

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
September 14, 2023 | 8:30 AM | via MS Teams**

ATTENDEES: Allyson Baue-NWTC, Steve Baue-ERC, Loretta Bauer-Pioneer Metal Finishing, Pam Blazei-NEWMA, Craig Coleman-FSC, Karen Czechanski-Services Plus, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Derek Jablonicky-VETS/DWD, Kelli Karpinski-MPTC, Galen Killam-Great Northern Corporation, Ryne Lambert-Korn Ferry, Mark Leupold-Express Employment Professionals, Heather Marconi-HART Design, Lisa Pichotta-Nicolet Plastics, Andy Preissner-Heartland Label Printers, Will Robinson-McClone, Brooke Sanchez-Employment Resource Group, Bryan Schwebke-Paramount PT, Amy Smits-NWTC, Chris Steier-ProSolutions, Marney Verhasselt-NWTC, Tristan Ziolkowski-American Foods Group, Debbie Thompson-NWTC

FUTURE OF WORK (2024 TOPIC) PRESENTATION

Steve Baue, Mental Health Advocate / CEO / Executive Coach | ERC & Mental Wellness Center

Sbaue@bauemg.com | Ercincorp.com & MentalWC.com - The cost of ignoring mental health is huge. Steve's organizations partner with 400+ companies and 100,000+ employees. Often, mental health and mental illness are used interchangeably; however, they differ. Today, Steve focused on mental health.

<p>Mental Health – Behaviors include depression, anxiety, addictions, and phobias. Situations: relationship / marriage, family / child, job, grief / loss – Mental health is constant and always there.</p>	<p>Mental Illness is a medical condition, biologically rooted. It involves changes in emotion, thinking, or behavior. Treatment may include psychotherapy (talk therapy), medication, or other treatment – inpatient or outpatient.</p>
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On average, a person has 16 meaningful human contacts per day. Of those contacts, all are experiencing some form of mental health challenge(s). Burnout is the most common challenge and requires the body to conserve the little energy it may have. This calls for engaging in activities that give energy, instead of taking it. 47% of first marriages end in divorce in the U.S., while 67% of second marriages ultimately divorce. Subsequent marriages have even higher divorce rates. Marriage can be the greatest source of joy and unhappiness. A lot of depression begins as a physical ailment. How do we integrate physical and mental health? Injury often quickly turns into a mental health issue. The following are the **top ten reasons employees and their families have utilized the ERC's Employee Assistance Program (EAP):**

1. Anxiety	3. Marital / Relationship	5. Grief	7. Situational Stress	9. Anger
2. Depression	4. Family / Child	6. Job Stress	8. Trauma Response	10. Alcohol

ERC is a short-term organization, so alcohol ranked tenth, even though alcoholism is very prevalent in the area. These cases usually get referred. Northeast Wisconsin tracks similar to the national trends.

- 50% of workers cite their job as the primary cause of their negative mental health.
- Stress is the number one reason people are quitting their jobs, although they are not likely to state this.
- 70% of employees would like their manager to do more to support mental health.
- 80% of employees believe the stigma associated with mental health at work (marginalization & exclusion) is a barrier to seeking resources / treatment. To discuss mental health puts a person at being judged.

What can be done to support employees and their families? A huge impact can be made one-on-one. If you have influence, you are a leader. Policies need to be enacted that build trust and affect the majority of workers. Purchase a mental health benefit that truly helps your employees. Free resources are ultimately costing people money.

- Start at the top with the CEO and senior leadership. Discuss the cost of poor mental health. Encourage effective communication.
- Openly discuss mental health. Communicate more than you think you need.
- Model and support healthy behaviors. Design policies for the majority of your employees.
- Invest and connect to resources. Showcase innovative solutions.
- Teach / show genuine compassion. Lead with your heart, as employees desire understanding. Ask, *What can I do to help you?*
- Perform a mental health audit – fresh eyes on old ways.
- A few local companies are providing housing and / or transportation for their employees.

Evaluate if what your organization has adopted is helping. It is difficult to dollarize things that go untreated. At times, you may have to trust the right thing is being done. Things to consider are absenteeism, disability benefits, and performance reviews. Not using mental health services can show an impact. HIPAA laws prevent discussing certain

aspects of results, while the stigma keeps people from talking about it. **Members are encouraged to contact Steve Baue for more information.**

Mental Health – Marney Verhasselt, NWTC’s Corporate Training & Economic Development

Marney.Verhasselt@NWTC.EDU - NWTC’s Public Safety has been providing a wide variety of mental health trainings for many years. By determining the information leadership needs, NWTC can provide training and ensure HR has the correct resources. Mental health educational opportunities are available that utilize their established curriculums. Emotional intelligence is a topic that can be taught and is frequently asked for by manufacturers. Supervisors can be taught compassion and effective communication / listening skills. Where do you want to go next, and what is the most relevant? **Contact Marney for more information.**

Loretta Bauer shared a link for [Mental Health First Aid](#). This national program teaches the skills to respond to the signs of mental illness and substance use. **NEXT STEPS** - Topic ideas that can make an impact on member companies will be established and brought to the January meeting. Members will determine what they would like to present at an April or May 2024 Future of Work event.

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

Maria Gonzalez, Pam Blazei, Ann Franz - Informational sessions have been scheduled with various colleges and their students. Resumes, interviewing skills, IDD overview, and Q&A will be covered. Organizers want students to know they are available to support them while navigating IDD. Employers are continuing to sign-up, while tomorrow is opening day for student registration. WIXX and Y100 will be airing IDD commercials this year. These prerecorded messages will also be sent to the colleges. Contact Ann if you are available to serve as an IDD volunteer on 11/2/2023.

NEWMA TRAINING UPDATES

- The AI training course launched last August with 105 participants. The course will be offered again in a few months.
- There are 55 Project Management course participants that began 9/13/2023.
- NEWMA/SNC’s Front Line Leadership training reached capacity with 20 participants and began 9/5/2023.
- Another cohort of Data Analytics training will be offered starting in November.

CREATION OF HR & SAFETY KPIs

Ann is working with a national organization for direction on creating KPIs and will report out at the January meeting.

UPCOMING 2023 ALLIANCE EVENTS & PROGRAMMING

September 21	Taps + Tours Business After Hours, MCL Industries
September 28	Lunch & Learn: Transforming Employee Recruitment with AI
October 3	Get Real Video Premiere, Meyer Theatre
October 6	Live Podcast Kickoff – Manufacturing Month
October 24	ACP Roundtable, Resch Expo
October 24	Excellence in Mfg./K-12 Partnerships Awards, Resch Expo
October 25	Manufacturing First Expo & Conference, Resch Expo
November 2	Internship Draft Day (IDD), Lambeau Field

NEXT MEETING

The Talent Task Force’s next meeting will be volunteering at Internship Draft Day on 11/2/2023. Contact Ann if you are available to serve as an 11/2 IDD volunteer.