

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

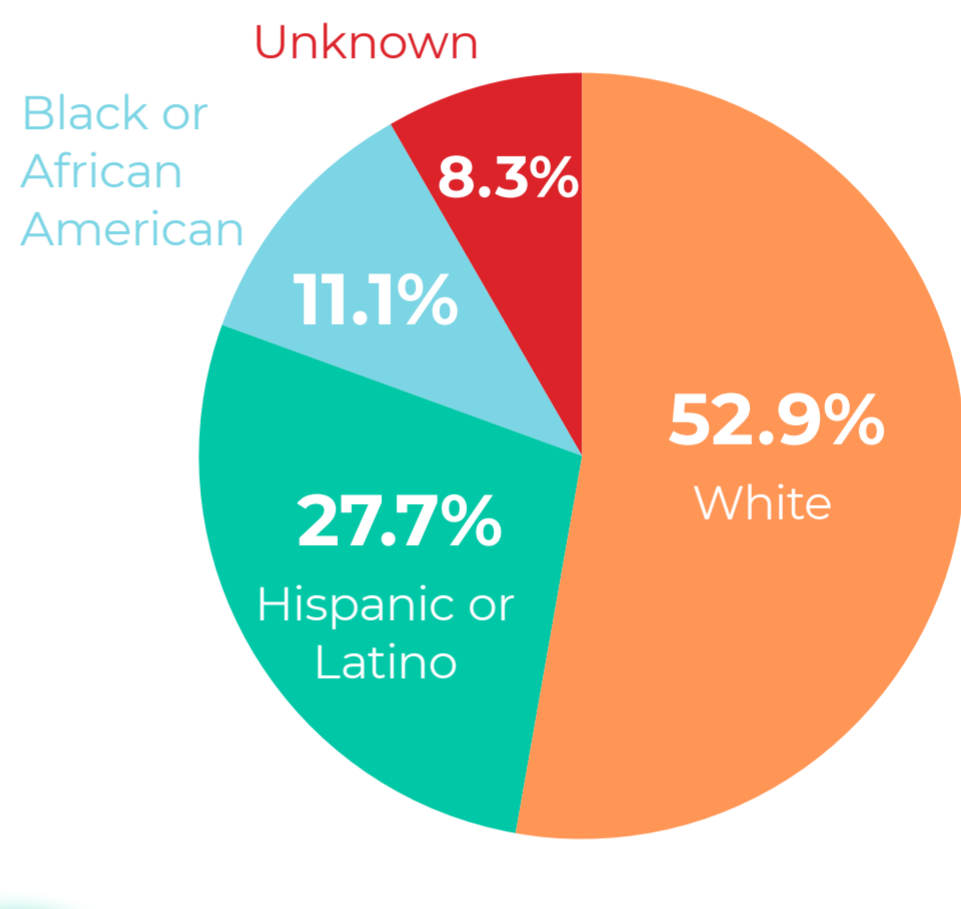


The construction industry will need to attract an estimated **546,000** additional workers on top of the normal pace of hiring in 2023 to meet the demand for labor.



With nearly **1 in 4** construction workers older than 55, retirements will continue to whittle away at the construction workforce.

The most common ethnicity of construction workers is: **White (52.9%)**, followed by **Hispanic or Latino (27.7%)**, **Black or African American (11.1%)**, and **Unknown (8.3%)**.



Women account for about **10.9%** of all construction workers in the U.S.



Manufacturing

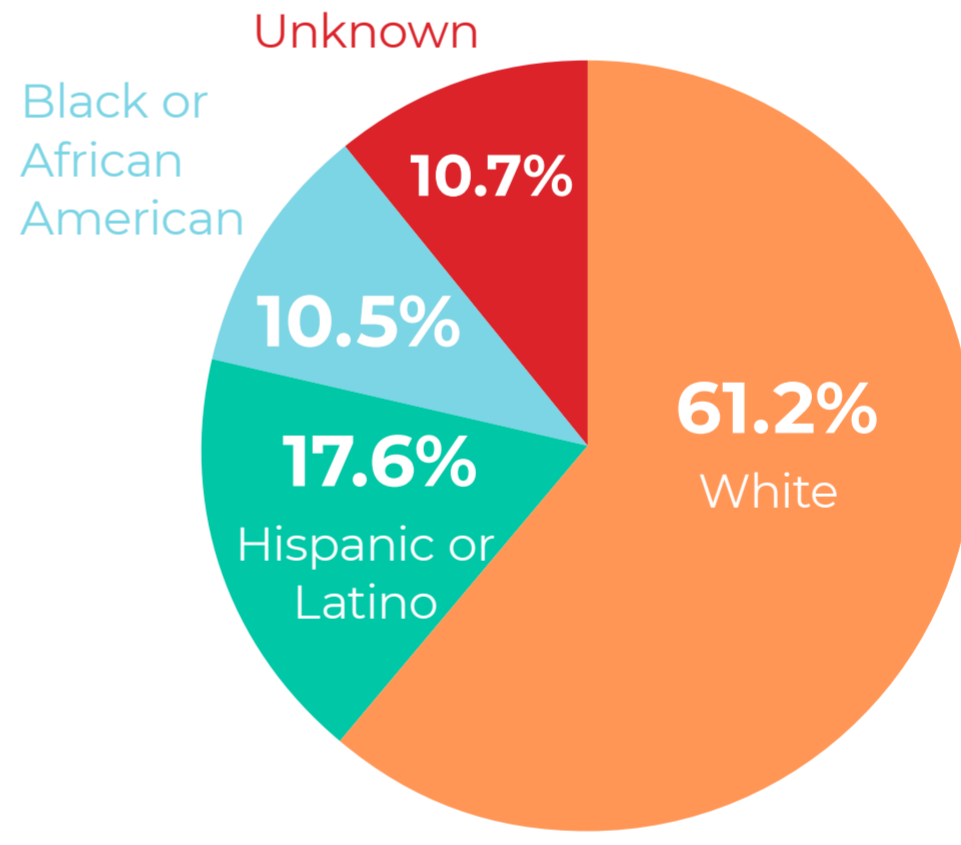


The U.S. Bureau of Labor Statistics reported nearly **600,000** job openings across the industry in June 2023.



The average age of manufacturing workers is **40+** years old, representing 41% of the manufacturing worker population.

The most common ethnicity among manufacturing workers is: **White (61.2%)**, followed by **Hispanic or Latino (17.6%)**, **Black or African American (10.5%)**, and **Unknown (10.7%)**.



The most common degree for manufacturing workers is a **high school diploma**, with **45%** of manufacturing workers earning that degree. The second and third most common degree levels are bachelor's degree at 21% and associate's degree at 18%.

Challenges



2.1 million The manufacturing skills gap in the U.S. could result in **2.1 million** unfilled jobs by 2030.



65% The average annual turnover rate in the construction industry is **65%** as of 2021.



36% Manufacturers surveyed reported 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.



91% According to an Associated General Contractors of America survey, **91% of contractors had trouble filling positions last year.**



342,000 In 2024, the construction industry will need to bring in more than **342,000 new workers** on top of normal hiring to meet industry demand, and that's presuming that construction spending growth slows significantly next year.



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

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