# Reimagine Milling Talent

For the Future...



## **Our Discussion for Today**

## 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

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

Lou Holtz

**20+** 

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

**v** 5

Years with Ardent Mills in various roles

**v** 3

Most important people are in this picture...



44

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!!

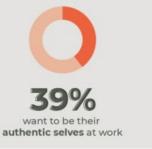


# THE GREAT RESIGNATION

Are you ready to join the movement?







40%

of the

global workforce

is ready to

QUIT

\*Figures shown are from the 2021 Microsoft Work Index

## Industries feeling it the most













# **Current Labor Market Insights**



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



## 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



## Some Things we are doing at Ardent Mills

Sign on bonus & rate adjustments

**Localized Strategies** 

On-Demand labor

Data Driven Network Changes



## **Example** Sourcing **Strategy**



Sourcing Strategy – Commerce City, CO

### **Standard Channels**

- · Post on careers' website Post internally
- Leverage appropriate ERGS: BEAM
- (Black Excellence at Ardent Mills, Women in Tech, Women in Wheat)
- Other? (Job scraping, etc)

Christ's Church Apostolic

Eliaible rehire

- Colorado Community Church
- Mississippi Avenue Baptist Church
- Our Lady of Grace Church
- Zion Temple Church

### **Advertisement Options**

- The Denver Post
- The Denver Gazette
- Local Talk Leader

### Social Media

- Facebook Real Jobs \$15+ Denver Colorado & Surrounding
- Facebook Colorado Employment

- Denver Rescue Mission Rocky Mountain SER/Jobs
- for Progress, Inc. Denver Metro Chamber of
- Commerce Colorado Women's Chamber
- of Commerce
- Washington Street Community Center

- America's Job Exchange
- Adams County Workforce &

Workforce Center

- **Business Center**

- Rocky Mountain News
- KOA NewsRadio 850 AM & 94.1

© 2021 Korn Ferry. All rights reserved

### Diversity/Career Centers

- Diversity.com New Testament Christian Church

Places of Worship

- Our Lady Mother of the Church
- Friendly Baptist Church

### Denver Workforce Development VFW Post 9644

Arapahoe Douglas Works!

Denver Indian Center, Inc.

- King Soopers Marketplace
- Save A Lot
- Mi Pueblo Market

VFW Post 1

- Shop N Save El Mercadito De Tixca
- Safeway
- Spinelli's Market
- Middle East Market
- Pacific Mercantile Company

- Facebook Jobs in Denver and
- Facebook Denver Metro Area
- Facebook Denver Jobs
- Facebook Colorado Jobs Hiring

### Fitness Centers Schools

- Let's Do This Fitness
- 24 Hour Fitness
- Colorado Brazilian Jiu Jitsu Warehouse 41 Fitness
- CorePower Yoga
- Vital Strength and Fitness
- Anytime Fitness
- LoHi Athletic Club
- Iron Warrior Gym
- Club Form Denver

- The French Press
- Grace Coffee Shops Muse Noraebang and Café
- Aviano Coffee Cherry Creek North

Rocky Mountain Electrical

Emily Griffith Technical College

Lincoln College of Technology

Community College of Denver's

Advanced Manufacturing Center

Pickens Technical College

Training Institute

Trades Campus

- Roostercat Coffee House
- Legends Coffee
- Sonder Coffee & Tea
- Unravel Coffee Denver
- Ajuua Mexican Restaurant
- Rosie's Diner Aurora Ink Coffee
- Pho 888 CoraFaye's Café Kim Ba Vietnamese Cuisine
- Cuba Bakery & Café Helga's German Restaurant &
- The Delectable Egg



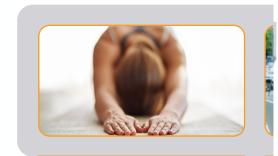


## **Market Trends**

### **Employees Unmet Needs!**

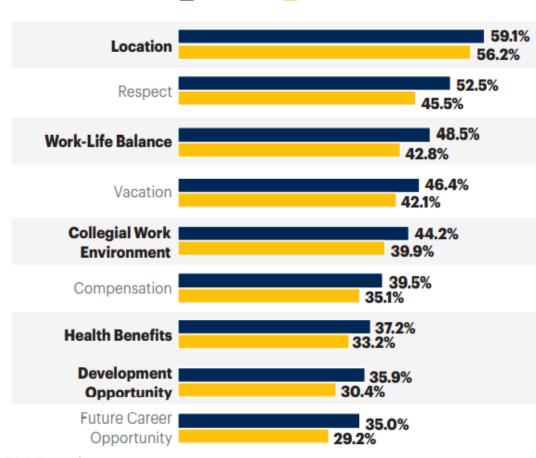
Desk-Based Frontline

### WHAT PEOPLE WAI



### Vitality

 Focus on Social, Financial and Emotional well being



n = 72,017 employees

Source: 2021 Gartner Global Labor Market Survey





# IAOM Milling Marketing Project

Increase the visibility of Milling industry through

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



