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## Ways to Retain Your Skilled Technical Talent

1

**Offer a higher salary and enhanced compensation package during the recruitment process.**

83% of executives say they already offer improved salary and benefits packages in order to remain competitive.



2

**Train employees on new technologies and trends, keeping older or less-skilled talent in your workforce.**

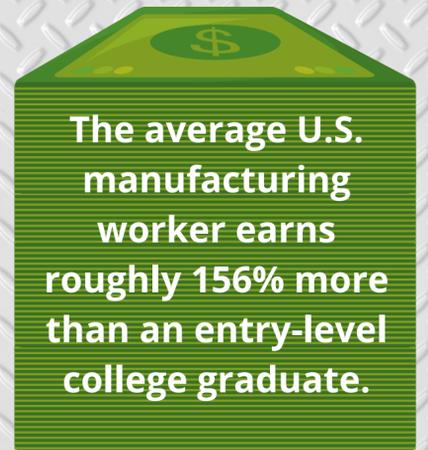
Only 9.2% of manufacturers create targeted roles for older workers who need new training.



3

**Educate the next generation on the earning potential of working in a challenging modern manufacturing role.**

The average U.S. manufacturing worker earns roughly 156% more than an entry-level college graduate.



4

**Combat stigmas by holding informational sessions and tours showing the technological advances of the manufacturing work environment.**

More than 20% of American parents think manufacturing provides a "dirty" or "outdated" work environment. And half of parents believe manufacturing is not an engaging or rewarding profession.



5

**Avoid the hassle of in-house retention initiatives and outsource your technical talent needs—your current employees can stay on task while your maintenance technician provider keeps your workforce thriving.**

Sources:  
Deloitte.com; SME.org; KornFerry.com

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