

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
McClone – Menash, WI
Wednesday, September 4, 2019 – 8:30 to 10:00 AM**

ATTENDEES: Linda Bartelt-Consultant, Craig Coleman-Forward Service Corp., Theresa Duren-NEW ERA, Lisa Francour-NWTC, Michelle Gloudemans-Heartland Label Printers, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Zach Kaiser-McClone, Kathy Koehler-Pioneer Metal Finishing, Melinda Morella-Olson-Imaginasium (via phone), Kirk Muenzenberger-ADP, Bill Seleen-WMEP, Chris Steier-ProSolutions, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

HUMAN CAPITAL MANAGEMENT PRESENTATION – KIRK MUENZENBERGER, ADP

See attachment. ADP would like to conduct a benchmark survey with NEWMA companies. This is an opportunity to conduct a talent survey, identify common challenges, then develop cohorts to work together to try to resolve those challenges. The survey is delivered in person with 8 to 10 companies participating in each session that would be over and 1.5 hour period. The findings will assist in bringing groups together that have similar issues. Kirk Muenzenberger would like to have one HR person and one senior level person participate from each company. Results can be benchmarked against NEWMA, Hackett, and/or ADP data. ADP is offering the survey as a free service.

Members agreed to move forward with the survey. Ann will identify participating companies, with the intent of conducting the survey in early 2020.

INTERNSHIP DRAFT DAY 2019

- 43 companies have registered for the event. September 13 is the deadline for companies to submit their internships on the IDD website.
- Members are encouraged to promote IDD at their job fairs, office, schools, various events, etc. Promotional materials are available through Ann.
- The Alliance is working with Stellar Blue on social media promotion. **Members are encouraged to contact Ann if they hired a past IDD participant who could be featured in a promotional video clip.**
- Fall 2019 NEWMA Volunteer Opportunities - After entering your information, click an empty cell of the worksheet. **The spreadsheet will automatically save.**

IDD Sponsorships are still being accepted.

- **Bus Sponsorships \$3000** – EMT International & Microsoft are sponsoring a bus from UW Stout.
- **Networking Reception \$1500** – Parker, Pioneer Metal Finishing, Plexus, TC Transcontinental, Total Energy Systems, Waupaca Foundry
- **Jersey Sponsors \$1000** – KI, Nercon, Paper Converting Machine Company (PCMC), Samuel Pressure Vessel Group, Trilliant Food & Nutrition, Zepnick Solutions

TALENT POOLS – MBK, TRANS, MACHINE OP 2.0

Transportation Alliance for New Solutions (TrANS) – is a state funded program that helps fill entry-level laborer positions for construction contractors. TrANS runs five classes a year, with 100% placement rate. Classes will be held at NWTC. In November, Ann will send an informational email to the membership about the TrANS program. Graduate resumes will be shared with interested member recruiters. The program will be featured at the December NEWMA full membership meeting. Contact Ranard Morris, TrANS northeast region instructor, for more information. Program attributes:

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| • 160 hours TrANS Construction Training | • Two week pre-employment training package |
| • Class A CDL permit | • Able to pass drug screen |
| • OSHA 30 Safety | • Resume ready |
| • First Aid/CPR/AED | • Interview preparation |
| • MUTCD Flagging | • Passed Carpenter's Union Math Test |

My Brother's Keeper – Ann met with Harry and Madonna Sydney yesterday. Harry will send Ann resumes to share with interested member recruiters.

Machine Op 2.0 is a 10-week training program sponsored by the Microsoft grant. Companies will be identified that want their employee(s) to enter an industrial maintenance career pathway. The training will take place in spring 2020 at NWTC.

Each month Ann would like to feature one of the talent pool programs, with three programs featured in December. Companies interested in receiving resumes from any of the various talent pools will be identified and sent candidate information.

2019 – 2021 STRATEGIC INITIATIVES

- ❖ Connect job seeking veterans with Alliance members.
- ❖ Metric: 20 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: The Alliance is looking to 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 from outside of the region.
- ❖ Metric: Two events will be held outside of the region to attract talent.
- Build partnerships with the schools through INSPIRE Wisconsin, a web-based career preparation and readiness platform. **See attachment.** The program uses company profiles to match their talent needs with students' career aspirations. Ann and Linda Bartelt are developing a clear model of this program, as a lot of high schools are interested in partnering with companies.
- Concerns were expressed regarding competition with fast food restaurants' rising hourly pay.
- Reskilling through the Fast Forward Grant will be done.
- Talent retention especially of entry level workers.
- More women are needed in STEM occupations. Build this into the initiatives.
- Some employees have personal issues they struggle with on the job. Coping skills are needed.
- Supervisor training is needed.
- Students are graduating high school and going directly into the job market but are not getting the needed soft skills.
- Retention Strategies – What perks can get someone to stay?
- Hands-on employees who can do the work are needed.
- The Communications Task Force is conducting a survey to understand what is attracting young people (ages 18 to 30) to manufacturing careers. The survey will help identify the drivers young people use to look for jobs, allowing members to better utilize those methods for their recruitment strategies.
- NEWMA's BOD will preview the strategic initiatives today. When complete, Ann will bring them back to each task force for review. Members requested reviewing the initiatives of each task force to avoid duplication of work.

NEXT STEPS & MEETING DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, October 10, 2019 at Heartland Label Printers (Little Chute) 8:30 to 10:00 a.m. Agenda:

- ✓ Recruitment & Training Programs
- ✓ Internship Draft Day
- ✓ 2019 – 2021 Strategic Initiatives
- ✓ Next Meeting Date/Time/Location/Agenda