

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
N.E.W. Plastics – Luxemburg, WI
Thursday, January 10, 2019 – 8:30 to 10:00 AM

ATTENDEES: Haley Arndt-KI, Linda Bartelt-NEW ERA, Brandon Beard-N.E.W. Plastics, Kathy Derks-American Foods Group, Lisa Francour-NWTC, Shelly Gagen-Block-Pioneer Metal Finishing, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Derek Jablonicky-DWD/OVES, Steven Janke-WI Dept. of Veteran's Affairs, Kathy Koehler-Pioneer Metal Finishing, Julie Micke-Salm Partners, Scott Norder-Lakeland University, Bill Seleen-WMEP, Harry Sydney-My Brother's Keeper, Madonna Sydney-My Brother's Keeper, Ann Franz-NEWMA, Debbie Thompson-NWTC

2018 REVIEW

- Fast Forward Grant (\$110,000) - Machine Ops Excellence program training was completed. Six cohorts totaling 80 people participated.
- 47 new members joined the Alliance, the highest on record for one year.
- The Hire a Hero program launched with local vets. There were at least seven hires from the program.
- Launched the Talent Network website.
- Awarded a Microsoft Industry 4.0 \$65,000 grant.
- Sponsored the 'Economic Impact of Diversity' conference in Green Bay.
- Sponsored the Asian Memorial Festival last May, in addition to commercials on the Hmong Radio Network last June.
- Explored how to find talent via military service people soon to be discharged. This included attending a job fair at the Great Lakes Naval Station in Illinois.
- Literacy Green Bay participants toured EMT International.

2018 Internship Draft Day (IDD) Recap

- 57 companies and 207 students participated.
- Two busses were funded by EMT International and Parker for students to attend from UW-Stout and UW-Platteville.
- The Alliance led pre-event faculty/career services meetings at UW Platteville and UW Stout.
- Several companies reported hiring IDD students; KI, Nercon, American Foods, EMT International, and Professional Fabrications.
- WEDC did a full day Instagram promotion on the day of the event.
- IDD won the national Talent Award from the University Economic Development Association last October.

Thank you quotes from student IDD attendees:

UW Stout Student: "I just wanted to say thank you very much for organizing the Internship Draft Day for us. Being from the Green Bay area means that it is hard for me to connect with local companies at our own job fair, but in this case, I was able to meet with companies much closer to me and get a couple offers for internships and co-ops!"

#1 Overall Draft Pick: "I wanted to thank you for the opportunities Internship Draft Day created not only for myself but other students. I can't say enough about the event and the people that work hard to make it all possible. In my mind, other career conferences I have attended pale in comparison to Internship Draft Day. Having the opportunity to schedule and engage in interviews with great companies is far superior to aimlessly wandering in a field house trying to find someone to talk to. I would also like to express my deepest gratitude for the generous scholarship I was chosen to receive. I still cannot believe that I was chosen as the "Overall Top Draft Pick." It is an honor and distinction I will carry with pride. I hope this event continues far into the future to continue to create opportunities for students like myself. I have been an advocate for the event since I attended last year and will continue to be for the years to come. Thank you again!"

Member Comments & 2019 Enhancements

- The candidate pool was excellent.

- A lot of faculty members showed their commitment by checking to see if their students checked in and/or had questions.
- The flow was good. Members would like to make sure all employers are easily accessible.
- Members are committed to growing the number of student attendees for 2019.
- The amount of catered hors d'oeuvres will be doubled for 2019.

MY BROTHER'S KEEPER – HARRY & MADONNA SYDNEY

My Brother's Keeper, a non-profit organization, was founded in 2003 by Harry Sydney. Their mission is to provide **Straight Talk and Sound Direction** to boys and men who lack necessary life coping skills. Participants range in age from 8 to 82. Integrity and respect are taught. One-on-one mentoring, group forum sessions, and court ordered AODA assessments are offered. The program involves providing participants with opportunities because they are doing the right thing. This can mean helping them secure a career that allows them to support their family and increase their self-esteem.

Harry also speaks to high school students and averages 50 clients per week. He not only deals with at risk people, but also those who made a bad decision. By helping a man be a better person - they become a better coworker, husband, dad, etc. **My Brother's Keeper was awarded the distinguished 2018 Lee Rimmel Award.**

Currently, there are 10 to 12 men in his program who are looking for an opportunity to take care of their family. A job shows they matter, with the hope of feeling accepted. Harry meets periodically with participants and holds them accountable. Ann and Harry met and discussed partnering on this initiative. Members agreed to move forward to continue to develop this partnership.

1. Candidates could be screened through a survey administered by Harry. The survey will help identify what it is they are looking for in a job and their educational background.
2. Participants that have successfully completed the My Brother's Keeper program would be interviewed for the opportunity to be part of the Microsoft training program.
3. Individuals that are accepted (a company has identified that they would be eligible for hire after successful completion of the training) enter a training program, as determined by their qualifications.
4. After completing the training, individuals are interviewed for jobs.
5. Hired individuals will continue with My Brother's Keeper and have a mentor/buddy at the company. Anyone can get a job but keeping it is key.

HIRE A HERO PROGRAM – STEVEN JANKE

Steven shared a military outreach program the state is doing at military installations throughout the country, including Germany and Japan. The program meets with military personnel that are in the process of retiring. He shared annually 200,000 people transition each year with 70% needing to relocate. The goal is to have these individuals move to Wisconsin as they leave the military.

The WEDC, Department of Workforce Development and the Department of Veterans Affairs can connect members with veterans who can fill their open positions. This can be done through the following.

- Talent pipeline
- Gratis employer booth
- Wisconsin ambassador
- Corporate fellowship

Please see the attached flyer for further details. Members interested in participating in any of the above opportunities can learn more and register by visiting www.wedc.org/hire-veterans. Members interested in participating are also asked to include their hard-to-fill positions. Steven will be visiting various U.S. and overseas military installations and can promote member job opportunities for them. A tentative schedule of transitioning veterans event dates/locations is included on page 2 of the attached flyer.

INTERNSHIP DRAFT DAY (IDD) FACULTY TOUR

To increase the number of students attending IDD, an outreach event will be held for faculty/deans/career services reps to unite for two plant tours and a roundtable discussion. The event will be held after 5/18, at the end of the semester. The Microsoft grant will sponsor bussing for; UW Platteville, UW Stout, Michigan Tech, all NEW ERA colleges. Companies that sponsor 2019 IDD will have the opportunity for faculty to tour their company and attend the roundtable discussion.

Agenda:

| | |
|----------|---|
| 10:30 AM | Plant Tour #1 |
| 12:00 PM | Lunch at Company |
| 12:30 PM | Depart |
| 1:15 PM | Arrive at Plant Tour #2 |
| 2:45 PM | Depart for Roundtable Meeting |
| 3:30 PM | Arrive at the Roundtable Meeting with the colleges and companies that participated in the program |
| 3:35 PM | Discussion on Industry 4.0 – What colleges need from industry and how to engage students in internships |
| 5:00 PM | Dinner & Social |

2019 TASK FORCE PLANNING

2019 initiatives include; IDD, Hire a Hero, faculty tour, My Brother's Keeper, and continuing to partner with veterans.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, February 14, 2019 at Salm Partners, 8:30 to 10:00 a.m. Agenda:

- ✓ My Brother's Keeper Partnership
- ✓ Hire A Hero
- ✓ Internship Draft Day & Faculty Tour
- ✓ Next Steps & Meeting Date/Time/Location/Agenda