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# 2025 Engineering Best Practices





**PMMI** The Association for Packaging and Processing Technologies

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## INTRODUCTION

PMMI Business Intelligence publishes annual Best Practices Reports to deliver data-driven insights into industry trends and operational performance. The 2025 edition, an update to the 2022 Engineering Best Practices Report, draws on interviews and surveys with PMMI members to examine the evolving challenges facing engineering departments in the packaging and processing equipment manufacturing sector. This study explores how these teams are adapting to changing demands, highlighting both organizational pressures and emerging strategies.

The findings reveal that engineers are increasingly expected to fulfill diverse, cross-functional roles that combine technical expertise with administrative, customer-facing, and leadership responsibilities. While this evolution enhances the strategic influence of engineering teams, it also heightens workforce strain amid an aging labor pool, growing demand for customized solutions, and rapid digital transformation. This report analyzes these dynamics and identifies effective practices being implemented across the industry to improve knowledge transfer, strengthen workforce retention, and advance digital readiness.

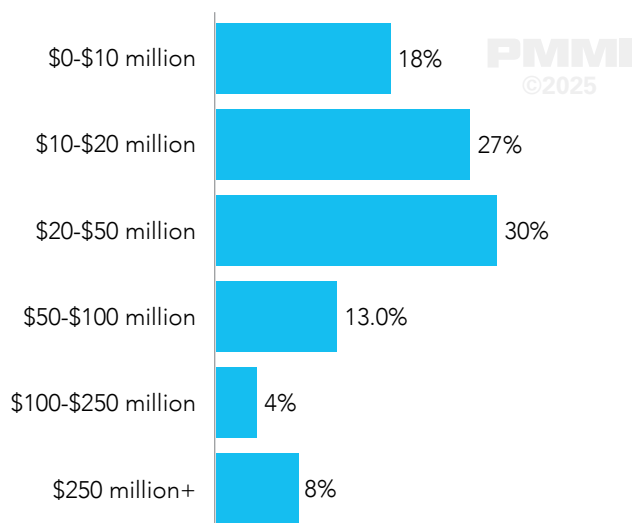


# RESEARCH METHODOLOGY

PMMI Business Intelligence employed a mixed-methods approach to provide both breadth and depth of understanding engineering best practices. All participants in the quantitative and qualitative research were PMMI members. The initial phase consisted of short, exploratory interviews with engineering leaders to help identify the most pressing issues facing engineering departments today. Chief among these were employee and skills retention, tribal knowledge loss, and the pressures of digital transformation. These insights guided the development of a comprehensive survey distributed across the packaging and processing industries, yielding 72 responses.

Our survey covered a broad cross-section of company sizes and structures, with a majority of participants (57%) representing mid-sized firms in the \$10–\$50 million revenue range. To complement the survey data, six in-depth interviews (lasting between 30 and 45 minutes) were conducted. The dual methodology allowed the study to balance statistical reliability with context-rich narratives, producing a report suitable for both benchmarking and strategic planning.

## What is the annual sales volume of your organization?



*The majority of respondents (57%) were companies with annual revenues of \$10-\$50 million.*





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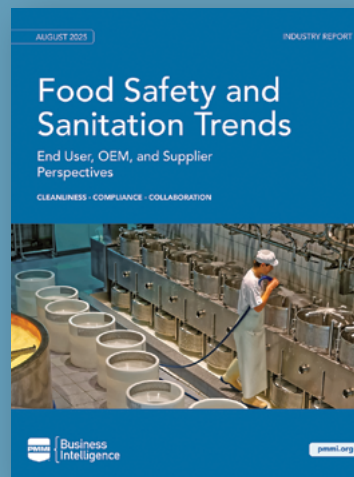
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