

A G U I D E T O

Cool

stuff
▶ Made in CONNECTICUT

PUBLISHED BY:

HARTFORD
BUSINESS JOURNAL
FALL 2018

GOLD SPONSORS:



Bachelor's Degree

Management & Engineering for Manufacturing

OVERVIEW

UConn's Management & Engineering for Manufacturing (MEM) program graduates business leaders with the management expertise and engineering knowledge to design and deliver solutions for product development, materials management, production processes, service delivery, workforce reliability, and more.

CURRICULUM

MEM's unique curriculum, which has been developed in close collaboration with industry partners, integrates technological expertise and managerial skills with an emphasis on preparing students for careers with firms engaged in manufacturing at a world-class global level.

ACCREDITATION

The MEM program is accredited by ABET in two separate areas in the School of Engineering: Engineering Management and Manufacturing Engineering. The program is also accredited in the School of Business by the Association to Advance Collegiate Schools of Business (AACSB).

UCONN
SCHOOL OF BUSINESS

UCONN
SCHOOL OF ENGINEERING

www.mem.uconn.edu

From our Sponsors



accounting for nearly one-eighth of Connecticut's economy, addressing this critical need calls for a true team effort. Manufacturing and education must work together to ensure that there are realistic opportunities to become part of this movement, whether for students considering the many career options available to them in manufacturing, or for seasoned workers hoping to increase their skills, stay current with industry trends and advance their careers.

This team effort can succeed if we create more partnerships between manufacturers and colleges, not only in developing curriculum, but also in actively training the next generation of skilled workers. We need young people to understand that training as a computer-numerical control (CNC) machinist, quality inspector, or supply-chain and logistics technician is a great start to a lifelong career — and that training can often be accomplished in a surprisingly short time.

To students reading this publication, I encourage you to learn as much as possible about the new world of careers opening up in manufacturing, and I invite you to visit our Business and Manufacturing Center in East Hartford to see how we're collaborating with tomorrow's makers and entrepreneurs.

To business owners and incumbent workers, I hope you will continue to engage in the exciting, ongoing conversations that empower industry and education to work together to strengthen Connecticut's place on the world manufacturing stage. **It is our collective vision, creativity, and understanding that will propel us into the future.**

Mark Scheinberg
President, Goodwin College
www.Goodwin.edu



**Connecticut Center for
Advanced Technology, Inc.**

One by one, dozens of middle- and high-school girls stepped to the microphone and asked tough questions of expert panelists. Where are the manufacturing jobs? What are they? What do they pay? What does my future look like?

It's inspiring to watch and listen to hundreds of students soak in knowledge for a lifetime. There is nothing quite like witnessing young minds starting to get it, see it and almost taste it. I am lucky enough to be a part of such things, and on that day I stood in the back of a ballroom at the annual Making It Real: Girls & Manufacturing Summit, celebrating Manufacturing Month, October.

Students across the state are preparing for bright futures in manufacturing careers, and the Connecticut Center for Advanced Technology is excited to be a part of that. In the 2017-2018 school year, over 1,600 middle-school students at nine urban schools took part in instructional manufacturing and STEM-related programming. Additionally, more than 200 students statewide attended our summer Young Manufacturers Academy program; 400 participated in two major Manufacturing Month events.

As a non-profit corporation that provides services and resources to industry, academia, entrepreneurs and government, our Education & Workforce Development unit works with the manufacturing community to enhance employer engagement and provide critical assistance to job seekers. We create curriculum and implement programs for students interested in STEM-based careers. Our hands-on workshops, manufacturing site visits and learning activities provide and foster an environment that proves to students, families, friends and educators that there is reason to believe success awaits after graduation. As an approved training provider and licensed test center, CCAT also delivers pre-apprenticeship training and administers basic and technical skills assessments for core manufacturing competencies — resulting in industry-recognized credentials.

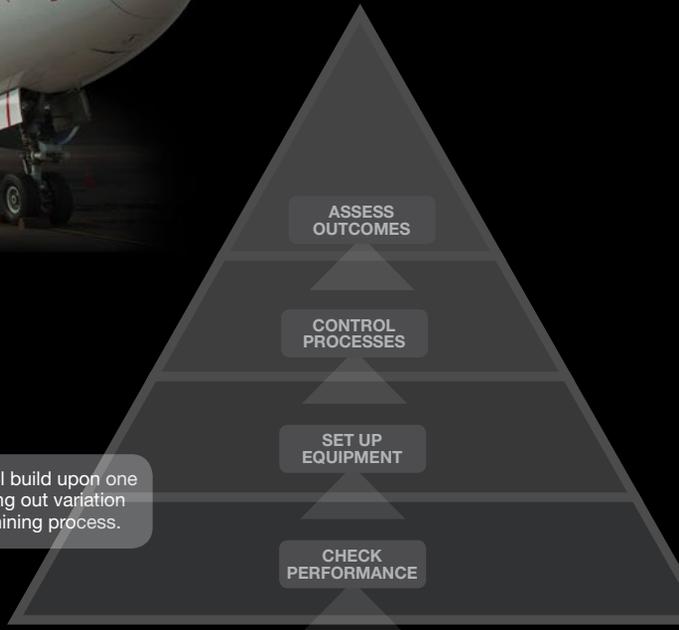
As the state license holder and coordinator of Connecticut Dream It. Do It., we are part of a national initiative promoting manufacturing careers. We are proud that our Young Manufacturers Academy was endorsed by the National Association of Manufacturers and is recognized as a best practice throughout the national Dream It. Do It. Network; we are excited that widespread activities each October — Connecticut Dream It. Do It. Manufacturing Month — highlight the many manufacturing career opportunities.

Connecticut must be prudent about how it spends its resources. By recognizing that manufacturing industries are critical to the economic well-being of Connecticut, the state continues to invest in programs that feed the talent pipeline, support manufacturing growth and future workforce engagement, assisting the 4,000 manufacturing firms which employ more than 150,000 workers.

If you're a student wondering about the future, think about manufacturing. And if you have questions ... well ... we have answers.

Elliot Ginsberg
President & CEO, CCAT
www.CCAT.us

Your partner for innovative manufacturing



Layers of control build upon one another—driving out variation from the machining process.



**Revo 5-axis
measurement system**
*All-in-one,
high-performance
measurement flexibility
on a single CMM*

As manufacturers ourselves, we understand the challenges you face. For 45 years, Renishaw has been creating breakthrough innovations that solve manufacturing problems and move productivity to new heights. Our suite of advanced solutions allows aerospace manufacturers to work to ever-tighter tolerances and significantly improve throughput. From additive manufacturing to post-process control, our proven technologies are found at the forefront of intelligent production systems.

Allow us to show you how the integration of innovative manufacturing techniques improve overall productivity and how we can be your partner for innovative manufacturing.

www.renishaw.com/aerospace

We are a proud partner with



CAT Connecticut Center for
Advanced Technology, Inc.



From our Sponsors



It is becoming increasingly clear that Connecticut faces a daunting challenge

over the next two decades: recruiting and training the thousands of skilled workers needed by major manufacturers and their suppliers in the state. Without this workforce, the state's manufacturing industry and its economy as a whole will fail to achieve the future of growth that exists for them.

The Connecticut State Colleges and Universities (CSCU) have historically played an essential role in supporting individual career and corporate growth for decades. We are proud to have played this role at both the workforce and leadership levels, but know we must approach our efforts with increased energy and focus going forward if we are to achieve our educational objectives and deliver on our mission to produce highly trained, educated, career-ready citizens.

We are also keenly aware that we must keep quality higher education within reach, maintaining affordability and accessibility for all who choose to attend our institutions. This is equally true at our four comprehensive universities (Central, Southern, Eastern and Western); at our 12 community colleges (Asnuntuck, Capital, Gateway, Housatonic, Manchester, Middlesex, Naugatuck Valley, Northwestern Connecticut, Norwalk, Quinebaug Valley, Three Rivers, and Tunxis); and at CSCU's online college, Charter Oak State.

Nine of Connecticut's community colleges have grown to become vital components of the effort to produce the manufacturing workforce. The advanced-manufacturing programs and courses offered at these campuses provide students with a strong foundation for their careers at all stages of their lives, whether they are recent high school graduates, adult students, or returning veterans. In addition, through our College Connections program, high school juniors and seniors receive college credit while in high school, sharing classes and labs in advanced-manufacturing courses and programs with their college-age peers.

Over the next 10 years, Connecticut advanced manufacturers in the aerospace, defense, biomedical and other industry sectors, along with their suppliers, will need as many as 25,000 career-ready skilled workers. [CSCU is committed to providing a pipeline to those workers, fueling the renaissance in manufacturing, and putting Connecticut's citizens on paths to great careers.](#)

Mark E. Ojakian
President, CSCU

www.ct.edu/MakeItHere



Manufacturing Offers Many Career Opportunities

Manufacturers throughout Connecticut are busy producing new, state-of-the-art products. As their businesses have expanded, so has their need for qualified, skilled workers interested in making careers in

the manufacturing industry. As many students and young employees are discovering, the days of dirty, dingy shops with antiquated equipment are over. People employed in the manufacturing sector are working with robotics and automation, computer-aided design, 3D printing and computer numerical control (CNC) machining in clean, modern facilities. Educational initiatives and training opportunities have never been more available and more accessible to obtain the skills needed to succeed.

More and more companies are offering internships to help students develop specialized skills to build innovative products and maintain sophisticated, next-generation systems. Manufacturers continue to invest in advanced technologies, to help employees who can use this equipment and stay on top of their game.

There's never been a more exciting time to work in manufacturing. Businesses recognize that newly hired younger workers want to tackle new challenges and be given meaningful responsibilities. As a result, new employees can expect to be given developmental assignments to acquire skills in specific areas of operation, be partnered with a mentor to foster their advancement and map out a personalized career plan to enrich their professional work experience.

CONNSTEP is a manufacturing consultancy firm that works with businesses to help them become more efficient in their operations, meet customer demands, create flexible workforces and build growth and profitability. We understand that business success is only possible through the collaborative efforts of individual contributors who focus on process, stay engaged and are determined to perform well. People like you.

[A fulfilling career in manufacturing awaits you. One that can be personally and financially rewarding and where your talents will be greatly valued and appreciated.](#)

Bonnie Del Conte
President & CEO, CONNSTEP Inc.

www.CONNSTEP.org



Do the Math

Sustaining an experienced workforce is a top priority for companies in today's competitive economic environment. It leads to business stability, customer satisfaction and desirable bottom-line outcomes.

With advances in technology and automation, manufacturers need to keep their employees on top of their game to grow business and enhance its value.

CONNSTEP offers many ways to expand the capabilities of your employees, including:

- Cross-training your workforce to become more responsive to customer needs
- Developing self-directed work teams to accomplish more with the same number of people
- Training Within Industry (TWI) which teaches the required skill not just the job

Qualified workers are a valuable asset to any manufacturing organization. Let us show you how to keep them engaged and productive and ultimately add even more value to your business.

Visit our website or give us a call to schedule an appointment.



PART OF THE
Connecticut | Department of Economic and
still revolutionary | Community Development



www.connstep.org/math
800.266.6672

STUFF Project Team

Brad Kane | STUFF Executive Editor
bkane@wbjournal.com
Loretta Peters | STUFF Senior Project Manager
lpeters@HartfordBusiness.com
Karen Spatafora | STUFF Senior Accounts Manager
kspatafora@HartfordBusiness.com
Susan Shalhoub | Profile Editor
Plum Editorial, susan@PlumEditorial.com
Liz Saltzman | Creative Director
lsaltzman@HartfordBusiness.com
Katelyn Mode, Sarah Connell & Karen Jamrog
Contributors

HBJ Editorial

Greg Bordonaro | Editor
gbordonaro@HartfordBusiness.com
Gregory Seay | News Editor
gseay@HartfordBusiness.com
Matt Pilon | News Editor
mpilon@HartfordBusiness.com
Sean Teehan | Staff Writer
steehan@hartfordbusiness.com
Joe Cooper | Web Editor
jcooper@HartfordBusiness.com
Stephanie Meagher | Research Director
Heide Martin | Research Assistant

HBJ Business

Joe Zwiebel President
jzwiebel@HartfordBusiness.com
Christopher Santilli | Publisher
csantilli@HartfordBusiness.com
Donna Collins | Associate Publisher
dcollins@HartfordBusiness.com
Lauren Stroud | Marketing & Project Manager
lstroud@HartfordBusiness.com
Christina Zuraw | Events Coordinator
czuraw@hartfordbusiness.com
Shannon Vincelette | HBJ Office and Events
Coordinator, svincelette@hartfordbusiness.com
David Hartley | Sr. Accounts Manager
dhartley@HartfordBusiness.com
Christopher Mazzaia | Sr. Accounts Manager
cmazzaia@HartfordBusiness.com
Kristen P. Nickerson | Sr. Accounts Manager
knickerson@HartfordBusiness.com
Karen Spatafora | Accounts Manager
kspatafora@HartfordBusiness.com
Raki Zwiebel | Credit and Collections Manager
Valerie Clark | Accounting Assistant/Office Manager
Jill Coran | Human Resources Manager

HBJ Production

Liz Saltzman | Creative Director
lsaltzman@HartfordBusiness.com
Christopher Wallace | Art Director
cwallace@HartfordBusiness.com

Peter Stanton | CEO
pstanton@nebusinessmedia.com
Joseph Zwiebel | President
jzwiebel@HartfordBusiness.com
Mary Rogers COO/CFO,
mrogers@nebusinessmedia.com

Hartford Business Journal (ISSN 1083-5245) is published weekly, 49x per year – including three special issues in July, November and December – by new England Business Media, LLC, 15 Lewis Street, Suite 200, Hartford, CT 06103. Periodicals postage paid at Hartford, CT and at additional entry points.

Tel: (860) 236-9998
Fax (860) 570-2493
Copyright 2017. All rights reserved.
Postmaster:
Please send address changes to:
Hartford Business Journal
P.O. Box 330, Congers, NY
10920-9894

THE ALLIANCE
OF MEDIA BUSINESS PUBLICATIONS



Welcome to Stuff Made in Connecticut



The best job ever.

Everyone is looking for it. But what is it, really? If it was fun all the time, they wouldn't call it work, but shouldn't the work you do be satisfying? Don't we all want to be appreciated, and don't we want to feel like what we do is important? What about learning? Don't we all aspire to work somewhere that challenges us, and where we can continue to grow, to learn more, and as importantly, as adults, **earn more** as we progress?

Simply put, it is nice to be wanted, and to be part of something important. Well, here is the good news. STUFF Made in Connecticut is about one thing and one thing only. To let you know that there is a place for you. Right here in Connecticut, as part of the manufacturing industry.

Three things are true today in Connecticut, and they will be true for many years into the future.

1. **Despite what you may have heard**, there is a thriving community both large and small companies in Connecticut that make things. From sophisticated electronics to jet engines, cell-phone chargers to car parts, toys, metal cable, breakthrough medical devices, heavy equipment, helicopters, submarines, and homegoods connected to the internet of things, **cool stuff gets made in Connecticut**.
2. These companies, thousands of them, are innovative, and they are successful. They compete domestically and globally, and they are modern workplaces driven by advanced technologies.
3. There are, and there will be, literally thousands and thousands of jobs available in manufacturing over the next decade and beyond. And we want you to know that you can be a part of that.

If you are at the stage in your life from middle school to your 20s, and even beyond, **the best job ever might be waiting for you**. There is a whole community that wants you to know that, including the companies profiled here, along with our sponsors, many of whom wake up every day wondering what else they can do to get the message out to **YOU**, that there are great careers, and fantastic, high paying jobs in manufacturing. Some are going unfilled as you read this.

If you haven't gotten that message yet, and you are curious, take this publication and show it to someone you trust. Ask a parent, a teacher, a guidance counselor. Thinking about college, but not sure you are ready, or that it is for you? Many manufacturers and organizations which support manufacturers can help you find an apprenticeship, an internship, or a job, right out of high school, where you will be paid top wages, and training is paid for! Are you younger, in middle school, perhaps, and not sure what the future holds? Think about what I've said. It will still be true when you are looking for a career, and if you are planning early, you are that much ahead. And certainly, those of you who have tried a few things in the world of work and are looking for the right move now, we hope STUFF made in Connecticut is a resource you can use right away to get on the right road in your journey.

In short, whoever you are, and whatever your background, If you are at all technically inclined, with basic math skills and a willingness to work hard and learn, manufacturing in Connecticut could be the best job ever. Manufacturing – making things – is so important to our state, our economy and our future that there is a vast support network right here in these pages committed to helping you and Connecticut' manufacturers succeed. As you plan for a successful future, STUFF made in Connecticut is a great place to start exploring.

  www.STUFFMadeInCT.com

Joe Zwiebel
President and Founding Publisher,
jzwiebel@hartfordbusiness.com



manufacturing. make it your future.

Celebrating **National Manufacturing Day** by kicking off a month of events and activities!

During October and throughout the year, **Connecticut. Dream It. Do It.** introduces students, families, educators to exciting manufacturing career opportunities. Through one of our many school programs, activities, events, and workshops, find out what 21st century advanced manufacturing can offer you!



- ▶ **“Manufacturing Mania,”** held on MFGDay, gives middle school students an exciting look at today’s manufacturing.
- ▶ **“Making It Real: Girls & Manufacturing Summit”** is focused on engaging young women in future manufacturing career pathways through positive role models.
- ▶ The **“Young Manufacturers Academy”** provides a high-impact introduction to manufacturing and the skills necessary to be successful.
- ▶ **Industry Ambassadors, tours, open houses and resources** connect students, families, and manufacturers for a first-hand look at the manufacturing workplace and future careers.

October is **Connecticut. Dream It. Do It. Manufacturing Month!**

To find out more about **Connecticut. Dream It. Do It.** or **Manufacturing Month**, visit ctdidi.com today!

Contents

SPONSOR CONTENT:



MAIN CONTENT SECTIONS:



Boss Advice
How to deal with various types of bosses

pg 18



Ready for Liftoff
Young manufacturing entrepreneurs find success in Connecticut

pg 39



First Comes the Internship
Students interested in manufacturing careers find there's no better resume-builder than experience

pg 19



Internship Advice
9 tips for a rewarding internship

pg 44



Making it in the Candy Business
A look inside Connecticut's sweet shops

pg 24



Industry Connections
Sponsored manufacturer profiles

pg 47



Living Life Your Way
How a manufacturing salary can lead to independence

pg 31



Manufacturing Resources
State, private organizations & higher-ed institutions

pg 95



Get Paid for Learning
Connecticut manufacturers pay employees to get training and degrees

pg 35



Celebrate Potential. Celebrate Innovation. Celebrate You.

At Goodwin College, Connecticut manufacturers are meeting the next great generation of makers. You can be one of them.

There was a time when parents desperately steered their children away from careers in manufacturing by bringing up the “three Ds” – the dirty, dark, and dangerous conditions commonly found in workplaces back then.

Manufacturing and education are working together to create partnerships that identify talent, nurture ambition and provide financial pathways to employment. At Goodwin College, we’re leading the way, designing programs that teach students the exact skills they need to be successful.

“Having Goodwin teach the basics of lean manufacturing helped reinforce the concepts we’ve been trying to introduce. Our team has been raving about the experience.”

- Zac Shannon, Director of Hardware Operations, Datto, Inc.

Students: Celebrate Your Potential

From aircraft engines and submarines to buttons and baked goods, manufacturing in Connecticut is booming and, if you truly believe in your potential to succeed, you can be a part of it! The industry is full of steady, well-paying jobs in CNC machining, quality, supply chain, logistics, welding, management and more – all requiring skills that Connecticut employers have asked Goodwin to teach! We need individuals with the drive to imagine a better world and the knowledge to make their career-focused vision a reality.

Many young people listened to their families’ advice. As a result, as workers gradually aged out of the workforce, there were not enough well-trained candidates to take their place, leaving manufacturers across the country – and Connecticut in particular – with an employee shortage that jeopardized individual businesses and the general economy.

Thankfully, manufacturing today looks nothing like it did even a generation ago! Technical skills, critical thinking and the ability to work collaboratively are topmost in employers’ minds when they consider potential candidates. Workplaces are clean and efficient, and great salaries can be found throughout the industry!

“I’ve grown as a person here. Goodwin truly is the best college to attend for CNC classes.”

- Paul Vella, CNC graduate



“Goodwin was the only program that provided such an unbelievable timeline. Nowhere else could I earn a certificate in only six months and come out with a career.”

- Kiley Russell, CNC graduate



With modern manufacturing, advanced training is more important than ever. Industry technology is leaner and greener, with production techniques that produce significantly less waste. Goodwin's manufacturing programs reflect these industry changes and prepare students for today's – and tomorrow's – workforce.

Goodwin's state-of-the-art Business and Manufacturing Center houses cutting-edge machinery that gives you the most immersive educational experience possible so you can master your craft before entering the field. With six class starts a year and program scholarship opportunities for manufacturing students, it's time to celebrate your future as one of Connecticut's makers.

Employers: Celebrate Your Innovation

Manufacturers around the state are also invested in training for their current workers to gain the skills they need to keep up with industry changes. In a competitive and ever-evolving industry, no manufacturer can afford to become complacent.

At Goodwin College, our manufacturing training programs help state manufacturers strengthen their competitive edge and increase their company's productivity and quality of work. We can train your incumbent workers in a variety of disciplines including quality control, technical skills, business management and lean manufacturing. Sessions are delivered in short durations, reducing the time employees are away from their positions.

We offer training in our Manufacturing Center in East Hartford or, if you prefer, we can come to your facility with our Advanced Manufacturing Mobile Training Lab. Our self-powered, climate-controlled, Wi-Fi-enabled Lab offers educational programs from Goodwin College at manufacturing facilities throughout the state, in the convenience of a mobile classroom.

Celebrate You...

Let's Do This!

Celebrate Your Future

Start on the path to a better future. Get the education and skills you need to be successful in the industry so that you can take advantage of today's in-demand manufacturing careers.

Visit www.goodwin.edu/manufacturing to learn more.

Celebrate your Experience

Already in the industry? It's never too late to perfect your skills or learn something new. Whether you're a business owner or incumbent worker searching for professional development for your employees or yourself, we can bring the training you need right to your doorstep.

Visit www.goodwin.edu/training to learn more.



Connecticut Center for Advanced Technology, Inc.

The Connecticut Center for Advanced Technology Inc. (CCAT) is a non-profit corporation that creates bold, new ideas for designing and implementing applied technologies, export & cyber compliance, energy solutions, STEM education, and workforce development. By leading state, regional and national partnerships, CCAT helps manufacturers, academia, government and non-profit organizations to become more competitive with pathways to boost their workforce development, efficiencies and resources.

COMPANY PROFILE

www.CCAT.us

Address: 222 Pitkin St., East Hartford, CT 06108

Additional Company Location: Advanced Manufacturing Center - 409 Silver Lane, East Hartford, CT 06118

Phone: 860-282-4211

Full-time employees: 32

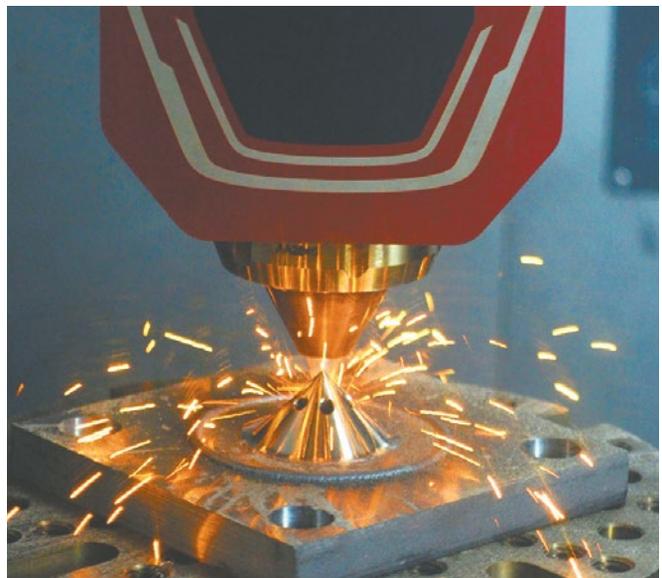
Year founded: 2004

President & CEO: Elliot Ginsberg

PRODUCTS Across the nation, CCAT is known for applying innovative technology in a world-class Advanced Manufacturing Center, where leading-edge equipment and systems are showcased, demonstrated and evaluated. With a team of experts and network of machining and software companies, the company offers a broad expanse of capabilities to evaluate technologies and process improvements.

MARKETS / CUSTOMERS CCAT has a wide variety of customers in advanced manufacturing, workforce development, energy, and export & cyber compliance. Its goal is to be a national leader and influential resource, committed to ensuring the success of the organizations it serves by achieving excellence, guiding change and sustaining growth.

CAREER / JOB OPPORTUNITIES CCAT employs individuals in the areas of education and workforce development, energy, and advanced manufacturing. Recent openings have included positions for an education and workforce development specialist, and an Advanced Manufacturing Center assistant.



CCAT's experts in precision machining help manufacturers run better, faster and leaner to increase productivity

INTERNSHIP PROGRAM CCAT employs paid interns during the school year and during the summer. The program is mentor-based and comprehensive, with a final presentation at summer's end. Many interns serve in jobs within their fields of study – at manufacturing and technology companies in Connecticut and elsewhere.

COMPANY BENEFITS CCAT offers medical, dental, company-paid life, voluntary life, short-term and long-term disability insurance; 401(K) with safe harbor contributions as well as a company match; flexible spending accounts; paid time off; floating holidays; tuition reimbursement; pet insurance and flexible Fridays in the summer.

COMMUNITY ENGAGEMENT CCAT partners in advanced manufacturing, STEM education, workforce development, alternative energy and export & cyber compliance to help manufacturers, academia, government and nonprofits succeed. CCAT studies technologies and serves as a project manager, bringing together stakeholders to make resources readily available.

ENVIRONMENTAL AWARENESS CCAT and its energy team advances the development, manufacture and deployment of fuel-cell and hydrogen technologies; drives community-supported solutions to reduce energy costs and increase reliability; and promotes energy solutions using advanced, renewable technologies.



CCAT's education and workforce development initiative offers hands-on programs to get students interested in manufacturing careers.

Kristi Oki

POSITION:
Education & Workforce
Development Specialist

AGE: 25

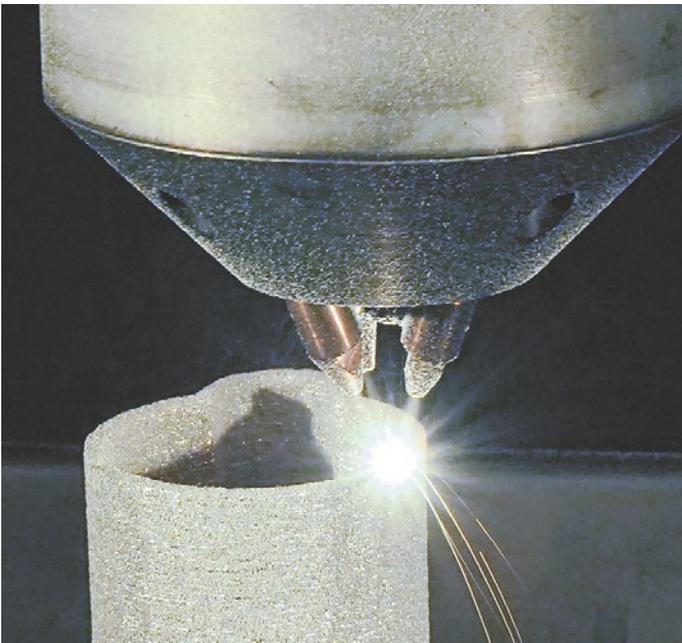
SCHOOL:
Trumbull High School,
Yale University, Massachusetts
Institute of Technology

**MONTHS AT
COMPANY:** 6

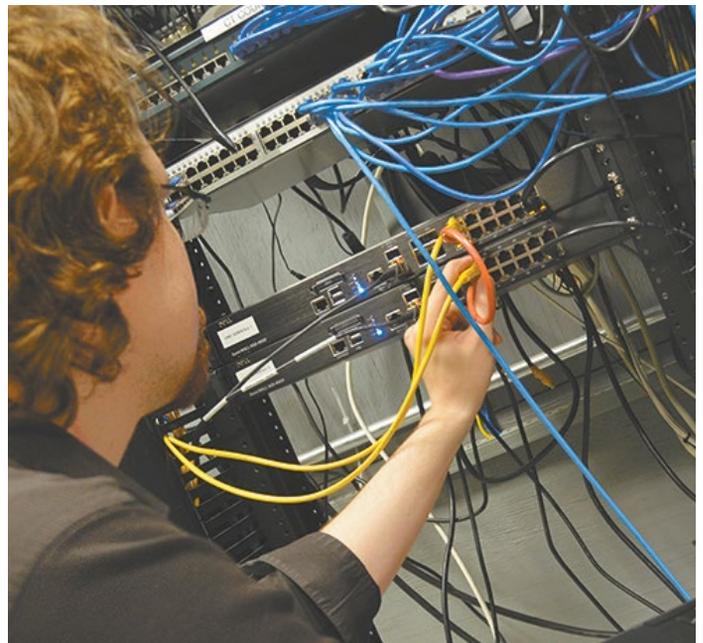


CCAT provides access to the latest scanning technologies for quality inspections and reverse-engineering needs.

“At first, most of the students I work with have little to no interest in manufacturing. It’s very rewarding to see them become engaged in our hands-on manufacturing workshops and to see their interest in the field grow.”



CCAT offers additive manufacturing services with metals and 3D printing with plastics to help solve complex challenges.



Novus Insight, a wholly owned CCAT IT company, has a cutting-edge data center facilitate innovative solutions, including cybersecurity, that make a difference for the clients it serves.



Advanced Manufacturing Technology Centers

Connecticut State Colleges & Universities

Connecticut State Colleges and Universities (CSCU) is one of the state's most important contributors to the economic growth of Connecticut, and a major producer to the state of highly skilled, career-ready workers. In addition to its 12 community colleges, CSCU is also comprised of four comprehensive universities and Charter Oak State College, Connecticut's fully online college. Advanced manufacturing programs are offered at eight community colleges – with individual advanced manufacturing courses offered at two others – to help students earn a full certificate in less than 10 months or specific, company-developed training completed in as little as six to 10 weeks. The student-placement rate is higher than 90 percent, helping to fill the critical need for skilled workers in Connecticut's manufacturing sector and its overall economy.



COMPANY PROFILE

www.ct.edu

Address: 61 Woodland St., Hartford, CT 06109

Additional Locations: Community Colleges: Hartford, Farmington, Middletown, Manchester, Enfield, Danielson, Norwich, New Haven, Waterbury, Norwalk, Bridgeport and Winsted. Universities: Willimantic, New Britain, New Haven and Danbury, as well as online.

Phone: 860-723-0000

Full-time employees: 10,000

Year founded: 2011

President: Mark Ojakian



**Mark E. Ojakian, President,
Connecticut Colleges & Universities**

PRODUCTS CSCU provides affordable, accessible higher-education courses in over 1,300 programs at 16 campuses and online college. Students who meet course and program requirements are awarded certificates and undergraduate and graduate degrees based on programs in which they were enrolled.

MARKETS / CUSTOMERS CSCU serves students of all ages from across the state of Connecticut, as well as those who are from outside of Connecticut in the Northeast and Mid-Atlantic regions.

CAREER / JOB OPPORTUNITIES CSCU hires a variety of people in faculty and administration positions across its network. Positions range from academic (faculty) to administrative (campus executives, deans, support staff, etc.)

COMMUNITY ENGAGEMENT Individual campus representatives are fully engaged in the communities that surround them – with businesses, advocacy groups, chambers of commerce, charity groups and others.



Nick Audet | Pratt & Whitney



Nastassia Scott | Mallory Industries



Scott Carruthers | Moore Tool



Joe Williams | Joining Technologies

James Lombella, Ed. D

“To remain competitive in Connecticut and globally, it is important that we dramatically change the public’s perception of advanced manufacturing technology so that we can stimulate interest with potential students in these high-tech careers, and meet the demand for an educated, highly skilled workforce.”

POSITION: Dual President, Asnuntuck and Tunxis Community Colleges

YEARS AT CSCU: 9

ABOUT: Lombella joined Asnuntuck Community College in 2009 as an adjunct credit instructor, while helping to develop guidelines for the S.M.A.R.T. (Skills for Manufacturing and Related Technologies) state grant. He became president of Asnuntuck in 2014, and last year, interim president of Tunxis Community College in Farmington.

With a students-first philosophy, he believes in building strong partnerships with area companies to ensure that students graduate with skills needed to meet business needs. A member of the steering committee for New England’s Knowledge Corridor, Lombella is one of 35 U.S. college presidents to receive the 2018 Shirley B. Gordon Award of Distinction. He is co-chair of CSCU’s systemwide advanced manufacturing team.

Under Lombella’s leadership, Asnuntuck unveiled a 27,000-square-foot, state-of-the-art Advanced Manufacturing Technology Center, and will open an electro-mechanical lab and an additional College Connections machining, welding lab and classroom. The Advanced Manufacturing Technology program is expanding to Tunxis, with CNC machining and electro-mechanical programs starting this fall.



CONNSTEP

a CBIA affiliate

CONNSTEP AT A GLANCE

CONNSTEP is Connecticut's Manufacturing Extension Partnership (MEP) center. It offers consulting services that help Connecticut manufacturers achieve top-line growth and provide innovative bottom-line improvements that impact the entire organization. CONNSTEP's strategic leadership and operational methodologies enable companies to be more competitive in today's challenging economic environment.

COMPANY PROFILE

CONNSTEP.org

Address: 350 Church St., Hartford, CT 06103

Phone: 860-529-5120

Full-time employees: 26

Year founded: 1994

President & CEO: Bonnie Del Conte

SERVICES CONNSTEP consultants provide advanced business and technical solutions to its manufacturing clients. Through the development of more efficient and effective systems, processes, technologies and training programs, the organization helps build the value of clients' companies. This is done by working with manufacturers to expand their markets, find new customers, leverage technology and automation, create business-growth plans and improve their cultural environment.

Key offerings include:

- Business-growth services to help companies develop strategic growth plans and improve their sales and marketing results
- Process improvement initiatives that minimize waste while increasing productivity and profitability
- Quality management to ensure a company is able to meet customer requirements
- Human resource capabilities and organizational development to improve workplace culture, atmosphere and productivity
- Sourcing and identification of technology and automation opportunities

MARKETS / CUSTOMERS CONNSTEP serves small- to medium-sized manufacturing businesses in the state of Connecticut. It works with businesses of all industries and markets, helping them to achieve their top-line goals, improve their bottom-line results and attain industry-specific certifications.

CAREER / JOB OPPORTUNITIES CONNSTEP growth advisors and consultants work with companies across Connecticut. They bring their years of business and manufacturing experience to organizations looking to improve their operations, top-line revenues and profitability, helping them to enhance their competitiveness in today's global economic environment. CONNSTEP team members are passionate about delivering results and impact for customers.

INTERNSHIP PROGRAM CONNSTEP offers internships on an as-needed basis. Students actively engage with experts at the company to better understand operational methodologies that benefit manufacturers and enhance the value of their companies.

COMPANY BENEFITS CONNSTEP offers employee candidates competitive compensation packages based on experience and expected value to the organization and its clients.

COMMUNITY ENGAGEMENT CONNSTEP's community engagement efforts include working with the field staff of the Department of Labor and the Department of Community and Economic Development to address the needs of Connecticut manufacturers. Leaders of the company also serve on various state and federal manufacturing boards and with advisory groups. And the company is actively involved with state universities, supporting their commitment on technology transfer from research-and-development initiatives to the Connecticut manufacturing base.

ENVIRONMENTAL AWARENESS Environmental and energy initiatives are part of a continuous-improvement strategy by which CONNSTEP helps manufacturers improve their productivity, profitability and competitiveness. In so doing, it works with manufacturers to identify waste – because generating waste costs money. And businesses pay for it three times over: when it's bought, when it's processed and when it's thrown away.

The benefits of CONNSTEP Environmental and Energy services include:

- Reduced scrap and rework
- Less hazardous wastes
- Improved environmental performance
- Prevention of compliance and liability costs
- Minimal quantity of raw materials, resources and energy required to realize a product



TWI enables team leaders to bring employees up to speed quicker, improve their critical thinking and enhance problem-solving skills.

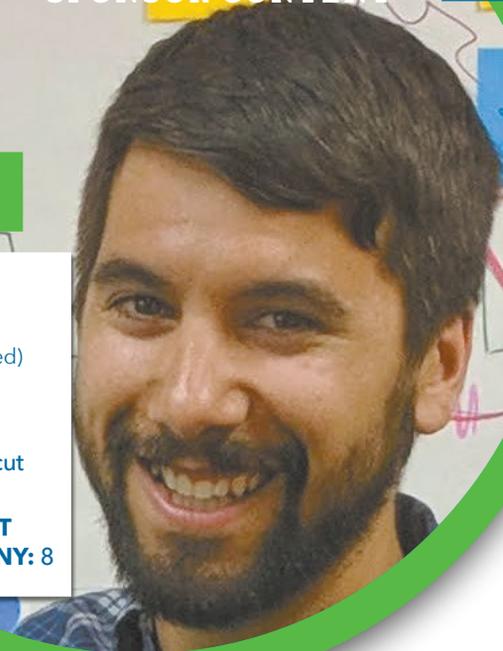
Abel Rodrigues

POSITION:
Industrial Engineer,
Beekley Medical
(CONNSTEP CICC certified)

AGE: 29

SCHOOL:
Central Connecticut
State University

**MONTHS AT
COMPANY:** 8



CICC

"We continue to send employees to the CICC program. Our millennials are being trained to apply Lean thinking to help sustain the improved processes that are now in place."

John Lyman III, Executive Vice President,
The Lyman Farm, Inc. dba Lyman Orchards

"The CICC program trained me in everything from value-stream mapping and Kaizen to expanding my own Lean thinking."

TRAINING, EDUCATION & CERTIFICATION

CONNSTEP offers practical, effective training by experienced subject-matter experts to enhance and expand the knowledge of manufacturing workers and teach them strategies, tools and methods to succeed.

Continuous Improvement Champion Certification (CICC)

CONNSTEP's CICC program offers Lean continuous improvement training that immediately advances employee skills and knowledge and contributes to efficiently streamlining production processes. Lean concepts are applied to manufacturing and to the office to assist a company in meeting its operational and financial performance objectives.

The tools provided with the CICC program allow participants to lead improvement initiatives that create greater value at their company. By attending weekly classes and completing a project with a measureable return on investment at their company, participants earn certificates of completion.

Typical CICC programs result in benefits that include:

- 30% reduction in lead time
- 20% in cost savings
- 30% reduction in work-in-process inventory and its monetary value
- 20% increase in capacity
- 25% improvement in on-time delivery performance

Connecticut manufacturers of all sizes and from all industries trust CONNSTEP to develop their internal continuous champions and drive initiatives forward.

Training Within Industry (TWI)

Training Within Industry is an improvement process consisting of a set of standardized programs that address the essential skills needed by anyone who leads the work of others, such as supervisors and managers. As baby boomers begin to exit the workforce, TWI has significant benefits that facilitate the transfer of skills, knowledge and experience from retiring workers to younger, less-experienced employees who can apply what they learn – minimizing the impact of losing key talent.

For organizations shifting toward continuous-improvement initiatives, TWI helps to alleviate and mitigate issues surrounding employee perceptions of upcoming change. It's a proven tool offered by CONNSTEP, enabling team leaders to bring employees up to speed quicker and improve their critical thinking as well as their problem-solving skills.

Quality Management Systems (QMS)

Achieving and maintaining ISO certification is critically important to many manufacturers in order to conduct business within the supply chain of their customers.

For businesses who make the strategic decision to become registered to a quality standard, CONNSTEP assists them throughout the process. From establishing goals and metrics to identifying risks with respect to quality standard requirements, CONNSTEP is there every step of the way.

CONNSTEP also conducts training for employees and leadership teams to ensure proper QMS alignment with company processes and to help businesses meet customer requirements and stay compliant with the latest ISO standard. In addition, CONNSTEP performs internal quality audits for manufacturers, or will train a company's internal quality auditors on how to maintain their ISO quality certification.

How to deal with different bosses

By Caitlin White

Considering the numerous types of organizations there are globally – profit vs non-profit, healthcare, education, sales – it is only natural to come across various kinds of bosses and managers.

Helicopter Manager

PERSONALITY: This person could also be considered a micro-manager, but they are a control freak. Unfortunately, this leader is not going to help develop autonomy in their subordinates. You might find them hovering over you or asking to be cc'd on every email.

HOW TO DEAL: This manager might seem terrifying to work for at first, but this is where you can switch the control. Make a scheduled weekly meeting with your manager to discuss your tasks. This is a good time to dive into the issues, ask for their advice and fill them in. They might be less likely to follow your every move throughout the week.

Hands-Off Manager

PERSONALITY: In comparison to the Helicopter Manager, Hands-off Managers are going to remove themselves from your day-to-day and stick to their own workload. Although this might sound appealing to independent workers, it can be challenging to have a manager who is disconnected from your work.

HOW TO DEAL: It's important to ask how involved they are in your training and professional development. Very similarly to the approach on dealing with a helicopter manager, it will be crucial to set aside weekly conversations to dive deeper into your work.

The Visionary

PERSONALITY: This is the leader who sees the big picture, has grandiose ideas, and plays out future situations in his or her head constantly. The vision of an organization is always important for strategy purposes and growth potential; however, this manager might lose sense of the day-to-day operations.

HOW TO DEAL: You must be capable of seeing the vision but give pushback on the logistics and work through the stepping-stones of getting there.

The Buzzword Boss

PERSONALITY: This is very similar to the visionary, except they have ever-changing direction and ideas. Take for example, the open-floor concept. When Google started changing their work floor plans to be more of an open space, that term became a huge buzzword. This leader is going to chase these buzzwords to make the organization fit this successful mold, and it might be exhausting to keep up with.

HOW TO DEAL: Slow your Buzzword Boss down to focusing on just one initiative per quarter. When culture or layout or coffee selections are always changing to bring in the best thing, the roots of an organization can go out the window. Help them take baby steps to innovative ideas.

Metrics-Driven Boss

PERSONALITY: Completely opposite of the visionary, this leader is very focused on the day-to-day operations and metrics driving the success of an organization. No matter the organization, this person is looking at numbers, percentages, ratios, etc.

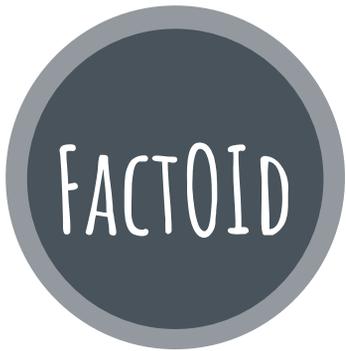
HOW TO DEAL: As an associate working for a metrics-driven manager, you must always have data ready. Even if it is not in your nature to micro-manage your daily activity, it's important to understand this information is vital to your manager. Start tracking, create Excel documents, or tally your activity – whichever fits your style!

The Friend

PERSONALITY: This one is the toughest to deal with. Employees especially want managers they can trust, and when you think of people you trust in your personal life, it is friends and family. However, for people who do not like mixing professional with personal life, there is no right answer.

HOW TO DEAL: The best way to approach the Friend Boss is to set initial boundaries. A good recommendation would be to ease into the outside work activities, hold off on following back on Instagram, and keep your personal life experiences on surface level. Essentially, make sure you trust them at a professional level first, and then consider friendship. ⚙️

Caitlin White is a recruiter at The DAVIS Cos., a firm in Marlborough, Mass. She is a graduate of Assumption College in Worcester, Mass. and Quinnipiac University in Hamden, Conn. She and her fiancé live in Worcester and spend time with their rescue dog, friends and family on the weekends. She coaches women's lacrosse at Assumption College.



\$51,024

Entry-level salary for a CNC machinist in Hartford County

Source: Connecticut Department of Labor



158,810

Number of manufacturing workers in Connecticut in 2017, the highest level since 2014.

Source: U.S. Bureau of Labor Statistics



First comes the internship

By Kaitlyn Mode

GEN2

Students interested in manufacturing careers find there's no better resume builder than experience

Colette Ruden

So, you've decided to pursue a career in manufacturing. You've focused your studies, switched programs, perhaps even schools, and are well on your way to embarking on a career to pay off ten-fold.

Have you considered an internship? Manufacturing students who participate in internships or apprenticeship programs boost their chances of landing a job after graduation, many becoming employed at the very companies where they served as interns.

Here are a few young manufacturers whose internships helped propel them toward success.

Colette Ruden - United Technologies Corp.

Ruden embarked on her first internship with UTC's Otis Elevator Co. in 2017. She has completed her second summer with the company and plans on interning again – next year – after she's graduated from Worcester Polytechnic Institute in Massachusetts, with a degree in mechanical engineering. Ruden says working at Otis has boosted her career and her confidence.

"When you're in school, you're at the same aptitude level as everyone else and you start to wonder, 'Am I really cut out for this?' Having supportive mentors at UTC has helped me to believe in myself," said Ruden.

At Otis, Ruden joined the coded steel belt group, working on new testing procedures for primary elevator qualification belt screenings. In layman's terms, she worked to reduce safety risk by ensuring belts won't break down in the future.

"My main project this summer was to work with my mentor in the Otis test tower," said Ruden. "I learned how to design an experiment, understand data and statistics and present



AGE: 21

TITLE: Propulsion intern

COMPANY: UTC's Otis Elevator Co.

LIVES: New York City

MAKES: Products for customers in commercial aerospace, defense and building industries

CAREER ASPIRATIONS: To become fully employed at UTC - Otis

my project at the end of the summer. I was also fortunate to have the opportunity to work, individually, at my own pace."

The most exciting and rewarding part about working for UTC Otis was the support network, Ruden said.

"My mentors were my biggest fans; they let me tag along to meetings and inspired me to be inquisitive. Working here has reminded me why I went into engineering in the first place," Ruden said.

UTC is looking for fall interns, especially in program management. Plus, the company doesn't require applicants



AGE: 26
TITLE: A&P (airframe and powerplant) mechanic
COMPANY: Bombardier, Windsor Locks
LIVES: Guilford
MAKES: Maintenance and inspections on aircraft, specifically Bombardier's full fleet of business jets
SALARY: \$16 per hour

to have a formal agreement with a college or university. Applicants can explore open internship opportunities and set up notifications alerts by going to UTC's careers page.

Ruden plans to pursue her masters at WPI once she completes her undergraduate program in May. She hopes to complete a third internship with Otis next year and, if all goes well, one day become a full-time employee.

Omayra Cordero - Bombardier

It's not unusual for internships well-spent to lead to full-time gigs. Cordero, a 26-year-old Guilford resident, connected with Bombardier while studying at CT Aero Tech school for aviation technicians at the age of 23. Her journey into manufacturing was one she did not initially expect.

"I was in the nursing program at a local community college and realized it wasn't for me. While trying to decide on a major, I was working for a motorcycle company and a friend told me to check out CT Aero Tech," said Cordero. "I've always liked working with my hands, and I very quickly fell in love with learning about airplanes."

As luck would have it, a few months into Cordero's studies at CT Aero Tech, a teacher told her and her fellow peers that Bombardier was seeking interns.

"It came down to Bombardier and Pratt & Whitney," said Cordero. "But because I was fascinated with jets, I chose to

intern with Bombardier."

Bombardier performs aircraft maintenance and inspections, specifically on its own Bombardier fleet of business jets. During Cordero's internship, she was matched with an A&P technician and learned on-the-job skills including running engine tests and pulling apart bugged systems.

"It was very much learn as you go," said Cordero. "The longer I was there, the more hands-on I became, and the more responsibility I was given."

Cordero started her internship in July of 2017 and stayed on through the following school year, putting in 40-hour work weeks during the summer and working second shift while going to school. She said Bombardier was always great about scheduling, giving students time off to study and take exams.

"They even gave me time to study for my airframe and power

plant certificate, something that you have to do outside of school," said Cordero.

Cordero has since transitioned from intern to full-time employee, something she says she is incredibly pleased about.

"I love being part of the Bombardier family. Regardless of what shift you're on, we work together towards a common goal and when we accomplish something, we accomplish it together," said Cordero. "In this type of work, we can't make mistakes, and that makes each accomplishment that much more rewarding."

The company's internship program is its way of fostering the talent pipeline. By actively hiring and engaging young talent, it can effectively train and expand its workforce. [You can explore Bombardier's available internship opportunities by going to careers.bombardier.com.](https://careers.bombardier.com)





Aiden Coyle



AGE: 17

TITLE: Apprentice

COMPANY: Paradigm Precision, Manchester

LIVES: Unionville

MAKES: Parts for aerospace, land-based power generation and marine markets

CAREER ASPIRATIONS: To be a CNC operator at Paradigm Precision

Aiden Coyle - Paradigm Precision

Coyle chose Paradigm Precision's Engineering Development program after the company visited his school – E.C. Goodwin Technical High School in New Britain. He was in his junior year when Paradigm partnered with Goodwin in an effort to build a brand-new apprenticeship program. Coyle is one of the first students to ever participate.

"The program is structured into two-week blocks," said Coyle. "Two weeks in school, two weeks in the shop. During shop cycle, we go to Paradigm two days out of the week and work after school the other three."

This past summer, Coyle put in 40-hour work weeks. This will enable him to finish the two-year program early. Paradigm Precision is a leading manufacturer of complex machined and fabricated components for the aerospace, land-based power generation and marine markets.

"I'm looking to jump right into the workforce when I graduate in June," said Coyle. "I'm interested in being a CNC operator with Paradigm and will be applying for a full-time position as soon as I've graduated."

Paradigm's program was created in response to a void in state programming. The company is now working with the state to align its programs, outlining curriculums and partnering with local trainers and high schools.

"I love that I can take pride in what I do," said Coyle. "Every day I get to work on something that is going to help someone else, and that is a great feeling." 



Making it in the Candy Business

By Kaitlyn Mode

A look inside Connecticut's *sweet* shops

Stuff made in Connecticut may no longer be produced in dark, dingy, 19th-century plants nestled on riverbeds, but that doesn't mean that the word manufacturing doesn't still render images of shop floors and production lines.

Unless, of course, you're talking about chocolate.

The candy sector may not be the state's largest industry, but it's one that's picking up speed. Just take it from some of Connecticut's finest chocolatiers.

Thompson Brands

Kevin Scarpati, Meriden city mayor, first fell in love with the candy business after touring the facility at Thompson Brands. The company originally brought him in to help them better coordinate their community outreach efforts, but quickly decided he would be more valuable in-house.

"We just clicked," said Scarpati. "We were both just really impressed by one another. At first, I was just helping them with marketing. It was a good fit. I was able to use my political knowledge to boost brand visibility within our community."

Three short months later, Scarpati was promoted to manager and today he leads Thompson's brand-expansion initiatives into larger, global markets.

Scarpati admits he's not your average 29-year-old. This mayor, chocolatier and marketing muscle, says you can often find him burning the midnight oil, juggling his responsibilities as mayor with his role at Thompson. That being said, he says he gets great joy out of his role with the company.

"People really enjoy our products. It's also neat to see how the business has grown from Meriden's first candy store to the global brand it is today. Plus, not many people get to say they work for a chocolate company."



Meriden Mayor Kevin Scarpati (top) started working for Thompson Brands after doing some marketing work for them. (Above) Two of Thompson's chocolate products.

“It's amazing to work for a company, born right here in Meriden, that's grown into a globally recognized brand, operating out of a 120,000-square-foot building and employs 190 people,”

- Kevin Scarpati



Thompson Brands, founded in 1879, creates molded, foil-wrapped chocolates using no artificial ingredients. Its biggest market is in private label and, according to Scarpati, the company employs many female and minority workers – something he says is a testament to the company’s forward-thinking culture and global vision.

“It’s amazing to work for a company, born right here in Meriden, that’s grown into a globally recognized brand, operating out of a 120,000-square-foot building and employs 190 people,” Scarpati said.

Le Rouge Chocolates by Aarti

Like Scarpati, Bonya Kleyman stumbled into the chocolate business. The Norwalk native, who graduated from Staples High School in 2016, was given the opportunity to work in the candy industry when selecting her mandatory high school internship. Little did she know, working for Le Rouge Chocolates by Aarti would change the trajectory of her life forever.

“I knew I wanted to work in the food industry. It’s something I’m very passionate about,” said Kleyman. “I felt like Le Rouge was the perfect place to get my feet wet.”

Kleyman worked with Aarti Khosla, founder of Le Rouge Chocolates, for a month and a half during her senior year of high school. She was given responsibilities ranging from forming the chocolates, to email marketing, to photography.

“Not only is Aarti an incredible boss, she’s an inspiring artisan,” said Kleyman. “She channels her international



Bonya Kleyman (above) started working for Le Rouge Chocolates by Aarti (top) during a high school internship.

experiences and her Indian culture into creating fresh, highly detailed artisanal chocolates created in small batches using fair-trade dark chocolate.”



Aarti Khosla's chocolates are made individually and with great care.



Each batch of Le Rouge chocolates is hand-painted and decorated with great care, something Kleyman found to be overwhelmingly inspiring.

"She's keenly interested in the details and has a vast knowledge of chocolate manipulation and creative methods," Kleyman said. "Working with her has made me passionate about the process as well."

Khosla's intricate eye was one of Kleyman's favorite things about working for her.

"Each product is made by a different process, one may have a gilded coating and another may be formed inside a champagne flute, each treat has its own unique element," Kleyman said.



Kleyman said working with Aarti inspired her to pursue a career in the food industry, specifically as a food critic. She's studying linguistics and Japanese at Newcastle University in the United Kingdom, a journey she says, without a doubt, started at Le Rouge.



Aarti Khosla
Founder, Le Rouge Chocolates



Truffle Shots is designed to make accessing the gooey part of a chocolate candy easier.

Truffle Shots

Where many stumble into the sweets business, others have chocolate running through their veins. One such other is Lauren Athay, the 29-year-old co-founder of Truffle Shots.

Truffle shots is known for its truffles where the hard-outer casing is replaced by a shot glass. Pouring the gooey ganache into the glass allows for immediate access to, according to Athay, the only part of the truffle worth having.

Athay and her mother, Sherri, came up with the idea of Truffle Shots after much deliberation over the hard-shell dilemma. One day, during a casual shopping trip, Athay spotted the glasses.

"All I said was, 'Wow! Wouldn't those be beautiful with chocolate in them?' and immediately my mom was like 'Truffle Shots!' We went home, applied for a trademark and patent, bought a web domain, and started experimenting ... all in one night," Athay said.

Athay was 21 when she helped her mom start Truffle Shots. At the time, she was enrolled at Virginia University and unsure if philosophy, film production or business should be her declared major.

"I always had a wide variety of interests, and I always loved chocolate. I guess it's a good thing that I ended up with Truffle Shots full-time," Athay said.

While at school, Athay played an active role in the company, strategically planning with her mother, consulting on flavors and packaging, anything she could do remotely. When she



Lauren Athay
Co-founder, Truffle Shots

graduated with a degree in philosophy, she jumped straight back into the family business, full-time.

"Now I help with production as well as client consultations," Athay said. "We just had a group come in to book an order for their wedding, so I helped them decide how to best to

incorporate the treats.”

Athay’s favorite thing about working with chocolate is the experimentation and the satisfying process of transforming an idea into a physical object.

“I can’t believe that this is my job. I love learning, and there is so much more to chocolate than I initially realized. From fermentation to roasting and bean origin, there are so many variables that can change the taste and texture of the product,” Athay said.

According to Athay, the craft movement (bean to bar) has exploded in the last 10 years, and she’s really excited to be part of a growing industry.

So next time you think about manufacturing, don’t forget that the industry includes sweet-toothed chocolate connoisseurs. Their factories are brightly lit, white aprons tossed over chairs, edible experimentations littered across chrome tables. Both customers and the smell of confections are welcomed to linger. These are Connecticut’s sweet shops. ⚙️



18%

Increase in the average annual pay of Connecticut manufacturing workers since 2017.

Source: U.S. Bureau of Labor Statistics



JOIN OUR TEAM

United Steel’s World-Class Workforce has been changing the skyline in New England for 40+ years. Check out our Vision Statement, Core Values and Core Behaviors - then talk to us to learn more.

WWW.UNITEDSTEEL.COM 164 School Street • East Hartford, CT 06108 • 860.289.2323



23%

How much more Connecticut manufacturing workers make compared to the U.S. average manufacturing salary

Source: U.S. Bureau of Labor Statistics



LET US HELP EXPAND YOUR CAPABILITIES.

With managed service options from Cox Business, we can proactively resolve issues so you don't have to. That frees up your day to focus on what matters: your business.

VOICE

Our cloud-based hosted voice solutions include mobility features that allow you to be reachable and productive from anywhere.

SECURITY

Increase your network's reliability, performance and security by off-loading your network security management.

MANAGED NETWORK AND INFRASTRUCTURE

Reduce your IT and management costs with our scalable, professionally designed network solutions.

To learn more, call (800) 760-7238
coxbusiness.com/capabilities

A photograph of two men in a laboratory setting. They are focused on a 3D printer. The man on the left is wearing a light blue button-down shirt and is looking down at the printer. The man on the right is wearing a grey sweater and is also looking down at the printer. The printer is a white and black machine with a transparent enclosure. There are various cables and components visible around the printer. The background is a bright, clean laboratory environment with metal frames and equipment.

*Living life,
your way*



How a manufacturing salary can lead to independence

The fast track to independence from your parents is finding a high-paying job. Starting your professional life with a high-paying job can lead to a lifetime of higher earnings, too, as you build on that initial salary with raises, promotions and moves to different companies that value your skills.

How much does it cost for a young person to live in Connecticut?

Per Month	Hartford	New Haven
Average rent for a one-bedroom apartment outside a city center	\$1,067	\$1,046
Groceries	\$443	\$373
Utilities (electric, gas, heat, water, garbage)	\$156	\$202
Internet	\$62	\$50
Public Transportation	\$65	\$76
Gym membership	\$23	\$30
Entertainment (2-3 meals out and 2-3 movies/sporting events)	\$150	\$145
Total monthly expenses	\$1,966	\$1,922

Sources: expatistan, numbeo.com



How much do Connecticut manufacturing jobs pay?

Assembler

Education needed:
High-school diploma

Median annual salary:
\$34,401

Monthly earnings (before taxes):
\$2,867

Machinery mechanic

Education needed:
High-school diploma and a year of on-the-job training

Median annual salary:
\$60,566

Monthly earnings (before taxes):
\$5,047

Inspector

Education needed: Associate's degree

Median annual salary: \$52,221

Monthly earnings (before taxes):
\$4,352

Purchasing agent

Education needed: Bachelor's degree

Median annual salary: \$72,525

Monthly earnings (before taxes):
\$6,044

Industrial production manager

Education needed: An associate's or bachelor's degree with several years of on-the-job experience

Median annual salary: \$122,300

Monthly earnings (before taxes):
\$10,192

Source: Connecticut Department of Labor



What about non-manufacturing jobs in Connecticut?

Bartender

Education needed:
High-school diploma

Median annual salary:
\$24,460

Monthly earnings (before taxes):
\$2,038

Pharmacy technician

Education needed:
High-school diploma and a year of on-the-job training

Median annual salary:
\$35,501

Monthly earnings (before taxes):
\$2,958

Medical assistant

Education needed:
Associate's degree

Median annual salary:
\$37,555

Monthly earnings (before taxes):
\$3,130

Correctional officer

Education needed:
Typically a bachelor's degree

Median annual salary:
\$56,060

Monthly earnings (before taxes):
\$4,672

Sales representative

Education needed: Bachelor's degree and higher-paying jobs require more experience

Median annual salary: \$75,319

Monthly earnings (before taxes):
\$6,277

Source: Connecticut Department of Labor





PDS Engineering & Construction has been meeting the needs of the construction industry since 1965. Our dedicated team of design and construction professionals welcomes the challenge of serving its past and future customers on their most demanding projects.



THINK. PLAN. BUILD. www.pdsec.com

PDS ENGINEERING & CONSTRUCTION, INC.

107 Old Windsor Road, Bloomfield, CT 06002
(860) 242-8586 | Fax (860) 242-8587

Retail • Industrial • Commercial • Institutional • Education • Healthcare • Religious



Get paid for learning

By Sarah Connell



Connecticut manufacturers pay employees to get training and degrees

In the spring of 2018, Walmart made national headlines when the retailer said it would pay for employees to obtain business degrees. These types of tuition assistance and educational-reimbursement programs are in vogue thanks to high-profile businesses like Amazon and Starbucks wanting to improve the quality of their workers' training.

This, of course, isn't news to the manufacturing industry, which has pioneered on-the-job training and educational assistance in order to keep good workers at their companies, advancing up the ladder as their skillsets grow. Companies team up with community colleges to develop brand new degrees, certificates and training programs based on the needs of employers.

In Connecticut, the business consulting firm CONNSTEP has helped manufacturers to embrace new markets and upgrade the skills of incumbent workers through trainings in lean continuous improvement, business growth and workforce development.

Taking a lean management approach allows manufacturers to place greater emphasis on growth and efficiency. Jason Ensminger, owner of Bristol assembly equipment manufacturer Arthur G. Russell Co., says, "Every employee is trained in lean manufacturing and understands the importance of lean; it's an excellent program for all manufacturers."

As companies transition to smarter manufacturing practices, many have taken to reaching out to educational institutions regarding curriculum adjustments designed to meet specific needs.

“Every employee is trained in lean manufacturing and understands the importance of lean; it's an excellent program for all manufacturers.”

- Arthur G. Russell Co.

Across the state, educational institutions and manufacturers are working together on the local or regional level to create brand new programs.

"We are working with area colleges and schools on developing a Mechatronics program that will provide a specific knowledge base for what we do. As a result, electrical and mechanical assembly will be addressed in one curriculum," Ensminger said. "Also, our control engineering manager is working with a state college to build a relevant curriculum to meet our needs for electrical engineering."



Arthur G. Russell Co. feeds medical products through equipment like this tower feeder.

Russell was pleased to find that an academic faculty more than willing to put together an impactful curriculum based on the input of manufacturers.

Many manufacturers have some type of incentive for the new employees they hire, especially those interested in getting advanced degrees.

"We offer our employees 80-percent tuition reimbursement towards a college degree with a grade of C or better," Ensminger said. He sees older employees embracing these opportunities to advance their skills as well, including those moving into the next stages of their manufacturing careers.

"Some of our tenured employees are taking advantage of these opportunities as well. We have a manager and an executive who just completed their (master's degree in business administration)," he said.

In some cases, colleges are even establishing a physical presence at the workplace.

"Goodwin College has a mobile classroom that they bring to your business for the purpose of employee training," Ensminger said. "We hosted classes at the start of the month, and we plan on more courses going forward."

High schools are also doing their part to ensure a new generation of manufacturing professionals will be at the ready when the workforce turns over.

Ensminger cites a number of initiatives for young people, including an apprenticeship program at Russell with the State of Connecticut boasting 12 apprentices enrolled in toolmaker and electrical programs. Arthur G. Russell Co. offers a paid internship program exposing college students



Arthur G. Russell Co.

LOCATION: Bristol

MAIN PRODUCT: Automated assembly systems

EMPLOYEES: 160

EMPLOYEE EDUCATION PROGRAM: On-site mobile college courses, lean training, college-tuition reimbursement program, apprenticeships and internships, and curriculum development at the university level



Arthur G. Russell Co. seeks to offer students hands-on experience with products like this vibratory feeder.

to the organization as a whole. Nearby, Bristol Technical High School offers a work-based learning program to its students, which has led to the hiring of several students by Arthur G. Russell Co. for full-time positions after graduation.

"We also sponsor a First Robotics team with the hope to catch the interest of middle- and high-school students. Many of our employees volunteer their time to mentor the robotics team," said Ensminger.

Innovative manufacturers like Arthur G. Russell Co. serve as exemplars for others looking to empower employees through education.

"In the custom automation business, it's challenging to find employees that have the essential skills for what we do," Ensminger said. "We have accepted the fact that we will have to develop our own employees by providing the necessary mentoring, assistance and training." 



CLY-DEL

Manufacturing



QUALITY METAL GOODS MADE IN AMERICA SINCE 1939

North America's leader in metal stamping and deep drawn components. The Cly-Del Manufacturing Company is a progressive employer committed to offering a range of rewarding career opportunities here in Connecticut.

**AN EXCITING OPPORTUNITY IN
PRECISION MANUFACTURING
IS WAITING FOR YOU!**

Waterbury Connecticut 203-574-2100 ClyDelManufacturing.com





Ready for Liftoff

By Karen A. Jamrog

Start Up

Other
A. to se
B. to ou
C. to p
D. to t

patent

transport



Young manufacturing entrepreneurs find success in Connecticut

Armada Brewing offers about 20 varieties of beer out of its East Haven facility.

Many Millennials dream of opening their own businesses, but few take the plunge. Young and successful manufacturing entrepreneurs do exist, though – even right here in the Nutmeg State.

Take John Kraszewski, 31, who launched craft brewery Armada Brewing in 2017. Establishing a solid foundation with customers has been key to his success, Kraszewski said.

“Craft beer is a hand-sold product. You can’t just put a flier in a store and say, ‘Here are our beers. Go buy them.’ You have to meet with the account, develop a relationship with them, give out samples and talk about the beer,” he said.

The legwork appears to have paid off. In its first year of business, Armada Brewing, based in East Haven, signed close to 100 accounts, number that’s now grown to 179.

“We can’t even keep up” with demand, Kraszewski said.

Establishing a new business can be tough, and Kraszewski said a manufacturing environment brings its own challenges.

“Things break, equipment fails,” he said. “You have to be able to problem-solve quickly, be on your toes and know how to redirect your staff to fix the problem.”

With Armada Brewing already producing about 20 different varieties of craft beer, the company is poised for growth in the industry, Kraszewski said.

Going for durability

Outfitting restaurant and other commercial workers is no easy task, given the abuse their clothing must withstand each day. Ditto for restaurant odds and ends such as menu holders



John Kraszewski, founder, Armada Brewing

that regularly pass through many sets of hands.

But Luke Davis and the other two co-founders of Hartford Denim Co. are up to the challenge. All three men have personally experienced frustration and disappointment with work clothing that does not hold up to advertised promises, so they decided to take matters into their own hands. Despite limited backgrounds in tailoring, the three started to make clothing for themselves and then friends and family, and eventually, commercial accounts. They established Hartford Denim Co., aka HARDENCO, in 2010.

Today, Hartford Denim Co. makes heavy-duty clothing and aprons for commercial use, and has expanded its product lines to also include menu holders, check presenters, coasters and other small leather goods.

“We work with denim, leather, canvas – pretty much any of the heavier stuff,” said Davis, 32.



Armada Brewing

LOCATION: East Haven

FOUNDED: 2017

FOUNDER: John Kraszewski, 31

MAKES: Craft beer

LONG-TERM VISION: To create a destination brewery and have multiple locations.

The founders chose to locate their company in Hartford because they all grew up in the area, but they quickly faced a number of challenges, Davis said, such as hefty taxes and rent. Additionally, they've found many Connecticut consumers are not as quick to spend money on premium work clothing as say, those in New York.

Hartford Denim Co.'s aprons and restaurant products are selling particularly well, though, partly as a result of restaurant owners who are determined to source everything locally, from ingredients to the aprons their workers wear.

"We're able to cater to their needs" with little local competition, Davis said, and Hartford Denim Co.'s small size is an ideal match for the many local restaurants placing only small orders.

Given the significant costs associated with founding the company, Davis and his partners have needed to hold jobs in addition to the hours they put in each week at Hartford Denim Co. Getting the business off the ground has been pretty expensive, Davis said.

"So the only way to do it is the long, slow, laborious way," he said. "We'd love to grow our business, but we don't want to grow to some crazy size where we will no longer be able to deliver quality."

Putting an ancient method to work in modern times

Everybody's gotta eat, but the path food takes before it reaches your plate can be circuitous, expensive and harmful to the environment. And in some instances, healthful food is simply hard to come by.

At Trifecta Ecosystems in Meriden, vegetables grow via



Luke Davis, co-founder, Hartford Denim Co.

aquaponic methods on an indoor soil-less farm, and are sold directly to consumers. The company provides aquaponic and other urban farming technologies to clients who want to grow food for themselves.

It all started when friends Spencer Curry, 29, co-founder and CEO of Trifecta Ecosystems, and Kieran Foran, 28, co-founder and CMO, vowed to improve their lousy eating habits, Curry said. After successfully growing food on a smaller scale, Curry

Hartford Denim Co., aka HARDENCO

LOCATION: Hartford

FOUNDED: 2010

FOUNDERS: Luke Davis, 32; David Marcoux, 34; Marshall Deming, 34

MAKES: Heavy-duty clothing and aprons for commercial use

LONG-TERM VISION: To build a company to employ a small group of people and create products to be cherished for generations.



Luke Davis makes clothing for heavy use.

and Foran launched the company in 2012.

The company seeks to help local farmers, schools and nonprofit organizations use aquaponics to grow food for themselves and their communities. Trifecta Ecosystems aims to proliferate and cultivate urban farmers and enhance the local food distribution network, Curry said, in part by setting up a franchise-like system to help their customers easily and rapidly deploy their own aquaponic systems.

Curry has been pleased with the company's growth and the overall business climate in Connecticut. Officials at the state as well as the local level are actively and visibly working on making Connecticut more welcoming to businesses, he said, and helping businesses thrive.

"That being said, there are definitely some things that still need work," he said, "but I'm confident that those are getting looked at and worked on by competent people."



The Official Chamber for
Wallingford and North Haven



Gary Ciarleglio-Business Development Executive, Maribel Carrion-Operations Manager, Dee Prior-Nesti-Executive Director and Garrett Sheehan-President.

THE QUINNIPIAC CHAMBER OF COMMERCE IS A CHAMPION FOR MANUFACTURERS!

THE FIRST CHAMBER IN THE STATE TO HOLD A JOB FAIR EXCLUSIVELY FOR MANUFACTURERS!

The many manufacturers in our region are able gain access to legislators, benefit from legislative advocacy, receive Human Resource support and to get connected to other manufactures and the community! We celebrate our manufactures successes publicly and support them in their challenges. Join the Quinnipiac Chamber of Commerce-the official chamber of commerce for Wallingford, North Haven and surrounding region-the chamber that advocates for manufacturers.

CALL 203-269-9891 OR VISIT OUR WEBSITE AT WWW.QUINNCHAM.COM



Trifecta Ecosystems

LOCATION: Meriden

FOUNDED: 2012

FOUNDERS AND PARTNERS: Spencer Curry, CEO, 29; Kieran Foran, chief marketing officer, 28; Eric Francis, chief development officer, 30

MAKES: Vegetables grown using aquaponic methods, with fish to come soon

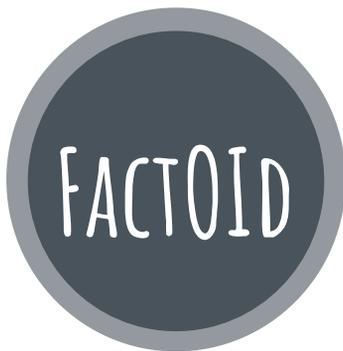
LONG-TERM VISION: To create the city that feeds itself.

Meanwhile, the founders of Trifecta Ecosystems have plenty to keep them busy. Aquaponics creates a symbiotic environment in which fish as well as plants can grow, with the fish fertilizing the plants, and the plants serving as a filtration system for the fish. So, plans are underway for the company to soon add fish to their product offerings.

"The industry itself is just taking off," Curry said. "It's an exciting time." 



Trifecta Farm Manager Jill Shea examining the roots of multiple varieties of lettuce.



52,785

Number of manufacturing workers in Hartford County in 2017, the highest level since 2013.

Source: U.S. Bureau of Labor Statistics

What do manufacturers need to know about IT?

- ▶ Is your IT stable?
- ▶ Is your IT secure? Do you need NIST 800-171 compliance?
- ▶ Is your technology helping you reach your business goals?

IT Direct helps manufacturers harness the power of technology.

Reach out to learn more today!



IT DIRECT

860-924-7818

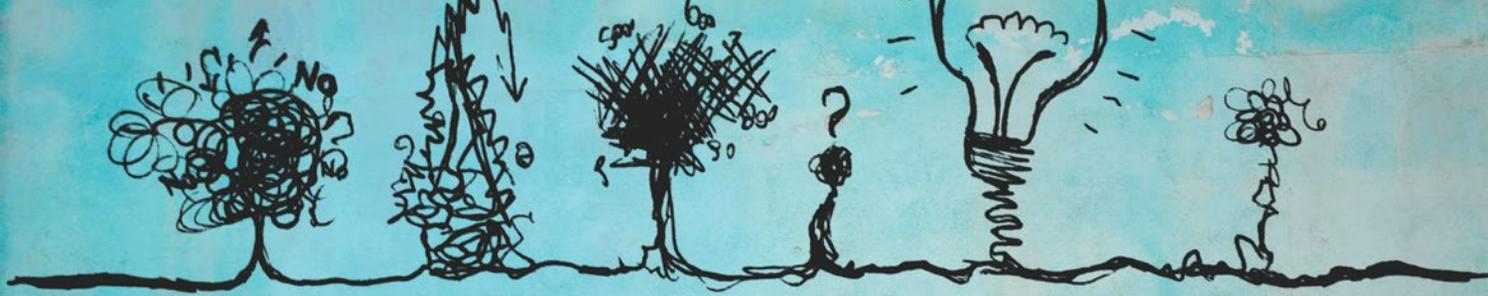
www.GettingYouConnected.com



9

tips for a rewarding internship

By Tove Rasmussen



Tove Rasmussen

Some of your friends had rewarding internships that led to good jobs. Others wasted their time, mostly filing paperwork and getting coffee. How can you have the best chance of an excellent internship?

1. Figure out if an internship will be worth it.

Talk to people in your target industry about the experience you'll need. For example, if you want to be a process engineer, seek out companies with excellent processes. Be aware, though, volunteer positions or working in another country sometimes can fill the experience gaps more effectively.

2. Ensure you will learn valuable lessons.

You want to be sure there is an opportunity to learn the practical aspects of manufacturing or engineering. Get a list of your internship duties. That shows the company has thought through what you will be doing. A project with start and end dates shows there is some meat to your work.

3. Have clear goals.

If the employer does not give you a written contract or goals for the internship, be sure to ask for some. Or take the initiative to write your goals and get them approved. Then review them regularly to be sure you are on track.

4. Determine whether or not you will be paid.

Keep your eye out for a paid opportunity, even if it is a stipend. This can pay for books and other expenses. If the internship is not paid, you may need to get some paid work as well.

5. Know your supervisor.

First, it's important to know who you report to – your manager assigns your duties and will recommend you. She or he may assign other resources to you for assistance. Be sure to ask questions and take notes on the answers so you don't

keep asking the same ones. Join in social activities, like lunch, the company softball team, etc. You'll meet more colleagues, and work will be more fun.

6. Put yourself in a position to be hired or given a good recommendation.

Research the company in advance. Check the web and talk to previous interns or employees. Show your dedication by getting in on time, if not early, and leaving when your work is done, possibly after 5 p.m. Volunteer for more assignments; they can be excellent learning opportunities and can give you a chance to show off your skills.

7. Find guides within the organization.

An ideal guide understands the organization. He or she can offer insight into how things get done and help troubleshoot issues. Also, don't forget about family members who have more experience.

8. Do your best to work through problems.

So, you have done everything right, but you aren't getting enough direction, or you just can't seem to get along with someone. Don't run at the first sight of trouble. This is an opportunity to practice important workplace skills.

- Talk to your boss. She or he may have good advice for you; be prepared to be asked for your own ideas.
- Learn from your co-workers. They have a lot of useful information. For example, they may know your problem person is a control freak and how everyone deals with it.

9. Explore your chances for a full-time role.

Ask during the interview about full-time opportunities. Are former interns working there? Find out what it would take to get a full-time job. ⚙️

Tove Rasmussen is the founder of Partners Creating Growth in Maine. She has served as general manager, global marketing manager, operations manager and consultant for many companies looking to expand business and improve operations. She is a graduate of the University of Toronto and the Richard Ivey School of Business, the top business school in Canada.

Why Over 4,000 CT Advanced Manufacturers Make It. Here.SM

Over the next ten years...

Connecticut advanced manufacturers from the aerospace, defense and biomedical industries to their critical suppliers will need **25,000** career-ready skilled workers.

Nastassia Scott
Mallory Industries

Connecticut State Colleges & Universities
Advanced Manufacturing & Technology Centers
are the pipeline.

With more than **90%** job placement in aerospace, defense, biomedical, power systems and other advanced manufacturing sectors we can help any size manufacturer make it in Connecticut.

For info visit: CT.edu/MakeItHere

Promoting Apprenticeships with:



Advanced Manufacturing  Technology Centers
Connecticut State Colleges & Universities

Campuses:

Asnuntuck Community College	Housatonic Community College
Naugatuck Valley Community College	Quinebaug Valley Community College
Manchester Community College	Middlesex Community College
Tunxis Community College	Three Rivers Community College

FACTOID

210

Number of electronics engineers in New Haven County, the county's highest-paying engineering job, with a \$118,810 average annual salary.

Source: Connecticut Department of Labor

35%

How much more manufacturing workers make in New Haven County compared to healthcare and social services workers.

Source: U.S. Bureau of Labor Statistics



Industry Connections

Sponsored Manufacturer
Profiles



ACMT, INC.

pg
50



ARCOR LASER

pg
53



BYK

pg
58



CLICK BOND

pg
61



EAMA

pg
62



**JACOBS VEHICLE
SYSTEMS**

pg
66



**MERCANTILE
DEVELOPMENT, INC.**

pg
67



**ECONOMY
SPRING**

pg
69



**PDC
INTERNATIONAL**

pg
74



**PETER PAUL
ELECTRONICS CO. INC.**

pg
76



**PTI
INDUSTRIES, INC.**

pg
79



**TRI STAR
INDUSTRIES**

pg
85



TOMZ CORP.

pg
86



**WARD
LEONARD**

pg
88



ARTEC MACHINE SYSTEMS

pg **54**



ARTHUR G. RUSSELL COMPANY

pg **55**



ASSA ABLOY

pg **57**



EDAC TECHNOLOGIES

pg **63**



HAR-CONN CHROME COMPANY

pg **64**



HORST ENGINEERING

pg **65**



NAIAD DYNAMICS U.S., INC

pg **70**



NHMA

pg **72**



OKAY INDUSTRIES, INC.

pg **73**



RAF ELECTRONIC HARDWARE

pg **80**



SHEPARD STEEL CO., INC.

pg **81**



SOUND MANUFACTURING INC.

pg **83**



WEPCO PLASTICS

pg **91**



ZENDEX TOOL CORP.

pg **92**





Former intern Ryan Schmidt, a mechanical-engineering graduate of Central Connecticut State University, is now a full-time employee. He is developing probing and scanning techniques utilizing a FaroArm for quality release.



ACMT, Inc.

Advanced Composites & Metalforming Technologies

ACMT INC.

ACMT consists of four business units. First, it manufactures complex sheet-metal fabrications specializing in hot forming of Ti alloy, utilizing technology and automation. ACMT is also an overhaul and repair / maintenance, repair and operations (MRO) company, serving the Federal Aviation Administration (FAA), and European Aviation Safety Agency stations, as well as government depots. The company also provides chemical repackaging; and composite rubber bonding to metal processing.

COMPANY PROFILE

www.ACMT.aero

Address: 369 Progress Dr. Manchester, CT 06042

Additional Company Location:

321 Progress Dr. Manchester, CT 06042
1006 Arthur Avenue Lynn Haven, FL

Full-time employees: 140

Year founded: 1986

President & CEO: Michael Polo

PRODUCTS ACMT manufactures complex sheet-metal components that are formed and fabricated to exact tolerances that meet customer specifications. The high-tech components are used in turbine engines, airframe, rotor aircraft and fixed-wing aircraft markets around the world. These products are integral to the operation of a jet engine or aircraft.

MARKETS / CUSTOMERS ACMT products are purchased by many original equipment manufacturers – or OEMs – in jet-engine and aerospace companies around the world. United Technologies, for example, is one of ACMT’s largest customers. The company also sells directly to the U.S. government and tier-one supply chains.

CAREER / JOB OPPORTUNITIES There are a variety of career opportunities, from entry-level to professional positions. Some of these roles include production, engineering, quality, customer service, continuous improvement and facilities. Current openings include assembly, chief inspector, layout inspector and sheet-metal engineer positions.



Interns work on a custom piece of equipment they designed during their internship at ACMT. It’s now in full production.

INTERNSHIP PROGRAM ACMT Inc. employs interns in roles like engineering and Continuous Improvements (CI) positions. Interns are assigned various projects which they are required to complete and report on each week to senior management. Internships provide interns with real-world experience and gives the company an opportunity to scout out its upcoming workforce.

COMPANY BENEFITS ACMT provides multiple levels of training so that employees can improve their skillsets and grow with the company. The company offers internal-growth opportunities as well as on- the-job training, competitive wages and other benefits.

COMMUNITY ENGAGEMENT For all schools that want to learn more about the company and the manufacturing field, ACMT has an open-door policy, providing students an opportunity to tour the facilities. It also offers internships and apprenticeships; participation in Junior Achievement in schools is an important part of company culture. Community volunteering is encouraged among employees.

ENVIRONMENTAL AWARENESS ACMT supports all environment awareness by utilizing energy-efficient lighting and shop equipment and uses closed-loop systems where applicable. It has zero emissions in coating areas and acid clean lines, as well as a recycling program for paper and cardboard.



Interns Anthony Marino and Nabeel Khan of UConn's school of engineering are updating the team on the projects they have been working on this summer.



Intern Group 2018

Left to right, front to back, Kristy Pan, Anthony Marino, Jonah Zgombick, Matthew Stefanik, Nabeel Khan, Katrina Coelho, Evan Appell, Srikar Godilla, Malcolm Holmes, Nic Goldman, Jesse Snurkowski, Vishakh Talanki, Carter Chase and Jacob Gray

Anthony Marino

POSITION: Continuous Improvement Engineer Intern
AGE: 20
SCHOOL: University of Connecticut
TIME AT COMPANY: 1 year

"This is my second year as an intern with ACMT. The most important skill is the ability to communicate and work with many different people."

Carter Chase

POSITION: Intern
AGE: 16
SCHOOL: Xavier High School
TIME AT COMPANY: 4 months

"Innovation is the most important aspect of technology and when persistently updating processes and production, the world can stay in a state of continuous improvement."

Evan P. Appell

POSITION: Intern
AGE: 17
SCHOOL: University of Hartford
TIME AT COMPANY: 1 month

"My high school had an outreach program for local businesses, and I signed up as soon as possible."

Jesse Snurkowski

POSITION: Intern
AGE: 19
SCHOOL: Stony Brook University/ Manchester Community College
TIME AT COMPANY: 5 months

"Some challenges that I have overcome include being hesitant to ask for help, and mental visualization, which is crucial in designing."

Kristy Pan

POSITION: Intern
AGE: 19
SCHOOL: Worcester Polytechnic Institute
TIME AT COMPANY: 2 months

"Some companies look down on interns because we are only temporary ... at ACMT Inc., everyone has been willing to teach and answer questions."



Chemical-engineering student Kristy Pan developed processes in the lab to perform required material tensile tests which support company heat treat and age processes.

Nabeel Khan

POSITION: Mechanical Engineering Intern
AGE: 20
SCHOOL: University of Connecticut
TIME AT COMPANY: 3 months

"I have been exposed to a higher level of technical and universal expertise and skills that I will enhance and develop for the rest of my career."

Srikar Godilla

POSITION: Intern
AGE: 17
SCHOOL: Academy of Aerospace and Engineering
TIME AT COMPANY: 1 month

"All I had to do was ask and I would get a whole slew of projects ... from helping one of my fellow interns with crunching numbers in Excel to designing a new method of consistently measuring a part."

Vishakh Talanki

POSITION: Intern
AGE: 16
SCHOOL: Academy of Aerospace and Engineering
TIME AT COMPANY: 1 month

"As a child, Legos were among my favorite toys: I loved to build. Solutions can present themselves in unusual places, so it's important to stay alert."

Create **Your** Future. Manufacture **Your** Dreams.



Seeking real-world, hands-on experiences where you can leverage automation and robotics on traditional and state-of-the-art equipment? Search no further!



Earn.



Learn.



Succeed.

[BARNESGROUPINC.COM/CAREERS](https://www.barnesgroupinc.com/careers)



ARCOR LASER SERVICES

ARCOR Laser Services specializes in laser-materials processing services, system integration and the development of intellectual property opportunities. The company offers contract manufacturing services from original concept through tool design and fabrication, from laser welding, drilling, cutting and marking, to fully integrated turn-key systems.

COMPANY PROFILE

www.ARCORLaser.com

Address: 4 Kenny Roberts Memorial Dr., Suffield CT 06078

Additional locations: 21 Kenny Roberts Memorial Dr., Suffield CT 06078

Full-time employees: 85

Year founded: 2004

Owner: Gary Francoeur

PRODUCTS ARCOR Laser offers precise, reliable, high-quality welds, drilling and cutting for a wide range of materials including precision laser processing for medical and other applications. Experience and expertise, combined with the latest technologies, allows ARCOR to perform laser processing at great speed and efficiency.

MARKETS / CUSTOMERS Medical, aerospace, alternative energy, firearms, power generation, semiconductor, sensors and transportation.

CAREER / JOB OPPORTUNITIES

Research and Development:

- Application developers

Engineering:

- Mechanical engineers
- Systems engineers

Quality:

- Quality manager
- Quality engineers
- Inspectors
- CMM programmers

Production:

- Production supervisors
- Production/weld technicians

Supply Chain:

- Shipping and receiving

Current Career Opportunities:

- CNC lathe programmer
- Quality engineer



Lea Rodriques

POSITION: Quality Engineer

AGE: 28 **SCHOOLS:** Holyoke Community College, University of Massachusetts, Air Force technical schools

YEARS AT COMPANY: 3

“Your inherent strengths fit somewhere within the scope of the manufacturing field; explore different paths until you find your niche.”



Team ARCOR - Running in the Annual Rugged Maniac 5k Obstacle Race

INTERNSHIP PROGRAM ARCOR Laser's Internship Program carefully monitors meaningful learning experiences in which individuals have intentional, professional goals and reflect actively on accomplishments throughout their time in production, laser welding, CNC programming, engineering and quality control.

COMMUNITY ENGAGEMENT ARCOR participates in food and clothing drives to the local food shelf and homeless communities. The company also makes annual donations to charities such as Nutmeg Big Brothers Big Sisters, Amy's Angels, and children's diabetes and cancer nonprofits, to name a few.



ARTEC MACHINE SYSTEMS

- For the past 45 years, supplied and served customized gear drive systems to multiple industries in Connecticut and nationwide.
- Provides technical field support, engineering design services, in-house repair and testing.
- Offers the highest quality products and services available to Connecticut industries and beyond.

COMPANY PROFILE

www.artec-machine.com
Address: 26 Commerce Dr.
 North Branford, CT, 06471
Phone: 203-484-2002
Full-time employees: 14
Year founded: 1975
President: John Amendola III



INDUSTRIES SERVED

- Food
- Steel manufacturing
- Oil and gas
- Ski Industry
- Military/ Marine
- Plastics
- Power generation

ARTEC MACHINE SYSTEMS SERVICE THE FOLLOWING GEARBOXES

- Renk
- Kissling
- Falk Rexnord
- Renk Maag
- ZF
- Nord Drive systems and many others

APPRENTICESHIP PROGRAM

Artec bridges the gap between experienced Industry professionals and rising talent by being a certified sponsor of the CMIFA (Connecticut Manufacturing Innovation Fund Apprenticeship Program.)

Sandy Fernandez

POSITION: Technical Assistant
AGE: 21
SCHOOL: Middlesex Community College
YEARS AT COMPANY: 1

“I’m advancing a career in manufacturing and ensuring customer satisfaction — all while learning from Artec’s Senior Facility Director Gary Beard.”



Artec API Turbo Gear for Refinery Service on Artec’s test stand in North Branford. 3,800 HP | Input 1780 rpm / Output 5,831 rpm



3 stage precision helical gear reducer for Aerial Tramway application



THE ARTHUR G. RUSSELL CO. INC.

The Arthur G. Russell Co. Inc. develops state-of-the-art automatic assembly equipment for the medical device, consumer, food and electronics industries, so they can assemble items like syringes, motors and fuses. It is an ISO 9001:2015 registered private company with over 70 years of designing, building, installing and supporting world-class assembly, test, inspection and packaging systems. Arthur G. Russell is also a great place to learn the industry, as its featured employee Michael Alseph has, along with interns who have become proud employees along the way.

COMPANY PROFILE

www.ArthurGRussell.com

Address: 750 Clark Ave., Bristol, CT 06010

Phone: 860-583-4109

Full-time employees: 150

Year founded: 1945

Owner, CEO: Robert Ensminger

PRODUCTS The Arthur G. Russell Co. Inc. designs and builds custom automation equipment. Its team selects the most appropriate platform and technologies for the most cost-effective solution. Platforms range from continuous motion, cam-driven synchronous chassis, walking-beam automation, power and free conveyors, to custom ground-up designs.

MARKETS/CUSTOMERS Main customers are Fortune-500 companies who are primarily involved with disposable medical devices. The company also serves customers in automotive; consumer disposable products; wiring devices; electrical and electronic components; and the food industry.

CAREER/JOB OPPORTUNITIES **Electrical assembly technicians:** Assemble proprietary items and control systems for automated equipment to design specifications. **Machinists:** Create complex components using high speed, multi-axis, CNC Machining Centers programmed from solid models via integrated CAD/CAM software. **Machine assembly technicians:** Build mechanical assemblies to engineering drawings or other documentation; assist with the building of various workstations and fabrication or altering of parts as required. **Mechanical engineers:** Partake in all aspects of machine detailing and design. Use good judgment and investigation to make robust, effective equipment. **Control systems engineers:** Responsible for overall control-system concept, design and project deployment.

Michael Alseph

POSITION: Machine Assembly/ Service Technician

AGE: 32

SCHOOL: Crosby High School

YEARS AT COMPANY: 13



“I started with the company as a driver, picking up and dropping off parts. This led to other positions within the company. From there I enrolled in The Connecticut Apprenticeship Program.”

INTERNSHIP PROGRAM Arthur G. Russell Co. proudly partners with Bristol Technical Education Center and welcomes interns. One student is now interning as a machinist and two past interns were hired full-time after graduating. Both work in the Electrical Assembly Department and are enrolled in The Connecticut Apprenticeship Program, working toward their Journeyman licenses as electricians.

COMPANY BENEFITS The company offers a 401 (k) profit-sharing plan with a 25-percent match, no limit and up to 3 percent of gross pay profit share based on company profitability. It also offers a medical plan of which the company pays 70 percent, a dental plan where the company pays 50 percent, a life and AD&D insurance plan with the company paying 100 percent, and tuition reimbursement where the company pays 80 percent. Bonuses distributed based on year-end company profitability and merit.

COMMUNITY ENGAGEMENT Arthur G. Russell Co. gives back to groups like United Way with monetary donations from employees and the company. It also participates in holiday food and toy drives; offers scholarships for local high-school students; hosts blood drives; supports the Boys & Girls Club of Bristol; and sponsors a F.I.R.S.T. robotics team.

ENVIRONMENTAL AWARENESS A Lean manufacturer, one of the company's 10 guiding principles is that it considers its environmental impact, recycling and minimizing energy and resources consumption.



Waterbury • Danbury • nv.edu

Our Grads Get Hired!

Advanced Manufacturing Technology Program

Better skills. Better pay.
Get a certificate or build job skills.



Your training source for today's new & expanding
advanced manufacturing technologies.

"This program teaches you so many skills that it gave me the edge to get my new job just a few weeks after graduating!"

—Lidia T.

Waterbury Campus:
Day / Evening programs

Danbury Campus
Evening programs

nv.edu/AMT

Questions? Ready to Enroll?
Contact: Deirdre D'Amore
203-575-8014
ddamore@nv.edu

ASSA ABLOY

ASSA ABLOY

ASSA ABLOY has a complete range of door and hardware products and solutions for the institutional, commercial and consumer markets. Using the latest technologies, it is constantly developing innovative solutions that improve customers' lives by delivering greater security, safety and convenience. Connecticut is home to the Corbin Russwin, Sargent and Yale brands in addition to the ASSA ABLOY Americas division headquarters.

COMPANY PROFILE

www.assaabloy.com

Address: 110 Sargent Dr., New Haven, CT 06511

Phone: 800-377-3948

Full-time employees: 1,000 in Connecticut

Year founded: 1994

Additional location: 225 Episcopal Rd, Berlin, CT 06037

Americas Division President & CEO: Lucas Boselli

PRODUCTS The products and solutions provided by ASSA ABLOY cover: mechanical and electromechanical locking; access control; identification technology; entrance automation; security doors; hotel security; and mobile access. In Connecticut specifically, the company innovates and manufactures mechanical and electromechanical locks, key systems, hinges, exit devices and smart locks for the commercial and institutional markets.

MARKETS / CUSTOMERS The company's Connecticut businesses sell their products through contract hardware distributors, locksmiths and hardware wholesalers. These important channel partners provide lock and hardware products for use in education, healthcare, corporate and government buildings. Through its residential business, ASSA ABLOY offers smart locks direct to consumers and through the professional security installer channel.

CAREER / JOB OPPORTUNITIES Whether you are a software wizard, accounting guru, logistics legend, marketing magician, sales specialist or design star, at ASSA ABLOY you drive your own career development. You will have the opportunity to grow and learn internationally in a creative, dynamic and innovative organization. The company has a variety of jobs for degreed and non-degreed professionals in logistics, IT, sales, human resources, production, marketing and operations. Openings at ASSA ABLOY Connecticut facilities and at worldwide locations may be found in the Career section at www.assaabloy.com.

INTERNSHIP PROGRAM Summer internships available based on department needs. Typical openings are in engineering, the test lab, marketing and industrial design.

COMPANY BENEFITS ASSA ABLOY offers a comprehensive package of employee benefits that include medical, dental, prescriptions, 401(k) with company match and tuition assistance.



ASSA ABLOY is on Forbes magazine's The World Most Innovative Companies list. Forbes ranked ASSA ABLOY among the world's top 100 most innovative companies in 2013, 2014, 2016 and now in 2018.



Automated Guided Vehicles and collaborative robots work among employees assembling hardware.



Engineering teams are equipped with 3D printers and scanners to aid with product and part design and rapid testing.

COMMUNITY ENGAGEMENT The company's Connecticut-based brands are more than 150 years old and are integrated community members. Particularly interested in supporting the physical built environment, ASSA ABLOY is an 18-year supporter of Habitat for Humanity in the U.S. (Yale) and supports other organizations focused on the arts, manufacturing-skills training, and causes that help others.

ENVIRONMENTAL AWARENESS ASSA ABLOY is a sustainability leader. Sustainability is a driver throughout ASSA ABLOY's value chain; it is an important way of working in innovation, sourcing, production, employee development and in materials selection for its products and solutions. The Berlin location has a solar array that generates in excess of 55 percent of the energy used by the factory. The New Haven location utilizes a co-gen engine to generate energy, heat and hot water in the building.



BYK USA INC.

BYK USA Inc. produces specialty chemical additives for the coatings, printing inks and plastics industries, as well as industrial applications, construction, and oil and gas exploration technology.

COMPANY PROFILE

www.BYK.com

Address: 524 South Cherry St., Wallingford, CT 06492

Additional locations: Chester, NY; Gonzales, TX; Louisville, KY; and Earth City, MO

Full-time employees: 490

Year founded: 1964

President: Alison Avery



Elise consults with a chemical operator on the plant floor.

PRODUCTS Additives are chemical substances that improve product properties and optimize manufacturing. These range from adhesion promoters to defoamers to wetting and dispersing additives and various processing additives.

MARKETS / CUSTOMERS The coatings, printing inks and plastics industries are some of the main areas of application. BYK additives also improve product properties and production processes in the oil and gas industry, paper-surface finishing, the production of adhesives and sealants, as well as in the construction chemical industry.

CAREER / JOB OPPORTUNITIES Career opportunities at BYK include chemical operators, quality technicians, maintenance mechanics and technicians, warehouse operators, process engineers, chemists and laboratory technicians. Recent job openings include training coordinator, lab technician, production operator, maintenance electrician, warehouse assistant and regulatory-affairs specialist.

COMPANY BENEFITS BYK offers medical, dental, vision, prescription and life insurance, as well as matching 401(k), HSA and FSA savings, vacation, personal time, 10 paid holidays, bereavement leave, educational assistance, wellness programs and an employee-assistance program.

COMMUNITY ENGAGEMENT BYK supports causes that enrich the social structures of its employees, customers and community base, using both monetary and employee volunteer efforts. The Charity Committee organizes several food drives per year, as well as clothing and toy drives during the holidays and supports various fundraisers throughout the year.

ENVIRONMENTAL AWARENESS BYK is an environmentally conscious company and realizes the value of reducing emissions, proper waste disposal and utilizing sustainable practices. Examples of this include finding alternate uses for all waste and using energy-efficient lighting and equipment throughout its facilities.



Drums on the filling line.

Elise Engelhardt

POSITION:
QC Lead Technician

AGE: 25

SCHOOLS: Wilcox Vocational Technical High School, University of Hartford

YEARS AT COMPANY: 4



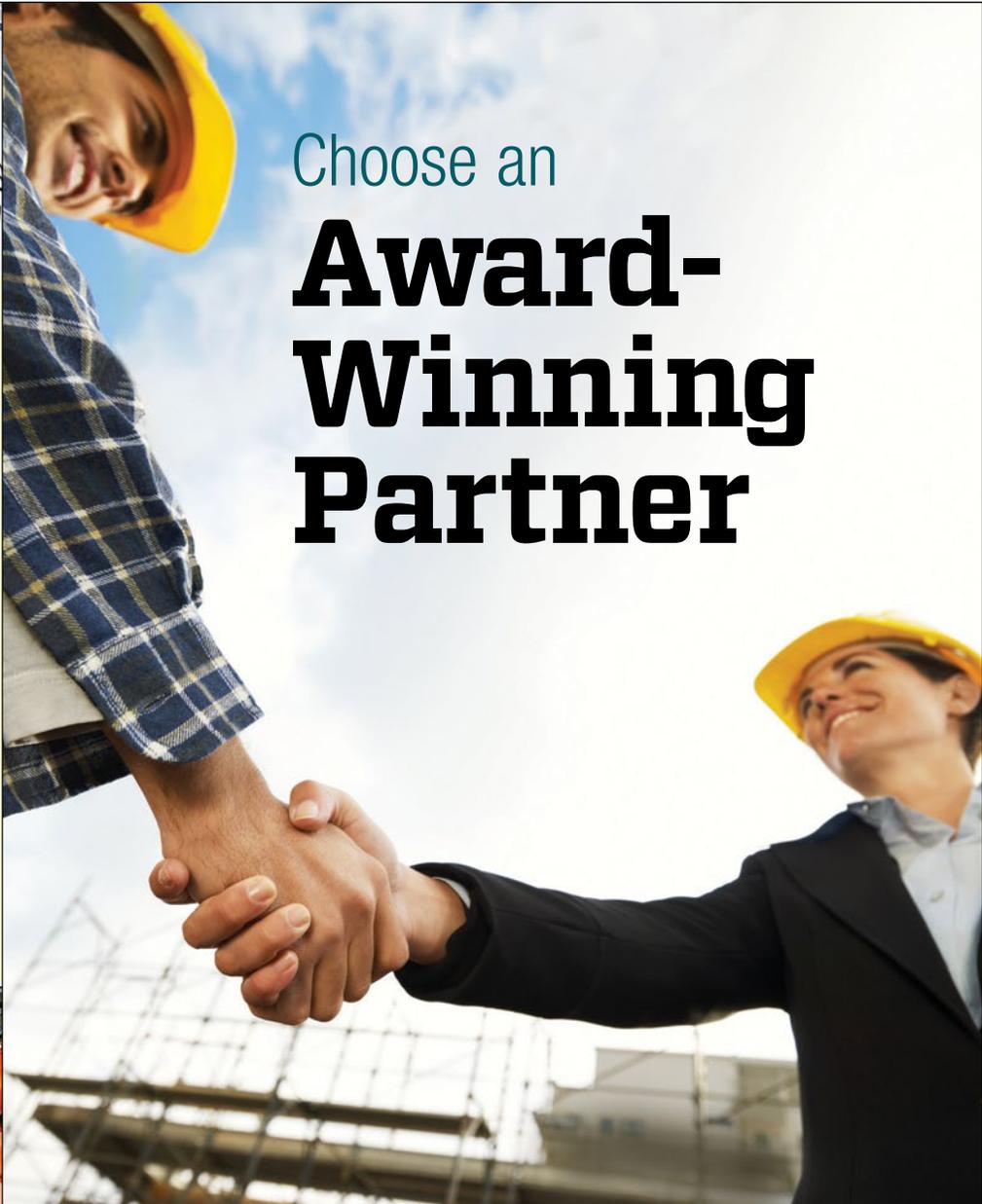
“There is always something new to learn or a new challenge around the corner or behind the lab bench. Three promotions in four years proves BYK has acknowledged my accomplishments.”



A chemical operator uses a computer to control the drum-filling station.



Elise checks the equipment in the Quality Control Lab.



Choose an **Award- Winning Partner**

Recent Awards Include:

- » ABC Platinum Safety Award
- » ABC Accredited Quality Contractor (ABC-AQC)
- » ABC Excellence in Construction Award
- » ABC Specialty Contractor of the Year
- » Contracting Business First Place Design/Build Award



For over 50 Years, Clients Have Counted On NEMSI For:

- HVAC, Plumbing and Process Piping
- Design-Build Construction
- Energy Management Systems
- LEED Certification Programs
- Electrical Services
- Comprehensive Preventive Maintenance Programs
- 24/7/365 Emergency Response

What Can We Do For You?

860.871.1111 www.nemsi.com
166 Tunnel Road, Vernon, CT 06066



License #s: E1-0125666 • S1-302974 • P1-203519F1-10498 • SM1-192 • MC-1134

Other offices in: New London | Trumbull | Pawtucket, RI | Palmer, MA | Manchester, NH | Albany, NY



DAVID BOHRER FOR NATIONAL ASSOC. OF MANUFACTURERS

Click Bond apprentices gather with a seasoned toolmaker to learn eyelet toolmaking basics. From left, Steve Santos, eyelet toolmaker; Kaitlyn Pierzanowski, CJ Hernandez-Velez, Tyler Baptista, Nick Ritch and Patrick Harrison, eyelet toolmaker apprentices; and Chris Hamlin, maintenance machinist apprentice.

CLICK BOND®

Click Bond creates innovative mechanical hardware solutions, delivered through world-class manufacturing and customer support. Click Bond works with global partners in aerospace, defense, marine, transport, and energy to pioneer advanced solutions and enhance customer competitiveness.



COMPANY PROFILE

www.ClickBond.com
Full-time employees: 472

Year founded: 1987; The Watertown, Conn., facility opened in March 2008, celebrating its 10th anniversary.
Locations: Headquarters in Carson City, Nev.; Production facilities in Watertown, Conn. and Saltney, Wales, U.K.

PRODUCTS

- Click Bond's products make customers' products lighter, faster, stronger, and smarter.
- Click Bond paved the way for adhesive-bonded fasteners in the aerospace market, and today works with leading original equipment manufacturers (OEMs) to create innovative assembly solutions tailored to address their greatest design challenges. Click Bond adhesive-bonded fasteners come with proprietary installation fixtures that ensure consistent, high-strength bonded attachment to structure.

Some of its most notable products are:

- Click Patch® - adhesive-bonded patches offering rapid repair of leaking fasteners in wet wing aircraft, skin punctures and other light damage – one of Click Bond's first patented products.
- The LoMas™ screw - a revolutionary new family of lightweight, threaded fasteners.
- The adhesive-bonded rivetless nutplate - eliminates the drilling of attachment rivet holes traditionally associated with nutplate installation.
- ACRES® sleeves - an economical solution for delivering enhanced structural fatigue life and engineered repairs with a deep-drawn method of manufacture that delivers unmatched performance and precision.

MARKETS / CUSTOMERS Primary customers include some of the largest aerospace and defense vehicle manufacturers in the world including Boeing, Lockheed, Northrop Grumman, and NASA. Click Bond is continually broadening its market reach to include partners in the marine, transport, and energy industries as well.

CAREER / JOB OPPORTUNITIES Click Bond offers careers in advanced manufacturing, engineering, R&D, machine build, tooling, sales and support.

“ A DECADE OF EXCELLENCE

“We are so proud to celebrate 10 years as a member of the Connecticut manufacturing community. The skills, talent, and the deep history of craftsmanship that we discovered here are unparalleled in the world. It is a pleasure to call our great Watertown teammates ‘family’ and we are busy stoking the interest of its next generation in careers in precision manufacturing. That a full 10 percent of our Watertown workforce — eight of 80 employees — are apprentices is a testament to our continuing development of American manufacturing talent.”

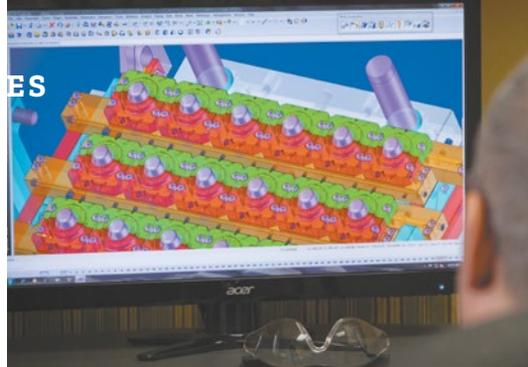
- Karl Hutter, President & CEO

APPRENTICESHIP PROGRAM The apprenticeship at their Watertown, Conn., facility is a state-certified, 8,000-hour, four-year program. It consists of on-the-job training in both the tool room and manufacturing areas, as well as part-time classroom curriculum in mathematics, blueprint reading and eyelet theory at an off-site facility.

“The apprenticeship program for toolmakers was developed during WWII and has been the one resource to pass on the knowledge of all types of metal forming from generation to generation. Without these programs, this knowledge would be lost.” - John LaMadeleine, Manager of Engineering in Watertown, CT

COMPANY BENEFITS Benefits that are unique to Click Bond are tuition reimbursement, which supports employees completing technical certification courses or advanced degrees at local colleges and universities. Other benefits include vacation and holiday pay, insurance including medical, dental, vision, life and long-term disability, and a 401(k) plan.

COMMUNITY ENGAGEMENT Click Bond is an active member of the local communities where our employees work and reside engaging in philanthropic work with area schools, service organizations, and charities that align with our core values and mission. Click Bond also supports STEM activities in rocketry and robotics, workforce development, and is involved with industry associations at the national level, such as National Association of Manufacturers (NAM) and the Aerospace Industries Association (AIA).



EASTERN ADVANCED MANUFACTURING ALLIANCE

Good things happen when entities band together. EAMA is a non-profit organization comprised of manufacturers in Eastern Connecticut, South Central Massachusetts, and Northwest Rhode Island. EAMA works with educational and training partners to promote and improve regional manufacturing careers and the manufacturing workforce. EAMA creates a platform for member companies to speak with one voice to advance the region's manufacturing agenda.

ORGANIZATION PROFILE

www.EAMAinc.com

Address: 108 New Park Ave., Franklin, CT 06254

Email: EAMAinc@gmail.com

Number of Member Companies: 67+

Year Founded: 1994

President: Kelli-Marie Vallieres

Vice President: Ray Coombs Jr.

MISSION STATEMENT To strengthen the regional advanced manufacturing industry by harnessing the collective energy of regional manufacturers through advocacy, workforce and educational development, and career awareness.

FOUR STRATEGIC PRIORITIES 1. To increase awareness of manufacturing and manufacturing careers in the Eastern Connecticut region, and increase the number of those in the region who pursue jobs and careers in advanced manufacturing.

2. To improve manufacturing education at the secondary and post-secondary levels.

3. To advocate for policies and resources that are advantageous to the advanced manufacturing industry and to education and training programs that support it.

4. To share best practices in manufacturing workforce development among EAMA members and other employers.

INDUSTRY CAREER OPPORTUNITIES Accounting, assembly & packing, CNC operation, engineering, drafting, human resources, machining, marketing, production, screen printing, supply-chain management, welding and more.

OUTREACH, AWARENESS & DEVELOPMENT EAMA works with Quinebaug Valley Community College (QVCC) and Three Rivers Community College (TRCC), reviewing existing and proposed course content and equipment needs. We collaborate to ensure that the colleges' credit and non-credit programs continually address the evolving needs of manufacturing employers – producing highly skilled workers who are ready to enter the workforce.

EAMA Initiatives:

Quarterly seminars on manufacturing topics as well as information-sharing sessions at roundtable talks, discussions and other events.

Events hosted by QVCC and TRCC that raise awareness about manufacturing careers for hundreds of local middle-school students.

Manufacturing Pipeline Initiative sponsor: The MPI has trained and placed over 1,000 workers in manufacturing careers since January 2016. There are over 5,000 applicants to the program.

EAMA member company tours, so young people and adults can see the modern advanced manufacturing workplace firsthand.

The Student Video Challenge, pairing high schools with local manufacturers to create a video that educates and promotes manufacturing across the state. Check out some of the videos on EAMAinc.com or view them on EAMA's YouTube channel.

Internships that expose students to manufacturing careers and connect its member companies with future workers.

Contact:

Eastern CT Workforce Investment Board | EAMAinc@gmail.com | 860.858.4100



EDAC TECHNOLOGIES

EDAC manufactures static and rotating aerospace parts, tooling and fixtures, grinding machines and spindles and provides EB welding and plasma coating services

COMPANY PROFILE

www.EDACTechnologies.com

Address: 5 McKee Pl., Cheshire, CT 06410

Additional locations: Glastonbury, Newington, East Windsor, CT

Full-time employees: 560

Year founded: 1946

President & CEO: Ben Adams

PRODUCTS The company's products include parts used in military and commercial aerospace engines.

MARKETS/CUSTOMERS EDAC Technology's largest customers are Pratt & Whitney, GE, SNECMA, Rolls Royce and Avio.

CAREER/JOB OPPORTUNITIES The company regularly looks to hire reliable team members who are willing to learn and join its family of employees. New hires can be those experienced in manufacturing, or individuals who have completed manufacturing certification programs. Position openings can include CNC machinists, tool makers, tool room machinists, inspectors, engineers, operations leaders, maintenance technicians and spindle grinders.

INTERNSHIP PROGRAM The EDAC Internship Program, or "The Ultimate Intern Experience" as the company calls it, was designed by EDAC interns using their own internship experiences at EDAC as their guide. The company welcomed their feedback in developing and growing a program that would be rich in learning and robust in opportunities.

COMPANY BENEFITS Tuition reimbursement to the IRS maximum is offered at EDAC. Students also get full medical benefits and 401(k) contributions while employed here – the company supports continuous learning efforts.

COMMUNITY ENGAGEMENT EDAC Technologies partners with non-profit groups like the United Way and Special Olympics to give back to the community, either as a company or in support of its employees' charitable efforts.

ENVIRONMENTAL AWARENESS An ISO-approved business, EDAC complies with applicable laws and regulations to ensure not only that its products are top quality, but that the way the products are manufactured does not harm the environment.

Dan McFee

POSITION: Senior Quality Engineer

AGE: 32

EDUCATION: Central Connecticut State University

YEARS WITH COMPANY: 2

“I find it rewarding when I can create an application to automate a process or write a machine program that enhances the human intervention.”



CNC Turning



EDAC Newington - Rotating Components Manufacturing



HAR-CONN CHROME COMPANY

Look up and you'll see Har-Conn's work. The company is a major service supplier to aircraft/aerospace manufacturing markets across the world, providing high-technology coatings for the industry. Har-Conn – with its work contributing to important projects such as the space shuttle, missile program, commercial aircraft and military planes – is one of the world's largest independently owned service facilities. However, the company never falls short in investing in its people and the local community.

COMPANY PROFILE

www.har-conn.com

Address: 603 New Park Avenue, West Hartford, CT 06110

Phone: 860-236-6801

Full-time employees: 99

Year founded: 1948

CEO: Timothy Backus



Zero-emissions chrome plating line



Ion exchange (water recycling system)



Processing line

PRODUCTS Har-Conn provides high-technology electroplating and electroless plating, chemical conversion and engineered coating processes. These processes are used for the pre-treatment or overhaul/repair of aerospace components.

MARKETS / CUSTOMERS The majority of the company's customers are considered first- and second- tier suppliers to companies such as Pratt & Whitney, General Electric, Boeing, Rolls Royce and Sikorsky. Har-Conn is also a major supplier to the Maintenance-Repair-Overhaul (MRO) markets worldwide.

CAREER / JOB OPPORTUNITIES Har-Conn provides a number of career opportunities ranging from entry-level to professional, in areas of inspection, production, laboratory and maintenance departments, to name a few. Production operatives and inspection technicians are areas that will continue to be in demand throughout 2018 and beyond. Many Har-Conn employees have dedicated over 30 years of service to the company and are happy to share their extensive knowledge with new hires.

COMPANY BENEFITS Har-Conn offers internal growth opportunities and on-the-job training. Cross-training is encouraged for more robust employee knowledge and increased service for valued customers. The

company offers medical, dental and vision insurance programs, paid holidays, vacation time, sick days, 401K investment, production bonuses and short-term disability. Har-Conn hosts quarterly employee meetings as well as cookouts and service recognition award events.

COMMUNITY ENGAGEMENT Har-Conn makes contributions to a variety of charities every year with Nutmeg Big Brothers/Big Sisters and The Ron Foley Foundation its largest recipients. Employee requests for local charities, Boy Scouts/Girl Scouts, school teams and clubs or employee team sponsorship opportunities are always supported.

ENVIRONMENTAL AWARENESS Har-Conn embraces a continuous-improvement approach toward environmental awareness. Over the past three years alone, it has invested over \$1.5 million in zero-emission plating technology, energy efficient lighting and electrical upgrades; and \$200,000 in water-conservation technology. Packaging materials are recycled whenever possible and employees support the single-stream recycling program at Har-Conn as well.



HORST ENGINEERING

Horst Engineering's core purpose is to help people fly safely and keep communities strong by making precision parts in the U.S.A. As a contract manufacturer of precision machined components for aerospace and other high-technology industries, responsible and sustainable manufacturing practices are a hallmark of the company's three-generation legacy.

COMPANY PROFILE

www.HorstEngineering.com

Address: 36 Cedar St., East Hartford, CT 06108

Additional locations: South Windsor, Conn., and Lynn, Mass.

Phone: 860-289-8209

Full-time employees: 140

Year founded: 1946

President & CEO: Scott Livingston



PRODUCTS Horst parts are installed on the majority of the world's leading commercial and military aircraft. The company produces fasteners, pins, shafts, sleeves, bushings, fittings and thousands of other custom components from a wide variety of high-performance materials. Primary processes include turning, Swiss-screw machining, milling, thread rolling, grinding, honing and assembly.

MARKETS / CUSTOMERS Horst produces the critical hardware that helps keep planes, helicopters, and rockets flying. Horst parts are exported all over the world. The company manufactures parts for many of the strongest and most innovative original-equipment manufacturers (OEM) in the aerospace and defense industry.

CAREER / JOB OPPORTUNITIES The company recruits talented people who share Horst's core values and are genuinely excited about careers in advanced manufacturing. Horst actively develops the next generation of manufacturing experts. Open positions include set-up operators for CNC turning and CNC Swiss-screw machining, quality inspectors, deburring technicians and manufacturing engineers. Many of the people at Horst start in one role and are then promoted from within, seeking new opportunities as the company grows.

Michael Wing

POSITION: Centerless Grinding Lead

AGE: 24

SCHOOL: Asnuntuck Community College

YEARS AT COMPANY: 4+

“Machining and grinding have helped shape so many high-tech industries, including aerospace and motorsports. I do cool stuff.”



Rick Gdovin Jr. and Rick Gdovin Sr. are just one example of a multi-generational family at Horst Engineering.

INTERNSHIP PROGRAM Internship opportunities are offered in a wide range of functions, including manufacturing, engineering and accounting.

COMPANY BENEFITS In addition to the usual complement of overtime, health care, paid time off and retirement benefits, Horst has a tuition-reimbursement program, an employee-referral program, a Family Day event and a track record of sharing profits through the annual bonus plan.

COMMUNITY ENGAGEMENT The company supports manufacturing-skills development initiatives, as well as Team Horst Sports – a cycling, running and adventure-sports team.

ENVIRONMENTAL AWARENESS Horst is a member of One Percent for the Planet, a global initiative where members contribute at least 1 percent of their annual sales to environmental causes. The company also supports dozens of conservation, education and outdoor-recreation nonprofits. Much of the Horst facility is powered with solar energy, with extensive conservation and recycling programs that strive for zero waste.



JACOBS VEHICLE SYSTEMS

Jacobs Vehicle Systems designs and manufactures vehicle retarding and valve-actuation technologies. It is known for the Jake Brake® engine brake, which is used by heavy and medium-duty diesel engine manufacturers around the world.

COMPANY PROFILE

www.JakeBrake.com

Address: 22 East Dudley Town Rd., Bloomfield, CT 06002

Full-time employees: Bloomfield, 500

Year founded: 1961

President: Dennis Gallagher

PRODUCTS Jacobs designs, machines, assembles and tests engine brakes in its Bloomfield location. The Jake Brake helps heavy-duty vehicles descend hills safely by using the engine as a power absorber, turning the energy into compressed air and heat, so that the driver doesn't have to use the wheel brakes. This keeps the wheel brakes cool for when the truck does need to come to a stop.

MARKETS/CUSTOMERS In North America, Jake Brakes are manufactured for Cummins, International, Detroit Diesel, and PACCAR engines, which are then installed in the commercial vehicles you see on the road. Jacobs Engine Brakes® are also shipped around the world to nearly all engine original-equipment manufacturers (OEMs), including Daimler, Hino, Hyundai and Weichai.

CAREER/JOB OPPORTUNITIES Jacobs has a wide range of career paths available for both entry-level job-seekers as well as seasoned professionals. In manufacturing, entry-level multi-skilled operators, machinists and technicians are needed. Talent is always sought in our skilled-trades, which include mechanics, electricians, toolmakers and quality technicians. In addition, there are opportunities in:

- Finance
- Operations
- Supply Chain
- Engineering
- Marketing
- Safety

INTERNSHIP PROGRAM JVS offers a variety of paid internships and co-op opportunities in:

- Engineering
- Finance
- Manufacturing

The selection process starts in November for summer internships.

COMPANY BENEFITS Jacobs offers a competitive benefits package for all employees. In addition to medical, vision and dental insurance plans it offers:

- 401(k) match
- Paid holidays
- On-site cafeteria
- Tuition reimbursement
- Paid winter shutdown
- Company-sponsored events

Natalia De Jesus

POSITION: Quality Analyst

AGE: 26

SCHOOL: A.I. Prince Technical High School; Manchester Community College

YEARS AT COMPANY: 4

“There are a lot of unexpected moments ... but it makes every day different and interesting all over again, as long as you're quick on your feet and can think on the fly.”



Programming a CNC vertical mill to machine a prototype rocker arm-braking system.

COMMUNITY ENGAGEMENT Each year, Jacobs employees invite students to join them in a Manufacturing Day event to learn more about Jacobs and the field itself. During the holidays, Jacobs donates turkeys to FoodShare and employees assist the Town of Bloomfield Youth & Social Services to provide meal baskets and turkeys for local families. Jacobs employees also give generously to Youth & Social Services so that local children have gifts to open during the holidays. Jacobs also participates in a Day of Caring, allowing employees to spend a work day volunteering with charities in Connecticut and Massachusetts.

ENVIRONMENTAL AWARENESS Jacobs is an ISO TS14001- and ISO TS16949-certified facility and strives to be a responsible steward of the environment and community. Efforts to reduce energy consumption are ongoing, and the team has seen a 27-percent energy reduction in the last three years. Jacobs also recycles over 60 percent of its solid waste and over 95 percent of all waste materials.



MERCANTILE DEVELOPMENT, INC.

MDI is a third-generation, family-owned and operated manufacturer of professional-grade industrial wiping products. Known as The Wiper Specialists®, the team at MDI converts a wide variety of high-quality, nonwoven materials into its proprietary Pro-Series® brand wipers that are used in workplaces worldwide for critical cleaning applications. This all happens at a 155,000-square-foot facility where a creative, experienced team of engineers, set-up mechanics, maintenance technicians and machine operators skillfully guides thousands of linear yards of raw material through state-of-the-art converting and packaging lines.

COMPANY PROFILE

www.MDIWipers.com

Address: 10 Waterview Dr., Shelton, CT 06484

Phone: 800-333-0900

Full-time employees: 48

Year founded: 1947

Owners: Lucia Furman, Calla Morgan, Jenna Fankhanel



MARKETS / CUSTOMERS From auto-body shops to restaurants to clean manufacturing environments, industrial wipers are used for a broad range of tasks as an integral part of the work process, including prepping vehicle surfaces for the paint booth, sanitizing table tops and cleaning critical parts with solvents.

PRODUCTS MDI meets unique customer requirements by converting nonwoven materials engineered with optimum performance features into high-performance wipers designed for specific applications. The company's flexible and modern high-speed production equipment and efficient shop floor procedures allow for customization of product finish, format, size, packaging and dispensing method. The end result – a cost effective, task-driven cleaning tool, protective of both people and work processes – is worlds apart from traditional shop towels or rags which can contaminate clean manufacturing environments.

Charles Gill

POSITION: Lead Operator Apprentice

AGE: 30 **SCHOOL:** Naugatuck Valley Community College; continuing education at Central Connecticut State University

YEARS AT COMPANY: 9

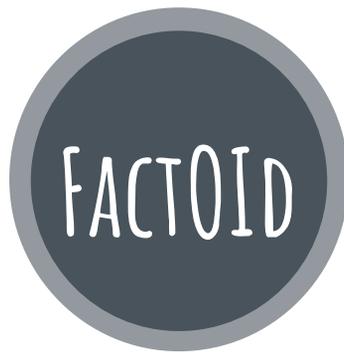
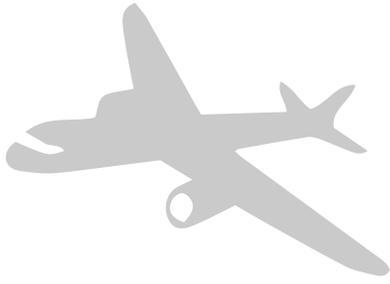
“ I was hired at MDI as a machine operator. My responsibilities have grown to include shop floor administration and material testing in our quality lab. Now I'm designing a new machine operator training program. ”



Leading-edge converting and packaging lines

CAREER / JOB OPPORTUNITIES MDI is always looking for talented local people with a passion for quality, a mind for creative solutions and a commitment to collaborating with team members to achieve business goals. The company creates long-term career opportunities for employees by investing in workforce training and development, including an apprenticeship program. New talent is always in demand in quality, maintenance and production – especially for skillful machine operators, set-up mechanics and maintenance technicians.

COMPANY BENEFITS MDI is committed to continuous improvement and investment in infrastructure and technology to ensure a sustainable business. MDI takes the well-being of its staff seriously and offers extraordinary benefits for a small business, including 100 percent health coverage for employees, 401(k), profit-sharing, tuition reimbursement, and an on-site fitness facility. Team members also like to have fun together at social events, such as the company's Thanksgiving potluck luncheon and Summer Olympics.



\$85,970

Entry-level annual salary for an aerospace engineer in Connecticut, the highest-paying of all engineering specialties.

Source: U.S. Bureau of Labor Statistics

\$59,740

Entry-level annual salary for an environmental engineer in Connecticut, the lowest-paying of all engineering specialties.

Source: U.S. Bureau of Labor Statistics

30,079

Number of manufacturing employees in New Haven County in 2017, a 1-percent increase over 2016.

Source: U.S. Bureau of Labor Statistics



**A recognized world leader of Fabricated Tube and Pipe Assemblies
Precision Machining & Gearing**

Pegasus Manufacturing, located in Middletown, Connecticut, is an AS9100 & NADCAP certified Contract Manufacturer founded in 1989.

Our core capabilities are manufacturing fabricated tube & pipe assemblies and machined components for the

Aerospace, Submarine & Power Generation industries. We have complete on-site tool making, machining, welding, brazing, testing, FPI and X-ray processes.

As of February 2016, we are now a division of Leggett & Platt (NYSE: LEG) a diversified manufacturer (and member of the S&P 500) with an approximate \$5 billion market cap).

Pegasus has recently been awarded significant and exciting growth programs such as; General Electric Leap Engine for Boeing 737max, Airbus A320Neo, Joint Strike Fighter, Virginia Class Submarine and AR1 Space Booster Engine, to name a few.



Visit www.pegasusmfg.com to learn more about our company.

Our employment opportunities are listed on Indeed and CTHires.

Come grow with us!



ECONOMY SPRING, A MW INDUSTRIES COMPANY

With over 40 years of experience, Economy Spring serves the medical and pharmaceutical markets, making components for things like medical devices. The company has capabilities such as coiling for compression springs, progressive stamping of technical metal components, and – thanks to CNC wire-forming machines – the ability to bend and wind complex part shapes. Due to rapid growth, early next year the company moves to another facility in Southington that is more than double its current size.

COMPANY PROFILE

www.mw-ind.com/brands/economy-spring

Address: 29 Depaolo Dr., Southington, CT 06489

Phone: 860-621-7358

Full-time employees: 169

Year founded: 1972

Senior vice president & general manager: Tim Thompson

PRODUCTS Economy Spring makes components for things like medical devices, where accuracy, precision and excellence is crucial. Our skilled team, using state-of-the-art equipment, manufactures compression, extension and torsion springs, as well as wire forms, metal stampings, tubular products and premium product assemblies. These components are used in things like drug-delivery systems, catheter guide wires and in diagnostic equipment – potentially life-saving applications.

MARKETS / CUSTOMERS Economy Spring is proud to be a trusted global supplier to leading pharmaceutical Original Equipment Manufacturers (OEMs) and medical-device contract manufacturers. Customers are supported with extensive manufacturing expertise, including state-of-the-art laser Swiss machining, laser marking and welding, plus a wide range of technical services, professional engineering design assistance, and strict quality control guidance and support.

CAREER / JOB OPPORTUNITIES The company offers entry-level and skilled-manufacturing jobs. For example, coiling setup/operators, maintenance/electricians, and toolmaker/designers are some of the recent openings that have become available.

INTERNSHIP PROGRAM Economy Spring participates in the State of Connecticut Apprenticeship Program, with seven registered apprentices. The team is continually looking to build and foster relationships with area high schools and technical schools.



Ben Smith

POSITION: 4-slide Tool & Die Apprentice

AGE: 25

SCHOOL: Southington High School

YEARS AT COMPANY: 5

“Manufacturing ... teaches you both production and problem-solving skills for any project you might take on outside of work.”



Economy Spring specializes in manufacturing springs for life-saving auto-injectors and other drug-delivery devices.

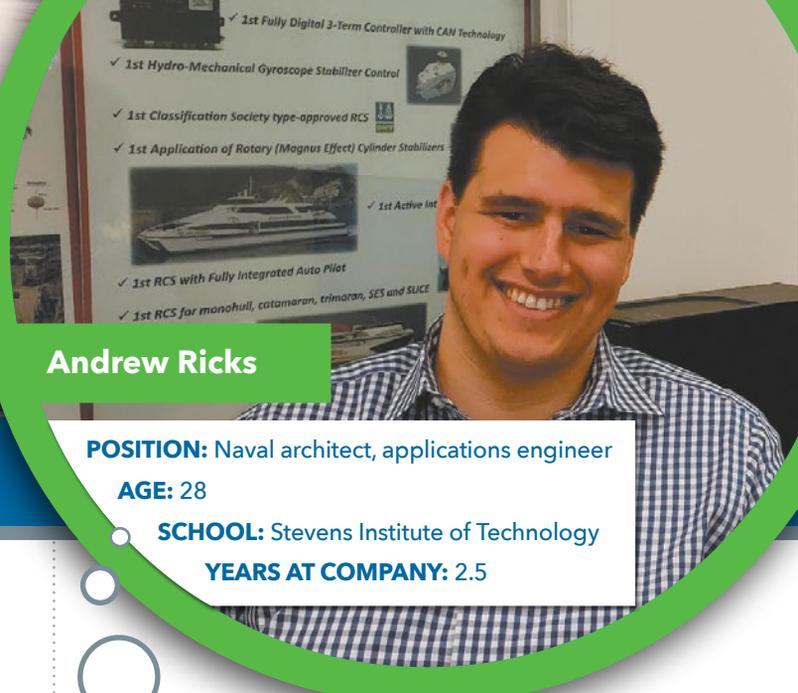


State-of-the art equipment is used to produce surgical sharps, cannulas and other tubular medical-grade instruments.

COMPANY BENEFITS Economy Spring has implemented an internship program in both its engineering and IT departments. The company also offers tuition reimbursement and an employee-referral program.

COMMUNITY ENGAGEMENT Donations and sponsorships are made to organizations such as Connecticut Children’s Medical Center, Scholastic robotics teams and the Wounded Warrior Project.

ENVIRONMENTAL AWARENESS Economy Spring participates in proper waste disposal, recycles paper products and disposes of hazardous materials and chemicals as required.



Andrew Ricks

POSITION: Naval architect, applications engineer

AGE: 28

SCHOOL: Stevens Institute of Technology

YEARS AT COMPANY: 2.5

**NAIAD[®]
DYNAMICS**

**NAIAD
DYNAMICS US, INC.**

Naiad Dynamics[®] is a well-established, high-quality marine equipment manufacturer. The technology-based company is a global leader in the design, manufacture, application and through-life support of actively controlled Roll Stabilizers and Total Ride Control[®] systems for commercial ships, naval ships and luxury yachts.

COMPANY PROFILE

www.Naiad.com

Address: 50 Parrott Dr., Shelton, CT 06484

Additional locations: Maryland and Florida; Southampton, United Kingdom; Maastricht, Netherlands; Perth, Australia; and La Ciotat, France.

Phone: 203-929-6355

Full-time employees: 100

Year founded: 1941

CEO, President and Owner: John D. Venables

“Naval architecture and manufacturing go hand in hand as most things in the marine industry are project-specific, one off, or highly specialized.”



A 230-foot Italian motor yacht model with ND Total Ride Control[®] devices, shown in red

PRODUCTS Marine products include AtRest[®] & AtSpeed[®] fin-stabilizer systems; Total Ride Control[®] systems; Yaw control fins; canards; active interceptors; active trim tabs; T-foils; lifting foils; air-cushion control systems; rudder roll control systems; bow and stern thrusters; integrated hydraulic systems; digital control systems; electro-hydraulic power packs; and VosPower[™] water jets.

MARKETS / CUSTOMERS Naiad exports all over the world. The company has successfully supplied over 50 navies – including the U.S. Navy – most of the world’s fast ferries and many luxury yachts. Naiad Dynamics ship-motion control systems are generally used in vessels from 30 to 500 feet.

CAREER / JOB OPPORTUNITIES Naiad Dynamics has a wide range of career opportunities available and seeks enthusiastic people to join its team. It employs mechanical, electrical, software and manufacturing engineers, naval architects, and CNC machinists and machine assemblers. Naiad is actively seeking technical sales professionals, field service technicians/engineers, quality-assurance inspectors and machine builders/assemblers. Mechanical system, hydraulic system, electrical system and/or marine knowledge or aptitude is helpful.

INTERNSHIP PROGRAM Naiad Dynamics partners with local high schools and colleges to offer internships for students to learn about manufacturing and engineering, and contribute to the business. Contact the company about these opportunities.

COMPANY BENEFITS The company offers a comprehensive benefits package including major healthcare insurance, dental, 401(k) with immediately vested 100-percent company match, disability insurance, life insurance, an employee profit-sharing program, paid vacation and holidays. Naiad has small-company flexibility combined with large-company financial stability and global brand recognition.

ENVIRONMENTAL AWARENESS Naiad Dynamics motion-control systems not only dramatically improve the sea-keeping and passenger comfort of vessels at sea, they also increase the vessel’s fuel efficiency, reducing fuel consumption.



The 321-foot U.S. Navy HSV wave-piercing catamaran, equipped with ND Ride Control System



Steve Venables

POSITION: Mechanical engineer

AGE: 25

SCHOOL: Rensselaer Polytechnic Institute

YEARS AT COMPANY: 3



President J.D. Venables, right, with the ND model 820 stabilizer display at the Marine Equipment Trade Show in Amsterdam

“Some of the best insight I’ve gotten is from people on the shop floor at their machines. They have first-hand knowledge and will often gladly offer the benefit of their experience.”

“Select a good trade school to see if this field is right for you and then seek out a good company to develop your skillset.”



William Soda

POSITION: CNC machinist

AGE: 55

SCHOOL: Emmett O’Brien Technical High School

YEARS AT COMPANY: 13



A machinist operates a CNC lathe on a 9.00-inch-diameter, stainless-steel Naiad shaft to +/- 0.0005-inch tolerance



New Haven
MANUFACTURERS Association

NEW HAVEN MANUFACTURERS ASSOCIATION

The New Haven Manufacturers Association (NHMA) believes that manufacturing makes the future. The organization is a gateway for its members and the manufacturing community at large for success and fulfillment in the industry. NHMA all-volunteer committees and officers focus on: generating action on legislative issues; collaborating with the educational community to advise and deliver workforce training and education; and hosting manufacturing-related programming to share best practices among the thousands of Connecticut manufacturers and those that support manufacturing.

COMPANY PROFILE

www.NewHavenManufacturers.com

Address: P.O. Box 21, North Haven, CT 06473

Members: 200+

Year founded: 1913

President: Kate Houlihan

MEMBERS NHMA members consist of both manufacturing and non-manufacturing professionals. Non-manufacturing members function as advisors to the manufacturing members, where a “non-selling” approach is encouraged. The diverse membership includes firms in electronics, pharmaceuticals, instrumentation, information systems, consulting, metalworking, gas and electric utilities, banking, insurance, education and more.

CAREER / JOB OPPORTUNITIES Member companies employ approximately 12,000 people in Connecticut and are a vital part of the manufacturing community across the state – not just New Haven County. NHMA continues to build a strong identity and reputation by attracting more manufacturers to join the association and by actively advocating for issues important to manufacturers – especially its workforce of tomorrow.

INTERNSHIP PROGRAM NHMA manufacturing members understand the value of training and cultivating manufacturing talent and actively hire people from technical high schools, colleges and universities, and manufacturing-certificate programs alike.

COMPANY BENEFITS NHMA programming offers the opportunity to exchange ideas in a variety of formats, including networking meetings, company tours and roundtable discussions. Additionally, member participation in technical advisory councils at educational institutions ensures that the skills learned are the skills needed in Connecticut’s manufacturing marketplace.

Platt Tech High School consistently trains Skills USA competition winners.



Statistically speaking, manufacturing jobs are a growth engine.



Hill Career Regional High School is just one of the manufacturing skills programs NHMA supports.

COMMUNITY ENGAGEMENT Many of our member companies are active in their communities. From support of a local nonprofit of choice, to being active in community government, to donating funds to purchase manufacturing equipment at schools, NHMA members share their time, treasures and expertise.

SCHOOL PARTNERSHIPS

- Bullard Havens Technical High School
- Eli Whitney Technical High School
- Emmett O'Brien Technical High School
- Platt Technical High School
- Sound School
- Hill Regional Career High School
- Materials & Manufacturing Summer Teachers' Institute at Southern Connecticut State University.



OKAY INDUSTRIES, INC.

If you've ever had surgery or bought a car, you've experienced how Okay Industries supplies its markets. A trusted industry leader in CNC machining, metal stamping, laser-tube cutting, welding and surface marking, and automated assembly, Original equipment manufacturers (OEMs) rely on OKAY for innovative engineering and tool design to manufacture complex, highly reliable, life-critical components and subassemblies. The company meets the challenges of demanding markets with its commitment to customer collaboration, ongoing employee development and strategic investments in cutting-edge technology.

COMPANY PROFILE

www.OkayInd.com

Address: 200 Ellis St., New Britain, CT 06051

Additional Company Location: Okay Industries Medical Products Manufacturing Berlin, CT; Okay Industries Medical & Precision Manufacturing Alajuela, Costa Rica

Phone: 860-225-8707

Full-time employees: 360

Year founded: 1911

President: Jason Howey

PRODUCTS OKAY manufactures medical-device market products, such as components and assemblies for laparoscopic, endoscopic and arthroscopic procedures; surgical-stapling components and assemblies; surgical cutters, blades/knives, handles, scissors and assemblies – as well as components for the automotive industry, such as timing-chain guides and diesel-fuel injection systems.

MARKETS / CUSTOMERS The company engineers and manufactures components and subassemblies for industry-leading OEMs in medical device, automotive and other specialty markets.

CAREER / JOB OPPORTUNITIES There are positions in many areas of operations, administration, engineering, quality and maintenance. The company routinely looks for tool-and-die makers, equipment technicians, manufacturing and quality engineers, wire EDM operators, die designers, CNC operators and finishing and assembly operators.

INTERNSHIP PROGRAM OKAY's tool-and-die apprenticeship offers on-the-job training and National Institute of Metalworking Skills (NIMS) training. When completed, students earn a journeyman's card for tool and die from the U.S. Department of Labor.

COMPANY BENEFITS In addition to the apprenticeship program, OKAY offers on-the-job training, external training opportunities, tuition reimbursement and opportunity for growth. The company also offers competitive wages, a company-funded profit-sharing plan and a 401(k).

Matt Chapman

POSITION: Quality Engineer
AGE: 35
SCHOOL: Central Michigan University
YEARS AT COMPANY: 6

“A draw to OKAY for younger workers is the ability to grow in the company. Twenty-somethings need to see the machines in use to understand how cool it is to work here.”



OKAY's products help save lives.

COMMUNITY ENGAGEMENT Okay Industries recognizes its responsibility to the underserved in the communities we work and live in. Each year the company generously supports over 40 non-profit organizations. The company encourages its employees to give back through an annual United Way campaign employer-donor match contribution.

ENVIRONMENTAL AWARENESS OKAY continues to invest in process improvements that reduce the creation of scrap and waste. It has partnered with utility and waste-management services to maximize energy efficiency and protect the environment.



PDC
INTERNATIONAL



PDC INTERNATIONAL

PDC is a 50-year-old, fully vertically integrated packaging machinery company based in Norwalk. Specializing in equipment for consumer products, PDC has full capabilities ranging from mechanical and electrical engineering, all aspects of machining and fabrication, as well as assembly and technical services.

COMPANY PROFILE

www.PDC-Corp.com

Address: 8 Sheehan Ave., Norwalk, CT 06854

Phone: 203-853-1516

Full-Time Employees: 50

Year Founded: 1968

President: Neal Konstantin

PRODUCTS PDC produces a wide array of packaging machinery for tamper-evident neck banding, shrink- sleeve labeling as well as multipacking, along with peripheral systems such as heat-shrink tunnels, inspection and conveying systems used in these applications.

MARKETS / CUSTOMERS The company's clients span a broad range of industries such as food, beverage, pharmaceutical, dairy, spirits, personal care and household. Customers include Nestle, Alcon, Bayer, Pfizer, McIlhenny (Tabasco), J&J, Diageo, BIC, Cott, T. Marzetti, Edgewell (Schick), Yankee Candle, as well as many medium-sized and smaller companies.

CAREER / JOB OPPORTUNITIES PDC is always looking for great new team members who are hardworking and self-motivated. Opportunities are available for mechanical and electrical engineers, machine-assembly technicians, field service engineers, and CNC programmers and machinists. Current openings include electrical engineer, machine assembler, field service technician and CNC programmer.

INTERNSHIP PROGRAM PDC welcomes interns in May and throughout the summer, providing them with insight into the industry while they learn by helping in engineering, accounting and machine assembly and testing. The internship program has been a rewarding experience for both the interns and PDC staff.



President Neal Konstantin, left, and founder Anatole Konstantin at PDC's 50th Anniversary Gala recently, at the Maritime Aquarium in Norwalk.

COMPANY BENEFITS PDC has great employee benefits, including a 401(k), matching program, profit sharing, medical coverage for employees and their families, health and wellness initiatives such as gym memberships, and annual training and education for all. And everyone gets a turkey at Thanksgiving for their family!

COMMUNITY ENGAGEMENT PDC is an active supporter of the local school-based mentor program. Employees are encouraged to partner with a local student and help guide them as they grow. PDC supports many local charities, food pantries and homeless shelters.

ENVIRONMENTAL AWARENESS PDC recycles all metal waste – isolated by type – as well as plastics and other materials. The company's new building uses natural light and ventilation to minimize electricity use and air conditioning, plus, it's a beautiful work space! PDC supports water and land conservancy groups as part of responsible environmental stewardship.



PDC packaging machinery is used on a wide range of consumer products used every day, including foods, beverages and pharmaceuticals.

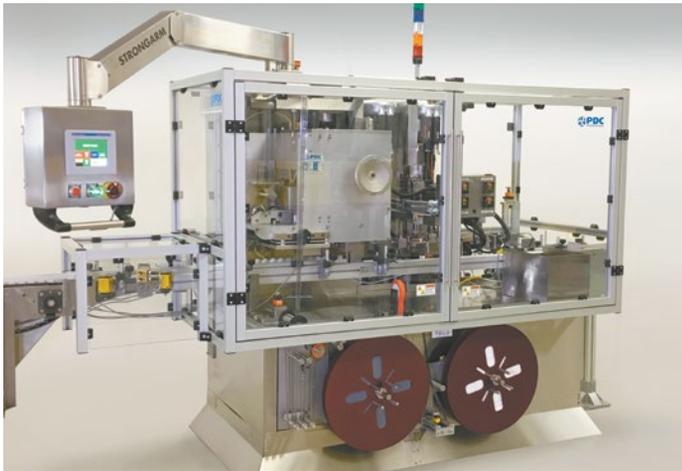
Rick Nunez

POSITION: Sales Application Engineer

AGE: 32

SCHOOL: New England Institute of Technology

YEARS AT COMPANY: 10



This PDC Monoblock machine is used to apply tamper-evident neckbands onto eye care products at 300 per minute.

“Technology is constantly evolving ... By demonstrating a desire to learn, you’re sending a message of your long-term potential to employers.”



PDC shrink-sleeve labelers apply form-fitting graphic sleeves onto consumer products, which then travel through a shrink tunnel for finishing.



PETER PAUL ELECTRONICS CO. INC.

PeterPaul, founded in 1947, is a premier manufacturer of solenoid valves, operator and manifolds. Owned by the Mangiafico family, the company's high-quality design, innovative research and product development sets PeterPaul apart from other manufacturers. Its valves are used in many different ways within the oil and gas, life science, transportation, food and beverage, semi-conductor and printing industries.

COMPANY PROFILE

www.peterpaul.com

Address: 480 John Downey Dr., New Britain, CT 06051

Additional locations: Fajardo, Puerto Rico

Full-time employees: 160

Year founded: 1947

Chairman: Paul S. Mangiafico

CEO: Michael Mangiafico II

President: Mark Mangiafico

CFO: William Bishop

Operations Manager: Kevin Mangiafico

Human Resources Manager: Rebecca Rakos

PRODUCTS PeterPaul manufactures solenoid valves, operators and manifolds.

MARKETS / CUSTOMERS Industries served include oil and gas, life science, transportation, food and beverage, semi-conductor and printing industries.

CAREER / JOB OPPORTUNITIES The PeterPaul team consists of engineers, machinists, business administrators and a sales team. Openings exist for quality engineers and CNC machinists.



The oil and gas industry relies on valves in almost every step of the process required to bring these materials to the end user, pumping, storage, transfer and refining processes all require precise handling and control as well as safety. PeterPaul provides hazardous location valves, flame proof, encapsulated coils and C/I rated solenoid valves meeting industry standards for safety.

Why our valves? Because they work... period.



INTERNSHIP PROGRAM PeterPaul works closely with local colleges to offer students the chance to gain practical experience in engineering, manufacturing, sales and marketing, and many other fields.

COMPANY BENEFITS PeterPaul offers a wide range of benefits, from insurance, 401(k), tuition reimbursement and even on-site training from experts in their fields.

COMMUNITY ENGAGEMENT PeterPaul runs a monthly Community Outreach Program (CORP). Every month, a different department chooses a charity of its choice and plans an event to raise awareness, contributing money and time to the charity. The PeterPaul team has raised almost \$10,000 through CORP.

ENVIRONMENTAL AWARENESS One can find PeterPaul valves in so many environmental resources, from solar panels to recycling plants, from conserving water at the faucet to cleaning the air in oil fields. PeterPaul recycles oil for its in-house machinery and recycles scrap materials.



World headquarters has been located in New Britain, Connecticut, since 1947.

Yari Ortiz

POSITION:
Assembly Supervisor

AGE: 36

EDUCATION: New Britain High School

YEARS AT COMPANY: 10



“I was working in the fast-food industry ... I applied as a temp to work at PeterPaul as a welding operator. Within six months I was hired as a permanent employee ... within two years I became the welding supervisor.”



PeterPaul's Caribbean headquarters is in Fajardo, Puerto Rico, and has been since 1973. In 2016, PeterPaul China was opened in Jingsu.



PeterPaul manufactures two-way and three-way valves as well as high-flow, explosion-proof, miniature explosion-proof, high-pressure, low-pressure, low-watt, manifolds, plastic, stainless-steel and mini-valves. The company offers thousands of options, from solenoid valves that operate with power as low as .5 watt to pressure as high as 3000 psi.



Manufacturers fuel our economy; martial arts fuels individuals who are CONFIDENT - DISCIPLINED - STRONG.



Both manufacturing and martial arts involve key elements of goal setting, with different skills depending on level.

At Villari's, we respect those who build and create; we work to build and create children and adults who are confident, skilled and self-disciplined.



With experienced, professional martial arts instructors, we use the Shaolin Kempo Karate system to ensure our students – young, old or in between – utilize their minds, bodies and spirits to reach new levels of **COORDINATION, SELF-DEFENSE, and ACHIEVEMENT.**



Excellence in self-defense classes since 1968, the award-winning Villari's has 10 Connecticut locations.

- Enfield
- Fairfield
- Glastonbury
- Mansfield
- Newington
- Simsbury
- Southington
- Torrington
- West Hartford
- Windsor

**FOR INFORMATION, CALL VILLARI'S MAIN OFFICE IN WINDSOR TODAY:
860-688-3898 | WWW.VILLARISTUDIOS.COM**



PTI INDUSTRIES, INC.

PTI Industries Inc. performs specialized processes on customers' components in one stop, offering a more convenient and more efficient system compared to using multiple vendors. The company provides specialized processes for aerospace, automotive, medical devices, power generation, and OEM industries. The company gives personalized service, reliable results and affordability. PTI is owned by Industrial Service Solutions (ISS), a privately-held, 1,500-employee company that provides a broad set of services to critical-to process equipment located in industrial facilities across the United States. PTI has experts with extensive, hands-on, working knowledge of the business and meet clients' time requirements. The company offers a safe, healthy work environment with continuous improvement measures and constant innovation as priorities.

COMPANY PROFILE

www.PTIIndustries.com

Address: 2 Peerless Way, Enfield, CT 06082

Additional location: 5 Pearson Way Enfield, CT

Full-time employees: 123

Year founded: 1983

CEO and Chairman: Jim Rogers

President: Harley Dulude

SERVICES PTI specialized services include: adhesive bonding, composite repair, precision cleaning and testing, dry film lube, magnesium coatings, non-destructive testing, passivation and pressure testing.

MARKETS/CUSTOMERS PTI provides services to aerospace, automotive, medical devices, power generation, and Original Equipment Manufacturer (OEM) industries all over the world. The company offers a wide array of approvals and certifications from most prime contractors in the industry.

COMMUNITY ENGAGEMENT PTI is involved in community-based associations such as Aerospace Components Manufacturers and tradeshows such as Future Workforce Opportunities, which gives students from eighth grade to high school hands-on knowledge about aerospace communities and future employment opportunities.

ENVIRONMENTAL AWARENESS PTI strives to ensure that its buildings and structures are properly maintained to meet environmental, health, safety and other required codes and regulations. This includes providing climate-controlled, clean and properly supplied facilities so that management and employees have comfortable surroundings in which to work, train and provide quality service for customers. The company also serves as a communication link and liaison between local, state and federal regulatory agencies.



Building 2 located at 5 Pearson Way in Enfield, Connecticut



Bonding process



Magnetic Particle Inspection process



High-pressure spray booth



RAF ELECTRONIC
HARDWARE

MW Industries, Inc.

RAF ELECTRONIC HARDWARE

RAF is the nation's leading supplier of electronic hardware components and handles. RAF designs and manufactures precision metal components using the latest technologies and offers in-house finishing and plating. Products are marketed through the RAF website and print catalogs and are primarily sold through a global network of distributors.

COMPANY PROFILE

www.rafhdwe.com

Address: 95 Silvermine Rd., Seymour, CT 06483

Full-time employees: 137

Year founded: 1975

Vice President & General Manager: Chris Thomas

PRODUCTS Standoffs, spacers, handles and ferrules, male/female standoffs, captive screws, retainers, jackscrews, precision shoulder screws, thumb screws, thumb nuts, swage standoffs, insulating washers, anti-rotation swage standoffs, swaging tools and plastic circuit-board supports. All products can be supplied in American standard and metric dimensions.

MARKETS/CUSTOMERS RAF sells to a variety of industries, including computers, telecommunications, medical, entertainment and military/aerospace.

CAREER/JOB OPPORTUNITIES The company is always looking for qualified Davenport set-up and operators to add to the existing team, along with Swiss CNC and Hydromat operators.

INTERNSHIP PROGRAM RAF offers a registered apprenticeship program with the State of Connecticut, generally ranging in length from one to four years. At completion, the Department of Labor provides a portable training credential.

COMPANY BENEFITS RAF offers a 401(k) program administered by Fidelity Investments that provides a dollar-for-dollar match on the first 4 percent of employees' contributions. These benefits become available on the first of the month following 30 days of employment.

COMMUNITY ENGAGEMENT The company donates to local sports teams; partners with local technical schools and provides scholarship money; and supports local veterans and The Wounded Warrior program, local police and fire departments, and local Knights of Columbus.

ENVIRONMENTAL AWARENESS RAF recycles cardboard, machine and cutting oil, electronic components and uses recycled material for packing parts.

Timothy Delaney

POSITION: CNC Set-Up Operator

AGE: 40

SCHOOL: Seymour High School

YEARS AT COMPANY: 13

“Skills you need in manufacturing include math, communication and patience ... learn as much as possible.”



Opening the doors for new opportunities on the world's fastest screw machines



Creating quality products lead to rewarding training and advancement



Manufacturing holds exciting new learning opportunities



Shepard Steel Co., Inc.

Shepard Steel is a fabricator of structural steel and miscellaneous iron. Facilities include a 100,000-square-foot shop in Hartford and a 50,000-square-foot shop in Newington. Shepard Steel serves the commercial and industrial construction industry throughout New England and New York. It uses state-of-the-art CNC technology in the fabrication process in both locations for structural and miscellaneous metals items.

COMPANY PROFILE

www.shepardsteel.com

Address: 110 Meadow St., Hartford, CT 06114

Additional locations: 55 Shepard Dr., Newington, CT 06111

Phone: 860-525-4446

Full-time employees: 113

Year founded: 1950

President & CEO: Richard Beckerman

PRODUCTS Shepard Steel fabricates structural steel for the construction industry, fabricating 12,000 tons annually in its Hartford location. Shepard's miscellaneous division fabricates and installs stainless-steel and aluminum items, mesh rails, stairs, spiral stairs and ladders.

MARKETS / CUSTOMERS Customers include construction managers and general contractors. Shepard Steel's products are used in the building of schools, universities, hospitals, office and retail buildings as well as custom homes.

CAREER / JOB OPPORTUNITIES Shepard Steel looks to hire interns and experienced employees both in the shop and office. Welders, drivers, computer-based machine operators, estimators, project managers and support staff are the types of jobs that are available.

INTERNSHIP PROGRAM Shepard Steel has a long history of hiring interns to work alongside experienced employees. A great number of former interns are now full-time employees at Shepard.

COMPANY BENEFITS Full-time employees qualify for health insurance, 401 (k) plan with matching percentage, profit sharing and a bonus program. Shepard pays for a percentage of higher-education on a case-by-case basis.

COMMUNITY ENGAGEMENT Shepard Steel participates in events that support charities like the Connecticut Children's Medical Center, Calhoun Cardiology Center at UConn, Grace Academy and numerous charity golf outings.

ENVIRONMENTAL AWARENESS Shepard Steel has the ability to meet several LEED requirements, such as recycled material content and the manufacturing of some steel shapes. All scrap metal is taken off site to be recycled.

Derek Cote

POSITION: Project Manager

AGE: 25

EDUCATION: Central Connecticut State University

YEARS AT COMPANY: 3

“Even though you follow the same process for each job, there is always something different and unique within the scope of the project that challenges you to find a solution.”



Robotic Fabrication Station



Hartford Structural Shop

WE DO MORE THAN FILL OPEN JOBS



STEWART STAFFING SOLUTIONS & RECRUITMENT GROUP

Staffing for **Manufacturers** are different from other industries. Our internal teams concentrate in sourcing applicants with specific skills.

We understand the capabilities, resources and experience of various jobs which serve a wide array of manufacturers.

Manufacturing Direct Hires

- Aerospace
- Medical Device
- Automated Controls
- Service Technician
- OEM Manufacturing

Temporary Staffing Specialties

- Healthcare Administrative Support
- Insurance
- Finance - Accounting
- General Administrative Support

For specialized staffing in the manufacturing sector:

860-293-1554 Hartford, CT OR 857-203-8509 Boston, MA

stewartstaff.com

Stewart Staffing Solutions for New England Since 2002



SOUND MANUFACTURING INC.

Sound is a full-service, precision sheet-metal fabrication contract manufacturer, supporting engineering design, prototyping, sub assembly, assembly and packaging. The company uses the most current technologies available. Its mission is to partner with customers, provide on-time deliveries and cost-effective pricing, while maintaining the highest quality standards and workmanship achievable.

COMPANY PROFILE

www.SoundMfg.com

Address: 51 Donnelley Rd., Old Saybrook, CT 06475

Phone: 860-388-4466

Full-time employees: 76

Year founded: 1984

President & CEO: Kelli-Marie Vallieres



MARKETS / CUSTOMERS Telecommunications, industrial equipment, industrial machines, audio, computer storage, hospitality, industrial storage, medical equipment, military, music, lighting, retail and more.

CAREER / JOB OPPORTUNITIES Welders, engineers, CNC laser operators, CNC punch operators, press brake operators, assembly and packing, screen printing.

INTERNSHIP PROGRAM The company welcomes interns looking for hands-on manufacturing experience.

COMPANY BENEFITS Apprenticeship program, on-the-job training and career-advancement opportunities. Sound employees also start with eight paid vacation days and 10 paid holidays.

COMMUNITY ENGAGEMENT Sound is very involved in the community, participating in educational outreach to develop manufacturing awareness and development. Sound has even helped to develop a Precision Sheet Metal Program at Three Rivers Community College, and is involved with ECO (Early College Opportunity Program), the Eastern Advanced Manufacturing Alliance (EAMA) Student Video Competition, a STEM robotics competition, industry open houses, and teacher summer externships. CEO Kelli Vallieres is also the president of EAMA, a group that helps to strengthen the regional advanced-manufacturing industry by harnessing the collective energy of regional manufacturers through advocacy, workforce and education development, and career awareness.

ENVIRONMENTAL AWARENESS Sound recycles approximately 452 tons of metal each year.

Tyler Scott

POSITION: Marketing Director

AGE: 25

SCHOOL:
Eastern Connecticut State University

YEARS AT COMPANY: 3



“Working in the manufacturing industry has really opened my eyes ... everywhere you look you can find something that has been manufactured by a team of people within a company.”



Make Sound a part of your team



Forming your future

FACTOID

\$62,177

Entry-level salary for a technical-vocational teacher in New Haven County

Source: Connecticut Department of Labor



12,810

Number of assemblers and fabricators in Connecticut, the most prevalent manufacturing job in the state.

Source: Connecticut Department of Labor



Subscribe to learn how we can make more in Connecticut



Manufacturing  Matters

Visit Simsburybank.com/ManufacturingMatters

We can make Connecticut a manufacturing powerhouse again. Successful companies are already doing it. Learn how we can build companies, careers and communities equipped to compete.



PODCAST

Listen to Manufacturing Matters and learn about:

- skilled workforce development
- growth and expansion beyond our borders
- succession and transition planning, and more



Simsbury Bank.

Bank this way.

OH NO!

DID YOUR COMPANY MISS OUT ON THIS EDITION OF STUFF?

Never fear - while the print edition is being distributed to thousands at schools and workforce programs through the state, STUFF will have a year round digital presence with its digital edition, regular manufacturing email, facebook and instagram posts, and dedicated STUFF website full of resources for tomorrow's workforce to learn more about a career in manufacturing.

We'll be adding manufacturer profiles year round to our digital edition and website - find out more about how your firm can stay in front of students and administrators today.

Contact STUFF Publisher
Joe Zwiebel at 860-236-9998 x132
or jzwiebel@hartfordbusiness.com



Stuff Made in CT | www.STUFFMadeInCT.com



TRI-STAR INDUSTRIES

Tri-Star is a manufacturer of threaded inserts for plastic, both standards and specials compression limiters and precision screw machine products. At Tri-Star Industries, the top priority is total customer satisfaction. The company does this with experienced personnel, the most advanced equipment and highly efficient production methods.

COMPANY PROFILE

www.tristar-inserts.com

Address: 101 Massirio Dr., Berlin, CT 06037

Full-time employees: 40+

Year founded: 1991

Vice President & General Manager: Chris Thomas

PRODUCTS Threaded inserts for plastic applications and precision-machined components.

MARKETS/CUSTOMERS Tri-Star's customer base consists of more than 500 companies from industries that include automotive, automotive after-market, computer, communications, electronics, hand tools, housewares, medical, military, sporting goods and toys.

CAREER/JOB OPPORTUNITIES The company is always looking for Davenport set-up employees and operators to add to Tri-Star's highly skilled team, along with Swiss CNC operators, material handlers and quality inspectors.

COMPANY BENEFITS Tri-Star offers a 401(k) program administered by Fidelity Investments that provides a dollar-for-dollar match on the first 4 percent of employees' contributions. These benefits become available on the first of the month following 30 days of employment.

ENVIRONMENTAL AWARENESS Tri-Star recycles cardboard, machine and cutting oil, electronic components and brass. It uses recycled material for packing parts.



Exciting things are happening in manufacturing again

Daniel Machado

POSITION: Quality Technician/Auditor

AGE: 21

SCHOOL: Central Connecticut State University

YEARS AT COMPANY: 3

“ It started out as just a part-time job, to have spending money for college. As time went on, I saw myself having a future at Tri-Star Industries, and quickly moved up. ”



Manufacturing provides opportunities to develop a solid trade



Quality doesn't cost, it pays, and it leads to satisfied customers



TOMZ CORPORATION

TOMZ Corporation is a leader in the manufacture of major medical devices. The company specializes in the manufacture of spinal fixation systems to treat a variety of spinal deformations or trauma. Over 200 employees are based in TOMZ's 100,000-square-foot facility, making use of team talent and state-of-the-art equipment to get its quality parts to consumers with quick turnaround.

COMPANY PROFILE

www.tomz.com

Address: 47 Episcopal Rd., Berlin, CT 06037

Full-time employees: 200+

Year founded: 1988

CEO: Zbig Matulaniec

President: Tom Matulaniec

PRODUCTS Medical devices; primarily titanium bone screws used to correct spinal deformities or used in trauma cases.

MARKETS / CUSTOMERS TOMZ is a contract manufacturer which services the largest medical OEMs in the world.

OPPORTUNITIES A recent partnership with Goodwin College will allow trainees to train on the same machinery available at TOMZ. Top talent is always encouraged to inquire.

TOMZ is actively seeking CNC Lathe / Mill Setup staff & Operators as well as Quality Control Inspectors. Advancement opportunities are also available.

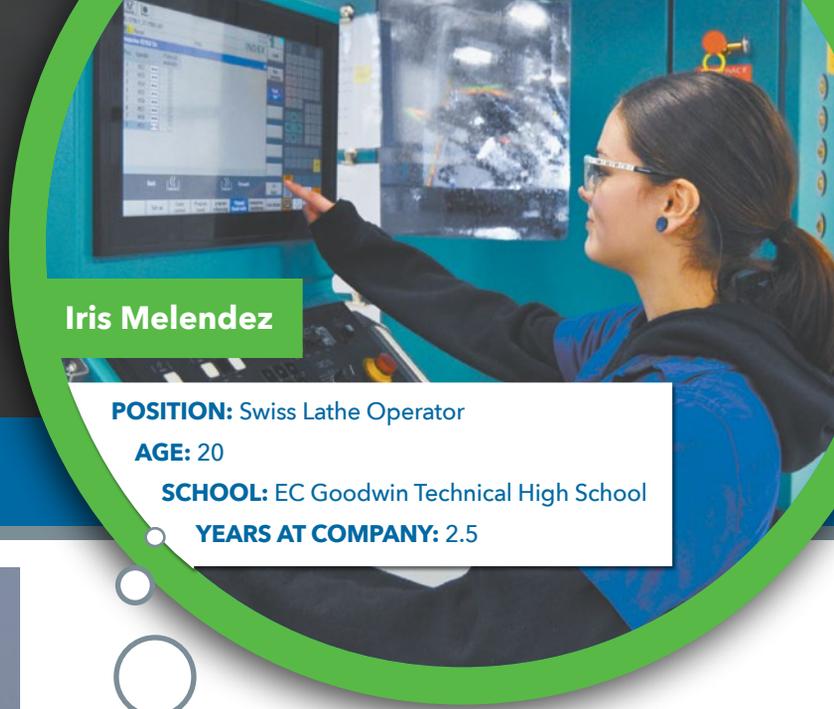
COMPANY BENEFITS Health, dental, 401(k), paid holidays and paid time off...and much more.

COMMUNITY ENGAGEMENT TOMZ participates in local events such as the New Britain Dozynki festival, celebrating the Polish culture, heritage and food. The company also hosts multiple fundraisers for various causes. In 2017, the team from TOMZ Corp. raised \$5,000 for Hurricane Harvey victims.

ENVIRONMENTAL AWARENESS TOMZ has a solar field as well as rooftop solar panels, generating roughly one-third of the company's power via solar energy: the 1,122 kWh system consists of 3,500 modules and it generates approximately 1,350,000 kWh per year. This is the equivalent of 949 metric tons of CO₂ being removed from the atmosphere, or approximately 200 vehicles from the road.



These are just some of the different components that make up spinal fixation systems.



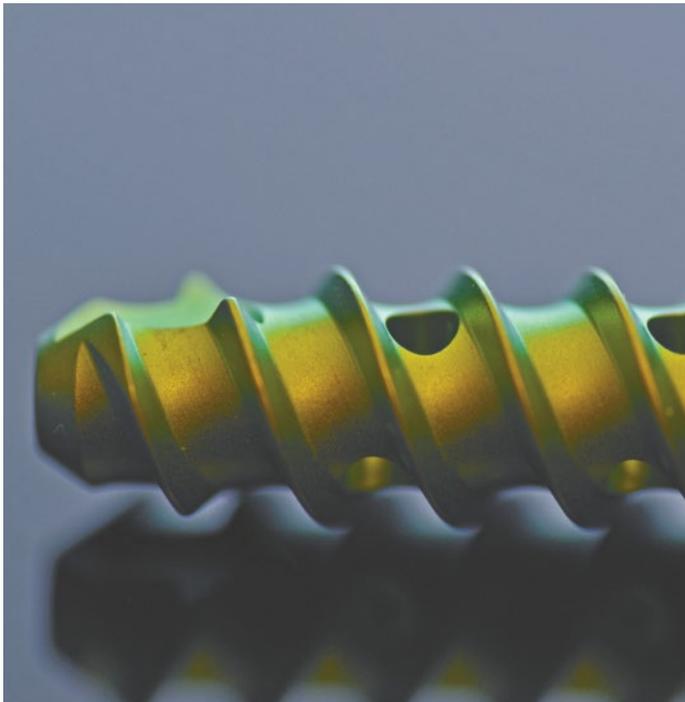
Iris Melendez

POSITION: Swiss Lathe Operator

AGE: 20

SCHOOL: EC Goodwin Technical High School

YEARS AT COMPANY: 2.5



How did you first become involved in this field?

My technical high school had shop classes and I picked manufacturing; I liked that you could physically create and set up almost anything using only a piece of metal.

What are skills someone needs to work in manufacturing?

Good math skills, understanding of blueprints, an ability to work with your hands, and collaborate effectively.

What advice would you give to a young person just starting out/ exploring this field?

If you want to explore the field, going to a technical high school is a great choice. You will experience what it will be like working in a real shop. Technical high schools also offer work-study programs that give you the experience that companies are looking for.



A bird's-eye view of TOMZ's Lathe Department, which helps the company bring quality products to its customers.



Ward Leonard

WARD LEONARD

Ward Leonard is a trusted name for powering heavy industry and defense, playing a key role in the development of electrical equipment such as AC/DC motor controllers, AC/DC generators and motors, and related rotary and linear electro-mechanical equipment for use in some of the most extreme environments on earth.

COMPANY PROFILE

www.wardleonard.com

Address: 401 Watertown Rd., Thomaston, CT 06787

Additional locations: Houston, Texas, and Houma, La.

Phone: 860-283-5801

Full-time employees: 250

Year founded: 1891

CEO: Jon Carter

PRODUCTS Ward Leonard manufactures motor and control solutions for the U.S. Navy, and drilling motors for the upstream oil and gas market. The motors are used on drilling rigs and range in size from 400 to 5,000 horsepower. Controllers are used to control motors in a pump, winch or fan application.

MARKETS / CUSTOMERS Ward Leonard's largest customer in the defense market is the U.S. Navy. The company supplies motor and control solutions directly to the Navy, as well as through a variety of Original Equipment Manufacturers, or OEMs, that integrate Ward Leonard products into theirs. Ward Leonard also supplies products and services directly to some of the largest shipyards in the United States, like Newport News in Virginia and Ingalls Shipbuilding in Pascagoula, Miss.

CAREER / JOB OPPORTUNITIES Ward Leonard primarily offers opportunities in manufacturing and engineering, although other departments – customer service, sales, finance, IT, manufacturing engineering, purchasing/ planning and quality assurance – have had openings in the past year or so. Company positions range from entry level to experienced professional with five to 10 years of related experience. Current openings are in control



Top Drive on Drilling Rig

assembly, electric motor design engineering and materials specialist. At times, Ward Leonard has brought folks in for interviews even when there was not a specific job opening; if the skills are there, the company tries to make it happen and bring them on board.

COMPANY BENEFITS Ward Leonard offers tuition reimbursement (business related) for full-time employees who have completed one year of service. A handful of employees are participating in this program. The company provides both on-site and off-site technical as well as soft-skills training for employees. In 2018, Ward Leonard conducted a few Kaizen events, using an outside consultant along with a diverse group of employees.

COMMUNITY ENGAGEMENT The company's annual holiday party raises money through a company raffle and all proceeds go to a local charity. Thomaston Food Bank was the beneficiary of \$3,000 from the company's 2017 party. Ward Leonard has a charitable donation/sponsorship program for all three of its locations where employees can request financial donations and/or sponsorship for a charity of their choice. These requests range from monetary donations to the American Cancer Society, to sponsoring a local Houston Little League Baseball Team, to donating funds for the Thomaston High School Graduation Project.



Offshore Oil Platform

Joshua Whiterock

POSITION:
Lead Field Technician

AGE: 29

SCHOOL: Bristol
Technical Education
Center; Penn Foster
College

**YEARS AT
COMPANY:** 11

“My training is the most valuable tool there is. The most rewarding thing will always be seeing equipment I helped manufacture perform the intended job.”



U.S. Navy Destroyer



Navy Noise Quiet Motors



Overload Relays



Submersible Motors



US Navy Motors



Initial installation or troubleshooting: I master challenges around the world.

Jie Xia

Field Service Technician and professional jetsetter: supports customers worldwide by installing and repairing laser machines – for example for cutting sheet metal used in aircraft turbines.

How brave are you?

Dedicated Field Service Technicians wanted.

We are looking for Field Service Technicians who bring in brave ideas. As a high-tech company offering solutions in the field of machine tools and laser technology, we are always searching for the next challenge to be accepted.

www.careersattrumpf.com

Trusting in brave ideas.



WEPKO PLASTICS, INC.

Plastic parts are used in all kinds of ways in all kinds of industries. And the plastic-part creation all begins at Wepco in Middlefield. Rapid tooling is a focus, as well as short- to medium-run plastic injection molding with 4-axis precision machining, fixturing and secondaries. With an active internship program and robust hiring, the company looks to welcome those exploring the field of manufacturing.

COMPANY PROFILE

www.WepcoPlastics.com

Address: 27 Industrial Park Access Rd., Middlefield, CT 06455

Phone: 860-349-3407

Full-time employees: 26

Year founded: 1985

Owner: Waldo Parmelee

President: David Parmelee

PRODUCTS Wepco's Tool Room has four vertical milling centers and CNC sinker EDM, allowing it to build and maintain molds with quick turnaround. With 10 state-of-the-art molding machines ranging from 28 to 275 tons, Wepco has the flexibility to meet all of its customers' needs. The company also offers product design and development assistance, machined metal parts, assemblies and other services.

MARKETS / CUSTOMERS Wepco's customers range from Fortune-100 companies to inventors and first-time entrepreneurs. It builds aluminum molds and produces parts for several industries, including consumer goods, aerospace, medical, marine, technology defense and automotive.

CAREER / JOB OPPORTUNITIES Wepco is proud to have apprentices in the mold design, mold maker and mold set-up fields. The company is always looking to add hard-working individuals to its team who value a family atmosphere and want to develop in their career. Positions range from molding machine setup to machine operator to CNC programmers to tool makers.

INTERNSHIP PROGRAM The company works with local high schools to employ summer graduates who are either seeking to pursue a career in finance, business and marketing, or manufacturing.

COMPANY BENEFITS Wepco believes in providing employees with relevant, state-of-the-art training to help them grow professionally and in their trade. As a family-owned company, taking care of employees is at the center of the company's core values, as demonstrated through 401(k) matching; medical, dental and vision plans; life insurance; and paid time off.

Ryan Goyen

POSITION: Mold Set-up Apprentice

AGE: 27

SCHOOL: Central Connecticut State University

YEARS AT COMPANY: 2

“What surprised me most about working in manufacturing was the excitement I had coming into work every day ... caring about, appreciating and being passionate about the products and dreams we help create for companies and entrepreneurs.”



Family Owned Company, American Made Parts

COMMUNITY ENGAGEMENT Wepco participates in organizations to help train, educate and employ the next generation of manufacturers. The company is a member of the Eastern Advanced Manufacturing Alliance (EAMA), Advanced Manufacturing Employer Partnership (AMEP), American Mold Builders Association (AMBA), Women in Manufacturing (WIM), as well as the steering committee for Goodwin College's manufacturing program. Team members at Wepco also donate their time to help students advance and pursue their career dreams through programs like DECA and the CT Invention Convention.

ENVIRONMENTAL AWARENESS Wepco Plastics innovates within the plastics and mold-building industry while incorporating values of sustainability into all of its processes.



ZENDEX TOOL CORP.

Zendex Tool Corp. is the inventor and sole manufacturer of the GoJak® Self Loading Wheel Dolly, RakJak™ Portable Air Jack, and SpeedBlaster® Handheld Media Blaster. Its products serve a broad range of industries including auto-body repair, towing and recovery, parking, marine and aviation. Company products can be found on every continent and the trademarked GoJak® Fuschia is unmistakable. The company's motto is, "If it has tires we can help you move it."

COMPANY PROFILE

www.zendextool.com

Address: 4 Larson Dr., Danbury CT 06810

Phone: 203-778-0400

Full-time employees: 17

Year founded: 1984

President & Founder: Al Cocco

Vice President of Operations: Dean Cocco

PRODUCTS Zendex Tool manufactures the GoJak® Self Loading Wheel Dolly, GoJak® Air Pneumatic Service Jack, RakJak™ Portable Air Jack, SpeedBlaster® Handheld Sand Blaster and QuickSpiff Air Powered Vacuum. The GoJak® Wheel Dolly is used to easily position locked, blocked or disabled vehicles around a shop, showroom, parking garage, or on a tow call.

MARKETS / CUSTOMERS Zendex Tool is a global brand with markets in the U.S., Canada, Mexico, Western Europe, Japan and Australia. Its end customers are primarily professionals in the auto-body repair and service, towing and recovery and parking industries. Many consumers also use the products in their own garages to move cars, trucks, boat trailers and small aircraft into tight or hard-to-navigate spaces.



Pictured above, Zendex Tool Corp. founder Al Cocco, wife Katie, and son Dean working the booth at the 2018 Snap On franchisee show.



GoJak® SUV 7016, the latest GoJak® iteration from Zendex Tool. With an industry leading 7000lb vehicle load rating, it's specifically designed for today's larger trucks and SUV's.

CAREER / JOB OPPORTUNITIES The team includes skilled welders and fabricators who consistently produce a high level of craftsmanship in their work. As our business grows, Zendex Tool will be looking for workers capable of programming and operating CNC machines, robotic welders and fiber laser cutters. Additional skilled welders will also be required.

COMPANY BENEFITS A family-owned and operated small business, Zendex Tool offers paid holidays, vacation, a 401(k) and profit sharing plan and flexible OT hours. There is opportunity to learn a variety of skills, direct communication with company leadership and a stable career. Its average employee tenure is over 10 years; some employees have been with the company for

ENVIRONMENTAL AWARENESS over 25 years. ISO 9000 by 2020 is a key objective of the company, which means heavy investment in upgraded air filtration, retiring old inefficient machinery, and a 2019 solar power installation for a reduced carbon footprint.



GoJak® SUV 7016 working effortlessly on the rear dual tire assemblies of a Ford F-250 Super Duty

Dean Cocco

POSITION:
Vice President of Operations

AGE: 36

SCHOOL: Cornell University

YEARS AT COMPANY: 1.5



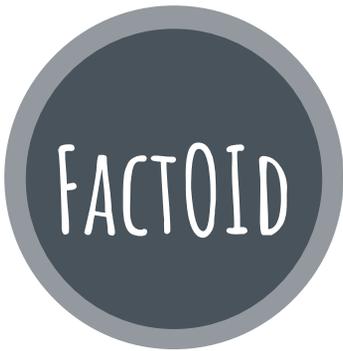
“ In his 70s, my dad works harder than anyone I know. I wanted to help maintain his legacy and keep the business that he worked so hard to build in the family and protect our employees. ”



The meticulously crafted RakJak™ DBT2 Portable Air Jack. The preferred jacking tool for frame machines, alignment racks, emergency service vehicles



Designed tough and built to last, the brand new GoJak® Air Service Jack is ideal for fast and efficient controlled side lifting of vehicles. Save time, money, and your back.



\$81,874

Average annual salary of a Connecticut manufacturing worker

Source: U.S. Bureau of Labor Statistics

\$117,054

Average annual salary for industrial production managers in Hartford County, the highest-paying manufacturing job in the county.

Source: Connecticut Department of Labor

19%

How much more money Connecticut manufacturing employees make vs. employees in the Connecticut private construction industry

Source: U.S. Bureau of Labor Statistics

monroe STAFFING  
 A DIVISION OF STAFFING 360 SOLUTIONS

Recruiting CT's Manufacturing Workforce



Monroe Staffing Services is your partner in workforce development. For all of your recruitment needs, contact Monroe Staffing Services.

Serving Greater Hartford and Springfield Counties
Serving New Haven and Fairfield Counties

(860) 216-0743
(203) 283-4034

monroestaffing.com

Connecticut Business & Industry Association

350 Church St., #2
Hartford, CT 06103
860-244-1900
www.cbia.com

Membership-based advocacy for a positive business climate in Connecticut.

Connecticut Center for Advanced Technology Inc.

409 Silver Lane
East Hartford, CT 06118
860-610-0478
info@ccat.us

A nonprofit creating and implementing bold ideas for applied technologies, IT strategies, energy solutions, STEM education and career development. CCAT helps manufacturers, academia, government and nonprofit organizations to excel. Leads the Connecticut Dream It Do It (CTDIDI) program, which is one of more than 40 state efforts focused on developing an awareness of rewarding careers in manufacturing as part of The National Association of Manufacturers and The Manufacturing Institute's nationwide campaign to create a positive image of today's manufacturing.

<http://ctdidi.com/resources/resources-for-manufacturers/>

CCAT Advanced Manufacturing Center showcases, demonstrates and evaluates leading-edge equipment and systems through a network of machining and software companies.

Don Balducci, director
860-282-4942
dbalducci@ccat.us
infoamc@ccat.us
<https://www.ccat.us/amc/>

Connecticut Tooling & Machining Association

440 N. Main St.
Bristol, CT 06010
860-604-8963
Dee Babkirk, director
Director@ct-ntma.org
www.ct-ntma.org

A group of manufacturers and educators who represent the machining and advanced manufacturing profession in the state.

CT Hackerspace

30 Echo Lake Road
Watertown, CT 06795
203-450-4247
www.cthackerspace.com

Members have access to a community workshop and prototyping center that includes wood and metal shops and more.

Danbury Hackerspace at the Innovation Center

158 Main St.
Danbury, CT 06810
203-493-4225
danburyhackerspace.com
DanburyHackerspace@gmail.com

Non-profit makerspace with 3D printers, prototyping tools, a mockup studio, a common work area, program space and coworking space.

Eastern Advanced Manufacturing Alliance

108 New Park Ave.
Franklin, CT 06254
860-859-4100
www.eamainc.com
Killi Vallieres, president

Non-profit organization comprised of manufacturers in Eastern Connecticut, South Central Massachusetts and Northwest Rhode Island to work with education and training partners to produce highly skilled workers.

Fairfield County Makers' Guild

327 Main Ave.
Norwalk, CT 06851
203-810-4174
www.fcmakers.com
Non-profit, membership-based community workshop and fabrication studio

MakeHartford

30 Arbor St.
Hartford, CT 06106
860-578-4338
info@makehartford.com
makehartford.com

Makerspace providing 3D printers, CNC machines, laser cutter, and a wood/metal shop to build and create. The makerspace offers classes and a community of like-minded people.

MakeHaven

770 Chapel St.
New Haven, CT 06510
info@makehaven.org
www.makehaven.org

Membership grants 24-hour, daily access to a woodshop, laser cutters, sewing machines, electronics workbenches, CNC mill, 3D printers and more. Classes and workshops are offered, and scholarships are available.

MakerSpaceCT

Colt Armory Complex
Hartford, CT 06106
860-833-5465
Devra Sisitsky
devra@makerspacect.com
makerspacect.com

This facility will offer tools, education and support for local innovators. The makerspace is expected to open in 2018.

NESIT Inc. and NESIT Makerspace

290 Pratt St.
Meriden, CT 06450
203-514-2257
nesit.org

Non-profit makerspace open to the public on Mondays and Wednesdays. Resources are available for metal, leather and woodworking, fabrication, electronics, 3D printing and more.

Spark Makerspace

225 State St., Suite 100
New London, CT 06320
860-629-8477
www.sparkmakerspace.org
Members pay monthly dues to access a full woodshop, commercial kitchen, 3D printers, CNC machine and laser cutter, robotics lab, screenprinting equipment, shared office space, retail space and much more.

Westport Library Makerspace

20 Jessup Road
Westport, CT 06880
203-291-4800
westportlibrary.org/services/makerspace
Alex Giannini, agiannini@westportlibrary.org

Access to four 3D printers and more

Resources for manufacturers in Connecticut - State agencies

(including public-private partnerships)

Connecticut Department of Economic & Community Development

505 Hudson St.
Hartford, CT 06106
860-270-8000
www.ct.gov/ecd

Manufacturing Innovation Fund supports the growth, innovation and progress of Connecticut's advanced manufacturing sector. The fund encourages collaboration between private companies and higher education, provides vouchers to assist with technical needs, funds job training and provides matching funds for federal grants.

Business Development and Workforce Training is the state's lead agency for the development and implementation of policies, strategies and programs that support business growth and innovation. The department offers a wide range of programs and services to help companies prosper in Connecticut.

Denise Jones
Denise.jones@ct.gov

International Division is the lead facilitator and strategic catalyst of international activity within the state. Its mission is to increase the global competitiveness of Connecticut businesses by developing two-way trade and investment opportunities; by helping these businesses enter new markets and expand their global business base; by aggressively pursuing foreign direct investment opportunities; and by building public/private strategic partnerships.

Beatrice Gutierrez
Beatriz.gutierrez@ct.gov

State Trade and Expansion Program (STEP) is a pilot grant program to help increase the number of small businesses that export, and increase the value of exports for small businesses currently exporting.

Laura Jaworski
Laura.jaworski@ct.gov
Aaron Knight
860-270-8059
Aaron.knight@ct.gov

Connecticut Department of Labor

200 Folly Brook Blvd.
Wethersfield, CT 06109
860-263-6000
www.ctdol.state.ct.us/gendocs/about.html

Five workforce development boards set up through the workforce innovation and opportunity act:

Capital Workforce Partners
1 Union Place
Hartford, CT 06103
capitalworkforce.org
Alex Johnson, acting president & CEO
860-522-1111

Public-private partnership investing in youth development, develops sustainable career paths for adult workers and assist employers with a variety of programs and services through the American Job Center network.

Workforce Alliance
560 Ella T. Grasso Blvd.
New Haven, CT 06519
workforcealliance.biz
William P. Villano, president & CEO
203-624-1493

Public-private partnership assisting with on-the-job training grants, workshops, youth employment and services through the American Job Center network.

Eastern Connecticut Workforce Investment Board

108 New Park Ave.
Franklin, CT 06254
www.ewib.org
John Beauregard, president & CEO
860-859-4100

Public-private partnership overseeing a network of workforce-related programs funded from a variety of sources including the operations of the region's American Job Centers.

The Workplace Inc.
350 Fairfield Ave.
Bridgeport, CT 06604
www.workplace.org
Joseph M. Carbone, president & CEO
203-610-8500

Public-private partnership with nearly 20 programs to assist youth, workers and the long-term unemployed including: Ready2Work, Platform to Employment, Dress for Success, MaturityWorks and services through the American Job Center network.

Northwest Regional Workforce Investment Board Inc.

249 Thomaston Ave.
Waterbury, 06702
www.nrwib.org
Catherine Awwad, executive director
203-574-6971

Public-private partnership with local businesses, government, education, labor and human services agencies, which all work together to provide the delivery of workforce development services through programs for adult and dislocated workers and the American Job Center network.

Connecticut Manufacturing Extension Partnership (MEP) at CONNSTEP

1090 Elm St.
Rocky Hill, CT
Dean Simmons, marketing services manager
860-529-5120
dsimmons@connstep.org
www.connstep.org

Part of a nationwide system of MEP centers

linked through the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), with the common goal to strengthen the global competitiveness of U.S. manufacturers. Includes the Made in CT program for manufacturers.

CTHires

www.cthires.com
Comprehensive web search engine for Connecticut employers and job seekers to find and post jobs and job candidates, trade fairs, training events and labor market analysis.

CTWorks Career Centers Connecticut Department of Labor

www.ctdol.state.ct.us
A network of 14 career centers offer services to job seekers and employers. Consumers are not charged for the services provided by the center regardless of their employment status. Career services include employment searches, assistance with writing and critiquing resumes, skills assessments, guidance on interviewing techniques, workshops on career transitions, videos and information on local job fairs.

Eastern Connecticut Manufacturing Pipeline

www.ewib.org/pipeline
Provides no-cost training to address the hiring needs of Groton, Conn.-based Electric Boat (General Dynamics), members of the Eastern Advanced Manufacturing Alliance and other manufacturers; funded by the US Department of Labor-Workforce Innovation Fund in partnership with the CT Department of Labor and the Eastern CT Workforce Investment Board with training provided by Three Rivers Community College, Quinebaug Valley Community College, Community College of Rhode Island, Employment & Training Institute, and Metrix Learning.

Incumbent Worker Training Program

Bernice Zampano
860-263-6732
Bernice.zampano@ct.gov
<http://www.ctdol.state.ct.us/IWTmanufappform.htm>
A matching fund program to help manufacturing companies provide training for their workforce. It offers up to up to \$50,000 maximum per employer, per calendar year equal to the approved amount. The program is administered by the Connecticut Department of Labor and funded through the Department of Economic & Community Development's Connecticut Manufacturing Innovation Fund.

Ordered alphabetically

School	Description	Services offered	Key contact
Additive Manufacturing Innovation Center at UConn 44 Weaver Road, Unit 5233 Storrs, CT 06269 860-486-9204; www.energy.uconn.edu/pratt-whitney-additive-manufacturing	A partnership with Pratt & Whitney to advance additive manufacturing research and development	Government and industry-sponsored research and development projects with faculty and students; customized assistance for manufacturers exploring additive manufacturing for product design and development, custom educational workshops and training programs for practicing manufacturing and design engineers	Rainer Hebert, director, 860-486-3155; rainer.hebert@uconn.edu
Advanced Manufacturing Technology Center Asnuntuck Community College 170 Elm St. Enfield, CT 06082 860-253-3000; www.asnuntuck.edu	Program prepares students for a career in manufacturing by providing classroom instruction, computer and hands-on training in a lab environment	Certificate and degree options available in machining with CNC, welding/robotics, electronics and electro/mechanical	Paul Felici, 860-253-3189; pfelici@asnuntuck.edu
Advanced Manufacturing Technology Center Housatonic Community College 900 Lafayette Blvd. Bridgeport, CT 06604 203-332-5000; www.hcc.commnet.edu	Workforce training and job placement	Certificates and degrees leading to careers in aerospace, submarines, defense, biomedical technology, power systems and other advanced manufacturing sectors	Rich DuPont, 203-332-5991; RDuPont@housatonic.edu Eugene LaPorta; Elaporta@housatonic.edu
Advanced Manufacturing Technology Center Naugatuck Valley Community College 750 Chase Parkway Waterbury, CT 06708 203-575-8040; www.nv.edu	Program prepares students for a career in manufacturing by providing classroom instruction, computer and hands-on training in a lab environment	Certificates and degrees leading to careers in aerospace, submarines, defense, biomedical technology and other manufacturing technology sectors	Joseph DeFeo, 203-596-8692; JDeFeo@nvcc.commnet.edu
Advanced Manufacturing Technology Center Quinebaug Valley Community College 742 Upper Maple St. Danielson, CT 06239 860-412-7200; www.qvcc.edu/manufacturing	Support students and businesses along the I-395 corridor	Certificate in advanced manufacturing, mechatronics automation technician	Steve Lapointe, 860-932-4111; slapointe@qvcc.edu Jodi Clark, 860-932-4128; jclark1@qvcc.edu
Business and Manufacturing Center, Goodwin College One Riverside Drive East Hartford, CT 06118 860-528-4111; www.goodwin.edu/manufacturing	Offers students and incumbent workers the most immersive, hands-on educational experience possible, leading to certificates, associate and bachelor's degrees in a wide range of areas; Advanced Manufacturing Mobile Lab has capacity to bring program training to companies on-site.	Bachelor's in manufacturing management; associate in quality management systems, supply chain and logistics management; associate and certificate in CNC machining; certificate in CNC machining, metrology and manufacturing technology, green manufacturing, manufacturing and logistics, manufacturing and production, welding, certified logistics technician, certified production technician	Melanie Hoben, 860-913-2283; mhoben@goodwin.edu Dan Williamson, 860-727-6766; dwilliamson@goodwin.edu
Center for Manufacturing and Metrology, University of Hartford 200 Bloomfield Ave. West Hartford, CT 06117 860-768-4100; www.hartford.edu	Jointly sponsored by the Connecticut Center for Advanced Technology (CCAT) and the College of Engineering, Technology, and Architecture, University of Hartford	Graduate certificate and non-credit courses offered in manufacturing metrology, graduate concentration in manufacturing engineering	Suhash Ghosh; ghosh@hartford.edu Chittaranjan Sahay; sahay@hartford.edu
Central Connecticut State University 1615 Stanley St. New Britain, CT 06050 860-832-3200; www.ccsu.edu	Manufacturing management program	Bachelor's and master's programs offered in various industrial, engineering and manufacturing fields; part-time study options	Paul Resetarits, 860-832-1834; resetarits@ccsu.edu
Manchester Community College Great Path Manchester, CT 06040 860-512-3000; www.manchestercc.edu	For students preparing for entry-level manufacturing positions with earned college credit and/or an associate of science degree in manufacturing engineering technology	Precision manufacturing certificate, 38 credits, accelerated from hands-on manufacturing to CNC; associate of science in engineering technology credits and certificates	Mehrdad Faezi, 860-512-2729; mfaezi@manchestercc.edu
Manufacturing Machine Technology Program Middlesex Community College 100 Training Hill Road Middletown, CT 06457 860-343-5869; www.mxcc.commnet.edu	Ideal for part-time students who are currently in the workplace and want to enhance skills or improve employment prospects in manufacturing	Application-based certificate program focused on blueprint reading, machining, CNC programming and machining, lean manufacturing principles, quality control with an emphasis on statistical process control, CAD and materials science	Shelly Figueroa, 860-343-5753; rfigueroa@mxcc.edu Sara Brinkerhoff, 860-343-5883; sbrinkerhoff@mxcc.edu
Three Rivers Community College 574 New London Turnpike Norwich, CT 06360 860-215-9000; www.threerivers.edu, www.ewib.org	Customized training programs to fill a massive need for skilled trades workers by providing a short-term training option to unemployed and underemployed workers	Short-term, work-based training course based on Electric Boat and EAMA* curriculum input; associate in manufacturing engineering and manufacturing engineering with laser; certificate in lean manufacturing	Bret Jacobson, 860-441-0313; BJacobson@trcc.commnet.edu
Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 860-773-1300; www.tunxis.edu	College of Technology curriculum prepares students for technical positions in the workforce while providing a seamless pathway to a four-year degree at Central Connecticut State University (CCSU)	Associate in engineering science and technology studies; certificates in CAD, machine technology, electronics controls and manufacturing electro-mechanical maintenance technology	Gregory Szepanski, 860-773-1626; gszepanski@tunxis.edu

Source: Each organization's website and news reports *EAMA = Eastern Advanced Manufacturing Alliance
 —Compiled by Stephanie R. Meagher.



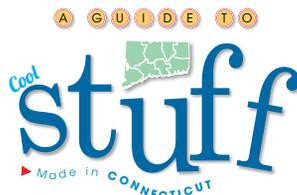
LOOKING FOR MORE STUFF?

VISIT OUR NEW STUFF WEBSITE, BROWSE THE DIGITAL EDITION, SIGN UP FOR **THE STUFF E-MAIL AND FIND US ON FACEBOOK & INSTAGRAM.**

You'll find all the content from the print edition and lots more on the new STUFF website. STUFFmadeinCT.com will be full of resources for kids, teachers and parents, as well as manufacturers and others in the industry. **PLUS** - companies who missed getting a profile of their firm in the 2018 print edition can still get a digital profile and benefit from our ongoing promotion of the industry.

MANUFACTURING IS THRIVING IN CT, STAY UP WITH THE NEWS & UNIQUE OPPORTUNITIES BY VISITING THE STUFF WEBSITE TODAY!

HARTFORD
HBJ BUSINESS JOURNAL



www.STUFFMadeInCT.com

FOLLOW US ON:



Stuff Made In CT



@stuffmadeinct



MANUFACTURING IS COOL.

WE'LL SHOW YOU WHY.

Helping students explore the careers of tomorrow.



**EDUCATION & WORKFORCE
PARTNERSHIP**

Learn more at cbia.com | [@CTWorkforceTeam](https://twitter.com/CTWorkforceTeam)

MYTH: *Manufacturing is dirty, dark,
and dangerous.*



REALITY: *Modern manufacturing is safe,
clean, and high-tech.*



Don't believe the myths, manufacturing is a great career.

Right now in Connecticut, there are more open manufacturing jobs than there are qualified workers to fill them. At Goodwin College, our manufacturing degree and certificate programs are training the next generation of Connecticut's manufacturing workforce.

Contact us today!

800.889.3282

www.goodwin.edu/manufacturing

Manufacturing degree and certificate programs:

- CNC Machining
- Manufacturing Management
- Quality Management Systems
- Supply Chain and Logistics Management
- Welding