Manufacturing

Attract and retain the best frontline workers to meet growing demand

The state of the industry

The manufacturing industry has undergone a significant transformation in recent years, particularly for small to mid-sized businesses. **The COVID-19 pandemic caused a shift in operational dynamics, highlighting the critical role of frontline employees.** These workers have become the heartbeat of the industry, driving agility and resilience in the face of rapid change.

Post-pandemic, the manufacturing sector has begun to rebound, thanks in large part to the hard work of frontline workers. **Their efforts have not only stabilized but also improved manufacturing output, contributing to the industry's growth.** However, challenges remain, especially in talent acquisition and retention. Eighty-three percent of manufacturers say they struggle to find and keep good workers, with 45% turning down work because they don't have enough staff.

Frontline employees are often the first to adapt to new technologies and processes, making them invaluable assets. Investments in digital innovation have enabled more seamless and efficient collaboration processes, directly benefiting these workers. In addition, the **integration of productivity tools with industry-specific solutions has empowered frontline workers to perform their tasks more effectively.**

In the future, small business leaders must recognize the importance of engaging and investing in their frontline workers. This will help their businesses stay competitive and adapt to the changing manufacturing industry. Embracing new technology and promoting a culture that values frontline workers will be key to achieving sustained growth and productivity.

How to find and keep the people you need

In the current manufacturing landscape, workers are increasingly seeking meaningful employment that offers more than financial compensation. **They want a workplace that provides a sense of purpose and recognizes their individual contributions.**

> **Nearly 50% of manufacturing employees cite flexibility as a reason they stay with their employers.**
>
> *Source: The Manufacturing Institute*

The manufacturing sector has been grappling with a labor shortage, with an estimated 2.1 million jobs projected to remain unfilled by 2030. To address this, **businesses need to focus on workforce development and create an environment conducive to professional growth.**

Manufacturing employees value job stability and security, preferring employers who show a commitment to their well-being and foster a supportive company culture. Flexibility is also a top priority, with many workers appreciating the option for hybrid work models that accommodate a balanced lifestyle.

Benefits that resonate with employees' lifestyles, such as wellness initiatives and flexible hours, are becoming increasingly important. Employers who offer these benefits, along with opportunities for advancement and learning, will stand out in the competitive job market and attract skilled workers looking for a long-term career in the manufacturing industry.

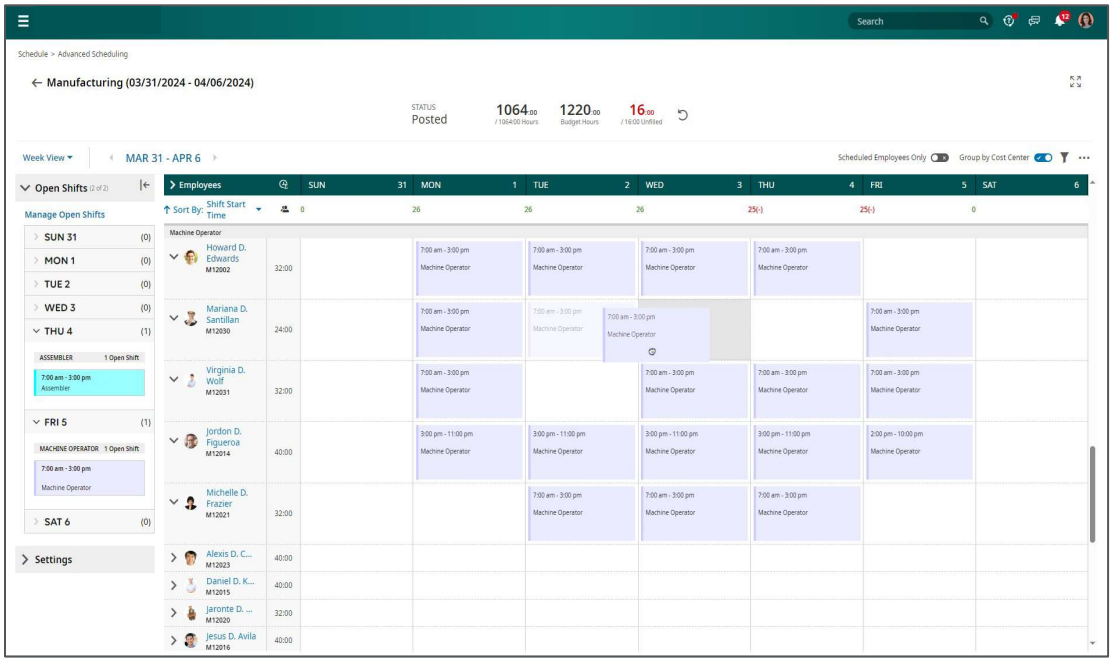
HR, payroll, and scheduling to keep your operation humming

Our intuitive, centralized HR and payroll software is designed for small to mid-sized businesses to meet all your employee needs. From HR, benefits, and payroll to talent, time, and scheduling, our solution empowers your people to be more productive, make faster, more informed decisions, and create a great place to work for all.

For manufacturing companies that want to simplify the complexities of managing a combined hourly and salaried workforce, this adds up to streamlined hiring and onboarding, higher productivity, a better employee experience, minimized compliance risk, and simplified HR and payroll processes to keep your people happy and your business running smoothly and successfully.

Key Benefits for Manufacturing

- Manage all people processes in one solution that includes system-wide analytics, AI-driven insights, and personalized experiences
- Automatically create best-fit schedules that factor in production demand and employee skills, certifications, and preferences
- Access real-time workforce data for making better decisions on such issues as adjusting employee schedules to meet production needs and minimizing overtime
- Streamline processes and improve efficiency with automated reporting and analytics for accrual balances, schedules, benefit vendors, and employee benefit eligibility
- Track employee skills and credentials such as OSHA and equipment operator certifications to help keep workers safe and ensure compliance with industry regulations



*Manage your manufacturing workforce scheduling with ease using **Advanced Scheduling**. It allows you to build schedule recommendations based on operational demand, required skills, compliance rules, and your people's availability and preferences.*