

Talent Task Force Meeting

September 8, 2016

Pioneer Metal Finishing

8:30 a.m.

Minutes

Attendees: Kathy Koehler – EMT; Brad Pierce – Associated Bank; Jeff Van Ekeren – Associated Bank; Brandon Beard – N.E.W. Plastics; Scott Hill – Pro Solutions; Courtney Bonnett – KI; Melinda Morella-Olson - Imaginasium; Erynn Hector – Pro Fab; Shelly Gageni-Black – Pioneer Metal Finishing; Julie Gniewek – UW Oshkosh; Ann Franz – NEWMA; Sandy Folsom - NWTC

Topic 1: Internship Draft Day

There are 36 companies that are registered for the event. Last year, there were 29 companies that participated in the event. We still have some companies that might still participate and may want to attend to network only. Companies had until September 9, 2016 to get their profiles posted.

The recruitment of students starts the week of September 19. There are several meetings with Career Services, faculty and clubs to get the word out. UW-Stout and Michigan Tech are now working to promote the event. Ann and Sandy will be going to both colleges to recruit students and to speak with their faculty and career advisors. MI Tech has a large career fair on September 27, 2016. Companies that are participating in Internship Draft Day and the MI Tech event will get marketing materials to encourage students to attend the November 10th event.

All of the sponsorships have been purchased. The only one that did not get taken was the UW Platteville bus. We will not be bussing students from Platteville, since there was no sponsor. In total there was \$16,000 in sponsorships that were funded to offset the cost of bussing, food and 300 jerseys.

Volunteers will be needed to staff the event, especially the registration table between 2 p.m. – 4 p.m.

Topic 2: How to Host a Successful College Internship training

30 company reps have signed up for the training event being held on Sept. 22 from 8 a.m. – 9:30 a.m. at UW Fox Valley. Oshkosh Corp. and EMT will be the companies sharing their best practices. UWO will have lined up students to be on a panel to discuss what they are looking for in an internship. One of the students on the panel is the top draft pick from last year's Internship Draft Day. Each participant will get a book and a handbook. The great response reinforces the need for this training program.

Topic 3: America's Promise grant/Machine Op. training update

The grant will hopefully pay for the Machine Op upskilling program was submitted in August. The announcement for who was selected should be in late October. If the Alliance grant is not selected, there are other venues to find funding through the state. The training subcommittee will be meeting at Lakeshore Tech College on September 19 at 1:30 p.m. The training is a 70 hour program with the following features:

Phase 1: Machine Op Basics

Course description: Identification, better understanding and proper safe use of hand tools, fasteners, lubrication, belts, bearings, chains, conveyers, gears and gearboxes with hands-on and troubleshooting emphasis and application of skills. The Basic course is 35 hours. Upon successful completion, replaces 1-credit Machine Mechanics 1; 10-620-121 course in Industrial Maintenance Certificate / Electro-Mechanical Associate Degree

Phase 2: Machine Op Intermediate

Course description: Identification, better understanding and proper safe use of switches, pumps, gaskets, mechanical seals, hydraulics pneumatics, mechanical drive system components related to multiple shaft drives,

heavy-duty V-belt drives, synchronous belt drives, lubrication, and alignment with hands-on and troubleshooting emphasis and application of skills. The intermediate course is 35 hours. Upon successful completion, replaces 1-credit Mechanics 2; 10-620-122 course in Industrial Maintenance Certificate / Electro-Mechanical Associate Degree

The training include the student demonstrating proficiency at the workplace on all of the components listed above. They will be assigned a mentor from the company. In addition there will be embedded into the program a strong focus on troubleshooting and root cause analysis. The goal is to offer these in the spring of 2017 and have them fully funded. Companies who participate on the task force have the first opportunity to participate.

Topic 4: Manufacturing First Expo college student outreach

Due to not finding any sponsors for the lunch portion of the college outreach the program has been modified. Instead of college students coming for lunch, they will instead be invited from 1 p.m. – 3 p.m. to walk through the expo. Companies will be contacted in October, if they are hiring. Students will then be encouraged to visit their booth. Students that will be encouraged to attend will be in the degree fields: CNC, Electro-Mech, engineering, supply chain, and welding,

Topic 5: Retired Worker brainstorming

In 2017 we will have a task force just for this issue. Baby boomers are retiring soon. How do we get the tribal knowledge from the person before they retire? What are companies looking for and what would the membership like to work on in this task force? A question was asked regarding if there is a model that a company is currently using that the Alliance could look at? Nobody thought there was one at this point.

Many felt that technology is not the issue with retirees as it is passing some of them up. However if there is older machinery that no one else knows how to operate, there may be an issue. It may depend upon the position that will determine experience vs. process. A leadership position may leave a void as there may not be a template and experience and skills are more important than process maps. It would be helpful to determine what types of positions would characteristically be more experience and which would be more process oriented.

There was discussion about companies developing good processes and not relying on the experience so someone could come in and have a guide to help train new employees and not rely on the person but rather the process or SOPs.

Pioneer Metal Finishing has looked at retirees going part time to keep them on. They are still modeling out the cost and benefits. They are just starting conversations with people about the possibility of half retiring.

The group felt there is value in exploring this issue further. The task force will conduct a survey of the Alliance Members to understand their needs for the next 1, 3 and 5 years and get more information as well as develop some best practices. A key is getting companies retirement outlook projections, so colleges will understand the demand needs in the future.

There is an opportunity to work with the colleges to partner with them to develop training surrounding developing Standard Operating Procedures and understanding and working with process maps. Faculty really like hands on opportunities, there may be an opportunity to partner with college classes and/or interns.

It may make sense to have a couple companies pilot this before we sharing it with the full membership. It would be helpful to bring in some faculty and talk through this topic. One opportunity would be industry teaching faculty process mapping. There may be grant pay for a consultant to train the faculty. The state has a new grant program for internships that was just finalized. Ann will look into this and report out at the next meeting.

The taskforce may want to host a training conference to focus on the retired worker and how to replace retired work force and building that process.

Key Points:

1. Conduct a retired worker survey of the Alliance members.
2. Have conversations with the colleges to determine their perspective on partnering on this project.
3. Determine if there is grant money to assist with training.
4. Gain an understanding of experience vs. process and how to approach both.

Topic 6: Next Steps and set agenda for next meeting

Ann will be sending out information to find out what task force the membership is interested in joining in October. There will be no meeting in the month of October. The next meeting would be November 10. This is the day of the Internship Draft Day. It would be great if everyone could volunteer to help out at that event!

The next meeting will be held on January 12th at NEW Plastics, 112 4th street, Luxemburg.