



Peter Rittenhouse, Nestle Waters

PA House GOP Policy Committee on Jobs Creation, July 31, 2012

- **Introduction**

I'm Peter Rittenhouse, Representing of Nestle Waters. I've been with the company for over 20 years—most of them in Allentown. I am Director of Supply Chain on the East Coast. Here in the Lehigh Valley, we have 425 people working for us in good, skilled and safe jobs. We provide a full benefits package that includes health, dental, vision, tuition reimbursement, profit sharing, 401K, flexible spending health and dependent care accounts. Our employees live in about 101 communities and 13 counties in Pennsylvania. Nestle Waters has been operating here since 1995 starting with the Deer Park bottling plant then we opened a second plant next door which is LEED Gold certified, which opened in 2007.

- **Job Creation**

- We have a great relationship with the Lehigh Valley Workforce Investment Board (WIB), PA CareerLink®. Nestle has been active on this board for over 10 years.
- **Hiring:** We value the one stop shop benefits that the PA CareerLink® provides. When we have labor needs, we can go there and they help us identify candidates and keep our funnel full of viable candidates. We then make hiring decisions from there. (Our business is growing about 6% per year)
- **Tactical Training:** Involvement with the WIB has led to us working with Lehigh Career & Technical Institute (LCTI). We've hired directly from LCTI before and formed a partnership with them over the last 7 years at least to train our incumbent workers to keep their skills updated and fresh. LCTI handles the Electro Mechanical training of our workforce. It is my position that the electro mechanical skill gap is the most significant barrier in high speed manufacturing.
- **Strategic Training:** Through these partnerships, we've also been able to work with the Manufacturers Resource Center (MRC), which promotes manufacturing jobs in PA and offers resources to improve manufacturing operations. For example, lean manufacturing techniques.
- These three entities work very well together. They stay connected to each other and complement each other's areas of expertise, which makes them successful partners with us. The WIB finds the workers for us; LCTI provides the technical training for our

workforce. Then the MRC helps with leadership training to make manufacturing viable in PA and serves as a helpful clearing house of information for manufacturers.

- Not only do we use these three groups' services, we also serve as volunteers to support leading them.
- We appreciate the state supporting these three groups because they are all a valuable resource to us. One of our business' greatest needs is finding people who are interested in manufacturing and also have the technical talent. Sometimes it is hard to find these people and we rely on the help of WIB/LCTI/MRC to support us with this.

Looking forward, more of the same- We plan to keep on doing what we are doing. The best thing for us is to have our plants run well. We are always working to improve our workforce and plant procedures. We appreciate the chance to get to talk to you today and we encourage you to fund training to keep the local workforce up to speed on the cutting edge of technology, which in the end helps businesses' productivity and keeps us competitive. Thank you for your time.