

Four Critical Factors for Resilience in manufacturing



UKG's recent Manufacturing Industry Outlook 2024 survey reveals **four priorities** for manufacturers wishing to achieve resilience across their businesses.

1 The widening skilled talent gap

Amid an international shortage of skilled labour, workers are picking their employers carefully.

44%

say their business has more unfilled jobs than last year

52%

say employee turnover is up



Recommendation



Focus on employee experience and deliver what employees want – flexibility, accurate and timely pay, less fatigue and burnout, and a sense of belonging and inclusion.

2 Persistent attendance problems

Unplanned absences from work, often with little or no notice, are on the rise.

47%

say unplanned absences are becoming more prevalent

64%

believe absences harm their company's bottom line

Recommendation



Empower managers to quickly create, view, and edit employee schedules using UKG workforce management solutions. Provide real-time shift coverage visibility and AI support to let managers see who's available, make team or line updates, and better comply with labour laws.

3 The need to automate, and for AI

While many manufacturers see AI and automation as key areas of focus for the coming year, the majority are not yet using them.

30%

say AI is a top priority for 2024

80%

are not yet employing AI-powered digital solutions

Recommendation



Prioritise upskilling of the workforce to fully realise the value of AI, automation and other digital technologies, the nature, capabilities and reputation of which are changing rapidly, across the manufacturing sector and more widely.

4 Concern over rising operational costs

Manufacturers are facing rising costs, driven by increases in overtime hours, supply chain problems and expenses related to employee turnover.

57%

say overtime hours have increased

63%

say supply chain issues are impacting business performance

Recommendation



Use workforce management technology to optimise schedules with accurate forecasts, and to reduce understaffing, overtime, and overstaffing costs. Deploy AI and analytics to identify areas of pockets of poor productivity and take action to remedy them.

Act now!

Visit [here](#) to find out more about how UKG People Operations Solutions can help manufacturers tackle these priorities and achieve resilience.

Read the full survey report at [here](#).