

# TDCON 2022: Resetting the Future of Work

Thursday, April 7

7:15 am – 8:00 am

**Registration & Breakfast**

8:00 am – 8:20 am

**Welcome**



Amy Pechacek  
Secretary-designee  
Wisconsin Department of Workforce Development

### About the Speaker

Amy is a government administration strategist with two decades of executive leadership experience, including serving as the Deputy Secretary for the Wisconsin Department of Corrections and directing numerous public programs for Milwaukee County. Secretary-designee Pechacek has managed benefits administration, health and life safety functions, community development, criminal justice, juvenile detention reform, and other complex program services for multimillion-member constituencies.

For the past decade, she has been involved in public policy creation and implementation and acted in advisory roles for various practice areas associated with local and large-scale governmental administration, specializing in crisis management for compliance-related damage mitigation and program recovery.

She received her master's degree in public policy and public administration from Northwestern University and her undergraduate degree from UW-Madison in sociology and criminal justice. Amy is also a graduate of the Weldon Cooper Center for Public Service's Senior Executive Institute at the University of Virginia.

8:20 am – 9:20 am

**Keynote: Jim Morgan Solutions 2022: Surviving the Great Sandemic**



Jim Morgan  
Vice President, Business Development and Workforce Strategies  
MRA - The Management Association

Jim Morgan holds a master's degree in education and a bachelor's degree in education from the University of Wisconsin-Madison, Madison, Wisconsin. Jim has facilitated strategic planning sessions for businesses, chambers of commerce, and economic development groups, primarily around developing a talent pipeline for employers. He has provided keynote presentations for groups from 50 to over 1,000. CEOs, policymakers, educators, and students have enjoyed his mix of data, experiences, research, stories, and humor. The talent shortage is real, not only skills but bodies, and it is crippling business growth. And yesterday's recruitment and retention practices simply won't work anymore. First the Pandemic. now the Sansdemic ("Sans" = without. "Demic" = people). Employers have reached new levels of creativity and innovation in their search for talent. This event will enlighten you on the numbers behind the talent shortage and the underlying factors causing The Great Sansdemic.

9:20 am – 9:30 am

**Break/Transition**

## Concurrent Sessions

9:30 am – 10:30 am

### Hiring people with disabilities

10:30 am – 10:40 am  
Break/Transition

Wisconsin employers continue to experience success when hiring people with disabilities. The Department of Workforce Development's Division of Vocational Rehabilitation (DVR) is working with more than 15,000 Wisconsinites who are excited to start their next career, and it could be with your company!

10:40 am – 11:40 am

Hear from an employer that has been working with DVR about how they got started, the benefits of hiring people with disabilities, the successful relationships they have built, and the outcomes they have experienced. Hear from a DVR Business Services Consultant who is tasked with working with employers to develop a win-win environment for everyone. Finally, hear from a DVR Counselor who will provide insight into how they work with job seekers to prepare them for a successful career at your company. Attendees will walk away with an understanding of the DVR process, who to contact in their part of the state, and what they can start doing to successfully hire and retain qualified job seekers who are receiving DVR services.

9:30 am – 10:30 am

### Exploring solutions to the impact lack of childcare has on Wisconsin's workforce

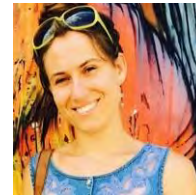
10:30 am – 10:40 am  
Break/Transition

10:40 am – 11:40 am



Ruth Schmidt  
Executive Director  
Wisconsin Early Childhood Association

**weca**



Natalie Yahr  
Local business and economy reporter  
The Capital Times

[Ruth Schmidt](#) Executive Director at [Wisconsin Early Childhood Association \(WECA\)](#) and [Natalie Yahr](#) reporter at [The Capital Times](#) will lead this much anticipated and talked about breakout session. The two women will discuss Natalie's article "Making childcare cheaper could help fix labor woes" and Ruth's work with Wisconsin Early Childhood Association (WECA) which has for more than 45 years, has been serving the needs of childcare providers through education, advocacy, and research.

9:30 am – 10:30 am

### How to keep talent

10:30 am – 10:40 am  
Break/Transition

10:40 am – 11:40 am



Jeffrey Russell  
Co-Founder of Russell Consulting

[Jeffrey Russell](#) will share ideas on why employers should conduct stay interviews. The companies that do the best job of managing their talent routinely conduct exit interviews when their employees walk toward the exits. And while you can learn much from what these exiting employees tell you, for these employees, it's too late – they are already out the door. During the Great Resignation, we need to do more. That's where the "Stay Interview" comes in. When you conduct Stay Interviews with your current employees, you are taking proactive steps to keep your star performers, high potentials, and employees filling key positions from even thinking about working elsewhere. In this session, you'll learn how to design a Stay Interview process, identify who you should target for these interviews and why, and identify questions that should be included in your interview. You'll

learn effective practices based upon the research as well as from your peers. Attend this session to learn how Stay Interviews can help you tap the keys for retaining talent while you're gaining insights into what factors broadly enable and undermine employee engagement in your company.

**9:30 am – 10:30 am**

**Diversity and Inclusion in the workplace**

**10:30 am – 10:40 am**  
Break/Transition

**10:40 am – 11:40 am**



Lisa Koenecke  
Inclusion Ally  
Adjunct Faculty Instructor  
Lakeland University

We all know diversity and inclusion are important to the future of our workforce. Led by [Lisa Koenecke \(she/her\)](#) this breakout presentation will help participants discover the difference between equality and equity and understand the latest laws and the current vocabulary to be truly inclusive. She will explore how to SHOW "allyship" and how to SHIFT mindsets and behaviors to SHAPE policies.

**11:40 am – 11:50 am**

**Break/Transition**

**11:50 am – 12:50 pm**

**Lunch & Panel Discussion on the politics of workforce development**



JR Ross  
Editor  
WisPolitics.com



Representative Evan  
Goyke (D)  
Assembly District 18  
Milwaukee



Representative David  
Murphy (R)  
Assembly District 56  
Greenville

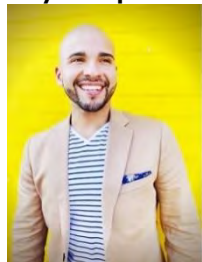
JR Ross editor of WisPolitics.com will facilitate a panel discussion between Democratic State Representative Evan Goyke of Milwaukee and Republican State Representative David Murphy of Greenville as they talk about the role of politics in Wisconsin Department of Workforce Development and funding efforts. The discussion will touch on the unique approach each party is taking to address the workforce needs of Wisconsin's employers and find out what they do agree on.

**12:50 pm – 1:00 pm**

**Break/Transition**

**1:00 pm – 2:00 pm**

**Keynote presentation from Miguel Joey Aviles**



Miguel Joey Aviles  
TEDx speaker

Miguel is a Hispanic Millennial featured at TEDx, Telemundo, and the Washington Post. He is the former Chief of Diversity and Inclusion of an 80,000 people organization. This session will identify specific steps and actions you can take to create a workplace culture that values uniqueness, diverse experiences, backgrounds, and thinking. You will learn steps that can help you facilitate the right workplace interventions to drive engagement, increase performance and create a culture of belonging. Through captivating stories and thought-provoking exercises, this session will provide you with the tools needed to facilitate the right workplace interventions to increase

employee engagement and performance amid chaos. At the heart of Miguel's message is a simple, yet powerful philosophy for life that drives every thought, every action, and ultimately every result we achieve both personally and professionally.

**2:00 pm - 2:10 pm**

**Break/Transition**

**2:10 pm – 3:10 pm**

**Panel discussion led by the Wisconsin League of Municipalities**

Please join officials from the League as this discuss the role of policy and business in workforce housing challenges in Wisconsin. Learn about things like the “biggest little change” you can make to improve housing access and affordability in your community?



**3:10 pm – 3:20 pm**

**Break/Transition**

**3:20 pm – 4:20 pm**

**Keynote presentation from Noelle Chesley, University of Wisconsin Milwaukee**



Noelle Chesley  
UW Milwaukee

**4:20 pm – 4:30 pm**

**Closing remarks**



Melissa “Missy” Hughes  
Secretary and CEO  
Wisconsin Economic Development Corporation

**Friday, April 8**

**7:15 am – 8:00 am**

**Registration & Breakfast**

**8:00 am – 8:20 am**

**Welcome**



Ron Painter  
President & CEO  
National Association of Workforce Boards (NAWB)

**About the Speaker**

Ron Painter assumed his role at NAWB in July of 2009. In his capacity as CEO of NAWB, Painter has traveled the country meeting with state and local workforce leaders to identify cutting-edge practices and programs and understand how best to spread innovative trends in human capital development throughout the nation-wide job training system. Ron was the founding CEO of the Three Rivers Workforce Investment Board in Pittsburgh, where under his leadership the organization focused on producing labor market research, working with public educators on improved student career information, supporting community leaders in the development of regional benchmarks, and establishing the Regional Workforce Collaborative with a membership of community colleges, WIBs, employers, labor, and economic development professionals. Before joining the Three Rivers Workforce Board, he worked in Washington, DC, first on loan to the U.S. Department of Labor for the Enterprise Project, and then for the National Alliance of Business.

Ron is a Board Member of the Committee for Education Funding, Manufacturing Skills Standards Council, and is a Patron of Volition Community for the Manchester Cathedral in Manchester, England.

Mr. Painter holds an undergraduate degree in Political Science from Grove City College in Pennsylvania and a Master's in Public Administration and advanced graduate coursework from the University of Pittsburgh's Graduate School of Public & International Affairs, where he served as Adjunct Faculty.

**8:20 am – 9:20 am**

**Panel Discussion on how to develop an apprenticeship program**



Learn how one of Wisconsin's local workforce development boards worked with local employers Frito-Lay and Scot Forge to create internship programs to prepare local students to enter the workforce.

This panel discussion will explore how internship programs can benefit everyone from a potato chip company to a steel mill with more than 125 years of experience.

Panelists will discuss the apprenticeship process, youth apprenticeship, and registered apprenticeship.

9:20 am – 9:30 am

Break/Transition

## Concurrent Sessions

9:30 am – 10:30 am

**Understanding mental health and disabilities**

10:30 am – 10:40 am  
Break/Transition

10:40 am – 11:40 am



Matt Glowacki'  
Civility Speaker

The statistics on mental health challenges are alarming - 76% of employees feel burned out, drained, or exhausted at work. Nearly half of employees report feeling down, depressed, or hopeless. Yet more than one in three employees reported having done nothing to cope with these feelings. Professional speaker [Matt Glowacki](#) will help attendees better understand how the stigma of mental illness and disability prevents people from talking about what they are going through. You will be given resources to help design appropriate ADA-compliant accommodations for workers. The audience will learn how to facilitate empathetic conversations with their employees to help uncover hidden challenges they might experience.

9:30 am – 10:30 am

**Talent Management and the importance of culture**

10:30 am – 10:40 am  
Break/Transition

10:40 am – 11:40 am



Chad Kopitzke  
Founder of NeXtGen Advantage

Chad Kopitzke is the founder of NeXtGen Advantage, an innovative talent management firm based in Neenah, Wisconsin. As a human capital expert with specialized knowledge of generational issues in the workplace, Chad brings a unique vantage point to modern business culture. The new age of work is here, and our workforce and organizations must change with the times. In this fast-paced presentation, [Chad Kopitzke](#) will offer key insights on the talent management challenges companies face and how implementing cultural change can foster an environment of accountability, results, and long-term success.

Participants will learn:

- Four trends defining today's world of work
- How to develop consistency in your organization's talent life cycle
- Applicable tips and tricks that you can implement today, which will affect positive change for tomorrow

9:30 am – 10:30 am

**Insights on hiring former inmates as employees**

10:30 am – 10:40 am  
Break/Transition

10:40 am – 11:40 am





We all know employers throughout Wisconsin are finding it difficult to fill their workforce needs with qualified and skilled employees. [Becky Kikkert](#) will share insights on former prisoners as employees. This break-out session talk about a unique state initiative and how it is meeting the workforce needs of employers throughout the state.

**9:30 am – 10:30 am**

**Insights on the latest workforce development data and statistics**

**10:30 am – 10:40 am**  
Break/Transition

**10:40 am – 11:40 am**



Scott Hodek  
Economist  
Wisconsin Department of Workforce Development

Join Scott Hodek, an economist from the Department of Workforce Development as he presents the latest information about Wisconsin's labor market. In addition to data for all the folks who live numbers, Scott will share unique success stories and real-life examples of what he's seen work well and not so well.

**11:40 am – 11:50 am**

**Break/Transition**

**11:50 am – 12:50 pm**

**Keynote Kimberly Kane on why women are considering leaving the workforce**



Kimberly Kane  
Kane Communications

Earlier this year Kimberly Kane began reporting on the results of the survey she launched titled State of Working Women in Wisconsin which revealed significant issues and opportunities for Wisconsin employers. Among the findings: 50% of Wisconsin's working women are considering quitting, a number that is 25% higher than the national average. The number one reason behind this, according to the research findings, is that women of all demographics feel undervalued in their current position. Join her as she explores what she's learning as she's shared this report around the state and welcomes a surprise guest who brings a unique perspective to the report's findings.

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