

Now hiring

Understanding and tackling the skills shortage in UK manufacturing



Researched and produced by:

THE MANUFACTURER

In partnership with

 **BARCLAYS**



CONTENTS

EXECUTIVE SUMMARY	3
KEY FINDINGS	3
SURVEY DEMOGRAPHICS	5

CHAPTER ONE:

MINDING THE (SKILLS) GAP

The challenges of hiring and retaining talent	9
Apprenticeships and the apprenticeship levy	10

CHAPTER TWO:

ADDRESSING THE PEOPLE/ SKILLS SHORTAGE

The perk of flexible working	16
Reskilling approaches in manufacturing	18

CHAPTER THREE:

IMPACT ON SMART TECHNOLOGY ADOPTION

Bridging or broadening the skills gap with digital?	20
The urgency for a multifaceted approach to skills development	24



EXECUTIVE SUMMARY

This report, produced by *The Manufacturer* in partnership with *Barclays Corporate Banking*, explores the ongoing skills shortage in UK manufacturing, its impact on growth and the strategic responses manufacturers are employing to mitigate these challenges. The findings are based on an online survey of manufacturing professionals from a range of industry verticals conducted between June and July 2024, with additional qualitative insights gained by *The Manufacturer* through follow-up interviews.

One of the key insights from the report is the overwhelming consensus among manufacturers about the severity of the skills gap. According to the survey, 75% of respondents identified the lack of skills as the biggest barrier to growth, followed by recruitment difficulties (36%) and talent retention (32%). Furthermore, a striking 97.5% of manufacturers agreed that hiring and retaining skilled labour poses a significant challenge to their business.

The skills shortage has driven manufacturers to adopt a range of solutions, including reskilling their existing workforce, enhancing shop floor efficiency and increasing automation adoption. Apprenticeships have emerged as a key strategy for addressing talent shortages, with 74% of organisations using apprenticeship schemes to recruit skilled labour. **However, 43% of manufacturers reported that they do not use the Apprenticeship Levy, citing administrative burdens and limited perceived value.**

Flexible working arrangements and clear personal development plans were highlighted as other important tools for retaining talent, with 69% offering competitive salaries and 44% implementing flexible working policies.

Despite the varied challenges, manufacturers are responding proactively by investing in both technology and workforce development. As industries shift towards smart manufacturing and automation, the need for digital skills is growing, but manufacturers are also realising that adopting new technologies often necessitates reskilling their workforce to manage and operate complex systems effectively. Couple this with the fact that digital skills are highly sought after in other sectors, often seen as more glamorous or providing better opportunities, the impact for manufacturing is significant.

James Devonshire
News Editor for *The Manufacturer*
and report author

A MESSAGE FROM BARCLAYS CORPORATE BANKING



Here at *Barclays Corporate Banking*, we speak to UK manufacturers daily, and one of the recurring themes we hear is the challenge of recruiting and retaining skilled labour. Understanding the challenge that this poses to businesses, we commissioned a report in collaboration with *The Manufacturer*, surveying manufacturing professionals from a range of industry verticals to explore the issue of the skills shortage in greater detail, identifying some of the root causes and what manufacturers are doing to address it. We hope you find this report helpful and instructive, and would welcome views on if the key themes resonate.

Lee Collinson
Head of Manufacturing,
Transport and Logistics,
Barclays Corporate
Banking

KEY FINDINGS

97%

of manufacturers agree that hiring and retaining skilled labour presents a challenge to the growth of their business

91%

of manufacturers agree that their business is taking on more responsibility to train its workforce due to the scarcity of skilled labour

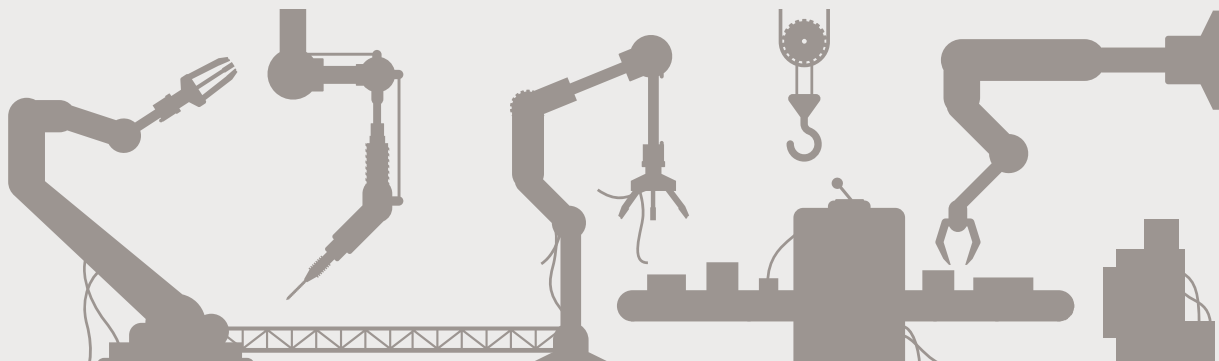
80%

of manufacturers agree that digital skills are harder to acquire because of competition from other sectors

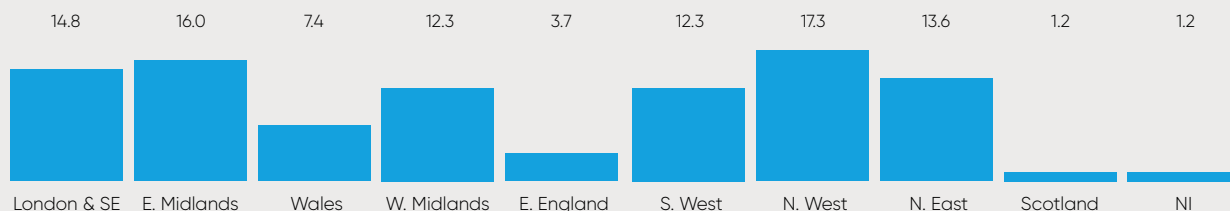
44%

Almost half of manufacturers say the skills shortage has accelerated their transition to smart manufacturing

Skill Shortages (75%), Recruitment (36%) and Talent retention (32%) are manufacturers' top barriers to growth



RESPONDENTS BY REGION %



RESPONDENTS BY COMPANY TURNOVER (million £) %





Following the UK's departure from the EU, the UK's pool of labour for the manufacturing sector decreased.

This was partially due to the end of the free flow of workers from EU countries to the UK, but also saw many return home overseas. Data underlines this reality.

According to the latest Office for National Statistics (ONS) figures, there are currently 61,000 manufacturing job vacancies in the UK, as of September 2024¹. While this figure has dropped considerably since its peak of 96,000 between March and May 2022, it is still significantly higher than it was in April to June 2020, when there were just 24,000 open vacancies.

But why are UK manufacturers struggling to recruit the talent they need at home and what impact is this having on their businesses?

Our survey revealed that 75% of manufacturers cite a shortage of skills as

their number one barrier to growth. This was followed by recruitment (36%) and talent retention (32%) as the second and third biggest barriers to growth respectively.

So, manufacturers' top three barriers to growth are all personnel related, be it not having the skills they need to succeed, difficulties finding the right talent and then struggling to retain it when they do.

Furthermore, 97.5% of manufacturers surveyed agree (48.1% strongly agree) that hiring and retaining skilled labour presents a challenge to the growth of their business. Just 2.4% of manufacturers disagreed with this statement, highlighting the significant impact the skills shortage continues to have on them.

However, despite these three aforementioned personnel related barriers to growth, manufacturers do not seemingly have a big appetite for taking advantage of credit facilities to help grow their businesses.

Indeed, our survey found that 72% of manufacturing organisations have not taken advantage of credit facilities in the last year to drive growth. Of the 28% who have, 16% did so to make technology investments; 9% to make facility improvements; 9% to develop supply chains; and 4% to fund additional training/development opportunities.

Manufacturers also expressed mixed sentiments when it came to the Apprenticeship Levy and the value it represented. A significant proportion (43%) of manufacturing organisations said they currently do not use the Apprenticeship Levy. And while 57% of manufacturers said they do use the Apprenticeship Levy, only 36% said it is worthwhile and represents good value for money.

Through our follow-up interviews, we wanted to learn from manufacturers why they were struggling to recruit the talent they need and what role the Apprenticeship Levy—which the Government has since announced will be replaced with a new growth and skills levy—will play in their efforts to address the skills shortage.

Minding the (skills) gap

CHAPTER ONE

The challenges of hiring and retaining talent

Our conversations with manufacturing leaders revealed consistent challenges in hiring and retaining skilled labour across the manufacturing sector. Several themes emerged, including difficulties in attracting young talent, competition with other industries and the need for more strategic recruitment and retention practices.

1. Retaining younger employees

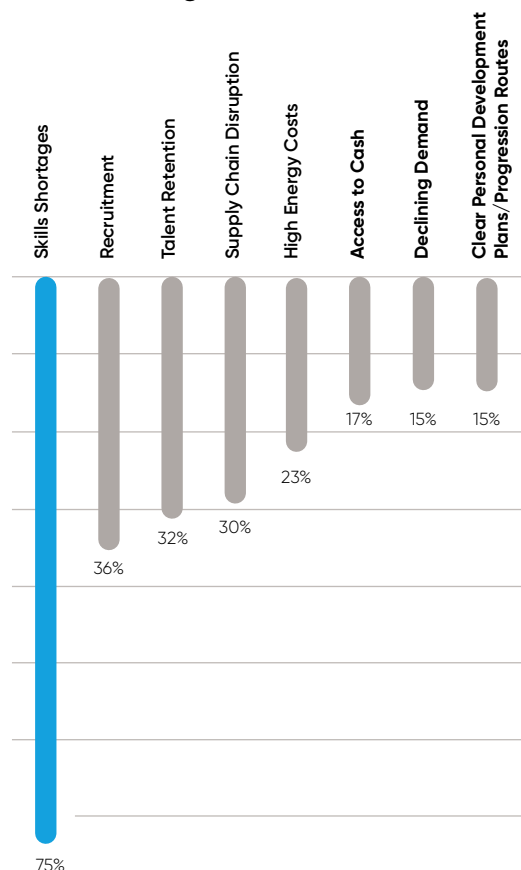
Several manufacturers underscored the challenge of retaining younger employees. One expressed concern over the “mindset” of some younger workers, stating: “Retention is a challenge, particularly around younger people,” observing that expectations and commitment levels might contribute to this issue. Another mentioned that younger employees often fall into roles by chance, rather than having a clear career focus: “It’s almost like they’ve not thought about the career they really want to pursue and end up in manufacturing.”

2. Competition with other industries

Multiple manufacturers pointed to competition for digital skills with higher-paying industries such as finance and technology as a challenge. One respondent remarked: “We’re battling against financial companies who are looking for the same skills as us but will potentially pay a lot more.” This competition is exacerbated by the perception of manufacturing as a less attractive career option, described by another participant as having a “stigma of being dirty, sometimes dangerous, when the reality is that most modern manufacturing facilities are quite the opposite.”



What are your biggest barriers to growth?





Hiring and retaining labour presents a challenge to the growth of our business

This reality was highlighted in our survey, which revealed that 81% of manufacturers agree (30% strongly) that digital skills are harder to acquire because of competition from other sectors. Just 19% of manufacturers disagreed with this statement.

3. The importance of local and internal talent development

Despite these challenges, some manufacturing organisations have found success by investing in local education systems and internal growth. One leader highlighted their partnership with local schools and universities, stating: "We are heavily invested in the local education structure," which sees students spending time in our facility learning about the different roles within a manufacturing business, from the shop floor to R&D to sales. Another noted the success of apprenticeship programmes. "All of our senior leadership team started off as an apprentice," they said.

4. Broader workforce development and image issues

The perception of manufacturing as a less desirable career path was also a recurring theme. As one respondent said: "We desperately need welders... but it's seen as a dirty job and, seemingly, people don't want to do it." Efforts to reframe the industry's image and engage younger generations were seen as crucial for addressing the skills gap. One respondent recommended more outreach, stating: "There is still a lot more we can do to explain the variety of opportunities in manufacturing."

This reality is also highlighted by our survey, which found that 10% of manufacturers are not engaging whatsoever with the next generation of potential manufacturing talent. Moreover, just 17% said they are engaging with children at primary school level, outlining that a potential opportunity to plant the seed at a younger age is being overlooked. This is particularly important because we often hear how engagement at a younger age can lead to more positive outcomes.

Apprenticeships and the Apprenticeship Levy



When it comes to apprenticeships and businesses utilising the Apprenticeship Levy –which sees employers with wage bills larger than £3m a year paying a monthly levy of 0.5% of their payroll to fund apprenticeship training –manufacturers provided a range of perspectives on the scheme.

Despite differing experiences, several recurring themes emerged, particularly around challenges such as administrative burden, cost and apprentice retention, as well as successes in certain types of apprenticeships.

Common Challenges

One of the most frequently cited challenges among manufacturing leaders, particularly those from smaller companies, is the significant administrative burden and amount of paperwork involved in taking advantage of the Apprenticeship Levy. One voiced their dissatisfaction, stating: “It’s seen as a hassle, with too much paperwork and too many processes. And something we’re not big on is paperwork.”

Similarly, another emphasised that the administrative complexities deter smaller companies, remarking: “The admin and bureaucracy is off putting,” adding that, because these businesses often lack the staff to effectively manage these tasks, they overlook such opportunities. This recurring theme points to a consistent need for someone—preferably in a senior position—to own and champion the apprenticeship process within smaller organisations.

Another prevalent concern is the time and resource constraints associated with apprenticeships. Manufacturers highlighted the considerable time commitment required to train apprentices, alongside the reduced productivity that businesses often experience during the training period. One individual noted that they “need somebody that can be operational or

“

We’re battling against financial companies who are looking for the same skills as us but will potentially pay a lot more

Q.

Are you getting maximum value out of the Apprenticeship Levy?

43%

We don’t currently use the Apprenticeship Levy

36%

The Apprenticeship Levy is a worthwhile scheme and represents good value for money

17%

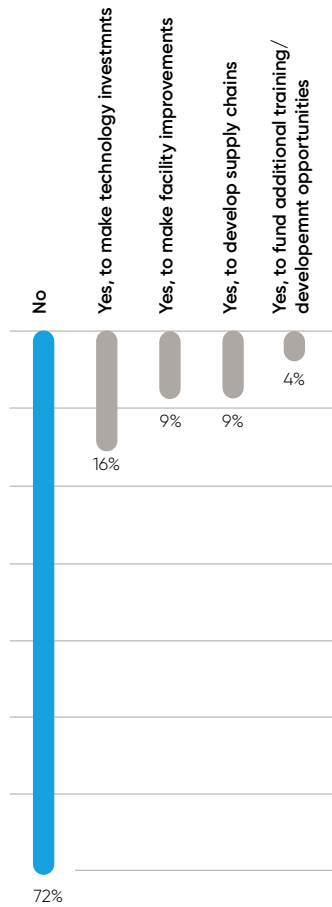
The Apprenticeship Levy is a worthwhile scheme but does not represent good value for money

4%

The Apprenticeship Levy is not a worthwhile scheme at present and changes are needed

Q.

Have you taken advantage of credit facilities in the last 12 month to invest to grow your business?



efficient in a short period,” reflecting the urgency many businesses feel for employees to contribute quickly. Another pointed out that apprentices spend approximately 20% of their time off the job for training, meaning their productivity for the company is effectively reduced by that amount. For companies with limited resources, particularly smaller enterprises, this reduction in workforce productivity can pose a significant strain.

“

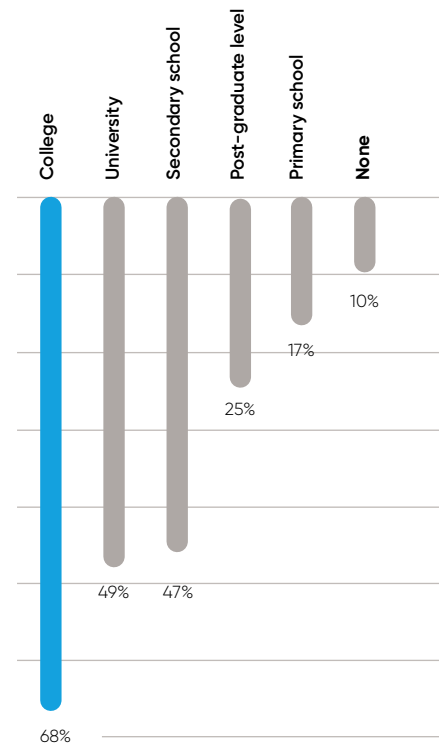
There is still a lot more we can do to explain the variety of opportunities in manufacturing.





Q.

At what age are you engaging with the next generation of manufacturing talent?



Retention and completion issues were also highlighted as a challenge, particularly the difficulty in ensuring apprentices complete their programmes. One respondent shared that many apprentices do not finish their apprenticeships, stating: "Our experience has been that people start them and then they don't always finish them... it's quite hard to absorb that." This challenge is, according to respondents, particularly frustrating for businesses that invest time and resources into training apprentices, only to see them leave before completion.

Finally, there is a perceived disconnect between the training provided by educational institutions and the practical needs of businesses. One respondent stressed that companies often fail to acknowledge their own responsibility in training apprentices, pointing out that, while “schools and colleges will get individuals ready to start work and provide them with certifications relevant to the industry, businesses still have a significant duty to keep training into the future.”

Successes and positive experiences

Despite these challenges, some respondents, particularly from larger organisations, reported success in tailoring apprenticeship programmes to meet their specific needs. These companies have worked closely with educational institutions to shape the content of their apprenticeship offerings, ensuring that the training aligns with their operational requirements. One respondent told us: “We actually work with local colleges and universities to shape some of their courses to provide a better fit,” illustrating how larger companies with the resources to influence curriculum development can benefit from more customised training that suits their business model.

However, our survey revealed how some manufacturers are not collaborating with educational providers at all. Indeed, 10% of those surveyed indicated this, while only another 17% said they collaborated with primary school education providers.



All of our senior leadership team started off as an apprentice



How do you collaborate with education providers?

72%

Apprenticeships

68%

College

64%

Work Experience

49%

University

47%

Secondary School





Traditional apprenticeships, particularly in fields like maintenance, were noted as especially successful. One manufacturer discussed their company's maintenance apprenticeship, which lasts between "four and six years," describing the scheme as "extremely beneficial for both us and the apprentice." In this model, apprentices gradually take on more responsibility until they are fully qualified. The long-term, structured nature of these apprenticeships appears to work well in certain sectors, providing a solid foundation for the apprentices and contributing to the company's long-term workforce.

Additionally, while smaller companies struggle with administrative burdens, some have found solutions through external support. One respondent mentioned the availability of external companies that assist with managing apprenticeship programmes, using levy funding to handle the bureaucracy. For businesses with the financial capacity to outsource these tasks, this option helps reduce any perceived administrative headaches and allows them to benefit from apprenticeship programmes without the need for substantial internal commitment. This external support has proven to be a helpful resource for smaller businesses looking to engage in apprenticeship programmes without becoming overwhelmed by administrative demands.


47%

Careers Fairs

37%

School Open Days

25%

Post-Grad Level

17%

Primary School

10%

None



“

We've got a choice: either go with the flow or risk falling behind the curve

It's clear that many manufacturers are struggling with an ongoing skills gap which is impacting their productivity, efficiency and innovation. But what are companies doing to address the situation and boost their chances of attracting and retaining the talent they need to thrive?

Our survey revealed that 91% of manufacturers agree (37% strongly) that they are taking on more responsibility to train their workforce due to the scarcity of skilled labour.

When it comes to what manufacturing businesses are doing to address people/skills shortages, reskilling was the top tactic, as cited by 75% of survey respondents. Shop floor efficiency and greater use of automation, including AI, were the second and third most prevalent tactics, cited by 62% and 49% of respondents respectively.

Manufacturers are also employing various strategies to both recruit and retain talent.

Apprenticeship schemes came out as the number one initiative to recruit skilled labour, cited by 74% of respondents. Flexible working arrangements (46%) and clear personal development plans (43%) were second and third respectively.

In a bid to retain skilled labour, 69% of manufacturers say they offer competitive salaries, while 49% provide clear personal development plans and 44% allow their staff to benefit from flexible working arrangements.

Through our follow-up interviews, we wanted to find out more about the flexible working arrangements and reskilling strategies manufacturers are employing to address the people/skills shortages they are facing.

Addressing the people/skills shortage

CHAPTER TWO



Our business is taking on more responsibility to train their workforce due to scarcity of skilled labour?

The perk of flexible working

From our discussions with manufacturers, the complexity and diversity of flexible working arrangements across organisations became apparent, with several key recurring themes mentioned.

1. Support for flexible working varies by role and context

One of the obvious limitations for most shop floor-based manufacturing staff is that working remotely is simply not an option. However, many employers offer other flexible working arrangements, such as four-day weeks and adaptable shifts, to allow their operational staff to take advantage.

As one manufacturing leader pointed out: "Not everyone wants to work a four-day week. A lot of it depends on the person's situation. What we've found is that people with families tend to go for it as it means an extra day at home or doing things with their loved ones. Alternatively, our younger workers aren't so bothered, seemingly because they don't know what to do with that extra day each week." This reality highlights generational differences in preferences for work schedules.

Similarly, another manufacturer distinguished between roles requiring full-time presence and those that can accommodate flexibility. They noted: "The bottom line is some roles, such as manufacturing operations and reception, simply cannot be performed on a remote basis. But there are plenty of others that can, like customer support, marketing, and HR."

Agree

54%

Disagree

6%

Strongly agree

37%

Strongly disagree

2%

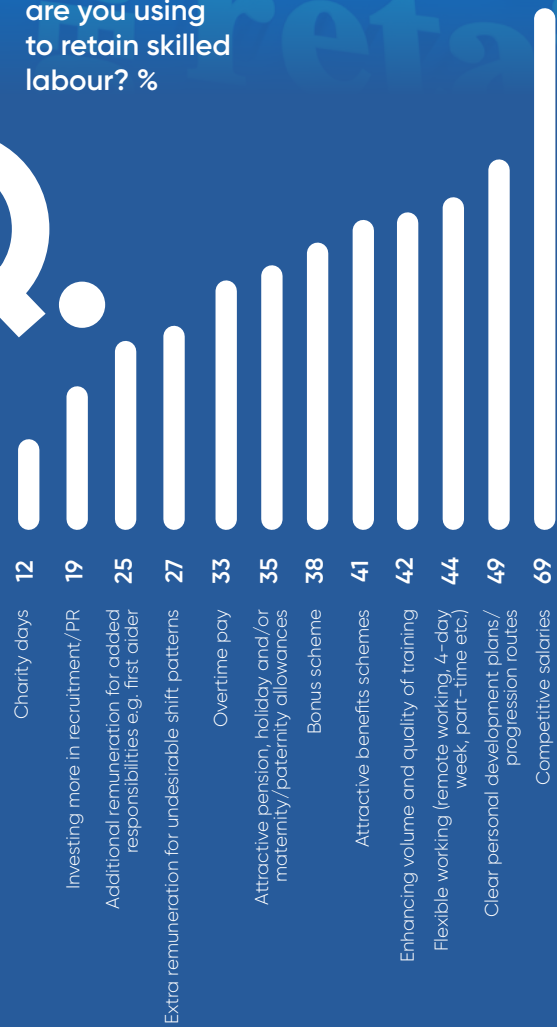
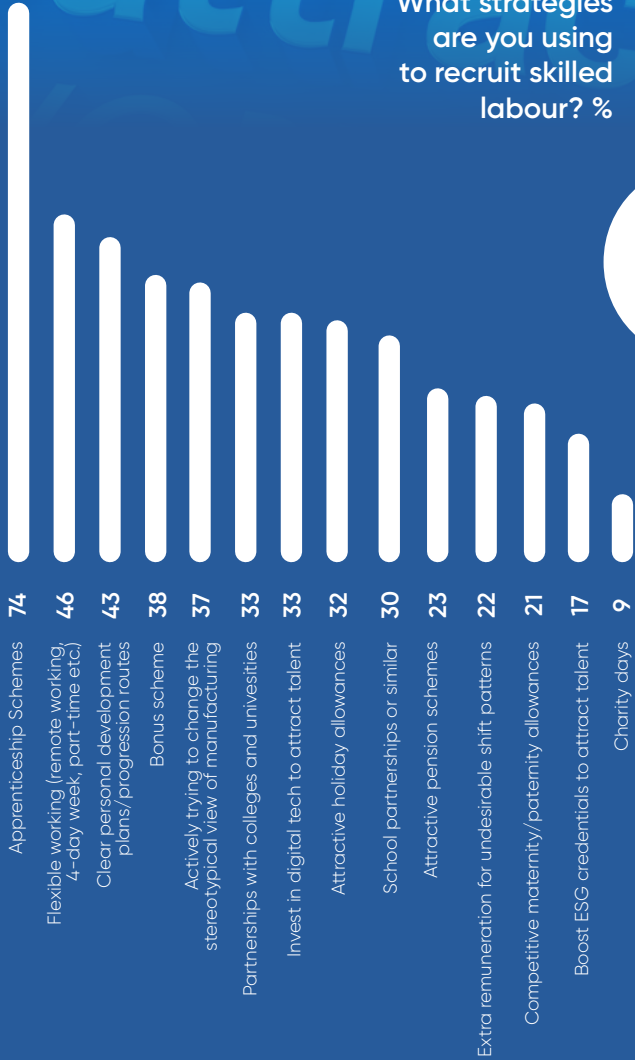




HIRING

What strategies are you using to recruit skilled labour? %

What strategies are you using to retain skilled labour? %



2. Work-life balance and employee retention

Flexible working arrangements are often viewed as key to improving work-life balance and enhancing employee retention, especially for those with family commitments.

One manufacturer shared their organisation's approach to flexibility, offering employees an extra "recharge day" if they work their hours upfront. They remarked: "It's seen as extremely valuable and another initiative that keeps people with us; it's brilliant."

Another echoed this sentiment, particularly in manufacturing, where the additional day off greatly boosts morale and retention: "They love the extra day off... it really works from a staff retention point of view."

3. Different approaches across companies

There is no one-size-fits-all approach to flexible working across manufacturing organisations. While some have adopted rigid structures, others offer highly tailored solutions.

One manufacturer operates a "single work-your-way" system, where non-production employees have considerable flexibility, and even production staff have some leeway for personal commitments.

Meanwhile, another acknowledged the difficulty in accommodating all employee requests, particularly when full remote work is requested: "If somebody wants 100% working from home... and we don't feel that's in the interest of the business... it can lead to a difficult situation."



Re-skilling
existing workforce

75%

More use of
automation
(including AI)

49%

Shop floor
efficiency drives

62%

25%

Greater reliance
on temporary staff

10%

Greater impetus
on hiring staff
from overseas

Q.

What is your business
doing to address people/
skills shortages?

Reskilling approaches in manufacturing

The conversations relating to the topic of reskilling in manufacturing revealed a wide range of approaches, with significant commonalities around internal training, external partnerships and tailored skill development programmes. These initiatives are seen as essential to address workforce gaps and technological shifts, particularly as companies face talent shortages.

1. Internal training and skills assessments

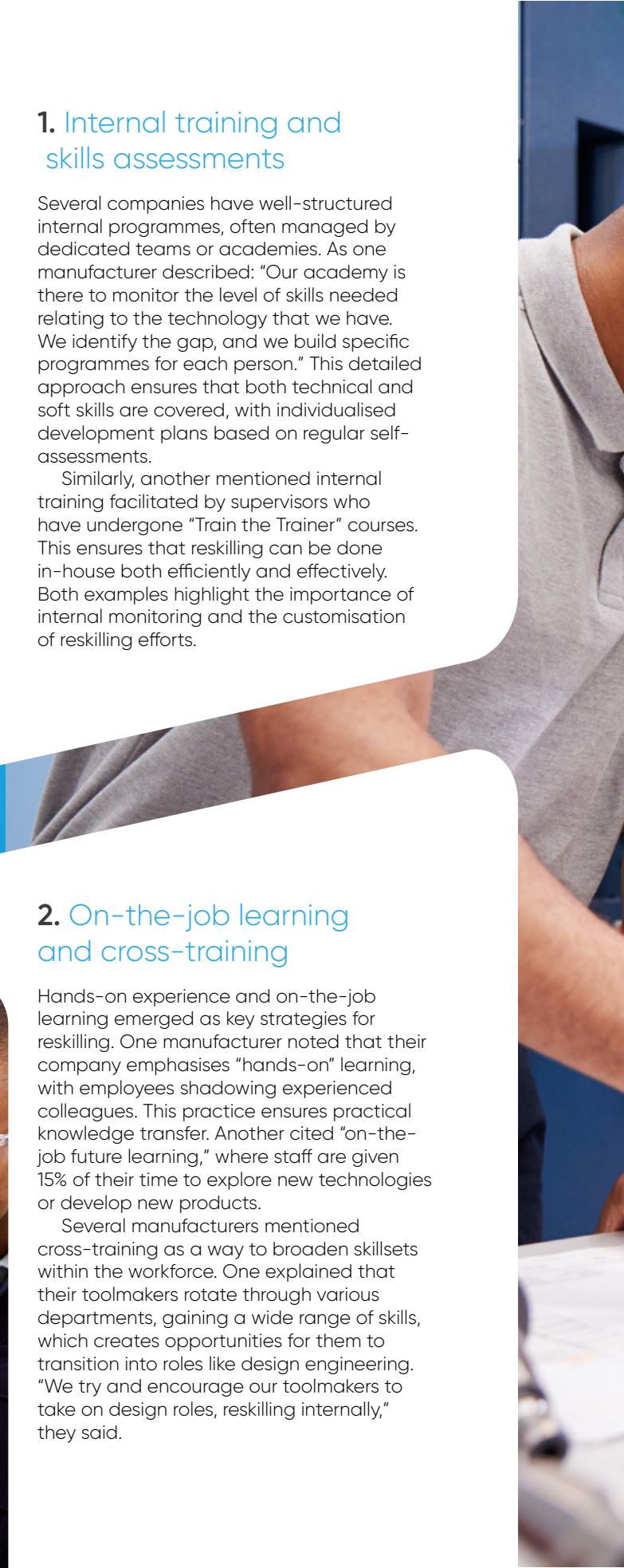
Several companies have well-structured internal programmes, often managed by dedicated teams or academies. As one manufacturer described: "Our academy is there to monitor the level of skills needed relating to the technology that we have. We identify the gap, and we build specific programmes for each person." This detailed approach ensures that both technical and soft skills are covered, with individualised development plans based on regular self-assessments.

Similarly, another mentioned internal training facilitated by supervisors who have undergone "Train the Trainer" courses. This ensures that reskilling can be done in-house both efficiently and effectively. Both examples highlight the importance of internal monitoring and the customisation of reskilling efforts.

2. On-the-job learning and cross-training

Hands-on experience and on-the-job learning emerged as key strategies for reskilling. One manufacturer noted that their company emphasises "hands-on" learning, with employees shadowing experienced colleagues. This practice ensures practical knowledge transfer. Another cited "on-the-job future learning," where staff are given 15% of their time to explore new technologies or develop new products.

Several manufacturers mentioned cross-training as a way to broaden skillsets within the workforce. One explained that their toolmakers rotate through various departments, gaining a wide range of skills, which creates opportunities for them to transition into roles like design engineering. "We try and encourage our toolmakers to take on design roles, reskilling internally," they said.



3. External training and certifications

While internal efforts are significant, many organisations also rely on external training for more specialised areas. One manufacturer pointed out that although internal training is predominant, “there are some specialist areas where you do need extra certifications.” They mentioned investing in areas like AI, where the company is still “on the fence” about its success but sees the growing importance of digital skills, especially when it comes to equipping it for efficiency further down the line.

4. Reskilling to adapt to technological change

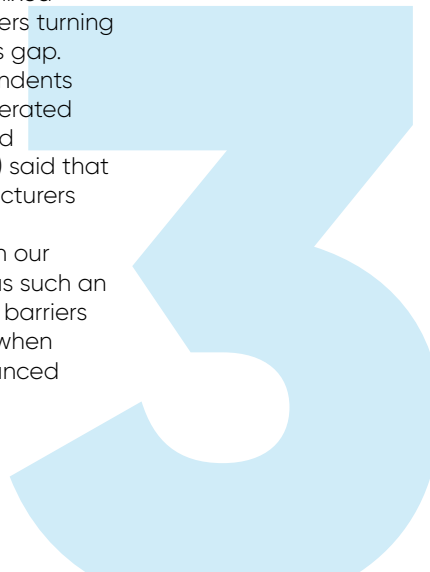
Many respondents also emphasised the need to reskill due to technological advancements, particularly in digitalisation and automation. One manufacturer described their company’s focus on digitalisation, noting that “huge investments” are being made in software and AI. Another echoed this sentiment, explaining that while they typically prefer to hire individuals with specific experience, they are increasingly focused on reskilling employees for evolving technology areas such as robotics and augmented reality.



Something we often hear during frequent conversations with manufacturers is how the people/skills shortage is accelerating their adoption of smart/advanced technologies.

However, our survey revealed mixed sentiments regarding manufacturers turning to technology to address the skills gap. Indeed, while 44% of survey respondents said the skills shortage had accelerated their transition to smart/advanced manufacturing, slightly more (47%) said that it hadn't. Nine per cent of manufacturers surveyed said they did not know.

We wanted to discover through our follow-up interviews why there was such an even split in this regard and what barriers (if any) manufacturers are facing when it comes to adopting smart/advanced technologies.

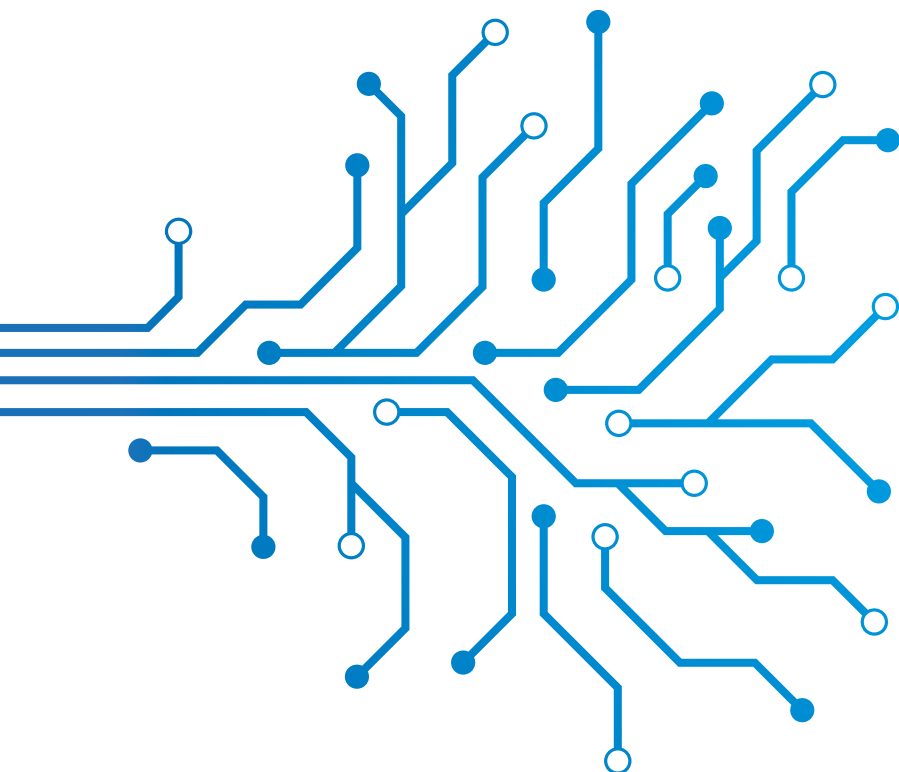


Bridging or broadening the skills gap with digital?

Through our conversations with manufacturers, we discovered varied experiences and perspectives on the role of smart technologies and automation in response to the manufacturing skills shortage. While some companies cite the skills gap as a primary factor for their increased reliance on automation, others attribute their adoption of advanced technologies to broader factors such as technological advancements, efficiency improvements, and operational safety requirements.

CHAPTER THREE

Impact on smart technology adoption



Technological advancement as a primary adoption driver

A number of manufacturers we spoke with outlined that the rapid pace of technological advancement, rather than the skills shortage, has been the main driver for their adoption of smart/advanced technologies. One respondent noted: "It's more the fact that new technology is moving so fast. We've got a choice: either go with the flow or risk falling behind the curve in a marketplace where our competitors are harnessing the power of new tech."

But as a result of implementing new technology solutions, these manufacturers have also had to upskill their existing staff to take advantage of them to their fullest. In other words, technology could be seen to be creating more of a skills gap, rather than serving to plug the existing one.

New skill shortages created by automation

So, while technologies like automation can resolve some skills shortages by taking care of basic or repetitive tasks, it often creates new demands. "If anything, adopting those technologies creates a different skill shortage... you need more people with digital skills and those able to operate complex machinery," said one manufacturer. This underscores the shifting nature of skills needed in modern manufacturing, where expertise in digital and maintaining advanced equipment becomes increasingly important.

Challenges with legacy equipment

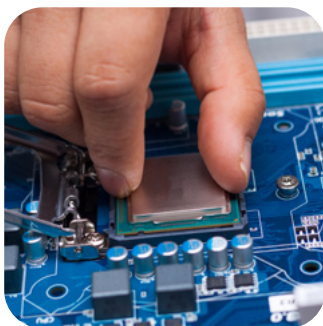
Companies operating older manufacturing equipment face specific challenges when it comes to adopting automation and smart technologies. One manufacturer commented: "We've got 50–60-year-old presses and stamping machines... unless there's a huge investment to replace some of the older equipment, our options for automation are severely limited." For such businesses, automation remains limited unless significant investments in new equipment are made.

Efficiency and competitiveness

For many, the adoption of smart/advanced manufacturing technologies is driven more by the need to remain competitive and efficient rather than directly addressing a skills shortage. "We know that by having access to that data, we can make better decisions... it's to get more output, be more efficient and make better decisions," one manufacturer said. This reflects a broader shift towards data-driven processes to improve productivity, often without major workforce reductions.

A hybrid approach: automation and upskilling

Some manufacturers are taking a hybrid approach, where long-established automation is complemented by new AI-driven technologies that simplify tasks. One respondent described how they are in "a hybrid state where we've been quite heavily automated for a long period of time... but are looking at using AI to try to simplify and speed up tasks." This approach demonstrates how companies are blending advanced technologies with the need to continually upskill their workforce.



Automation as a response to the skills shortage

For companies that are struggling to find skilled workers, automation becomes a crucial solution. One respondent explained: "There are fewer and fewer people who have the technical knowledge we need... so we've made things push-button simple." By simplifying processes, these companies reduce their dependency on highly skilled labour. Automation is also being applied broadly across the business, both on the shop floor and in office functions.

Investing in digitalisation and long-term planning

Several manufacturers highlighted the importance of long-term investments in digitalisation as part of their strategic planning. "Digitalisation is a key area for us... it's a long-term journey," one manufacturer explained. They emphasised that upgrading technology is not limited to manufacturing operations but extends to all areas of the business, from HR to quality management.

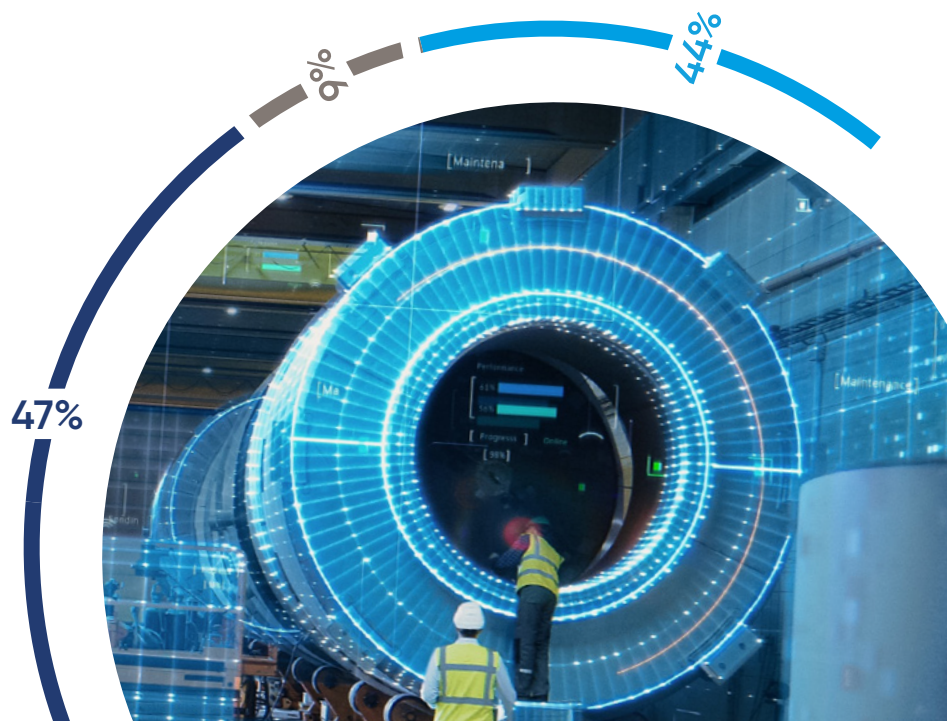
Advanced technology enhances, not replaces skills

Despite the adoption of advanced technologies, skilled workers continue to play a vital role. One respondent noted: "While we are using more technology... it's paired with an increased demand for the skill... because you need to make sure that people can relate to and understand it." This highlights how smart technology often complements rather than replaces human expertise.



Has the skills shortage accelerated your company's transition to smart/advanced manufacturing?

- Yes
- No
- Don't know





Lee Collinson, Head of Manufacturing, Transport and Logistics, Barclays Corporate Banking



Mark Trainor, Industry Director, Manufacturing, Transport and Logistics, Barclays Corporate Banking

The urgency for a multifaceted approach to skills development

The persistent shortage of skilled labour remains a major challenge for manufacturers across the board, affecting companies of all sizes but hitting mid-size businesses particularly hard as they struggle to retain talent against the lure of larger firms. With 97.5% of those surveyed acknowledging difficulties in talent attraction and retention, the need for a robust workforce recruitment and retention strategy is clear. ***This skilled and unskilled labour shortage is most acute in sectors like food manufacturing and agriculture, which have experienced some challenges following the UK's departure from the EU.***

Attracting younger talent to manufacturing is a crucial but unresolved issue, with many industry leaders calling for better collaboration between manufacturers and educational institutions, including universities, schools and colleges. Additionally, while the apprenticeship levy was designed to address skills gaps, most manufacturers feel it has fallen short, failing to deliver sufficient value for their investment.

A dominant theme that keeps coming up during our discussions with clients is the growing necessity for

manufacturers to take responsibility for upskilling their own workforces. This is further underlined in this report, with 91% of respondents indicating their companies are increasingly tasked with training due to the scarcity of skilled labour. As part of its Industrial Strategy, the Government has placed an emphasis on growing skills and addressing labour shortages, particularly in advanced manufacturing, and by consulting with business on the challenges and barriers for this sector, the Government could support efforts to alleviate this issue. This is particularly relevant in industries such as electric vehicle production, where a lack of skilled technicians is directly impacting sales, underscoring the critical need for targeted workforce initiatives to support the future of manufacturing.

Overall, these insights reinforce the urgency for a multifaceted approach to skills development, with industry, government and educational institutions working together to meet the evolving demands of the sector.

At Barclays Corporate Banking, we're committed to supporting manufacturers as they navigate these demands, through valuable insights, industry expertise and lending solutions created with your business in mind.

■ Find out more [here](#).

ABOUT THE MANUFACTURER

WE KNOW MANUFACTURING.

The Manufacturer has been at the heart of the sector for over 30 years, giving us unrivalled reach and expertise in the industry. As rapid advances in technology drive transformation in the industrial landscape, we're on the frontline of that change, working with the most innovative manufacturers and technology providers. We share that insight with our community.

Manufacturers prosper because we make sense of the change and maximise resulting business opportunities for our community, putting them ahead of the curve. We do this every day, meeting and talking with manufacturing companies across the UK, Europe and the USA, and reporting on their challenges and successes across our multimedia portfolio, providing the insights and connections to help them make the right decisions and thrive.

365 DAYS A YEAR.

The knowledge you need, delivered the way you want it. Daily news, interviews and thought leadership across our publishing channels. If daily is too much, we publish weekly digital briefings and hold monthly physical and virtual learning and networking events. Annually, we host the leading industry awards programmes that recognise manufacturing talent and business excellence.

In-digital, in-print, or in-person, *The Manufacturer* offers ideas, insight and innovation to the manufacturing community when they need it, in the format they desire. Because sharing the knowledge benefits everyone.

ABOUT BARCLAYS CORPORATE BANKING

Supporting businesses turning over more than £6.5m pa, Barclays Corporate Banking has the banking excellence you'd expect with the data and insights you don't. We look beyond banking to help you see what really matters. Through our dedicated sector and regional specialists, and the power of the wider Barclays network, we can act on those insights together. With a Manufacturing focussed team that has operated in the UK for over 20 years, our relationships enable us to stay ahead of this continually evolving sector. We can provide you with innovative financing solutions that help you achieve a more expansive, better-connected future for your business. See things differently with Big Picture Banking at Barclays.

Visit [barclayscorporate.com](https://www.barclayscorporate.com)





A clear vision manufactures growth

See tomorrow clearly with Big Picture Banking



barclayscorporate.com/lending

The products referred to are subject to separate terms and conditions.

Barclays Bank PLC is registered in England (Company No. 1026167) with its registered office at 1 Churchill Place, London E14 5HP. Barclays Bank PLC is authorised by the Prudential Regulation Authority, and regulated by the Financial Conduct Authority (Financial Services Register No. 122702) and the Prudential Regulation Authority. Barclays is a trading name and trademark of Barclays PLC and its subsidiaries.