

Engineering for the Future: How the ESCO division of Weir helps grow Portland's engineering community

In January 2018, the median length of time that workers stayed with their employer was 4.2 years, according to the United States Bureau of Labor Statistics. Today, it is uncommon for workers to stay with one company for most of their careers. Professionals, especially engineers in our vibrant and growing Portland market, are seeking ways to grow in their careers.

Weir's ESCO division engineers develop innovative products for our global customers. Our team knows that to continue to develop successful products, you must maintain a thriving engineering community. That's why we have invested in our engineers by offering opportunities for internal growth, supporting them in their work and home lives, recruiting locally and adding to our diverse and inclusive culture.

The investment we make and the culture we foster is why our engineers tend to stay with us for a long time -- often decades. It's not unusual to find a second-generation employee at Weir.

Founded over 100 years ago in Portland as a steel foundry company, ESCO recently merged with Scotland-based The Weir Group, further expanding as a global leader in engineering



*Chris Carpenter,
ESCO division
of Weir*

the environment.

As Vice President of Innovation & Technology for the division, I work with our teams to be part of the solution: to grow and retain our talented employees and welcome the next generation of engineers. We realize the benefit of investing in their futures by keeping ahead of trends in engineering and innovation, while encouraging engineers to innovate in ways that push the boundaries in our field.

We believe in offering career experiences as diverse as the people who make up our team. One of the best ways we teach our engineers is allowing them to take part in the entire product life cycle, whether that means coming up with

and manufacturing. This merger has allowed us to gain the resources needed to dig deeper into the work we've valued from the beginning. We're known for more than our cutting-edge technologies in mining and infrastructure markets, but also the respect and commitment we show to our people, our community and

a new design, seeing field trials in-action, or traveling across the world to provide better solutions for our customers.

We believe in providing meaningful mentorship in our community, helping students of all ages apply their educational experience to real-world pursuits.

We believe in partnering with educational institutions to expose people to our process of designing, making and testing.

We believe in continuous improvement through hands-on learning. I get to watch engineers evolve over years, sometimes decades. Our engineers teach other engineers.

In my career at Weir, I've seen the dedication our company has to smart growth and the positive benefit that can have on a company's bottom line.

As engineering companies continue to expand into the Portland market, it's important that we continue to support our team members in their professional development, provide them unique and meaningful experiences and, ultimately, build upon those experiences to grow a stronger engineering community for the future in Portland.