

## Performance Consulting Associates Debuts Talent Management Service to Address Skills Crisis in Manufacturing

*Summary: PCA's service is a turnkey solution for clients to acquire, on an accelerated basis, only the most competent, highly trained and certified talent to run their Asset Reliability, Maintenance and MRO Materials operations.*

DULUTH, Ga – October 03, 2017 — [Performance Consulting Associates, Inc.](#) (PCA), a leading provider of engineering and consulting services for the manufacturing sector, today announced the debut of an innovative new talent management service. As an evolutionary shift beyond traditional, outsourced staffing models, PCA's service is a turnkey solution for clients to acquire, on an accelerated basis, only the most competent, highly trained and certified talent to run their Asset Reliability, Maintenance and MRO Materials operations. These specialists will help organizations close an unprecedented gap formed by hundreds of thousands of available positions with only a fraction of qualified candidates to fill them.

"As the market continues to change, the need for qualified staff is now the biggest challenge our clients face while trying to sustain effective, proactive maintenance and reliability practices," said PCA President and CEO Richard "Dick" DeFazio. "Recognizing the growing severity of the shortage, PCA leveraged its 41 years' experience in the manufacturing sector to develop and apply best practices in candidate screening, evaluation and acquisition on behalf of its clients."

To achieve this goal, PCA has developed a ground-breaking, four-step approach for screening, developing and placing the right maintenance and reliability professionals to fill client openings. These four-steps include the following:



**Client Assessment:** Before beginning a client engagement, PCA experts will run a "mini-assessment" of the firm to identify its operating model, including its maintenance and reliability practice, personnel structure, corporate culture, and other characteristics that define an organization.

**Personnel Modeling:** Working with the client, PCA will use that information to develop a model of the ideal candidates to "fit" both the company and its potential openings.

**Talent Acquisition and Review:** Using its [Talent Process Management model](#), a methodology developed from the hiring best-practices of hundreds of manufacturers, PCA will seek out and evaluate maintenance and reliability talent for its clients. After putting candidates through a rigorous screening process, PCA will match them with client personnel models to determine fit.

**Skills Assessment and Training:** For candidates with strong aptitude and professionalism who lack necessary training or certification for a position, PCA will provide skills development to ensure a perfect alignment between the candidate and the client.

To help clients overcome the extreme need for talent in the marketplace, we will also provide "forward looking" skills development:

- Mentor and train promising yet undeveloped talent (both PCA and client identified) to "grow" them into highly skilled positions, over time.
- Bring existing personnel up to speed on evolving technologies.
- Help companies prepare staff for anticipated technical skill needs.

PCA VP of Sales and Recruitment Development Joel Crawford noted "PCA's proven model, paired with its vast experience in the global market will provide manufacturing organizations with a consistent, value-added service, helping business leaders create and sustain a successful, competitive maintenance and engineering operation."

### About Performance Consulting Associates, Inc.

Since 1976, Performance Consulting Associates, Inc. (PCA) has been providing maintenance and reliability "best practice" support to global manufacturing corporations across all industries. Based in Duluth, GA, PCA has been delivering engineering and consulting services for Asset Reliability, MRO Stores and Maintenance Management—and now, Talent Process Management, as well. For more on PCA's Talent Process Management model and services, visit

<http://pcaconsulting.com/services/talent-process-management>. For more information regarding all PCA services, please visit <http://www.pcaconsulting.com>.