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## Addressing the Aging Workforce of Engineering Talent

### Background

#### AGING WORKFORCE IN A TECH-DRIVEN INDUSTRY

With close to 20% of engineers being over the age of 55 and therefore close to retirement the need to bring in young talent to fill this void is critical.

On top of this the industry and profession has been dominated in the past several years with technology advancements – those of which incoming and existing talent need to be well-versed on in order to drive change in their organizations

Our client, one of the largest energy companies in the world, turned to Pontoon in order to hire their next generation of Engineering talent and fill this gap seen by many in the energy sector.

The quality of the talent coming from the client's existing supply chain and the speed to which they were getting this talent onboarded for critical roles was less than satisfactory.

### Our Approach

#### ENGINEERING RECRUITMENT EXPERTISE DRIVEN BY A CONSISTENT AND STANDARD PROCESS

Pontoon expanded their current MSP program (managed spend of \$165M) by implementing a direct sourcing solution.

With this solution, Pontoon became the direct recruiter for our client and the contingent talent in the engineering space – managing the entire process and experience from sourcing, to interviewing, onboarding, hiring and eventually management of this talent while on assignment.

The Pontoon direct sourcing team consisted of Subject Matter Experts in the engineering field that worked closely with clients both onsite and offsite to ensure requirements were understood and the recruitment process was clear, fast and with a high-level of engagement for both the potential candidates as well as the client hiring manager.

To ensure a consistent and tech-enabled process Pontoon leveraged our existing deliver center.

Within the delivery centers:

- All teams are LEAN SixSigma trained – making sure all processes continuously evolve as the engineering talent market evolves
- Our processes are quality checked and updated based on SixSigma methodologies
- Our teams leveraged market-leading sourcing technology to tap into various talent pools and find the hard-to-reach engineering candidates
- We were able to stay ahead of the needs of our client by leveraging our predictive analytics platform and provide real-time data powered by Pontoon Analytics

With the above approach 100% of the engineering talent for our client is now direct sourced by Pontoon's team.

## Client Results

### HIGH FUNCTIONING SUPPLY CHAIN ALLOWS CLIENT TO FOCUS ON THE FUTURE

*“Pontoon has been able to deliver a personalized and tailored support for our teams here”*

*-Senior Manager at Client*

By moving away from the reliance on a low-functioning supply chain, Pontoon was able to eliminate all third-party placements for the client within the first two years while at the same time increasing the quality of hire and overall satisfaction of the client (4.4/5 satisfaction scores by client hiring managers).

As a result of Pontoon’s ability to streamline the talent acquisition of engineers for the company, the client has been able to focus on driving their key strategic pillars- equipping them with the necessary skills to continue to lead in the future.