

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

**ATTENDEES:** Kathy Derks-American Foods Group, Theresa Duren-NEW ERA, Lisa Francour-NWTC, Shelly Gagen-Block-Pioneer Metal Finishing, Bill Gosse-St. Vincent de Paul, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Zach Kaiser-McClone, Kathy Koehler-Pioneer Metal Finishing, Melinda Morella-Olson-Imaginasium, Michael Ries-iSolved, Courtney Ryczek-Parker Hannifin, Rose Weiler-WS Packaging, Ann Franz-NEWMA, Debbie Thompson-NWTC

**ST. VINCENT DE PAUL PRESENTATION & TRAINING PROGRAM FOR UNDEREMPLOYED – BILL GOSSE, EXECUTIVE DIRECTOR**

The Society of St. Vincent de Paul offers tangible assistance to those in need on a person-to-person basis. They look at ways to get people past poverty. Intervention, consultation, direct dollar, or in-kind services are ways the organization assists. Below are some of their regional programs. *Members are encouraged to contact [Bill Gosse](#), executive director, phone (920) 435-4040 ext. 105, if they are interested in partnering with any of [St. Vincent de Paul's](#) opportunities.*

**BACK 2 WORK** - St. Vincent de Paul (Green Bay) is currently looking for ten corporate partners for their new Back 2 Work Program. The program is designed to get people working and to a living wage as soon as possible. It is an opportunity to prepare and align job seekers with entry-level trades employment and potential to pre-apprentice, apprentice and journey career pathways. Participants must be over 18 years of age, willing to learn, and paid \$9 during training. No experience is necessary. Participants are selected by referrals through home visits and given a personality test and background check. September 9 is the first orientation for potential workers. New classes, with 10-12 potential workers, start each quarter. Toward the end of the orientation, companies would come in and have a chance to meet the program participants. The targeted pay is a livable wage.

Mentors are also needed to develop individualized success plans. The mentor can be anyone interested in helping others and would have a background check done prior to participating in this more flexible role.

**BRIDGES OUT OF POVERTY WORKSHOP** - provides essential, relevant knowledge to give unbiased and effective support to “under-resourced” individuals who are living in and/or trying to move beyond poverty. This workshop is for anyone who interacts with people. Tuesday, September 24, 2019 *Or* Tuesday, October 22, 2019 - 8:00 AM to 3:00 PM

**GETTING AHEAD WORKSHOP** - Participants discover their strengths, share experiences, and learn from others. Trained facilitators and a group of peers unite for a 16-20 week, “kitchen-table style” educational workshop. Participants can plan their future and take control of their life.

**IMMERSION PROGRAM** - Participants engage back into the community by focusing on; healthy relationships, employability, financial capability, stretching expectations, community connectedness, and education.

There was discussion on featuring individuals from St. Vincent de Paul and other similar organizations to Alliance members similar to Hire a Hero program. The Task Force suggested asking Alliance members if they want to be on an email distribution list in which they will receive resumes vetted by the organization (Literacy Green Bay, The Joseph Project, My Brother’s Keeper, and St. Vincent de Pau).

Ann will follow-up with companies that are part of the Fast Forward grant for upskilling their entry level employees in participating in another Machine Op training program. She will bring her findings back to the group. Members were reminded to take the Earn to Learn survey, if they are interested in offering part-time employment plus pay for the person’s tuition.

## INTERNSHIP DRAFT DAY 2019

- Ann was able to arrange a tour of Tiletown Tech for faculty during IDD from 4:30 to 5:30 p.m. She will follow-up with Michelle Schuler regarding providing light refreshments during the tour. The program will include a drawing for a faculty led project.
- Theresa Duren is the interim NEW ERA rep and can point out logical champions from each campus that can help promote the event. Theresa shared that email is no longer the best way to reach students.
- Have a student brand ambassador at each campus to promote IDD.
- Registration glitches have been an issue. Students have shown their interviews scheduled but those interviews are not showing up on the back end of the website; therefore, no interview sheets were printed. At this year's event there will be a dedicated table to assist with any student interview issues.
- Employer changes need to be done by the Monday, the week of IDD.
- A short two minute video clip featuring past IDD student participants that were hired will be produced.
- Score sheet pickup bags need to be kept at the front of each booth and not moved, so runners aren't having to look for the bags. A note needs to be added to each pickup bag indicating this information.
- Have students complete the survey before they leave IDD.
- The downstairs, larger registration area worked well.
  - ✓ Contact Ann if your company hired an IDD past participant who can be featured in the promotional video clip or for IDD promotional materials. Members are encouraged to promote IDD at their job fairs, offices, schools, various events, etc.
  - ✓ Employers can begin registering for the event via the [IDD website](#).

## 2019 – 2021 STRATEGIC INITIATIVES

Previous Talent Task Force strategic initiatives:

- Understand all the labor pools and workforce needs available to NEW Manufacturers.  
Metric: Document the different labor pools and define strategies to reach them.
- Develop an advanced manufacturing workforce by creating a culture of continuous education and growth.  
Metric: Run all the Machine Ops Excellence Training in 2018.
- Attracting talent to member companies in the New North, K-16 and outside of the region.  
Metric: Two events to attract talent outside of Wisconsin and Michigan by the end of 2018.

2019 – 2021

- Connect job seeking veterans with Alliance members  
Metric: 10 placements at Alliance member companies.
- Create a system to match entry level job seekers that have completed a program at a local agency with Alliance members.
- Develop relationships with college faculty and staff  
Metric: host two faculty/staff events each year.
- Increase the number of college students employed at Alliance member companies.  
Metric: Increase the number of students that attend Internship Draft Day.
- Attract talent outside the region.  
Metric: Two events outside of the region attracting talent.

## NEXT STEPS & MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Wednesday, September 4, 2019 at McClone (Menasha) 8:30 to 10:00 a.m.

Agenda:

- ✓ Recruitment & Training Programs
- ✓ Internship Draft Day
- ✓ Talent Reload
- ✓ Next Meeting Date/Time/Location/Agenda