

# SKILLS DISCONNECT: ARE WE CLOSE TO FUTURE-READY IN MANUFACTURING?

## World Cafe Discussion

### SKILLS GAPS

- Technical & mid-level skills
- Digital & automation skills
- Transversal skills

### EDUCATION & SKILLS MISMATCH

- Education-industry misalignment
- Low number of engineering graduates
- Weak technical career pathway promotion
- Outdated curricula

### INDUSTRY & POLICY CHALLENGES

- Low sector attractiveness
- Low wages competitiveness
- Operator shortages
- Lack of workforce planning
- Short-term foreign workforce

### TRENDS & BARRIERS

- Shift to service sector
- Changing work expectations
- Poor sector perception
- Bureaucratic processes
- Weak stakeholder coordination

### POSITIVE PRACTICES

- Strong internal training culture
- Multi-skilling career pathways
- Employee loyalty & ownership
- Collaboration & industry responsibility

PAST



### SKILLS GAPS & SHORTAGES

- Lack of transversal skills
- Basic technical skills gaps
- Technical staff shortage

### BARRIERS

- Reliance on foreign workers
- Negative sector perception
- Parental influence on careers

### TRAINING DISCONNECT

- Weak apprenticeship engagement
- Limited industry exposure for lecturers
- Outdated curricula

### SECTOR CHANGES

- Automation & robotics growth
- Increasing digital skill demand
- Specialised technical roles rising

### WORKFORCE CHALLENGES

- Low student intake
- Short-term career mindset
- Unrealistic job expectations
- Retention difficulties
- Older workforce adaptation issues

### SOLUTIONS

- Stronger education-industry collaboration
- Early career exposure initiatives
- 'Skills cards' certification
- Continuquus feedback & dialogue

PRESENT

## INDUSTRY TRANSFORMATION

- Automation & robotics growth
- AI & data integration
- VR/AR training adoption

### SKILLS FOR FUTURE WORKFORCE

- Digital literacy
- Systems integration skills
- Critical thinking & problem-solving
- Technological adaptability

### STRUCTURAL SOLUTIONS

- Structured internal training
- Apprenticeships & practical exposure
- Talent retention focus

### EDUCATION-INDUSTRY ALIGNMENT

- Strengthening foundational skills
- Stronger industry partnerships
- Educator upskilling needed
- Early awareness in schools
- Lifelong learning mindset

### FUTURE SECTOR DIRECTION

- Global exposure & mobility
- Sustainable manufacturing focus
- High-value, specialised production
- Innovation-driven industry model

FUTURE

