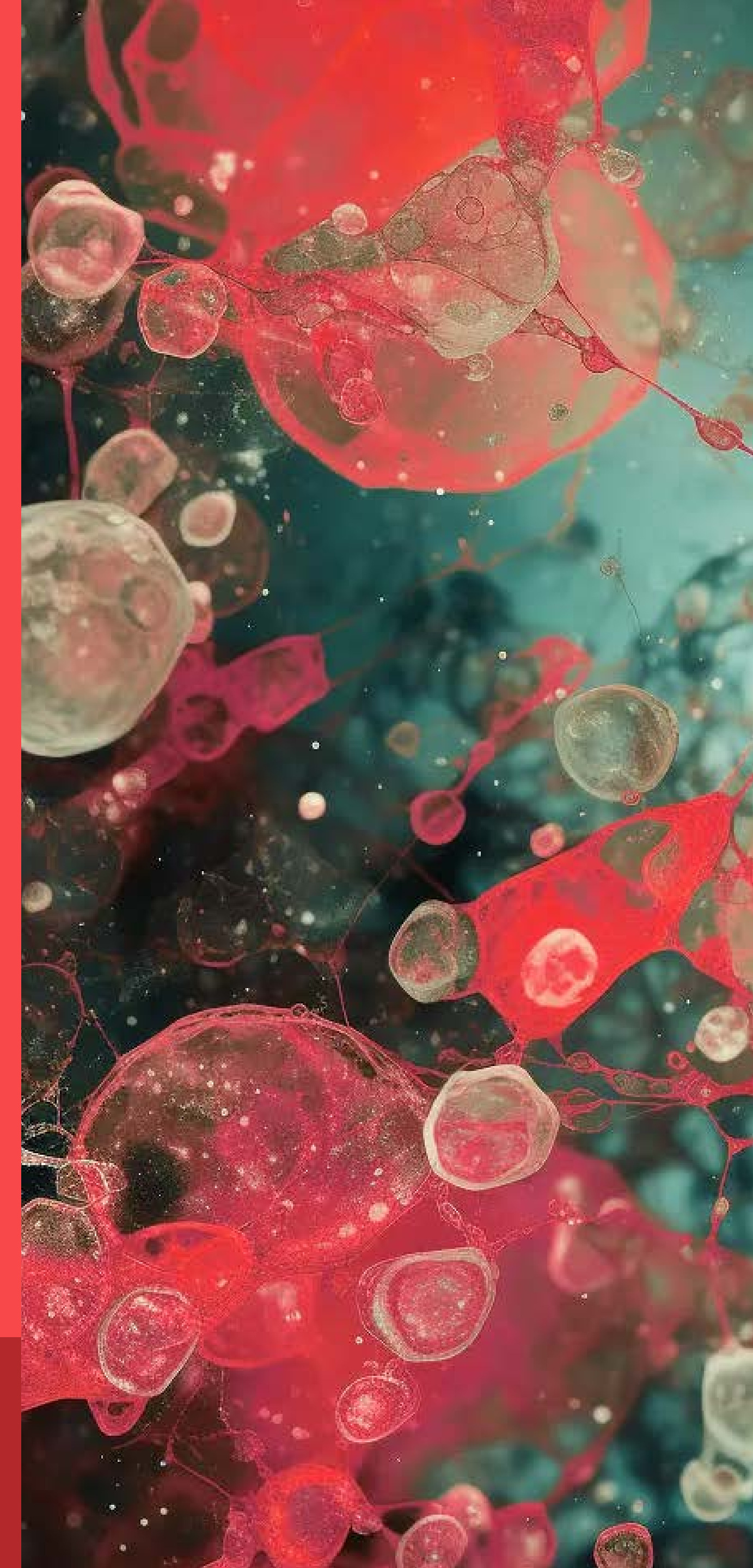


HARBA

Harba Solutions — the scientific staffing company

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01

What science and engineering professionals want, and how to use this information to recruit exceptional talent.

The industry is facing a significant shortage of qualified staff, with a plethora of job opportunities but a scarcity of suitably skilled individuals to occupy these positions. This predicament presents a formidable challenge. Despite this, the industry has numerous opportunities to make their job offerings enticing and noticeably stand out among other companies competing for the same pool of talented individuals.

In this study, we conducted a comprehensive survey of more than 500 professionals working in the domains of Science and Engineering. The primary objective was to discern the factors contributing to a desirable work environment and to identify elements that facilitate the discovery of a gratifying role within the industry. The insights derived from this investigation, as detailed in this report, serve as a critical resource for assessing current hiring strategies, enhancing existing offerings, and ultimately attracting the finest talent available.

We trust that this report will be an enlightening resource for you in your endeavors.

About Harba Solutions

Harba is the scientific staffing firm in the United States. Harba recruits and advises on services and hiring with a scientific premise and do not take work outside this scope. A deep understanding of the skills and disciplines that make up life sciences and what it demands from professionals ensures Harba can deliver on what they know best: scientific staffing solutions.

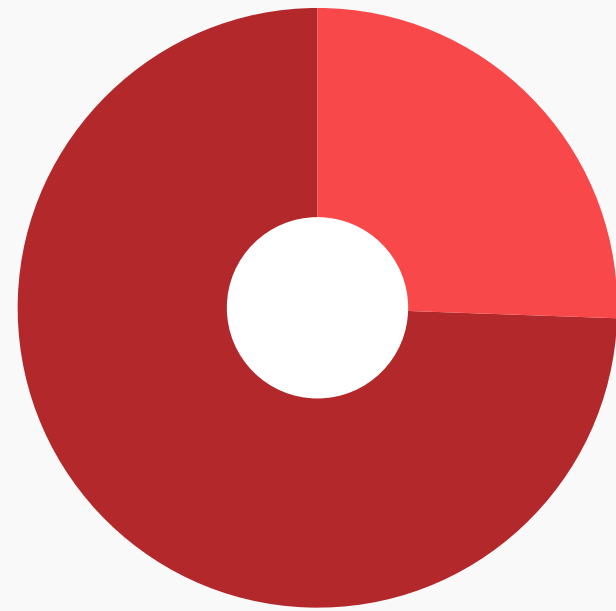
Your recruitment efforts are the central focus when working with Harba, whose service is built on ensuring each commitment agreed upon is delivered. By following through on every commitment, regardless of size or importance, Harba stays ahead of the pitfalls of hiring in one of the nation's most competitive industries.

Harba's network comprises over 25,000 professionals, segmented by skills, industries, compensation benchmarks and more so that a pre-screened shortlist of candidates can be delivered to you at speed. Staying connected with the industry is deeply important and means that Harba is a unique position to act as a bridge between its clients and candidates. This ensures a smooth hiring and onboarding experience where Harba fulfils a process from beginning to end.



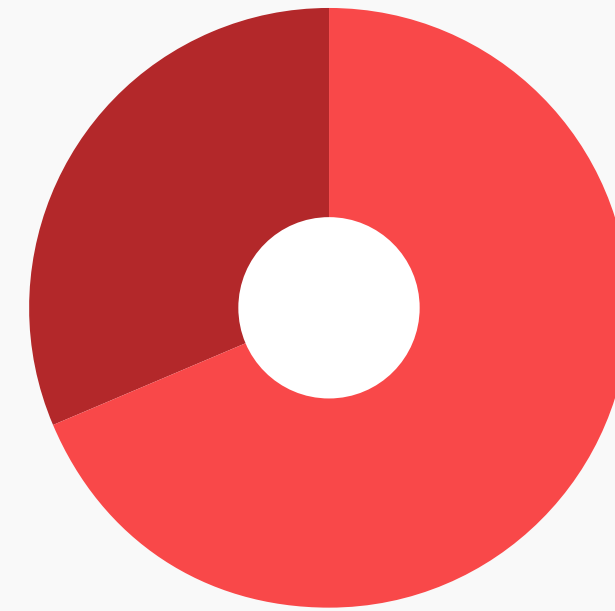
Benefits and compensation that respondents currently receive

Equity/Stock Options



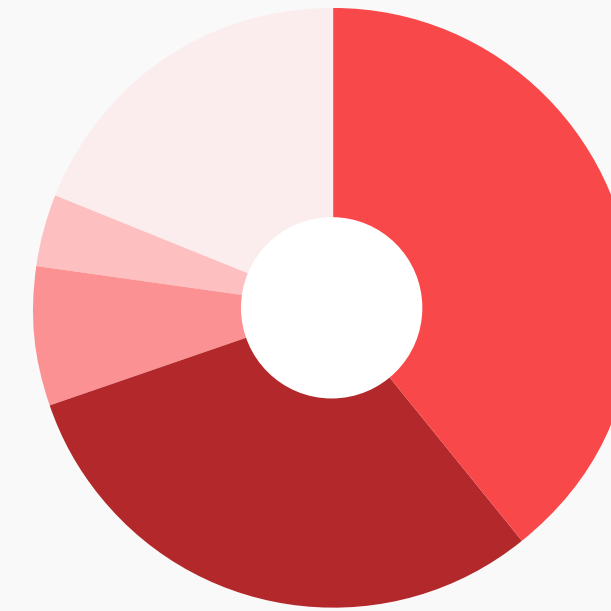
- Receive equity/stock options: 25.83%
- Do not receive equity/stock options: 74.17 %

401(k)



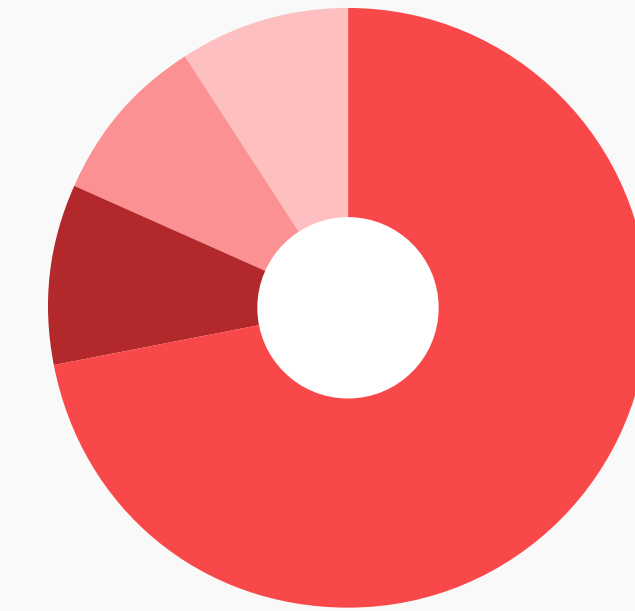
- Receive 401(k) match: 68.90%
- Do not receive 401(k) match: 31.10%

Health Insurance



- Full Coverage: 39.40%
- Full Coverage + Family: 30.46%
- Part Coverage: 7.62%
- Part Coverage + Family: 3.64%
- No Insurance: 18.88%

Working Environment

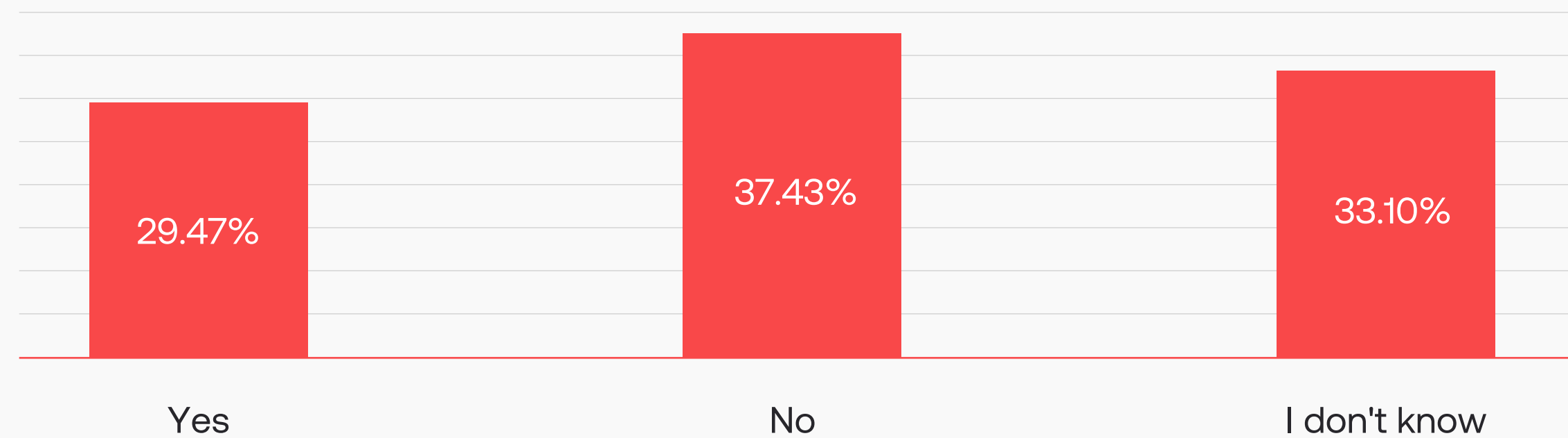


- On-site: 72.19%
- Fully remote or working from home: 9.60%
- Fixed Hybrid Model: 9.27%
- Freedom to choose where I work: 8.94%

Paid time off

Days	%
0 Days	16%
1 - 5 Days	6%
6 - 10 Days	20%
11 - 15 Days	24%
16 - 20 Days	10%
20 - 25 Days	13%
26+ Days	8%
Unlimited	3%

Maternity and paternity leave



Across Life Science and Engineering, most packages are very similar, particularly concerning base salary.

In order to differentiate your company, key benefits can be tweaked to provide a greater package than your competitors. Can each benefit that you offer be improved and by how much? Each benefit discussed within this report is a good place to start.

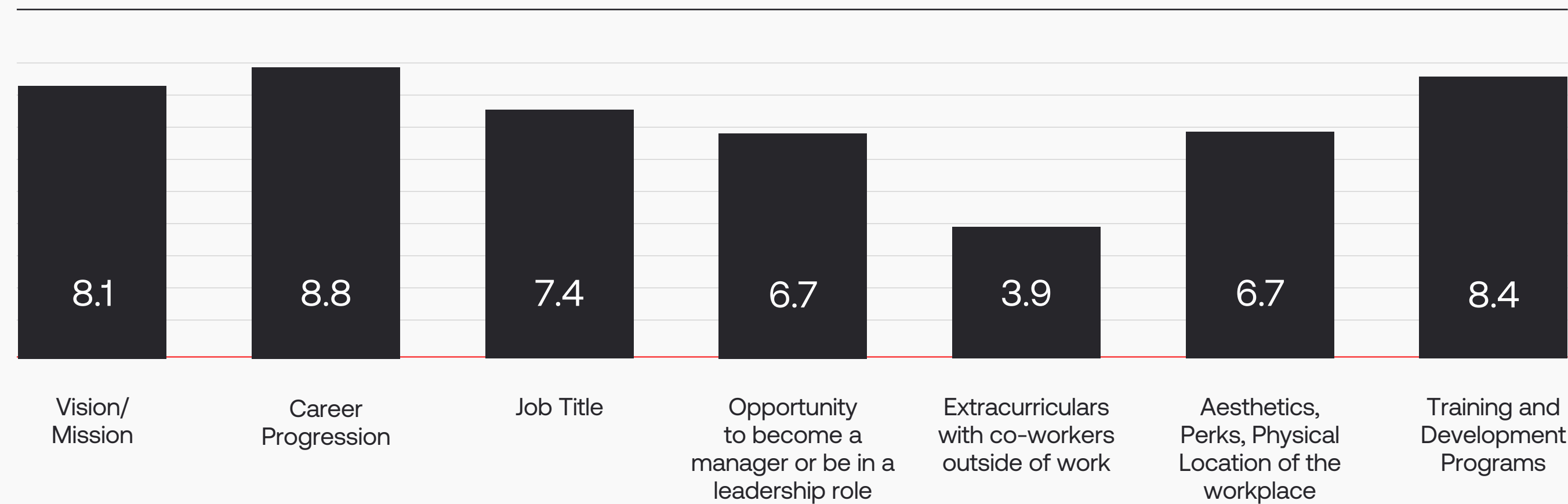
For example, Paid Time Off is a benefit that employers could utilize to differentiate themselves from the competition. Across Science and Engineering, few employers provide more than 15 days of paid time off per year. Increased paid time off aids in employee engagement, and retention and can act as part of a reward and loyalty incentive.

Over 70% of the industry do not receive or do not know if they receive enhanced maternity or paternity leave as part of their package. Maternity and Paternity leave is an incredibly valuable benefit that can be used to leverage talent attraction and is rarely communicated throughout the hiring process. It can often be a deciding factor as future parents plan their careers around raising children.

Attracting candidates – Value propositions

How important are the following value propositions when seeking a new job?

On a scale of 0 – 10 (0 = not important, 10 = extremely important)



85.23%
of candidates feel it is important to meet your future direct manager before accepting a job at a company.

Professionals feel it is appropriate to receive a promotion after just **11 months.**

Adding more levels to your company would be beneficial if it is difficult to promote staff regularly. This can be combined with an incentive program, where employees must reach specific criteria to enable progression.

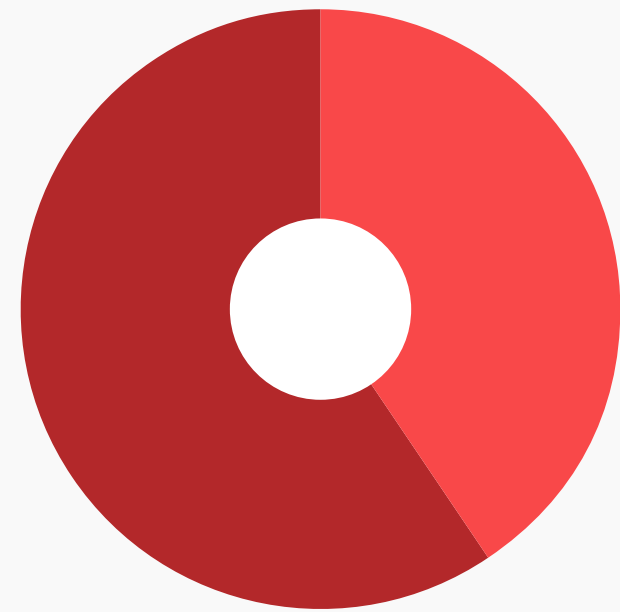
Few professionals consider extracurricular activities or social events important to them, with much more of a focus on vision, mission, and learning and development. Although not to be entirely discounted, activities that promote inclusion and a better working environment would also be commendable. However, professionals seek a role in which they can climb the career ladder, earn a prestigious title and encourage their development while working towards a common goal.

Galvanizing a learning and development team to address areas across the business where employees feel that they are not learning would also be beneficial. This could lead to understanding how specific employees would benefit from learning new skills, in turn aiding the business. In addition to providing formal coaching, an organization with a coaching culture creates an environment where coaching behaviors are used to communicate, manage and influence others, aiding development and company success.

It would also be worthwhile to consider extracurricular learning, such as courses and diplomas, which can be used in conjunction with training agreements. Whereby a company agrees to fund an employee's training should they agree to stay at the company for a certain number of years once the training is completed.

Job Market Liquidity in Science and Engineering

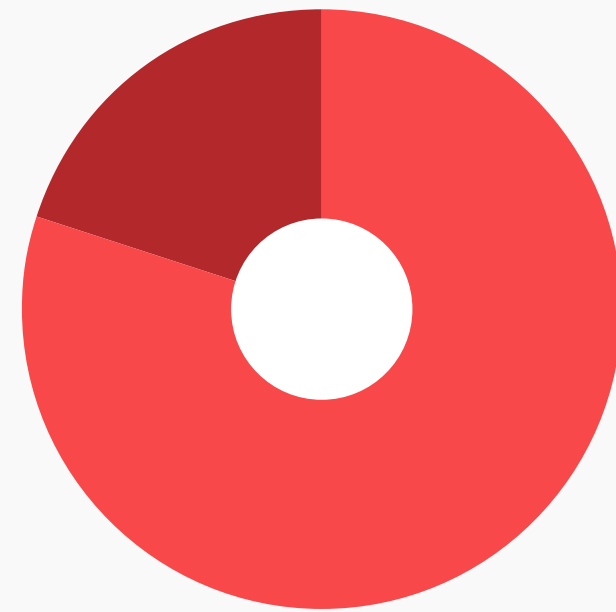
Have you moved roles in the last 12 months?



Yes: 40.73%

No: 59.27%

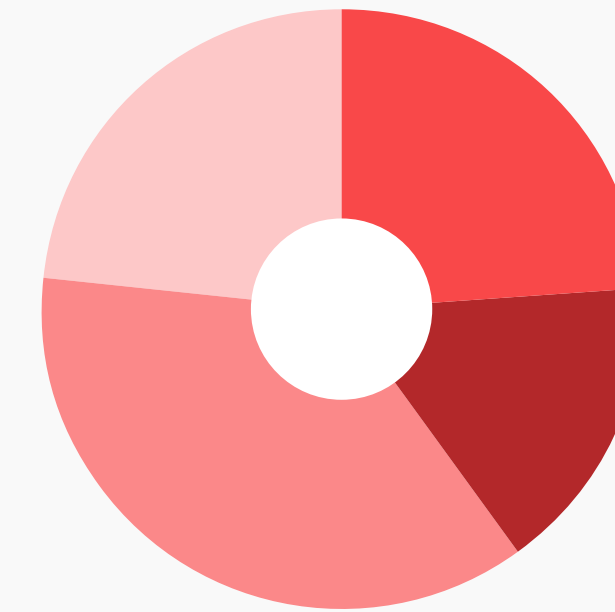
Have you considered moving roles in the last 12 months?



Yes: 79.50%

No: 20.50%

Have you ever taken a pay cut or lateral pay to move to a different company?



Pay cut to move to a different company: 24.12%

Lateral pay to move to a different company: 15.88%

Only ever taken a pay increase to move company: 36.67%

Yet to move companies: 23.33%

40.73% of professionals moved roles in the past year, and 79.5% of those who had not moved, considered moving. Talent attraction and retention strategies could not be more important at this current time. As the vast majority of professionals consider their future at a different organization, attractive value propositions need to be established and clearly communicated to prospective employees regularly. If these are not in place, you will not be agile enough to attract the right employees who align with your values at any given moment.

Employer Brand

On a scale of 0 – 10 (0 = not important, 10 = extremely important)...

When seeking a new opportunity, how important are Google reviews when considering to work for a prospective employer?

6

When seeking a new opportunity, how important are Glassdoor CEO reviews of a company you are interested in?

5

From job listings to interviews, from offer letters to online reviews, the lifecycle of an employee has many opportunities to share the positives about working at your company. Today's qualified candidate talent pool is shallow, with many excellent professionals already in a job and not actively searching. Small incremental steps toward communicating every positive benefit of working at your company must be aligned and shared at every touch point a current or prospective employee has with your firm. Employers need to be selling and advertising to their current staff just as much or more than their prospective hires.

Surveying your staff regularly will be key to understanding their wants and desires and give you the insight you need to make an effort towards providing better learning and development programs, greater team cohesion, and establishing a good working environment.

Communicating staff policies, and benefits and encouraging employees to use them (staff reward vouchers, for example) should be done regularly. Many professionals are unaware of all the different benefits they have access to. Each benefit is there for a reason, and it's essential to promote these throughout an employee's time at your company. Formalizing this process through an "Internal Communications Calendar" will start a good process and will ensure that key messages are shared in a timely manner. Although your benefits may be the same as competing companies, few communicate these benefits effectively leaving both candidates and current employees none-the-wiser to what they could and should receive.

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Contact us

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