

MANUFACTURING

CRACKING THE RECRUITMENT DOOR OPEN WITH EXPANDED BENEFITS



The Infrastructure Investment & Jobs Act (2021) and the Inflation Reduction and CHIPS and Science Acts (2022) provide historic opportunities for high-tech manufacturing.

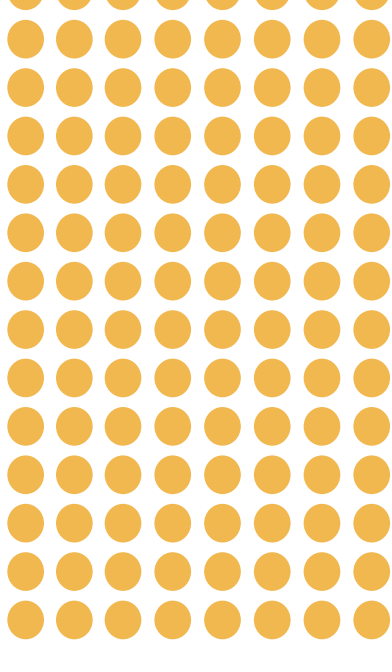
2X ↑

Construction of manufacturing plants has **doubled** over the past two years with no signs of slowing down. The CHIPS Act alone has already injected more than \$52 billion into the US economy in an effort to regain semiconductor manufacturing dominance. Industry leaders now ask the question...

WHERE WILL THE WORKERS TO FILL THESE PLANTS COME FROM?

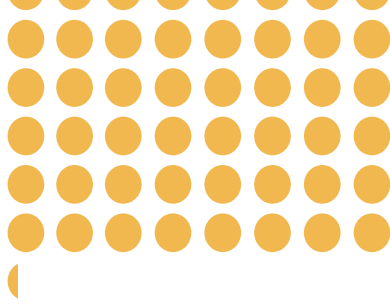
Jobs lost in the COVID-19 pandemic:

1.4 MILLION³



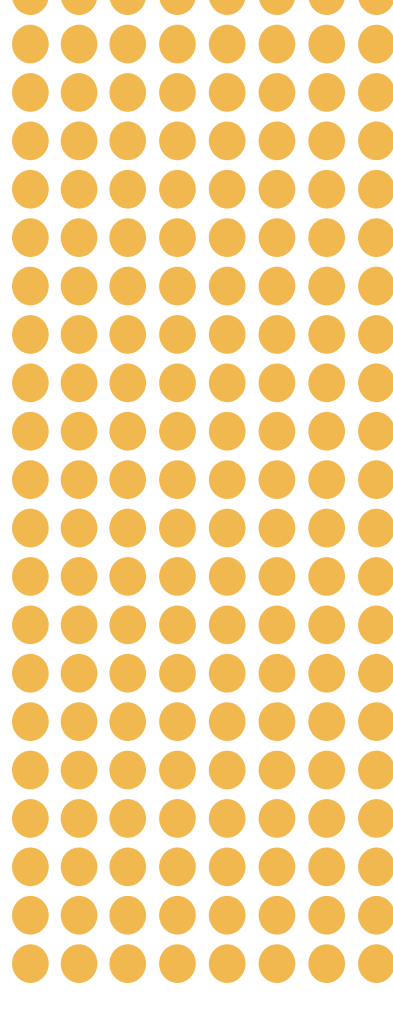
Unfilled manufacturing jobs (August 2023):

616,000⁴



Manufacturing jobs predicted to be unfilled by 2030

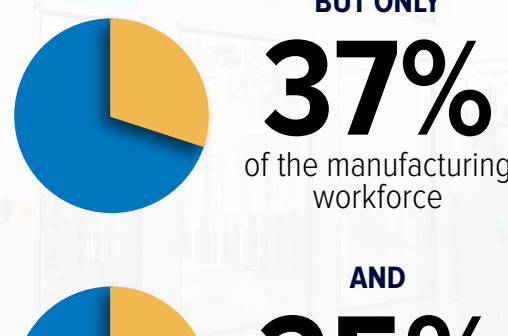
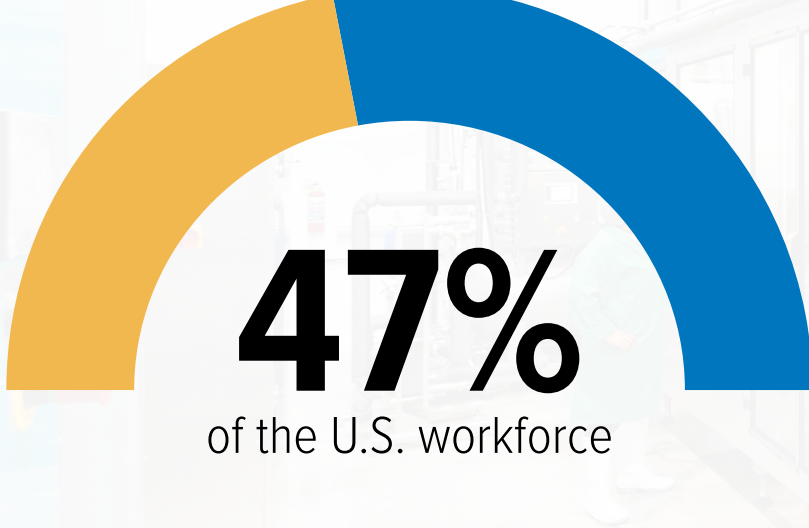
2.1 MILLION⁵



ATTRACTING AN UNTAPPED TALENT POOL

"The rigid technical jobs of the past have been replaced by more contemporary roles centered around innovation, problem-solving, adaptability and collaboration. These characteristics are ... more in line with what female workers look for in a career."⁶

WOMEN CURRENTLY MAKE UP:



"I've been very focused with the Manufacturing Institute to increase women in manufacturing. If we could **increase 10%** in the next couple of years, it would actually solve our hiring crisis."

- SHRM focus group participant, July 11, 2023

MANUFACTURERS ARE ATTRACTING FEMALE EMPLOYEES BY TACKLING CLASSIC BARRIERS TO ENTRY

Leave for new parents **increased significantly** from 2022 to 2023 across the board **BUT manufacturing still lags behind** the industry average

Leave Type	Manufacturing Average	Change from 2022	All Industries Average	Change from 2022	Percentage Point Difference	Status
PAID MATERNITY	35%	10%	40%	5%	5 percent	BELOW
PAID PATERNITY	26%	8%	32%	5%	8 percent	BELOW
PAID PARENTAL	31%	11%	39%	6%	8 percent	BELOW
PAID FAMILY LEAVE	23%	7%	33%	2%	10 percent	BELOW
PAID FOSTER CHILD	18%	5%	25%	3%	7 percent	BELOW
PAID ADOPTION	28%	9%	34%	6%	6 percent	BELOW
UNPAID PARENTAL LEAVE ABOVE FMLA	37%	9%	39%	3%	2 percent	BELOW
UNPAID PARENTAL LEAVE ABOVE STATE FMLA	34%	8%	37%	3%	3 percent	BELOW

All figures represent the percentage of organizations in the U.S. offering each type of leave.

Parental leave is one step traditionally male industries can take toward **becoming more inclusive.**

WHEN DID YOU LAST UPDATE YOUR BENEFITS OFFERINGS?

Prepare for the future of work by comparing your benefits to peer organizations at shrm.org/manufacturingbenefits. You can filter the prevalence of 200+ benefits and perks by industry, company size and location.

RESEARCH METHODOLOGY

The 2023 SHRM Employee Benefits Survey was conducted from Jan. 17 to March 8, 2023. Online surveys were sent to U.S.-based professional members of SHRM, which yielded eligible responses from 4,217 participants representing independent organizations. Respondents were asked about what employee benefits their organizations offered during plan year 2023. A stratified sampling approach was used to ensure coverage of all locations (including states) in the online benchmarking tool. Respondents represent organizations of all sizes—from two employees to more than 25,000—in a wide variety of industries and sectors across the U.S. The data is unweighted.

¹U.S. Department of the Treasury. "Unpacking the Boom in U.S. Construction of Manufacturing Facilities." June 27, 2023. <https://home.treasury.gov/news/featured-stories/unpacking-the-boom-in-us-construction-of-manufacturing-facilities>

²"America's \$52 Billion Bet on the Chips Race Can't Succeed Without Small-Business Innovation," Fortune, March 29, 2023, <https://fortune.com/2023/03/29/us-52-billion-bet-chips-race-small-business-innovation-tech-semiconductors-politics-robert-morcos/>

³U.S. Chamber of Commerce. "Understanding America's Labor Shortage: The Most Impacted Industries." <https://www.uschamber.com/workforce/understanding-americas-labor-shortage>

⁴Bureau of Labor Statistics. "News Release," Oct. 3, 2023. <https://www.bls.gov/news.release/pdf/jolts.pdf>

⁵Association for Advancing Automation. "Manufacturing Challenges and Solutions Series: Labor Shortages." Feb. 20, 2023. <https://www.automate.org/industry-insights/manufacturing-challenges-and-solutions-series-labor-shortage>

⁶Women in Manufacturing: The Ball is Rolling, Now It Must Go Faster," Forbes, Apr. 12, 2023. <https://www.forbes.com/sites/lisacaldwell/2023/04/12/women-in-manufacturing-the-ball-is-rolling-now-it-must-go-faster/?sh=18d0339743c5>