

Reskilling and Upskilling in a New Era of Manufacturing

The global pandemic has ushered in unexpected changes in almost every way imaginable, including the acceleration of digital transformation in the manufacturing industry. While this phenomenon is seemingly an opportunity for companies to replace manufacturing workers with bots and machines, instead it requires existing workers to learn a new set of skills in order to understand and operate these new technologies.



Get a more detailed picture of the new era of manufacturing and the importance of [reskilling and upskilling existing employees](#) below:

52%

of the manufacturing jobs that will become available in the next decade will go **unfilled due to the lack of skilled workers**.¹

57%

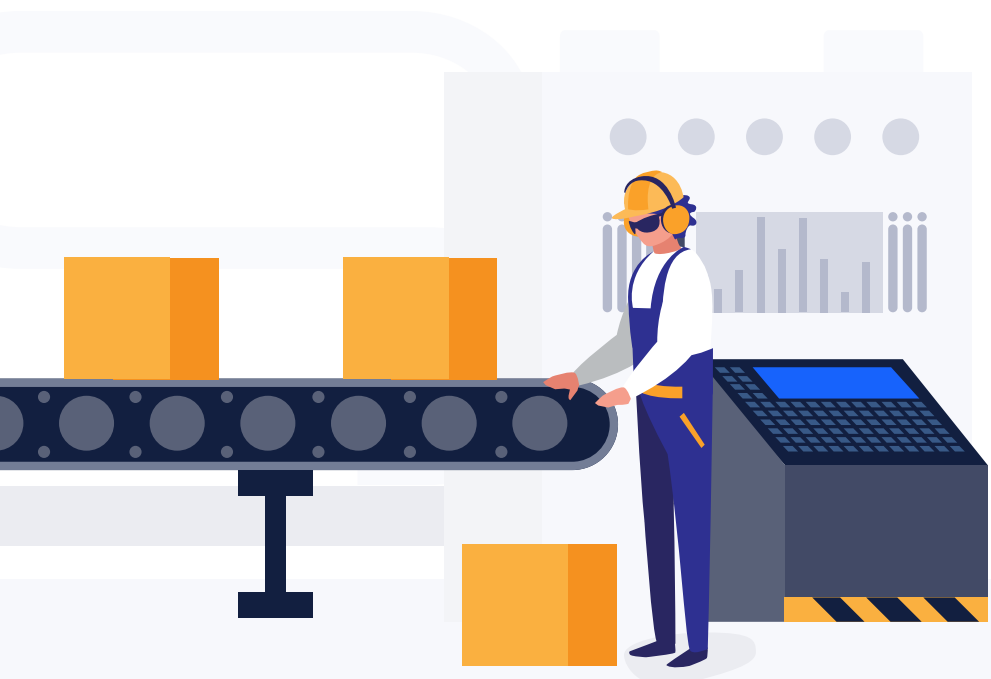
of manufacturers have used **advanced technologies to redesign job tasks**.²

Swapping out manual machinery for computerized machinery aligns with a booming “smart manufacturing” market, which is poised to grow from a \$181 billion industry in 2021 to a

\$220 billion industry by 2025.³

54%

of all employees will **need to be upskilled by 2025** to prepare for the **increase in automation and artificial intelligence (AI)**.⁴



75%

of industrial organizations believe **reskilling their workforce is important or very important** for their success over the next year, but **only 10% are ready to address this trend**.⁵



To meet the demands of this digital transformation, manufacturers must focus on upskilling and reskilling employees.

Discover how your organization can do just that in our guide, [Filling the Skills Gap in a New Era of Manufacturing](#).

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¹ <https://www2.deloitte.com/us/en/insights/industry/manufacturing/manufacturing-industry-diversity.html>

² https://www2.deloitte.com/content/dam/insights/articles/US114083_Global-resilience-and-disruption/2021-Resilience-Report.pdf?icid=learn_more_content_click

³ <https://www.infojiniconsulting.com/blog/trends-changing-the-manufacturing-hiring-landscape-post-covid>

⁴ <https://www.businessinsider.com/companies-investing-retraining-upskilling-reskilling-2020-10#earlier-this-month-verizon-announced-a-44-million-upskilling-program-1>

⁵ <https://www2.deloitte.com/cn/en/pages/human-capital/articles/global-human-capital-trends-2020.html>