

Central PA Manufacturing Tariff Poll

written by Lauri Moon | February 26, 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.

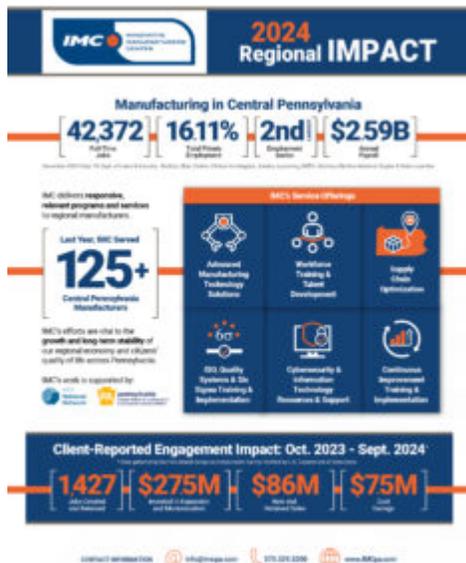
Take the Poll

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

IMC's 2024 Regional Impact: Strengthening Manufacturing,

Driving Growth

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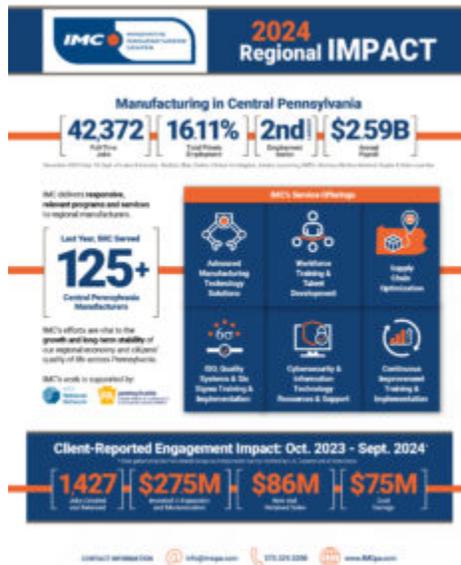


At IMC, we take pride in empowering manufacturers with the tools, resources, and expertise they need to thrive. As we reflect on 2024, we are thrilled to share the significant impact our efforts have had on manufacturers across the region.

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 PA's manufacturing sector. IMC remains committed to supporting businesses as they navigate challenges, embrace new technologies, and seize opportunities for the future.



We extend our gratitude to our manufacturing partners, stakeholders, and community supporters who make this impact possible. Here's to another year of building a stronger, more competitive manufacturing industry!

Are you ready to elevate your manufacturing business? Contact IMC today to see how we can help you achieve similar results!

IMC Announces Lean Manufacturing Practitioner Certification

written by Lauri Moon | February 26, 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. If you need support with registration, contact Lauri Moon at laurim@imcpa.com.

CMMC 2025 Webinar Series Announced

written by Lauri Moon | February 26, 2025



IMC is excited to announce our continued partnership with Core Business Solutions to deliver CMMC webinars to Central PA manufacturers.

The long-awaited CMMC 2.0 is officially here, and key milestones are just around the corner. Here's what you need to know:

- December 16, 2024: 32 CFR rule is live. CMMC Certification is now available from accredited C3PAOs. This allows your customers to be prepared for upcoming contractual requirements in defense contracts.
- Early 2025: 48 CFR is finalized. CMMC requirements will appear in DoD contract solicitations, making compliance non-negotiable.
- 2025-2028: CMMC will phase into all new and renewed contracts.

These changes mean self-attestation is no longer enough. Visit the IMC Events page to register for each of the CMMC webinars and be sure to mention IMC when asked which MEP you are associated with!

Co-Sponsor Webinar Schedule 2025
Free Co-Sponsored Webinars

Mastering CMMC Assessments: What You Need to Know
August 27, 2025 | 2-3PM EST

The CMMC assessment process can be confusing, but understanding the different assessment types—self-attestation, pre-assessment, and third-party certification (C3PAO)—is key to successful compliance. This session will break down how to prepare for each stage, including how to improve your DFPS score, what assessors look for, and common pitfalls to avoid.

[Register Here](#)

CMMC Employee Training: How to Build a Security First Culture
September 18, 2025 | 2-3PM EST

CMMC compliance isn't just about technology, and public sector employees play a critical role in protecting sensitive information. This session will cover mandatory training requirements, subscription best practices, and real-world scenarios where employee mistakes can impact compliance. Strategies to train your workforce effectively while meeting CMMC requirements.

[Register Here](#)

CMMC & Cyber Insurance: Protecting Your Business from Cyber Risks
October 16, 2025 | 2-3PM EST

As CMMC requirements become mandatory, many businesses are beginning to understand how compliance impacts cyber insurance policies, premiums, and liability coverage. This session will explore how CMMC affects cyber insurance eligibility, what insurers are looking for, and how to reduce costs while ensuring your business is fully protected.

[Register Here](#)

CMMC Legal Implications: Avoiding Liability Risks
November 20, 2025 | 2-3PM EST

With CMMC now a contractual requirement, businesses must identify legal risks that could impact their ability to bid, negotiate, and subcontract for compliance. This session will feature legal experts discussing how to stay compliant, avoid false claims and FCIC violations, and manage contractual obligations to mitigate legal exposure when working with DoD contracts.

[Register Here](#)



Co-Sponsor Webinar Schedule 2025
Free Co-Sponsored Webinars

CMMC 2.0 in 2025: What You Need to Know Now
March 20, 2025 | 2-3PM EST

With CMMC 2.0 implementation officially underway, defense contractors need to stay ahead of the existing compliance landscape. This session will provide the latest updates on the timeline, certification levels, and key requirements to help business prepare for upcoming contract allocations.

[Register Here](#)

CMMC Compliance Roadmap: Getting Ready for Certification
April 17, 2025 | 2-3PM EST

Achieving CMMC compliance can seem overwhelming, but a structured roadmap can simplify the process. This session will provide a clear, step-by-step approach to preparing for certification, including gap assessments, documentation, security controls, and key deadlines. All your business is ready when CMMC requirements become mandatory.

[Register Here](#)

CMMC Compliance Made Affordable: Budgeting & Invoicing Tips
May 16, 2025 | 2-3PM EST

Many small businesses worry about the costs of CMMC compliance, but smart budgeting and effective invoicing strategies can help overcome expenses. This session will break down what the real costs for certification and subscription levels, how to optimize bidding and proposals, and the steps businesses must take to remain eligible for government contracts.

[Register Here](#)

CMMC in the Cloud: Navigating Cloud Provider Options for Compliance
June 19, 2025 | 2-3PM EST

Choosing the right cloud provider is one of the most complex decisions in CMMC compliance. With options like AWS, Azure, and commercial cloud environments, understanding how to assess Certified Cloud Provider Information (CCPI) technical criteria is critical. This session will break down what compliance challenges, provider options, and best practices for simplifying your CMMC process.

[Register Here](#)

CMMC is Now Law: What the 48 CFR Rule Means for Your Contracts
July 17, 2025 | 2-3PM EST

With the 48 CFR rule officially published, CMMC requirements are now embedded in DoD contracts, making compliance no longer optional. This session will break down what the rule means for contractors and subcontractors, how it impacts bidding and proposals, and the steps businesses must take to remain eligible for government contracts.

[Register Here](#)



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

written by Lauri Moon | February 26, 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, 570-329-3200 for support and resources.

IMC Smart PA Program Flyer

IMC Announces Using AI in HR Webinar Series

written by Lauri Moon | February 26, 2025



Using Artificial Intelligence to Support Human Resources in Manufacturing

Four 90-minute Modules

In the rapidly evolving landscape of human resources, artificial intelligence (AI) is emerging as a transformative force. HR practitioners must be aware of how AI can enhance HR practices to stay competitive, improve efficiency, and create a more engaged and satisfied workforce. This 4-session program explores the significance of AI in HR. AI can increase efficiency and productivity of HR operations to improve candidate experience and provide data-driven insights into decision-making and personalize employee development.

In this webinar series you will learn to:

- Analyze job roles effectively using AI tools and explore how AI enhances recruitment processes, improving communication and candidate experience in talent acquisition.

- Identify best practices in onboarding and employee engagement, utilizing AI technologies to automate processes and foster a more engaging workplace environment.
- Examine the role of AI in supporting employee relations and learning & development initiatives, focusing on strategies to improve retention and training outcomes.
- Assess the importance of HR analytics and compliance, exploring how AI can enhance data-driven decision-making and ensure adherence to regulatory standards within HR functions.

Schedule:

- No-cost Introductory webinar: December 5, 2024 - Using Artificial Intelligence to Support Human Resources
- January 16, 2025 - Using Artificial Intelligence to Support Job Descriptions, Recruiting, and Workforce Planning
- February 13, 2025 - Using Artificial Intelligence to Enhance Onboarding, Engagement, and Performance Management
- March 6, 2025 - AI-Driven Employee Relations, Development, and Retention: Building a Future-Ready Workforce
- April 3, 2025 - AI-Powered Analytics, Compliance, and Employee Assistance: Driving Data-Driven Success

Don't miss this opportunity to learn from one of the top thought leaders in the field. Register now to unlock the power of AI in HR.

You are welcome to register for each webinar individually but register for all four for only \$309!



IMC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

Presenter:



William J. Rothwell, PhD. is President of Rothwell & Associates, Inc., Rothwell & Associates, LLC, and Rothwell & Associates Korea. He has worked full-time in human resources, training, and organizational development in both government and in a multinational company. He has been a consultant for over 50 multinational companies. He has served many manufacturing clients in both the U.S. and abroad. Some of his clients include Ford Motor Company, General Motors, Siemens, Sony, Phillips, Erickson, and HP. Dr. Rothwell is a prolific author and has published more than 130 books and authored numerous training packages, guides, technical reports, and scholarly articles. He is a Distinguished Professor in the Workforce Education and Development program in the College of Education at The Pennsylvania State University. He holds top-level certifications and credentials with National SHRM and ATD.



This program is WEDnetPA eligible.

Thank You for Joining Us in Celebrating Central Pennsylvania's Manufacturing Community!

written by Lauri Moon | February 26, 2025



We would like to extend our heartfelt gratitude to everyone who joined us for this incredible event celebrating the vibrant manufacturing community of Central

Pennsylvania. Your presence made the event truly memorable, and it was inspiring to see so many professionals, community leaders, and innovators come together in support of local industry.

The event was held at the historic Axemann Brewery, a former metal factory now repurposed as a unique and fitting space to celebrate our region's resilience and rich industrial heritage. Thank you to those who arrived early to take part in the exclusive tours of the manufacturing space—your enthusiasm added to the event's energy and sense of community.

This gathering was a wonderful opportunity to connect, learn, and inspire. We hope you enjoyed the networking opportunities, discovering valuable resources offered by regional economic development partners, and engaging in important discussions about manufacturing in our region.

Together, we're building a stronger, more innovative community. We're excited for what lies ahead and look forward to supporting your continued growth and success.

Thank you again for being part of this special day and for all that you contribute to Central Pennsylvania's manufacturing landscape.









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

written by Lauri Moon | February 26, 2025



NO COST Electrical Safety Training

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/ to learn more. Email: LauriM@imcpa.com or Call: (570) 329-3200 to schedule training



Manufacturers' ASSOCIATION

NO COST ELECTRICAL SAFETY TRAINING: General Industry

Meets OSHA NFP70e Requirements!

Training Topics:

- 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)

In partnership with:

IMC INDUSTRIAL MANUFACTURING CENTER

The federally-funded grant training for Electrical Safety Training will be at no cost, with dates and training locations throughout Central & South Central PA. Companies are able to host training sessions at their locations, in conjunction with the IMC.

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

This material was prepared under grant number 24-08123-02 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views and/or of the U.S. Department of Labor, nor does mention of trade

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.

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.

IMC Announces Board of Director Officers

written by Lauri Moon | February 26, 2025



With a unanimous vote, the Innovative Manufacturers' Center (IMC), Inc. is excited to announce the appointment of Marcus M. Annicelli as Chairman of its Board of Directors. The IMC is a public-private partnership that is dedicated to driving economic success and business growth for manufacturers in its 12-county region. IMC provides expert advice and solutions to small and medium-sized manufacturers through consultative services and training opportunities.



Marc is an experienced business leader who has managed manufacturing operations in electronics, fabrication, automotive, architectural products and print and mailing. His experience includes “lean and agile” operations, automation and people development. Additionally, Marc has been a business owner throughout his career. He has been a partner of the IMC, its leadership, business advisors and the board for many years.

He said of his new appointment, “I am very excited to have this leadership role and to continue working with and learning from the IMC Board, its President, Dennis

Gilbert, and other business leaders.” Marc went on to say, “The opportunity to put my fingerprint on the organization that has supported me and so many businesses over the years feels very rewarding.”

Also appointed to one-year terms were Ben Eltz as Vice Chairperson and Donita Rudy, returning as Secretary/Treasurer. Ben currently serves as the Chief Executive Officer of DiamondBack Automotive Accessories, Inc. located in Philipsburg, PA and Donita is a Certified Turnaround Professional located in State College, PA.

Success Story: NuVisions Saves Employment Contract Through IMC’s CMMC Assessment

written by Lauri Moon | February 26, 2025



NuVisions Center, located in Lewistown, PA, exists to improve the lives of persons with vision, physical or mental impairments through services and employment; and to also educate the public about vision loss. They serve the Pennsylvania counties of

Huntingdon, Juniata, and Mifflin. NuVisions employs persons with disabilities who perform manufacturing, sewing, janitorial, and customer service-related jobs. They currently employ 44 individuals spread among the various areas.

NuVisions Center approached IMC to discuss their desire to comply with the DFARS 252.204-7012, FAR 52.204-21, and the anticipated CMMC level cybersecurity requirements for government contracting. The need for compliance originated because of a requirement from one of their customers. To maintain an existing employment contract, NuVisions had to achieve the appropriate CMMC level of compliance. Higher levels of compliance are continuing to be assessed by the Department of Defense (DoD) and are a moving target for businesses in need of proving compliance. There are currently three levels being evaluated and considered by the DoD. Level 1 is the most basic, Level 2 is more advanced and results in a SPRS score (NIST 800-171 SPRS Score), and the highest level of compliance is currently rated as CMMC Level 3. Those requirements can be daunting to a small company with limited resources. NuVisions Center did not have in-house IT support and were very concerned about the time investment and how to address such a change in procedures.

IMC worked with NuVisions Center to provide them with professional assistance and guidance through self-assessment and used the CISA CSET tool to generate necessary reports. The CSET tool reports became the foundation for the project deliverables. The plan included a system security plan, action items, and milestones for incremental completion. A Gap Analysis was created, identifying deficiencies and any CMMC controls which weren't fully met. The project findings were then presented as an Executive Summary showing which requirements were met and any which needed further attention. Throughout the project, NuVisions and their IT contractor provided documentation and answered all questions relative to the content of the requirement.

NuVisions successfully completed the required CMMC requirements. In doing so, they were able to save an employment contract, which resulted in the retention of three jobs for their workforce. Three jobs equate to over 6% of their workforce. That result is very important to the mission of NuVisions Center, and extremely important to the people whose lives are so positively impacted by having a job. The assistance

provided by IMC guided NuVisions Center through a process which seemed quite overwhelming and difficult, saving precious time for the leaders of the organization. The project also led NuVisions Center to upgrade some of their IT equipment, which improved operations and further protects their investment from cybersecurity threats.

“We are a small organization and do not have IT staff. Before we found IMC, the task to implement CMMC seemed almost insurmountable. With their help, the process was no longer overwhelming, and we were able to easily manage the implementation of the CMMC requirements.” Terry Knouse, Vice President of Operations, NuVisions Center