

Building a Talent Supply Chain for the Future

With data and insights from your entire supply chain, create an agile talent pipeline

The talent crisis is here

It's nearly unanimous in study after study: talent shortage is the top concern for manufacturing organizations around the globe. In fact, more than a half million manufacturing jobs are unfilled in the U.S. today. Hiring right has always been challenging, but the tight labor market and the demand for more specialized skills have made the search for appropriate candidates an even greater task. Not only do manufacturers need to think about filling open positions, but they also need to plan for a groundswell of workers retiring in the next 10 years or so. This is even more problematic considering most parents are not encouraging their millennial or Gen Z children to pursue careers in manufacturing.

With a growing labor shortage and changing workforce demographics, building a strong talent supply chain is important, and manufacturers need to rethink the traditional approach for acquiring and retaining talent. They need to consider alternative sources of talent, such as retirees, veterans, contractors, and those with caregiver obligations, while simultaneously planning how to attract the next generation workforce, which will become essential to business growth in the years ahead.

Key benefits

Visibility and reporting

Identify potential gaps to proactively plan

Cutting-edge experience

Deliver an experience that leads to higher levels of engagement and productivity

Cost tracking

Determine the cost of contract, freelance, and gig workers for a holistic view of your entire labor spend



There are still
**522,000 unfilled
 manufacturing jobs
 in the US.**

National Association of Manufacturers



Battling the talent gap crisis

Over 2 million manufacturing jobs are expected to go unfilled due to a labor and skills shortage in the next decade¹. In order to fill spots and keep operations running, manufacturers need to start looking at non-traditional labor pools.

Visibility into and reporting on potential talent gaps, and the likelihood of an employee leaving, helps allow for more strategic recruiting practices.



Preparing for an aging workforce

About 27% of the workforce is age 55 or older, and 3.5 million jobs are expected to be open in the next decade due to retirements and economic expansion.²

To build a talent of next generation workers, manufacturers need to deliver the cutting-edge experience that employees expect, which can lead to higher levels of engagement and productivity.



Managing a complex workforce

More than one in four workers in the U.S. now participate part- or full-time in the gig economy³, adding to the list of complex workforces that manufacturers now need to manage.

With integrated talent management and mobile technology, you can streamline and automate the process of managing temporary labor as well as track your costs, for a holistic view of your entire labor spend.

A future-ready workforce technology solution

UKG™ for Manufacturing can help organizations apply the concepts and principals of supply chain management to better attract, retain, and develop fully engaged employees who deliver better business outcomes.



Our purpose is people

Building on 70 years of experience from two leaders in HR solutions, UKG™ combines the strength and innovation of Ultimate Software and Kronos®. Individually, we've always put people at the center of everything we do. Together, we're committed to inspiring workforces and businesses around the world, helping to pave the way forward for our people, customers, and industry.

¹ Deloitte, *2018 Skills Gap in Manufacturing Study*, found at <https://www2.deloitte.com/us/en/pages/manufacturing/articles/future-of-manufacturing-skills-gap-study.htm>.

² U.S. Bureau of Labor Statistics, *Labor Force Projections to 2022: The Labor Force Participation Rate Continues to Fall*, found at <https://www.bls.gov/opub/mlr/2013/article/labor-force-projections-to-2022-the-labor-force-participation-rate-continues-to-fall.htm>.

³ Forbes, *57 Million U.S. Workers are Part of the Gig Economy*, found at <https://www.forbes.com/sites/tjmccue/2018/08/31/57-million-u-s-workers-are-part-of-the-gig-economy/?sh=64ef83c07118>.