

# Industry manpower shortage alleviated by recruitment program

*Recruitment program puts Southern States Millwright Regional Council at forefront for work force development, talent acquisition*

**T**he Southern States Millwright Regional Council (SSMRC) recruitment program, after its first year in operation, has produced results to alleviate skilled manpower shortage worries in the regional construction industry.

Several hundred applicants — most of whom have skills or attributes that will lead

them to be quality millwrights — are knocking on the SSMRC's door. Many possess supervisory backgrounds, having served as leads, foremen and/or superintendents in civilian and military environments.

The diverse group of applicants is commonly after one thing — upward mobility.

But they also understand being trained by the SSMRC and working for contractors who get their manpower from the SSMRC are the keys to achieving that goal. They understand gaining these skills grants them the opportunity to practice their craft in an environment where they are appreciated for their abilities.

Their mindset is similar to current SSMRC millwrights, who also take great pride being safe and productive at every jobsite.

The recruitment program initially netted interest from workers along the Gulf Coast. But as word spread, résumés and calls now come from across the country and around the world, including active military currently deployed in the Middle East. Applicants often say they heard of the growing career opportunities that exist in this region and are eager to work under the SSMRC umbrella to access the superior training SSMRC millwrights receive. They understand in order to create a great career they must possess skills that are in need in the region's industrial sector and being affiliated with the SSMRC is the best way to do that.

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The program is a mix of outreach and education to those new to the field, such as high school and vocational-technical students, the military and individual millwrights who are not part of the SSMRC. Social media, advertising and personal meetings round out the foundation of the recruitment program.

Other organizations in the work force development community are also leveraging the opportunities the SSMRC is offering. Earlier this year, the SSMRC was invited to participate as both judges and presenters at the SkillsUSA Texas Statewide Championship in Corpus Christi, Texas, featuring more than 1,000 top-level seniors from various vocational and trade school programs. Many of the skills on exhibit were from the mechanical and industrial fields, such as welding, automotive, robotics and marine engineering.

SSMRC reps were also invited to interview returning soldiers and noncommissioned officers at the Ellington Joint Forces Base and the Non Commissioned Officers Association Career Fair. Many men and women had the skills, integrity and professionalism, which they picked up during their tours of duty, that match well with jobs needing to be filled along the Gulf Coast.

SSMRC officials believe the program will continue to produce the same results it saw in its first year and steadily attract the work force needed for decades to come.

**For more information, visit [www.southernstatesmillwrights.org](http://www.southernstatesmillwrights.org) or call (479) 967-0639.**

## One call. 5,000 Solutions.

**More than 5,000** highly skilled, experienced, productive millwrights are just a phone call away. From Texas to Florida, from Louisiana to the Carolinas, the Southern States Millwright Regional Council has professionals who are trained, certified, and properly credentialed to work on your project.

**Our priorities?** Safety and Productivity.

**Your ROI?** Work that's done quickly and properly - keeping the work on schedule.



**Our goal** is to keep our employers and their job sites supplied with the best-trained, most highly qualified millwrights in the industry. And we meet that goal, everyday.

**Contact us** to learn how we can provide the manpower for your project:



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