

HOW EMBRACING TECHNOLOGY CAN ATTRACT TALENTED NEW TECHS

As with any organisation, when employees start to retire and move on, the organisation has to look into who their new hires will be. Due to their potential longevity in employment, organisations may find it wise to invest in the development of a younger individual who can grow with the company. **What if there is a disconnect between what the new employees bring to the table, and what the old employees take with them?** Consider the information below and how it may relate to your fleet and hiring needs:

Newer Workforce

- Eager to let technology help make their decisions
- Not as much work-based experience
- Put more stock in higher wages rather than a benefits package



Older Workforce

- Less likely to trust technology
- More wisdom based on experience
- Put more stock in benefits package rather than a higher wage



Asset complexity is increasing by leaps and bounds

Due to new fuel sources and the addition of autonomous vehicles, a fleet's assets may have become more complicated. This requires specialised training and uniquely skilled technicians.



Fleet budgets continue to reduce

Since fleet management is not a profit center, fleets are often working with an already strapped budget. The training needs for new technicians and the shorter lifespan of assets will make it harder to raise wages to attract new workers.



Availability of skilled workers is decreasing

Annually, 60,000 technicians leave the workforce either through attrition or retirement. The predicted amount of new technicians to enter the workforce is around 40,000 – which leaves a 20,000 gap.



New technicians seeking higher wages

Needing more training will further complicate a strapped budget that also has to deal with more expensive alternative fuel assets and a shorter asset life span. Fleet managers will find it very difficult to attract new talent due to the shortage of technicians and the focus on higher wages.

Allowing these technicians the ability to access applications that can take complex workflows and data to aid them in their day-to-day will cover some of the experience gap the older technicians are taking with them as they retire.

AssetWorks has many applications, like our full suite of mobile applications, which can not only make the younger technician's job easier, but also alleviate some of the training requirements. These applications will also make it easier to record important data around your assets to help predict the true cost of ownership and maintenance.

Want to check out these applications for yourself?
Visit assetworks.co.uk