

NEW Manufacturing Alliance
TALENT TASK FORCE MEETING MINUTES
September 11, 2025 | 8:30 AM | via MS Teams

ATTENDEES: Kalyn DeMars-Robinson Inc., Ann Franz-NEWMA, Derek Jablonicky-DWD, Mark Leupold-Express Employment Professionals, Heather Marconi-HART Design & Mfg., Chelsea Melnarik-Shopko Optical, Bobbi Miller-FVWDB, Lori O'Connor-NWTC, Dawn Rall-FVTC, Christian Steier-ProSolutions, Debbie Thompson-NEWMA, Kyle Trochil-AK Crust, Mike White-Secchi, Darren Wilcox-AK Crust

PLAN: 2026 FUTURE OF WORK – ATTRACTION, ENGAGEMENT & RETENTION

- **Green Bay Packaging Shipping Container Division** (De Pere), along with **NWTC's** corporate trainer Heidi Jackson, have agreed to speak about engagement / retention within their facility's onboarding and continuous improvement initiatives.
- **MPTC's** leadership instructor, Sue Roettger, is interested in presenting on culture. Sue retired as VP of HR at Mid-States Aluminum in Fond du Lac (now Mayville Engineering Co.) and was previously at Kohler Co.
- Steve Van Remortel, CEO / founder of **MyTalentPlanner Growth Accelerator System** and author of *Stop Selling Vanilla Ice Cream*, has offered to present a retention program for production workers.

Suggested topics shared at the last meeting:

- Unique and 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 marketplace happenings.
- Gallup conducts an annual poll that could provide ideas, as well as having them serve as a keynote.
- Feature company training academies, including Robinson Inc. and Nueske's Applewood Smoked Meats programs.
- Registered apprenticeships
- Culture
- Generational differences
- Feature company career pathways that guide employees to see their long-term future with the organization.
- Role of performance reviews and how to give feedback
- Tips for making your new hires successful – onboarding strategies

Today's topics / ideas suggestions:

- Christian Steier and Heather Marconi will send Ann their employee engagement survey templates.
- What is working well, and what is not working well at your organization?
- Personal finance
- Using AI in talent recruitment

- Engagement surveys, M3 Insurance could present on this topic.
- Have members share their onboarding checklist for new hires.
- Survey new hires in regard to their onboarding experience. What worked well and what didn't?
- Host a manufacturer roundtable with takeaways.

Potential presenters are asked to send Ann, prior to the 12/11/2025 Talent Task Force meeting, the title and brief overview (bullet points) of a topic they would like to present.

CREATION OF A FRONTLINE LEADER LEARNING GROUP

A younger HR manager asked Ann if there would be an opportunity to have NEWMA create a frontline leader learning group, similar to our Safety Task Force. This could be another level added to the Talent Task Force. The group would share their issues and get advice from others, in addition to hosting content experts. Topics could include hiring, compensation, internships, etc.

NWTC formed a Lean Alliance where companies unite to share and discuss lean initiatives. Similarly, FVTC has partnered with the NEW Construction Alliance. Their members have found great value in these partnerships.

Employees promoted from within for frontline management positions may not have had some of the needed formal training. This group could help facilitate some of that learning. High level buy-in will be needed for frontline leaders to attend the meetings. Members agreed to continue to pursue creation of a frontline leader learning circle.

INTERNSHIP DRAFT DAY | LAMBEAU FIELD | NOVEMBER 5, 2025

Ann will be working with A-mazing Events to staff college fairs at UW-Green Bay, UW-Oshkosh, UW-Stevens Point, and St. Norbert College. Taylor Vande Vyver, of U.S. Lubricants and NEWMA's Communications Task Force, will coordinate promoting the event to UW-Oshkosh's Women in Marketing Club. Volunteers will be needed starting at 12:30 p.m. Ann will be emailing the volunteer sign-up, including the specific tasks / shifts, in the next few days.

IDD AGENDA – 11/5/2025

Employer Setup - 12:00 to 2:00 PM

Employer Informational Huddle - 2:15 PM

3:00 PM - STUDENT WELCOME

3:05 to 3:20 PM – Prescheduled Interviews & Networking

3:25 to 3:40 PM - Prescheduled Interviews & Networking

3:45 to 4:00 PM - Prescheduled Interviews & Networking

4:00 to 4:20 PM - OPEN NETWORKING

4:25 to 4:40 PM - Prescheduled Interviews & Networking

4:45 to 5:00 PM - Prescheduled Interviews & Networking

5:00 to 5:20 PM - OPEN NETWORKING

5:30 PM - AWARDS PROGRAM

2025 IDD SPONSORSHIPS

\$1,000: Your organization's logo will be on the IDD t-shirts distributed to student attendees. The logos are displayed at the event and on the manufacturing.careers web page. **\$500:** This sponsorship level is for organizations that do not wish to host a booth at the event but would still like to serve as an IDD sponsor.

INDUSTRIAL MAINTENANCE GRANT & POTENTIAL MACHINING GRANT

Another cohort began on September 10, 2025. Additional funding for similar training at the other regional technical colleges is being sought. Ann is also working with some of the nonprofits the Talent Task Force met with last year regarding a machine training program for high-functioning autistic individuals, utilizing Fast Forward Grant dollars.

UPCOMING EVENTS & PROGRAMS

- **September 11** – Virtual Lunch & Learn – Noon to 1:00 PM – Technology for Green Supply Chain Management Practices & Their Impact on Operational & Environmental Efficiency – Presented by UW-Green Bay
- **September 11** – Taps + Tours Business after Hours at Sure Controls, Greenville, WI – 3:30 to 5:30 PM
- **September 16** – Virtual Lunch & Learn – Noon to 1:00 PM – Identifying & Responding to Workplace Impairment: Signs & Symptoms Training for Supervisors – Presented by ARCPoint Labs - [REGISTER](#) for this free event.
- **September 18 to November 13** – Data Analytics Training – This marks the 12th cohort with over 600 members having already taken this highly rated training. – [REGISTER](#) for this free training.
- **September 30** - Virtual Lunch & Learn – Work Release – presented by Sergeant Joseph Bonnin, of Sanger B. Powers Correctional Center – Noon to 1:00 PM – [REGISTER](#) for this free event.
- **October Plant Tours** – NEWMA will sponsor student bussing for manufacturer plant tours.
- **October 2** – Kickoff to Manufacturing Month & Live Podcast at Schreiber Foods, 8:30 to 10:00 AM
- **October 28** – ACP Partnerships Meeting – at the Resch Expo – 3:00 PM
- **October 28** – Excellence Awards Dinner / Program - at the Resch Expo – [PURCHASE TICKETS](#)
- **October 29** – Manufacturing First Expo / Conference & Student Event – at the Resch Expo
- **November 5** – Internship Draft Day – at Lambeau Field
- **December 17** – Quarterly Full Membership Meeting – at FVTC

NEXT MEETING

The next Talent Task Force meeting is scheduled for December 11, 2025, at FVTC's DJ Bordini Center (room BC138A), 8:30 a.m.