

Aluminum Agenda: Workforce

A safe and healthy workforce is the industry's top priority



The U.S. aluminum industry works diligently to recruit and retain the diverse workforce of tomorrow – trained in traditional and advanced manufacturing skills. The Aluminum Association also leads several programs to support worker health and safety

The U.S. aluminum industry needs a dynamic, diverse workforce trained in traditional and advanced manufacturing skills. Such talent is in high demand and short supply. The Association works with organizations to recruit the next generation of manufacturing workers and leads programs on industry health and safety.

HEALTH & SAFETY

The U.S. aluminum industry is proud of its health and safety track record health and safety, which has long been a priority. [Injury and illness data](#) indicate that aluminum plants continue to improve on their safety performance but more can be done. Millions of pounds of aluminum are melted and cast safely every day in casthouses, foundries, recycling and reclamation plants across the country. However, just like any manufacturing process, there are inherent risks and hazards involved with aluminum production. The Association believes that these hazards can be minimized or eliminated entirely by careful attention to safe material handling, robust training and communication and the sharing of best practices.

The Aluminum Association supports:

- **A culture of health & safety:** Follow industry best practices and implement strong, comprehensive health & safety protocols at each plant. The Association supports these efforts by publishing materials on the safe production and handling of aluminum; holding Casthouse Safety Workshops to educate plant workers and managers on workplace safety; serving as the global clearinghouse for collection and sharing of important safety learnings; and ongoing engagement with member companies on the latest industry safety standards.
- **Consistent OSHA regulations:** Ensure that any new, government-mandated health and safety standards are based on sound scientific, data-driven research and stakeholder input. Prior to a new rulemaking, the Occupational Safety and Health Administration (OSHA) should review whether existing standards and regulations already address emerging safety and health issues. Finally, OSHA should apply and interpret occupational safety and health regulations uniformly across the country.

RECRUITMENT & TRAINING

Like many manufacturers, the U.S. aluminum industry faces challenges in recruiting the next generation of diverse, advanced manufacturing talent. Skilled labor remains in high demand and short supply, with routine turnover adding to these challenges. The Aluminum Association works with organizations like the [National Association of Manufacturers](#) and the [U.S. Chamber of Commerce](#) on workforce and recruitment issues and to share resources with aluminum manufacturers and other stakeholders.

The Aluminum Association supports:

- **Apprenticeship programs:** Grow and promote work-based learning opportunities – including apprenticeship, upskilling, credentialing and other types of training programs – that help aluminum firms recruit and retain the highly skilled, diverse workforce they need to thrive.
- **Incentives for training:** Use incentive programs to encourage existing employees to grow skill sets through and training programs.
- **Workforce Diversity and Inclusion:** A broad variety of perspectives helps improve industry decision-making as well as operational efficiency and U.S. aluminum industry companies work to ensure that all perspectives are represented in their workforce. Historically, aluminum manufacturing has been a male-dominated workforce, but the Association and the industry continue to work to ensure that it presents attractive career opportunities for all.