

The Future of Manufacturing

TRANSFORMING SKILLS AND ROLES

ManpowerGroup

Manufacturers around the globe are experiencing acute talent shortages, pushing wages up and creating higher turnover as organizations compete for skills to fill increasing job demand.

Jobs in Manufacturing, Operations and Logistics account for 14% of open jobs globally, with 900,000 manufacturing positions available today.

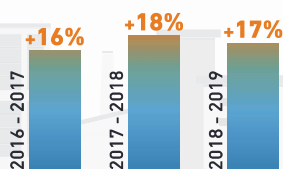
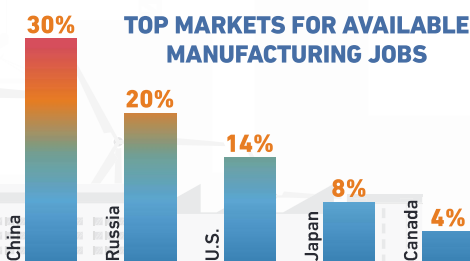
While many of the positions are in conventional manufacturing, roles requiring advanced digital skills such as automation, instrumentation and robotics are on the rise increasing 45% year over year since 2015.¹

China, Russia, U.S. and Japan are home to some of the largest manufacturing facilities in the world. It's no surprise that these countries are also experiencing the most demand for workers who have digitally mature skills for jobs such as automation engineers and automation technicians, - two increasingly common roles in organizations investing the most in automation and robotics.

With some markets transforming faster than others, talent pools are available with digital skills, but organizations will need a location strategy to tap into those talent pools.

TOP MARKETS FOR AVAILABLE MANUFACTURING JOBS

THREE YEAR AVERAGE DEMAND INCREASE



Roles requiring advanced digital skills such as automation, instrumentation and robotics are on the rise **increasing 45%** year over year since 2015

TOP 3 DIGITAL MANUFACTURING JOB ROLES IN DEMAND GLOBALLY

- 1 Instrumentation Technician
- 2 Automation Technician
- 3 Equipment Maintenance Engineer

TOP DIGITAL SKILLS: DESIGN, CONTROL, AUTOMATION

1 SixSigma Certification

2 Computerized Numerical Control Machines (CNC)

3 Geometric Dimensioning and Tolerance

4 Center Tracron Automation Systems

5 PLC Software Skills

Digital Transformation touches every part of an organization, from strategy, culture, and processes, making it more critical than ever to have a partner that can support every aspect of Digital Workforce Transformation.

Globally, manufacturing wages increased 5.2% over the last three years. As the overall cost of labor rises in manufacturing, investment in talent and upskilling existing

employees will be critical to help with engagement/retention and help organizations balance their short and long-term needs.

ManpowerGroup has developed a series of short scientifically validated assessments to help people understand their strengths and employers assess where they are on their digital journey.

To find out how digitally mature your organization is take the [Digital Evolution Pathway](#).

To request an individual market profile, [contact us](#) for a tailored data discussion.

¹ Gartner's TalentNeuron and ManpowerGroup Solutions Workforce Analytics