

 NTMA

PITTSBURGH

CHAPTER

SHAPING THE FUTURE OF SOUTHWESTERN PENNSYLVANIA MANUFACTURING WITH CUTTING-EDGE PRECISION.

SEPTEMBER 23



## MFG DAY...EVERYDAY.

In an ongoing effort to build the manufacturing workforce of tomorrow, the Pittsburgh Chapter NTMA's BotsIQ team congratulates the eleven students who successfully completed the 2023 Summer Internship Program. Seven recent high school graduates participated in the 6-week program, while four college students completed the new 10-week college cohort.

CONTINUED ON PG. 4



### SPOTLIGHT ON INTERNS

Meet three of our interns and learn about their path and their future. **pg. 6**



### PLANNING YOUR MFG DAY

Tips and resources to host your own event in October. **pg. 8**



### STARTING EARLY

Manufacturing education starts early with BotsIQ summer camps. **pg. 10**

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# PGH NTMF FOR THE WIN

by Kevin Hartford, President of the Board, PGH NTMA/NTMF

We are pleased to announce that this year's annual golf outing was a sold-out event. We had 116 golfers making up 29 foursomes. It was a beautiful day and everyone appeared to enjoy themselves. There was a great deal of camaraderie among the participants.

The 2023 PGH NTMF/ Kurt J. Lesker Manufacturing Open raised over \$12,000 to support our workforce development programs. While it wasn't the most revenue we've ever generated, we were happy with the results and we greatly appreciate everyone's help and support. Thank you to the long-time PGH NTMA/PGH NTMF supporters and also to the new golfers who joined the group this year.



Finally, I would especially like to thank Kurt J. Lesker Company for being our naming sponsor. Kurt J. Lesker is a long-time member of the Pittsburgh Chapter NTMA. Two of their executives currently serve on our board, Chuck DeVentura and Ed Frieze. The company continues to be a leader within our chapter.

Thank you to all who made this year's event possible. We look forward to seeing you again next year.



Thank you to Jeff Astley for once again being our gracious host. The course was in excellent condition. We sincerely appreciate Jeff's support and Westmoreland Country Club's continued support of our association.

Thank you to our staff who once again stepped up and did a wonderful job organizing and hosting.



## 2023 WINNERS

### 1ST PLACE:

*Dale Saller, Ryan Banks, Weston Banks, Anthony Cesare*

### 2ND PLACE:

*Mike Weber, Andy Gallina, Michael Herzog, Scott Suess*

### 3RD PLACE:

*Chris Matthews, Matt Seifert, Martin Vaghn, Chuck Gaston*

### MOST HONEST TEAM:

*JK Tool Company  
Greg Costa, James Clinger,  
Michael Carlson, Matt Komarinski*

### CLOSEST TO PINS:

*Ryan Banks, Jimmy Postufka, Dan Monarko, Ryan Banks*

### LONGEST PUTT:

*JT Mowery*



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- Kevin Hartford, PGH NTMA President
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# INTERNSHIP: THE IMPACT OF EXPERIENCE



*“I think I always knew I had a special interest for this kind of stuff. End of middle school, beginning of high school, I started thinking this is probably the route I’m going to take...”*

—Ryan Murtha  
Penn State student,  
summer intern

*continued from page 1*

Interns worked 4–5 days per week at their worksite, gaining hands-on experience that was supplemented by BotsIQ. Structured learning opportunities helped to build their career readiness and professional skills.

Before the interns begin their summer work experience, they attend BotsIQ’s onboarding days which includes OSHA-10 training (Safety First!). Throughout the internship, students gain on-the-job training at their host

company, as well as critical soft skills during BotsIQ’s professional development days. During the professional development days, the interns update their resume, create a cover letter and reference page, design a business card, create a LinkedIn profile, and receive invaluable instruction in interviewing and best practices for presentations. This year, interns received guided Dale Carnegie Training to enhance their interpersonal and networking skills. Interns get a real-life look at how to secure a job with an

area manufacturer and how to become an asset in their new position.

This summer’s interns met with HR and manufacturing professionals and toured three different facilities: Aerotech, Roechling Machined Plastics and Premier Automation.

**THANK YOU TO THE FOLLOWING COMPANIES WHO ASSISTED WITH PROFESSIONAL DEVELOPMENT DAYS:**

- Acuity Human Resources
- Aerotech, Inc.
- Cleveland/Price Inc.
- Dale Carnegie Training

## THAT’S A WRAP!



11 INTERNS



8 COMPANIES



3 COUNTIES



“The internship was prep for the “real world”...I was taught something new every day.  
Emily Ranf - PES Intern

“This internship program introduced me to future careers that could fit my future perfectly.  
Ryan Murtha - General Carbide Intern

“The experience I gained can never be taught in a classroom.  
Andrew Massari - Hamill Manufacturing Intern

HEAR OUR  
INTERNS’  
STORIES ON  
THE FOLLOWING  
PAGES...

by Maria Campieri, Workforce Development Manager, BotsIQ

- DMI Companies
- EbTech Industries
- Elizabeth Companies
- FS-Elliott
- Penn United Technologies Inc.
- PNC Bank
- Premier Automation
- Roechling Machined Plastics

### 2023 INTERN HOST COMPANIES:

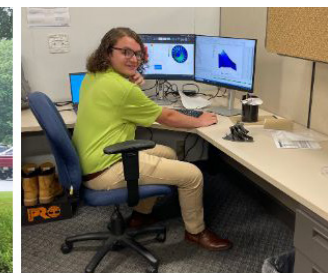
- BalTec
- FS-Elliott
- General Carbide
- Hamill Manufacturing
- L&S Machine
- Lesleh Precision
- PES
- RETAL

Planning for summer 2024 is already underway. If you are interested in hosting an intern or participating in professional development, please reach out via email to [campieri@botsiqpa.com](mailto:campieri@botsiqpa.com).

The Pittsburgh Chapter NTMA BotsIQ Summer Internship program is made possible through the generous support of Westmoreland Fayette Workforce Investment Board and EQT Foundation.

**EQT Foundation**

**WIB**  
Workforce Investment Board  
Westmoreland & Fayette Counties



# THE FUTURE FACES OF MANUFACTURING

## INTERN SPOTLIGHTS

### KAITLYN DURAY

Hometown: Greensburg, PA  
High School: Hempfield Area HS  
University: Penn State  
Class of: 2026  
Major: engineering



Kaitlyn Duray spent her summer working at L&S Machine Co. in Latrobe. She began her internship running machines and shadowing people at the company. As she learned more about the operation of the company, she began working the factory side of the business.

L&S uses software called FactoryWiz to connect all of the machines to a network and to track operational data. During Kaitlyn's internship, she worked closely with owner Rob DiNardi and Jason Campbell to get the system up and running. It's a position she can now do remotely part-time. Her BotsIQ experience sparked her interest in manufacturing. For all four years of high school, she was actively involved with the Hempfield RoboSpartans.

"I did a lot of the documentation and helped with the blueprints. I'm also very hands on. After my first competition and seeing them in the pits, I just knew it was something I loved to do," Kaitlyn said. After completing her sophomore year at Penn State Altoona, Kaitlyn plans to transfer to University Park and specialize in either mechanical or industrial engineering.



### RYAN MURTHA

Hometown: Greensburg, PA  
High School: Hempfield Area HS  
University: Penn State  
Class of: 2026  
Major: mechanical engineering



Tech Ed classes in middle school sparked Ryan Murtha's interest in manufacturing. He had a successful run with BotsIQ in high school and is now in his second year at Penn State. During the summer of 2022, Ryan interned with Hamill Manufacturing with a focus on documentation. This year, he spent his summer at General Carbide. "Basically, they have a cobot. It's been sitting in a room for the past four years, and no one really has a place for it to go, so we were tasked with learning the cobot and getting it up and running and putting it into production," Ryan explained. Ryan and his fellow intern spent the summer talking with the experienced machinists and engineers. They watched YouTube videos and reached out to the cobot's manufacturer and other area companies who utilize similar machines. This summer he improved not only his manufacturing knowledge, but also

his creative thinking. Ryan plans to become a mechanical engineer. His dream job would be working at a theme park designing or engineering mechatronics or rides.



# NOAH PROCTOR

**HOMETOWN:** Butler, PA  
**HIGH SCHOOL:** Butler Area Senior HS  
**COLLEGE:** PennWest California  
**Class of:** 2023  
**Major:** Electrical Engineering Technology



Noah Proctor's interest in manufacturing stems from his internship with MetPlas during the summer of 2022. He says it's the problem solving that made him so interested in a manufacturing career.

"I like the aspect of the 'high end' problem solving, where you can't just immediately find a fix. You sit down, think, leave work and make dinner, then it's the morning and you think of a possible fix as you walk in," Noah explained.

During his time at MetPlas, he did a lot of quality assurance and inspection which built his confidence in reading drawings. He also assisted with a UR10 Universal Robotics arm that worked in conjunction with the CNC machine and with writing workstation instructions for a FaroArm, which is effectively a 3D caliper.

His experience landed him another internship during his senior year closer to school with PowerEx which ultimately lead to a full-time position as a junior



process engineer. I remain ever thankful to the folks at MetPlas. The machinists were extremely knowledgeable and hard working, and the management team keeps the place together. The captain steers and the oarsmen row. Very tight ship."

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# MFG Day Host Toolkit

RESOURCES BROUGHT TO YOU BY THE MANUFACTURING INSTITUTE, THE FOUNDER OF MFG DAY.

Now in its 11th year, the country celebrates Manufacturing (MFG) Day on the first Friday in October to kick off Manufacturing Month and demonstrate the reality and future of modern manufacturing careers. The concept is quite simple and effective: open your doors to students, educators, parents and community leaders and show them what manufacturing is all about.

Thousands of companies from across the country use this opportunity to showcase modern manufacturing jobs and technologies and highlight the impact of manufacturing in communities and the nation.

[MFGDay.com](http://MFGDay.com) is the official hub for annual manufacturing holiday. Visit the site and you'll find resources that make it simple to host your own MFG Day event. The basics are condensed below to inspire YOUR event.

## FIVE-STEP PROCESS:

- Determine your event type
- Connect with local partners
- Register your event
- Create a plan
- Promote your event

## DETERMINE YOUR EVENT TYPE:

Not sure where to start? These events are proven winners that always draw interest and engage communities:

- Plant Tours
- Community Events and Expos
- Educational Fairs
- Classroom Visits
- Company Family Day
- Celebrations

Regardless of the type of event, MFG Day is a great way to both shift perceptions about manufacturing with students and tie manufacturing careers to creativity, problem-solving, teamwork and technology.

## CONNECT WITH LOCAL PARTNERS:

Local partners may include other area manufacturers or your community partners. Encourage businesses, schools and political leaders to participate in your MFG Day event. Have a supplier who may be able to assist or offer a demonstration? Do you have a local partnership you'd like to highlight? Are your local government leaders interested in saying a few words? Make it a community affair.

## REGISTER YOUR EVENT:

Registering your MFG Day event at [www.MFGDay.com](http://www.MFGDay.com) will add it to the MFG Day national map and you'll have an event landing page hosted on the site. This also assures your event is published in a searchable list that is shared with state and federal government officials. No event is too small to be included!

## CREATE A PLAN:

Allow plenty of time to design and execute your plan for a successful event.

Here are a few things to keep in mind:

*Content:* Develop presentation topics, presenters and event flow.

*Location and Presentation Techniques:* Examine venue and format logistics.

*Audience Engagement:* Leverage existing relationships with your local schools, youth organizations, workforce board, regional and state associations and Manufacturing Extension Partnership to make additional connections.

*Communications and Marketing:* Use your website, social media channels, marketing collateral, advertising and relationships with community members and elected officials to promote your event and engage with your audience throughout the year.

## INVITE YOUR COMMUNITY:

Finally, set your guest list. Connect with schools and youth organizations. Contact your Chamber of Commerce. Reach out to elected officials. Send an invitation explaining the event and what guests can expect when you open your doors.

While MFG Day is officially October 6 this year, you'll find many manufacturers host events throughout the month. And of course the ultimate goal is an MFG Day that lasts all year!

For more information and additional resources, please visit: [www.MFGDay.com](http://www.MFGDay.com).

“MFG Day 2022 produced more than 620 registered events, 55 million social media impressions and 18 state proclamations.”  
[MFGDay.com](http://MFGDay.com)





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- Metallurgical Analysis
- Microhardness Testing
- Vacuum Hardening



# WHAT I DID ON MY SUMMER VACATION:

## THE CAMPS THEY'LL BE TALKING ABOUT ALL YEAR

This year was filled with exciting changes for BotsIQ's summer camps. For the first time, BotsIQ hosted camps in its own facility which opened in Bellevue in late June. BotsIQ hosted a total of six weeks of camps. Four were held at the new BotsIQ headquarters. All Bellevue location camps featured a manufacturing company tour and a free lunch each day for students.



The month of June kicked off the opening of the new location with a Mini Fab Camp for rising 4th—6th graders. Campers used 3D printing, laser cutting, 3D pens and much more to design and bring board game creations to life. Students chose their game theme and created branding, packaging and instructions for the game. They designed their game boards and game pieces in CAD. Students toured Inventionland in Fox Chapel to spark their creativity and learn more about business and entrepreneurship.

The next camp featured BotsIQ's very own program, RoboRecharge- a Shark Tank-inspired pitch contest where students worked in small groups to choose a real-world problem then conceptualize and design a robotic solution. On top of building a prototype, students also built a business model and refined a pitch presentation for a panel of "sharks" (manufacturing professionals) at the end of the week. These campers, all rising 6th—9th graders, toured Gecko Robotics on National Internship Day to hear about the work achieved by the company's many interns.

BotsIQ's third week of camp featured the very first Girls Exploring Manufacturing Camp. Eleven girls (all rising 7th-9th graders) tackled a different activity each day: soldering digital clocks, designing and 3D printing objects, making molds for chocolate bars, laser cutting mazes and



much more. They even collaborated with high school seniors from the Penn State Readiness Institute to assemble and code a LEGO Cobot Arm to complete BotsIQ's Cobot Challenge. The girls also toured Smith+Nephew where they used a surgical knee

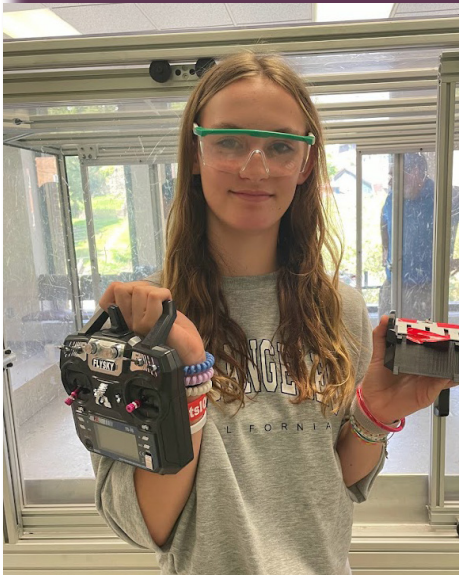
replacement robot, completed a hands-on engineering activity and enjoyed a lunch presentation from two female engineers who were part of the Society of Women Engineers Pittsburgh Chapter.

The final week of Bellevue camps was true to BotsIQ's reputation— a combat robotics camp! 7th—9th grade students spent the week researching, designing and assembling ant weight combat robots. Campers soldered their own power and drive system. Adam Purdy, North Allegheny's BotsIQ Combat Robotics Teacher, led the students through the process. The week concluded with a single elimination combat tournament, and featured a crazy rumble match with nine bots! Students from this camp toured Carnegie Robotics and learned what it takes to pursue a career in the field of robotics.

BotsIQ hosted two off-site camps in Westmoreland County. In early July, eight students attended BotsIQ's Robotics Camp at the Westmoreland Advanced Technology Center where they worked in small groups to prototype their own robotic creations using micro:bits. The camp focused on building confidence in research and



by JoAnna Dehler, STEM Program Manager, BotsIQ



design as well as programming and public speaking skills. The following week, Kiski Upper Elementary School hosted back-to-back half-day camps. In the morning, 5th and 6th grade Kiski students participated in a Fabrication Camp. They were the engineering leads of their own board game creations. In the afternoon, 7th and 8th grade students participated in BotsIQ's RoboRecharge Program.

The conclusion of summer camps marks the end of a season filled with exploration, connections and personal growth for these 78 students across 29 schools. Summer camps are just the beginning of what the BotsIQ staff has in store for their new facility. As we look forward to the fall, BotsIQ aims to host more programming for students, but for now, we celebrate the achievements of these young minds and their deep dive into the rewarding field of manufacturing!

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# COMPLETE THE WAGE & FRINGE BENEFIT SURVEY

by John Mackay, Mackay Research Group

The cost structure of operating a business has increased in 2023, including wages.

Wages and salaries in the U.S. grew 5.7 percent in the second quarter of 2023 from a year earlier, the fastest pace since 2001. Employers are continuing to increase pay as they try to recruit and retain employees in a tight job market.

What about wages in the precision manufacturing industry? More specifically, what about competitive wages in your backyard (your chapter)?

The NTMA Wage & Fringe Benefits Survey reports job-specific compensation data, thus providing your company the ability to make reliable and impartial financial decisions regarding wages and benefits. The Wage & Fringe Benefit Survey will provide you with the data-driven results to make informed decisions about your workforce.

## Participants receive information related to:

- Hourly wages for 34 shop floor job titles
- Benefits including Retirement, Healthcare, Vacation

## THIS INFORMATION IS PROVIDED IN TWO EASY-TO-READ FORMATS:

### Executive Summary:

The Summary worksheet displays wage rates for low, high and average wages by job title.

### Detailed Information:

Easy-to-follow tables showing hourly wage and benefits information for NTMA manufacturer data, all respondents, data by revenue size, data by geographic region, and by your NTMA chapter, if we have an adequate sample size. That is why we need your participation.

### Free Report:

NTMA members who submit their data will receive the full Wage & Fringe Benefit Survey Report at no cost.



*“The Wage & Fringe Benefit Survey will provide you with the data driven results to make informed decisions about your workforce.”*

—John Mackay  
Mackay Research Group

## Questions? Need a copy of the survey?

Contact Taylor Mackay:

[taylor@mackayresearchgroup.com](mailto:taylor@mackayresearchgroup.com)

Participate by November 1.

**Confidentiality:** Only the Mackay Research Group staff will have access to your Wage & Fringe Benefit information. Every precaution has been taken to protect the complete confidentiality of all information. The NTMA staff will never have access to your information.

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### ABOUT

The Women in Manufacturing® Association (WiM) works to empower women workers and strengthen the manufacturing sector. As a 501(c)(6) non-profit trade association, WiM is dedicated to supporting, promoting, and inspiring women who have chosen careers in the manufacturing industry.

Our approach is holistic, providing skills development, leadership training, and network building opportunities that help women thrive in the modern manufacturing sector. WiM includes manufacturers of all types and individuals from every job function – from production to the C-Suite. Membership and participation in WiM is available to women and men who are working in manufacturing or in fields that support the industry. At present, we support close to 10,000 individual members and over 175 Corporate member companies.



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//  
*I have been a member of WiM for a little over three years. It has been very rewarding and has help me grow both personally and professionally. I think the best part is that we have started our own chapter in my area and brought this great organization and events to more women.*

Danielle Schneider, Pridgeon & Clay



# WELCOME NEW MEMBERS

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Keystone Crane & Hoist is grateful for the legacy and reputation that they have built over the past 47 years and looks forward to opportunities with new and existing customers.

# GOOD LUCK TO THIS YEAR'S CLASS OF APPRENTICES!

More than 150 apprentices representing 47 local manufacturing companies begin training the week of September 11.

Apprentices complete 144 hours of classroom training and 2000 hours of hands-on application at their job site annually. In four years, they earn the distinction of Journeyman.

## QUESTIONS?

If you would like more information about the Pittsburgh Chapter NTMA's Apprentice Training Program, please contact Liz Blashock at: [blashock@pghntmf.org](mailto:blashock@pghntmf.org)



2023—2024 INSTRUCTORS

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<b>WELDING</b>	<ul style="list-style-type: none"> <li>• Welding Wire, Welding Rods, Welding Consumables</li> <li>• Welding PPE, Welding Fluids</li> <li>• Grinding Wheels, Grinding Discs, Grinding Belts</li> </ul>
<b>MAINTENANCE</b>	<ul style="list-style-type: none"> <li>• Band Saw Blades, Plasma Cutter Consumables</li> <li>• Abrasive Cutoff Blades, Cutting Torch Consumables</li> <li>• Drills, Reamers, End Mills, Taps, Dies, Indexable Inserts</li> <li>• Welding Wire, Welding Rods, Welding Consumables</li> <li>• Grinding Wheels, Grinding Discs, Grinding Belts, Grinding Fluids/Coolants</li> </ul>
<b>QUALITY CONTROL</b>	<ul style="list-style-type: none"> <li>• Calipers, Micrometers</li> <li>• Bore Gauges</li> <li>• Precision Measuring Devices</li> <li>• Surface Roughness Testers</li> </ul>
<b>PRODUCTION</b>	<ul style="list-style-type: none"> <li>• Drills, Reamers, End Mills, Taps, Dies, Indexable Inserts</li> <li>• Welding Wire, Welding Rods, Welding Consumables</li> <li>• Welding PPE, Welding Fluids</li> <li>• Tool Holding, Machining Fluids</li> <li>• Band Saw Blades, Plasma Cutter Consumables</li> <li>• Polishing/Abrasive Wheels, Mounted Stones</li> <li>• High-Speed Steel and Carbide Burrs, Hand Files</li> <li>• Hones, Abrasive Pads</li> </ul>
<b>FABRICATION</b>	<ul style="list-style-type: none"> <li>• Band Saw Blades, Plasma Cutter Consumables</li> <li>• Grinding Wheels, Grinding Discs, Grinding Belts, Grinding Fluids/Coolants</li> <li>• Welding Wire, Welding Rod, Welding Consumables</li> <li>• Drills, Reamers, End Mills, Taps, Dies, Indexable Inserts</li> <li>• Tool Holding, Cutting and Sawing Consumables</li> <li>• Machining Fluids, Welding Consumables, Polishing/Abrasive Wheels</li> </ul>

## WHAT YOU NEED, WHEN AND WHERE YOU NEED IT

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