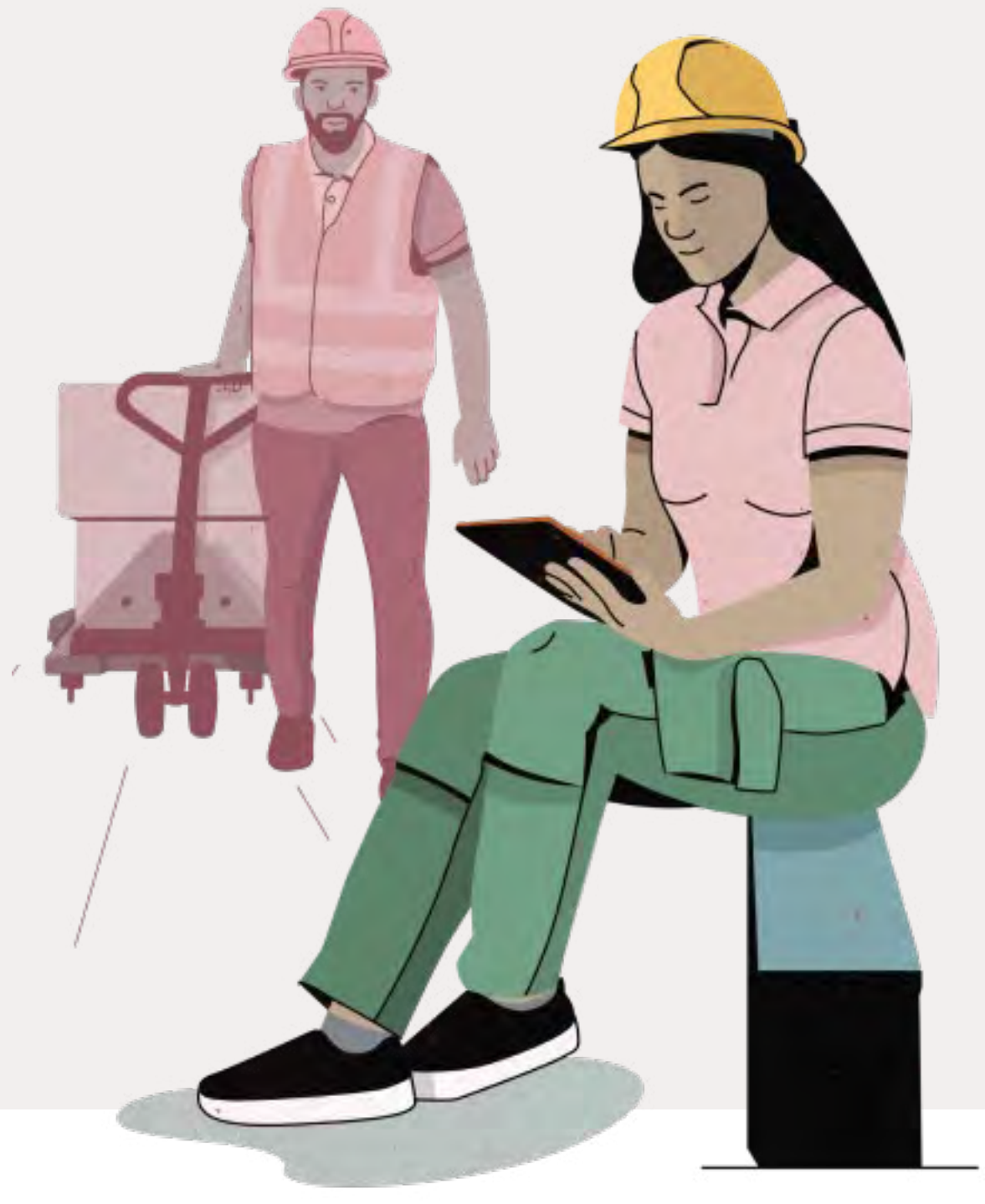


# 5 moves manufacturers can make to retain deskless workers

Recent years have been tumultuous for global manufacturers. Complications caused by the pandemic and international conflict will eventually end, but the industry will continue to face a troubling, ongoing trend—labor shortages.

By 2030, the global manufacturing labor shortage is predicted to exceed **7.9 million workers** and result in more than **US\$607 billion in unrealized output**<sup>1</sup>, so it's critical to redefine what best looks like for your company by supporting your workers in new ways.



**Here are five maneuvers manufacturers can leverage to create an employee experience for deskless workers that entices them to stay.**

## 1 Protect your workers

**Prioritize health and safety to ensure employees feel safe and supported.**

In 2019, **421,400 workplace injuries** were reported in the industry, making it the **third-most dangerous** in the job market.<sup>2</sup>

Give workers the ability to easily **report and manage health and safety** incidents from any device. Automate rule-driven enforcement of safety policies, and **monitor worker movement** to prevent unsafe acts, such as entering hazardous or unauthorized areas.



## 2 Promote growth opportunities

**Provide each employee with ongoing learning and growth opportunities in their current role and across the company.**

Around **69%** of manufacturing employees under the age of 25 said they **stay with their current employer** because of training and development opportunities.<sup>3</sup>

Provide mobile access to compliance and **skills-driven training** anytime and anywhere through online and offline courses.



## 3 Support scheduling flexibility

**Empower employees with the tools, guidance, and flexibility to work on their terms so they feel trusted and valued.**

**80%** of manufacturing workers surveyed expect their organizations to formalize a **flexible remote and in-person work model**.<sup>4</sup>

Allow flexible core hours and **adaptable shift** patterns to help drive employee productivity, well-being, and loyalty—and even reduce absenteeism.

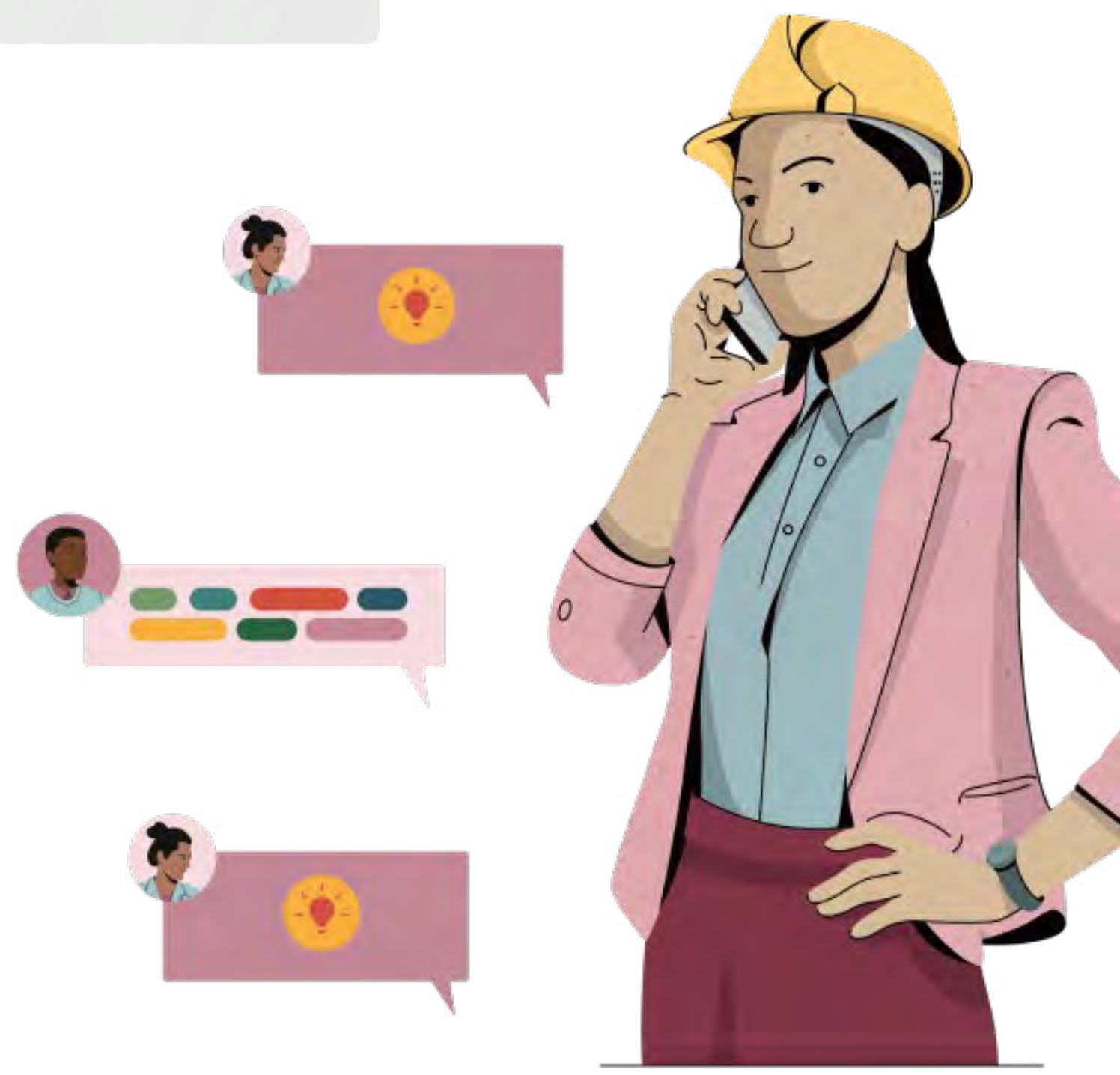


## 4 Foster better communication

**Keep your workforce informed and connected by sending employees timely, tailored messages.**

Per year, downtime can cost industrial manufacturers nearly **US\$50 billion**. An effective communication system helps mitigate the cost of downtime as **problems are recognized and addressed much sooner**.<sup>5</sup>

Reach employees across the organization faster using **prebuilt templates**, and easily target your messages based on location or role—for instance, create separate tailored messages for supervisors, machinists, assembly workers, and so on.



## 5 Listen to and act on feedback

**Leverage technology to ensure workers feel heard and valued every day.**

**84%** of deskless workers don't get enough direct communication from their supervisors, leading to decreased productivity and employees who **feel disconnected from the company**.<sup>6</sup>

Advocate for continuous, impactful conversations through ongoing check-ins, and provide workers with **one place to review their pulse survey trend**, take suggested actions, and schedule check-ins with their manager.



**Redefine best for your deskless workers by letting them know they're supported, valued, safe, and in control**

See how Oracle Fusion Cloud HCM can help.

[Learn more](#)

<sup>1</sup>"Future of Work: The Global Talent Crunch," Korn Ferry, 2018 (PDF).

<sup>2</sup>"Employer-reported workplace injuries and illnesses—2019," Bureau of Labor Statistics, U.S. Department of Labor, November 4, 2020 (PDF). Error! Hyperlink reference not valid.

<sup>3</sup>"Manufacturing Engagement and Retention Study," The Manufacturing Institute, 2020 (PDF).

<sup>4</sup>"The Future of Flexible Working in Manufacturing," Manufacturers Alliance Foundation, 2021 (PDF).

<sup>5</sup>"How Manufacturers Achieve Top Quartile Performance," IndustryWeek in collaboration with Emerson, October 7, 2020.

<sup>6</sup>"Operations Workforce Trends and Talent Strategies," Manufacturers Alliance, October 15, 2021.