

A woman with blonde hair, wearing safety glasses and a light-colored shirt, is focused on working on a complex industrial machine. The machine features various metallic components, including pipes, valves, and a large cylindrical part with a flange. The background is filled with more industrial equipment, creating a sense of a busy manufacturing environment. The entire image has a blue tint.

OUR REGION'S MANUFACTURERS ARE FACING DOWN A CRISIS.

Here's our plan to help.



Manufacturers'
ASSOCIATION

THE SKILLS GAP

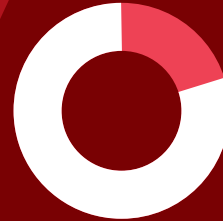
in American Manufacturing



6 in 10

skilled manufacturing positions in America are **vacant** due to a shortage of trained talent.

(Deloitte Review Issue 16)



77%

of American manufacturers surveyed anticipate ongoing **difficulties attracting and retaining workers.**

(2018 Deloitte Skills Gap and Future of Work in Manufacturing Study)



2.1 Million

American manufacturing jobs are projected to be **unfilled** by 2030.

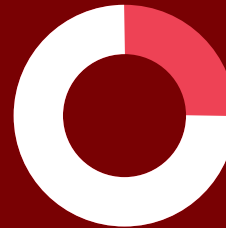
(2021 Deloitte and The Manufacturing Institute Manufacturing Talent Study)



\$2.5 Trillion

worth of GDP is **at risk** over the next decade due to this skills gap.

(2018 study by The Manufacturing Institute)



75%

of industrial organizations identified **reskilling the workforce as important or very important** for their success over the next year, but only 10% said they were very ready to address this trend.

(Deloitte 2020 Global Human Capital Trends)

NO, WE AREN'T BEING **ALARMIST.**

But if you don't work in manufacturing, you probably think we are. Or you might assume the crisis we're talking about is the disappearance of manufacturing jobs.

Actually, it's just the opposite. Our region has no shortage of high-paying manufacturing jobs. What we do have is a shortage of qualified workers to fill those positions. Combine our sector's aging workforce with the steep decline in young people being trained to replace retirees, and you can begin to understand why the talent shortage may be the greatest challenge facing US manufacturing today.

We're on a mission to ensure that our region's manufacturing sector not only survives, but rebounds stronger than ever.

Read on to find out how our training courses, apprenticeship programs, and other resources are making this possible.





TRAIN AND RETAIN TALENT

New technologies, new processes, and new materials are changing our industry at a pace not seen since the industrial revolution. If your upskilling strategy is struggling to keep up, we can help. We offer an extensive (and always growing) range of training courses and seminars designed to help our region's manufacturers compete on a global scale.

Our 50+ courses span topics from OSHA regulations to blueprint reading to leadership—all with deep member discounts. An investment in your team's knowledge and know-how always pays dividends—and not just when it comes to productivity. In fact, a 2019 survey by The Harris Poll found that 70% of American employees are likely to leave their current company and accept an offer with a new company known for employee learning and development. So if you're not training as well as you could be, you're probably not retaining as well as you could be, either.

To explore our full offering of training courses, visit

mascpa.org/training





REVERSE YOUR WORKFORCE'S AGING

Our state-accredited apprenticeship program is your link to the next generation of manufacturing talent. Apprentices join your team as entry-level employees—while completing intensive evening classes at our facilities. This allows apprentices to earn while they learn from the finest instructors in our region. Apprenticeship certifications include Automation Robotics Technician, Tool and Die Maker, Machinist, Quality Control Technician, and many more.

Ready to stop searching for qualified candidates—and start promoting them from within?



Learn more about our Apprenticeship Program at

mascpa.org/apprenticeships

About the Manufacturers' Association

We exist to ensure that critical knowledge is preserved, expanded, and shared with the manufacturing professionals of tomorrow. We are a voice for the industry, and for hundreds of member organizations in south-central Pennsylvania and northern Maryland.

Alongside our members, we're joining forces with educators, policymakers, economic planners, nonprofits, and allied businesses who understand that a future without a strong, innovative manufacturing sector is a future that benefits no one.

Additional benefits of membership include:

Workforce Development: Ever-growing range of educational and training events with deep member discounts.

HR Consulting & Talent Management

Services: Talent search, compliance, training programs, and wage surveys.

Group Health Insurance & 401(k): Savings on health, dental, and vision plans, as well as access to a group 401(k) program.

Manufacturer Advocacy: We advocate on behalf of members and keep them informed of current legislative issues.



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