

**NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
February 6, 2024 | 8:30 AM | via MS Teams**

ATTENDEES: Allyson Baue-NWTC, Melissa Betke-UWGB, Scott Beyer-GB Packaging, Pam Blazei-NEWMA, Craig Coleman-FSC, Lisa Francour-NWTC, Ann Franz-NEWMA, Jill Fuss-McClone, Maria Gonzalez-NEWMA, Erynn Hector-Pro Fab, Derek Jablonicky-VETS/DWD, Kelli Karpinski-MPTC, Ryne Lambert-Korn Ferry, Heather Marconi-HART Design, Lisa Pichotta-Nicolet Plastics, Brian Rasmussen-Insight Publications/IOM, Bryan Schwebke-Paramount Physical Therapy, Chris Steier-ProSolutions, Cynthia Stenard-Associated Bank, Debbie Thompson-NWTC, Marney Verhasselt-NWTC, Nicole Virant-UWGB, Darren Wilcox-AK Crust, Amber Yurek-AK Crust

WISCONSIN'S BEST PLACES TO WORK IN MANUFACTURING – Brian Rasmussen, Insight Publications

https://www.insightonbusiness.com/insightevents/best_places_to_work_in_manufacturing_wisconsin/
<https://bestplacestoworkmanufacturingwi.com/>

Insight Publications is partnering with Workforce Research Group to conduct a new survey for Wisconsin manufacturers. The goal is to showcase Wisconsin's best manufacturing workplaces. The winning companies will be identified by August 2024. An inaugural event is planned for 11/13/2024 at Lambeau Field.

There is no cost for Wisconsin manufacturers to participate in the survey; however, there is a charge if an organization would like to receive benchmarking data. There is an administrative fee to take the paper survey instead of online. Manufacturers must have at least 15 full or part-time employees, in addition to having been in business for at least one year. Benefits of participating include recognition, credibility, and the ability to benchmark with other organizations. Winners will receive a badge to add to their social media. **See the links above for more information. The deadline to take the survey is 5/31/2024.**

Brian also shared that Insight is taking nominations, until March 15, for the 2024 Women of Influence awards.

**FUTURE OF WORK – MENTAL HEALTH IN THE WORKFORCE SUMMIT
MAY 1, 2024 | 8:00 AM TO 12:00 PM | at FVTC**

The focus will be mental *health* and not mental illness. This will address the *majority* of employees, not the minority that have mental illness. Presenters will speak no more than 30 minutes. Time will be allotted for table discussions. The targeted audience will be frontline leaders as well as middle senior management (HR, CEOs).

NEXT STEPS: Members are encouraged to contact Ann by February 28 with any speaker or topic suggestions. Ann will coordinate with the speakers. Invites will be sent in March for this free event. Two audience table discussion questions will be finalized at the next Talent Task Force meeting on 4/4/2024 at NWTC's Green Bay campus. The questions will be shared with the speakers, prior to the 5/1 event, so they can incorporate that information into their presentations. Tentative 5/1/2024 agenda:

ERC – An overview will be shared regarding the cost of mental health issues for a business and how many people are impacted.

NWTC: De-escalation - Participants learn to identify signs of crisis and mental illness as well as conflict resolution techniques to calm an otherwise volatile situation.

UWGB: Prioritizing Mental Health as a Workplace Safety Issue - Prevalent misconceptions surrounding mental health in the workplace, emphasizing mental health challenges are not isolated incidents but widespread concerns affecting employees across various industries. Staggering statistics related to workplace stress, burnout, and the subsequent impact on productivity, absenteeism, and employee turnover will be explored, as well as tangible steps to address stress and reduce burnout.

MPTC: Trauma Informed Workplace - Trauma, along with toxic stress, is prevalent and affects employees daily. Understanding trauma and incorporating trauma informed workforce solutions is necessary for all organizations.

Participants explore sources of trauma, the effects on the individual and the workplace, and key principles and guiding practices to create a workplace culture that is supportive and trauma informed.

Wellness Council of WI

Prevea Health: [Emotional Wellbeing WellSaid™](#) - How to keep a sharp mindset and be able to better manage stress and significant life changes.

A resource toolkit, with hyperlinks, will be created. Resources will include presenter and additional info such as:

- Active Shooter - recommended workday procedures
- Managing Stress for leaders & supervisors
- Chad McGehee, Director of Meditation Training at UW-Madison
- Jedd Bradley, Founder/CEO Mighty Oak Active Threat Solutions
- Green Bay PD - active shooter & de-escalation trainings
- National Association of Mental Illness – Wisconsin
- Jessica Lehman, WCWI – Wellness Council Wisconsin
- NDWA.org PPT Presentation
- Federal Drug Free Workplace Online Supervisor Training Course
- SAMHSA – Employer Resources
- Daniel Hanlon, Noble Six – Situational Awareness for Critical Incidents & Active Assailants
- Upcoming mental health events

The event will include asking a couple questions for the audience to discuss at the end of the summit. Potential question: What did you learn that you will take back to your work to implement?

LEADERSHIP TRAINING DIRECTORY

A template of regional training for *leaders* is being planned. Marney suggested taking out the label of who should be in the class, as leaders can refer to leading self, others, processes, strategics, etc. Some leaders have not been trained.

Training providers will be determined. Questions for training providers can include whether the training is in-person or online, accredited, target audience, contact info, include assessment tool(s) or employee interviews.

The template will likely be an Excel spreadsheet, shared and posted on the NEWMA website. Training providers will be asked to update their training info at least annually or as needed.

NEXT STEPS: Members are encouraged to share any additional ideas with Ann by February 28. The questionnaire for training providers will be finalized at the 4/4 Talent Task Force meeting. The finalized survey will be sent to the colleges. The resultant data will be shared with companies in August.

UPCOMING NEWMA EVENTS & PROGRAMS

February 13 - Lunch & Learn: BEYOND THE ERGONOMIC ASSESSMENT - 12:00 to 1:00 PM - Presented by ErgoFactor – [REGISTER](#) for this free webinar.

March 5 to April 23 - PROJECT MANAGEMENT TRAINING – 7th Cohort - [REGISTER](#) for this free course.

March 6 - QUARTERLY FULL MEMBERSHIP MEETING - at UW-Oshkosh's Fox Cities Campus - 8:30 to 10:30 AM
Keynote Speaker: Jeff Butler, TEDx Workplace Generation Expert - [REGISTER](#)

March 6 – Lunch & Learn: RECRUITMENT, RETENTION & REWARDS – 12:00 to 1:00 PM - Presented by Ryan Festerling, President & CEO of QPS Employment Group - [REGISTER](#) for this free webinar.

MARCH 12 – Lunch & Learn: Youth Apprenticeship – 12:00 to 1:00 PM

March 13 - YOU CAN MAKE IT IN NORTHEAST WI CAREER EXPO at Greenville Middle School - All Hortonville and Greenville Middle School 7th graders will participate from 8:30 a.m. to 2:45 p.m. [REGISTER](#) for a free booth by Feb. 13.

March 23 – GREEN BAY BLIZZARD GAME at the Resch Expo - Spotlighting 2024 All Stars - Discounted tickets will be available to all members, with \$5 from all 3/23 tickets sold donated to NEWMA's scholarship fund.

NEXT MEETING

The next Talent Task Force meeting is scheduled for **April 4, 2024, 8:30 to 9:30 a.m., at NWTC's Green Bay campus.**