

iBb – inside BERKS business

An opportunity to place Berks County educators with chosen businesses in Berks County.

Paid summer work–site internship where educators are informed of the occupations, job skills, and abilities that are required so that students can be better prepared to enter tomorrow's workforce.

Inside Berks Business (iBb)

Carpenter Technology Steel



By Joe Kollar & Tim Hetrich

CarTech & its impact on the local economy



CarTech & Berks

- Fifth largest employer in Berks County
- < \$2,000,000,000 in total revenue
- < 2,000 employees
- 117 years in operation

CarTech & its product

Warren
Street
Bypass

Mills &
forges

Mill # 5



Offices

CarTech at a glance

- 36,000 tons of steel in a year
- > 500 different alloys
- Hundreds of applications

Which industry does Carpenter Technology **NOT** directly serve?

Aerospace Defense

Medical Sporting Goods

Automotive Security

Education Food Processing



Wednesday, November 4, 2009

Day 1 with HR

- Educational skill requirements
- Salary ranges and benefits
- Greatest challenge to company.
- Necessary skills required in this workplace.

HR – Gregg DeLapp



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Day 2

- R & D – Gern Maurer
 - Problem solving
 - Working in teams.
 - Salaried starting at \$55,000
- Customer Service – Lisa Wortman
 - Interpersonal skills
 - 2 week training
 - Hourly starting at \$32,000

Day 3

- Strip finish – Brian Ruhmel
 - Two year technical degree
 - Read and follow directions
 - hourly, base rate of \$34,000 (+ overtime)
- Wire and Plate – Kurt Frantz
 - Two year technical degree
 - Independent and alert
 - hourly, base rate of \$34,000 (+ overtime)

Day 4

- R&D – Charlie Polinko
 - Bachelor's degree. Salaried \$55,000 – \$110,000
 - Tech skills, problem solving, communication, and ability to work in groups.
- Quality Engineering – Keith Vale
 - Bachelor's degree. Salaried \$55,000 – \$110,000
 - Math, science and social skills which allow for problem solving.

Company's Greatest Asset

“The technological knowledge base of the people who work here.”



GFAAS graphite furnace atomic absorption spectroscopy (elemental analysis)



IR Spectroscopy (infrared spectroscopy for analysis of trace pollutants in ground water)



Dynamet Materials Lab is a commercial testing laboratory located at the Carpenter Powder Products facility



Assets?



Yes! Assets!!



People are assets when human talent is combined with special applications to get a desired good or service.



Technology is constantly changing
and so must our workers and
consequently our schools



Human Capital



Summary Review

Skill requirements of new hires

- Technological skills
- Versatile (adaptable, multi-task)
- Collaborative & communication
- Math, science, reading

Summary review

Educational requirements of new hires & compensation.

Production – 2 year technical (2 week – 6 week department internship & training)
\$32,000 entry upwards to \$90,000 plus benefits.

Technical – 4 year bachelor's (6 week training) \$55,000 upwards to \$110,000 plus benefits.

PA Standards for Career Education and work lesson.

- 13.1.11 A. Relate careers to indiv. interests, abilities, and aptitudes.
- 13.1.11 B. Analyze career options based on personal interests, abilities aptitudes, achievements.
- 13.1.11 E. Justify the selection of a career.
- 13.2.11 A. Apply effective speaking & listening skills used in a job interview.

PA Standards continued.....

- 13.2.11 E. Demonstrate, in the career acquisition process, the application of essential work–place skills/knowledge.
- 13.3.11 Evaluate personal attitudes and work habits that support career retention and advancement.