THE ADVANCE GROUP



A 2026

Workforce Roadmap for Manufacturing Leaders

Navigating Budget & Production Pressure

Get practical steps to protect your production schedule, cross-train your workforce, reduce hiring costs, and build a flexible labor strategy for uncertain markets.

Introduction

Manufacturers are operating in one of the most unpredictable environments in decades. Inflation, supply chain disruptions, and shifting demand have made workforce planning more complex and more critical than ever.

Hiring today is hardly just about filling roles. It's about maintaining stability, controlling labor costs, and protecting production when conditions change
quickly.

For more than 35 years, we have helped manufacturers across Ohio and Michigan build flexible workforce strategies that support production continuity through uncertainty.

From skilled labor shortages to seasonal demand swings, we help employers stay agile without sacrificing reliability.



Trusted for 35 Years

Are you Prepared
for Today's Hiring Challenges?

Manufacturers today are balancing more variables than ever before. The most common pressures we see include:

Supply Chain Disruptions & Trade Constraints

Global instability, tariffs, and material shortages disrupt production timelines, forcing manufacturers to pause, restart, or rapidly adjust output, making it harder to plan staffing levels, maintain consistent schedules, and retain workers.

Rising Operational & Labor Costs

Inflation, wage competition, and benefit costs make it increasingly expensive to rely solely on full-time hiring.

Unpredictable Production Demand

Shifts in consumer and B2B demand require the ability to scale labor up or down quickly without disrupting output.

Skilled Labor Shortages

Demand remains high for experienced workers in roles such as:

- Maintenance technicians
- Welders
- Machine operators & CNC specialists

Retention & Engagement Strain

Burnout, disengagement, and turnover are rising. National workforce data shows stress and job insecurity are now leading contributors to employee exits, especially in manufacturing environments with inconsistent staffing models.

Trusted for 35 Years

Why your Strategic Workforce Partner Matters

Manufacturers that rely on rigid hiring models are more exposed to risk. Those that build flexibility into their workforce strategy are better positioned to adapt.

The Advance Group helps manufacturers:

- Balance temporary, temp-to-hire, and direct hire staffing
- Reduce exposure to sudden labor cost spikes
- Maintain production continuity during uncertainty
- Build pipelines for semi-skilled and skilled roles before demand hits

This isn't reactive staffing. It's proactive workforce planning designed to protect stability.



Let's map out your proactive workforce strategy

Book now



Workforce Readiness:

Micro-Tips for Stability

Instead of a traditional checklist, use these quick workforce stability signals to assess where you stand:

Scalability Matters

If you can't adjust staffing levels quickly, you're either risking production delays or overspending during slowdowns.

Data Beats Guesswork

Workforce analytics help predict hiring needs, control overtime costs, and prevent last-minute scrambles.

Not Every Role Needs to Be Full-Time

Strategic use of contingent labor protects budgets while keeping output steady.

Pipelines Prevent Panic Hiring

Pre-vetted talent pools reduce downtime when roles open unexpectedly.

Cross-Training Builds Resilience

Flexible teams reduce bottlenecks and protect against absenteeism or turnover.

Retention Is a Cost Strategy

Turnover isn't just disruptive, it's expensive. Engagement directly impacts labor spend.

Proactive Hiring Reduces Risk

Waiting until you're short-staffed costs more than planning ahead.

Retention, Engagement,

& Worker Sentiment

Workforce instability doesn't just affect operations, it affects people.

Manufacturers across the U.S. are seeing:

- Increased stress tied to inconsistent schedules
- Lower engagement when teams are understaffed
- Higher turnover during periods of uncertainty

The Advance Group works with employers to stabilize staffing levels so employees experience:

- More predictable workloads
- Safer production environments
- Clearer expectations and support



Community-Connected

Talent Pipelines

One of The Advance Group's strongest differentiators is our deep-rooted community network.

We stay closely aligned with manufacturing, workforce development, education, and community leaders—translating shared insight into proactive workforce planning and long-term talent strategy.

These partnerships allow us to place workers in roles including:

- Maintenance
- Welding
- Machine operation
- Skilled production roles

This isn't transactional staffing, it's **community-driven workforce development.**





Trusted for

35 Years

- Trusted Workforce Partner for **35 Years in Ohio & Michigan**
- Local business reviews and testimonials
- Proven support through economic uncertainty

Check our testimonials and hear from our clients who get **BETTER** results with The Advance Group.

Workforce Stability Audit

Generic workforce conversations don't solve real problems, stability does.

This no-cost audit helps manufacturers:

- Identify labor cost risks
- Assess workforce flexibility
- Uncover stability gaps before they impact production
- Build a smarter staffing mix for uncertain markets

Your workforce is your competitive advantage, let's make sure it's built to withstand uncertainty.

Schedule Your Workforce Stability Audit

Book now

