



Your Source for Monthly Manufacturing News

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Manufacturing News from our Nation, State and Region

National News

Manufacturing Institute Report: Top Contributors to Employee Engagement & Retention

In response to growing concerns over talent attraction and retention across all industries – including manufacturing – the [Manufacturing Institute](#) partnered with the [American Physiological Association](#) to conduct a robust survey of more than 570 front-line and supervisor-level manufacturing workers to determine the top contributing factors to employee engagement, retention and job satisfaction. The most commonly-cited reasons for staying with an employer were enjoying the work performed (83%), a sense of job stability and security (79%), the employer's family-oriented culture (69%) and company encouragement of work-life balance (68%). Being involved in decision-making and goal setting, having relative autonomy in how a task is performed and being on a track for eventual promotion were also very important factors in employee retention. The full report can be accessed by [CLICKING HERE](#).



Deloitte: Manufacturing's Future Depends on Diversity, Equity & Inclusion

According to the experts at [Deloitte](#), manufacturer adoption of a purposeful Diversity, Equity and Inclusion (or "DEI") initiative is quickly becoming a differentiator not only in the heightening competition for labor – but in the company's long-term financial viability as well. In their recent "[Beyond Reskilling](#)" report, the firm highlights that companies that embrace ethnic, religious, cultural, and personal diversity and articulate that acceptance with formal DEI policies and practices experience higher levels of productivity, profitability and employee satisfaction when compared to peer companies that have not yet responded to diversity gaps in the workplace. Of the manufacturers they studied, 63% linked a robust



and sincere DEI effort to an enhanced ability to attract and retain qualified talent. [The report](#) also provides a general guidance for beginning your company's DEI journey.

State Update

“Learning Factory” Connects Manufacturers to Penn State Engineering Solutions

The Penn State College of Engineering is currently seeking project proposals for the Bernard M. Gordon Learning Factory initiative, which partners small and mid-sized manufacturers with teams of College of Engineering seniors to address and solve production, product, data or other challenges over a 15-week period. Through this partnership, students gain real-life problem-solving experience while project sponsors (manufacturers) benefit from over 400 hours of student engineering talent under the advisement of a faculty facilitator. Over 200 projects will be approved for the upcoming semester. The Learning Factory gives students access to 3D printing, CAD/CAM, metal casting and cutting, welding, testing, composite material processing and other equipment, and is a great way for manufacturers to find solutions to their “back burner” material, process flow and product performance of similar problems. Manufacturers can find out more about this program by [CLICKING HERE](#).



Philadelphia Fed Reserve Poll: Manufacturers Raising Wages in Response to Labor Needs

Earlier this month, the Federal Reserve Bank of Philadelphia released the results of its special question poll of manufacturers throughout the Third District of the Federal Reserve (PA, NJ and DE) regarding wage increases across the sector. Nearly 74% of respondents indicated that they had increased wages over the past three (3) months – with 56% stating that they either had already increased wages by more than originally budgeted for 2021 or were planning to do so soon. Nearly 40% of firms were planning for (or already implemented) wage increases of more than 5% throughout 2021. On average, respondents expected to see wages increase by 4.5%. Access the full report by [CLICKING HERE](#).



FEDERAL RESERVE BANK
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State's New *Pennsylvania: Work Smart, Live Happy* Magazine Highlights Manufacturing

The PA Department of Community & Economic Development's inaugural edition of *Pennsylvania: Work Smart, Live Happy* magazine highlights the Commonwealth's innovation resources (pgs. 14-17) and robust manufacturing economy (pgs. 31-39). Several northeastern, central and northern tier manufacturers are featured within the publication. See the full online version by [CLICKING HERE](#).



Regional News

Columbia County Packaging Manufacturer Poised to Expand and Add Jobs



[Trivium Packaging](#), a manufacturer of sustainable metal packaging, recently announced an investment of over \$7 million in upgrading and expanding its Bloomsburg, PA location. The modernization will enable the facility to accept and process additional quantities and steel coil and thereby accommodate growing customer demand for innovative container shapes, decoration and embossing. The move will also create an additional 48 full-time jobs.

Metal Fabricators Achieve Fabricator's FAB 40 List



Two northeastern Pennsylvania metal fabrication firms – [Pulverman](#) (Dallas, PA) and [EVS Metal](#) (Stroudsburg, PA) were recently named to [The Fabricator's FAB 40 List](#) – a compilation of the 40 most successful metal fabricators in the United States based upon 2020 revenue and other performance metrics. Four (4) other Pennsylvania firms – [Greiner Industries](#) (Mount Joy, PA), [R-V Industries, Inc.](#) (Honey Brook, PA), [Miller Fabrication Solutions](#) (Brookville, PA) and [Precision Cut Industries](#) (Hanover, PA) also made the prestigious roster.

Business Leaders Comment on Supply Chain Challenges & Importance of Agility



Four leaders from the regional manufacturing community – Greg Stanton (CEO, [North American Manufacturing](#)), Garry Hartman (President, [Cheetah Chassis](#)), Rudy Singh (Sr. Director of Manufacturing, [CSS Industries & Design Group Americas](#)) and Grace McGregor (Dir. of Strategy & Operations, [McGregor Industries](#)) recently contributed to [Northeast Pennsylvania Business Journal](#) articles highlighting [supply chain disruptions experienced](#) during the COVID-19 pandemic and the [need to pivot and remain agile](#) in the face of unforeseen change and challenges.

If your company has great news you'd like us to share with our manufacturing community, please contact Chelsey Coslett, NEPIRC's Manager of Marketing & Stakeholder Engagement, at Chelsey@NEPIRC.com.

NEPIRC News

NEPIRC Launches Manufacturing Job Board – Encourages Firms to Participate

NEPIRC recently launched the region's first manufacturer job board to connect job seekers throughout northeastern, central and the northern tier of Pennsylvania with manufacturing firms that are growing and adding to their teams. To date, the job board represents 60 manufacturers that are collectively offering more than 1,000 career opportunities. Industry participating in the initiative is **FREE**. NEPIRC plans to maintain, update and promote the job board on an ongoing basis to drive job applicants to the site. Manufacturers wanting to participate in this effort should contact Chelsey@NEPIRC.com. Just [CLICK HERE](#) to visit the job board.

Manufacturing Day is Back for 2021!

NEPIRC is excited to announce that its annual Manufacturing Day event will once again be **in person!** This year's event,

satisfaction (and, in many cases, actually increasing it). A must-read for those feeling overloaded at work or those who spend the majority of their day responding to email or stressed over the number of unopened emails facing them each workday.

New Business Opportunities: Companies Looking for Suppliers

NEPIRC is relaying these potential new business opportunities to manufacturers across our region:

- **CYLINDERS & BOTTLES FOR MOTOR SPORTS FIRE SUPPRESSION SYSTEM**
– Viewable as (Google) Stroud Safety Part #93062 and #93072, these are 5 lb. replacement fire bottles (13.75" H x 4.375" Dia x 12.5" Circ) (#93062) and 10 lb. replacement fire bottles (15.5" H x 5.25" Dia x 16.625" Circ) (#93072). Service pressure 1800 psi/124 bar. Made of TC-3ALM 6061 Aluminum and bearing DOT-3AL certification for pressurized cylinders. Aluminum is cut to length, headed and molded to shape the hollow cylinder. Bottle is then painted and nozzle attached. Desired quantity is 40 units of each size per month at a price of ~\$38 for the 5 lb. container and ~\$48 for the 10 lb. container. Items to be delivered to Murray, KY location. Desire to locate supplier is immediate.
- **CARBON FIBER WIND TURBINE BLADES** – Twisted carbon fiber blades 58.09" long and approximately 8.5" wide at widest point. Technical specifications at 1/8th scale available through NEPIRC representative. Note that thickness of blade is not specified. Strength must exceed that of 5/16" 6061-T6 Aluminum with same geometry. Configuration is five (5) blades per wind generator and expected order is 125 configurations/month or 1,500 annually. Desired pricing is \$100 per unit shipped to Potsdam, NY. Companies seeking specification drawings and other details should contact Dale@NEPIRC.com.
- **LICENSE & MANUFACTURING PARTNER – BATTERY ADAPTERS** – A federal agency has developed a portable device to adapt existing battery supplies to charge a variety of peripherals. That agency is looking for a manufacturer to license the technology and produce the item to their specifications. The device is designed to use spare Motorola APX radio batteries as the power source. The item is approximately the size of a deck of playing cards and is made of electronic components within a plastic housing. Electronic components consist of a printed circuit board soldered into place and secured to the housing. Leads are then attached for input/output. According to the federal agency, which is applying for a patent on the item, the estimated production cost of the unit, allowing for profit margin, is \$10 per unit. Drawings are available from NEPIRC if interested in pursuing this opportunity.

Companies interested in these supplier opportunities are encouraged to contact Dale Parmenteri, NEPIRC's Vice President of Consulting Operations, at Dale@NEPIRC.com. Please use "Supplier Opportunity" as the subject line for an immediate response!

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