

Development Task Force Meeting Minutes

November 10, 2011

Fox Valley Workforce Board

8:30 a.m.

Minutes

Members present: Ernie Remondini, John Davis, Chad Fritz, Jami Harrington, Joe Guell, Dee Hale, Joan Turba, Dale Walker, and Ann Franz

Topic 1: Manufacturing First conference and job fair recap

Everyone agreed that the Manufacturing First conference was a success. The original goal for the event was to have 25 exhibitors and 200 attendees. The event had 75 exhibit booths and almost 500 attendees. The Alliance had four companies join the organization, because of learning about the Alliance through the Manufacturing First conference. The two manufacturing members are: Sandoff & Rudoy and Green Bay Pallett. The two associate members are: First Business Bank and L & S Electric. This generated \$4,000 in membership dues. In addition, proceeds from the event (approximately \$3,000) will be given to the Alliance for college scholarships. The event was covered by all of the local television stations, along with the Gannett papers and Forbes magazine. There are five manufacturers that exhibited at the event, but are not members of the Alliance. The five are:

Baum Machine – Ron Buchinger will contact about membership

US Lamp – Ernie will contact about membership

Scotts Industrial Coatings – Ernie will contact about membership

Orion – Ann will contact

HTT – Ann will contact

Bobbi or Ann attended four job fairs in October for the Alliance. The Kenosha and Racine job fairs had limited interest from the job seekers in attendance. The Brown County Job Fair had great traffic and the Veteran's Job Fair had great quality of job seekers. Chad shared information about a company called, "Bradley Morris" that holds Vet job fairs that he has attended. Companies are matched with individuals and have one-on-one interviews with job seekers that meet the criteria identified by the company. He said that the program has been very successful for Sargento Cheese.

Topic 2: Update on new members and prospective members

Associated Bank has joined as an associate member. For 2011, there have been 19 new members (including four associate members). Ann has met with Wipfli, Bay Industries and Wisconsin Plastics this past month.

Topic 3: Presentation from Joan Turba, NWTC and Dale Walker, FVTC on incumbent worker training

Dale and Joan presented on what the technical college could develop for the organization. The delivery of the instruction could be delivered by any method including face-to-face, online and 1:1 mentoring. The program could have general instruction, along with some customization for each individual company. It would span 6 -12 months and have benchmarks throughout the program. The technical college system had developed a program called Critical Core Skills for Manufacturing, which has 12 competencies:

- Work cooperatively in teams
- Work productivity
- Listen effectively
- Model a positive attitude.
- Maintain a safe work area
- Communicate clearly
- Demonstrate integrity
- Follow directions
- Analyze and solve problems
- Demonstrate adaptability
- Demonstrate math skills
- Think critically

Many of these skills were similar to what the survey the Alliance conducted were skill gaps for production workers. A funding source for the training could come from the technical college's WAT grants; whereas half of the cost of the training would be paid for by the grant.

After the presentation, the taskforce discussed who should be part of the pilot group. One suggestion would be to have frontline supervisors and production workers attend. This way, the training could be delivered by the supervisor in the future. By having both members of the company attend, the things learned in the course would be more likely implemented into the company. Ann will ask the technical college about the Alliance owning the curriculum after it is developed. Mark from WMEP will present in January about what his company can offer in training.

Topic 5: Next Steps

Next meeting: January 12 at 8:30 a.m. at Lindquist Machine.