

**NEW Manufacturing Alliance**  
**TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES**  
**Tuesday, August 25, 2020 - 8:30 AM**

**ATTENDEES:** Jennifer Brown-Fox Cities Regional Partnership, Pam De Leest--The H.S. Group, Michelle Froehlke-R&R Insurance, Beth Kleinke-BPM, Denise Knutson-The H.S. Group, Lori Laus-Great Northern Corp., Chris Linn-A-Tech, Jon Meulemans-von Briesen & Roper, Will Robinson-Forsite Benefits, Ann Franz-NEWMA, Debbie Thompson-NWTC

**2020 NORTHEAST WISCONSIN BENEFIT SURVEY – JENNIFER BROWN**

This is the 3<sup>rd</sup> year the Fox Cities Regional Partnership has conducted the benefits survey. Participation helps employers understand the benefits that are driving change in the workplace. By taking the [SURVEY](#), participants receive a free digital copy of the results. For those not taking the survey, the results can be purchased for a nominal fee. **The survey deadline is 9/4/2020.** Members are encouraged to participate.

This year's survey has been reduced to 222 questions, with an effort on being very comprehensive. COVID specific questions were added, with a concentration on an employee friendly workplace. At November's Talent Risk Task Force meeting, Jennifer will give an overview of the survey's results.

**RETIREMENT READINESS SEMINAR**

Ann contacted all the presenters regarding the cancellation, due to COVID, of September's in-person Retirement Readiness Seminar.

Michelle shared that R&R Insurance could provide a Zoom session on Medicare. Discussion followed. Members would like to offer the Medicare and any of the other Retirement Readiness Seminar trainings via Zoom. This would also be an opportunity to spotlight member organizations. In October/November, the Zoom offerings can be sent to the membership. The full in-person event could still be rescheduled for a future date.

✓ ***Members are asked to check with their organization to see if they can provide their Retirement Readiness Seminar presentation(s) via Zoom for fall 2020.***

**COVID-19: NEWMA RESPONSE & BEST PRACTICES SHARING**

- Concerns have been raised regarding fogging, due to the wearing of masks/goggles.
- All types of professions are getting interviews and offers, however senior level positions are less available.
- It is difficult to find production employees, while office positions receive many applicants.
- This afternoon, Forsite Benefits is hosting the webinar: *Legal Talk: Navigating the New and Old Leave Laws in Light of School Reopening (or Closing)*. For questions, contact Will Robinson.

**TALENT RISK TASK FORCE 2020/2021 FOCUS AREAS**

Members reviewed the following potential Talent Risk Task Force focus topics.

- Generational Differences
- COVID
  - Remote workforce
  - Children not in school
  - Breakouts within a company
- Employee Experience
  - How employee benefits play a role in company growth
  - How do we build a benefit/total rewards program to attract and retain employees?
  - Employee friendly workplace
- Leadership & Succession Planning
- Diversity & Inclusion

Ann asked members what two topics from the list they would most like to work on in the coming months, in addition to the Retirement Readiness Seminar/Zoom sessions. After much discussion, it was determined that Employee Experience and Diversity & Inclusion would be the focus topics. By taking a positive/collaborative approach, it is felt that much can be accomplished. Leadership and succession will be covered in the future.

### **Employee Experience**

- There is a lot of buzz regarding employee experience.
- GBAPS and Appleton schools are starting the school year 100% virtual. How do you manage work when your students are not in school, instead at home?
- How do benefits tie into a total rewards package?
- Employee Experience is so important, due to the difficulty in finding production employees, in addition to the variance in benefits offered by companies.
- Knowledge Transfer - New employees coming out of the tech schools may not be fully prepared, due to a lack of hand-on training. Task Force members would like to revisit knowledge transfer, including the app that was presented at a prior meeting.

### **Diversity & Inclusion (D&I)**

- D&I is an important topic that continues to be at the forefront of national and local news.
  - LinkedIn Learning offers free, well produced D&I training modules.
- ✓ **Members are asked to watch at least one of the [LinkedIn Learning D&I training videos](#) before the next meeting on 9/29.**

### **Employee Friendly Workplace Certificate – Fox Cities Chamber**

Employers that have demonstrated a significant commitment to promoting work/life integration as well as creating a positive work environment and experience for all employees have been awarded various levels of this certification. In some cases, 83% of millennials were choosing jobs based on work/life integration. The end goal is to retain and attract employees. There are four certificate categories, with aspirational and attainable goals.

- Paid Leave
  - Health & Wellness
  - Financial Support – This is geared toward untraditional benefits.
  - Perks
- ✓ **Members are asked to review the Fox Cities Chamber's – [Employee Friendly Workplace](#) certification information before the next meeting on 9/29.**

### **NEXT MEETING DATE/TIME/LOCATION/AGENDA**

The next Talent RISK Task Force WebEx meeting will be on Tuesday, 9/29/2020, 8:30 to 9:30 a.m. Agenda:

- ✓ Retirement Readiness Seminar/Zoom Sessions Planning
- ✓ COVID-19 NEWMA Response & Best Practices Sharing
- ✓ Talent Risk Task Force Focus Topics:
  - Employee Experience
  - Diversity & Inclusion
- ✓ Results of Millennial Perceptions survey
- ✓ Next Meeting Date/Time/Agenda