Specialty Cheese Company

Workforce growth despite population decline
We Make Weird Cheese

Indian

Middle Eastern

Hispanic
30 years: Company Growth
40 year life for new factory

• Do we see 40 years of growth in our workforce?
  • Rural population decline
  • Aging out of working years
  • Youth tend to exit
Are there non-working adults who want to work? 

Question: How many adults in your household are not currently working, but want to work full- or part-time?

- □ Answer = 0 is household with working adults
- □ Answer > 0 is “Work-Gap” household

All Responding Households
Final data, n = 330
Question
For as long as you have lived in Dodge County, have any of the following barriers ever prevented you from working or looking for work?

All Responding Households
In-progress data, n = 330
Soft Skills, Safety, Health & Culture

- **Expectations** – Be a safe team player
  - Physical Therapist on site at no cost
  - Health insurance
- **SAFETY INCLUDES EMOTIONS**
- **Compassion** – Part of our job is helping each other do and feel well
- **Feelings matter!** – we teach how to work through difficult feelings
Rideshare

Company picks up employee at their door, returns them at end of shift
Operates 24 hour/day
Costs employee $8/day and Company

33% of our hourly employees use Rideshare

Drivers use their own cars
Company supplements their insurance
We employ nine drivers covering employees to 50 miles from the factory
CHILDRCARE PLANS

- We are in childcare “desert”
  - Build childcare facility on land adjacent to factory. Set pay/benefits high enough to attract high quality staff – and
    keep them. We estimate cost will be $75+/child/day.
    a. Employee pays $30/child/day
    b. Company pays $20/employee/day (same as our Rideshare plan)
    c. WI SHARES pays the remainder. In Dodge County, WI Shares
       up to about $40/day.

• BREAK GROUND April, 2023
Call to Action

• Senator John Jaegler says, “no other business has ever come to me about childcare”.

• Let’s tell our legislators:
  • “We need to add to our workforce those people who want to work but can’t because there is no affordable childcare. Please help us!”