

**NEW Manufacturing Alliance
TALENT TASK FORCE – MS TEAMS MEETING MINUTES
January 12, 2023 – 8:30 to 9:30 AM**

ATTENDEES: Jeff Allar-Ornua Ingredients NA, Allyson Baue-NWTC, Brandon Beard-DuxxBak Composite Decking, Shaun Buntjer-UWGB, Jessica Bushmaker-KI, Craig Coleman-FSC, Lisa Francour-NWTC, Mona Gauthier-WRTP, Erynn Hector-Professional Fabrications, Kelli Karpinski-MPTC, Galen Killam-GNC, Beth Kleinke-BPM, Kathy Koehler-PMF, Dane Krouse-DWD, Jessica Lambrecht-UWGB, Mark Leupold-Express Employment Professionals, Brian Mantey-Renco Machine, Heather Marconi-HART Design & Mfg., John Moore-Metko, Andy Preissner-Heartland Label Printers, Lori Rausch-GNC, Will Robinson-McClone, Daniel Schnick-Microsoft, Christine Steier-ProSolutions, Scott Valitchka-15 Dots, Darren Wilcox-AK Pizza Crust, Pam Blazei-NEWMA, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Debbie Thompson-NWTC

RECAP: 2022 TASK FORCE INITIATIVES

INTERNSHIP DRAFT DAY – PAM BLAZEI & MARIA GONZALEZ

CATEGORY	2021	2022
Employers	43	49
Students Registered	196	240
Student Profile Active	113	152
Student Profile <i>Not</i> Active	83	88
Scheduled Interviews	193	212
Students Scored	61	76

2022 IDD STUDENT BREAKDOWN 152 STUDENTS WITH ACTIVE REGISTRATION 18 COLLEGES REPRESENTED			
WISCONSIN – 127 STUDENTS			
5 FVTC	14 NWTC	38 UW Green Bay	8 UW Platteville
7 Lakeland University	2 MPTC	2 UW Madison	1 UW Stevens Point
3 Lakeshore Tech	1 Ripon College	5 UW Milwaukee	14 UW Stout
1 Lawrence University	8 St. Norbert College	18 UW Oshkosh	
MICHIGAN – 25 STUDENTS			
1 Michigan State University (East Lansing)	8 Michigan Tech	16 Northern Michigan University	

- 2022 Overall Top Draft Picks: #1 Samuel Dick, UW Oshkosh Student & #2 Katelyn Desrochers, NWTC Student
- Roundtrip bussing was provided for UW Stout students.
- Advertising – Email Marketing, Social Media, Geo Fencing, Inside Colleges & Universities - TikTok and Geo Fencing (very impressive results) were new for 2022.
- Maria’s lunchtime college visits to promote the event and assist students with registering were very impactful. Students also appreciated the free swag.
- More walk-in networking only students, than those registered, attended.
- Employers and volunteers enjoyed the event and are looking forward to planning 2023’s IDD.

2023 IDD Enhancement Suggestions

- College career services could be more involved in pre-event student prep. Forward Service Corporation (FSC) reps would also be willing to assist students.
- Maria could provide a networking tips pamphlet, as part of student event prep.
- Teach students an elevator pitch, how to navigate IDD, setup and build their LinkedIn page and resume.
- Ann is looking into possibly changing the event location to the 2nd floor at Lambeau Field (atrium main level), depending on the number of booths the area can accommodate. Although it would cost more, the event would be easier to navigate.

- IDD business cards could include an IDD LinkedIn account. Employers and students can be asked to *like* it and provide updates.
- There will be five interview times and two 15 minute open networking opportunities. One of the open networking slots will be held while final scores are being tabulated.
- Ann would like to increase the scholarship amounts for the overall draft picks.

Other 2022 Talent Task Force Work Products

Maria, NEWMA's talent coordinator, has been working with local nonprofits to prepare job seekers. A clear/concise resume distribution system has been developed for ready-to-hire candidates, instilling confidence. Maria determines each job seeker's best means to communicate. She uses Podium software for texting. Job seekers are reminded they may be getting contacted by employers. Resumes are forwarded to employers as requested. Maria gives the job seekers time and checks in to assess their job search progress. The personal high touch makes a difference.

- Seven Lunch & Learns were hosted during 2022. Topics were based on Talent Task Force recommendations.
- A Mental Health in the Workforce presentation was hosted as part of the February 2022 Talent Task Force meeting.
- Recruitment efforts were done via the NEWMA Minute radio promos and Wisconsin Timber Rattlers sponsorships.

ST. NORBERT COLLEGE LEADERSHIP TRAINING

Dean Stewart has been collaborating to develop the leadership training in a cohort model. Two individuals, with manufacturing experience, have been selected to write the curriculum. The training overview and curriculum will be reviewed at the February 9 meeting.

PLAN: 2023 TALENT TASK FORCE INITIATIVES

A new initiative involving the creation of **HR and safety KPIs**, in partnership with Jeff Allar of Ornuo Ingredients, was discussed. There is great value in developing benchmarks, via anonymous respondent surveys, which allow for the sharing of best practices. Retention rate, employee turnover, diversity, and succession planning can be studied. A planning subgroup will be formed and meet in March. Contact Ann if interested in participating.

A **NEWMA/US Venture job fair** is tentatively scheduled for March 16, 2023. The job fair is targeted for high school seniors who are not intending to go on to college. High school seniors that are considering going into the military can also attend, as they may need employment until they enter the military. Prior to the event, Maria will be going to the targeted schools to discuss with students interview tips, how to do an elevator pitch, and create an effective resume. Students will talk to the employers and then be encouraged to apply online, using the available computers, while at the job fair. Ann will soon be sending information to employers to solicit interest. There is no cost for employers to participate at the job fair; however, the jobs must pay at least \$16 per hour.

- Lunch & Learn Webinars – Contact Ann with any topics you may want to present. Openings are available beginning in May.
- Future of Work – Once or twice a year discuss a topic, in addition to providing content experts. The first topic will focus on childcare. Members are encouraged to contact Ann if they know of a childcare expert that could potentially serve as a speaker. Lisa Francour suggested Mary Beth Boettcher, NWTC lead faculty for the childcare program.
- Digital Skills/Literacy Incumbent Worker Training – funded by a Microsoft grant
- College Visit(s) – Bus members to meet with faculty, deans, and career services staff to promote IDD. College visits have been impactful. Start with UW Oshkosh.
- Internship Draft Day - November 2, 2023 *tentative date*

UPCOMING ALLIANCE EVENTS & PROGRAMMING

- January 12 Lunch & Learn: Recruiting Millennials, 12:00 to 1:00 PM
- January 17 5th Cohort of Project Management Training Begins
- February 8 Lunch & Learn: Transformational Leadership, 12:00 to 1:00 PM
- February 22 Lunch & Learn: Change Management, 12:00 to 1:00 PM
- March 14 Quarterly Full Membership Meeting - Virtual, 8:30 to 10:00 AM
- March 21 You Can Make It Career Expo at Greenville Middle School

Kathy Koehler, Talent Task Force chair, will be retiring in March. A new chair, representing a manufacturing company, will be needed. Members are encouraged to contact Ann if interested.

NEXT MEETING

The next Talent Task Force virtual meeting will be on February 9, 2023, 8:30 a.m.