

Talent Task Force Meeting

August 5, 2025

9:30 a.m.

Hart Design & Manufacturing

Agenda

ATTENDEES: Craig Coleman-FSC, Ann Franz-NEWMA, Kelli Karpinski-MPTC, Heather Marconi-HART Design & Mfg., Chelsea Melnarik-Shopko Optical, Dawn Rall-FVTC, Kyle Trochil-AK Crust, Marney Verhasselt-NWTC, Mike White-Secchi

Topic 1: Plan 2026 Future of Work – Attraction, Engagement & Retention

Taskforce members discussed topic ideas for the April 2026 Summit:

Here are the notes from the last meeting: Unique & different recruitment methods

- Retaining employees - Are employees happy in their roles? If so, what keeps them there? Are employees being challenged? If an employee can't move up in the organization, how can their employment be enhanced?
- Benefit options & awareness – How are benefits being communicated? Show the cost effectiveness of any benefits.
- Onboarding processes – Are new hire check-ins being done? If so, how often? Check-ins will vary based on the size of the organization.
- Tracking engagement
- Offer member companies the opportunity to survey their staff for feedback.
- Utilize a risk mapping tool to see what is happening in the marketplace.
- Gallup conducts an annual poll that could provide ideas as well as having them as a keynote.
- Company training academies featured including Robinson and Nueske Applewood Smoked Meats.
- Registered apprenticeships
- Culture
- Generational differences
- Career Pathways within a company to guide employees to see a long term future with the company
- Role of performance reviews and how to give feedback
- Tips on making your new hires successful – onboarding strategies

Taskforce members are asked to bring suggestions for speakers and topics to the next meeting. Colleges are encouraged to have speakers that could present with a manufacturer. Speakers will need to be finalized in January 2026. Ann will contact Fox Valley Technical College to find a date in April 2026 that will work to host the ½ day Summit.

Topic 2: Internship Draft Day on November 5, 2025

In September, Ann will reach out to taskforce members to volunteer at the event. If a company is going to a job fair in the fall, they are asked to promote Internship Draft Day. Ann has materials they can share at the event. In addition, if a taskforce member has an intern, please work with them at promoting Internship Draft Day. Ann will be reaching out to the SHRM & Engineering clubs at the school. She will be inquiring if the college knows of any student influencers that could be utilized to promote the event. Registration will go out to the employers in mid August. The website needed to be changed over to another company to support, which has delayed opening registration.

Topic 3: Electro-Mech training with individuals from Sanger B. Powers

There is a cohort of individuals that are at Sanger B Powers that are completing the full industrial maintenance technician certificate at NWTC. There have been several cohorts that have gone through the training with great success. Some of these individuals after they successfully complete their training will be either available in a work release capacity or will be released after serving their sentence. Kyle shared that AK Crust has hired some of the people that went through this program with good success.

There is an opportunity to participate in a mock interview, on August 12 from 1 p.m. – 3:30 p.m. at NWTC. If interested, you will have some training before the interviews regarding work release and then be able to interview some of the participants. A company is under no obligation to hire the individuals. If it is someone of interest, Sanger B. Powers

representative will work with the company for hosting a formal interview with the individual. The contact is Joseph.bonnin@wisconsin.gov .

On another note regarding industrial maintenance training, NEWMA did receive notification that the state will invest in another cohort of the NEWMA Industrial Maintenance upskilling grant, which will begin in the fall.

Topic 4: Lunch & Learns/December quarterly membership speakers

Ann is seeking ideas for speakers for future meetings and Lunch & Learns. Send any suggestions to her.

Topic 5: NEWMA upcoming events and programs

In August manufacturing members are encouraged to fill out the K-12 Outreach survey.

Topic 6: Next steps & agenda for September 11, 2025 at 8:30 a.m. via Teams