



# CPS

“ Opportunities by up-skilling, trying things, and R&D ”

**C**onveyors & Packaging Services, was formed in 1993 to manufacture and install customized conveyors in Ireland. The idea behind this venture was that nearly every machine in production has a conveyor or transportation system of some kind, and so CPS began. Initially, the business operated in an incubation unit that ACTION Tuam provided, supported by a business advisor, all of which was invaluable.

John Byrne, Managing Director, recalls getting work pretty quickly from some multinational companies that were looking for specific solutions. He rapidly realised that these companies were keen to get more complex solutions with local support and service, saving them valuable engineering time. The Company began to expand the range of services to generate added value, and developed and added new skills in-house. It was always the Company policy to do the work in-house so as to be sure they could react to customer's requirements and deliver as necessary.

When CPS decided to go down the bespoke solutions route, in-part influenced by demands from their high quality clients to provide more automated solutions, further skills and capabilities were needed to meet those requirements. The Company undertook 2 RTI projects, looking at the areas of Intelligent Storage & Retrieval, Robotics, Systems Control, Product Tracking, various Material Handling Systems, and Design & Documentation. Investment took place in machinery, simulation software, 3D drawing packages, and in people; furthering skills in mechanical and electrical engineering, tool-making, documentation, design, and systems programming. The Company now had the skills and capability to develop and provide solutions that would rival any competitor in the marketplace. With that also came the confidence to expand the existing client base with more customized solutions developed during the R&D projects. CPS had evolved from making conveyors to being recognized as expert machine builders.

R&D is constant in CPS and solutions developed under the R&D projects are now a standard part of the business which has been brought to a global client base. At CPS, team members spend time getting to know the clients business and developing excellent relationships, in order



Custom Build Machine for Medical Device Manufacturing

to give the best solution possible. CPS clients now include Transitions Optical, HP, Boston Scientific, AVE Medtronic, P&G, Baxter Healthcare, Abbott, Celestica, and KCI. The Company has built, supplied & installed equipment in Ireland, USA, UK, Germany, Italy, Singapore, Puerto Rico, Mexico, Thailand, Brazil and the Philippines.

“Innovation and solutions are key to developing a maintainable business” says John. “There’s no point in competing with everybody in a congested market. Be different. Use imagination. There are opportunities by up-skilling, trying things, and R&D.” John does feel however that there are skills shortages in Ireland right now, especially in the traditional ‘time served’ skills, but that this can be overcome by adopting a different skill sets through cross-skilling and apprenticeships. The supply of future skills is critical for business growth and success.

The future is bright for CPS. Yet John knows that the business must develop new solutions which can be standardized and introduced into a range of equipment that can be offered to clients globally. Since 1993 the Company has grown from an incubation unit of 2 employees to 65 employees today serving an international client base. Innovation, solutions, and determination have been key to the success of CPS.

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