ACM UPDATE
May 31, 2021

Welcome New ACM Member

Titanium Processing Center Inc.
17 High Street
Collinsville, CT 06019
www.titaniumprocessingcenter.com

Titanium Processing Center Inc.
Contact Info:
Andy Hunt
Regional Sales Manager
Phone: 860-268-2327
Email: andyh@titaniumprocessingcenter.com

ACM is pleased to welcome our newest member

Titanium Processing Center Inc.

With over 25,000 sq. ft., our new facility allows us to provide an extensive inventory and the highest level of titanium fabricating capabilities. Titanium Processing Center (TPC) is a stocking distributor and service center of commercially pure and titanium alloy products in bar, sheet, plate, pipe, tubing, fasteners, fittings and more. We provide professional service and certified titanium products from our headquarters in New Baltimore, Michigan.

Titanium services from Titanium Processing Center provide customers with mill certified materials cut to near net shape and size needed for final fabrication. When you need Titanium and Titanium Alloys in stock sizes or custom cut, and you need it now!

Our services include:

- Plate sawing, handling titanium up to 17" high, 115" wide, and 160" long
- Band sawing, handling round, rectangular, and square titanium.
- Waterjet cutting with a maximum input width of 115 and a maximum input length of 160"
- Warner & Swasey 2A Turret Lathe – 14" diameter x 28" long capacity
- Shearing up to 0. 50" (12.7 mm) wide and 120" (3048 mm) straight length; Up to .25" thick

Contact us for a quote or more information on how we can help your business succeed.
Business Development

The Business Development Team did not meet in May as the Annual Presidents Meeting was the only meeting for the month of May.

Industry News / Meetings / Tradeshows:
Feedback: Many tradeshows are now being offered both virtually and in-person.

Upcoming Industry Meetings:

- 2021 Navy Contracting Summit June 24 – 25, 2021 Norfolk, Virginia [Click Here for More Info]
- Vermont Chamber Manufacturing Summit Sept 9, 2021 Virtual [Click Here for More Info]
- Aero Engines Europe Sept 15 – 16, 2021 Stavanger, Norway- Hybrid [Click Here for More Info]
- Aerospace Special Processes Suppliers summit Oct 12 – 14, 2021 St Louis, Missouri [Click Here for More Info]
- AeroMart Montreal Oct 26 – 28, 2021 Montreal, Canada [Click Here for More Info]
- Avalon Airshow Nov 30 – Dec 5 Victoria, Australia [Click Here for More Info]
- Aviation Forum Dec 7 – 8, 2021 Hamburg Germany – Hybrid [Click Here for More Info]
- Multiple events being organized by BCI (HOME PAGE CLICK EVENTS TAB) everything from Aerospace to Automotive to MRO etc. [Click Here for More Info]

We look forward to members attending to provide feedback on these events. If you know of other shows and events that may be of interest to our membership, please forward to pmurphy@acm-ct.org

Materials Procurement Update

Material Resources Planning Team: A collaboration among service center ACM member companies to report on factors influencing pricing, trends, availability & lead times for raw materials used in aerospace manufacturing.

THE SMALLIDGE REPORT:

The Business Development Team did not meet in May as the Annual Presidents Meeting was the only meeting for the month of May so there was no Smallidge Report for May.

ACM Updates –

Roundtable Discussion:
There was no meeting in May so there was no roundtable discussion. As customary, only highlights will be shared as the discussions are sensitive.

Future Business Development Meetings:

The next meeting Zoom will be on Tuesday June 15th at 8:00am.
We look to have future meetings as in-person meetings starting in July at CCAT.

Future Business Development meetings: In-person from 8:00 to 9:30 CCAT 222 Pitkin Street, East Hartford, CT.

July 13, August 10, September 14, October 12, December 14. No November meeting as we have the ACM Aerospace Alley® TradeShow.

**Workforce Development**

The Workforce Development Team last met on February 24th. During that meeting we spoke to new training needs. Unfortunately, funding most likely won’t be available until the August – September timeframe but there may be some “unused” monies available for a limited amount of training prior to the release of new funding for the new fiscal 2022, which commences in July.

The ACM is looking to conduct another round of CMMC workshops as the 1st engagement proved extremely valuable to the 17 ACM members who participated. The ACM would also look to offer some of the traditional classes such as GD&T, Lean, Frontline Supervisor Training and B/P Reading to name a few. **And remember, you may request specialized training for your business, so please let Paul Murphy know what you have for training needs so he can get those into funding proposals for your business and training needs.**

The ACM Class Syllabus may be found on ACM website under About ACM/ACM Course syllabus or you can [Click Here](#). Please note that the catalog is not all-inclusive as training needs/class may be added. Paul noted that many business specific training can be approved for grants. Therefore, if you have specific training needs let Paul know.

If you have training needs, please contact Paul Murphy [pmurphy@acm-ct.org](mailto:pmurphy@acm-ct.org) as we hope to resume new classes for our fall sessions. **The next Workforce Team meeting will be scheduled once funding is known.** Stay tuned for date, agenda and links.

**Progressive Manufacturing**

The Progressive Manufacturing Team lead by Eric Schneider, Birken Manufacturing, has been very active scheduling and holding technical seminars. Many thanks to Eric & John Kornegay for all their efforts, it is greatly appreciated.

The Progressive Manufacturing Team did not meet in May as we had the ACM Annual Presidents meeting.

Future **Progressive Manufacturing Team meetings**: June 17th. More info forthcoming on topic, time, and site.

**Please save the 3rd Thursday of the month** for the meetings; more information on the meetings will be distributed and **we look forward to in-person meeting starting in July.**

If you have suggestions for meeting topics or technical seminars, please reach out to Paul Murphy at [pmurphy@acm-ct.org](mailto:pmurphy@acm-ct.org).

**Upcoming Technology Events of Interest**

Below are some events, webinars, seminars, and workshops that you mind find of value for your employees and business. Many are funded by state and federal grants.
➢ Model Based Definition (MBD) –
Big Data & Analytics What is it and how does it help your design & manufacturing process? Introductory Workshop | June 8 @ 12:00 – 1:00 PM | Register →
Technology Demonstration | June 22 @ 12:00 – 1:00 PM | Register →

➢ Optimize Throughput & ROI by Performing Plant Simulation Wed. June 2 @ 2:00 – 3:00 pm

➢ Model Based Definition, A More Detailed Example Case Fri. June 11 @ 9AM-10AM

➢ Industry 4.0 Readiness Ecosystem: Tue. June 15 @ 12:00 – 1:00 pm

Machine Tool Probing for Industry 4.0 – What is it and how does it help your manufacturing process?

➢ Industry 4.0 Readiness Ecosystem: Tue. June 22 @ 12:00 – 1:00 pm

Technology Demonstration on Model Based Definition

➢ NX CAM Manufacturing Fundamentals Mon. – Wed. June 21–23 @ 8:00 – 4:30 pm

$1,650 Deadline to register: Monday June 14 HYBRID (In person ATC or Remote)
https://www.eventbrite.com/e/nx-cam-manufacturing-fundamentals-tickets-15597804954

➢ SOLIDWORKS for Manufacturing Mon. – Wed. June 28-30 @ 9:00 am – 5:00 pm

ON-LINE Training - Deadline to register: Monday June 21

$1,450 ($1,000 is available for eligible small to medium-sized CT manufacturers)
https://www.eventbrite.com/e/155804568659

For more information on these programs, and others available to you, please view the CCAT website www.ccat.us/nerdic/

Money for Manufacturing Programs – MATCHING GRANT PROGRAMS

Connecticut Manufacturing Innovation Fund Voucher Program (MVP)

$49,000 to conduct a project aimed at improving your manufacturing productivity, efficiency and competitiveness. Administered on a first-come first-served basis.

Connecticut Manufacturing IoT Integration Voucher Program (IVP)

$20,000 to assist with the implementation of IoT solutions on your manufacturing floor. Administered on a first-come first-served basis.

If you have suggestions for meeting topics or technical seminars, please reach out to Paul Murphy at pmurphy@acm-ct.org.

ACM Annual Presidents Meeting

ACM Annual Presidents Meeting was held on May 20th with 141 registered attendees and 123 attending. ACM Executive Director, Paul Murphy, kicked off the meeting welcoming attendees and stating “We have now been in this global pandemic for some 14+ months now, and to say it has been challenging would be a huge understatement. However, true to ACM spirit, we have survived, by our innovative and resourceful ways. We all stayed open, you all took to heart to adapt and protect your workforce, and this has and will pay off for your business. Yes, we can say “good riddance” to 2020, but there were many lessons learned in 2020 that we should never forget. We are starting to see some definite light, and I believe we will be emerging from that tunnel, and we will be better. The state has done a commendable job handling the immense challenges from the pandemic and you all have also done an admirable job. However, we all need to continue to do our part and getting vaccinations has proven to be a key component.” Paul then gave a special thanks to Quast Media for their great
help in producing and managing the webinar and to Eversource, and their Marketing Specialist Andrea Goodman for her assistance and Eversource’s generous sponsorship of the event.

ACM President Pedro Soto was then introduced and called the meeting to order. Pedro then introduced the current ACM Board of Directors and thanked them for their service to the ACM.

Pedro then introduced Santo Pirrotta, Secretary and Treasurer of the ACM Board of Directors. Santo informed the attendees that that election of board members was next on the agenda. Santo stated that “Our bylaws call for a quorum and we have met the requirement. Therefore Mr. Chairman, this meeting is duly convened.”

Santo noted that per ACM Bylaws, board members serve 2-year terms and can be elected to 3 terms or 6 years.

Santo advised the membership that there are two board members who are reaching the maximum 6-year terms, Pedro Soto and Gary Connolly. And we have two board members who are reaching 2 years terms; Rick Cleary and Jason Jarvis; therefore, we have 4 open seats for the board. The nominating committee reports that through our nominating criteria and vetting process, the candidates were presented to the board for review and discussion. After the full board review the board nominates the following individuals for election to the board. Rick Cleary & Jason Jarvis for another 2-year term and Chris Kielb, President, Advance Welding and Susan Kasa, President, Boulevard Machine and Gear Inc. to fill the seats vacated by Pedro Soto and Gary Connolly.

Santo then asked if there are there any nominations from the floor? Seeing there were no nominations from the floor, Santo then turned the floor back to Pedro. Pedro then thanked the nominating committee for its work, and declared the nominations closed, and called for a vote of nominees. A poll was sent out to the membership and Santo stated that with the votes in, that the membership voted in favor of electing the candidates as presented to them. Pedro then introduced the new ACM Board of Directors.

Jason Jarvis, President Jarvis Airfoil; Colin Cooper, Chief Manufacturing Officer, State of CT DECD; Glenn Ford, President, Phoenix Mfg; Santo Pirrotta, Business Development Manager, Lynn Welding; Jessica Taylor, Sales & Marketing Manager, Aero Gear, Rick Cleary General
Paul thanked Pedro and Gary for their dedication, time, and commitment to the ACM by serving for 6 years on the board. Paul then recognized some of the attending guests and thanked them for their continued support of the ACM. Paul turned the floor back to Pedro for his Presidents address. Pedro started off his presentation by stating “What a year. We are finally getting back to some sort of normal”. Pedro continued to state that “many businesses have been impacted and the ACM was concerned and very worried that we might lose members, and we did, but we also gained some new members resulting in a net gain in membership.” Pedro stated that it “just shows we are stronger together.” The fundamentals we strive for, lean mfg., collaboration, business amongst over selves, sharing best practices, providing technical education all remain as important as ever.” Pedro then shared his “well deserved and heartfelt thanks to all the people who have been amazing over his past 6 years on the board. He specifically thanked Al Samuel, longtime ACM Executive Director. Pedro stated that Al’s persistence to have him join the ACM paid off when, after several failed attempts by Al, was when Al informed Pedro that his main competitor just joined the ACM. Pedro then told Al to sign him up. Pedro thanked Al for his 18 years as Executive Director and his 3+ years as ACM’s part time employee and his continued support for the ACM. Pedro thanked Bruce Fiedorowicz for showing him how the Business Development team can be utilized to gain networking and business opportunities. Pedro also recognized and thanked all the great Board of Directors members and the state of CT for all they have done for the organization and the industry. Pedro also thanked Paul Murphy for his service to the ACM.

To listen to Pedro’s Presidents Address please Click Here and then click on the Video of ACM Presidents MTG May 2021.

After Pedro delivered his Presidents address, he then introduced Governor Lamont. Unfortunately, the Governor was unable to attend but provided the ACM with a video clip that was played. Governor Lamont said “Here is to all of you who represent the best in advanced
manufacturing. Here in CT the Aerospace and Defense industry where CT is the leader. You stayed open safely throughout the pandemic keeping America safe. And my job is to make sure you have the best workforce in the world. Next year I’ll see you in person.” Pedro thanked the Governor Lamont and his administration for their leadership in helping us through the COVID crisis.

Next Pedro introduced John Kibbee from Eversource, who was a sponsor of the event. John shared some of the passion that Eversource has with energy efficiency. John stated that Eversource is an 8,300 person company and that they are the largest energy company in the northeast. John talked about our aerospace and defense industry, and he remarked that Eversource recognized the importance of the ACM and for what we do. John stated that manufacturers in CT consume some 30-40% of the overall energy for the commercial/industrial customers.

“Bottom line….. You consume a lot of energy” John remarked that energy is expensive in the northeast, so it makes payback faster for projects you can pursue. John noted that there are programs they offer that will help you and that Eversource’s role is that of an energy advisor. John said that it is super important to understand your energy usage within the plant. John continued by saying that Eversource can provide that data and work with customers on energy saving initiatives with fast ROI’s. John then gave specifics on how Eversource has helped ACM members by noting that 42 ACM Members have participated as the chart below depicts.

![John Kibbee](image)

### 42 ACM members participated in Eversource programs (2019-2017)

<table>
<thead>
<tr>
<th>Total # projects (2017-2019): 134.00</th>
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<tbody>
<tr>
<td>Total kWh savings</td>
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<tr>
<td>11,042,505.33</td>
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<tr>
<td>Total CCF savings</td>
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<tr>
<td>7,727,220.77</td>
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<tr>
<td>Total Eversource incentive</td>
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<td>$2,830,902.84</td>
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To find out more information on how Eversource can help your business reduce costs please contact Paul Tangredi at paul.tangredi@eversource.com or call Paul at 8602-665-4859.

To listen to John’s presentation and see his slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and John’s PowerPoint Presentation.

Pedro then introduced our next speaker who was the Keynote Speaker for the event, Mr. Richard Aboulafia, from the Teal Group. Pedro started by saying Richard is no stranger to the ACM and has been a good and s to the organization.

Richard began with a statement; “We are crawling out of a pit and not falling into one. So, you may see some really grim numbers”. Richard continued with presenting data on Aviation segments for the Twin Aisle Jet Liners, Single Aisle Jetliners, Business Jets, Civil Rotorcraft and Military Programs over the years. Richard said that we were on a 14 year super cycle but the pandemic brought us back to 2006 levels wiping out that 14 year super cycle. Richard went on to state that he believes we will see recovery sooner than many of his counterparts predict. He expects
traffic peak recovery in late 2022 where others are predicting late 2023 and into 2024. He stated there are 3 main factors to watch that will influence the timing of when we get back to pre-pandemic levels. He stated the 1st factor to be, Air Travel. He believes that the vaccination rollout coupled with the thought that lots of people are vaccinated, and want to get back out and travel, and have lots of cash due to being locked down for the better part of a year or longer. His 2nd factor is to watch interest rates and oil prices. Oil equates to fuel and interest rates to inflation. The 3rd factor to watch is China. If China rebounds that could be beneficial to CT as China may favor Airbus aircraft with PWA GTF engines.

Richard then went into depth in discussing the global market outlook and deliveries of aircraft.

Richard, as always provides a great insight into the global industry and provides the data worth paying attention to.

To listen to Richard’s presentation and see his slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and Richard’s PowerPoint Presentation.

Pedro thanked Richard for his continued support of the ACM and then introduced the next presenter, our states Chief Manufacturing Officer, Colin Cooper. Colin started by saying he wanted to talk about 4 main topics: 1) The Importance of Manufacturing for Connecticut 2) Connecticut’s
Manufacturing Landscape 3) Connecticut’s Commitment to Manufacturing and 4) A Case Study: CT Resources Available to Manufacturers.

The Importance of Manufacturing for CT

- CT Manufacturers produce ~$27 billion worth of product and export worldwide
- ~160,000 people directly employed by CT manufacturers
- Each manufacturing job supports 3 - 5 others
- Manufacturing wages are significantly above average
- Manufacturing not only provides good jobs, but it also provides great career opportunities

Colin went on to speak to the 4 topics noted in detail. Colin closed by stating that there are many initiatives and resources that the state offers or is rolling out for manufacturers, and he encouraged all to utilize the services to become more competitive and to better their services for their customers and employees.

To listen to Colin’s presentation and see his slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and Colin’s PowerPoint Presentation.

Pedro then introduced our next presenter, Kelli Vallieres, PhD. Kelli is Vice Chair of the Governor’s Workforce Council and the Executive Director of the newly established Office of Workforce Strategy at the Department of Economic and Community Development. Kelli started by saying “I have come into this position with an eye from industry working in manufacturing for so many years and was real as an industry partner ensuring that we had the workforce we needed. Manufacturing is taking off and we have a once in a generation opportunity in front of us. And the biggest barricade for us to reap the benefits of the demand is ensuring that we have a workforce that is up to the challenge and is large enough to meet the demand of what we need.

The 4 Pillars of the Strategic Plan

1.0 Business Leadership

- 1.1 Regional Sector Partnerships
- 1.2 Credential Registry Systems
- 1.3 Skills-Based Hiring & Training Systems
- 1.4 Retain College Graduates
- 1.5 Workforce Development System Alignment

2.0 Career & Education Building

- 2.1 Career Pathways & 2.4 Accelerating Postsecondary Access
- 2.2 Sector-Based Training / Career Connect
- 2.3 Work-Based Learning
- 2.5 Academic & Career Advising
- 2.6 Improving Teacher & Student Preparedness
- 2.7 Adult Education

3.0 Equity & Access

- 3.1 Early Childhood Education Reform
- 3.2 Reduce Transportation Barriers
- 3.3 Expand Access to Behavioral Health Services
- 3.4 Reduce the Adverse Effects of Benefits Cliffs
- 3.5 Cross Barrier Solutions

4.0 Data & Accountability

- 4.1 Online Workforce Development Services
- 4.2 Data & Performance Management Tools
- 4.3 Integrated Data System

Kelli Vallieres

Pedro

Colin Cooper
To that we need to focus on what we are doing to develop a manufacturing and a workforce development eco system across the state of CT that is not only going to meet our current demand but is going to meet our long-term demands. The Governor was really keen to understand how important workforce development was to the state of CT which is why he created the Governor’s Workforce Council and the Office of Workforce Strategy.

Kelli then talked to the 4 Pillars of the Strategic Plan. She stated that the role of business is so important and that businesses need to be engaged.

To listen to Kelli’s presentation and see her slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and Kelli’s PowerPoint Presentation.

Pedro thanked Kelli for all the critical work she performs and then introduced our next presenter, Ron Angelo, President and CEO CCAT. Ron started off by noting the new staff additions at CCAT; Dr. Jackie Garofano, Chief Technology Officer and Joe Wysocki, Senior Manager, Advanced Technology Centers. Ron then talked to the transition of CCAT and changing the Advanced Manufacturing Center (AMC) into 3 Advanced Technology Centers (ATC). Ron stated that “over the last year they really listened to the market, and I have to thank, particularly the ACM, in getting us feedback and guiding us in some of the decisions that we’ve been making”. Ron went on to say that they have really narrowed their focus down into what we need to be doing based on that feedback and guidance. So, we are focusing on technology demonstrations, webinars and workshops and how we can utilize some of the programs that Colin mentioned to help and assist companies in the adoption of new technologies. Ron went on to discuss the technologies and programs CCAT has in place to benefit and assist manufacturers. Ron also provided some videos from manufacturers who have utilized CCAT, with great experiences and benefit for their businesses. He continued noting the programs available through CCAT and encouraged all businesses to utilize the services and to let CCAT know their needs.

To listen to Ron’s presentation and see his slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and Ron’s PowerPoint Presentation.
Pedro then introduced our final presenter Dr. James Lombella. In 2019, Dr. Lombella was appointed the Regional President of the North-West Region, Connecticut Community College System at CSCU. In this position he provides leadership and support for campuses and CEOs, advances workforce development efforts, and engages with local, state, and national stakeholders. Jim started his address noting that for 2 decades he was employed in advanced manufacturing before taking a role in education 12 years ago and that is where his passion for manufacturing comes from. Jim went on to provide a detailed overview of the CT Community Colleges & Workforce Development as outlined in the slide shown below. Jim continued by speaking in detail on the programs the CSCU have developed for workforce development and the pathways the college system has created.

Also noted were the student programs that are offered along with the portable Mechatronics Lab that launched in late 2019 as well as the Apprenticeship Programs that are offered at the colleges. In addition, Jim informed us that there are now Manufacturing Certification Programs being offered online which are covered 100% by grants. In closing Jim thanked the ACM for their partnership over the last 20 years and for being the single largest donor by providing over $205,000 for a scholarship donation in 2019.

Connecticut Community Colleges & Workforce Development

Connecticut State Colleges & Universities (CSCU)
- Four state universities; 12 community colleges; & Charter Oak State College
- 85,000 students enrolled and 15,000 graduates annually
- 96% of enrolled CSCU students are Connecticut residents; 35% of Connecticut high school graduates who go to college directly following high school attend a CSCU institution
- Three (3) Regional Workforce Development Officers

College of Technology (COT)
- Legislatively created in 1995 by the Higher Education Council during the merger of Technical Colleges with Community Colleges to develop career pathways for engineering and technology programs
- Responds to workforce needs through community college programs
- Seamless pathways between community colleges & universities & technical high schools that include the Statewide Manufacturing Programs: certificates, A.S degrees and career pathways
- Governed by a Statewide Site Coordinator's Council: Community Colleges, State & Private Universities, Comprehensive & Technical High Schools, Non-Profits, Business & Industry

Regional Center for Next Generation Manufacturing (RCNGM)
- 4 Rounds of National Science Foundation Advanced Technological Education (NSF ATE) Funding
- NSF Center of Excellence in Manufacturing – only 4 in the US
- Received funding in 2019 to become an NSF ATE Resource Center
- Targets Underserved & Underrepresented Populations
- Provides Degrees & Credentials for Workforce Readiness
- Recognized infrastructure of COT as a national model
- Received international supplements for international collaboration with Germany (2012) & France (2019)

Pedro thanked Jim, and all the presenters and attendees, for their continued support of the ACM.

To listen to Jim’s presentation and see his slides please Click Here and then click on the Video of ACM Presidents MTG May 2021 and Jim’s PowerPoint Presentation.

Paul then closed out the meeting encouraging all members to be involved and engaged. It makes a difference and its what makes the ACM successful.
We want to sincerely thank our Presidents Meeting event sponsor Eversource for their support of the ACM.

A Few Minutes with Murph

New Officers Elected to the ACM Board of Directors

At the Annual Presidents Meeting last month the ACM conducted elections for the 4 open Board of Directors seats. With that election a new board is now in place, and per ACM Bylaws, the new Board of Directors are charged with electing Officers of the Board. The officer positions are President, Vice President and Secretary/Treasurer.

The Board of Directors voted unanimously to elect Glenn Ford, President Phoenix Mfg. as its President, Michael Polo, President ACMT as the Vice President and Santo Pirrotta, Business Development Manager, Lynn Welding as the Secretary Treasurer.

The ACM offers their sincere gratitude to our past officers, Pedro Santo, past ACM President and Gary Connolly, past Vice President, for their 6 years of support and leadership on the ACM board.

Do not let that process or work instruction retire or walkout of your building!!

The ACM can help find you the training, the resources and possibly grants.

Don’t forget to register and sponsor for the Asnuntuck Community College/ACM Benefit Scholarship Golf Tournament - June 15th Email’s have been sent.

Many thanks to the many members that have sponsored and registered.

Topics of Interest

Skills Gap Threatens Health of Manufacturing Sector

IndustryWeek May 18, 2021 Adrienne Selko

By 2030, 2.1 million jobs will go unfilled and could cost the U.S. economy $1 trillion.

While everyone is quite happy about manufacturing performing strong, some even calling it a comeback, the talent shortage is a very serious threat to the health of this sector.

A new study launched on May 4 by Deloitte and the Manufacturing Institute (MI), the social impact arm of the National Association of Manufacturers (NAM), warned that if the skills gap persists, 2.1 million manufacturing jobs could go unfilled in the U.S. by 2030. This could cost the U.S. economy as much as $1 trillion in 2030 alone.

IndustryWeek wanted to dig a little deeper into the study so posed a few questions to Paul Wellener, U.S. Industrial Products and Construction Leader at Deloitte.

IW: Given the conclusion in the study that finding talent is 36% harder than in 2018, what do you think has changed? It has been hard to find talent for many years now; what has changed over these past few years?

PW: A few notable changes have occurred since our last study, including the global pandemic from which the industry is still recovering. One of the nuances of today’s job market is the competition for entry-level positions. Over the past year, for example, as consumer behavior shifted due to the pandemic, e-commerce drove a spike in warehouse and distribution jobs.
Our data analysis found that through the end of 2020, warehouse and storage not only recovered all of the jobs initially displaced by the early months of the pandemic, but they went on to add another 100% of jobs. These types of jobs are in direct competition to entry-level manufacturing production roles.

Another nuance that has grown is the complexity of skills needed for many of the middle-skilled roles in production. For example, machinists and maintenance technicians need to not only have hands-on specialized skills for the role, they also need to increasingly have digital skills to work with the connected equipment in the production environment. And the pipeline for training and upskilling for these roles is not enough to fill demand now and in the coming years.

IW: Regarding new entrants having different job expectations, which has been a trend for a number of years, why do you think the sector still has not addressed this?

PW: This is an area where the manufacturing industry is working toward a solution, and the pandemic may be the catalyst to change more quickly. In our executive interviews, we learned of some great examples of how companies are trying to solve for this particular challenge. For example, allowing shift-based employees to sign up for hours based on their individual needs has worked for one manufacturer at several plants. Other similar flexible scheduling efforts are being made as well, and this has helped reduce absenteeism and also could make the company more attractive to new hires.

IW: As the survey found that women were 1.8 times more likely than men to contemplate leaving the industry, citing the lack of work-life balance and the need for flexible schedules as top reasons to leave, what are companies doing to address this?

PW: Similar to the prior answer, there are efforts that companies are making to engage with and retain women who may have even greater challenges balancing work and life responsibilities now. For production roles, the ability to flex the schedule is so important. And, for non-production roles, the pandemic has opened up new ways to structure hybrid and remote work that could help with this ongoing challenge of balancing work and life responsibilities.

To read the complete article Click Here

4 Cybersecurity Leadership Actions to Take Now

Former NSA Director Adm. Michael Rogers weighs in on why your company could be a hacker target—and what you should do about it.

It's been a season of harrowing news for U.S. cybersecurity. In December, we learned that a group of hackers—almost certainly Russian agents—infiltrated SolarWinds, a Texas-based IT firm, granting it access to nine federal agencies and a growing list of private companies. Then, in March, another breach: this time it was Microsoft, which announced that Chinese hackers had exploited vulnerabilities in their Exchange email servers, compromising hundreds of thousands of organizations’ data. Add to this the ransomware attack in May that caused the disruption of the largest energy-pipeline system serving the East Coast.

These cyberattacks have unnerved experts because of their size and scope, but also because the first two were launched from within the United States itself—on servers run by Amazon and GoDaddy, among others—allowing the hackers to bypass the government’s warning systems, which are legally prohibited from surveilling domestic networks. (It was FireEye, a private firm, and not the U.S. government cybersecurity organizations tasked with the defense of networks or identifying the
activities of cyber actors—like the DHS, FBI, NSA, or U.S. Cyber Command—that discovered the breach at SolarWinds.)

The attacks have led some to reconsider the relationship between government and industry when it comes to protecting against future attacks.

To read the complete article Click Here

News From ACM Members

Enjet Aero Completes Acquisition of Birken Manufacturing

May 3, 2021 News

The Connecticut-based company further expands engine component manufacturer’s capabilities. Kansas City-based aerospace company, Enjet Aero, announced today the acquisition of Birken Manufacturing, reinforcing the commitment to expanding its breadth of manufacturing capabilities and customer reach. Birken Manufacturing, based in the Hartford, Connecticut area, is a high performing supplier of complex aeroengine components to Pratt & Whitney, GE Aviation, and Rolls Royce. This new acquisition comes 30 days after Enjet Aero’s recent acquisition of Enjet Aero Dayton (formerly Enginetics Corporation), located in Dayton, Ohio, from Standex International.

Founded in 1943, Birken Manufacturing is located at a 65,000 square foot modern facility in Bloomfield, Connecticut. Birken has developed a unique set of capabilities, including sheet metal assemblies, welding, large complex machining, gear box housings, vanes and struts, and a suite of inhouse cleaning and testing capabilities. The highly talented and dedicated team of engineers, machinists, fabricators, and industry experts at Birken will now become part of the Enjet Aero team. The Birken leadership team, led by Gary Connolly, will remain intact and continue to manage its existing and new customer relationships. The entity will be renamed as Enjet Aero Bloomfield and will be integrated into Enjet Aero, preserving the responsiveness of a single site facility but realizing the benefits of a large integrated company. Gary Greenberg and Adam Greenberg will also remain part of the Enjet team post-closing.

“We reached the conclusion that our future growth, relevancy and long-term strategic value to customers going forward required us to be part of a larger organization. Enjet fits the bill perfectly given their significant experience in the aerospace industry – specifically within the engine component segment. Their track record of growing acquisitions with investments in people and technologically advanced equipment, along with their long-term vision of being one integrated supplier with a wide breadth of capability to offer customers was very appealing to us,” said Gary Greenberg, the 3rd generation owner of Birken Manufacturing.

The Birken acquisition puts Enjet in a strong position to capitalize on the emerging recovery with greater capabilities, resources, and capacity to respond to the increasing production demands of OEMs. This builds upon Enjet’s ongoing strategy of being a premier partner for the industry and delivering on its promise of being ready, willing, and able to meet the needs of their customers.

“This is an exciting milestone for Enjet. Birken will expand our breadth of capabilities enabling a wider range of ‘one-stop-shop’ solutions for our customers,” said Bruce Breckenridge, Chief Executive Officer for Enjet Aero. “The addition of Birken’s talented team will create Enjet’s largest facility and ensure that we remain laser focused on continuing our mission of becoming the strategic supply chain partner of choice for aircraft engine OEM’s.”

If you have any current news you would like in the Newsletter, please send to pmurphy@acm-ct.org