



## Help wanted!

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

**2.2x**

Average monthly job openings have increased **2.2x** over the past decade...



**1.4x**

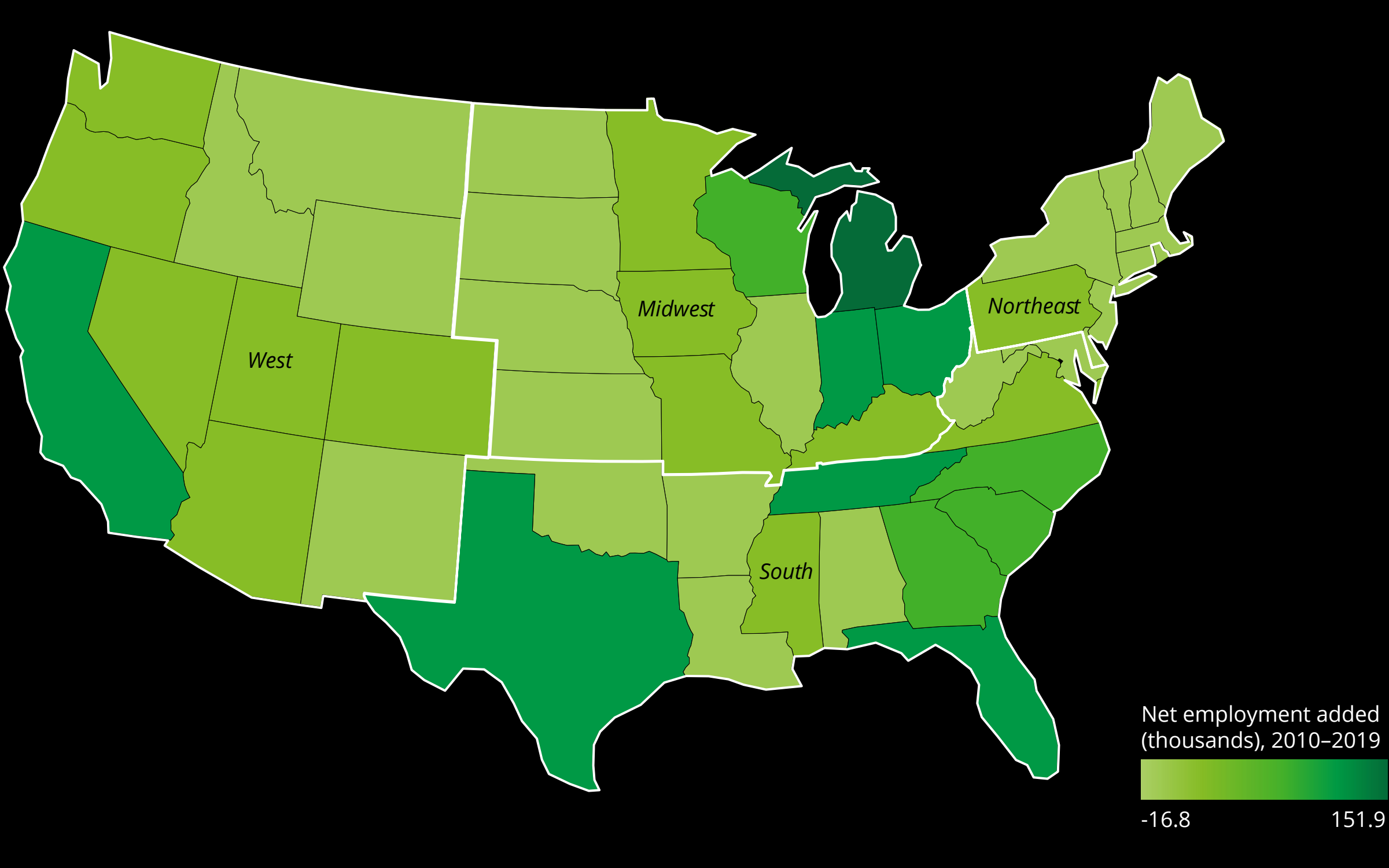
...while average monthly hires have only increased **1.4x**



**This gap reveals that manufacturers are facing 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, Texas, and California



## However, different regions are looking for different skills

Jobs postings with top skills mentions, 2020

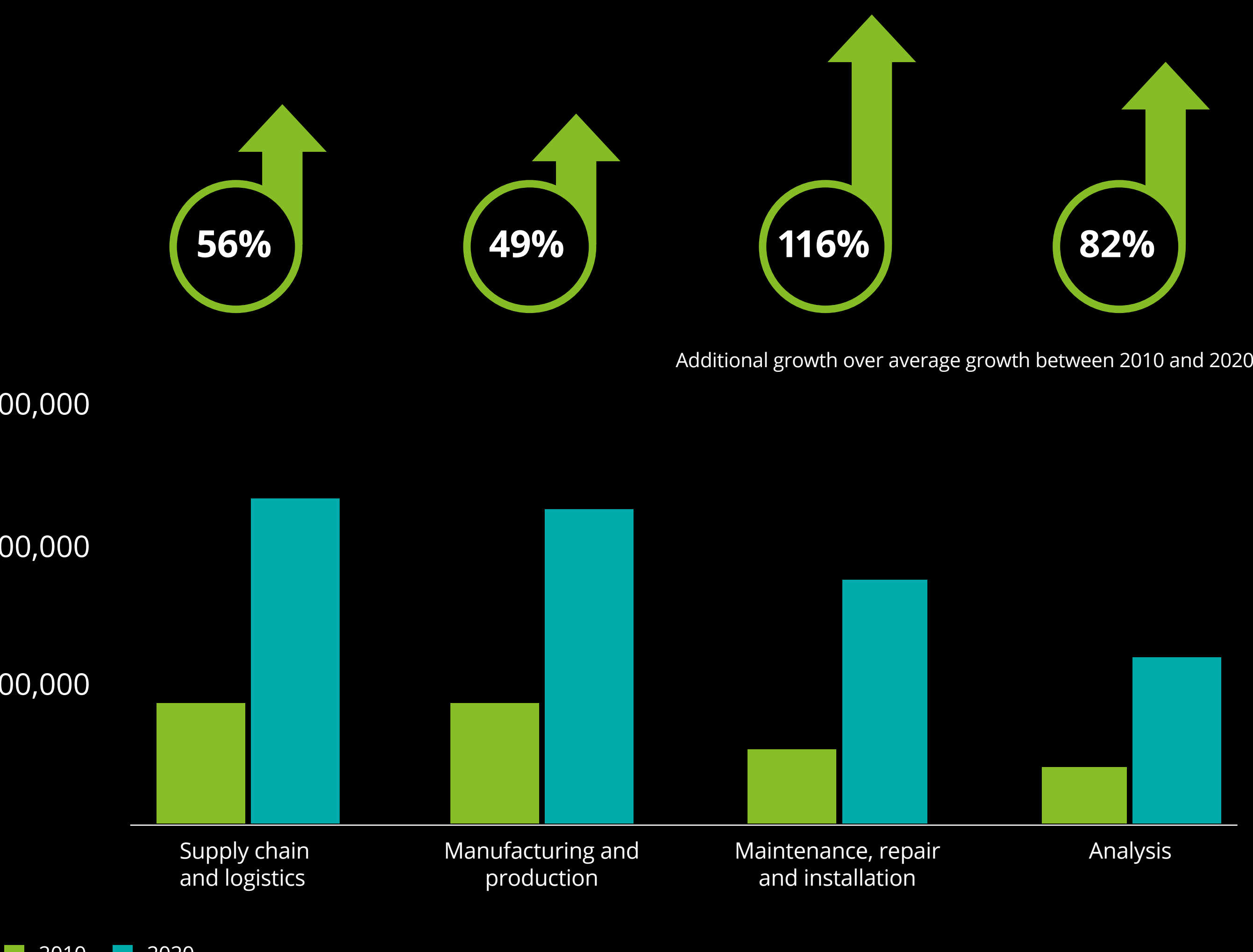
- |  |   |   |  |
|--|---|---|--|
| <b>West</b> <ul style="list-style-type: none"> <li>Digital</li> <li>Engineering</li> <li>Manufacturing and production</li> <li>Supply chain and logistics</li> </ul> | <b>South</b> <ul style="list-style-type: none"> <li>Supply chain and logistics</li> <li>Digital</li> <li>Manufacturing and production</li> <li>Maintenance, repair, installation</li> </ul> | <b>Midwest</b> <ul style="list-style-type: none"> <li>Manufacturing and production</li> <li>Supply chain and logistics</li> <li>Maintenance, repair, installation</li> <li>Engineering</li> </ul> | <b>Northeast</b> <ul style="list-style-type: none"> <li>Science and research</li> <li>Manufacturing and production</li> <li>Supply chain and logistics</li> <li>Digital</li> <li>Analysis</li> </ul> |
|--|---|---|--|



**Manufacturing job openings may not be matching the skills in the available workforce.**

## The ability to work with connected equipment and data analysis are quickly becoming must-haves

Number of skills mentions in manufacturing jobs postings, 2010 and 2020



## Eight of 10 job titles with the highest number of postings in 2020 were for entry- and mid-level positions

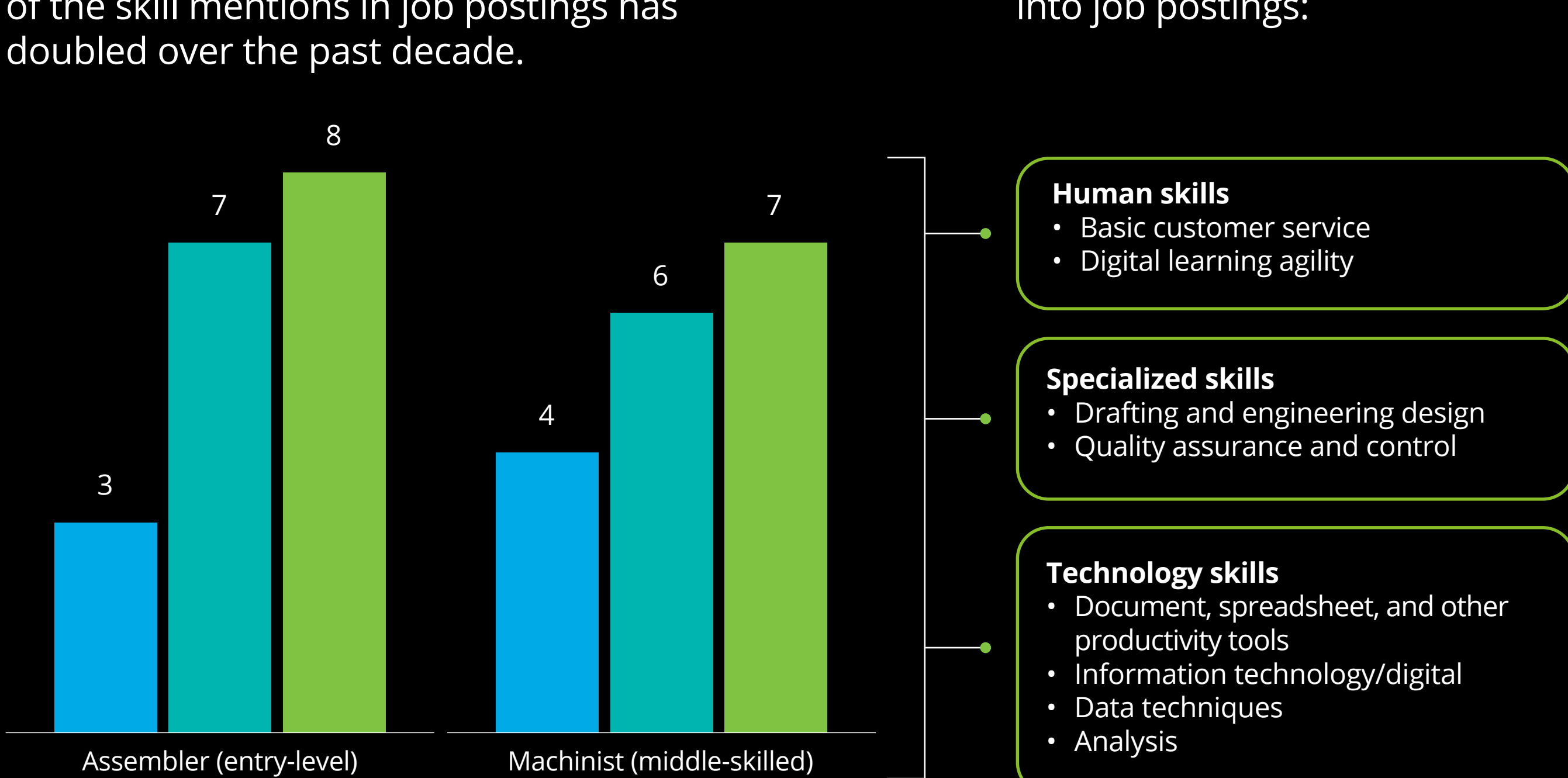
Top 10 job titles by number of job openings, 2020

- |                        |                          |
|------------------------|--------------------------|
| Maintenance technician | Project manager          |
| Material handler       | Field service technician |
| Machine operator       | Forklift operator        |
| Production supervisor  | Assembler                |
| Warehouse associate    | Production operator      |

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

The number of skills that make up 90% of the skill mentions in job postings has doubled over the past decade.

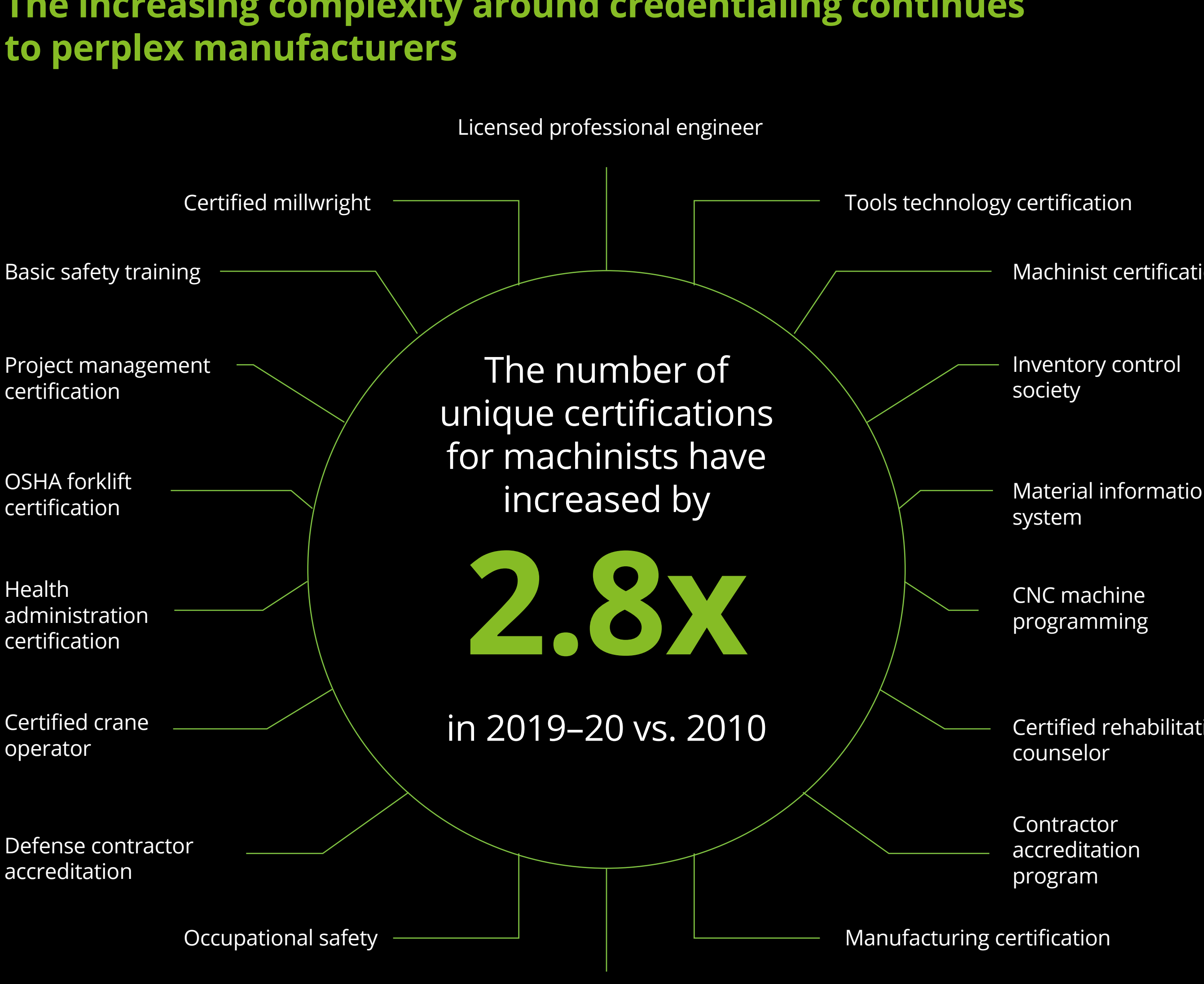
Skills that have made their way into job postings:



- Human skills**
  - Basic customer service
  - Digital learning agility
- Specialized skills**
  - Drafting and engineering design
  - Quality assurance and control
- Technology skills**
  - Document, spreadsheet, and other productivity tools
  - Information technology/digital
  - Data techniques
  - Analysis

*\*Only skills mentioned in 3% or more job postings for a particular year are included in this analysis*

## The increasing complexity around credentialing continues to perplex manufacturers



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

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