



# High Turnover & The Unreliable Workforce

## How Cobots Can Help Manufacturers Stabilize Operations



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# INTRODUCTION

**Absenteeism, burnout, and turnover are more than just HR issues—they are operational threats. Manufacturers across North America are struggling to maintain consistent staffing, especially for repetitive or undesirable jobs. In this eBook, we examine why workforce reliability is declining, what it costs you, and how collaborative robots (cobots) can help stabilize production.**



# The Reliability Crisis on the Shop Floor

- ✔ Rising absenteeism and tardiness
- ✔ Worker burnout from monotonous or physically demanding tasks
- ✔ Increased turnover, especially in entry-level roles
- ✔ Constant retraining and onboarding cycles

Stat: 60% of manufacturers report they've had to delay or cancel orders due to unplanned labor shortages (Source: MFG Trends Report, 2023)



# Costly Workarounds

Many companies try to compensate for unreliable staffing by



- ✔ Offering higher pay or bonuses for basic attendance
- ✔ Simplifying tasks to reduce training complexity
- ✔ Increasing supervisor headcount to monitor employee performance

These stopgaps increase cost, reduce throughput, and often fail to solve the core issue

# Where Cobots Fit In

Cobots can be deployed in roles that experience the highest turnover and inconsistency

- ✔ - Simple pick-and-place, inspection, or tending jobs
- ✔ - Packaging and palletizing
- ✔ - Machine loading and unloading



## Benefits:

- ✔ Zero absenteeism, 24/7 consistency
- ✔ Reduces training burden on supervisors
- ✔ Frees human workers for roles that require flexibility or creativity

# Results from the Field



- ✔ A CNC shop in Indiana replaced a role that turned over 6 times in 12 months with a cobot that has run 18 months straight
- ✔ A cosmetics packaging plant reduced absenteeism impact by automating its most repetitive shift role
- ✔ An electronics manufacturer repurposed 3 line workers to quality roles after installing a cobot on an inspection station

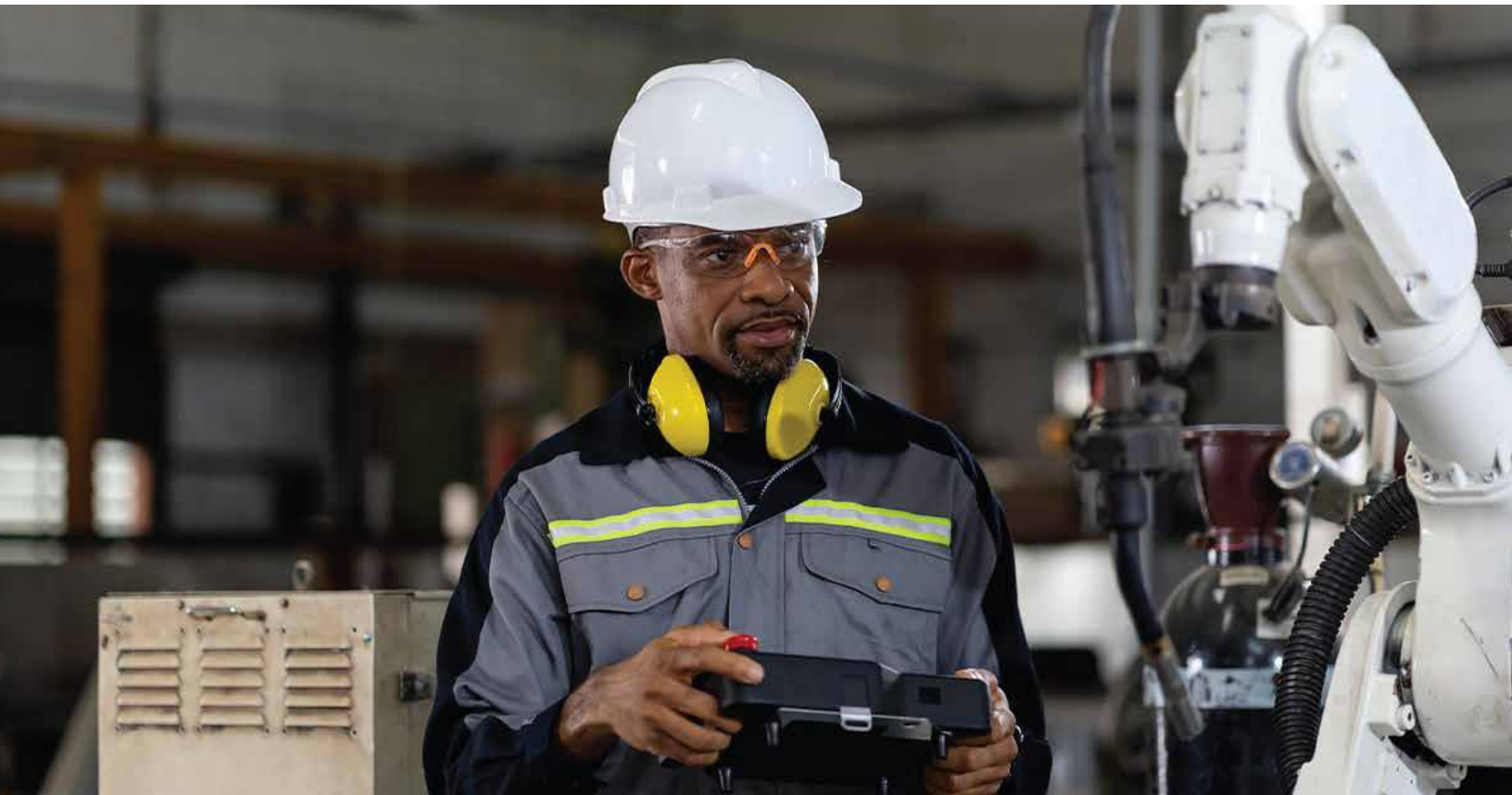
# Taking the First Step

Start with the role that creates the most headaches:

- 🏠 Highest absenteeism rate
- 🩹 Most injuries or complaints
- 🔄 Easiest to define and repeat

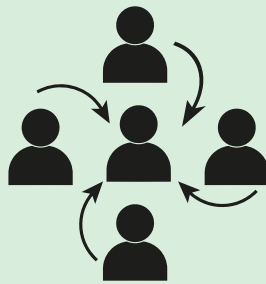
## Then

- 🏠 Consult a local automation distributor
- 🏠 Explore available cobot solutions
- 🏠 Pilot with one line, one task, or one shift



# Conclusion

You can't make people more reliable overnight. But you can remove your most unreliable tasks from the equation. Collaborative robots give you consistency, simplicity, and peace of mind—without replacing your team.



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