

128th

# IARW-WFLO Convention

April 7–10, 2019

Santa Ana Pueblo, New Mexico

## CREATING A PIPELINE OF INDUSTRY TALENT



# Today's Panelists



Dr. Jeremy Lurey • President & CEO,  
Plus Delta Consulting & CHIEFEXECcoach



Mike Pokel • President & CEO,  
Midwest Refrigerated Services



Lori Cogit, PHR • Vice President, Human Resources  
RLS Logistics

# Filling the Talent Pipeline @MRS



- Adjusted wage scale at all facilities
- Implemented 2-pronged approach to hiring: Direct & Temp-to-Hire
- Added weekend shift (36 hours with full benefits & no mandatory OT)
- Implemented Employee Referral Program (up to \$500 over 6 months)
- Enhanced pre-employment processes, including key changes to application, background checks & physical/drug testing



# Filling the Talent Pipeline @RLS

- Sponsor job posts to keep ads at top of recruiting websites
- Screen for & value behavior vs. only technical skills & experience
- Conduct hiring events on weekends & before/after regular work hours to attract those already employed
- Partner with local high schools & offer tuition reimbursement
- Branding company as “employer of choice” to attract local talent

# Other Strategies from across the Industry



- Use of social media & YouTube videos
- Enhanced pre-interview candidate qualification & assessment tools  
*(see [www.criteriacorp.com](http://www.criteriacorp.com))*
- Employee referral programs *(up to \$1,000 “bounty” paid out quarterly)*
- Alternative workforce programs *(e.g., Veterans, recovering addicts, current inmates & parolees)*
- “Co-Op” & “Management Associate” programs through colleges *(3 to 6-month job rotations for Millennial new hires to groom NextGen GMs/leaders)*
- Employee health & wellness programs
- Internal movement & transfer programs between sites

# Retention & Building Our Internal Talent Pipelines



- Enhanced learning management system (LMS) & training programs to develop current workforce (i.e., LEO Academy)
- New benefits like Rewards & Recognition, Company-paid lunches, other Company-hosted events, etc.
- New hire check-ins @ 14 days, 45 days & 90 days
- Wage scale increases @ 1-3-5-7-10 years of service
- Years of Service employee recognition program



# Group Discussion

***What questions do you have for our panel?***

***What are you doing to create your pipelines of industry talent?***



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# Closing & Very Next Steps



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# Tell us what you think!

Complete the short keynote, Cool Innovator and Peer to Peer evaluation on the homepage of the Convention app!

