



Mobilizing to Attract Skilled Workers to High Tech Manufacturing

SPEAKER BIOS

Bruce Braker
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Bruce Braker has been with TMA since 1972 and assumed the Presidency in 1983. His responsibilities include directing TMA's 18-person association staff; CEO of TMA's wholly owned insurance agency subsidiary TMA Benefit Services, Inc.; Secretary/Managing Trustee of TMA Retirement Trust, with invested assets totaling \$70 million; and Secretary/Managing Trustee of \$2.0 million TMA Education Foundation. Bruce has served on numerous advisory commissions, currently National Institute for Metalworking Skills Board and Executive Committee (as treasurer), Manufacturers Fair Trade Coalition Board of Directors, task forces and steering committees over the years related to manufacturing, employment, and training. TMA is a 1,250 member trade association of Chicago area tooling, machining, special machine, contract manufacturing and related companies. The association was established in 1925. Annual operating budget is \$3.0 million. Primary areas of activity include education and training, information source, group purchasing of services, representation of member interests, and as a forum for mutual assistance and idea exchange among members.

Edward E. Gordon
Author of THE 2010 MELTDOWN: SOLVING THE IMPENDING JOBS CRISIS
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Edward E. Gordon is an internationally recognized writer, researcher, speaker, and consultant on the future of America's and the world's workforce. As President of Imperial Consulting in Chicago and Palm Desert, California, his clients include a wide range of organizations, such as Microsoft, Motorola, the Valve Manufacturers Association, North American Die Casting Association, Lawrence Livermore National Laboratories, the Conference Board, the U.S. Departments of Education and Labor and over 30 state or provincial economic/workforce development and education agencies across the United States and Canada. Among his many books Ed has written a broad range of business titles including *The 2010 Meltdown: Solving the Impending Jobs Crisis*, *Skills Wars*, *FutureWork*, and *Closing the Literacy Gap*. His research on current business issues has appeared in the *New York Times*, *Wall Street Journal*, *Los Angeles Times*, *Washington Post*, and *Chicago Tribune*, as well as such business publications as *Management Review*, *Employee Benefit News*, *Training*, *T & D*, and *M World*. He has appeared on CBS, CNN, NPR, and other substantive discussion programs. He taught for 20 years at three Chicago universities: DePaul, Loyola, and Northwestern. Dr. Gordon serves on the boards of the Better Business Bureau of Chicago and Northern Illinois, and the Illinois Literacy Resource Development Center. He is also a member of the Education Quality Workforce Committee of the Chicagoland Chamber of Commerce and the Youth Council of the Chicago Workforce Board.



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SPEAKER BIOS

David Hanson
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David K. Hanson was appointed Commissioner of the City of Chicago Mayor's office of Workforce Development (MOWD) by Mayor Richard M. Daley on March 11, 2005. MOWD is the principal executor of Mayor Daley's WorkNet Chicago, the citywide workforce development system that reinforces the Mayor's commitment to provide a full range of employment and training services to Chicago businesses and job seekers. Hanson employs a demand-driven approach to workforce development, which is responsive to employer needs and builds upon local economic development as it relates to participation in global markets. Under Hanson's leadership, MOWD has launched two flagship Workforce Centers for Business: ManufacturingWorks and ServiceWorks. Hanson recognizes local manufacturing firms as robust competitors among the global markets. Realizing their growing need for highly skilled employees, he has expanded training beyond the bounds of conventional city college programs to more industry-specific certifications. Hanson serves as co-chair of the Chicago Manufacturing Renaissance Council (CMRC), a federation of business, labor, educational, and governmental leadership that provides oversight and coordination of a variety of manufacturing workforce projects aimed at distinguishing Chicago as an international hub for high-performance manufacturing. In helping to establish Austin Polytech High School this fall, Hanson forged an alignment of education, economic development and workforce development that will provide not just jobs but careers in high-tech, high-road manufacturing.

Jeff Kelly
Chairman and CEO
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Jeff Kelly is Chairman and CEO of Hamill Manufacturing Company, a precision machining and fabricating company that serves the Naval Nuclear Propulsion Program and other defense related companies, the glass mold industry, the power generation industry, the aerospace industry, and other industries requiring high degrees of precision and quality. Hamill was a founding member of the NTMA Pittsburgh Chapter and has been a member of the NTMA since 1977. He is the 2007 national Chairman of the NTMA. Jeff joined Hamill, a family owned business, in 1976 and assumed the presidency of the company in 1996. He has been largely responsible for Hamill's embracement of technology throughout the company. Jeff served as chairman of the Westmoreland County School-to-Work partnership from 1996 to 2000. He is the immediate past Chairman of the Westmoreland -Fayette Workforce Investment Board. He is a spokesman for the Human Capital Policy Initiative, an outreach project of the Institute of Politics at the University of Pittsburgh. He is President of the Board of Career Connections Charter High School (CCCHS) located in the Lawrenceville section of Pittsburgh. He serves on the Board of the Doyle Center for Manufacturing Technology in Pittsburgh. In his roles outside the company he has been involved with issues concerning workforce development and the preparation of students for manufacturing careers. He has been a member of Vistage/TEC 411 since 1998 – Vistage is the largest CEO membership organization in the world and is now a national associate member of the NTMA

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A Program of Swiss Business Hub (USA), the Trade Commissions of Switzerland to the United States
October 2, 2007 at Federal Reserve Bank of Chicago



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SPEAKER BIOS

Steve Mandes

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Stephen C. Mandes is the Executive Director of the National Institute for Metalworking Skills (NIMS), whose stakeholders are the major metalworking associations representing over 6,000 precision manufacturing companies. Mr. Mandes has been NIMS executive Director since January 1, 1999. NIMS has issued more than 15,000 certifications to individual trainees and workers and has accredited 172 training programs that instruct to NIMS quality standards. NIMS is the only organization accredited by the American National Standards Institute (ANSI) as a developer of skill standards for American manufacturing. Mr. Mandes is a member of the federal Advisory Committee on Apprenticeship, appointed by U.S. Secretary of Labor Elaine Chao. Mr. Mandes is a graduate of the Wharton School of the University of Pennsylvania.

Jack Lavin

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Jack Lavin has served as Governor Rod R. Blagojevich's Director of the Illinois Department of Commerce and Economic Opportunity for more than four years. During this time, he has led the transformation of the agency into an organization geared to meet the challenges of the 21st Century economy. Director Lavin has twenty-one years of public and private sector experience and a record of job creation and financial management in both the business world and in Illinois state government. As Director of DCEO, Lavin has led the total reorganization of the agency, including the introduction of a regional economic development strategy, Opportunity Returns, the consolidation of the state's job training programs, and the overall streamlining of the agency. The U.S. Department of Labor honored the program last year with its New Freedom Award as an exemplary model of bringing together the public and private sector to create pathways for those left behind and help youth and adults with disabilities build better lives. Jack has also served as chair of the Chicago Public Schools' Special Education Task Force. The Task Force was formed to give recommendations to the CEO of the Chicago Public Schools and the Mayor of Chicago on improving special education services for children in the city. He served for six years on the Alexander Graham Bell Local School Council, where he chaired the budget committee and played a major role in raising money for libraries, computers and teachers and the first ever Citywide Deaf Olympics. He was Treasurer for the last four years for the Friends of Bell School, a parents support group that helps raise money for school projects. In addition, he led the effort by the Bell Neighborhood Association to raise money to build and design a play lot at Bell School, the only play lot within a four-square-block area. Jack was Treasurer and a member of the board of Jobs for Youth, the premier job training and placement social services agency for the city of Chicago. The group places more than 1,500 people per year in jobs.



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SPEAKER BIOS

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Dan Sloan is the Midwest Director for Tooling U, providing innovative workforce development solutions to Global 1000 and Tier 1 manufacturing employers. Through his work at Tooling U, Dan helps manufacturing companies deploy learning strategies combining advances in internet technology with Tooling U's library of skills assessments, training modules and administrative tools. Prior to joining Tooling U, Dan built and oversaw DePaul University's Corporate & Custom Programs, helping over 100 manufacturing employers leverage DePaul's learning resources to recognize strategic and operational goals. Through Dan's 15 years experience serving the unique learning challenges facing the manufacturing industry, Dan has developed valuable insight from his specialization in the e-Learning field.

Douglas Small

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Douglas F. Small is the career Deputy Assistant Secretary for Administration and National Activity for the Employment and Training Administration (ETA). He was selected into the Department of Labor's Senior Executive Service Program after completing coursework as a Senior Executive Fellow at Harvard University's John F. Kennedy School of Government and courses at the Federal Executive Institute in Charlottesville, Virginia. He is the Deputy over the following ETA program offices: Performance Results and Technology, Policy Research and Development, Foreign Labor Certification, Apprenticeship, and Finance and Administrative Management. Prior to assuming his current position, Mr. Small served as the Administrator of ETA's Office of National Response. As Administrator, he headed the Department's response to major economic dislocations due to mass layoffs, plant closures, and disasters. Before returning to the Department's National Office in October 2005, Mr. Small was ETA's Northeast Regional Administrator in Boston. Earlier in his career, Mr. Small had experience as a school teacher and held various positions in Job Corps. From 1984 through 1999, Mr. Small owned and operated a consulting business involved with organizational development and human resources consultation and management. The company also provided supervisory training courses to private companies and numerous federal agencies, including the U.S. Department of Labor. Mr. Small re-entered federal service in 1999, when he was selected to manage the Division of National Program Development for the National Office of Job Corps.



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SPEAKER BIOS

Harry Moser

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Harry Moser, Chairman of Agie Charmilles, was President of Charmilles Technologies Corporation and then Agie Charmilles since 1985. Agie Charmilles is North America's largest supplier of EDM machine tools and 3 and 5-axis High Speed CNC mills. Charmilles and Harry are national leaders in the fight to attract more of America's youth into the manufacturing trades. In recognition of this effort, Harry is the 1995 Distinguished Member of NTMA and the 1996 SPE Mold Designer of the Year. Harry is the President of ISTMA (International Special Tooling and Machining Association), Americas Branch, a board member of NIMS and the Leader of the NTMA Education Team. Harry regularly also writes and speaks on issues such as international trade, importance of manufacturing for the future of the U.S. economy and how to compete with Southeast Asia. Harry is routinely contacted by the Federal Reserve to find out what is happening in the manufacturing sector. Harry received BS and MS Degrees in Mechanical Engineering at MIT in 1967 and an MBA from the University of Chicago in 1981.

Richard (Rick) Stephens

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Richard (Rick) Stephens is responsible for companywide Human Resources and company administration and is a member of the Boeing Executive Council. Stephens was appointed to lead Human Resources and Administration in September, 2005. He previously served as senior vice president of Internal Services and president, Shared Services Group. Prior to these assignments he was vice president and general manager, Integrated Defense Systems Homeland Security and Services. In a career with Boeing that spans 25 years, he has led a number of businesses, including Space and Communication Services, Reusable Space Systems, Naval Systems and Tactical Systems, submarine combat systems, Space Shuttle, and a number of service and support-related programs. Stephens' honors include the American Indian Science & Engineering Society's 2004 Professional of the Year Award, and the National Management Association Gold, Silver Knight and Excellence in Leadership Awards. In September 2005, he was appointed to the Secretary of Education's Commission on the Future of Higher Education and since 2003, also serves with other American leaders on the Private Sector Senior Advisory Committee of the Department of Homeland Security Advisory Council. He is an Associate Fellow of the American Institute of Aeronautics and Astronautics, serves as the Boeing executive focal for the University of Southern California and is vice chairman of the Orange County Business Council. Stephens serves on a number of non-profit and business focused boards and has been recognized for his long-standing leadership to local and national organizations regarding the use of science and technology education programs to develop the workforce of the future.



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SPEAKER BIOS

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William A. Strauss is a Senior Economist and Economic Advisor in the Research Department at the Federal Reserve Bank of Chicago, which he joined in 1982. His chief responsibilities include analyzing the current performance of both the Midwest economy and the manufacturing sector for use in monetary policy. He also produces the monthly Chicago Fed Midwest Manufacturing Index, organizes the Bank's Economic Outlook Symposium and Auto Outlook Symposium, and conducts several economic workshops and industrial roundtables throughout the year. Mr. Strauss has taught as an adjunct faculty member for both Loyola University, Chicago and Webster University, Chicago. He currently teaches at the University of Chicago, Graham School of General Studies and at DePaul University, Kellstadt Graduate School of Business. His research paper topics include analysis of the manufacturing sector, the auto sector, the Midwest regional economy, the trade-weighted dollar, business cycles, and Federal Reserve payments operations. He is a past president of the Chicago Association of Business Economists and currently serves as a board member for the National Association for Business Economics and as a member of the Advisory Council for the University of Illinois at Chicago's Center for Economic Education.

James C. Tyree
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James C. Tyree serves as chairman and chief executive officer of Mesirow Financial, a diversified financial services firm headquartered in Chicago. The firm is an employee-owned, private company with more than 1,100 employees in 30 locations across the country, Puerto Rico and London. With nearly \$25 billion in assets under management, Mesirow Financial is well capitalized and has been consistently profitable, with revenues for fiscal 2007 reaching a record \$450 million and capital of \$210 million. Throughout his career, Jim has served on more than 50 corporate, civic and not-for-profit boards of directors. Civically, Jim provides active leadership and participates in numerous organizations in support of healthcare, education and children. In 2000, Mayor Daley appointed Jim as chairman of the board of City Colleges of Chicago, an organization with seven colleges and 110,000 students. In addition, Jim is the chairman for the Chicagoland Chamber of Commerce and past chairman of The Executives' Club of Chicago. He currently serves on the boards of Illinois State University Foundation, Roosevelt University, Illinois Education Foundation, University of Chicago Medical Center, Big Shoulders Fund, Illinois Emerging Technologies Fund, and University of Illinois at Chicago Medical Advancement Council. Jim also serves on the Advisory Board of the Northwestern University Juvenile Diabetes Research Foundation Program Project Grant, and is chairman of the Juvenile Diabetes Research Foundation International.



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SPEAKER BIOS

Urs Waldvogel

Chairman of the Board

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Chairman Urs G. Waldvogel acquired IBAG Zürich AG in 1982. The company at that time was a trading company for high quality cutting and measuring tools in Zürich. Mr. Waldvogel decided to develop his own products and started to engineer and manufacture small motor spindles for the Swiss watch industry. In the years 83 and 84 IBAG successfully developed bigger spindles with built-in drawbars to be used for machine tools with automatic tool changers. These models have been used in Deckel, Maho in Germany and Aciera Machines in Switzerland. Today IBAG has five additional companies in USA, France, Germany, Sweden and Czech Republic, as well as one J / V Company in Dalian China. Furthermore we have strong sales, distribution and service companies in Taiwan, South Korea, India, Italy, Russia and England. Since early this year we have added production machines at IBAG Germany GmbH. Several machines for turning, milling and grinding with a modern measuring and clean room are in operation. At the J / V company in China we produce low cost belt driven spindles and two models of very simple motor spindles for the local market. The IBAG companies are small sized with a total of 78 employees. Regardless, last year we reached a total turnover with all the companies close to 20 million US \$, J / V not included. We invest over 5 % of our turnover in R & D and work very closely with the ETH, EPFL and the ZHW. IBAG is a leading company in this Technology.

Andreas Weber

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Andreas S. Weber is president of Rego-Fix Tool Corporation – North America. In this position, Mr. Weber is responsible for leading the company's operations, planning, development and expansion in the United States, Canada and Mexico. Before his promotion to president in 1996, Mr. Weber served as vice president of Rego-Fix North America for two years, and as vice president of Rego-Fix AG in Switzerland. Mr. Weber graduated from the Business College of the Baselland Commercial Union in Liestal, Switzerland. He received a Certificate of Higher Education in Spoken English from the Living Languages Centre in Folkestone, England. Mr. Weber earned the designation of Sales Coordinator after completing graduate courses in sales at the Basel School of Management. Since 2002, Mr. Weber has served as president of the Swiss Machine Tool Society. He also serves as Director of the Board for Rego-Fix AG Switzerland. In 2004, Mr. Weber was appointed Indiana's Honorary Consul for Switzerland. He is also an active member of the Swiss Club of Central Indiana.



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SPEAKER BIOS

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As Vice President of Engineering and Manufacturing, Martin Weber is responsible for the build and manufacturing process at Hydromat, Inc. – a recognized leader in precision transfer machine technology. The company produces turn key high production machines in a state-of-the-art facility in St. Louis, Missouri. Martin joined Hydromat as a Project Engineer over 20 years ago, moving from Switzerland to the United States to team up with a core group of associates in the company's early days. From there, he took on increasing responsibility, becoming Chief Mechanical Engineer in 1990 and Director of Mechanical Engineering in 1995. Today, Martin manages 55 associates in all aspects of the manufacturing and engineering processes. In addition, Martin Weber is responsible for Hydromat's Machinist Apprenticeship Program. Founded in 1983, it is modeled after a European style apprenticeship program with its rigorous, highly structured, and very disciplined curriculum. Graduates are well prepared for the challenges of a modern manufacturing environment, having completed 8,000 hours of hands-on training and almost 600 hours of theoretical classroom training prior to receiving their certification from NIMS and the United States Department of Labor.



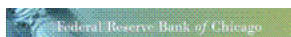
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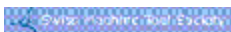
Tooling and Manufacturing Association



National Institute for Metalworking Skills



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