



NORIA  **WORKFORCE
SOLUTIONS**



A Changing Workforce, a Challenge for Employers

There is no question that a significant demographic shift within the U.S. workforce population is at hand. A National Technical Assistance and Research (NTAR) Leadership Center report in 2012 estimated that 25 million baby boomers (40 percent of the U.S. labor force) will retire by 2020, taking with them decades of experience, expertise and understanding of company practices.

Creative solutions to this “brain drain” phenomenon are scarce, as they require companies to devote significant resources to workforce demographic analysis, accurate projections and hiring practices implemented quickly enough to pass on older workers’ expertise to younger colleagues before retirement.

To compound the problem of impending retirement, major talent shortages have been ongoing for years. A 2012 survey of 1,300 U.S. employers listed skilled trades in its top 10 hardest-to-fill positions.

This is where Noria Workforce Solutions comes in.

What is Noria Workforce Solutions?

Noria Workforce Solutions (NWS) is a holistic approach to the complex problem of filling open positions that require skilled lubrication and oil analysis personnel.

Noria technical consultants thoroughly observe and evaluate your facility’s lubrication practices to identify opportunities for improvement and set priorities for lubrication program development. Following the assessment, Noria trained and certified personnel arrive at your facility ready to work.

A Noria technical consultant supervises the initial onsite onboarding, begins the lubrication program development, provides remote management and reporting, and visits periodically to ensure program success. At the end of the technician’s contract, you have the option to renew the contract or hire them long-term.

Vacancy Case Study

Skilled trade staff shortfalls are only compounded by large numbers of retiring professionals. The numbers below were reported by one of Noria’s large manufacturing customers following a skilled trades evaluation for 2015-2016:

- Project Support Staff – 11% vacant positions
- Maintenance/Repair Personnel – 15% vacant positions
- Retiring Staff – 18% anticipated vacant positions
- TOTAL: 44% skilled trade personnel needed

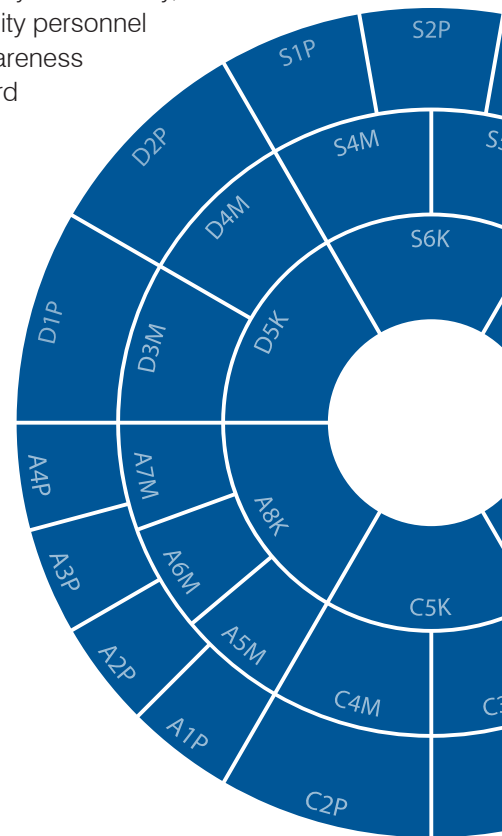


Start with an Assessment

It is important to start with a detailed gap analysis to identify the current state of the lubrication program and refer to analysis results moving forward. Noria has a patented, detailed benchmark assessment called Ascend™. NWS begins with this Ascend™ gap analysis so the customer, Noria program manager and incoming NWS personnel have a precise understanding of the work to be done to maximize reliability through lubrication excellence.

The Ascend™ assessment spans three days and includes interviews with facility stakeholders, a facility tour, observations of lubrication practices and a report to management with hardware/procedure recommendations. This report helps facility management, Noria and the NWS staff prioritize tasks appropriately. Additionally, Noria technical consultants give other facility personnel a half-day training on lubrication awareness to ensure the program moves forward efficiently.

This process is ISO 55000 compliant and based on Six Sigma methodology to bring your lubrication program to maximum efficiency and deliver significant return on investment.



Workforce Solutions Step by Step

As NWS is deployed at your facility, the implementation process – start to finish – will be carefully evaluated to address your lubrication needs as determined by the benchmark assessment. Below is a general outline of NWS phases.

- **Ascend™ Benchmark Assessment**

A Noria program manager will perform this project phase to provide a checklist and guidance on high-impact opportunities for the lubrication technician to complete.

- **Lubricant Storage and Handling Design**

The program manager will perform this project phase to provide the new lubrication technician(s) a list of reception, storage and handling procedures to perform.

- **Engineering Design**

The lubrication technician or Noria technical team will survey all lubricated assets to collect current state information. From this data, the program manager will engineer a complete, optimized lubrication program

- **Implementation Hardware Selection and Procurement**

Based on the program manager's designs, a list of implementation products needed for the new program will be assembled. This will include equipment for the lube room (lubricant testing, storage, decontamination and transfer to the machines) and asset modification hardware necessary to properly inspect, lubricate, eliminate contaminants and sample lubricants.

- **Implementation Hardware Installation**

The program manager will coordinate the installation and use of all hardware procured.



Implementation at a Glance

This 12-month chart shows the average timeframe of each phase of the Workforce Solutions process and illustrates which steps happen simultaneously. The timeframe is subject to change based upon the customer's unique situation or Ascend™ results.

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Ascend Lubrication Benchmark Assessment by Noria Program Manager	3											
NWS Lubrication Technician Working Onsite				1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
NWS Program Manager Onsite Supervision and Reporting				1	3			1			1	
NWS Program Manager Remote KPI Reporting				4		1	1		1	1		1
Lubricant Storage and Handling Design* - by Noria Program Manager	3											
Lubrication Engineering Design* by Noria Program Manager		2 3 4	1 2 3 4									
Lubricant Storage Hardware Implementation* by NWS Lubrication Technician				1 2 3 4								
Asset Hardware Implementation* by NWS Lubrication Technician								1 2 3 4	1 2 3 4	1 2 3 4		

The hardest segment of the workforce for employers to staff with talent is the skilled trades that are prevalent in manufacturing.

-ManpowerGroup

One Source, Many Solutions

Cost-effective

NWS is all-inclusive and competitive even compared to direct hiring.

Lubrication Program Development Included

Noria's Ascend Lubrication Assessment will determine the current state of your lubrication program, identify gaps, and devise strategies and timelines to efficiently and cost effectively fill those gaps.

Expertly Trained to Your Needs

Noria lubrication technicians possess top-notch professionalism and skills relevant to your individual needs.

A Turnkey Solution

With NWS, you can bypass the time-consuming, complicated task of recruitment and still gain well-vetted, skilled professionals who are ready to work at your facility the day they arrive.

Noria Supervision and Support

A dedicated Noria program manager will deliver monthly key performance indicator reports and make periodic onsite supervision and coaching visits. Noria's educational tools, knowledge warehouse and technical experts are available to your technician at all times.

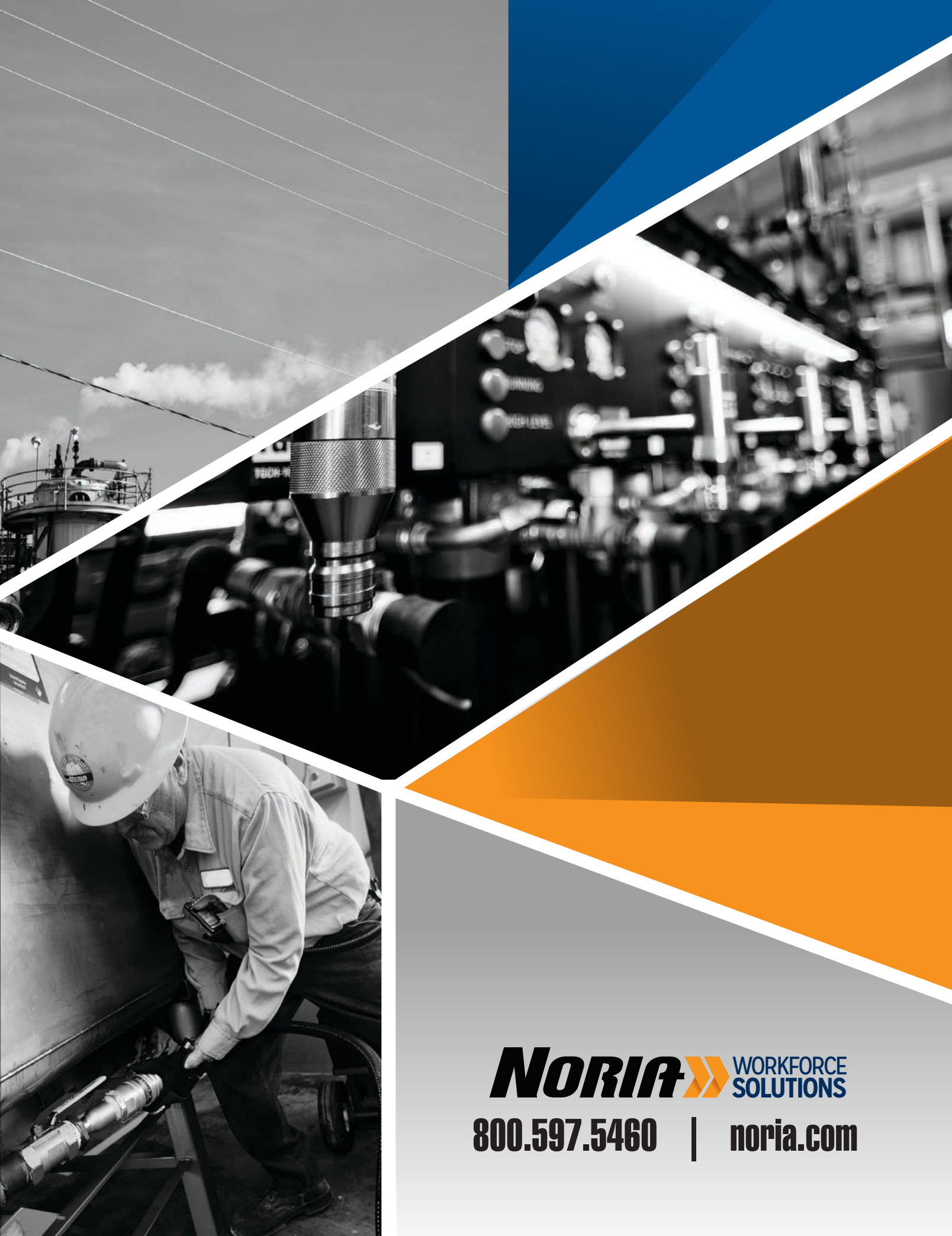
In 2013, 18.6 % of
skilled trade workers in the U.S. were
between the ages of 55 and 64.

- EMSI

Why is Noria the go-to?

For more than 17 years, Noria has been the leader in lubrication training and development of world-class lubrication reliability programs. As a trusted partner and source of expertise, Noria has an expansive network of working professional relationships and is ideally positioned to provide you the skilled workers needed to efficiently implement and maintain excellent lubrication practices.





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