

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
Bemis – Appleton, WI
Thursday, February 9, 2017 – 8:30 to 10:00 AM**

ATTENDEES: Cindy Anderson-Bureau of Apprenticeship, Vicky Bayer-Bemis, Courtney Bonnett-KI, Lisa Francour-NWTC, Julie Gniewek-UW-Oshkosh, Erynn Hector-Professional Fabrications, Ryan Herber-BAWDB-LTC, Nick Kapsa-Plexus, Kathy Koehler-EMT International, Linsey Lytie-Bemis, Dave McIlheran-Shopko Optical, Bobbi Miller-FVWDB, Steve Paider-Tramontina, Tim Rall-GPS Education Partners, Jeff VanEkeren-Associated Bank, Ann Franz-NEWMA, Debbie Thompson-NEWMA

FAST FORWARD GRANT (FFG)

Ann shared that the Alliance was awarded an FFG. Much of the work to secure the grant was done through the Talent Task Force. The Grant will pay over \$110,000 worth of training for 18 member companies. Training will begin in April 2017.

WHY LIVE IN THE NEW NORTH?

Checkout the '[North of What You Would Expect](#)' recruitment video created by the New North. This video can be shared and linked on members' human resources webpages.

ADULT APPRENTICESHIP PRESENTATION – SEE ATTACHMENTS

Cindy Anderson, outreach coordinator, DWD - Bureau of Apprenticeship Standards (BAS) presented. Cindy shared that the U.S. Department of Labor awarded the WI DWD a grant (W.A.G.E.S.) that allows for apprenticeship growth and enhancements. The grant will also help colleges with the startup of new apprenticeship training programs.

Manufacturing, healthcare, and information technology (IT) are the three sectors being focused on. Healthcare and IT fields have traditionally not offered "apprenticeships". Newly developed programs will be industry-led and may be modified based on employer training needs. Medical Assistant apprenticeship is being considered for the healthcare sector.

Software Developer and Mechatronics Technician apprenticeship curriculum is currently being established through a process called DACUM, developing a curriculum. School reps and a DACUM panel of experts work together to develop the curriculum. The Mechatronics Technician will be offered online, with a cohort starting in fall 2017 at the colleges.

- Many companies prefer to utilize apprenticeship for current employees, due to the companies know the investment will pay off with the employee staying at the company.
- Workers are paid for their training that is encompassed during their workweek.
- Apprentices must be evaluated to prove they are progressing.
- Apprenticeship programs are smaller, concise versions of larger programs that are tailored to employers' needs.
- Apprenticeship allows for theory to be taught in the classroom, in addition to OJT.
- Apprenticeship training reps are located regionally throughout the state. Ryan Herber and Jill Valdez service northeast Wisconsin for this new apprenticeship program.

Cindy Anderson and the DWD BAS would like members' feedback to further establish employer apprenticeship needs.

- ✓ *Are members interested in the Software Developer apprenticeship curriculum they are focusing on?*
- ✓ *Are there other programs members would like offered as apprenticeships?*

BRAINSTORM TALENT POOLS

For 2017, the Talent Task Force needs to identify two to three talent pools to recruit for the year. A variety of talent pools were discussed. Talent pool criteria will be considered such as; current size of the talent pool, current level of employment, trainable, already qualified, past work experience, etc. Efforts are already being directed towards college grads. Members narrowed the focus talent pools to the following.

- Veterans – Could host an event that invites vets to come to the area.
- Individuals Living Outside of the Region, Including Alumni – Consider promoting at regional high school reunions.

- Youth Apprenticeships & Retention (*The K-12 Task Force does work with YA.*)
- Retired Workers (*The Retired Worker Task Force will be addressing this pool of potential workers.*)
- Targeted Ethnic Groups

✓ **Members are encouraged to talk to their HR partners to learn what talent pools they would like targeted.**

The March 14 NEWMA full membership meeting will feature a speaker who served in the military. She will educate members about how military terminology on a resume correlates to manufacturing skills.

MANUFACTURING FIRST EXPO – COLLEGE STUDENT OUTREACH

Members agreed it would be advantageous to host the students for a whole day, allowing them extra time to meet with employers and learn about the opportunities that exist at their companies'. Attending the keynote speaker's presentation can be part of their agenda.

Targeted college clubs, including welding clubs, can be given tickets to attend the whole day. Engineering, supply chain, and electro-mech are some of the program students that can be recruited. Students will be shown the value of staying and living in Wisconsin. Ann will spearhead student recruitment and securing sponsorships for this event.

NEXT STEPS & MEETING DATE/LOCATION/AGENDA

The next Talent Task Force meeting will be held on **Thursday, April 13, 2017, at Plexus (Neenah) from 8:30 to 10:00**

a.m. The agenda will include:

- ✓ Veterans Services Presentation – Derek Jablonicky
- ✓ Targeted Talent Pools
- ✓ MFEC – College Student Outreach Update