

# The Source

A weekly newsletter for members of the Electronic Components Industry Association



ECIA Member Newsletter

September 4, 2019

## Talent Acquisition: The rules are changing, are you prepared to win?



Increasingly, global competition and a shrinking labor market have made recruiting talent more difficult than ever. Today's companies must employ new and effective strategies if they want to find and keep the right people.

In the whitepaper **Confronting the Labor Shortage: Strategies and Solutions for Distributors Facing a Growing Skills Gap**, the Association Education Alliance ([AEA](#)) – which ECIA is a member of – surveyed distribution associations' members. Of the 190 distributors who responded, 94 percent said they had difficulty recruiting new employees and filling open positions. That wasn't a surprise. As part of your ECIA membership, you have access to the report. [Download the whitepaper now](#) to uncover untapped resources with industry specific information and advice on the challenges companies just like you are experiencing.

The report gives detailed information on the challenges faced when securing talent and how some companies are successfully overcoming them:

- What's causing the labor shortage
- How training and apprenticeships can help bridge the skills gap
- Rethinking your message to prospects
- Courting millennials with technology
- How to build a successful internship program
- The veteran talent pool, and much more

*"The labor shortage the distribution industry is facing is real, pervasive, and very likely to grow worse before it gets better."*

The Association Education Alliance commissioned this report on behalf of its more than 40-member distributor associations to gain a better understanding of the talent acquisition challenges the industry is facing and offer real solutions for growth.

### In This Issue...

1. [Talent Acquisition Whitepaper](#)
2. [Economic Speakers at Executive Conference](#)
3. [Digital Transformation Survey](#)
4. [Did You Know? ECIA Monitors Many Issues](#)

### Upcoming Events

Thursday Sep 5

- [Intellectual Property](#)

Thursday Sep 26

- [Marketing in the Data Privacy Era](#)

Wednesday Oct 9

- [Fall 2019 Engineering Summit](#)

Thursday Oct 17

- [Data Privacy by Design](#)

Sunday Oct 20 - Tuesday Oct 22

- [Executive Conference](#)

### Weekly Economic Trends National Association of Manufacturers

By special agreement ECIA is pleased to present with NAM's Chief Economist Chad Moutray's weekly analysis of key U.S. government economic data

## Cliff Waldman & Dale Ford Will Provide Economic Forecast at Executive Conference

A highlight of the ECIA Executive Conference is the two-pronged presentation on the latest economic forecast data for the economy at large and for the electronic components industry, specifically. This year, the two speakers are Cliff Waldman, CEO of New World Economics, and ECIA's own Dale Ford.



Cliff Waldman's presentation, 'Global Economic Outlook and US Manufacturing Forecast' is an overview of recent economic activity in the major industrialized and developing economies, using the latest data. The global economy is experiencing an unprecedented amount of volatility with substantial geo-political instability. Cliff will

cover the behavior of key global markets-oil, commodities, equities and bonds; what's happening with the dollar; the trade battle and global monetary policy and their implications and much more.



Dale Ford is ECIA's Chief Analyst. Dale will explore the key forces that are shaping the future of the electronic components industry, including the opportunities and challenges that supply chain executives will need to manage to achieve strategic goals in the 2020s. These include an in-depth look at the technologies such as 5G and IIoT that will

drive demand for electronic components and shape the industry landscape.

The [Executive Conference](#) runs October 20-22 at the [Loews Chicago O'Hare](#).

## Digital Transformation - Participate in a Survey



American manufacturing has undergone a dramatic change over the past 40 years. Faced with tremendous global competition, U.S. manufacturers adopted advanced automation, robotics and work processes to modernize their factory floors. Those efforts have had positive results: U.S. manufacturers have demonstrated that they're competitive on the global stage, and the industry is in a period of strong growth.

In his address to the Executive Conference, Tony Uphoff, CEO of Thomasnet, will provide unique insights into some of the key questions facing the industry. If you are an executive in the

and manufacturing industry trends in the [NAM September 3 Economic Report](#).



industry, [take this brief survey](#) and assist Tony in fine tuning his presentation. The survey is anonymous, no personal/identifying data is required. Your participation will help establish some key benchmarks in the electronics components industry, which Tony will share at the conference.

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## Did You Know? ECIA Monitors - and Provides Guidance - on Many Industry Issues

ECIA tracks updates on a number of industry issues - from Prop 65 to tariffs. Click the [Issues & Practices](#) tab on ECIA's website. The Global Industry Practices Committee ([GIPC](#)) monitors common global problems and issues, formally organizes with the SMEGs (Subject Matter Expert Groups) to research the issues, provide direction and guidance, and then helps drive adoption of best practices.

Most recently added were links related to ongoing tariffs on the import of certain electronic components from China. Some pages are members only, please log in to review. If you are interested in the GIPC, contact [Don Elario](#).