COMPANY OVERVIEW

Intertech Plastics Inc.’s (Intertech) mission is to be an innovative leader in turnkey manufacturing, providing superior service and value for their customers while creating a collaborative, enriching workplace for employees. Founded in 1980 by Noel Ginsburg, Intertech began as a small manufacturer of custom injection molded plastic products in Denver, Colorado. What started as only a few presses making a small number of plastic containers is now the largest and one of the most respected fabricators of custom plastic injection molded products in the Rocky Mountain region. In 2013 Intertech acquired Image Molding (now Intertech Medical) and began molding complex disposable medical devices. Combined, the two companies have over 200 employees in the Denver metropolitan area.

DEVELOPING TALENT FOR THE FUTURE

As an important player in their local advanced manufacturing sector, Intertech faces significant challenges in securing a skilled workforce that can lead the company forward. Intertech sees engaging students in the workplace as crucial to the success of its business and the nation as a whole. That is why Intertech partners with CIHAD’s Work is Success Internship Program to access a pipeline of young adults to fill their paid summer internship roles. Positions range from administrative office support to material handling and assembly in the warehouse to manufacturing roles in the plant. As part of the internship program, students also receive a mentor and a “buddy” to provide on the job training. Intertech quickly realized that partnering with CIHAD was more than just philanthropy or doing a good thing in the community. Being a company who is actively involved in identifying, training and recruiting its future workforce is simply good business.

A SMART BUSINESS DECISION

Intertech’s relationship with CIHAD has strengthened aspects that are key to the culture of the company. For example, partnering with CIHAD has increased community relations and reinforced Intertech’s commitment to hiring employees based on merit and work ethic, rather than on what they look like or their socioeconomic status. The meritocratic nature of the company has played a crucial role in keeping employee turnover low and has helped foster a sense of loyalty within the organization, a point of pride in Intertech’s culture. Another benefit is that CIHAD has helped Intertech diversify its talent pipeline, helping to build a workforce with a diverse range of opinions to lead the company into the future. The partnership allows Intertech to build community goodwill, maintain low employee turnover, and increase employee engagement and diversity, ensuring the company remains a world class manufacturer.
A COMMUNITY LEADER

Ginsburg’s personal passion for service is paralleled by the strong commitment which the employees at Intertech display toward their local communities. In 2007, Intertech was awarded the Spirit of Hope Award by the Mile High United Way for their efforts in promoting community service within their company. The company’s internal campaign to raise money for the local Mile High United Way accomplished an impressive 97% engagement from Intertech employees.

PERSONAL STORY

Oscar Olivas grew up in the South Lincoln Park Homes, a row of public housing blocks in Denver’s troubled West Side neighborhood. With poverty rates reaching almost 40% and a 90% dropout rate, South Lincoln is not the first place you would expect to be the childhood home of a corporate executive. Raised by a single mother, eight-year-old Oscar first met Intertech CEO Noel Ginsburg through CIHAD. Seeing great potential in the boy, Ginsburg began mentoring him and would often invite him to visit the Intertech facility. At 14, Oscar began working at Intertech on the weekends over his summer break. After graduating high school, Oscar went on to serve in the US Navy where he earned an undergraduate degree. Wishing to come back to Denver, he returned to the same Intertech factory where he had worked as a teenager. Oscar filled various roles in the plant and eventually worked his way up to become a Director of Operations at Intertech Plastics, overseeing a $10 million dollar division while raising three young boys. Oscar also has the great privilege to serve as a supervisor and “buddy” for new CIHAD interns working at Intertech. While working at Intertech, Oscar went on to get his Master’s in Business at Regis University. Yearning for continued education and challenge, Oscar has since moved on from Intertech to become Vice President of Operations for OraLabs, the largest private label lip balm producer in the country.

OUR VISION AT INTERTECH

is to ‘mold a better world, one part, one person, one community at a time’ and the Work is Success Program at the Colorado I Have A Dream Foundation helps us achieve this. The success of the community helps determine the success of our company so we are committed to working with area youth to ensure that we have a steady stream of talent to progress our company.

— Noel Ginsburg
Intertech CEO

THE COLORADO I HAVE A DREAM FOUNDATION

Since its founding in 1988, CIHAD has impacted the lives of more than 800 underrepresented Colorado boys and girls, who are affectionately called Dreamers, through mentoring, academic enrichment services, social-emotional supports, life skills development, global cultural exploration activities, experiential learning, community service projects, internship and corporate networking experiences, collegiate coaching, and tuition assistance for higher education. Dreamers are selected and adopted in kindergarten and are provided these services up and through post-secondary pursuits.

CIHAD’s Work in Success internship program places Dreamers in 6-10 week summer internships with some of Denver’s top small businesses, corporations, law and medical offices, higher education institutions and government agencies, to gain first-hand work experience from industry leaders. The main goals of the program are to provide students with an opportunity to gain firsthand experience in the workplace, create and grow professional and social networks, and expand industry knowledge.

ABOUT COLORADO I HAVE A DREAM FOUNDATION

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