

# Central Susquehanna WSCM School Honored at Statewide Manufacturing Awards

written by Lauri Moon | May 15, 2025



As Central Susquehanna WSCM's Best of PA nominees, Mount Carmel Area and Huntingdon Area Middle Schools recently joined IMC's Lauri Moon, Manager of the Central Susquehanna WSCM program, at the What's So Cool About Manufacturing® 7th Annual Statewide Awards held at the Whitaker Center in Harrisburg, PA. Mount Carmel was partnered regionally with Dyco, Inc. with Huntingdon partnered with Gardners Candies, Inc. This prestigious event celebrates student creativity, innovation, and storytelling in highlighting careers in manufacturing across the state.



Central Columbia Middle School featuring Strong Industries from the Central Susquehanna contest, was recognized for garnering the largest number of regional vote totals across the state, during three days of online voting where all Pennsylvania teams competed to win their regional Viewers Choice Award.

Also, in attendance from the Central Susquehanna region was Central Columbia Middle School who teamed up with Strong Industries, a leading local manufacturer, to create a compelling video that captured what makes manufacturing both cool and essential.

Their hard work paid off — the team was recognized for receiving the highest number of regional Viewers Choice votes in the entire state of Pennsylvania! Over a three-day online voting period, schools from across the commonwealth competed for this honor, and Central Columbia Middle School's entry stood out with the most enthusiastic support. This recognition not only highlights the talent and teamwork of the students but also shines a spotlight on the innovative work being done at Strong Industries and the vital role manufacturers play in our communities. We're incredibly proud of our students and grateful to Strong Industries for being a fantastic partner in this inspiring educational initiative.

Congratulations to the three teams representing the Central Susquehanna region!

[Click here](#) and visit our Facebook post for more pictures from the event.

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# IMC Announces the Release of its Central Pennsylvania Manufacturing Tariff Poll Results

written by Lauri Moon | May 15, 2025



We are pleased to announce the results of our Central Pennsylvania Manufacturing Tariff Poll. This initiative aimed to gather insights from regional manufacturers regarding the potential impact of proposed tariffs on the region’s manufacturing sector. We extend our sincere gratitude to all participants for their valuable contributions.



## Key Takeaways:

- **Mixed Revenue Impact:** While nearly half of respondents foresee no change in revenue, **31% expect a decline**, indicating that some manufacturers anticipate financial challenges, while **23% expect an increase** in revenue.
- **Pricing Adjustments Are Likely:** The majority of respondents **plan to increase prices** for customers in response to tariffs, while a smaller portion intends to absorb the added costs, reflecting varied pricing strategies.
- **Supplier Diversification is a Common Strategy:** With **72% of respondents diversifying suppliers**, many manufacturers are exploring new sourcing strategies to adapt to potential supply chain disruptions. Twenty-nine percent foresee no significant impact.
- **Limited Workforce Impact Anticipated:** Despite potential cost pressures, most respondents do not expect to change their workforce size, suggesting **stable employment levels** across the region.
- **Few Formal Response Plans in Place:** Only **26% of respondents have created** or plan to create response teams, while the majority are either undecided or not pursuing formal strategies at this time.

Visit Central PA Manufacturing Tariff Survey Report for the full report.

IMC remains committed to supporting Central Pennsylvania manufacturers by

providing resources and support based on these insights. We encourage industry stakeholders to stay engaged through our e-news and social media channels for ongoing updates and initiatives.

For further information or to discuss the report's implications, please contact IMC at (570) 329-3200 or email [info@imcpa.com](mailto:info@imcpa.com).

**This report was produced by the IMC (Innovative Manufacturers' Center), a non-partisan, public-private 501(c)(3) organization, dedicated solely to advancing the manufacturing sector in our 12-county region of Central Pennsylvania, USA. This report does not reflect or endorse any political opinions, positions, or affiliations.**

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# Central PA Manufacturing Tariff Poll

written by Lauri Moon | May 15, 2025



**This poll is now closed. Thank you to everyone who participated. Please watch our e-news and socials for follow-up information regarding the results.**



Central PA manufacturers, your participation is crucial in helping us understand how the proposed tariffs could impact the region. By sharing your insights, you contribute to shaping services that could support your industry.

This poll will take just a few minutes, and your input will remain anonymous.

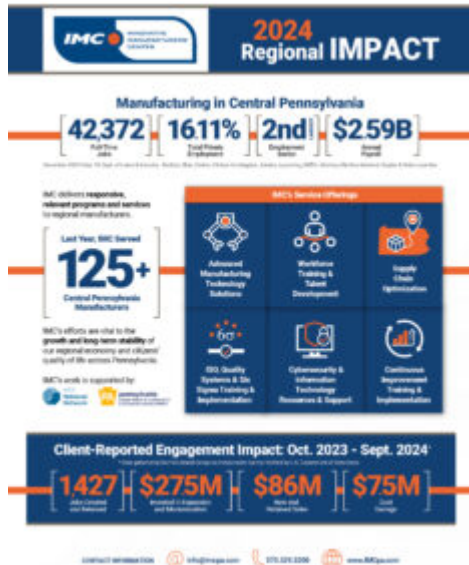
## **Take the Poll**

**This poll is intended for Central PA manufacturers, but all manufacturers are welcome to participate.**

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# IMC's 2024 Regional Impact: Strengthening Manufacturing, Driving Growth

written by Lauri Moon | May 15, 2025



At IMC, we take pride in empowering manufacturers with the tools, resources, and expertise they need to thrive. As we reflect on 2024, we are thrilled to share the significant impact our efforts have had on manufacturers across the region.

This past year, IMC partnered with **125+ manufacturers**, helping them drive measurable success and achieve outstanding business outcomes. Together, we realized:

- **1,427 jobs** created and retained
- **\$27.5 million** invested in expansion and modernization
- **\$86 million** in new and retained sales
- **\$7.5 million** in cost savings

These numbers tell a powerful story of growth, resilience, and innovation in Central



# Certification

written by Lauri Moon | May 15, 2025



IMC is excited to announce the evolution of our Lean Manufacturing Level One Certification into the ***Lean Manufacturing Practitioner Certification***. This enhanced program is designed to provide participants with practical, hands-on experience in implementing Lean principles to drive significant improvements in manufacturing processes.

## **Key Features of the Updated Certification:**

- **Comprehensive Curriculum:** Our former 8-day program over several months is now 5 consecutive days, where participants will delve into essential Lean tools and methodologies, including value stream mapping, 5S, process flow design, and total productive maintenance.
- **Practical Application:** Participants will continue having the benefit of interactive workshops and simulations that allow you to apply Lean concepts directly to real-world scenarios, fostering a culture of continuous improvement within your organization.
- **Expert Instruction:** Our instructor is an experienced professional who will guide you through collaborative problem-solving techniques and effective change management strategies to enhance productivity and employee engagement.

## **Upcoming Session Details:**

- **Dates:** May 12 - May 16, 2025
- **Location:** Williamsport, PA

- **Investment:** \$1,795.00

By completing the Lean Manufacturing Practitioner Certification, you will acquire the skills to identify and eliminate wasteful practices, leading to reduced expenses and improved profitability for your organization. Don't miss this opportunity to advance your expertise and contribute to your company's success.

For more information and to register, please visit our event page: [Lean Manufacturing Practitioner Certification - Innovative Manufacturers Center](#)

Join us in embracing this updated certification to drive operational excellence and achieve sustainable growth.

For specific questions about the program content, contact IMC Business Advisor Rick Terry at [rickt@imcpa.com](mailto:rickt@imcpa.com). If you need support with registration, contact Lauri Moon at [laurim@imcpa.com](mailto:laurim@imcpa.com).

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# Do You Need Succession Planning and Management?

written by admin | May 15, 2025



## Do You Need Succession Planning and Management?

For small- and medium-sized manufacturers, securing the future of your workforce

is essential to long-term success. Yet with an aging workforce and a rapidly changing industry, many companies are left vulnerable when key employees retire or move on. Effective succession planning is crucial—and not just for senior executives. Supervisors, team leads, and other essential roles need a well-thought-out succession plan to ensure organizational continuity and help bridge the skills gap in your company.

Four key reasons why succession planning and management is essential:

### **1. Continuity in Leadership**

Succession planning creates a pipeline of trained, capable leaders who can step into essential roles with minimal disruption. This ensures your operation remains efficient, productive, and competitive, even in the face of unexpected personnel changes. Continuity in leadership also maintains the steady workflow and productivity that manufacturers rely on to meet demand, reduce downtime, and keep customers satisfied.

### **2. Overcoming Psychological Barriers**

Many supervisors hesitate to plan for their successors. Whether it's the fear of being replaced, or uncertainty about finding someone with the same skills and commitment, these challenges can get in the way of succession planning. Addressing these concerns is crucial to building a team that's not only competent but also empowered to step up and support the company's future goals. Succession planning helps shift the focus from individual roles to collective growth and long-term stability.

### **3. Strategic Selection of Successors**

Choosing the right successor goes beyond technical skills. Both internal and external candidates bring unique advantages, so evaluating them on experience, education, growth potential, and cultural fit helps ensure the best match for your company's specific needs. A strategic approach to succession means identifying candidates who not only have the right qualifications but who also fit the culture and values that make your organization unique.

### **4. Setting Clear Timelines and Development Paths**

Succession isn't an overnight process. Developing a roadmap with clear timelines, milestones, and regular feedback channels ensures that

successors are thoroughly prepared to step into their roles when the time comes. Establishing pathways for continuous skill development keeps successors engaged and motivated while they learn the ins and outs of their future responsibilities. This also promotes a proactive mindset, helping your company stay adaptable in an ever-evolving industry.

Want more insights and practical tools? We're offering a workshop on **Strategic Succession Planning for Supervisors** on March 12, 2025. *Click here for our upcoming training session to secure your spot!*

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# IMC Secures DOE SMART Grant to Advance Manufacturing Technology in Central PA

written by Lauri Moon | May 15, 2025





The Innovative Manufacturers Center (IMC), a public-private partnership dedicated to supporting small- and medium-sized manufacturers (SMMs) in Central Pennsylvania, has been awarded a grant through the Department of Energy's (DOE) Smart Manufacturing Assistance and Training Program (SMART). This funding will enable IMC to assist manufacturers in the region with adopting advanced manufacturing technologies to enhance productivity and remain competitive.

### **Driving Innovation with SMART Manufacturing**

The SMART-PA program is designed to help SMMs invest in SMART manufacturing technologies to address critical challenges, such as:

- **Lower Production Rates:** Caused by workforce shortages.
- **Data Delays:** Resulting from manual or paper-based processes.
- **High Scrap Rates:** Due to unnoticed out-of-spec processes.
- **Excessive Downtime:** Caused by inefficient machine operations.

By leveraging SMART-PA resources, manufacturers can improve operational efficiency, attract skilled talent, and reduce costs, ensuring long-term competitiveness in the market.

### **Program Benefits for Central PA Manufacturers**

Through the SMART-PA program, IMC will provide manufacturers with:

- **Technology Assessments:** Identify opportunities for improvement. Click [here](#) to take the assessment.
- **Technical Assistance:** Support for implementing advanced manufacturing technologies.
- **Mini-Grants:** Financial assistance for technology adoption projects.
- **Educational Events and Networking:** Access to training sessions and industry connections.

IMC is committed to empowering manufacturers in Central Pennsylvania with the tools and knowledge needed to thrive in today's competitive environment. Connect with IMC at [info@imcpa.com](mailto:info@imcpa.com), 570-329-3200 for support and resources.

IMC Smart PA Program Flyer

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# **Celebrating National Manufacturing Day: Strengthening Central PA's Manufacturing Sector with IMC**

written by Lauri Moon | May 15, 2025



On **October 4th**, we celebrate **National Manufacturing Day**, a day dedicated to recognizing the critical role manufacturing plays in the U.S. economy. Here in Central Pennsylvania, manufacturing is a vital industry that fuels local economies, providing high-paying jobs and fostering innovation.



According to recent statistics, manufacturing in Central PA accounts for **14% of the region's total employment** and generates more than **\$8 billion** in annual economic output. The industry supports family sustaining jobs and drives economic growth in communities large and small. With a strong base in advanced manufacturing, food production, metal fabrication, and more - the region is a cornerstone of Pennsylvania's industrial strength.

At **Innovative Manufacturers' Center (IMC)**, we are proud to be part of this manufacturing community. As your trusted partner, IMC provides a suite of services that help manufacturers throughout Central PA enhance their **processes, boost productivity, train their workforce**, and drive **innovation**. Our goal is to help manufacturers achieve operational excellence, remain competitive, and thrive in an ever-evolving market.

# IMC's Key Services for Central PA Manufacturers:

1. **Process Improvement:** Manufacturers across Central PA face constant pressure to improve efficiency and reduce waste. IMC's process improvement services are designed to streamline operations, eliminate inefficiencies, and lower costs. Whether it's reducing lead times or enhancing product quality, we help businesses implement sustainable solutions that boost performance.
2. **Productivity Enhancement:** With the manufacturing sector contributing billions to the economy, maximizing productivity is essential. IMC works with companies to fine-tune their production systems, optimize resource allocation, and improve overall output. Our proven strategies help businesses in Central PA stay ahead of the competition by achieving more with fewer resources.
3. **Training:** Central PA's manufacturing sector employs a skilled workforce, but as new technologies emerge, ongoing training is crucial. IMC offers comprehensive events and training programs that equip employees with the skills needed to operate new machinery, adopt advanced manufacturing techniques, and improve safety and leadership. By investing in workforce development, we ensure that the region's manufacturers have the talent they need to succeed.
4. **Innovation Support:** Innovation drives the future of manufacturing, and IMC is committed to helping manufacturers in Central PA by providing expert guidance on incorporating new technologies, from automation to digital manufacturing solutions, and help businesses bring innovative products and processes to life. Our innovation services ensure that Central PA manufacturers are well-positioned to lead in their respective industries.
5. **People:** A skilled, motivated, and cohesive workforce is critical to the success of any manufacturing operation. Your employees drive productivity, innovation, and quality, and their skills and dedication are essential to the long-term success and growth of your business. IMC supports Central PA manufacturers by offering comprehensive services focused on employee engagement, leadership development, change management, and human resources support, essential for the long-term success and growth of Central

PA manufacturing.

## **Celebrating Manufacturing's Impact in Central PA**

Manufacturing in Central PA is more than just an industry—it's the backbone of our local economy. National Manufacturing Day serves as an opportunity to highlight the impact this sector has on our region's prosperity and to inspire the next generation to consider careers in manufacturing.

At IMC, we are dedicated to supporting the growth and success of manufacturers in Central PA. Our tailored services help manufacturers improve their efficiency, increase productivity, and innovate for the future. As we celebrate National Manufacturing Day, we remain committed to empowering the manufacturing community and driving economic growth throughout the region.

For more information on how IMC can help your manufacturing business thrive, visit [IMCPA.com](http://IMCPA.com).

Let's celebrate the continued success of manufacturing in Central PA this National Manufacturing Day!

**Innovative Manufacturers' Center (IMC)** is a trusted service provider for Central Pennsylvania manufacturers, offering tailored solutions to enhance productivity, drive innovation, and improve workforce skills. IMC is committed to helping manufacturers succeed in today's competitive market.

For more information on National Manufacturing Day, visit [MfgDay.com](http://MfgDay.com).

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## **Do you Know the Role of HR in**

# Workplace Civility?

written by admin | May 15, 2025



In the politically charged climate of today, maintaining civility in the workplace is more important—and more challenging—than ever. For small and medium-sized manufacturing companies, where close-knit teams are critical to daily operations, promoting respect and collaboration is essential. Human resource (HR) specialists play a pivotal role in fostering a positive workplace culture. Here are five key strategies to help promote civility in your manufacturing environment.

## 1. **Lead by Example**

In smaller manufacturing companies, where teams work closely together, the behavior of HR professionals and company leaders sets the tone for the entire organization. By consistently demonstrating respectful communication, fairness, and professionalism, HR can establish a benchmark for employees to follow. When leaders model civility, it encourages a culture where mutual respect becomes the norm, reducing the likelihood of conflicts.

## 2. **Create and Communicate Clear Policies**

Clear, well-communicated policies are essential in any workplace, but especially in manufacturing settings where team collaboration is crucial. With support or buy-in from top workplace leaders, HR should ensure that policies explicitly define respectful conduct and outline the consequences of incivility. Emphasize the importance of maintaining respect, particularly in high-pressure situations common in manufacturing environments. Regularly remind employees of these policies

through meetings, trainings, and accessible documentation.

### **3. Empower Supervisors as Role Models**

Supervisors in manufacturing often have a significant influence on their teams. HR should train these leaders to model civility and handle conflicts effectively. Equip supervisors with the tools to foster a culture of collaboration and respect, as their behavior directly impacts team dynamics. When supervisors lead with empathy and fairness, it can create a positive ripple effect throughout the organization.

### **4. Implement Accessible Conflict Resolution Mechanisms**

Conflicts in a manufacturing environment can escalate quickly if not addressed. HR should establish accessible and straightforward conflict resolution mechanisms that allow employees to address issues constructively. Consider implementing an open-door policy or creating a peer support program to resolve disputes before they escalate. Ensuring that employees feel heard and supported can help maintain a harmonious workplace. Remember that not all conflict is bad, it is natural and properly navigated it can be constructive.

### **5. Foster a Culture of Recognition and Well-being**

In manufacturing, where teamwork is essential, recognizing and celebrating positive behaviors can significantly impact morale and civility. HR can lead initiatives that highlight and reward examples of teamwork and respect. Additionally, promoting employee well-being through access to resources such as counseling services or wellness programs can reduce stress and foster a more positive and productive work environment.

## **Conclusion**

Promoting civility in a manufacturing workplace is not just about managing conflicts; it's about creating a culture of respect, empathy, and collaboration that enhances both employee satisfaction and company success. HR specialists in small and medium-sized manufacturing companies play a critical role in this process. By leading with intention, developing clear policies, empowering supervisors, implementing conflict resolution mechanisms, and fostering a culture of recognition,

HR can help create a workplace where civility thrives.

To learn how IMC can support your HR needs, contact Alisa Fairweather at [alisaf@imcpa.com](mailto:alisaf@imcpa.com).

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# New No-Cost Electrical Safety Training Grant Extended to December 31st

written by Lauri Moon | May 15, 2025



**NO COST Electrical Safety Training**

**MA** Manufacturers' ASSOCIATION

The federally-funded grant training for Electrical Safety Training will be offered in Central & South Central PA.  
**MEETS OSHA NFP70e Requirements!**

**Training Topics:**

- General Electrical Safety Information
- General Electrical Safe Work Practices
- Common Hazards / Arc Flash
- Permitted & Non-permitted uses
- Energy Control Procedures & Lockout/Tag-out

**In partnership with:**

**IMC** Industrial Manufacturing Center

Visit: [imcpa.com/electrical-safety-trg/](http://imcpa.com/electrical-safety-trg/) to learn more. Email: [LauriM@imcpa.com](mailto:LauriM@imcpa.com) or Call: (570) 329-3200 to schedule training



IMC, in partnership with The Manufacturers' Association, is bringing **No-Cost Electrical Safety Training for General Industry** to Central PA.

This opportunity is available through a grant provided by the Occupational Safety and Health Administration (OSHA). Companies are also able to host training sessions onsite with a minimum of 10 participants.

**Training Topics Include:**

- General Electrical Safety Information
- General Electrical Safe Work Practices
- Common Hazards
- Permitted and Non-permitted Uses
- Arc Flash
- Energy Control Procedures (ECPs) & Lockout/Tag-out (LOTO)

This NO COST training is available to workers and employers covered under the OSH Act of 1970, SEC. 4, codified at 29 U.S.C. 653 (Appendix B). This also includes multiple small businesses and temporarily unemployed workers who are planning to reenter the workforce in a position covered by the OSHA Act within the next three months. Unemployed and high school and college students within three months of employment are also eligible for this training.

The trainer is a CHCM, DSM, CHST, OSHA Consultation Program Consultant and has been the trainer for over 100 OSHA 10- & 30-Hour training programs.

To schedule Electrical Safety Training at YOUR location, please contact Lauri Moon at (570) 329-3200 or by email at [laurim@imcpa.com](mailto:laurim@imcpa.com).

**Susan Harwood  
Training Grant Program**

***This four-hour program honors the late Susan Harwood, former director of OSHA's Office of Risk Assessment, who died in 1996. During her 17-year OSHA career, she helped develop federal standards to protect workers exposed to bloodborne pathogens, cotton dust, benzene, formaldehyde, asbestos and lead in construction.***

***The training material was produced under grant number SH-39128-SH2 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.***