

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
WS Packaging Group, Inc. – Green Bay, WI
Thursday, March 14, 2019 – 8:30 to 10:00 AM**

ATTENDEES: Linda Bartelt-NEW ERA, Lisa Francour-NWTC, Shelly Gagen-Block-Pioneer Metal Finishing, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Kathy Koehler-Pioneer Metal Finishing, Dave McIlheran-Shopko Optical, Julie Micke-Salm Partners, Melinda Morella-Olson-Imaginasium, Scott Norder-Lakeland University, Bill Seleen-WMEP, Rose Weiler-WS Packaging, Ann Franz-NEWMA, Debbie Thompson-NWTC

INTERNSHIP DRAFT DAY (IDD) FACULTY TOUR

20 Wisconsin and Michigan college faculty members will be hosted on 5/22/2019, after the spring term ends. The goal of the event is to make more faculty aware of Internship Draft Day (IDD) and share the results of the Industry 4.0 Study. Companies that sponsor 2019 IDD will have the opportunity to attend. A Microsoft grant focused on Industry 4.0 will fund this initiative.

FACULTY TOUR

- A coach bus will pick-up faculty at their college.
- Faculty will tour two manufacturing companies.
- The first company toured will include lunch.
- Faculty members will unite with the company sponsors for dinner and roundtable discussions. Members agreed to secure the 5/22/2019 date at Lambeau Field for the dinner and roundtable discussions. The 4th floor ballroom is available and can be divided in half. The dinner will be held on one side, while the roundtable discussions will take place on the other side of the ballroom.
- Each roundtable will have assigned seating, uniting a combination of faculty and industry reps. Having a facilitator at each table will help foster productive conversation.
- To encourage faculty to attend, they can be entered in a drawing for a faculty led Industry 4.0 research project for a company. Studies companies would like done will be determined prior to the event. Raffle tickets will be given to faculty at the day of the event, to determine which project they are interested in trying to win the opportunity to work on.

ROUNDTABLE DISCUSSION TOPICS

- Jaime Lynch, of St. Norbert College, will report out to all the results of the Alliance's Industry 4.0 Study. Members have until the end of March to complete the survey. The Industry 4.0 team will be analyzing the results.
- A student panel will share their thoughts about their internship experiences. Panelists will include past IDD winners and chairs of student clubs.
- Questions for the Roundtable:
 - What are your initial thoughts regarding the results from the Industry 4.0 results?
 - How do we get more students interested in co-ops and internships?
 - What can be done to increase the strength of the internships?
 - What do faculty need from industry?
 - What are the expectations for a successful internship/co-op program?

INVITES

- Degree program faculty representing; business, HR, accounting, marketing, engineering, IT, supply chain, electro-mech, agriculture, and UW Platteville's safety major
- Deans, associate deans, career services reps
- Industry & business development reps
- Student club presidents
- Past IDD MVP's
- IDD alumni that are working at IDD sponsor companies

An IDD promotional video will be included with the invite.

STAFFING

Volunteers will be needed at Lambeau Field to welcome attendees, distribute name badges, and facilitate the drawings. A photographer is desired to capture images.

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 Lambeau Field
3:30 PM	Arrive at Lambeau Field – Event will be in the 4 th floor ballroom.
3:35 PM	Industry 4.0 Announcements/Panel Session/Roundtable Discussions
5:00 PM	Dinner & Social

OSHKOSH DEFENSE’S BUDDY PROGRAM

Oshkosh Defense’s Buddy Program presentation was tabled for a future meeting.

MY BROTHER’S KEEPER (MBK) TRAINING INITIATIVE

POTENTIAL TRAINING

- Machine Op Basic class
- Forklift driving class
- Leadership Academy for Frontline Workers: teamwork, problem solving, conflict resolution, behavioral safety, being a peer leader
- Soft skills
- Measurements
- Math including fractions, decimals and percentages
- Blueprint reading

Alliance company entry-level or minimal training jobs include; helper, utility helper, material handlers, palletizers, loading parts, setting up kits, saw operators, general laborer, rackers/unrackers. Forklift certification may be required for some positions.

PROGRAM IMPLEMENTATION

1. MBK surveys their clients and identifies participants by mid-April. Harry Sydney will continue to mentor participants while they are in the program.
2. Background checks and drug tests will be done prior to the start of the training. *This testing will be repeated if the applicant is hired by a company after completing the training.* Have participating companies identify what their background check criteria is for offenses.
3. Ann surveys the membership in April to establish their interest in hiring MBK entry level employees. Determine company jobs and their minimum requirements. Goal: Don’t train individuals that participating companies will not be able to hire. All participating companies must include a Buddy program for these new hires.
4. Early May - NEWMA members will hold 15 minute interviews with MBK clients.
 - a. There will be company plant tours for MBK clients interested in being hired.
 - b. Interview skills training is available at the Job Center.
5. NEWMA determines which MBK applicants should enter the program. 10 people are being sought for this pilot.
6. MBK contacts their clients about acceptance in the program.
7. For MBK individuals seeking fulltime employment only, Harry needs the contact name and their location at the company to share with the participant.
8. Participant training will begin in June. Training will be based on the participant responses, which will either be part or full time.

9. Companies follow-up with interviews for those that successfully complete the program. Interviews are between the company and applicant. Participating companies are not required to hire any of the participants that complete the program.

HIRE A HERO PROGRAM

- Ann met with a representative from the Office of Veteran Employment Services in the Fox Valley. He is also interested in sharing resumes and bios of veterans, in addition to the program members already have with Derek Jablonicky of the Green Bay area.
- The outreach event the Alliance will be attending in Missouri's Fort Leonard Wood Army Base is scheduled for May 8-9. In early April, Ann will ask the membership for their job opportunities she can recruit at the transitioning events. Members feel the minimum wage for these job postings should be \$18 to \$20 an hour. Perspective applicants will also receive materials regarding why it is great to live in Wisconsin.
- Talent Reload – Members would like to bring 20 soon to be discharged service members and their significant others to the area to experience northeast Wisconsin and its amenities. The weekend could include a preseason tailgate. Ann will be sharing this with the membership to gauge their interest.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, April 11, 2019 at Pioneer Metal Finishing, 8:30 to 10:00 a.m.

Agenda:

- ✓ Internship Draft Day & Faculty Tour
- ✓ My Brother's Keeper Training Initiative
 - Oshkosh Defense's Buddy Program – Brian Bonfiglio
- ✓ Hire A Hero Program
- ✓ Next Meeting Date/Time/Location/Agenda