

# NextGen Employer: Intertech

## INNOVATING A TALENT PIPELINE



Founded in 1980, Intertech quickly became known as an innovative manufacturing company, a reputation built on a culture of collaboration and teamwork. More than 40 years later, Intertech is still innovating its products and efficiencies. But recently, it's also innovating its workforce through modern youth apprenticeship, a new talent-development strategy with an eye on tomorrow's star employees.

The manufacturing industry has a talent pipeline problem. The workforce is aging, and it's increasingly difficult to fill entry-level positions—despite good pay and clear paths to career advancement. Youth apprenticeship creates a deep bench of diverse, skilled talent that keeps Intertech on the cutting edge.

“Five percent of Intertech’s 130 employees are youth apprentices,” said Jim Kepler, President of Intertech. “We’re ahead of the technology and applying it to our work, but we’re also constantly learning the best ways to approach our business. Youth apprenticeship feeds Intertech’s evolution.”

Intertech’s apprentices provide a future talent pipeline, but while they’re training alongside seasoned professionals, they’re contributing with meaningful work, such as building automations to detect defects on the line, developing intelligent process controls and robotics to do what previously was an expensive and labor-intensive process. “Our youth apprentices created a system that saved us \$2.4 million in two years,” said Kepler. “Our apprenticeship program is a competitive advantage—an advantage that comes from always having a new cohort of apprentices ready to step into roles and provide value.”



**“Five percent of Intertech’s 130 employees are youth apprentices... Our youth apprentices created a system that saved us \$2.4 million in two years.”**

**— Jim Kepler  
President of Intertech**