



2021 Annual Report

A New location, new branding, and messaging.

Expanded training capabilities, growing apprenticeship & pre-apprenticeship programs.

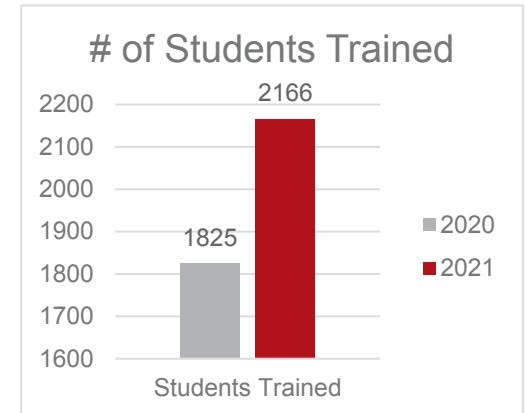
New partnerships & successful events, including our 1st annual Manufacturers Expo!

2021 was the year the Association evolved into a stronger organization for our members!

Center of Excellence for Apprenticeship & Training

In the beginning of 2021, The Manufacturers' Association relocated to a new facility and opened its **Manufacturing Center of Excellence for Apprenticeship and Training**, which has expanded the Association's industry training and youth education programs.

The Association trained over 2,100 students in 2021, which is **330 more** than 2020! With our expert teachers & trainers, there were over **170** classes this past year and we expect to dramatically increase enrollment through the new facility & growing training resources! The Association, members and regional community invested over **\$500,000** in our capital campaign to launch the Center of Excellence! The Association could not have accomplished so much in 2021 without the support & dedication from our sponsors & members! **Thank you to the Power Mill Foundation, the Warehime Foundation, Precision Custom Components & contributing members for their support through our capital campaign!**



Expanded Focus on Training & Apprenticeships

The Manufacturers' Association's Board of Directors and organizational leadership identified an opportunity to update its logo, visual identity, and website to reflect this renewed commitment and highlight the image of modern manufacturing!



NEW BRAND. NEW LOOK. SAME MISSION.

This past year we revised our popular Supervisor Certificate Program series, trained hundreds of employees on free OSHA Warehouse Safety and offered custom skilled & technical trades courses. The Association also started working with the US Navy to launch their "PA Pipeline" initiative with Navy manufacturing suppliers. We will be providing further support in 2022 as their initiative progresses in PA, home to US's largest number of critical shipbuilders!

We continued our regional efforts through the **NexGen Industry Partnership** - a unique initiative of over 30 employers and other partnering organizations solving their most critical business concerns.

Apprenticeship Program

In 2021, the Manufacturers' Association launched Pennsylvania's **1st 4-year Robotics Apprenticeship Program** in response to employer needs to develop the knowledge-based careers of the future.



The Association Apprentice program was created over 15 years ago and is the largest manufacturing apprenticeship program in southcentral PA. This program helps the needs to train and develop skilled workers and trained **111 manufacturing apprentices**, up from **85 apprentices in 2020**, in **8** different occupational trades and over **40** manufacturing companies!



Pre-Apprenticeship Program

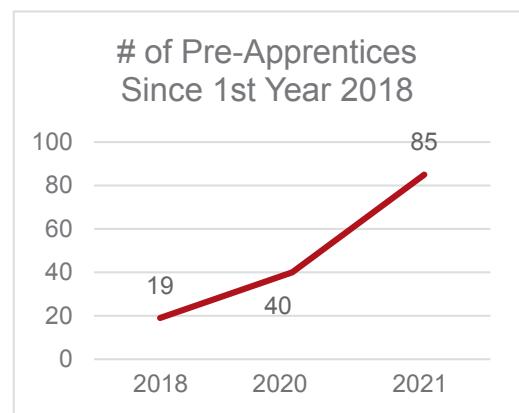
The Association continues to run our youth programs, including our pre-apprenticeship program and the newly secured Schools-to-Work state grant initiative, which will create learning opportunities in advanced manufacturing for high school students!

This year the Association welcomed a new Pre-Apprenticeship Coordinator to our team, Miranda Martz! Miranda recently graduated as the first female Machinist journeyperson graduate from the Association's apprenticeship program.

Miranda will lead our youth efforts to grow the future manufacturing pipeline!



This program covers **29** school districts and has **doubled the number of pre-apprentices trained in 2021 to 85**, up from 19 in 2018! The counties served grew from York County to include Perry, Lancaster, & Chester counties. The Association also started partnerships to work with high school students from Milton Hershey School, York County School of Technology, Thaddeus Stevens, HAAC, Adams County Tech & Lancaster Tech.



Successful Events & NEW Programs

The Association had a successful **115th Annual Event, MISSION: POSSIBLE**, in August with keynote speaker & seal team 6 leader, Robert O'Neill. Held at PeoplesBank Park, about 600 sponsors and guests attended for networking, great food, and an inspiring keynote on leadership. **Save the date:** 2022's event is coming in May!

The Manufacturers' Association's **18th Annual Golf Outing** was held October 1st at Regents Glenn Country Club. With beautiful weather, 140 golfers and our generous sponsors, our golf outing was the most successful to date!

Save the date: 2022 golf outing is September 30th!



This year we launched our **1st Manufacturers Expo, MX2021**. Held on August 25th at PeoplesBank Park with over 40 exhibitors, we connected manufacturers and related businesses to build their supply chain and develop new business opportunities and customers. Highlights included BAE System's Howitzer Combat Vehicle, a Harley-Davidson motorcycle, and exhibitors displayed their robot capabilities. We hope to grow this event, connect suppliers, and make it more successful for manufacturing exhibitors in Fall of 2022!

In 2021, the Association partnered with Langan Financial and Lincoln Financial to launch our **1st Multi-Employer 401k Program (MEAP)**. This cost competitive retirement plan offers the benefits of a 401k plan to employees without having the administrative responsibility and liability and offers more services and reduces costs as the plan grows! For more information visit: mascpa.org/401k.

Member Benefits

The Association also offers a group medical, dental and vision program, **Employers Health Insurance Program (EHIP)**, with partner AmWins Connect Administrators. This program brings value to organizations, as it offers benefit plans that are designed to help manufacturing employers save, including innovative self-funded plans. Visit mascpa.org/insurance for more information and broker contact information.

Members can contact the Association for assistance on Human Resource issues, problems, or questions! We help members find qualified talent and provide ongoing **HR support and resources**, HR policy training programs, business development initiatives and annual wage surveys. Learn More: mascpa.org/hr-services

This past year we received grant funding through the NextGen Industry Partnership, OSHA training grant, and Apprenticeship grants, totaling over \$1 million! This funding supports our membership and helps our continuing workforce development and training initiatives!

Thank You!

In 2021, the Association added over **50** new member companies and **3** new members to our Board of Directors. Membership and participation in our events, programs, trainings, and services help the Association stay committed to improving the quality of the regions workforce and supporting those entering manufacturing positions. These past 2 years have been challenging for everyone and along with our members, educators, government officials and partners, we are helping manufacturers to build a strong manufacturing sector and rewarding careers. From supply chain issues to worker shortages, the Association has stood by & supported our members through it all!

Special Thanks to the MA Team for a successful 2021!

Tom Palisin, Executive Director | Brian Paterniti, Director of Workforce Development
Chris Zimmerman, Apprenticeship Coordinator | Crystal Huesman, Training Coordinator
Miranda Martz, Pre-Apprenticeship Coordinator | Karla Wolf, Marketing Coordinator
Darnell Musser, Office Administrator | Rose Gurreri, Membership Coordinator
HR Consultant: Vicki Krotzer, PHR, SHRM-CP | Senior Consultant: Tom Blaisse, MA



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