



The M-TEC Monitor

September 2007

Volume 11

"It's not that some people have willpower and some don't. It's that some people are ready to change and others are not."

- Carol Burnette

M-TEC Announces New Advisory Board Members

Five new members were recently appointed to M-TEC's Advisory Board. We are pleased to welcome John Hayden, Vice President & Chief Human Relations Officer for Bronson Healthcare Group; Pat Morand, Managing Director, SWMF Life Science Fund; Jeff O'Brien, CEO and President, Workforce Strategies, Inc. (WSI); Phil Weaver, CEO and President, Hope Network; and Mike VandeMaele, CEO and President, Pro Services.

We regret to see three members leave the Advisory Board due to retirement; Pete McFarlane, Superintendent of Portage Public Schools; and serving the maximum term, David Hatfield, President and CEO, Main Street Savings Bank and Tom Breznau, Executive Director of the Stryker Center. Both Dave Hatfield and Tom Breznau were founding members.

All three outgoing members were thanked and presented with a wall plaque honoring their service.

Manufacturers' Breakfast Forum – Impact of the Michigan Business Tax (MBT) on Manufacturing

Jason Durant, CPA, Associate, Plante & Moran, will talk about the impact of the Michigan Business Tax (MBT) on manufacturing. The MBT and related personal property tax relief is estimated by the Michigan Treasury to benefit every 7 out of 10 businesses. Plante & Moran believe the number of "winners" in the manufacturing industry will be even greater. Join us on Friday, October 12, 2007, to learn how the new MBT works and about the provisions and incentives for manufacturers. In addition, planning points you need to consider before December 31st to minimize your overall Michigan tax as you shift from SBT to the MBT will be discussed.

The Quarterly [Manufacturers' Breakfast](#) is an opportunity for networking and information sharing. Any area manufacturing company is welcome and encouraged to attend. Please share an invitation to attend with others interested in the retention and growth of manufacturing in the region. A breakfast is provided by our sponsor **National City Bank**. Please register on-line at www.mteckvcc.com to help us plan for the refreshments and facility. You may also call 269/353-1253 or email mtec@kvcc.edu.

Welding Technology Becomes the Next Occupational Academy

Welding trades continues to be a high demand occupation in West Michigan. Employers tell M-TEC that hiring qualified welders is a challenge. So much so they have agreed to offer the guidance necessary to develop a Welding Academy to meet local need. The first Welding Academy is being planned for January of 2008. In keeping with our Academy model, the program will be based on competencies required by companies that employ welders; be a full time, short term program; require admission based on employability, drive and aptitude for a successful welding career. Interested in learning more about this Academy? Perhaps you have a suggestion for another occupation well suited to the Academy model. Contact David "Charlie" Fuller, Director of Advanced Technology Career Academies, 269/488-4178 dfuller@kvcc.edu.

“People grow through experience if they meet life honestly and courageously. This is how character is built.”

-Abraham Lincoln

Customer Spotlight

[Contractors Mechanical](#), located in Richland, Michigan, is a leading mechanical contractor serving construction professionals, architects, and building owners by providing design-build, construction and installation of plumbing, heating, process piping and HVAC systems for a diverse range of industrial, commercial and multi-unit facilities throughout the Great Lakes and the country.

Contractors Mechanical is at an exciting crossroad. “After celebrating 25 years in the industry, we have decided to do a big push for expansion,” said Mark Dobbins, President of Contractors Mechanical. “Our attack plan, in this push for growth, focuses on quality in the work we do and on growing our team’s potential. This year, Contractors Mechanical received multiple awards for safety, in addition to being selected as one of the 101 Best and Brightest companies to work for in West Michigan. These awards are the result of a great level of commitment to our employees and their training and education; we put no limit on the value of proper education and training for our staff. We are a talent based organization and our team’s knowledge and commitment are what makes us a winning organization.”

“Our recent work with M-TEC to create a class specific to our trade to coach our team in blueprint reading and math was a great success. Our entire team, at all levels, participated in this course. It is just the first of many plans to step up the level of expectation in our industry and push us ahead of the rest! Come and visit us at www.contractors-mechanical.com and follow our nation-wide growth!”

Become the Supervisor You’ve Always Admired

There is only one opportunity each year to attend this highly regarded program in Kalamazoo delivered by the University of Notre Dame’s Mendoza College of Business. On October 16 and 17, 2007, their faculty will be at M-TEC presenting the [Supervisory Development](#) program.

This program is designed for supervisors, managers and team leaders interested in acquiring practical skills that will improve their effectiveness in dealing with day-to-day management challenges. If you work as a supervisor, manager or team leader, you understand just how important effective management skills are to individual and organizational productivity. The program is designed to increase your effectiveness as a manager and impart practical new skills in the areas of management, resource allocation and employee development. You will gain insight and enhanced abilities in key program areas such as:

- Transition to Management
- Managing Priorities
- Selecting the Right Leadership Approach
- Developing Employees
- Understanding Styles
- The Impact of Change
- Coaching and Delegating
- Application on the Job

Participants come from widely varying disciplines and industries; both private and public sectors.

Register directly with the University of Notre Dame (<http://executive.nd.edu>) or follow the link from the M-TEC website at www.mteckvcc.com. A brochure is easily viewed on the Notre Dame website and also explains their discount policy.

Governor Granholm Visits M-TEC

On Monday, August 13, 2007, Governor Granholm visited the M-TEC for a press conference covering the **No Worker Left Behind** program. The Governor also visited M-TEC’s [Michigan High Throughput Screening Center \(MHTSC\)](#), where she spoke with Rob Kilkuski, Ph.D., Senior Director, and briefly toured the facility.



"Only I can change my life. No one can do it for me."

- George Jessel

"For this year, the **No Worker Left Behind** program redirects \$37 million in 2007 federal grants to pay for training in occupations where there's a shortage of workers, such as the healthcare industry," Granholm said. The program will pay up to \$5,000 a year in tuition for two years at any Michigan community college or university. Participants must be enrolled in a program focused on a qualifying, "high-demand" field.

The program is coordinated through Michigan Works! offices around the state, where Michigan Works! officials will partner with local employers and colleges to determine the occupations that are in the greatest demand. For more information, contact your local Michigan Works! agency.

Event Planning Reminder

The M-TEC is a business community resource for events, meetings and trainings. As our popularity grows, so does the competition for space. This time of year, Judy Rose, Facility and Events Manager, reminds you to contact her early in the planning process.

The M-TEC provides a full range of services including customized seating plans; complete catering options from morning coffee to full dinner buffets; wireless computer access anywhere in the building; video teleconferencing and satellite downlink capability. We are easy to find with ample free parking. Ask us about our specialized skilled trade lab spaces for equipment or vehicle training or demonstrations. Our team is ready to help with all of your audio visual needs and discount options are available.

Remember to consult M-TEC's website for the latest information regarding the capabilities of our facility. For more information, contact Judy Rose at 269/353-1285, jrose@kvcc.edu or visit M-TEC's [Facility Guide](#) on the web.

Training Services

The training programs and seminars advertised to the general public at M-TEC now represent about 50% of the training we provided last year. This is significant for two reasons. M-TEC set a goal to better serve the training needs of small to medium size companies in the area. We've accomplished that goal through a successful initiative to offer programs expressly requested by local employers in open enrollment settings which allow 1 or 2 employees to attend. Your feedback is necessary to maintain the momentum and to grow these types of local training opportunities.

On-site training is still an important solution for companies representing the other 50% of our work. On-site training puts employers in control of the date and time, focus the instruction on company specific examples and often reduce costs. We train 24/7.

The low cost of M-TEC on-site training can be surprising. We encourage employers to ask for a quote if they have between 6 and 8 employees able to attend a single session.

Here are just a few examples of on-site trainings we have provided in the last 6 months.

- Geometric Dimensioning and Tolerancing
- Administrative Lean
- Health and Safety Programs
- Microsoft Office Application Training
- Metrology
- Failure Mode and Effect Analysis (FMEA)
- Industrial Blueprint Reading
- Root Cause Analysis 8-D Problem Solving
- Kaizen Events
- Team Awareness
- Shop Floor Value Stream Mapping
- Production Blueprint Reading
- Welding
- Fundamentals of Front Line Leadership
- Lean Simulation
- Technical Math
- Customer Service
- SHRM Certification Examination Prep

“Character is like a tree and reputation like its shadow. The shadow is what we think of it; the tree is the real thing.”

- James Gordon

The M-TEC training staff appreciates the opportunity to be a partner in your employee development planning. Remember to be in touch with any member of the training team when you have an idea or a present training need.

Cindy Buckley 269/353-1250 cbuckley@kvcc.edu | Trish Schroeder 269/353-1275 tschroeder@kvcc.edu
Pat Wallace 269/353-1290 pwallace@kvcc.edu | Lesa Ward 269/353-1265 lward@kvcc.edu

First Partnership of its Kind to Offer Expanded Scientific Research Solutions

Global Lifescience Solutions (GLS), an NSF International company that provides a wide array of services to the dietary supplement and pharmaceutical industries, recently announced a new partnership with the [Michigan High Throughput Screening Center \(MHTSC\)](#) located at M-TEC.

This new partnership will offer both high content screening and HTS solutions for clients – capabilities that are critical in drug development and research. “Our mission at MHTSC is to provide access to excellent screening technology and expertise,” said Rob Kilkuskie, Ph.D., Senior Director, Michigan High Throughput Screening Center. “Our collaboration with GLS allows us to expand the characterization of the compounds coming out of our screens. We believe this will greatly facilitate our client’s drug discovery research.”

Companies that will benefit from the new collaboration include public research institutions, government institutions, and biotechnology and pharmaceutical companies that conduct drug discovery work, as well as companies who do not have in-house high content or high throughput screening capabilities.

This Issue’s Featured Training Highlights

Employers have long recognized the development of workplace skills as essential for creating and maintaining a competitive advantage. Jobs become increasingly more complex making training and retraining even more important. Following are some of M-TEC’s current offerings.

[The Power of Presenting; Tools for Delivering a Great Speech](#)
[Failure Mode & Effect Analysis \(FMEA\)](#)
[Managing Difficult Personalities; Confronting Undesirable Behaviors](#)
[Fundamentals of Front Line Leadership Program](#)
[Gage R&R](#)
[Residential Builders License Exam Prep Course](#)
[Managing Projects](#)
[Workplace Spanish® for Human Resources](#)
[Root Cause Analysis – 8-D Problem Solving](#)
[Basic GD&T \(Geometric Dimensioning & Tolerancing\)](#)
[Introduction to Microsoft PowerPoint 2003](#)

[Follow this link](#) to search the entire list of M-TEC training events. For complete program descriptions or to register on-line, please visit <http://www.mteckvcc.com>. We maintain a one-page [Course Offering](#) list which is easily downloaded.

We hope you have found the information contained in this newsletter to be useful. Share your comments...we’d like to hear from you. If you wish to unsubscribe, please send an e-mail to mtec@kvcc.edu with the word NEWSLETTER UNSUBSCRIBE in the subject line and your email address in the body.

M-TECSM at KVCC
7107 Elm Valley Dr
Kalamazoo MI 49009

Phone: 269.353.1253
Fax: 269.353.1299

Send Us An Email:
mtec@kvcc.edu

Visit Our Website:
www.mteckvcc.com

M-TEC Offerings



*Giving Business a
Competitive Edge*

M-TEC

at KVCC in The Groves

7107 Elm Valley Drive
PO Box 4070
Kalamazoo, MI 49003-4070

Phone: 269.353.1253
Fax: 269.353.1299
E-Mail: mtec@kvcc.edu

Visit: www.mteckvcc.com
for information on:

- course offerings
- events
- on-line registration
- facility rental & directions



September 2007

KVCC Automotive Academy
SHRM Certification Exam Prep
Basic Industrial Blueprint Reading
Introduction to MS Access 2003
Introduction to MS Excel 2003
Introduction to MS Project 2003

Date Price

Sept 4-Jul 1 '08 \$7000
Sept 10-Nov 19 \$980/940
Sept 11-25 \$250
Sept 12 \$189
Sept 24 \$189
Sept 26 \$189

October 2007

The Power of Presenting: Tools for Delivering a Great Speech
Managing Projects
Root Cause Analysis – 8-D Problem Solving
Failure Mode & Effect Analysis
Introduction to MS PowerPoint 2003
Notre Dame Supervisory Development Program
Residential Builders License Exam Prep
Basic GD&T (Geometric Dimensioning & Tolerancing)
Workplace Spanish® for Human Resources
Intermediate MS Word 2003
Managing Difficult Personalities; Confronting Undesirable Behaviors
Intermediate MS Excel 2003

Oct 4-5 \$525
Oct 8 \$250
Oct 8-10 \$175
Oct 8-10 \$175
Oct 15 \$189
Oct 16-17 \$995
Oct 16-25 \$175
Oct 16-30 \$525
Oct 18-Nov 15 \$175
Oct 22 \$189
Oct 24 \$295
Oct 29 \$189

November 2007

Intermediate MS PowerPoint 2003
Fundamentals of Frontline Leadership
Workplace Spanish® for Customer Service
Power Up Your Team with Win-Win Communication
Gage R&R

Nov 5 \$189
Nov 6-Dec 9 \$650/550
Nov 14-Dec 20 \$225
Nov 28 \$295
Nov 29 \$150

Travel costs too high? Ask us how Video Conferencing can help.