

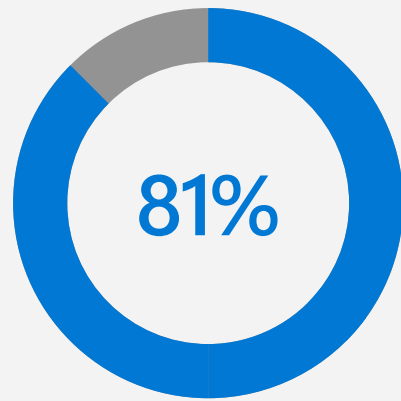
# 3 Ways to Build the Modern Manufacturing Workforce

## Build the next-generation manufacturing workforce

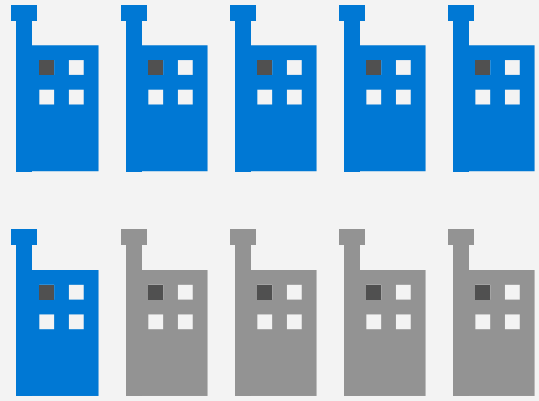
Manufacturing faces a crisis matching talent to business needs. Not only is there an overall shortage of workers, but many lack the skills necessary for modern manufacturing environments.

# 2.4 Million

In the United States, 2.4 million manufacturing jobs are likely to go unfilled through 2025.<sup>1</sup>



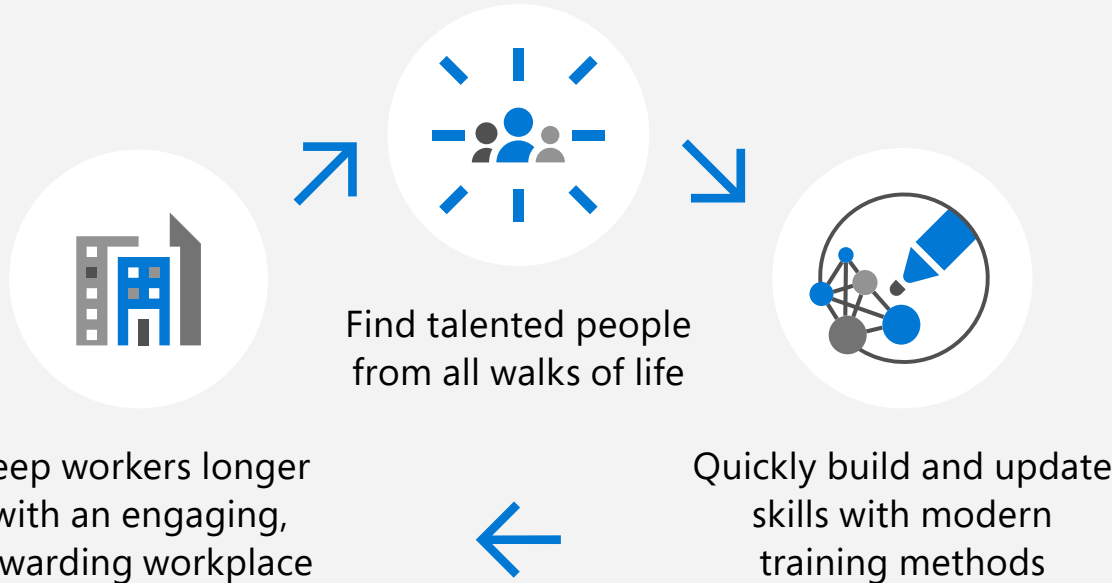
In 2018, 81% of UK manufacturing businesses had trouble finding staff with the right qualifications and experience.<sup>2</sup>



60% of German companies regard skill shortages as a threat to their economic performance.<sup>3</sup>

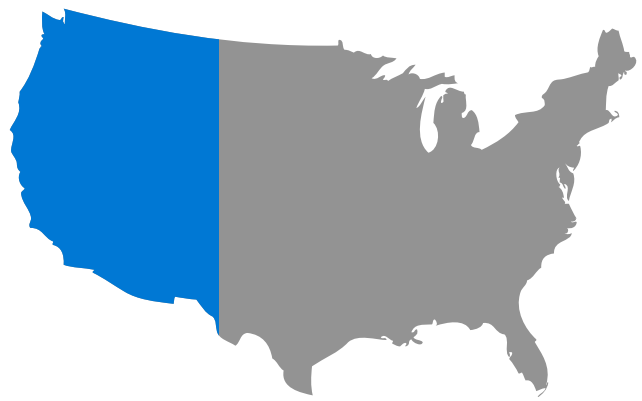
How can leaders break through this challenge to find, keep, and grow a future-ready manufacturing workforce? With a comprehensive approach that encompasses expanded hiring practices, enhanced training, and an engaging workplace.

Create a cycle of empowerment to ensure your people thrive at every phase of the employment lifecycle.



## 01 Find talented people from all walks of life

Manufacturing has an image problem. The perception is that it is repetitive work with little opportunity for advancement. Organizations can break through this challenge by creating and communicating modern workplace experiences and by expanding their candidate pools and hiring practices.



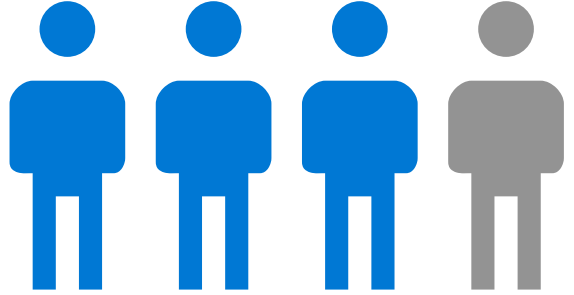
33% of Americans do not believe manufacturing work is interesting or rewarding.<sup>4</sup>

### Challenge

Negative perception of manufacturing work environments.

### Solution

Effective employer branding. Use recruiting tools that help you communicate your modern workplace and build a positive image on social media.



75% of manufacturing HR professionals report difficulty filling full-time regular positions.<sup>5</sup>

### Challenge

Not enough qualified applicants for open roles.

### Solution

Build and nurture diverse talent pipelines. Use prebuilt cloud machine learning to identify characteristics of successful candidates beyond traditional criteria. Choose recruitment management tools that help you scale candidate engagement using intelligent automation.

## 02 Build and update skills

Helping people shift roles and make the most of their knowledge is critical in a fast-moving business environment.

# 4x

Connected learners are **66%** more engaged and more than **4x** as likely to be retained.<sup>6</sup>

### ⚙️ Challenge

Choosing relevant skills to develop is challenging in a constantly changing environment.

### ✅ Solution

Use a predictive approach to identify skills with rising demand rather than simply reacting to business leaders' requests.



Mixed reality employee training programs help new hires reach full productivity **50%** faster.<sup>7</sup>

### ⚙️ Challenge

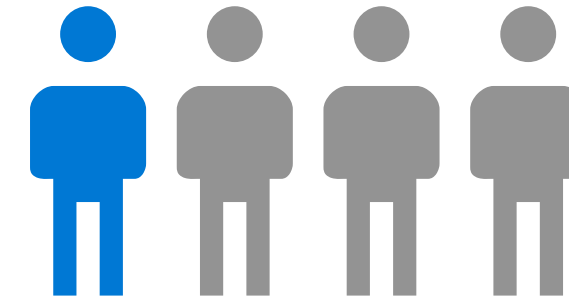
Employees lack skills to work in modern manufacturing environments.

### ✅ Solution

Modern technology such as mixed reality makes on-the-job learning easier than ever. Immersive experiences aid retention and speed understanding by placing learning in the context of the work itself.

## 03 Create an engaging workplace

Gain greater return on investment in employee hiring and training with clear career paths and a culture of innovation that drives personal commitment.



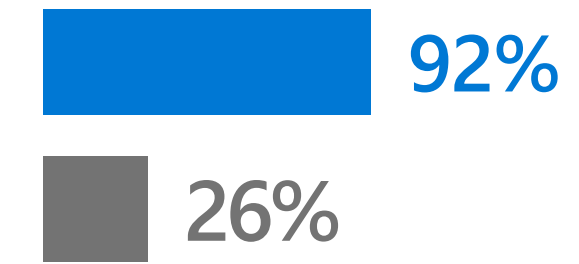
Only **25%** of manufacturing employees report being engaged at work.<sup>8</sup>

### ⚙️ Challenge

Repetitive work leads to low engagement and high attrition.

### ✅ Solution

Automate mundane tasks to liberate creativity and create a more enjoyable work environment. Deliver data and guidance in context to help people do their best work.



**92%** of employees feel that teamwork within their department or business unit is important to their job satisfaction, but only **26%** are very satisfied with this aspect of work.<sup>9</sup>

### ⚙️ Challenge

Enabling better teamwork among employees to foster a sense of meaning and belonging.

### ✅ Solution

Implement enterprise-wide digital collaboration environments for effective team operations.



## Transform your workforce

Learn how your manufacturing enterprise can use modern technology to address the skills gap in a highly competitive environment. Read the e-book, [The New Face of Manufacturing: Find, Train, and Keep the Workers You Need](#).

<sup>1</sup> "2018 SKILLS GAP IN MANUFACTURING STUDY", [Deloitte](#).

<sup>2</sup> "Manufacturers hit hard in the UK's chronic skills shortage", [BBC survey](#).

<sup>3</sup> "German Mittelstand faces battle to overcome skill shortages", [Financial Times](#).

<sup>4</sup> "Manufacturing matters: The public's view of US manufacturing", [DeLoitte](#).

<sup>5</sup> The New Talent Recruiting Difficulty and Skills Shortages Landscape,

[Society of Human Resource Managers](#).

<sup>6</sup> Reskilling the Workforce, [Gartner](#).

<sup>7</sup> Virtual Reality Employee Training Is Here. Should You Adopt?, [Capterra](#).

<sup>8</sup> State of the American Workplace, [Gallup](#).

<sup>9</sup> EMPLOYEE JOB SATISFACTION AND ENGAGEMENT: Revitalizing a Changing Workforce, [Society of Human Resource Managers](#).