

**NEW Manufacturing Alliance  
TALENT TASK FORCE MEETING MINUTES  
Bemis Company – Neenah, WI  
Thursday, July 14, 2016 – 8:30 to 10:00 AM**

**ATTENDEES:** Toni Aitkin-Tufco, Linda Bartelt-NEW ERA, Kimberly Becks-Tufco, Courtney Bonnett-KI, Vicky Darragh-Nicolet Plastics, Julie Gniewek-UWO BSC, Erynn Hector-Professional Fabrications, Scott Hill-ProSolutions, Nick Kapsa-Plexus, Amanda Kopetsky-Bemis Company, Bobbi Miller-FVWDB, Steve Paider-Tramontina, Ann Franz-NEWMA, Debbie Thompson-NEWMA

### **10-YEAR CELEBRATION**

Over 300 people attended the 10-Year Celebration. Eight nonmember companies attended, with four of them joining NEWMA. Also, as a result of the mailing to nonmember companies, two additional members joined. Currently, there are 31 new member companies this year, exceeding last year's total new members of 29. Additional members are needed to fulfill the Alliance's self-sustaining goals.

### **MACHINE UPSKILLING TRAINING**

Ann shared the BAWDB is working in partnership with the FVWDB, FVTC, LTC, MPTC and NWTC to apply for **America's Promise Grant**. This Department of Labor grant aims to expand tuition free community college programs, as well as serving as a career pathway for the current workforce and job seekers. 25% of the grant can be designated towards incumbent workforce and will focus on getting people trained in electro-mech. The grant application, which will focus on manufacturing and IT careers, is due by late August. Members will know the results by late October or early November. If received, training will begin in spring 2017. The upskilling machine operator training being developed by the Talent Task Force is part of this grant.

Six companies are training their incumbent workers using the Fast Forward Grant (FFG). There are 32 individuals working their way towards a Bachelor's degree in Engineering Technology. Participants meet in a common location for in-person training, as well as have lab time and online training opportunities. The first cohort is going well, allowing for skill building and increased capabilities.

11 companies developed the curriculum in partnership with FVTC and the FVWDB. The curriculum allows participants to upskill in industrial maintenance related roles. The 12-month program had 56 people enrolled, with 46 of them completing the training. Companies paid the employees while they attended training. A number of the participants had not been in the classroom for 30 years, allowing the training to serve as a springboard for getting workers back in the classroom. Bemis Company participated and will provide training for round two next year. Amanda Kopetsky shared that the training has been very beneficial and well-received. Their employees appreciate being invested in and allowed to attend the training during their work hours. Bemis will be hosting another cohort for phase 1. The training also serves as a good retention strategy. By investing in employees, they are more likely to remain at the company. This program will also be replicated in the America's Promise Grant.

### **INTERNSHIP DRAFT DAY (IDD)**

Sponsored by NEWMA and NEW ERA, IDD is a premier college intern recruiting event scheduled for Thursday, November 10 from 3:00 to 7:00 p.m. at Lambeau Field. All NEW ERA colleges and universities have been notified and will be reminded about the event. Faculty will be encouraged to attend. Directories will be created in an effort to strengthen the tie between employers and faculty.

IDD features 20-minute interviews with interns. Students earn points for their interviewing skills, GPA, and student club participation. They can also earn points by Snapchatting or Tweeting about the event. Linda showed a mockup of the IDD website set to go live on August 3. The student page for portfolio and profile submissions is currently being built. Participating employers will be able to see all of the students registered for the event, in addition to having access to their profiles. Employers can encourage an intern to visit their booth or to make an appointment for an interview on another day. Employers will also register through the IDD website. Ann will be sending an email notice to members.

New this year, organizers are expanding their reach outside of NEW ERA. UW-Stout, UW-Platteville and Michigan Tech students are being invited. Sponsors are being sought to pay for student busing (\$3,500) and the food for the network reception (\$1,500). Busing sponsors have the opportunity to bring the students they sponsor to their company to be wowed. If a company would like to sponsor a different school, organizers can work with them. Participating students will be given a jersey that features the sponsor logos. Plexus is sponsoring the buss for Michigan Tech students. M3 Insurance, The Lake Company and Nercon Eng. & Mfg. is sponsoring the networking reception. Sponsors are still being sought. Ann, along with some of the Board of Directors, are going to Michigan Tech to meet with them to develop a recruitment strategy for the event.

**HOW TO HOST A COLLEGE INTERNSHIP – MEMBER TRAINING**

Attendees agreed to again provide internship training to member employers prior to IDD. A large and small company will be represented. Best practices, case studies, and contact information can be shared. Three speakers will be featured at the training that will be held from 8:30 to 10:00 a.m. on September 15 *or* 22, 2016. A centralized location will be sought. Information is forthcoming.

**MANUFACTURING FIRST EXPO COLLEGE STUDENT OUTREACH**

Next Friday is the deadline to register for an exhibit booth at the Manufacturing First Expo. There will be a luncheon on October 20 for invited 2 and 4 year college students in their final year of their degree. Welding students are among those being invited. Students will learn about finding a job, interviewing tips, and why they should stay in the area. Four companies are needed to sponsor the luncheon at \$1,500 each. Sponsors will be able to serve as a panelist, talk about their company, and display their logo, in addition to having a recruiting table. Sponsors will be asked what program students they would like to have at the event, with those identified being targeted. Students will have the opportunity to go on the Expo floor from 1:00 to 3:00 p.m. to talk to employers. Chamber and New North staff will be asked to also participate in the luncheon to share why students should stay and work in the New North.

**EXPANDING TASK FORCE EFFORTS**

Due to large participant numbers and the need for more focused groups, the following new subcommittees are being formed.

<b>K/16 Task Force Subcommittees</b>	<b>Talent Task Force Subcommittees</b>
ACP/Curriculum	Talent Recruitment
Tech Ed Teacher Shortage	Incumbent Worker Training/Grants
Get Real Math	Retired Worker Issues

Members will have the opportunity to learn more about the new subcommittees, before deciding where they would like to dedicate their time. Ann will send a Doodle poll to determine the meeting day/time that works best for potential members.

**NEXT MEETING DATE/LOCATION/AGENDA**

The next Talent Task Force meeting will be held on **Thursday, August 11, 8:30 to 10:00 a.m. at ProSolutions.**