

A surreal landscape with a grey, textured ground and a cloudy sky. A person is walking on a path made of colorful, 3D-rendered beams in shades of orange, red, blue, and green. The beams are arranged in a way that suggests a path or a series of steps. The person is in the center of the frame, walking towards the viewer.

WORKFORCE IN MANUFACTURING INDUSTRY

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MANUFACTURING AND WORKFORCE

The evolution of Manufacturing around the world

Today we are **on the cusp of the third generation**, characterized by the transformational power of radical improvements in connected systems and machine learning.



65% of all jobs that Generation Z (born in 1996 and after) will do **don't exist yet**

Vietnam's Manufacturing: Opportunities are there

Vietnam has steadily turned into **a manufacturing hotspot in Asia**, due to its

- relatively large and cost-competitive workforce
- attractive tax regime
- stable political environment
- geographical advantages
- and open trade policies etc.



Local workforce: skills are still lagging behind



Availability

Total Workforce: **57.50 million**



Breakdown by Generation



- Baby Boomers (born between 1946 and 1965): **15%**
- Generation X (born between 1966 and 1975): **20%**
- Generation Y (born between 1976 and 1995): **32%**
- Others (under breakdown by generation): **33%**

English Proficiency

5%

Estimated percentage of workforce with working English proficiency

% Highly Skilled

11.60%

Estimated percentage of workforce that is white collar

Net Secondary Education

88.04%

Secondary school aged children enrolled in school

Reported Literacy Rate

94.5%

Gender Gap

77

Ranking from 1 to 144 of countries based on gender disparity in each country

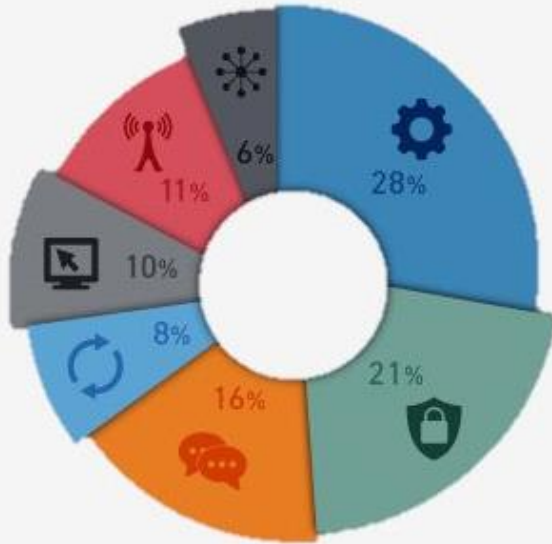
Ratio of R&D Workers to every 1000 in Workforce

1.49

NEW SKILLS FOR NEW AGE

Digital transformation requires new skills


THE 7 DOMAINS




% OF ROLES PER DOMAIN

 **Digital Manufacturing | 28%**
Traditionally known as the "shop floor"

 **Digital Enterprise | 16%**
Organizational-level leadership, strategy and governance

 **Digital Design | 10%**
Tools, techniques and innovative mindset to design, simulate and plan products

 **Omni | 6%**
Wider, external cross-domain areas of work

 **Digital Thread | 21%**
Management of an asset's data across its product lifecycle

 **Digital Product | 8%**
Aftermarket support services and feedback

 **Supply Network | 11%**
Technologies and capabilities that support the supply and delivery of resources and products



Nearly 50% of all roles in manufacturing will need to change within the next 3-5 years as the industry transitions to become fully digital.

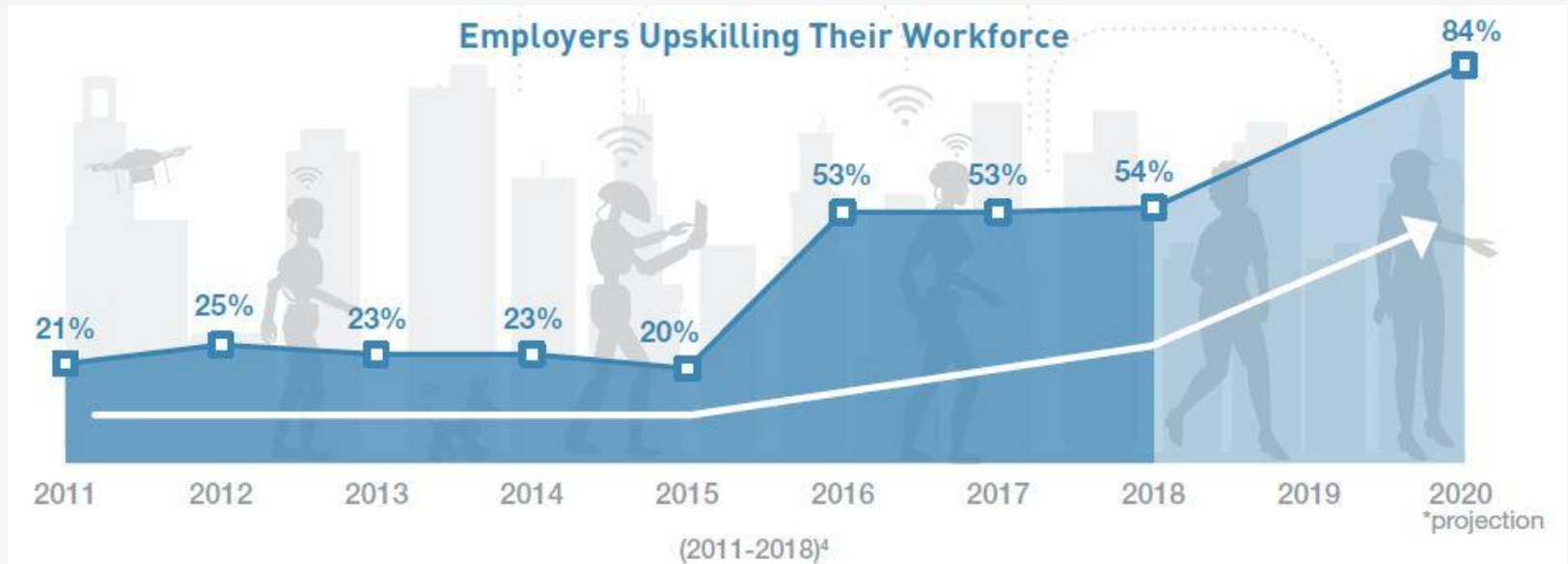
ManpowerGroup workforce analysis identified **165 new and evolving roles across seven areas of technical expertise** — what we refer to as "domains".

Building Tomorrow's Manufacturing Talent In The New Normal

NEW SKILLS FOR NEW AGE – A NEW APPROACH TO UPSKILLING

Mapping the Skills That Will Power Manufacturing

The most effective skills development is achieved through shorter certification programs of six months or less. On-the-job training increase retention of talent with in-demand skills.



Mapping the Skills That Will Power Manufacturing

The digitization of manufacturing is creating a need for people with more advanced skills.

Roles requiring advanced digital skills such as **automation, instrumentation and robotics** are on the rise in the coming 3 years.

Now Is The Time To:

Identify those skills that will be critical in the short, medium and long term.

Map the **165 new roles** within the seven domains and use this information to identify future talent needs.



Now Is The Time To:

Develop a connected workforce strategy: appropriately skilled workers aren't available in sufficient numbers to simply **BUY** the necessary skilled talent, organizations must **BUILD**, **BORROW** and **BRIDGE** the skills they need.



Invest in learning and development



Attract the talent that cannot be built in-house



Cultivate communities of talent beyond the organization



Help people move on or move up to new roles inside or outside the organization

Innovative Engagement and Hiring Strategies are Key to Differentiate

No matter what size of your organization

The 'New Normal' isn't yet defined, but **the skills gaps is wider than ever** as we shift towards reopening our economies.



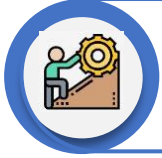
How the HR services industry can help



leverage best practices of countries that are ahead of the curve and sectors that remained open



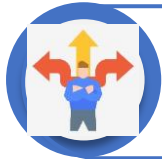
in-depth knowledge of labor market processes in various sectors and companies



understanding the problems/challenges faced by employers and employees and serve both interests.



have large global networks covering all relevant stakeholders.



proven agility with changing circumstances, and in helping clients and talent to prepare for the future.



Thank You

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