

# THE LEARNING AND HR CHALLENGES FACING MANUFACTURING ORGANIZATIONS TODAY

The skills gap in the manufacturing sector is widening by the day, which could leave millions of roles unfilled and organizations struggling to fulfil demand. This, along with rapidly changing technology and processes, means that manufacturing organizations must prepare their workforces to ensure they stay relevant and sufficiently skilled. So what are the key HR and learning challenges facing the manufacturing industry today?

Director, Training and Development, Terminix

## 2.4 MILLION ROLES

The manufacturing skills gap is predicted to leave 2.4 million roles unfilled over the next decade<sup>1</sup>

## 50%

50% of manufacturers have already adopted automation, making it a key skill for manufacturing workers in the coming years

## 81%

81% of manufacturers have struggled to recruit skilled staff in recent years<sup>2</sup>

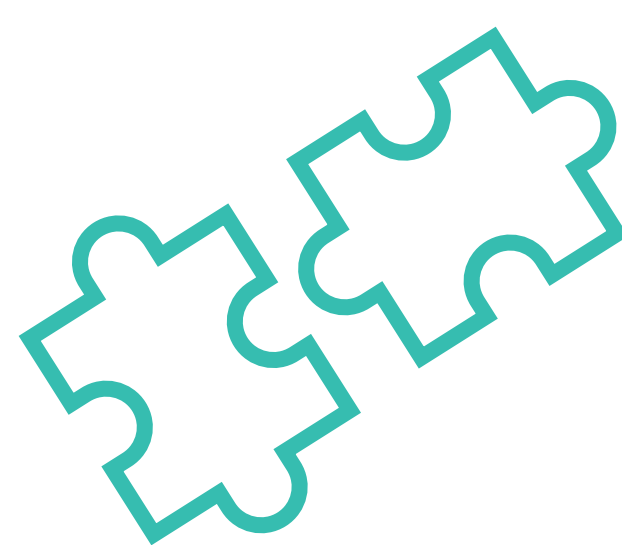


It takes more than two months to fill roles for skilled production workers, and more than four months to fill roles for engineers, researchers and scientists

## 70%

70% of manufacturers are addressing the workforce crisis by expanding internal training programs<sup>3</sup>

More than 60% of manufacturing organizations cite **the skills gap as their top business challenge**<sup>4</sup>



## MORE THAN 4.6 MILLION WORKERS

Manufacturers will need to hire more than 4.6 million workers by 2028<sup>5</sup>



Three-quarters of manufacturing organizations said that **upskilling workers has helped to improve employee productivity**<sup>6</sup>

## 86%



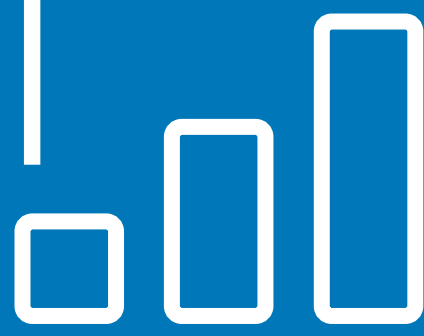
86% of manufacturing workers are engaged in job-related technical skills training<sup>8</sup>

## 59%

59% of manufacturers are turning to temporary worker agencies to plug the skills gap<sup>7</sup>

## 75%

75% of organizations have recognized **increased productivity as the main benefit of workplace training and upskilling**<sup>9</sup>



## 78%

78% of firms are concerned about the aging manufacturing workforce<sup>10</sup>

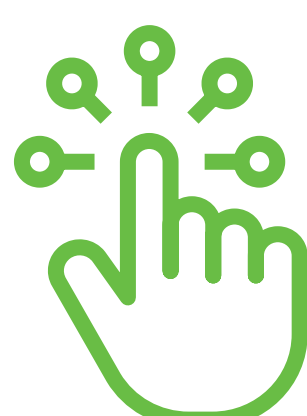


59% of UK manufacturing firms believe that **the government is not doing enough to address the skills gap in the sector**<sup>11</sup>



## 81%

81% of British manufacturers say they are **ready to invest in new digital technologies to boost productivity**<sup>12</sup>



<sup>1</sup> Deloitte, 2018 skills gap in manufacturing study.

<sup>2</sup> The British Chambers of Commerce Quarterly Economic Survey: Big squeeze on firms from recruitment, prices and cash flow, 2019.

<sup>3</sup> The Manufacturing Institute Training Survey, 2020.

<sup>4</sup> The Manufacturing Institute Training Survey, 2020.

<sup>5</sup> The Manufacturing Institute, 'A Manufacturing Leader Shared What She's Learned', 2020.

<sup>6</sup> The Manufacturing Institute Training Survey, 2020.

<sup>7</sup> The Manufacturing Institute Training Survey, 2020.

<sup>8</sup> The Manufacturing Institute Training Survey, 2020.

<sup>9</sup> The Manufacturing Institute Training Survey, 2020.

<sup>10</sup> The Manufacturing Institute, 'The Aging of the manufacturing workforce: Challenges and Best Practices', 2019.

<sup>11</sup> PWC, 'Annual Manufacturing report', 2019.

<sup>12</sup> The Manufacturer, Annual Manufacturing Report, 2019.

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