

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES
Tuesday, May 18, 2021 - 8:30 to 9:30 AM

ATTENDEES: Pam De Leest-The HS Group/Career Momentum, Beth Kleinke-BPM, Inc., Denise Knutson-The HS Group, Chris Linn, Adam Skarie-von Briesen, Trisha Tetzlaff-Core Financial Resource, Ann Franz-NEWMA, Debbie Thompson-NWTC

FALL 2021 RETIREMENT READINESS SEMINAR

Tentatively Saturday, October 9, 2021 - at FVTC's Bordini Center - This would be a one day, three hour event.

The possibility of offering a hybrid model, in-person and virtual, was discussed. Attendees represent 18 northeast Wisconsin counties. The virtual option was well received by a number of recent attendees and eliminates the time and cost of driving to the event, expanding our reach. In-person attendees often feel more engaged and have the advantage of getting their questions answered more readily. Presenters can present remotely if needed. The event could be hosted on YouTube Live and available for later viewing. Virtual attendees would be included in the live presentation conversations.

Potential topics for the three hour program include being financially ready to retire, estate planning, Social Security, Medicare, and the emotional impact of retirement. The long-term strategy includes offering the Retirement Readiness Seminar every six months, depending upon the interest.

- ✓ Ann will research event costs and contact potential presenters.
- ✓ The HS Group reps will determine how they can best administer their assessment for companies that choose to purchase it for their employees.
- ✓ Ann will contact FVTC to schedule the event at the Bordini Center.
- ✓ The event will be finalized at the July 27 meeting.

FALL 2021 HUMAN RESOURCES EVENT ON KNOWLEDGE TRANSFER

Members are working on a knowledge transfer workshop that could be offered to the membership. This information could also be shared at a quarterly full membership meeting. At the last Talent Risk Task Force meeting, Andrew Schmitz presented his proceed.app knowledge transfer software. Steve Troutman, a knowledge transfer expert, presented at an Alliance quarterly meeting a few years ago and could possibly serve as a keynote.

How do companies retain knowledge? Beth shared that BPM has a clear path for most employees nearing retirement. Senior employees will take photographs, combined with notes, to share their knowledge. After they retire, they may be retained for on-call situations as needed. Capturing tribal knowledge is not always easy.

Ann will research potential speakers. She will also check with Andrew Schmitz to see if he can offer NEWMA members a discount on his knowledge transfer app.

RETENTION STRATEGIES

Finding and retaining employees is a significant consideration for our region. Benefits are very important for anyone considering the acceptance of a position. The Talent Risk Task Force has studied the aging workforce and employee benefits. Members discussed what they would like to further study.

What is the risk of losing employees? What are younger workers' needs that will keep them from leaving a company? Younger workers are very transient. A lot of younger workers are making their decision to work for an organization based on its culture and fringe benefits that are not tangible.

Denise shared that through a generational class a workforce panel was assembled. One person from each generation served as a panelist. Hearing the different perspectives was eye opening. Companies need to be exposed to their thought processes. A similar panel could be assembled at a quarterly full membership meeting. Denise will share some of her related notes at the July 27 meeting.

- ✓ **Attracting & Retaining Younger Workers** - Members are encouraged to research and discuss any related topics, books, and potential speakers at the July 27 meeting.

UPCOMING ALLIANCE EVENTS

May 21 – Mentorship Workshop – Via Webex

June 30 – NEWMA’s 15 Year Anniversary Celebration – at Lambeau Field’s Miller Lite Deck

NEXT MEETING DATE/TIME/AGENDA

The next Talent RISK Task Force Webex meeting will be on Tuesday, July 27, 2021, 8:30 to 9:30 a.m. Agenda:

- ✓ Plan: Fall 2021 Retirement Readiness Seminar
- ✓ Plan: Fall 2021 HR Event on Knowledge Transfer
- ✓ Attracting & Retaining Younger Workers
- ✓ Upcoming Alliance Events
- ✓ Next Meeting Date/Time/Agenda