



For the last six year, the GLBMA has had amazing support and turn out for the annual golf outing. We continue to have the best support and attendance. Thank you! Even with the heat and sun this year it was still a great outing. We look forward to seeing you again soon. Thank you to all our sponsors and donors, without you we would not be able to do what we do each year.

We are looking for mentors for our twenty students not already matched. Stay tune for more details.

FEATURE ARTICLE: Rethinking Old Hiring Rules to Achieve a Diverse Workforce

By Aarin B. Clemons and Lindsey Brickle
[Originally published as a blog for NIST](#)

Many manufacturers have struggled for years to hire qualified workers. The outlook is for more of the same. With an aging workforce, emerging new technologies requiring more skilled talent, and the continuing decline of trades education in high schools and community colleges, an estimated [2.1 million manufacturing jobs](#) could go unfilled in the U.S. by 2030.

If dozens of job prospects viewed a manufacturer's most recent job listing, but no candidates applied, it may mean that its listing is not attractive to them or is not reaching a broad enough audience. It's time for businesses to rethink their hiring processes, starting with a few common key questions:

- Who are the people the manufacturer is looking to recruit, and would they make a good fit within the company's culture?
- What does the company offer to help convince people that it is a place where they will want to spend considerable time and to invest in a career?

Because the traditional thinking regarding talent pools and pipelines no longer meets demands, manufacturers will need to pursue non-traditional candidates. This can be achieved by recruiting and employing a more diverse workforce.

Why Should a Manufacturer Employ a Diverse Staff?

The benefits of workforce diversity are similar in many ways to diversity in product lines and marketing tactics. Why does a manufacturer offer multiple solutions to its customers? Why does it employ different tactics to reach different target markets? Because it's good for business.

A diverse workforce is also good for business. Companies in the top quartile for racial and ethnic diversity in 2019 outperformed those in the fourth quartile by 36 percent in profitability [according to a study](#) by McKinsey & Company.

Why is that? Diversity is [a key ingredient](#) for better decision-making among teams. Homogeneous groups may be susceptible to groupthink while diverse teams can leverage a greater variety of perspectives and are likely to consider information more thoroughly and accurately. Research also shows that:

- Teams that include different viewpoints or thinking styles solve problems faster.
- Teams that include different viewpoints produce more and higher-quality intellectual property such as patents.
- Mixed-gender teams can better manage group conflict compared to homogeneous teams.

- Mixed-gender teams can better maximize creativity among team members

Let's look at strategies for how to expand the workforce pipeline and how to break down barriers to reach underserved and underutilized talent pools.

Rethink What Makes for a Good Fit From the Lens of Inclusion and Access

People tend to hire people who they think will be a "good fit" based on past procedures, environments and cultural norms. Unfortunately, this practice often ends up having exclusionary results. For example, the business could be reflexively eliminating excellent prospects simply because they rely on public transportation or have childcare needs.

Being a good fit also is important to prospective employees. If job prospects do not see people like themselves in the workplace, will they be comfortable sharing their ideas or concerns? If there is a lack of diversity in the management ranks, will they see a viable career path for themselves?

[Click to read the full blog.](#)



Thank you to all our golfers and sponsors for another great outing!

Congratulations to the following winners:

1st Place: Michigan Manufacturing Technology Center (MMTC)

2nd Place: Isabella Bank

3rd Place: Plante Moran

Toilet Bowl Award: Duro-Last Roofing
(Last Place)

Team Photos will be posted on the website later today.

We look forward to next year!



Joe Mallott accepting for the 1st Place Team

GLBMA Scholarship Winners 2022-23

Matt Kellom is a non-traditional student studying at Delta College as a part-time student. He is deciding between Mechanical Engineering and Computer Science areas of study. After completing his degree, he plans to transfer to Saginaw Valley State University for a Bachelor's degree.



Trevor Beagle graduated from Bay City Western High School in 2020 and attended

the BAISD Career Center for building trades. His past work experience is as a general laborer for a local builder. He currently works at Paul Davis Restoration, as he has for the past two summers. Trevor is finishing up his Associate's degree in Architectural Technology at Delta College and plans on transferring to Ferris State University for his Bachelor's degree.

MEDC Announces Industry 4.0 Grants for 2022-23

On Monday, May 9, 2022, the Michigan Economic Development Corporation (MEDC) announced the Industry 4.0 Technology Grant facilitators by region. The Great Lakes Bay Manufacturers Association is proud to announce they will be coordinating projects for the following counties: Arenac, Bay, Clare, Genesee, Gladwin, Gratiot, Huron, Isabella, Lapeer, Midland, Saginaw, Sanilac, Shiawassee, St. Clair, and Tuscola counties. Grant applications will be accepted on a rolling basis until all funds are allocated. Applications are being accepted through the MEDC website and you may use the link to the right to apply. [Full press release available here.](#)



Scan to apply

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With a questionnaire and observations made during the assessment, we outline opportunities for business improvement and increased efficiency.

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You get a unique and personalized technology implementation plan, addressing needs and ROI opportunities.

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www.the-center.org

Contact Matt Shoffner, mcshoffn@svsu.edu or Chris Tibaud, cmtibaud@svsu.edu or call 989-964-2807 for more information.



We encourage all members to sign up to mentor at least one student. We have students waiting for a mentor.

Mission: To enhance, grow, and retain youth from the region through mentoring.

Vision: The vision of the Young MFG Mentors is to grow the talent pool for professional manufacturing jobs through mentoring and developing relationships with the next generation.

What: The Young MFG Mentors is a program of the Great Lakes Bay Manufacturers Association. The program is designed to engage members with the local talent and next generations of manufacturing. Engagement is through social events, a match

program, and communication. The program is application based. and activities are centered around manufacturing. We will provide a list of targeted activities.

Who: The **Mentor** are members of the GLBMA and a local manufacturer. Mentors should have an interest in developing youth and their soft skills and increasing their knowledge around manufacturing professionals. They should have support of their company and be able to commit to 20 hours through out the year for in-person events and communication through email. [See application here.](#) Watch for more details on mentees that are looking for a mentor.

Check out this great [article](#) by Delta College about your program.

FAQ's

How much time will this program take? We anticipate 8 hours a year to complete the activities required.

Will this take place outside of work hours? A majority of the programs and tasks can be completed after hours. We do encourage you to provide your mentee with a plant tour and meet and greet with management.

Do students have to be in high school or college? Not necessarily, high school seniors who go directly into manufacturing may participate. Students must be between 16 and 25.

What is the length of the program? The program is slated to kick-off in August 2022 and continue for at least one year with pared mentors to mentees.



**Thank you to our
program sponsors!**

Women in Mfg'ing



Thank you to PNC Bank for sponsoring the Women in Mfg'ing Special Interest Group.

Save the date - **Tuesday, September 13, 2022** for another night of networking with like minded women in manufacturing. This event will be announced shortly.

In addition, mark your calendar for a fun-filled, learning bus trip to the big D. This is being planned for **Thursday, November 11, 2022**, and the estimated cost will be \$100 including transportation, lunch, and prizes on the bus. You won't want to miss this event.



Quality Special Interest Group

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.

Date: June 22, 2022
Time: 3:00 to 4:30 pm
Location: Saginaw Valley State University in **Curtiss Hall, 2nd floor, room 203.**
Please note room change!

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.

Additional Dates:
Wednesday, September 14, 2022
Wednesday, November 9, 2022

Coming Next Month

June 2022
22 - Quality Special Interest Group

August 2022
24 - Loon's Game with the Young Mfg Mentors



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.

MiCareer^{Middle Michigan}Quest™ **Join us in educating the local 8th graders**

MiCareerQuest Middle Michigan is not your typical career fair. In fact, it is not a career fair at all. It is a career exploration experience for thousands of middle and high school students across our 11 counties. The event helps build the talent pipeline in key industry sectors:

- **Advanced Manufacturing**
- Agri-Business
- Construction
- Health Sciences
- Information Technology

Students will visit all five industry sectors and participate in hands on, interactive activities showcasing various occupations and have conversations with working professionals from a multitude of companies in our region.

Still not sure what this event entails, watch the video from the 2019 event [here](#).

If you wish to participate in this event, please see [event brochure](#) for more details. Event sponsors are available for this event, please download commitment form with details [here](#).



DEFENSE CYBERSECURITY ASSURANCE PROGRAM (DCAP)

DCAP supports defense contractors across the supply chain by connecting them to resources and offering expert cybersecurity consulting services and matching funds to qualifying suppliers that need assistance in preparing for NIST SP 800-171.



WHAT IS NIST SP 800-171?

NIST SP 800-171 is a guideline in nonfederal information systems that provides 110 recommended requirements for protecting the confidentiality of controlled unclassified information (CUI).



WHO NEEDS TO COMPLY?

Manufacturers that are a part of a Department of Defense (DoD) supply chain that handle CUI, must implement the security requirements included in NIST SP 800-171.

MICHIGAN DEFENSE RESILIENCY PROGRAM (MDRP)

MDRP is designed to assist defense companies that are pending transition in the next ten years. Our team will work with your leadership team to develop a comprehensive plan to prepare your company for succession.

WHAT EGI WILL PROVIDE

- Deep dive valuation
- A succession assessment
- Development of an opportunity plan
- Cost share funding to support technical assistant projects up to \$30,000



ELIGIBILITY REQUIREMENTS

*APPLIES TO DCAP AND MDRP

- Less than 500 employees
- Earn at least 10% annually of business revenues from Department of Defense (DoD) derived contracts
 - or are companies demonstrating the critical potential to address a particular need in the defense supply chain
- Operations in Michigan

Please Contact Kiarra Terry for more information:
 e: kiawells@umich.edu p: 734-218-5107
www.economicgrowth.umich.edu

Cybersecurity Alert: Phishing Scam Targeting QuickBooks Users

Accounting software provider Intuit has warned of a phishing scam targeting its customers. The phishing attack affected Intuit's QuickBooks product users, informing them that their account was put on hold and to complete a verification form. Upon clicking on the Complete Verification button, users were

asked to download a malicious file or taken to a site designed to steal their information.

Intuit notes that users can verify if they've received a legitimate email from Intuit by signing into their account and checking to see if they've received the same message online. Intuit advises not to click on any links or attachments, or reply to the email, and recommends deleting the email.

[Learn more about the recent Intuit phishing threat here.](#)



Check out the latest edition of the Michigan Manufacturers Association's MiMfg Magazine. [View here](#)

Workforce Survey

Brandon Tucker, VP for Workforce Development at Washtenaw Community College, is completing his doctoral program at the University of Toledo. As part of the process, he is conducting a research study investigating the perceptions of manufacturers within Michigan around how community colleges are addressing their talent needs. The results of this research study and recommendations will be shared with participating manufacturers, community college leaders, and others across the State of Michigan in partnership with the Michigan Manufacturers Association.

The goal of the study is to better understand how industry and education can partner more successfully to address skills gap and talent pipeline challenges.

Please support this effort today—it should take no more than 10 minutes of your time—by visiting this secure link: toledouw.iad1.qualtrics.com/jfe/form/SV_5byHo9UQFHdgNfQ

All data collected will be safeguarded behind the University of Toledo firewall within the Qualtrics survey system. No individual identifiers will be collected and participant privacy is assured.

Congratulations to David Worthams

Last week, David Worthams, MMA's Director of Employment Policy, was appointed to the Michigan Civil Rights Commission by Governor Gretchen Whitmer. The Michigan Civil Rights Commission works to carry out the guarantees against discrimination articulated in Michigan's Constitution. [Read more online](#) and please join us in congratulating Dave on this well-deserved honor.

On-demand webinar: Disruptions Around Every Corner

National Institute of Standards and Technology (NIST) is challenging the **additive manufacturing research community** to put their simulations to the test through the Additive Manufacturing Benchmark Test Series (AM-Bench). The task at hand is to digitally replicate the measurements we collected while rigorously examining different 3D-printing scenarios in the real world.

Awards will be up for grabs and, once the dust has settled, the field of additive manufacturing stands to benefit from the simulation results.

Entries close on July 15. **Visit the AM-Bench page for the details.**

MI New Favorite Snack Contest announced for small food manufacturers

Are you a snack manufacturer? We have an opportunity for you!



THE BIGGEST SNACK COMPETITION IN AMERICA!
Presented by the Community Foundation of St. Clair

County

September 17 2022 at 10:00 a.m. - 2:00 p.m.

Vantage Point, Port Huron, MI

Fill out your application today!

Find your MI New Favorite Snack with
the biggest snack competition in America!

Application and
Registration

The event is requesting applicants from the state of Michigan. The winner will receive a top prize of \$30,000 and their product will be distributed via All Star's network of markets and vending machines. Second and third prizes are \$15,000 and \$5,000 respectively. Deadline for entries is August 1, 2022, and the cost is \$100 per entry.

Companies must meet the following requirements to be eligible for participation:

- Carry appropriate licensing and insurance
- Be headquartered in Michigan
- Have no more than ten employees at the time of entry
- Have appropriately packaged product available for consumer purchase

The judges at All Star Services will narrow the statewide field of submissions to a select number of finalists who will present their snacks in Port Huron on September 17, 2022. The top snack selected that day will be "MI New Favorite Snack!"

\$50,000 Cash Prizes in Michigan-Made Snack Food Contest. [Read press release here.](#)

Source: Blue Water Area Chamber

AM-Bench 2022 Challenges Available

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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:

- Opportunity: 2022-050 Plastic Fan Base and Telescopic Pole closes June 27
Submitted by MANTEC (part of Pennsylvania MEP)
- Opportunity: 2022-052 Apple Juice Concentrate closes July 5
Submitted by MANTEC
- Opportunity: 2022-053 Cranberry Juice Concentrate closes July 5
Submitted by MANTEC
- Opportunity: 2022-054 Pineapple Juice closes July 5
Submitted by MANTEC
- Opportunity: 2022-056 Dust Layered Ignition Temperature Tester System closes June 23
Submitted by Department of Labor (DOL)
- Opportunity: 2022-057 Boiling/Melting Point Apparatus closes June 23
Submitted by DOL
- Opportunity: 2022-058 Flashpoint Determining Apparatus closes June 23
Submitted by DOL
- Opportunity: 2022-059 16oz Brite Cans closes July 11
Submitted by MANTEC
- Opportunity: 2022-060 2022 LOE-BALL closes July 11
Submitted MANTEC
- Opportunity: 2022-061 Pak-Techs closes July 11
Submitted by MANTEC
- Opportunity: 2022-062 12oz Brite Ball closes July 11
Submitted by MANTEC
- Opportunity: 2022-063 5x2 Machine Film closes July 11
Submitted by MANTEC
- Opportunity: 2022-064 Stretch Wrap closes July 11
Submitted by MANTEC
- Opportunity: 2022-065 S-1241 Strapping closes July 11
Submitted by MANTEC

Opportunity: 2022-066 Corner Boards closes July 11
Submitted by MANTEC



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.



Proud to Manufacture



Great Lakes Bay Manufacturers Association | at SVSU, 7400 Bay Road, CCB313E,
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