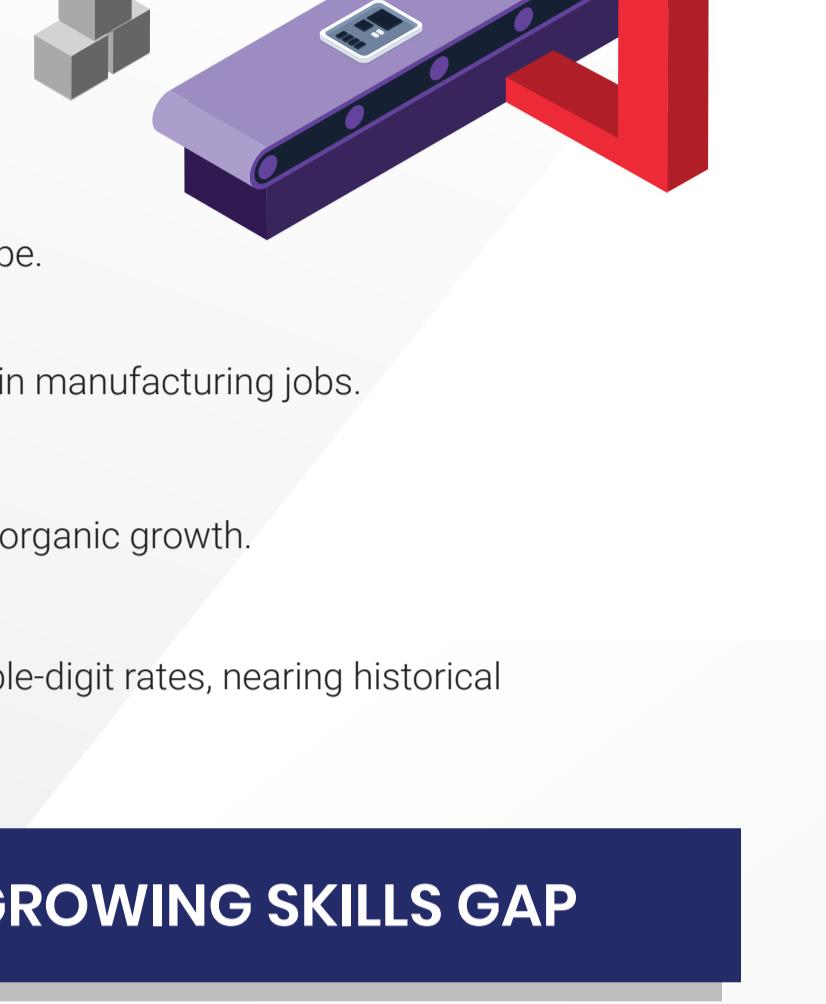


HOW TO CLOSE THE SKILL GAP IN YOUR MANUFACTURING BUSINESS

WHY IS THE SKILL GAP GROWING?

More than **2.6 million** baby boomers are expected to retire over the next decade.¹

Artificial intelligence, advanced robotics, automation, analytics, and the internet of things are changing the manufacturing landscape.



Younger generations are **uninterested** in manufacturing jobs.

700k new jobs will be created due to organic growth.

Job openings have been growing at double-digit rates, nearing historical peak recorded in 2001.²

CONSEQUENCES OF A GROWING SKILLS GAP

More than **2.4 million open jobs could remain unfilled between 2018 and 2028**,³ with a potential economic impact of \$2.5 trillion.

89% of manufacturing executives agree there is a talent shortage in the US manufacturing sector, 5% higher than 2015 results.³

60% of the job gaps will be directly tied to skills mismatch, or talent shortage.

Positions relating to **digital talent, skilled production and operational managers** may be **3x** more times as difficult to fill in the next three years.

Manufacturing businesses are unable to increase production levels and satisfy growing customer demands.

There's a risk of losing **\$454 billion** in additional manufacturing value by 2028 in the industry is unable to full anticipated open jobs.⁴

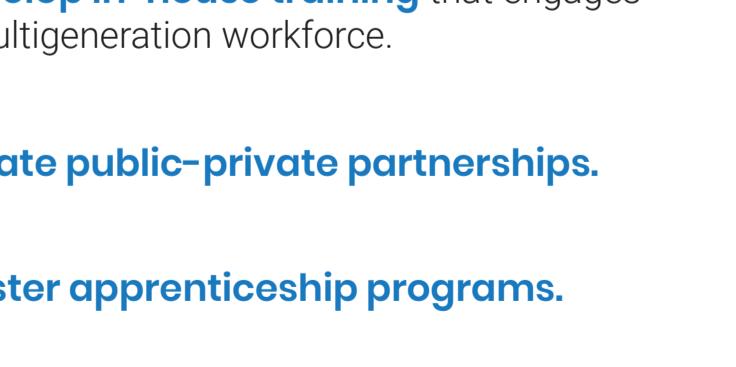
84% of organizations are unprepared for disruptions.

HOW TO BUILD A PATH FORWARD

Manufacturers must fill current jobs and prepare for future, tech-driven workforce.

47% of today's jobs might be gone in the next 10 years, including **20%** of assembler jobs in manufacturing.⁵

The most in-demand skills will include **technology/computer skills, digital skills, programming skills for robots/automation, working with tools and technology, and critical thinking skills.**



Early smart factory adopters reports an average increase of **12% in labor productivity, 11% increase** in factory capacity utilization and a **10% increase** in total production output.



Turn toward automation to supplement unfulfilled human jobs that are going unfilled.

Develop in-house training that engages a multigeneration workforce.

Create public-private partnerships.

Bolster apprenticeship programs.

THE FUTURE IS GOING TO LOOK DIFFERENT. MAKE SURE YOU'RE PREPARED WITH THE RIGHT TOOLS.

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¹ <https://news.gallup.com/poll/234302/snapshot-americans-project-average-retirement-age.aspx>

² <https://www.bls.gov/jlt/>

³ <https://www2.deloitte.com/us/en/pages/manufacturing/articles/future-of-manufacturingskills-gap-study.html>

⁴ <https://www2.deloitte.com/us/en/insights/industry/manufacturing/manufacturing-skills-gapstudy.html>

⁵ <https://pdf4pro.com/view/future-of-work-deloitte-5bb044.html>