

IBb placement at



CARPENTER

Bob McCarthy: Physics teacher at
Governor Mifflin

Brian Liskey: Chemistry teacher at
Oley Valley High School

IBb placement at



CARPENTER

Inside Berks Business program allows teachers to visit and learn about local employment opportunities, to experience technology in the work environment, and to bring information to our classrooms that will inform students what industry expects of new hires.



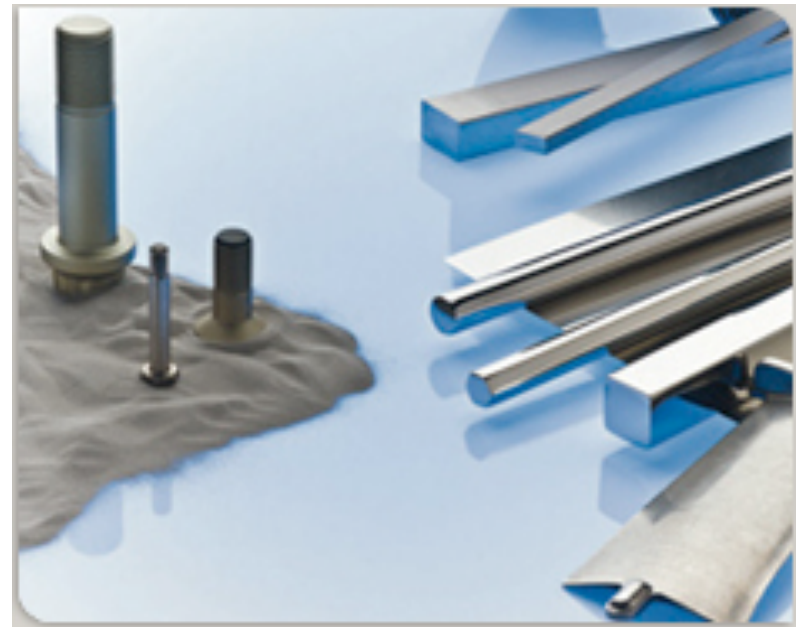
CARPENTER

- A specialty metals (stainless steel) company that started in Reading, PA in 1889. The Reading site now has over 100 buildings spanning over 300 acres. Several electric ARC furnaces, vacuum induction melting furnaces (most advanced in the world with 24 ton capacity) produces ultra pure premium metals to customers' specifications. CarTech is a leader in specialty metals for Aerospace, Automotive, Energy, and Medical Industries.



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- Weekly schedule:
 - Monday
 - Human Resources
 - Plant Tour
 - Employee Relations
 - Maintenance





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- Weekly schedule:
 - Tuesday
 - Research and Development
 - Customer Service





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- Weekly schedule:
 - Wednesday
 - Research and Development – Chemistry lab
 - Wire Strip/Plate





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- Weekly schedule:
 - Thursday
 - Strip Finish
 - Quality Engineering
 - Human Resources





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- Educational skill requirements
 - Math and Science (Problem solving skills)
 - High School diploma
 - 2-year Technical school for work in Maintenance department
 - 4-year College degree in engineering, chemistry, and especially Metallurgy degree
 - Masters degree in sciences and engineering, and MBAs
 - (only a few Ph.D.'s)





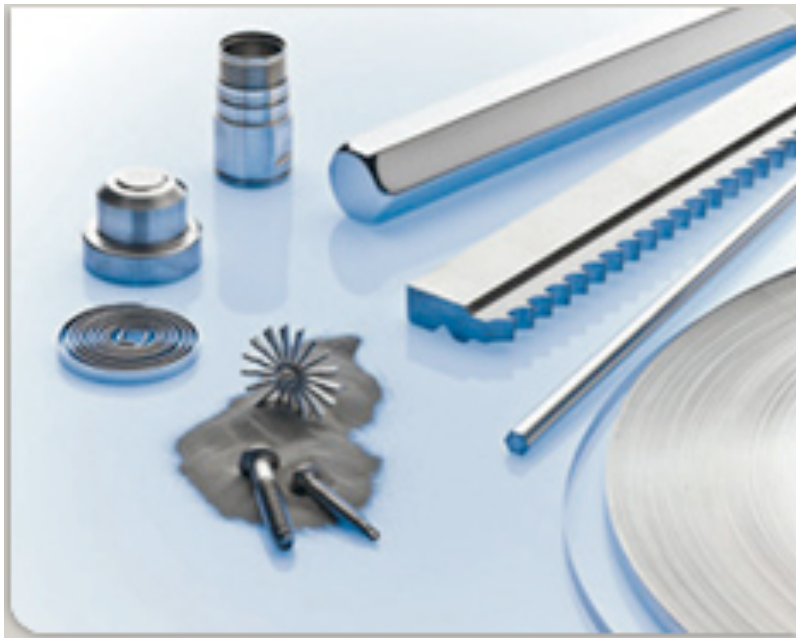
CARPENTER

- Salary Ranges (non-union)
 - 4 year degree with Metallurgist degree (\$55,000 per year)
 - Sales with college degree (\$32,000 - \$35,000 per year)
 - 2000 employees in Production and maintenance
 - Class 2 to class 5 → \$17-\$21/hr (shift work)
 - Class 8 → \$26/hr, and about 90% day shift {upwards of \$65,000 - \$70,000 per year with overtime}
 - Class 11 → \$30/hr
 - 84-104 production employees start at \$16.40/hr
 - 40 hr/week, 5 days/week, with overtime, shift work (3 shifts rotating)



CARPENTER

- **Greatest Assets**



- Competitive wages and benefits
- Employee development and assistance programs
- Many opportunities for advancement
- Work with a world leader in supplying specialty metals to a diverse customer base
- Diversified work environment
- A large quantity of experienced workers, a large percentage nearing retirement with 26+ years of experience
- Employee loyalty



CARPENTER

- Technology used by Carpenter
 - Carpenter uses state of the art furnaces, forge presses, and other automated technology for quality control and product consistency. (The high technology equipment reduces the number of employees, and is much safer.)
 - The manufacturing process is controlled by a central computer database.
 - PCs are used for billing and inventory, (Excel spreadsheets)
 - Chemistry lab equipment for quality control
 - Computer Numerical Modeling for alloy development



CARPENTER

- Greatest Challenges facing Carpenter:



- is to replace the highly skilled technology jobs as the aging workforce retires.
- Finding college graduates and attracting them to work in Reading, PA.
- mechanics to work on the high-tech automated machines and keep production going.



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- Skill requirements
 - Math (Algebra and Statistics) and Science (Problem solving skills)
 - Interpersonal skills – “Team player”
 - Proficient communication skills, both verbal and Technical writing skills
 - Computer Savvy (Excel and word processing) PC based
 - Ambitious
 - Leadership skills
 - Positive Attitude
 - Willing to learn and advance
 - Attention to detail
 - Safety conscious



CARPENTER

- Curriculum Connection:
 - Academic Standards for Career Education Work
 - 13.1 Career Awareness and Preparation
 - 13.1.11 Grade 11
 - » B. Analyze career options based on personal interests, abilities, aptitudes, achievements, and goals.
 - 13.2 Career Acquisition
 - 13.2.11 Grade 11
 - » A. Apply effective speaking and listening skills used in a job interview



CARPENTER

- Curriculum Connection:
 - Objectives:
 - Students will:
 - Research different careers and job openings at Carpenter Technology.
 - Develop a career information brochure that outlines the career.
 - Interview with a fellow classmate, role playing to explain the qualifications, duties, and salary and benefits for the job.