



International Newspaper Group

Attract, Reward, and Retain Talent in Today's Manufacturing Market

Introductions



Tyler Hurley | Account Executive

- Served 16 years in the Army as a Military Police Officer
- Deployed to Iraq with the 101st Airborne Division in 2007 and 2009
- 4 years with the United States Army Recruiting Command
- Currently serving in the Army Reserves
- Joined Orion in 2017 with the focus on helping companies develop and improve their military and overall hiring initiatives



We deliver the talent outcomes that businesses need

Higher quality employees, faster fills and big gains in recruiting efficiency.

A leader in military recruitment since 1991, Orion Talent delivers the precision of our highly successful talent acquisition processes and award-winning RPO solutions to businesses of all sizes.



HIRE MILITARY



ACQUIRE SKILLED TALENT



OPTIMIZE RECRUITMENT

Orion's Talent Solutions

Blended delivery models include National / Regional hiring events, Exclusive hiring events and Direct submission.

Contingent Search

Talent Programs

Comprehensive recruiting models combined with continuous metric reporting & analytics, an accredited training program and multi-layer marketing campaigns.

Highly qualified candidates for senior-level roles.

Retained Search

SEARCH

PROGRAMS

Recruitment Process Outsourcing

Smart, effective recruitment solutions including Enterprise RPO, Project RPO and Contract Recruiters.

Variable workforce staffing to include Temp, Temp to Perm and Contract.

Contingent Labor

Veteran Outreach

Flexible programs help you build a pipeline of qualified Military and Veteran applicants.



| A Few of our Valued Clients

SIEMENS

ABB

DAIFUKU
Always an Edge Ahead

amazon

CBRE

WRIGLEY
A Subsidiary of Mars, Incorporated

IR Ingersoll Rand.

HONDA



Google

SPACEX



BRIDGESTONE
Firestone

HERSHEY
THE HERSHEY COMPANY

Superior
ENERGY SERVICES

ArdaghGroup 

Whirlpool
CORPORATION

intel

MAUSER
DAS ORIGINAL

Honeywell

LUTRON

nci BUILDING SYSTEMS

aggreko



Lufthansa Technik

Manufacturing Skills Shortage

The skills gap may leave an estimated 2.4 million positions unfilled and put \$2.5 trillion in manufacturing GDP at risk over the next decade.



Shifting skillsets due to the introduction of advanced technologies and automation



Misperceptions of manufacturing jobs



Retirement of baby boomers



It takes more than **2 MONTHS** to fill positions for **skilled production workers**, and more than **4 MONTHS** for **engineers, researchers, and scientists**.



Manufacturing Skills Shortage

How can manufacturers positively influence the future of work?

Tapping into the resources from the retiring generation of baby boomers

Developing in-house training that engages a multigeneration workforce

Building human-machine collaboration to supplement jobs across the organization

Creating public-private partnerships

Bolstering apprenticeship programs

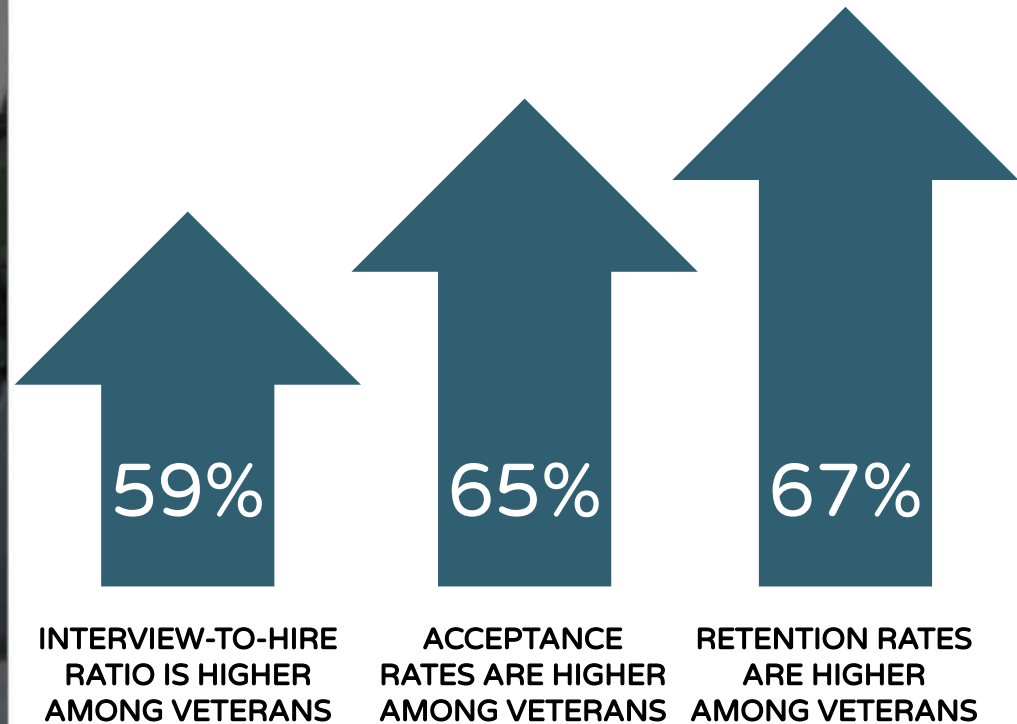
Digital skills must marry human skills. 50% of manufacturers said they have already adopted automation, and the top skills that must accompany technology are critical thinking, programming, and digital.



The Business Case for Hiring Veterans

In our recent survey, Veteran Hiring - Exploring the Bottom-line Value of Hiring Veteran Talent, the majority of survey takers ranked military talent higher in key areas including interview-to-hire, acceptance and retention rates.

MILITARY VETERANS VS. CIVILIANS: THE KPIS



Why Hire Military?

TOP 5 REASONS BUSINESSES HIRE VETERANS



HIGHLY QUALIFIED



ABLE TO HANDLE CHALLENGING AND STRESSFUL SITUATIONS



EFFICIENT AND PRODUCTIVE



VALUABLE TECHNICAL SKILLS



PROVEN LEADERSHIP SKILLS



93%

SAY VETERANS ON THEIR TEAMS ARE THRIVING IN TECHNICAL ROLES



89%

HAVE VETERANS IN ROLES THAT REQUIRE LITTLE SUPERVISION



Source: "Veteran Hiring - Exploring the Bottom-line Value of Hiring Veteran Talent," an Orion Talent Survey

Case Study: Phillips 66



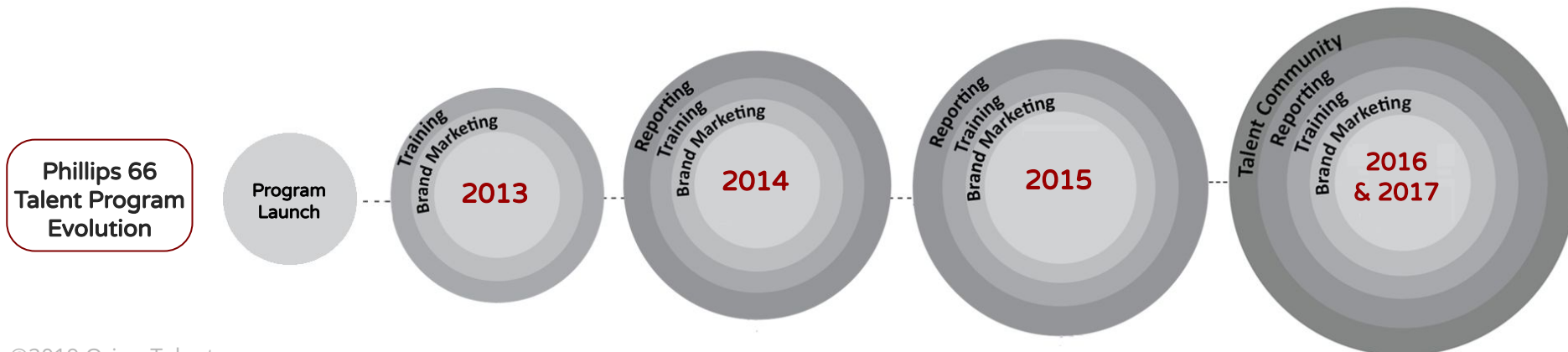
Phillips 66 needed to increase the number of skilled technical talent to supplement its Union and Non-Union workforce in refinery locations Nationwide – many of which were in challenging locations.

Orion Talent's Solution

- Developed a business case for hiring Veterans based on the strong technical qualifications and training military technicians possess
- Created a site-specific recruiting plan that worked in conjunction with Union employment procedures
- Established a Veterans Employee Resource Group to assist in the onboarding process

Results

- Military hires make up more than 30% of all technical hires at Phillips 66's U.S. refineries
- On-site hiring events helped each refinery leverage military talent across multiple job families
- Veterans Employee Resource Group helped Phillips 66 boost retention rates among Veteran hires during the past 4 years



Best Practices: Interviewing

Keep the process moving

Assure Veterans that their military experience is valuable and desired

Educate yourself on the military backgrounds of potential candidates

Maintain communication

Many Veterans transitioning into the civilian workforce have never interviewed for a job before. As an interviewer, focus on creating a comfortable environment to best help Veterans sell themselves.

Best Practices: Onboarding

Provide resources for
mentorship and education
of Veterans

Make training a priority for
Managers

Measure
success

Provide networking
opportunities

Effective onboarding leads to increased job satisfaction, better job performance, greater organizational commitment and higher retention rates.

Best Practices: Retention

Leadership Development
Programs

Veterans affinity
groups

Mentorship
programs

Clearly defined career
progression

Veteran-focused programs and opportunities signify a company's investment in a Veteran's worth and potential for career progression.



Questions & Discussion

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