

# HRQMC Talent Acquisition and Retention Community of Practice Meeting Notes

**Meeting Date:** October 17, 2011

**Meeting Location:** BAE Systems – Norfolk Ship Repair

**Attendees:** Joe Barto – TMG

Chris Broom – RockTenn

Bill Chandler – Manchester Industries

Charles Kane – Busch Vacuum Pumps and Systems

Gary Lawson - TMG

Joe Stark – Bauer Compressors

Dave Thomas – BAE Systems

**Guests:**

JC Brinker – ODU Business Gateway

Scott Wilding – RockTenn

Lisa Peterson – Opportunity Inc.

## 1. Introduction

- Joe Barto began the meeting by reviewing the purpose of the HRQMC Talent Acquisition and Retention Community of Practice group.
- Each attendee gave an introduction and a description of their company

## 2. Minutes

- CoP Group Rules of Engagement
  - Group size 12 to yield 6-8 per meeting
  - Four meetings annually of which May meeting is report out at HRQMC Forum
  - Members to reach out to other community companies to grow group size to 12
  - Members commit to host meetings (and a tour of their facility) periodically
  - Team to coordinate development of 2-3 projects with substance annually
- Joe summarized the history of the HRQMC
- Potential topics:
  - Strategic Business Planning & Alignment
  - Workforce Planning
  - Talent Retention

- On Boarding
  - Workforce Training & Development
  - Current Leader Performance Improvement
  - Building Bench Strength
  - Sharing Best Practices & Lessons Learned
  - Labor Acquisition Pipeline (Best Recruiting Pipelines?)
    - Re-allocate Current Employees
    - Hire Experience
    - Hire New People
    - Work OT
    - Hire Temp Labor
    - Outsource
    - Increase Productivity
    - Change the Process-Lean
    - Increase Capacity-Automate
  - Labor Acquisition Discussion
    - Skill shortages that are common among several companies
      - CNC Machinist
      - Welders
      - Electrician
    - Average worker age is 50-55 for majority of companies
    - Labor shortage will continue to increase
    - Need a project team to address short, medium and long term solution
    - Actions to begin working problem
      - Draft survey to solicit top 3 trades needs from each company – J.Barto
      - Identify name of representative from each company to participate on a project team- CoP Lead Team Members
      - Design Charter – J.Barto or G.Lawson
      - Review Charter with CoP team – All
      - Develop Project Plan- J.Barto or G.Lawson
2. Leader Performance/Bench Strength Discussion
- Leadership Performance Improvement was identified as a critical need
  - Need a project team to develop Leader Development System that can be shared by CoP companies
  - Actions to begin working problem
    - Identify name of representative from each company to participate on a project team- CoP lead Team Members
    - Design Charter – J.Barto or G.Lawson
    - Review Plan with CoP Lead team – All
    - Develop Project Plan- J.Barto or G.Lawson

3. **Next CoP Meeting: February** (February 20, 2012)

- Skilled Trade Projects Review
- Leader Development Discussion
- Next Steps
- Tour