

**NEW Manufacturing Alliance**  
**TALENT TASK FORCE MEETING MINUTES**  
**Sargento Foods Inc. – Hilbert, WI**  
**Thursday, January 11, 2018 – 8:30 to 10:00 AM**

**ATTENDEES:** Tony Aitkin-Tufco, Linda Bartelt-NEW ERA, Kim Becks-Tufco, Lisa Francour-NWTC, Chad Fritz-Sargento, Shelly Gagen-Block-Pioneer Metal Finishing, Michelle Froeheke-R&R Insurance, Tedd Guttmann-Sargento, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Kathy Koehler-EMT International, Melinda Morella-Olson-Imaginasium, Justin Rank-Werner Electric, Nicole Smith-The Utech Group, Jay Stephany-Plexus, Shannon VanLaanen-R&R Insurance Services, Ann Franz-NEWMA, Debbie Thompson-NWTC

### **2017 ACCOMPLISHMENTS**

- A Fast Forward Grant (\$110,000) was awarded to the Alliance for the Machine Ops Excellence program. Three cohorts have started or completed the training.
- 31 new members joined the Alliance, which is the second highest on record for one year.
- Provided member training regarding college internship program implementation.
- Sponsored the Asian Memorial Festival in May and commercials on the Hmong Radio Network in June.
- Explored how to find talent via individuals that have concluded their military service. This included attending two outreach events at the Great Lakes Naval Station in Illinois.
- Developed the Talent Network website.

### **2017 INTERNSHIP DRAFT DAY (IDD) RECAP**

- 263 college students attended from 20 different colleges (a record number).
- 46 NEWMA member companies participated.
- 2017 was the first time college scholarships were offered to the top two overall draft picks. There was a tie for first place. The scholarship was equally shared by two UW-Platteville students that happen to be roommates.
- Raised enough money via sponsorships to make the event cost neutral.
- Three busses were funded by EMT International, Plexus and Parker for students to attend from Michigan Tech, UW-Stout and UW-Platteville. 2017 was the first year UW-Platteville bussed students to IDD.
- The change in interview times from 15 minutes, instead of 20, was well received, along with ending the event at 6:15 p.m., instead of 7 p.m.
- Several companies reported hiring IDD students: KI, Samuel Pressure Vessel Group, Nercon Eng. & Mfg. and Miller Electric.
- Improved IDD registration.
- Added apprenticeships; however, none of the companies recruited in that area.
- The post survey to students had very positive comments.

### **NOTES FOR 2018 IDD**

- ✓ Program the registration software so students can only schedule one interview per company, regardless of the number of positions they are interested in at that company.
- ✓ Color code the scoring sheets by interview time. This will help simplify scoring, especially at the end of the event.
- ✓ Members who sponsor the event will be given the option of additional space, based on their sponsorship level.

### **TALENT RELOAD**

This event is scheduled for Thursday, June 28 – Saturday, June 30, 2018. The Alliance is working with the Fox Cities Chamber in hosting the event. Talent Reload is targeted for 20 individuals who have completed or are about to complete their military service and are considering New North region employment opportunities. Vets can bring their significant other to attend the weekend. NEWMA is looking for six to eight companies to participate.

### **RECRUITMENT**

- Working in partnership with the Great Lakes Naval Station and Fort McCoy.
- Attend TAP classes and possible job fairs during the months of March, April and May.
- Encourage company sponsors of the program to attend outreach events.
- Vets would be determined that they are a good fit, before being invited to attend.

## AGENDA

### Thursday, June 28

- Individuals arrive at 4:00 p.m. to check into the hotel.
- 5:00 – 6:00 PM: Welcome, event overview and interviewing skills workshop with YP.
- 6:00 – 8:00 PM: Reception and dinner with employers and employees that are vets, including a red carpet welcome of each service member and a color guard. Family Feud/trivia fun activities will be provided.

### Friday, June 29

- 8:30 AM: Vets get on 2-3 busses that will be visiting 2 or 3 employers for plant tours.
- 9:00 AM: Arrive at a company for a tour.
- 11 AM: Depart to go to the luncheon program.
- 11:30 AM: Arrive at venue for the luncheon. Program includes speakers on the following topics: real estate, K-12, healthcare, vet services, Jay Stephany on arts/entertainment/recreation.
- 1:30 PM: Depart to the next employer.
- 2:00 PM: Arrive at employer.
- 4:00 PM: Depart employer to go back to the hotel.
- 6:00 PM: Reception and Timber Rattlers game.

### Saturday, June 30

- 9:00 – 11:00 AM: Scavenger hunt with prizes of area attraction.
- 11:00 AM – Noon: Debrief with attendees and lunch.

## AMERICA'S PROMISE GRANT/MACHINE OP. TRAINING UPDATE

Three cohorts took place at NWTC and LTC during 2017. The feedback from the training has been outstanding, with employers seeing cost savings while machines are down. In addition, some employees are interested in pursuing the Industrial Maintenance Mechanic technical diploma. In total, there are six cohorts. All of them will be done with their training by the end of 2018.

What are the next training initiatives to consider?

- Upper Management Leadership Academy via a Fast Forward Grant (FFG)
- PLC's, electrical, SPC, why you do what you do, what it means to be an operator
- Offer a credential that indicates an applicant has employability skills. Linda Bartelt shared that there is some grant funding available to pilot this idea. There are examples of colleges that offer this micro badges/credentials from Colorado State University and Madison College.

## NEXT STEPS

- ✓ Members are asked to go back to their company to determine what training they would like to be part of an FFG.
- ✓ Ann will setup a meeting, within the next two months, with the people who were part of the FFG.
- ✓ Linda Bartelt and Ann research employability skills credential. Linda will give an update at the February meeting.

## TARGETED POPULATIONS

- Affinity groups – Hispanics, Veterans, Asian, African American
- High School Seniors
- Individuals that moved to another state could be contacted via high school reunions.

NEWMA will participate as a sponsor of the March 23 'The Economic Impact of Diversity' at the Hyatt in Green Bay. The program is presented by the Northeast Wisconsin Alumnae Chapter of the Delta Sigma Theta Sorority. The career fair will be held from 2:15 to 4:30 p.m. Women from throughout Wisconsin and beyond are expected to be in attendance. Participation in the event is \$40 per person, \$250 for an exhibit booth and \$1,000 for full sponsorship.

Ann is working with high school principals on a program to help students who dislike school get better career direction and training. This program will be further developed by the K-12 Task Force. The focus will be on high school seniors who have no idea as to what career path they want to follow.

Linda Bartelt suggested targeting unskilled labor. Basics are needed. Enough best practices have been established to help this population.

### **2018 TASK FORCE PLANNING**

- Launch Talent Network Website
- Talent Reload
- Internship Draft Day
- Sponsorship & Outreach to Affinity Groups
- Employability skills credentialing

### **UPCOMING EVENTS**

**Talent Risk Management Summit** at FVTC in Appleton, WI, 8 AM to Noon – March 7

**President's Cup Golf Outing** at Black Wolf Run's River Course in Kohler, WI – June 7

### **NEXT MEETING DATE/TIME/LOCATION/AGENDA**

The next Talent Task Force meeting will be on Thursday, February 8 at Plexus, from 8:30 to 10:00 a.m. Agenda items are as follows.

- ✓ Presentation - Derek Jablonicky of DWD Veteran's Services
- ✓ Talent Reload
- ✓ Grant Opportunities & Employability Skills Credential – Linda Bartelt
- ✓ Targeted Populations
- ✓ Upcoming Events