

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
August 3, 2023 | 8:30 AM | at ProSolutions, Green Bay, WI

ATTENDEES: Craig Coleman-FSC, Lisa Francour-NWTC, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Kevin Longton-FSC, Andy Preissner-Heartland Label Printers, Daniel Schnick-Microsoft, Bryan Schwebke-Paramount Physical Therapy, Chris Steier-ProSolutions, Dean Stewart-SNC, Marney Verhasselt-NWTC, Nicole Virant-UWGB, Darren Wilcox-AK Crust, Debbie Thompson-NWTC

FUTURE OF WORK – 2024 TOPIC

ERC reps were unable to attend today's meeting; however, they will be available to discuss workplace mental health at the September 14 Talent Task Force meeting.

Planning continues for a 2024 Future of Work event focused on workplace mental health. There would be two tracks - one for frontline supervisors and another for HR/executives. Topics members would like to highlight:

- Overview of mental health and its impact on the workforce.
- Key steps a company can take (short & long term) to help employees with mental health issues.
- Create a resource guide including tips to help employees support their teammates struggling with mental health.
- Active Shooter – Recommended procedures when an employee is in crisis during the workday.
- How to manage stress for leaders and supervisors.

Dean Stewart shared that the Wellness Council of Wisconsin serves approximately 550 employers, including manufacturers. The organization, focused on overall health (mind & body), is based in Milwaukee and hosts a conference each fall. In addition, a managing stress workshop for leaders is being offered at SNC in October.

Next Steps: Ann will research the Wellness Council of Wisconsin and other resources that could be included in the employee guide.

CREATION OF HR & SAFETY KPIs

A list of potential survey question benchmarks was reviewed. The goal is to provide an easy, informational survey that will help companies benchmark with other companies and learn best practices.

- Attrition and retention question timeframes will be adjusted to help simplify data research.
- Does a company offer new hire bonuses? What problems have arisen as a result of offering bonuses?
- Are companies offering counter offers to retain employees. What percentage stay?
- What additional benefits does your company offer?

Next Steps – Chris Steier will share labor market resources with Ann. Darren Wilcox will formulate some counter-offer questions. Ann will revise the overall survey questions. The finalized survey will be sent to NEWMA members in January.

ST. NORBERT COLLEGE LEADERSHIP TRAINING – DEAN STEWART

The 20 frontline leadership training slots filled quickly and is at capacity. This online, biweekly two-hour training begins in early September. Participants will meet two times in person. The \$1,500 registration fee covers the cost of instruction.

DIGITAL LITERACY TRAINING FOR FRONTLINE EMPLOYEES

This course will be offered again in fall 2023, September through December. Grant funding is still available to have a Goodwill instructor train 5-10 employees at a company. Goodwill also supplies the individual laptops. Maria Gonzalez will provide Spanish translation, if needed.

AI TRAINING PROGRAM

There are 90+ enrollees for the new AI training that begins August 22. This LinkedIn Learning course is comprised of four hours of training videos. Topics covered:

- What is Generative AI?

- Generative AI: The Evolution of Thoughtful Online Search
- Streamlining Your Work with Microsoft Bing Chat
- Ethics in the Age of Generative AI
- Introduction to Artificial Intelligence

9th ANNUAL INTERNSHIP DRAFT DAY | LAMBEAU FIELD | NOVEMBER 2, 2023 | 3:00 to 5:45 PM

Internship Draft Day is now open for companies to register for their free event booth. **Companies have until August 31 to let Ann know if they would like to sponsor this year’s event.**

2023 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. INCLUDES A 10’ X 20’ BOOTH SPACE.
\$1,000 GREEN SPONSOR	YOUR COMPANY’S LOGO WILL BE ON THE STUDENT JERSEY. INCLUDES A 10’ X 15’ BOOTH SPACE.

New this year, the event will be held on the atrium’s main floor. An informational IDD LinkedIn page is also available. **Student registration opens in mid-September.** Students will have the opportunity to prearrange interviews and be awarded a college scholarship. 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.

When five or more students from a particular college interview at the event, that college’s #1 draft pick receives a **\$500** scholarship. The **#2 OVERALL** draft pick will receive a **\$1,000** college scholarship. The **#1 OVERALL** draft pick (MVI – Most Valuable Interview) will receive a **\$2,500** scholarship!

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 prepare for the event.

Maria Gonzalez will be promoting the event to students and career services staff sooner – virtually and in-person. The event will be publicized via social media, radio ads, and geofencing. There will be free giveaways for students who take time to learn about the event. **IDD volunteers will be needed on 11/2.**

UPCOMING 2023 ALLIANCE EVENTS & PROGRAMMING

August 10 & 17	Virtual Lunch & Learns - Mental Health
August 22	AI Training Begins
September 13	Project Management Training Begins
September 21	Taps + Tours Business After Hours at Bay Tek Games
October 2	Live Podcast Kickoff – Manufacturing Month
October 3	Get Real Video Premiere at the Meyer Theatre
October 24	ACP Roundtable
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

TOUR OF PROSOLUTIONS

The meeting was followed by a tour of today’s host organization, **ProSolutions**.

NEXT MEETING

NEWMA’s next Talent Task Force MS Teams meeting will be on September 14, 2023, 8:30 a.m.