



**Hamill Manufacturing
Company**



Welcome to Hamill Manufacturing



"We are a Veteran Owned Business"

www.hamillmfg.com



Major Customers and Industries Served

CUSTOMERS

- AAI Corp.
- Bechtel
- Bell Helicopter
- Cameron - Caldon Ultrasonics
- Curtiss Wright
- Lockheed Martin
- Parker Hannifin
- Northrop Grumman
- World Kitchen

INDUSTRIES

- Naval Nuclear
- Aerospace
- Power Generation
- Glass Molds
- Semi Conductor
- Filtration
- Pumps
- Petroleum



My perspective

- I served as the National Tooling & Machining Chairman (NTMA) Chairman in 2007.
- I visited 25 chapters and about 100 companies.
- Almost universally in the companies I visited, the issue of a future workforce is the number one challenge that these companies face.
- My theme was “Filling the Pipeline - Finding and Developing the Next Generation of Workers”



My perspective

- I 've been focused on workforce development since the STW Partnership days of the mid 90's



Challenges We Face

- Unquestionably, finding and developing the future workforce is the biggest challenge all companies in precision metalworking and manufacturing face.
- In SWPA an emerging problem for the small manufacturer is the “poaching” of key employees by large energy focused OEM’s. Examples : Westinghouse and Curtiss Wright, in trying to staff up for the renaissance of the nuclear power industry, are offering salaries and benefits with which the small manufacturers can’t compete.



How did we get into this mess?

- Demographic trends are the ultimate culprits.
- Careers and opportunities in manufacturing are generally misunderstood by the public. Young people are largely unaware of opportunities in manufacturing.
- Positive stories about success in manufacturing are rarely publicized - whether it was the demise of the domestic steel industry or the current problems with the domestic auto manufacturers, negative press prevails.
- Our schools are focused on sending our children exclusively to college - rarely are careers discussed.



Mess - con't

- We've done a poor job of promoting our industry. The problem is related to being small and with limited resources.
- For too many years many in the industry have ignored the demographic train wreck that was coming at us. Does anyone remember the Human Capital Policy Initiative of the Institute of Politics at U. of Pittsburgh?
- Large OEM's have ignored training the next generation of workers. They have chosen to let their "supply chain" (whether domestic or offshore) deal with developing the next generation. Many of them are interested only in the next quarter and not the long term.



So now what do we do?

- We hold summits lamenting our sorry state and trying to figure out what to do. We also reflect on the summits we held a few years ago that were designed to warn us of this impending problem. Hopefully, we actually do something this time!!!
- At Hamill, we continue to do what we've always done - work passionately and energetically to develop our own workforce.
- We continue to reach out to the vo-techs and education providers to help them stay relevant.



What else do we do?

- We work with other companies through our trade association, the National Tooling and Machining Association, to promote apprenticeship and training.
- Through NTMA, we are launching our PJAM (Precision Jobs for American Manufacturing) program.
- PJAM is a best practices model built around recruitment, training and retention that is being rolled out in 6 pilot sites throughout the country.
- Using the BotsIQ program, NTMA and it's local partners tries to engage young people in fun activities that stealthily promote manufacturing.



An Example of what works

- The BotsIQ effort in SWPA has been an example.
- The premise is to get young people interested in manufacturing through the medium of combat robotic competition.
- The leaders of this effort (3 yearly competitions held so far) have been a partnership of NTMA Pittsburgh, NCC, the W-F WIB, the Private Industry Council, Cal U of PA, the Commonwealth of PA and over 28 companies.
- The results: 6 schools and 8 teams the first year to 28 schools and 32 teams in 2008. 66 students in year 1 to 310 in year 3 have had a substantial exposure to manufacturing.
- More importantly, permanent alliances get built between business and education. Effective outreach happens!



How do we keep it going?

- For 2009 we expect to have 48 teams - the schools are coming; we need more companies!!!
- NTMA Pittsburgh is seeking a major grant from the RK Mellon Foundation to increase the scale of BotsIQ.
- We intend to track the efficacy of our effort by finding out over time how many participants gravitate to manufacturing.



What can our workforce system do?

- Understand what our real problems are? You can't have a cogent conversation about workforce development without discussing problems in our K-12 education system.
- Our Career & Technology Centers (Vo-Techs) are a natural source of workers for the energy industry. They must be made strong and relevant. Industry must pressure the educrats and legislators to force substantive change in the way they are structured.
- Career focus has to start very early in a student's life.
- Companies, of all sizes, need to get involved with schools at all levels to promote awareness of the opportunities manufacturing affords.



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