



WMEP Strategic Workforce



- Is anyone in your business proactively planning for your short and long-term workforce needs?
- Are you confident you will have the talent and the right amount of it to support company goals?
- Does your business strategy map directly to a plan for people?
- Do you know what roles are key to your organization and do you have a succession plan in place for them?
- Will pending retirements in the next few years or labor shortages put your business at risk?

Working with the WMEP, your Strategic Workforce Plan will help your company proactively build a workforce to meet production and internal demands. Benefits include managing attrition rates due to a tight labor market; proactively addressing the looming retirement bubble; ensuring that workforce costs are aligned with desired metrics; and becoming a more attractive workforce destination when recruiting against key competitors.

Without a workforce plan, manufacturers will find themselves in constant catch-up mode and subject to high costs and risks with turnover and replacement when it comes to recruiting and retaining employees. Workforce Planning is far more than having a hiring plan or posting jobs. Developing a comprehensive plan is a necessary first step.

The redeployment of existing talent can be especially beneficial and offer a strategic alternative to solving a real or perceived shortage of talent. There are often existing employees who have untapped talent or can be trained to do other jobs or take on additional roles. It may take some creativity, but the answer to many workforce needs can be right in front of you by optimizing the existing talent on hand.

Additionally, through a tools-driven and facilitated process, we partner with our clients to categorize roles within the organization and identify the key roles that have the greatest impact on driving business success. From there, we work with our clients to build succession plans for key roles - including "ready now" and more "longer term" candidate identification.



WHO WE ARE

As a private non-profit corporation, we focus fully on generating positive results for our clients.

Our team of manufacturing experts work side-by-side with hundreds of manufacturers each year, helping them develop and implement effective solutions that address their biggest challenges.

We closely monitor trends and best practices in manufacturing, and proactively develop solutions that meet the existing and emerging needs of manufacturers.

WMEP Manufacturing Solutions is part of the MEP National Network™, a public-private partnership that advances U.S. manufacturing. MEP Centers are located in all 50 states and draw on the talents of over 1,400 trusted advisors and experts.

WE HELP MANUFACTURING COMPANIES BECOME MORE PROFITABLE & VALUABLE

WHAT WE PROVIDE

WMEP Manufacturing Solutions recognizes that manufacturers face various challenges and we provide proven solutions to these challenges in the following areas:

- Operational Excellence
- Growth & Strategy
- Industry Certifications
- Human Capital
- Automation & Technology
- Sustainability

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