

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
WebEx
Thursday, April 9, 2020 – 8:30 to 10:00 AM

ATTENDEES: Allyson Baue-NWTC, Craig Coleman-FSC, Melissa DeMoulin-BPM Inc., Kathy Derks-American Foods, Jim Finan-Employment Resource Group, Lisa Francour-NWTC, Eric Geraden-ProSolutions, Robyn Hallet-Literacy GB, Jim Hartnett-InitiativeOne, Erynn Hector-Pro Fab, Ryan Herber-LTC, Katie Instefjord-Trillium Staffing, Derek Jablonicky-DWD, Kurt Johnson-The HS Group, Kathy Koehler-Pioneer Metal, Trinity Korth-Paychex, Julie Micke-Winona Foods, Bobbi Miller-FVWDB, Melinda Morella-Olson-Imaginasium, Will Robinson- Forsite Benefit Partners, Joy Ruzek-UWGB, Jenny Schroth-Rawhide, Chris Steier-ProSolutions, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

COVID-19

NEWMA RESPONSE

- Sending weekly emails to the membership with government links and COVID-19 information. Members have found the information to be valuable, as the data is changing rapidly. Receiving the information from multiple sources helps confirm their company is on-track and compliant.
- Sent members a survey, on behalf of the WEDC, regarding manufactures' current and potential capabilities for manufacturing PPE. As a result, connections were made that were not previously in place.
- Ann met with hospital directors of procurement to assist them with PPE, connecting them to new resources.
- Created a program to connect Alliance members who are dislocated due to COVID-19 with members that are hiring short-term workers.
- Partnered with the Greater Green Bay Chamber on a joint recruitment effort of short-term workers.
- Created a best practices forum with Alliance members regarding what they are doing related to COVID-19.
- Sending a weekly email featuring online training opportunities related to COVID 19.

Ann encouraged members to share any ideas for further NEWMA response to the pandemic. Jim Finan stated it would be helpful to know when member companies start receiving COVID-19 government funding.

BEST PRACTICES SHARING – Open Discussion

Members are working to keep employees safe, while striving to be compliant. They are trying to stay on top of the rapidly changing government and CDC guidelines/recommendations. Comments:

- Developing compliant protocols if someone is exposed, running a fever, or tested positive.
- Having employees take their own temperature before coming to work, while some companies are taking their employees' temperature onsite, before they begin their shift. Temperature must be 100 degrees or less. One of the first WMC webinars discussed being compliant, regarding employee temperatures.
- Many companies are feeling the pinch of the economic downturn. Some have enacted a hiring freeze or had to lay off employees. In response, NEWMA created a program for hiring short-term employees.
- Many employees are practicing social distancing by working remotely, if possible. Some companies are staggering shifts.
- Disinfecting of work areas and common spaces has ramped up at most organizations.
- PPE, including facemasks, are being used but are often unavailable for purchase. **Members are encouraged to contact Ann if they need facemasks.** North Coast Training Center and Professional Fabrications reps expressed a need for facemasks.
- Companies are trying to keep morale up. Frequent team meetings are held, in addition to sending texts. Being able to see other employees during remote group meetings is helpful, lessening isolation.
- It is important to look out for employees professionally and personally, utilizing internal one-on-ones, even if conducted remotely.
- More lockdown procedures have been enacted, especially with clients/customers entering organizations.

- Some companies may forgo office space when the restrictions are lifted, realizing their employees are just as productive working virtually.
- Supplying and/or requiring employees to wear facemasks.
- Doctors notes are required (when possible) for absences related to COVID-19.
- Location locks – employees are not allowed to move between company locations.
- Staggering shifts to encourage social distancing.
- Giving employees gift certificates from local businesses as an incentive and morale booster, while supporting small businesses.
- HR sending out a daily email requesting temperature and to answer questions about COVID-19 exposure.
- Employees must sign-off on questions regarding exposure to COVID-19 to enter the workplace.
- American Foods Group instituted ‘Hero Pay’. Employees in good standing receive a \$100 bonus on each paycheck through the end of May.
- InitiativeOne is offering crisis leadership training, four-week session starting next Friday. Contact [Jim Hartnett](#) for more information.
- Members can register for the April 16 or 22 [free webinar](#), ‘Proven Strategies to Keep Remote Workers Engaged, Enthused, and Effective’. See the attachment forwarded by Melinda Morella-Olson.

Paychex is also offering some discount pricing for NEWMA members, including some free months with their HR support solution. A company will have a direct, Wisconsin HR professional contact. Currently, this contact will only do virtual meetings; however, after COVID-19 restrictions are lifted, they will be available to come onsite to assist with HR needs. Contact [Trinity Korth](#) for more information. Visit: <http://newmfgalliance.org/join/m2m-savings-guide/> and <https://www.paychex.com/coronavirus-resources>.

Upcoming 2020 events that may need to be rescheduled or cancelled:

- Hiring & Retaining Gen Z’s Training - April 29 (*instead hold in August*)
- Retirement Readiness Seminar - May 2 (*rescheduled for September 12*)
- Earn & Learn Draft Day - May 11 (*instead hold in August*)
- President’s Cup Scholarship Golf - June 4 (*rescheduled for August 5*)
- Quarterly Membership Meeting - June 10 (*TBD if rescheduled*)

INTERNSHIP DRAFT DAY & YEAR-ROUND COLLEGE STUDENT OUTREACH

After the NFL releases the upcoming Packers schedule, IDD will be scheduled. Recruitment of companies for participation and sponsorship will begin in August. A new IDD website is being created by Leighton Interactive and will be published in July. The July meeting will include reviewing the new website for further enhancements.

NEWMA has a database of 600 college students. Members discussed how to connect with college students in addition to recruiting for IDD. Because most college students are currently participating in online schooling, they can be reached via email.

- Informational events could be held remotely. Students are comfortable communicating virtually.
- All student population is now online for classes. Can employers/Alliance reach out to students via email?
- Create a Webinar for students to join and learn about IDD. Enter for prize when joining.
- Create a TikTok or Snapchat invite/advertisement - the two most popular social media platforms for Gen Z.
- After the November IDD, reach out to students in Jan/Feb for current year to fill gaps of internships that fell through or were not a good fit. Offer webinars possibly on interviewing skills.

RECRUITMENT & TRAINING PROGRAMS

- The May job fair that was being planned by members has been cancelled.
- Manufacturing is an essential industry that will need employees. Gen Z’s want to feel they are making a difference. Pam Blazei is producing a video in this regard.

- The Machine Ops training was suspended due to the Safer at Home Order. The training will continue after the Order is lifted.
- Fast Forward Grant submissions are now due April 30, instead of March 30, giving companies some time if they are still interested. Bobbi Miller shared they are still working on the grant, but it is well in progress. Companies have been identified that will be participating in the flexographic training. FVTC has developed the training, however, the training timeline will likely change due to the pandemic.

ALLIANCE MEMBER COLLEGE TOURS AT UW PLATTEVILLE, UW OSHKOSH, UW GREEN BAY

The Talent Task Force planned to participate in college tours to promote IDD beginning in May. That timeframe will no longer work and has been changed to September 2020. By the 5/14 Talent Task Force meeting, there will likely be more clarity on the future of COVID. Members will create goals for the tours. This will include explaining the mission and value of IDD. Other suggestions included hosting virtual meetings, allowing for outreach to more colleges. Another component would be showing the IDD videos that have been produced that can be shared with students by their instructors.

NEXT MEETING'S DATE/TIME/LOCATION/AGENDA

The next Talent Task Force WebEx meeting will be on Thursday, May 14, 2020, 8:30 to 10:00 a.m. Agenda:

- ✓ COVID-19 Updates
- ✓ Internship Draft Day & Year-round College Student Outreach
- ✓ Recruitment & Training Programs
- ✓ Alliance Member College Tours to Promote IDD
- ✓ Next Meeting Date/Time/Location/Agenda