

# Retention Beyond Wages

March 17 — A Learning Conversation

We're getting together to learn about the retention challenge in manufacturing. What are you experiencing? What have you tested? What works? What doesn't?

**When:** March 17

**Format:** A structured conversation, not a presentation

**Who:** HR managers, production supervisors, plant managers

**Zoom link:**

<https://us02web.zoom.us/j/84550117421?pwd=jKn6VI48WKO8mXykWtXhNY7w8UsbN7.1&jst=1>

## **We say they're not motivated. But what's actually going on?**

Here's some of what we've heard:

- *Raising wages can help but is never the whole answer.* Retention eventually comes back to the individual and what matters to them.
- *What looks like a lack of motivation often has a different explanation* — protecting benefits eligibility, managing a childcare schedule, navigating a constraint the employer can't see.
- *Career pathways exist within and across companies but aren't visible to the people who benefit.* These people can't see a future, even when one is there.
- *A development plan built in the HR office has to include support of the supervisor,* but supervisors frequently don't carry the development plan forward.
- *Years of investment in one person, yet they still leave.*
- *Saying "we welcome your input" doesn't undo years of "don't ask questions."* Legacy culture shapes behavior long after the policies that created it are gone.
- *Companies are solving this alone.* Practical approaches that work at one shop are unknown at the next.