

Recently we met the dean of an East Coast 4 year college and we discussed the need to replace a large percentage of the current work force in the next ten years due to retirements.

He was curious what percentage of the current employees are retiring in the next five to ten years at member firms.

How many new workers and managers do companies expect to hire?

Do companies have current openings that they are having trouble filling?

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers?

Do members primarily look for 2 year or 4 year degreed candidates?

What degrees best give new employees the ability to have an immediate impact?

The labor force in the Printing Industry is the single biggest challenge we face. This is the case for ALL departments, specifically the production areas. As a result, we often have to try and steal from our competitors or work with candidates that wouldn't be our first choice. We have been currently trying different avenues attending College career conferences, and working with local High Schools.

I have no current openings or see any but I am noticing a lot of older people in the industry and not any young new people.

UW Stout has the best program locally. They will have prepress, press, bindery, screen printing, flexo/gravure, estimating, purchasing, and marketing/customer service sspp. Stout also had master level costing and manager classes for the undergrads ... but not sure if they still do. Your prepress and bindery people only need a two year degree. Pressman I have never seen were you can learn color from a book or learn how to run a press. A pressman can have a two year degree but if they're terrible at color its worthless.

He was curious what percentage of the current employees are retiring in the next five to ten years at member firms. 5% will retire currently 15% are working as retired on SS/ Medicare

How many new workers and managers do companies expect to hire? 5%

Do companies have current openings that they are having trouble filling? No we hire retired part time

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers? Ethics arts diction linguistics

Do members primarily look for 2 year or 4 year degreed candidates? 2yr local college 2 yr selected college work block experience a big plus

What degrees best give new employees the ability to have an immediate impact? Associate.

He was curious what percentage of the current employees are retiring in the next five to ten years at member firms. I estimate 16%.

How many new workers and managers do companies expect to hire? 4-7

Do companies have current openings that they are having trouble filling? always

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers? Specific management positions require different skills – eg Accounting/Human Resources; Plant Manager; Buyer. These wouldn't be Graphic Arts degree programs at our firm.

Do members primarily look for 2 year or 4 year degreed candidates? 4 year

What degrees best give new employees the ability to have an immediate impact? If it's the Accounting position...Accounting! If it's Plant Manager/Buyer, Business degree with concentration in Manufacturing.

I'm not sure what's being asked here or the overall goal. To answer for our organization? Lots of this depends upon the role.

Within the next 5 years I would expect that 25% of our workforce will retire.
Within the next 10 years another 16% will retire.

We will need to replace all of those workers and add beyond that as we are running pretty lean right now due to lack of candidates.

We have been having trouble filling positions for a little over a year now. I have placed several ads in the last 6-12 months with almost no response. Positions that I have been able to fill for the most part have been filled with people within 10 years of retirement age.

Only half of our managers have a degree. We tend to hire people with years of hands on practical experience in the printing industry.

All of the people we have hired for CSR/Estimating positions that have a degree all have 4 year print management degrees. We still have to invest quite a bit of time training but they can have an immediate impact because they at least have the print background and just need to learn our processes and procedures and software.

We have done several internships and then hired a good portion of them upon graduation. All of them came from out of state colleges. We have had mixed success with the candidates that we hire right out of school. Two have been with us for more than 5 years. A few got a couple of years experience and moved on (usually back to whatever state they came from). All of them have been great employees and had a relatively good understanding of the industry right out of the gate.

We have a couple of positions open right now that we cannot fill. We have tried all the major job sites, several colleges and even a search firm with no luck. I would be very interested to learn where other printers have the most success in finding new hires.

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- 1.) I would say that 40-50% of our workforce over the next 10 years will retire.
 - 2.) We plan to hire perhaps 5 new employees per year.
 - 3.) Managers we would hire 1 new manager every two years based upon historical data. People move up need to be replaced and then with retirement as well.
 - 4.) The trouble we have in hiring is in the unskilled labor pool as well as the well-defined digital press operator position.
 - 5.) Understanding leadership versus management is a key trait I look for. I want leaders not managers. Today in a pressroom it is imperative that they are astute in manufacturing metrics. Understand Six Sigma philosophy and how it works and why.
 - 6.) Our best candidates so far are coming from 4 year curriculums with majors varying from basic Liberal Arts to Computer Science to Marketing. It varies upon the role we are looking to fill.
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He was curious what percentage of the current employees are retiring in the next five to ten years at member firms. **We are estimating about 10% or 20 employees- just office, administrative and Managers**

How many new workers and managers do companies expect to hire? **Replacements will be hired for all positions**

Do companies have current openings that they are having trouble filling? **We are full and have not had a problem hiring for these positions yet.**

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers? **Business math-financing skills, social skills, motivational and communication skills.**

Do members primarily look for 2 year or 4 year degreed candidates? **No – We look for someone that can learn the position. A mechanically inclined, problem solver, people skills, etc. We will build on that. College education would be a plus, but not necessary to be a proficient manager.**

What degrees best give new employees the ability to have an immediate impact? **I have hired a few college graduates. None of them made an immediate impact in our business. Once they learned the industry, now they can make an impact. College education is great down the road, but it certainly does not replace hands on knowledge or experience immediately unless it is in maintenance, machine operators, inventory control, etc. But even they have to learn about the employers systems to make an impact. They certainly have a step up in professionalism.**

How many new workers and managers do companies expect to hire? **150 / 15**

Do companies have current openings that they are having trouble filling? **Yes**

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers? **We need non collegiate folks**

Do members primarily look for 2 year or 4 year degreed candidates? **neither**

What degrees best give new employees the ability to have an immediate impact? **Life – we need manufacturers, hands on tradespeople**

He was curious what percentage of the current employees are retiring in the next five to ten years at member firms.

50%

How many new workers and managers do companies expect to hire?

Over what time period? 150 in the next 5 to 10 years

Do companies have current openings that they are having trouble filling?

Yes – 3rd shift, especially.

The next question related to the core courses and electives. What business skills and technical knowledge are most important that they should include in the core curriculum for managers?

Ability to work with others. Good knowledge of finance

Do members primarily look for 2 year or 4 year degreed candidates?

Very rarely

What degrees best give new employees the ability to have an immediate impact?

A degree from the school of hard knocks! If we have a good candidate, we'll teach him/her what he/she needs to know to be successful!
