Crisis in Maintenance

Comments by Tom Ramsay

Problem: Many of our clients report that they will need to replace approximately 50% of their experienced maintenance technicians over the next five years due to retirement.

Strategy 1: Use Ramsay Corporation custom-designed or off-the-shelf journey-level craft tests to select qualified maintenance technicians.

Strategy 2: Identify employees or incumbents who have civilian or military work experience for enrollment in an accelerated training program of one year by administering:

- Mechanical Maintenance Trainee Test
- Electrical Maintenance Trainee Test
- MultiCraft Maintenance Trainee Test

Strategy 3: Evaluate aptitude or skills to select apprentices and technicians who will receive classroom and on-the-job training over three to five years by implementing:

- Mechanical or Electrical Aptitude Tests
- Mechanical or Electrical Apprentice Batteries

Bottom Line: The above assessment measures have been used successfully in companies where employees were and were not represented by labor organizations.

We would be happy to consult with you about the use of these tests or any of our other products for manufacturing and processing applications.

RAMSAY CORPORATION
1050 Boyce Road • Pittsburgh, PA 15241-3907
(412) 257-0732 • FAX (412) 257-9929
e-mail: tramsay@ramsaycorp.com
website: http://www.ramsaycorp.com