

**NEW Manufacturing Alliance**  
**TALENT TASK FORCE WEBEX MEETING MINUTES**  
**February 10, 2022 – 8:30 to 9:40 AM**

**ATTENDEES:** Allyson Baue-NWTC, Paula Boldt-KerberRose, Mindi Boynton-MPTC, Craig Coleman-Forward Service Corporation, Pam De Leest-KerberRose, Kalyn DeMars, Melissa DeMoulin-BPM, Rebecca Fairman-Connections for Mental Wellness, Lisa Francour-NWTC, Mona Gauthier-WRTP, Erynn Hector-Pro Fab, Kathy Koehler-PMF, Trinity Korth-Badger Staffing, Dane Krouse-DWD, Sarah Robertson-15 Dots, Will Robinson-USI Insurance Services, Courtney Ryczek-Parker Hannifin, Chris Steier-ProSolutions, Maiyoua Thao-ABC Staffing, Dawn Thompson-American Foods Group, Scott Valitchka-15 Dots, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Debbie Thompson-NWTC

**PRESENTATION: MENTAL HEALTH IMPACT ON THE WORKPLACE**

**PRESENTER:** Rebecca Fairman, Connections for Mental Wellness

Connections for Mental Wellness, located in Brown County, addresses community needs and issues related to mental health. The organization is a grant funded initiative that strives for mental wellness every day.

Mental health issues often go unaddressed in the workplace due to the stigma associated with mental illness. Collectively, it is estimated the annual cost to Brown County employers is \$400,000,000. This does not include the cost of lost productivity. The prevalence of anxiety and depression is 36% higher than the national average.

**Factors that contribute to poor mental health in the workplace:**

- Poor health and safety policies
- Poor communication & management practices
- Low control over one's work area
- Low levels of support for employees
- Inflexible working hours
- Unclear tasks or organizational objectives

**There are many initiatives companies can launch to support employees.**

- Connect employees with the big picture. Let them see the work they do has purpose.
- EAP promotion & utilization - Short and long-term solutions are available. Employee utilization of EAP resources is kept confidential and not shared with their employer.
- Education – Let employees know about available resources.
- Promote the climate/change the culture. Start with a one-on-one meeting to assess their feelings.
- Take a moment to say, *'How are you?'* or *'I heard you lost a family member.'* Be sincere, showing you truly care.
- Resource promotion - Make resources simple, clear, and easy to access.

Share and post emergency resources. Emergency contacts can be posted by vending machines, restroom doors, anywhere that can get employees' attention. Emergency contacts are trained to respond.

- **For Medical or Psychiatric Emergencies: Call 911**
- **National Suicide Prevention Hotline: Call 1-800-273-8255**
- **Crisis Text Line: Text "Start" to 741741**

*“Culture is created through a million micro-moments between employees in connection with one another. When we recognize our collective responsibility to these powerful micro-moments, we can influence a thriving workplace culture and cultivate wellbeing.” Realize Wellbeing - Maggie Gough, RD*

### **Developing the Culture**

Start with education at the leadership level, as they set the stage. Leadership can open doors by discussing mental wellness topics. **Teach employees how to:**

- Recognize signs and symptoms.
- Refer appropriately.
- Talk to someone about mental health.
- Access resources.
- Promote programs, like EAP or [MyConnectionNEW.org](http://MyConnectionNEW.org), aimed at supporting mental health. The Gathering Place of Green Bay also provides onsite mental health presentations.
- Incorporate lifestyle adjustments. Encourage healthy eating habits and safe exercise.

The line between work and personal life is now more blurred and needs to be better understood. An important consideration for work-life balance is working out how phones are utilized by employees. How are we answering work emails? Is the employee given a work phone or are they using their personal phone for work purposes? Employees can easily get caught up in answering emails outside of their work hours, extending their workday. Employers need to establish with their employees if / how / when they can respond outside of work hours.

### **TALENT RECRUITMENT SYSTEM FOR NEWMA MEMBERS**

Ann introduced Maria Gonzalez as the newly hired NEWMA talent coordinator. Maria will be working to connect Alliance members with potential job candidates. She will also be working with Pam Blazei on Internship Draft Day. Maria is passionate about helping individuals find rewarding careers. Her experience includes working in human resources at manufacturing companies. She has also served in the military and is fluent in Spanish.

Ann recently sent a survey link to manufacturer members to determine the types of resumes they would like to receive. The plan is to develop a system to connect job seekers with member companies.

### **ATTRACT, RECRUIT & RETAIN WEBINARS**

Potential content speakers / topics for monthly webinars were discussed.

- Mental Health
- Department of Corrections
- Employer Branding – Build upon the presentation given by Vye and Imaginasion reps.
- Fox Valley SHRM
- Chad Kopitzke – Generational Workplace Issues, Talent Management, Coaching, Recruitment
- BAWDB – Works with dislocated workers, DOC, DVR, and more.
- Wisconsin Paper Council – How to Sustain Employees – Presentation applies beyond the paper industry.
- Non-traditional Employee Benefits
- Presentations can be hosted by various ethnic groups.

### **FUTURE OF WORK**

Future of Work will be a biannual event. Format: A topic will be discussed by Alliance members at roundtables, followed by sharing with the full group. From these conversations, strategies and recommendations will be shared with community partners - colleges and workforce system. Potential topics were discussed.

- What is the future of higher education? What are the needs? Is a 4-year degree still going to be important? There has been a shift regarding the ridged requirements.
- Remote Work – Will companies continue offering remote work? Best practices can be shared.

- Opportunities to encourage students to complete a certificate or technical diploma while they are in high school can be a discussion topic.
- YA Programs
- New North Talent Strategies

### **CREATING A RECRUITMENT PROGRAM SIMILAR TO MOVE TO MANUFACTURING**

NEWMA is working on a grant to help fund the training and implementation of a program similar to Move to Manufacturing. Ann is working with the colleges to determine if they will be investing in this initiative. When finalized, a subcommittee will be needed to work on the training portion of the program. More to come as funding becomes available.

### **UPCOMING ALLIANCE EVENTS & PROGRAMMING**

- February 24 Webinar: Earn & Learn - Noon to 1 p.m.
- March 2: Quarterly Full Membership Meeting – 8:30 to 10:00 AM
- March 30: Webinar - CMMC Compliance for Defense Contractors
- April 5: You Can Make It Career Expo – Greenville/Hortonville Middle Schools
- April 19: Taps + Tours Business After Hours at Valley Packaging Industries
- April 27: You Can Make It Career Expo – at Lombardi Middle School

Wisconsin Timber Rattler talent search sponsorships are available. Ann will be sending more information regarding this initiative.

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

The next Talent Task Force Webex meeting will be on Thursday, April 14, 2022, 8:30 to 9:30 a.m. Agenda:

- ✓ Talent Recruitment System
- ✓ Attract, Recruit & Retain Webinars
- ✓ Future of Work
- ✓ Creating a Recruitment Program Similar to Move to Manufacturing
- ✓ Upcoming Alliance Events & Programming
- ✓ Next Meeting Date/Time/Agenda