Obstacles encountered in Reno in regards to recruiting and workforce development:

- Cannibalizing the current workforce
- Legacy employers losing employees
- Shortage of skilled laborers
- Building training programs that meet employers needs

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Why is this a good opportunity for your community?

• Unemployment will drop dramatically

• More opportunity to move into positions of higher responsibility. Growth opportunities.

• Less temporary work and more permanent jobs with benefits.
Importance of understanding your current workforce

Is your workforce already skilled enough to meet the needs of employers?

If not, will employers pay to train entry level employees themselves?

As unemployment drops, will employers look outside of the area for new employees?
Recruitment options for new companies

- Poach from current manufacturing, logistic/warehouse companies.
- Relocate employees to area from other cities and states.
- Hire entry-level talent with no experience or skills.
- Build training pipelines ahead of recruiting needs to build a workforce ready for employment in any manufacturing environment.
Poaching and the effects on Legacy employers

• When poaching begins in a competitive market, wages are the first noticeable area to be affected.
• First to be affected will be supervisory/management roles, followed by lower level lead positions.
• The best way to retain your employees NOW is to make changes ahead of your hiring demands.
Skills gap and quantity of workers

- Reno’s lack of middle skilled workers resulted in a need to hire from out of state.
- Transitioning high school grads are choosing college over careers.
- Many of our experienced workforce is retiring and leaving jobs vacant.

To overcome this we began to address the skills gap by focusing on the following:

- High school engagement
- Creating training pipelines that link to degree paths
- Marketing manufacturing industry
Entry level community college certification

- Addresses needs of entry level employees by providing realistic training delivered in a flexible format.
- Students can meet the needs of multiple employers in the industry.
- Certifications can build an employees feeling of value and increase retention rate.
Immediate Benefits of the training programs

- Grant funded programs help underemployed become successful with little cost to them.
- Employers receive trained employees without having to pay for training or materials.
- Students are trained off-site and professionally.
- Proficient employees.
Supply Chain Management

Problems facing training pipeline

- Hiring candidates before they have completed
- Poor high school recruitment and outreach to the under-employed
- Lack of instructors, delays from education system, issues around funding and grants.
Questions?

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Open to questions 1 on 1 if it is helpful