

### PRESS RELEASE

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At its December 7, 2018 Board meeting, the Tri-County Workforce Investment Board, Inc. presented an Employer of the Year Award in Armstrong, Butler, and Indiana Counties for employers who have significantly contributed to the workforce development system within the region. This award highlights the collaboration of business and workforce development in the three counties. All three companies have significantly contributed to building a skilled workforce.

The Tri-County Workforce Investment Board, Inc. (TCWIB), the grant recipient and administrative entity of the Workforce Innovation and Opportunity Act of 2014 (WIOA), is a consortium serving the counties of Armstrong, Butler and Indiana. TCWIB provides key policy decisions affecting the local workforce development system, and certifies the Pennsylvania CareerLink® centers. In addition, TCWIB provides Title I services to Adults, Youth, and Dislocated Workers through its Title I service providers. The goal of the programs is to increase employment, retention, earnings, and occupational skill attainment of the participants who receive services.

### Armstrong County Employer of the Year – SinterMet LLC



SinterMet LLC is a leader in research and development as well as a global manufacturer of tungsten carbide, titanium carbide, and ceramic rolls for bar, rod and wire rolling in ferrous and nonferrous rolling mills. Since incorporation in 1975, SinterMet has led the market with superior products, solution-based engineering, on-time delivery and customer service. The company experienced an era marked by successful growth and technical achievements. With a name that comes from the

combination of the terms sinter and metals, SinterMet has earned its reputation as the industry leader. The company continues to supply the vast majority of tungsten carbide rod mill rolls in North America. In addition, with a global network of technical sales representatives, SinterMet supplies the global metals market with its quality products and technical service. SinterMet has 70 employees.

SinterMet LLC, then a subsidiary of ASKO, Inc., was the first company to locate in the West Hills Industrial Park. In 2015, SinterMet LLC celebrated their 40<sup>th</sup> anniversary in Armstrong County. Three of the company's employees were recognized for 40 years of service during the celebration. Since then, ten additional employees have been recognized for 40 years of service.

SinterMet is committed to four guiding principles: *Quality, Productivity, Customer Service, and Employee Involvement*. *Quality* – SinterMet manufactures products to strict tolerances for their customers' rolling mills. SinterMet's ISO 9001:2015 certification ensures uncompromising quality. *Productivity* – SinterMet's continuous improvements to its manufacturing process is the key to maintaining operational excellence and success in a global marketplace. *Customer Service* – As customer expectations rise with time, SinterMet continues to deliver exceptional products with quality design, conformance to customer specifications, and on-time deliveries and post-sales service. *Employee Involvement* SinterMet has adopted a team approach to fuel growth and to increase their share in the world market. Their employees are valued and understand how their work contributes to the company's products, services and overall success. By implementing workforce training programs, SinterMet has created a path of progress for each employee to realize a personal plan for growth. Mr. Paul Fleiner, President & CEO of SinterMet LLC said, "Equipment and the facilities are important assets in any manufacturing plant but the asset that most determines success or failure of a company are the people. The employees of SinterMet drive our company to achieve excellence every day."

SinterMet LLC has worked closely with the Armstrong County Business Services Team, including the PA CareerLink® Armstrong County and Career T.R.A.C.K., Inc. to successfully receive On-The-Job Training (OJT) programs for new employees. In 2018, the PA CareerLink® and Career T.R.A.C.K. helped SinterMet write and secure one OJT program. SinterMet hired the trainee and has begun receiving reimbursement for the OJT employee's wages. They have also directly hired Career T.R.A.C.K. participants and have an excellent working relationship with the organization. SinterMet also posts their job openings on the PA CareerLink® website, utilizes the PA CareerLink® for candidate screening, and takes pride in the fact that many of their employees have worked for the company for 30+ years. SinterMet is also active in the Tri-County Manufacturing Consortium. SinterMet realizes that working collaboratively with local workforce development resource partners translates into reciprocal opportunities for their employees, and continued success of the company. It is clear that SinterMet LLC is dedicated to workforce development efforts in Armstrong County.

## **Butler County Employer of the Year – Penn United Technologies, Inc.**





Penn United Technologies, Inc. began in 1971, when machinists Carl Jones, Robert Becker, and Charles Barton opened a small tool-and-die shop. Now the company has 735 employee-owners who provide manufacturing solutions for customers needing precision components or precision-assembled products. Penn United's highly skilled work force takes pride in responding to customers. Above all, Penn United is founded on its core values of integrity. In addition, Penn United has L.I.G.H.T., the Learning Institute for the Growth of High Technology which is a manufacturing training center. L.I.G.H.T.'s main mission is to assess, design, and develop manufacturing training programs to meet the needs of customers, employees, and community members. From state approved journeyman programs

to advanced manufacturing courses, learning is an important core value of the company. Penn United has over 90 active apprentices in 12 approved apprenticeship programs and provides training and employment opportunities throughout the community. The company has had over 400 employees complete various apprenticeship programs throughout the years. In early 2018, the company added three new occupations to the company's existing apprenticeship program: CNC Operator - Milling and Turning; Die Designer; and Quality Control Inspector. On September 26, 2018, Penn United was awarded the Outstanding Individual Apprenticeship Program Award at the PA Department of L&I's Apprenticeship and Training Office Apprenticeship Summit.

Penn United also offers state registered pre-apprenticeship programs. Penn United uses this training model to offer manufacturing based training to their local community. 2013, Penn United has had more than 200 students go through its Students Acquiring Technical Skills (SATS) Program. This class offers high school students the opportunity to do portions of Penn United's apprentice related technical instruction at their home school and then come to Penn United's training facility to receive additional hands-on training. Another community-based pre-apprenticeship training program that Penn United provides is the Basic Manufacturing Skills program. This program is designed for adults who are unemployed, underemployed, returning Veterans, or other people interested in a career change. This course also uses Penn United's apprentice curriculum along with hands-on training on standard shop machinery and CNC equipment. As a registered pre-apprenticeship provider, Penn United has become the apprenticeship sponsor for three additional pre-apprenticeship programs: two at local high schools and one at our local community college. Students hired from these classes will be eligible to receive apprenticeship credit based off of the apprenticeship curriculum they have just completed. Penn United is fully committed to changing the meaning of career readiness at the high school and college level. Penn United also offers a Manufacturing Career Skills class to alternative education students at a local high school and a Hand Tool course designed to give students with disabilities employment and independent living skills by teaching them how to safely and appropriately use common hand tools. This group of students also gain vocational skills by working at our training center twice a week as part of our cleaning crew. The remaining three days of the week, Penn United employs a local non-profit organization that provides vocational rehabilitation services to people with disabilities.

Penn United Technologies, Inc. is a true community partner. Besides providing high-quality Apprenticeship and Pre - Apprenticeship Programs, Penn United's community outreach is evident in its extensive involvement in the local Manufacturing Industry Partnership, in promoting manufacturing careers at local high school career/job fairs, in serving on advisory councils for surrounding school districts and CTCs, posting current positions and in-person presentations at the PA CareerLink® in Butler County, and in its training for members of the community. Penn United truly demonstrates excellence in coordination of its apprenticeship and pre-apprenticeship programs and in supporting apprentices as well as being an excellent community partner. Penn United Technologies, Inc. believes that by investing in their community they will continue to grow and prosper.

## Indiana County Employer of the Year – S&T Bank



S&T Bancorp, a \$7.1 billion financial holding company, headquartered in Indiana, PA has more than 1,000 employees located throughout 16 counties in Pennsylvania and loan production offices in northeast and central Ohio, and western New York. S&T's mission is to achieve consistent superior financial performance, which creates value for shareholders by: effectively growing profitable customer relationships with competitive products and services in new

and existing markets; providing a stimulating and challenging, team-oriented work environment, which encourages, develops, and rewards excellence; and diligently serving local communities with integrity and pride. The company has always maintained a sincere interest in both customers and the success of local communities. Recently, Forbes recognized S&T as one of the Best-In-State Banks and Credit Unions, naming S&T Bank as the second highest-rated bank in Pennsylvania.

S&T Bank offers and promotes a variety of training programs and resources for employee growth. The company's goal is to enhance their employee's job skills and provide them with training opportunities through innovative course application, using blended learning techniques, and a multi-faceted approach to support the continuous growth of the organization and creating an environment for success for employees. S&T Bank offers paid training programs, webinars, ½ day and full day sessions trained by qualified facilitators and partnerships with external vendors and consultants, including financial services related institutions. The company evaluates the needs of the organization for long term strategic growth, enrichment of employees and for succession planning for the organization. In the last several years, S&T Bank has invested in technology such as video conferencing and WebEx capabilities to offer training in a new robust manner. S&T also utilizes numerous initiatives in order to retain employees. A primary retention tool is career pathing of over 200 positions in the organization. S&T offers flexible schedules, alternate work locations, and telecommuting opportunities for numerous positions; additionally, S&T offers tuition reimbursement, paid training and certification programs, and retention bonuses and market pricing of positions to retain employees.

S&T Bank has partnered with Blairsville-Saltsburg School District on several career and student development initiatives. This relationship has been phenomenal as well as impactful for students. The recruitment team has performed mock interviews for both the junior and senior classes for the last two years. In addition, S&T is a contributor to the Annual Career and College Readiness Expo, speaking to students regarding their career interests. S&T hosted Job Shadow experiences for district students interested in the career clusters of Finance, Investment, Business Management and Marketing. Since 2016, S&T Bank has partnered with Blairsville-Saltsburg School District to provide a work program to students within the Special Education department. The program provides an employment and job training opportunity, where the student can develop skills for the workplace as well as life skills in setting up a checking account, receiving a

paycheck, managing time, utilizing public transportation, etc. S&T Bank has been an exemplary partner in that quest as its employees have engaged the broad spectrum of students who attend the district in several, specifically designed, deliberate initiatives. S&T Bank's employees have facilitated, supported, and directly engaged in various educational and student growth opportunities with an active commitment toward the students.

Other local school partnerships include: Brockway Area Jr/Sr High School, Derry Area High School and Marion Center Area High School. S&T Bank works with the Indiana County Workshop Vocation Services, allowing the agency to utilize resources and workspace to evaluate and assess the capabilities and skill sets of an individuals with physical or mental disabilities. S&T supports veteran programs by attending veteran career fairs, posting jobs for veterans, candidate sourcing, and donation collections. S&T Bank is also registered on the PA CareerLink® system and utilizes PA CareerLink Services including job postings and Career Fairs. S&T Bank is a true community partner in Indiana County.