

Newsletter

Great Lakes Bay Manufacturers Association

First, we would like to say we are thankful for our members. We hope you are following our daily post in LinkedIn and Facebook. We hope that you are able to enjoy the Thanksgiving holiday with your family and safe travels. Are you ready for the new year? We are excited to announce our calendar of events for 2023 in December. We hope you will share the calendar and invite someone to one of our events.

Welcome - New Member

At John Joseph Partners (JJP), we support executives and leadership teams with the development of their organizations. We specialize in finding highly qualified professionals across the country. JJP specializes in evolving markets and transformational industries with professional experts in manufacturing and technology. Let us help you with your next Executive Search, Talent Consulting, C-level Coaching, or Leadership Development.



December is renewal time. Watch for your renewal invoice for memberships that follow the calendar year. Please note, all check payments should be directed to the Cashier's office at SVSU in care of the GLBMA. Thank you.

Manufacturers Identify Top Challenges They Expect to Face

[Previously published as a NIST Blog on October 14, 2022](#)

By Megean Blum and Nico Thomas

When Nico asked me if I wanted to collaborate on this year's challenges blog, my second thought after agreeing to the idea was a scene from the 2007 film "Music and Lyrics," which I likely have not seen since approximately 2008. Why this popped into my head is unknown but ha! POP! I had forgotten that was the name of Hugh Grant's singing group and part of the title of their hit song. The hip move! I may have been over-caffeinated or under-caffeinated — the line can be so fine — but as Nico and I started talking about our findings and plotting our structure, that's what came to mind. Music and lyrics! Peanut butter and jelly! Cinnamon and raisins! We've got this!

For those who may lack encyclopedic recall of rom coms from the aughts, "Music and Lyrics" is a romantic comedy starring Hugh Grant and Drew Barrymore. The pair are presented as something of an odd couple attempting to bring their respective strengths together — his for composition, hers for lyric writing — and create between them a mega-hit for their movie world's reigning pop superstar. First, however, they have to argue their way toward understanding that both music and lyrics are important; it's not just the melody or the words — it's how you bring them together. Writing a hit requires collaboration and bringing together a number of moving pieces into a coherent whole; a whole that was,

pardon the cliché, more than the sum of its parts, and one where each piece comes to the front in its time.

NIST MEP Survey Provides Important Insights

As long-time fans of the [MEP National Network™](#) (and our [blog](#)) know, the “challenges” blog is an annual tradition. As part of the annual National Institute of Standards and Technology (NIST) Manufacturing Extension Partnership (MEP) Survey, we ask [MEP Center](#) clients to identify the top three challenges their companies face over the next three years from a pre-determined list. In the past, we’ve received responses from thousands of clients, providing us with insights into not only where manufacturing is, but also where it has been and, hopefully, where we’re going, along with all the moving pieces that keep the symphony of industry going. (Yeah, yeah, are you not entertained? It’s a good line! Everyone’s a critic ...) This knowledge can help guide our focus — in fact, the challenges that have grown the most during the past 10 years align with MEP’s current programmatic focuses on workforce, supply chain and technology.

Fiscal Year 2021’s responses had a new frontrunner, a new top challenge reported by MEP clients — employee recruitment and retention. In fact, employee recruitment and retention has grown 29.8% as an MEP client challenge during the past 10 years, the highest increase for any reported challenge in the MEP survey. This aligns with the workforce challenge we are seeing nationally, and not only because of the COVID-19 pandemic impacts. Back in April, [Reuters](#) reported on the state of U.S. manufacturing according to the Institute for Supply Management’s (ISM) Manufacturing Business Survey. That poll found concerns about employee quit rates and the ability to meet headcount targets, as well as an upward trend in difficulty filling positions and a near-record number of job openings. Economists in that story cite a general lack of available labor as a driver. MEP Centers provide a robust slate of [workforce services](#) and, if you’d like more information on connecting with one in your state, contact information is available [on the NIST MEP website](#).

Managing partners and suppliers has grown the second most as a client challenge during the past 10 years and the global pandemic has only brought the U.S. dependence on global supply chains for industrial and consumer goods into a brighter spotlight. Significant U.S. domestic manufacturing base gaps exist, highlighting lack of resilience in manufacturing supply chains and undermining U.S. economic and national security and public health. On the upside, insofar as there is an upside to a problem this large, people are aware and working on it already.

NIST MEP’s [Supplier Scouting service](#) identifies domestic manufacturers to produce hard-to-source and critically needed supply chain items (including personal protective equipment (PPE) and medical supplies). By leveraging our extensive relationships and knowledge of U.S. manufacturer capabilities, we are able to identify manufacturers’ production and technical capabilities and connect them with supply chains of larger companies and government agencies. Supplier Scouting can be applied on a national, regional or local scale and provides a viable means by which U.S. manufacturing can be catalyzed to produce needed items domestically.

Technology has grown the third most as a client challenge during the past 10 years. Small and medium-sized manufacturers (SMMs) need assistance bridging the gap between their state of practice and the state-of-the-art options available to U.S. manufacturers. Nearly 99% of all U.S. manufacturing establishments have fewer than 500 employees (the definition of an SMM) and around 91% have fewer than 100. All told, these establishments employ approximately 71% of the domestic manufacturing workforce.

The technology adoption gap represents an opportunity for the country, for these companies, for their workers and for the MEP program. Industry 4.0 technologies, for example, can raise productivity by up to 40% and transform some scale-based activity into flexible production. Technology may, as discussed in this [US Census Bureau paper](#), “Advanced Technologies Adoption and Use by U.S. Firms: Evidence from the Annual Business Survey,” be a “great equalizer” for smaller/younger firms ... but it could also prove to be another gulf to cross if only larger firms adopt.

It can sound a bit pat to talk about opportunities when someone is just trying to survive in

a newly extra-complex environment with a novel virus floating around, but we're also talking about strategy, about how to help build U.S. manufacturing and the U.S. economy. McKinsey & Company's "Building a More Competitive US Manufacturing Sector" recently found that the U.S. has opportunities to improve its competitiveness, but U.S. companies will need to catch up with global leaders in technology adoption and process improvements to truly make the most of these prospects. However, if we can, the potential could be enormous — a more than 15% boost to the sector's annual Gross Domestic Product (GDP) and up to 1.5 million new jobs and MEP Centers stand ready to help SMMs adopt and implement new, advanced technologies. Learn more about MEP's Advanced Manufacturing Technology Services.



Thank you to everyone who Joined us for the 110th Annual Meeting of the GLBMA

The annual meeting was a celebration of the history of manufacturing in the region. We thank Steve Baird and Senator Ken Horn for providing us with such great stories.



We honored Senator Ken Horn by establishing the GLBMA Ken Horn Scholarship for Manufacturing. We issued our first teacher grant and recognized our out going board members.

Table photos that we were taken are on the website as well as the slide show from Steve. These can be found on the event page for the annual meeting.



President Andy Stewart with Graber High School Principal Brian Campbell, Girls Coding Club Coach, Ethan Shannon and Club Mentor Medolyn Glocksine.



Steve Baird, Nexteer Automotive



President Andy Stewart with out going board members, Nick Hammond, Fullerton Tool Company and Jill Lynch, Duro-Last Roofing.

Want to get Invited to or Event Reminders for the GLBMA via TEXT?

The GLBMA is now able to offer text invites or event reminders via text message. This is part of our new e-marketing for those on the go. You will receive no more than 3 texts in a month and only for GLBMA events. All you have to do is sign up and we do the rest.

Sign up for SMS/Text Messages

Our next Quality Special Interest Group Meeting

Open to anyone in quality or plant operations. You do not have to be ISO certified to attend.

Thank you to everyone that has attended our meetings. We look forward to seeing you again in 2023.

We are looking for a company that would like to highlight their quality system or process for the group. Please contact Tanya as soon as possible for more details.

The Quality Special Interest Group (SIG) is a professionally facilitated group of the Great Lakes Bay Manufacturers Association (GLBMA). This SIG focuses on providing a forum to discuss and review quality systems, validate the need, discuss industry updates, and new regulations. It will also serve as a place where Quality employees can discuss issues in a confidential setting.

Dates for 2023 are as follows

February 22, 2023
May 24, 2023
August 23, 2023
December 6, 2023

Women in Manufacturing (WIM) Holiday Baking Soiree

Women in Manufacturing (WIM) – Holiday Baking Soiree
Thursday, November 17, 2022 • 6:00 – 8:30 pm
Moltus Building Group, 204 W. Saginaw Street, Hemlock
\$25/pp

- Join us in making and decorating holiday cut-out cookies and fudge.
- Light meal and beverages will be provided.
- Leave with 2 lbs of fudge and at least one dozen holiday cookies.
- Bring a pair of socks or a book to be donated to a local charity and get a ticket to our raffle drawing.

Thank you to Moltus Building Group for hosting.

Thank you to PNC Bank for sponsoring us.



Register to attend

CAMC invites all HR Representatives to join their HR Special Interest Group Virtually

Wednesday Jan 11, 2023 · 9am – 10am

Meeting link - [Join meeting here.](#)
meet.google.com/bzh-hott-hwp

Join by phone
(US) +1 904-513-1339
PIN: 548590948



Coming soon

December 2022
7 - Automation Alley Accelerator Event

Save the Date

March 2023
21 - Rosie the Riveter Day (WIM)

January 2023

26 - Casino Night, The Great Hall -
Midland

September 2023

14 - Annual GLBMA Golf Outing

Complete calendar will be announced in
December.



We welcome your company updates and events but ask that they be ready to cut and paste to ensure that data transfer is correct and no errors occur. The GLBMA policy is to share items that align with manufacturing in our newsletter. The GLBMA reserves additional emails for events, partners, state initiatives, and MFG Champions*. The GLBMA does not share or publish our contact list, event list, or email list. If you would like to submit something for consideration, please send it to tblehm@svsu.edu. The GLBMA reserves the right to use submissions and edit for grammar or punctuation for clarification. The GLBMA newsletter is published about the 15th of each month, items must be received no later than the 10th of the month. Thank you.

*MFG Champions are allowed one email per year; please call 989-964-2881 for more details.

Michigan Works! Great Lakes Bay Region gears up for Going PRO



Do you have employees that need basic or advanced training to allow them to be more productive? Would you like the opportunity to offset some of those costs? The Going PRO Talent Fund Grant (GPTF) may be what you are looking for.

GPTF is a competitive grant that helps employers by assisting them in training and retaining current employees and developing the skills of new hires. Training is customized to meet the employers needs and the employees skill levels.

The grant process is competitive and funds are allocated quickly. Going PRO Talent Employers in our region must submit an application through Great Lakes Bay Michigan Works! to qualify. A complete and accurate application is critical, and attending an information session is the best way to get started!

Grant will open shortly.

Please contact Great Lakes Bay Michigan Works! Business Services Team with questions at: 1 (833) 531-1945 x6476 or bstadmin@michiganworks.com [Download flyer here.](#)

**Saginaw Valley State University to host Manufacturing &
Information Technology Career Fair**

January 17, 2023 * 12:00 pm - 3:00 pm EST * The Student Activity Room (TSAR)

This career fair is open to current students and alums pursuing STEM careers. Employers wishing to participate can find more information [here](#). Or call 989-964-4954.

Manu-Tech Pitch Day Event

In partnership with Pure Michigan Business Connect, the Manu-Tech Pitch Competition 2022: Catalyzing Sustainability in Domestic Manufacturing event is a forum for manufacturers, tech companies and investors to share the latest advancements in manufacturing and industry 4.0 technologies as well as share what is needed for domestic manufacturing to remain globally competitive. The Manu-Tech 2022 Pitch Event provides insight to breakthrough technology that is enabling operational efficiency and resiliency for our Michigan manufacturing firms. The event features best-in-class technology from companies in the Industry 4.0 Accelerator. Participants will also learn about the Industry 4.0 Accelerator powered by LTU Centropolis and Lean Rocket Lab.

Wednesday, December 7, 2022
27000 Evergreen Road, Lathrup Village, MI 48076

This event will be held in-person from 8:00am to 6:00pm; however, the presentations, panels, and pitches will also be streamed live during the event. Streaming details to come. [Register here](#) for this free event.

Save the Date - Women in Manufacturing Event in Lansing to Honor Rosie the Riveter

Plan to join women in Manufacturing from around the state of Michigan on the Capital Steps for a Rosie the Riveter event on March 21, 2023. Tours starting at 3:30 pm and photo on the steps at 4:00 pm.

Tours of the Capitol are being offered by the Capital Area Manufacturing Council. They have limited space available so we ask you to register [here](#). After tours, we will put our bandanas on and take a group photo at 5:00 pm. We hope to include women in manufacturing from across the state. We ask that you bring your coworkers, daughters and friends and come wearing your bandana. Everyone is welcome.

Other events may be added and will be a great statewide networking event. No cost to attend. Event sponsored by PNC Bank.

Saginaw Career Complex Resume Review - Week of December 5th -13th

We encourage you to sign up for the day(s) that fit your schedule best. If you can connect the program with your industry, great! If not, that's ok too. We appreciate any help you can provide.

Monday, December 5
Culinary & Hospitality, Welding Technology, Entrepreneurship

Tuesday, December 6

Careers in Education, Engineering/Manufacturing, Graphic Arts, Animal & Ag Sciences

Wednesday, December 7- HVAC, Building Construction, Info. Technology & Cybersecurity

Thursday, December 8- Law & Public Safety, Auto Technology, Auto Collision Repair

The workshops will run from 7:30-10:00 am and noon-2:30 pm at the Saginaw Career Complex.

Please use this link to sign up as a volunteer. If you have trouble accessing it, you can email us the days and times that you're available.

We appreciate all you do for our students and hope you find this to be a valuable experience!

Feel free to contact us with any questions.

Elizabeth Stuber
ELA Teacher
Saginaw Career Complex
989-399-6214

What Is A recession and What Does That Mean for the Markets?

As the seasons change and the days start to get chillier, market trends are calling for doom and gloom in the economy. Some argue that a recession is inevitable if not already here. What exactly does this mean and what should Americans do if in fact we are in a recession?

What is a recession? Is the U.S. economy in one now?

There is no exact definition for an economic recession, but many scholars broadly define it as two consecutive quarters of declining gross domestic product (GDP). In Q1 of this year, real GDP declined by 1.6% and the latest reports show that Q2 GDP was down by 0.9%. Under this definition, the U.S. economy could technically be considered in a recession. However, the National Bureau of Economic Research (NBER), the entity responsible for officially declaring recessions, has yet to do so. The NBER typically acknowledges periods of recessions after the fact because the previously mentioned definition does not consider other impacting variables like unemployment rates, inflation, and global events.

Recession or not, the truth is that markets have not been performing at their best and many are worried about what this means for their retirement as well as their overall financial wellbeing. [Click here](#) to read the complete blog by Rehmann.

MMA Announces the 2022 MFG Excellence Award Winners and Finalists

The winners of the 2022 MFG Excellence Awards for individuals are:

MFG Lifetime Achievement Award

Bob Jacquart, Jacquart Fabric Products, Home of Stormy Kromer (Ironwood)

MFG Woman of the Year

Terri Datz-Siegel, Hemlock Semiconductor Operations LLC (Hemlock)

Michigan Manufacturer of the Year Award – Small Tier

Dave Yancho and Robin McConnell, Armor Protective Packaging (Howell)

MFG Emerging Leader

Kristen Opperman, Hemlock Semiconductor Operations LLC (Hemlock)

MFG Talent Champion

Steve Heethuis, NN Mobile Solutions (Kentwood)

The following companies are finalists for the 2022 MFG Excellence Awards.

Michigan Manufacturer of the Year – Large Tier

Top Three Finalists

Armstrong International (Three Rivers)

Brose North America (Auburn Hills)

DUO FORM (Edwardsburg)

MFG Community Impact

Top Three Finalists

Armor Protective Packaging (Howell)

Centrepolis Accelerator at Lawrence Technological University (Southfield)

Peckham, Inc. (Lansing)

MFG Innovation Excellence

Top Three Finalists

Armor Protective Packaging (Howell)

Interactive Training Systems (Fenton)

SOBRsafe (Shelby Township)

Coollest Thing Made in Michigan

Top Three Finalists

CX5e Electric Minicycle by Corba MOTO, Hillsdale

PW1000 Observatory System by PlaneWave Instruments, Adrian

PumpSpy PS2000 WiFi Battery Backup Sump Pump with Internet Monitoring & Alerts by PumpSpy, Kalamazoo

Congratulations to all the winners and finalist. We hope you are able to join us in Lansing, November 10, 2022 to celebrate these awards and find out who has the Coolest Made In Michigan Product for 2022. For complete details or to register [click here](#).



Moltus Building Group Gathering Items for Foster Care

This year Moltus Building Group will be gathering items to fill stockings for children placed into foster care over the Holiday Season. We would love to open the opportunity for donations to the

community in hopes of more significant contributions for the children unable to be with their families during the holidays.

Some ideas for items could be: personal hygiene items, journals, color books, crayons, markers, pencils, socks, underwear, shampoo, lotion, toys, anything that could fit into a stocking.

Please be sure items are in new condition. They can be dropped off at the Moltus Office at 204 S. Saginaw Street in Hemlock. There are boxes just inside the first set of doors to reception.

Items can be dropped off between 8:00 am - 3:00 pm, Monday thru Friday. We will be turning the collection in by Monday, December 12th.

Items may also be dropped off at the GLBMA office until December 9th.

Automation Alley **Free Essential Membership Available to all Michigan Manufacturers**

Join an exclusive network of industry 4.0 enthusiasts and experts with your free Essential Membership, available only to Michigan manufacturers through this MEDC partnership. Share, listen, learn and engage with the country's foremost experts in digital transformation. [Claim your membership today.](#)

MEP Supplier Scouting Opportunities

The following supplier opportunities are available through the MEP center. These are national MEP Center clients seeking domestic suppliers for the various items. Please contact Tanya Blehm for complete details on how to submit a Supplier Scouting form. Tanya can be reached at tblehm@svsu.edu or 989-964-2881.

Current Opportunities:

CHIPS Act Supplier Scouting Opportunities

Opportunity: 2022-121 Analytical Transmission Electron Microscopes closes Nov. 21

Submitted by NIST

Opportunity: 2022-122 Focused Ion Beam & Scanning Electron Microscopes closes Nov. 21

Submitted by NIST

Opportunity: 2022-123 Atom Probe Tomography System closes Nov. 21

Submitted by NIST

Opportunity: 2022-125 Semiconductor Furnaces closes Nov. 28

Submitted by NIST

Opportunity: 2022-126 Inductively Coupled Plasma Reactive Ion Etcher closes Nov. 28

Submitted by NIST

Opportunity: 2022-127 Wafer Binder and Lithography Aligner System closes Nov. 28

Submitted by NIST

Opportunity: 2022-128 Field Emission Scanning Electron Microscope closes Nov. 28

Submitted by NIST

Opportunity: 2022-129 X-Ray Diffractometer closes Nov. 28

Submitted by NIST

Opportunity: 2022-130 Focused Ion Beam Scanning Electron Microscope closes Nov. 28

Submitted by NIST

Opportunity: 2022-131 High Resolution 110keV Electron Microscope closes Nov. 28

Submitted by NIST

Opportunity: 2022-132 High Resolution Mask Writer closes Nov. 28

Submitted by NIST

Opportunity: 2022-133 Reactive Ion Etcher for Silicon and Dielectrics closes Nov. 28

Submitted by NIST

Opportunity: 2022-134 ICP Cryo REI for Silicon and Dielectrics closes Nov. 28

Submitted by NIST

Opportunity: 2022-135 Electrical Static Chuck Based Wafer Deep Silicon Etcher closes Nov. 28

Submitted by NIST

Opportunity: 2022-136 ICP RIE for Etching Silicon with Hydrogen, Bromide and Chloride closes Nov. 28

Submitted by NIST

Opportunity: 2022-137 Mechanical Clamp Based Single Wafer Deep Silicon Etcher closes Nov. 28

Submitted by NIST

Opportunity: 2022-138 Automated Single Substrate Resist Develop and Chrome Etch System closes Nov. 28

Submitted by NIST

National Network and EO14005 Supplier Scouting Opportunities

Opportunity: 2022-097 Pantless Liner Fabrics closes Nov. 28

Submitted by California Manufacturing Consultants (CMTC, California MEP Center)

Opportunity: 2022-100 Razor Knife with Hook Blade closes Nov. 29

Submitted by CONNSTEP (Connecticut MEP Center)

Opportunity: 2022-107 Inconel Pipe/Tubing closes Dec. 5

Submitted by Impact Washington (Washington MEP Center)

Opportunity: 2022-109 Glass Bottles closes Dec. 12

Submitted by CMTC

Opportunity: 2022-110 Ice Packs closes Dec. 12

Submitted by CMTC

Opportunity: 2022-111 D5 Bells closes Dec. 12

Submitted by Delaware Valley Industrial Resource Center (DVIRC, part of Pennsylvania MEP)

Opportunity: 2022-112 Plastic Bell Handles closes Dec. 12

Submitted by DVIRC

Opportunity: 2022-115 Cerium Nitrate Hexahydrate closes Nov. 21

Submitted by International Trade Administration (ITA)

Opportunity: 2022-116 Tergitol L-64 closes Nov. 21

Submitted by ITA

Opportunity: 2022-117 Silver Nitrate closes Nov. 21

Submitted by ITA

Opportunity: 2022-118 Hydrogen Peroxide closes Nov. 21

Submitted by ITA

Opportunity: 2022-119 Ethanol closes Nov. 21

Submitted by ITA

Opportunity: 2022-120 Poly (2-ethyl-2-oxazoline) closes Nov. 21

Submitted by ITA

Opportunity: 2022-140 Custom Printed Manilla Folders closes Dec. 28

Submitted by Manufacturer's Edge (Colorado MEP Center)





Thank you to our MFG Champions!

If you want to become an MFG Champion, please contact Tanya at the GLBMA office for more details. (989)964-2881.



The Voice of Manufacturing



Great Lakes Bay Manufacturers Association | at SVSU, 7400 Bay Road, University Center, MI 48710

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