

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE MEETING MINUTES
KI – Green Bay, WI
Tuesday, November 20, 2018 - 8:30 to 10:00 AM

ATTENDEES: Linda Bartelt-NEW ERA, Jennifer Brown-Fox Cities Regional Partnership, Brandon Buchholz-Heartland Label Printers, Rachel Juley-GB Packaging, Sonia Otte-Sargento (via phone), Claire Urness-KI, Rose Weiler-WS Packaging Group, Ann Franz-NEWMA, Debbie Thompson-NWTC

FOX CITIES REGIONAL PARTNERSHIP BENEFITS SURVEY RESULTS – JENNIFER BROWN

The Fox Cities Regional Partnership launched a comprehensive benefit survey. Data was collected August 1 through September 30, 2018. The survey consisted of 238 questions and had 268 respondents, 25% being manufacturers. Approximately 40% of the respondents were from companies that had between 100-500 employees.

A thoughtful benefits package helps employers; increase productivity, attract top talent, and reduce turnover. The goal of the survey is to provide regional employers with the information they need to remain competitive.

Family Friendly Workplace Policies can include:

- Flex-time
- Remote work
- Maternity/paternity leave
- Parental leave
- Family medical leave
- Employee & family health benefits
- Child care
- Family-oriented environment
- Dry cleaning allowance
- Clothing allowance
- Picnics

The survey looked at how companies are supporting employees and their families. Child care is an important consideration for working parents. Family friendly solutions include; flex-time, onsite childcare, and financial support.

Some of the companies reported offering benefits such as:

- Vending machine credits
- Dry cleaning
- Clothing/Uniform allowance
- Paid personal days

Access to the Fox Cities Benefit Survey is free to businesses and organizations that participated in the survey. There is a \$125 charge for access to the survey if you didn't participate. Additional info can be found by visiting <http://www.foxcitiesregion.com/benefit-survey/> Contact [Jennifer Brown](#) with any questions.

The taskforce discussed whether there was a survey instrument to measure the effectiveness of the company's benefits program. Brandon shared that Gallup has a survey that his company uses to understand effectiveness for their employees.

NEXT STEPS

- ✓ Brandon Buchholz will share Gallup contact information with Ann. Heartland Label Printers adapted a Gallup Survey and administered it at their company.
- ✓ Ann will follow-up with Mike Kwaterski of PCMC regarding their employee engagement.
- ✓ Jennifer Brown will see if one of their survey respondents can present at a NEWMA meeting.
- ✓ Best practices will be shared by members at the March full membership meeting.

OCTOBER EVENTS & INTERNSHIP DRAFT DAY RECAP

- October is Manufacturing Month – The **Fox 11 Ad Campaign** had 24 companies participate.
 - The All Stars commercial will be aired in November.
 - In January, the Alliance will air a commercial featuring a parent and son who both work at CMD Corp.
 - The Alliance now owns a new domain name: www.manufacturing.careers.

- October 2 – The **Get Real Math Premiere** hosted 241 attendees, representing 93 different schools.
- October 23 – **UEDA Award** – the Alliance in partnership with NEW ERA received the Talent national award for Internship Draft Day.
- October 23 – The **Excellence in Mfg./K-12 Partnerships Awards** hosted 385 attendees. The auction raised \$11,080 for college scholarships.
- October 23 – The new **OEM Supply Chain Networking Meeting** had over 100 attendees at the Manufacturing First Expo. Only exhibitors were invited to meet with Oshkosh Corp., Foxconn, and 15 other OEM's/large manufacturers.
- October 23 – The **ACP Partnership Meeting** had 102 attendees.
- October 24 – The **Manufacturing First Expo & Conference** hosted 1,134 attendees. 550+ high school students learned about various manufacturing careers and heard a presentation from Oshkosh Corp.
- October - The Alliance sponsored bussing for 1,000+ students to go on plant tours.
- November 8 – **Internship Draft Day** had 57 companies and 200+ students participate. The number one draft pick was from UW Stout. Several companies have made employment offers to 2018 IDD students.
- 169 companies participated in the **Vitality Index Survey**. Results will be announced in December.

HALL OF FAME TALENT POOL SURVEY

Many people are planning for retirement but may not be ready to fully retire when the time comes. Members would like to possibly develop a talent pool, based on employee post retirement employment desires. The members of the Hall of Fame (HOF) talent pool would represent the best of the best, having been nominated to the HOF.

The Alliance can sponsor focus group sessions with potential retirees to learn more about their thoughts on retirement and future employment. This data will be used to craft the survey that will then be distributed to Alliance member companies. These employees will represent various manufacturing professions (production, engineering, maintenance, IT and supervisors). Based on these sessions, an anonymous survey will be developed and administered to the following age groups; 55 – 59, 60 – 64, 65 and older. Respondents will be asked their employment status desires. Participants can create an editable profile. Survey questions can be developed around the following.

- Part-time – Establish the number of hours.
- Full-time
- Seasonal (short-term), long-term
- Remote or onsite
- On payroll or contract
- Staffing agency
- Benefits – The impact of work on benefits will need to be discussed. Are benefits needed to stay?
- Willingness to work at another company
- Same role or different

Some companies may need to setup a kiosk to have employees take the online survey. A printed survey could also be administered if needed.

NEXT STEPS

- ✓ Ann will put together information to share with members at the January meeting.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management meeting will be on Tuesday, January 22, 2019, at Green Bay Packaging, 8:30 a.m.

Agenda:

- ✓ Best Practices - Benefits
- ✓ Hall of Fame Talent Pool Survey
- ✓ Encouraging Women to Pursue Manufacturing as a Career
- ✓ Next meeting date/time/location/agenda