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**WORK
ZONE**



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The Next Generation of Workers: Millennials on the Rise in Manufacturing

Predictions for the future of the U.S. manufacturing industry are constantly in motion. New technologies are redefining jobs within the industry while, simultaneously, others are being exported outside the U.S. As existing jobs are being phased out, workers filling skilled positions are approaching retirement. Our March newsletter, [found here](#), addresses the skills gap that threatens the manufacturing industry.

Employers needing to fill manufacturing roles often turn to temporary staffing agencies to fill those positions. Jessica R. Nicholson, Economist at the U.S. Department of Commerce Economics and Statistics Administration, [hypothesizes](#) that temporary workers "fill somewhere in the range of 8 to 10 percent of all jobs in production occupations in the manufacturing sector."

A recent MBO Partners [study](#) states, "the single most-often cited factor for working independently was 'the ability to control my own schedule' (61%)," with only 9% working independently for reasons beyond their control.

What does this mean for temporary staffing in manufacturing? A promising future with the next generation of workers.

As the U.S. manufacturing industry addresses the current skills gap, Millennials are gearing up to solve the problem. "As they mature into the workforce, Millennials are pursuing independent career paths like no other group before," the MBO Partners study shares.

"The number of Full-Time Millennial Independents (21-35 years of age in our study) has grown from 1.9 million 2011 to 5.35 million in 2015 – a nearly three-fold increase. Millennials constitute 30% of the Full-Time Independent workforce."

Although there are challenges involved with temporary work, Millennials strongly value the freedoms it provides – a decent wage while allowing for the fulfillment and flexibility they desire. Not coincidentally, the study also shows about 13% not currently working independently are considering independent work in the next 2-3 years.

As Millennials occupy a growing portion of the overall workforce, it is important that employers take into consideration the increasing desire for independent work opportunities, as well as how they may stay competitive as employers of the future workforce.

"Approximately 52% of our full-time hires during the past three years have been millennials and that number is continuing to grow."

– Gina Max, Senior Director of Talent Management and Diversity, USG Corp., [IndustryWeek](#)

"This year, the top four reasons individuals cited most frequently as factors for working independently were: the ability to control my own schedule (61%), more flexibility (58%), like being my own boss (54%) and the ability to do what I love (48%)."

– [State of Independence In America 2015, MBO Partners](#)

A MESSAGE FROM CHRIS

At AdvantaStaff, our goal is simple – to satisfy the staffing goals of employers and provide fulfilling opportunities for temporary workers. As employers in the U.S. manufacturing industry experience changes in an ever-shifting landscape, we're excited that the youngest generation of America's workforce is increasingly satisfied with independent work. Simply put, we like people who are willing to roll up their sleeves and get the job done.

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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