

Achieving Stability in Manufacturing



5 Key Findings to Inform Your People Strategies

Beyond staffing and supply chain issues, is stability in sight for the U.S. manufacturing industry? The Workforce Institute™ at UKG surveyed 300+ HR leaders representing U.S. manufacturers to understand organizational strategies and challenges related to the current job market and economic climate.

Here are five key takeaways from the study, along with best-practice strategies supported by innovative technology, to help address your most pressing challenges and achieve greater stability moving forward.

1

The labor struggle is real

Hiring continues to be a top priority as demand for workers remains strong. Meanwhile, labor shortages are disrupting manufacturers' bottom lines and threatening profits.



are struggling to fill critical labor gaps



said labor shortages impacted their ability to meet production demands

Stand out from the crowd

UKG provides the powerful recruiting tools you need to differentiate your company through your employer brand. Effective sourcing, an engaging candidate experience, intuitive talent analytics, and smooth onboarding help you attract the best people, make them feel welcome, and accelerate their time-to-productivity.



2

Staffing misalignment on production lines is increasing

Variable demand, along with labor shortages, has worsened staffing woes.

1 in 4

said production lines were understaffed at least half the time



noted a direct link between understaffing and employee burnout

Support smarter scheduling

UKG® scheduling solutions empower supervisors to quickly create, view, and edit schedules based on forecasted demand while considering employee preferences, skills, and certifications. Real-time shift-coverage visibility and built-in intelligence let managers see who's available and make team or line updates in the moment to optimize staffing.



3

Employee exits are on the rise

Amid a tight labor market, voluntary departures were up year over year and employee ghosting gained traction.

Manufacturers cited an increase in resignations



for employees



for managers



reported employee ghosting at least multiple times per week

Enhance the employee experience

UKG technology helps engage employees, so they'll want to stick around. Mobile and self-service tools boost control and autonomy, making it easy to request schedule changes, sign up for overtime, submit safety issues, and more. Surveys that assess the sentiment behind what people say deliver deep, actionable insights while allowing employees to feel heard.



4

Workforce development drives value

Cross-training is a win for manufacturers facing supply chain issues, inflation, and a shortage of skilled labor.



said employees who are trained to handle a broad set of responsibilities are more productive



relied on new technologies to augment their workforce and fill remaining gaps

Broaden employee skill sets

Continuous knowledge sharing and skills development are essential to the success of your people — and your organization. UKG solutions give your people anytime, anywhere access to comprehensive learning resources, options for experiencing other roles, and paths for building new skills, resulting in a more engaged and productive workforce.



5

Taking care of employees is critical

Manufacturers are setting employee-centric goals, showing commitment to closing the labor gap, and investing in their people.

HR leaders cited top priorities



wellbeing and safety



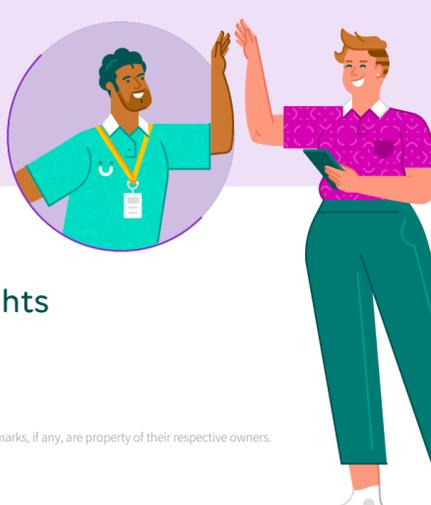
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Create a people-centric culture

Putting people first pays off. UKG advances Life-work Technology™ to promote employee wellbeing on and off the job. Empower your people with convenient tools to manage their schedules. Recognize employees with visibility into special dates and achievements. And give your people a voice with flexible survey tools to build stronger relationships.

9 in 10

manufacturers are working to enhance company culture



[Read the complete study](#) for more insights into the future state of manufacturing.