

Combating the Skills Shortage in U.S. Manufacturing

U.S. manufacturers may be putting up to 11% of EBITDA at risk annually as a result of a shortage of skilled workers and increased production costs.

Lack of skilled workers

80% of executives report a moderate to severe shortage of highly skilled workers.

75% of executives report a moderate to severe shortage of skilled workers.

61% say it has been difficult to hire the skilled people they need.

Increased production costs

50% plan to increase production by 5% or more in the next five years.

BUT, as manufacturers use overtime to maintain base production levels, overtime costs increase ...

... and downtime also increases.

70% say overtime costs are up at least 5%.

62% say downtime increased at least 5%.

Five strategies for strengthening the talent supply chain

- Take advantage of **digital technologies** to make skills training available any time, anywhere.
- Collaborate with educational institutions to **upskill current employees** and build a **pipeline of future skilled workers**.
- Build standardized skill sets and employee engagement using **certification programs**.
- Utilize **apprenticeships** to build a highly skilled workforce.
- Expand the **candidate pool** by hiring for potential rather than "perfect" fit.

To access the full report please visit www.accenture.com/manufacturingskills.