

## GEORGIA SKILLS GAP PROBLEM



The Society for Human Resource Management has recently announced that a large chunk of the manufacturers in the United States are, in fact, hiring. And, while this is definitely good news, especially for those who are unemployed and seeking work in the manufacturing sector, there is a huge problem as well. Nearly 70 percent of the businesses that are looking to hire employees for full-time positions are having a hard time finding individuals who are suitable for the job due to their lack of skills that are required for the specific position. There is a major skills gap issue going on. The skills gap between younger generations can actually be quite damaging for job growth, slowing down the hiring process. For the state of Georgia, there is a definite need for drivers, carpenters, electricians and plumbers. While workers are needed for these particular occupations, many of the people applying for the position actually do not have the skills and training to take on such positions. In fact, out of each and every four employees with the right skills that retire, only one replacement is brought on in to take over for them because there is a lack of skilled employees. Gwinnett County has decided to work on an initiative as a way of helping individuals gain the skills and training that is necessary for such positions so that more people will be able to find employment in the manufacturing sector. Individuals can actually take the steps of going through the process of earning a certification that would allow them to work in such fields. With the right training, these individuals will be able to find work with all of the jobs that are available. Gwinnett Technical College is one of the schools available for those looking to earn such certifications that will help them pursue a successful career in the manufacturing sector. The number of individuals enrolling in the available courses has increased dramatically over the past few years and will likely continue to do so. If employees do not have the necessary skills for a position, they will not be able to get the job completed in an efficient manner, which is a problem for a lot of businesses and a reason why many jobs are available but many people are still not being hired. Those who are interested in pursuing such careers are going to need to know basic skills to help them perform on the job. Amongst the most common skill gaps are mathematics and English writing.

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