

# Reimagine Milling Talent

For the Future...



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# Our Discussion for Today

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## Agenda

- Current Labor Market Insights
- Your Labor Struggles
- Trends in Workers
- Moving the Industry Forward
- Actions you can take

**Goal is for this to be a discussion...  
not a presentation!**





# About me...

**Gina Brummels: Ardent Mills**

**Sr. Director Talent, Learning & Team Member Experience**

▼ **20+**

Years in the world of Talent Development – supporting SAP, Supply Chain, Quality, Operations...and much more!

▼ **5**

Years with Ardent Mills in various roles

▼ **3**

Most important people are in this picture...

“

Ability is what you're capable of doing, motivation determines what you do, attitude determines how well you do it

Lou Holtz

”

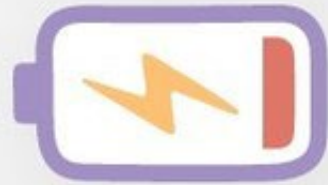


## Limeade Employee Care Poll: The Great Resignation Update



40%

Left their jobs  
simply because  
of *burnout*



28%

Left companies  
*without* another  
job lined up



37%

Were looking  
for better  
*compensation*

limeade

Why  
People  
Are  
Leaving

# The Great Resignation!!

## THE GREAT RESIGNATION

THE  
PORTFOLIO  
COLLECTIVE

Are you ready to **join the movement?**



**73%**  
of workers want  
remote work to stay



**54%**  
are tired of feeling  
**BURNT OUT**



**39%**  
want to be their  
authentic selves at work

**40%**  
of the  
global workforce  
is ready to  
**QUIT**

Industries feeling it  
the most

-  Retail
-  Hospitality
-  Leisure & travel
-  Manufacturing
-  Technology
-  Healthcare

\*Figures shown are from the 2021  
Microsoft Work Index

# Current Labor Market Insights

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23% of employed Americans plan to resign in the next 12 months



The challenge is real...and not going away anytime soon!

What do you think the Turnover rate in Manufacturing was in 2021?

57.3%

How about 2019?

31.6%

In December how many jobs openings Manufacturing in the US?

+856,000



# What companies are doing

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## Offering Incentives

- Sign on
- Long term
- New benefits

## Focusing Internally

- Mobility
- On-the-job experiences
- New technology

## Rethinking where, how & who

- Split work on-site remote
- Expanding talent pools

**74% of professionals feel more energized and focused at home**

*Korn Ferry: 2022 talent acquisition trends*

# Your Labor Struggles

As a table discuss:

- What are you seeing with labor challenges?
- What things have you been doing to overcome?
- Are you offering incentives, looking internally or rethinking where, who, and when?



20 minutes



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# Some Things we are doing at Ardent Mills

Sign on bonus & rate adjustments

Localized Strategies

On-Demand labor

Data Driven Network Changes



Strategic HR & Business Partnership is key

## Example Sourcing Strategy



Nourishing what's next.

### Sourcing Strategy – Commerce City, CO



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# Market Trends

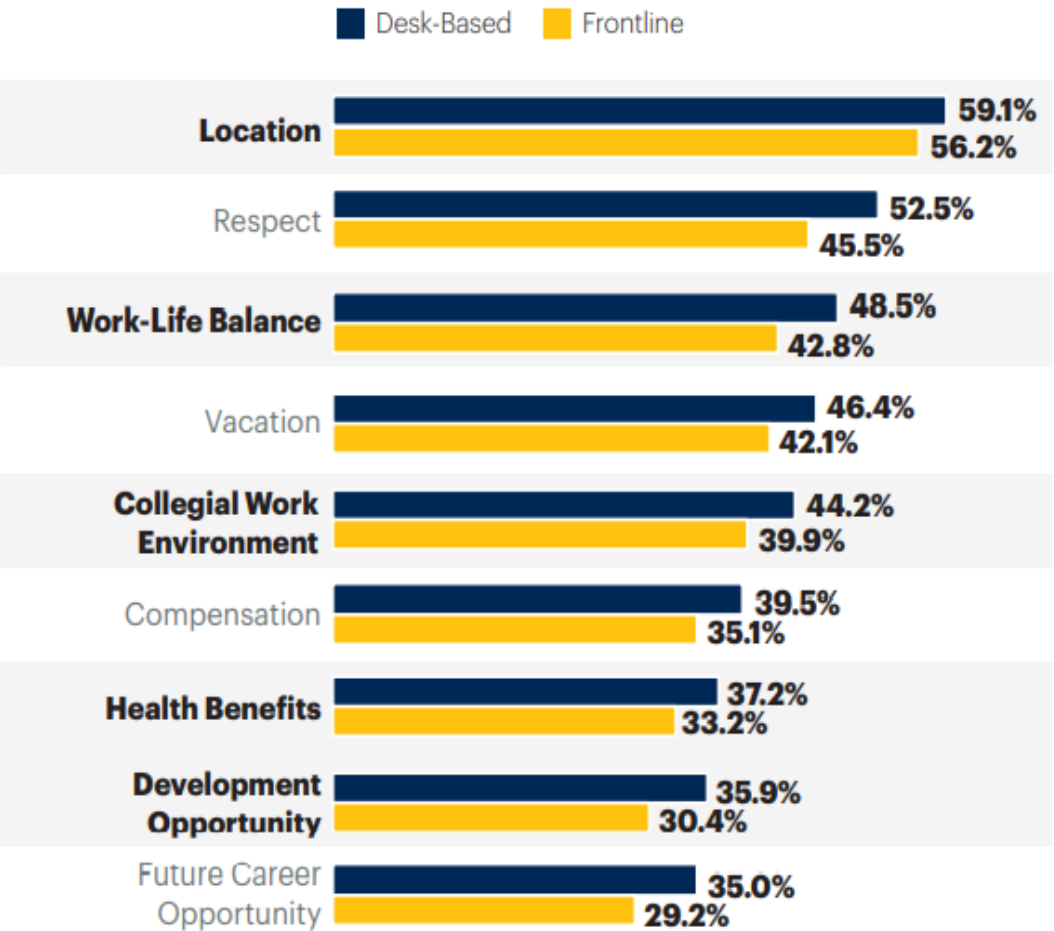
## WHAT PEOPLE WANT



### Vitality

- Focus on Social, Financial and Emotional well being

## Employees Unmet Needs!



n = 72,017 employees  
Source: 2021 Gartner Global Labor Market Survey

# Moving forward our Industry

## As a table discuss:

- What are things we can offer regarding Vitality, Individuality & Purpose?
- How can we reinvent how we do the work in Milling?
- How can we think differently about finding talent for the future?



25 minutes



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# IAOM Milling Marketing Project

Increase the visibility of Milling industry through

- Education curriculums
- Localized packets for companies
- Increase knowledge of career options



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# ACTION PLANNING

## Take a moment to think about:

- Take one of the ideas you heard today
- Think about how you can apply it, influence or make change at your organization



5 minutes



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*Thank you*



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