



**Inland**<sup>®</sup>  
We power great packaging

# Building Manufacturing Talent for Our Future

Mark Glendenning, Inland Packaging  
March 9, 2023



# Agenda

- Intro to Inland Packaging
- Success for the Future
- Q&A

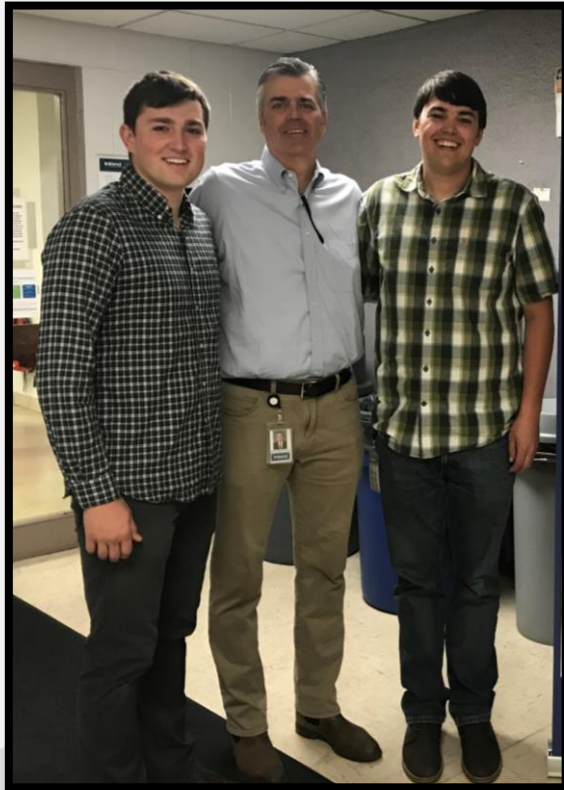


# Why Am I Here Today?



# Why Am I Here Today?

## Inland's Present



## Inland's Future





# Inland History



**Jack Glendenning**  
Served Inland from 1960 – 2021



**Brad, Mark and Trent Glendenning**  
3<sup>rd</sup> & 4<sup>th</sup> Generations service

**John Glendenning**  
Served Inland from 1944 – 1973



**Mark Glendenning**  
Served Inland from 1988 – Present





# Inland's Mission + Vision

**Mission:** Customer satisfaction achieved through continuous improvement and innovation, with a focus on safety, quality and productivity.

**Vision:** Growth – for our customers, our team members and our community. Inland creates the environment in which opportunities can be discovered and nurtured, and potential can be realized.

# 6 Manufacturing Facilities



1. LAR - La Crosse, WI - offset
2. LWA - La Crosse, WI - gravure
3. LBP – La Crosse, WI - offset
4. LNW - Neenah, WI - flexo
5. LDF - Delafield, WI – digital



6. LPA - Downingtown, PA – flexo / digital hybrid



# Products



Pressure Sensitive & Shrink Sleeves



Cut & Stack, In-Mold & Blow Mold



Flexible Packaging



# The Inland Difference

- Family Owned
- Our People
- Partnerships





● **Prepress**

Design  
 Attention to Detail  
 Process Oriented

● **Planning**

Critical Thinker  
 Problem Solver  
 Interest in Technology

● **Press**

STEM Skills  
 Interest in Technology  
 Team Player

● **Finishing**

STEM Skills  
 Attention to Detail

● **Maintenance**

Electromechanical Skills  
 Enjoys using their hands  
 Interest in Technology

● **Engineers**

Critical Thinker  
 Problem Solver  
 Project Management

● **Innovation / Sales / Marketing**

Strong Communication  
 Critical Thinking  
 Project Management

# What the US needs now is very different than the past



Note the increase in Technical training needed and corresponding decrease in Unskilled labor. Also note that the need for 4 year degrees has grown but not nearly at the rate of a technical education



# Inland

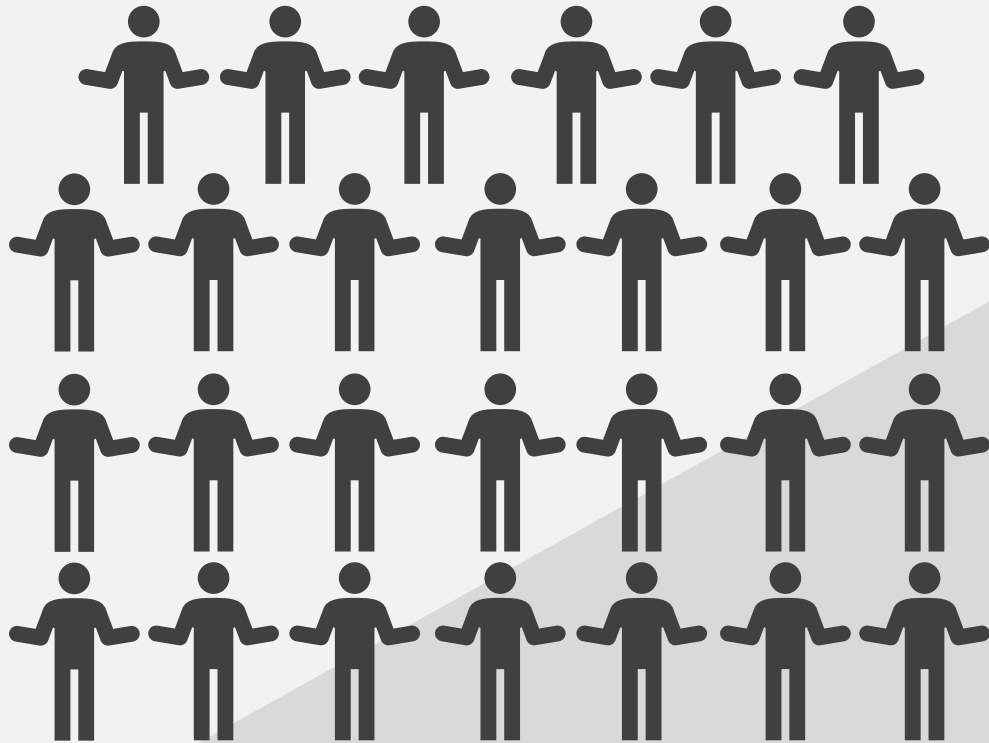
## ***35 Years Ago...***

- Manual
- Physical Labor
- Heavy reliance on the people of the company
  - Paper
  - Color – Rely on people vs. data
- Communication – fax v. phone v. email

## ***Today***

- Standardization
- Efficiency
- Process Improvement
- Technology First
- Communication – phone v. email v. text v. systems

# Inland - 35 Years Ago...



- Manual
- Physical Labor
- Heavy reliance on the people of the company
  - Paper
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# Inlar



mail v.







**Labor force participation rate from 1950 to present, using data from the U.S. Bureau of Labor Statistics.**

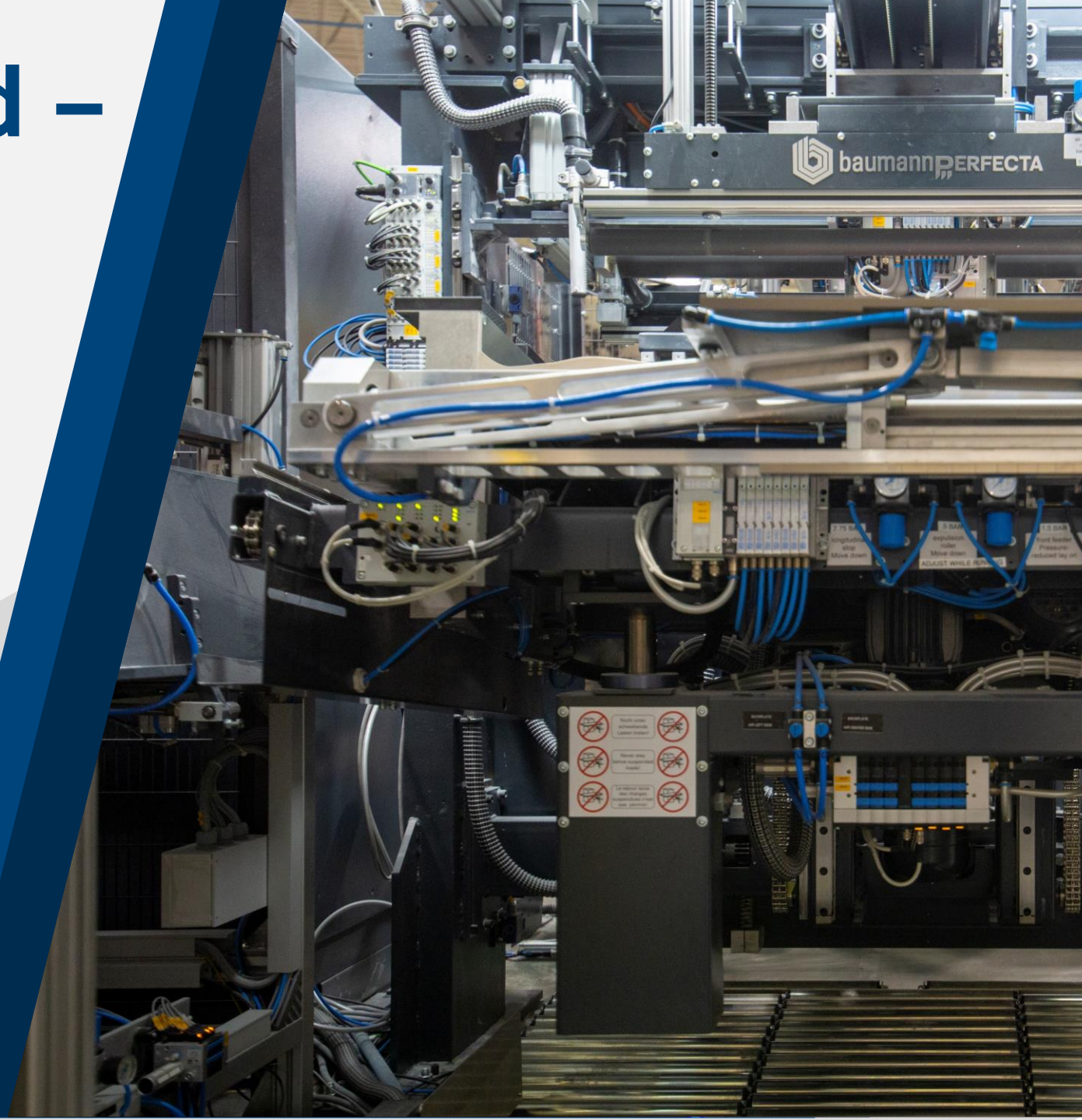
# Automation at Inland – Printing Press

## • Offset Presses

- Highest productivity + shortest make ready
- Press and Control Console
  - Intuitive Production
  - Controls and Measures Color
  - LED lighting

## • ABG – Durst | Digital Hybrid

- Hybrid press takes the best attributes of digital and flexo print technologies and combines it into one press





# Automation at Inland – Label Finishing

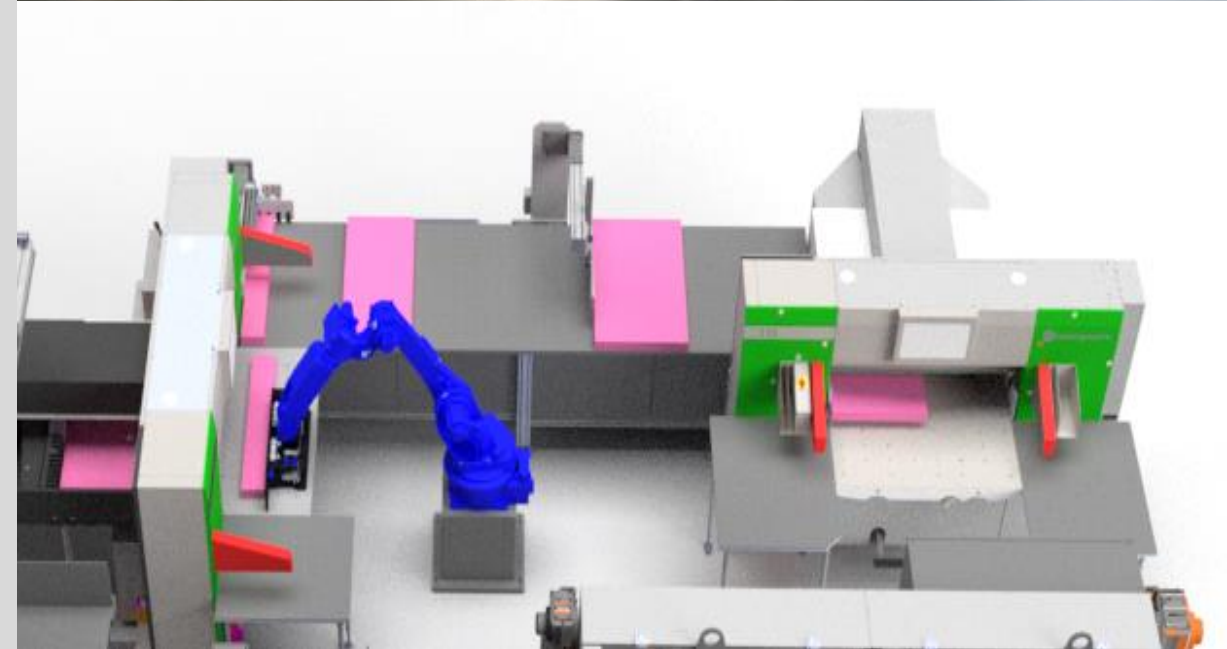
- Manual Jogging v. BASA
  - Reduces workforce to one operator managing two pieces of equipment
- Sortation and Autocut
  - Reduced risk of human error
  - Unique 1D code for every sku





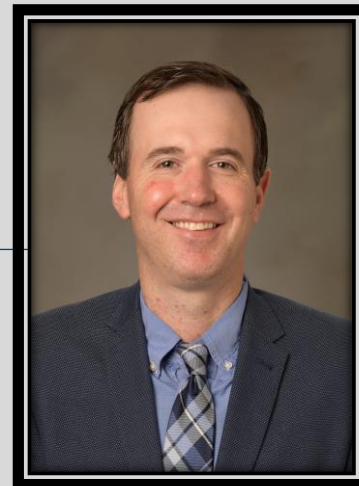
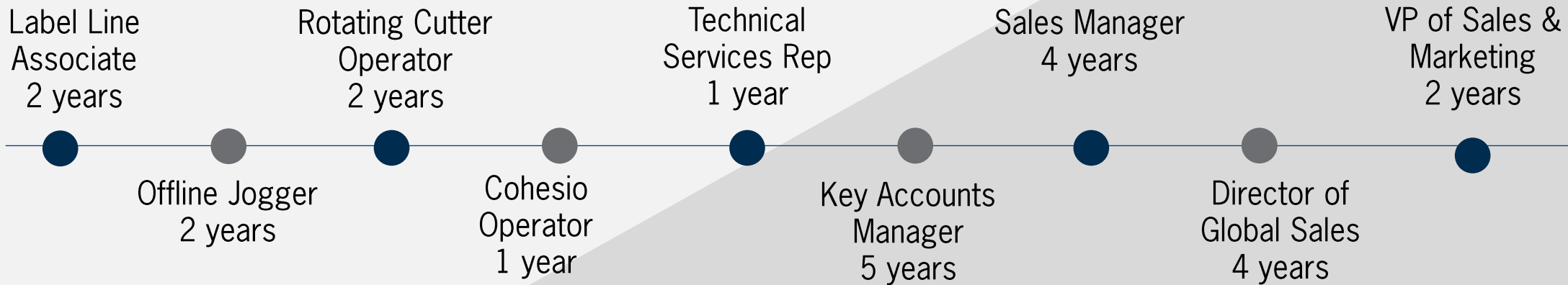
# Next Step – Fully Automated

- Human Operator in Automated Cell Replaced with 6-axis Robot



# A Growth Story

## Manufacturing Career Paths Come in All Shapes and Sizes



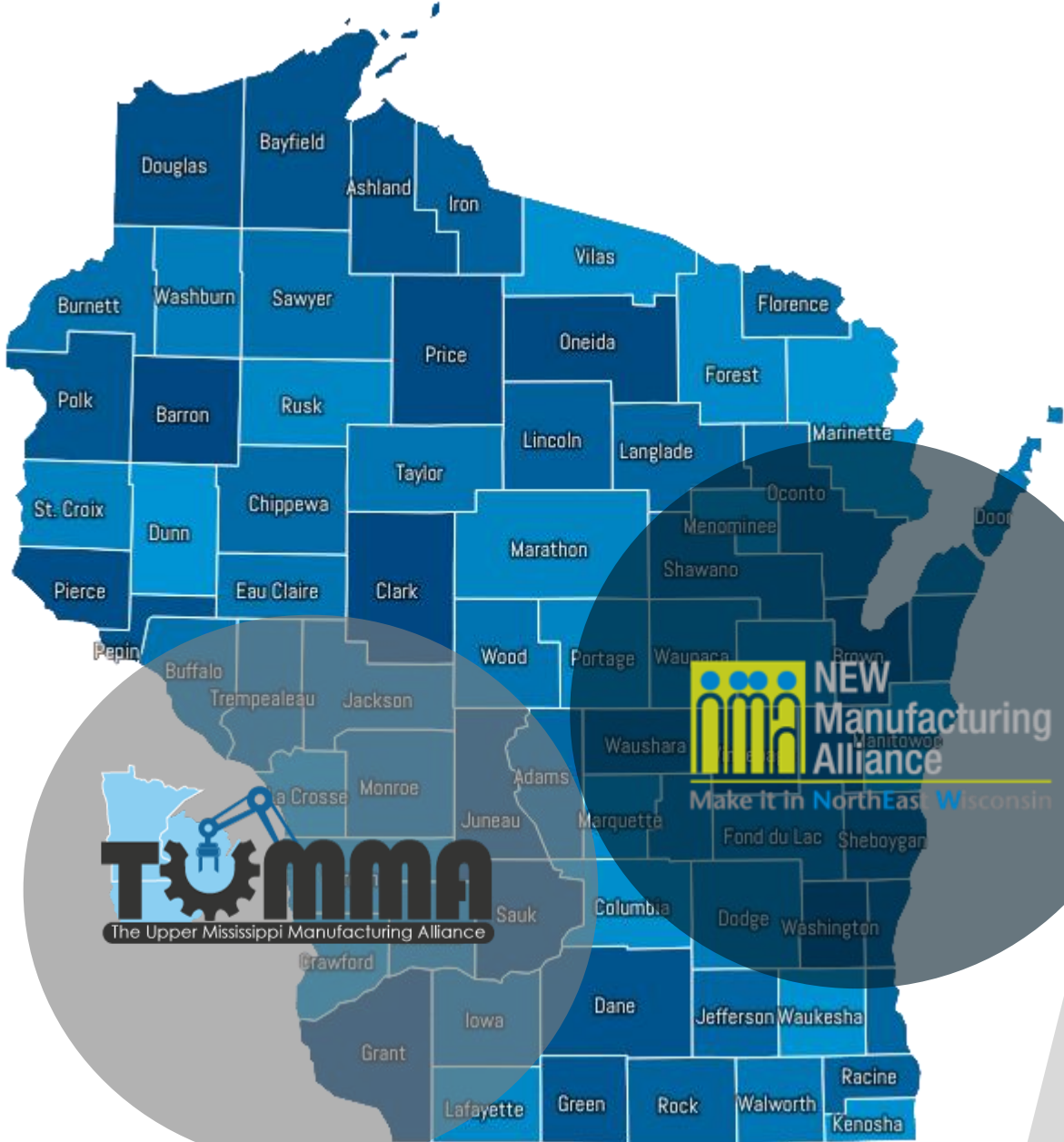
# Success for the Future





# The Future of Manufacturing

- Community Partnerships
  - TUMMA and NEWMA



# The Future of Manufacturing

- Community Partnerships
  - Academic & Career Planning
  - Tours
  - Speaking engagements
  - Youth Apprenticeships

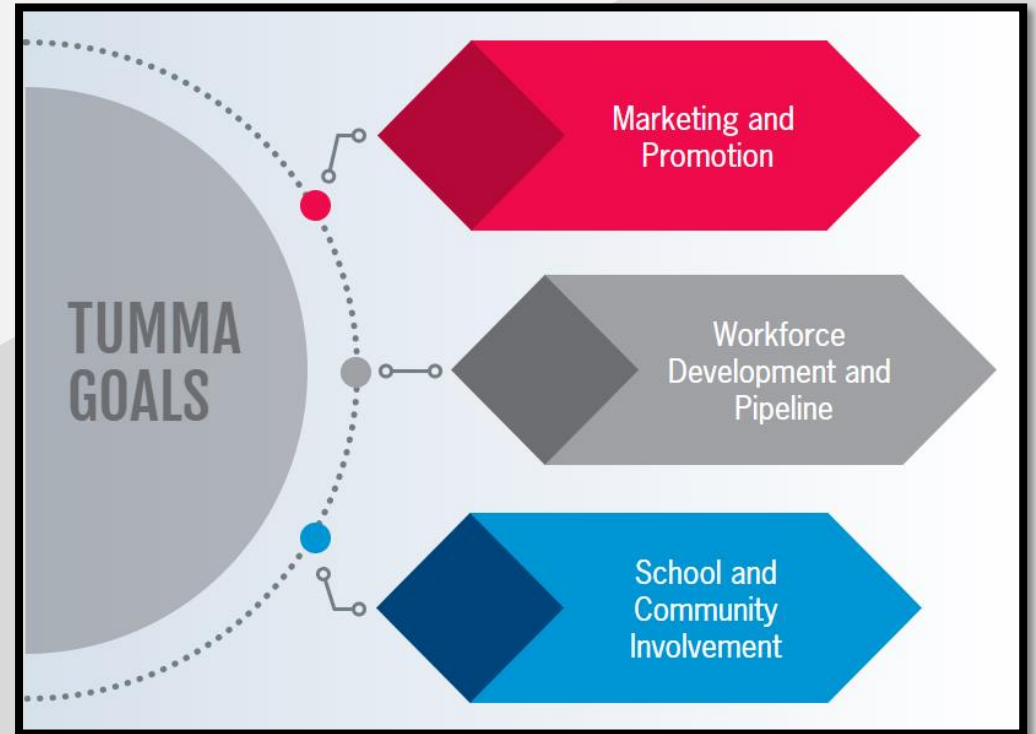




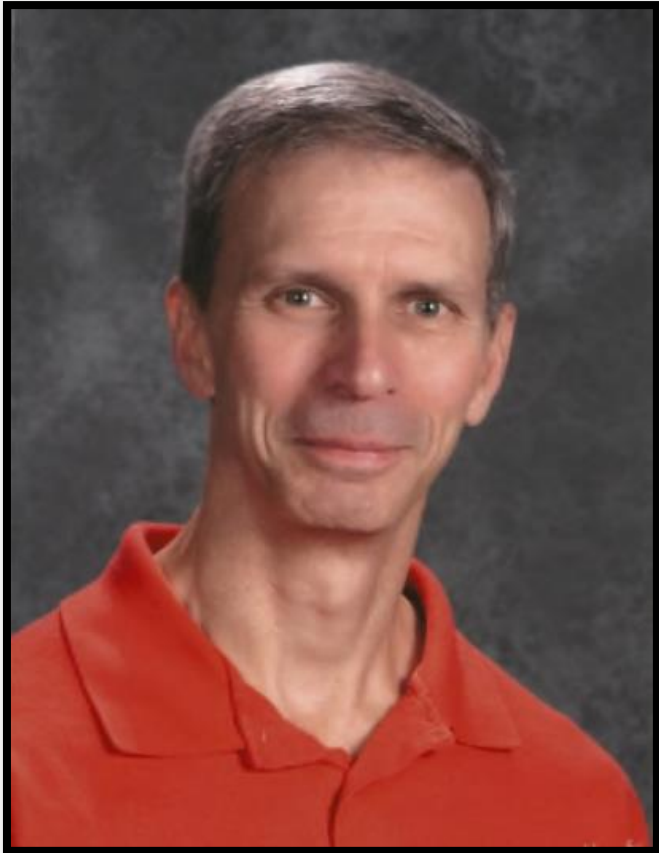


# TUMMA Mission

- Connecting the employees of tomorrow with the manufacturers of today.
- TUMMA's mission is to build a strong manufacturing workforce of the future by uniting manufacturers, educators, and students.



# Industry & Educator Partnerships



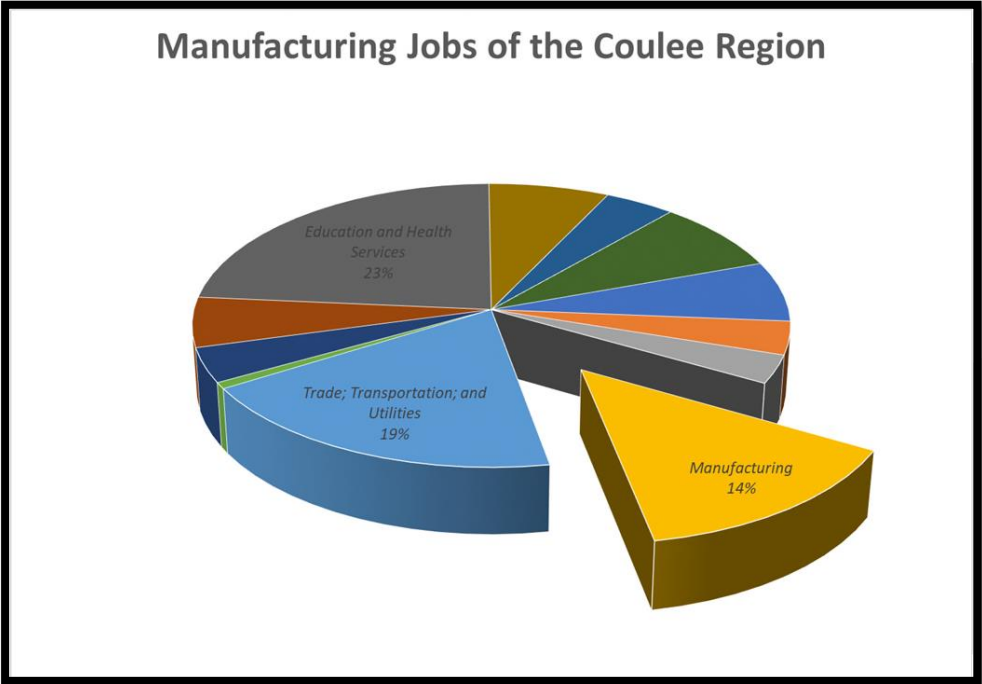
**Steve Johnston**  
**Tech Educator**  
**Excellence Award**

Steve Johnston has taught high school Technology and Engineering Education for 35 years. He has a bachelor's and master's degree in Technology Education, a k-12 Principals License, and was a 1984 graduate of Western in their Woods Techniques program. Over his career, he has taught classes in welding, machining, woods, building construction, digital electronics, robotics, and computer networking.

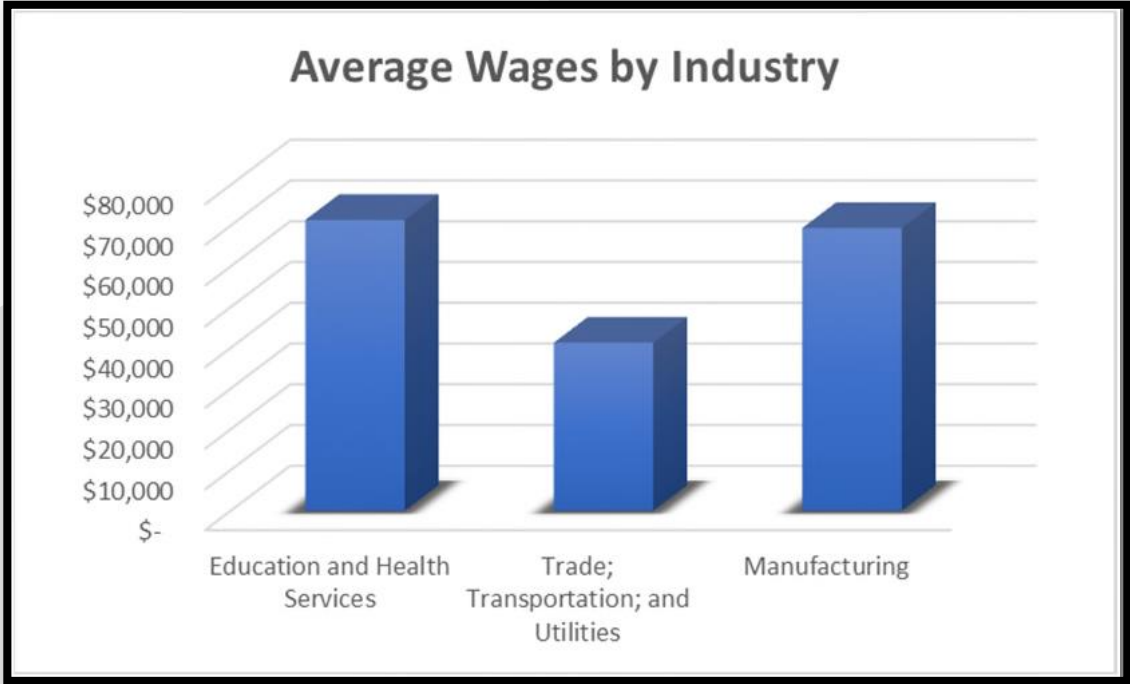
Steve has been a Past-President of the Wisconsin Technology Education Association and continues to be their conference program coordinator. He sits on Western's Electronics and Computer Engineering Technology Advisory Board, TUMMA's Education Task Force, is the Department Head for the Logan HS Technology Education Department and is a Logan Faculty Leadership Team member.



# Manufacturing Jobs in TUMMA's Region

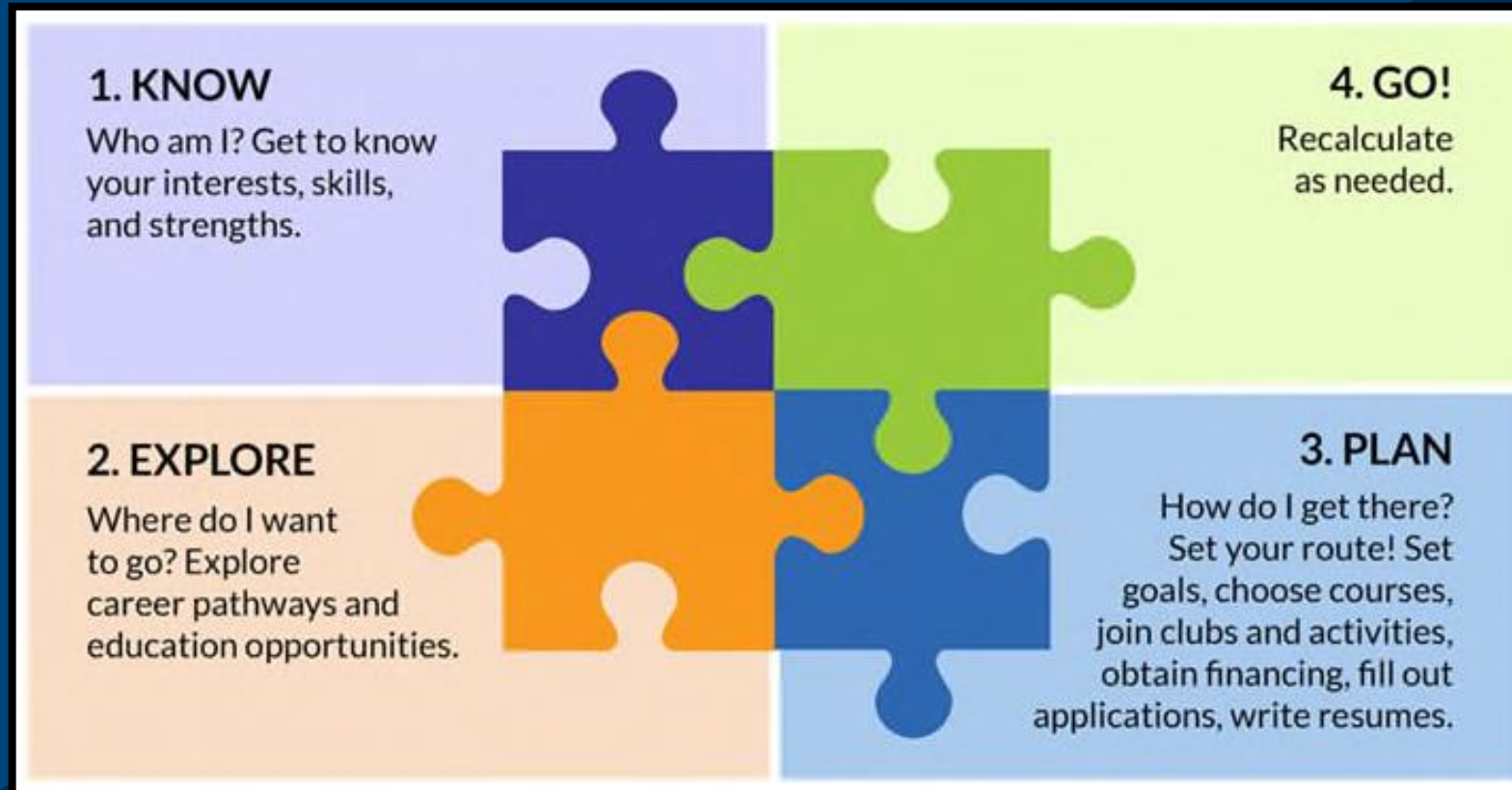


14% of jobs are in manufacturing



Average Longer Term Employee Wage

# Academic & Career Planning



# Youth Apprenticeships

- **Why Youth Apprenticeship**

- Industry-developed skill standards
- Exposure to multiple aspects of the industry
- Skilled mentors assigned to train the students
- Paid on-the-job work experience
- Related classroom instruction concurrent with work-based learning
- Curriculum guidelines for all programs
- Performance evaluation of demonstrated competencies
- State-issued skill certificate

- **Quick Facts**

- Currently, over 7,700 students are participating in YA
- Our region has over 180 students participating
- 16 of those students are in Manufacturing Specific Pathways
- Wages have grown for our YA students from \$11/hr to \$14/hr in 2023

# Youth Apprenticeships

- **11 Programs Currently Offered**

- Agriculture, Food and Natural Resources, Architecture & Construction, Arts, Audio Visual Technology and Communication, Finance, Health Science, Hospitality & Tourism, IT, Manufacturing, Marketing, STEM, Transportation, Distribution and Logistics

- **Manufacturing Specific Pathways**

- Production Pathway
  - Assembly and Packaging
  - Manufacturing Processes
  - Machining
  - Welding
- Production Operations Management Pathway
  - Production Operations
- Maintenance, Installation, And Repair Pathway
  - Industrial Equipment
  - Electromechanical/Mechatronics





# Additional Resources



## Glendenning Family Foundation

- Versa Studio Printer/Cutter
- Children's Museum Exhibit





**Thank You**

