



New Normal Manufacturing in the Age of COVID-19

Fairfield County
May 1, 2020

A New Phase in the Pandemic

- Decisions made now will determine how the easing of restrictions goes
- We have the information we need to have agency
- You are not alone, you have resources in this county, state, and country

Resources:

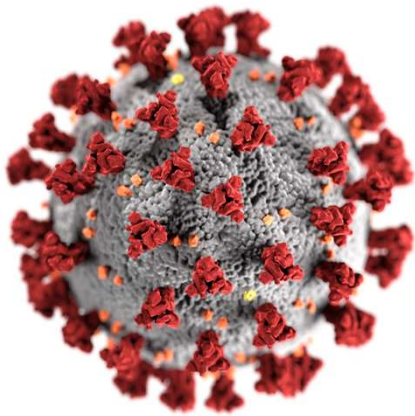
- **Larry Hanna**, Administrator, The Fairfield Department of Health
- **Rick Szabrak**, Director, Fairfield County Economic and Workforce Development
- **Dr. David Stein**, Senior Analyst, MEP at Columbus State
- **Thom Rogers**, President, Mainspring Solutions
- **Jeff Spain**, Director, MEP at Columbus State
- **Brent Maurer**, Business Relations Manager, MEP at Columbus State

COVID-19 Health Insight

Larry Hanna

The Fairfield Department of Health

Definitions



Coronavirus
Family of Viruses

By CDC/ Alissa Eckert, MS; Dan Higgins, MAM



SARS-CoV-2
Specific Novel Virus

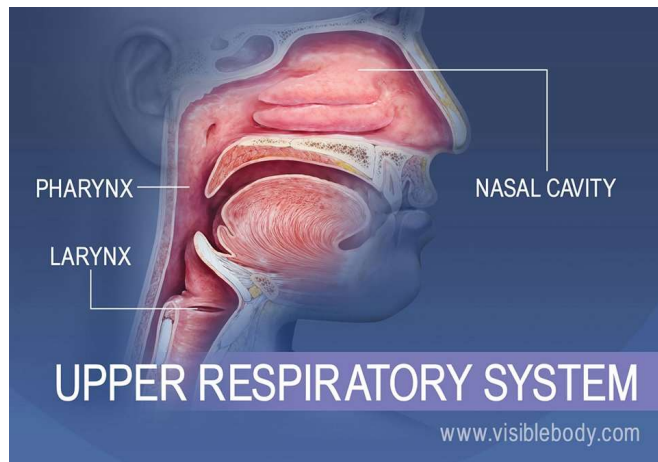
Image captured and color-enhanced at the NIAID Integrated Research Facility (IRF) in Fort Detrick, Maryland. Credit: NIAID



COVID-19
Disease caused by SARS-CoV-2

<https://www.health.harvard.edu/diseases-and-conditions/if-youve-been-exposed-to-the-coronavirus>

The Early Infection



How Does it Spread:

- droplets from the nose or mouth of infected person - by coughing, sneezing, talking
- Inhaled or touched on surfaces
- Hand to mouth, eyes, nose

Incubation Period

- 5-6 days on average, can be 1-14
- Children & Adolescents typically have milder symptoms
- Causes pneumonia and respiratory distress in more severe cases

Contagious Period

- Starts 2-3 days BEFORE symptoms
- According to CDC, ends:
 - No sooner than 7 days after first symptoms
 - Non-fever symptoms have improved
 - No fever for 72h without medication

<https://www.visiblebody.com/learn/respiratory/upper-respiratory-system>

Symptoms

Most Frequent:

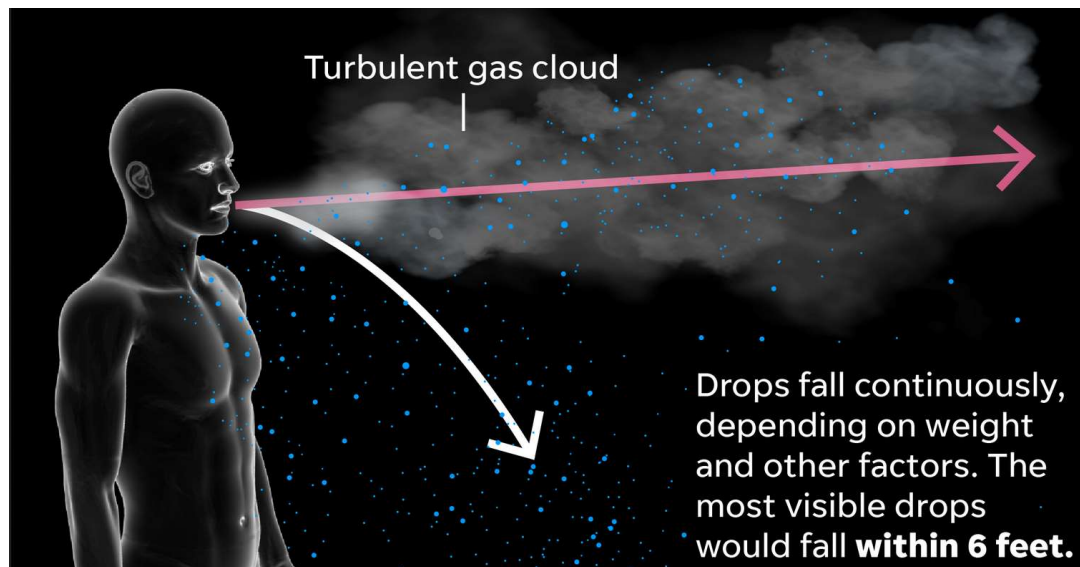
- Fever
- Dry Cough
- Shortness of Breath
- Muscle Pain
- Headache
- Sore Throat
- New loss of Taste or Smell

Less Frequent:

- Trouble breathing
- Persistent pain or pressure in chest
- New confusion or inability to arouse
- Bluish lips or face

Be aware that these symptoms overlap with other illnesses

Transmission Pathways



- Respiratory Droplets
 - Large Droplets ($>5\mu\text{m}$)
 - Small Droplets ($<5\mu\text{m}$)
- Contamination of Surfaces
 - Mouth-Hand-Surface
 - Large Droplets

Mitigation Strategies

Dr. David Stein

Senior Analyst – MEP at Columbus State

Thom Rogers

President - Mainspring Solutions

Strategy 1: Keep the virus out of Facility

- *Enable remote work*
- Control Access to Facility
 - Only essential staff and visitors
 - *Daily symptom assessment*
- *Stay/Go home when symptomatic – No time for “Toughing It Out”*
- Reinforce culture through communication (signage/training/emails)
- What happens outside of work is important

Strategy 2: Enhanced Hygiene Measures

- *Proper handwashing: 20s, soap & water, 6-7x a day*
- Hand Sanitizer available in key areas
- Avoid touching your face
- Cough & Sneeze into tissue or elbow
- *Disinfect high contact surfaces frequently (throughout day)*
 - *Includes desks and workstations*
- Don't forget 'transient' surfaces: raw materials/WIP

Strategy 3: Social Distancing

- Highest Risk: <6' for longer than 5m
- Low Risk Interactions: Passing in Hallways/Walking Past Desk
- Avoid putting people in enclosed areas for extended periods
- *Limit personnel in common areas: Breakrooms, entrances, etc.*
- *Move desks and workstations more than 6' away from each other*
- *Establish maximum capacity (e.g. 50% of fire code)*
- Ventilation is good, especially with filtering

Strategy 4: Engineering Controls & PPE

- *Physical Barriers for workstations that need to be close*
 - Barriers need to be cleaned
 - Temporary barriers are effective in short term
- HEPA Filters
- *Highly Recommended Mask Use*
 - Even homemade masks catch some droplets
 - Face shields can be preferable in some situations

Strategy 5: Managing Morale

- Employees want to feel safe
- Communication is key to compliance with new measures
- Think about new communication forms
 - Electronic communications (video)
 - Timeliness is more important than polish
- Remind employees about mental health benefits
- Flexibility with respect to family care responsibilities

Strategy 6: Stay Up To Date

- As new data is analyzed, guidelines may change
- MEP will be monitoring the major sources of info

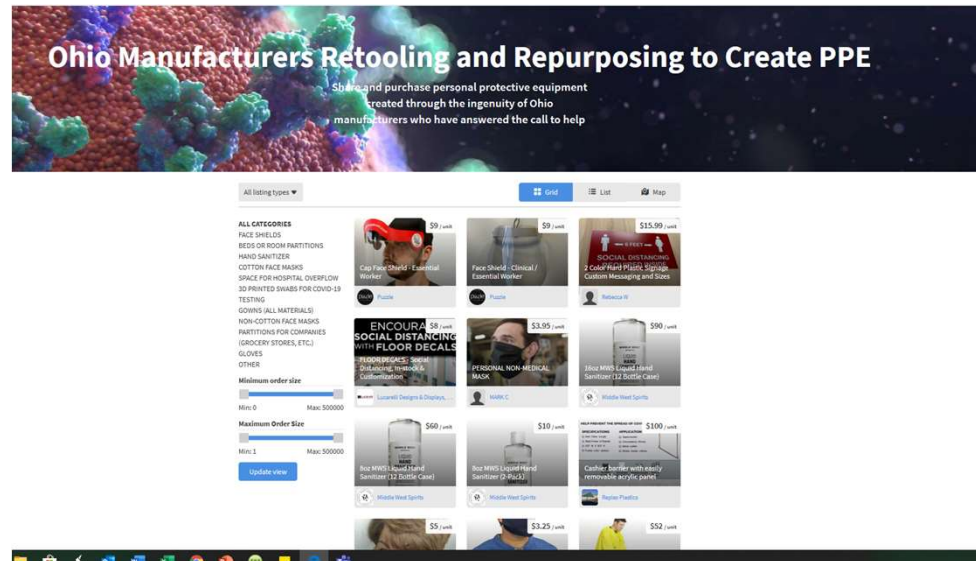
Strategy 7: Don't Forget the Basics

- Tendency to focus on new information and procedures
- Factories coming back from shutdowns is well studied
 - After time off, more likely to have safety incidents or quality issues
- Re-emphasize safety and quality procedures

PPE Resources

Ohio Manufacturing Alliance Marketplace

<https://repurposingproject.sharetribe.com/>



PPE Resources

Cloth Masks

Carriage House Printery

Shannon Frankhauser

shannon@carriagehouseprintery.com

Hand Sanitizer

Lubrication Specialties, Inc.

Mindy Groves

mindy@lubricationspecialties.com

800-341-6516

Watershed Distillery

Kit Meager

kit@watersheddistillery.com

614-357-1936

AMG Industries (Hand Sanitizer Brackets)

740-397-4044

Face shields /Gloves

See site for multiple options

Signage

See site for multiple options

Sneeze Guards/Partitions

Replex

www.replex.com

740-397-5535

Shamrock Plastics

<http://shamrockplastics.com/>

740-392-5555

<https://repurposingproject.sharetribe.com/>

You Are Not Alone

Rick Szabrak

Director, Fairfield County Economic and Workforce Development

Jeff Spain

Director – MEP at Columbus State

Fairfield County Resources

- **Fairfield County Economic and Workforce Development**
 - www.Fairfield33.com
 - 740-652-7160
- **Fairfield County Ohio Means Jobs**
 - <https://www.fcjfs.org/services/jobs>
 - 740-652-7856
- **Lancaster Fairfield County Chamber of Commerce**
 - <https://www.lancoc.org/>
 - 740-653-8251
- **Fairfield Department of Health**
 - <https://www.myfdh.org/>
 - 740-652-2800



Fairfield County
A proud partner of the
American Job Center network



Fairfield County Resources

The Fairfield County Revolving Loan Fund provides low-interest loans to businesses to help with expansion and employee retainment. **Fixed rates, long terms, and quick turnaround!**

Fairfield County adjusted the Revolving Loan Program to provide immediate relief to local businesses



Minimum
\$5,000 Loans
Available



Interest Rates as
Low as 3%



5-Year Term for
Working Capital Loans
(Extended Term for
Machinery and Equipment)



Repayment Deferral
Options Available

APPLY TODAY AT [FAIRFIELD33.COM](https://www.fairfield33.com)



fairfield 33 corridor
Central Ohio's Road to Opportunity



State Resources

- **Office of Small Business Relief**

- <https://businesshelp.ohio.gov/>
- 1-833-BIZ-OHIO (1-833-249-6446)



- **SBA**

- <https://www.sba.gov/offices/district/oh/columbus>
- 614-427-0407



MEP at Columbus State

- MEP at Columbus State is a member of Ohio MEP and National MEP Network
- 12 central Ohio counties
- Focus on driving profitability, productivity and innovation in manufacturing with a primary focus on small and medium sized manufacturers
- Once Partner. Multiple Service Solutions.



COVID-19 Related Services

- Self-assessment checklist
- Free Assessment by our team
- Methodologically-rigorous production cell redesigns
- Supplier sourcing
- Implementation of physical barrier projects
- Cybersecurity assessments
- Training Opportunities for workforce
- Workforce strategies

Virtual Manufacturing Training



PLASTICS PROCESSING

MEP | AT COLUMBUS STATE

PROFESSIONAL DEVELOPMENT

LEARNING PLANS FOR MANUFACTURING JOB ROLES

Online Training from Columbus State Community College and Tooling U-SME offers a quick-start, progressive road map that allows manufacturers to build career paths for employees. This online training is intended to enhance your existing on the job training, to create a job progression plan and requires minimal preparation. It is efficient, effective training that has been

Workforce

Brent Maurer

Business Relations Manager – MEP at Columbus State

Employees are your most valuable asset

- How you interact with the employees will have a lasting impact on your company
 - Have you talked to each employee
 - Conversation about their concerns
 - Accommodations
- Policies in Place for Protection
 - Distribute to employees
 - Outline steps
 - Have them sign off

Who is coming back – where are the gaps

- Develop a COVID-19 staffing plan
- Prioritize Positions
 - Essential Operations
 - Nice to have
- Cross Train or Shift Employees to fill gaps

Be ready to hire!

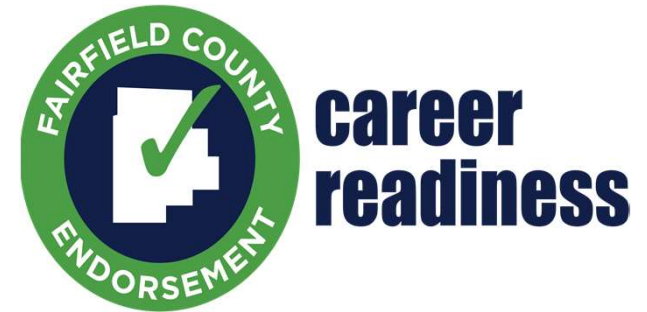
- Consider Sources of Talent
 - Referrals
 - Job Boards
 - Ohio Means Jobs – Free Monster Postings
 - Virtual Job Fair
 - Newspaper/Media Coverage – Press Release We Are Hiring!
- Hiring Process

Remain Flexible – You Are Not Alone

- Challenges will arise
- Partners in this Pandemic
 - Area Development Foundation of Fairfield County
 - Fairfield County Chamber of Commerce
 - MEP at Columbus State
 - Fairfield County Ohio Means Jobs
 - SBA
 - Office of Small Business Relief
 - Ohio Manufacturing Association

Fairfield County Hiring Resources

- Career Readiness Program
 - 180 seniors looking for jobs
- OhioMeansJobs Center
 - Hiring Events
 - Resume Mining
 - Rapid Response



Fairfield County

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Questions

Looking Forward: a steady state

- Can't stop focusing on COVID-19 until vaccine or treatment
- An uneasy steady-state
- Budgets are busted – Need to Improve Competitiveness
- Acceleration of longer-term trends
 - Remote Work
 - Industry 4.0, adoption of digital tools
- New trends: Resiliency & hygienic technology

Silver lining: the value of local manufacturing is more apparent than ever

Key Contacts

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Fairfield Department of Health

<https://www.myfdh.org/>
740-652-2800

Thank You