

People Deployment

You would use this approach to put systems of work in place that make best use of your skilled labour to communicate business direction, align everyone's daily work to the strategy, prioritise activities required, and measure and monitor progress towards targets.

Projected performance gains



Reduced

- Production costs
- Production lead times
- Project / work delays
- Use of temporary staff



Improved

- Productivity
- Customer satisfaction
- Utilisation of time

What investment is needed to understand the concept?

DIFFICULTY



Challenging

Requires some reading around the subject and a structured approach

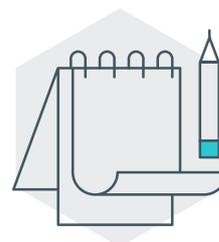
ACTIVITY



Individual and Team

Individual initially then using a team for wider stakeholder input

EQUIPMENT



None

No equipment is needed

Explanation of the concept

Skilled labour is generally hard to come by and comes at a higher cost. It makes sense to think carefully about how more highly skilled employees are utilised.

Putting the right people with the right skills in the right place can be difficult to achieve. However, allocating the best person or people to the task or project will increase productivity, profitability and customer satisfaction.

How can I make best use of skilled labour within my business?

By keeping an employee skills matrix, you can ensure that the business has people with the right skills within the organisation and identify any skills or training gaps.

You can also eliminate unskilled elements from skilled tasks, thereby freeing up skilled workers to work at an optimum level.

Below are some ways of doing this:

- Remove travel time by bringing materials and information to the process, so that the skilled operator can focus on their task.
- Automate unskilled tasks to release skilled people to do other activities
- Prioritise the planning of skilled labour utilisation. This ensures that skilled labour is not allocated to less skilled or unsuitable work.
- Introduce measures that highlight the utilisation of skilled labour. Determine the skill level required to do a task and record whether employees at the right skill level are carrying out these tasks in reality. From this, you can determine if you have the right skills levels in the organisation and if they are being allocated correctly. To do this, it is necessary to maintain a skills matrix.
- Look beyond the production areas into the support departments for opportunities to apply the same logic.



What action should I take?

1.



Identify skill levels required per task or process or job role (as appropriate). This will formulate your skills matrix.

2.



Review how they are currently being utilised and determine any gaps (either over or under skilled).

3.



Look for opportunities (see list above) to use their time more productively.

Recommended resources



[GC Business Growth Hub Factsheet 07: Value Add and 8 Wastes](#)

[GC Business Growth Hub Factsheet 31: Multi Skilling](#)

For more advice, case studies and additional factsheets visit: www.businessgrowthhub.com/manufacturing