

Executive Summary

Employer Panel: Industry Trends in Staffing Needs

6/19/2018

Moderator(s): [Gregory Scheib](#), [Janet Bray](#)

Speaker(s): [David Pickett](#), [Lindsay Fett](#), [Eric Cash](#)

At 3.9%, the national unemployment rate is at the lowest level since the 2008 recession and hiring has become more challenging. This webinar included an employer panel speaking about hiring practices in three industries: Healthcare, Information Technology, and Advanced Manufacturing. They discussed current job placement trends, the hiring environment, worker availability, and how they address current hiring challenges. The speakers provided useful strategies for successful job placement in these three industries.

Janet Bray, with the National Association of Workforce Boards, moderated the panel. The panelists included, **David Pickett**, *Vice President, Tsunami Tsolutions LLC*, **Lindsay Fett**, *Human Resource Representative, Broadlawns Medical Center*, and **Eric Cash**, *Manufacturing Supervisor, HM Electronics*.

The current economic climate is affecting these three industries differently: the IT industry has greater insourcing of staff; the medical industry has an influx of baby boomers needing care, but the current healthcare workforce is aging as well; manufacturing is experiencing a lack of applicants with mid-level education. Recruiting candidates today requires offering new incentives, growing in-house teams, and supporting work-life balance.

The panelists offered tips for successful placement such as making sure the candidate understands the job, is familiar with the company, and that they have the necessary credentials. For job placement, credentials plus experience and the ability to execute the work are important in the IT industry. In healthcare, credentials are required from entry to mid to management level. All panelists agreed that soft skills training was critical, especially communication skills.

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