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Visit our **Women at Deloitte** site to learn about some of our female leaders in manufacturing.



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# **Deloitte.**





Closing the gender gap
Ten years of celebrating women
in manufacturing

#### Where we stand

Women represent a vast talent pool



of the associate's, bachelor's, master's, and doctorate's degrees are held by women in the total US labor force.



# More than half

of all US managerial and professional positions are held by women.

\_\_\_\_\_\_

### Is manufacturing capturing its share?

Women are underrepresented in manufacturing, a situation that has been improving, but slowly.

29%

Overall manufacturing

Overall US workforce

# Some have made substantial progress

A number of manufacturing sub-sectors have experienced notable growth in adding women over the past decade.



Industrial and miscellaneous chemicals

Ship and boat building

Aluminum production and processing

Source: Deloitte Analysis of BLS data

# How can we up the game?

Room for growth across recruitment, retention, development and progression are areas for growth

What surveyed women said:



45% of surveyed women assess their company's efforts in the development of women as very good or higher

45% of surveyed women rate their company's efforts to provide career mobility or progression for women employees as very good or higher



**5%** of surveyed women rate the effectiveness of their company's efforts in the retention of women as more to highly effective

30% of surveyed women assess their company's efforts in the recruitment of women as better than their peers



Manufacturers continue to work to create an inclusive environment for women



**55%** Women surveyed have seen positive change in the industry's attitude toward female employees.

Evolve the attitude towards women in manufacturing





**50%** Women surveyed feel women are sufficiently represented in their company's leadership team.

Involve more women in top leadership roles







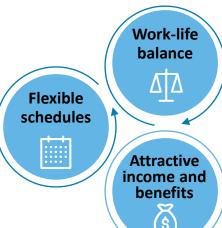
women surveyed agreed that their company had an active recruitment program for women.

Engage using custom/tailored recruitment programs

# Ways to reach a 35% women workforce by 2030

### Flexibility and work-life balance are table stakes

Priorities when choosing where to work



# Diversity, equity, and inclusion is non-negotiable

**75%** of surveyed women believe **DEI** trainings are impactful at retaining employees

Over **68%** of surveyed women believe that their colleagues are open to different ideas and they can be their authentic self at work

**Career development** opportunities will go a long way

> 52% of surveyed women want to reach a leadership position in their company

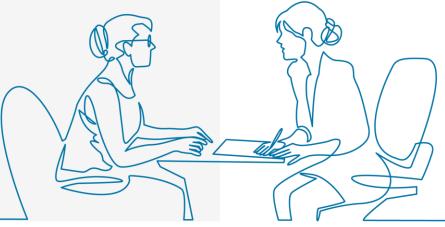
> > 80% of surveyed women understand what skills are needed for progression

> > However, only 63%of surveyed women feel they can acquire the skills needed

Still **50%** of surveyed women feel their company should do more to create a diverse, equitable and inclusive environment for all employees

Since the first study in 2012, Deloitte and the Manufacturing Institute have captured women's progress in manufacturing. Today, it is clear that the industry has several important opportunities to continue to close the gender gap.





# Formal mentorship and sponsorship is critical

**63%** of surveyed women agreed formal mentorship and sponsorship

programs are among the top retention programs

**62%** of surveyed women agreed that they have support of at least one sponsor to advance their career goals



**58%** of surveyed women agreed that they see a future in their current company due to attention to their personal development

Source: Deloitte's study: 2021 Manufacturing