

Building Manufacturing Career Pathways to Upskill English-Language Learners



Nearly one-quarter of workers in the manufacturing industry are aged 55 and older. It is estimated that as these workers begin to retire over the next decade, about four million manufacturing jobs will need to be filled. Over half of these jobs are estimated to remain unfilled so long as there are no incentives or inspiration for workers to pursue modern manufacturing careers.

Solutions to Manufacturing Industry Talent Shortage

The good news is that the solution to these manufacturing talent shortages is already here. Employers can develop a continuous talent pipeline by tapping into under-represented groups like English-language learners (ELLs). Not only do ELLs already hold a multitude of untapped talents and skills, but the training costs for these positions are far less than hiring costs for employers.

The Impact of Upskilling English-Language Learners in Your Workplace

The workplace is an ideal environment for English language upskilling. EnGen offers industry-specific training that allows English-language learners to put their new skills into practice immediately. EnGen's pertinent content and real-world application motivate learners to develop English language skills rapidly and effectively.

Many workforce development leaders see and understand the importance of upskilling employees with English, however they struggle to determine a starting point. Partnerships with workplace-focused programs, like those available through EnGen, are critical to enabling ELLs with the tools they need to advance their careers and narrowing the skills gap while boosting diversity inclusion in the workplace.

Empowering Adult ELLs to Improve Their Careers

With EnGen, a blended approach between personalized learning and integrated technology allows for adaptation to a learner's individual needs, including aspects such as native language, proficiency level, interest areas, and ongoing performance metrics. These tech features grant teachers and administrators the power to accurately measure learner engagement and progress in real-time, while also creating flexible programs to fit learner needs and eliminate barriers to entry.

With EnGen, learners are empowered to succeed in the jobs of the future. Ready to learn more? [Schedule a demo](#) with one of our workforce development experts today.

Sample Manufacturing Pathways

What does a potential Manufacturing Pathway through EnGen look like?

Build a Foundation

1. English for Digital Literacy
2. Beginner Business Skills: Work Emails
3. Beginner Business Skills: Phone Calls
4. Intermediate Business Skills: Meetings and Presentations

Manufacturing-Specific Material

1. General Industry Safety
2. Warehouse Machinery
3. E-Commerce Warehousing
4. Health and Safety
5. Basics of Manufacturing
6. Leadership and Management
7. Data Science