

MANUFACTURING

Manufacturing Industry Learning Challenges

Manufacturing organizations must adhere to rigorous regulatory compliance requirements across the global markets where they operate, control increasing costs and produce high quality products, all while managing a critical skills shortage

The manufacturing sector is experiencing some of its largest job gains in over 20 years. However, this growth means that there are not enough workers with the right skills to fill available roles.



2.4 MILLION
UNFILLED POSITIONS
due to the skills gap between
2018 – 2028.¹



2.69
MILLION
JOB VACANCIES
expected from retiring
workers by 2028.¹

UP FROM
70 DAYS
TO **90 DAYS**

average time it took to fill
a skilled production job
between 2015 and 2018.¹



7.9 MILLION
UNFILLED POSITIONS
in global skilled labor by 2030.²

WILL RESULT IN ...



\$607.14
BILLION LOST

in unrealized global output due to
unfilled positions in skilled labor
by 2030.²

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Addressing Workforce Challenges
Forward-thinking manufacturing organizations will...

- Recruit not only for skills needed today, but to meet future needs
- Offer frequent learning opportunities to develop and retain staff
- Notify workers when new skills training opportunities are available
- Build training programs aimed at veterans reentering the workforce
- Create apprentice and mentor programs to build a highly skilled workforce
- Offer dispersed workers with training anytime, anywhere via mobile
- Manage staff training/certifications in a central system for compliance audits
- Measure learning outcomes, not just training and course completions
- Track all learning, wherever it happens – via VR/AR, video, social, etc.
- Extend training beyond staff to suppliers, partners and resellers to assure they meet quality standards

WELDERS, ELECTRICIANS, & MECHANICS

are currently the most difficult roles to fill in the US.³

5 YEARS AVERAGE TENURE of a U.S. worker in the manufacturing sector.⁵

- 1 2018 Deloitte and The Manufacturing Institute, skills gap and future of work study
- 2 World Manufacturing Forum, 2018 World Manufacturing Forum Report
- 3 ManpowerGroup, 2018 Talent Shortage Survey
- 4 U.S. Bureau of Labor Statistics, Employment Report, January 2019
- 5 U.S. Bureau of Labor Statistics, Employee Tenure in 2018 report

284,000 jobs IN MANUFACTURING

were added in the U.S. in 2018.⁴

The increase in manufacturing jobs in 2018 represented a 37% increase over 2017, according to the U.S. Bureau of Labor Statistics. The result is the largest employment increase that the sector has seen in over two decades.