

**NEW Manufacturing Alliance
TALENT TASK FORCE WEBEX MEETING MINUTES
January 13, 2022 – 8:30 to 9:30 AM**

ATTENDEES: Allyson Baue-NWTC, Mary Beilfuss, Scott Beyer-Green Bay Packaging, Craig Coleman-Forward Service Corporation, Andrew Curran-R&R Insurance, Jared Eggebrecht-North Central Technical College, Lisa Francour-NWTC, Brad Gast- North Central Technical College, Mona Gauthier-WI Regional Training Partnership, Erynn Hector-Pro Fab, Ryan Herber-WI Apprenticeship, Derek Jablonicky-DWD, Meridith Jaeger-NWTC, Kelli Karpinski, Kathy Koehler-PMF, Chris Linn, Rena Northrop-FMM, Lynn O’Shasky-WI Apprenticeship, Courtney Ryczek-Parker Hannifin, Adam Skarie-von Briesen & Roper, Chris Steier-ProSolutions, Trisha Tetzlaff-Core Financial Resource, Scott Valitchka-15 Dots, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

WELCOME

Talent RISK Task Force members have completed their mission, including the creation and implementation of the Retirement Readiness Seminar. These members have joined forces with NEWMA’s Talent Task Force.

PRESENTATION: MOVE TO MANUFACTURING – ATTRACTION & TRAINING PROGRAM

PRESENTERS: Brad Gast & Jared Eggebrecht of North Central Technical College | Wausau, WI

Move to Manufacturing increases the number of qualified manufacturing candidates for manufacturers.

PROGRAM GOALS		
<ul style="list-style-type: none"> Increase the number of skilled manufacturing industry workers. Reduce employee turnover. Increase safety awareness. 	<ul style="list-style-type: none"> Short, easy to access, learning program. Free for all trainees. Trainees participate without having to quit their current job. 	<ul style="list-style-type: none"> Provide trainees incentives that are easy for employers to administer.
TRAINING PLAN		
movetomanufacturing.com	Self-paced online class is 8 hours and can be taken anywhere.	Manufacturing skills workshop is 20 hours (5 consecutive 4-hour sessions), scheduled with the trainees’ schedule in mind.
TOPICS		
<ul style="list-style-type: none"> Basic computer skills Shop math Print reading Measurement tools Hand tools Manufacturing processes 	<ul style="list-style-type: none"> Industrial safety Continuous improvement Teamwork & communication skills Measurement & quality Individual & team lifting Cranes & rigging techniques 	<ul style="list-style-type: none"> Print reading & spatial recognition lab Building mechanical assemblies Critical thinking through lean techniques Team building & communication skills Fabricating crates from prints Forklift certification for NTC
PARTICIPANT INCENTIVES		
Company Tours Job Interview \$500+ Bonus within First 90 Days & Livable Wage Training Built Around Schedules		
BENEFITS		
<p style="text-align: center;">TRAINEE BENEFITS</p> <ul style="list-style-type: none"> Determine if manufacturing is a good fit. Develop base level skills. Prove dependability. Guaranteed job interview. Reimbursement for time if interview leads to a job. There are test out opportunities for those who have already worked in manufacturing. 	<p style="text-align: center;">COMPANY BENEFITS</p> <ul style="list-style-type: none"> Weeds out those that do not have tenacity <u>or</u> basic mechanical ability. Know that graduate will have basic manufacturing skills. The software includes how much time it took the trainee to complete the online training. 	

NTC STATS: AUGUST 2019 – DECEMBER 2021		
<ul style="list-style-type: none"> 451 registered participants 170 completed the online essentials. 	<ul style="list-style-type: none"> 117 completed the workshop. 91 hired – <i>NTC is not made aware of all participants who were hired.</i> 	<ul style="list-style-type: none"> 3 Antigo High School students piloted the program.
WHAT'S INCLUDED (1 ST YEAR)		
<ul style="list-style-type: none"> New location website setup Customization of M2M website Coordination of workshop trainees Web domain updates Security setup Consultation & tech assistance 	<ul style="list-style-type: none"> Train-the-Trainer @ NTC – Wausau, WI Use of online M2M program with unlimited trainees M2M instructor consultation Student records, administration, workshop trainee coordination, & reporting Content updates for online & workshop 	<ul style="list-style-type: none"> Marketing templates (basic, not custom) Digital files with marketing content Biz cards, table tents/cloths, banners, instructor gear, etc. Use of logo & trademark

Presentation Recap

Task Force members agree that exploring how to implement a similar program in the New North region would be of value to the membership. The projected cost quoted in the presentation was \$130,000, which did not include the cost for the regional technical colleges to administer the training. A lower cost option will be explored.

NEXT STEPS

NWTC will follow-up with Ann regarding next week's Wisconsin Technical College meeting discussing the state adoption of Move to Manufacturing. Talent Task Force members will be updated at the 2/10/2022 meeting.

RECAP 2021 TALENT TASK FORCE INITIATIVES

- Webinars: Talent Recruitment & Retention
- Internship Draft Day – Scholarship recipients represented UW-Platteville and UW-Green Bay. There were 130 college students that attended the event, along with 46 exhibitors.
- Over 200 Alliance member employees enrolled in the Data Analytics course.
- The Talent Task Force created the digital skills training program for computer illiterate employees. There has been limited participation in this training.
- Joint project with the Greater Green Bay Chamber on identifying hospitality workers through LinkedIn and offering them the opportunity to apply for manufacturing jobs. This initiative had limited success with only a few respondents expressing interest in a manufacturing job.
- Hosted special presentations regarding hiring Somali residents, DVR, WTRP, retention strategies, and the Enterprise rental car program.
- Brainstormed training for job seekers and incumbent workers for COVID related grants.

PLAN 2022 TALENT TASK FORCE INITIATIVES INCLUDING MONTHLY WEBINARS & FUTURE OF WORK FORUMS

- Internship Draft Day is *tentatively* scheduled for November 3, 2022.
- Cohort 5 of the Data Analytics training began January 11, 2022, with 46 registrants.
- Create / implement Move to Manufacturing or a similar program.
- NEWMA's Board would like the Talent Task Force to create a monthly webinar series regarding attraction and retention. Speakers do not have to be Alliance members.
- Future of Work Forums – Hot topics for 2-3 forums will be determined and discussed by Alliance manufacturers. Discussions will lead to strategies.
- Create project management training based on the results of the NEWMA 2021 survey.

UPCOMING ALLIANCE EVENTS & PROGRAMMING

- January 24 – Webinar: Mentoring & Working with Students in the Workplace | 8:30 to 10:00 AM
- March 2 – Quarterly Full Membership Meeting

NEXT MEETING DATE/TIME/AGENDA

The next Talent Task Force Webex meeting will be on Thursday, February 10, 2022, 8:30 to 9:30 a.m. Agenda:

- ✓ Move to Manufacturing Program
- ✓ Attract, Recruit & Retain Webinars and Future of Work
- ✓ Training & Recruitment Grants
- ✓ Upcoming Alliance Events & Programming
- ✓ Next Meeting Date/Time/Agenda