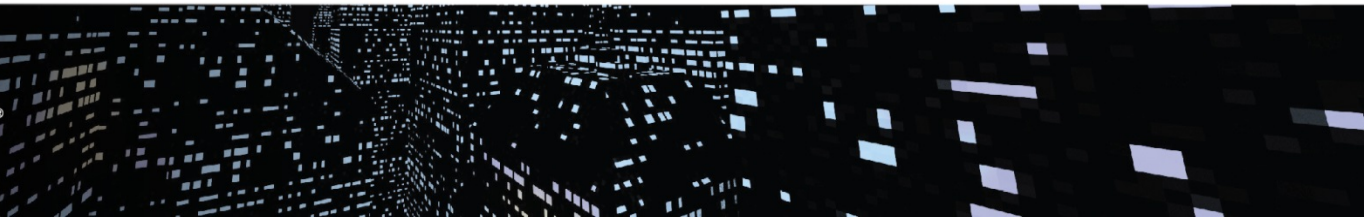




Sarah Kimmel

Vice President of
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Services
Human Capital Media

The Complex and Enduring Problem of Benchmarking Diversity





Educate. Advise. Inspire.

DIVERSITY

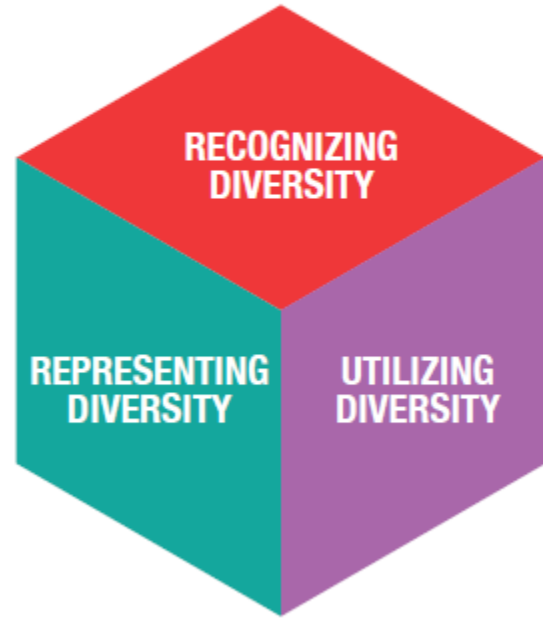
VALUE INDEX

Workforce ^{live!}

FIGURE 1
DVI FRAMEWORK



FIGURE 2
DIVERSITY ACTION CORE



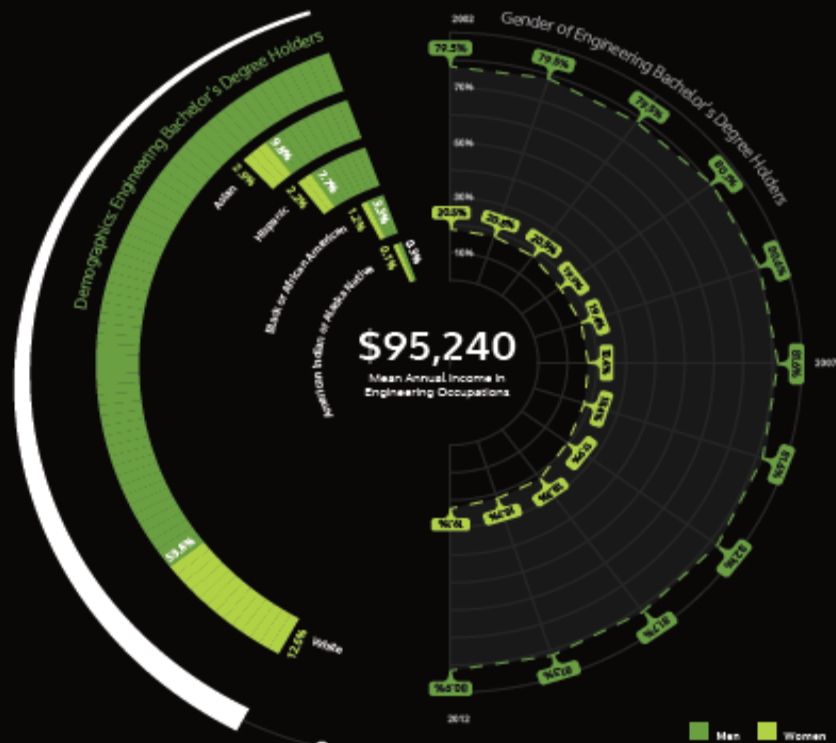
So, what should my targets
for diverse hiring be?

Talent Tracker

ENGINEERING

STATE OF THE OCCUPATION

5 of 12: Most In-Demand Jobs are In Engineering¹



62,000 Unemployed persons in Architectural & Engineering Occupations

67,700 jobs available in Engineering Fields as of April 30th 2016

HCM Advisory Group

HCM Advisory Group

ENGINEERING

STATE OF THE OCCUPATION

Competitive Landscape

According to Randstad's report "America's Most Wanted: Where to Find This Year's Most In-Demand Jobs" published in 2016, 5 of the 12 most in-demand jobs are in the engineering field. At the same time, the supply of unemployed people in the architectural and engineering fields falls short of the demand by 8%. The engineering occupational landscape is a competitive one, with an average annual income almost twice that of the national mean.

Workforce Constituents

The gender distribution of engineering degree holders has remained nearly the same for ten years. The majority of the engineering labor pool (excluding foreign nationals and temporary visa holders) is composed of white men at 59.8%. White women are the second most represented group at 12.6%. Asian men come in third at 9.8%.

Changing Workforce

The constituency of the engineering labor pool is undergoing some minor change. Since 2002 the percentage of engineering degree holders who identify as Asian has declined by 1.3%. The white proportion of the engineering degree-holder community has declined by 3%. Over the same period black and Hispanic representation has increased by .8% and 1% respectively. The percentage of people who are identified as "Other or Race Unknown" has also increased by 2.6%. The percentage of the engineering labor force that is made up of temporary visa holders has remained fairly constant and currently stands at 2.8%.

Talent Tracker

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September 1, 2016

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