

LOCAL BUSINESS PROFESSIONALS GRADUATE FROM M-TEC'S ESSENTIALS OF HUMAN RESOURCE MANAGEMENT CERTIFICATE PROGRAM



Fifteen local business professionals, specializing in the area of human resource management, recently completed M-TEC at Bay College's Essentials of Human Resource Management Certificate program. Over a six month timeframe, participants gained extensive knowledge in employment selection, employee orientation, recordkeeping and retention, employment law and HR compliance, benefits and pension issues,

employee relations and performance management, and harassment prevention. This program is in partnership with Superior Resources, Inc., a Human Resource consulting firm located in Gladstone. Participants who completed the six-module program and earned their certificate include: Vickie Adkins, Maggie Anderson, Ted Brainard, Kathy Chase, Michelle Delke, Kristi Duerson, Thomas England, Roxanne Guindon, Melissa Hall, Linda Laviolette, Linda McCormick, Tina Pasanen, Pamela Prim, Diane Trepanier and Mark Worm. For more information on the next offering of the Essentials of Human Resource Certificate program, contact Lori Shea at 786.5802, ext. 1212 or by email at sheal@baycollege.edu.



Local business professionals who received a certificate in the area of human resource management by completing the M-TEC's Essentials of Human Resource Management program.

MICHIGAN PUBLIC SERVICE COMMISSION AWARDS GRANT TO M-TECSM

The M-TECSM at Bay College was recently awarded a \$500,000 grant from the Low-Income and Energy Efficiency Fund of the Michigan Public Service Commission for the development and implementation of a revolving loan fund for Upper Peninsula housing commissions. This fund, the Northern Lights Energy Program-Low Income Fund (NLEP-LIF), will finance the purchase and installation of energy efficient upgrades for low-income housing facili-

ties, with the energy savings paying back the loan over the next several years. These savings will be guaranteed, so no housing commission budget dollars will ever be spent on these projects. The M-TEC has partnered with energy.3, an energy management company, to monitor each project and verify each month's savings.

The NLEP-LIF will also partner with the State of Michigan's Energy Office program, "Rebuild Michigan

Energy Services," which can provide an energy evaluation for any public housing commission. More than \$400,000 will be available under this grant program for energy efficiency loans.

The M-TEC's Northern Lights Energy Program has been in operation since 2002. Funded through a \$2 million grant from the Michigan Public Service Commission, the NLEP currently manages 21 energy effi-

ciency projects involving schools, local governments, and private businesses across the Upper Peninsula. These projects represent over \$1.5 million in energy loans.

For more information about the Northern Lights Energy Program contact Douglas Russell, Director of Operations at The M-TEC at Bay College, 906-786-5802, ext. 1210.

M-TEC AWARDED JOB TRAINING GRANT FOR MANUFACTURING COMPETITIVENESS



The M-TEC at Bay College has been approved by the Michigan Economic Development Corporation for a Manufacturing Competitiveness Program Job Training Grant. This grant will provide funding for training employees at several companies in

Menominee County.

All training provided will occur by June 30, 2005. The following trainings will be offered: Lean Thinking consisting of Lean Culture Overview, Project Selection, Lean Culture for Teams, and Application Sessions; Supervisory Management Training consisting of Effective Leadership, Effective Communication, Situational Management, Handling the Difficult Employee, and Improving Personal

Productivity; Project Management; Conflict Resolution; Computer Training which will consist of Microsoft Access - Beginner, Intermediate and Advanced. These trainings will be provided to the Menominee Consortium and will also be open to the 70 member companies of M-TEC's Manufacturing Training Alliance (MTA) at a greatly reduced rate.



For more information on the above listed trainings, please feel free to contact Brent Madalinski, CPP, at the M-TEC at Bay College at (906) 789-6902, extension 1224, or by e-mail at:

madalinb@baycollege.edu



BAILEY APPOINTED TO NATIONAL LABOR AND EMPLOYMENT STEERING COMMITTEE



Mr. Orrin E. Bailey, CEO, Michigan Works! The Job Force Board and the Six County Employment Alliance

Washington, D.C. – Chief Executive Officer, Orrin E. Bailey, has recently been named a member of the National Association of Counties' (NACo) Labor and Employment Steering Committee by NACo President Angelo D. Kyle. Bailey, a resident of Gladstone, is the CEO for Michigan Works! The Job Force Board and The Six County Employment Alliance that consists of Alger, Delta, Dickinson, Marquette, Menominee and Schoolcraft Counties.

NACo's 11 steering

committees form the policy-making arm of the association. Each committee is comprised of approximately 60-100 county officials who meet several times during the year to examine issues critical to local government.

The Labor and Employment Steering Committee addresses such issues as employer/employee relations, equal employment opportunity, collective bargaining, fringe benefits, worker's compensation and occupational safety and health. The steering committee also focuses on the employment and training programs and the jobs aspect as it relates to welfare reform, youth employment, vocational education, migrant and Native American programs and rural manpower.

The Steering committee's recommendations on legislative policies and goals are presented to NACo's membership during the association's Annual Conference. If approved, the recommendations become part of the *American County Platform*, which is the basis of NACo's efforts in representing counties before Congress and the White House.

NACo is the only national organization representing county governments in the United States. Its goals are to improve county government, act as a liaison with other levels of government, present the county position on national issues and advance public understanding of the role of counties.

WELLS FARGO MAKES LANDMARK LOAN TO NORTHERN INITIATIVES



Dennis West, President of Northern Initiatives

Wells Fargo recently made an equity equivalent investment of \$450,000 in Northern Initiatives to support its loan fund. "Northern Initiatives is a great resource to our markets with a proven track record of consistent

community support. They focus on areas of business development that many financial institutions have difficulty committing resources to such as small business start ups or product development support from a financial perspective," said Mike Skytta, Wells Fargo Community Banking president. "They network clients with other financial providers or experts in business processes. But most of all they understand the role they play in adding value to our communities, we are pleased to serve them in their efforts."

Northern Initiatives has made over \$13 million in loans to Upper Peninsula companies over the past decade. Northern Initiatives makes loans to start-up and expanding businesses and partners with local banks, including Wells Fargo, to finance larger businesses. Dennis West, President of Northern Initiatives is pleased with the ground-breaking collaboration.

"Wells Fargo provides their customers with the tools and resources that support personal, financial and business growth. We are pleased to be a partner, because of their banking expertise, willingness to share knowledge and financial support of UP entrepreneurs."



MINDING OUR OWN BUSINESS ECONOMIC DEVELOPMENT MEANS KEEPING YOUNG ENTREPRENEURS

Local people starting businesses within their community. It's the essence of what makes our country great, and it's essential to the UP economy. Several years ago, the Upper Peninsula Economic Development Alliance (UP.EDA) conducted an informal survey of member communities and asked what businesses each valued most, and what their origins were. Overwhelmingly, it was the spirit of entrepreneurship and the desire to live in the UP.

The UP.EDA is a coalition of economic developers, private industry, and educational communities working together to promote the UP as a place to do business. Growing UP businesses by educating our communities and assisting our potential and existing businesses is a concept we call Economic Gardening.

Several regional initiatives of the UP.EDA's Economic Gardening program are new and include: Entrepreneurship Expos, a UP college presidents group, and volunteer mentoring programs.

Last week we held the first of three Entrepreneurship Expos, designed to help graduating college students and the community make the decision about staying in the UP to start their own business. Held at NMU on November 10th, this first one featured a marketplace for people to meet those who can provide assistance like the UP.EDA, Michigan Works, Northern Initiatives, the Smart Zone, and so forth as well as a series of 45 minute workshops. There were several local partners in this effort. LSSU and MTU, with assistance from other groups in their areas, will each host one for their students and communities in December. Expos will be slightly different as each takes into account the needs, resources, and partnerships of that community.

In addition to materials that can be picked up at the booths, the UP.EDA also created a DVD geared toward Gen X and Gen Y promoting the UP as a place to live, work and play as well as an entrepreneurship

resource directory with hotlinks. This will get into the hands of each "20 something" person attending these events. We are working on getting one in the hands of each senior and graduate student graduating from a UP college. This is a complement to the rotating series of 3 hour "Reality Check" workshops provided to community members throughout the UP.

Related to this quest to keep younger folks here and to promote entrepreneurship is the UP.EDA's



convening of the college presidents in the UP in a series of higher economic development roundtables. This project will be spearheaded by Michael Allkins of Bay College and Dennis West of Northern Initiatives and president of UP.EDA.

The thought is that colleges already play an expanding role in economic development. Look at just a few examples: M-TEC's ability to provide customized employer-based training that is independent of the credit/semester system. The Smart Zone at MTU that provides an incubator system for production of marketable items that have come out of the university's research programs and other high-tech start-ups. They, like M-TEC, consider the UP as their market and will reach out to help those across our region. Finlandia University also has an on-campus incubator and full-time employee to help students and the community launch their own businesses. If the presidents, many of whom are new,

get together there are many other ways that we can create and promote stronger entrepreneurship and retention systems that span the UP.

Starting a business is only the first step in so many ways, and there are a couple programs the UP.EDA is implementing regionally to help businesses stay and grow.

One is the creation and coordination of a regional mentorship program. Delta County and the Soo have had long-standing SBA SCORE^R chapters, but when the Soo,

as host chapter, no longer had the interest to continue, both chapters were suspended. Delta County alone cannot meet the numbers that the SBA requires to be a free-standing chapter. SCORE^R is a valuable resource that we used to place retired business managers and owners as mentors to expanding or struggling businesses. Mentoring could benefit each county's ability to grow, so the UP.EDA is working with the SBA to create a UP-wide chapter. Our goal is to have at least two mentor volunteers in each community by the end of 2005, and then work toward having at least one in each of several key content areas (finance, manufacturing, retail, human resources, marketing etc) within an hour of each business in the UP!

The other is a retention device we have been using for several years now. Several of our counties were not making retention calls on existing businesses, and a couple still don't. But calling on businesses and

talking to the owner/manager tells us a tremendous amount about industry trends; their company's risks factors, projected needs, and potentials; our community; and the direction the economy is taking. Getting good data about the UP has often been difficult, as we as a whole do not have the population to create our own Metropolitan Statistical Area (MSA) in order for us to have detailed economic data.

By banding together and in conjunction with the Michigan Works agencies (spearheaded and still led by the Central UP's Job Force Board), the UP.EDA purchased and uses a system we call "UP Business Barometer." Using this online tool, each of us now asks the same questions to our businesses. We can now quantify trends, gaps, issues, needs and opportunities on a community basis and the UP.EDA can do the same kind of research for regions as well as UP-wide. This information will not only let us keep and grow the businesses we have, but will also let us see opportunities for attraction and have data to back up our approaches to them.

Program to keep our young people, attract and retain business, create entrepreneurs, and provide community assistance in creating conditions favorable to growth are just part of what we buy for our \$1,000 a year investment in the UP.EDA, a group I am proud to say I helped start. Working together for the betterment of all...it's just one more example of what makes the UP a great place to live, work, play and grow. No wonder we love it here!



Linda Hirvonen is the director of the Delta County Economic Development Alliance.

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- Help you decide what skills are required for the job opening
- Give you access to professional meeting rooms so you won't have to disrupt your business for jobseeker interviews
- Post your job openings on the Michigan Talent Bank, where it is possible to job seek from across the United States

ALGER COUNTY
114 W Superior St., Suite 4
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F. 906.387.4938

DELTA COUNTY
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Escanaba, MI 49829
P. 906.789.9732
F. 906.789.1904

DICKINSON COUNTY
200 Fair Banks
Iron Mountain, MI 49801
P. 906.774.3647
F. 906.774.6066

MARQUETTE COUNTY
1498 O'Dovero Drive
Marquette, MI 49855
P. 906.228.3075
F. 906.228.4372

MENOMINEE COUNTY
2604 10th Street
Menominee, MI 49858
P. 906.863.9957
F. 906.863.9986

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