

**NEW Manufacturing Alliance  
TALENT TASK FORCE WEBEX MEETING MINUTES  
Thursday, November 12, 2020 – 8:30 to 9:30 AM**

**ATTENDEES:** Mindie Boynton-MPTC, Craig Coleman-FSC, Melissa DeMoulin-BPM, Kathy Derks-American Foods Group, Lisa Francour-NWTC, Arta Hajdini-Suburban Enterprises, Erynn Hector-Pro Fab, Katie Instefjord-Trillium Staffing, Derek Jablonicky-DWD, Kurt Johnson-The HS Group, Kathy Koehler-PMF, Julie Micke-GB Packaging, Melinda Morella-Olson-Imaginasium, Andy Preissner-HLP, Judy Price-UWGB, Chris Steier-ProSolutions, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

**COVID-19**

Discussions took place regarding the workforce impact due to the pandemic. Member comments:

- More employees are out due to testing than we have seen in a while.
- Employers have been flexible with employees. This includes allowing office employees to work 2<sup>nd</sup> shift for social distancing purposes.
- Employers are seeing more staff out due to COVID or being under quarantine due to being exposed to the design, several companies are seeing 10% of their staff out due to this issue.
- Have had a lot of work requests to fill.
- 50-60% of the large, local employers aren't planning to have nonessential employees back in the office until June/July of 2021.
- Employees have been back in the office for the last six months, while some are still working from home. The majority of employees are able to social distance. Teams rotate who is in the office.

**RECAP: INTERNSHIP DRAFT DAY - NOVEMBER 10, 2020 – PAM BLAZEI**

290 students registered, representing 33 colleges/universities throughout the U.S. 309 meetings took place. The technology worked well, with only a couple of students having reported glitches on their end. Pam is collecting student jersey information - sizes and mailing addresses. Although the interviews were virtual, there was still live programming at Lambeau Field shown on the Alliance's YouTube channel, including Mark Murphy announcing the top draft picks. The [Internship Draft Day 2020 - Live from Lambeau Field](#) link is attached that has had over 190 people view some part of the program.

<b>2020 VIRTUAL INTERNSHIP DRAFT DAY</b>		
<b>Participating students represented the following colleges/universities.</b>		
Fox Valley Technical College	St. Norbert College	Arizona State University
Gateway Technical College	UW-Eau Claire	California State University
Lakeland University	UW-Green Bay	Murry State University, Kentucky
Lakeshore Technical College	UW-LaCrosse	North Carolina State University
Madison Area Technical College	UW-Madison	New York State University
Marian University	UW-Milwaukee	Purdue University, Indianapolis, IN
Marquette University	UW-Oshkosh	University of Illinois
Michigan Technological University	UW-Platteville	University of Minnesota
Moraine Park Technical College	UW-River Falls	University of Southern California
Northern Michigan University	UW-Stevens Point	University of Ohio
Northeast Wisconsin Technical College	UW-Stout	University of Texas at El Paso

#1 Overall Draft Pick - \$1500 Scholarship Winner: Rkia Talbi, UW Platteville, Mechanical Engineering

#2 Overall Draft Pick - \$500 Scholarship Winner: Denny Christoff, UW Green Bay, Mechanical Engineering

Additional top picks will receive a \$25 gift card and represented regional colleges/universities and one out of state college.

Pam will be sending a follow-up survey to the companies and students that participated. Questions will include: Did you offer any IDD candidates a position *or* hired them? What was the most valuable part of the event for you? How can IDD be improved? Results will be shared at the 1/14/2021 meeting. Member comments:

- The whole program was really awesome, a seamless process. Thanks for all the work that went on behind it.
- More time between interviews may help employers write notes and score student interviews.
- The interviews went well. We are moving forward with some of our candidates.
- This year had the largest number of UWO students participate.

For 2021, members did not have a preference whether to hold the event on a Tuesday *or* a Thursday, as done in the past. Melding a virtual and live format was considered a good strategy to meet individual needs *or* comfort levels. The hybrid model also allows for more students to attend from across the country.

Ann thanked Pam Blazei who spearheaded this year's event. Ann also shared her appreciation to all the employers who participated, diligently entering their scores.

### **FAST FORWARD GRANT & DATA ANALYTICS TRAINING**

Fast Forward Grants are now available for either a company to conduct its own training *or* a group of companies working jointly to host upskill training for their employees. Grants are available to all industry sectors and companies of any size.

- Grant award amounts may range from \$5,000 to \$400,000.
- Cash or in-kind match equal to 50% of the grant award amount is required.
- **Applications are due Monday, November 30, 2020 by 3 p.m. CST.**

Machine Operator 10-week training has been offered in the past and can be easily offered again. In-person training would be limited to nine participants at the tech colleges. Training would need to be completed within a year. **Ann will send an email to members that participated in the past to see if they are interested in participating in this round of Fast Forward Grants. She will also share the company FFG requirements to participate.**

There is also an option to train for **data analytics**. 20 individuals participated in the free LinkedIn data analytics training pilot that will commence next week. Participants met weekly and will be sharing their capstone project. The LinkedIn training, because it is free, will not be part of the Fast Forward Grant; however, Ann will share information about this training in the FFG email she sends to members next week.

NWTC offers a **Data Analytics Certificate**. Members are encouraged to contact [Lisa Francour](#) for more information.

MPTC will host an **Industrial Maintenance Boot Camp** starting in January, with possible grant funds available. The training will be in-person on the Fond du Lac campus and can have up to nine participants. Contact [Mindie Boynton](#) for more information.

### **RECRUITMENT OPPORTUNITIES**

Members shared their current hiring status.

- Companies continue to hire for production workers and don't anticipate this slowing down.
- Several companies are hiring primarily production positions, in response to expanding and growing. Weekend shift employees are harder to recruit.
- One company has developed a stronger onboarding training program, so it is taking longer to get new employees trained, as they don't have enough trainers.
- One company has been hiring for retirees. Wearing masks and social distancing is being followed.
- Derek Jablonicky shared that he has had excellent placement for veterans, including high ranking officials. Derek will be sending veteran bios to Ann to share with members.

Due to companies having a lot of openings, Ann asked members if they would like to create a recruitment event. Craig Coleman shared that the Greater Green Bay Chamber is hosting a virtual hiring event for their members on December 9. The Chamber has room for up to 50 of their employers to participate. After the event, Ann will follow-up with the Chamber to inquire about its success and the virtual platform they used.

### **2020 DRIVE THRU JOB FAIRS**

The September 17 Drive Thru Job Fair did not see as many participants as the July 15 event, as unemployment numbers have decreased by approximately 8%. Approximately, 200 bags were distributed with the rest of them donated to the library system. A lot of labor goes into the event so organizers may need to reconsider holding this type of job fair again. One member reported they did hire a candidate from the September 17 event, while two other members who participated shared that they had no one apply.

- ✓ Derek Jablonicky will send Ann veteran bios to share with the membership. Interested employers can contact any of the candidates directly.
- ✓ Members are encouraged to send Ann their job openings to post on the Alliance's social media platforms and website.
- ✓ Ann will contact service providers that work with job seekers about working together on a process to help people that are work ready get connected with Alliance members for job opportunities.

### **UPCOMING ALLIANCE EVENTS AND PROGRAMMING**

#### **QUARTERLY FULL MEMBERSHIP ZOOM MEETING**

**Tuesday, December 8 - 8:30 to 10:30 AM**

The 2021 Northeast Wisconsin Manufacturing Vitality Index results will be announced. Ann will send manufacturer members a link to the survey so they can participate.

A guest speaker; Ted Abernathy of Economic Leadership LLC, a North Carolina based economic consulting company that has worked with WMC on its Wisconsin Workforce Competitiveness Evaluation report will present. Regional, State and national data will be shared, giving a glimpse of what to expect in 2021 regarding workforce and economic trends.

The program will also include an overview of the past year and what's to come in 2021 for the organization.

### **NEXT MEETING DATE/TIME/AGENDA**

The next Talent Task Force Webex meeting will be on January 14, 2021, 8:30 to 10 a.m. Agenda:

- ✓ RECAP: IDD Survey Results
- ✓ Fast Forward Grant & Data Analytics Training
- ✓ 2021 initiatives
- ✓ Job Ready career fair events with service providers
- ✓ Upcoming Alliance Events & Programming
- ✓ Next Meeting Date/Time/Agenda