

# How Teams Can Overcome Hesitancy about Lean

written by Lauri Moon | August 15, 2017

A manager tasked with introducing a lean approach should not downplay the challenge, writes Peter Anthony, CEO of UGN. Face-to-face communication is valuable, as is developing ambassadors for lean among the staff.

Read more

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# Unemployment Compensation 101 Seminar

written by Lauri Moon | August 15, 2017

The PA CareerLink of Columbia/Montour Counties announces:



**YOU ARE INVITED TO A FREE  
UNEMPLOYMENT COMPENSATION SEMINAR**

## Unemployment Compensation 101



**Date:**  
Wednesday, August 30, 2017  
9:30 am - 11:30 am

**Location:**  
PA CareerLink, Columbia/Montour Counties  
415 Central Rd., Bloomsburg

**Registration:**  
Contact Doreen Eperly to register!  
870-387-6288 or [deperly@pa11.com](mailto:deperly@pa11.com)

**Presented by:**  
Cathy Verbruggen  
Workforce Development Representative  
Dept. of Labor & Industry

#### Topics

This seminar guides employers through the process of the opening of a UC Claim through the Department of Labor & Industry's UC Service Center by an employee who has been separated from employment, permanently or temporarily, or is working less than the employer's established full time work week. Important points that will be explored include:

- What forms will the employer receive when a UC Claim is opened or reopened, and how will the information requested be used to determine claimant's eligibility and protect the employer's UC liability?
- What steps are taken by the UC Service Center to determine a claimant's eligibility for UC benefits?
- What issues does the UC Service Center consider in determining claimant's eligibility?
- The employer's right to appeal a Determination issued by the UC Service Center.
- Any additional forms the employer may receive related to Unemployment Compensation.

#### Questions & Answers

Our skilled professionals will be available to answer your questions and help you to better understand everything about the UC program.

For more information on all aspects of unemployment compensation, go online at [www.uc.pa.gov](http://www.uc.pa.gov) and click on "Employer Services."

Auditory and services are available upon request to individuals with disabilities.  
Equal Opportunity Employer/Program

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# Cybersecurity Requirements for DoD Contractors

written by Lauri Moon | August 15, 2017

Today, more than ever, the Department of Defense (DoD) relies upon external contractors to carry out a wide range of missions and shares sensitive data with these entities. Under an interim rule issued in 2015 by the Defense Federal Acquisition Regulation Supplement (DFARS), **DoD contractors (including small businesses) must adhere to two basic cybersecurity requirements:**

- (1) They must provide adequate security to safeguard covered defense information that resides in or transits through their internal unclassified information systems from unauthorized access and disclosure; and
- (2) They must rapidly report cyber incidents and cooperate with DoD to respond to these security incidents.

**Failure to comply with the above requirements may prevent you from being able to conduct business with the DoD as of January 1, 2018!**

[Read DoD Article](#)

[NIST Interagency Report 7621 Rev. 1](#)

If you are a supplier to DoD and have questions regarding compliance, contact IMC at [info@imcpa.com](mailto:info@imcpa.com) or call 570-329-3200x8074.

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# Bringing the World to PA

written by Lauri Moon | August 15, 2017

**Meet one-on-one with Pennsylvania's Authorized Trade Representatives.**

**PA's 15 international trade experts covering more than 50 unique markets will be available to discuss opportunities and offer insight to the markets they represent.**

**The following trade representatives will be available for meetings:**

- Arab Gulf (UAE, Bahrain, Kuwait, Oman, Qatar, Yemen)
- Australia (New Zealand)
- Canada
- Central & Eastern Europe (Czech Republic, Belarus, Bulgaria, Croatia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Ukraine)
- China
- Germany (Italy, Switzerland, Austria)
- India
- Mexico
- Middle East (Egypt, Greece, Israel, Jordan, Turkey)
- Netherlands (Belgium)
- Saudi Arabia
- Singapore (Thailand, Indonesia, Malaysia, Philippines, Vietnam)
- South Korea
- Taiwan
- United Kingdom (Ireland, Denmark, Norway, Sweden, Finland)

## **Locations:**

State College on September 15 from 8:00 am to 4:30 pm. [Click here to register for State College by August 30th.](#)

Johnstown on September 18 from 8:00 am to 3:00 pm. [Click here to register for Johnstown event by September 7.](#)

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# **Keystone Wood Products Association Releases Video Featuring Products Made with PA Hardwoods**

written by Lauri Moon | August 15, 2017

Check out this great video released by the Keystone Wood Products Association featuring a number of IMC clients and the products they make using Pennsylvania hardwoods.

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# **WEDnetPA FY 17-18 Application Deadline Extended**

written by Lauri Moon | August 15, 2017

WEDnetPA FY 17-18 Application Deadline Extended to August 11th. WEDnetPA brings training funds to qualified companies across PA. If you are planning to send staff members to any of IMC's upcoming Lean Manufacturing programs in September, be sure to get your application submitted.

To learn more and to apply visit <http://wednetpa.com/> or call IMC at 570-329-3200x8085 and we'll get you connected to your local rep.

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# Small Business Advantage Grants are Now Open

written by Lauri Moon | August 15, 2017

The Small Business Advantage Grant provides 50% matching grants, up to a maximum of \$9,500 (\$7,000 for lighting-only upgrades), to enable Pennsylvania small businesses with *less than 100 employees* to purchase energy efficient or pollution prevention equipment or adopt waste reduction processes. The program is open July 25, 2017 through June 30, 2018, **or** until funds are exhausted.

A 1-Hour webinar will be held on **Friday, July 28 at 11:00 a.m.** The Internet and call-in information is:

## **Internet and Audio:**

Web

Link <https://copa.webex.com/copa/onstage/g.php?MTID=e0aad04ff0552bbd7ca8f72a708eb4860>

## **For Audio only:**

Phone Number: 650-479-3208

Passcode: 648 338 625

The full 2017 Grant Guidance, including all requirements, step-by-step instructions, and other necessary forms can be found on DEP's Small Business Advantage Grant webpage. Spread the word, and apply early, as these grants are first come, first served.

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# Millennials, Hiring & Retention

written by admin | August 15, 2017

Dear Manufacturing Leaders - Much talk about millennials these days and in particular as relates to manufacturing. Below is a link to a pretty good article about attracting and retaining people and millennials in particular - the fastest growing generation in the workplace. Jeff Kopenitz mentioned this fellow Jason Dorsey as the guru of workplace generational considerations. Other good stuff related to the subject on this site.

[Click here to read "Unlocking Millennial Talent."](#)

Two thoughts having just read it.

1. Millennials are clearly less willing to accept a "just do your job" type of workplace experience. Good for them.
2. The "key organizational capabilities" for business success in today's more complex, competitive and fast-changing world - *system-wide continuous improvement and innovation* - are exactly aligned with what millennials are looking for. So in getting really good at systematic process improvement (Lean/CI) and product & service reinvention (innovation), you also create a workplace that attracts and retains the most talented young people. That's winning.

Also FYI, we recently developed a *template of a selection and retention improvement strategy*. It's something that I think any company could work from to develop a company-specific selection and retention improvement strategy. Let me know if you'd like a copy.

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# Survey on the Value of Manufacturing Credentials

written by Lauri Moon | August 15, 2017

The National Institute of Standards and Technology (NIST), through the Hollings Manufacturing Extension Partnership (MEP) is conducting a study to determine the use and value of manufacturing credentials.

There are many choices of credentials, but a significant lack of independent research regarding the quality, market value and effectiveness of manufacturing specific credentials. This research will provide information to U.S. manufacturers, career counselors and job seekers in reducing training costs and narrowing the skills gap.

On behalf of NIST MEP and IMC, we are asking you to participate in this important initiative. Please use the link below to access the survey before June 30th. Thank you for your time.

[Click here to access the survey.](#)

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## PA Tax Amnesty Program

written by Lauri Moon | August 15, 2017

[Click here to check out a YouTube video to learn more about Pennsylvania's Tax Amnesty program.](#)

[Tax Amnesty Fact Sheet](#) [Tax Amnesty Business Tool Kit](#)