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Chairman's Connections

By Don Clouser, Chairman of the Board

Where are we going?

How often have you been asked to follow but were not told where you were going? It was probably exciting as a child but more concerning as we grew older. Put yourself in those shoes again. Do you know where you are going? Do your people know where your organization is going? Do you know where your organization is going?



So often on our journeys or in our daily tasks, we concentrate on the step we are about to take and then the next one. This is often to make sure we get that step right because the next one may be off if we don't. However, the best way to make sure you are on the right path is to look up and make sure your destination is in front of you. But have you identified your destination? Have you thought out the best way to get there?

Planning and budgeting season is probably getting started for many of us. This is usually a painful time as we are taken away from the daily tasks that need our immediate attention to spend time on the future that may or may not happen. However, if you don't set a destination and look up once in a while, how do you know you are going to get there?

I encourage you to give a respectful amount of time to this activity. While it is not expected to be perfect, a budget does give you some guidelines and expectations for what is planned. It can help identify early if a plan is not moving in the right direction. It creates the need for discussion. Maybe there is a very legitimate reason the budget is going the way it has. But let's make sure everyone understands that so we can deal with it as a team.

Strategic planning is another way to help guide your destiny. We all have a plateful of problems to work on, but they all cannot be worked on at once. So how does your team determine the priority? How do you pare everything down to what would be most impactful? And what are you going to do about it? Once again, it doesn't have to be perfect.

We often feel good once we make these plans. It is a sense of accomplishment as well as a sense of security that we are in control. However, daily or unexpected tasks often take us away from our plans. Incorporating a status schedule in your plans



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will help keep you on track and will help you notice those disruptors to the plan sooner.

Finally, do not assume that the people who created the budgets and plans are the only ones interested. Remember how you feel being asked to follow but being told where you are going? Make sure all your people in your organization understand where you want to go and how you intend to get there. They can add horsepower to the efforts as well as understand why certain decisions are being made. I hope you have continued success on your journey.



I've Been Thinking . . .

By Angelia Erbaugh, President

Peer-to-peer connectivity . . . this is part of what members expect from local industry association. DRMA provides many ways for members to connect with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions and to foster a sense of mutual support among members.

One way to connect is by meeting your peers at association-sponsored events and Meet Ups. We offer a number of formats so that you can select those that fit your style, location, and schedule:

- **Happy Hours** are held at member sites throughout the region for a couple of hours after work. Hosts provide complimentary munchies and adult beverages in this casual, open house style atmosphere. Drop in, drop out as your schedule allows. No need to feel intimidated; we'll take good care of you. You'll love it! The next Happy Hour is on October 17 at Carillon Brewing, hosted by Rieck Services. [Register here.](#)
- **Breakfasts with DRMA** are for you early birds . . . they are held from 7:30 to 9 a.m. on a topic pertinent to manufacturers. The next Breakfast event is on October 8. The topic is timely: Protecting Your Trade Secrets When Employees Leave. It's presented by the experts at Thompson Hine, so you can be sure this will be good info! [Register here.](#)
- **Meet Ups** . . . these are small group dialogue sessions organized around a topic area; they are designed to connect members with other members who are interested in that topic so that you can share and learn from each other. These have become really popular; check them out! They are FREE and for MEMBERS ONLY. [More info here.](#)



Check out these and other events on our [website](#).

Now is NOT the time to sit back and complain, and it is NOT the time to let others do the work. DRMA needs you to stand up and be counted! Are you hosting an open house on **MFG Day on October 4**? Are you ready? Not participating, but want to promote MFG Day THIS year? Talk to your kids, friends, family, employees, and school contacts about MFG Day and Career paths in manufacturing. Want more information? [Let Kayla know.](#)

Our new **health care coverage benefit** is getting closer to launch! Read the [article](#) in this newsletter.

Manufacturers, what's keeping you awake at night? Let us know through the **Top Issues Survey**. It's a simple 2-question survey that we'll use to advocate on your behalf and to determine programs and services that will help you strengthen your company. You'll receive an email with a link to the survey on Monday, October 7.

Thanks for choosing to be a member!



Member Events

Breakfast with DRMA: Protecting Your Trade Secrets When Employees Leave, presented by Thompson Hine

The strong economy makes it easy for employees to jump to new jobs – how do you make sure that they don't take your trade secrets with them? This presentation is a timely review of developments in trade secret and non-compete law and their impact on protecting your business and its information. It will provide guidance on issues related to protecting trade secrets against misappropriation by employees or former employees. We'll also examine strategies for effective post-employment restrictions in employment agreements.



Presented by Deborah Brenneman, a partner in Thompson Hine's Labor & Employment and Business Litigation practice groups. She represents management in employment law, with a focus on trade secret and non-compete cases. She has a wealth of experience in successfully litigating and resolving these matters in state and federal courts across the country.

Attending the Breakfast with DRMA event benefits you in two ways: (1) you will learn important information to help you strengthen your business; and (2) you'll grow your network of peers by meeting up with your DRMA colleagues.

When:: Tuesday, October 8, 7:30 a.m. – 9:00 a.m.

Where: 10050 Innovation Drive Suite 400, Miamisburg, OH 45342

Cost: \$30 for members, \$45 non-members if registered by 10/3; \$50/\$55 after 10/3

Click [here](#) to register.

Meet Your Peers at the Next DRMA Happy Hour

Come mingle with your DRMA peers at the next DRMA Happy Hour at Carillon Brewing, hosted by Rieck Services. DRMA Happy Hours are casual, open house style gatherings of DRMA members, designed with manufacturers in mind. Drop in and say hi to old friends and meet some new business colleagues in an environment that is friendly and welcoming. Think you won't know anyone? Not to worry . . . we'll connect you with someone who will introduce you to people you want to meet. You'll enjoy hors d'oeuvres and a complimentary bar while you meet up with your DRMA peers to share best practices, solve problems, and find new avenues for business growth.



When: Thursday, October 17, from 5 to 7 p.m

Where: 1000 Carillon Blvd, Dayton, OH 45409

Cost: \$10 for DRMA Members, \$20 for Non-Members

Click [here](#) to register.

DRMA Calendar of Events

- September 17** Operations Meet Up - Lebanon, [register here](#)
September 24 Workforce Meet Up - Dayton, [register here](#)
October 4 MFG Day, contact [Kayla](#) to register
October 8 Breakfast with DRMA - Miamisburg, [register here](#)
October 8 Young Professionals Meet Up - Dayton, [register here](#)
October 15 Operations Meet Up – Dayton, [register here](#)
October 17 DRMA Happy Hour - Dayton, [register here](#)
November 5 Additive Meet Up - Dayton, [register here](#)
November 13 Safety Meet Up - Dayton, [register here](#)
December 5 Annual Meeting - Dayton



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

Seeking Sponsors for DRMA's Annual Economic Update Featuring Brian Beaulieu

DRMA is once again hosting one of the nation's most informed economists, Brian Beaulieu, on Thursday, April 30, 2020. We are offering a variety of sponsorships for this very popular event. Don't miss the opportunity to get your name in front of DRMA members! Contact [Melisa](#) for more information.

Beaulieu, CEO of ITR Economics, will give manufacturers and other businesses insight on how to forecast, plan, and increase their profits based on business cycle trend analyses. ITR Economics predicts future economic trends with a 94.7% accuracy rate and 60 years of correct calls. Brian will deliver a clear, comprehensive action plan and tools for capitalizing on business cycle fluctuations and outperforming competition.

Ticket and registration information will be coming soon.

News You Need

Coming Soon: New Health Insurance Option for DRMA Manufacturer Members

Have you made your benefit selections for next year? If not, consider NAM Health Care — one of our most exciting member benefits!

Recent changes to federal health insurance regulations now allows small and medium-sized businesses to leverage the buying power of an Association Health Plan, or AHP. This is great news for DRMA Manufacturer members! You now have access to medical, dental, vision and life insurance plans that offer potentially lower premiums and reduced administrative costs.

More information will be available in the coming weeks about the program and how to obtain enrollment details for coverage effective as early as December 1.

DRMA Gives Back with a Safety Footwear Drive - Fill Our Boots Campaign

DRMA Young Professionals Committee has partnered with Clothes that Work to run a boot drive to give back to the Dayton Region. Clothes That Work is a local non-profit organization that helps job seekers in our community by outfitting them for interviews and their first weeks on the job. They gladly accept donations of new and used items. They have a current need for steel-toed work boots (or any steel-toed safety footwear) to provide to those seeking jobs in the manufacturing industry.

What better source for safety footwear than DRMA member employees? Donate your used steel-toe boots/footwear to Clothes That Work, so they can fill them with people who are ready to work. It's the ultimate win-win situation: you can give back to the community and help grow your local workforce!

We've set a challenging goal of collecting 200 pairs in two weeks, but you can get a head start by spreading the word within your company now. And heads up: there will be a prize for the member that collects the most shoes!

Here's how it works: During the first two weeks of October (October 1 – 11), drop off your footwear at any DRMA event or Meet Up OR drop them off at the DRMA office (see "how to find us" below) between 9 a.m. and 5 p.m. Please tie the laces of each pair AND insert your company's business card into each pair. This is the way we'll be able to identify the winning member!

If you'd like more information or want to know how you can get involved; contact [Amelia Fisher](#) or [Kate McEwen](#). Thanks for your support. Your used shoes will give others a foot in the door!

How to find us: The DRMA office is located inside the Dayton Convention Center (22 E. Fifth St., Dayton). Simply pull up in the loop in front of the building (make sure you pull to the side so that other cars can get past you); enter the single door (far right), and you'll see our office. Run in, say hi to the DRMA staff, and drop your boots in the bin!

Participate in the 2020 Top Issues Survey

DRMA is conducting a two-question survey to better understand the "hot button" issues affecting Manufacturer members across the region. Your participation will help us accurately communicate your concerns to the media, elected officials, and other community leaders; and your response will give us direction on the types of programs and services that will help you strengthen your company. The survey will be sent to Manufacturer members on October 7.

Membership Renewal Time is Approaching

As you are putting together your 2020 budget, don't forget to include membership in your local industry association. You can look forward to DRMA upholding our mission to strengthen member companies and to serve 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 you may stay focused on your business.

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.

October 16, Fairborn; November 5, Austin Landing

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

September 24, October 22, November 20

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

- 9/16-19 OSHA 2015 Hazardous Materials, Springboro
- 9/18-20 OSHA 503 Update for General Industry Outreach Trainers, Springboro
- 9/24-27 OSHA 511 Occupational Safety and Health Standards for the General Industry, Clairsville
- 9/24-27 OSHA 501 Trainer Course in Occupational Safety and Health Standards for the General Industry, Columbus
- 9/25-27 OSHA 503 Update for General Industry Outreach Trainers, Springboro

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

PSC Crane & Rigging Receives Prestigious Honor from Honda

Submitted by PSC Crane

As Honda approaches its 40th year of production in the U.S. this September, the company also celebrated its 60th year of production in America this past June. Committed to building “... products close to the customer,” to date, Honda now operates 12 major manufacturing facilities nationwide and works with over 600 suppliers across the U.S.

Honda recently honored the top one percent of their suppliers, honoring just 22 out of 2,200 suppliers for an assortment of quality and performance achievements. PSC Crane & Rigging (PSC) and Honda are proud to announce that PSC is among the esteemed group. On June 12th, PSC received the “2019 Indirect Procurement Supplier Award” at the annual Honda Indirect Procurement Supplier Conference. The honor ranks PSC among not only the best Honda indirect suppliers, but among the best indirect suppliers in the world.

In a statement released by Honda of America Manufacturing, Inc. department manager of the North American Indirect Procurement Department, Monica Oliverio emphasized: “Our suppliers and business partners make us a stronger company, helping us realize innovation and advancement by delivering the benefits the marketplace has to offer. This complimentary and valued relationship is an important part of our mutual success.”



Tony Walker, Mathew Daniel, Randy Sever, Jim Sever, Chris Walker and Monica Oliverio

PSC Executive Vice President, Randy Sever, echoed Ms. Oliverio, highlighting a relationship that has enhanced both companies’ missions and success over the course of a more than 30-year working relationship. “When we started working with Honda, a global leader in automotive production, we knew we had to raise our own bar of excellence; if

you want to work in that arena, you have to step up your game.” Mr. Sever added, “Over the years, that has helped to shape our company in a very positive way, both in terms of our growth and offerings to clients as a company.”

The relationship, said Mr. Sever, has allowed PSC to recognize opportunities and invest in equipment, innovation, technology, and, most importantly, their people and their continued training and focus on safety. “To better serve Honda over the years, we’ve gotten better; we’ve helped each other and honored one another. And none of that would have been possible without the continued dedication, commitment, and safety-first culture exhibited every day by our staff.”

PSC President & CEO Jim Sever added, “Honda is one client that I believe every skill set and asset type has been utilized with over the history of our relationship. We’re extremely grateful to have had the opportunities to perform the execution of so many significant and complicated projects for Honda of America Manufacturing, Inc.

In considering the scope and scale of such projects, Mr. Sever confirmed his brother Randy’s position that PSC is only able to achieve such success because of the people behind the work. “It’s truly an honor to receive such a prestigious award. It’s a testament to the dedication our company and every team member has made to performing our services professionally, with our core values of trust, honesty, dignity, and respect always top of mind.”

PSC Crane & Rigging was founded in 1933 by Earl F. Sever Sr. The company primarily focused on demolition and plant dismantling at first, but soon moved into the machinery moving, rigging, and crane rental industry. Earl Sr. focused on establishing long-term relationships built on the foundations of trust, honesty, and hard work, which were instilled in his son, Earl F. Jr., and grandson, Earl F. Sever III—values that, to this day, drive the company’s continued success.

Now in its fourth generation, with Randy and Jim Sever at the helm, the two brothers continue the mission of “It’s About Time” in exceeding customer expectations through the use of cutting-edge tools, state-of-the-art equipment, a 100/0 safety culture, and expertly trained and certified personnel—whose mission it is to optimize operational efficiencies that limit downtime and give the customer the most uptime possible while work is performed. Please submit any questions, inquiries or requests for additional information to [Randy Sever](#).

Get Funding for Projects to Help Beat Import Competition

Submitted by Carey Schienig, GLTAAC

The federal Trade Adjustment Assistance for Firms (TAAF) program continues to help manufacturers in the Dayton region improve their competitiveness.

TAAF helps smaller manufacturers that are losing sales to imports. For Ohio companies, the program is managed by the Great Lakes Trade Adjustment Assistance Center (GLTAAC).

The TAAF program helps qualified manufacturers invest in themselves by providing up to \$75,000 in matching funds for key business improvement projects, and includes assessment and planning assistance to maximize project impact. TAAF assists clients in many project areas ([see a list here](#)). For example, in the Dayton region:

- Before investing in a major piece of capital equipment, this GLTAAC client is using TAAF matching funds for a project to specify development requirements. The firm is working with an engineer for this effort, who will develop a complete set of specifications for the equipment build (\$13K project cost, TAAF pays half).
- Looking to diversify, a regional GLTAAC client needed chemical engineering services to develop a new product which could meet the mechanical properties needed for an untapped market. In addition, this manufacturer wanted to improve their existing quality processes. Using TAAF funds, the manufacturer is tackling both efforts in the same project, using a consultant of their choice (\$26K project cost, TAAF pays half).

If import competition has hurt your sales, don't put off learning more about GLTAAC. Just contact GLTAAC Project Manager, [Scott Phillips](#) at 734.787.7509. Scott can quickly review the TAAF program with you and help you determine if your firm would qualify. For more information, visit the GLTAAC [website](#) today.

Ohio Innovation Exchange Showcase Webinar

It is our pleasure to invite you to a webinar showcasing the [Ohio Innovation Exchange\(OIEx\)](#), a platform connecting business and industry to intellectual resources, publications, patents, and equipment at Ohio's research universities.

There are more than 13,000 faculty experts accessible through the database, offering professionals a portal to connect with thought leaders across STEM disciplines. From research partnerships, intellectual property and technology licensing opportunities, to business development and even student internships, OIEx fosters economic development and intellectual advancement across Ohio and the globe.

Join the OIEx team to learn how you can take advantage of the database and the resources collected there in order to create meaningful partnerships and innovation throughout Ohio. Access academic research, cutting-edge technology, and ground-breaking investigations while fostering relationships with the scholars and faculty driving innovation.

Who should join this webinar?

- Research and Development professionals in STEM related fields (e.g., advanced manufacturing, engineering, information technology, medicine, agriculture, and many others)
- Product and process engineers seeking access to high-tech equipment and machinery found in university laboratories
- Industry Executives and Entrepreneurs looking to develop their next big idea
- Stakeholders in workforce and economic development who want to provide their industry partners with direct access to innovative technology, student workers, and more

Please join us for an informative webinar on **Thursday, September 26** from **2-3pm EST**. Also, please share this invitation with other members in your network who may be interested or could learn from the webinar.

Please click this link to participate in the webinar: [The Ohio Innovation Exchange Showcase Webinar](#) and RSVP to [Katy Battafarano](#) by 9/16/2019.

To learn more, please visit the [Ohio Innovation Exchange website](#).

Member Benefit Spotlight: Peer-to-Peer Connectivity

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. DRMA provides many ways for members to get connected and stay engaged with the thriving DRMA community in order to build a network of peers who face the same challenges, opportunities, and solutions to foster a sense of mutual support among members.

- **Happy Hours** – Happy Hours are casual, 2-hour open-house events held at member locations. A great opportunity for members to mingle, solve problems, and find new avenues for business growth. (\$)
- **Breakfasts with DRMA** – Breakfast events are a great way to start the morning by diving deep into topics relevant to the industry. Lasting only 90 minutes, you can get to work at a reasonable time. (\$)
- **Meet Ups** – Meet with members who are interested in the same topic area: Additive Manufacturing, Operations, Safety, Workforce/HR, Government Relations, MFG Day and Young Professionals.



- **DRMA Special Events** – DRMA features several special events throughout the year, like the Golf Outing, workshops, and seminars. (\$)
- **Committee Involvement** – Committees drive initiatives that strengthen the region’s manufacturing industry. You’ll build business and personal relationships, and you’ll experience personal and professional growth.

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

Workforce

Need Skilled Workers? – Engage in Manufacturing Day 2019!

Manufacturing 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 few years, the Dayton region has received national recognition for our success on MFG Day (in 2018, over 4,300 students visited 51 member open houses!), and this year we expect an even better result!



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.

Hosting an Open House this year? We are thrilled you have chosen to participate in this exceptional event, let’s make your open house successful! DRMA volunteers have 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.
- 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.
- Let us know if you have any special guests or unique events taking place at your facility during your open house.
- Willing to host the media or an elected official? Contact [Kayla](#).

Not hosting an Open House this year? But still want engage in MFG Day? Here’s what you can do to promote MFG Day THIS year!

- Talk to your kids, friends, family and employees about MFG Day and Career paths in manufacturing
- Wright State University is hosting an expo on their campus for companies that can’t hold tours – if you are interested in setting up a table, contact [Kayla](#).

Now is NOT the time to sit back and complain, and it is NOT the time to let others do the work. DRMA needs you to stand up and be counted! Are you willing to help out with this major issue?

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

Invite School and Government Officials to Your MFG Day Open House

Submitted by Tayte Lutz, Government Relations Committee

Manufacturing Day is quickly approaching! For those of you hosting open houses on October 4, your Government Relations Committee encourages you to invite staff members of your local school district and your elected and appointed government officials so that they can see what contemporary manufacturing is all about.

This can include your local school district superintendent and principals; chamber of commerce president; city mayor and economic development director; and state and federal representatives and congress people.

Because manufacturing is the largest of the 20 sectors of Ohio's economy, it is important to open our doors to these individuals so they can gain a better understanding of the wide range of career opportunities available within our industry and to help with our mission to grow the manufacturing workforce. Despite our industry's ongoing efforts to reverse the negative perception of manufacturing, this untrue perception still exists. There is no better way to show our exciting and innovative work environments than to include your local school district and elected officials in your tours. You can find your state reps and federal congress people here: [State legislators](#) and [Federal congressmen](#)

Manufacturing Industry Credentials: Get Your Name in Front of Students

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

DRMA members consistently report that their No. 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](#).

We've been promoting industry credentials over the past few months and we're happy to report we're getting some traction! The Department of Labor grant will greatly increase the work DRMA is able to accomplish in expanding industry credential programs in the Dayton Region, and more information on that will be available in the coming months.

In the meantime, DRMA continues to work with area high schools in getting industry credential programs established. We keep a list of **companies who are interested in hiring students with industry-recognized credentials** to connect them when graduates are available. Contact [Kayla](#) today to get your name on this list!

Grow Your Workforce Pipeline through High School and College Interns

The Southwestern Ohio Council for Higher Education (SOCHE) is a non-profit consortium of 23 regional colleges and universities. SOCHE works closely with employers on building their next generation of workforce through intern solutions. SOCHE helps employers connect with high school through graduate students in any occupational area desired. In a typical year, SOCHE has hundreds of students working across the region in businesses that span all of the region's in-demand occupational areas. 70% of interns convert to permanent employees! It is really easy to get started. Reach out to SOCHE at patty.buddelmeyer@soche.org and check them out on their [website](#). Your future workforce is currently in our educational institutions across the region.....reach out and they will help you connect!

Clark State Selected by AACC for Expansion of CyberSecurity Apprenticeship Program



Clark State Community College has been selected by the American Association of Community Colleges (AACC) for its Expanding Community College Apprenticeship (ECCA) Initiative funded by the U.S. Department of Labor.

“Clark State is pleased to be selected to scale our apprenticeship work in high demand fields that serve southwestern Ohio’s economy,” said Dr. Jo Alice Blondin, president of Clark State. “Clark State’s commitment to workforce development is part and parcel of our mission.”

The ECCA Initiative will provide direct support to Clark State to expand registered apprenticeship opportunities across the counties served by the college.

AACC selected Clark State for the funding over a 32-month period effective immediately. Clark State was identified as uniquely positioned to provide relevant career and technical education in support of apprenticeship initiatives serving labor market needs, primarily in cybersecurity.

Over the last ten years, Clark State has been awarded three National Science Foundation grants that exclusively focused on cybersecurity and addressed academic curriculum design, faculty training, student internships and academic course development.

“We have also developed new advanced manufacturing and precision agriculture certificate and degree programs,” said Blondin. “Those industries and the defense industry are particularly vulnerable to cybersecurity issues. Our apprenticeship program in cybersecurity will address the needs of our employers in those areas and provide invaluable hands-on work experience.”

Several local companies have expressed their support for the ECCA Initiative with Clark State, including the Cascade Corporation.

“Cascade Corporation is committed to working with Clark State and other employer partners to develop and implement the cybersecurity apprenticeship program,” said Darlene Carpenter, human resources manager for Cascade Corporation in Clark County, Ohio. “Cascade is pleased to support and participate in efforts to implement a program that will prepare students for employment in cybersecurity.”

Clark State expects to have 150 student apprentices enrolled in the program throughout the three-year program.

Seeking Manufacturing Instructor

Gem City Career Prep High School is in the process of building a manufacturing fundamentals program using the Certified Production Technician curriculum. The CPT program will benefit manufacturing companies by providing a pipeline of qualified applicants for manufacturing entry-level production jobs

The program will increase the number of individuals with CPT certification, as well as give students a career pathway.

Gem City Career Prep is looking for an instructor for the program. Do you know someone who is recently retired who would be interested in becoming a CPT Authorized Trainer? Have them contact Greg Stone (937) 248-3259.

Legally Speaking

Workplace Mental Health Issues Abound!

Submitted by Bob Dunlevey and Nadia A. Lampton of Taft Law

It seems as though employers are being overwhelmed by their employees' mental health issues these days – something that cannot be ignored any longer, but something that is both delicate and difficult to deal with. Employers need to take the time to understand these issues and address them effectively and strategically so as to avoid claims of disability discrimination and incidents of workplace misconduct.



The new generation of employees comes to the workplace the product of a past environment which seems to have over diagnosed, over medicated, and over counseled them as children and young adults – many have been made dependent and ill-adjusted. Many lack interpersonal skills. The list of conditions go on forever – anxiety, depression, PTSD, bipolar disorder, schizophrenia, and attention deficit disorder to name just a few. Compounding the problem is that an unacceptable number of employees have drug and/or alcohol addiction issues. That list of controlled substances goes on forever as well – meth, heroin, cocaine, and fentanyl seem to be the most prevalent. Almost two thirds of workers claim their productivity has been affected by their mental health issues. Approximately one in five claims some form of mental illness each year. All of these psychosis and addictions severely impact the performance of an employee and can create undue risks for violence in the workplace. They also are causing healthcare costs to rise disproportionately.

Not only are there legitimate mental health issues for employers to tackle, but more concerning is that employees know that when their performance, attendance, or ability to get along with fellow employees is questioned, they can feign a mental condition and attempt to cloak themselves with the protections of the Americans with Disabilities Act. Just recently, a young employee in a testing lab dropped and destroyed an expensive piece of equipment on loan from a customer. Before the employer could even investigate the facts and circumstances for possible negligence, the employee claimed that the event was caused solely by his PTSD – a condition never once previously mentioned to anyone. In a manufacturing facility earlier this year, two employees alleged that they were overcome by chemical fumes in the workplace and needed accommodation only to have the employer eventually learn that they were “huffing” solvents to get high during their work shift on a Friday night.

Is your management team ready to address this onrush of mental health issues? Don't forget your more mature supervisors and managers did not grow up in this climate of “over diagnosis” and are not necessarily equipped to recognize or to meaningfully handle these problems.

Employers are taking steps to better deal with these issues. Some of the actions you may wish to consider are:

- **Screen applicants** more carefully for employment, both for physical and psychological conditions (but remember ADA regulations require the offer of employment before the screening occurs);
- **Educate your HR staff**, supervisors, and management team on the signs and symptoms of mental conditions and addiction and encourage them to bring questionable employee conduct to your attention immediately;
- Ensure that your company has an effective **EAP program** that makes available comprehensive psychological services;
- Know and **follow the disability laws** – make sure to engage in the “interactive process” upon request by an employee to determine if a reasonable accommodation can be made for an actual mental impairment which limits his or her major life activities. But, remember, the employee must still be able to perform the essential functions of the job without being a threat;
- **Avoid falling into the trap** of immediately acknowledging that an employee has a disability which is allegedly limiting performance, attendance, or interpersonal actions – treat the employee’s misconduct as being unrelated to any alleged condition until there is ample proof of a disability causing the problem;
- In dealing with these types of employees, **document** extensively their **performance** shortcomings but don’t document perceived or claimed mental health conditions;
- For mental conditions causing threats of **violence in the workplace**, be quick to address the situation – it’s an opportune time to consider termination. Judges, juries and civil rights agencies do not condone and won’t support violent misbehavior and can understand why an employer would not give an employee a “second chance.” Remember, an employer need not accommodate a safety threat;
- Consider having not only a “company” medical doctor but also a **healthcare provider** proficient in dealing with mental illnesses and addiction;
- Encourage your employees to strive for **work-life balance**;
- Create a **positive workplace environment** and eliminate undue stressors.

The increased frequency of mental health issues arising in the workplace is becoming a heavy burden for employers – operationally and financially. Consider today what you can do to better address these issues. For further information, including a list of possible accommodations, use your Legal Services Plan and contact attorneys Bob Dunlevey or Nadia A. Lampton at (937) 228-2838 of Taft/Law.

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.

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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.

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

Dayton Area Safety Council

Safety Breakfast with the Experts - Cyber Security - Presented by Scot Ganow; Taft, September 19, 7:30 - 9 a.m. [Register here](#).

All About Members

Congrats!

- Congratulations to **The Lorenz Company** for the great feature in the *Dayton Daily News*!
- Ernst Fluid Power announces they’ve changed their name and branding to **EFP Industrial Automation**.

[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

Nissin Precision North America – 375 Union Blvd., Englewood, OH 45322 (937) 836-1910

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Hughes Environmental – 908 S. 8th St., Louisville, KY 40203 (888) 845-3952

Hylant - 50 E. Business Way, Suite 420, Cincinnati, OH 45241 (513) 985-2400

Community Seminars & Events

Reynolds Machinery - Open House, September 18-19, 10:30 a.m.- 2:30 p.m. [Register here.](#)

BasTech Tech Talk - DMP (Direct Metal Printing) Technology Overview, September 20, 8:00 - 9:30 a.m. [Click here](#) for more information.

Veolia Water Technologies - Free Water & Wastewater Management Seminar, October 2. For details, email [Ted Lawson](#).