

Talent Task Force Meeting

April 11, 2019

Pioneer Metal Finishing

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

Minutes

ATTENDEES: Linda Bartelt-NEW ERA, Brandon Bonfiglio-Oshkosh Corp., Brian Covey-Forward Services, Lisa Francour-NWTC, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Derek Jablonicky-Vet Services, Kathy Koehler-Pioneer Metal Finishing, Melinda Morella-Olson-Imaginasium, Bill Seleen-WMEP, Chris Steier-Pro Solutions, Harry Sydney-MBK, Madonna Sydney-MBK, Rose Weiler-WS Packaging, Zach Kaiser-McClone, Ann Franz-NEWMA

Topic 1: Internship Draft Day Faculty Tour

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. The date is May 22, 2019.

Finalize agenda:

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

Finalize Questions for the Roundtable:

- What 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?

Colleges to invite:

FVTC

Lakeland University

LTC

NWTC

Northern Michigan University

Michigan Tech

St. Norbert

UW Green Bay

UW Oshkosh

UW Oshkosh – Fox Valley campus

UW Platteville

UW Sheboygan

UW Stout

Colleges are paired up together:

UW Platteville – UW Fox Valley

FVTC – UW Oshkosh

LTC – UW Sheboygan – Lakeland University

Northern Michigan University

Michigan Tech

UW Stout – NWTC

UW Green Bay – St. Norbert College

Ideally colleges should bring at least 15 people, due to the cost of the bus. Colleges will have the option to have mileage reimbursed for smaller groups attending the event.

Companies that have agreed to sponsor include: EMT International, KI, Parker, Pioneer Metal Finishing, PCMC, Waupaca Foundry, Total Energy Systems and Samuel Pressure Vessel Group. Companies can host at 10:30 a.m. and 1:15 p.m. timeslots (or both).

There was discussion on the name for the event and made suggestions for the event flyer.

Topic 2: My Brother's Keeper (MBK) training –Buddy program

Great Northern Corp. has a Buddy program. The guidelines for their program are included with the minutes. Brandon shared Oshkosh' program is similar. Brandon shared that his organization has a bonus for the buddy, if the person stayed on the job. However, they found that most buddies didn't care about the cash incentive. A key to the program is having the right person be a buddy that had some teaching ability. Great Northern Corp's buddies needed to exemplify the company's core values; have at least one year of experience; good performance; and a desire to help the new employee.

Harry and Madonna said that they believe they have 10 people for the training program. They will confirm at the end of the month. Ann will then work with Madonna on reviewing the surveys to determine training times.

Brian with Forward Services discussed their training program, which is mostly online that covers several of the skills areas that were discussed as desired skills at the last meeting: Machine Op Basic class

- Soft skills training: teamwork, problem solving, conflict resolution, behavioral safety, being a peer leader
- Measurements
- Math including fractions, decimals and percentages
- Blueprint reading

It was determined that having Forward Services conduct their training which runs 4 weeks, along with one credit of the basic machine op course. Before finalizing the training, we will wait until all of the participant surveys come back to MBK.

Topic 3: Hire a Hero program

Ann will be sending out an email to the membership on what jobs they would like promoted at the May 8-9 Fort Leonard Wood transitioning out of the military career fair. The process will include:

1. Information sheet given to military at career fair.
2. Individuals post their information on the Alliance's website and apply directly on the company website
3. Companies contact the individual, if qualified.
4. Companies inform Ann if they hire someone.

Ann will also ask interest in having the opportunity for vet and significant other come to the region for an all expense weekend to learn more about the area.

Topic 4: Next Steps & agenda for next meeting

Members reviewed the Retirement Intentions Survey developed by the Talent Risk taskforce. The survey will be distributed to the membership at the end of April.

The next meeting will need to be held on a different date than we usually meet, due to is conflicts with the Fort Leonard Wood trip. The meeting will be held on May 16 at 8:30 a.m. at American Foods Group.

The address is 444 S. Adams St., Green Bay.