

**NEW Manufacturing Alliance**  
**TALENT TASK FORCE MEETING MINUTES**  
**July 13, 2023 | 8:30 AM | at McClone – Menasha, WI**

**ATTENDEES:** Pam Blazei-NEWMA, Ann Franz-NEWMA, Kelli Karpinski-MPTC, Devin Kuether-Tradesmen International, Andy Preissner-Heartland Label Printers, Will Robinson-McClone, Daniel Schnick-Microsoft Federal, Bryan Schwebke-Paramount Physical Therapy, Chris Steier-ProSolutions, Marney Verhasselt-NWTC, Darren Wilcox-AK Pizza Crust, Debbie Thompson-NWTC

### **WELCOME & INTRODUCTIONS**

Andy Preissner was introduced as the new Talent Task Force chair.

### **RECAP: FUTURE OF WORK – CHILDCARE SYMPOSIUM 5/23/2023**

There were 164 registrants for the Future of Work Childcare Symposium on 5/23/2023 at the Green Bay Botanical Garden. Presenters included the Fox Cities Childcare Alliance. Counties spotlighted were Waupaca, Oconto, Waupun and Manitowoc.

Other potential Future of Work topics include the remote workforce, transportation, and the aging workforce. MPTC hosted a mental health in the workplace session that was well attended. They are also hosting a series of podcasts on poverty. On August 10 and 17, NEWMA is offering virtual lunch & learn sessions regarding mental health.

Discussion ensued regarding the importance of establishing and creating psychological safety and mental health. The importance of being courteous and respectful in today's job market cannot be understated. Initially, leadership buy-in is needed so processes can be put in place. Internal trainings could include teaching empathy. Establishing and communicating available housing, transportation, and local / state / federal resources is key. ERC and other organizations offer resources that can be shared.

Awareness, early identification, and resources are paramount. High level buy-in will be sought. Two tracks could be created - one for HR/executives and another track for front-line leaders. Another suggestion was for NEWMA to create a related video. This Future of Work session will be held in April or May 2024.

**Next Steps** – Ann will contact ERC to have one of their reps present at the 8/3/2023 Talent Task Force meeting. Educating and strengthening NEWMA company leaders and their employees will be at the core of this initiative.

### **CREATION OF HR & SAFETY KPIs**

Creating HR & Safety KPIs has been discussed. A list of potential survey question benchmarks were shared. Attendees reviewed the questions for additions / changes. Thoughts included comparing regional and national surveys. The National Labor Industry website will be referenced, due to its vast amount of metrics. The manufacturing sector (food vs. automaker) will be determined.

Areas that NEWMA scores higher can be used to recruit workers to the region. Identifying causes that NEWMA scores average or below will also be studied. The survey will be administered annually in fall, beginning in September or November 2023.

**Next Steps** - Ann and Andy Preissner will research and update the survey questions for review at the 8/3/2023 Talent Task Force meeting.

### **ST. NORBERT COLLEGE LEADERSHIP TRAINING**

The fall front-line leadership training from St. Norbert College has had a good response, with only 6 of the 20 slots remaining. Interested members are encouraged to register by August 1, 2023.

### **DIGITAL LITERACY TRAINING FOR FRONTLINE EMPLOYEES**

102 employees, representing several member companies, enrolled in NEWMA's Digital Literacy training. A Spanish version, translated by NEWMA's Maria Gonzalez, was held at AK Crust. Overall, the response from course completers was favorable.

The training has available funding and will be offered to the membership in fall 2023 for companies interested in having a Goodwill trainer teach at their facility. A minimum of 5 employees, with a maximum of 10, is required for each training session.

Marney Verhasselt, NWTC Corporate Training & Economic Development rep, shared that nine people recently completed the related NWTC certificate as a result of these trainings.

### AI TRAINING PROGRAM – NEW!

LinkedIn Learning is offering a new AI training program, similar to the Project Management & Data Analytics training formats. Ann will soon be announcing this new training that will begin in late August. Data Analytics and Project Management trainings will be offered again in fall 2023.

### 9<sup>th</sup> ANNUAL INTERNSHIP DRAFT DAY | LAMBEAU FIELD | NOVEMBER 2, 2023 | 3:00 to 6:00 PM

New this year, the event will be held on the atrium’s main floor. An informational IDD LinkedIn page is also available. There will be five 15-minute interview time slots and two open networking times. Students can choose to participate in the scoring or network only. Students will have the opportunity to prearrange interviews and be awarded a college scholarship. This year’s event will have increases in the scholarships that are awarded. First overall draft pick will receive a \$2,500 scholarship (previous \$1,500) and the second overall draft pick will be awarded a \$1,000 scholarship (previous \$500). Each overall draft pick per college, as long as there are at least 5 students that interview, will receive a \$500 college scholarship (previous \$50 gift card). Mark Murphy, CEO and President of the Green Bay Packers, will present the awarded scholarships.

Employers will offer paid internships, part-time jobs, or apprenticeships. Students, with prescheduled interviews and participating in the scoring, are scored by the interviewing employer. Students, who choose to participate in the scoring, are also awarded points based on some of their accomplishments stated on their resume. Draft board scoring updates will take place throughout the 11/2 event.

Students and employers will be offered pre-IDD informational MS Teams meetings. Student Teams meetings will discuss resumes, elevator talks, and event logistics, etc. Employer Teams meetings will help them get prepared and setup online.

Ann will be notifying member companies to register for IDD beginning the first week of August. Employers will have until mid-September to enter their internships online. Sponsorship opportunities are available and will also be announced. Talent Task Force members will be asked to help with IDD on 11/2.

### UPCOMING 2023 ALLIANCE EVENTS & PROGRAMMING

July 19	Lunch & Learn – Mentoring Women in Manufacturing
July 20	Taps + Tours Business After Hours at Lindquist Machine
July 26	Lunch & Learn – NEWMA Benefits
August 1	Manufacturer K-12 Outreach Survey
August 10 & 17	Lunch & Learns - Mental Health
October 3	Get Real Video Premiere at the Meyer Theatre
October 24	Excellence in Mfg./K-12 Partnerships Awards at the Resch Expo
October 25	Manufacturing First Expo & Conference at the Resch Expo
November 2	Internship Draft Day at Lambeau Field

### NEXT MEETING

NEWMA’s next Talent Task Force meeting will be on August 3, 2023, 9:00 a.m. at ProSolutions.