

# MAKING A DIFFERENCE TODAY. **BUILDING FOR THE FUTURE.**

## The United States is entering a new era.

Powered by federal infrastructure spending, reshoring of supply chains, rising defense spending, and rapid technological innovations, manufacturing in the United States is set for a major resurgence amid historically low unemployment rates.

While this sounds like good news, the reality in manufacturing companies today is an acute skilled labor shortage. Companies are fiercely competing for the skilled labor that is out there and searching for any other means available to help meet production goals.

Automation will play a role in helping companies achieve more with less. However, human talent remains a critical need. Governments, educational institutions, and nonprofit associations must double down on their workforce development efforts to address the challenge ahead.

The AWS Foundation is rising to meet that challenge.

Thanks to the AWS Board of Directors, our members, and major donors, 2022 saw the largest year-overyear increase in scholarships in the history of the AWS Foundation. Over \$2.4 million in scholarships were awarded to more than 1,300 aspiring welding professionals.

We continue to support schools expanding to meet the needs of local industry. In 2022, 19 schools received Welding Workforce Grants worth up to \$25,000 to improve facilities and purchase equipment.

The Careers in Welding Tour continues to inspire young people across the country, visiting 14 events in 11 different states in 2022. For example, a recent applicant for an AWS Foundation Scholarship included in his application that he decided to attend welding school after visiting the trailer and using the VTREX virtual welders at an event in Wyoming.

Our outreach efforts have expanded, with significant efforts to engage communities underrepresented in the welding industry, including special initiatives for women, veterans, Native Americans, and ex-offenders. One grant recipient, Relgnite Hope, has trained more than 900 men and women, most ex-offenders, with a mobile training unit in the Los Angeles area.

This unique program is changing lives while also serving the critical labor needs of companies in Southern California.

The AWS Foundation capped off the year's efforts by launching WeldingApprenticeship.com, an employerfocused resource that provides critical information needed to launch a Registered Apprenticeship Program. Apprenticeships allow employers to build and train their workforce instead of "buying" the skilled labor they need in an increasingly competitive labor market.

Our work is made possible through the support of our donors and volunteers. If you have the means, please consider establishing a new scholarship or grant, or donate to an existing fund or initiative. Contributions toward new or existing scholarships continue to be matched by the AWS Foundation at 100%, and no portion of any donation goes toward overhead or operating expenses.

We are always in need of volunteers to help review scholarship applications. Our scholarship reviewers donate their time to read the inspiring stories of young people who are just beginning to dream of the endless opportunities available in the welding industry.

To establish a scholarship or grant endowment, make a general donation, or volunteer your time, please contact Monica Pfarr, Executive Director of the AWS Foundation, at 800-443-9353 ext.461 or mpfarr@aws.org.

With your support, we look forward to another successful year in 2023.

William A. Rice, Jr. Chairman, AWS Foundation

#### **Trustees**

## STEWARDING OUR INDUSTRY.

#### 2022–2023 AWS FOUNDATION BOARD OF TRUSTEES



William A. Rice, Jr. Chairman and Past AWS President Consultant



**Rick Richardson** Vice Chairman President, Sky Cylinder Testing, Inc.



**Carev Chen** 2022 Treasurer President, Altix Corporation



**Mary Bihrle** 2023 Treasurer Consultant



**David Abe** VP Strategic Accounts & Industrial Sales, ESAB Welding & Cutting Products



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Elizabeth Stropki Consultant



William A. Visintainer President/CEO, Atlas Welding Supply Founding Director, Meritus Gas Partners



Gary W. Konarska II Secretary Executive Director & CEO, American Welding Society



Monica A. Pfarr Executive Director, AWS Foundation

## SETTING A NEW RECORD FOR AWARDS.

Since 1993, the AWS Foundation has awarded over 12,000 scholarships, totaling more than \$15 million. Receiving an AWS Foundation scholarship enables welding students to focus on their education and training while turning their passion for welding into a rewarding career.

2022-23 AWS FOUNDATION SCHOLARSHIPS

# **\$2.4 MILLION AWARDED**

# RECIPIENTS ATTEND 400+ DIFFERENT **ACADEMIC AND TRAINING INSTITUTIONS**



# **1,600+** TOTAL **SCHOLARSHIPS AWARDED**



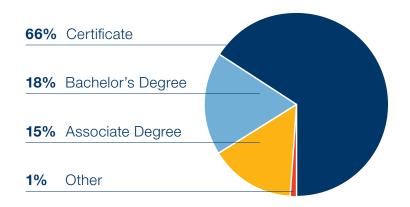
# **22%** OF **RECIPIENTS FEMALE**





More than 30 scholarship recipients were acknowledged onstage during a reception at FABTECH 2022 IN ATLANTA. Hosted by the AWS Foundation, the event recognized scholarship, grant, and fellowship recipients, along with major donors.

## **CREDENTIALS EARNED**



The AWS Foundation would like to thank the

## 300+ VOLUNTEERS

who spent thousands of hours reviewing scholarship applications this year. Our work would not be possible without their tremendous efforts.

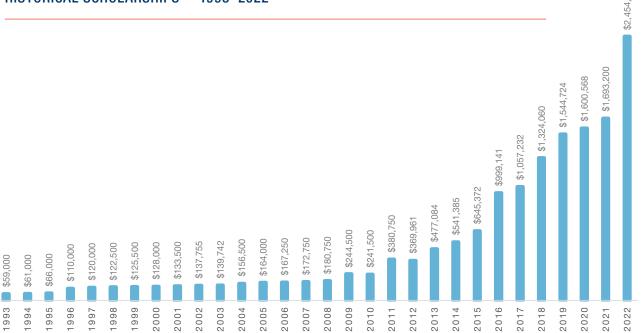
#### 2022-23 SCHOLARSHIPS — SCHOOLS WITH THE MOST RECIPIENTS

#### School

#### Number of Scholarships Awarded

Ferris State University (Big Rapids, MI)	123
Hobart Institute of Welding Technology (Troy, OH)	65
Tulsa Welding School (Multiple locations)	51
Lincoln Tech (Multiple locations)	47
Pennsylvania College of Technology (Williamsport, PA)	47
Kentucky Welding Institute (Flemingsburg, KY)	32
Advanced Welding Institute (Multiple locations)	30
Western Welding Academy (Gillette, WY)	28
Missouri Welding Institute (Nevada, MO)	28
American Welding Academy (Union, MO)	26
Arkansas Elite Welding Academy (Quitman, AR)	26
Lynnes Welding Training (Multiple locations)	23
Ohio State University (Columbus, OH)	22
Brigham Young University-Idaho (Rexburg, ID)	21





## DETERMINED TO MAKE A DIFFERENCE.

The following profiles are just a few examples of dedicated, passionate individuals from the diverse class of 2022–23 AWS Foundation Scholarship recipients.

**VIEW THE FULL LIST OF SCHOLARSHIP RECIPIENTS** »



#### TRISTAN STEIN

Columbia Gorge Community College, Welding Hometown: The Dalles, OR Recipient >> Air Products Women of Gases and Welding Scholarship

"As a full-time student and a single mom who also homeschools her four kids, not having a bunch of student loans waiting for me at the end of my time in the program gives me peace of mind to really enjoy the time I am spending here and make the most out of the opportunity given to me."



#### **NIKOLAS HARNISH**

Pennsylvania College of Technology, Welding & Fabrication Engineering Technology Hometown: Newmanstown, PA Recipient >> Jack & Jo Dammann Scholarship

"Words can not describe how grateful I am to receive this scholarship. Going through college has proven to be a struggle, both mentally and financially. With your help, I am fortunate enough to focus all my efforts on my education and not worry so much about paying for school. I am truly honored to receive this scholarship."



#### **SONJA SIMMONS**

Jefferson State Community College, Welding Technology Hometown: Moody, AL Recipient >> ESAB Scholarship

"By awarding me the ESAB National Scholarship, I am able to concentrate on what is important to me: education. Your financial generosity has allowed me to be one step closer to my goal and has inspired me to help others by giving back to the community. I hope one day I will be able to help other students achieve their goals just as you have helped me."



#### **GERARDO MARCIAL-MATIAS**

Ferris State University, Welding Engineering Technology

Hometown: Mulberry, FL

Recipient >> Carey & Melissa Chen Scholarship

"As a first-generation student who funds their education out of pocket, my return to campus is questionable. I am only able to return if I have earned enough funds to cover tuition. Receiving this scholarship has significantly alleviated some of my financial burden and has given me the opportunity to venture forward with my educational goals."



#### **NICOLE YARRIS**

Ohio State University, Welding Engineering Hometown: Lewis Center, OH

Recipient >> AWS Past Presidents Scholarship

"This scholarship will help me finish my senior year out strong without worrying about financial problems. Learning about welding has been one of the highlights of my life. I am so passionate about this field, and I hope I can make a mark in this industry."



#### DANIEL DAVENPORT

Lone Star College, Welding Technology Hometown: The Woodlands, TX Recipient >> Peter McCausland - Airgas Scholarship

"The acknowledgment of hard work is very much appreciated, and I am truly grateful. I will use this as additional motivation to continue my career in the welding community and also use this as a reminder to continually give back to the welding

community through mentorships and volunteering."



#### PHILIP CALDBECK

Kentucky Welding Institute, Welding

Hometown: Philpot, KY

Recipient >> OKI Bering/Dillhoff Family Scholarship

"Attending the Kentucky Welding Institute has been a dream of mine since the institution's inception in 2015, and this scholarship is furthering the reality that I will be reaching that dream this coming June. Again, I cannot thank you enough for your support of my ambitions and for your support of young individuals all across the country who are pursuing a career in welding."



#### **OLIVIA RUSSELL**

LeTourneau University, Materials Joining Engineering

Hometown: Waynesboro, PA

Recipient >> John F. Hinrichs Memorial Scholarship

"This scholarship means so much to me. I have worked two jobs all of sophomore year, and was planning to continue working two jobs throughout college. Now, I do not have to stress about finding work and the work itself.... I know that I would not be where I am at without those who have invested in me, and a scholarship like this makes me so grateful that people continue to invest in me."

## FUELING THE WELDING WORKFORCE.

#### 2022 WELDING WORKFORCE GRANT RECIPIENTS

Each school received a grant of up to \$25,000 to expand and improve welding education and training programs.

- >> Bend Senior High School (Bend, OR)
- >> Bridgerland Technical College (Logan, UT)
- >> Central Nine Career Center (Greenwood, IN)
- Centro de Innovacion y Desarrollo Tecnologico en Soldadura (Nuevo Leon, Mexico)
- >> City College at Montana State University Billings (Billings, MT)
- >> Colonial Career and Technology Center (New Oxford, PA)
- >> DRIVE One Career TechCenter (Detroit Section Grant) (Roseville, MI)
- >> Florida Carpenters Training Trust Fund (Tampa, FL)
- >> Front Range Community College (Fort Collins, CO)
- >> John Hersey High School (Arlington Heights, IL)
- >> Jones County Junior College (Ellisville, MS)
- >> Lynnes Welding Training (Ramsey, MN)
- Missouri State University West Plains (West Plains, MO)
- >> Northern Westmoreland CTC (New Kensington, PA)
- >> Rappahannock Community College (Warsaw, VA)
- » Relgnite Hope (Gardena, CA)
- >> South Fort Myers High School (Fort Myers, FL)
- >> Wallace Community College (Dothan, AL)
- >> WorkForce Innovators of America (Athens, GA)

#### **GRANTS IMPACT**

- More than \$1.9 million awarded to 87 schools and welder training programs since 2017
- Schools report they can train an average of five additional students each year after receiving the Welding Workforce Grant





"The funds will not only help us teach more students, but also teach our students more advanced welding techniques on a variety of machines we couldn't afford before."

Pete McGill. Vice President and Head Instructor WorkForce Innovators of America

"As an educational institution member, it has been our goal to also have our school and instructor certified. We are very grateful for this grant to help us meet our next goal, and being able to offer AWS certifications to our students will only enhance their value to the employer."

Sheila Barton, Director of Workforce Development Missouri State University-West Plains

"As a professional welder, I truly understand the pronounced impact the AWS grant funds will contribute to enhancing the welding program at Jones College. Welding is critical to the American manufacturing, construction, and energy infrastructure. A skilled welder is a vital component in rebuilding the American workforce."

Rod Tolbert, Dean of Career and Technical Education, Jones College

# **EMPOWERING AND EQUIPPING INSTRUCTORS.**

#### **SCHOLARSHIPS**

The AWS Foundation provided \$50,000 in scholarships to welding educators and instructors pursuing advanced degrees or professional development to advance their careers, and better prepare their students for careers in the industry.



## **INSTRUCTOR'S INSTITUTE**

Welding instructors from across the country travelled to AWS Headquarters in Miami, FL, for an annual week-long professional development conference. The AWS Foundation provided the instructors with information about scholarships, grants, and workforce development data customized to their specific regions.



## TEXAS HIGH SCHOOL WELDING SERIES INSTRUCTORS SEMINAR & WORKSHOP

In June, the AWS Houston Section and the Texas High School Welding Series (TXHSWS) hosted their annual instructors' institute at ArcLabs Welding School in Houston, TX. AWS Foundation's Joe Young presented during the conference about AWS Foundation resources for educators and students. **More than 50 educators attended.** 



## WELDING HELMETS FOR COMPETITIONS

Thanks to a donation from Jackson Safety, the AWS Foundation provided **850 welding helmets to 116 different schools and organizations** to be used as prizes for welding competitions and giveaways for student nights.

## SUPPORTING THE NEXT BREAKTHROUGHS.

Four students each received a \$35,000 fellowship to support research projects in welding, additive manufacturing, and other allied technologies.





#### **AWS FELLOWSHIP**

#### Ali Ghatei, University of Waterloo

Liquid-Metal-Embrittlement Cracking in Zinc-Coated Advanced High Strength Steels: From Fundamentals Towards Suppression Strategies Under the guidance of Dr. Norman Zhou, University of Waterloo





#### **GLENN J. GIBSON FELLOWSHIP**

#### William Siefert, The Ohio State University

Local Mechanical Behavior and Hydrogen Assisted Cracking in the Fusion Boundary Region of Dissimilar Metal Welds Under the guidance of Dr. Boian Alexandrov, The Ohio State University





#### **AWS FELLOWSHIP**

#### Ian Wietecha-Reiman, The Pennsylvania State University

Investigating the Interaction Between Fatigue Response and Complex Inclusions in Additively Manufactured Austenitic Stainless Steels Under the guidance of Dr. Todd Palmer, The Pennsylvania State University



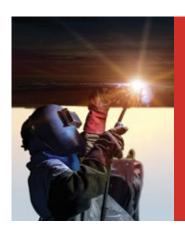


#### MILLER ELECTRIC MANUFACTURING CO. FELLOWSHIP

#### Alisha Cardanini, University of Alberta

Optimal Location of CVN Notch for HAZ Testing of Single and Multi-Pass Steel Welds

Under the guidance of Dr. Patricio Mendez, University of Alberta



IN NOVEMBER 2022, THE AWS FOUNDATION BOARD OF TRUSTEES APPROVED THE ESTABLISHMENT OF A FIFTH GRADUATE RESEARCH FELLOWSHIP. BEGINNING IN THE 2023-24 ACADEMIC YEAR.



## CROSS-COUNTRY CAREER AWARENESS.

The AWS Foundation's Careers in Welding Tour inspires people from around the country to consider welding as a career choice. The mobile trailer features Lincoln Electric VRTEX virtual welding machines, along with exhibits that promote the field's numerous career paths.

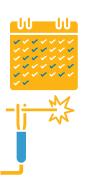


# **11 STATES**

Cheyenne Frontier Days | Cheyenne, WY Sioux Empire Fair | Sioux Falls, SD Iowa State Fair | Des Moines, IA Missouri State Fair | Sedalia, MO AWS Welding Summit | The Woodlands, TX ArcLabs | Houston, TX Lexicon, Inc | Little Rock, AR Kansas State Fair | Hutchinson, KS Madison Area Technical College | Madison, WI OSU Farm Science Review | London, OH

Lincoln Electric Family Day | Cleveland, OH

Sunbelt Ag Expo | Moultrie, GA FFA National Convention & Expo Indianapolis, IN FABTECH | Atlanta, GA



## **14** EVENTS **37** EVENT DAYS

**26,320** VIRTUAL WELDS



**31,806 VISITORS** 

**\$1,000** TOP SCORE SCHOLARSHIPS AWARDED



Each day of the tour, the visitor with the highest score on the VRTEX virtual welders received a \$1,000 scholarship to attend welding school.



VRTEX machines provide a safe and engaging opportunity to experience numerous welding and cutting processes in a virtual environment.



The Careers in Welding Exhibit is sponsored by Lincoln Electric Company.

## RAISING AWARENESS FOR APPRENTICESHIPS.

In 2022, the AWS Foundation launched WeldingApprenticeship.com, an employerfocused resource introducing Registered Apprenticeship Programs (RAP) for welding-related occupations. The new website was supported by an awareness campaign, including a presentation at FABTECH, a webinar during National Apprenticeship Week, and social media advertising. AWS Certified Welder Registered Apprenticeship Guidelines were approved by the Department of Labor in November 2022.







#### ONGOING DIGITAL INITIATIVES.



#### CAREERSINWELDING.COM

The go-to resource for those aspiring to enter the welding field, the CareersinWelding.com website had more than 250,000 pageviews in 2022, a 14% increase over the prior year.



#### WELDINGWORKFORCEDATA.COM

WeldingWorkforceData.com is the central source for labor statistics and projections for the welding industry. Visit the website for the latest data and information on the welding industry's workforce needs.



#### **METAL AMERICA ON YOUTUBE**

In this YouTube video series, Stephanie Hoffman visits unique metal fabrication companies, exploring the variety of careers available in the welding industry. The video "How Are Rollercoasters Fabricated?" has more than 13,000 views.



#### ARCADEMY ON YOUTUBE

Featuring Joe Young and Stephanie Hoffman, ARCademy provides free video lessons on many important aspects of welding and metal fabrication. Recent video topics included "TIG Welding on Carbon Steel," "How to Select the Correct Welding Process," and "How to Repair a Weld Using Arc Gouging."



## PROMOTING AN INCLUSIVE INDUSTRY.



#### **CHEROKEE NATION**

The AWS Foundation ran a targeted social media campaign highlighting the Cherokee Nation's \$29 million investment in financial aid for vocational training in the skilled trades. Ads targeted to individuals within and bordering the Cherokee Nation reservation highlighted the available financial aid and promoted welding as a high-demand occupation, driving viewers to CareersinWelding.com. The campaign reached 95,000 accounts with more than 4,500 link clicks. The majority of people reached were between the ages of 25 and 34.



#### WOMEN IN WELDING VIRTUAL CONFERENCE

AWS Foundation Executive Director Monica Pfarr served as organizer and moderator for the Women in Welding: Design in the Workplace Virtual Conference in March 2022. The virtual conference, which drew more than 50 attendees, featured interviews and panel discussions with industry experts, including:

- >> Samantha Farrugia, Executive Director & Founder, Women Who Weld | Detroit, MI
- >> Gabrielle Shelton, Owner, Shelton Studios | Brooklyn, NY
- >> Tricia Ruby, President & CEO, Ruby & Associates | Detroit, MI
- >> Tina Picciuto-Norris, Design Manager Global Product, Carhartt | Romulus, MI



#### STEP AHEAD AWARDS

Andrea Orr, 2021 AWS Future Leader, was honored as an Emerging Leader at the 2022 STEP Ahead Women in Manufacturing Awards Gala, sponsored by the National Association of Manufacturer's Manufacturing Institute, on April 28 in Washington, DC. President Rick Polanin, Terry Polanin, Gary Konarska, and Monica Pfarr joined Andrea as she received this impressive honor. Past honorees, also nominated by the AWS Foundation, include Nancy Cole, Monica Pfarr, Becky Tuchscherer, and Pierrette Gorman.



#### TEXAS STATE UNIVERSITY WOMEN IN WELDING CAMP

Stephanie Hoffman represented the AWS Foundation at the inaugural Women in Welding Camp hosted by Texas State University's Department of Agricultural Sciences. The camp was attended by several high school female students who had the chance to hear presentations from industry leaders about career opportunities available in the welding industry.



#### LATINAS WELDING GUILD

The Latinas Welding Guild (LWG) provides welding training and job placement services for marginalized groups in Central Indiana. Executive Director Monica Pfarr serves on the LWG Board of Directors. while LWG Founder and Executive Director Consuelo Lockhart is a member of the AWS Diversity, Equity, and Inclusion Committee.



#### **WELDING SUMMIT**

The AWS Foundation participated in and exhibited at the AWS Welding Summit in The Woodlands, TX, August 24–26. The Careers in Welding trailer was onsite for Student Day, joined by several social media influencers and Houston-area employers. Joe Young and Stephanie Hoffman were guests on an Arc Junkies podcast, broadcast live from the trailer. AWS Foundation presentations to attendees included:

- "Welding Workforce Outlook/Trends/Challenges"
- "336,000 Welders Needed, Where Will They Come From? How AWS and Apprenticeships Can Help"
- » "Strategies for Recruiting Underserved Individuals to Welding Careers"



#### LEXICON CAREER DAY

The Careers in Welding trailer visited Lexicon Inc.'s headquarters in Little Rock, Arkansas, for a career day, with numerous local schools in attendance. The AWS Foundation recognized CEO Patrick Schueck for Lexicon's support of AWS Foundation scholarships. Lexicon has donated more than \$50,000 since 2020 to establish the Thomas B. Schueck Memorial Scholarship for welding students in the AWS Central Arkansas Section.

## NEW PROGRAMS. STRONG PARTNERSHIP.



Weld-Ed recently launched **Weld-Ed.org**, an updated, mobile-friendly website highlighting the efforts of the center supported by the National Science Foundation. The website provides links to key resources, including AWS.org and CareersInWelding.com.

Weld-Ed also launched **EngineeringYourFuture.org**, offering a digital format of a previously developed educational program that introduces middle and high school students to the prospects of a career in engineering and welding engineering.

AWS Foundation Executive Director Monica Pfarr and AWS Past President Rick Polanin serve as Co-Principal Investigators for Weld-Ed.

WorldSkills Special Edition

## SHINING ON THE GLOBAL STAGE.

The WorldSkills Special Edition Welding Competition took place at Lincoln Electric Welding School in October 2022. The event drew over 135 competitors representing more than 30 countries. Following the fierce competition, Jordan Packer, representing the US, took home the bronze medal. Packer will receive an annual \$10,000 scholarship for up to four years, courtesy of Miller Electric.









135 COMPETITORS FROM MORE THAN 30 COUNTRIES

REPRESENTATING THE US. **JORDAN PACKER** TOOK HOME BRONZE

RECEIVING AN ANNUAL \$10,000 SCHOLARSHIP FOR UP TO FOUR YEARS

## **OUR WORK IS A COLLECTIVE EFFORT.**

#### 2022 AWS FOUNDATION **CONTRIBUTORS**

The AWS Foundation received more than \$800,000 in donations in 2022. The companies, members, individuals, and AWS Sections who donated over \$1,000 to support scholarships, grants, and other workforce development initiatives are listed below.

#### \$100,000+

**Bechtel Group Foundation** Lincoln Electric Company

#### \$50,000+

Aim High Jerry Clay Scholarship, LLC Elizabeth Fray

#### \$25,000+

Harvey and Linda Castner Toni Clay Catharine and Ronald Gilgenbach Robert P. Wilcox

#### \$10,000+

**BAE Systems** Central Maintenance & Welding Randy and Martha Emery Don Hastings Family Michael and Patricia Hohman Lexicon Management Group Jack Parker John M. Stropki, Jr. Family Walter Sperko **WELSCO** Vectis Automation

AWS West Michigan Section

#### \$5.000+

Linde

AWS Central Michigan Section AWS Pittsburgh Section AWS St. Louis Section

#### \$1.000+

Sheila Allen Ronald Ashelford Chevron Leon and Nancy Cole Jack and Jo Dammann Jeffrey P. Deckrow Mike Doan ITW Welding Products Group Jim and Diane Key Jenny McCall James and Mary McGee David and Dolly McQuaid Robert and Annette Pali PG&E Corporation Foundation Dr. Richard and Terry Polanin Glenn Rhoades, IV Robert Roth Richard and Carol Seif Kerry and Debi Shatell Gesana Villegas Bill and Debbie Visintainer Western Welding Academy Woodmen of the World Lodge 10

AWS Acadiana Section AWS Baton Rouge Section AWS Columbus Section **AWS Detroit Section AWS Mobile Section** AWS Northern New York Section Special thanks to the staff of the American Welding Society, who contributed more than \$15,000 during the annual staff campaign.

#### Platinum Level Supporters

The AWS Foundation would like to give special thanks to its Platinum Level Supporters, who have donated more than \$1 million to support scholarships and other workforce development initiatives.

- > American Welding Society
- >> Lincoln Electric Company and the Lincoln Electric Foundation
- Miller Electric Manufacturing Company



In honor of National Welding Month in April, Vectis Automation donated a portion of each system sale, raising more than \$11,000 to establish the Vectis Automation Colorado Section Scholarship.

JOIN US IN RISING TO THE CHALLENGE. Please consider supporting our efforts to inspire a new generation of welding professionals and meet the growing workforce demands. Donate today at aws.org/donate.

If you are interested in establishing a scholarship or grant endowment, contact Monica Pfarr, Executive Director of the AWS Foundation, at 800-443-9353 ext. 461 or mpfarr@aws.org.

All donations to scholarships and grants are matched at 100%.

Founded in 1989, the AWS Foundation is the philanthropic arm of the American Welding Society, the nonprofit organization with a global mission to advance the science, technology, and application of welding and allied joining and cutting processes. The AWS Foundation works to ensure the growth and development of the welding industry through various initiatives, including career awareness, scholarship programs, and grants to institutions that offer welding education and training. As a not-for-profit 501(c)(3) charitable organization, we rely on the generosity of our partners who understand the value of welding and its role in building a better, stronger economy.











