companies faced recruitment difficulties. While hiring struggles are beginning to ease, attracting the right talent is still a challenge. As a result, improving hiring strategies remains a top priority.

4 Why Professionals Change Jobs



Work environment, purpose, and flexibility are becoming increasingly important.

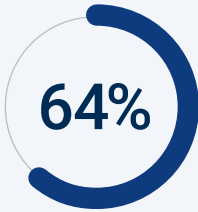
say salary is their **main reason** for seeking a new role.

Salary Still Matters

47% consider higher pay a key reason to apply or accept a job. Including salary info in job postings is essential to attract top talent.

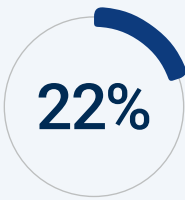
5 The Productivity Perception Gap

Productivity gap



of managers say in-office work boosts productivity, but only 28% of employees agree.

Talent risk



of engineering and manufacturing professionals could leave if hybrid or work-from-home arrangements change.

Main barriers



Focus

Improving employee well-being and addressing these barriers can drive productivity more than changing where people work.

6 Trust Deficit in Leadership

46% of employees don't trust leaders to balance business needs with well-being. Another 42% are considering leaving because of poor leadership decisions. Building trust requires clarity, empathy, and a focus on employee well-being.

7 Growing AI Adoption, Lagging Employer Response

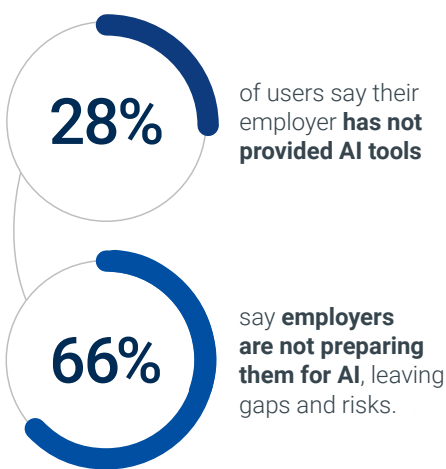
RIISING WORKFORCE ADOPTION



of Engineering and Manufacturing employees **believe AI has improved** the way they work

EMPLOYEE-REPORTED BENEFITS





Employers need to communicate, reskill, and integrate AI strategically to:



Support employees



Unlock productivity and quality gains

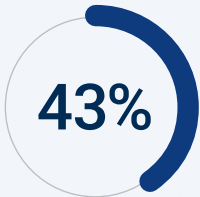


Reduce risks including data leaks, legal liabilities, and reputational harm

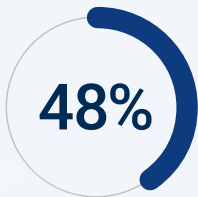
7 The Importance of Purpose & Culture in 2025

What workers value most:

Purpose in their work



Company culture fit



Why it matters:

Clear purpose and a positive, inclusive culture help attract and retain top talent.



8 Stagnant Progress in Authenticity & Inclusion

Only 38% of engineering and manufacturing professionals feel authentic at work, and just 34% feel included. Creating safe and inclusive environments remains a major challenge for employers.

Contact us

Hiring managers and HR teams need a clear view of what engineering and manufacturing professionals want and what it means for business success.

The Michael Page 2025 Talent Trends Report provides insights across the sector.

At Michael Page, we combine market insights with expert recruitment support to help you attract and retain top engineering and manufacturing talent.

Need help turning these insights into action? Request a call with one of our specialist consultants today.

