

Providing Staffing Solutions Since 1988

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FROM THE DESK OF:
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FUTURE LABOR SHORTAGE A DILEMMA FOR MANUFACTURING

Will you still be in business ten years from today? Will you be able to find enough people with the required skills to fill your jobs?

Consider the retirement of the baby boomers and the competitive pressures in your industry. Add the fact that most young people have a stereotypical view of manufacturing and don't include it as a choice for their career and we can begin to see the dilemma. Manufacturers are already reporting difficulty finding qualified staff. It appears that these trends are forecasting a real future dilemma for manufacturers.

It is obvious to us that it is time to find some solutions.

In a partial response to this issue the federal government has lifted the cap on how much a retiree can earn and still collect social security. This financial incentive, as well as an increased desire or need to work among retirees, will keep some skilled people in the work force.

Many groups, including CBIA and Chambers of Commerce, have become advocates in alerting policy makers and educators to the shortage.

College has been the natural bridge leading to a professional career. However, this avenue doesn't work for everyone, particularly those students with other interests.

More work is needed within the educational system to increase technical skills, and educate students and the public to the opportunities in manufacturing.

The negative image of manufacturing needs to be addressed. There are cutting edge career opportunities in exciting manufacturing environments. Bioscience, nanotechnology and alternative energy are a few of the potential growth industries for Connecticut. We have always been a leader in manufacturing and we need to recapture this position.

We all have a responsibility to keep talking about it and raise awareness of this issue.

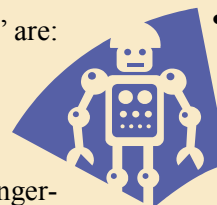
A POTENTIAL SOLUTION

One technological trend worth noting is the growth of robotic manufacturing. This marriage of machine and computer is revolutionizing whole industries. Most experts believe that manufacturers that fail to use this technology will be unable to compete.

Today's "robots" are:

- Cutting and polishing
- Assembling parts
- Handling dangerous or heavy materials
- Inspecting parts
- Storing finished parts

The increased productivity and quality, plus the reduced personnel expense is obvious.



However, it will take creative public policy to provide the incentives for many manufacturers to make the capital investments required. And, it will take a focused investment in our education system to produce the skilled work force needed to build, run and maintain these new factories.

IS YOUR COMPANY INTEGRATING SYSTEMS?

At Reitman we are working with manufacturers who have redesigned (integrated) their manufacturing, as well as companies in process or considering such advances. In selecting a system integrator here are some things to consider:

- Do they understand the application you want?
- Will they genuinely work in partnership with you?
- Do they have experience and understand your industry?
- Will they propose solutions so that you can choose what is best for you?
- Can they show you how the integration design will work before they build it?
- Do they have the skills and resources needed to execute the project?
 - Can they complete the project on time?
 - Check references.
- You want to know how they performed for others.
- Investigate ongoing technical support.
- Request documentation every step of the way.

HEALTH CARE PROVIDERS..... DID YOU KNOW?

Reitman estimates that we have made approximately 10,000 health care and related placements over the last twenty years.



They include:

- Administrative staff
- Medical Billers
- Facilities staff
- Food Service staff
- Medical Assistants and Others...

Ask for a full list of our health care placements.

Reitman provides:

- Drug testing (same day results)
- National criminal and sex offenders database search (immediate results)

- Credit checks (results in 1-2 days)
- Reference check service
- Custom designed skill testing

To arrange for testing contact: 203-488-6944 or Howard@reitmanpersonnel.com

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BUSINESS PLANS HELP COMPANIES SURVIVE STAFFING SHORTAGE

By definition a business plan is one that enables a business to look ahead, allocate resources, focus on key goals, and prepare for problems and opportunities.

Many think that a business plan is only for initiating a new business or applying for business loans. However, ongoing planning is vital to running and growing a business. Always include a careful review of staffing requirements. Consider the strengths and weaknesses of present staff and implement a retention plan which insures talented and qualified staff will remain with your company.

A business plan (we recommend annually) should be simple, specific, realistic and complete.

Ask these questions before implementation:

- *Is this plan realistic?*
- *Does it include goals and completion dates?*
- *Are hiring projections in line with goals and anticipated growth?*
- *Does it include a retention plan?*
- *Does it include specific actions and activities, each with specific dates of completion, specific persons responsible and specific budgets?*

Be sure to involve all key staff and regularly review progress. Keep in mind that a plan is a process and focus, along with continued measurements of success, is crucial.

For more information contact Anthony@reitmanpersonnel.com.

STEPS TO MANAGING STRESS

Today many of us are stressed for a variety of reasons. We are working longer hours, taking less vacation, carrying more responsibility and/or under greater competitive pressure.

When managing stress, find your own unique patterns of stress. Then work towards getting rid of the stressful factors. Include in your potential stress factors the technology that keeps us in touch with work 24/7 and how that might impact your life.

We suggest you write down a list of all the factors that cause you stress. You may not remember them immediately so continue writing them as they happen. The recording of stress factors is crucial to getting rid of it.

Keep an eye out for things that bring negativity into your life. Focus on losing the negative attitude even when something goes wrong. This will require real effort at first, but eventually will become something you can do automatically.

Don't spend time thinking about past mistakes. Consider it an experience that you have learned from. You can't redo the experience so make the best of it.

And most important of all, share your stress with a loved one who will understand and help you through it. Much of de-stressing is trial and error, but eventually it can work for you.

And if you have serious stress symptoms see a health care provider.

PREDICTED JOB GROWTH to 2014*

- Personal and Home Health Aides 56%
- Medical Assistants 52.1%
- Software Application Engineers 48.4%
- Postsecondary Teachers 32.2%
- Computer Systems Analysts 31.4%
- Registered Nurses 29.4%
- Customer Service Representatives 22.8%
- Nursing Aides, Orderlies and Attendants 22.3%
- Accountants & Auditors 22.4%
- Receptionists & Information Clerks 21.7%
- Food Preparation Workers 19.7%
- Janitors, Cleaners, Landscaping, Grounds Keeping 19.5%

*U.S. Dept of Labor

FEMALE EXECUTIVES MAKE PROGRESS

The number of businesses owned by women increased 20% during a recent five-year period, according to the U.S. Census Bureau, while revenues produced by those firms jumped 15%.