



# Maintenance Employment Cost Comparison: What You Need To Know

If you are having difficulties finding, training, and retaining maintenance talent, you are not alone. Manufacturers are faced with regular shortages of skilled technical personnel. It is a situation that has many companies turning to partners for technical talent. However, some are still hesitant due to economic misperceptions.

It can be assumed that partner-provided maintenance costs are higher than in-house maintenance costs. However, when you look at what makes up the total cost of an employee, as shown in the corresponding callout, you realize that partnering with a maintenance service provider is very comparable to hiring direct or using a staffing agency, but with the added benefits of a proven technical skill set.

## UNDERSTANDING THE TOTAL COST OF AN EMPLOYEE

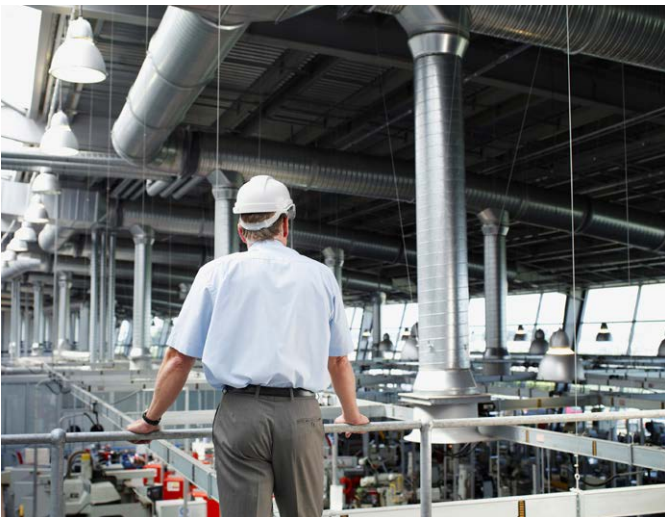
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|-------------------------------------|---|
| • Recruiting Expenses               | • Employee Benefits   |
| • Wage/Salary                       | • Employment Taxes  |
| • Supervision & Management          | • Relocation Expenses   |
| • Technical Training                | • Required Annual OSHA Safety Training                        |
| • On-going Professional Development | • Hand Tools, PPE and Uniforms (including NFPA 70E compliant) |

When partnering with Advanced Technology Services, Inc. (ATS), a leader in industrial maintenance, the value you receive goes beyond just cost savings:

- Alleviates the need for hiring, on-boarding, performance reviews, and developmental costs
- Minimizes conversion fees and turnover costs
- Reduces safety incidents and costs
- Provides greater reliability, productivity, and profitability

The value of using ATS in place of direct hires or a broad-spectrum staffing company is compounded by alleviating persistent challenges:

- ATS solves workforce shortages and skills gaps with a ready pool of skilled technical talent including senior-level technicians.
- ATS ensures high fill rates, low lead times and covers all hiring and relocation costs of its safety-trained, multi-crafted workforce.
- Full transparency of individual performance, skill levels and developmental progress.
- Dedicated supervision to drive the safety culture and lead technician development plans.
- Customers maintain control over day-to-day work priorities and all maintenance strategies and processes.
- Customers also have the flexibility to add or reduce Technical Workforce Solution staffing based on business conditions.



Having ATS as your long-term partner ensures you will have ready access to a wide network of maintenance experts who are trained on the latest technologies, strategies, standards, certifications and regulatory requirements, with an embedded zero-incident safety culture.

PARTNERING WITH ATS	
<b>Improve Operational Efficiencies:</b> <ul style="list-style-type: none"><li>• Reliability</li><li>• Safety</li><li>• Productivity</li><li>• Profitability</li></ul>	<b>Reduce Direct Employee Costs:</b> <ul style="list-style-type: none"><li>• Administration Support</li><li>• Supplies</li><li>• Skills Testing</li><li>• Training</li><li>• Development</li></ul>

Decades of experience in industrial maintenance ensures a Technical Workforce Solution from ATS will drive results for manufacturing organizations. Using your EAM/CMMS software, a Technical Workforce Solution team staffed full-time at your site can cover all bases, such as preventive and predictive maintenance, condition monitoring, inspections, automation services, reliability engineering, and also equipment repairs, rebuilds, and overhauls.

Contact us to learn more about how we can help resolve your skilled workforce challenges.