



Conferences that Inspire Solutions

Overarching

Key Takeaways

I. Overview

Taiwan-based Foxconn, the world's largest electronics manufacturer, will soon be opening an advanced manufacturing campus in Mount Pleasant. In preparation for the plethora of changes this will bring to the area, local officials and business leaders from the Reno-Sparks metropolitan area, which experienced considerable growth after attracting the attention of Tesla, traveled to Racine to offer their advice on a number of issues.

II. Key Takeaways in:

a. Economic Development

- With Foxconn bringing thousands of new jobs to the area, many unemployed and underemployed residents will make the jump to full-time employment.
- As unemployment continues to drop, the county will move closer and closer to full employment.
- Young adults will be more likely to remain in the area after completing their respective educations if gainful employment is readily available.
- The population growth generated by Foxconn will facilitate the need for increased hiring in a number of other fields, such as nursing, construction, and public works.

b. Housing

- At present, the county does not have enough housing to accommodate the forthcoming influx of new residents.
- This has the potential to drive up home prices and rental rates, thereby making the area unaffordable for many longtime residents.

- To prevent a housing crisis from occurring, new home construction must begin posthaste, and a heavy emphasis must be placed on multi-family residences, such as apartment buildings and condo developments.
- When planning new home construction, builders should seek to maximize an area's density, as this will prevent developments from bleeding out into neighboring counties.

c. Workforce Development

- To find gainful employment with Foxconn, local jobseekers unfamiliar with advanced manufacturing will need to receive the proper training and education.
- Through educating our local talent pool, we can decrease the likelihood of Foxconn seeking out qualified workers in other areas.
- To ensure that jobseekers are matched with the right positions, staffing agencies and employment specialists should engage in regular communication and form relationships with local technical colleges.
- These institutions should also work with local middle schools and high schools in developing comprehensive career tracks for students interested in working in technical fields.
- Fostering a community that embraces the idea of lifelong learning is crucial to maintaining an adaptable workforce.

d. Talent Acquisition

- Legacy employers with personnel who may be of interest to Foxconn should assume that certain employees will receive better offers.
- Instructors, managers, and shift supervisors with backgrounds in advanced manufacturing will be in particularly high demand.
- Employers who can't afford to compete with Foxconn on the salary front should consider offering other perks, such as schedule flexibility, shorter shifts, and benefit packages.
- Because Millennial members of the workforce favor companies that serve the greater good, legacy employers are urged to emphasize their contributions to society in their recruitment efforts.

e. Public Safety

- Rapid population growth often results in increased criminal activity, which presents a number of challenges for police departments dealing with budgetary constraints.

- Resource-light departments can save money while increasing public safety by hiring more non-sworn officers – i.e., officers with limited legal powers. These individuals can prove helpful in issuing tickets, compiling reports, patrolling high-activity areas, and increasing station efficiency.
- Police departments in cities experiencing massive growth are well-served by community engagement. Sending representatives to local symposiums, neighborhood meetings, and community centers can prove instrumental in building trust with key groups and making residents feel personally invested in public safety.
- Being proactive is essential in combating rising crime rates. This entails consistently patrolling high-activity areas and forming partnerships with neighboring departments and law enforcement agencies across the region.

III. Overarching Takeaway

In putting down roots in Mount Pleasant, Foxconn is providing Racine County with a unique opportunity, albeit one that comes with a number of challenges. To ensure that our community is well-equipped to answer these challenges, we must take Reno’s experience to heart and put the teachings of its local leaders to practical use.