



## Thoughts from the Executive Board

Have you ever thought about how much time you really have each day? We all have the same amount. We can't buy more; only manage our twenty-four hours. Although our time may not always seem ours, it is ours to manage as one wants.

Many times we think of how we would like to help or participate on projects or committees, but we convince ourselves we just don't have time. We see others who spend their personal time and business time to the benefit of the TTMA and workforce development. These people are forward thinkers. They budget their time now so our work force of the future will be strong and educated. What they need from us is just a little of our time.

In the amount of time it takes to read this editorial, one could write a note or send an e-mail to one of our Congressional representatives in support of education and work force development. At the risk of spending even more time, consider visiting Washington, D.C., with the delegation from the TTMA and put the issues and concerns of the industrial community before those who can help us. This expense of time is an investment in tomorrow.

Sonny Welker  
Atlas Machine & Supply

# NTMA 2007 Legislative Conference

## Our Workforce Is Our Future: *Taking the Message to Washington*

Join TTMA and NTMA members, Ken Seilkop of Seilkop Industries and John Cozad of General Company in Washington, D.C. on June 13 – 14, 2007  
L'Enfant Plaza Hotel

### Wednesday, June 13

10:00 – 10:15 a.m.	Welcome/Opening Remarks
10:15 – 11:15 a.m.	NTMA Workforce Development and Training Initiative – An Overview
11:15 – 12:00 p.m.	Economic Outlook for Domestic Manufacturers
12:00 – 1:30 p.m.	Luncheon Session: Administration's Workforce Development and Training Strategy Speaker: Elaine Chao, Secretary of Labor (invited)
1:45 – 3:30 p.m.	Rising to the Workforce Development and Training Challenge Engage in the debate on workforce training during an extensive Q & A period. Panelists will include various stakeholders in the NTMA initiative such as key House and Senate committee staff, federal agency officials, career counselors, and workforce training experts.
4:00 – 5:00 p.m.	Making the Most of Your Congressional Meetings
6:00 – 7:30 p.m.	Welcome Reception – Offices of Waterman & Associates An evening reception at NTMA's Washington office – Waterman & Associates—is the perfect opportunity to network with your colleagues and discuss your upcoming meetings on Capitol Hill

### Thursday, June 14

7:30 – 9:00 a.m.	Breakfast Session: View from the Hill A key congressional lawmaker will share insights on what is in store for the new Congress and how NTMA members can influence it.
9:00 a.m. – 5:00 p.m.	To the Hill: Meet with Members of Congress Take our industry's message on workforce training and development to Capital Hill in pre-scheduled meetings.
5:30 – 6:30 p.m.	Closing reception Our final event gives you the chance to share your experiences on Capitol Hill with other attendees

For more information visit [www.ntma.org](http://www.ntma.org).

## Business Matters...

**2007 NTMA Chairman, Jeff Kelly delivers his theme for 2007—“Filling the Pipeline – Building a skilled, dedicated and loyal workforce for the future”**

In February 2007, San Diego hosted over 250 attendees of the NTMA Annual Conference where Chairman of the Board, Jeff Kelly launched his theme – “Filling the Pipeline – Building a skilled, dedicated and loyal workforce for the future”. His insights into our challenges are expressed here.

**The Problem:** First, let’s frame the problem because we must do so if we are to find solutions.

- In my visits to shops, I’ve noticed that with few exceptions there aren’t many young people among our employees. I know that many of our members have no active apprenticeship program. Given the demographics of our society, too many baby boomers will be retiring and not enough eligible potential workers will be available to replace them.
- Many industries will be short of potential workers, so we will have to win the competitive game for the hearts and minds of future generations.
- Our industry tends to be “shy”—we don’t seek publicity, nor do we like it when it comes our way.
- Our public education system, rather than being a source of help for our future workforce needs, is actually a hindrance and an obstacle.
- Schools are doing a poor job overall of preparing people with proper reading and math skills.
- Most high schools are pushing all their students to achieve a four year college degree when many are not interested in such a degree but feel the pressure to pursue one.
- Our vocational educational establishment, which is a natural source for our future workforce, for the most part, has become dysfunctional.
- Students attending vocational schools are considered “second class” while those pursuing an academic course that leads to a 4-year college degree are considered “first class”.
- Our public image is either very obscure or worse, identified with the other manufacturing segments that have been decimated by the outsourcing phenomenon. Consequently, we are “under the radar” in any discussion about careers and future job opportunities.

**Solutions:**

- We can’t blame schools, guidance counselors, or Chinese currency manipulation for the current and impending shortages. So let’s stay away from these old saws! We will be responsible for the solution!
- To address the issues, we first have to understand the problem and recognize the challenges ahead of us.
- The NTMA is launching a concerted effort under the sponsorship of the Government Affairs Team and the Education Team to seek multi-year Federal funding for the development of recruiting and training centers in some of our key chapter areas. We are calling the program **PJAM – Precision Jobs for American Manufacturing**.
- Solutions will have to come from individual companies and individuals in those companies, NTMA chapters and NTMA national.
- NTMA must take a leadership role in the endeavor; much like it did when the association was formed in the 1940’s to keep skilled metalworkers in the factories as opposed to going off to war.
- The heavy lifting will have to be at the company level, by company employees working in their communities.
- Companies and chapters will have to start and/or expand their NIMS based apprenticeship programs.
- Companies need to reach out to vocational schools to help them recruit young people into machining programs.
- Companies need to open their facilities to tours for young people, technical school classes and to outsiders who may help influence young people to embrace manufacturing.
- Companies need to get involved with BotsIQ which the NTMA believes is a program that helps stimulate young people to consider manufacturing as a viable career. BotsIQ is our most visible public advocacy program.
- The keyword is **involvement**. We cannot be passive and wait for some other entity to solve our problems.
- We need a team effort to fill the pipeline; we need to fill the pipeline to keep any competitive advantage that we can to hold in the hyper-competitive global economy; and finally, we need to be true to our core values emphasize the growth and sustenance of the metalworking industry. We need to do this to honor the commitment each of us make to this wonderful industry that has given all of us so much in our lives.

***The TTMA developed a Workforce Development Committee in 2006 and is working hard to build awareness and motivate members to participate in opportunities for recruiting students at the high school level and offering job shadowing opportunities through the Great Oaks Institute and other local vocational schools and community colleges. In some cases, the TTMA Job Shadowing Program has led to high school seniors being hired as co-ops and some even accepting offers of full time employment after graduation.***

***To find out more about the Workforce Development Committee, and the Job Shadowing Program, or to volunteer your time and energy to these or other workforce development initiatives, contact the TTMA office at 859/431-8861 or (email) [ttma@fuse.net](mailto:ttma@fuse.net).***

## **New Web Site Connects Kids to the World of Manufacturing**

DEARBORN, Mich., March 1, 2007 – With the click of a mouse, young people can get a behind-the-scenes look into the significance and fascination of manufacturing. The web site, Manufacturing is Cool ([www.manufacturingiscool.com](http://www.manufacturingiscool.com)), was re-created by the Society of Manufacturing Engineers (SME) Education Foundation with the goal of inspiring pre-teens and teens to pursue careers in engineering and manufacturing. “If we are going to inspire enough young people to pursue careers in engineering in the coming decades, we have to show our kids how fascinating math and science can be,” said Glen Pearson, president of the SME Education Foundation. “With this web site, we’re showing kids all the cool things they could do if they pursue a career in manufacturing.” Manufacturing is Cool provides an inside look at how kid favorites—such as snacks, fashion, cars and cell phones—are designed and produced by engineers. It also features video clips of peers creating radio-controlled air planes and building computers at the Science, Technology & Engineering Preview Summer (STEPS) programs. Additional site features include Moving Mechanical, which takes students behind the wheel, and Favorite Fashionista, which takes them to the world of cosmetics and apparel design. The activities and resources available will continue to evolve as new information is posted to the site. Parents, teachers and students also can use the Manufacturing Is Cool web site as a resource for information on the Foundation, such as its available grants and scholarships. The site contains links to information on STEPS programs, which are now offered in 14

states with more than 50 total programs. There are also links to helpful directions on engineering programs at the college level and as well as other interesting and fun manufacturing web sites. The manufacturing Is Cool web site is part of the foundation’s larger initiative to address the shortage of skilled manufacturing workers. If left unchecked, this deficit will critically affect America’s manufacturers, according to the Bureau of Labor Statistics. The foundation’s youth outreach programs inspire students’ interest in engineering and technology at middle and high school age. This helps motivate students to take the advanced-level math and science courses during high school that are prerequisites for pursuing engineering degrees.

***About the Society of Manufacturing Engineers Education Foundation—The Society of Manufacturing Engineers Education Foundation is one of the nation’s leading non-profit organizations dedicated to advancing manufacturing education. Its approach is three-fold: to inspire youth to pursue careers in manufacturing; to support students studying for a career in an engineering-related field; and prepare these students through its Manufacturing Education Plan grant program in colleges and technical schools. Since 1980, the Foundation has provided more than \$19 million in grants, scholarships and awards. The Education Foundation was created by the Society of Manufacturing Engineers in 1979 as a means of transforming education in North American colleges and universities.***

# Thanks for Making the 2007 Golf Outing a Success!!

The TTMA wishes to thank the following players, hole sponsors, and gift donors for their generous participation in the 2007 Golf Outing:

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In addition, a special thanks to:

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## Congratulations to:

Team T.E.C.T. - First Place

Team Makino - Second Place

Team General Tool - Third Place



**First Place  
Team T.E.C.T.**



**Second Place  
Team Makino**



**Third Place  
Team General Tool**



**Todd Jones**

**Closest to the Pin**



**John Finn (for Mark  
Johnson)**



**Don Feilhauer**

**Longest Drive**



**Matt Redder (for Dan  
Mallaley)**



**Jeff Schaeper**

**Longest Putt**



**Mark Chandler**

# Human Resources Bits

## Must Interns Be Paid?

A question often asked is whether an employer must pay an intern for his or her work. The answer to this question lies in the nature of the on-the-job experience that the intern will receive. The U.S. Department of Labor (DOL) has developed six criteria for differentiating between an employee who must be paid in accordance with the Fair Labor Standards Act and an intern who may be unpaid.

1. The training, even though it includes actual operations of the facilities of the employers, is similar to that which would be given in a vocational school.
2. The training is for the benefit of the student.
3. The student does not displace a regular employee, but works under the close observation of a regular employee or supervisor.
4. The employer provides the training and derives no immediate advantage from the activities of the student and on occasion, the operations may actually be impeded by the training.
5. The student is not necessarily entitled to a job at the conclusion of the training period.
6. The employer and the student understand that the student is not entitled to wages for the time spent training.

**Not all six factors have to be present in order for the individual to be considered an unpaid intern. However, the experience should look more like a learning experience than a job.**

In light of these criteria, you should be able to answer “yes” to at least half the following questions to assure that your use of unpaid interns complies with the law:

1. Is the work that you are offering an integral part of the student’s course of study?
2. Will the student receive credit for the work, or is the internship required for graduation?
3. Does the student have to prepare a report of his/her experience and submit it to a faculty supervisor?
4. Have you received a letter or documentation from the school stating that the internship is approved or sponsored by the school as educational relevant?
5. Will the student perform work that other employees also perform with the student doing the work for the purpose of learning and not necessarily performing a task for the employer?
6. Is the student working and providing benefit to you less than 50 percent of the time and/or is the student in a shadowing/learning mode?
7. Will you provide an opportunity for the individual to learn a skill, process, or other business function, or operate equipment?
8. Is the work related to the courses the individual is or will be taking school?
9. Is the individual supervised by one of your staff members?
10. Is it clear that a job is not guaranteed upon completion of the training or completion of the student’s schooling?

Keep in mind that if you do choose to pay interns, they must be paid at least the applicable minimum wage for all hours worked, and receive overtime for any time worked in excess of 40 hours in a work week.

*The aforementioned points are guidelines described in the May issue of the Employers Resource Association’s newsletter. They are not meant to be all-inclusive. Please contact the Department of Labor with questions.*

**2007 TTMA Calendar of Scheduled Events**

<b>June 16, 2007</b>	<b>TTMA Scholarship Qualifying Test Administered – Scarlet Oaks Campus</b>
<b>June 18, 2007</b>	<b>Visit/Tour Clifty Engineering – Presentation by Bob Hughes, CEO and Founder</b>
<b>September 17, 2007</b>	<b>TBA</b>
<b>October 15, 2007</b>	<b>Presentation by Bob Kelly, Advanced Technologies</b>
<b>November 19, 2007</b>	<b>Presentation by Federated Insurance – Topic to be determined</b>

**Except where otherwise noted, meetings will be held in the Redwood Room at the Embassy Suites Hotel in Blue Ash:**

**4554 Lake Forest Drive  
Cincinnati, OH  
513/981-3763**

**Monthly Meetings are suspended from June through August and will resume in September, 2007**

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***The TTMA mission is to be the best metalworking and manufacturing trade association with comprehensive information resources for its members and interfacing with community partners.***