

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
American Foods Group – Green Bay, WI
Thursday, May 16, 2019 – 8:30 to 10:00 AM**

ATTENDEES: Haley Arndt-KI, Linda Bartelt-NEW ERA, Kathy Derks-American Foods Group, Lisa Francour-NWTC, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Zach Kaiser-McClone, Kathy Koehler-Pioneer Metal Finishing, Melinda Morella-Olson-Imaginasium, Chris Steier-ProSolutions, Harry Sydney-My Brother's Keeper, Madonna Sydney-My Brother's Keeper, Bill Seleen-WMEP, Ann Franz-NEWMA, Debbie Thompson-NWTC

INTERNSHIP DRAFT DAY (IDD) FACULTY TOUR – 5/22/2019

70 faculty reps are registered to attend. Breakdown: FVTC – 5, Michigan Tech – 7, Northern Michigan University – 4, NWTC – 14, St. Norbert – 2, UW Green Bay – 6, UW Oshkosh – 6, UW Platteville – 16, UW Stout – 10

Companies being featured: PCMC, EMT International, Samuel Vessel Pressure Group, KI, Georgia-Pacific, Total Energy, Waupaca Foundry, Parker, Pioneer Metal Finishing

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.
3:45 PM	Industry 4.0 Announcements & Roundtable Discussions
5:15 PM	Dinner & Social

The event is aimed at creating awareness and growing the number of IDD student attendees. Faculty and company reps will be united at each table. Company reps will serve as the facilitator and note taker at each table. Industry 4.0 survey results will be shared. Ann and Linda will discuss IDD info. Takeaways will include; a copy of the Industry 4.0 survey results, IDD flyer, and an *All Stars* magazine.

Program

- Welcome & Overview about the NEW Manufacturing Alliance
- Industry 4.0 results
- Table discussions on Industry 4.0 results
- Internship Draft Day overview
- Discussion on how to improve internships & co-ops

Roundtable Discussion Questions

- What are the initial thoughts regarding the Industry 4.0 results?
- How do we get more students interested in co-ops and internships? What are the barriers?
- How do we enhance the internship experience?
- How will the new career pathways and programs impact students?

Faculty that are present and interested in having their school participate in an Industry 4.0 project will be given a raffle ticket to submit, indicating their preferred project focus. The faculty winner will be announced during the dinner. Follow-up will include going to the companies to see which ones would like to have the project, based on its focus, done. A company drawing, open to all NEWMA companies, will be held to determine the winner.

MY BROTHER'S KEEPER (MBK) TRAINING

Training will include the Forward Services program and NWTC's Machine Op Basic class. The program will begin in late June. 13 of Harry Sydney's clients have completed the survey. Most respondents stated they could participate from 8:00 a.m. to noon or 9:00 a.m. to 1:00 p.m.

Companies that express interest in the program will need to:

1. Have a 'buddy' for the new hire.
2. Wage of \$14 or more an hour.
3. Offer tuition reimbursement.

The goal is to have ten participants. On May 30, Ann will meet with Harry, Madonna, and a couple of interested MBK clients to further establish the training and its parameters.

- MBK clients need to transition from a job mindset to a career focus.
- Each participant will need a resume, with skill sets identified.
- Six to eight companies are needed to participate, offering a starting wage of at least \$14 per hour. Ann will contact Talent Task Force member companies next week to see if they are interested.
- Participants will receive interview training.
- The initial screening will help determine if the person is hireable, in addition to letting the participant know about the company and what they would be doing on the job.
- The pre-event will include each company rep giving an overview about their organization, interviews with each candidate and a company tour.
- A background check will be conducted.
- Training will include; soft skills, measurements, math (fractions, decimals, percentages), blueprint reading
- Post training interviews will be held.

HIRE A HERO PROGRAM

On 5/8/2019, Ann traveled with Team Wisconsin members to Fort Leonard Wood Military Base to recruit soon to be discharged military personnel. 100+ transitioning service members attended the recruitment event which included a large WI presence. Ann promoted 80+ NEWMA member company jobs and had roughly 20 conversations with people interested in moving to Wisconsin.

Ann will follow-up with service members regarding what more they would like to know about the area, in addition as to whether they would like to travel to northeast Wisconsin for a weekend visit. 10 service members and their significant others could be invited. The event could feature:

- A Packer tailgate party.
- A realtor discussing the low cost of housing.
- Education reps discussing Wisconsin's great K-12 system and colleges/universities.
- Job opportunities for them and their significant others.
- Reasons to live in northeast Wisconsin.

A WEDC grant could be used to fund the weekend, in addition to employers paying to host the service members. Ann will share her follow-up info at the 7/11/2019 Talent Task Force meeting.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, July 11, 2019 at KI (Green Bay), 8:30 to 10:00 a.m. Agenda:

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