

VMEC

VERMONT MANUFACTURING EXTENSION CENTER

2025 IMPACT REPORT



Strengthening and Empowering Vermont Manufacturers Since 1995

A Letter from Our Center Director & CEO

Dear Vermont Manufacturers, Partners and Supporters — First and foremost, we are very grateful for your business, partnership and support throughout this year, which happened to be our 30th year of operation. As well, a thank you to our hosts of 30 years — what once was Vermont Technical College and is now Vermont State University. We also thank the National Institute of Standards and Technology Manufacturing Extension Partnership (NIST MEP), who have funded and supported us in a public-private initiative throughout our tenure.

VMEC has had another solid year in supporting Vermont small- and medium-sized manufacturers (SMMs) in a variety of ways. The client projects have been varied, interesting and productive. We are lucky to have world-class colleagues that are able to bring their knowledge and know-how to the table. You can see in the impact the results have been strong and reflect what can be done in partnership when the right resources meet the right opportunities and problems.

That said, you will notice in our data reporting figures, we have transitioned from an annual, one-year analysis to a triennial reporting cycle. This change provides a more comprehensive view of long-term performance and trends in the manufacturing industry across the board. The three-year cumulative format is in alignment with best practices for long-term strategic reporting as many of our sister MEP Centers around the country have now adopted.

Thank you again for your support and business. We look forward to continuing our partnership with SMMs in Vermont to help them start, survive and thrive.



A white, stylized handwritten signature of Patrick Boyle on a dark blue background.

PATRICK BOYLE, Center Director & CEO



VMEC Services

Grow Your Business with VMEC — You know your goals and challenges. We know solutions to boost your success and growth opportunities for the future.

- VMEC is Vermont's expert resource dedicated to serving small and medium-sized manufacturers. Part of the NIST MEP Network, we work to boost the productivity and performance of the state's manufacturing community. Collectively, our team has over 200 years of experience in manufacturing, including all aspects of processes, practices and operations, from sourcing materials to final product delivery. Add to our partnerships with government, business, and academic institutions, VMEC offers unparalleled resources as your solely-focused manufacturing partner.
- Our team works closely with your business to help solve your unique issues. With the help of accessible technology, fostering a mindset for success, helping you invest in your people, and focusing on quality, VMEC can turn your vision for the future into a reality. We are a trusted advisor and extension of your team, here to help you achieve greater efficiency and sustainable growth. We understand the challenges that manufacturers face and will partner with you to meet those challenges head-on to reach your goals.

3-YEAR IMPACT OF VMEC SERVICES: 2022-2025



\$112,649,000

Increased and retained sales



\$19,800,000

Client investment in modernization



\$12,556,000

Cost savings



162

New jobs created



630

Jobs retained

Data reflects client reported impact as a direct result of VMEC assistance from VMEC projects surveyed July 2022 — June 2025. A third party conducted the surveys under contract to NIST MEP. Respondents represent 87% of all Vermont clients served by VMEC during the period.

01

INNOVATION & GROWTH

HELPING YOU FIND OPPORTUNITIES TO IMPROVE TOP-LINE GROWTH



VMEC understands the need to develop strategies that will help set your business up for long term success, develop new products and increase sales to new markets. Our team can help you find opportunities in key areas to address top-line growth, specifically focusing on identifying profitable new sales, developing new products, entering new markets, and deploying new business models for systemic excellence and sustainable growth.

02

ADVANCED MANUFACTURING & AUTOMATION

CUSTOM SOLUTIONS TO FIT CAPACITY AND WORKFORCE CHALLENGES

Automation, smart manufacturing, and Industry 4.0 technologies can be confusing and intimidating to manufacturers, but they don't have to be! We understand how technology and automation are helping to address capacity and workforce shortage challenges to give manufacturers a competitive edge, and we are ready to partner with you for a customized approach. VMEC also facilitates access to The Manufacturing Collaborative, a hub for brainstorming real-world manufacturing challenges and empowering manufacturers with industry solutions.



03

CYBERSECURITY & SUPPLY CHAIN

A PRACTICAL PLAN TO ADDRESS TROUBLE BEFORE IT HAPPENS



Both Cybersecurity and Supply Chain Management are about protecting the essential elements of your business, your reputation, and your relationships with your suppliers and customers. Having a practical, well-balanced plan to address cybersecurity issues before they happen will give your company a competitive advantage. Establishing a strong supply chain is also critical. VMEC can help evaluate your supply chain, identify, and qualify new suppliers and minimize the overall risk to the business.

04

OPERATIONAL EXCELLENCE

EMPOWER EMPLOYEES AND IMPROVE CUSTOMER SATISFACTION

VMEC will guide your journey and promote a culture where employees at all levels are empowered. With the right tools in place, your business will become more flexible, efficient, and competitive. Focusing on operational excellence is a business strategy proven to improve customer satisfaction and loyalty, reduce costs and increase profitability. We use practical tools and coaching expertise to bring data-driven improvements to our clients, including a reduction of waste, increase in productivity and cultures of continuous improvement.



05

PEOPLE DEVELOPMENT

ENGAGE, TRAIN AND MENTOR NEW AND EXISTING EMPLOYEES



The strongest leaders know that investing in people development is the best way to support and empower your most valuable asset: the people that drive success at all levels of your business. We aim to help companies engage, train, and mentor their existing team members, as well as to find, attract and onboard new ones. We have the experience, know-how and network to work with you and make your investment in your people really count.

06

QUALITY & COMPLIANCE

BUILD LONG-TERM PRODUCT QUALITY WITH CUSTOMIZED TRAININGS

We'll help you improve operations, build stronger relationships with customers, and achieve long-term success through a commitment to quality and continuous improvement. We support the International Organization of Standards (ISO) Quality Certification with company specific training and knowledge-sharing events. We also support Food Safety Quality training for small to medium-sized food manufacturers and provide consistent food safety learning opportunities. VMEC's training on manufacturing product quality, as well as food quality, are the key building blocks for increasing work efficiency and customer satisfaction.



VERMONT MANUFACTURERS SERVED IN THE PAST 3 YEARS



Percent of Vermont workers who are employed by manufacturers, representing 26,600 people total.

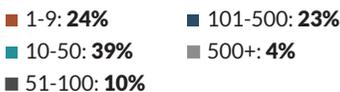
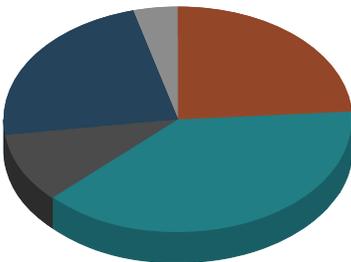


Employees served by VMEC over the last three fiscal years through public events and onsite projects.

Employees represented 184 Vermont manufacturers.

SIZE OF FIRMS VMEC SERVES BY NUMBER OF EMPLOYEES

July 2022–June 2025



VERMONT MANUFACTURING FACTS & FIGURES



Manufacturing contributes **7%** to Vermont's gross state product (GSP).



Average compensation for Vermont manufacturing employees is **\$75,000**, compared to the average Vermont compensation of \$67,000.

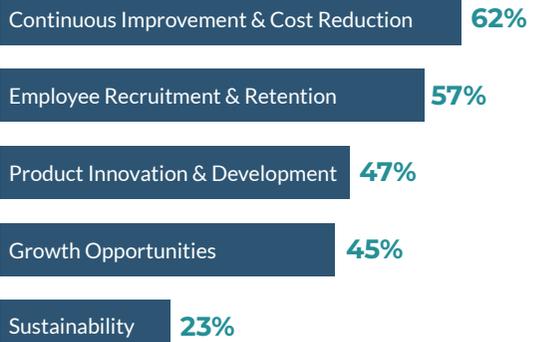


Over the last three years, **87%** of our clients have used VMEC services before.

Based on data available in December 2025 from National Association of Manufacturers (NAM)

TOP FIVE CHALLENGES TO MANUFACTURING GROWTH

Based on client surveys completed July 2022 – June 2025 by an independent third party under contract to NIST MEP.



Report photos courtesy of: Shannon Alexander, VT Chamber of Commerce, Rigorous Technology, Generator Makerspace, VMEC, Hartford Area Career and Technology Center, River Valley Technical Center and Burlington Technical Center.

VMEC actively engages with the manufacturing sector in and out of Vermont by participating in key events and with organizations that are aligned with our mission. This consists of participating in and sponsoring conferences, serving on boards, carrying out speaking engagements as a keynote or panel participant, or simply attending an event to show our support for a partner organization and their mission.



The VMEC Team was proud to be part of these events in 2025!

- ▶ Addison County Workforce Expansion Program
- ▶ Advanced Manufacturing Day – Generator Makerspace
- ▶ American Precision Museum Threads of Legacy, Tools for Tomorrow
- ▶ Black River Produce Fresh Expo
- ▶ Central Vermont Economic Development Corporation Business Mixer
- ▶ Do North Coworking Pitch Kitchen
- ▶ Eastec Exposition
- ▶ Franklin County Industrial Development Corporation Annual Reception
- ▶ Green Mountain Economic Development Corporation Annual Meeting
- ▶ Hartford Area Career & Technology Center Career Technical Education Advisory Board
- ▶ Hill Days - Washington, DC
- ▶ Kingdom Career Connect & the Northeast Kingdom STEM Fair
- ▶ MedTech Collaborative
- ▶ MFG Day – Maple Landmark
- ▶ MFG DAY – Nolato
- ▶ National Center for Defense Manufacturing and Machining New England Advanced Manufacturing Data Challenges
- ▶ New England Regional Defense Industry Collaboration Quarterly Conferences
- ▶ Northeast Kingdom Chamber of Commerce Consortium
- ▶ Northeast Kingdom Workforce Expansion Program
- ▶ Northeastern Vermont Development Association Annual Meeting
- ▶ Quell Imaging Open House
- ▶ Rigorous Technology Made Local Automation Block Party
- ▶ River Valley Technical Center CTE Advisory Board
- ▶ Southern Vermont Economy Summit
- ▶ Supply Chain Optimization and Intelligence Network Conference
- ▶ Tech Jam
- ▶ Vermont Brewers Association Conference
- ▶ Vermont CTE Educators Conference
- ▶ Vermont Chamber of Commerce Economic Conference
- ▶ Vermont Chamber of Commerce Manufacturing Industry Day
- ▶ Vermont Chamber of Commerce Manufacturing Summit
- ▶ Vermont Chapter of the American Society for Quality Conference
- ▶ Vermont Cheese Council Conference
- ▶ Vermont Employee Ownership Center Annual Conference
- ▶ Vermont Speciality Food Association Spring Networking Event
- ▶ Vermont Specialty Food Association Annual Meeting
- ▶ White River Valley Chamber of Commerce Annual Meeting
- ▶ Windham Business Support Coalition

HOW DOES MANUFACTURING IMPACT THE ECONOMY?



EMPLOYMENT MULTIPLIER

Each manufacturing job supports an additional **4.5 jobs** elsewhere.

Source: National Association of Manufacturers

ECONOMIC MULTIPLIER

Every \$1 in manufactured goods generates an estimated **\$2.67** worth of additional economic activity, the third highest of all economic sectors. If the entire manufacturing and supply chain is included, every \$1 spent in manufacturing adds another **\$3.92** in economic activity.

CLIENT RETURN ON INVESTMENT

Over the past 3 years, every \$1 clients spent on VMEC assistance returned an average on that investment of **\$306**.

Based on company-reported data,
July 2022 – June 2025