

**NEW Manufacturing Alliance**  
**TALENT TASK FORCE MEETING MINUTES**  
**Parker Hannifin Corp. - Manitowoc, WI**  
**Thursday, August 9, 2018 – 8:30 to 10:00 AM**

**ATTENDEES:** Linda Bartelt-NEW ERA, Brandon Beard-N.E.W. Plastics, Courtney Bonnett-Parker Hannifin, Lisa Francour-NWTC, Chad Fritz-Sargento Foods Inc., Shelly Gagen-Block-Pioneer Metal Finishing, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Kathy Koehler-EMT International, Julie Micke-Salm Partners, Melinda Morella-Olson-Imaginasium, Tom Schmidt-M3 Insurance, Ann Franz-NEWMA, Debbie Thompson-NWTC

### **INTERNSHIP DRAFT DAY (IDD) PLANNING**

Ann shared that IDD is being recognized nationally as a finalist for a university/college economic partnership award being presented on October 22 at this year's summit in Milwaukee. NEWMA is competing against colleges and universities throughout the U.S. for the award.

The following volunteers are needed for IDD on November 8.

12:00 – 2:00 PM: Assist exhibitors (3 people)

2:00 – 4:30 PM: Check-in (4 people)

3:00 – 5:30 PM: Check-in (2 people)

3:15 – 5:45 PM: Runners to pick-up ballots (3 people)

3:30 – 6:00 PM: Scoring table (4 people)

- Eighteen companies have registered for IDD.
- Mark Murphy agreed to announce scholarship winners and #1 picks.
- There is a two-step process for employers to register this year.
  - Complete the preliminary questionnaire by August 31. The event is free for members; however, there are sponsorship opportunities should an employer wish to host in a larger space.
  - Employers will still need to complete the registration form on the IDD website, as done in the past.
- If your company is sponsoring bus transportation, those students can tour your company prior to attending IDD. **Bus transportation sponsorships are needed for UW Platteville and Michigan Tech.**

### **2018 IDD Sponsorships (as of 8/9/2018)**

- Parker Hannifin – Bus Transportation from UW Stout
- KI, EMT International, Pioneer Metal Finishing – Networking Reception
- Miller Electric Mfg. Co., Nercon Eng. & Mfg., Inc., Salm Partners – Jersey Sponsors

### **NEXT STEPS**

- ✓ Employers - Complete the preliminary questionnaire Ann sent by August 31. Participating employers will still need to complete the IDD website registration form as done in the past.
- ✓ All - Promote IDD at companies, career and intern fairs, in addition to public forums. Promotional IDD flyers and postcards are available.
- ✓ All – Contact Ann if you would like to travel to UW Stout to meet with their Chancellor and other leaders to promote IDD.

### **OCTOBER IS MANUFACTURING MONTH**

WLUK FOX 11 is teaming with NEWMA to make October 2018 a time to celebrate manufacturing in Northeast Wisconsin.

- For four weeks during October, WLUK wants to produce and broadcast 20 different, 60-second informational messages from 20 northeast Wisconsin manufacturers. Manufacturers can create their own message.
- Each 60-second message will be broadcast one day during October. Airings will take place during Good Day Wisconsin (2x) and then again during FOX 11 News at 9.
- Members will be able to link their video on their website, Facebook, etc.
- Each participating company would contribute \$2,500.
- The Alliance will also be purchasing advertising throughout the month of October.

Upcoming Alliance sponsored October (Manufacturing Month) activities:

- 10/2 - Get Real Math Video Premiere – Pete Petoniak will emcee.
- 10/9 & 10 – Find Your Inspiration – There are only a couple of manufacturing booths left.
- 10/19 – YWCA's Empowerment Conference – 3 to 4 NEWMA females working in non-traditional roles will be asked to participate in a panel session.
- 10/23 – Excellence in Mfg./K-12 Partnerships Awards – ACP roundtable will be held from 3:00 to 4:30 p.m. Members are welcome to attend.
- 10/24 - Manufacturing First Expo

#### **NEXT STEPS**

- ✓ Members are asked to let Ann know if they are hosting a manufacturing event in October.
- ✓ Silent and live auction items are needed for the Awards Dinner on 10/23.

#### **TARGETED POPULATIONS**

**Veterans** - The Des Plaines Chamber's retention style, vet boot camp works with young adults that served in the military. Members would like to replicate their program. NEWMA will ask their director to present at a future meeting.

**Literacy Green Bay** – Members recently met with Kathy of Literacy Green Bay to setup an opportunity for training for their students who are ready to progress to college level courses. NWTC offers a blended welding course and would like to offer a similar program for machinists. These programs can help create a pipeline from Literacy Green Bay to NWTC. A meeting will be setup with NWTC to move forward with this initiative.

#### **INDUSTRY 4.0 GRANT & BADGING**

**Industry 4.0 Grant** - Microsoft awarded the Alliance a \$65,000 grant focused on Industry 4.0. The grant will center on the following areas:

- A research-based study on the occupations/skills needed in Industry 4.0, as perceived by at least 100 manufacturers (both large and small). The study will assist in understanding the types of certificates, technical diplomas, associate degrees and Bachelor of Science degrees needed. The study will also include understanding the Industry 4.0 skill gaps in the incumbent workforce that short-term training is able to address.
- After the research concludes, a task force comprising manufacturers, workforce investment boards, higher education, and economic development will work together in creating Industry 4.0 career pathways in two distinct occupational fields, based on survey results.
- An Industry 4.0 training program will be designed for underemployed individuals to enroll in a boot camp program that will earn them college credit in one of the Industry 4.0 pathways. The boot camp will have college credit level courses that would be part of an Industry 4.0 pathway.

#### **NEXT STEPS**

- ✓ Members are encouraged to contact Ann if they are interested in joining a task force to work on the Industry 4.0 grant training for an entry-level pathway. This would include helping write the survey that will be administered by St. Norbert College to 100 companies. Survey results will help create the career pathways.
- ✓ Companies would provide training to job seekers in 2019, in which companies would have the opportunity to hire the person after successful completion. Training could be for control techs and automation.

**Badging** - Linda Bartelt shared that organizers recently met and discussed how they would like to move forward with soft skills badging. A task force has been formed comprising faculty members. The goal is to put together a pilot program of three communities – Sheboygan, Green Bay, and Marinette. A group of individuals from within one or two organizations of the three communities will be part of the badging pilot. Online and face-to-face training will comprise the blended program. More to come.

## UPDATE ON FAST FORWARD MACHINE OP GRANT

Companies that participated in the Machine Op Grant met last week to offer feedback.

**Background** - 20 companies initially participated. There have been six cohorts:

- 3 – NWTC, Only the 3<sup>rd</sup> cohort needs the intermediate training being held in September 2018.
- 2 – LTC
- 1 – FVTC

The first cohort started at NWTC in April 2017. Five class periods, per course, were delivered during a 10-week period.

### KEY TAKEAWAYS

- Most participants were entry-level operators and maintenance mechanics, with some supervisors also participating.
- Employees feel more involved and confident. Participants can communicate better with the maintenance team.
- Some employees asked about the possibility of more learning being offered. A few students have continued their learning.
- The class is a good way to invest in and support employees. Some participants had not had a formal education.

### Opportunities for Enhancements

- Need to focus more on investigation and troubleshooting.
- More problem solving, critical thinking, and hands-on work is needed.
- Look at a way to measure class progress.

### NEXT STEPS

- ✓ Let Ann know if you are interested in being part of the committee that works on upgrading the training program. Brandon Beard, N.E.W. Plastics, will chair the committee. Manufacturers will work together to identify like problems, simple to complex, that can become part of the training.
- ✓ After the program enhancements are completed, members will write for a grant to pay for the training.

### NEXT STEPS & MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, September 13, 8:30 to 10:00 a.m., at Pioneer Metal Finishing (Green Bay). This will be the last Talent TF meeting of 2018. Agenda:

- ✓ Internship Draft Day
- ✓ October is Manufacturing Month!
- ✓ Targeted Populations
- ✓ Industry 4.0 Grant & Badging
- ✓ Fast Forward Machine Op Grant