

The Rise of European Talent for Additive Manufacturing

Nick Pearce - Director at AD Global

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4 Things You Need to Know Today about the Talent Shortage in AM

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#1

Millennials'
Low Interest in
Manufacturing



#2

Manufacturing
Workforce Is
Getting More
Educated



#3

AM is Competing
for Talent against
Other 'Sexy'
Industries



#4

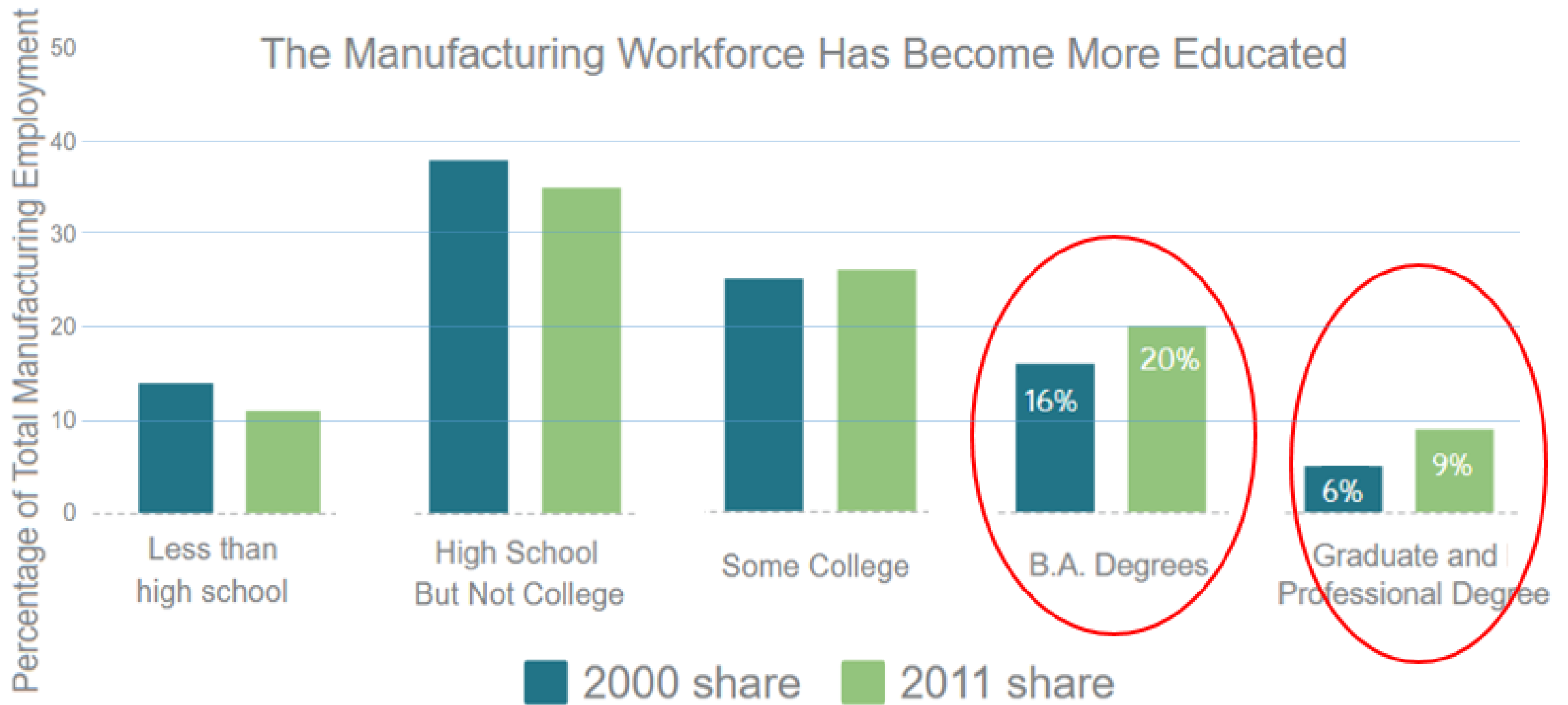
Fierce
Competition for
AM Professionals

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The Manufacturing Workforce Has Become More Educated



Source: US Bureau of Labor Statistics

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Why Are Soft Skills So Important for the Current and Next Generation of AM Talents

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Flexibility



Agility



Dynamism



Commitment



Creativity



Passion

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7 Areas of Talent Shortage Identified by
Surveying +400 Professionals (HR included)
in AM

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1 Engineering

2 Software

3 Commercial

4 Materials

5 Legal

6 Operations

7 Applications and
Consulting

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Engineering

✓ Industrial Engineers/
Designers

✓ Electrical Engineers

✓ CAD/CAM
Professionals

✓ Quality Management

✓ Mechanical/ Mechatronics
Engineers

✓ Service Engineers



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Software

- ✓ Software Engineers
- ✓ Firmware Engineers
- ✓ IT related profiles



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Commercial

- ✓ Sales Professionals
- ✓ Marketing Managers
- ✓ Product Marketing Managers



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Materials

- ✓ Powder Metallurgy/
Polymer
- ✓ Thermodynamics Engineer
- ✓ Biodegradable/
Composite Materials



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Applications & Consulting

- ✓ Applications Engineers
- ✓ Aerospace & Defense
- ✓ Automotive
- ✓ Medical & Healthcare
- ✓ Consumer Goods



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Operations

- ✓ Supply Chain and Project Managers
 - ✓ Aerospace & Defense
 - ✓ Automotive
 - ✓ Medical & Healthcare
 - ✓ Consumer Goods



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Legal



Intellectual Property Legal Lawyers



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4 Barriers



Making More Difficult the Talent Acquisition for the European 3D Printing Organizations

1. Lack of multidisciplinary

2. Lack of STEM skills

3. Aging manufacturing population

4. Millennials are not interested in AM manufacturing jobs

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How to Overcome the Skills Gap

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Education



**AM into
Education**



**Work Experience
Programs**



**Cultural
Change**

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Training



**Training
Programs**



**Continuous
Innovation**



**Fair
Compensation**

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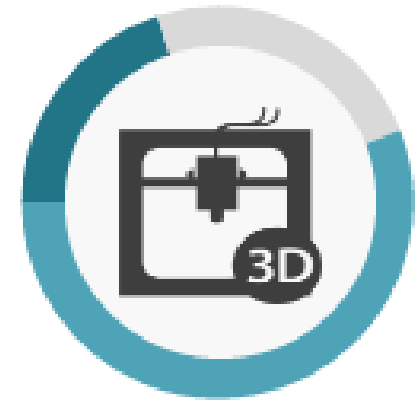
Platform



**AM Forum/
Talent Hubs**



**Public - Private
Partnership**



**Open Source
3D Printing**

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