

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE
Meeting Minutes
Plexus - Neenah, WI
Tuesday, March 27, 2018 - 8:30 to 10:00 AM

ATTENDEES: Linda Bartelt-NEW ERA, Brandon Buchholz-Heartland Label, Cheryl Fritz-Apricity, Mark Hatzenbeller-WMEP, Kelly Janssen-Fabio Perini, Dwayne Long-Jacobs, Sonia Otte-Sargento, Lori Rausch-GNC/Laminations, Jay Stephany-Plexus, Dean Stewart-St. Norbert College, Ann Franz-NEWMA, Debbie Thompson-NWTC

TALENT RISK MANAGEMENT (TRM) SUMMIT RECAP & SURVEY RESULTS REVIEW

180+ people attended the Talent Risk Management Summit. 23 attendees expressed interest in joining the Talent Risk Management Task Force. Survey results were excellent, with many participants wanting more information. Ann thanked the event sponsors; Davis, Kuelthau SC, Sargento Foods Inc., and Schenck SC.

Survey Recap Highlights & Discussions

- 70% said the summit was excellent and 30% said it met expectations.
- Steve Trautman's presentation was very informative, the event centerpiece.
- 59 people responded they want Steve Trautman to contact them.

Key takeaways:

- Talent Risk silo matrix
- Driving knowledge transfer from the person learning it, not the person teaching it.
- Do they understand the 'Big Picture', especially new hires?
- 9 Questions
- This is not an aging workforce problem, it is a unique knowledge transfer problem.
- Part-time employment/flexible schedule for about to retire workers.

Additional information needed by attendees:

- Retention/Onboarding strategies
- Recruitment
- How to ask employees about retirement
- Attraction to non-traditional/part-time/ impacts to insurance/flexible work schedule best practices
- ROI for upper management
- Succession planning
- Engagement activities for millennials and generational differences
- How much is Medicare/Part B

21 different organizations answered they have a best practice(s) in the following areas:

- Talent retention
- Transitional programs for older workers
- Recruitment
- Upskilling the workforce
- Generational differences
- Safety

Ann will email the respondents for more information about their best practice. The information received will be discussed at the next meeting.

Members agreed to build upon this event, as it is a hot topic. Opportunities to grow member retention learning will continue to be studied. Roundtable, panel and/or a breakfast series (possibly held quarterly) can be part of this. SHRM credits could be offered. The NEWMA TRM webpage will be updated with new information as it becomes available.

Ann shared that there is a \$50,000 Fast Forward Grant available that could possibly help with the cost of these events. The grant application is due in May.

NEXT STEPS

- ✓ Ann will contact organizations that indicated on their survey they have a best practice they are willing to share with NEWMA.
- ✓ Ann and Linda Bartelt will look into writing for a DWD Fast Forward Grant to help fund retention events.
- ✓ Ann will look into having Steve Trautman be a presenter at the Manufacturing First Expo & Conference in October.
- ✓ Research how many people are in the talent pipeline: high school students, college students, and part-time.

REVIEW TOOLKIT – ALLIANCE WEBSITE

The toolkit is basic, but gives a lot of data. The webpage will continue to be populated.

RETIREE DATABASE

There are many retirees that end up getting a part-time job, due to boredom or to help pay for insurance, expenses, etc. They want a flexible schedule that can include on-demand work. There are taxation/ACA issues to be considered when hiring retirees. What are the options? Mark Hatzenbeller also shared that the 1099 and the opportunity to continue in a part-time role should be discussed with impending retirees, before they leave the organization. More learning is desired in this area. Ann suggested possibly partnering with a member staffing agency.

NEXT STEPS

- ✓ Ann will reach out to a couple of insurance companies to get their perspectives of hiring retirees. A presenter for the April 23 meeting will be sought.

NEXT MEETING

The next Talent RISK Management meeting will be Monday, April 23, 2018 at Laminations in Appleton, 8:30 to 10:00 a.m. Agenda:

- ✓ Retention Learning - Building Upon the Summit
- ✓ Fast Forward Grant Update – Ann Franz & Linda Bartelt
- ✓ 1099 & Retiree Insurance Considerations - Presenter