

REDUCE RESIGNATIONS TO FOSTER RETENTION

5 WAYS TO HELP WORKERS STAY

The current worker shortage is putting increased pressure on manufacturing and light industrial organizations. 45% of manufacturing execs have turned down business opportunities due to lack of workers. That's why attracting and retaining a quality workforce is now a top focus for 83% of manufacturers.

While some factors may be beyond your control, there are steps you can take to shine a spotlight on what workers today need and put plans in place that make them want to stay.

1 FOCUS ON SAFETY AND WELLNESS.

Manufacturing workers are under more stress than ever, in jobs where safety requires focus. Mental health, well-being, and work-life balance are needed. So is a safe working environment. From wellness programs to safety programs to more flexible scheduling and mental health support, creating a culture where worker well-being is prioritized can make for greater loyalty and job satisfaction, prompting workers to stay.

2 ENHANCE PAY AND GROWTH OPPORTUNITIES.

Two reasons many workers have joined the great resignation: a desire for better pay more growth opportunities. Considering a bump in hourly wages could help you improve retention and prevent more expensive costs from having to hire temp workers. While creating a career path that gives existing employees a tangible way to advance in their careers could improve job satisfaction.

3 STEP UP DEI EFFORTS.

Manufacturing executives recognize that more diversity and balanced gender representation are likely to expand the available talent pool. Not only do you have a better chance of filling roles, but you have a greater chance of getting more workers with an array of skill sets that can enhance and grow operations. In addition, an equitable and inclusive environment is a welcoming one, one that existing employees will likely want to remain in.

4 INVEST IN TRAINING.

58% of those surveyed feel manufacturing jobs have limited career prospects, but 80% might be interested in roles with enhanced training and clear career paths. Invest in the employees you have. Consider instituting upskilling and reskilling initiatives to help existing workers gain new skills, and help you promote from within. If workers see manufacturing and light industrial jobs as a career opportunity more than just a rote job, chances are they'll stay.

5 CHANGE YOUR HIRING APPROACH.

We exist in a time when current skills are not the only asset, or predictor of success, that workers bring to the table. "Manufacturing should pivot to hire for attitude and ability to learn, not only current skills. In fact, critical thinking emerged among the top five in-demand skills—revealing that manufacturers do not need to exhaustively check all the boxes for skills when hiring. Opening up your job search criteria could expand your talent pool and, once hired, help retain workers by demonstrating to them that their unique talents and abilities are valued.