iCIMS

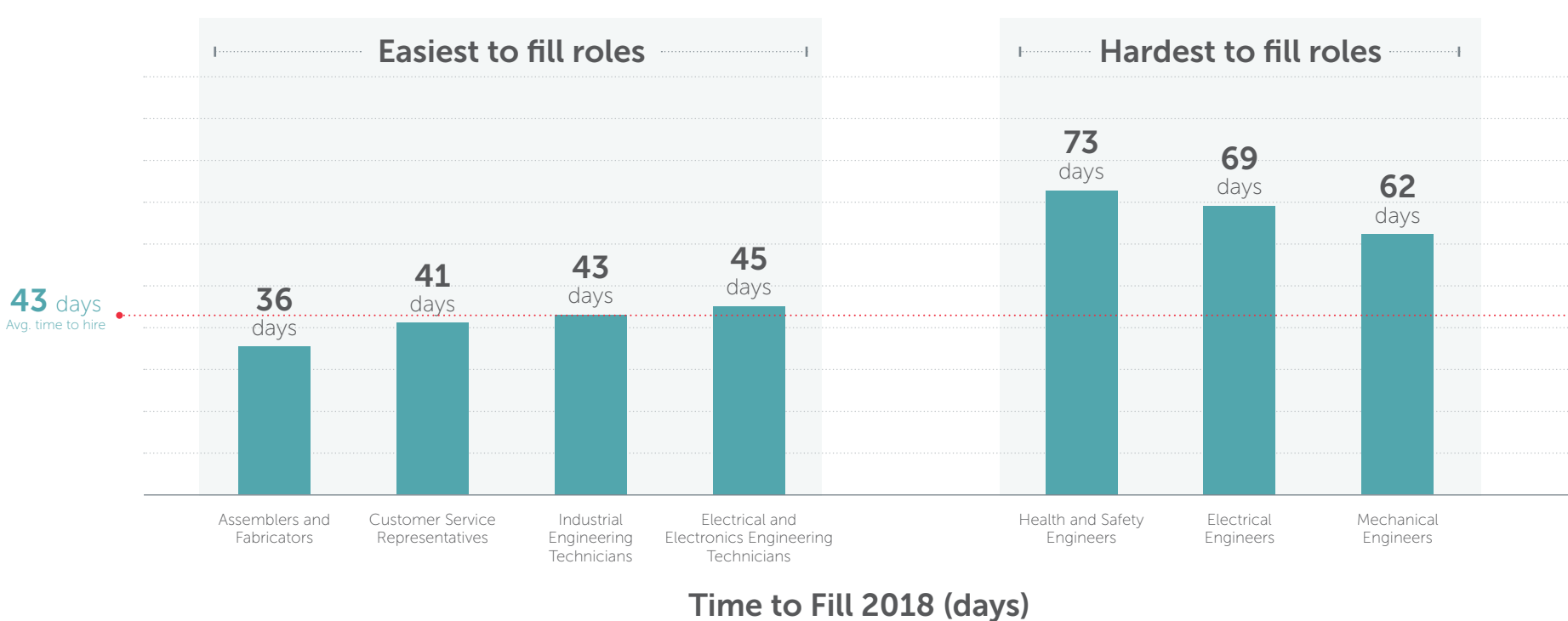# Fill Your Specialized Manufacturing Roles, *Fast*

Accelerate Production with Highly Skilled Hires

Hiring Priorities Continue to Evolve

The manufacturing industry is evolving with a retiring workforce, trade regulations, mergers and acquisitions, smart machines and automation, shorter production runs and the potential to absolve wholesalers completely. HR professionals must place full focus on their workforce to keep pace.
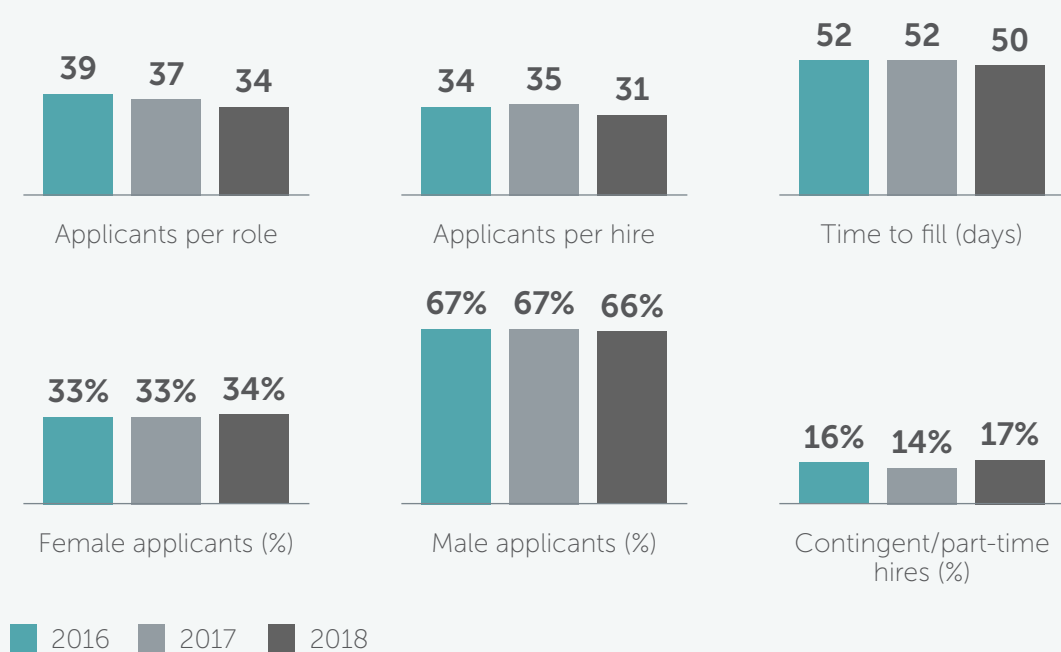
It's predicted that between 2018-2028, the skills gap will leave only 2.4M out of ~4.6M manufacturing jobs filled.[1]

Current State of Hiring in the Manufacturing Industry

Easiest to fill roles				Hardest to fill roles		
36 days	41 days	43 days	45 days	73 days	69 days	62 days
Assemblers and Fabricators	Customer Service Representatives	Industrial Engineering Technicians	Electrical and Electronics Engineering Technicians	Health and Safety Engineers	Electrical Engineers	Mechanical Engineers

43 days Avg. time to hire

Time to Fill 2018 (days)

*The average time-to-fill for employers across all industries using the iCIMS platform in 2018 is 43 days, compared to Deloitte's research of U.S. employers which finds a 47-day median.[2]

Benchmarks (average)

	2016	2017	2018
Applicants per role	39	37	34
Applicants per hire	34	35	31
Time to fill (days)	52	52	50
Female applicants (%)	33%	33%	34%
Male applicants (%)	67%	67%	66%
Contingent/part-time hires (%)	16%	14%	17%

■ 2016 ■ 2017 ■ 2018

Between 2017 and 2018, there were 10% less applicants per manufacturing role, which is double the drop-off seen in other industries. However, manufacturing employers have only gotten more efficient over time, requiring 11% fewer applicants and 2 fewer days to fill a role.

Despite progression, manufacturers must maintain momentum to overcome impending challenges ahead with newer, difficult to fill roles. As competition intensifies, only talent acquisition teams with modern tools to attract and engage the shrinking pools of job seekers will build strong workforces to maintain production and ultimately grow their business.

Stay One Step Ahead

Engage a new generation, earlier

- Establish talent pools in anticipation of hard-to-fill or high-volume roles
- Build authentic relationships with quality talent before your competitors
- Track engagement to focus efforts on passionate candidates
- Offer flexibility through 24/7 text engagement and mobile apply

40%
Nearly 40% of applicants now apply via a mobile device, compared to only 20% in 2016.[3]

In iCIMS' analysis of top talent sources for manufacturing companies, it found that while third-party job boards were responsible for twice as many completed applications as company career sites, **applications completed through career sites made up about 80% of all hires in the industry.**

Present your unique employer brand above the rest

- Make your career site easy to navigate
- Use language that resonates with all generations
- Target job descriptions to attract newer skill sets
- Be found quickly and easily in a job search
- Automate outreach to accomplish more in less time

### Don't let screening hold up production

- Prioritize screening for competencies and potential over years of experience
- Share pre-screening questions via text message to expedite the process
- Consider live or recorded video interviews to gauge culture fit

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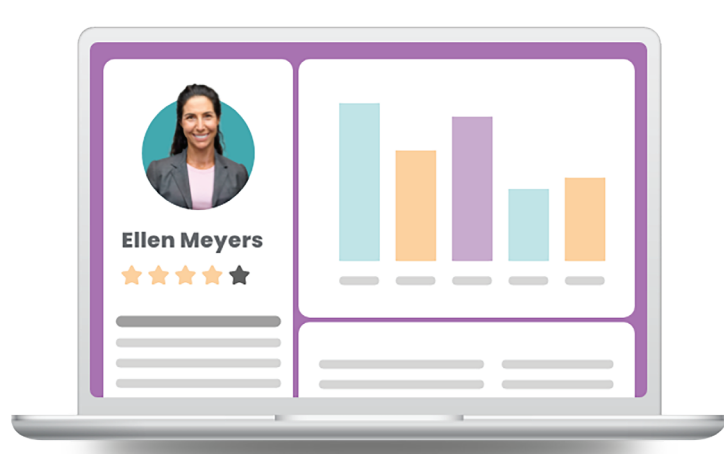
Talent Powers Transformation

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Ellen Meyers ★★★★★