

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE MEETING MINUTES

Heartland Label Printers – Little Chute, WI

Tuesday, April 23, 2019 - 8:30 AM

ATTENDEES: Linda Bartelt-NEW ERA, **Brandon Buchholz**-Heartland Label Printers, **Michelle Froehlke** – R&R Insurance, **Chris Linn**-A-tech, **Dwayne Long**-Jacobs, **Matt Merrick** – Jacobs, **Will Robinson** – Forsite, **Ann Franz**-NEWMA, **Debbie Thompson**-NWTC

RETIREMENT INTENTIONS SURVEY

Members did a final survey review. The survey will be sent out in early May, with the hope of getting at least 100 respondents. Ann will ask employers to let her know if they administer the survey to their employees.

RETENTION ARTICLES – DEVELOPING A COMPANY BUDDY SYSTEM

The retention articles are valuable and will be included on the NEWMA website's 'Resources' page. A buddy system may help an employee stay in their job and is an important piece of the onboarding process. This could include having the buddy/mentor meet for a relaxed lunch, prior to starting their position. There was an overview regarding both the Oshkosh and Great Northern Laminations Buddy programs.

The My Brother's Keeper partnership will include a buddy/mentor for each participant. A Microsoft grant will provide training funds.

ENCOURAGING WOMEN TO PURSUE A MANUFACTURING CAREER

Linda Bartelt shared that reviewing the males vs. females enrolled in a manufacturing degree programs (engineering, electro-mech) at the 2 and 4 year colleges in northeast Wisconsin, found only 8% are female and 92% are male. However, progress is being made compared to enrollment in past years. In general, there is much work that needs to be done.

- Girls want to know what it is like to work in a role. What's involved? The STEM Task Force will be working on this.
- Encourage female college students in manufacturing related degree fields to promote to other females.

The Talent Risk Task Force will work on the post high school population, while the K-12 Task Force will be working with the school age students. The Talent Risk Task Force will target ages 19+ with no college/limited college.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management meeting will be on Tuesday, May 28, 2019, at Jacobs, 8:30 to 10:00 a.m.

Agenda:

- ✓ Retirement Intentions Survey – Review Results
- ✓ Developing a Company Buddy System
- ✓ Encouraging Women to Pursue Manufacturing as a Career
- ✓ Next Meeting Date/Time/Location/Agenda