

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
January 11, 2024 | 8:30 AM | via MS Teams

ATTENDEES: Allyson Baue-NWTC, Loretta Bauer-Pioneer Metal Finishing, Scott Beyer-GB Packaging, Craig Coleman-FSC, Bennett DeBouche-R&R Insurance, Lisa Francour-NWTC, Ann Franz-NEWMA, Maria Gonzalez-NEWMA, Erynn Hector-Pro Fab, Derek Jablonicky-VETS/DWD, Kelli Karpinski-MPTC, Devan Kuether-Tradesmen International, Mark Leupold-Express Employment Professionals, Heather Marconi-HART Design, Bobbi Miller-FVWDB, Brooke Sanchez-Employment Resource Group, Bryan Schwebke-Paramount Physical Therapy, Chris Steier-ProSolutions, Maiyoua Thao-ABC Staffing, Debbie Thompson-NWTC, Marney Verhasselt-NWTC, Nicole Virant-UWGB, Darren Wilcox-AK Crust

Heather Marconi was introduced as the new Talent Task Force chair.

RECAP: 2023 TASK FORCE INITIATIVES

- 14 lunch & learns were hosted.
- Helped create the Microsoft funded Digital Literacy training that had 185 participants.
- The Future of Work Childcare Summit was held on 5/23/2023 with 164 attendees.
- Created and hosted the Frontline Leader training in partnership with St. Norbert College. There were 20 student participants. An impactful graduation ceremony was held, with employers sharing how their participant's skill set improved. SNC will *not* be offering this program in 2024. Members will continue to move this initiative forward.
- Discussions took place regarding the creation of KPI's for safety and HR.
- Began planning the Future of Work – Mental Health in the Workplace Summit.
- The 9th Annual Internship Draft Day (IDD) at Lambeau Field was hosted on 11/2/2023. There were 51 exhibitors and 153 student registrants representing 18 colleges.

IDD's 2023 changes worked well – moved the event to the atrium's main floor, provided additional networking times, added more scholarship opportunities, in addition to increasing some of the scholarship amounts. The draft board also worked well and registration went smoothly; however, a number of registrants, including a couple of schools, did not attend. Maria Gonzalez shared that sending student reminders has helped with attendance. While students often express great motivation to attend, there can be a lag between when Maria hosts a college's IDD informational event and IDD. Heather Marconi suggested having employers reach out to students to provide company info that can help get them excited about their IDD interview.

PLAN: 2024 TASK FORCE INITIATIVES

- Future of Work – Mental Health in the Workplace Summit
- 10th Annual Internship Draft Day at Lambeau Field, November 6, 2024
- Lunch & Learns – Determine topics.
- Leadership Training – Create a directory / template of the area's available trainings. Companies can compare the different training programs to find the best solution for their employees. NWTC offers all levels of leadership training.
- New for 2024: NEWMA's Safety Task Force
- Insight Publications HR KPI's
- Training in General - Determine needs in machining, etc.

Marney Verhasselt stated that leadership development training in Spanish is frequently requested by companies. NWTC's Corporate Training has some additional course offerings they would like to host in Spanish. Lisa Francour shared that NWTC's Corporate Training is also training Fincantieri Marinette Marine employees in Spanish who speak English as their first language. Maria Gonzalez has taught a number of NEWMA's digital literacy classes in Spanish. Participants expressed interest in the Alliance offering additional classes, beyond basics, in Spanish. Heather suggested reaching out to manufacturers who may have a number of Spanish (or other language) speaking employees to determine their training needs. A template could be created that establishes needed trainings and their language.

Craig Coleman proposed looking at the benefits and best practices of hiring the justice involved population. This could be presented as a lunch & learn. Derek shared that he would like to have a Vets SkillBridge program.

Members will continue working on these initiatives and are encouraged to contact Ann and/or Heather Marconi with any additional ideas.

FUTURE OF WORK – Mental Health in the Workforce Summit

Members discussed potential dates for the *one day* Summit - April 23, 24, 25, 30 or May 7, 8. Bobbi Miller shared that the Fond du Lac job fair is scheduled for April 24, in addition to May 21 or 22 being proposed dates for the Fox Cities (Appleton) job fair.

A potential venue for approximately 150 attendees was discussed. NWTC, FVTC, or UWGB space could possibly be used at no cost. United Healthcare in De Pere or Appleton's Riverview Gardens may have space available. Last year's summit was held at the Green Bay Botanical Gardens; however, the desire is to rotate venues.

Members are looking at hosting a keynote speaker, followed by breakout sessions. Potential speakers and topics were discussed.

- Provide an overview of mental health and its impact on the workforce.
- Give key steps a company can take (short & long term) to help employees with mental health issues.
- Create a resource guide to help employees support their teammates struggling with mental health.
- Active Shooter – Give recommended procedures when an employee is in crisis during the workday.
- How to manage stress for leaders and supervisors
- Chad McGehee, Director of Meditation Training at UW-Madison
- Jedd Bradley, Founder/CEO Mighty Oak Active Threat Solutions
- [NWTC Mental Health Course Descriptions](#)
- [Mental Health First Aid USA](#) offers workplace mental health trainings.
- [UWGB Mental Health Trainings](#) – UWGB is also hosting a full-day [mental health event](#) on 6/19/2024. Sessions are focused on business/workplace, with a few specifically focused on manufacturers.
- Green Bay PD offers active shooter and de-escalation trainings.
- MPTC's Trauma Informed Workplace

A call for speakers will be done. Offerings and the event date will be finalized at the 2/6/2024 Talent Task Force Teams meeting. Members are encouraged to contact Ann and/or Heather Marconi with any additional ideas.

UPCOMING NEWMA EVENTS & PROGRAMS

February 13 – NEWMA Lunch & Learn – Presented by ErgoFactor

February 15 & 16 – Mind Trekkers at NWTC's Green Bay Campus

February 17 – SeaPerch Underwater Robotics Competition at Ashwaubenon Community Pool

March 5 – NEWMA Project Management Training Begins

March 6 – Quarterly Full Membership Meeting

NEXT MEETING

The next Talent Task Force MS Teams meeting will be on **Tuesday, February 6, 8:30 to 9:30 a.m.**