

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
Plexus – Neenah, WI
Thursday, February 8, 2018 – 8:30 to 10:00 AM

ATTENDEES: Tony Aitkin-Tufco, Linda Bartelt-NEW ERA, Kim Becks-Tufco, Lisa Francour-NWTC, Chad Fritz-Sargento, Michelle Froeheke-R&R Insurance, Shelly Gagen-Block-Pioneer Metal Finishing, Julie Gniewek-UW-Oshkosh, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Derek Jablonicky-DWD, Kathy Koehler-EMT International, Todd Krukowski-ProSolutions, Julie Micke-Salm Partners, Melinda Morella-Olson-Imaginasium, Nicole Smith-The Utech Group, Jay Stephany-Plexus, Shannon VanLaanen-R&R Insurance Services, Ann Franz-NEWMA, Debbie Thompson-NWTC

VETERANS RECRUITMENT/TALENT RELOAD

The event is scheduled for June 28-30, 2018 and will host 20 vets and their significant other, potentially allowing for 40 new hires. **See the attachment for recruitment, agenda, and budget details.** Emphasis will be on why the New North is a great area to live, work and play.

Veterans will need to be matched with at least one company before they can participate. Veterans will be recruited and their resumes shared with member companies during March, April, and May.

Educational opportunities will be discussed as part of a luncheon session. Total cost is estimated to be \$18,000. Ann requested a WEDC \$9,000 grant to help fund this initiative. Six to eight company participants, in addition to sponsors, are needed. This pilot will be extended to the Lakeshore region, if successful.

Derek Jablonicky, Veterans Services, shared the following.

- DWD approved the vet spotlight proposal. A biweekly email, that will include a bio/resume, will be sent to interested NEWMA member companies. Members agreed to have 'Hire a Hero' be the name of this initiative.
- Vet information members are interested in include; resume, what they did in the military, goals, educational plans, and their current location.
- Weeklong TAP (Transition Assistance Program) classes are hosted by Fort McCoy and the Great Lakes Region to help vets begin their transition to life outside of the military. Derek will look further into TAP class participants being recruited for Talent Reload.
- Gary Meyer, Veterans' Services, will be getting in touch with Ann, in an effort to move forward with this initiative.

EMPLOYABILITY SKILLS CREDENTIAL (DIGITAL BADGES) – LINDA BARTELT

Digital badges are a new electronic way to capture and communicate what an individual knows and can demonstrate. Badges represent various levels of work and engagement, including specific skills or achievements. The badges can be linked on a resume to show competencies from a credential. **See the 'Digital Badges' attachment for details.** The badges are beneficial for:

- Adult learners who may not have a college education can work through the Job Centers for this designation.
- College students can embed this learning into their programming.
- High school students (seniors & youth apprentices) could achieve the badge.
- Industry partners would like healthcare and manufacturing represented.

16 hours would be required to achieve the digital badge, with the last 4 to 5 hours spent at a company. IDD students would have an opportunity to get a free badge and company experience.

The Digital Badge is learner driven and meant to compliment what is already involved with getting a credential. It would be flexible and accessible. The Digital Badge is not a full degree program. Topics can include:

- Teamwork
- Problem Solving & Conflict Resolution
- Asking for Help
- Prioritizing & Organization
- Critical Thinking
- Reliability

- Attendance & Punctuality
- Adaptability
- Customer Service
- Communication Skills – Especially Face-to-Face Interaction
- Willingness to Accept Instruction & Criticism
- Lifelong Learning & Future Planning

TARGETED POPULATIONS

- Affinity Groups
 - Hmong Asian Memorial Festival
 - Hispanic Opportunities
 - African American Women’s Event (Recruiting and Retaining a Diverse Workforce – **See Attachment**) at the Hyatt in Green Bay on 3/23/2018. A job fair will be held from 2:15 to 4:30 p.m.
- High School Seniors
- Individuals that Moved to Another State

Melinda Morella-Olson of Imaginasium will give a report out at the April 12 meeting regarding regional affinity groups.

TALENT RISK MANAGEMENT SUMMIT

Wednesday, March 7, 2018 – Check-in begins at 7:30 AM - Program 8:00 AM to 12:00 PM

Fox Valley Technical College’s Bordini Center – Appleton, WI

Steve Trautman, Keynote Speaker

NEWMA member company best practices will also be shared. This is a free event for NEWMA members. Non-members can attend at a cost of \$50 per person. See the registration form for details.

REGISTRATION

TALENT NETWORK WEBSITE (TNW)

Ann will send an email in April to last year’s IDD employer participants to launch the Talent Network Website and announce the November 2018 IDD date. 2017 IDD employers will have access to the Talent Network Website and its over 1,400 students/recent grads. A search can be done by key words, program, college/university, or graduation date. Companies that reach-out to TNW students need to tell them they are being contacted because they participated in IDD. It was suggested to provide a form for this communication. Students will have the option to unsubscribe from the Talent Network Website.

NEXT STEPS & MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, April 12 at Sargento (Hilbert), 8:30 to 10:00 a.m. There will be a one hour tour of Sargento following the meeting. Please let Chad Fritz know ahead of time if you will be attending the tour. The agenda is as follows.

- ✓ IDD – Desired Changes, 2017 Survey Results - **Please let Ann know if you hired someone from 2017 IDD.**
- ✓ Employability Skills Credential - Digital Badges
- ✓ Targeted Populations – Affinity Groups – Linda Morella-Olson
- ✓ Talent Network Website