## QIQTALENT®

### THE LABOR LANDSCAPE

## The State of Recruitment in Construction and Manufacturing

As pivotal pillars of the U.S. economy, the construction and manufacturing industries face unique challenges and opportunities when it comes to attracting and retaining talent.

This infographic provides valuable insights into key statistics, demographic breakdowns, labor demand, and the looming skills gap, making it a resourceful guide for business leaders, HR professionals, and curious observers alike.



## Construction





people are employed in the **Construction industry** 

in the US as of 2023.









With nearly

White



The construction industry will need to attract an estimated 546,000

additional workers on top of the normal pace

of hiring in 2023 to meet

the demand for labor.

The most common ethnicity of construction workers is:



Unknown

11.1%

27.7%

Hispanic or

Latino

8.3%

1 in 4 construction workers older than 55, retirements will continue

to whittle away at the construction workforce.



Latino (27.7%), Black or African American (11.1%), and Unknown (8.3%).



10.9% of all construction workers in the U.S.

Women account for about



Black or

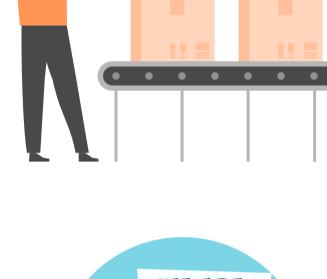
American

African



There are over

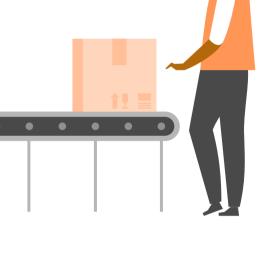
11,190,902





Black or

African



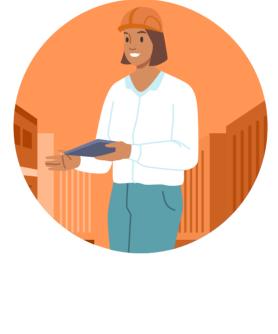


600,000 job openings across the industry in June 2023.

The U.S. Bureau of

**Labor Statistics** 

reported nearly



Unknown

40+ years old, representing 41% of

The average age of

manufacturing

workers is

worker population.

the manufacturing



#### Latino (17.6%), Black or African American (10.5%), and Unknown (10.7%).

White (61.2%), followed by Hispanic or

The most common degree for

manufacturing workers is a

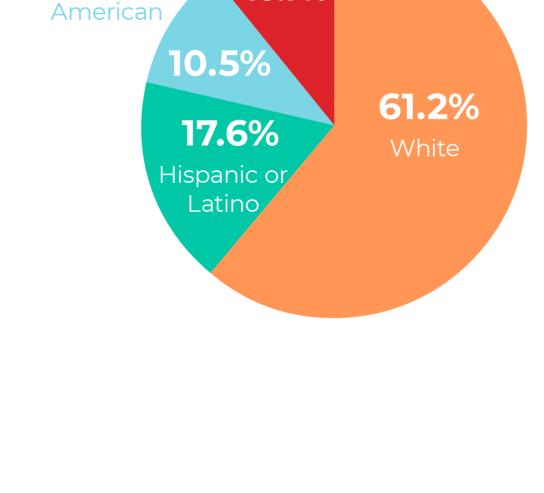
of manufacturing workers

earning that degree.

high school diploma, with 45%



The second and third most common degree levels are bachelor's degree at 21% and associate's degree at 18%.



10.7%

#### 2.1 million The manufacturing skills gap in

Challenges



## Manufacturers surveyed reported

unfilled jobs by 2030.

that finding the right talent is 36% harder than it was in 2018, even though the unemployment rate has nearly doubled the supply of available workers.

the U.S. could result in 2.1 million

In 2024, the construction industry will need to bring in more than normal hiring to meet industry demand, and that's presuming



## According to an Associated

65%

had trouble filling positions last year. 74%

members, 91% of contractors

The average annual turnover

rate in the construction

General Contractors of

America survey of its

industry **is 65%** as of 2021.

74% of manufacturers believe the skills needed for manufacturing jobs are changing rapidly, and 65% believe the skills needed for manufacturing jobs



## 342,000

**342,000 new workers** on top of that construction spending growth slows significantly next year.



are changing faster than the skill level of the workforce.

IQTalent understands the unique recruitment challenges in the Manufacturing and Construction sectors. Let us help you navigate these complexities.

**Get in Touch with Us Today** 

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## www.bls.gov/iag/tgs/iag23.htm

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