

How to Overcome the Great Resignation

Manufacturing executives identify talent-driven innovation as the number one determinant of competitiveness. Yet, they report a huge gap in their ability to find talent with the required skills. And the skills gap is expected to grow substantially over the next 10 years.

Hiring new workers is only one challenging piece of the puzzle for industrial employers. Equally difficult is retaining the employees they have — particularly those with skills and training — and preventing competitors from poaching them.



36% MORE DIFFICULT

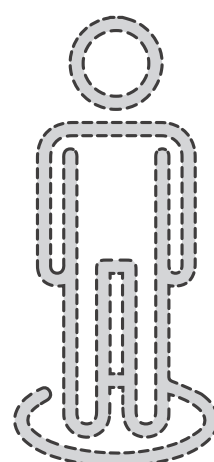
Finding the right talent in 2021 is 36% harder than it was in 2018, even though the **unemployment rate has nearly doubled since.** ¹

3.5M JOBS NEED FILLED

Over the next decade nearly 3 1/2 Million manufacturing jobs need to be filled. **The skills gap will result in 2 Million of those jobs being unfilled.** ²

90 DAYS

Skilled production positions in manufacturing can take an average of 70 days to fill. **It takes 90+ days to recruit highly-skilled workers.**



6 out of 10

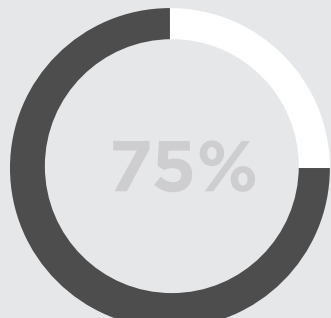
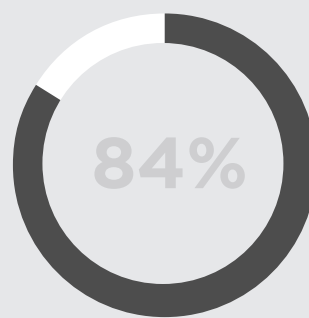
Open skilled production positions in **manufacturing**

\$15,000

Replacing a production worker will likely cost \$15,000 when factoring in lost productivity, recruiting, on-boarding, and training.

84%

Over 80% of Manufacturing execs agree — there is a talent shortage in U.S. Manufacturing

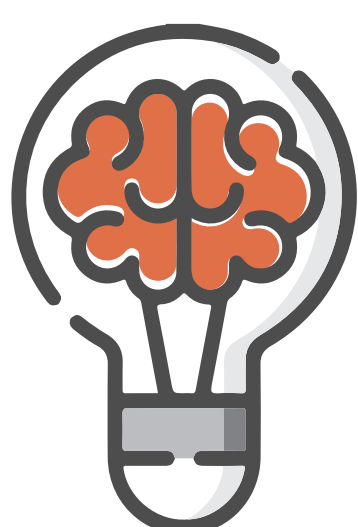
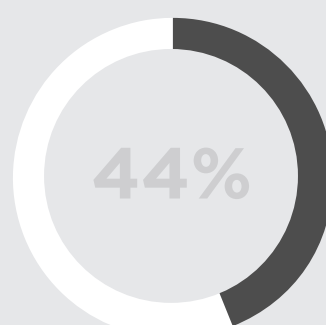


75%

Of demand for new employees is to replace workers who have left the company

44%

44% of every employed person feels they are highly overworked. Losing employees means more than just finding replacements. Coworkers must work harder to make up for lost productivity.



Short-term incentives, like signing bonuses, have limited utility. They help get workers in, but a successful retention strategy requires smart investments across organizations — including offering more appealing benefits.

Providing a safer work environment, with focus on keeping employees healthier and happier, can prevent the Great Resignation from happening to your industrial company.

Healthy Roster helps keep your workers loyal by adding the benefit of Virtual Injury Prevention where we:

- + Provide your workers with 24/7 access to workplace athletic trainers to prevent and triage injuries.
- + Complete virtual ergonomic reviews to ensure your employees are lifting, bending and doing their job in a way that helps to avoid unnecessary injuries.
- + Back up our ergo checks with weekly & quarterly content for both your safety managers and employees.
- + Keep in contact with your employees for ongoing wellness checks. How are they feeling? Is there any pain our ATs can help with? By keeping in touch with your employees, we help catch issues before they become workplace injuries!



Contact Healthy Roster Now

Talk to Healthy Roster today to find out how to boost employee morale, job satisfaction, and loyalty.

¹ <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/deloitte-manufacturing-skills-gap.html>

² <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/manufacturing/us-manufacturing-industrial-products-09302014.pdf>