

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE MEETING MINUTES
Green Bay Packaging – Green Bay, WI
Tuesday, January 22, 2019 - 8:30 to 9:30 AM

ATTENDEES: Linda Bartelt-NEW ERA, Jennifer Brown-Fox Cities Regional Partnership, Brandon Buchholz-Heartland Label Printers, Sheila Curtin-NWTC, Rachel Juley-GB Packaging, Chris Linn-A-tech, Dwayne Long-Jacobs, Sonia Otte-Sargento, Lori Rausch-Great Northern Laminations, Claire Urness-KI, Ann Franz-NEWMA, Debbie Thompson-NWTC

2018 REVIEW OF THE TALENT RISK MANAGEMENT TASK FORCE

- Worked on the Retired Worker Survey.
- Hosted Steve Trautman. – Developed content for the meeting.
- Researched best practices.
- Jennifer Brown shared results from the Fox Cities Regional Partnership Benefit Survey.
- Brandon Buchholz discussed HLP best practices, including the book *Monday Morning Leadership*.
- Hosted illumyx. They discussed internal cultural drivers and barriers.
- St. Norbert College shared best practices.
- Worked on establishing the Hall of Fame.
- Hosted R&R Insurance regarding retiree health insurance considerations.

HALL OF FAME TALENT POOL SURVEY

Members reviewed and edited the survey draft. The goal is to develop a directory of people, including their work preferences, interested in working part-time after they retire. The survey will be administered by an outside source to employees age 55+, emphasizing the results will be kept confidential. Results will provide a pulse point of what employees nearing retirement are thinking.

The survey will be finalized at the 2/26/2019 meeting. The March full membership meeting will be an opportunity to educate members about the importance of the survey. The membership will be able to share it with their employees following the March full membership meeting.

Ann stated there would be a reception for the Hall of Fame employees. There would also be an informational seminar offered for those who accept this role.

ENCOURAGING WOMEN TO PURSUE A CAREER IN MANUFACTURING

Member are researching opportunities to get women interested in manufacturing. Wisconsin's Women in Manufacturing chapter was disbanded. Ann will contact the organization to see if NEWMA can sponsor a chapter, focusing on production and engineering roles. She will follow-up with members at the 2/26/2019 meeting.

2019 INITIATIVES

- Hall of Fame
- Retention Mentorship Program – Consider best practices for retention strategies.
- Partnership with My Brother's Keeper
- Microsoft Grant – Training for Underemployed People

DELOITTE & SHRM REPORTS

These reports will be reviewed at the 2/26/2019 meeting.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management meeting will be on Tuesday, February 26, 2019, at Sargento (Hilbert), 8:30 a.m.

Agenda:

- ✓ Finalize the Hall of Fame Talent Pool Survey
- ✓ Encouraging Women to Pursue Manufacturing as a Career
- ✓ Deloitte & SHRM Reports
- ✓ Next Meeting Date/Time/Location/Agenda