



## BREAKING DOWN THE INDUSTRIAL SKILLS GAP

There is a skills gap in the Manufacturing industry that may leave **2.4m positions unfilled between 2018 and 2028.**

Deloitte Digital  Institute



### HIGH COST OF TRAINING

\*Only 12% of workers apply skills from training to their jobs and the estimated total loss from ineffective training to a business is \$13.5 million per 1,000 employees\*

SH!FT  
DISRUPTIVE LEARNING

### AGING & RETIRING WORKFORCE

\*Higher percentage of workers eligible to retire in manufacturing in 1-2 years (58%), 3-5 years (52%)\*

SIRM  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

### CHALLENGES WITH TRADITIONAL TRAINING METHODS

75% of manufacturing leaders cite on-the-floor job shadowing as the most effective method, yet scheduling, lost productivity, measurement, and retention pose significant challenges

IndustryWeek

### OUT-OF-DATE PAPER-BASED INSTRUCTIONS

\*Recent survey discovered 78% of manufacturers are using documents that are outdated or ineffective, causing a lack of standardization and quality control\*



### NEGATIVE PERCEPTIONS OF INDUSTRIAL WORK

In a recent poll, 61% of teenagers perceived that a manufacturing career entailed a "dirty, dangerous place that requires little thinking or skill" from its workers and offers a minimal opportunity for personal growth or career advancement."

FMA  
Food & Manufacturers Association, International