

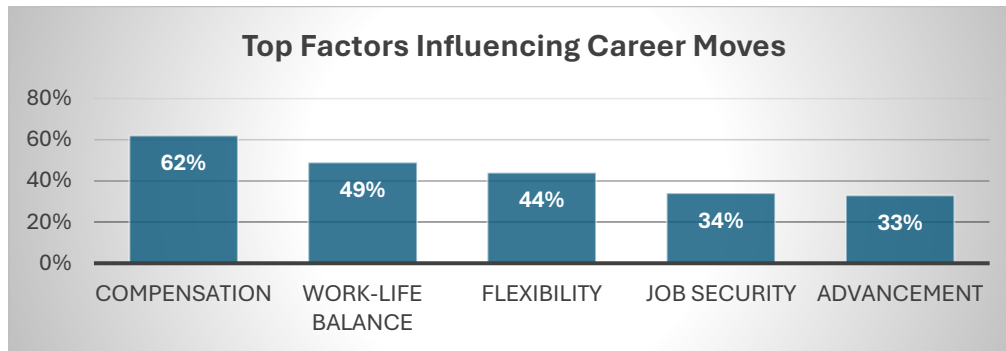


Engineering Hiring Market Snapshot in 2026

The facts and trends shaping the market.

Today's engineering hiring market remains competitive, with many employers competing for a limited pool of skilled professionals. As hiring demand continues, employers face increasing pressure to balance compensation, hiring speed, flexibility, and candidate experience while attracting top talent.

What Candidates Value Most:



Salary remains the most frequently selected consideration, but candidates also prioritize work-life balance, flexibility, job security, and long-term career growth.

While candidate expectations continue to evolve, employers also face competition for a limited supply of engineering and technical talent.

Hiring Demand vs. Candidate Availability

Engineering talent remains in high demand. With unemployment near **full employment** levels and approximately **186,500 projected openings** annually, employers continue to compete for a limited pool of qualified professionals.

2.1%
**Engineering &
Architectural
Unemployment Rate**

Employers can improve hiring outcomes by:

- Using market data to establish competitive compensation
- Clearly communicate benefits, growth opportunities, and flexibility
- Creating a faster, more efficient hiring process
- Aligning expectations early

Navigating Today's Engineering Talent Market

Selectek is a talent solutions partner for engineering and technical employers navigating today's competitive hiring market. Through targeted recruiting, market insight, and early alignment between employers and candidates, we help organizations build offers around what matters most and make confident hiring decisions.