

# ANNUAL REPORT


THE ALLIANCE FOR WORKING  
TOGETHER FOUNDATION

We're  
Adapting  
Together



## 2020

Working together  
to promote rewarding  
careers in manufacturing

 [www.thinkmfg.com](http://www.thinkmfg.com)

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## WHO WE ARE

The Alliance for Working Together was started in 2002 as a small, informal group of manufacturers, who met to discuss topics of interest and as a way to reach out to other manufacturers in the region. Finding skilled workers was quickly identified as one of the top challenges for our manufacturers. Promoting rewarding careers in manufacturing became the core mission of the organization. In 2012, the AWT Foundation became a 501-3(c) non-profit.

## OUR SUCCESS

With the help of our strategic partners, the AWT Foundation has placed more than 1,000+ students into manufacturing careers. We have exposed over 300 5th and 6th grade students to careers in local communities. We have facilitated over 1,200 student, teacher, and parent tours of manufacturing facilities. We have been instrumental in access to transportation for manufacturing employees. By 2023, we will have trained 288 apprentices in the Northeast Ohio region.

## A SPECIAL THANK YOU TO OUR 2020 PLATINUM SPONSORS

Industrial Mold & Machine



Building Better Together



Molded Fiber Glass  
COMPA



**Rimeco**  
Products, Inc.



# BOARD OF DIRECTORS



**Alyson Scott**

**President**

Fredon Corporation



**Sara Spence**

**Vice President**

Spence Technologies



**Colin Cutts**

**Secretary**

G&T Manufacturing



**Roger Sustar**

**Treasurer**

Fredon Corporation



**Amy Harker**

**Director**

ESC Northeast Ohio



**Jen Rhone**

**Director**

Avery Dennison



**Ryan Ellis**

**Director**

Lincoln Electric



**Kristin Jenkins**

**Director**

Universal Metal Products



**Roxanne Putnam**

**Director**

Swagelok



**Luke Busby**

**Director**

STERIS Corporation



**John Ribic**

**Director**

Rimeco Products



**Joel DiMare**

**Director**

The Office of the Lake Co.  
Commissioners



**Chad Sanders**

**Director**

Habco Tool & Dev Corp



**Dr. Joe Glavan**

**Director**

Lake Shore Compact & Mentor  
Public Schools



**Rich Wilson**

**Director**

Matrix Tool



**John Gallagher**

**Director**

Component Repair Technologies



**Mike Mulroy**

**Director**

Eaton Corporation

# FOCUS AND STRATEGY

## ADVANCE THE IMAGE OF MANUFACTURING CAREERS.

Promoting manufacturing careers is, of course, our mission and priority. Marketing and Education Committees are responsible for this priority.

## DEVELOP A SUSTAINABLE ORGANIZATIONAL FRAMEWORK

AWT began as an informal consortium in 2000. As our mission became clearer, we've grown and adapted to the needs of our members. As the skills gap becomes wider and more of us retire, our organization is poised for growth. The skills gap is a big issue and gaining more attention throughout Northeast Ohio and the United States. AWT will be able to scale up and is dedicated to continuous improvement. Finance & Executive Committees are responsible.

## FORM STRATEGIC PARTNERSHIPS TO DEVELOP A PREPARED WORKFORCE

We're not the only group working to promote manufacturing. Coming up with strategic partnerships and discovering what those look like – with other membership organizations, schools, workforce organizations – is our cause here. We're pleased to be able to collaborate and we'd like to develop structure and expectations to make sure that it works for everyone. Working together makes us stronger. Education Committee is primarily responsible.

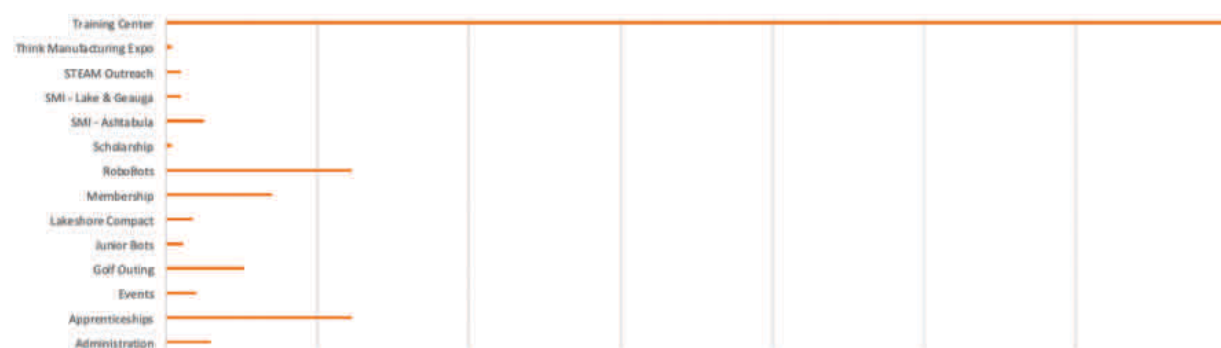
## ENGAGE & GROW MEMBERSHIPS TO SUPPORT THE MISSION

As a membership organization, we need to be able to explain your return-on-investment, and we need to also sustain our organization financially. But we also need volunteers like manufacturing ambassadors, 'Bots coaches and judges, and event help. Finding ways to get our members involved, finding new companies and people that want to help, and matching theme with opportunities is essential to our growth. Membership & Finance Committees are responsible.

## CREATE, EVALUATE, & PROMOTE PROGRAMS THAT ADVANCE THE MISSION

We are optimists. We get excited about big ideas. We must make sure that AWT is evaluating existing and proposed programs to be sure that they're working as well as they should be, and whether we're the right organization to take on proposed projects. Program Committee is responsible for evaluation tools & annual process.

# FINANCIALS



# COMMITTEES AND COMMITTEE CHAIRS

## EXECUTIVE BOARD

Alyson Scott  
Fredon

## EDUCATION

Rita Soeder, Perry Schools  
Tony Marinell, W.E. Schools & PSE

## MARKETING

Chris Trombley  
Deepwood Industries

## MEMBERSHIP

Juliana Petti  
AWT Foundation



## PROGRAMS & OUTREACH

The following are sub-committees of the AWT Programs & Outreach Committee

### ASHTABULA SMI

Dr. Brockway, A-tech  
Ashtabula Co. Commissioner  
Kathryn Whittington,  
Ashtabula Co. Commissioners  
Office Patrick Arcaro, Ashtabula Co. Job  
& Family Services

### LAKE & GEAUGA SMI

Roxanne Putnam, Swagelok  
Margo Reda, OhioMeansJobs Geauga Co.

### ROBOTS

Alyson Scott, Fredon

### JUNIORBOTS

Aaron Benz, LifeCycle Bio Systems  
Rich Wilson, Matrix Tool

### THINK MANUFACTURING EXPO

Karen Tercek, WWLCC  
Chris Weber, Mentor Chamber  
Linda Reed, ELC

### STEAM-TO-CAREER

Roxanne Putnam, Swagelok  
Tony Marinelli, W.E. Schools & PSE

# APPRENTICESHIPS

With the help of our strategic partners, the AWT Foundation has placed more than 1,000+ students into manufacturing careers. We have exposed over 300 5th and 6th grade students to careers in local communities. We have facilitated over 1,200 student, teacher, and parent tours of manufacturing facilities. We have been instrumental in access to transportation for manufacturing employees. By 2023, we will have trained 288 apprentices in the Northeast Ohio region.

AWT developed this apprenticeship model allow all types of companies (small, mid-sized, and large) to participate in apprenticeships and as a 501-c3 non-profit run by businesses leaders, we are able to pivot our program quickly to meet industry needs



- The AWT Apprenticeship Program is a blended educational model with online and in-person, expert training
- In the AWT Apprenticeship Program, there are 25 online courses between 576-612 hours of technical related training. This is an online format, so students can work at their own pace
- Students will also receive instruction in-person by an AWT Instructor / Industry Expert on Mondays from 3pm-5pm at Auburn Career Center



## WHAT DOES THE APPRENTICESHIP PROGRAM OFFER?

### For Employers

- A stable, reliable pipeline
- Customized training that meets industry standards
- Increased knowledge transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning
- Enhanced employee retention
- A safer workplace

### For Employees

- Job security
- A journeyman's certificate
- Wage increases

For more information on the AWT Apprenticeship Program go to: [thinkmfg.com/apprecnticeships](https://thinkmfg.com/apprecnticeships)

# AWT TRANSFORMATION TRAINING CENTER

It is with great pleasure that our AWT Foundation Board of Directors and staff would like to announce the AWT Transformation Training Center publicly. The AWT Transformation Training Center is designed to scale-up Northeast Ohio's collective skilled manufacturing labor force. It is important to note that AWT's name Alliance for Working Together is representative of our collaborative nature and spirit fueling our mission of promoting rewarding manufacturing careers. With that said, this facility is designed in collaboration with our Northeast Ohio educational partners including Auburn Career Center, Lakeland Community College, Lake Erie College, Lake Shore Compact, Mentor Public Schools, and many other local partners. This facility will not have any redundant training options, instead, this will be used as a next-level training facility for skilled manufacturing positions and will complement our region's current training equipment and offerings. Dr. Joe Glavan, Career and Technical Education (CTE) Coordinator for Mentor Public Schools, stated, "We are excited at Mentor schools to be a part of the new AWT Transformation Training Center. This training center represents what is possible when industry sector partnerships operate effectively. Through a collaboration of business, State and local government, and educational institutions, AWT is leading the charge in Northeast Ohio to align K-12, higher education, and business into one seamless pathway leading to rewarding careers for community members and ultimately help create a stronger Northeast Ohio."

A recent manufacturing workforce study cited that there will be a 2.4 million skilled worker shortage in the manufacturing industry by 2025 (Deloitte, 2018) and due to the heavy baby boomer retirements in the wake of the COVID-19 pandemic, this number will likely continue to increase. This skilled worker shortage in the United States is particularly important to the State of Ohio as we are the third-largest manufacturing state by employment with over 700,000 Ohioans working in the manufacturing industry. Moreover, manufacturing continues to grow Northeast Ohio's economy with Tyler Boulevard in Mentor, Ohio serving as the sixth largest manufacturing hub in the State of Ohio.

The AWT Training Center project's target finish date will be early 2022. The facility will be located on Tyler Boulevard in Mentor, Ohio. The AWT Training Center will provide Science, Technology, Engineering, and Mathematics (STEM)-to-career programming for K-12 students, pre-apprenticeships for high school juniors and seniors, and apprenticeship training for those who are unemployed and incumbent workers. In addition, the AWT Training Center will act as a central hub for AWT Foundation operations and a place where manufacturers in Northeast Ohio will join to share ideas, best practices, and promote rewarding manufacturing careers. As always, we look forward to promoting rewarding manufacturing careers alongside you!





# ROBOBOTS & JUNIORBOTS

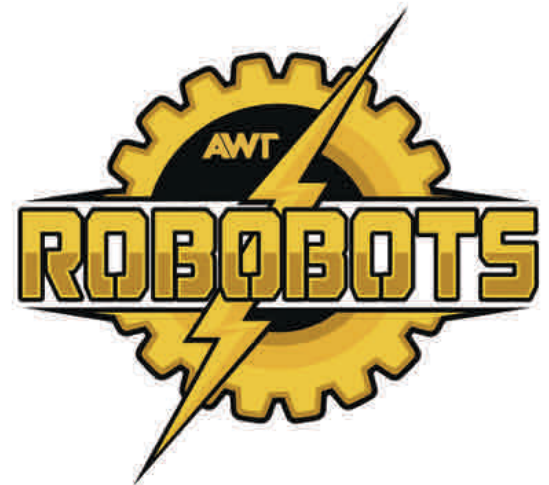
After meeting with the RoboBots Planning Committee over the past couple of months, we wanted to formally announce that AWT RoboBots is BACK for 2021!

We are scheduled to host our annual RoboBots event on Saturday, April 24th, 2021 from 8am-5pm with several accommodations for health and safety standards to be in compliance with all current COVID information.

In order to maintain social distance and safety for all involved, we will be splitting up the JuniorBots & Robobots teams. The JuniorBots competition will take place on Saturday, May 1st, 2021 from 8am-5pm with several accommodations for health and safety standards to be in compliance with all current COVID information.

The accommodations may include—barriers between teams, limited number of spectators, rigorous cleaning/disinfectant practices, and of course, LOTS of hand sanitizer, etc. We will keep you informed and updated on all changes to competition day!

Our AWT Staff will begin posting announcements and information on our @AWTRoboBots Facebook page in addition to sending you informational emails.



## A SPECIAL THANK YOU TO OUR 2021 PLATINUM SPONSORS

The Murch  
FOUNDATION



truline



AMT THE ASSOCIATION FOR  
MANUFACTURING TECHNOLOGY

Swagelok



ROLL-KRAFT  
90-100% METERS, 100%+ TENSILE PERFORMANCE  
TUBE, RIPP & ROLL FORMING TOOLING | TRAINING

PMA  
PRECISION  
METALFORMING  
ASSOCIATION

FREDON

STERIS

# SUMMER MANUFACTURING INSTITUTE



The Summer Manufacturing Institute is a collection of three week-long day camps. Each camp connects Science, Technology, Engineering, and Mathematics (STEM) concepts to local careers. Campers complete hands-on, STEM projects to showcase to parents and local businesses.

**SMI** SUMMER  
MANUFACTURING  
INSTITUTE

For more information go to [ThinkMFG.com/SMI](http://ThinkMFG.com/SMI)

## Ashtabula County

**WHO:** 5th & 6th grade Ashtabula County students

**WHERE:** A-tech (1565 OH-167, Jefferson, OH 44047)

**WHEN:** Three weeks in July 2021 from Monday-Thursday 9am-3pm and Fridays from 9am-12pm with a special celebration luncheon from 11am-12pm.

- Mad Scientist Week: July 12th-July 16th, 2021 (Girls Only!)
- RoboTech Week: July 19th-July 23rd, 2021 (Co-ed)
- Food & Agriculture Production Week: July 26th-July 30th, 2021 (Co-ed)

## Lake & Geauga County

**WHO:** 5th & 6th grade Lake County and Geauga County students

**WHERE:** Auburn Career Center (8140 Auburn Rd, Painesville, OH 44077)

**WHEN:** Three weeks in June 2021 from Monday-Thursday 9am-3pm and Fridays from 9am-12pm with a special celebration luncheon from 11am-12pm.

- Girls on the Go Transportation Manufacturing Week: June 7th-June 11th, 2021 (Girls Only!)
- RoboTech Week: June 14th-June 18th, 2021 (Co-ed)
- Mad Scientist Week: June 21st-June 25th, 2021 (Co-ed)

# THINK MANUFACTURING CAREER EXPO

For the ninth year, the Lake County Chambers and the AWT are partnering to host the Annual Lake County "Think Manufacturing" Summit on Thursday, October 7th 2021.. This year we take a unique approach, focusing on the developing relationships between our county schools and manufacturers. This year we bring schools and manufacturers together to discuss how we can support high school students in manufacturing careers.

Recognizing the great need of our county manufacturers to find new qualified employees and recognizing the economic impact of the manufacturing industry in Lake County, we2020 created this event to better serve our manufacturers and students in Lake County. The Think Manufacturing Student Expo will give teachers, guidance counselors, principals, students, and parents the opportunity to learn more about the various high-tech careers, other rewarding career opportunities, the very competitive pay and other benefits manufacturing offers.



For more information go to <https://thinkmfgexpo.com/>



# 2021 CALENDAR OF EVENTS

## January

Membership Drive 1/1  
RoboBots Build Webinar 1/12  
AWT Apprenticeship Webinar 1/14

## February

AWT Apprenticeship Cohort II Launch 2/10  
AWT Apprenticeship Cohort III Launch 2/11  
RoboBots Safety Check Webinar 2/16  
Recruiting & Retaining a Diverse Workforce 2/28

## March

RoboBots Documentation Webinar 3/2  
AWT Annual Meeting 3/23

## April

RoboBots Documentation Day 4/23  
RoboBots VIP Event 4/23  
RoboBots Competition 4/24  
Apply to become an SMI Counselor 4/30

## May

AWT Apprenticeship Webinar 5/13  
SMI Counselor Training 5/27

## June

Lake & Geauga SMI Camp 6/7-6/11  
Lake & Geauga SMI Camp 6/14-6/18  
Lake & Geauga SMI Camp 6/21-6/25

## July

SMI Counselor Training 7/7  
AWT Apprenticeship Webinar 7/8  
Ashtabula SMI Camp 7/12-7/16  
Ashtabula SMI Camp 7/19-7/23  
Ashtabula SMI Camp 7/26-7/30

## August

AWT Apprenticeship Cohort IV Launch 8/24  
Golf Outing 8/30

## September

Board Retreat 9/17

## October

\*Think Manufacturing Expo 10/1  
RoboBots Kick-off 10/20  
JuniorBots Kick-off 10/27

## November

AWT Apprenticeship Webinar 11/11

## December

AWT Apprenticeship Webinar  
Holiday Mixer 12/16

Register to attend, sponsor, or volunteer at  
AWT events online go to  
[thinkmfg.com/awt-events](https://thinkmfg.com/awt-events)



# COMMUNITY MEMBERS

Activities Press  
All Choices Matter  
American Precision Museum (APM)  
Area19 Workforce Board (Ashtabula, Geauga,  
& Portage Co.)  
Ashtabula County Commissioners  
Ashtabula County Job & Family Services  
Ashtabula Foundation  
Association for Manufacturing Technology  
Buckley King, LPA  
Cardinal Community Credit Union  
Chris Winters Manufacturing Consulting  
Cintas  
City of Mentor  
City of Painesville  
City of Painesville Economic Development  
Civista Bank  
Country Neighbor  
Deepwood Industries  
Dworken & Bernstein Co. LPA  
Eastern Lake County Chamber of Commerce  
ERC  
Erie Bank  
ESolutions LLC  
Express Employment Professionals  
Federated Insurance  
First Federal Lakewood  
FMC Architects LLC  
Gazette Newspapers / Great Lakes Printing  
Geauga Growth Partnership (GGP)  
Ghostlight Productions  
Grainger  
Greater Cleveland Partnership (GCP)  
Growth Partnership for Ashtabula County  
HOLA Ohio  
Insurance Partners  
Junction Auto Family  
Lakeland Construction Group  
Lake County Captains  
Lake County Commissioners  
Lake County Development Council  
Lake County Workforce Development Board  
Lake Health  
Laketran  
Leadership Lake County  
Magnet  
Manufacturing Works  
Mentor Area Chamber of Commerce  
Mentor Economic Assistance Corporation  
Mentor Chamber Educational Foundation  
Mentor Rotary  
Murch Foundation  
National Robotics League (NRL)  
Nottingham Spirk Design Associates  
NTMA Akron Chapter  
NTMA Cleveland Chapter  
Ohio Aerospace Institute (OAI)  
Ohio Manufacturers' Association (OMA)  
OhioMeansJobs Ashtabula County  
Ohio Manufacturers Association  
OhioMeansJobs Geauga County  
OhioMeansJobs Lake County  
Painesville Community Improvement Corp.  
Precision Metalforming Association (PMA)  
TeamIBB  
TeamNEO  
TG Sparc  
The Business of Good  
The Office of Congressman Dave Joyce  
Timeless Photography Ohio  
Torchlight (Formerly Big Brothers, Big Sisters)  
Sand & Sebolt, LPA  
Skylight Financial Group  
Somich & Associates CPAs  
Vantage One  
Western Reserve Junior Service League  
Willoughby Western Lake County Chamber  
Youth Opportunities Unlimited (YOU)

# EDUCATIONAL MEMBERS

Akron Garfield High School  
All Saints of John Vianney  
Andrews Osborne Academy  
Ashtabula After School Discovery (ASD)  
Assumption Academy  
A-tech  
Auburn Career Center  
Beaumont School  
Bay Institute of Science & Engineering  
Berkshire Schools  
Benedictine  
Bio-Med Science Academy  
Cardinal Schools  
Chagrin Valley Career Academy  
Chardon Public Schools  
Cleveland Central Catholic  
Cleveland Heights Schools  
Cleveland Industrial Training Center  
Conneaut Public Schools  
Cornerstone Christian Academy  
Crawford County Career Center  
Crestwood High School  
Cuyahoga Falls High School  
Cuyahoga Valley Career Center  
Cuyahoga Valley Christian Academy  
East CLC  
Eastlake Public Schools  
Edufactor  
Educational Service Center of Northeast Ohio  
Euclid Public Schools  
Fairport Schools  
Garfield Heights Schools  
Grand Valley Schools  
Harvey High School  
Heights High School  
iSTEM Geauga Early College High School  
Kirtland Local School District  
Lake Catholic  
Lake Erie College  
Lakeland Community College  
Lakeshore Compact  
Kenston Schools  
Madison Public Schools  
Maplewood Career Center  
Max S. Hayes Schools  
Mentor Public Schools  
Nextwork  
North Coast Tutoring Services  
Painesville City Schools  
Partnersin Science Excellence (PSE)  
Perry Local Schools  
Polaris Career Center  
Rittman High School  
Riverside Schools  
St. Albert  
St. Ambrose  
St. FrancisXavier  
St. Gabriel  
St. Mark  
Tallmadge  
Upper Arlington City Schools  
Vanguard-Sentinel Career & Tech Centers  
VASJ  
West Geuga High School  
Wickliffe Schools  
Willoughby Eastlake Public Library  
Willoughby-Eastlake Schools  
Willoughby-Eastlake School of Innovation  
Wellington Exempted Village Schools  
Western Reserve Educational Service Center  
Willow Hill Christian School  
Willowick School

# MANUFACTURING MEMBERS

Absolute Machine Tools  
Accurate Metal Machining  
Alloy Bellows & Precision Welding  
Anchor Manufacturing Group  
Apex Paper Box Co.  
Apollo Manufacturing  
Astro Manufacturing  
AT&F  
Automation Tool & Die  
Avery Dennison  
Bendix Corporation  
Beverage Machine & Fabricating  
Bickford Flavors  
Big Kaiser Precision Tooling Company  
Bodycote  
Bowden Manufacturing  
BurtonIndustries  
C&P Grinding  
Cast Nylons  
Christopher Tool & MFG  
Clark Oil  
Competitive Carbide  
Component Repair Technologies  
Concentric Corporation  
CresCor  
Criterion Tool  
DeNora Tech LLC  
DeMilta Iron & Metal  
Diversified Fittings  
EManufacturing Co. (EMJ) Inc.  
Earle M Jorgenson Co  
Engineered Tooling Solutions LLC  
Etna Products Inc.  
Ettkin ScrapIron and Metal Co  
Euclid Heat Treating  
Exact Tool & Die Inc.  
Fargo Machine Company  
Federal Gear  
Federal Hose  
Feedall Automation  
Firstar Precision Group  
Fredon Corporation  
G&T Manufacturing  
GearTec Inc.  
Glo-Quartz Electric Heater  
Gosiger Machine Tools  
Gotta Groove Records Inc  
Habco Tool and Dev. Corp  
Hose Master  
Highland Products  
International Paper  
Industrial Mold & Machine  
Iron Mountain Processing  
Jergens  
JM Performance Products Inc.  
Jorgenson Steel  
Kerr Lakeside Inc  
Kinetico  
K-J Fasteners  
Kowalski Heat Treating Co.  
Kyocera SGS Precision Tools  
Libra Industries  
Lincoln Electric  
Lubrizol Corporation  
Magnus Engineered Equipment  
Maker Gear LLC  
Malish Corporation  
Mar-Bal  
Matrix Tool & Machine Inc  
Mayfran International  
MC Group  
Micro Laboratories  
Molded Fiber Glass  
MSC Industrial Supply Co.  
MTD Products Inc  
MUM Industries  
North American Coating Labs  
Numerequip  
Ohio Broach & Machine  
OMCO Holdings Inc.  
Ordnance Technology Service  
Oswald Company  
Pace Engineering  
Parker Hannifin Corporation  
Path Technologies Inc  
Performance 1  
Polychem  
Premalux LLC  
Process Technology  
Profile Grinding, Inc  
Progage  
Quick Turn Machining LLC  
Reynolds Machinery  
Rimeco Products Inc.  
Roll-Kraft  
SC Industries Inc  
Shaker Numeric Inc.  
Shop Supply & Tool Company  
Short Run Machine  
South Shore Controls  
Spee-D Metals  
Spence Technologies Inc  
Star Precision Technologies  
STERIS Corporation  
Stripmatic Products  
Sunset Industries Inc.  
Swagelok  
Talan Products  
Tech Tool Akron Inc,  
Tendon Manufacturing  
Thermotion Corporation  
Torque Transmission  
Truline Industries Inc.  
TT Electronics  
Universal Metal Products  
Vita-Mix Corporation  
William Sopko & Sons Co  
Yarde Metals  
Zagar Inc



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2020

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