

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE
Meeting Minutes
St. Norbert College – De Pere, WI
Tuesday, May 22, 2018 - 8:30 to 10:00 AM

ATTENDEES: Jennifer Brown-Fox Cities Regional Partnership, Chris Linn-A-Tech, Dwayne Long-Jacobs, Sonia Otte-Sargento, Dean Stewart-St. Norbert College, Ann Franz-NEWMA, Debbie Thompson-NWTC

REVIEW BEST PRACTICES FROM ALLIANCE MEMBERS & NEW INFORMATIONAL EVENTS FOR MEMBERSHIP

- Retention
- Recruitment
- Succession Planning
- Upskilling the Workforce
- Other

Bassett Mechanical is doing a number of things in regard to leadership development and team building. Trainings utilized include; Bright Management, 9-Box, and SNC's leadership program. Chris Linn also shared that the most important thing is the company must be willing to make an investment in developing and training their employees.

The [Center for Exceptional Leadership](#) (CEL) at St. Norbert College was instituted in 2016 to provide developmental opportunities for the region's business leadership. The CEL offers a highly individualized program of assessment, planning, development, coaching and mentorship, all focused on building confident, visionary champions. The leadership development needs of two cohorts are addressed: an organization's established, senior leaders, and its emerging leaders. State-of-the-art assessment tools, data-driven best practices for leadership development, and exceptional support from certified facilitators, coaches and mentors combine to instill behaviors and practices critical to the creation of high-performance organizational cultures.

The Des Plaines Chamber (Illinois) offers a 10-week boot camp for veterans who have been honorably discharged and are having trouble adjusting to civilian life, including difficulty making a career transition. The program provides vets with the tools they need to be successful. Their program provides; a personal laptop with Microsoft Office Software, food and apparel gift cards, professional resume package, 1-year auto maintenance package, career counseling, mentorship and more. Ann will further research this program and report back.

Dean shared that the military had been looking to partner with technical colleges to establish credit for veterans' military experience and classes. This would be a good partnership between NEWMA, the technical colleges, and the military. Dean will send Ann the contact information so this initiative can be further pursued.

NEXT STEPS

- ✓ Chris will send Ann a Bassett Mechanical best practices overview with bullet points for the website.
- ✓ Ann will be emailing the membership regarding the Great Lakes Naval Job Fair on May 31. All soon-to-be discharged branches of the military can participate. \$16+ per hour jobs will be promoted.
- ✓ Ann will research and share information regarding the Des Plaines Chamber's Veterans Back to Work Boot Camp.
- ✓ Ann will follow-up with Lisa Barbour regarding partnering with military veterans and tech colleges to establish credit for military experience/classes.
- ✓ Ann will follow-up with Lisa of Nicolet Plastics to present on their best practices at the July 24 meeting.

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

Attendees reviewed the Wisconsin labor analyst's reported enrollments at New North colleges.

- There are declining enrollments across the country for MBA programs, as there are many other learning options available.
- Over 90% of regional employers offer tuition reimbursement, while less than 20% of employees utilize the funds.
- Employers should consider offering tuition reimbursement for their part-time employees attending college.
- Sargento offers tuition reimbursement to its full (after 90 days) and part-time (after one year) employees.
- A Manufacturing Leadership Academy for Dual Credit Students is being developed by the K-12 Task Force. They are targeting:
 - High school juniors and seniors that are enrolled in at least two manufacturing related transcribed credits.

- Underemployed individuals within three years of high school graduation that have taken transcribed courses in manufacturing.
- 19 to 30 year olds who dropped out of college.
- Transcribed credit and credit for prior learning options can increase the likelihood someone will complete their program.
- Work with colleges on a joint campaign where employers pay for tuition. A lot of employers already pay but want the employee to work full-time.
- St. Norbert College has its largest class coming in for fall 2018.

NEXT STEPS

- ✓ Ann will get breakdown of part-time workers and where they are working.

HALL OF FAME TALENT POOL

Members are interested in establishing a pool of retirees who can fill-in for manufacturers as needed.

- Questions: Partner with an agency? Develop a reciprocal agreement?
- Develop the pool and give options, but don't put parameters on it. Wait and see how it grows and what drives people.
- Determine what retirees and manufacturers are looking for. What are their interests and motivation? How many hours?
- Many retirees fall short when having to pay for health insurance.
- Host a conference for 55 to 65 year olds that discusses the realities of retirement, including governmental requirements. Chris is willing to facilitate a focus group or discussion.

NEXT STEPS

- ✓ Ann will research to see if there is a conference or training offered in this regard.
- ✓ Sonia will check with the Sargento benefits team for further information.
- ✓ Survey individuals that are about to retire about their interest in working part-time, short-term, etc.

NEXT MEETING

The next Talent RISK Management meeting will be Tuesday, July 24, 2018 at KI in Green Bay 8:30 to 10:00 a.m. Agenda:

- ✓ Nicolet Plastics Best Practices Presentation
- ✓ Best Practices & Related Events
- ✓ Talent Pipeline
- ✓ Hall of Fame Talent Pool