

tma news bulletin



THUMBS UP THUMBS DOWN

TWO PERSPECTIVES
ON ILLINOIS MANUFACTURING

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thumbs up | rahm emanuel

MAYOR OF CHICAGO

For thirty years, Chicago manufacturing jobs have been on a downhill slide. But since 2012, the demand for skilled workers has increased, and now there are not enough skilled workers to meet job demands.

That's good news, Chicago Mayor Rahm Emanuel boasted August 3rd with reporters at Malcolm X College, where 300 labor, community and business leaders gathered to discuss the "1000 Jobs for Chicagoland Manufacturing" campaign.

"While the City of Chicago has a great past when it comes to manufacturing, we have an even greater future," said Mayor Emanuel. "1000 Jobs and its partners play a vital role in closing both the skills gap and the opportunity gap in our workforce."

The project launched in January 2015 to help fill more than 20,000 open positions in the Chicagoland's \$65 billion manufacturing sector.

"Partnership between labor and business is essential to growing our economy in Chicago and closing the skills gap," said Jorge Ramirez, President of the Chicago Federation of Labor.

"The 1000 Jobs Campaign is based on the simple premise that Chicagoans are ready to work, Chicago manufacturers are ready to put them to work, and the city is ready to facilitate an environment to make this happen. We collaborate with manufacturers and community organizations through the campaign to make connections that put people on pathways to careers."

On average and compared to other industries, wages in the manufacturing industry are 27 percent higher.

The jobs program is expected to yield \$178 million for area manufacturers and \$272 million for Chicagoland's gross regional project.

"1000 Jobs" partners include the City of Chicago, Digital Manufacturing and Design Innovation Institute (DMDII), City Colleges, Chicago Cook Workforce Partnership, and several manufacturing companies also affiliated with TMA, including Water Saver Faucets and ACME Industries.

"1000 Jobs" works with five community-based organizations embedded throughout the city to work with residents on the ground and spread the word about careers in manufacturing, ultimately putting people to work.

One of those nonprofit organizations working with the "1000 Jobs" program is Bethel New Life, which has been offering training for workers in advanced manufacturing in a partnership with the Technology & Manufacturing Association.

In May, Bethel New Life graduated 14 trainees, adding to the 59 others that completed its Advanced Manufacturing Training program over the last two years.

All participants accepted into AMT receive free training and certification, valued at \$6,000. Bethel's AMT program welcomes all adults 18 or older.

"Graduates of the Advanced Manufacturing Training Program have demonstrated the motivation and skills needed to acquire their credentials, and to acclimate well in their new career and earn promotions. These graduates are the solution to the skills gap in manufacturing," said Ed Coleman, Bethel New Life's chief innovation officer in a statement.

"The partnership with TMA and World Business Chicago increases the program's capacity to bring opportunities to our West Side community residents, while helping the manufacturing industry in the Chicago region become more competitive."

continued on page 6



thumbs down | michael lucci

DIR. JOBS & GROWTH, ILLINOIS POLICY INSTITUTE

Illinois manufacturers that survived The Great Recession may be doing better now, but with a few public policy changes at the state level, they could be doing so much better, says Michael Lucci, the Director of Jobs & Growth at Illinois Policy Institute.

“Manufacturers can be doing well and be better off today. Everybody was in a tough spot a couple of years ago. Compared to other states, our manufacturing job creation is very, very poor. It’s arguably the worst in the country,” Lucci said.

Lucci is a graduate of Notre Dame University that worked three years as an options trader in Chicago’s financial district before heading up an educational non-profit organization and then joining the Institute.

“I think that when we look at the comparison, things are better here than they were a few years ago in the sense that there’s more economic growth – here and in other places,” Lucci told TMA.

During July, four Illinois manufacturers announced they were leaving the state, including General Mills taking 500 jobs out, machine-maker DE-STA-CO moving to Nashville, Bunge North America laying off 210 workers and another as yet unnamed company taking 510 jobs to East Chicago, Indiana.

During the first five months of 2015, Illinois’ neighbor to the east - Indiana - added five thousand jobs, Michigan added 12,800 and Illinois lost 7,900.

“We’re further away from the Great Recession, when there were heavy losses of output and jobs in manufacturing. So we’re further away from what was a very bad period, and certainly what a manufacturer in Illinois individually is experiencing. It could be good, bad or in between,” he said.

“What we do see in Illinois is a one-way street for manufacturing. We see a lot of manufacturers leaving, very few coming.”

Illinois’ public policies such as workers’ compensation, right to work and tort laws are for the most part anti-business, but while they are important, Lucci says Illinois manufacturers are also focused on another crucial point.

“The number one thing manufacturers are going to worry about is the talent. That’s very important also, because you don’t have regulatory costs unless you have the good workers you want,” Lucci said.

“All else considered, yes, we are seeing people taking that talent and working with it in other places because of the simple fact that places that treat investment well, treat talent well, treat workers well, allow incomes to grow, that’s where businesses find themselves and where they relocate,” he said. “That’s what we’ve been seeing in Illinois.”

Caterpillar and other major companies are moving out of the state when their factory’s life cycle are ending, rather than investing in Illinois.

“They’ve been on the record saying they want to stay in Illinois, but the extreme regulatory and tax costs are just difficult to justify when we could do it in other states and pay our workers the same, and maybe pay them better, and have a better profit margin because the regulatory costs are much lower,” Lucci said.

If the Illinois state legislature doesn’t make changes, Illinois manufacturers will be forced to move towards more automation, which would diminish the number of jobs available to Illinoisans.

“I think we would continue veering toward the job loss. Also

continued on page 6



tma | member profile

LEXCO CABLE MANUFACTURING

THE KARBIN FAMILY

Standing: Neal (L) David (R) | Seated: Harold (L) Helen (R)

Even at age 86, it's not unusual for both Harold and Helen Karbin to be working at the business they started 63 years ago. Harold works on Lexco Cable's accounting and signs checks, while his wife Helen types up sales orders.

The Karbins say they are delighted that when they come into work, they see their 57-year-old son Neal and 32-year-old grandson David.

"Seeing your progeny involved in the family business is nice," Helen said.

The Karbins started Lexco Cable Company on Chicago's west side soon after Harold came home from fighting in the Korean War.

"In 1952, my brother Ray and I started a hardware and bicycle shop at the Lexington Theatre in Chicago," the eldest Karbin said. His three other brothers worked out of the same venue building truck seats.

It wasn't long before one of Lexco's bike customers asked if the Karbin Brothers could make a bike lock out of cable.

"Someone asked me to make a bicycle lock out of 3/16 cable, and so they made one, Harold Karbin said. "After that, we made some gadgets for the coiling cable. We were on our way to building the business we have today."

Today 60 employees work at Lexco Cable, meeting the customers' demands for cable products. The oldest of Harold and Helen's

three children – Neal – is leading Lexco Cable into a new era of challenges.

"Cable is going to continue to be a widely-used product in the days ahead," Neal Karbin said. "It has attributes you don't get with solid steel – for use with fabrications, it has multiple uses for a diverse audience. I don't think we've even touched the possibilities and don't realize yet everything for which a cable can be used and to what it can be attached."

Lexco makes cable products for military, industrial, commercial and mining, as well as fencing, railroad and bridge construction.

The second generation Karbin started working with his parents at the bicycle shop when he was in grade school. After studying auto mechanics at Southern Illinois University, he returned to the Chicago area to attend Wright Junior College. Karbin says by then, he was already selling Lexco products and coming up with new ways to reach out to customers.

The day their son Neal started in the business was one of their life highlights, the older Karbins said. The day their grandson David joined the business was another.

David, now 32, is fully involved in the family business – bringing three generations together almost daily.

During the time between when Harold and his brother Ray founded Lexco, when Neal joined and when David came on, the business atmosphere has changed dramatically, Neal said.

"When we started the business, there were almost no regulations

on companies like ours,” Neal said. “We deal with all kinds of regulations now, especially with military specifications that affect our products.”

“The challenge is to keep the company moving forward, and not get sidetracked,” Neal said.

When to automate and when not to automate is another challenge Neal and David face as technology makes more computerized and versatile machinery available.

“A business can spend a lot on machinery, and if jobs don’t come in to keep that machine running, it can be a waste of resources,” Neal said. “But if you don’t spend that money on automation, you can take too long for a job. Sometimes machines are delicate and go down. Then you need people familiar with the job to step in.”

David, the youngest Karbin, said he agrees the debate over automation is a big one between the generations.

“Production is what’s important. I would say that there is a time and a place for automation. It doesn’t fit every job,” he said. “The challenge is to find when it’s appropriate, and keep at it.”

David says after college and several internships, he returned to Lexco Cable after the company moved to Norridge in 2003. The environment of the new facility with its offices, nicer warehousing, and updated production line was “transformational” and David was lured back into working at Lexco with his father and grandparents.

“My number one job is the sales department – I’ve taken the lion’s share of that work from my dad, freeing him up to handle other responsibilities,” he said.

Custom fabricating wire rope assemblies and distributing wire rope products is how Lexco pleases their customers, David said.

And a diverse clientele protected Lexco Cable from the steep downtime others experienced in 2008 and 2009.

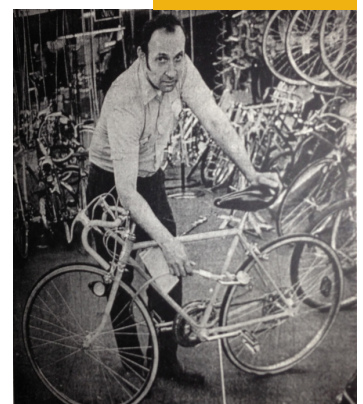
“A huge key is diversity. We did not feel it as much as others,” he said. “I guess I can only speak from where I’m sitting. I like to think of Lexco as a young company. We’re still in the process of getting our name out there and getting the market share.

“I like to think that the sky’s the limit, and we’re making strides forward to be a better partner for new customers,” David said.

It’s too early to tell if there will be a fourth Karbin generation to carry on the business, but with four grandchildren and two great-grandchildren, the older Karbins say they are delighted they started their own business 63 years ago, and that their family is on board.

“We just love that we’re working together as a family,” Helen said. “It couldn’t have worked out better.”

Lexco Cable is located at 7320 West Agatite Avenue in Norridge, IL or on the web at www.lexcocable.com ●





To date with the \$1 million raised for the program, the “1000 Jobs” website reports 203 job seekers have been placed into qualifying jobs and 113 candidates are enrolled in training programs.

That leaves nearly 700 jobs waiting for skilled workers – just in the Chicago area.

“The days of manufacturing just being a job, it’s now becoming a career and we want to be best set up for Chicago and the people of Chicago to succeed at the new opportunity that is coming,” Emanuel said.

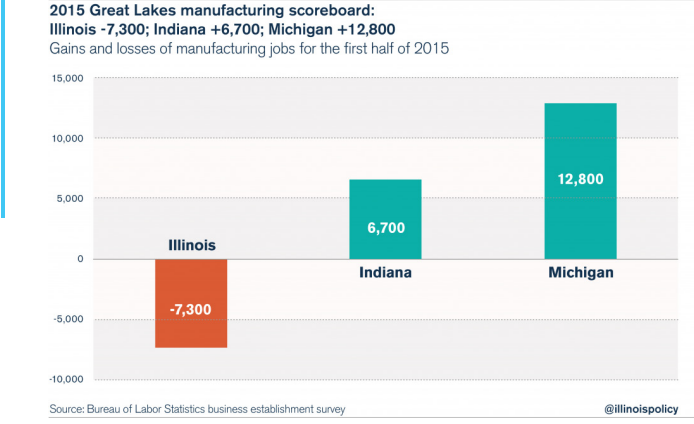
During a media question and answer, Emanuel and AFL-CIO’s Jorge Ramirez said the negative talk coming from Springfield about Illinois losing jobs is hurting the state’s economic development.

“I understand the Governor has an agenda. But having your agenda should not come at the expense of running down either the city or the state you’re out there promoting,” Emanuel said. ●



the loss of manufacturing that would employ a lot of Illinoisans, because it’s just a very costly thing to do to have workers’ compensation costs, insurance costs, the various issues having to deal with the unions in Illinois – it’s just not attractive,” Lucci said.

“So without policy reforms, we would see them continue to take work to other places, especially to the South and other places like Indiana.” ●



tma | cruising the chicago river

A cruise along the beautiful Chicago River is a must during summer months, and 100 TMA members and guests gathered at Navy Pier August 6th at the TMA annual boat cruise, hosted by the TMA Supplier Network.

The evening started with a pre-cruise gathering at the Riva, sponsored by TMA member Merrill Lynch.

TMA members and their guests boarded the Spirit of Chicago’s Fiesta Deck from Navy Pier to enjoy an evening of sightseeing, dancing, food and fun. It was a gorgeous night at the lakefront with spectacular views of the city’s skyline.

A special thanks goes to event sponsors Merrill Lynch and Signature Bank, and to the TMA Supplier Network Committee for their work to make the event successful.



(L-R) TMA Chairman Fernando Ortiz | Vice Chair Jim Carr, Michael Ribich

Environmental Audits Can be a Cheap “Insurance Policy”



Being cited for a violation of environmental laws or regulations can be extremely expensive and disruptive to your business.

Many manufacturers are fortunate to have had few, if any, serious brushes with environmental regulators at either the state or federal level. However, that good luck may lull business owners and managers into a false

sense of security if they assume that because no environmental inspectors have ever knocked at the door, there are no significant environmental compliance issues waiting to bubble up to the surface (no pun intended).

So, why perform an ECA, especially if environmental issues have never come up before? While there are many benefits to performing an ECA, the most obvious is that it can be a cheap (but not foolproof) “insurance policy” against major environmental violations first being discovered by regulators (often at very inconvenient times), instead of your internal operations team. Such violations can lead to payment of five-, six- or even seven-figure civil penalties, involve seemingly endless legal entanglements with the regulators, distract from your company’s business focus, and even result in criminal prosecution.

The good news is that performing an ECA is usually a relatively straightforward -- and not overly expensive -- process that can be completed fairly quickly and can pay enormous dividends, especially if significant issues are identified and can be corrected, before the regulators are ever the wiser.

Typically, to perform an ECA on a single facility, an environmental consultant with experience in performing such audits is engaged. But, there are significant advantages to first engaging an environmental attorney to advise on the specific circumstances of your company’s operations, and to help develop the proper scope of the ECA. Aside from the benefit of experience and strategic thinking that an experienced environmental attorney can provide, the most significant benefit is the ability of the attorney to protect the results of the audit from disclosure or discovery to government regulators, using the principles of the attorney-client privilege and the attorney work-product doctrine. Without such protection, sensitive ECA results typically can be requested and obtained by regulators in the context of an inspection and/or enforcement action. The environmental attorney can also review the contract with the consultant and ensure that the terms and conditions of the retention are acceptable; for example, most consultants try to limit their professional liability to the value of the contract, which is not favorable to the client.

How is an ECA performed? Most often, after retention of a competent consultant through experienced environmental counsel, the consultant will provide the plant manager or other responsible corporate official with a ‘pre-inspection checklist.’ This checklist is intended to provide the consultant with basic information such as the

environmental permits that a facility has, what laws and regulations that facility believes it is subject to, and documentation maintained and/or submitted by the facility. After review of the completed pre-inspection checklist, the consultant will conduct a walk-through and review of records at the facility. During the walk-through, the consultant will, based on his or her experience in assessing compliance at industrial facilities, look for visual circumstances of compliance and non-compliance.

For example, does the facility have operations that clearly generate hazardous waste? In that case, the consultant will determine if the hazardous waste is correctly managed, stored, labeled, and timely and properly shipped offsite for recycling or disposal.

Many less obvious compliance issues can also be identified by a good consultant; for example, if the facility uses lead-acid battery powered forklifts, it takes only a few such batteries (which typically weigh in the thousands of pounds) to trigger the reporting of the lead and sulfuric acid contained in such batteries as hazardous materials under the federal Emergency Planning and Community Right-to-Know Act (EPCRA). Numerous industrial facilities have been hit for six-figure penalty demands for failure to report lead-acid batteries in exactly that circumstance.

Just as critical as the site walk-through is the review of environmental records, including reports to regulatory authorities and any permits the facility has. Many times the facility looks very clean, but failure to file and maintain the proper paperwork to comply with permitting and reporting requirements can result in similar problems and penalties as for mismanaging waste or other more obvious issues.

After the site visit, the consultant will write up an audit report that will summarize the tasks performed, including the results of the site visit and document review, and provide a set of conclusions and recommendations. The best practice is to first request a draft report to be reviewed by the environmental attorney, which is clearly labeled “Confidential and Privileged: Attorney Work-Product Produced at Request of Counsel in Anticipation of Litigation.”

Once the draft report is finalized, management can determine what, if any, of the consultant’s findings and recommendations require action; for example, changing waste management practices, applying for air permits, or filing chemical inventory reports. Management, in consultation with the environmental attorney, can decide whether to “quietly” fix the problem(s) or whether to self-disclose the violations to the applicable regulatory authorities (federal, state and/or local) in order to take advantage of penalty mitigation or immunity policies and laws that may be available to encourage such self-disclosure, depending on the jurisdiction.

After the facility has come into compliance, it is a good idea to set up a periodic environmental audit schedule, typically on a yearly basis. If problems do arise in the future, not only will you be able to more quickly identify and address them, but regulatory authorities typically are more lenient with operations that have a robust environmental management and audit protocol.

In sum, the opportunity to discover significant environmental violations before the regulators find you (and also possibly get a break on penalties by self-disclosing such violations) is well worth considering for the relatively nominal investment in professional assistance that is required. ●

Lawrence W. Falbe is a principal in the Chicago office of the national law firm of MILLER CANFIELD PADDOCK AND STONE PLC. He can be reached at 312-460-4266 or falbe@millercanfield.com



tma | education
ELI FOCUSES ON LEAN

In mid-July, member participants met for the fifth session of this year’s Executive Leadership Institute – “Next Generation” Series. IMEC’s Shankar Anant facilitated the program focusing specifically on LEAN manufacturing.

Participants dove deep into LEAN manufacturing and transformation. They focused on how to create and deploy a Hoshin / LEAN strategic plan, how to apply Kaizen principles to their processes, and how to manage for daily improvements.

The ELI participants have already begun implementing some of the LEAN techniques they discussed in class, and they are seeing successes. Nina Woods, Controller at AJ Manufacturing, spoke about an idea she developed in class and took back to their operations. “We are experiencing perpetual growth at AJ Manufacturing, and we are going through a lot of equipment upgrades. We are building a designated tool crib for each new machine we are installing, as well as for machinery that we are not replacing at this time. This small effort on our part has already reduced downtime and reduced dependence on shared tools that previously floated around the shop. The CNC operators are empowered with increased responsibility and pride in maintaining their machines and their own tools.”



David Karbin from Lexco Cable talked about a key learning that has led to a standardization of their color definitions for plastic coatings. “For a small business like us, the LEAN concepts we find most valuable are the ones that are simple and practical. Being disciplined to document product and processes, even when they seem obvious, is a fundamental LEAN concept that is bringing us a payoff. It will bring a payoff no matter the business situation and size.”

ELI’s August session will deal with Finance and Accounting in Manufacturing. ●



STONHARD

TMA’s new, state-of-the-art training center has been completely remodeled, including the installation of a new floor by Stonhard.

With the continued development of the hands-on training lab, TMA is proud to announce that it is now a FANUC CNC Certified Education Training Program

FANUC America Corporation
1800 Lakewood Boulevard
Hoffman Estates, IL 60192
Tel: 888-FANUC-US (888-326-8287)
Fax: (847) 898-5001
www.fanucamerica.com

FANUC

July 22nd 2015

TMA
1651 Wilkening Road
Schaumburg IL, 60173

RE: FANUC® CNC Certified Education Training Program

To Whom it May Concern:

FANUC America Corporation - FANUC CNC ("FAC - FANUC CNC") welcomes TMA as a participant in our CNC Certified Education Training Program. This program will enable students to learn basic computer numerical control ("CNC") skills from a FANUC CNC certified instructor, teaching a FANUC CNC approved curriculum and using genuine FANUC CNC equipment. We are very excited for the opportunity that this presents.

Compliance with the FANUC CNC Certified Education Training program requires completion of the following:

- School instructor attends on site designated FAC – FANUC CNC training
- CNC Concepts Milling curriculum is used by the students.
- CNC Concepts Turning curriculum is used by the students.
- Student competency will be determined by the certified instructor and subject to random verification by FAC. The practical test must be performed on a machine tool with a FANUC CNC less than ten (10) years old. The academic test must include FANUC programming and operational concepts.
- More than fifty (50%) percent of the student's hands-on instruction must be on machine tools utilizing a FANUC computer numerical control ("CNC"). A minimum of one (1) machine per 5 students, or at least fifty (50%) percent of the machines in the classroom, must be FANUC CNC controlled.
- At least one of the FANUC CNCs must be less than ten (10) years old to facilitate exposure to contemporary programming and operational practices, and should include a mixture containing both milling and turning machines.
- School must provide all students with access to the FANUC NCGuide Academic Package simulation software. Or FANUC CNC hardware simulators in the classroom.

We look forward to working with you to provide the FAC - FANUC CNC Certified Education Training program at your school. This will assist you in providing the best possible training to ensure that qualified students have the skills required by industry today as employable operators and programmers right out of the gate.

Very truly yours,

FANUC AMERICA CORPORATION - FANUC CNC

Dean Steadman
Education Program Manager
Business Development



CNC SYSTEMS | DRIVE SYSTEMS | LASER SYSTEMS | ENGINEERED SOLUTIONS

TRAINING | PARTS | OPTIONS | CONTRACTS | SERVICE | REPAIR



tma | golf outing

“BEAT THE PAST CHAIRMAN”

L-R: Kevin McKernan, Brian Panek, Gene Kaplan, Nicole Walter, Ken Peterson, John Rauschenberger

At TMA’s July golf outing, Director - and former Chairman - Brian Panek sponsored a “Beat the Past Chairman” competition to raise money for the TMA Education Foundation.

Panek Precision has long supported the Foundation. In fact, Brian’s father Gregg was part of the Foundation’s original fundraising group. The competition with Brian was a continuation of that heritage.

“I was just trying to do my part to not only raise money for the Foundation, but more importantly, raise greater awareness for the Foundation amongst our membership,” said Panek.

Golfers were offered the option of placing a donation amount.

If they were closer to the pin than Past Chairman Panek, they received a Golfsmith gift card for their donation amount, and Panek Precision still made a matching contribution to the Education Foundation. If, however, the Past Chairman was closer to the pin, then both the golfer and Panek Precision contributed matching donations to the Foundation.

The competition raised close to \$2,000 for the Foundation.


Special thanks to John Rauschenberger who dusted off his “Salesman” hat (and green shorts) and assisted with gathering the donations from all of our competitors. ●

This month, TMA held its 3rd Annual Bike Ride. The ride toured 30 miles in and around Hinsdale, Lemont & Burr Ridge.

Thanks to TMA Director Greg Kaplan of K&C Machining for hosting from his home.

LEFT TO RIGHT

Chris Leyba, Ruthie Leyba, Terry Roche, Bob Clifford, Greg Kaplan, Jeff Blair, Steve Sinderson, Alexis Cooper






tma | DMDII
DIGITAL MANUFACTURING & DESIGN INNOVATION INSTITUTE

What can the new Digital Manufacturing and Design Innovation Institute do for a TMA manufacturing member?

Recently DMDII held an introduction event and panel discussion at their Institute on Goose Island in Chicago. At a very high level, U.S. OEMs (Lockheed Martin, Caterpillar, Boeing, GE, Microsoft, Rolls Royce and more) have realized that innovation will come from smaller, more nimble manufacturers and they seek to provide tools to accelerate that effort.

Chicago was chosen as the home for one of five National Network for Manufacturing Innovation (NNMI) Institutes run through the U.S. Department of Defense. Other Institutes around the country focus on 3D Printing, battery development, light weight metals and more.

Small- and medium-sized enterprises (SME's) join DMDII to become educated on digital manufacturing – technologies and

processes that will be crucial to keeping America competitive in the manufacturing space. The networking opportunities with OEMs and other members of the Institute will prove to be valuable. Most of the large OEMs speak about how they want their supply chain to be a part of DMDII so they remain on the cutting edge of digital manufacturing. Also, SMEs may bid on any projects they choose.

To learn more or have a tour of DMDII, please contact Kent Gladish 847-825-1120 or kgladish@tmailinois.org



DMDII
 DIGITAL MANUFACTURING AND
 DESIGN INNOVATION INSTITUTE



In July, five TMA past chairs visited the DMDII to gauge what appears to be material progress in developing digital manufacturing innovation.

LEFT TO RIGHT
 Steve Kase, Warren Young,
 Brian Panek, Tim Merrigan,
 Zach Mottl



SCHAUMBURG – One universal concern among U.S. manufacturers is how to find and attain young team members that have mechanical aptitudes, trainable basic skills and an eagerness to join the work force.

To meet that growing demand, TMA’s Education Foundation is reaching out to high schoolers where they are – behind their smart phones, tablets and laptops. TMAEF recently invested \$15,000 into setting up a new “Inspire” software program to attract students in nine north Cook County high schools to potential careers in manufacturing.

“The overall goal of Inspire is to bring together education and industry to help students achieve their career goals and address communities’ workforce development needs,” Greta Salamando, TMA’s Associate Director of Education Foundation Services, said.

“This software platform bridges the gap between employers and the future workforce by providing powerful online tools that create meaningful connections between career searchers and both local employers and mentors.”

“Inspire” will link area manufacturers to employee candidates through NSERVE, a consortium of nine large high schools, including Evanston Township High School – District 202, New Trier High School – District 203, Maine East, South and West High Schools – District 207, Niles North and West High Schools – District 219 and Glenbrook North and South High Schools – District 225.

TMA’s grant will partially pay for a half-time supervisor for the “Inspire” program and purchase a software license for one year. With the help of other matching grants, NSERVE will work to streamline and increase the interface between manufacturing partners and schools, working to create opportunities for students to experience the variety of careers available to them in the manufacturing sector.

NSERVE has hosted TMA’s Education Foundation treasurer John Winzeler to explain to high school representatives how the system may be used to effectively collaborate and increase awareness and open training opportunities for careers in precision

manufacturing.

Martha Eldredge-Stark, NSERVE’s executive director, is enthusiastic about the project. She serves on the Illinois State Leadership Team for Project Lead the Way, as well as the steering committee for the R & D STEM Learning Exchange.

“Most students are really unaware of the breadth of careers available in manufacturing,” Eldredge-Stark said. “This will provide them with a great opportunity to see what’s out there.”

Key aspects of the “Inspire” program that will simplify and attract high school students include:

ONE: Employer profiles seamlessly integrated with career exploration.

TWO: A database of work-based learning opportunities (internships, job shadowing, etc.) with a student and educator request process.

THREE: Career Coach mentor discussion boards.

FOUR: Space for region-specific content (articles, calendar of events, industry profiles, etc.) and content management tools.

FIVE: Messaging tools that allow employers to send targeted messages to students and educators.

With high quality interaction through the “Inspire” software

program, more and more high school students will become familiar with manufacturing, increasing the likelihood that more will consider internships in lucrative careers such as precision machining, CNC operating and engineering.

That’s the vision TMA Education Foundation has for their \$15,000 grant, and they anticipate others will grab their long-term vision and invest in the innovative project, as well.

“With this grant, TMA is making a bold investment to insure the message gets out about opportunities for careers in manufacturing, and that apprenticeship opportunities are often just as valuable as 4-year college opportunities,” TMA Foundation treasurer Winzeler, also President of Winzeler Gear, said.

“Through the ‘Inspire’ software we can expose more than 24,000 students to potential career opportunities, but we all must commit to spreading the message.” ●



MEMBERS OF THE
TECHNOLOGY & MANUFACTURING ASSOCIATION
ARE CORDIALLY INVITED TO A



FOR THE NEW HOME OF THE ASSOCIATION
LOCATED AT
1651 WILKENING ROAD
SCHAUMBURG, ILLINOIS

THURSDAY, SEPTEMBER 24, 2015

10:00AM - 1:30PM
LUNCH

tma | careers

When Philip pulled up to TMA's recent job fair on his bike, he didn't intend to, but he drew a lot of attention.

May 30th, TMA's Supplier Network Committee sponsored its first Career Fair at their new offices in Schaumburg – not an easy location to get to without a car, especially on a Saturday with no public transportation. TMA anticipated the challenge, so arrangements were made for complementary bus service from the Metra Station to TMA's offices.

The Career Fair ran from 9:00 am to 2:00 pm with over 73 qualified candidates and 25 member companies that were actively hiring. TMA recently launched the Advanced Manufacturing Training initiative with Bethel New Life, a Chicago nonprofit and TMA member. Founded in 1979 with a mission to transform the West Side of Chicago, Bethel has been at the forefront with effective programs for its communities.

This partnership paid off when over 10 fully qualified job candidates were bused to TMA to meet with potential employers. But the bus was missing one candidate, Phillip. Determined and toting his bike, Phillip took public transit all the way from downtown Chicago to Union Station and then grabbed a Metra train to Schaumburg.



From there he took another bus to Woodfield Mall and pedaled his bike another five miles to TMA – in a suit.

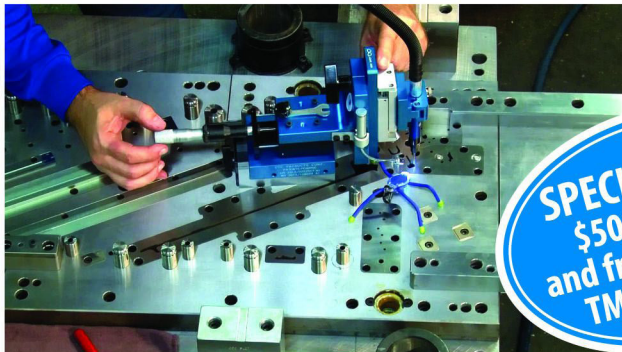
Phillip's three-hour adventure was worth the effort. He met many of the companies' representatives and two follow up interviews.

Manufacturers often say they're looking for dedicated team members that are innovative, determined and eager to work. Phillip is the kind of person those employers are seeking.

TMA's relationship with Bethel New Life continues to be productive. ●

If you'd like more information on hiring individuals from Bethel New Life, contact Terry Koehler at TMA: tkoehler@tmaillinois.org or 847.993.2111

Stop Slug Pulling in Your Stamping Dies



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and free delivery to
TMA members!



DTC Products Slug Retention Machine uses a pneumatically-powered grinder to precisely machine a small angled groove into the sidewall of the die cavity in a stamping die. This feature allows the slug to expand into these precision grooves, which prevents the slug from pulling back up to the top of the die surface where it can cause damage to the strip, final part or even to the die.

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DTC PRODUCTS

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Owned and operated by the owners of Dec Tool Corporation

tma | events

AUGUST 20

Operations/Plant Mgr. Peer Group

An open forum to discuss managerial issues and concerns with peers.

TIME: 11:30am-1:30pm

COST: Free to manufacturing members

LOCATION: Weiler Engineering, Elgin, IL

AUGUST 20

Young Leaders Networking Event

Opportunity to network with other young leaders committed to mobilizing the rebirth of the manufacturing legacy.

TIME: 5:30pm-8:30pm

COST: \$35-\$45 depending on membership

LOCATION: Peanuts, Naperville, IL

AUGUST 28

TMA Golf Outing

Tickets include game, cart, lunch and sleeve of golf balls. Golf scramble: up to 25% win prizes. Closest to the pin, longest and straightest drive...and more!

TIME: 8:00am sign-in

COST: \$155 | Foursome \$575

LOCATION: Cog Hill Golf Club

SEPTEMBER 10

Tour: PURE Metal Recycling

A tour of PURE Metal Recycling's flagship location in Blue Island, which is one of the most technologically advanced scrap yards in the nation.

TIME: 4:00pm-7:00pm

COST: \$35/person

LOCATION: Blue Island, IL

tma | august calendar sponsor



TMA NEWS BULLETIN

Chairman: Fernando Ortiz

Vice Chairman: James Carr

Treasurer: Aaron Wiegel

President: Steve Rauschenberger

Editor: Dennis LaComb

Contributor: Fran Eaton

SEPTEMBER 15

Owners' Circle Dinner

Exclusively for owners, presidents and company executives of our manufacturing members, the dinner is designed to discuss the current business climate and exchange strategies.

TIME: 5:30pm-8:30pm

COST: \$125/person

LOCATION: Medinah Country Club

OCTOBER 1

Oktoberfest Dinner

Join fellow TMA members and manufacturers for an evening of dinner and fellowship at Chef Klaus' Bier Stube in Frankfort, Illinois.

TIME: 5:30pm-8:30pm

COST: \$50/person

LOCATION: Frankfort, IL

OCTOBER 12

Made in Elk Grove Village Expo

The 3rd Annual Made in Elk Grove Manufacturing & Technology Expo provides attendees a unique opportunity to connect and collaborate with 1000+ manufacturers, as well as find suppliers and services spanning electronics, plastics, metals and more.

TIME: 1:00pm-5:00pm

LOCATION: Elk Grove Village, IL

REGISTER: madeinelkgroveexpo.com

OCTOBER 23

Women in TMA Annual Luncheon

The Women in TMA will be holding their annual luncheon at the historic Hotel Baker in St. Charles. The event will include a panel discussion entitled: "Women at the Table"

TIME: 12:00pm-2:00pm

COST: \$55/person

LOCATION: St. Charles, IL

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1651 Wilkening Road, Schaumburg, IL 60173



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