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★ ★ welcome to the ★ ★
**WORK
ZONE**

★ ★ ★ March 2015

"When a company lacks key skilled roles on a production line, it impacts productivity, efficiency and, eventually, profitability."

– Accenture 2014
Manufacturing Skills and
Training Study

"A thoughtful approach to recruiting, managing, and developing talent is essential to create a long-term winning strategy ..."

– 2015 Skills Gap Report,
Manufacturing Institute

Training Today's Workers with Skills for Tomorrow

Despite the continuous growth of U.S. manufacturing in recent years, skills shortages forecast an increased threat to the industry's future – 75 percent of U.S. manufacturing executives report a moderate to severe shortage of skilled workers, a recent Accenture study says. And as the existing labor pool nears retirement age, the current skills gap is likely to become even more severe.

So what does this looming threat mean for U.S. manufacturing?
A call for more qualified workers.

The changing nature of manufacturing work and the introduction of new technologies make it difficult for untrained talent to keep up. The Manufacturing Institute reports that "Manufacturing executives...are worried that around 60 percent of current open positions in their businesses are unfilled due to lack of skilled workers." (2015 Skills Gap Report). This statistic prevailed even in the face of high unemployment.

Operational metrics affected by unfilled manufacturing roles include quality, overtime cost, production down time, production cycle time, scrap, and ultimately, customer satisfaction due to lead time, delivery and quality. In order to successfully address this shortage in the manufacturing industry, AdvantaStaff uses online skills testing to help enhance and support critical skills among talent.

A MESSAGE FROM CHRIS

At AdvantaStaff, we strive to do our part in bridging the manufacturing skills gap by providing companies with employees that fit their specific qualifications and expectations. To begin the placement process, each of AdvantaStaff's employee applicants participate in a personal interview, enabling us to better identify and understand an applicant's unique skills, work history, and overall attitude. The applicant then receives specific skills assessments that coincide with a client company's particular needs.

AdvantaStaff training opportunities are specifically designed to support and enhance a light industrial environment. These specialized training programs include safety (both general and client-specific), quality control, supervisory and leadership, and lift truck operation. AdvantaStaff also has the ability to train employees in specific processes/functions for individual clients through a customized "simulation cell." As a member of the Wauford Group of companies, AdvantaStaff also has access to manufacturing, engineering, and safety professionals that are able to provide space and operational support.

Addressing the Manufacturing Skills Gap

Through utilization of adequately trained temporary workers, companies can supplement a skills shortage with trial candidates, and often have the advantage of hiring these workers for long-term positions. We believe that companies implementing this practice will soon find themselves at an advantage to bridge the existing skills gap, ensuring the U.S. manufacturing industry continues to grow and thrive.

I invite you to contact me at chris.chandler@advantastaff.com if you have any questions or wish to speak about opportunities to work with AdvantaStaff.

Best,
Christine Chandler
President of AdvantaStaff

AdvantaStaff. A Wauford Group Company

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