

Workforce Board Spotlight of Mario Guay Continued

What are some of the challenges that SMC faces when looking for talent?

Given the tight labor market, finding production workers can be challenging. Many SMC applicants are referred to the Company through current staff, which is a reflection of the Company's commitment to a culture of appreciation and respect.

What industry changes that are occurring that have affected hiring?

With substantial growth across all of SMC global locations, the use of automation and robotics has increased the need for automation technicians and programmers. Advancements in technology continue creating a high demand for machinists and maintenance mechanics

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What can the workforce system do to support SMC in acquiring talent?

Strong connections to the education system, including high schools and technical schools as well as higher education institutions helps SMC by finding the right talent for its various positions. Highlighting the diverse nature of the workforce and the opportunities for training and career advancement, can help a job seeker find a great career at SMC.

What do you see as a future need for SMC?

SMC anticipates growth throughout the organization and over the next 18 months anticipates an additional 50-60 entry level people needed in our Massachusetts location. With new equipment additions, automation technicians will be required.

What do you see as future needs of the medical manufacturing in our region?

Obtaining skilled workforce will continue to be the top priority for the industry; focus will remain on wage pressures and the training of qualified employees. Demand for product and distribution will also play a key role in growth. The medical device market will continue to develop new technologies and products and therefore market acceptance for innovation will play a vital role in growth.

When not at SMC, what do you like to do for fun?

My hobbies primarily involve anything to do with the outdoors including skiing, hiking, hunting and golfing. Lately, I have done a fair amount of travelling to Georgia and Alaska to visit our son who is in the Army. I am on the board of Gardner Scouts Troop 6 helping primarily with fundraising. I am also a member of the Board of Registrars of Voters for the City of Gardner and looking forward to an exciting election year!!!

