

# Staffing Challenges Ahead

**T**he specialty chemical industry could be heading for a staffing crisis, Pat Ropella, President & CEO of chemical industry recruiting firm Ropella & Associates (Milton, FL) think.

“Across the industry a significant percentage of high-level executives are getting set to retire, that in combination with the industry’s already downsized workforce is leading to major talent gaps in the areas of management and technology.” Ropella says.

According to a 2004 U.S. Job recovery Survey conducted by the Society for Human Resource Management, “75% of employees are searching for new employment opportunities.” Ropella sees this trend further impacting the chemical industry. “As the



workforce contracts and attrition accelerates, finding and keeping top talent will become not just a challenge, but a threat to the profitability of many firms,” he says Ropella recommends that industry executives start taking a more strategic approach to the process of workforce management -actively planning hiring six months or more in advance, committing more resources to developing succession plans for key employees, creating innovative retention programs, and adopting strategic recruiting best practices.

For more information on strategic workforce management, call Ropella & Associates at (805) 995-5040



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