

MICHIGAN SUMMER

May 2023 Issue 3

NEWSLETTER WELCOME

In this month's issue, we celebrate an Upbound Champion and hear from him on how you can be a Champion yourself. You will also learn about General Bearing Corporation, one of Upbound's employer partners, and meet Susana, an Upbound Candidate who is thriving in her current position.

May is Mental Health Awareness Month. Employers will hear what they can do to support mental health in the workplace.

HOT JOBS



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GENERAL BEARING CORPORATION

General Bearing is a family owned and operated business that will be celebrating their 80th anniversary later this year. General Bearing first became a partner of Upbound's in the fall of 2020 and since then, numerous candidates have been placed at both their Milford and Farmington locations. General Bearing manufactures, assembles, and distributes a variety of tapered roller bearings and radial ball bearings. These parts are most often used on trains and trailer trucks. Upbound candidates working with General Bearing operate CNC and Lathe Machines, manage shipping operations, and ensure all parts are within tolerance.

The General Bearing team have been advocates and teachers to our Upbound Candidates, giving them the opportunity to learn new skills, advance from part time to full time positions, and encouraging and supporting long term career growth.

If you are interested in working with General Bearing apply for a position [here](#)

MORE HOT JOBS

Follow our QR code to see all available openings



BECOME AN UPBOUND CHAMPION

Brian Eisbrenner is a father of three and owner of The CEO Business Coach. Brian's oldest son Connor, 11, is on the Autism Spectrum. Connor profoundly impacted Brian's perspective and approach toward the people he employed in his businesses. Upon meeting members of the Upbound Board of Directors and learning about the staggering statistics of unemployment in the Autism community, Brian felt motivated to get involved.

"Not everybody hears and feels the same way. Sometimes, in business, we fall into the trap of thinking that you either have what it takes to succeed or you don't. But the truth is, everyone has unique strengths and abilities that can be harnessed and developed. Instead of trying to fit everyone into the same box, we should value and embrace our differences and adapt our environments to accommodate the full potential of every individual". As a business coach, Brian hears about business owners' different needs and challenges. Brian encourages others to challenge the status quo and to try new things to overcome their biggest challenges.



Brian has personally seen the benefits from hiring neurodivergent individuals in businesses he previously owned. Brian adapted the way he recruited and developed employees and, in return gained long-term employees. When asked how other parents or partners can be Champions for Upbound Brian responded, "Keep your ears open and listen for opportunities from your network of people. Pay attention to help wanted signs, be inquisitive, find out where businesses are struggling and what they're looking for."

If you are interested in becoming an Upbound Champion, please contact us [here](#).

UPCOMING EVENTS

Click any of the events below to learn more:

- [5/16 Understanding Neurodiversity - Disability Network](#)
- [6/6 Peer Meet Up - Full Spectrum Agency](#)
- [6/25 Autism Hero Walk: Grand Rapids](#)
- [8/3 Free Drive-In Movie - STEP](#)

MENTAL HEALTH IN THE WORKPLACE

May is Mental Health Awareness Month. One in five adults experience a mental health condition each year. According to the World Health Organization (WHO): For people with mental health conditions, decent work can contribute to recovery and inclusion, improve confidence, and social functioning. Untreated mental health conditions may result in sleep difficulties, difficulty focusing, low motivation, irritability, and physical and mental pain. The WHO has estimated that \$1 trillion per year is lost in productivity due to anxiety and depression. There are numerous ways companies can support employees' mental health and work to destigmatize mental health care in the workplace:

✓ Protect Mental Health


- Reasonable accommodations
- Adequate insurance coverage
- Manager training for mental health
- Training for workers
- Use non-stigmatizing language
- Disability planning
- Return to work programs
- Promote well-being

X Mental Health Risk Factors

- Discrimination and exclusion
- Enabling negative behavior
- Excessive workload/understaffing
- Limited support from supervisors
- Under-use of skills/Under-skilled for work.
- Unclear job role
- Job insecurity

The Autism Alliance of Michigan is here to connect you with mental health resources
Chat with a navigator today

CANDIDATE TESTIMONIAL



I have been working as a Recreation Aide at a local community center since April 2021. I work independently at the recreation center completing tasks such as cleaning fitness equipment, dusting, and cleaning mirrors. Upbound supported me with resume writing, job searching, interview preparation, and supported me when I started my job. With Upbound's support I was able to gain skills in communication and follow a daily schedule. I have great supervisors at the community center and enjoy this position more than positions in the past.

-Susana W.

SUBMIT YOUR
TESTIMONIAL

