

**NEW Manufacturing Alliance
TALENT TASK FORCE – MS TEAMS MEETING MINUTES
September 8, 2022 – 8:30 to 9:30 AM**

ATTENDEES: Allyson Baue-NWTC, Scott Beyer-GB Packaging, Craig Coleman-Forward Service Corporation, Derek Jablonicky-DWD, Kelli Karpinski-MPTC, Beth Kleinke-BPM, Kathy Koehler-PMF, Dane Krouse-DWD, Jessica Lambrecht-UWGB, Mark Leupold-Express Employment Professionals, Rena Northrop-FMM, Lisa Pichotta-Nicolet Plastics, Andy Preissner-Heartland Label Printers, Will Robinson-USI Insurance Services, Daniel Schnick-Microsoft, Ross Stainton-NWTC, Dean Stewart-SNC, Scott Valitchka-15 Dots, Brad Zima-NWTC, Pam Blazei-NEWMA, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Debbie Thompson-NWTC

INTERNSHIP DRAFT DAY AT LAMBEAU FIELD 11/3/2022

54 companies have registered to participate. **September 15 is the deadline for companies to list their internships on the website. Companies that do not add internships to the website can still network with students.** Ann will be recruiting for volunteers to help the day of the event.

Companies have until September 9 to let Ann know if they would like to sponsor this year’s event. With the great response for sponsorships, this will allow enough time for the jerseys to be screen printed with the logos.

2022 INTERNSHIP DRAFT DAY SPONSORSHIPS	
\$1,500 GOLD SPONSOR	YOUR COMPANY’S LOGO WILL BE ON THE IDD WEBSITE, STUDENT JERSEY, AND LAMBEAU FIELD MONITORS DURING THE EVENT.
\$1,000 GREEN SPONSOR	YOUR COMPANY’S LOGO WILL BE ON THE STUDENT JERSEY.

Maria Gonzalez is working with college faculty, staff, and students to promote the event. Geofencing (popup ads on cell phones and computers) will be piloted during October at NWTC, UW-Green Bay, and UW-Oshkosh. A Snapchat filter for the day of the event is also being considered as another cost-effective marketing tool.

Members are asked to begin promoting IDD to college students.

HIGH SCHOOL JOB FAIR – SPRING 2023 & N.E.W. SCHOOL OF INNOVATION

A 2021 Fox Cities high school job fair also offered employability skills training – how to successfully find a job and keep it. Multiple Fox Cities high schools had their students attend. Ann would like to pilot this type of job fair in early April by hosting Brown County high schools. If successful, the job fair could be replicated in other areas. Goals include not trying to compete with other planned high school job fairs or youth apprenticeship programs.

GBAPS’s N.E.W. School of Innovation is a fairly new charter school for at risk students and is in its second year of partnership with NWTC. The program connects high school seniors with part-time jobs. Last fall, the piloted program had three successful placements. This school year’s goal is to have 15 students placed in jobs. Some of these high school students are enrolled at NWTC this fall for transcribed credit classes, giving them more experience.

VISION FOR THE 2022/2023 SCHOOL YEAR

September & October – Schools identify program students and provide basic, work ready training.

October 26 – Selected students attend the career exploration portion of the Manufacturing First Conference.

Second Week of November – Potential student participants will attend at least two plant tours. Employers will discuss interview skills and how to successfully keep a job.

Third Week of November – Interviews will be held at NWTC. Companies are not required to hire the students. Candidates will be high school seniors looking for part-time employment beginning this fall or spring, with the possibility of full-time employment in spring.

December – Students can begin their work experience.

As was done last year, each student will earn \$15 per hour, no matter where they are employed. If they work successfully throughout the school year, they will be eligible for a \$1,000 college scholarship (5 are available). Another goal is to look at other communities, such as the Fox Cities, to replicate this program in fall 2023.

NEXT STEPS

Ann will follow-up with Brown County high school principals, in addition to homeschool groups, to gauge their interest. If the high schools are interested, she will need to know by end of month what companies are going to participate, keeping in mind that they are under no obligation to hire any of the students.

LEADERSHIP TRAINING & FAST FORWARD GRANTS

Dean Stewart discussed a potential new training program that could possibly be funded by a Fast Forward Grant (FFG). The training has to be new, not already existing, to be considered for the FFG.

St. Norbert College's Center for Exceptional Leadership, UWGB, in addition to the technical colleges, already offer some great leadership programming. The goal is to not compete with any training that is already offered. Dean asked what organizational training is needed. Where are the gaps, and what should the focus be?

First line supervisors who transition from an operator role sometimes lack the needed foundational training. This role often experiences the highest amount of turnover the first year. Thoughts shared:

- Employees / supervisors need to be cross-trained. Create building blocks.
- Supervisors need to work the line. This builds knowledge and relationships.
- Know how to effectively collect and use performance expectations.
- Provide effective feedback and coaching that allows employees to achieve the next level.
- Emphasize the effect supervisors have regarding company culture. Are you a leader they would want to work for?
- How to interact, train, and get / keep employees engaged.
- Discuss servant leadership.
- Change any misguided perceptions of leadership. Outstanding leadership examples are needed.

Scott Valitchka shared a reference book he uses, *What Every Manager Should Know About Training*, by Robert F. Mager. Chapters 0-4 provide a great overview of related key principles. www.magerconsortium.com

NEXT STEPS

The focus will be on the entry level supervisory roles. In-person, hands-on, cohort models are important. Ann and Dean will collaborate to develop the training framework. They will also study the grant application process and how it could support this initiative. An update will be shared at the next Talent Task Force meeting.

UPCOMING ALLIANCE EVENTS & PROGRAMMING

September 13 – Lunch & Learn: High Impact Coaching for Organizational Change

September 20 – NEWMA's Project Management Course Begins

October 4 – Get Real Math & Science Premiere

October 5 – Taps + Tours Business After Hours at U.S. Oil

October 25 – ACP Partnerships Meeting

October 25 – Excellence Awards Dinner & Program

October 26 – Manufacturing First Expo & Conference & Student Career Exploration Event

November 3 – Internship Draft Day

December 16 – Quarterly Membership Meeting

NEXT MEETING

The next Talent Task Force meeting will be on January 12, 2023, 8:30 a.m.