

## POST SECONDARY/CAREER PATHWAYS SUBCOMMITTEE MEETING

NWTC – Business Assistance Center Building

June 30, 2015

1:30 p.m. – 3:00 p.m.

**Attendees:** Tina Norman (Ameriprise), Ann Schermetzler (Acuity), Brian Bargender (Humana), Karen Coonen (Thrivent), Dan Kuglar (UWO), Julie Ebben-Matzke (NWTC), Scott Schlicher (DVR), (Ann Franz (NEW Insurance Consortium), Sandy Folsom (NWTC)

### **GUEST SPEAKER:**

Dan Kuglar, Director for the Center for Risk Management & Insurance at University of Wisconsin Oshkosh (UWO), discussed the Insurance & Risk Management Program that UWO offers. The minor is comprised of 21 credits. The program has partnered with local insurance companies who pay \$25,000 for 4 years. These partners include, Church Mutual (Merrill, WI), Jewelers Mutual (Menasha, WI), Secura (Appleton, WI), Sentry (Stevens Point, WI), Society (Fond Du Lac, WI), and Thrivent (Appleton, WI). As part of the partnership, students are exposed to the companies through internships, company visits, job shadowing, company research projects and industry conferences. The Center also partners to bring industry experts to campus to provide a better understanding of the industry and career opportunities. There are 233 students enrolled in the program, 35 students have graduated from the program. Currently talking with Northcentral Technical College and Madison Technical College for an articulation agreement for students with an Associate Degree in Insurance/ Risk management.

UWO has a new Gamma Iota Sigma chapter. This is an International Risk Management, Insurance and Actuarial Science Collegiate Fraternity that is a student run program to promote, encourage, and sustain student interest in insurance risk management, and actuarial science professions. At the kick off meeting there were 48 students in attendance.

### **CAREER OUTREACH EVENTS – SEPTEMBER, 2015:**

The committee members discussed ideas for bringing employers and students together in recognition of Insurance month in or around September. Potential activities could include:

1. Company overview and Career Information):
  - What the company does
  - Occupations they employ and number of employees
  - Tenure
  - Wage and Education requirements, DWD employment projections
  - Work/ Life balance – work from home as an option
  - Perks – Tuition reimbursement, fitness area, Dr. onsite
2. Tour of facility
3. Job shadow or Career Speakers (a career interest survey was shared at the meeting that assists students in determining career interest)
  - a. Company job descriptions
  - b. Areas of interest (each student chooses 2):
    - Call Center/client care specialists
    - Underwriter
    - Sales Representatives
    - Actuary
    - Claims Examiner
    - Business Analyst
    - Software Developers
    - Compliance/ Auditor
4. Interview/Resume skills
5. Part-time job fair/college internship interviews

Colleen Wall with Thrivent will be holding an event with Little Chute High School. This will include company overview and career information, tour of the facility, job shadow opportunity (passed out a pre and post survey to review that will ascertain insurance knowledge level of students before and after the event).

Karen Coonen with Thrivent will also be hosting a college student event that will include most of the components of the aforementioned event, including a part-time job fair. Thrivent is interested in students who are in college and going for their degree and are interested in getting real world experience while attending school. Karen is interested in hosting students from the technical colleges and UWs.

Tina Norman with Ameriprise has a degree in Psychology and is interested in speaking to Psychology students. Tina will work with Ryan Martin, Psychology Chair at UWGB to speak to some classes about possible insurance careers that may be of interest. The objective will be to expand their network and exposure to insurance careers in the region.

Ann from Acuity is also interested in hosting an event with students from LTC in the Administrative Assistant program. She has hosted college students in the past and it has been a very successful experience.

Brian from Humana also expressed interest in hosting an event similar to the event described in the minutes, except not having job shadows instead having career speakers present.

All insurance companies should contact Ann by July 31 on what colleges/degree programs they would like to target for the event. Ann will then connect each company with the representative from the college(s) that will help coordinate the event.

#### **TRAINING GAP IDENTIFIED:**

The group discussed a growing problem of job seekers not having proficient typing skills. It would be beneficial for employers to reach out to college students to underscore the importance of having proficient typing skills to succeed. There was discussion on having the employer attend the keyboard class students are required to take early in the semester and share with the students that successful completion of the class will ensure that the company will interview them for a potential position.

#### **ACTION ITEMS:**

1. Insurance companies contact Ann by July 31, 2015 on what colleges they are interested in working with for their event in the fall.
2. Determine employer interest in speaking to a keyboarding class, including offering interview incentive by August 15, 2015.
3. At the next meeting, members will share their college outreach experience and what was learned.
4. A Doodle poll will be sent out to determine the best date and time for the next full meeting to be held in October.