

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
KI – Green Bay, WI
Thursday, February 13, 2020 – 8:30 to 10:00 AM

ATTENDEES: Haley Arndt-KI, Craig Coleman-Forward Service Corp., Stephanie Crowe-Insight Pub., Shelly Gagen-Block-Pioneer Metal, Arta Hajdini-Suburban Electric, Robyn Hallet-Literacy GB, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Jessica Klemens-ASPIRO Inc., Kathy Koehler-Pioneer Metal, Dana Kulas-Nueske's Meats, Julian Laurich- ASPIRO Inc., Julie Micke-Winona Foods, Melinda Morella-Olson-Imaginasium, Viseth Moua-ABC Staffing, Redebra Peters-ASPIRO Inc., Joy Ruzek-UWGB, Jenny Schroth-Rawhide, Wyatt Smet-InitiativeOne, Chris Steier-ProSolutions, Maiyoua Thao-ABC Staffing, Tanner Thorne-GB Insurance Center, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

TALENT POOL: ASPIRO EMPLOYMENT SERVICES

11.2% of Brown County residents have a disability which may or may not be visible. [ASPIRO](#) is a 501C3 non-profit that serves over 1400 individuals with disabilities. Some of their programs provide services 365 days a year. Services include; early intervention, employment services, day services, positive parenting, project search, recreation, residential services, and respite care. ASPIRO helps people with disabilities live their best life.

ASPIRO Employment Services

- Assess/prescreen individuals to discover their preferences, needs and abilities.
- Research, explore, and prepare for careers matching a client's interests, skills, and abilities. This can include job shadows.
- Prepare and practice soft skills, including grooming and attendance, needed for successful long term employment.
- Provide ongoing support for successful recruitment, hire, onboarding and retention.
- New Program: Group Supported Employment within area businesses. Contact Jessica Klemens for more information.

Employer benefits include; pool of quality, hardworking applicants, continued support, fiscal and tax benefits, free consultation and professional development services. ASPIRO has 50 to 70 individuals looking for a job daily and can provide professional development (PD) opportunities tailored to a specific business request(s). PD topics include; diversity/inclusion, mental health, disability etiquette, and creating a welcoming environment for all new employees.

ASPIRO's goal is job independence for their employed clients with disabilities. This means they can advocate for themselves on the job and know who to ask if they have questions. ASPIRO will help teach their clients new tasks if needed. For more information, contact either; Jessica Klemens, manager, jklemens@aspiroinc.org or Redebra Peters, career & vocational specialist, rpeters@aspiroinc.org.

TALENT POOL: HMONG WORKFORCE

[ABC Staffing](#) works to secure employment for the Hmong and refugee populations. The jobs they seek are for people who cannot speak or write English. The Hmong population is hard-working, have a good work ethic, and are good employees. Viseth Moua of ABC Staffing provided a brief history and tips for working with the Hmong population.

Hmong people came to the United States as refugees of the war in Laos. They fought for and helped the U.S. in the Vietnam War. Their families are very close and respect one another. Those living in the U.S. often need understanding.

There are 18 clans in the Hmong Culture, each with a different name. The 18 clans/surnames are; Chang/Cha, Cheng, Chue, Fang, Her, Hang, Khang, Kong, Kue, Lee/Ly, Lor, Moua, Pha, Thao, Vang, Vue, Xiong, and Yang. Members of the same clan consider themselves family. For example, they may call someone their mom, even if their real mom is deceased, but they feel like that person is a mother to them.

According to Hmong tradition, when a person dies, his/her soul must return to their birthplace, then travel to meet their ancestors in the afterlife. Rituals during their ceremonies are meant to ensure safe passage. The Hmong also have seating practices. For example, a Hmong man will not sit between two women. Hmong cuisine has similarities to Asian food using spices and herbs, sometimes strong smelling but appetizing.

The Hmong language has two dialects: white and green. If you learn to say "Hello" using the Hmong language, they will be very grateful to you for acknowledging their culture. Language barriers can cause them to not understand all work policies. Viseth Moua and Maiyoua Thao, ABC Staffing, can attend your meeting/training to provide translation services. Hiring someone who is bilingual can help with translation. The Geo Group Corporation and ITC Global Translations, both NEWMA members, provide translation services. Contact Viseth vmoau@abcstaffing.net , or Maiyoua maiyoua@abcstaffing.net for more information regarding ABC Staffing or tips for working with the Hmong population.

TALENT POOL: RAWHIDE

Rawhide, established in 1965, inspires and equips at-risk youth and their families to lead healthy and responsible lives through family-centered care, treatment, education, and faith. Programs offered include counseling services, education, and alumni resources. Rawhide's six therapy locations offer outpatient mental health services. They also go into local high schools to do outpatient mental health counseling. A 1,000 people are served each year through their outpatient services. A residential program with therapeutic counseling is also available. Currently, there are 40 individuals housed at the ranch, with capacity of up to 60 people. Rawhide also works with regional companies to find jobs for their at-risk youth with barriers to employment.

Jenny Schroth, job training program manager, is looking at gaps in community services, including jobs, and how Rawhide can fill those gaps. Rawhide facilities can be used during the evening hours. To schedule a tour or discuss how Rawhide can help fill any community gaps, contact Jenny at jschroth@rawhide.org or (920) 531-2680.

Ann shared that the K-12 Task Force is working on a **Mentorship Conference** to be held on Wednesday, April 29, 2020, 8:30 to 10:30 a.m., at Fox Valley Technical College. The focus will be on mentoring youth and young adults (YA students, college interns, high school grads going right into the workplace) to be more successful in the workplace. This educational event will be free for Alliance members.

RECRUITMENT & TRAINING PROGRAMS

Ann is working with Fox Valley Technical College and the Fox Valley Workforce Development Board on a **Fast Forward Grant** (FFG) focused on flexographic training. Companies interested in participating in this training *or* would like to propose other training that could be covered by the FFG are encouraged to contact Ann.

Members are in favor of hosting a spring job fair, inviting the various populations the Talent Task Force has been studying; Aspiro, Forward Service Corp., Hmong community, My Brother's Keeper, ProSolutions, Rawhide, etc. Agencies that work with these populations will also be invited. The event will be free for Alliance members and will include Literacy Green Bay, the Job Centers, and organizations that offer short-term skills training programs. Presenters could discuss interviewing skills, manufacturing careers, and available training. The concentrated job fair will be held during the afternoon for two hours. Ann will research available venues to determine the date/time. She will also reach out to the various groups who will be invited to attend. A follow-up 'Parade of Manufacturers' could be offered. Pam Blazei will look into area school spring break dates to avoid attendees having school aged children at home.

INTERNSHIP DRAFT DAY & YEAR-ROUND COLLEGE STUDENT OUTREACH

The **Internship Draft Day** website will be changing hosts due to cost. Ann asked members for any upgrades or additional connections they felt should be made to the new site.

- Schedule *and* announce a hard lock date when students can no longer register for interviews or the event.
- Avoid having students who registered, yet no record of them or their interviews are available the day of the event.

Members are encouraged to contact Ann with any proposed IDD website upgrades. Melinda Morella Olson shared that by Googling Wayback Machine, members can see the most recent archived version of the IDD website's URL.

The Alliance Board would like to have the Talent Task Force work on additional connections with the students that register on the website. This will be placed on next month's agenda.

COLLEGE TOURS WITH ALLIANCE MEMBERS AT UW GREEN BAY, UW OSHKOSH, & UW PLATTEVILLE

Ann proposed hosting luncheon meetings with tours at UWGB, UWO and UWP. These meetings are to inform their faculty about the upcoming IDD and related opportunities for their students, in addition to establishing relationships. The new engineering degree programs will be discussed. Students will not be invited, as it is felt more important to get the information to faculty so they can promote it to their classes.

What would the membership like to see with these tours? What month/day works best? Members are encouraged to contact Ann with any feedback. Ann will gauge members' interest to participate.

NEXT MEETING'S DATE/TIME/LOCATION/AGENDA

The next Talent Task Force meeting will be on Thursday, April 9, 2020, 8:30 to 10:00 a.m. at ProSolutions, Green Bay.
Agenda:

- ✓ Recruitment & Training Programs
- ✓ Manufacturers' Job Fair
- ✓ Internship Draft Day & College Student Outreach
- ✓ College Tours to Promote IDD
- ✓ Next Meeting Date/Time/Location/Agenda