

**NEW Manufacturing Alliance**  
**TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE**  
**Meeting Minutes**  
**Laminations - Appleton, WI**  
**Monday, April 23, 2018 - 8:30 to 10:00 AM**

**ATTENDEES:** Linda Bartelt (via phone)-NEW ERA, Brandon Buchholz-Heartland Label, Michelle Froeheke-R&R Insurance, Ann Hendricks-Novolex, Liz Johnson-R&R Insurance, Chris Linn-A-Tech, Lori Rausch-Laminations, Dean Stewart-St. Norbert College, Claire Wittmann-KI, Ann Franz-NEWMA, Debbie Thompson-NWTC

**REVIEW ALLIANCE MEMBERS' BEST PRACTICES & NEW INFORMATIONAL EVENTS FOR MEMBERSHIP**

Survey results of companies with a best practice they are willing to share were reviewed. Discussions included:

- Providing company information creatively after submitting an online application (i.e. president of the company has a video that addresses the job seeker).
- Processing applications quickly, so job offers can be made. Heartland Label Printers have their supervisors review online applications immediately after the job candidate submits their resume. The supervisor can directly contact applicant and do a phone screen and then invite them for an in-person interview the very next day.
- Choosing seasoned employees to develop a one best way of doing something. This team would then be trainers for that best way process when onboarding new employees.
- Bring back retirees when there is a shortage of workers.
- Offering free items and/or a cash bonus to applicants as an incentive to apply.

After reviewing the grant discussed at the last meeting, it was determined it did not fit with the Alliance's efforts. Best practices will continue to be reviewed for Alliance group presentation opportunities. Companies that did not respond to an email requesting information about their best practice will be called. **Members are encouraged to email Ann with any best practices they would like to share with the Alliance.**

**TALENT PIPELINE - # OF COLLEGE & HIGH SCHOOL STUDENTS, PART-TIME WORKERS**

The state's labor analyst reported enrollments at the New North colleges:

MPTC	6041	UW Marinette	498 (Fall 2015)
FVTC	10890	UW Manitowoc	N/A
LTC	2653	UW Fox Valley	N/A
NWTC	10253	Marian	1974 (1487 undergraduate)
UWGB	7029 (6757 undergraduate)	Lakeland	3230 (2537 undergraduate)
UWO	13958 (12484 undergraduate)	Ripon	793
UW Sheboygan	731 (Fall 2013)	Silver Lake	429 (357 undergraduate)

Total of High School Students in the New North: 59,784

Total of individuals working part-time in the region:

15-34 hours a week – 127,069

1-14 hours a week – 34,609

The K/12 Task Force is discussing having companies sponsor high school students who are taking dual credit classes. Companies would hire them and pay for their classes. A job fair and signing day would be held at Lambeau Field. Students who sign with a company could receive that company's logo hat, etc. It is hoped to begin this program in fall of 2020. Gateway Technical College has been hosting a similar program, with their signing day on 5/2/2018.

**1099 & RETIREE INSURANCE CONSIDERATIONS**

Liz Johnson, account manager, of R&R Insurance gave a brief Medicare overview. As a person becomes eligible for Medicare, they have options for their health insurance coverage. R&R Insurance has an individual insurance department that can provide group and one-on-one presentations. They can help individuals with:

- Reviewing their option of enrolling into Medicare or remaining on an employer's plan.
- Understanding traditional Medicare.
- Understanding Medicare Part C Advantage plan.
- Evaluating Medicare Part D (prescription drug) coverage options.
- Understanding requirements to enroll in Part B if working for a small employer.
- Being proactive to Medicare regulations and changes.

R&R Insurance is planning a full presentation the end of May or June. **Members are encouraged to contact Ann if they would be interested in attending this type of event.**

#### **NEXT MEETING**

The next Talent RISK Management meeting will be Tuesday, May 22, 2018 at St. Norbert College, 8:30 to 10:00 a.m.

Agenda:

- ✓ Best Practices
- ✓ Talent Pipeline