



Capitol Tool & Manufacturing Company

**“I can’t find  
skilled people!”  
Innovative Solutions Inside**

*Celebrating 30 Years of Service!*

**MANTEC**

[www.mantec.org](http://www.mantec.org)

*Your Resource Driving Manufacturing Innovation*

**Spring 2018**

# Re-thinking the Workforce Shortage

The message comes through loud and clear! Everywhere I go I hear the familiar and desperate plea, “I can’t find skilled people.”

So what’s the solution? Despite the best efforts of many institutions with scores of various programs, the problem hasn’t diminished:

- Career and technical schools
- STEM education academies
- Community and technical colleges
- Specialized training courses
- Technical and online training
- Apprenticeships and mentorships

Each of these is an important link toward addressing the talent shortage; however, one critical element is missing:

**What if we could figure out how to do more work with the workforce we have?**

This simple premise is supported by countless success stories. Lean manufacturing techniques, now known as Operational Excellence, have a proven track record extending back decades. Often referred to as Continuous Improvement (C.I.), no matter how lean your facility is, there are always opportunities to make further improvements. MANTEC’s C.I. Team has vast experience in helping companies meet the challenge of higher demand with the workforce currently in place. And in addition to higher output, companies lower their cost of goods sold and increase income.

Now there is another great opportunity to achieve greater productivity with the existing workforce. Progressive companies are installing new technologies which yield a quantum leap in output. We see more and more small and medium size manufacturers integrating robotics, automation, and 3-D printing into existing operations. The new generation of collaborative robots work side by side with production workers to drive unprecedented levels of efficiency and output.

We live in a critical time when everything is changing. Manufacturing methods that were successful just 10 years ago will no longer keep you competitive in the decade ahead. MANTEC is ready to assist in assessing your opportunities to utilize new technologies to meet your objectives, satisfy your customer demand and, perhaps most importantly, solve the critical workforce shortage.

Written by: John W. Lloyd, President and CEO



Photo provided through NIST MEP



## “Highest and Best Use”, Overcoming Workforce Shortages

Utilizing automation can help with workforce shortages. One way is to use the principle of “Highest and Best Use” as it pertains to your current workers. Many simple, routine or mundane jobs can be accomplished using a Collaborative Robot. These robots, such as from Universal Robots, are easy to deploy, program and maintain. Using them in simpler applications can make it possible to move an experienced worker up to a more important job (Higher Use) where the capabilities of a human are Best used.

### ***Common Applications for Collaborative Robots are:***

- Machine Tending (Feeding Parts into a Machine or Process)
- Product Packaging (Placing Individual Products into Packaging)
- Carton Packing (Placing products into cartons)
- Palletizing
- Simple parts assembly
- Inspection
- Gluing and Dispensing
- And many others....

There are many resources available to help manufacturers select and deploy collaborative robots. MANTEC and trusted partners regularly conduct seminars on the use of automation, including the application of collaborative robots. There are comprehensive on-line learning tools for robots and accessories. Anyone, including the workers on your production staff, can be taught to program and use a Universal Robot. Having trouble hiring workers? Hire a robot and move your experienced workers into higher and better positions!

Written by: Greg Selke, CEO of ONExia, Inc.



Outstanding Videography  
Central York  
"Harley-Davidson"



MANTEC's Choice Award  
York City (STEAM Academy)  
"Tooling Dynamics"



Outstanding Editing  
Eastern York  
"Billet Industries"



Outstanding Educational Value  
West York  
"The YGS Group"



Outstanding Overall Program  
Conewago Valley  
"OX Industries"



Outstanding Cool and Viewer's Choice  
Hanover Public  
"Legacy Athletic"

MANTEC congratulates the winners and thanks all participants!

Elizabethtown- "Inclinator Company of America"

Northeastern- "MKT Metal Manufacturing"

Northern York- "Die-Tech"

Red Lion- "Specilaty Industries"

Southeastern- "Topflight"

Southwestern- "Revonah Pretzels"

Spring Grove- "UTZ Quality Foods"

York Suburban- "Coupling Corporation of America"



# Do you really need that new hire?

Are you constantly thinking you need to hire more employees to meet your ever-demanding customers? But you're...

- Tired of the weekly (if not daily) revolving employee door?
- Temporary worker agencies not doing their diligence?
- Seeing your turnover rate in double digits?
- Not getting to know a new employee's name before they're gone?
- Seeing a rise in new employee injuries (and no longer see the employee)?
- Feeling like the costs of new hire physicals and training are eclipsing your sales?

## Consider these questions:

- How hard are your current employees working?
- Are they waiting for an answer, looking for materials, can't find their tools?
- Are machine changeovers slow, tedious and hard on the operators?

Due to these non-value-added activities you think you need to hire more employees. Which puts you back in the cycle of not finding skilled employees.

There is an alternative! Continuous Improvement or LEAN is a proven methodology to help eliminate or reduce wastes in the production process. Benefits of training, implementing and changing a company's culture include:

- More productive workforce
- Higher output with less stress
- Meet the needs of customers more quickly

LEAN isn't about cutting people. By implementing Continuous Improvement you can make employees more effective versus looking for more people to hire. And you will have happy customers.



## Upcoming Operational Excellence & Quality Training

**Total Productive Maintenance - March 19, 2018**

**Cellular Manufacturing - April 19, 2018**

**Applied Six Sigma Black Belt - May 10, 2018**

**LEAN Principles - May 31, 2018**

[mantec.org/event-registration](http://mantec.org/event-registration)



## Passing the Baton

By all accounts, MANTEC has an amazing culture, opportunities for expanded responsibilities and a mission that resonates with the staff. These are many of the factors on why 70% of our small staff has over 10 years with the organization.

2018 is bringing change, as three key staff members step into retirement. John Lloyd, MANTEC President and CEO commented, "How do you replace the irreplaceable? Fred, Brad and Mark have an incredible depth of knowledge about manufacturing, and collectively have over 45 years of experience serving MANTEC clients. They will truly be missed." All three have vowed to be available on an as needed basis and we will gladly welcome them to do so.

Mark Robertson joined MANTEC in 2005 and will step away on June 30. He was one of the two creators of MANTEC's signature LEAN Certification program. He enjoyed watching the program grow over the past 13 years with nearly 500 graduates. The LEAN Showcase, now the Smart Manufacturing Laboratory, will be part of his lasting legacy at MANTEC. Mark shared his greatest fulfillment comes from seeing a whole plant engaged in continuous improvement activities- including the CEO. Ecore and Mercury Electronics come to mind on how they work smarter to take care of the customer. Mark is going to miss the people at MANTEC and watching clients succeed on the LEAN journey. His wife, Susie, is ready for him to be home more. Mark already knows he has a backlog of chores and travel plans.

Fred Botterbusch is the youngest of the retirees. Fred assists MANTEC clients with strategic planning. He is executing his personal strategic plan to retire at 62, on April 30. After major changes at Pfallzgraff, he intended to do some consulting work. He quickly realized he wanted "the team" atmosphere. He found that when he joined MANTEC in 2008. He is proud of how the staff has developed over time to take on new roles and remain relevant to our clients. Fred plans to volunteer more with the York County Economic Alliance, SCORE and his church. Fred and his wife, Jan, will enjoy the freedom to visit their grandkids- two of which are currently in Germany.

Brad Kreidler is the longest tenured employee at MANTEC. He officially joined in 1997, although he worked with MANTEC in the early 90s to lead the Youth Apprenticeship Program. MANTEC's general goal of "helping manufacturers improve businesses and have a positive impact on the regional economy" is what kept Brad around for 20+ years. That, and just in general loving his job to connect clients with needed resources. A memorable success story came when a client was nearly shut down by DEP. Brad worked with his contacts and found the needed resources to keep the company open. The most gratifying comment Brad gets from clients is "I don't know what I would have done without your help." After his June 30 retirement, Brad plans to focus on "GFGT- Golfing, Fishing, Grandkids and Traveling." His wife, Jan, retired from World Trade Center Harrisburg in December 2017.

So the baton must be passed. John continued, "Their departure provides us with a great opportunity for others to step into new responsibilities to carry on the MANTEC tradition of service to our manufacturing clients."

Dan Laskowitz joined MANTEC in mid-February to replace Brad. Dan commented that "you rarely get to overlap with a predecessor so I will welcome the opportunity to observe and learn as much as possible from Brad." Dan came to us from StarDental, where he worked as an Engineering and Quality Manager. His interactions with MANTEC were largely Six Sigma focused. He is quickly learning the breadth of what MANTEC offers and how MANTEC offers solutions for all clients.

In addition, Leigh Ann Wilson is taking on the role of Business Development Manager. We are in the process of hiring a new Marketing and Event Coordinator. 2018 is a year of positive change. MANTEC will continue to be a resource for all South Central PA Manufacturers.



www.mantec.org

Your Resource Driving Manufacturing Innovation

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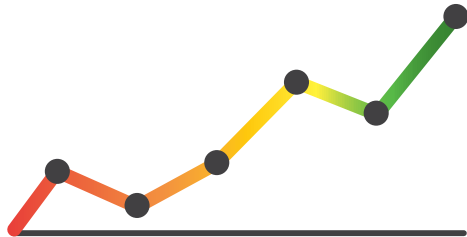
Serving: Hanover Area, Adams, Cumberland, Franklin, Fulton and Perry Counties

Serving: Lancaster County

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# BUSINESS GROWTH

## CONFERENCE

**March 22, 2018**

7:30 -3:30 at Spooky Nook Sports

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**KEYNOTE:  
INNOVATION UNDER FIRE**