

Amcor Flexibles North America

Refugee Employment Program

Matt Bray, Human Resources Director – Amcor Antoinette Heenan, Talent Acquisition Manager – Amcor Benjamyn Deneen, Jewish Social Services of Madison Today, over 80 million people have been forced to flee their homes...

Tomorrow, that number will have grown by more than 37,000 more









Benefits

- Workforce diversification
- Improved retention
- Increased referrals
- Fiscally responsible
- Good for humanity



Recruitment

- Held "Interview Day"
- Included a plant tour
- Talk through expectations and what it's like "Being Amcor"
- Opportunity to bring in large groups at a time, leading to a sense of belonging within their own community



Onboarding

Pre-employment process:

- On-site, rapid drug screening
- On-site, pre-employment physical
- Four-hour on-site session to complete pre-employment documents and attend a Hopes and Fears session







Onboarding

Training:

- One-week classroom orientation
- Three week on-the-job training program
- Cultural training for existing workforce and leadership team







Manufacturing Readiness

rrom 2022 to 2024

Career EXCELerate

- Newcomers gaining new skills(US culture + manufacturing)!
- Partnership with FVTC, Rawhide, World Relief, and employers
- 8-week program







Lessons Learned:

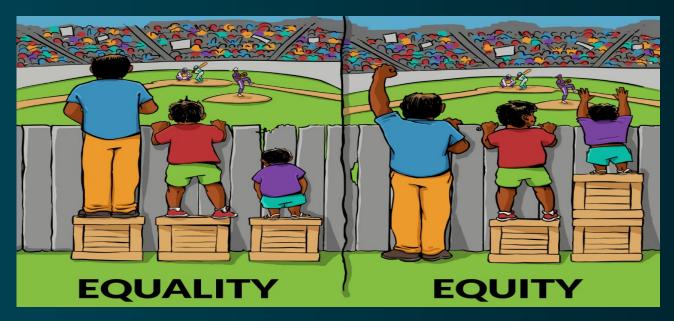
- Hopes and fears session -Education
- Leverageable resources: world relief, Tent Partnership for refugees, UW-Platteville, Fox Valley Tech, Forward Services, ethnic advocacy groups
- Proactive education: equity vs. equality
- Patience and compassion







Equity vs. Equality



Introduced the concept of equity vs. equality to our workforce

Doubts and concerns vanished the moment the allies were released to work on the production floor.







There aren't too many opportunities in your career where doing the right thing for humanity and doing what's best for the business intersect...





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QUESTIONS





