

# UPSKILL UPDATE

## *A Training and Talent Development Newsletter from Mid-State's Workforce and Economic Development Division*

This newsletter is designed to provide information you can use to develop your workforce talent and keep you informed about upcoming opportunities through Mid-State's Workforce & Economic Development division.

### HERE WE GO...

*By Craig Bernstein, MSM • Workforce Development Manager*



Over the past couple of months, as homes converted to workspaces and parents became teachers, our daily tasks and responsibilities were transformed to cope with the pandemic. Now that Wisconsin has reopened for business, we must balance these new duties with returning to "normal." With the abolishment of any enforceable actions, it has become the responsibility of all of us to ensure that we remain safe and conduct our work and home activities in an appropriate and respectful manner that works for everyone's unique situations.

Not everyone will share the same ideas for returning to life outside of the home, and that is something we must learn to be okay with—opinions that differ from our own. Differing ideas will create conflict in the workplace that managers will have to learn to navigate. The worst thing to do would be to ignore these differences of opinion. Frequent and thorough communication will be key to bringing employees together.

Clearly explain the reasoning for new policies for those who don't see the pandemic as a threat. At the other end of the spectrum, reassure those who may be fearful about coming back. Listen and validate their concerns and explain how the accommodations are designed to keep them safe. Remind employees that they can respectfully disagree with the opinions of others without personal attacks.

**Have a topic or concern you would like us to write about? Send your article ideas to [craig.bernstein@mstc.edu](mailto:craig.bernstein@mstc.edu).**

Mid-State began physically reopening its campuses in a limited capacity on May 18 to allow students the opportunity to finish courses that required face-to-face instruction in labs and learning spaces. This limited opening allowed us the opportunity to implement our new cleaning procedures, social distancing policies, and other measures before resuming full student and staff levels back on campus. We will continue this phased approach over the summer and reevaluate what additional steps to take for fall semester. We anticipate being able to continue to provide choices for our students and employer partners through in-person and online learning.

With this new approach, comes the opportunity to try out new learning methods. We would invite you to try a new asynchronous course through our talent development webpage. We are currently offering three self-paced courses that you may try for free: Cyber Security Basics, High Performance Remote Teams, and Stress Management (since we could all use a reduction in stress during these times).

Stay safe as we work through this together, and do not hesitate to call on us if we can be of assistance.

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Vice President - Human Resources; 500 32nd Street North, Wisconsin Rapids, WI 54494; 715.422.5325 • AAEO@mstc.edu. 6/2020

# FREE TALENT DEVELOPMENT COURSES

Mid-State's Workforce and Economic Development Division is offering several free self-paced online courses for a limited time. (These courses are not part of any Mid-State program and are not for credit.)

**Cyber Security**

**High Performance Remote Teams**

**Stress Management**

To register for a course, use the registration link at

**[mstc.edu/talent-development-courses](https://mstc.edu/talent-development-courses).**

*You will then receive an email with access to your course.*



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