



# 2016 MSCI Policy Issues: Ensuring A Stable Workforce

## WHAT MSCI SUPPORTS

Federal lawmakers must ensure our education and training systems prepare students for the 21st century economy and reform immigration so the United States can attract motivated and innovative workers, investors and entrepreneurs.

## WHY IT MATTERS TO METALS

A skilled workforce is fundamental to a prosperous American metals industry, but the United States faces **a growing “skills gap”**—making it difficult for manufacturers to hire qualified workers for well-paying jobs.

A 2015 study<sup>1</sup> found **manufacturing companies lose an average \$14,000 for every job that goes unfilled** for three months or more, and those vacancies negatively impact employee morale and productivity.

The metals and manufacturing industries also battle **a broken immigration system** that doesn’t attract the brightest workers and entrepreneurs to live, innovate and start businesses in the United States.

## POLICYMAKERS MUST

Pass immigration reforms that allow access to low- and high-skilled workers.

Support the vocational education, job training and certification programs that will teach workers the skills they will need for 21st century jobs.

Streamline federal job training programs and accurately assess industry and labor market trends to better train workers for employer and market demands.

Limit burdensome labor and employment regulations.

Require a well-rounded, quality K–12 education system.



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<sup>1</sup> <http://www.manufacturing.net/news/2015/10/report-manufacturing-skills-gap-could-hit-2m-jobs-2025>