

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE MEETING MINUTES
Laminations – Appleton, WI
Tuesday, November 26, 2019 - 8:30 AM

ATTENDEES: Valerie Bolden-Barrett-WorkMarket, Michelle Froehlke-R & R Insurance, Jim Hartnett-InitiativeOne, Mike Kandel-WorkMarket, Beth Kleinke-BPM, Inc., Chris Linn-A-Tech, Chad Messner-R&R Insurance, Jonathan Meulemans-von Briesen & Roper, Kirk Muenzenberger-ADP, Tammy Pionke-Consolidated Machine, Lori Rausch-Great Northern Laminations, Jeff Sachse-UWO, Ann Franz-NEWMA, Debbie Thompson-NWTC

WORKMARKET – MANAGING HUMAN RESOURCES – MIKE KANDEL

Member companies are facing the challenges of an aging workforce and want to leverage opportunities to further their businesses. Approximately 25% of the workforce is approaching retirement. People are living longer, and it is more expensive than ever to live in the U.S. This necessitates the need for additional income during retirement. 74% of NEWMA retirement survey respondents shared they would like to work part-time after retiring. Most preferred to stay with their same company. Project work is common for retirees.

WorkMarket, an ADP company, offers a platform for managing retiree; work preferences, skillsets, location, experience, etc. A “labor cloud” can be built based on what is important to the Alliance. It is a tool that organizes a group of people in one system that can facilitate worker engagement, employee payment, reporting, dispatching and more. Companies can search for individuals that meet their criteria. Workers can be engaged via WorkMarket’s mobile application and/or email. Employees are termed as contractors.

WorkMarket aims to simplify the process. A lot of times a talent stream is overlooked. This platform can encourage engagement of people who may get overlooked in filling roles. The concern was raised regarding the difficulty of some employees entering retirement to learn a new software system.

A contractor (employee) can be invited to your own private network. Companies can set requirements within the system. WorkMarket software facilitates the processes. The community of labor can be managed and recruited through NEWMA and offered as a member benefit.

Next Steps

- ✓ Mike Kandel will send Ann a PPT to share with the membership.
- ✓ Ann will consult with the Alliance’s BOD regarding this initiative.
- ✓ A webinar can be hosted so members can visualize the process and discuss end goals.
- ✓ The membership can be asked their level of interest in participating. Are we duplicating work? What do companies do today to catalogue talent going out the door?
- ✓ If interested, WorkMarket leadership can host a conversation. How do you educate and market to an exiting employee that this is worth their time? How do you apply a project based mindset?
- ✓ The software could be piloted with a few larger companies. Is the program more appealing if recruitment goes beyond retirees?

RETIREMENT SEMINAR

Members are looking to host a May 2020 retirement seminar, possibly at Fox Valley Technical College’s Bordini Center, Appleton. The 4-hour seminar would be held on a Saturday morning. Ann will coordinate with FVTC to finalize the date. Attendance will be capped to the employee and their significant other. In addition, HR leaders will be invited to attend that have employees at the seminar. There may also be an opportunity to host this type of event at a larger company for their employees.

An introductory session will be held, in addition to individual breakout sessions. Ann reached out to members to identify potential speakers for the various subject areas. Topics include; Medicare, wills & estate planning, employment, SSI, emotional side of retirement (ERC), health planning (geriatric medicine), and the YMCA.

The focus will be wellness. Company wellness coordinators can be asked to speak. Each topic will offer action items. Speakers can establish the most common mistakes people make regarding their topic. Provide testimonials. What do I want to do in retirement? Attendee questions will be encouraged.

Ann distributed an executive summary of NEWMA's retirement survey that will be shared at the December 5 full membership meeting. She will briefly discuss the May 2020 retirement seminar, stressing that many individuals want to work part-time year-round after retiring. This could prompt companies to reexamine their policy of part-time, year-round work.

Insight on Manufacturing magazine's November issue had a cover story spotlighting the Talent Risk taskforce's work. The title of the article is 'Age of Unease: Retirements raise lingering questions for manufacturers and workers alike.'

APRICITY LABOR POOL

Apricity is a non-profit that helps individuals with substance abuse disorders. Their organization also has a labor pool NEWMA member companies can tap. Ann will coordinate having one of their reps present at the 1/28/2020 meeting. During 2020, the Talent Task Force will establish a recruitment method for the various specialty labor pools.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management meeting will be on Tuesday, January 28, 2020, at InitiativeOne (Green Bay), 8:30 to 10:00 a.m. Agenda:

- Apricity Labor Pool Presentation
- WorkMarket Platform Feedback
- Retirement Seminar
- Next Meeting Date/Time/Location/Agenda