

Navigating the Skills Gap

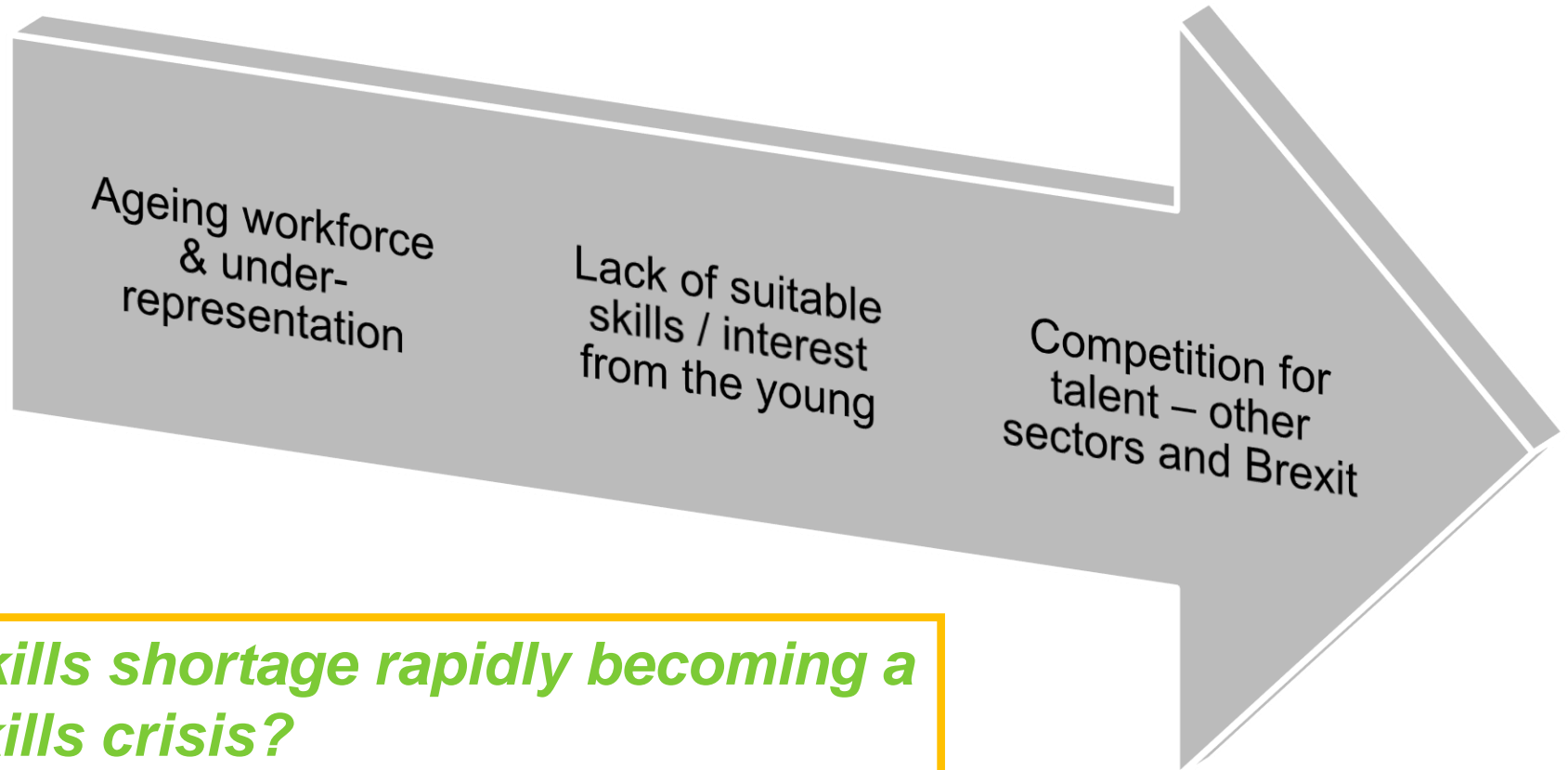
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The problem...



Skills shortage rapidly becoming a skills crisis?

Troubling statistics

- **Two recent surveys of the young found that: -**
 - 6% are considering a career in manufacturing
 - Sector ranked 18th out of 19 for potential career paths
 - 19% identified a STEM subject as a favourite
 - 9% of school leavers expressed an interest in an apprenticeship
 - 3% of young women are contemplating a career in manufacturing

Misconceptions.....

- **The same surveys also found that: -**
 - Less than a 1/3rd of young people believe it will lead to them gaining advanced technology skills
 - 20% of young people believe jobs in manufacturing will be physical and dirty
 - 63% did not believe manufacturing was doing something positive for society
 - 31% thought the industry used innovative or cutting edge technology

Potential Solutions (1)

- **Long-term the sector has to: -**
 - Act with one voice
 - Co-ordinate UK response with Govt. and educators
 - Define industry-wide competency frameworks
- **But growing skills is a long-term process**
- **More immediate solutions?**



Potential Solutions (2)

- **Tackle under-representation now: -**
 - Accelerate diversity and inclusion plans for female and BAME talent
 - 87% young people cite authentic D&I strategies as positively influencing their choice of employer
- **Engage young people to tackle misconceptions: -**
 - Virtual tours
 - Social media
 - Careers and outreach events
- **Retention and reward strategies: -**
 - The Carrot and the Stick



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