

PinPoint Solutions: Automotive Practice Area

The Skills Gap: Are Internships the Answer?

Once upon a time in America, few people graduated from college, companies produced, expanded, and led the world in innovation and production. Today, we are looking at a different landscape entirely. Two out of every three graduating high school students enroll in a four year college. Shouldn't that fact alone be allowing the US to lead production goals? Shouldn't companies be fighting over the most talented and educated employees who can step into corporate America and move things forward?

Unfortunately, that is not the situation we are facing today. A 2014 study found that 35% of US employers "reported difficulty filling jobs due to lack of available talent". How can that be? US Workers complete high school and college at "rates similar to those in high performing countries."

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The Skills Gap: Are Internships the Answer? (Cont.)

Many employers point to the fact that there is a lack of STEM (Science, Technology and Math) education in the US. In fact, 54% of executives believe that the education system does not teach the skills needed for today's workforce and 59% believe the education system is responsible for the US workforce skills gap. Is the education system to blame for the skills gap? We, as a nation, continue to pour funding into the educational system, but corporate America does not believe they are receiving educated workers as a result. Many will argue that this is a sign that we need to increase educational funding, but some have a different idea: Apprenticeships.

For most of the 20th century people acquired skills for promotion on the job. Companies provided training and career paths for their employees. Unions and employers joined forces to create and manage apprenticeship programs which led to higher- skilled workers. These programs gave employees skills to progress in their career path, which coupled with opportunities for advancement within their current company due to a trend of promotions which led to worker loyalty. As pressure to increase or maintain profit growth, the belief that we need to "do more with less" led to apprenticeship programs finding themselves slashed entirely from many manufacturing sites.

Over the last 20 years, apprenticeship programs have declined along with the decline of the unionized workforce. Companies began expecting employees to come to them with all the necessary skills to complete their job. Additionally, companies began expecting employees to find and complete their own training outside of the confines of work. As training and apprenticeship programs began to disappear, the skills gap began to grow. In an effort to cut costs and increase profits, companies pushed the responsibility for training onto the individual worker. College graduation rates increased, but so did the skills gap.

In a recent survey, 89% of surveyed executives felt that corporate apprenticeship programs could help alleviate the skills gap, but almost half (42%) believe that the cost of these programs is prohibitive. They worry that if they invest in training programs to educate workers to meet the company's needs, their competitors will lure away their employees, leaving them with a loss. Companies are looking for a return on their investment and fear the risk of losing skilled employees to their competitors. This fear leads to inaction.

If we can find a way to bridge the skills gap in America, a way to educate students for the jobs of the future, a way for companies to find, retain and train the skills they need in employees, perhaps we can move away from the trend of unfilled skilled positions and into the new future of American Manufacturing.



Current Open Positions

- Manufacturing Engineer– SC
- Sr. Electrical Engineer - MI
- Controls Engineer - NC, SC
- Design Engineer (Mechanical) - TN



Recently Filled Positions

- Manufacturing Engineer– SC
- Software Engineer - MI
- Quality Engineer - MI
- Design Engineer - NC

Meet the Team



Practice Area Director, Automotive– Tiffany Jajack

Tiffany Jajack is the head of our automotive practice area. Tiffany grew up in Connecticut, and earned her BA in psychology from Mount Saint Mary College. Tiffany has called many places home including North Carolina, Kansas, Kentucky, Texas, and now South Carolina. She joined PinPoint Solutions with over 10 years of experience in recruiting specifically in the manufacturing, administrative and healthcare fields. Over the years, she has learned the art of matching the best, most qualified person to the right job. You can reach Tiffany at tiffany@pin-pointsolutions.com or via phone, 864-271-8878 to discuss talent needs you may have.



Executive Recruiter- Jonathan Kennedy

Jonathan Kennedy is an executive recruiter for Pin-Point solutions. He graduated from Bowling Green State University in Ohio with a degree in Psychology. While working at PinPoint Solutions, he has learned vital tools and skills in order to better serve clients and applicants. Today, he specializes in automotive and aerospace practice areas to find top candidates in these fields. You can reach Jonathan at johnathan@pin-pointsolutions.com or via phone, 864-385-6497 to discuss talent needs you may have.

