Deloitte

The jobs are here, but where are the people?

Addressing the manufacturing skills gap and influencing a positive future of work

Our studies indicate that the skills shortage is expanding ...

The skills gap may leave an estimated **2.4 million** positions unfilled and put **\$2.5 trillion** in manufacturing GDP at risk over the next decade.



2025

2028



What's causing the shortage?

Shifting skillsets due to the introduction of advanced technologies and automation

Misperceptions of manufacturing jobs

Retirement of baby boomers

What skills are necessary for future success?

Digital skills must marry human skills. 50% of manufacturers said they have already adopted automation, and the top skills that must accompany technology are critical thinking, programming, and digital.

Digital skills Key skills in the futu Working with tools & techniques



Skilled positions take months to fill . . .

It takes more than **2 months** to fill positions for skilled production workers, and more than **4 months** for engineers, researchers, and scientists.



MANUFACTURING Institute





Critical thinking

How can manufacturers positively influence the future of work?

Tapping into the **resources** from the retiring generation of baby boomers

Developing **in-house training** that engages a multigeneration workforce

Building human-machine collaboration to supplement jobs across the organization

Creating **public-private** partnerships

Bolstering apprenticeship programs



Programming

skills for

robots and

automation

