



# Navigate Today's Manufacturing HR Challenges with Confidence

Reclaim Time, Reduce Costs, and Empower Your People

The manufacturing landscape is evolving at an unprecedented pace. From adapting to shifting consumer demands and navigating complex global supply chains to embracing new technologies, staying competitive requires agility and precision. In this dynamic environment, managing your most valuable asset—your workforce—has become increasingly complex. Ensuring compliance, optimizing schedules, engaging employees, and controlling labor costs can feel like an overwhelming burden, pulling your focus away from what you do best: making incredible products.



## 5 Key Challenges Manufacturing Businesses Face (and How Workforce Go Can Help)

**Challenge 1:** Finding and Keeping Skilled Workers in a Tight Labor Market. The manufacturing industry faces a significant challenge in attracting new talent and retaining experienced workers due to misperceptions about the industry and an aging workforce. This can lead to production bottlenecks and increased costs associated with recruitment and training.

**Challenge 2:** The Complexity of Managing Time, Attendance, and Labor Costs. Accurately tracking employee hours, managing different shifts and pay rules, and controlling overtime can be a significant drain on administrative resources. Manual processes are prone to errors, leading to compliance issues and inflated labor costs. Reacting to production demands and adjusting schedules efficiently can also be difficult without real-time visibility into your workforce.

**Challenge 3:** Ensuring Compliance with Ever-Changing Regulations and Union Requirements. Manufacturing businesses must adhere to a complex web of labor laws, safety regulations, and potentially union agreements regarding breaks, overtime, and payroll. Staying on top of these regulations and ensuring consistent compliance is crucial to avoid costly penalties and legal issues.

**Challenge 4:** Maintaining Productivity and Engagement Across Your Workforce. Keeping employees informed, engaged, and productive is essential for operational efficiency and product quality. Manual communication processes can be slow and ineffective, and a lack of clear performance goals and feedback mechanisms can hinder employee growth and satisfaction.

**Challenge 5:** Difficulty in Accessing Real-Time Data for Informed Decision-Making. Without a centralized system, gaining a clear and up-to-date view of critical HR data—such as attendance trends, overtime costs, and employee availability—can be challenging. This lack of visibility hinders your ability to make informed decisions that optimize workforce management and impact your bottom line.

## Workforce Go: Your Solution for Streamlined Manufacturing Workforce Management

**Solving the Skilled Worker Challenge:** Workforce Go provides a comprehensive platform to manage the entire employee lifecycle, from streamlined onboarding for new hires to tools for training and certification management. By creating a positive and efficient employee experience, you can improve retention rates. Features like performance management and employee self-service empower your workforce and foster a culture of growth and engagement, making your company a more attractive place to work.

**Simplifying Time, Attendance, and Labor Cost Management:** Workforce Go offers a range of flexible time tracking options, including mobile access with geofencing, hardware integration, and web portal clock-ins. The system automatically tracks hours, manages complex pay rules (including overtime and union requirements), and flags potential issues, ensuring accurate payroll processing and reduced administrative burden. Real-time dashboards provide managers with visibility into employee availability and approaching overtime, enabling proactive scheduling adjustments and better control over labor costs.

**Ensuring Regulatory and Union Compliance:** Workforce Go's robust platform is designed with compliance in mind. It helps you adhere to labor laws regarding breaks and overtime, accurately tracks leave, and provides tools for managing HR compliance, including ACA tracking and OSHA reporting. By automating routine HR tasks and maintaining digital records, Workforce Go minimizes the risk of non-compliance and associated penalties.

**Boosting Productivity and Engagement:** Workforce Go fosters seamless communication through announcements and notifications. The platform allows for the creation and tracking of performance goals, facilitates feedback, and provides access to company documents and resources through a centralized hub. Employee self-service portals empower employees to manage their personal information, benefits, and time-off requests, freeing up HR staff to focus on more strategic initiatives and improving overall employee satisfaction.

**Empowering Data-Driven Decisions:** Workforce Go provides real-time access to comprehensive HR data through customizable dashboards and a robust reporting hub. Managers gain valuable insights into attendance trends, labor costs, overtime, and other key metrics. The platform also offers built-in benchmarking tools to compare your business against industry standards. This data empowers you to make informed decisions that optimize workforce management, improve efficiency, and drive profitability.

## **Ready to Take Control of Your Manufacturing Workforce?**

In today's competitive manufacturing environment, efficient and compliant workforce management is no longer a luxury – it's a necessity. Workforce Go offers a single, integrated platform to address the unique HR challenges you face, saving you valuable time and money while empowering your employees.

**See the power of Workforce Go in action.**

**[Request a personalized demo today](#) and discover how we can help your manufacturing business thrive.**