



INTERNATIONAL CORRUGATED  
PACKAGING FOUNDATION

# Rewarding jobs. Lifelong careers. **Choose a future in corrugated.**

An overview of the packaging industry's culture, values, and goals. See what we stand for and why choosing a job in our industry really means choosing a rewarding, lifelong career.

Explore ICPF's website at [www.careersincorrugated.com](http://www.careersincorrugated.com) to learn more about the industry, access career opportunities, find box plants in your area, and more.





## We offer **Job Security**.

In 2022, the corrugated industry manufactured **40 billion packages** that safely shipped and protected food, clothing, and durable goods for delivery to millions of customers. The need for boxes translates to stability for those who choose careers in the industry.



## We prioritize **Sustainability**.

The corrugated packaging industry continues to prioritize sustainability through science-based goals and innovation. As society faces increasingly urgent environmental challenges, the corrugated industry remains committed to making positive change for our world. **Corrugated packaging is a recyclable, renewable resource.**



## **Diversity, Equity & Inclusion** matters to us.

Our industry recognizes the value of attracting and retaining new, qualified, and diverse employees. Our manufacturing operations are integral with the communities where we operate. We are committed to positively impacting diversity, equity, and inclusion while also advancing the essential role the industry has in the local, regional and national economies. [Read more here.](#)



## **Innovation** is at our core.

Corrugated packaging and displays is a **\$43 billion a year industry** that is vital to U.S. distribution systems. From 2019-2025, the paper industry has completed or announced **\$7 billion in manufacturing investments** that will support technological advancements and innovative design, manufacturing, and production solutions. Industry leaders continue to leverage digital tools such as artificial intelligence, virtual reality, and augmented reality technologies to lead to greater efficiency and creativity.



## We provide many **Growth Opportunities**.

There are **1,153 corrugated manufacturing facilities** with approximately **100,000 employees** in nearly **1,000 cities and towns** throughout the U.S. Diverse and challenging career opportunities are available for students with packaging, graphic design, business, engineering, environmental science, supply chain management, technical or related degrees. There are also opportunities for students right out of high school that don't think college is the right fit.



## We value **Environmental, Social & Governance (ESG) Efforts**.

Many companies in the corrugated packaging industry have created sustainable business principles to guide their approach to ESG efforts. Our industry uses a **renewable resource** to create our products, has been working to **reduce greenhouse gas emissions**, and creates a product made from **recycled material** that is then encouraged to be recycled again and again. Also, companies in our industry are heavily involved in philanthropic efforts and community engagement. Our industry has valued our employees and environmental impact from the beginning.