Help wanted!

Despite having a high employment pool, manufacturers are having trouble filling entry-level and skilled positions. Our study reveals why.

• The number of unique certifications necessary to fill open jobs increased by 2.8x in 2019–20 vs. 2010

Average entry-level job posting

1.4x
white average skill

while average

The rise means that manufacturers are having difficulty in finding talent with the right skills.

Job posting data reveals talent demand hot spots

Over the past 10 years (2010–2019), the industry added more than 1.2 million jobs, mainly in the Midwest, Northeast, and South.

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Over the past 10 years (2010–2019), the industry added more than 1.2 million jobs, mainly in the Midwest, Northeast, and South.

How can manufacturers find talent with the right skills and credentials to fill open jobs?

Read our 2021 Deloitte and The Manufacturing Institute Skills and Credentials Study to learn what companies are doing.

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The increasing complexity around credentialing continues to perplex manufacturers.

At the same time, these entry- and mid-level positions have evolved in the skills landscape.

To fill open entry-level positions, manufacturers need skilled workers with a variety of certifications. It’s not uncommon to see postings that require 10 or more certifications.

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