

# Newsletter

Great Lakes Bay Manufacturers Association

**Spring is just around the corner. We are looking forward to seeing everyone at Casino Night. We have lots of great prizes and it is an overall fun event while meeting with like-minded people.**

**Congratulations to Bill Rayl former President of the Jackson Area Manufacturers Association on his new position. Bill is joining the Michigan Manufacturers Association as the new Senior Director of Workforce Development. We wish Bill well and look forward to working with him on the state level.**



## Glebar

For over 65 years, Glebar has been a global leader and innovator in the centerless grinding industry. Glebar's versatile suite of precision grinding machines and automated turnkey grinding systems can process a multitude of materials for end-use applications found in virtually any industry or home around the world. All of our manufacturing, research and development takes place at our headquarters located in Ramsey, New Jersey. We serve the medical, aerospace, automotive, energy, mining and consumer goods markets, and more.

Johua Wendrickx, CMTSE, Regional Manager, Midwest/South serves our market and would be happy to schedule a meeting with you. He can be reached at 219-386-9192 or email [jwendrickx@glebar.com](mailto:jwendrickx@glebar.com)



## The General Agency

PROTECTING YOUR FUTURE SINCE 1915.

Nothing is more comforting to the General Agency Company than safeguarding you and your future. Located in Central Michigan, we are a fifth-generation, family-owned and operated business serving the personal and commercial needs of individuals, families, businesses and organizations nationwide since 1915. We specialize in a wide range of insurance products and services, including group benefits packages to meet the needs of your team

Contact Nate Wiesenburger at 989-817-4271 or email [nweisenburger@ga-ins.com](mailto:nweisenburger@ga-ins.com) for more details.

## FEATURE ARTICLE:

# Want to Fill Your Job Openings? Hire Those With “Unique Abilities”

February 28, 2022

By Matt Fieldman, Executive Director of America Works

[Originally published as a Manufacturing Innovation Blog](#)

What if I told you that there is an untapped pipeline of hundreds of thousands of workers available to fill your positions? What if I told you that this population of people has the specific aptitudes that your business needs for your work?

Would you be interested?

Of course, you would. Any manufacturing executive would be excited to tap into a new pool of talent – particularly one with a dedicated, committed workforce of individuals excited to come to work every day.

One of those individuals is Nick, a man with autism spectrum disorder (ASD) who has worked for Jergens, Inc. – a Cleveland-based manufacturer of workholding products and tooling components – for the past four years. “When we’re launching a new project, our team leaders literally fight to have Nick on their team,” says Jergens CEO Jack Schron. As you’ll see in [this video](#), Nick is thoughtful, excited and inspires others with his commitment to manufacturing. “He’s grown so much over the past four years,” says Schron. “He’s gone from not being able to make eye contact to taking on important public speaking roles and responsibilities for our company.”

So, how can you find your own Nick?

**First, you have to change your perspective.** You see, Nick is not “disabled” or “special needs;” rather, he is “uniquely abled,” whose extraordinary skills include focus, attention to detail and patience with long and intricate processes. Nick is one of hundreds of thousands of [Americans with unique abilities](#) who are either unemployed or underemployed. At a time when [American manufacturing needs over two million workers](#), it’s time for manufacturing companies to expand their perspective.

“Like any manufacturer, we had our hesitations when we first started this eight years ago,” says Schron. “Would these workers be a distraction? Would they slow our overall production? But exactly the opposite has happened. Our uniquely abled workers have added so much to our culture. I didn’t realize how rewarding it would be to have them as colleagues and friends.”

Frankly, American manufacturing has to redefine inclusion outside of the traditional categories of marginalized people. “We’re doing a better job of including people of color, women and people who have been involved with the justice system,” says Schron. “But inclusion means everyone. We need to make manufacturing a bigger tent, and that means including people of different ability statuses as well.”

**Second, understand that you’re not alone.** There is a whole ecosystem of employment-focused organizations that want to place and support people with unique abilities at your company. [Respectability](#) and the [What Can YOU Do?](#) campaign both have

comprehensive lists of resources that can help you make the case internally, prepare your culture and offer ideas for a successful inclusion effort.

**Third, reach out and have a conversation.** It might take a little bit of searching, but I can almost guarantee that you have a nonprofit ready to support your hiring efforts right in your backyard. Organizations such as [Mind Shift](#) spend an average of 40 hours per person in the pre-hire phase learning how each person thinks, learns and communicates. These organizations work to remove the typical obstacles that people with ASD often face, such as interviewing with a person whom they don't know and communicating information about themselves. They will also work with your team to help them understand how other people think, learn and communicate so that the business can build internal supports for a diverse workforce.

Another partner worth spotlighting is the [Uniquely Abled Project](#). Through its curriculum, in 13 to 17 weeks a person with ASD will learn CNC machining enough to be an entry level operator. And that's not all; the program – currently working at seven community colleges nationally – includes soft skills training, such as training instructors how to teach the selected population, job search and placement, training employers how to select, on-board, manage, and provide post-hire support for the employee.

During the past eight years, Jergens has benefited tremendously from its inclusive approach to hiring, where it partnered with a local educational program called CEVEC. Every day, two groups of high school students arrive – one in the morning, one in the afternoon – with teachers ready to help support the students in their jobs. And word is spreading: Stakes Manufacturing, also in the Cleveland area, also partners with CEVEC and now has [12 full-time employees](#) with unique abilities like Nick.

“These employees can do so much more than what we think they can do,” Schron says.

So, in addition to building our lifesaving and world-changing products, let's manufacture something else: inclusivity.

This blog is part of a monthly series brought to you by the America Works initiative. As a part of the MEP National Network's goal of supporting the growth of small and medium-sized manufacturing companies, this series focuses on innovative approaches and uncovering the latest trends in manufacturing workforce development.



### Join us for the GLBMA Casino & Euchre Night

March 24, 2022  
5:30 pm - 9:00 pm

Now held at:  
[Saginaw Valley State University](#)  
[Curtis Hall, Banquet rooms](#)  
[7400 Bay Road](#)  
[University Center, MI 48710](#)

\$75 per person or



Purchase Tickets  
Here!

6 pack of tickets for \$425

Thank you to our event sponsors:

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Apple Mountain

The Sawmill Golf Club

Green Hill Golf, Inc.

Michigan Manufacturing Technology Center

Fullerton Tool Company

The General Agency

Mr. Chips

## Honorarium Scholarship Awarded

Hemlock High School senior, Ben Lockwood was recently awarded an honorarium scholarship.

Ben worked with his 3D printers to print over 300 masks and face guards during COVID and donated them to local health workers.

Ben is involved in the PRIME program and First Robotics club. Ben plans to attend Michigan Technological University in the fall.



Recently, several GLBMA board members presented a check to Ben. Pictured here left to right: Jenny Geno (SISD), Ben Lockwood, Justin Lipscomb (Moltus Building Group), Andy Stewart (Nexteer), and Tanya Blehm (GLBMA).

## Industry 4.0 Readiness Grant Announces Pilot Projects

The Great Lakes Bay Manufacturers Association (GLBMA), along with our regional partners, is pleased to announce the pilot projects selected to receive

the regional Industry 4.0 Readiness Initiative Grant from the Michigan Economic Development Corporation (MEDC).

A brief description of the pilot projects are:

**Amigo Mobility International** – Data mapping to balance workload and improve the velocity of production.

**Kremin, Inc.** - Implement a machine monitoring system to improve scheduling, machine efficiency, and employee utilization.

**Bay Machining and Sales, Inc.** - Improve human and information interaction by creating a tracking and prioritization system

The regional grants provided by the MEDC were designed to help drive Industry 4.0 readiness in small and mid-sized manufacturers statewide. The grant covers Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland, and Saginaw counties. Each of the pilot projects receives \$10,000 in consulting from the Michigan Manufacturing Technology Center to assist in Industry 4.0 project implementation.

Serving on the regional grant team are as follows:

Jim McBryde, Middle Michigan Development Corporation

Steve Jonas, Saginaw Future

Matt Shoffner, Michigan Manufacturing Technology Center - Northeast Office

Jennifer Geno, Saginaw Intermediate School District

Joe Kaczmarek, Michigan Works! Great Lakes Bay Region

Harry Leaver, Central Michigan Manufacturers Association

Chris Vieau, Michigan Small Business Development Center – Northeast & Great Lakes Bay Region

Tanya Blehm, Great Lakes Bay Manufacturers Association



**MMTC presents the Industry 4.0 Showcase in Midland**



Join us for this exciting event to learn more about Industry 4.0 machines that are being used today.

Date: April 21, 2022  
Time: 9:00 am to 11:00 am  
Where: The Great Hall Banquet & Convention Center, 5121 Bay City Road, Midland, MI

[Register to attend here.](#)

Can't make this date work? The Showcase will be in Port Huron on April 19th. For complete details or to register for this event [click here](#) or the GLBMA office at 989-964-2881.

### Connex Michigan is here!

CONNEX™ Michigan is a cloud-based, industry-designed software platform that centralizes the Michigan supply chain network into a searchable scouting database and integrates with the national Manufacturers Marketplace. Sponsored by the Michigan Manufacturing Technology Center and supported by the Michigan Economic Development Corporation, CONNEX™ Michigan is designed to be the premier system for domestic supply chain sourcing and networking.

CONNEX™ Michigan highlights a member company's assets, certifications, equipment, material types and other relevant industry information to help other manufacturers find them. It allows manufacturers to view and post requests for proposals and requests for surplus materials or equipment, as well as other unique needs posted by members to the platform.



Request login access to get started

JOIN CONNEX™ MICHIGAN BETWEEN JANUARY 28 & APRIL 30, 2022 AND GET FREE ACCESS TO THE MANUFACTURERS MARKETPLACE (A \$500/year savings) & CONNEX™ MICHIGAN FOR LIFE!

[Download program flyer here!](#)  
[Download FAQ sheet here!](#)

### JOIN US FOR A CONNEX VIRTUAL WORKSHOP

April 6, 2022, from 9:00 am to 10:00 am via TEAMS

The platform demo itself is about 40 to 45 minutes. We should be able to cover all aspects of the platform, including gaining access, claiming and updating a profile, onboarding users, posting exchange center postings, and supply chain visualizations, in the hour, with some time for questions.

[Register here!](#)



**INDUSTRY 4.0 ASSESSMENTS**

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40 questions.  
1 report.  
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MANUFACTURE SMARTER  
The-center.org

## The MEDC and the MMTTC Continue to Offer Industry 4.0 Technology Assessments

You may schedule your free two-hour assessment with Chris Tibaud, Business Solutions Manager for the Michigan Manufacturing Technology Center - Northeast office. Chris will help you get your assessment completed by helping with the transformational planner and scheduling your facility's walk-through and follow-up report. All this is free of charge provided by the MEDC.

Chris can be reached at 989-964-2807 or by email at [cmtibaud@svsu.edu](mailto:cmtibaud@svsu.edu)

## INTEGR8 2022 Conference - 7:00 AM - 5:00 PM



Last year when we made the decision to move Integr8 to May 10, 2022, we knew it was time to reinvent the conference. We're proud to say that this year's conference is set to be our biggest yet.

We've moved into the Suburban Showplace in Novi, MI. Not only is this location more convenient for our international attendees, but the expanded space gives our presenting companies an opportunity to show off everything they have to offer.

Already purchased a ticket from last year? You're all set! Not registered yet? Click the link below to sign up and make sure you have access to our biggest Industry 4.0 conference. As a reminder, all Michigan Manufacturers are eligible for one free ticket through our Essential Membership program. We look forward to seeing everyone on **May 10**.

[View Agenda](#)

[Register here](#)

Michigan Manufacturers receive one free ticket to the event!

## Automation Alley<sup>®</sup> 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.](#)

## Vantage Plastics celebrates 25 years in business

Vantage Plastics recently held a small celebration to recognize its twenty-fifth anniversary. In the continuum of life, we as human beings have set certain years as milestones to reflect on the passage of time.

Twenty-five years is one of those demarcations and is often referred to as the “silver anniversary”. Vantage Plastics was officially established on September 30<sup>th</sup>, 1996. After months of due diligence, negotiations, and backed with some financial support from several family members there were three founders of the company including Paul Aultman, his brother George Aultman, and Karl Bauman. Paul has served as the President, CEO, and Visionary since its inception. George currently serves as the Vice President of Sales and Marketing. Karl focused on matters related to engineering and currently pursues church and community service projects in retirement. Read the full article [here](#).



## Prometis Partners Offer Fireside Chat

April 19, 2022  
12:00 PM  
Free Virtual Event

## Hiring Effective Team Members

with Anne Harlow



Anne Harlow, Owner, CT

anne@theharlowgroup.com  
www.theharlowgroup.com

The Harlow Group  
Inspiring people, increasing skills, improving performance

Anne has a multi-faceted background and proven success in managing people, budgets and projects; analyzing and managing business processes and change; assessing, developing and deploying skills improvement programs; a strong background in technology; a solid understanding of business processes; and a passion for working with people.

Anne provides valuable and thought-provoking information with an entertaining and exuberant style. Her creative, enthusiastic and straight-forward approach to business strategy provides an opportunity to analyze and solve problems in a fun, relaxed environment that leads to change and results. Her communication skills are superb and ability to connect with all levels in an organization allow her to make a difference with her training and coaching services.

Register to attend this free event now. [Click here](#).



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

## MMA in Partnership with the SME is developing another PRIME school

MMA partners with the SME Education Foundation to develop PRIME schools that address the critical manufacturing talent shortage by teaching in-demand skills and knowledge in additive manufacturing, computer-aided design/computer-aided manufacturing, industrial maintenance, machining and fabrication, mechatronics/robotics, metrology and quality, and welding.

This cutting-edge programming is a proven solution to developing highly qualified manufacturing talent. The 2021 SME PRIME Outcomes Report indicates that 89 percent



of SME PRIME seniors nationwide pursued careers or education in manufacturing or engineering after graduation.

Bay City Western High School has been identified for the program and MMA will be reaching out to local manufacturers to inform the development of a tailored curriculum incorporating hands-on training on modern, industry-standard equipment that aligns with local talent demand.

Contact MMA's Mike Johnston, at 517-487-8554 or [johnston@mimfg.org](mailto:johnston@mimfg.org), to discuss opportunities to boost your company's talent pipeline and improve the image of manufacturing careers.

Register to attend  
April 19

## MMA's MFG Operations Conference

Time:  
8:00 am - 5:00 pm

Location:  
James B. Henry Center for  
Executive Development  
3535 Forest Road  
Lansing, MI

Cost:  
\$175/person for MMA Industry  
& Associate Members

\$275/person for MMA  
Insurance and Future  
members

The annual MFG Operations Conference provides actionable solutions to operational challenges for Michigan manufacturers. This powerful event offers proven strategies, tools, and best practices in the areas of talent recruitment, employee retention and engagement, leadership, technology developments, and human resources.

The 2022 MFG Operations Conference will feature two keynote presentations and 12 breakout sessions on talent, IT, finance, and more.

### Keynote Presentations

- Strategic Planning - Drive Growth and Capture Opportunities
- How — and Why — Manufacturers Are Embracing Diversity Equity & Inclusion

[Click](#) for complete details and break out sessions.

Register by Friday, March 18, and save \$25.

## MMA and ASE Partner to Provide Compensation Data to MMA Members

Competition for talent is fierce. To effectively compete for that talent your compensation plans must be competitive and in line with the market.

To help you remain competitive, MMA and ASE have partnered to allow members to participate in ASE's highly regarded Michigan Compensation Survey. Your participation guarantees free results.

The Michigan Compensation Survey represents the largest collection of employer-reported wage and salary data in the state of Michigan. Last year, more than 300 companies reported on nearly 500 job titles.

Published annually, the extensive survey reports data by employer size, geographic area, and industry. View a sample [here](#).

As a participant, MMA members will receive exclusive access to the full statewide survey results at no cost.

Complete [the request form](#) for a customized participation link or learn more about the MMA Compensation Survey [online](#).

From the board room to the shop floor, ASE's Michigan Compensation Survey captures data on 36 different job families.

The survey will close on Friday, March 25, 2022.

For additional information please contact Brenda Nalett, MMA Members Service Manager at 517-487-8512 or email [nalett@mimfg.org](mailto:nalett@mimfg.org)

### Do you know about the Trade Adjustment Assistance?

Trade Adjustment Assistance for Firms (TAAF) is the only federal program specifically designed to help American manufacturers that have been hurt by foreign competition. Firms can qualify for up to \$75,000 of matching funds to implement critical business improvements. The Great Lakes Trade Adjustment Assistance Center (GLTAAC) administers the program in Michigan, Indiana, and Ohio.

See the program flyer [here](#).



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**Michigan Safety Conference**

**WORKPLACE SAFETY**  
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**SAVE THE DATE**  
**APRIL 12-13, 2022**  
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### You're Invite to Attend...

91<sup>st</sup> Annual Michigan Safety Conference  
April 12-13, 2022  
Lansing Center, Lansing, MI  
120 Workplace Health and Safety Classes, 200 Exhibits, 2,200 attendees

To view classes by industry, [click here](#).

[Register here](#).



You're Invited! Great Lakes Bay Sustainability  
Happy Hour on March 30

The Michigan Sustainable Business Forum's local chapter MiSBF - Great Lakes Bay will host a happy hour networking event on sustainability in the Great Lakes Bay Region on Wednesday, March 30th from 4:00 to 5:30 pm at Pendulum Lounge in Midland Center for the Arts.

Join us for a conversation about sustainable business and the environment. A brief program will introduce local, state, and national opportunities for the public and private sectors.

#### Event Information

This is an indoor event. Per Midland Center for the Arts, masks are required while not eating or drinking. We will have masks available at check-in. The first drink is on us with pre-registration. Additional beverages will be available for purchase. All are welcome.

#### Details

Date: Wednesday, March 30, 4:00 - 5:30 pm

Location: Pendulum Lounge in Midland Center for the Arts

Cost: This is a free event

Register [here](#) to attend today!

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## Lockout/Tag Out for Managers



This course is for any manager who is responsible for safety and health issues on the job, including the management and oversight of a lockout/tagout program.

What will you learn in this seminar?

- The basic elements of an Energy Control Program according to 1910.147 (c)1)
- How to perform an inspection on a LOTO Procedure
- How to prepare a procedure for the LOTO of a machine
- Be able to summarize the major points of OSHA's 1910.147
- Hands-on skill practice

#### Details

Dates: May 5, 2022

June 23, 2022

September 15, 2022

Length: 4 hours

Time: 7:30 am - 11:30 am

Location: Great Lakes Safety Training Center  
1900 Ridgewood Drive  
Midland, MI

Cost: This is a free class due to a grant from MIOSHA CET Division.  
Preregistration is required.

Contact Information:

989-837-2332 | [www.glstc.org](http://www.glstc.org) | [enrollment@glstc.org](mailto:enrollment@glstc.org)

## Midland ConneCTEd Program offers 7 Unique Summer Camps for Area Youth

[Full tank - Automotive Camp](#): June 20 - June 22 The camp will help students explore careers throughout the automotive industry, including, design, development, manufacturing, sales, marketing, service, and aftermarket. The camp will be held at Northwood University in Midland.

[A Farm to Table Experience, Ag/Culinary Camp](#): June 28-30 Students will learn about the agriculture industry, food preparation, and menu planning, and source local ingredients in a hands-on way. The camp is a farm-to-plate experience presented by the Coleman Agriscience Program and the Windover Culinary Program. The camp will be held at Windover HS and Coleman HS.

[Square 1 Skilled Trades Camp](#): July 11-14 & July 18-21 Students will have hands-on experiences working with tradespeople from the industry. Some of the activities will include welding, carpentry, electrical, safety, self-designed and built carpentry projects, heavy equipment, field trips to construction sites, and more. The camp will be held at the Greater Michigan Construction Academy.

[Operation Innovation - Michigan Means Business](#): July 26-28 This hands-on camp gives students the opportunity to learn about business careers in Michigan's largest industries including manufacturing, agriculture, healthcare, and hospitality/tourism. The camp will be held at the Northwood Idea Center in downtown Midland.

[Scrub Life - Healthcare Camp](#): August 1-3 Students will have hands-on experience working on various skills from a variety of healthcare careers taught by field professionals. Learning opportunities will include real-life simulations, first aid, and more. The camp will be hosted at Davenport University in Midland.

[Bytes- Information Technology Camp](#): August 8-9 Students will explore networking and cybersecurity as well as programming and digital forensics with a strong hands-on emphasis. This camp is perfect for learning about a variety of technology-based careers. This camp will be held at Davenport University in Midland.

[Find Your Future](#): August 8-9 This camp explores all 6 Career Pathways through hands-on experiences with professionals representing each of the 6 pathways; students explore each area to help target specific interests. This camp will be hosted at Davenport University in Midland.

Camp flyers can be downloaded by clicking the title of each camp.

To register for any of the summer camps above please use this [link](#).



### Save the date!

October 28, 2022, for My Career Quest. This event will be held at Saginaw Valley State University, Ryder Center again. More details will be shared shortly.

## 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 Chris Tibaud with the Michigan Manufacturing Technology Center Northeast office for complete details on how to submit a Supplier Scouting form. Chris can be reached at [cmtibaud@svsu.edu](mailto:cmtibaud@svsu.edu).

### Current Opportunities:

Opportunity: 2022-008 Various Size Containers closes March 23, 2022

Submitted by Innovative Manufacturers' Center (IMC, part of Pennsylvania MEP)

Opportunity: 2022-014 Pineapple Juice closes March 25, 2022

Submitted by Center for Industrial Research and Service (CIRAS, Iowa MEP Center)

Opportunity: 2022-015 Agave Nectar closes March 25, 2022

Submitted by CIRAS

Opportunity: 2022-019 Fermented Soybeans closes May 2, 2022

Submitted by Oregon MEP

Opportunity: 2022-023 - Wooden Canes closes April 1, 2022

Submitted by Oklahoma Manufacturing Alliance

Opportunity: 2022-024 - Photoblack Reticle Plates closes April 4, 2022

Submitted by U.S. Department of Commerce - NIST



## Our next Quality Special Interest Group Meeting

Our first meeting for 2022 will be held on March 16, 2022. We will meet at Saginaw Valley State University in the Scott L Carmona College of Business, 3rd floor, room 313. Each meeting will be held from 3:00 PM until 4:30 PM. We are offering a virtual offer but this meeting is always better in person. At this time masks are required. Please click the link below to register for the session.

March 16, 2022 Meeting - [sign up](#)

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, **June 22, 2022**

Wednesday, **September 14, 2022**

Wednesday, **November 9, 2022**



The Women in Mfg Special Interest Group will start to meet again in 2022. We have planned a quarterly gathering for the group. We hope that you will join us for one or all to network, celebrate, and honor the women in manufacturing.

Tuesday, May 10, 2022

Studio 154  
67 Saginaw Road, #3

Save the date - **Tuesday, September 13, 2022** for another night of networking with like minded

Sandford, MI 48657

6:00 pm - 8:00 pm

Cost: \$40

Join us for an evening of fun making a Farmhouse circular sign. Photo of sample projects to the right.

Snacks will be provided and we encourage you to bring your favorite beverage.

[Link to register](#) - please note this event is limited to 50 people. See website for more details.

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.



**March 2022**

24 - Casino & Euchre Night

**April 2022**

6 - CONNEX workshop  
21 - Industry 4.0 Showcase





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, University Center, MI 48710

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