

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
Plexus - Neenah, WI
Thursday, April 13, 2017 – 8:30 to 10:00 AM

ATTENDEES: Tony Aitkin-Tufco, Kim Becks-Tufco, Lisa Francour-NWTC, Ryan Herber-BAWDB-LTC, Derek Jablonicky-DWD, Nick Kapsa-Plexus, Kathy Koehler-EMT International, Dave McIlheran-Shopko Optical, Bobbi Miller-FVWDB, Jeff VanEkeren-Associated Bank, Ann Franz-NEWMA, Debbie Thompson-NEWMA

HIRING VETS PRESENTATION – DEREK JABLONICKY, DWD-OFFICE OF VETERANS SERVICES (OVS)

Mission – Advance Veterans into the workforce through targeted business engagement and effective employment services.

Reasons to Hire a Vet

1. Accelerated Learning Curve
2. Leadership
3. Teamwork
4. Diversity & Inclusion in Action
5. Efficient Performance Under Pressure
6. Respect for Procedures
7. Technology & Globalization
8. Integrity
9. Conscious of Health & Safety Standards
10. Triumph Over Adversity

Role of Local Veterans Employment Representatives

1. Conduct outreach to employers to assist veterans in gaining employment.
2. Coordinate seminars and workshops for employers to highlight the benefits of hiring veterans.
3. Facilitate veteran employment and training services.
4. Capacity builder.

Disabled Veterans Outreach Program Representatives

1. Provide individualized career services to meet the employment needs of veterans who are economically or educationally disadvantaged, disabled, homeless or facing other barriers to employment
2. Assist veterans in overcoming employment barriers through comprehensive case management that may include coordination with workforce training partners and community based organizations. Veterans adapt to their disabilities.

Disabled Veterans Outreach Program Focus

1. Veterans with SBE
2. Comprehensive Assessment
3. Create Individualized Employment Plan
4. Review of Employment Plan
5. Wage at Employment
6. Retention after Employment

NEWMA is identifying talent pools and would like to include vets. Ann expressed the desire to partner with the OVS in an effort to fast-track the connection of at least 10 job seeking vets with member companies. **Derek expressed his desire to facilitate this initiative and will meet with his DVOPs to screen veterans.**

Things to Consider

- After discharge, many veterans enroll in colleges and universities.
- Unemployment is at an all-time low, including vets.
- Wisconsin ranks 2nd in the nation (Texas #1) for retaining veterans in the workplace. This statistic needs to be promoted.

NEXT STEPS

- ✓ Derek will have Ann meet with his team.
- ✓ Tap potential classes; Great Lakes Naval Station, Chapter 31 graduates, Thoma, WI program, etc.
- ✓ Derek will send Ann contact names/information. He also has contacts outside of Wisconsin that can be utilized.

REACHING OUT TO TALENT POOLS – NEXT STEPS

Members agreed to narrow the targeted talent pools to **entry level** and **technical/professional jobs**.

NEXT STEPS

- ✓ Focus on the diverse ethnic groups. Ann will research the various ethnic groups before the next meeting.
- ✓ The Asian Memorial Festival hosts a job fair with sponsorship opportunities. Bobbi Miller will send Ann information about the event.
- ✓ Provide marketing materials at an event(s) outside of the state.

The DWD is holding a reverse job fair in Wausau this fall. This event allows for employers to be interviewed. 24 job seeking veterans will be in attendance.

Making northeast Wisconsin a place where people want to work and live is vital to recruiting and retaining employees.

INTERNSHIP DRAFT DAY & TALENT NETWORK WEBSITES

The IDD website contains information on roughly 500 college students who will be graduating or recently graduated. A website upgrade would allow member companies to perform a targeted search for potential candidates, access their resumes, and contact them through the IDD website. This part of the site should be password protected. Members agreed to recommend the Board of Directors fund \$2,500 website upgrade to allow for this type of access.

When filling out their IDD application, students are asked if they would like to be contacted through the site by employers. They are asked to provide two emails – school and personal, as many students do not access their school email after they graduate.

IDD is tentatively scheduled for November 9, 2017. Apprenticeship opportunities will be part of this year's event.

NEXT STEPS & MEETING DATE/LOCATION/AGENDA

Tony shared his excitement with the start of the Machine Ops Excellence training program that was first discussed at a Talent Task Force meeting over a year ago. The Fast Forward Grant program is funding six cohorts of Alliance employees throughout the region. The first cohort starts in April with three new cohorts starting in September.

The next Talent Task Force meeting will be held on **Thursday, May 11, 2017 at Tufco, Green Bay, 8:30 to 10:00 a.m.** The agenda will include:

- ✓ Discussion - Best Method for Reaching Out to the Talent Pools
- ✓ Plan Internship Draft Day