



Strategic Approaches to Talent Acquisition in Manufacturing

Beth Bittenbender

Executive Director, Operations & Special Projects
Workforce Development
Pennsylvania College of Technology





Corning

Williamsport

Pennsylvania

State College

Harrisburg

Philadelphia

Pittsburgh

Trenton

NJ

Dover

Baltimore



44

4,983

50

674

26





Modular, Industry-Driven Apprenticeship Strategies

96

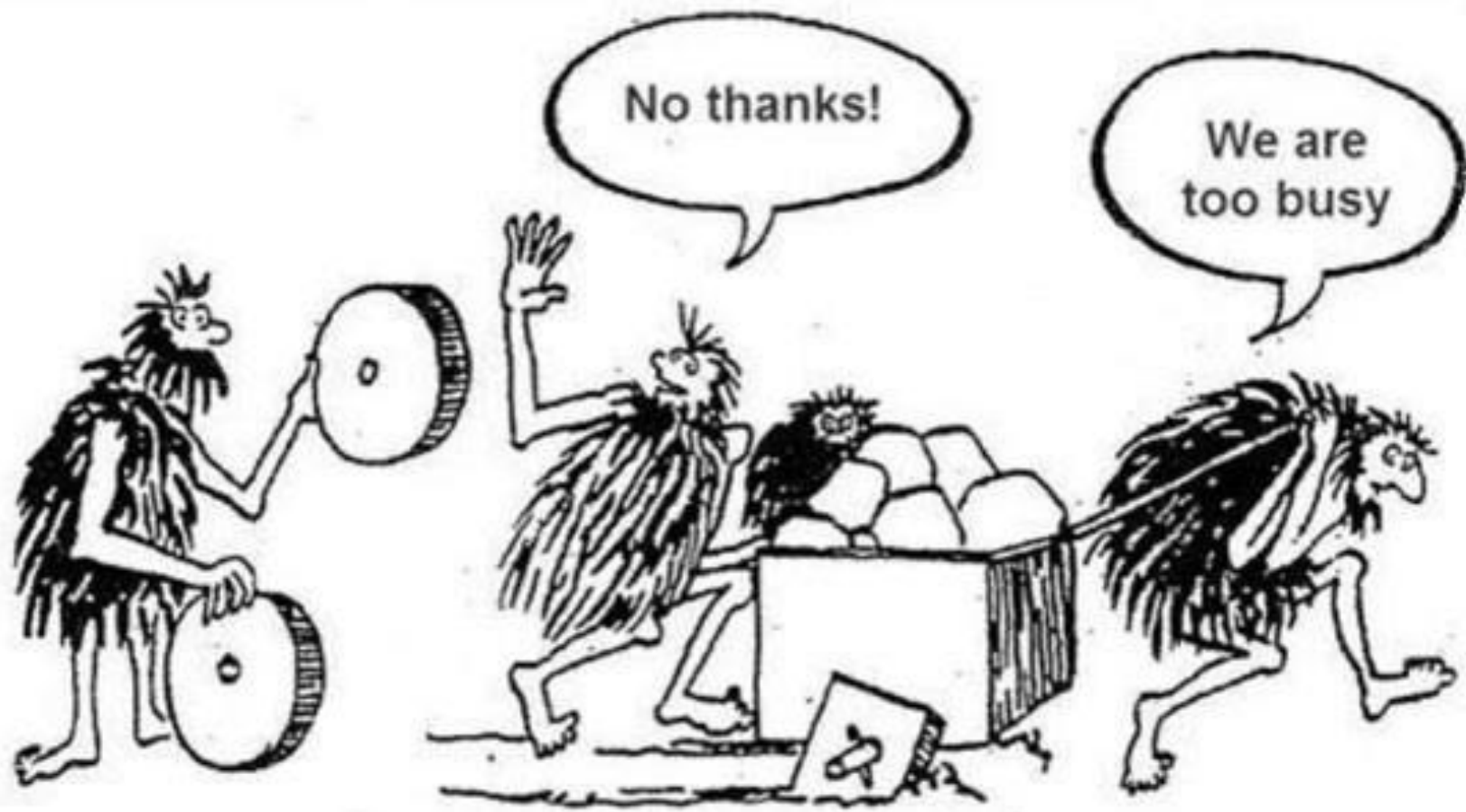
1,915

23

K-12



Industry



A M P

**Advanced
Manufacturing
Pre-Apprenticeship**

WHY?

Potential Career Pathways Via Penn College AMP

Penn College AMP
Advanced
Manufacturing
Pre-apprenticeship

Manager \$102K
Apprenticeship plus
5 years experience

Team Lead \$48K
Pre-Apprenticeship

Supervisor \$59K
Apprenticeship plus
2 years experience

Management

Maintenance Worker \$38K
Pre-Apprenticeship

Engineer \$97K
Apprenticeship plus
higher education

Mechatronics

Technician \$51K
Apprenticeship plus
2 years experience

Operators \$47K
Apprenticeship plus
2 years experience

**Plastics Process
Technician \$40K**
Pre-Apprenticeship plus
Apprenticeship

Plastics

Penn College AMP
Advanced
Manufacturing
Pre-apprenticeship

Mechatronics

Engineer \$97K
Apprenticeship plus
higher education

Mechanical Engineer \$86K
Apprenticeship plus
higher education

Machinist \$43K
Pre-Apprenticeship plus
Apprenticeship

CNC

Process Improvement

Project Manager \$70K
Apprenticeship plus
5 years experience

Technician \$50K
Apprenticeship plus
5 years experience

Engineer \$62K
Apprenticeship plus
Higher education

Technician \$48K
Pre-Apprenticeship plus
2 years experience

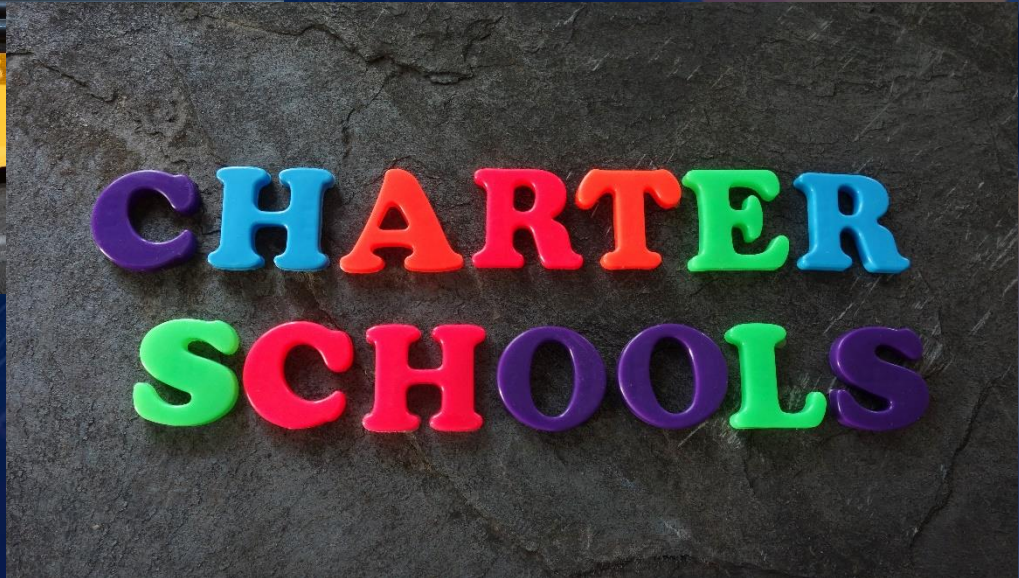


**Pennsylvania
College of Technology**
A Penn State Affiliate



**CERTIFIED
MANUFACTURING
ASSOCIATE (CMfgA)**











2019

2

2024

21

43

2019

16

2024

129

2019

4

2024

58

lessons
learned

Ross Berger







MIDAS⁺

