



Building Better, Together:

Growing Local, Early Career Talent

WHO WE ARE

Wallbank Industrial exists to bring together like-minded manufacturing companies under one vision, one set of values, and shared ways of working. PJ Wallbank Springs is our legacy company, but our ambition is bigger: **to grow a family of world-class manufacturers who share a commitment to people, performance, and community.**

As we look to the future, we recognize our view on manufacturing is different. We believe the industry can be a platform for growth and respect rather than layoffs, outdated practices, and yell-and-tell cultures. We're in the pursuit to reinvent manufacturing as an environment people can count on for opportunity and impact. We're not just building products. We're building people.

OUR BELIEF IN THE BLUE WATER AREA

There is a tendency for companies in the Blue Water area to complain about the availability and capability of talent in our area. Our view is that this isn't so different from Anywhere, USA. And while it's easy to point out problems, it's hard to solve things. We are looking to be part of the solution.

Our strategy is to double down on the Blue Water area for our future, not go elsewhere. Most of our talented kids leave and for good reason. Either local companies don't have compelling opportunities or they are not communicating them. This has to change, and we seek to set the example.

WHY EARLY CAREER TALENT MATTERS

Our future depends on the next generation of engineers and problem-solvers. We're intentionally building a pipeline of future leaders, with individuals who start as students, grow into capable engineers, and eventually drive our companies (and the local community) forward.

We aspire to grow talent locally and have 25% of our full-time engineers start as interns, with the majority of these individuals growing into leadership positions. Our ideal future state is to have more great talent than we know what to do with.

For students, this means:

- Paid internships, hands-on projects, and meaningful problem-solving. Not sideline work.
- Coaching and mentorship from experienced engineers who are passionate and intentional about building the next generation.
- Multiple growth paths from internships to meaningful full-time careers in their own backyard.



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WHO WILL EXCEL HERE

The students we're most excited about are:

- **Hungry, humble, smart:** driven to succeed while always eager to learn
- **Mechanically inclined problem solver:** loves figuring out how things work
- **Curious and fearless:** seeks to ask "why" and embrace new experiences
- **Strong in math and science:** passionate about applying knowledge in the real-world
- **Leaders and contributors:** step up in group settings and make an impact wherever they go
- **Growth-focused with high standards:** excited to grow beyond the classroom, take ownership for learning, and stretch themselves to achieve more.
- Interested in building a career in **manufacturing**

HOW WE CAN PARTNER THIS YEAR

Together, we can help students explore career possibilities, gain real-world experience, build a strong foundation for their future, and stay local to strengthen our community. With you, we want to make the Blue Water area a place where people stay or can't wait to get back to, and not a place where they have to leave for real opportunity or impact. This won't be accomplished overnight, but we're not going anywhere and we feel you're the bridge to help us accomplish this!

We'll collaborate with you to determine what's best, but here are a few ideas to get us started:

- **Partner Roundtables:** Meet with our team quarterly, nominate your top 5 students and explore engagement opportunities.
- **Wallbank Watch List:** A shared list to track and support top recommended students.

Student opportunities we provide throughout the year:

- Work-Based Learning (high school)
- STEM Scholarship (high school graduates)
- Summer Intern Academy (college)
- Co-ops (college)
- Manufacturing Leadership Rotational Program (college graduates)

LET'S BUILD BETTER TOGETHER

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