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Chairman's Connections

By Don Clouser, Chairman of the Board

Creating Career Awareness

More than likely you could use some additional people, or you could use some people with more skill, which usually comes from experience. You know that you are not alone. At our breakfast event in April, ITR economist Brian Beaulieu reminded us that we would be competing for employees for the next ten years. It is an issue for our industry. This is exactly what members count on their industry association to tackle. So, what is DRMA doing?



DRMA's biggest focus in the past few years has been on career awareness. People will not seek manufacturing jobs if they are not aware of the jobs and their potential. Our crown jewels in this effort have been Power Lunches and MFG Day. Both expose middle and high school students to manufacturing. From here we can point them toward area career technology centers, as well as our community colleges and universities for training, education, and development. In addition, we have launched an advertising campaign that leads students, parents, and adults to a website named YourFutureCareer.org. This website helps visitors explore skilled trade paths and directs them to training, education, and services that can help them on this path. While it takes a lot of people to make these initiatives happen, we should give a shout out to the significant contributors of these efforts, FASTLANE and the Associated Builders and Contractors (ABC).

After creating awareness and filling the pipeline, potential employees need to know where to get their own training. This is why we maintain our relationships with local schools and educators to make sure the proper education and curriculum is available. DRMA has a relationship with over 30 schools, 4 CTCs, 2 community colleges and 2 universities, and we are looking to develop more.

Maybe you are looking to train your own people but just need to know they are worth training. DRMA's efforts to promote industry-recognized credentials has influenced at least four programs in the area. Students completing these programs have earned the Certified Production Technician, NIMS metal working credentials, and welding credentials, just to name a few. While they may not be plug and play, these folks have proven they are trainable.



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Our colleagues at Sinclair, Clark State, Edison State, University of Dayton, and Wright State are ready to help you with internal or external training of your employees. DRMA's Young Professionals Committee spearheaded a collaboration with UD to offer professional development workshops. The model was so successful that we replicated it in collaboration with Sinclair to offer lean manufacturing workshops; and FASTLANE has provided tuition subsidies. Many of these collaborators will help integrate on-the-job-training to teach the skilled worker you desire.

Hope this whets your appetite to learn more about what DRMA is doing by attending our breakfast event in August. You will meet all of our collaborators and have a look at all of the activities that DRMA is making or is helping to make happen. Here you can get connected to the programs that make the most sense for you. We will explain how your efforts can pay off directly or indirectly.

It is important to DRMA to not only be the Voice of Manufacturing but to also provide action for its members.



I've Been Thinking . . .

By Angelia Erbaugh, President

DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline. One of them is organizing national MFG DAY locally. MFG DAY 2019 is on October 4, but NOW is the time to start thinking about hosting an open house. Watch this [short video](#) to see the impact that MFG Day made on students' views about careers in manufacturing. Contact [Kayla](#) to learn more about participating.

Do you know that the DRMA Foundation funds all our activities to grow the manufacturing workforce which include MFG Day and Power Lunches? Do you know that our **golf outings raise money for the Foundation**? Your support of these golf outings have a direct impact on the number of career awareness initiatives we can undertake. Please participate in and SPONSOR the outing on July 15 at Walnut Grove Country Club. Contact [Kristen](#) for information.



Paying people fairly is good for business, you know that. But how do you find out the prevailing rate for your positions here in the Dayton Region? You use the DRMA/Manpower **Wage and Benefit Survey** results. And if you participate, you get those results for FREE. Why? It's an incentive for you to participate . . . it takes a bit of your time to complete it, and we need a bunch of members to participate to make the results statistically reliable. You'll get an email in August with the link to the survey.

You know it's tough to find qualified employees. And you know that it's critically important to keep the good ones you find. We have a program that can help you retain your younger employees! DRMA's Young Professional Committee has worked with the University of Dayton's Center for Leadership to offer **Professional Development Workshops**. The next two courses in this series are Wednesday, August 28, and Tuesday, September 10. Your registration cost includes breakfast, lunch, snacks, and course materials. Space is limited, so [register here](#) ASAP to reserve your space.

DRMA, in partnership with the Workforce Division of Sinclair and FASTLANE, has put together a **Lean Manufacturing Workshop Series** to help you reduce waste and streamline manufacturing processes. The third of four sessions, Visual Workplace, will be presented on Wednesday, August 7, at the Sinclair Conference Center. The cost of the workshops is \$250 per person. Manufacturer members earn a \$100 per person discount (compliments of FASTLANE), making your cost just \$150 per person per session. The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). [Click here](#) to register.

Back by popular demand! We are hosting a **Meet and Greet with Congressman Warren Davidson** for members of DRMA and the Associated Builders and Contractors. Stop by the Dayton Beer Company on August 15 from 4 to 6 p.m. to meet Warren and hear his positions on issues important to small businesses. Cost for the event is \$10 (this includes 1 drink ticket). Sponsorships are available for this popular event, contact [Kristen](#) if you're interested. [Click here](#) to register.

Involvement vs. engagement. DRMA and many other business associations across the country are realizing there is a major difference between the two. Involvement (yes, we depend on involved volunteers) is not the **ONLY** way for you to get value from your membership. In fact, across all associations, only about 25% of members attend their associations' events. It's really all about **ENGAGEMENT**. Engagement comes in many forms, from attending events, to participating in our wage and top issues surveys, to reading and responding to business lead emails, to hosting an open house on MFG Day, etc. etc. We now ask you to get **ENGAGED** . . . which is truly how you get bang for your DRMA dues buck!

Thanks for choosing to be a member!



Member Events

Summer Golf Outing – July 15

The 2019 DRMA Annual Golf Outing is just around the corner! The event will be taking place on Monday, July 15, at Walnut Grove Country Club. The format is a scramble with two shotgun starts at 7:30 a.m. and 12:30 p.m. Start times will be assigned on a first-come basis. Registration forms were emailed on Monday, May 13. Payment is required with registration to secure both the tee time slot and reservation for dinner.

Sponsorships are available for this fun event! Your sponsorships provide the profit, golf and dinner fees cover the costs of the outing. All profits benefit the DRMA Foundation which supports workforce development initiatives for our industry.

We need volunteers to drive the beverage carts in the morning, afternoon or all day. Your job will be driving a golf cart around the course collecting donations for beverages which will be contributed to the DRMA Foundation.



Contact [Kristen](#) for more information on registration, sponsorship, and volunteer opportunities.

Thanks for Another Great Golf Championship

Thanks to the 62 golfers who came to play at the DRMA Golf Championship presented by Greenpoint Metals on Monday, June 3, at Troy Country Club.

A special thank you goes out to Minster Bank who was the cash prize sponsor for the event. Congratulations to Matt Jackson from Greenpoint Metals for winning Low Gross, Tom Ashman from Precision Aero for winning Bankers Handicap and Dave Blasik from Skelley & Company for winning Low Net.



All proceeds benefit the DRMA Foundation and its efforts to develop and retain a skilled workforce for the advanced manufacturing industry. We hope to see you all again next year!

Meet and Greet with Congressman Warren Davidson

Members of DRMA and the Associated Builders and Contractors are invited to a casual event at one of the area's best craft breweries! Meet Congressman Warren Davidson, grab a beer, chat with friends and colleagues, and hear an update from Warren on issues affecting small businesses. A great way to end your Thursday and get ready for the weekend.

Date/time: Thursday, August 15, 4 – 6 p.m.
Place: Dayton Beer Company, 41 Madison Street, Dayton
Cost: \$10 (includes 1 drink ticket)

[Click here to register.](#)



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We have a variety of sponsorship opportunities available!
Email Kristen today to find out more!

DRMA Calendar of Events

July 15	DRMA Summer Golf Outing – Dayton, register here
August 6	Additive Manufacturing Meet Up – Dayton, register here
August 7	Visual Workplace – Lean Series – Dayton, info here
August 14	Safety Meet Up – Dayton, register here
August 14	Young Professionals Meet Up – TBD, register here
August 15	Meet and Greet with Congressman Warren Davidson – Dayton, register here
August 20	Operations Meet Up – Miamisburg, register here
August 27	Workforce/HR Meet Up – Dayton, register here
August 28	Communication Skills for Leaders – Professional Development – Dayton, info here



For a full listing of all events throughout the year, please visit our [events page](#).

News You Need

DRMA's Lean Manufacturing Series

The first two sessions for the Lean Manufacturing Workshop Series were a hit! We have two remaining sessions that you can take advantage of. Remember, this is a DRMA member benefit only. Learn how to foster an environment built on the idea that good is never good enough. As an added bonus, each Manufacturer member attending will get a discount on the tuition cost AND a free on-site lean assessment, both provided by FASTLANE.

- Session 3: **Visual Workplace** – Understanding and implementing visual management techniques to enable communications and to provide immediate feedback. Wednesday, August 7
- Session 4: **Standardized Work/Set-Up Reduction** – Learn how to produce a product with the minimum material, labor, space and equipment required to add value and how to eliminate non-added value activity. Wednesday, September 4

All sessions run from 7:30 to 11:30 a.m. and are held at the Sinclair Conference Center.

The cost of the workshops is \$250 per person. Manufacturer members earn a \$100 per person discount (compliments of FASTLANE), making your cost just \$150 per person per session. The cost includes a free, on-site lean assessment provided by FASTLANE (for Manufacturer members). To register, contact [Shay](#).

DRMA's Professional Development Series

You know it's tough to find qualified employees. And you know that it's critically important to keep the good ones you find. We have a professional development series that can help you retain your emerging talent! DRMA's Young Professionals Committee has worked with the University of Dayton's Center for Leadership to offer a series of workshops at the UD River Campus for 2019:

- Communication Skills for Leaders – Wednesday, August 28, 8:30 a.m. – 4:30 p.m.
- Embracing Accountability – Tuesday, September 10, 8:30 a.m. – 4:30 p.m.

These courses will help participants:

- Learn how to organize content of written messages and presentations strategically for optimal audience engagement.
- Learn a clearer, constructive approach to accountability and how it contributes to individual responsibility, empowerment and better results.

- And more!

Detailed course descriptions and the registration form can be found [here](#). The price is \$390 per course, per person. To register your employees, please return the registration form and payment information to [Kayla](#).

The next course is on Wednesday, August 28! Spots are filling up quickly, so get your registration in now! Remember that these courses are exclusively for DRMA members, so your staff will have the opportunity to connect with others who support manufacturing in the Dayton Region!

Membership ROI... DRMA 101

Are you new to DRMA, looking to get re-acquainted with the association, or want to know more about getting the full “bang” for your membership dues “buck?” Attend an upcoming DRMA 101 session with DRMA president Angelia Erbaugh, and a representative from our Member Services Committee to learn more about making the most of your membership in a casual, conversational setting. Space is limited, so contact [Shay](#) today to sign up for an upcoming DRMA 101 session!

Manufacturer Sessions: 7:30 – 8:30 a.m.

August 8, Springfield; September 11, Panera Bread – Miller Lane

Affiliate/Associate Sessions: 4:30 – 5:30 p.m., Franco’s Restaurant, Dayton

August 20, September 18

Wage and Benefit Survey: It’s Free, When You Participate!

Don’t miss out on getting the DRMA/Manpower’s 2019 Wage and Benefit Survey report for free – all you have to do is participate! Watch your email for the invitation in early August. The results report will be published in October.

Paying people fairly is good for business. Underpay, and employees will eventually look for a better offer. Overpay, and the payroll budget and profitability will suffer. That’s why companies use market data to research the value of their jobs. To determine the prevailing rate for a job, companies can benchmark jobs against compensation surveys that are detailed and specific to their company’s industry and region. And that’s exactly what the DRMA/Manpower Wage and Benefit Survey provides.

Your confidentiality is assured. All information is kept strictly confidential and reported in aggregate form only. There will be no publication that will contain your data along with the name of your company.

Topics presented in the survey include:

- Business demographics
- Employee wages
- Employee benefits (medical, dental, vision, short- and long-term disability, holiday, vacation, profit sharing, 401(K), and pension plans)
- Work schedules
- Recruiting and retention strategies

Manpower is a strong partner and member of DRMA, and they do an outstanding job providing this benefit of membership.

A Message from the Government Relations Committee

Submitted by April Vanover, FASTLANE

One of the concerns our members identified in the [2019 Top Issues Survey](#) was infrastructure. There is much discussion at the National and State level about infrastructure for America's transportation. According to the [American Society of Civil Engineers \(ASCE\)](#), of Ohio's 122,987 miles of public roads 18% are in poor condition and 6% of Ohio's bridges are rated structurally deficient. If this is an interest, you can show your support by signing The National Association of Manufacturers' [petition to federal lawmakers](#).

Also, there is a growing concern for small businesses in Ohio. The Members of the Ohio House Finance Committee made changes to House Bill 166, the state budget bill currently under consideration, that included a nearly \$200 million tax increase on small businesses. It was approved and has been sent to the Senate for deliberation. To gain more information, contact the Ohio Chamber. A link is provided below for more awareness on this subject and an online form to contact the elected officials, if you see this impacting to your organization. [Go to the Ohio Chamber's website - Legislative Action Alerts or click here.](#)

Last, one of the GRC members has joined the Sustainability Committee for the Ohio Manufacturer's Association. Through this collaboration, we plan to gain more information on activities for the EPA energy bill and what the plans are at the State level for the needs of manufacturers.

Don't forget to mark your calendars for the Meet and Greet with Congressman Warren Davidson on August 15th, 4:00 – 6:00 p.m. at Dayton Beer Company. The cost is \$10 (includes 1 drink ticket). You can [register here](#).

Arc Flash Training Course hosted by FlexPAC NFPA 70E and OSHA Electrical Safety

Submitted by Kent Huber. FlexPAC

FlexPAC is proud to offer this customized class designed specifically for electricians, technicians, contractors, and service personnel who are in search of detailed training on NFPA 70E Standard for Electrical Safety in the Workplace and OSHA electrical safety regulations. Many companies today have or are implementing the requirements of NFPA 70E; completing Arc-Flash Hazard Analyses and procuring appropriate personal protective equipment and clothing (PPE) for their employees. It is important to educate employees on the requirements and hazards associated with Arc Flash events and compliance requirements. The course we will be conducted by a Licensed Professional Engineer with over 25 years of experience in the field of electrical safety. John has managed, implemented and performed electrical safety practices as a Master Electrician and as an instructor for many years. He is an outstanding instructor who relates this information in an engaging and easy-to-understand method.

Course Content:

- Pertinent OSHA and NFPA 70E electrical regulations
- How to determine approach boundaries
- What to wear and what not to wear near electrical hazards
- How to select the proper PPE for shock and arc-flash hazards from detailed analysis or using the NFPA 70E tables
- How to recognize an electrical hazard
- How to avoid electrical hazard
- How Shock and Arc Flash Boundaries and PPE are determined
- How to reduce the potential of a hazardous electrical arc-flash
- The importance of proper selection and settings of overcurrent Devices
- What are the requirements to be qualified to perform electrical work or related tasks



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- What is an electrically safe working condition and energized electrical work permit.

Please feel free to contact us if you have questions about the training course. Email us at safety@flexp.com If you are looking for engaging and informative NFPA 70E training for those persons in your organization that work on or near electrical hazards please sign up today!

Date: Wednesday, July 17
Duration: 8:00 a.m. – 4:00 p.m. (lunch provided)
Location: FlexPAC Dayton Branch
Cost: \$300 per attendee
Register: Sign up [here](#)

This class is designed to provide persons who work on or near electrical hazards with the information necessary to safeguard them from shock, arc-flash and arc-blast hazards. It presents the NFPA 70E standard and associated OSHA regulations in such a manner, that regardless of experience, attendees leave with a clear understanding of the requirements.

Questions? Contact us at 3176140669 or safety@flexp.com.

\$75,000 for Trade-Impacted Ohio Manufacturers

Submitted by Carey Schoenig, GLAATC

Have your sales been hit hard by import competition? If so, the federal Trade Adjustment Assistance for Firms (TAAF) program may be able to help. For Ohio manufacturers, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).

The TAAF program provides a customized recovery plan and up to \$75,000 in matching funds for qualified firms. Here are some examples of recent TAAF co-funded activity by GLTAAC's busy clients in the Dayton region:

- A local equipment manufacturer is using TAAF matching funds to take their Human Resource department to the next level. They recently selected an outside provider to help them improve skills in recruiting, onboarding, and employee engagement. TAAF is paying for 50% of this \$24K project.
- A regional casting firm has now been certified to proceed to the next step in the TAAF process. They will work with the GLTAAC team to create a recovery plan, which will define a strategy for the most effective ways to use their \$75,000 in TAAF program matching funds.

If import competition has hurt your sales, don't put off learning more about GLTAAC. Contact project manager, [Scott Philips](#) at (734) 787-7509 today. Scott can quickly review the TAAF program with you and help you determine if you qualify. To learn more about the GLTAAC process, [visit the GLTAAC website](#).

Member Benefit Spotlight: Workforce Development



The world of business is complex, and it is important to rely on industry partners like DRMA for success. DRMA's mission focuses on strengthening member companies and serving as the advocate for manufacturing in the Dayton region. DRMA is recognized as the trusted voice of the industry to represent members' needs and concerns so that they may stay focused on their business. The #1 concern facing DRMA Manufacturer members and the manufacturing industry is the lack of a qualified workforce. That's why DRMA drives and supports numerous initiatives to increase the awareness of careers in manufacturing in order to attract more workers to the pipeline, so that members have less difficulty in finding

enough qualified candidates. A few of them are:

- **MFG Day** – DRMA locally organizes national MFG Day, an event where students tour manufacturing facilities teaching them about careers in the industry. We're the most successful MFG Day in the nation.
- **Power Lunches** – DRMA sets up an exhibit at middle and high schools during their lunch time, career fairs, or other events, designed to pique students' curiosity about careers in manufacturing.
- **Manufacturing Industry-Recognized Credentials** – DRMA works with educational institutions across the region to incorporate industry credentials into their curriculum and promotes the value of credentials to members.
- **Summer Camps** – DRMA conducts summer activities to teach young children what manufacturing is all about and plant the seed for future careers in manufacturing.
- **Dream It. Do It.** – DRMA holds the Dayton Region license for Dream It. Do It., a national network of like-minded organizations focused on attracting talent to the manufacturing workforce.
- **Training/Education Program Advisory Committees** – DRMA volunteers serve on advisory committees to convey the needs of manufacturers and to ensure their curriculum produces graduates with the skills needed by manufacturers.
- **Workforce Collaboration** – DRMA collaborates with numerous organizations and schools to advocate for members' workforce needs. We are at the table so that you can stay focused on your business.

The DRMA Foundation, the Association's charitable arm, supports the DRMA as a separate 501(c)3 tax-exempt organization. The Foundation's exclusive purpose is to provide funding for DRMA's workforce growth initiatives.

DRMA staff does the work on these initiatives, guided by advice from member volunteers, so that it's easier for you to participate and reap the benefits. Be sure to take advantage of them!

To learn more about how DRMA can help grow your business, visit our [website](#).

Workforce Development

Career Adventures Camp

On June 10, DRMA partnered with the Dayton Metro Library for their second annual Career Adventures Camp.

A group of rising 7th and 8th graders spent the day learning about the career opportunities available in manufacturing. They learned about 3D printing, precision machining, welding, and robotics.

DRMA sends a huge thank you to **BasTech** and **Miami Valley CTC** for hosting facility tours and activities!

To learn more about how your company can help grow the workforce pipeline, contact [Kayla](#).



Looking for Volunteers for Summer Camp

DRMA works with the City of Dayton Parks and Recreation Department to conduct a week long activity to teach young children what manufacturing is all about and to plant the seed for future careers in manufacturing. We are looking for volunteers for the planning group and for activities the week of June 24. This is a low time commitment and is a fun, easy way to get engaged with DRMA. Contact [Kayla](#) if you are interested in helping out.

Help Grow Your Future Workforce – Participate in MFG Day 2019!

Does your shop show well? Would a 13-year old walk in your facility and say “Wow, this is cool!”? If so, then consider participating in MFG Day 2019! It’s never too early to send a Save the Date to your local schools so they can get them on their calendars for this fall! Post your open house on [MFGDay.com](#) NOW (you can edit it later), as schools are planning for fall field trips and need to see which companies they can visit!

MFG Day (October 4) is designed to expand knowledge about and improve general public perception of manufacturing careers and manufacturing’s value to the U.S. economy. This is a nationwide event and a unique opportunity for students, parents, and educators to see manufacturing in action and to ignite their interest in manufacturing careers. Over the last six years, we’ve had great success with this event (in 2018, over 4,300 students from 64 schools and 5 home school groups visited 51 member open houses!), and we want to continue that momentum! Watch [this video](#) to see what students think of MFG Day!

The concept is simple . . . manufacturers across the country hold open houses on the same day. The national MFG Day organizers promote the open houses through general and trade media campaigns, and DRMA promotes them locally, encouraging Dayton Region students, parents, and educators to visit your facility and see that American manufacturing is a vibrant career path and that employers need skilled workers.



To schedule an open house

- Go to [www.mfgday.com](#) and click on the Host an Event button on the home page.
- You will create an account and then register your event.
- You’ll be able to designate the type of event (like an open house) and choose the hours for your event, among other choices. Consider holding your open house during hours that accommodate school field trips (9 – 3 p.m.), students/educators attending after school (3 p.m. and after), and students/parents attending after their work day (5 p.m. and after).
- You may indicate any other restrictions you may have, like attire and if your event is open to only certain schools.

Make your open house successful

DRMA volunteers are working to spread the word to area schools with the hope that your open house will be attended by young people, their parents, and school teachers and administrators. But your help is needed:

- Pick one or two schools (middle schools are prime picks) that you will invite. Educators have told us that they are much more likely to participate if they get a phone call from a company personally inviting them to attend their open house. We’re trying to make sure that every school has received at least one invitation, so please [email us](#) with the names of the schools that you want.
- Click the [Resources link](#) to find easy-to-follow instructions for conducting an effective open house.
- Reach out to your employees, their families, and your other contacts via your newsletter, your Facebook page, and other communication channels.
- DRMA has created a flier that you may customize for your company; [email us](#) if you would like to have it.

Signing up early is critical so that schools have plenty of time to schedule a field trip to your facility. Schools are planning NOW for fall field trips. Let's make a grand showing! Make plans now to participate in this nationwide event! Add your open house to MFGday.com and edit the details in later!

MFG Day is produced the National Association of Manufacturers and organized locally by the Dayton Region Manufacturers Association, with support from FASTLANE-MEP.

Manufacturing Industry Credentials – Frequently Asked Questions

Note: This article is part of a series of communications about the value of industry credentials.

DRMA members consistently report that their Number 1 concern is that they cannot find workers with the skills required for today's advanced workplaces. The skills gap is widening as companies scramble to find qualified employees, and new hires who are not the right fit can mean companies losing out after spending hundreds of hours recruiting, onboarding, and training.

The use of manufacturing industry-recognized credentials is one way to help address the skills gap challenge and ensure your workforce is made up of the most qualified employees. Industry credentials ensure that the credential holder has met the industry benchmark for their specific occupational competency. For new hires, industry credentials can be used as screening tools for knowledge, skills, and abilities to do the job well; and for current workers, industry credentials can help bolster their skills and keep them at the top of their trade.

There are a number of manufacturing related industry credentials out there. The most common ones, and the ones that DRMA and local high schools and community colleges are working on, are produced by the Manufacturing Skills Standards Council (MSSC) and the National Institute for Metalworking Skills (NIMS). More information about these credentials can be found [here](#).

This month we're answering some frequently asked questions about industry-recognized credentials.

Why should I hire someone with industry credentials?

Industry credentials can help solve your skills gap challenges because they ensure that the credential holder has met the industry benchmark for their specific occupational competency. Industry credentials offer your company several benefits, including: more job-ready candidates; shorter training time for employees; improved safety and quality; reduced turnover; and increased productivity.

What types of industry credentials are there?

There are a number of manufacturing related industry credentials out there. The most common ones, and the ones that DRMA and local high schools and community colleges are working on, are produced by the Manufacturing Skills Standards Council (MSSC) and the National Institute for Metalworking Skills (NIMS).

MSSC's Certified Production Technician (CPT) program recognizes individuals who demonstrate mastery of the core competencies of manufacturing production at the front-line (entry-level through front-line supervisor) through the successful completion of the certification assessments. The goal of the CPT certification program is to raise the level of performance of production workers both to assist the individuals in finding higher-wage jobs and to help employers ensure their workforce increases the company's productivity and competitiveness. You can learn more about the Certified Production Technician certification [here](#).

NIMS sets industry skills standards earned by students, trainees, apprentices, employees, and military personnel nationwide. By earning NIMS credentials, these individuals secure a competitive edge when applying for jobs because they have demonstrated that their skills meet the industry established standards.

NIMS offers credentials in numerous industry occupation tracks; however, the two that most closely align with the needs of DRMA members are Machining and Industrial Technology Maintenance (ITM). Each track is comprised of stackable credentials that are achieved via successful completion of individual theory and/or performance assessments. You can learn more about NIMS credentials [here](#).

Are local schools/training centers offering industry credentials?

Yes! Miami Valley CTC, Upper Valley Career Center, Clark State Community College, Northridge High School, Centerville High School, and others have started incorporating industry-recognized credentials into their curriculum. Contact [Kayla](#) to get connected with these schools and their graduates.

Did we miss one of your big questions? Contact [Kayla](#) to learn more about how industry credentials can benefit your company or to get connected to local training institutions.

Your Future Career Job Fair

DRMA partnered with the Associated Builders and Contractors and Ohio Means Jobs/Montgomery County to hold a job fair at the Dayton Dragon's Stadium on June 5. Around 150 job seekers met up with manufacturers from the Dayton Region. Thank you to the companies who came out to represent the manufacturing industry – we had 18 members in attendance.

Requests for information about the industry are rolling in through the [Your Future Career website](#)! If your hiring practices include hiring people with no experience and no training with the philosophy of “training up” those who show aptitude and you have open positions for such candidates, let us know! We are providing inexperienced individuals wanted to get into manufacturing a list of companies that are hiring, and you could be on that list! Contact [Kayla](#) to learn more.



Enrollment Now Open for Clark State's 1st Baccalaureate Degree Program

Submitted by Laurie Means, Clark State

June 11, 2019 (Springfield, OH) – Enrollment is now open for Clark State Community College's first applied bachelor's degree program. The four-year degree in Manufacturing Technology Management is officially available to students beginning in the fall semester of this year.

Clark State President Dr. Jo Alice Blondin said the degree in Manufacturing Technology Management complements Clark State's existing certificates and associate degrees, and it is an opportunity to provide higher education for an industry important to the region's economic health.

“Additionally, incumbent workers can now have access to a bachelor's degree that brings with it the opportunities for advancement and higher-level skill development,” she said. “It's a win-win for the employees and employers.”

Dr. Arefeh Mohammadi joined Clark State this spring as assistant professor of Manufacturing Technology. She will oversee the bachelor's degree in Manufacturing Technology Management. Her area of expertise is workforce development and training for STEM industries using experiential learning techniques. Mohammadi is a graduate of the University of Nebraska-Lincoln with a Ph.D. in engineering and a minor in educational administration.



“This program is offered in the evenings and can be customized to the needs of working students,” said Mohammadi. “We care about our students, and we want them to succeed so we provide a teaching experience that is accommodating work-life balance issues of the students.”

Mohammadi said her goals for the bachelor’s degree in Manufacturing Technology Management program include fulfilling the need for manufacturing industry leaders and managers in Ohio; providing a collaborative and active learning environment; and providing leadership training for students to advance themselves in their current and future careers.

“This is a great start to what looks to me as a valuable education set,” said Frank Beafore, executive director of SelectTech GeoSpatial. “This kind of program will help the region and the state to grow. I am delighted to consult on core content needs.”

Clark State applied to the Ohio Department of Higher Education for approval of the applied bachelor’s degree in 2017 with support from local industry partners including: Bundy Baking Solutions, Cascade Engineering, Champion GSE, Hall Company, Heroux Devtek, Honda of America, Konecranes, McGregor Metalworks, MEVA Formworks, SEEPEX, SelectTech, Sweet Manufacturing, Tech II, TJAR Innovations, UTC, Valco Industries, Yamada North America, The Chamber of Greater Springfield, Champion Economic Partnership, Dayton Regional Manufacturers Association, Ohio Hi-Point Career Center, Springfield-Clark Career Technology Center and many others.

“We are looking forward to helping our regional manufacturing business partners upskill their current workforce into management positions with this degree,” said Aimee Belanger-Haas, dean of business and applied technologies for Clark State.

To begin the enrollment process for the Fall 2019 semester, visit clarkstate.edu. Classes begin August 19.

Tap Into Your Future Workforce through Youth Career Services

Good news for employers looking for student workers! Youth Career Services has made it even easier for employers in Montgomery County to participate in their internship program. They have reduced their insurance requirements for participating companies, in addition to handling the applications and covering the student workers’ salaries.

According to the National Association of Manufacturers, over 3.5 million manufacturing jobs will need to be filled in the next 10 years. But because of economic expansion and a large number of expected retirements, current projections show nearly 2 million of those jobs will go unfilled.

Montgomery County Youth Career Services links youth between the ages of 14-18 with work experience opportunities to give them exposure to industries within the county. We’re looking for more manufacturing opportunities for area youth, both to help them learn about the industry, and to help build your future workforce.

Contact [Kayla](#) to learn more about how to get involved in this great program!

Legally Speaking

What are You Doing (or NOT Doing) to Protect Your Employees?

Submitted by Nadia A. Klarr of Taft Law

The recent tornadoes that hurled through the Dayton region left devastation and distress to the entire community. While these kinds of natural disasters can be anticipated with some degree of meteorological certainty, there is very little the community can do to avert the calamity they cause. And we all know the harm they have caused to many in our communities, as well as the emotional and financial setback many individuals and employers have faced as a result.

In the aftermath of such unpreventable destruction, the question becomes: what are you doing as an employer to protect your employees from dangers that can be *both* anticipated *and* limited or prevented (at least to some degree)?

Each year, approximately *two million* American workers are victims of violence in the workplace, which ranges from verbal threats to physical attacks and even homicide. In fact, according to the Bureau of Labor Statistics Census of Fatal Occupational Injuries, homicide is the third leading cause of fatal occupational injuries in the United States, accounting for approximately 11% of fatal workplace injuries. The Occupational Safety & Health Administration (“OSHA”) does not have a specific standard that addresses workplace violence; however, the General Duty Clause requires employers to furnish employees with a place of employment that is “free from recognized hazards that are causing or are likely to cause death or serious physical harm to [] employees.” 29 U.S.C. § 654(a)(1).

OSHA has already begun aggressively enforcing the General Duty Clause against employers with workplace violence incidents, and issuing citations based on inadequate workplace violence policies and insufficient training of employees.

Armed with this knowledge, employers must ask themselves what they are doing to protect their employees. If your answer falls short of (at the very least) identifying risks, creating and implementing a policy and action plan for addressing workplace violence, including active shooter scenarios, and providing training and annual assessments of your policy and training, then, rest assured, you’re not doing enough.

The National Institute for Occupational Safety and Health has identified several factors that may increase an employee’s risk for becoming a victim of workplace violence, including the following:

- Contact with the public;
- Exchange of money;
- Delivery of passengers, goods, or services;
- Having a mobile workplace, such as a taxicab or police cruiser;
- Working with unstable or volatile persons in health care, social services, or criminal justice settings;
- Working alone or in small numbers;
- Working late at night or during early morning hours;
- Working in high-crime areas;
- Guarding valuable property or possessions; and
- Working in community-based settings.

OSHA has also published several sets of guidelines for various high-risk industries. Included in each set of guidelines are four basic elements:

- (1) management commitment and employee involvement in reducing the risk of workplace violence;
- (2) analysis of the worksite, including identifying high-risk situations through use of employee surveys, workplace walkthroughs, and review of injury reports;
- (3) hazard prevention and control, which involves the creation and implementation of workplace practices and controls to limit and/or prevent incidents of workplace violence; and



- (4) training and education to ensure that all employees have knowledge of potential hazards and how to protect themselves and their co-workers from violence.

While all employers should take these steps to protect their employees, nothing can guarantee that an employee will not become a victim of workplace violence. Employers can, and should, certainly take steps to reduce the likelihood of such incidents, but they should also be prepared with a procedure for responding to incidents of workplace violence should they occur. Post-incident response must include reporting mechanisms, investigation protocols, and treatment options for victimized employees.

While not as destructive as a natural disaster, workplace violence can cause tremendous harm to its victims and overall harm and disturbance to the employer's workplace. Unlike the Dayton twisters, however, workplace violence is an identifiable risk that can be limited and in some cases prevented. But to do so, the employer must assess what steps it needs to take in order to protect its employees.

For additional information on preventing workplace violence, or for assistance in developing a comprehensive policy, use your Legal Services Plan and contact Nadia A. Klarr at (937) 641-2055 or email nklarr@taftlaw.com.

Legal Services Plan

Members are eligible to receive one FREE legal consultation per month from employment law attorney Bob Dunlevey. If you need legal advice concerning labor, safety, real estate, or other business issues, give Bob a call at **(937) 641-1743**.

Be sure to identify yourself as a DRMA member.

Safety

DRMA Can Help You Save BIG on Your Workers' Compensation Premium

How does saving an extra \$4,392 on your workers' compensation premium sound to you? Because that is the average savings of members of DRMA's Workers' Compensation Group Program. You are already a dues-paying member of DRMA, so why not let us give you quote for our Workers' Compensation Group Program? It's easy and free and you can save BIG! Fill out our no-obligation [cost analysis form](#) to get started or contact [Julia Bowling](#) with CareWorks Comp at (513) 218-4062.

Better Business Starts with Safety – Safety Starts at the BWC

BWC's Division of Safety & Hygiene provides a variety of PRE-PAID courses to help Ohio employers create a safe and healthy workplace. Businesses that have built safety and wellness into their workplace cultures reap many benefits, including fewer accidents, lower workers' compensation costs, and more productive employees.

Your worker's compensation premiums cover the costs of the courses offered by the Division of Safety & Hygiene. Why not take advantage of what they have to offer?

For course listings and descriptions, [visit their website](#).

20% OSHA Training Tuition Discount for DRMA Members!

Get a 20% Discount on OSHA Training Classes! DRMA is here to help our members lower their incident rate, reduce their EMR, and provide a safer workplace for their employees. By partnering with Mid-America OSHA Education Center in Springboro, DRMA members receive this special discount on OSHA authorized safety & health training and education. Take advantage of this member benefit today! Contact [Shay](#) or call the DRMA office at (937) 949-4000 to get the discount code.



Upcoming Classes

- 07/09-12 OSHA 521 OSHA Guide to Industrial Hygiene, Springboro
- 07/09-12 OSHA 2255 Principles of Ergonomics, Columbus
- 07/10-12 OSHA 503 Update for General Industry Outreach Trainers, Broadview
- 07/15-16 BCSP Certificate Workshop, Springboro
- 07/16-19 OSHA 501 Trainer Course in OSHS for General Industry, Clairsville
- 07/29-08/01 OSHA 3095 Electrical Standards, Springboro

Go to <https://midamericaosha.org/> for a full course listing, registration information and more.

Governor DeWine, BWC Propose \$1.5 Billion to Ohio Employers

Submitted by Julia Bowling of CareWorks Comp

Ohio Governor Mike DeWine and Ohio Bureau of Workers' Compensation (BWC) Administrator/CEO Stephanie McCloud today proposed giving \$1.5 billion to Ohio employers this year following strong returns on the agency's investments.

"This is great news for Ohio," said Governor DeWine. "This money will help Ohio employers expand their businesses, create jobs, and invest in capital improvements. Ohio's economy is strong, and this proposal reinforces our goal of creating more jobs in the state."

In addition to money for private businesses, the \$1.5 billion proposal also includes money for public employers, including approximately \$114 million for local governments and around \$50 million for public schools.

The money would be Ohio's fifth investment return to private and public employers of at least \$1 billion since 2013 and sixth overall during that time.

"Our investment portfolio is strong, our injury claims are falling, and our safety and wellness initiatives are making a difference," said Administrator McCloud. "All of these actions mean big savings for employers, and we're delighted to share this success with them."

State law requires businesses to carry workers' compensation coverage to protect workers who suffer injuries or illnesses on the job. The employers' premiums are invested to grow the fund that supports injured worker claims. When investment returns are strong, the agency shares a portion of the investments with qualifying employers in the form of a dividend.

The \$1.5 billion dividend equals 88 percent of the premiums employers paid for the policy year that ended June 30, 2018 (calendar year 2017 for public employers). BWC insures roughly 242,000 public and private employers.

[Click here](#) for more details.

Dayton Area Safety Council

Safety Breakfast with the Experts – Improving Fleet Safety with Dash Cameras – Presented by Bob Sturwold, Ernst Concrete. Thursday, June 20, 7:30 - 9 a.m. [Register here](#).

All About Members

Congrats!

- Congratulations to the following DRMA members for being honored in **Dayton Business Journal's** *Who's Who in Aerospace and Defense Top 100 2019* edition:
 - Brian Chaney – **TACG Certification Body**
 - Barbara Duncombe and Suzanne Sumner – **Taft, Stettinius & Hollister, LLP**
 - Travis Greenwood – **The Greentree Group**
 - Joe Krisciunas – **GE Aviation**
 - John Leland – **University of Dayton/UDRI**
 - Jeff Miller – **Sinclair Community College**
 - Al Wofford – **CDO Technologies**
 - Chris Wyse – **Projects Unlimited**
- **Sinclair Community College** was named the nation's top school for vocational training. Congrats!
- Congratulations to **PFI Precision** for being appointed the *2018 Best Quality Performance Award* by ITW/Hobart Food Equipment Group!
- **Manufactured Assemblies Corp.** has received a tax credit for their expansion in Vandalia. Congrats!
- Congratulations to the following DRMA members for being listed in **Dayton Business Journal's** *40 Under 40*:
 - Faye Barhorst Barlage – **Midmark Corporation**
 - Nadia Klarr – **Taft, Stettinius & Hollister, LLP**
 - Chad Bridgeman, Myla Cardona-Jones, Angela Fernandez, and Melissa Tolle – **Sinclair Community College**
 - Courtney Stangel – **University of Dayton**
- DRMA member **Industrial Tube & Steel Corp.** was a part of Frontline's *Trump's Trade War* episode last month. Congrats!
- Congratulations to DRMA member **Knox Machinery** for being appointed the exclusive distributor in Southern Ohio and Kentucky for Mazak – the largest manufacturer of CNC turning and machining centers in the world.
- **Midmark Corp.** has purchased an Ohio-based firm specializing in animal boarding and containment solutions. Congratulations!
- **Clark State Community College** is offering their first bachelor's degree program! Congrats!
- Congratulations to **Silfex** on the grand opening of their new Springfield facility!
- Congrats to DRMA member **Staco Energy Products** on their relocation and planned future growth!

[Editor's Note: DRMA members are always doing amazing things! If you know of a member company or an employee of a member company who deserves a shout-out, email it to info@daytonrma.org.]

Welcome New Members

Your Association is growing! Check out our new members...

Manufacturer Members

Esterline & Sons 6508 Old Clifton Rd., Springfield, OH 45502 (937) 265-5278

Numerics Unlimited, LLC 1700 Dalton Dr., New Carlisle, OH 45344 (937) 849-0100

Quest Automation, LLC 11556 Preble County Line Rd., Middletown, OH 45042 (937) 286-0703

Quest Automation - Your search is over! PLC and Robotic programming services. Automation design and consulting services.

Technicote, Inc. 222 Mound Ave., Miamisburg, OH 45342 (937) 859-4448

As a privately-owned company, Technicote is small enough to care and big enough to deliver solutions across the pressure sensitive industry. We deliver this with seven manufacturing and distribution facilities throughout North American and three strategic business units within the pressure sensitive market.

Associate Members

TECH2BIT 7601 Paragon Rd., Suite 304, Centerville, OH 45459 (937) 477-0493

TECH2BIT is a managed IT department serving local area businesses with 20 to 500 employees.

Hobart Service 701 S. Ridge Ave., Troy, OH 45374 (937) 332-3000

Services commercial and industrial kitchen equipment

LCNB National Bank 2 N. Broadway St., Lebanon, OH 45036 (513) 932-1414

At LCNB National Bank, we understand that all businesses are unique. Our local commercial lending team is well experienced and will assist you through the process step by step. From commercial real estate, business lines of credit, business equipment, construction loans, and agricultural loans, we have you covered.

Prolink Staffing 2 Prestige Pl. Suite 280, Miamisburg, OH 45342 (513) 489-5300

Prolink is a full-service staffing and recruiting firm offering comprehensive workforce management programs.

Community Seminars & Events

FlexPAC

Arc Flash Training Course – Dayton, July 17, [register here](#).