



# GE Aerospace

## Manufacturing Skills Survey

— SEPTEMBER 2024





# Objectives

- Determine whether manufacturing workers feel they have the skills and knowledge necessary to perform their jobs well
- Understand the barriers to entry and advancement
- Gauge which training opportunities are effective or missing, and who is currently providing and should provide more training

# Methodology

This poll was conducted between September 4<sup>th</sup> and 5<sup>th</sup>, 2024 among a national sample of 1,000 individuals working in the manufacturing industry. The interviews were conducted online and the data were weighted to approximate a target sample of workers in the manufacturing industry based on gender, educational attainment, age, race, and region.

Results from the full survey have a margin of error of +/-3 percentage points.

# Key Takeaways

## 1 New workers lack confidence, need more skills

Manufacturing workers hired during or after the pandemic report significantly lower confidence in their skills compared to others, with 33% saying they have less confidence, compared to 80% who were "very confident" in their skills across all manufacturing workers surveyed. Manufacturing workers (69%) believe that these newer workers' skills are just enough to do the basics of the job.

## 2 Desire for training is high, particularly on safety, communication and problem solving

Two-thirds of manufacturing workers (66%) have received manufacturing skills training within the last 5 years, with most receiving it in the last 2 years (83%). Of those who have received training, 82% received it from their current employer. A majority (80%) believe they need to develop new skills to advance in their industry, and 62% expect their employer to provide this training. Workers believe that the most important skills needed include communication skills (61%), critical thinking/problem solving (59%), and safety procedures (54%).

## 3 Barriers exist to gaining additional training that is key to benefits

The top benefits that manufacturing workers want from more skills training are "increased earning potential in my current role" (43%) and "better ability to perform my job" (43%). For those who have not received training in the last five years, they cite their employer does not provide training opportunities (32%), financial constraints (27%), and personal time constraints (27%) as the biggest barriers preventing them from pursuing additional skills.

## 4 Skills development is seen as a key to success, job retention

Thirty-three percent of manufacturing workers indicate that skills training is the biggest factor of success. Nearly all (95%) believe that effective skills will increase the likelihood of staying with their current employer, providing a path for companies to retain talent.



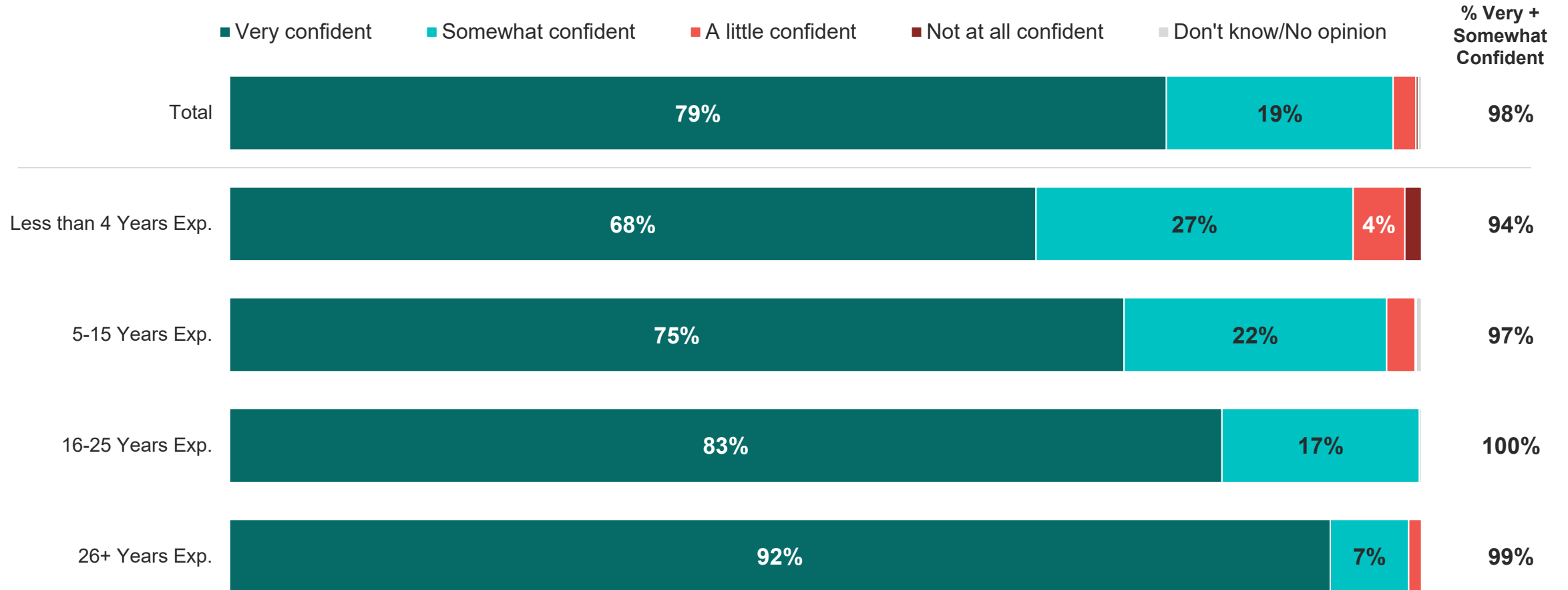
SECTION 1

# New Workers Need More Skills

## NEW WORKERS NEED MORE SKILLS

Workers with fewer years of experience are much less likely to be confident in their skills despite manufacturing workers, in general, expressing high levels of confidence themselves.

How confident are you that you have the skills and knowledge necessary to do your job well in manufacturing?

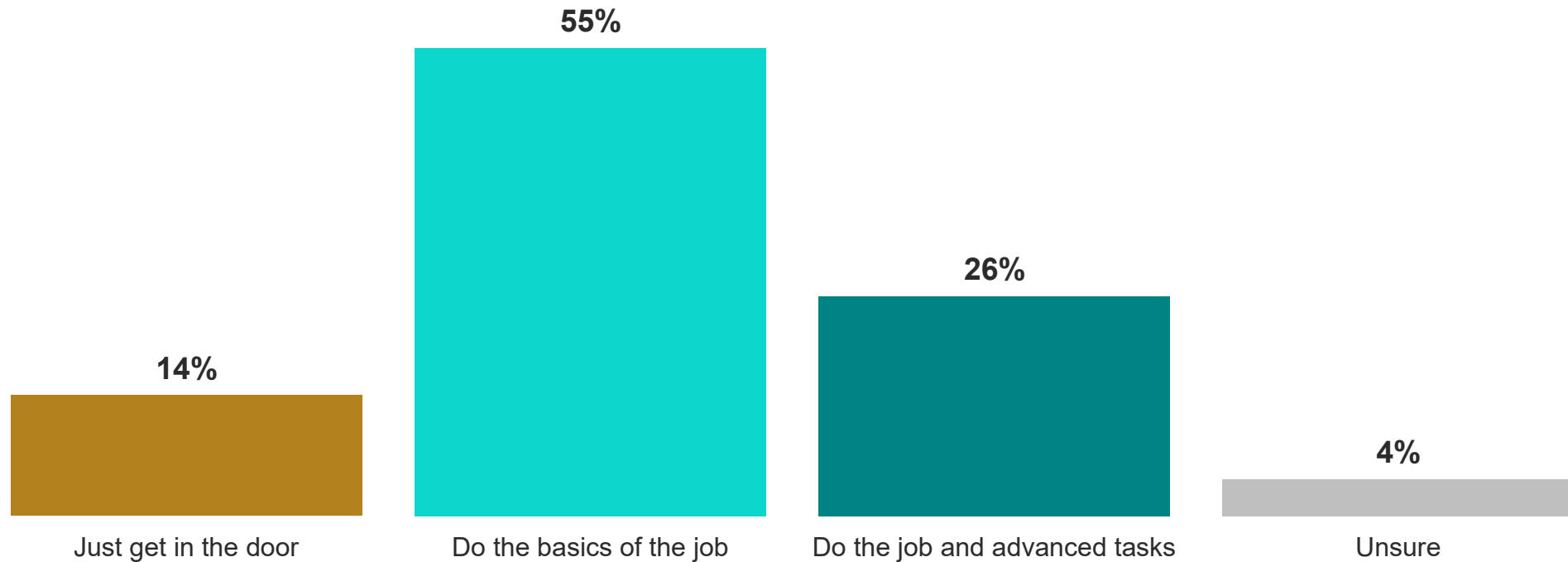


## NEW WORKERS NEED MORE SKILLS

New hires are perceived to be coming in with enough skills to get in the door or do the basics of the job.

Do you think new hires, individuals new to the manufacturing industry in the last two to four years, are getting the training they need to?

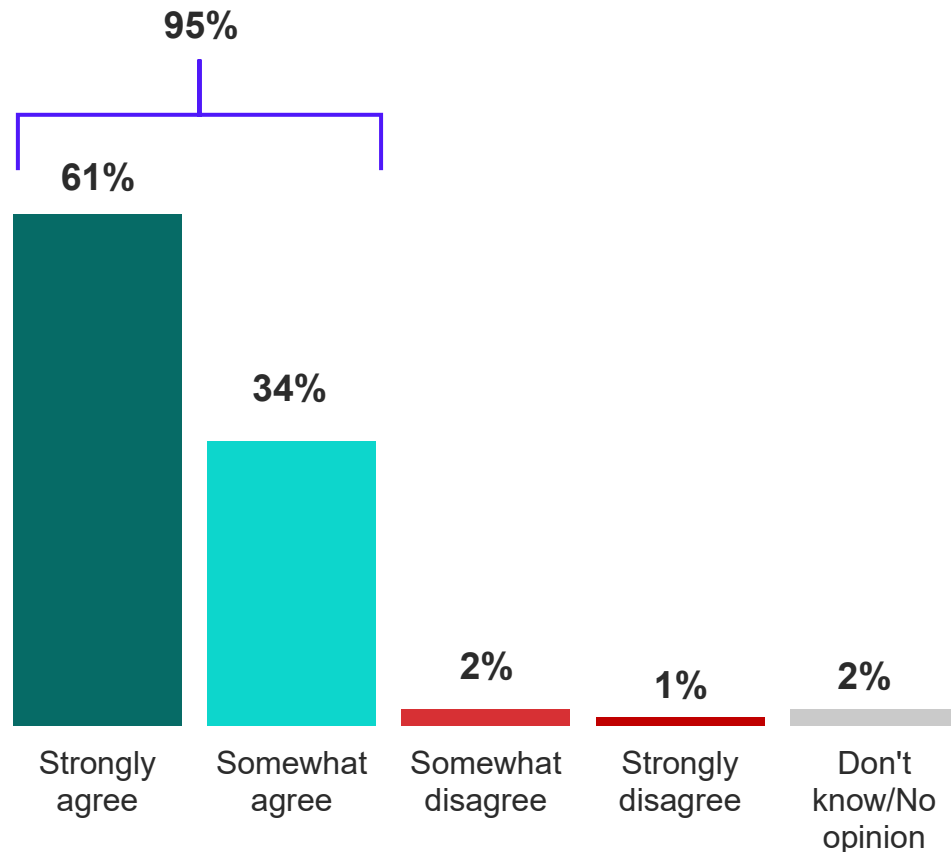
### NEW HIRE TRAINING PERCEPTION



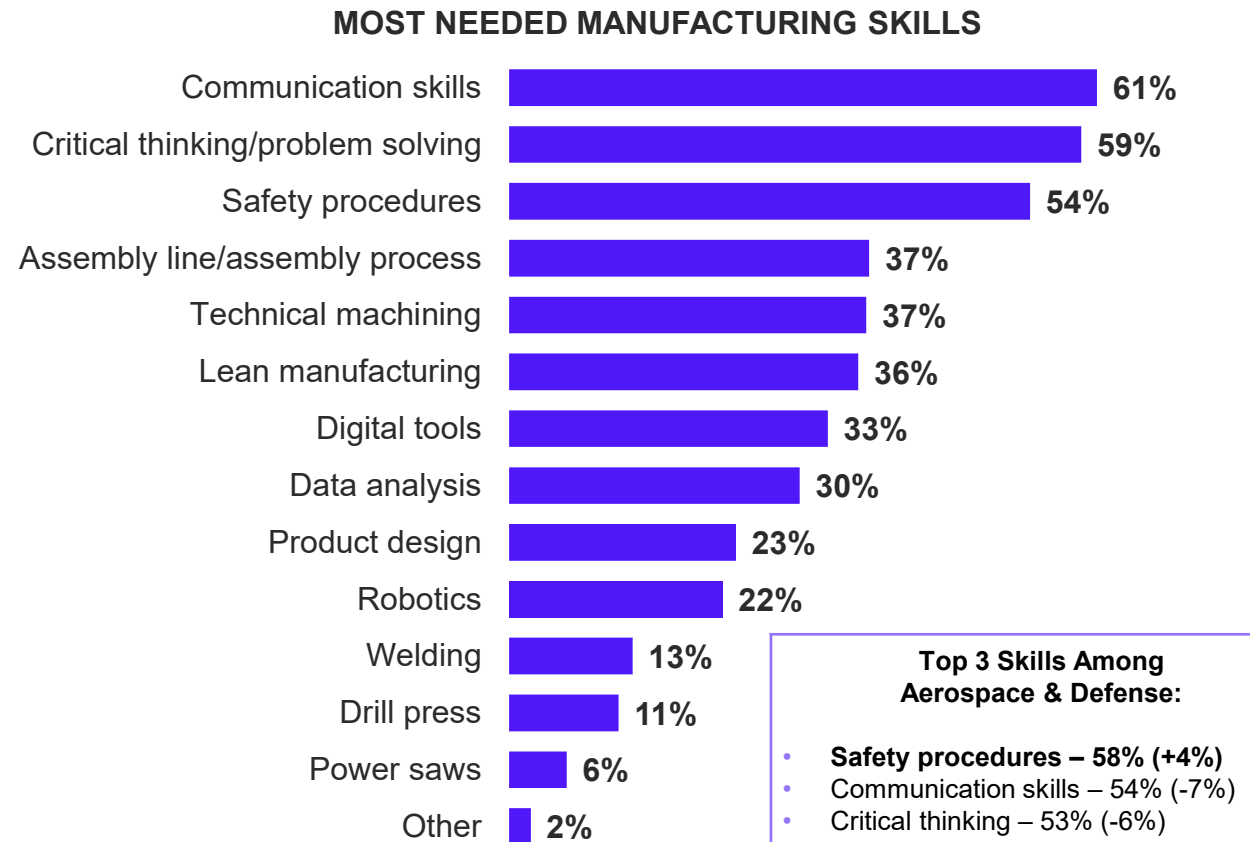
## NEW WORKERS NEED MORE SKILLS

Communication skills, critical thinking and problem solving, and safety procedures stand out as the skills that manufacturing workers think their coworkers need most.

Do you agree or disagree that your coworkers at the company you work would benefit from additional investments in skills training?



What skills do you think your coworkers need more to do their manufacturing job well? Select all that apply.

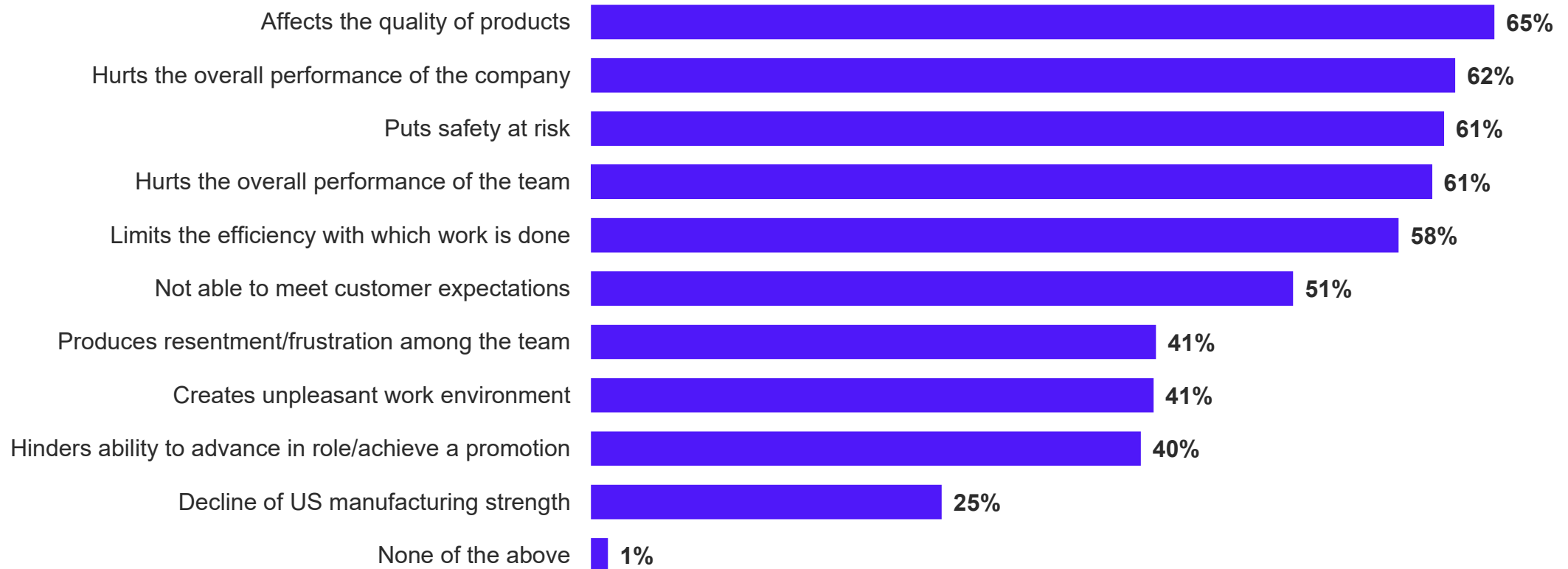


## NEW WORKERS NEED MORE SKILLS

Nearly two-thirds believe a lack of skills can harm the quality of products; other potential consequences to a lack of skills include hurting company performance and putting safety at risk.

Which of the following are potential consequences of not having the necessary skills for manufacturing jobs? Select all that apply.

### POTENTIAL CONSEQUENCES OF NOT HAVING NECESSARY MANUFACTURING SKILLS







SECTION 2

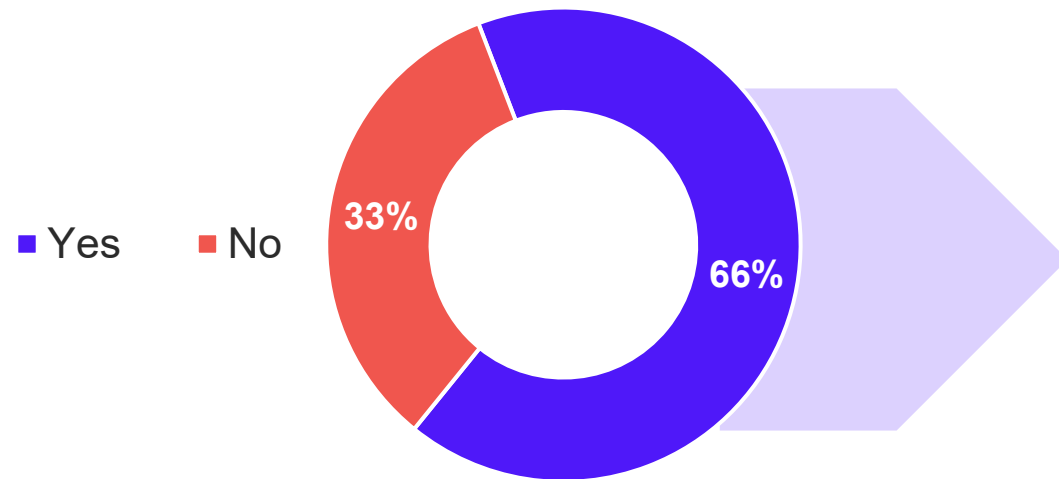
# Workers Want More Training

## WORKERS WANT MORE TRAINING

Two-thirds of manufacturing workers have received skills training in the last 5 years, with most having done so in the last 2 years.

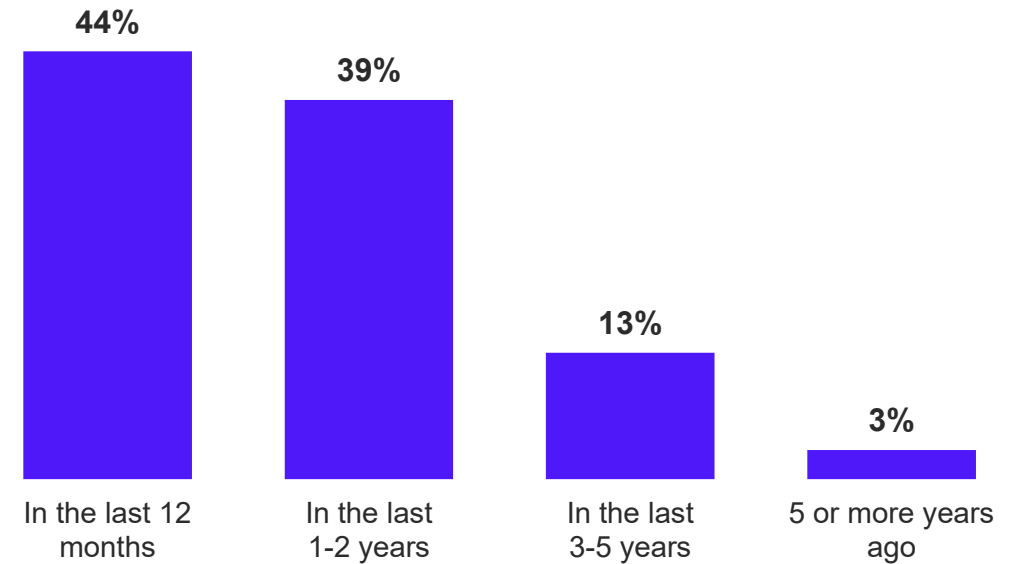
Have you received any manufacturing skills training from either your employer or an outside organization in the last 5 years? // When was the last time you received any manufacturing skills training either from your employer or an outside organization?

RECEIVED SKILLS TRAINING IN LAST 5 YEARS



LAST TIME SKILLS TRAINING WAS RECEIVED

*(Among those who have received training in last 5 years)*

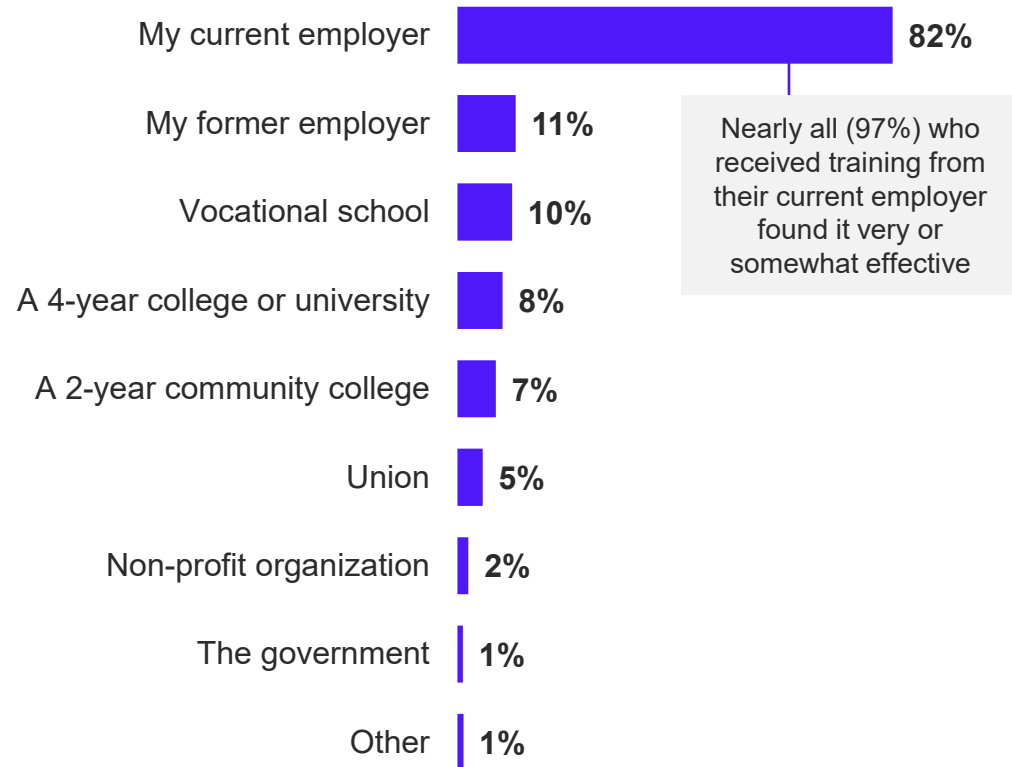


## WORKERS WANT MORE TRAINING

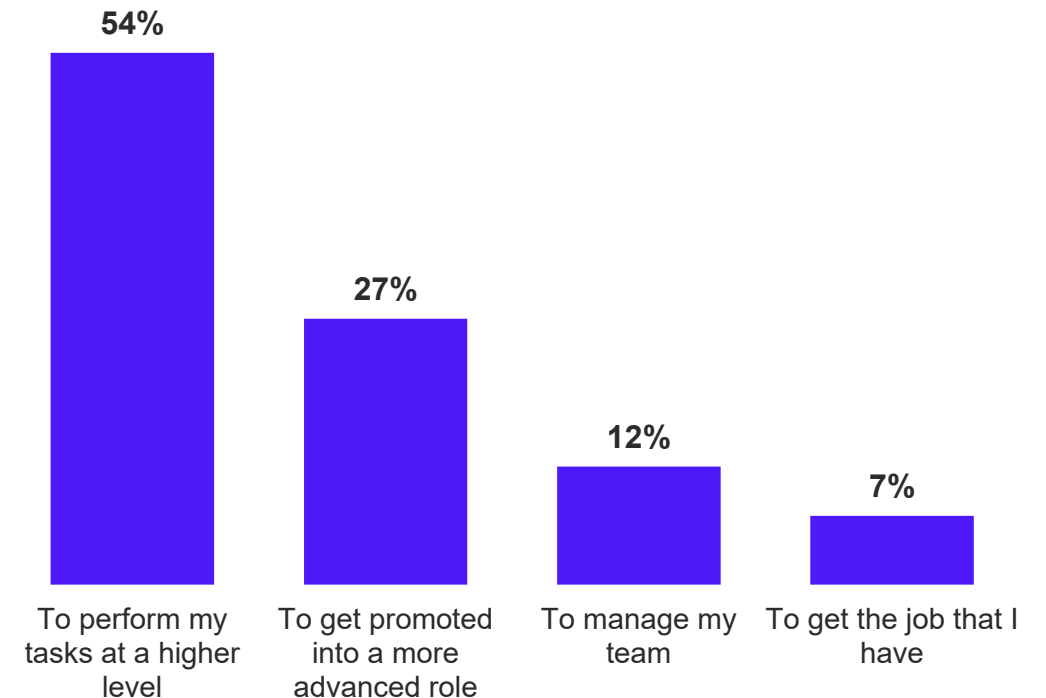
Among those who have received training, the vast majority got it from their current employer. Over half received this training to perform their job at a higher level, while over a quarter leveraged this training to get promoted.

From what entity or organization did you receive this skills training? Select all that apply. // What was the purpose of the training you received?  
(Among adults who have received skills training in the last 5 years)

### SKILLS TRAINING PROVIDERS



### PURPOSE OF TRAINING RECEIVED

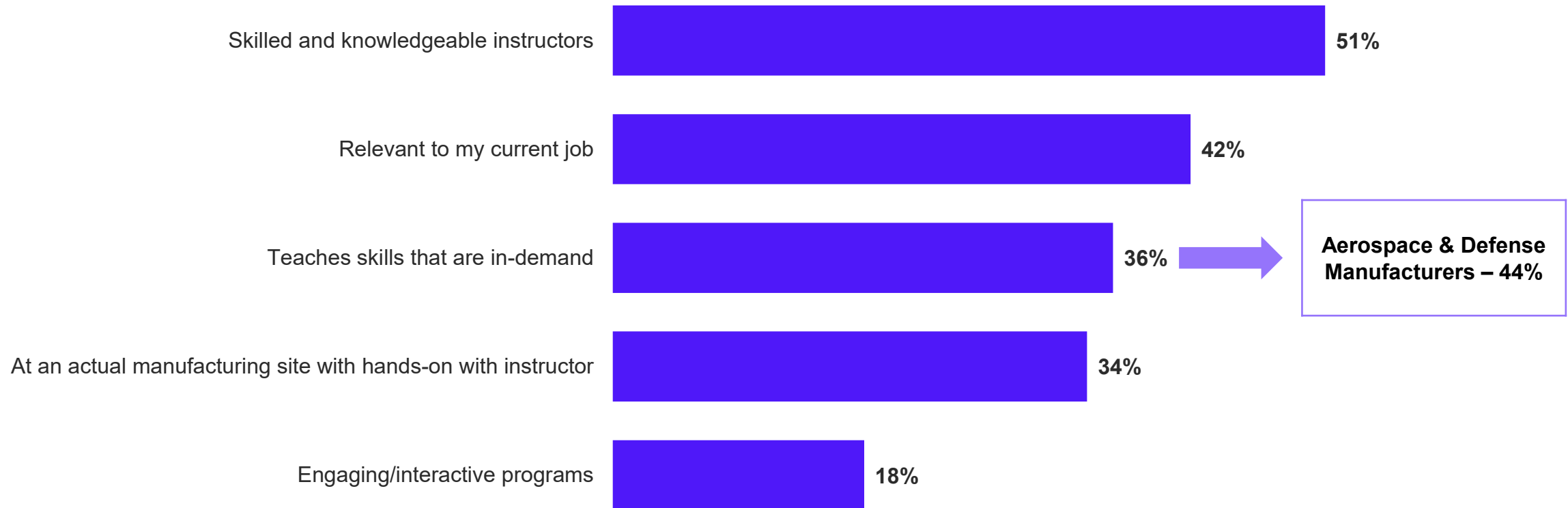


## WORKERS WANT MORE TRAINING

Half find that skilled and knowledgeable instructors are the most important part of a job training program. Those within aerospace and defense more likely to see the importance in training programs that teach in-demand skills.

What are the most important qualities of a job training program to you? Select up to two.

### MOST IMPORTANT QUALITIES OF A JOB TRAINING PROGRAM





SECTION 3

# Barriers & Benefits

## BARRIERS & BENEFITS

Those who have not received training in the last five years cite a lack of opportunities through their employer and financial/time constraints as the biggest barriers preventing them from pursuing additional skills.

What are the biggest barriers that have prevented you from gaining additional skills training? Select up to three.

### BIGGEST BARRIERS TO RECEIVING SKILLS TRAINING

*(Among those who have not received training in last 5 years)*

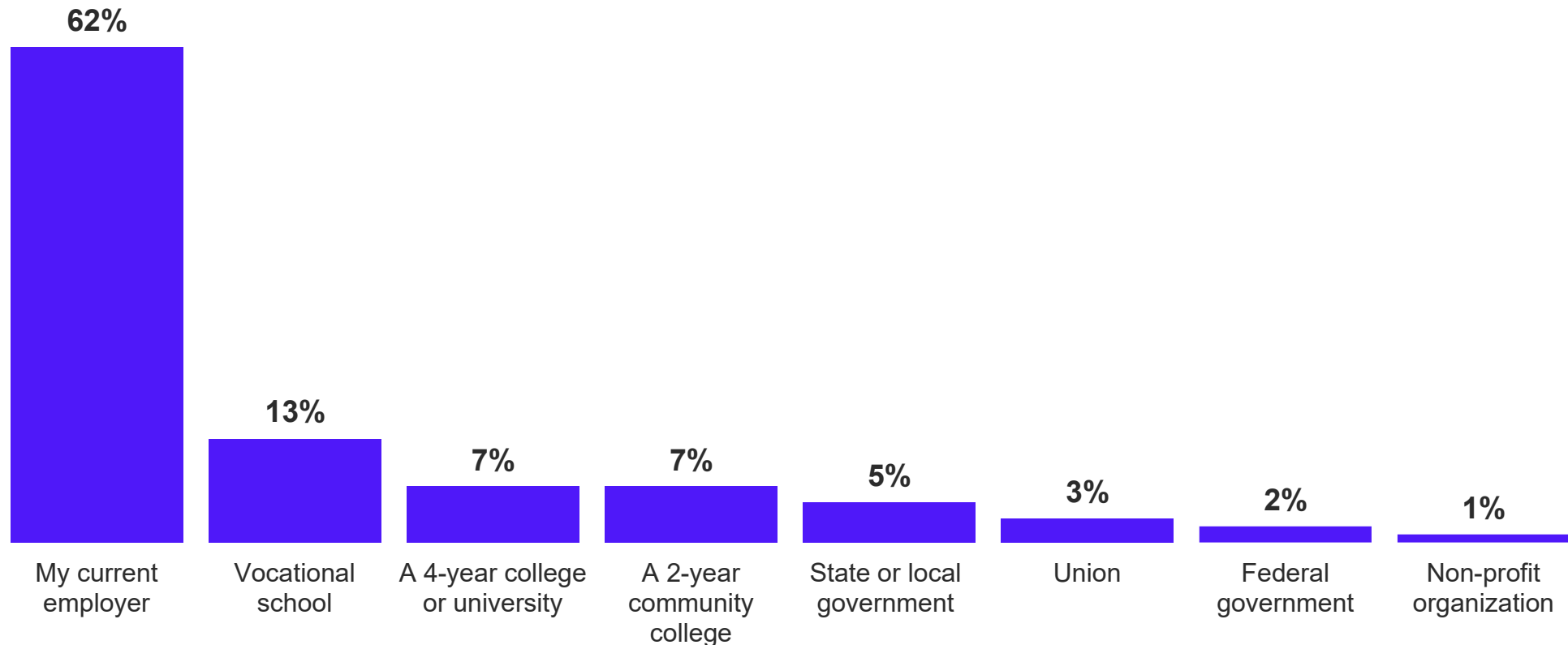


## BARRIERS & BENEFITS

Nearly 2 in 3 manufacturing workers believe their current employers should be primarily responsible for providing skills training.

When it comes to developing industry-specific skills or receiving additional training, which entity or organization should be most responsible for providing these programs?

### RESPONSIBILITY FOR SKILLS TRAINING





SECTION 4

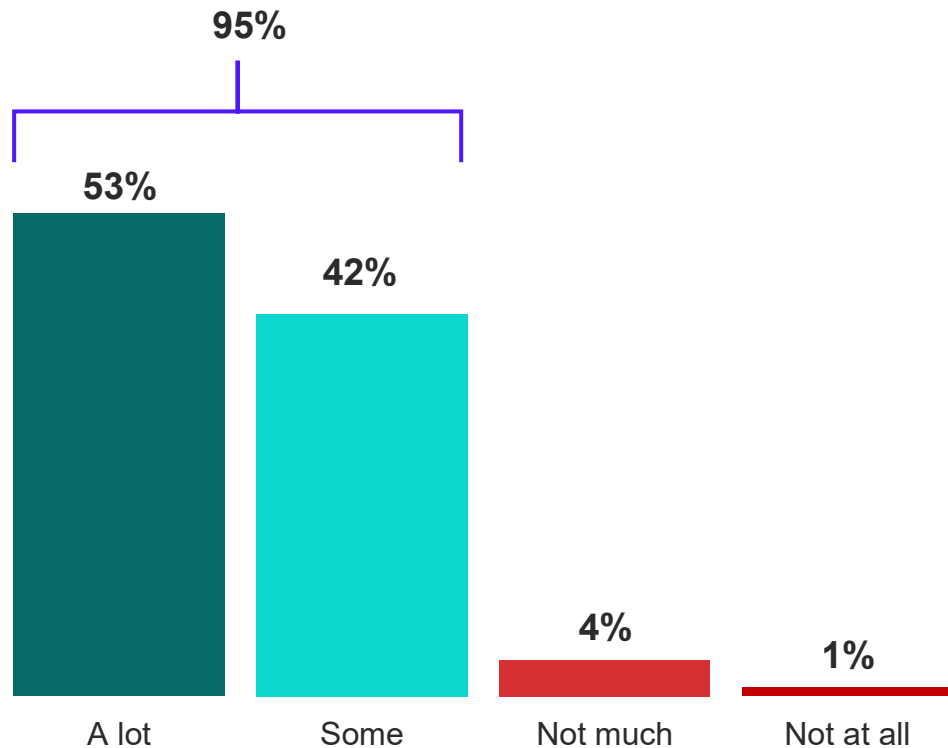
# Skills Key to Worker Success, Retention



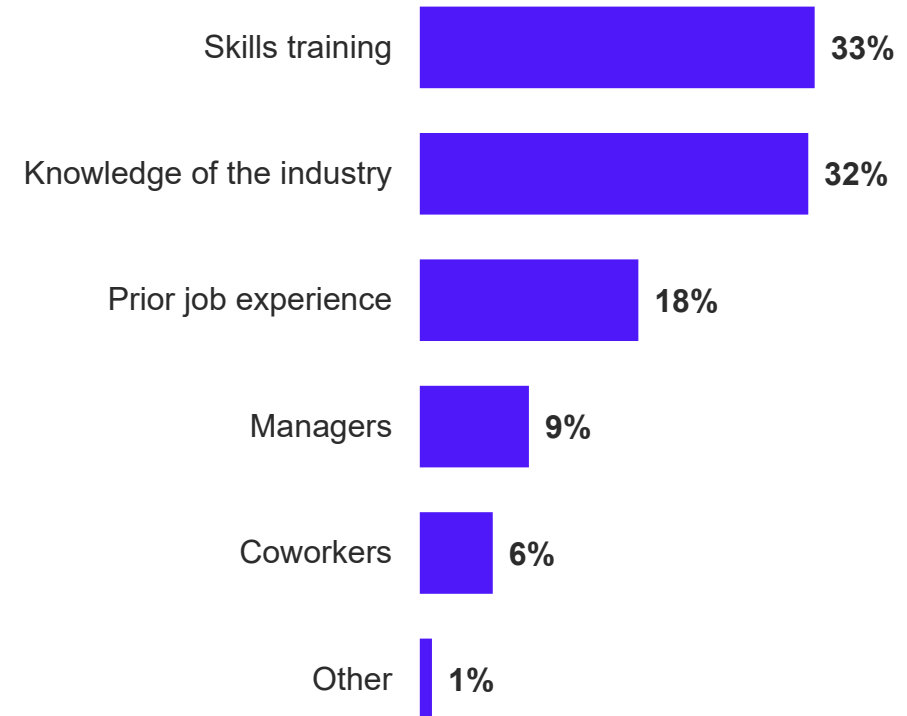
## SKILLS KEY TO WORKER SUCCESS, RETENTION

Nearly all manufacturing workers believe that effective skills training will make them more likely to stay with their current employer. One-third have found skills training to be the biggest contributor to their success.

To what extent do you believe that effective skills training increases your likelihood of staying with your current employer?



In your opinion, what has been the biggest factor in your success at your current employer?



## SKILLS KEY TO WORKER SUCCESS, RETENTION

Increased pay, greater advancement opportunity, and employer-provided training are the top factors that would motivate manufacturing workers to attend training programs.

What would make you more likely to attend a job training program? Select up to two.

### INCREASED LIKELIHOOD TO ATTEND JOB TRAINING

