

## Talent Task Force Meeting

May 10, 2018

Tufco

8:30 a.m. - 10 a.m.

*Minutes*

**ATTENDEES:** Tony Aitkin-Tufco, Kimberly Becks-Tufco, Lisa Francour-NWTC, Courtney Bonnett-Parker Hannifin, Shelly Gagen-Block-Pioneer Metal Finishing, Kathy Koehler-EMT International, Erryn Hector-Professional Fabrications, Julie Micke-Salm Partners, Melinda Morella-Olson-Imaginasium, Bill Seleen-WMEP, and Ann Franz-NEWMA

### **Topic 1: Internship Draft Day (IDD) planning**

Date set: November 8, 2018 at Lambeau Field. There were a few companies that have already agreed to sponsor the event. The goal this year is to have 350 college students attend the event compared to last year's 263 college students.

Ann attended a tour and meeting at UW Platteville with several Alliance members from the following companies: Georgia-Pacific, Ariens Co., Kohler Co. and CMD Corp. The university is very enthusiastic in recruiting its students to attend 2018 Internship Draft Day. Linda and Ann met with Lakeshore Technical College's (LTC) SHRM students in April on how to recruit more of the college's students to the event.

The taskforce would like to offer sponsoring bussing at the regional colleges like LTC/UW Sheboygan/Lakeland College, in addition to the previous bussing opportunities at colleges outside of the New North. It was suggested that the Alliance explores having an intern to work on IDD or have a class assist on the event as a service learning project. Ann will reach out to UW Green Bay.

Ann will be coordinating a UW Stout meeting with the Chancellor in September. More details forthcoming in the summer. Members suggested posting information about Internship Draft Day on Handshake.

### **Topic 2: Talent Reload**

Fox Cities Chamber is charged with getting six - \$3,000 sponsors for the event, plus creating the marketing materials. At this time, there is nothing that has been created. They have until 5/18 to secure sponsors and marketing materials or we will need to cancel and determine if we can host it in September. Ann is going to the Great Lakes Naval Station Job Fair on May 31. She will send out an email to any job openings the membership would like to recruit for at the event. All members are welcome to come to the event with her. There will be new Hire a Hero candidates sent to Ann later in the month of May. Ann will be getting more information about a Back-to-Work Boot Camp for military veterans that the Des Plaines Chamber hosts. She will be sharing the information at the next taskforce meeting.

### **Topic 3: Targeted populations**

The Hmong Asian Memorial sponsorship has been secured. Members would like to have the next taskforce meeting at the Green Bay Literacy Council to learn more about their program. Lisa Francour shared a program at NWTC that trained individuals in the Department of Corrections in electro-mechanical certificate. In June the program will be completed with several being released. Farmers markets may be another way to connect with targeted populations. There are discounted fees for nonprofits. Ann will check into having a booth.

### **A new strategy to identify talent being done within the K-12 taskforce:**

**Target** high school junior/seniors that are enrolled in at least two manufacturing related transcribed credits. In addition, underemployed individuals within three years of high school graduation that have taken transcribed courses in manufacturing are also recruited.

**Program:** Manufacturers sponsor graduating seniors that have taken at least two manufacturing related transcribed courses to work part-time at their company and pay their tuition.

**Combines:** Students compete to move their ranking up in the program including Skills USA, Manufacturing First, and a conference that would include employability badges training.

**Training Camp:** Students would first have to work 6-8 weeks full-time in the summer in order to be eligible for the program. If they do not successfully complete the training, companies can remove them from the program.

**Employers:** Require no more than working 24 hours a week during the school year to participate in the program.

**Signing Day:** Event at Lambeau Field and Oshkosh's Milwaukee Bucks (WI Herd) Arena with employers and students signing on May 2. The students would get a hat with the company logo on it. There could be an evening event with parents and a speaker. Gateway Technical College has a similar event as does a college in Kansas.

Taskforce members feel that this program could assist in their hiring needs. Gateway Technical College has a similar program and has found it to be very successful. Erryn suggested that instead of waiting until the student graduates from high school, those that are 18 years of age could start sooner.

**Topic 4: Manufacturing 4.0 grant opportunity**

The Alliance should learn by end of May, if the grant was approved.

**Topic 5: Next Steps and set agenda for next meeting on July 12 from 8:30 a.m. until 10 a.m. at the Literacy Green Bay. Agenda:**

1. Literacy Green Bay presentation
2. Talent Reload/Des Plaines Chamber's Boot Camp
3. Internship Draft Day
4. Industry 4.0 grant