

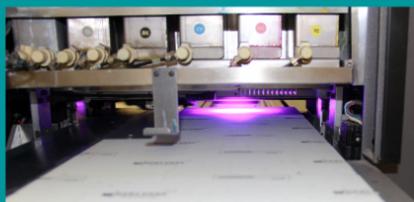
2021 NEWSLETTER

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Welcome! April has been a busy month so far. We look forward to all the continued events. We have a lot of programs that are reaching out to us for us to share. We hope that you find this information useful. Thank you to those who found time to participate in our Plant Tour, Hot Topic Discussion, or the Quality SIG meeting this month. Also, thank you to those that joined us for our first successful Coffee Clutch, we hope you enjoyed the open format and learned about some new resources. The Coffee Clutch will continue in a virtual format due to the short 30 minutes in duration and the distance between our members. What a great opportunity to connect. We look forward to seeing everyone in person again.

FEATURE ARTICLE



Great Lakes Bay Region Awarded \$300,000 MI Tri-Share Child Care Program Grant

Shared from Great Lakes Bay Regional Alliance Newsletter March 2021

The Michigan Women's Commission (MWC) awarded a \$300,000 grant to the Saginaw Intermediate School District on behalf of the Great Lakes Bay Region to act as one of three regions across the State of Michigan to pilot the MI Tri-Share Child Care Program. This program will assist with child care expenses for qualifying employees who work with participating regional employers.

According to the MWC, which is located within the State of Michigan's Department of Labor and Economic Opportunity, "The program is an innovative approach to increasing high-quality, affordable child care for working families." It removes one barrier for employment while reducing out-of-pocket expenses for employees, and helps employers with employee recruitment and retention. As advocates for expanded child care options, the MWC conducted a statewide survey on child care use which "Shows a majority of parents prefer to care for their children themselves or use family and friends for child care during the pandemic. When asked about post-pandemic care plans, nearly half of the respondents report a desire to send their kids outside the home to licensed child care centers." Survey results indicating family needs, along with the desire to strengthen the talent pipeline for employers, were key factors for launching MI Tri-Share Child Care Program.

Mark Sanchez, Senior Writer for MiBiz, published an article Pilot Program to Address Growing Biz Challenge: Child Care that explains, "State support for people who meet income criteria, as well as the financial backing of their employers, can ease the cost issue for some parents who face a tough question of whether the cost — especially for

families with multiple children — outweighs having a second income. That consideration is even harder for families who need two incomes to get by.”

Through the program, child care expenses are shared by an employer, the employee, and the State of Michigan with each contributing up to one-third of the costs. For example, under this program, an employee paying \$9,000 in annual child care services will now pay \$3,000, the employer will cover \$3,000, and the State of Michigan will cover \$3,000. Participating employers within Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland, and Saginaw Counties will also receive a tax credit at the end of the year to mitigate the employer’s contributions.

Currently, four employers in the region have expressed interest in program participation - Vantage Plastics, Fullerton Tool, Forward Corporation, and The Design Company. The program is open to additional applicants from qualifying counties and it is anticipated that 70 to 80 employees from participating companies will be able to engage in the program. Participating employers must agree to identify and recruit eligible employees, provide the employer portion of each participating employee's child care costs, and maintain communication with the facilitator hub regarding each employee's continued employment and eligibility. Eligible employees must be employed by a participating employer and have an income above 150% and below 250% of the Federal Poverty Level (FPL), and not otherwise be eligible for the Child Development and Care Program (commonly called the child care subsidy). The program is designed for working families, eligibility is targeted at Asset Limited, Income Constrained, Employed (ALICE) families across the region.

Paul Aultman, an owner of multiple companies including Vantage Plastics says, “Child care has always been an important issue within our workforce. Availability is tight and our 24-hour operation can cause scheduling issues for parents. The Tri-Share program brings a great opportunity to help employees and parents with many of these issues at an affordable cost. Vantage Plastics is happy to participate in this program.”

Ericka Taylor, Ph.D., Executive Director of Early Childhood at Saginaw Intermediate School District stated, “This opportunity comes at a time where working parents may have had to give up their job to stay at home with their children due to the pandemic, which in turn has affected the number of qualified candidates employers are seeking to hire and retain. Hopefully, this program will help parents alleviate the burden of finding quality child care and provide financial relief to those who are still working.” Dr. Taylor continued, “Our communities and employers will greatly benefit from this program, and this is attributed to all of the collaborative efforts of the Great Lakes Bay Business Advisory Council for Early Childhood that pooled resources and worked together to make this possible.”

The Great Lakes Business Advisory Council for Early Childhood recruits and partners with employers, partners with child care providers, assists eligible employees with finding available child care openings, and remains responsible for program administration. The advisory council, sponsored by Consumers Energy and the Saginaw Community Foundation, is a consortium of regional Great Start Collaboratives, businesses, community leaders, and philanthropic members which includes representation from education, nonprofit, business, government, and health industries. Educational agencies are the foundation of the council and include Bay-Arenac ISD, Clare-Gladwin RESA, Gratiot-Isabella RESD, Midland County ESA, Saginaw ISD, and each of their Great Start Collaborative programs, including support from the Great Start to Quality Eastern Resource Center team. The Saginaw ISD will serve as the fiduciary and regional facilitator hub for the awarded Tri-Share Child Care Program Grant.

Rich VanTol, Director of Great Start Collaborative at Bay-Arenac ISD, commented, “The Great Lakes Bay Early Childhood Business Advisory prioritizes regional community and economic development, focusing on cradle-to-career talent development while supporting businesses and their employees. We work in cooperation with local businesses and human resources departments to identify employee challenges and offer solutions for building better work-life-family balances.” Mr. VanTol also added, “By increasing engagement with the business community, we can effectively demonstrate the value of

assisting employees with finding access to high-quality child care providers, other early childhood programs, and assisting with child care costs.”

The Tri-Share Child Care Program began their grant facilitated operations on March 15, 2021, and is operational through March 15, 2022. However, the State of Michigan anticipates that the success of the pilot programs will drive future program extension and expansion into other communities in Michigan. The three regional facilitator hubs chosen for the Tri-Share pilot are: Goodwill Industries of West Michigan, serving Muskegon County; Saginaw Intermediate School District, serving the Great Lakes Bay Region; and the United Way of Northwest Michigan, serving a five-county rural region in Northwest Lower Michigan.

Employers within the Great Lakes Bay Region interested in learning more, or participating in the MI Tri-Share Child Care Program, should contact Rich VanTol, (989)233-8729, vantolr@baisd.net or Dr. Ericka Taylor, at (989)399-7423, etaylor@sisd.cc.

GLBMA MONTHLY HIGHLIGHTS



The GLBMA is working on putting together an Industry-Led Collaborative (ILC) for the Going PRO Talent fund.

Going PRO
IN MICHIGAN

We have several classes that we are looking to host and we hope you are able to participate and receive funding.

If you have a need for the following classes please contact the GLBMA office.

- Supervisor Training I or II (need 6 to 15 participants)
- Lean Office Champion (need 6 to 12 participants)
- Lean Manufacturing Champion (need 6 to 12 participants)
- Lean Manufacturing Practitioner (need 6 to 12 participants)
- Industry 4.0 Champion (need 6 to 12 participants)

If, you are not familiar with the Going PRO Talent fund, this is a state-wide funding that allows training dollars for employer to skill up their employees. The fund has certain requirements but the ILC is designed for smaller companies that may only need to skill-up a few workers. Please give us a call if you would like more information on the talent fund or training classes that are approved for funding.

Register yourself or your team for the GLBMA Golf Outing here!

You're Invited

23RD ANNUAL GLBMA GOLF OUTING

WEDNESDAY, JUNE 9, 2021
 8:00 AM REGISTRATION
 9:00 AM SHOT GUN START
 MAPLE LEAF GOLF COURSE
 \$500/TEAM
 \$150/INDIVIDUAL

WWW.GLBMA.ORG/EVENTS
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 Ladies Tee Sponsor: Glastender and Deke's Paradise

Still time to become a sponsor!

MEMBER SPOTLIGHT



The GLBMA will be highlighting one manufacturer and one associate member each month. We want everyone to know about all the wonderful opportunities in the region.



Quantum Composites

From our state-of-the-art facility in Bay City, Michigan, our team of experienced engineers and chemists formulate high-performance structural composites that are transforming the industries we serve around the globe. From bullet trains and next-generation commercial aircrafts to cutting edge Lamborghini and Dodge Viper high-performance sports cars, game changing sporting goods components to specialized military applications, we collaborate with our customers to deliver highly engineered solutions, leveraging our advanced materials technology.



Independent Bank

Your customers count on you. You can count on us to provide you with the best business banking services to keep your business running smoothly and successfully. With 85 locations throughout the state to serve you.

Services available to business clients: Business Checking, Business Savings, Debit and Credit cards, Commercial Lending, Treasury Management, eServices, and Wire Transfers. Reach out to one of branch managers to help get you started today.

PARTNER NEWS



Booths available for upcoming job fairs

Great Lakes Bay Michigan Works! along with our partners at Michigan Veterans Employment Services, Michigan Rehabilitation Services, and Delta College will be hosting a Great Lakes Bay Virtual Job Fair on Thursday, April 29, 2021, between noon and 3 pm. The virtual event is open to the public and free of charge to employers and job seekers.

As one of our best regional employer partners, we would like to invite you to join us to fill one of only 30 company booths.

- When: Thursday, April 29th, 12-3 pm **OR** Thursday, May 20th, 12-3 pm (**NOT BOTH**)
- Where: Virtual – includes chat and video options

For more information please contact:

Joseph Kaczmarek, MBA, CBSP

Business Services Specialist | Business Services Team, Great Lakes Bay Michigan Works! Cell 989-293-1396 kaczmarj@michiganworks.com

 **New Certification Prepares Workers for Entry-Level Jobs**

To help individuals prepare for entry into the manufacturing workforce, SME, a nationally recognized certifying body in manufacturing, has developed the Certified Manufacturing Associate (CMfgA).

The CMfgA was designed for individuals new to manufacturing who may not currently possess enough knowledge or experience for more advanced technical certifications.

The new certification covers shop math, assembly, maintenance, machining, inspection, and more, demonstrating that an individual has basic knowledge of manufacturing and may be an ideal candidate for entry-level manufacturing roles, such as assemblers, manufacturing associates, and production workers.

An optional training program from Tooling U-SME includes 25 online classes covering topics manufacturing experts identified as relevant for entry-level positions and can be completed in less than a few weeks in preparation for the certification exam.

The training program can also be bundled with the certification exam for a comprehensive entry-level onboarding and training program for new hires. After earning the CMfgA, SME encourages individuals to explore a variety of available career pathways in manufacturing and continue with training or education to earn more advanced technical certifications.

Download more information:

[Program Details w/Class List Pathways Graphic Body of Knowledge](#)

Local Contact: Chris Tibaudo cmtibaud@svsu.edu or (989)964-2807 or the GLBMA office

Virtual Boeing Industry Day

On select days, please join PTACs of Michigan, AUSA, and MAMA for the Boeing Small Business Team presentation of "Doing Business with Boeing." These events are held in a working relationship of the Procurement Technical Assistance Centers of Michigan (PTAC), Boeing, and Saginaw Future. Our region will host this informational session on April 29 at 2:00 pm. [Additional sessions and information are available for download here.](#)

[Click to register to attend the April 29th event!](#)

COVID tax credit for employers who keep workers on the payroll

For your information - Please check with your local CPA for complete details. Here are two articles to help you determine if the employees you retained in the last year qualify for a tax credit.

[Retroactive 2020 Employee Retention Credit Changes and 2021 Enhancements](#)

[New law extends COVID tax credit for employers who keep workers on payroll](#)

MRS: The Best Kept Secret – A Services Overview

Please join us on Wednesday April 28th, from 1:00 – 2:30 pm.

Who is MRS?
 Who do we serve?
 What services do we provide?
 How can our services benefit individuals and your business?
 Learn how to get connected with an MRS team in your area!
 This will be a virtual presentation. [Download program flyer.](#)

Please RSVP to Adam at: ashleya2@michigan.gov
 A TEAMS Meeting appointment will be sent to you the week of the presentation.

Talent Tour Video Library created for local education



A growing library of Talent Tour videos feature employers in all five industry sectors: Advanced Manufacturing, Agribusiness, Construction, Health Care, and Information Technology. Each video presents 2-3 high demand jobs in that industry, highlighting elements like:

- Average day
- Necessary training
- Work schedule
- Salary and benefits

An accompanying career exploration lesson plan rounds out the experience for students!

[View one of our members video here.](#)

If you would like more details, please contact Kristen Wenzel, COO, Great Lakes Bay Michigan Works! at (989)280-8031 or email: kristenw@michiganworks.com

Summer Camps available for Great Lakes Bay Region students, 6 to 12 grade



In an effort to help students explore and experience careers Midland County ESA is offering 7 unique summer camps. The camps are open to students in the Great Lakes Bay Region, entering 6th grade through 12th grade. Feel free to share with your employees. For more details, click on the title of each camp for the complete details.

[What's on the Menu - A Farm to Table Experience, Ag/Culinary Camp](#): June 22-24 The camp is a farm to plate experience presented by the Coleman Agriscience Program and the Windover Culinary Program. This will be held at Windover HS and Coleman HS. Students will learn about food preparation, menu planning, and source local ingredients from our Agriscience program in a hands-on way.

[Square 1 Skilled Trades Camp](#): July 12-15 & July 19-22 have expanded this from 3 to 4 days this year. Students will have hands-on experiences working with tradespeople from the industry. Some of the activities will be, welding, carpentry, electrical, safety, self designed and built carpentry project, heavy equipment, field trip to construction sites and more. This will be held at the Greater Michigan Construction Academy.

[Full tank - Automotive Camp](#): June 29 - July 1 The camp will help students explore careers throughout the Automotive industry, including, design, development, manufacture, sales, marketing, service, and aftermarket and provide hands-on experiences in each of these areas. The camp will be held at Northwood University.

[Scrub Life - Healthcare Camp](#): August 10-12 Students will have hands-on experiences working on various skills in healthcare; vital signs, first aid, and simulations. The camp will

be hosted at the new Delta Center in Midland and include a field trip to the Delta College Main campus.

[Operation Innovation - Business Camp](#): July 27-29 This hands-on camp gives students the hands-on opportunities to learn about business careers in Michigan's largest industries, manufacturing, Agriculture, Healthcare and Hospitality/tourism. The camp will be held on the Davenport University GLB Campus.

[Find Your Future](#): August 3-4 This camp explores all 6 Career Pathways through hands-on experiences with professionals representing each of the 6 pathways. The camp will be held on the Davenport University GLB Campus.

[Great Lakes Bay Summer Math Camp](#): June 14-17 Students build on essential algebra skills needed for STEM through challenges, interactive games review and practice, puzzles, etc.!

You Are Invited! Building A Talent Pipeline Through High School Internships/Work-Based Learning

Thursday, May 13th, 8-9:30am

Work-based learning is one of the most effective avenues for employers to begin building a talent pipeline. Brought to you in partnership with the Michigan Department of Education, Office of Career and Technical Education and the Saginaw Intermediate School District. This Virtual Summit is designed for employers to help them effectively develop internship opportunities for high school students. Myths and facts surrounding work-based learning will be explored and guidance documents to help employers will be provided. Q and A will follow this free presentation. Download [program flyer](#) for complete details.

For more information contact Jenny Geno, Executive Director of Career and Technical Education, Saginaw ISD, at jgeno@sisd.cc. [Register here](#).

Manufacturing USA Rapid Response to COVID-19 Report

The NIST Office of Advanced Manufacturing, in partnership with DoD, released a special report highlighting how 9 institutes in the Manufacturing USA network quickly worked with 91+ partners from industry, academia and government across 24 states and Puerto Rico on 36 manufacturing innovation rapid response projects to combat COVID-19. The full report is [available here](#).

Rescue Plan Requires Employers to Provide Free COBRA Coverage

The American Rescue Plan Act of 2021 requires all employers to whom COBRA applies, to offer free COBRA coverage for up to six months to workers who lost health insurance due to involuntary termination of employment or a reduction in hours. The requirement went into effect on April 1, 2021.

The free coverage is to be offset by tax credits to the entity providing the free coverage. Specifically, the Act allows employers to claim a refundable tax credit for any COBRA premiums waived due to the subsidy provision. Employers claim this credit through their quarterly Medicare tax filings as an offset to the liability the employer would otherwise have for Medicare taxes.

The new law requires prompt action from employers and health plan administrators. [Read more](#).

MMA Updates

New MIOSHA Online COVID-19 Citation Dashboard

The Michigan Occupational Safety and Health Administration (MIOSHA) has launched an [online dashboard](#) that will publicize citations and penalties associated with COVID-19 workplace safety violations. The dashboard will be updated on a weekly basis.

21st Century Work Skills Legislation Introduced

Legislation intended to improve and expand career and technical education (CTE) has been introduced and referred to the House Education Committee. Entitled the 21st Century Skills Credit, House Bill 4519 (Representative Beth Griffin, R-Mattawan), House Bill 4520 (Representative David Martin, R-Davidson) and House Bill 4590 (Representative Gary Howell, R-North Branch) will create additional flexibility in graduation requirements which will in turn allow for more participation in CTE.

MDHHS Reinstating 14-Day Quarantine for COVID-19 Cases

The Michigan Department of Health and Human Services (MDHHS) has released new guidance that reinstates a standard 14-day quarantine for those who have had close contact with anyone who has had COVID-19. This eliminates the option for a 10-day quarantine and is effective, 4/5/21.

In addition to bringing back the 14-day quarantine standard, quarantine instructions for those who are fully vaccinated have been established as well. Fully vaccinated persons who do not have any COVID-19 symptoms are exempted from quarantine requirements. Under the guidance, a person is fully immune under these circumstances:

- If given a two-dose vaccine (Pfizer, Moderna) — a person is immune two weeks after the second dose.
- If given a one-dose vaccine (Johnson & Johnson) — a person is immune two weeks after that dose.
-

Please review the full guidance or contact MMA's Dave Worthams, at (517)487-8511 or worthams@mimfg.org, for more information.

Manufacturing is Advancing — Don't Get Left Behind

The manufacturing sector is in the midst of the latest industrial revolution, converging digital and physical technologies in what's commonly referred to as Industry 4.0. [Identify technologies that will provide maximum improvements and return on investment](#) with the Michigan Manufacturing Technology Center (The Center). Assessments can be scheduled through the GLBMA office as well.

Impact of the Pandemic on Employers

Friday, April 23, 2021 • 11:00 a.m. [Register to attend](#)

Economic experts have noted that even when the pandemic abates, Michigan manufacturing-intensive regions will still face some of the most severe recovery challenges. The state's workers and families are more likely to see deeper and extended economic impacts from the pandemic-induced recession.

Delaney McKinley, MMA Vice President of Membership, Marketing & Events, will be featured along with other statewide experts in this Michigan Works! Association panel discussion about the impact of the COVID-19 pandemic on employers across Michigan.



Check out the latest issue of the [MiMfg Magazine](#).

CURRENT EVENTS



April

27 Coffee Clutch

May

10 Beverages and Conversation

25 Coffee Clutch

June

9 23rd Annual Golf Outing

17 Quality SIG Meeting

29 Coffee Clutch

July

14 Hot Topic Discussion

27 Coffee Clutch

August

10 Beverages & Conversation

19 Quality SIG Meeting

24 Coffee Clutch

September

21 Coffee Clutch

30 7th Annual Casino Night

October

1 National MFG Day

5 Plant Tour

13 Hot Topic Discussion

21 Quality SIG Meeting

26 Coffee Clutch

29 MI Career Quest

November

4 Tentative Annual Dinner

10 Beverages & Conversation

30 Coffee Clutch

December

16 Quality SIG Meeting

QUALITY SIG



Our next Quality Special Interest Group Meeting

Date: Thursday, June 17, 2021

Time: 8:00 am to 9:30 am

Topic: Documentation

Location: Virtual - TEAMS Meeting (link provided one week prior to the meeting) or blended.

Register Link: [Click to register now!](#)

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, and discuss industry updates, new regulations. It will also serve as a place where Quality employees can discuss issues in a confidential setting.

We will continue to meet via Teams until we are allowed to meet in person again. If something changes between now and June we will offer the blended model again.

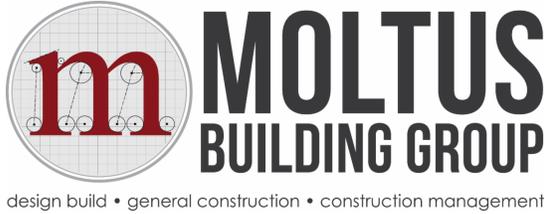
MFG CHAMPIONS

Learn how to become an MFG Champion!

Support the GLBMA for years to come.

Call Tanya at 989-964-2881 or email tblehm@svsu.edu





"Thank you" to our MFG Champions!

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



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