

Employee Retention And Employee Engagement

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Introduction

- CAMPS Manufacturing Members Rate Workforce solutions as their top challenge 4 years in a row and is what keeps them up at Night.
- The War for Talent is increasingly a defensive game forcing companies to optimize, engage, and retain their existing employee base.
- The Best Workforce Solution for any company is to have a great retention and employee engagement strategy.

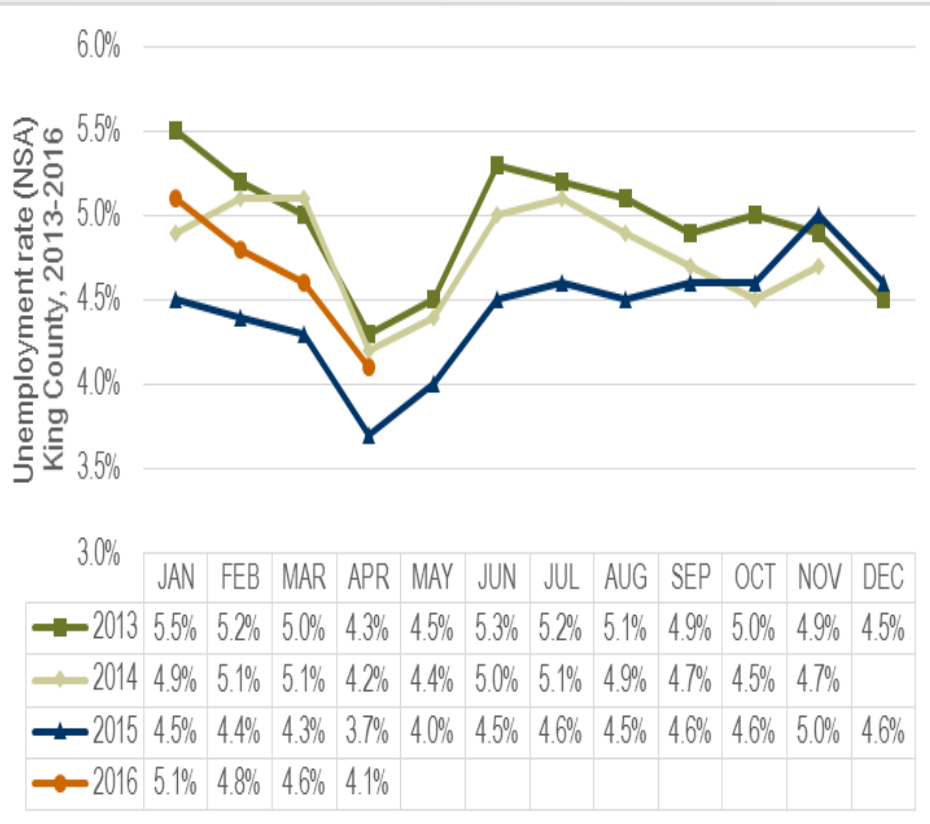
Why is Labor Market so Tight?

Unemployment and Full Employment

Skills Gap Challenge

Baby Boomers Moving On

Unemployment King County April 2016



- Unemployment Rate in the Seattle-Bellevue-Everett area in April 2016 = 4.2%
- It was 4.8% in March!

What is full employment?

- * When all eligible people who want to work can find employment at prevailing wage rates.
- * The Federal Reserve Reported in January 2016 Full Employment is when the Unemployment Range is 5.0% to 5.3%
- * Currently the Greater Seattle area is at 4.2%

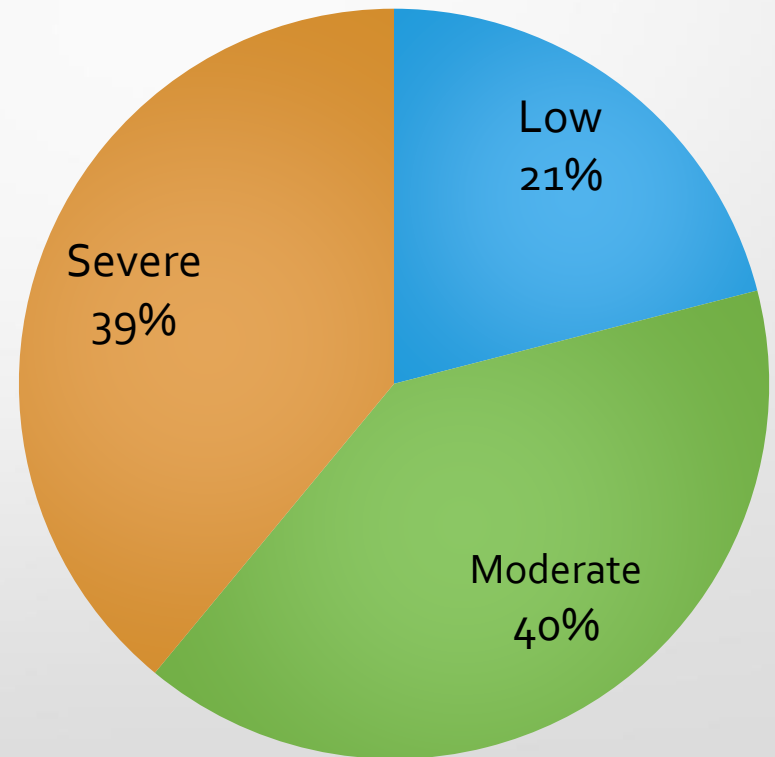
SKILLS GAP

More than

75%

of manufacturers
report a moderate to
severe shortage of
skilled resources

Skilled Resource Shortage



THE MISSING PIECE

TO THE **SKILLS GAP PUZZLE**

What's the issue? Many say it's a skills gap. What's that? The skills gap is the divide between the skills applicants have and those required to do a job. **So what's the missing piece of the puzzle?**

CareerBuilder conducted a 2013 survey with:

1,025 employers

206 academics

1,524 job seekers

THE JOB SEEKER



THE PROBLEM

College grads can't get hired

- More people than ever have degrees. Of those under 25:
- 39% are unemployed or underemployed
 - 8% can't find jobs at all

THE EMPLOYER



THE PROBLEM

Employers can't fill jobs

- Over 50% report they can't find qualified candidates for open jobs
- They want people who can hit the ground running

Despite this supposed shortage of talent and a high unemployment rate



of employers believe they can afford to be selective in hiring



of employers believe they can pay people less

THE BLAME GAME

****Nearly One Quarter of All U.S. Manufacturing Workers are 55 Years or Older.
(60% of this Group in Leadership Roles)**

**** Roughly 10,000 Baby Boomers will turn 65 today, and about 10,000 more will cross that threshold every day for the next 13 years. (2029)**

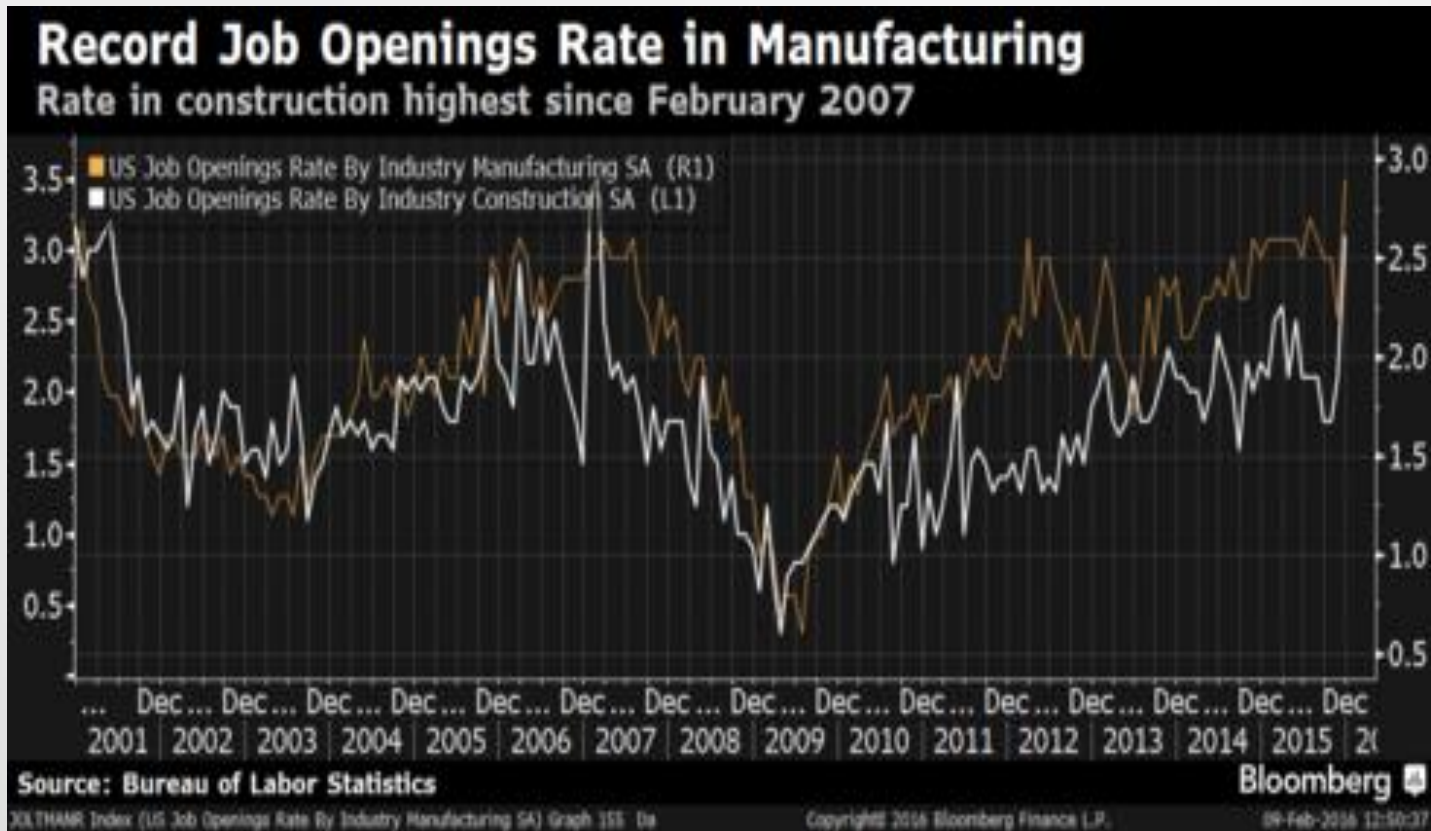
**Boomer is Someone:
(Born between 1946 and 1964)
OR
(In 2016 between the ages of 52 and 70)**



Some Perspective

That is 18,250,000 Million People
turning 65 from 2016 to 2021 (5 years)

That is the population of Washington,
Oregon, Idaho, Utah, and Nevada.



Combine that with number of Job Openings In Manufacturing

In the Labor Department Report Released February 2016

The Most Manufacturing Jobs Posted in December 2015
Since the Year 2000 (3 Million across USA)

Manufacturing Jobs in WA Cities

(Quick job search on Tuesday June 7th)

- Seattle- 3,474 jobs
- Redmond- 3,316 jobs
- Tacoma- 2,648 jobs
- Everett- 1,292 jobs
- Spokane- 355 jobs
- Olympia- 238 jobs
- Bellingham- 149 jobs

(7 City Total manufacturing jobs posted = 11,472!)



Focus on Employee Retention
And
Employee Engagement
And
Involved Leadership

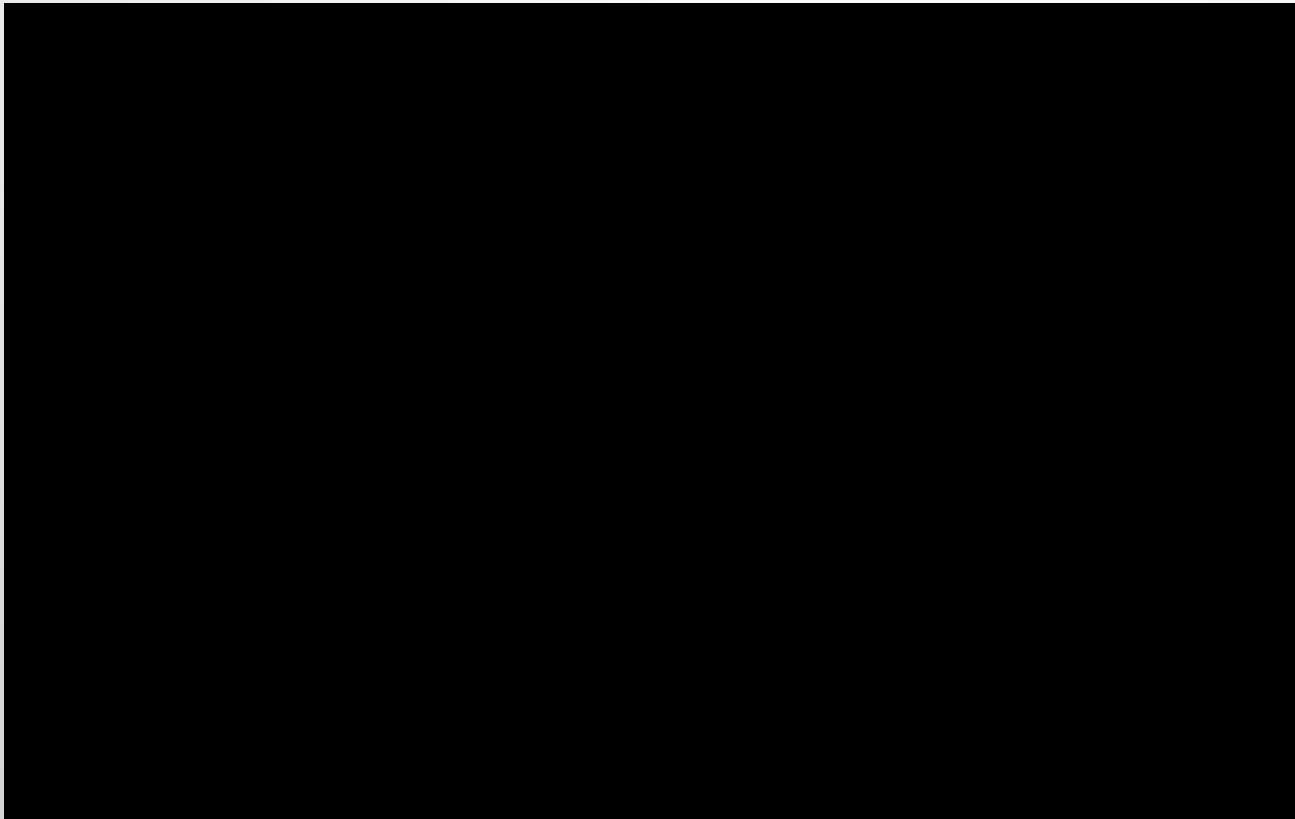


Engaged Employee

An Engaged Employee is Completely
Absorbed in Their Work,
Is Enthusiastic about Their Job,
And Takes Consistent Positive Actions
To Further an Organization's Brand



How do you Know When You See an Engaged Employee?



Engaged Employees by the Numbers

According to a 2014 Gallup study,

31.5% of U.S. employees were “engaged in their job”

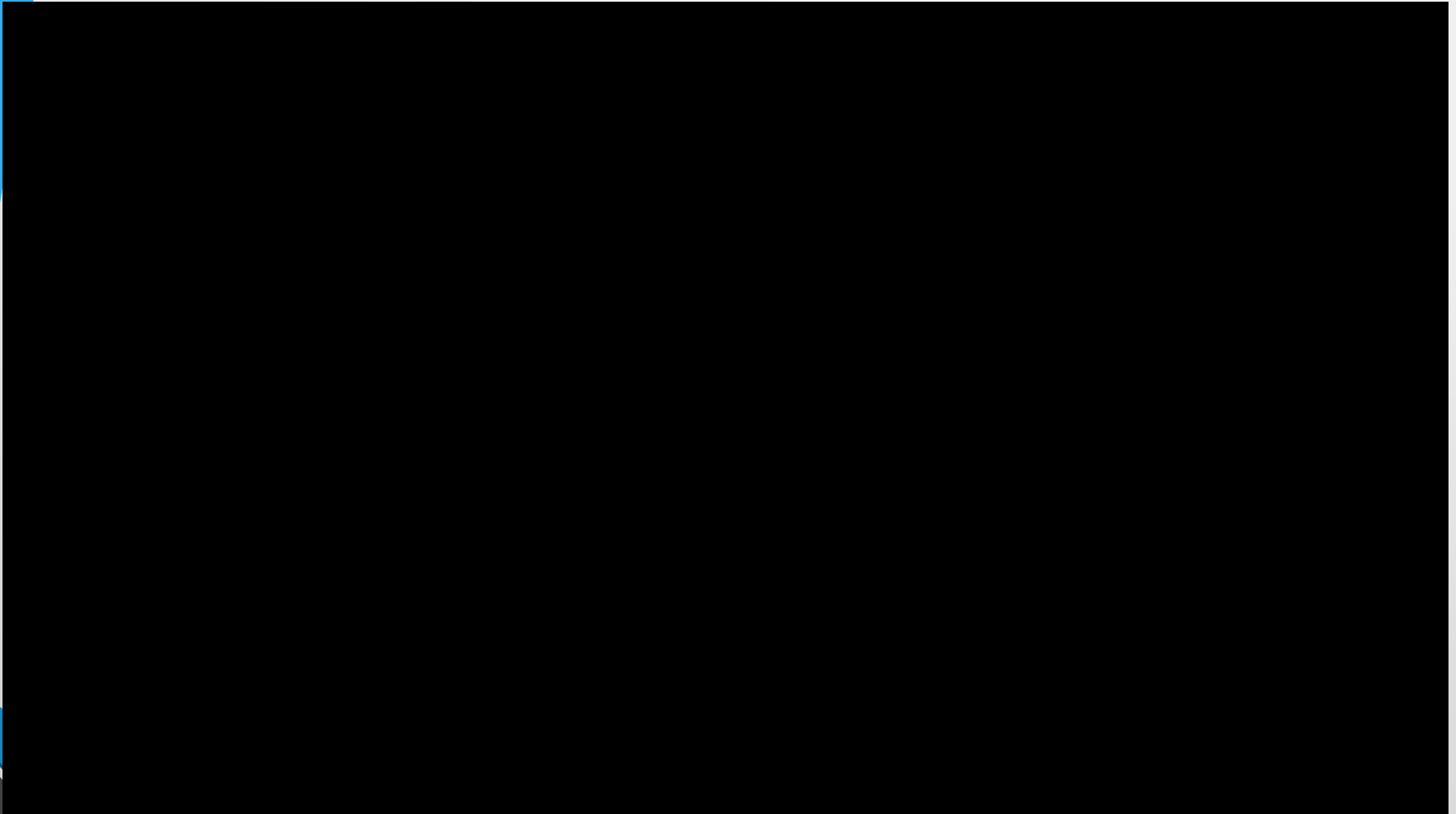
While **68.5% were not**

According to Bloomberg BNA, 2015 Report

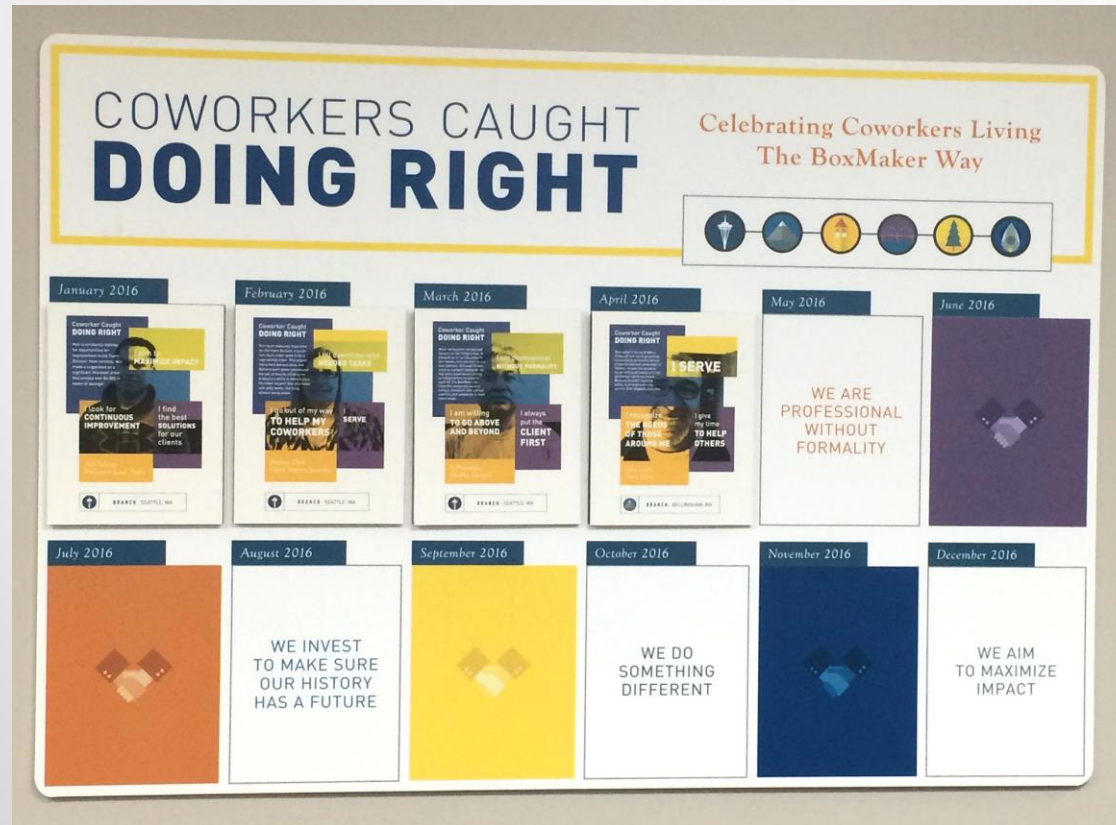
More than **\$11 billion** is lost in the U.S. each year due to employee turnover and lost revenues

The Golden Rule:
Treat others
the way you
would like
to be treated

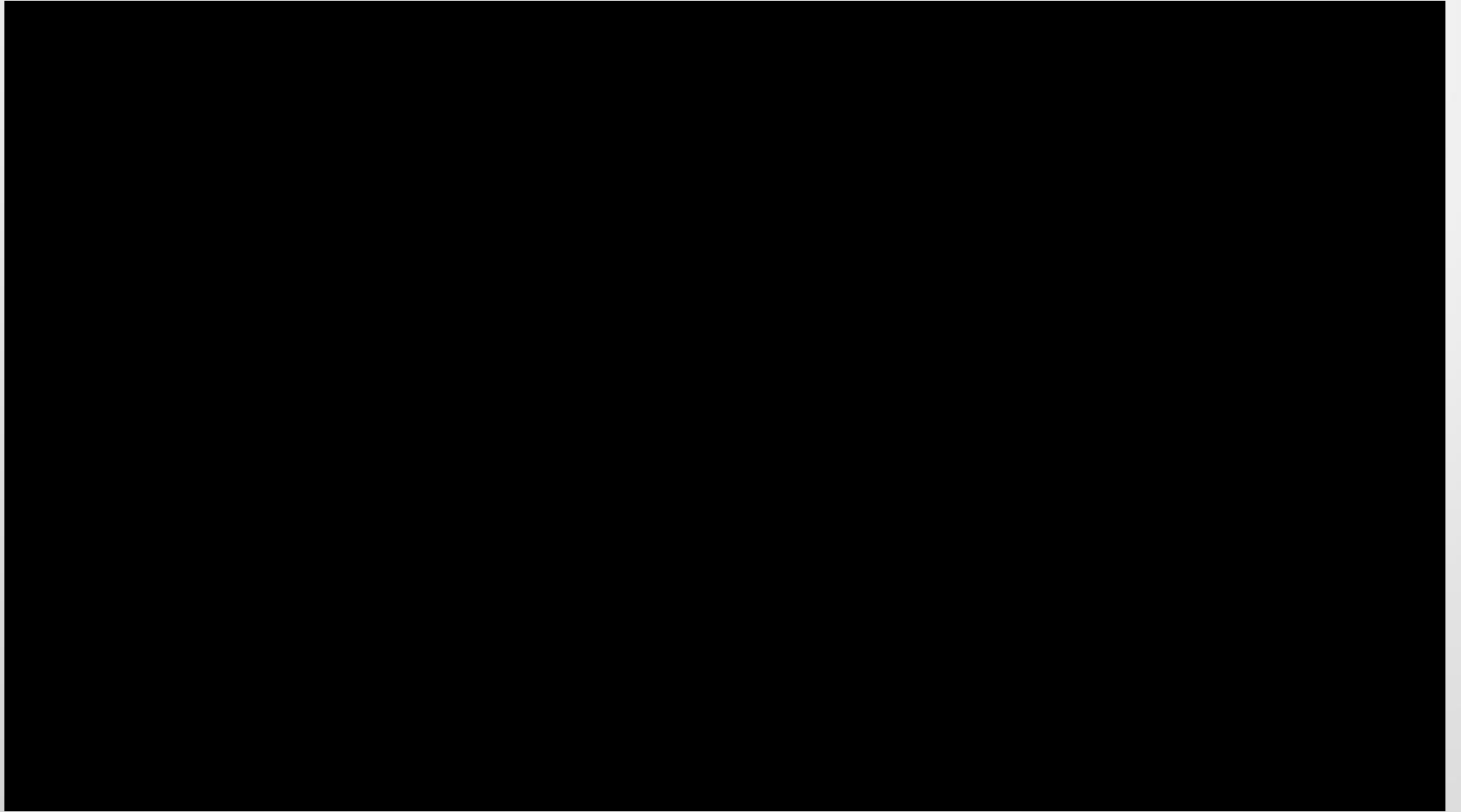
Case Study: Box Makers



Box Maker Employee Engagement



Western Industrial Tooling



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