

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
Salm Partners – Denmark, WI
Thursday, February 14, 2019 – 8:30 to 10:00 AM**

ATTENDEES: Linda Bartelt-NEW ERA, Brandon Bonfiglio-Oshkosh Corporation, Kathy Derks-American Foods Group, Lisa Francour-NWTC, Ryan Herber-LTC, Kathy Koehler-Pioneer Metal Finishing, Dave McIlheran-Shopko Optical, Julie Micke-Salm Partners, Melinda Morella-Olson-Imaginasium, Courtney Ryczek-Parker Hannifin, Harry Sydney - My Brother's Keeper, Madonna Sydney-My Brother's Keeper, Ann Franz-NEWMA, Debbie Thompson-NWTC

INTERNSHIP DRAFT DAY (IDD) FACULTY TOUR

The concept is to host Wisconsin college and Michigan Tech faculty members in May, after the spring term ends. By having faculty connect with Alliance member companies, there is greater likelihood they will promote IDD to their students. This event will be funded from a Microsoft grant focused on Industry 4.0.

Faculty tour would include:

- Coach bus will pick-up faculty at their college.
- Faculty will tour two manufacturing companies. *Members agreed hosting 20 faculty members per tour.*
- The first company toured will include lunch.
- All faculty members will unite with the companies that hosted the event for a dinner and roundtable discussion. *Members discussed possibly hosting the event at Lambeau Field in one of their ballrooms.*
- Faculty that attend will be entered in a drawing for a faculty led research project related to Industry 4.0.

Roundtable discussion potential topics:

- Results of the Alliance's Industry 4.0 Study
- How do we get more students interested in co-ops and internships?
- What do faculty need from industry and expectations of what is needed in a successful internship/co-op program?

Faculty degree programs that will be invited include: engineering, IT, supply chain, electro-mech, agriculture, and UW Platteville's safety major. Other suggestions include encouraging faculty to shadow an intern. Have faculty invite student club presidents to the May event. Have past IDD MVP's attend the event and share about their internship experience. **Members are encouraged to contact Ann with any additional ideas/topics.**

Alliance members that sponsor 2019 IDD will have the opportunity to have their company host a faculty tour and be entered in a drawing to be paired with a college for a faculty led research project related to Industry 4.0.

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
3:35 PM	Industry 4.0 Discussion
5:00 PM	Dinner & Social

MY BROTHER'S KEEPER (MBK) TRAINING INITIATIVE

Members reviewed the MBK talent survey that will be distributed to their potential participants. Additional survey questions to ask:

- Do you have reliable transportation?
- Is travel a barrier for your training?
- What shifts are you willing to work?

Job opportunities for the participants include: production including entry level positions – especially 2nd and 3rd shift, machine operators, industrial maintenance, welders, assemblers.

Machine Op Basic Course: Identification and proper safe use of hand tools, fasteners, lubrication, belts, bearings, chains, conveyers, gears and gearboxes, hands-on with troubleshooting emphasis, and application of skills. Upon successful completion, 10-620-121 course in Industrial Maintenance Certificate / Electro-Mechanical Associate Degree.

Leadership Academy for Front-Line Leaders: Working as a high performing team, the peer leader, critical thinking and problem solving, conflict resolution, lean overview, and behavioral based safety.

Training could offer a college credit, encouraging further education and allowing for an Industry 4.0 career pathway.

Harry Sydney will meet regularly with participants during their employment. There will also need to be a mentor/buddy at the company. Harry emphasized not making the mentorship so big that the participants are afraid to step out on their own. **Brandon will discuss Oshkosh Corporation's successful mentorship program at the 3/14 Talent TF meeting.**

Program Implementation

1. MBK surveys clients and identifies participants by mid-April.
2. Ann surveys the membership to establish their interest in hiring MBK entry level employees.
3. Early May - NEWMA members interview MBK clients, which includes a plant tour.
4. NEWMA determines which MBK applicants should enter the program. 10 people are being sought for this pilot.
5. MBK contacts their clients about acceptance in the program.
6. For MBK individuals seeking fulltime employment only, Harry needs the contact name and their location at the company to share with the participant.
7. Participant training begins in May or June. Training will be based on the responses of the participants, which will either be part-time or full time.
8. Companies follow-up with interviews for those that successfully complete program.

Ann shared if members would like to learn more about Harry, they are encouraged to read his book **Win from Within**.

HIRE A HERO PROGRAM

The Alliance Board approved Ann attending one of Wisconsin's veteran's outreach programs at Fort Leonard Wood Army Base in Missouri on May 8-9, 2019. This will give members a firsthand experience of the Wisconsin jobs interest of personnel that are ending their service. Ann will send a survey to members requesting their \$18+ per hour job opportunities they would like her to recruit. Job descriptions and contact information will be needed for locations members would like promoted. Companies can attend the event at no cost, except for travel/lodging/meals. **Members are encouraged to contact Ann if interested in attending.**

A Talent Reload event, with individuals identified as being interested in Wisconsin jobs, could be held. Service members and their significant others can be brought to the area to tour businesses, learn about the benefits of living in northeast Wisconsin, and attend a Packer's preseason game.

Next Monday, Ann will be forwarding to members, from Derek, five outstanding resumes. 7 of the 12 applicants already received have been placed regionally.

Brandon Bonfiglio has an Army background and works with several military organizations, some of which NEWMA may want to partner with. They include Heroes Make America (the largest) and SFL-TAP. Ann will research the programs and follow-up with members.

Kathy and Ann thanked the Talent Task Force for their many accomplishments that have positively impacted regional manufacturers and job seekers.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, March 14, 2019 at Pioneer Metal Finishing (Green Bay), 8:30 to 10:00 a.m. Agenda:

- ✓ Internship Draft Day & Faculty Tour
- ✓ My Brother's Keeper Training Initiative – Brandon Bonfiglio will discuss Oshkosh Corp's mentorship program.
- ✓ Hire A Hero – Additional Military Organizations for Possible Partnership
- ✓ Next Steps & Meeting Date/Time/Location/Agenda