



**Manufacturers'  
ASSOCIATION**



## **WEDnetPA Funding and How to Develop a Training Plan**

May 2024



# Guest Speaker:



Angelic "Angie" Hardy is the Director of Workforce Development at Commonwealth University with over 25 years of experience in higher education. In her position as Director of Workforce Development, she works with employers and workforce development partners across the state to identify and provide industry recognized career certification training. She coordinates the delivery and marketing of non-credit certificate programs for Commonwealth University, and she serves as the WEDnetPA partner for Commonwealth University - Lock Haven. As the WEDnetPA partner, she manages the awarding of more than \$300,000 in training reimbursement funds allocated through the Department of Community and Economic Development (DCED).

## Angelic (Angie) Hardy

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WEDnetPA Partner

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**Bloomsburg**



**MANSFIELD**

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COMMONWEALTH UNIVERSITY





# Questions



# Speakers



Becky C. Becker, SPHR, SHRM SCP

Currently Becky is the Training & Business Development Manager for the Manufacturers' Association, Becky spearheads the organization's leadership training programs. She also oversees the Navy talent pipeline initiative and actively cultivates business opportunities through strategic training outreach efforts. Becky's dedication to empowering individuals and organizations alike continues to leave a lasting impact in the field of human resources and professional development.

Becky Becker is a seasoned HR professional with a rich background spanning training, consulting, and human resource management. Prior to 2023 for five years, she has been a contract trainer with the Manufacturers' Association, where she brought her expertise to bear in enhancing workforce capabilities. Prior to this current role, Becky honed her skills at Herbein-Mosteller, a prestigious regional CPA and HR consulting firm, serving as an HR Consultant. She also contributed her talents to Pryor Learning. As a national trainer, Becky has traversed the country, delivering impactful seminars on pivotal topics such as Human Resources and Payroll.

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717-843-3891 or cell 717-542-2028



# Speakers



Brian Paterniti is the Director of Workforce Development at The Manufacturers' Association. He has spent the past two decades working in the non-profit field in Manufacturing and the Health and Human Services fields with the past fifteen of those years in Training and Human Resources. A graduate of The Pennsylvania State University, Brian holds a B.S. degree in Organizational Leadership and Development. Brian sits on the York Society for Human Resources BoD, The York County Alliance for Learning Advisory Committee and the York County School of Technology, Dallastown, New Oxford and Susquehannock Advisory Committee's. Brian received the Central Penn Business Journal Forty under 40 award in 2022.

Brian spends his “free” time “glamping”, golfing, watching Orioles Baseball, Ravens Football and raising a 5-year-old son who already knows everything.

**Brian Paterniti**

717-885-2249



# Upskilling your workforce

Assessing Training Needs

Identifying Training Providers

Evaluating Training Options

Estimating Training Costs

Developing a Budget

Presenting the Training Plan

Identify Training Funding



# Assessing Training Needs: Evaluate the skills and knowledge gaps within your workforce and determine the areas that require improvement through training



Have your leadership identify knowledge and skill “gaps”

Imminent loss of organizational knowledge – retirements  
Turnover  
New employees that need more knowledge or skills  
Advancement of Current Employees – succession planning



Strategic Plan

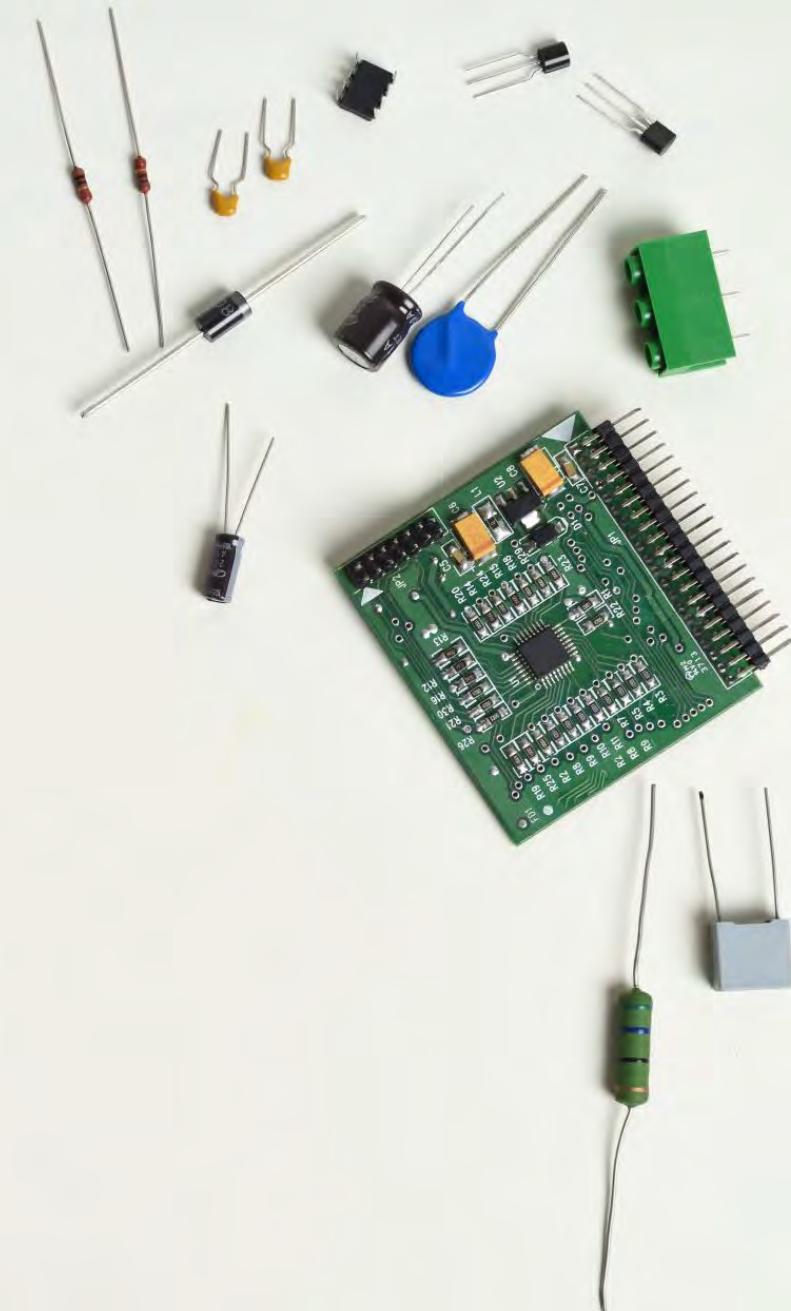
Technological Advancements  
Company Growth  
Support of Innovation



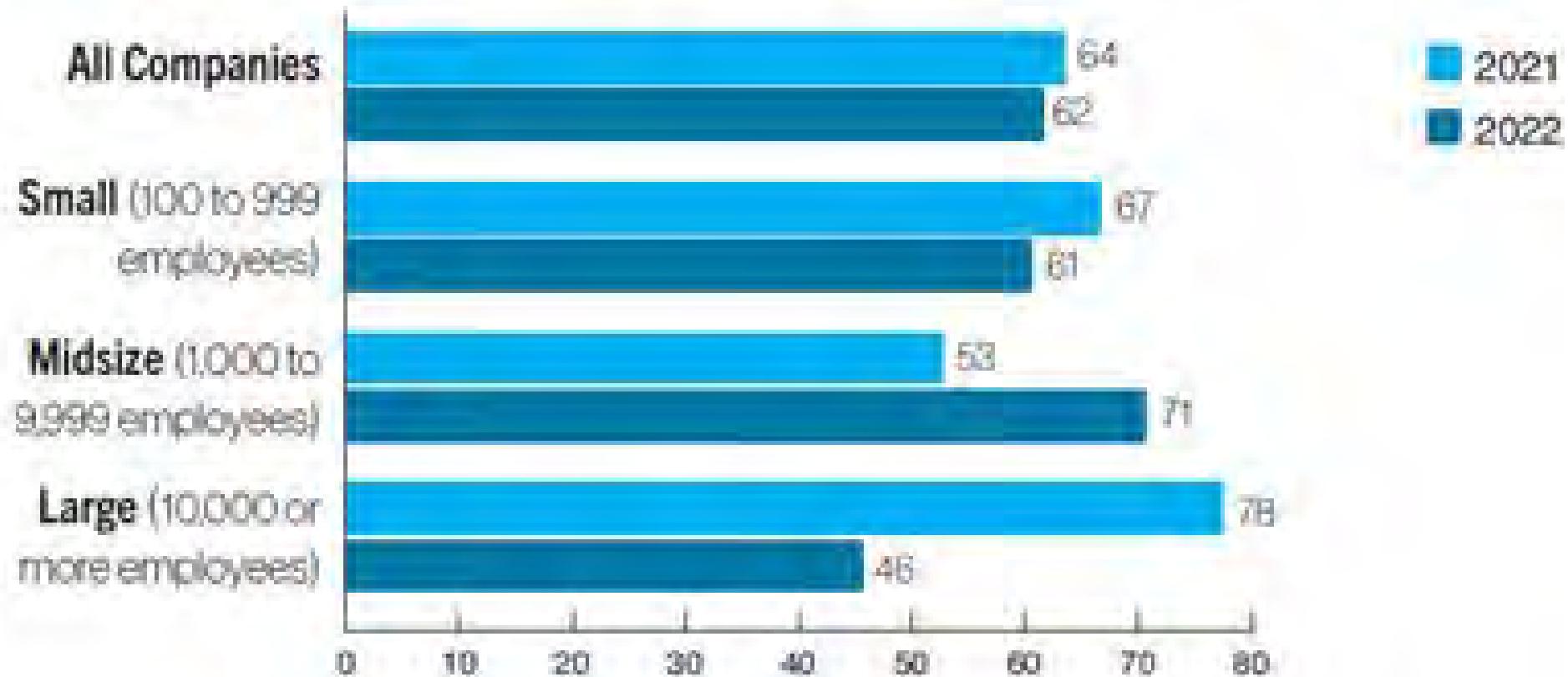
# Comparing your organization's training program

Manufacturers in the United States spend an average of **\$1,376** per employee on training and development annually.

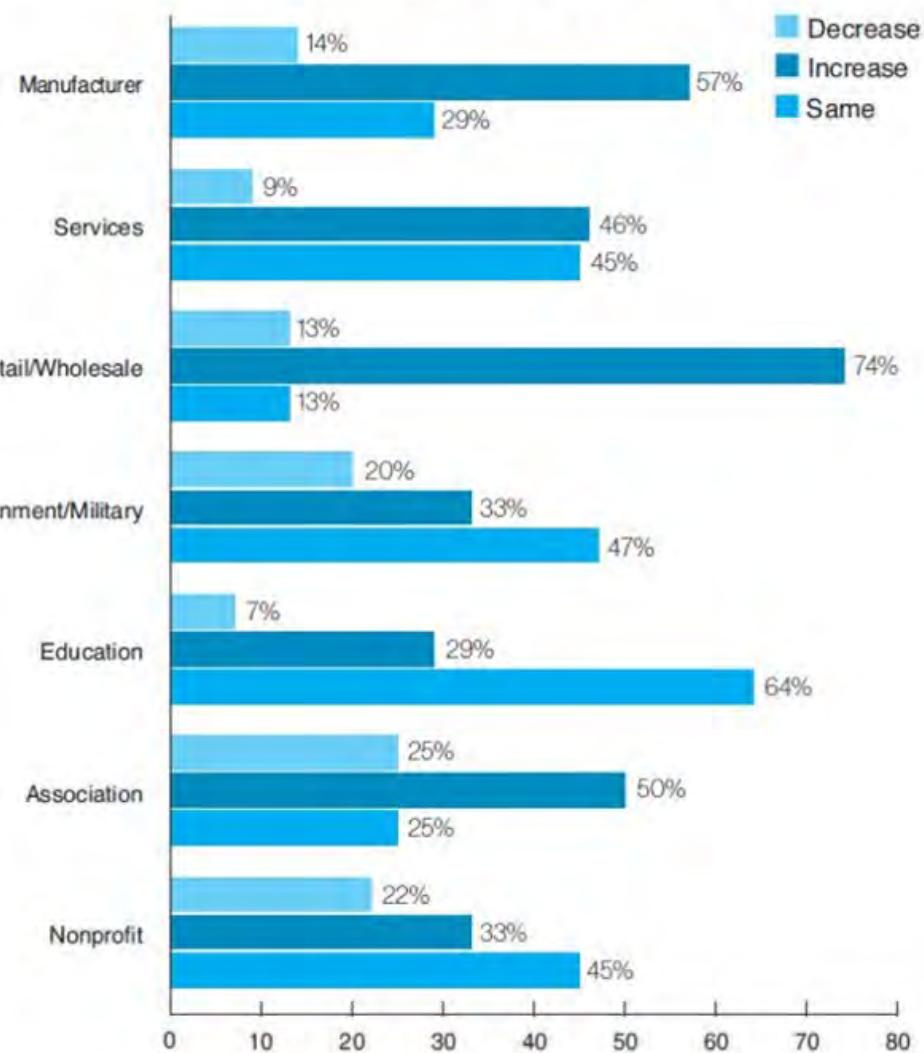
-Manufacturing Institute's 2019 Skills Gap in Manufacturing Study.



## Hours of Training per Employee 2021-2022



## Budget Change by Industry



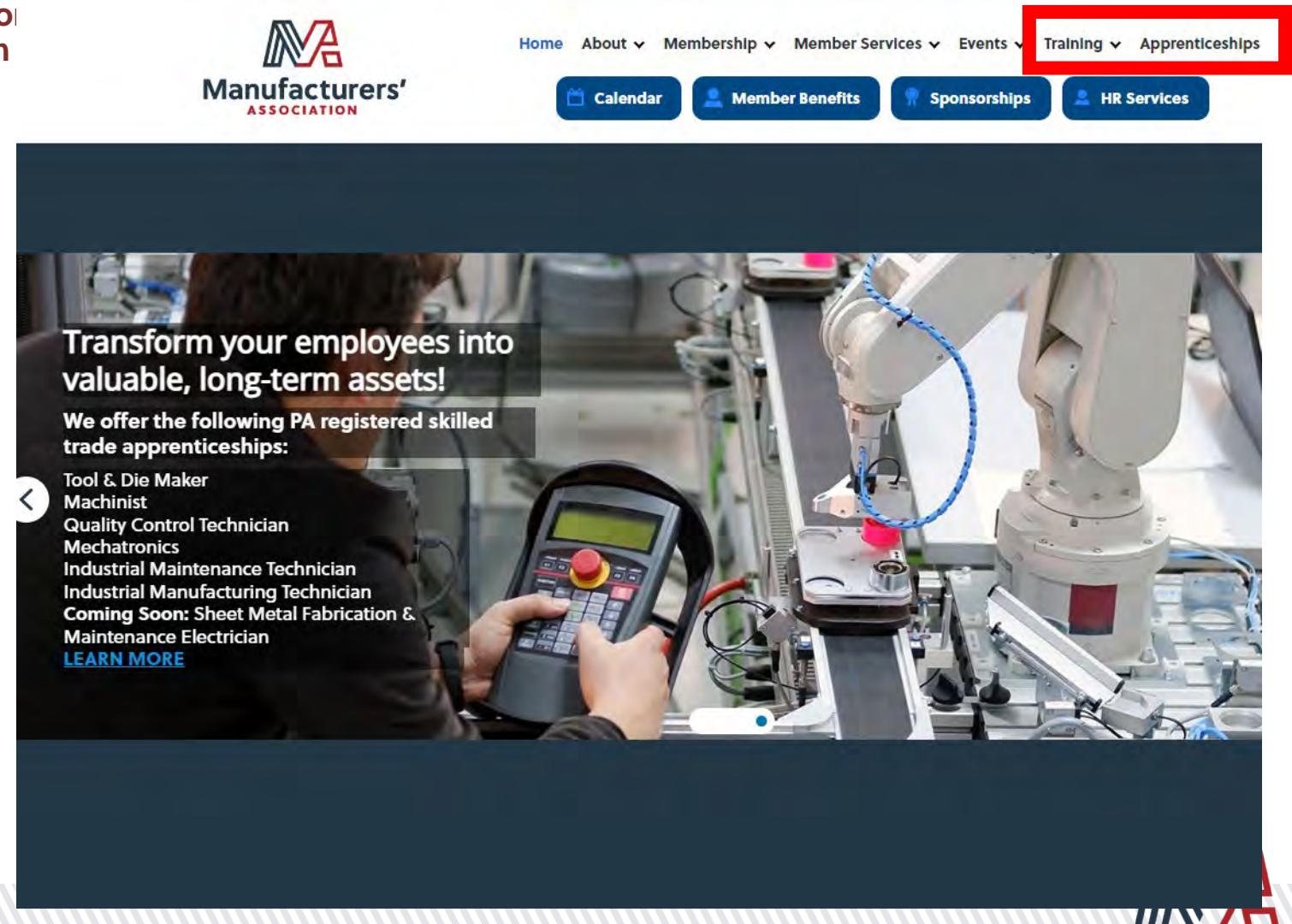
Organizational Need	Number of Staff to be trained	Classes	Cost pp	Cost
Ensure employee retention through skilled supervisors	10 Supervisors	Supervisor 1 & 2 (10- ½ days)	\$1450	\$14,500
Ensure knowledge transfer from retiring/senior staff to apprenticeships/new staff	20	Mentorship Training- 1 day training	\$175 Public \$300	\$3500 (onsite)
Ensure critical knowledge lost by retiring staff/development plans	4	Apprenticeships - Year 1	\$2,500-\$3,000	Call for other funding
Executive Development- Building a Culture of Accountability	Leadership Team- up to 25*	5 Days- Onsite	Public \$1200	\$18,500 (on site) Lunches
Intro to Shop- Upskilling and Safety for Maintenance People	5	1 Week- 40	\$850	\$4250



**Identifying Training Providers: Research and select reputable training providers who offer programs aligned with your identified training needs. Consider their expertise, reputation, and track record in delivering high-quality training.**

**How MA can help:**

- ❖ Apprenticeships
- ❖ Individual Training
- ❖ Onsite Training
- ❖ Customizable



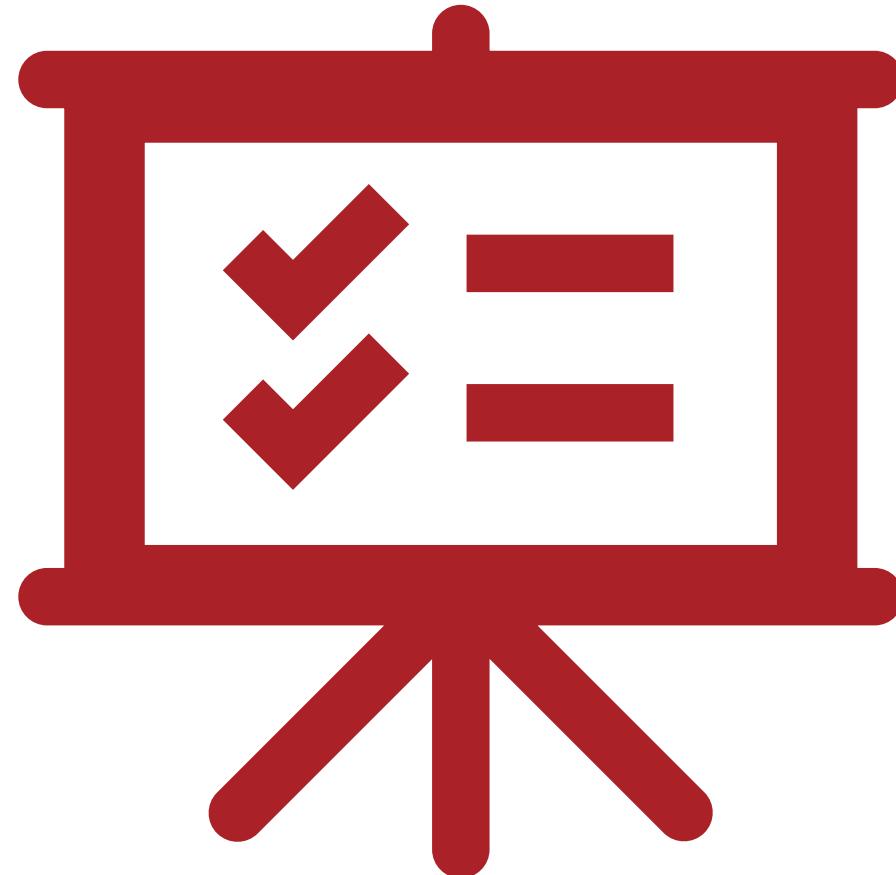
The screenshot shows the homepage of the Manufacturers' Association (MA) website. The header features the MA logo and navigation links for Home, About, Membership, Member Services, Events, Training (which is highlighted with a red box), and Apprenticeships. Below the header is a dark banner with a photograph of a person operating a robotic arm. Text on the banner reads: "Transform your employees into valuable, long-term assets! We offer the following PA registered skilled trade apprenticeships: Tool & Die Maker, Machinist, Quality Control Technician, Mechatronics, Industrial Maintenance Technician, Industrial Manufacturing Technician. Coming Soon: Sheet Metal Fabrication & Maintenance Electrician. [LEARN MORE](#)".

Does this training/trainer understand my business?

Will this training engage my employees?

Is this scalable?

Can I train employees over time?





**Estimating Training Costs: Work closely with the training providers to determine the associated costs for the selected programs. Consider factors such as tuition fees, materials, equipment, and any additional expenses that may arise.**

Use the Calendar Feature  
Contact [Training@MASCPA.org](mailto:Training@MASCPA.org)

We will sit beside you!



**Developing a Budget:** Create a comprehensive budget that outlines the estimated training costs for each program. Ensure that the budget aligns with the available WEDnet funding and clearly justifies the investment in terms of expected outcomes and impact on your organization.



**Presenting the Training Plan:** Prepare a detailed training plan that includes the identified training providers, selected programs, and estimated costs. Clearly articulate how the proposed training initiatives will address the identified skills gaps and contribute to the growth and success of your organization.





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# Upcoming Trainings.

[Training & Events Calendar - The Manufacturers' Association \(mascpa.org\)](https://www.mascpa.org/Training-Events-Calendar)

Breaking DOL Alert Webinar May 9<sup>th</sup>

Annual Event May 22<sup>nd</sup>

< > This Month May 2024

SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	1	2	3	4
	8:30 am - 4:00 pm Maintenance Scheduling and Planning (4/29-5/1/24)		8:30 am - 4:30 pm Supervisory 1- Lancaster (5/1-5/8/24)		8:30 am - 12:00 pm The Playbook for Supervisors, Managers and Leads (5/2/24)	
5	6	7	8	9	10	11
	■ 2:30 pm - 3:30 pm Introduction to WEDnesPA Funds & Workforce Training Plan Creation Webinar	■ 8:00 am - 10:30 am Wake Up to Manufacturing Webinar: Profit from Your Power - How to Monitor Your Energy Usage		■ 8:00 am - 10:30 am Breaking HR Alert Webinar: DOL Salary Threshold & Non-Compete Law Update		
12	13	14	15	16	17	18
	8:00 am - 4:00 pm Statistical Process Control (5/13-5/17/24)	6:00 pm - 9:00 pm Mastercam (5/14-6/25/24)				
	8:00 am - 4:00 pm Intro to Shop (5/13-5/19/24)	8:30 am - 4:00 pm PLC Level 1-Basic Maintenance & Troubleshooting (5/13-5/16/2024)				
19	20	21	22	23	24	25
	12:30 pm - 4:00 pm Communicating Assertively-Supervisory - (5/20/24)	6:00 pm - 9:00 pm Industrial Communications (5/21-6/6/24)	■ TOP GUN ■ ■ 4:30 pm - 8:00 pm 118th Annual Event			
26	27	28	29	30	31	1
		■ 9:00 am - 10:30 am Wake Up to Manufacturing: Cracking the Code: Interpreting Your 401(k) Report for Optimal Plan Decisions				
		8:30 am - 4:00 pm Electricity 2 (5/28-5/30/24)				

