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| **Wisconsin Employment & Training Association2019 Annual Conference****Central Fundamentals:****Collaboration, training and sharing for employment and training professionals** | ***Join our*** ***LinkedIn Group******@ WETA Wisconsin*** |
| **October 16 – 18, 2019**Jefferson Street Inn201 E. Jefferson Street, Wausau, WI 54403  | cid:3b8415fe-4ade-4aba-9d69-3d9ee6f880e5@namprd06.prod.outlook.com |

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| **Wednesday, October 16th**  |
| **12:00 – 1:00 pm***Stevens Reception Area – 2nd Floor***1:00 pm Conference Start** *Grant & Washington Ballrooms – 2nd Floor* | **Conference registration available from 12:00pm – 1:00pm.** ***\*\* Lunch is not provided Wednesday.****Visit* [*www.wausauchamber.com*](http://www.wausauchamber.com) *for a list of member restaurants in the area.* **Welcome** -*Lacey Piekarski - WETA President, Sandy Martin - WETA President-Elect* |
| **1:15 - 4:30 pm***Grant & Washington Ballrooms – 2nd Floor* **2:30 - 2:45 pm** ***Refreshments Available***  | ***Callings: The Power of Passionate Work*** **Presenter: Gregg Levoy –** [**www.gregglevoy.com**](http://www.gregglevoy.com)Gregg is the author of Callings: Finding and Following an Authentic Life (Random House)—rated among the "Top 20 Career Publications" by the Workforce Information Group and Vital Signs: The Nature and Nurture of Passion (Penguin), the former "behavioral specialist" at USA Today, and a regular blogger for Psychology Today.  Gregg is ready to share his wisdom in helping clients clarify their sense of calling while helping ourselves in the process.A former adjunct professor of journalism at the University of New Mexico, and former columnist and reporter for *USA Today* and the *Cincinnati Enquirer*, he has written for the *New York Times Magazine, Washington Post, Omni, Psychology Today, Fast Company,* and many others. People who are fueled by a sense of calling about their work—a deep feeling of fit and purpose, a match between who they are and what they do—will bring that kind of passion and spirit to their jobs and careers, their companies and communities, their lives and the lives of others.This presentation (a combination Keynote & hands-on Workshop) is designed around a series of self-reflective questions—as well as discussion, brainstorming, dyad and small-group work—geared to assisting career development and employment training professionals in helping clients clarify their sense of calling. But we'll also approach the questions and tools first-person, to get a feel for them ourselves, in the process helping you—and those you counsel and coach—gain clarity and courage to take whatever Next Steps will deepen alignment with your callings. These steps could be to make a creative leap or career change, launch a new venture or collaboration, take on a new role or let go of an old one, or make any course-correction in your professional or personal life. We’ll also explore the questions that arise naturally in the presence of any call: What does it ask of us? How do we tell the true call from the false? How do we handle our resistance to it? What happens when we say no? What happens when we say yes?The key issues explored in this highly experiential workshop will be: \* Clarifying your callings \* Working creatively with the resistance that naturally arises \* Identifying who and what can help you make the changes \* Creating an action plan of specific steps \* Gaining a renewed sense of direction and possibilities*Gregg's books are available to purchase at the WETA Member discount rate!* |
| **7:00 – 9:00pm***Location will be announced -**Light refreshments provided* | **Networking Room**Join us in the Networking Room for continued networking with WETA members!*Remember to refer to the handout in the conference folder on how to use your mobile app on LinkedIn – press on the “My Network” option in the bottom menu, then at the top you will see “Find Nearby (OFF). Once you press the button it will turn itself on (you will need Bluetooth turned on) then it will ‘find’ people in your network who are ‘nearby’. This is a great feature to connect with other WETA members in the room and grow your professional contacts.****\*\* Dinner is not provided Wednesday evening****We invite you to explore the downtown Wausau area, visiting* [*www.wausauchamber.com*](http://www.wausauchamber.com)*for a member restaurant listing.* |

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| **Thursday, October 17th – Conference Sessions**  |
| **7:30 – 8:30 am***Stevens Reception Area – 2nd Floor***Breakfast Served 7:30 – 8:15am***Grant & Washington Ballrooms – 2nd Floor* **8:30 – 4:30pm** | **Conference registration available from 7:30 – 8:30am.****Breakfast Buffet Menu –** *Scrambled eggs, pancakes, whole wheat toast, fresh fruit garnish; Beverages include coffee, tea, orange juice* Meal accommodations are provided for those requesting in advance. Please contact the WETA registration table for more information.**LinkedIn Profile Photos – WETA Registration Table** |
| **8:15 – 8:30am** *Grant & Washington Ballrooms – 2nd Floor* | **Revitalize with Yoga** Breathe, move, pause and observe – practice and apply these accessible and effective yoga strategies to support your physical and mental well-being. Set an intention to develop your health goals and foster the stamina to continue practicing ‘balance’ with work, home and hobbies. Standing and chair postures will be practiced with breathing techniques and a short, guided meditation. A take home practice will be shared. Everyone welcome, dress comfortably, bring your curiosity and move into the rest of your day able to integrate all that you are learning. Teacher: Heather Van Dalfsen, MEd, E-RYT 500, C IAYT Certified Yoga Therapist and Viniyoga Teacher, Managing Partner – 5 Koshas Yoga and Wellness www.5koshasyoga.com |
| **8:30 – 9:15 am** | **Welcome and WETA Annual Meeting***Lacey Piekarski - WETA President, Sandy Martin – WETA President - Elect* |
| **9:15 – 9:30am** | **Break**  |
| **12 Break-Out Sessions** |
| **9:30 – 10:45am** | ***Workshop Session “A”*** |
| *Session A1:**Washington* | **Say What? Communicating for Impact** Effective communication is *key* to building strong people and teams. How much do you know about your personal communication style- and that of those you work with? This hands-on presentation will give you the tools and techniques you need to communicate effectively. Learn more about the two things you need to ensure a win-win conversation. The conversation that you want to have the least is the one you most need to have. Benefits: 1. Discover your personal communication style and the red flags of your communication style when communicating under stress to minimize misunderstandings. 2. Identify the 3 roles of the drama triangle and two techniques needed to have even the most delicate of conversations.Presenter: *Laura Gmeinder, PHR - Laura Gmeinder Coaching & Consulting, LLC* [*www.lauragmeinder.com/speak*](http://www.lauragmeinder.com/speak) |
| *Session A2:**Grant* | **What’s New in Registered Apprenticeship?**Pre-Apprenticeship, New Career Pathways for Underserved Populations, IT and Healthcare - If you haven’t heard new things are happening within the Wisconsin Registered Apprenticeship (RA) Program! Hear about apprenticeship opportunities for inmates and ex-offenders. Learn about new apprenticeships in non-traditional occupations. Listen to local employers and workforce partners share their experiences with the new apprenticeship and pre-apprenticeship programs. Discover how you can partner with the Wisconsin Apprenticeship Program to create new opportunities for your customers. Presenters: *Liz Pusch – Department of Workforce Development – Bureau of Apprenticeship Standards, Stephanie Haka - Department of Workforce Development - Bureau of Apprenticeship Standards, Jane A. Spencer, MSSW - NCWI Workforce Development Board, Bri Rehberg, Jolene Trzbiatowski- Delta Dental of WI and JoAnn Jensen - Footlocker*  |
| *Session A3:**Lincoln* | **Collaboration, Training & Sharing: Partner Success Panel**Join us to discuss employment and training partner collaboration ideas, sharing of best practices and share your experiences! This panel will discuss the central fundamentals to partnership through their various roles and experiences within employment and training to serve the customers our programs serve.Presenters: *Jessica Holton – Department of Workforce Development (DVR), Tait Strand – Department of Workforce Development, Gail Hurd – Department of Workforce Development, Wade Schenck – Department of Workforce Development (DVR), Theresa Gasch – Children First Program – CW Solutions, Danielle Koenig – FSET Program – CW Solutions*  |
| **10:45-11:00am** | **Break**  |
| **11:00am – 12:15 pm** | ***Workshop Session “B”*** |
| *Session B1:**Washington* | **Emerging Leaders Arise – Creating a Pathway & Shaping our Future**Ask yourself? * What will be your legacy?
* How will you lead?
* What impact do you want to make?
* What's your level of influence now?
* What sacrifices are you willing to do to get there?

Leadership is ever evolving, and it starts from the position you are currently in. RISE up and create the path to the future you wish to experience. The waiting game is over, your turn is now. Emerging leaders are in training, leading and creating on all levels across the board. This session is designed to increase your professional knowledge and empowered professionals to reach their full career potential as they emerge from one level to the next. By the end of this session you will have gained: * An understanding yourself as a leader.
* An insight and how to lead by serving.
* Knowledge about tools for leaders.

You will learn:* The importance of being more connected and purposeful, increasing productivity.
* Critical components of first getting to know your customers and helping them get to know themselves.
* Strategies in reaching a shared growth plan.
* Techniques of teaching networking beyond case management.

You will be able to:* Identify what leadership culture looks and feels like.
* Build expertise.
* Develop knowledge of clear accountability.
* Maintain a high level of sustainability.

*Facilitator: Sandy Martin*, Presenters: *Laneice McGee - Future Entrepreneurs Moving Ahead, Ellis Murchison Jr. - Early View Academy of Excellence, Debra Weber - Waukesha County Technical College* |
| *Session B2:**Grant* | **Office of Veteran Employment Services and Hire Hero's Program** The Office of Veteran Employment Services will share the role of Veteran Employment Representatives, Disabled Veteran Outreach Program representatives and overview of the Hire Hero’s Program. This presentation is an overview of the Hire Hero's program (which is a subsidized transitional employment program) and the progress in the first 6 months as it kicked off in April of 2019. Presenters: *Al Garcia – Department of Workforce Development – Office of Veteran Employment Services;* *Rick O'Brien - Department of Workforce Development - Office of Veteran Employment Services* |
| *Session B3:**Lincoln* | **Re-Thinking Reentry Employment Strategies for the Justice Involved: Re-imagining and Exploring the New Workforce** This workshop will assist participants better understand and overcome the challenges in preparing the Justice Involved customer for employment after incarceration. In this session you will be shown evidence-based examples of programs that are currently working in Milwaukee/Waukesha region and provided materials to assist you in making connections with reentry resources in your area.Presenters: *Maurice D. Sprewer - Department of Workforce Development – Job Service, John Thomas – Department of Workforce Development – Job Service* |
| **Lunch Served****12:30 – 1:30pm***Grant & Washington Ballrooms – 2nd Floor*  | **Buffet Lunch Menu –** *Taco Bar with beef taco meat, refried beans, soft corn and flour tortillas, lettuce, tomato, onions, cheese, sour cream and salsa. Beverages include coffee, tea and milk*Meal accommodations are provided for those requesting in advance. Please contact the WETA registration table for more information.**Scholarship & Award Presentations** –*Jon Danforth – WETA Board Member* |
| **1:30 – 1:45 pm**  | **Break** |
| **1:45 – 3:00 pm** | ***Workshop Session “C”*** |
| *Session C1:**Washington* | **Collaboration in the Workplace: Creating a Coaching Culture**Studies have proven coaching builds mastery, confidence, work life balance and directly supports greater employee engagement and on-the-job performance. Coaching for leadership involves helping the aspiring leader develop greater capacity to learn from their actual on-the-job experiences (coaching is a natural extension of training and aligns with the continuous feedback trend). While coaching is certainly a way to reinforce knowledge acquisition from other means, the real learning comes when leaders apply new-found knowledge, theories, and assumptions to a real-life application. Whether you think you can or can’t, you are right!In this session, you will:* Identify the four phases of the GROW model.
* Discover the one technique that helps people stretch their comfort zone to crush their goals.

Presenter: *Laura Gmeinder, PHR - Gmeinder Coaching & Consulting, LLC*[*www.lauragmeinder.com/speak*](http://www.lauragmeinder.com/speak) |
| *Session C2:**Grant* | **“Stop, Collaborate and Listen” - Employer Discussion Panel** Join us for a unique and interactive business panel with local employers from central Wisconsin! Session participants will have the opportunity to engage one-on-one with these area employers as we discuss the topic of collaboration between employers and employment and training programs. Participating businesses include Kolbe & Kolbe, Saleytics, A&B Process Systems, Goodwill, County Materials and Copperleaf Management Group. Facilitators – NorthCentral FSET Program: *Lacey Piekarski – Employment & Training Manager, Megan Stanchik – Career Services Specialist; Olivia Lloyd – FSET Case Manager* |
| *Session C3:**Lincoln* | **Employment First – What It Is and Why We Need It**This session will examine the topic of resilience to trauma. First, the presenter will briefly define trauma and its attendant consequences, focusing primarily on adversities and traumas that are common among socio-economically disadvantaged adults. Second, he will discuss naturally occurring factors and processes that promote recovery from trauma or resistance to its effects, i.e., resilience. Finally, the speaker will explore means by which service providers can promote resilience to trauma among low-income clients, using an example from a local workforce development initiative that is incorporating trauma-informed practices into employment services. Presenters:  *Katie Knospe - Forward Service Corporation, Katherine Garrison and Ashley Mathy - Headwaters, Inc. & Nicolet College* |
| **3:00 – 3:15 pm**  | **Break – *Refreshments Provided*** |
| **3:15 – 4:30 pm** | ***Workshop Session “D”*** |
| *Session D1:**Washington* | **A New Approach to Goal Development**There are many approaches to goal development, all with some variation of the SMART process (specific, measurable, attainable, realistic and timely). But, you need more than just “SMARTs” for goal attainment. Join us to learn about the 4 quadrants of goal development to increase the chances of success with your program participants!Presenters: *Tom Prete – CW Solutions – North Central Programs & Ruthie Lesch – CW Solutions - NorthCentral Programs* |
| *Session D2:**Grant* | **AARP's Smart Strategies for the 50+ Job Seekers** Wisconsin’s Job Service has recently partnered with the American Association of Retired Persons (AARP). They provide seven strategies (free! no membership required!) for "older workers" including tips for finding jobs, marketing work ethic and experience, and connecting with opportunities to develop new skills. Most of the resources and tools we offer job seekers at our one stop centers or through our agencies can be used to achieve the AARP strategies. In this session, we will explore AARP's strategies, tools, and website features and share with each other the best tools to use with older job seekers to assist them with gainful employment!  Presenter: *Annie Allen-Wyman – Department of Workforce Development- Job Service* |
| *Session D3:**Lincoln* | **Finding and Using Labor Market Data** This is putting Labor Market Information (LMI) to work for workforce professionals. With the development of DWD’s new LMI website, www.Wisconomy.com, the workforce system gained a powerful tool for understanding Wisconsin’s labor force and economic conditions. Wisconomy adds incredible new graphical tools, mapping, and functionality, all at users’ fingertips. We live in a data driven world, and all the statistics and tools out there can be overwhelming to new and practiced LMI users alike. The session will combine real-time demos of DWD’s LMI tools with the best practices for use and how to apply the data for maximum impact, as well as provide understanding on the nuance of the various datasets.Presenter: *Scott Hodek – Office of Economic Advisors, Department of Workforce Development, Mitchell Rupp, Office of Economic Advisors, DWD*  |
| **4:30 – 5:30 pm***Lincoln Ballroom* | **Networking / Cash Bar** Visit the cash bar, network with other WETA members and enjoy the beautiful Jefferson Street Inn venue! |
| **5:30 – 6:30 pm****Annual Dinner***Grant & Washington Ballrooms* **7:00 – 9:00pm***Location will be announced -**Light refreshments provided* | **WETA Annual Dinner Menu –** *Chicken Forestiere: Grilled chicken breast topped with mushroom forestiere sauce, served with potatoes and vegetable du jour, rolls; Beverages include coffee, iced tea and milk* Meal accommodations are provided for those requesting in advance. Please contact the WETA registration table for more information.**Networking Room**Join us in the Networking Room following dinner for continued networking with WETA members! *Remember to refer to the handout in the conference folder on how to use your mobile app on LinkedIn – press on the “My Network” option in the bottom menu, then at the top you will see “Find Nearby (OFF). Once you press the button it will turn itself on (you will need Bluetooth turned on) then it will ‘find’ people in your network who are ‘nearby’. This is a great feature to connect with other WETA members in the room and grow your professional contacts.* |
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| **8:00 – 8:30 am***Grant & Washington Ballrooms – 2nd Floor* | **Revitalize with Yoga** Breathe, move, pause and observe – practice and apply these accessible and effective yoga strategies to support your physical and mental well-being. Set an intention to develop your health goals and foster the stamina to continue practicing ‘balance’ with work, home and hobbies. Standing and chair postures will be practiced with breathing techniques and a short, guided meditation. A take home practice will be shared. Everyone welcome, dress comfortably, bring your curiosity and move into the rest of your day able to integrate all that you are learning. Teacher: Heather Van Dalfsen, MEd, E-RYT 500, C IAYT Certified Yoga Therapist and Viniyoga Teacher, Managing Partner – 5 Koshas Yoga and Wellness [www.5koshasyoga.com](http://www.5koshasyoga.com) |
| **8:30 am – 12:30 pm***Grant & Washington Ballrooms – 2nd Floor***10:00 – 10:15am*****Refreshments Available***  | ***Evolve Your Thinking: Maintaining Our Sanity in a Climate of Change*****Presenter:** **Alonzo Kelly –** [**www.alonzokelly.com**](http://www.alonzokelly.com)As the needs of our communities and customers change, so too must our ability to adjust our thinking in order to meet both personal and professional goals.  Our comfort level with making these adjustments is rooted in our own experiences and expectations.  Evolving out thinking is the key to unlocking new ways of anticipating, recognizing, and responding to change. This dynamic and full participatory presentation will offer tips, tricks, and good ol’ fashion short cuts to maintaining our sanity without sacrificing service to our clients and foster greater authentic relationships with our coworkers and others.  Your enhanced ability to critically think and laugh along the way is sure to maintain your motivation long after the conference has concluded!A dynamic Executive Coach, Professor, 3x Best Selling Author, and Radio Host, Alonzo Kelly has gained international and global attention as a premier consultant and strategist. Alonzo is recognized as one of the nation’s leading experts on leadership development, strategic thinking, planning, and acting which results in individual and organizational goal achievement. He has appeared on America’s Premier Experts which airs on major networks across the country including ABC, NBC, CBS, and FOX. Alonzo has served over 1,000 individuals through personal and professional development, delivered training to a plethora of Fortune 500 Companies, College and Universities, Instructions, of Higher Learning, Foreign Countries (Netherlands, Belgium, Canada), nonprofit organizations, and is consistently retained to be the keynote speaker at large and small events across the country.He holds a bachelor’s in Accounting, three master’s degrees (Public Administration, Human Resource & Labor Relations, Business Administrations), and is nearing completion of a PhD in Multidisciplinary Human Services. He is also currently in the process of obtaining his Doctorate in Business Administration.He currently serves on the State Boards of Directors for the ACLU (American Civil Liberties Union), and the National Board of Directors for SENG (Supporting Emotional Needs of the Gifted).  |
| **12:15 – 12:30 pm** | **Closing Remarks**Travel safe and thank you for attending! Conference presentation handouts will be available on the WETAinc.org website – Member Login, Conference page. |
| **12:45 – 2:00 pm***Lincoln Ballroom* | **WETA Board of Directors Post-Conference Meeting** |

