

NEW Manufacturing Alliance
RETIRED WORKER TASK FORCE MEETING MINUTES
Bemis – Appleton, WI
Tuesday, August 22, 2017 – 8:30 to 10:00 AM

ATTENDEES: Linda Bartelt-NEW ERA, Mark Hatzenbeller-WMEP, Amanda Kopetsky-Bemis Company, Chris Linn-A-Tech, Rob Peterson-Fox Cities Regional Partnership, Dean Stewart-NWTC, Ann Franz-NEWMA, Debbie Thompson-NWTC

SARGENTO'S SUPERVISORY TRAINING PROGRAM

Tabled for the September 26 meeting.

2 AND 4 YEAR COLLEGES - RESEARCH RELATED TO THE RETIRED WORKER ISSUE – LINDA BARTELT

Linda did a national search on retired worker best practices. A lot of great work is going on that should help build the framework and potential tracks for the 2018 Summit. Areas Linda researched and related discussions included:

- Decision factors that may determine when someone retires include:
 - Age
 - Their health
 - Health of a spouse or family member
 - Financial
 - Is their job a good fit and/or challenging?
 - Overall job satisfaction
 - How to keep “OWLs” (Older Worker Learners) on your team.
 - How an organization can unretire individuals. Consider how it effects pension and benefits.
 - Generational perceptions in a mutigenerational workforce.
 - Incentives that might attract and retain older employees.
 - Flexible work schedule
 - Benefits related to healthcare and long-term care insurance for people age 65 and over
 - Wellness programs
 - Have a graduate student do some of the research for their master’s thesis.
 - Qualitative research is important. Surveys provide limited information.
 - There is so much discussion of what millennials want in the workplace, but not much discussion about older employees.
 - Provide a discussion guide for conversations with employees about their intentions on retiring. Establish good questions to ask and when the discussion should take place.
 - Provide a train-the-trainer course or track.
 - Have a lawyer discuss the Age Discrimination in Employment Act.
 - Promote to employers the advantages of hiring older workers; lower absenteeism, work ethic, lower use of drugs/alcohol, etc.
- ✓ All members are asked to bring further ideas and/or resources to the next meeting.
- ✓ Linda will send Ann links to the articles.
 - ✓ Amanda will check with SHRM for additional resources.
 - ✓ Mark will put together some of WMEP’s Retention Value Analysis information.

DEVELOPING A BEST PRACTICES WORKING DOCUMENT

Rob is adding more content to the outline. Chris and Rob will be meeting to take a deeper dive into the material.

RESEARCH REGARDING EFFECTIVE MENTORING PROGRAMS

- There is a lot of mentoring software available.
- Mentoring can be formal and informal. Informal mentoring is considered the most powerful.
- To be effective, mentoring cannot be forced.
- Companies value what other companies are doing. N.E.W. Plastics has done a great job developing mentorship programs.
- People transitioning from one stage of their career to another need mentoring, regardless of their age.
- Most mentorship training focuses on younger workers.
- Establish mentoring goals.

- ✓ Ann will do further research, talk to college reps about mentor programs, and contact the membership to see if any of the companies can speak on how to develop mentorship programs. Dean suggested Ann speak with Tim Derozier of NWTC, due to Tim's background in this regard.
- ✓ Mark will check WMEP resources regarding developing a mentorship program.

RETIRED WORKER SYMPOSIUM – SPRING 2018

The event is slated for **March 7, 2018** at FVTC's Bordini Center. Keynote speakers can be featured in the larger rooms. Breakout sessions will be held in the smaller conference rooms. Members will do a walk-thru of the Bordini Center for the November meeting.

Ann is researching keynote speakers. It is hoped the speaker costs can be funded through sponsorships. Event framework and tracks will be further developed at the September meeting. Members are encouraged to watch two potential speakers' videos prior to the next meeting:

Joseph Coughlin: <http://www.josephcoughlin.com/>; <https://www.youtube.com/watch?v=wOTjh-SprSM>

Steve Trautman: <http://stevetrautman.com>; https://www.youtube.com/watch?v=lvB_cOo14y8

Determine the main Summit themes:

- Loss of talent
- How to be able to predict retirement
- Knowledge transfer
- Training programs
- Strategic workforce planning
- How to keep people from retiring
- What do older workers want/need to continue working
- Multi generations in the workplace – leadership styles to serve the needs of all

NEXT MEETING DATE/LOCATION/AGENDA

The next Retired Worker Task Force meeting will be on Tuesday, September 26 at NWTC's Business Assistance Center

8:30 a.m. Agenda items are as follows.

- ✓ Sargento's Supervisory Training Program – Sonia Otte
- ✓ 2 and 4 Year Colleges – Retired Worker Issue Research – Linda Bartelt
- ✓ Developing a Best Practices Working Document – Rob Peterson
- ✓ Retention Value Analysis - WMEP
- ✓ Effective Mentoring Programs
- ✓ 2018 Retired Worker Symposium
- ✓ Retired Worker Task Force Name Change