



# 2020 ANNUAL REPORT

NOCO  
MANUFACTURING  
SECTOR PARTNERSHIP  
[NOCOMFG.COM](http://NOCOMFG.COM)



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CHAIR LETTER

NoCo Colleagues and Members,

Well 2020 is past and I think it is safe to say, "Good riddance!" A new year is upon us and we are all ready to return to in-person meetings but concede that we likely have a few months of video calls ahead of us.

Even with the challenges of 2020, NoCo stayed engaged with our members and provided ways to connect and provide our programming. In 2020 NoCo:

- Offered NOCOM as a virtual trade show and provided networking and educational opportunities to our members in Colorado and beyond.
- Set up a CRM to better track our data and provide an integrated system to communicate with our membership and committees.
- Participated in the Colorado Manufacturers Covid Task Force and kept our members updated on resources, assistance and needs throughout the state.
- Continues to boast incredible support of so many that participate in our subcommittees. Over 250 volunteers that help pave the way for our manufacturing community and serve in some capacity in our NoCo sector partnership.

Sadly, our Executive Director, Christine Juker moved to Texas with her family in 2020 which necessitated her stepping back from her leadership role at NoCo. This has been a big loss, but we are grateful that Christine remains a support to the partnership on a remote basis and look forward to growing a leader into that role again someday.

I couldn't be more proud of NoCo manufacturers who stayed incredibly strong and committed to each other, our youth and educators throughout the toughest year most of us have ever lived through. We know that, in the end, that is what will make Manufacturing steadfast now and in the future.

With Kind Regards,

Sylvia Robinson, Ph.D., SPHR  
Communications & HR Program Manager, Tolmar, Inc. and  
NoCo Mfg Board Chair  
sylvia.robinson@tolmar.com

MISSION

NoCo Manufacturing Partnership's mission is to make **American manufacturing great** by driving a **passionate, collaborative partnership**, so that **Northern Colorado manufacturing** and our **communities thrive**.

CORE VALUES

- Altruism
- Passion about manufacturing
- Collaboration
- Manufacturer-Driven
- Integrity & Accountability
- Action-oriented, solving real problems
- Community-oriented
- Learning

SUPPORTED BY KEY PARTNERS

ECONOMIC DEVELOPEMENT

EDUCATION

WORKFORCE

LEAD BY  
**MANUFACTURERS**

# ROCKS WORKFORCE COMMITTEE

## MISSION

The Rocks Workforce Committee's focus is workforce development. Through career awareness tours, internships, curriculum development, and partnerships with educators and other workforce professionals, The Partnership works to encourage and develop the manufacturing industry's next generation of workers.

Committee Meetings: 1st Tuesday of the month 3:30PM-5PM MST.

## WORKBASED LEARNING PROGRAMS

### Job Shadows

Students observe a manufacturer professional(s) as they work to get a better understanding of a career in manufacturing. Thank you Tolmar, Inc. for hosting Rocky Mountain High School in 2020.

### Rocks Student Manufacturing Tours

Middle and high school students tour manufacturer sites in Northern Colorado with an opportunity to see firsthand what a career in manufacturing could look like.

Tours include a 1-hour floor tour, an interactive activity, and an opportunity to ask questions. A pizza lunch can be provided depending on the tour schedule.

The committee is working on recording facility tours to continue to offer education and career awareness in the manufacturing industry.

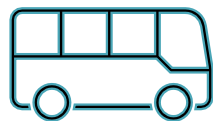
A special thank you to the following manufacturers who hosted tours in 2020: Sears Trostel, Precision Machined Products, Wolf Robotics, and Muller Technology.

*Tours usually offered in the fall and spring semesters, but due to the restrictions from COVID the student program was cut short.*

PIZZA  
LUNCH  
PROVIDED



BUS  
COSTS  
COVERED



75+  
STUDENT SHADOW  
ATTENDEES

120  
STUDENT TOUR  
ATTENDEES

2,622  
ATTENDEES  
SINCE 2014

168  
TOURS SINCE  
2014

## CareerRise Summer High School Internships

The summer internship program places high school students with a local manufacturer into 250 hours of paid internship experiences with an opportunity to increase their skills, explore career options and gain exposure to the industry.



The program is administered through Larimer County Economic and Workforce Development (LCEWD) and 50% is funded through the NoCo Manufacturing Sector Partnership and 50% is funded by the manufacturing internship hosts.

### Student Affiliations:

- o Broomfield High
- o Colorado Early Colleges
- o Fossil Ridge High
- o Frederick High
- o Mountain View High
- o Poudre High
- o Silver Creek High
- o Skyline High
- o Windsor High

### Internship Hosts:

- o Avid Product Development
- o BI Incorporated
- o Davinci Sign Systems
- o DH Wholesale Signs
- o J&B Machine
- o Specialty Products Company
- o Western Heritage

PAID SUMMER  
HIGH SCHOOL  
INTERNSHIPS

9  
FILLED

20  
POSITIONS  
DEVELOPED

42  
STUDENT  
APPLICANTS

100%  
COMPLETED  
INTERNSHIPS

2  
HIRED  
PART-TIME  
POSITIONS

1  
HIRED  
FULL-TIME  
POSITIONS





# ROCKS WORKFORCE COMMITTEE

## EDUCATION

### Student Presentations

Local manufacturers offer manufacturing presentations which includes company information, manufacturing applications and career opportunities in manufacturing. Topics include machining, laser cutting, metal stamping, 3D printing, welding, injection molding, lean and more.

90  
ATTENDED

### Supervisor Management Training Program

NOCO partners with Front Range Community College to develop Supervisor Management Training designed especially for manufacturers. Supervisors in the industry bring you the training. The course is offered in 2 parts: Manage Your Team as part 1 and Manage Your Business as part 2 in the Loveland area. Hands-on experiences introduce first time supervisors to the competencies necessary to do their job.



49  
ENROLLED

### Industry Panel Presentation on Future Talent Needs

LCEWD hosted a manufacturing-industry focused panel on June 9th, 2020 that focused on understanding the state of the Manufacturing industry in Northern Colorado, the present and future talent needs of the industry, and how workforce, education and economic development partners can support the training pipeline of the manufacturing industry in Larimer County.

35  
ATTENDEES

5  
MFG PANELISTS

Panelists included: Tolmar, Woodward, Tharp Cabinets, Hach and Super Vacuum Manufacturing

### Student Scholarships to Local Community Colleges

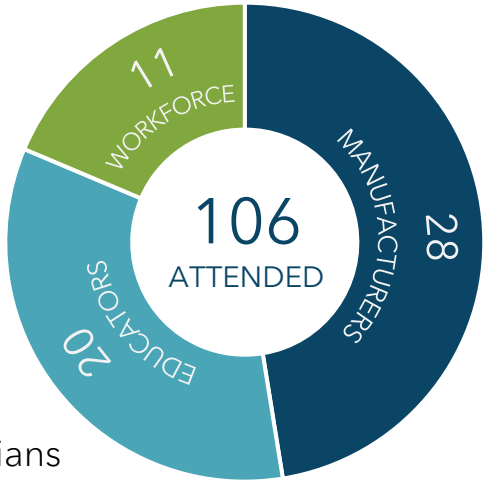
Each year NoCo donates funds to AIMS and Front Range Community College to help students pay for tuition and supplies for careers in manufacturing. Due to COVID the partnership had to reduce their planned donations in 2020.

\$2,000

## COLLABORATION

### Regional Advisory Meeting | March 6, 2020

This meeting hosts Northern Colorado manufacturers and educators to equip future workers to make a successful career in manufacturing by aligning student curriculum with industry needs. The March meeting was sponsored by NoCo, FRCC and Employment Service of Weld County.



### TALENT NEEDS

- Operators, assemblers, welders, fabricators, technicians
- Machinists
- Engineering, electrical, instrumentation, electronic technicians

### CRITICAL SKILLS NEEDS

- Critical thinking, problem-solving and trouble-shooting
- Communication skills in cross-functional teams
- Read and interpret data/documentation
- Technical skills: emotional intelligence, tinkering skills, time management
- Attitude and business ethics

### NEW CHALLENGES

- Employee mental health management
- Diversity including race, and women
- E-Learning to employees and students

### BREAKOUTS

The large group divided into small breakout sessions to discuss positive experiences, challenges and action items that were identified as next steps. Reference the full RAD Report for details on the meeting.

[FULL RAD REPORT PDF >](#)



RAD Meeting 2020

# NETWORKS COMMITTEE

## MISSION

The Networks Committee's mission is to connect, communicate and strengthen manufacturing in Northern Colorado. Through its website, newsletter, lunch & learn events, tours, and other B2B activities, the group drives a passionate and collaborative partnership of manufacturers to share best practices and work on common issues and supply chain gaps in the industry.

Committee Meetings: 3rd Friday of the month 8AM-9AM MST.

## NETWORKING

### Ambassador Welcome Team

A new subcommittee was developed in 2020 to provide new manufacturing members onboarding to fully understand who NoCo is, how to get engaged with committee programs and be aware of the resources available to them.

### All Manufacturer's Meeting | January and September

The membership meets annually to discuss partnership initiatives, a platform to voice concerns on issues that are hindering you from growing your business and share upcoming partnership news. As an organization for manufacturers, led by manufacturers, this meeting is a perfect way to get involved in making Colorado Manufacturing stronger than ever.

[JANUARY MEETING SLIDES PDF >](#)  
[SEPTEMBER MEETING SLIDES PDF>](#)

### B2B Networking

The goal of the committee was to host a quarterly in person networking event, but due to COVID, the events after March were moved to virtual. Thank you to The Museum in Longmont and KCOE for sponsoring the January event and special thank you to H2 Manufacturing Solutions for coordinating the details for the virtual happy hours.

117  
NEW MEMBERS  
IN 2020

135+  
BI-ANNUAL  
MEETING  
ATTENDANCE

125  
JANUARY B2B  
ATTENDANCE

## EDUCATION

### Lunch and Learns

Educational manufacturing topics (industry and soft skills) are offered through a 1 ½ hour lunch and learn setting.

CYBERATTACK  
PANEL  
24  
ATTENDEES



COVID19  
UNEMPLOYMENT  
26  
ATTENDEES



OPERATING  
DURING COVID  
36  
ATTENDEES



### Insite Manufacturing Tours

Manufacturers in Northern Colorado open their doors to members to provide a tour and share best practices. Thank you to Wolf Robotics for hosting the January 16th tour in Fort Collins.

WOLF ROBOTICS, LLC  
30  
ATTENDEES



### Outstanding Volunteer Awards

A big congratulations to the winners of the NoCo Manufacturing Partnership Volunteer Awards! This non-profit organization pursues its mission through the efforts of its volunteers. We thank all our members for their contributions throughout the year. These people work in our community as manufacturers or public partners in education, government and service.

There are a few that go above and beyond to further the mission. Outstanding volunteers:

- Amy MacNaughton, Woodward Industry Partner
- Matt Wiggins, St. Vrain Valley School District - Board Member
- Ben Allen, Allen CIO - Public Partner
- Heidi Hostetter, Faustson/H2 Manufacturing Solutions - Committee Chair
- Christina Haxton, MA LMFT, The Center for Sustainable Strategies - NOCOM



# NOCOM COMMITTEE

## MISSION

The purpose of the NOCOM Show is to carry out the NoCo mission to serve Northern Colorado manufacturers by providing a platform to showcase manufacturing, market manufacturers products and services, connect supply chain and provide networking opportunities.

Committee Meetings: 3rd Wednesday of the month 3PM-4PM MST.

## 2020 VIRTUAL SHOW

The annual trade show was originally scheduled for April 9<sup>th</sup>, but as the health risks of COVID19 became more concerning the NOCOM Committee researched benefits of a virtual trade show. Considering that manufacturers are pioneers in innovation and technology, the immediate need for lead generation, networking and education, a virtual trade show was scheduled for Tuesday, August 25<sup>th</sup>.

The quick pivot that was required for planning a virtual show was a huge undertaking and only made possible by dedicated partners of NoCo The committee became larger as additional support was identified including virtual online platform selection and training, ambassadors for exhibitor confidence and education, and a transformation of event offerings.

375 ATTENDEES

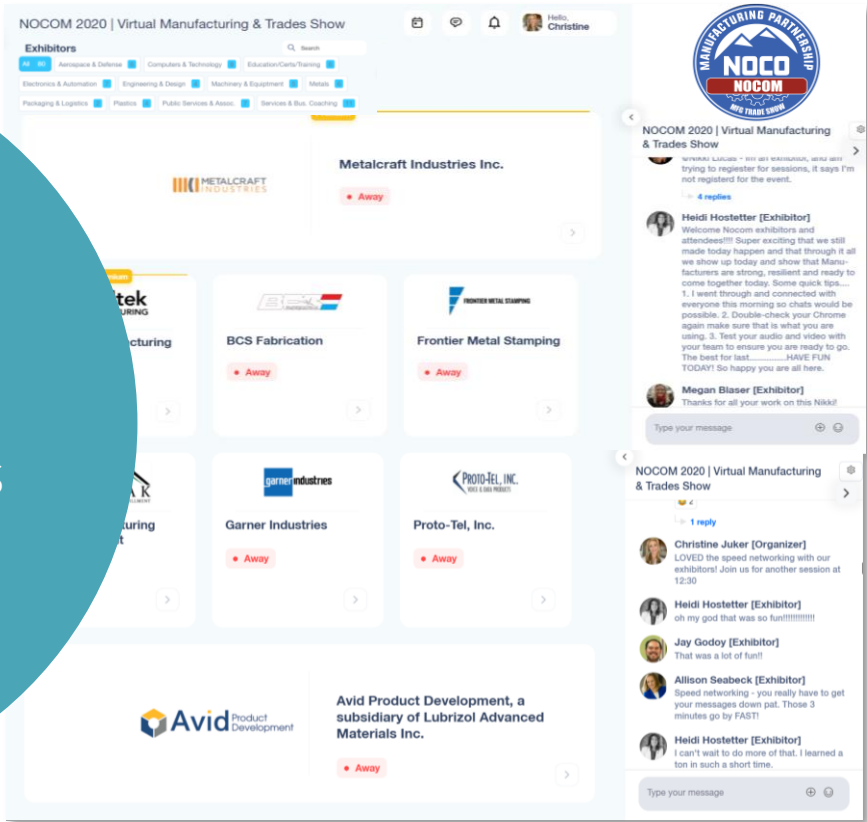
80 EXHIBITORS

3 NETWORKING SESSIONS

4 SPEAKER SESSIONS

22 AMBASSADORS

 NOCOM VIRTUAL



# COVID: POSITIVE IMPACTS

## COMMUNICATING RESOURCES

NoCo continues to share COVID19 resource information from state, county and local partners in Colorado to support manufacturing in Northern Colorado. Communications are shared on a dedicated NoCo COVID19 webpage, the monthly newsletter and social media.

## COLORADO MFG COVID TASK FORCE

The Colorado Manufacturer's COVID Task Force was created at the onset of COVID19 outbreaks in CO (March, 2020). The task force's original objectives were to protect and save lives while keeping manufacturers employed in Colorado. The focus of the group was to quickly identify and fill holes in PPE, testing supply chains, get safe and effective PPE and test supplies to the people providing essential services.

## PPE MARKET PLACE



8,540  
FACE  
COVERINGS

276,050  
SURGICAL  
MASKS

102,625  
KN-95  
MASKS



1,256  
GALLONS  
DISINFECTANT

386,016  
OZ. HAND  
SANITIZER



40,970  
GOWNS

2,830  
FACE  
SHIELDS

264,200  
GLOVES

Data referenced from Energize Colorado 9/3/2020



- Avid Product Development
- Colorado Counties Inc
- Columbine Health Systems
- CSU System
- Colorado State University
- Colorado Tech Shop
- City of Fort Collins
- Longmont EDP
- H2 Manufacturing Solutions
- Manufacturer's Edge
- nTec
- Specialty Products Company
- Vergent
- The Warehouse



# FUNDING AND INVESTING

Through committee work the Partnership collaborates across disciplines, organizations and communities to seize opportunities, solve problems and promote workforce development and strengthening of manufacturing. As funding from some past city & state grants begin to expire it is even more important for the manufacturing industry to invest in the partnership.

With Larimer County, a political subdivision, serving as NoCo's fiduciary, charitable donations under Internal Revenue Code Section 170(c)(1) has significant tax benefits. Please advise your tax professional about the deductibility of charitable contributions. See [Larimer County donation letter](#) for details.

**\$40K** GRANTS AWARDED    **\$22.5K** DONATIONS SPONSORSHIPS

Help support NoCo Manufacturing Partnership's mission to make American manufacturing great by driving a passionate, collaborative partnership, so that Northern Colorado manufacturing and our communities thrive.



## DONATION IMPACT

- \$100** 6 STUDENTS MFG FACILITY TOUR
- \$500** 50 STUDENTS/PARENTS MFG PARENTS NIGHT
- \$800** 40 STUDENTS (BUS & LUNCH) MFG FACILITY TOUR

## THANK YOU INVESTORS AND PARTNERS

Level \$10,000+



Level \$5,000+



Level \$2,000+

