

PRATT & WHITNEY COMPANY BENCHMARKING REPORT

EXECUTIVE SUMMARY

OVERVIEW

In May, aerospace companies continued to maintain stable workforce levels while becoming more efficient in their hiring practices. The demand for technical talent remains strong, though the focus areas differ between Pratt & Whitney and its peers. Talent retention strategies are evolving, with notable improvements in employee sentiment at Pratt & Whitney. Geographically, hiring remains concentrated in the U.S., with targeted activity in select international regions.

KEY TAKEAWAYS

01

Workforce Expansion & Competitive Hiring Intensity: Hiring volumes remain steady, but companies are filling roles faster, reflecting better recruitment efficiency.

02

Hiring Priorities: Pratt & Whitney emphasizes operational and mechanical roles, while peers focus more on digital and software-based functions.

03

Talent Retention & Competitive Talent Flows: Pratt & Whitney is improving employee sentiment and draws from industry-focused talent sources, whereas peers source from more cross-functional domains.

04

Geographic Hiring Strategy: The U.S. continues to be the primary hiring hub, with strategic global presence maintained in Europe and Asia.

Filters

- **Report Month:** 05/2025
- **Lookback Period:** Between 12/01/2024 - 05/31/2025 (inclusive)
- **Target Company:** Pratt & Whitney
- **Portfolio Companies:** Pratt Whitney, Ge Aviation Systems, Rolls Royce Holdings, Safran

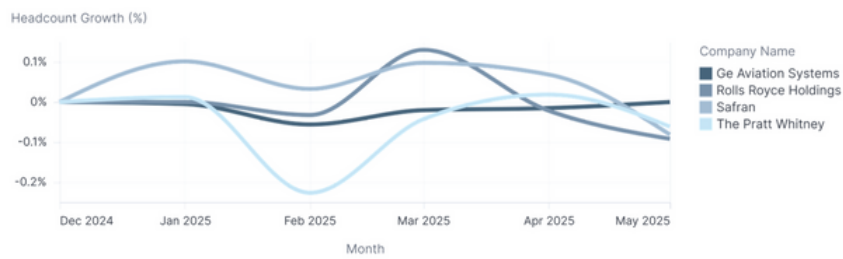
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WORKFORCE EXPANSION & COMPETITIVE HIRING INTENSITY

- Pratt & Whitney and peers show flat to negligible headcount growth over the last few months, indicating a plateauing in workforce expansion.
- Despite stable headcount, companies are still actively posting jobs, particularly for high-skill roles, reflecting a replacement or upgrade hiring strategy.
- The posting closing rate has shown a steady upward trend across all companies since early 2025, indicating improving hiring efficiency and reduced time-to-hire.

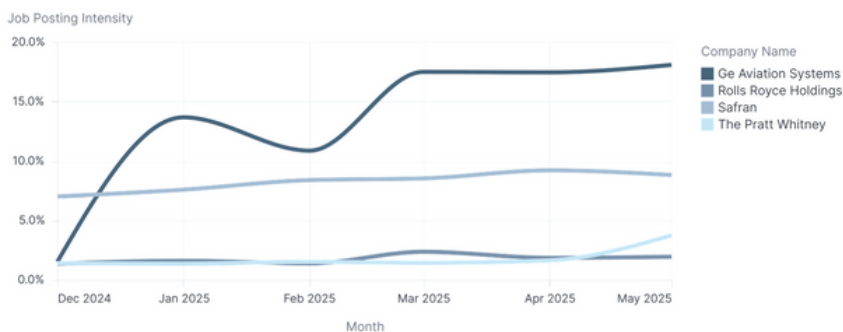
Headcount Growth Comparison and Headcount Growth per Role

Headcount Growth (%)



Shows if the company is expanding or shrinking; increasing numbers mean growth, while declines suggest layoffs or restructuring.

Job Posting Intensity (% of Headcount)



Measures hiring activity; a high percentage means aggressive hiring, while a drop signals hiring slowdowns.

HIRING PRIORITIES

- The most in-demand roles at Pratt & Whitney include mechatronics specialists, mechanics, procurement analysts, and inspection officers—emphasizing mechanical, operational, and quality-control functions.
- Peer companies are focusing heavily on advanced software, data, and digital operations roles. The top positions include staff software engineers, BI/ML platform leads, and enterprise architects.
- Both target and peer companies show distinct patterns in their top roles, reflecting differences in priorities between industrial operations and digital infrastructure.

Top Roles in Demand – Pratt & Company Versus Peers

Top Roles in Demand (Target)

	Period	Current Period ☐	Previous Month ☐
Job Title	Change %	Job Postings ↓	Job Postings
mechatroniczka mechatronik	-100%	3	∅
a p mechanic hot grand junction co	-100%	2	∅
analyst procurement jr buyer p remote	-100%	2	∅
assembly and test inspector onsite	-100%	2	∅
bench mechanic onsite	-100%	2	∅
bench mechanic weekend shift onsite	-100%	2	∅
co chief inspector onsite	-100%	2	∅
coatings engineering manager onsite	-100%	2	∅
core officer continuous improvement	-100%	2	∅
customer service officer engine rental	-100%	2	∅

Lists the Target company's most in-demand job roles; demand growth signals shifting priorities or business focus.

Top Roles in Demand (Peers)

	Period	Current Period ☐	Previous Month ☐
Job Title	Change %	Job Postings ↓	Job Postings
staff enterprise architect	-100%	119	∅
contract performance manager	56%	89	57
senior manager investment operations	-100%	83	∅
lead services specialist customer service management	-100%	78	∅
staff software engineer	7,600%	77	1
sr staff technical product manager digital logistics sustainment	-100%	75	∅
technical product management materials analytics reporting	-100%	75	∅
advanced manufacturing quality engineer	-100%	74	∅
airfoil casting strategy operations leader	-100%	74	∅
sr staff bi and ml advanced analytics platform architect	-100%	74	∅

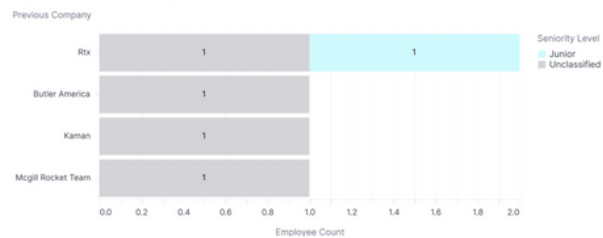
Shows the most hired roles by competitors; differences can reveal gaps or trends in the industry.

TALENT RETENTION & COMPETITIVE TALENT FLOWS

- Pratt & Whitney recorded the strongest improvement in employee sentiment (+6% MoM), with notable gains in compensation and work-life balance.
- Safran saw modest sentiment gains, while Rolls Royce Holdings experienced a small decline, particularly in compensation satisfaction.
- Pratt & Whitney sources talent mainly from core aerospace and engineering firms like RTX and Kaman, emphasizing deep industry expertise. Peers hire from a broader mix including technology consulting, QA, and IT firms like Alten and LTI Mindtree, reflecting a more cross-functional sourcing strategy.

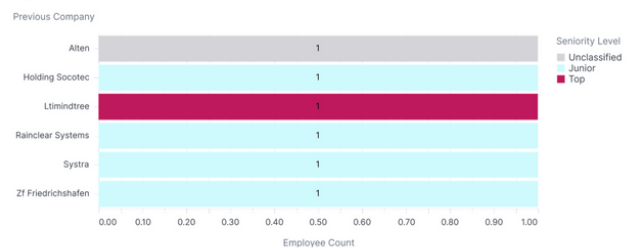
Talent Sources and Employee Sentiment Scores

Top 10 Talent Sources - Target



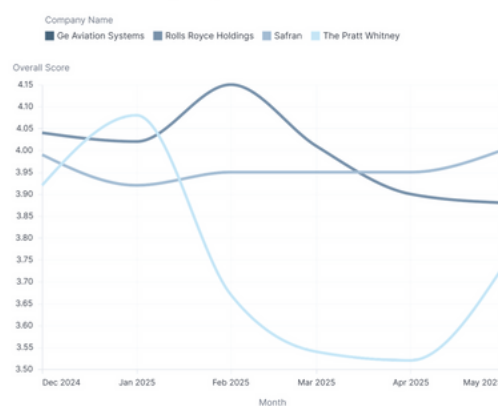
Shows where the company hires most employees from; high numbers from certain firms or industries reveal key recruitment pipelines.

Top 10 Talent Sources - Peers



Highlights where competitors hire talent from; differences may indicate unique recruitment strategies or hiring advantages.

Sentiment Over Time (rolling average)

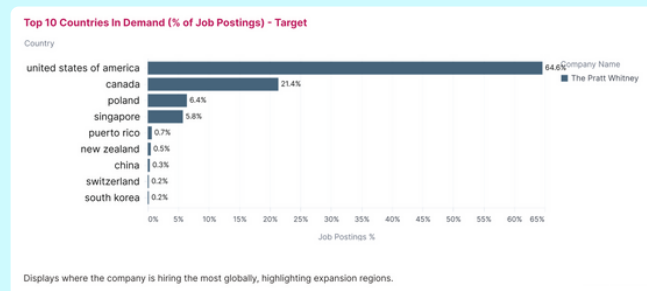


Tracks employee satisfaction trends over time, with declining scores signaling potential morale issues.

GEOGRAPHIC HIRING STRATEGY

- The U.S. continues to dominate hiring at Pratt & Whitney and peers, with major activity in Connecticut, Texas, and Florida.
- International hiring by Pratt & Whitney focuses on Canada, Poland, and Singapore—regions tied to manufacturing and engineering support.
- Peers show slightly more geographic diversity, with greater presence in France and the U.K., reflecting stronger European operations.
- Hiring in Southeast Asia remains steady but limited, pointing to maintenance of global reach without aggressive expansion.

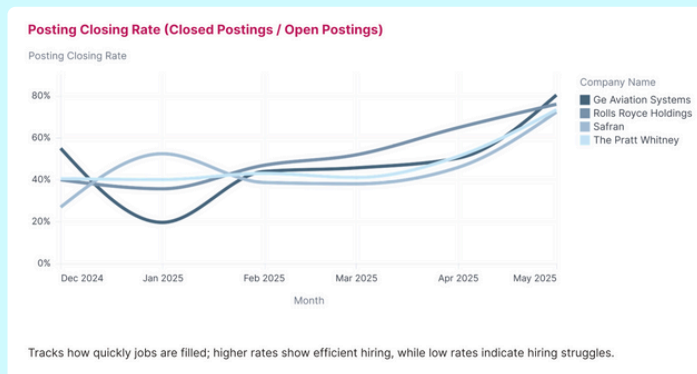
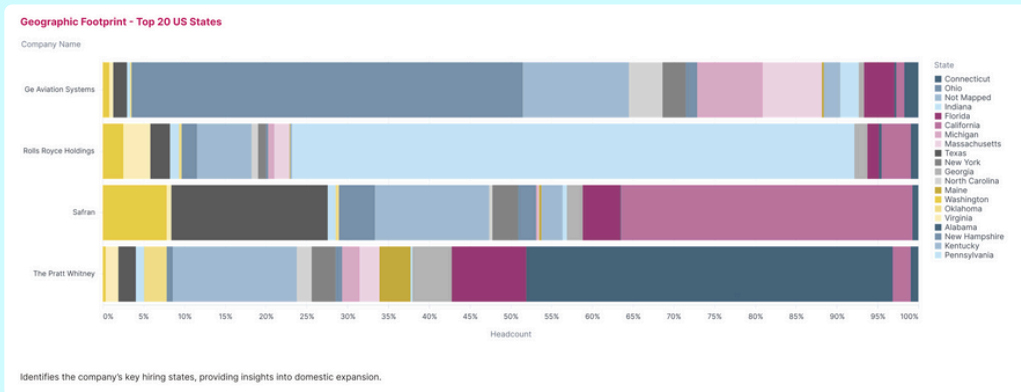
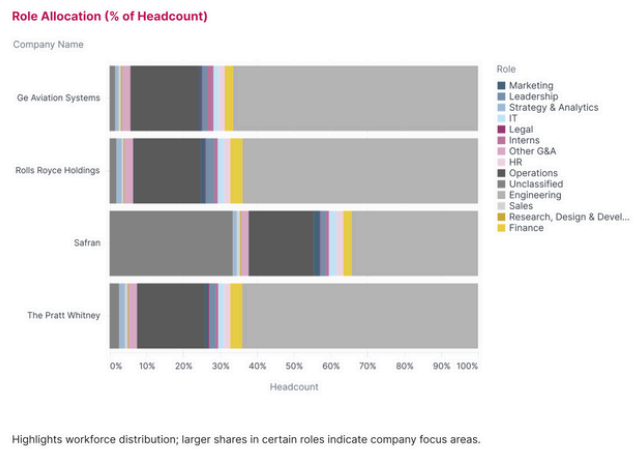
Geographic Hiring Trends – Top Countries



CONCLUSION

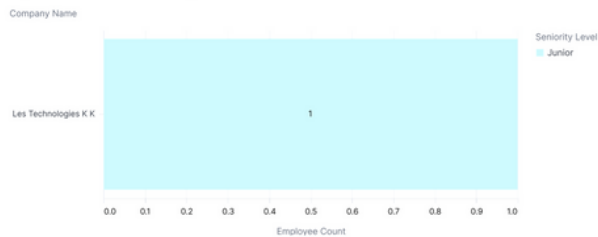
This benchmarking update highlights a phase of stability and strategic focus across the aerospace industry. Companies are optimizing recruitment efficiency and refining role-specific hiring, while Pratt & Whitney is standing out with improved employee sentiment and a more specialized talent sourcing strategy. Geographic focus remains consistent, with the U.S. anchoring most hiring efforts. These patterns suggest a cautiously optimistic approach to growth, grounded in operational continuity and talent quality.

Appendix



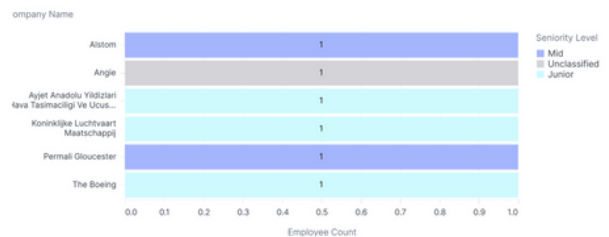
Appendix

Top 10 Talent Destinations - Target



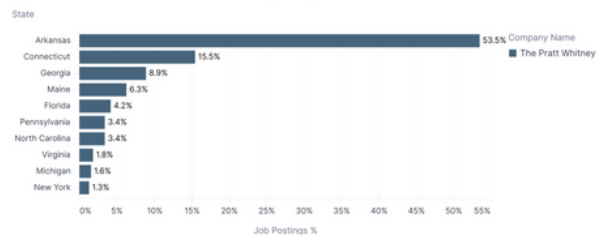
Tracks where employees go after leaving the company; patterns can reveal retention issues or attractive competitors.

Top 10 Talent Destinations - Peers



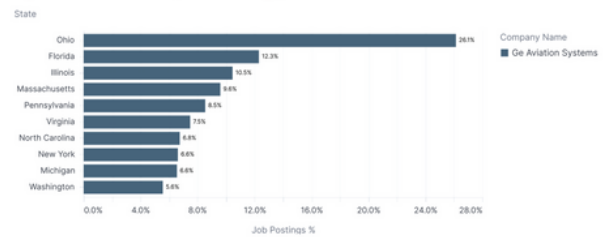
Shows where competitors' employees move after exiting; common destinations indicate industry trends or top employers.

Top 10 US States In Demand (% of Job Postings) - Target



Shows where the company is posting the most jobs in the US, reflecting workforce priorities.

Top 10 US States In Demand (% of Job Postings) - Peers



Compares hiring trends across competitors, revealing regional talent hotspots.

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