



NEWS from MCEDC

Marshall County Economic Development Corporation

April 2013

MCEDC Provides Assistance in Obtaining Incentives for Growing Businesses

One of MCEDC's primary roles is to be engaged with existing and potential new businesses and provide assistance in expansion, relocation, and start ups. In this role, our staff often works with businesses involved in the manufacturing sector which employs over 40% of our county's labor force. Manufacturing is truly the backbone of our economy!



We will provide assistance in way we can to ensure that our businesses have the necessary resources to expand and be as profitable as possible. Often, when an existing or new company expands their building, builds a new facility, or purchases new equipment, they are eligible to receive state and/or local incentives. Such incentives are usually in the form of tax credits or abatement.

Our staff will work with both the Indiana Economic Development Corporation (IEDC) and the local units of government in determining if such incentives are available and will aid in securing them. The amount of incentives and eligibility are based upon the expected number of new jobs and the total level of investment.

So if you are planning a building addition to your current facility, building a new facility, or are purchasing new manufacturing, research and development equipment, or transportation and logistic equipment, please contact our office before you begin your construction or installation of your new equipment.

MCEDC Community Leaders Discuss Development Opportunities

The MCEDC Board of Directors and Staff says "thank you" ... to all those that participated in the "County Development for the Future Event" workshop held at Swan Lake Resort & Conference Center on February 20th.



The purpose of this event, which was attended by 30 participants representing the County Commissioners, Town and City Councils, Redevelopment Commissions, and other community groups, was to discuss future business and industrial development opportunities throughout the county.

The event was presented as a follow up to the successful "Economic Development 101 for Local Elected Officials" held last fall. It was at this prior event that many of our local elected leaders and representatives learned of how economic development is a team sport which cannot be done by any one individual, county, city, or town. In this cooperative spirit, the participants discussed potential development constraints and opportunities, and what needs to be done to move our communities forward to attract companies to our county.

The event was facilitated by Shawn Peterson, CEO & President of the Corporate Partnership for Economic Growth. Mr. Peterson's former position with the Indiana Economic Development Corporation allowed him to share insight into the interactions the state and economic development organizations, such as MCEDC, have with site selectors.

"Generally site and building requests come in with a requirement for a 48 hour turn-around. If the information is not readily available, a community will not make the cut," said Mr. Peterson. He continued that next to an available building or site, the next key factor is an available and educated workforce.

While the root causes varied for our lack of available buildings and sites, there was a consensus that we need to streamline our processes and work towards having buildings and properties ready for immediate sale.

At the conclusion of the event, the group decided to continue to be proactive on these issues and will reconvene in May to further the discussion.

Initiative Launched through Regional Collaboration to Attract International Talent to Northern Indiana



The Corporate Partnership for Economic Growth (CPEG) have added The International Center to the organization's arsenal of resources to promote international economic development within Northern Indiana and to help the region and its businesses attract and retain international talent.

Through the formation of a new collaborative, The International Center will make available to Northern Indiana businesses, including CPEG and their corporate partners,

several programs and services to help those businesses achieve objectives related to international talent. Specifically, The International Center will provide:

- Destination Services - Working directly with a relocation group or an expatriate employee's HR department, The Center will tailor programs to address critical issues and concerns at each juncture of their relations - before departure, through the search for a new place to live and "settling in" services.
- Global Competency Training - Providing customized training programs for corporate clients, service providers, educational institutions and community organizations. Clients may be arriving to live and work in the U.S., leaving to take a work assignment overseas, working in the virtual global environment or addressing diversity issues in their own Indiana workplace.
- Protocol Services - Providing advice and counsel to assist clients in using internationally recognized procedures to transform an unfamiliar environment into a comfortable climate in which to conduct business. Services range from creating itineraries and production schedules, to coordinating diplomatic visits to and from Indiana at various levels, to arranging official meetings for visiting delegations to managing international events and providing flag displays.

This partnership stems from a talent and workforce review conducted by a coalition of Northern Indiana workforce and economic development organizations. The review's findings and recommendations were recently released in a report titled *Talent Roadmap for Northern Indiana*.

"We are a welcoming community, and the recruitment of international professionals is a natural element of the region long-term talent attraction and retention strategy," stated Shawn E. Peterson, CPEG president and chief executive officer. "To improve our competitiveness, the *Talent Roadmap* recommended offering additional assistance to international recruits and their families as they assimilate into the community and to the businesses that need to train co-workers regarding cultural differences."

Diane Thomas, President and CEO of The International Center, sees this move as an embodiment of the organization's growth strategy.

"We embarked on a path two years ago, at the urging of then-Governor Mitch Daniels, to extend our reach statewide and to make our programs and services available to businesses, governments, educational institutions and other organizations beyond central Indiana with international needs or an international growth strategy. We have strategically pursued such a growth plan, and this new collaboration with CPEG is one that can be a win-win proposition virtually from Day One - for CPEG, for The International Center, and most importantly, for businesses in the Northern Indiana region and their ability to attract and retain top international talent."

The International Center has added Janine Felder-Kahn, based in South Bend, as a member of its Destination Services team where she will be available, beginning immediately, to assist businesses in Elkhart, Kosciusko, St. Joseph and Marshall

Counties, as well as neighboring areas, as they recruit and relocate international employees. The Center's existing staff will support Janine in her efforts and be available for customized training and protocol services as well.

"We are optimistic that we can add considerable value to the efforts of CPEG and their regional business partners and are eager to make as meaningful a contribution to advancing the global agenda of businesses in northern Indiana as we have been able to do for our long-standing business partners in Central Indiana," said Thomas.

Source: CPEG

[Click here for more information on CPEG and the International Center.](#)

Focus on Workforce Development: WorkOne Northern Indiana JAG Program Assists Youth Transition from School to Work

The Jobs for America's Graduates (JAG) program is a national youth development and career readiness initiative that is locally coordinated and operated through WorkOne Northern Indiana. The program's mission is to keep young people in school through graduation and provide work-based learning experiences that will lead to career advancement opportunities, or to enroll in a post-secondary institution that leads to a rewarding career.



Over the last several years, JAG students throughout our region have participated in a Career Development Conference. One of the key activities of the conference is a competition among the students in six disciplines that encompass essential skills for employment: career presentation, employability skills, creative solutions, writing skills, critical thinking, and public speaking. The students were judged by professional business people from organizations throughout the region, including Marshall County. Those students that earned a first or second place in each category were invited to a statewide competition.

Many of the teens that have been involved in the JAG program go on to be successful in post-secondary education and in their careers.

Source: WorkOne Northern Indiana

[Click here for more information on the JAG program.](#)

Focus on Marshall County Industry: Bremen Castings Reaches Safety Milestone

Foundries and machine shops are notoriously known for being dangerous places, but one Indiana foundry is changing the tides of the industry. [Bremen Castings Inc. \(BCI\)](#) in Bremen, Indiana has recorded one million man hours without a lost time accident. A lost time accident is defined as an occurrence that resulted in a fatality, permanent disability or lost time from work of one day or shift, and possibly more.



President JB Brown notes, "We've implanted strategies and procedures to make sure that each and every employee is accountable for each others safety while at work," says Brown.

"We require all employees to file 'near miss' reports if they notice something is amiss. For example, if a cable is in the way or there is a slippery step, the employee is responsible for moving it and filing a report to inform upper management of the issue."

Brown adds that the executive team then analyzes the reports to determine how to implement changes that would prevent a potential situation from occurring in the future.

Source: Bremen Castings, Inc.

Comment from Jay Bahr..... MCEDC's New Executive Director

Hello. As some of our readers know, I am Jay Bahr, the newly appointed Executive Director of MCEDC, and I am thrilled to finally be here in Marshall County and on the job. I started work on Monday, April 15, and it has been a whirlwind of new names, new faces and learning about new businesses. I am hopeful that some of this information is sticking with me.

I am brand new to Indiana, but I'm not new to economic development. I am coming to Marshall County with over 20 years of public sector experience, much of it in an economic development capacity. My economic development experience began in Chicago, my hometown, working on tax increment financing issues as well as economic impact analysis. While I was in Cleveland at the Regional Transit Authority, I had an opportunity to work on transit-oriented development, and as a city manager in Ohio, I gained some great insights into small town redevelopment, particularly in traditional downtown



areas. More recently, I served as the Economic Development Director for the City of Hillsdale Michigan and as the Regional Representative of the Ohio Department of Development for 20 counties in Northwest Ohio.

That being said I know it will take time, patience and significant effort to understand the way economic development is done in Indiana, to know the lay of the land and meet all of our stakeholders. But planning is already underway to do just that. I am looking forward to meeting you personally and getting to know more about your community and your organization.

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