

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
ProSolutions – Green Bay, WI
Thursday, August 11, 2016 – 8:30 to 10:00 AM**

ATTENDEES: Linda Bartelt-NEW ERA, Courtney Bonnett-KI, Lisa Francour-NWTC, Shelly Gagen-Block-Pioneer Metal Finishing, Julie Gniewek-UWO BSC, Brenda Haese-Tramontina, Erynn Hector-Professional Fabrications, Scott Hill-ProSolutions, Nick Kapsa-Plexus, Kathy Koehler-EMT International, Dave McIlheran-Shopko Optical, Ann Franz-NEWMA, Debbie Thompson-NEWMA

INTERNSHIP DRAFT DAY (IDD)

WEBSITE

There is now a new dedicated website for IDD. The website serves as another talent finding resource for employers, even after IDD has taken place. With added utilization, companies can view student profiles before and after the event. Students can view companies' information. Members reviewed the IDD dedicated website. Updates to the website include the following.

- ✓ Add a downloadable PDF registration form so employers can print a copy, if desired. Employers will still need to register electronically.
- ✓ Edit the new member sign-in to read *"Create a New Account"*.
- ✓ Edit the site to allow for different managers within an organization to enter various positions.

IDD RECRUITMENT POSTER

A 'Save the Date' was sent last April to colleges and universities for students. Ann distributed the IDD recruitment poster for review. The poster will be sent to colleges and universities in an effort to recruit students for the event. Schools will be able to make modifications to the poster. Edits include the following.

- ✓ Indicate what Plexus does.
- ✓ Change Lambeau *Stadium* to Lambeau *Field*.
- ✓ Change the wording so it more clearly indicates there are 250 internships available at various organizations.
- ✓ Change the watermark, allowing for more diversity. Linda will provide Ann with some possible images for the watermark.
- ✓ Reword the last paragraph sentence of the flyer to *"This unique event allows you to compete with other students to be the #1 draft pick."*
- ✓ Indicate additional points can be given for Tweeting about the event. Organizers will need students' Twitter handles to determine if this was done.

INCENTIVES

A free kickoff luncheon for career services staff at the schools who are promoting the event and sending students was suggested. Ann also proposed having a traveling trophy awarded to the school with the #1 draft pick.

JERSEYS

Ways of lowering the cost of the V-neck jerseys, while making them a shirt students will want to wear, was discussed. Ann will solicit for two additional \$1,500 sponsors to help cover the cost. The jerseys will be great advertisement for future events.

HOW TO HOST A SUCCESSFUL INTERNSHIP TRAINING

The training event will be held on September 22, 2016 from 8 a.m. until 9:30 a.m. at UW-Fox Valley. Representatives from one large and one small organization will be asked to speak. Linda will contact Oshkosh Corp. to ask them to be one of the companies sharing best practices about designing and implementing internships. EMT International or TIDI Products will be asked to present as well. There will be a portion of the training that will have students sharing their perspective on what makes a successful internship program. Kathy will ask Mike, who is one of her interns, and was the top Internship Draft pick from last year's event to speak. In addition, Julie will find two additional students to speak. Students will be given questions prior to the event. NEW ERA will be donating a book by Michael True on how to have a successful internship as part of the training program.

OTHER IDD NEXT STEPS

- ✓ Companies are asked to complete the registration form for what internships they are recruiting so she can target those students.
- ✓ Ann will be reaching out to companies in regard to bussing.
- ✓ Ann is working on recruiting other colleges.
- ✓ Develop a follow-up survey with graduating seniors who will be attending. It was suggested to request an email that is outside of their school account.
- ✓ Build a database of IDD attendees for possible future hires.
- ✓ Create an IDD LinkedIn page. Give students points for joining.

AMERICA'S PROMISE GRANT/MACHINE OP. TRAINING UPDATE

A subcommittee has been working on this initiative. The program is in two parts, entry and advanced. Each program requires 35 hours of training. Two college credits will be given to those who successfully complete the course. The programs provide strong hands-on and troubleshooting components. America's Promise Grant would pay the entire \$1,100 tuition per student/module. Funding will allow for two employees per company to participate.

Members should know by the end of October if the grant is approved. If approved, the training will begin in spring 2017. The other part of the grant requires companies identify other employees where they would like to have 10 credits of industrial maintenance training. If the grant is *not* approved, members will consider Fast Forward Grant opportunities to fund the training.

MANUFACTURING FIRST EXPO COLLEGE STUDENT OUTREACH

There are \$1,500 sponsorship opportunities for companies to be featured at the college student panel. In addition, NEWMA is sponsoring two \$500 scholarship drawings for those who attend.

Twice a year Ann will be emailing all of the NEWMA sponsorship opportunities. Members reviewed the flyer that will be sent next week. Once finalized, the flyer will be added to the IDD and NEWMA websites.

NEXT STEPS & MEETING DATE/LOCATION/AGENDA

The next Talent Task Force meeting will be held on **Thursday, September 8, 2016 at Pioneer Metal Finishing, 8:30 to 10:00 a.m.** Agenda items include the following.

- Internship Draft Day & How to Host a College Internship Training
- Grants Update
- Manufacturing First Conference
- Follow-up Survey for Participating Graduating Seniors
- Database of IDD Attendees & Possible Future Hires
- Retired Worker Issue – Generate Ideas (Time Permitting)