

IMPACT REPORT

ADVANCING THE MISSION



2022



**NEW
CENTURY
CAREERS**

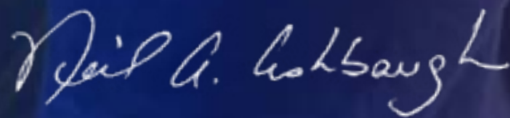
Training America's Workforce

2022: Advancing the mission

The year 2022 was one of unprecedented achievement for New Century Careers in advancing its mission of developing the region's skilled workforce. NCC came of age in the region as a voice for the fundamental role a skilled workforce plays in quality of life and a sustainable economy for families as well as the region as a whole.

Machinists are in the forefront as the foundation for advanced manufacturing now and into the future. Throughout the year, New Century Careers built the platform for success that is highlighted in this report.

Recruitment, resources and relationships are the linchpins of this success.



Neil A. Ashbaugh
President and CEO

New Century Careers is a nonprofit manufacturer and technical skills development organization serving the Southwestern Pennsylvania region through inclusive access to technical training opportunities while helping employers find and develop technicians seeking purpose, passion and success in the workplace.



Front cover: Home page photo of NCC's revamped website to engage trainees and ease enrollment.





Advancing the mission through training

Every activity of every day is focused on the recruitment and training of men and women seeking in-demand, flexible hour, sustainable family wage positions and their immediate placement with regional manufacturers. Within six to eight months, NCC trainees are on the job with one of its partner companies -- over 130 this year – all of whom have a critical need for pre-apprentices.

Trainees also leave NCC with valuable career building NIMS credentials. Skills in advanced manufacturing occupations are validated through the National Institute for Metalworking Skills (NIMS). The credentials are earned through secondary, post-secondary, apprenticeship programs and work-based curricula that include both “hands-on” performance and theory tests. These industry recognized credential is transferable from job to job, offering the trainee a workplace edge.



Advancement continues for incumbents as well. In partnership with 14 companies, NCC's Group Sponsor Machinist Apprenticeship

Program currently has 19 Registered Machinist Apprentices and has awarded two Journey Worker Certificates. This credential applies to a person who is fully qualified to perform a specific job role without supervision.

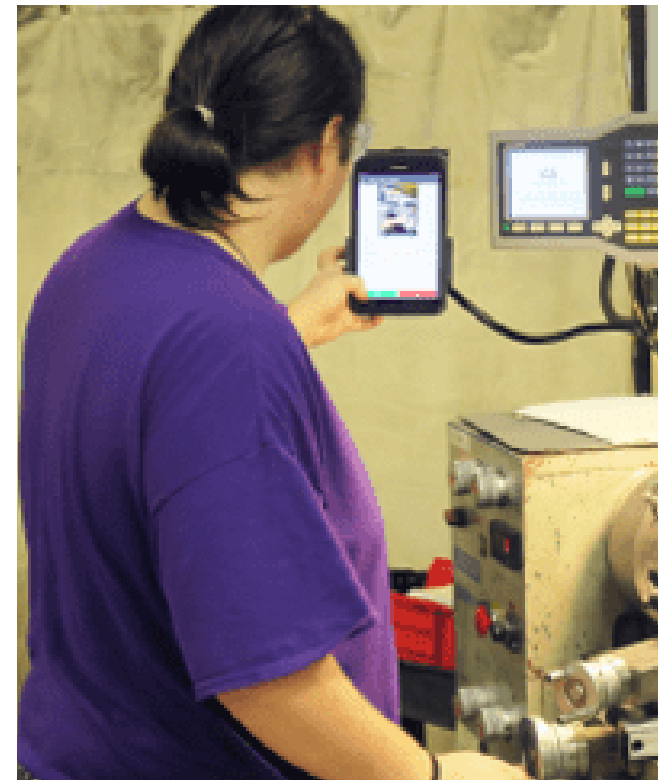
In partnership with Catalyst Connection, New Century Careers continued its participation in Operation Next, an initiative created for small and mid-sized manufacturers impacted by the COVID 19 pandemic. NCC offered trainees a pathway to CNC machine operations. Since 2021 NCC has trained 27 individuals through the Operation Next program, eight of which participated in 2022.



Advancing the mission through technology

To maintain the cutting edge in training capabilities, New Century Careers partnered with Rewyndr and World-Class Industrial Network to develop and introduce a digitized MANUFACTURING 2000 (M2K) curriculum to improve and modernize training experiences. The project is thought to be unique among training centers in the country.

Funded by a \$200,000 Richard King Mellon Foundation Career Readiness for All Ages Grant, NCC used a platform developed by Rewyndr, a Pittsburgh-based company that provides a mobile web application for visual work instructions and remote training for workers performing physical work. The platform significantly enhances content, lowers the entry-level skill required for participants, accelerates learning and enables feedback from remote site coaches and trainers while also helping manufacturing sector workers and companies adopt digital learning.



TRAK Machine Tools Pittsburgh Showroom at NCC hosted May and October Open Houses. Along with new equipment demonstrations, manufacturers in Pennsylvania, Ohio and West Virginia met TRAK representatives and other companies and learned about NCC training offering competitive advantage in the workforce.



Consistent visual procedural content for the MANUFACTURING 2000 curriculum engaged through the Rewyndr application on tablets helps trainees reference instructor and industry knowledge as they complete their assignments. NCC successfully launched the beta test of the project during an open house marking National Manufacturing Day in October.



World-Class Industrial Network (WIN), a project development and management consulting firm with interdisciplinary experts that enable clients to tackle problems and seize opportunities by looking beyond traditional solutions, manages the projects. The WIN Digital Solutions team has collaborated with Rewyndr for several years.

With funding from grants provided by the Richard King Mellon Foundation, United Way of Southwestern Pennsylvania and the Hillman Foundation, NCC also has completed upgrades in other on-site technology to improve upon training and productivity. Smart televisions for classroom and apprenticeship instruction, classroom computers and monitors, staff laptops, faster WiFi, and internet switchgear have been incorporated.

BY THE NUMBERS

- **30 trainees completed the MANUFACTURING 2000 program**
- **173 NIMS credentials were earned**
- **21 job placements were made**



Advancing careers of others

New Century Careers extended gratitude to Larry Hayhurst (right), training and facility supervisor, upon his December retirement. He offered extensive experience including manual machining, CNC programming and robotics application skills, managing a tool and cutter grinding company, and teaching and managing research and engineering machine shops at Carnegie Mellon University.

Larry said, “I came to work for New Century Careers after 51 years in the machinist trade. I hoped to give back to society and help new students take up machining.” And he did. Larry was a key contributor to the Rewyndr and WIN Digital Services project team described in this report. The procedures he created ensure that pre-apprentices will have a modern, understandable means to accelerate and hone their skills. Larry also was instrumental in installing and introducing trainees to NCC’s robotics capabilities on the Haas ST-10Y with FANUC robotic arm. Larry also made a substantial donation of hand tools and supplies to be used by trainees.

Advancing the mission through broadened recruitment

Recruitment was in high gear in 2022 with a number of partnerships designed to reach broader trainee candidate pools.

Women have been disproportionately affected by the pandemic. In 2020 alone, 2 million women left the workforce due to unemployment or wage reduction, disparities in child care, the inability to work from home, school closures, and lack of benefits, among other factors. In Pittsburgh, 75% of poor families are headed by women and two-thirds of those are Black single mothers.

To address this issue, New Century Careers now benefits from a \$207,000 grant awarded by the Richard King Mellon Foundation to fund EmployHER, a partnership formed by New Century Careers, Dress for Success Pittsburgh and When She Thrives.

Launched in March, EmployHER aims to empower women heads of households in Allegheny County to become financially independent by providing better employment, personal development and education opportunities. Combining the successful programming of the three partner organizations and others who choose to participate, EmployHER provides long-term supportive services and greater connections to resources through pop-up centers in underserved communities. At these opportunity events, each participant has a personal success partner to ensure her individual needs are met and to assist in developing an action plan of next steps for her life and career.



Partners and program candidates launch EmployHER.



With funding provided by the Pennsylvania Department of Labor and Industry, the Westmoreland-Fayette Workforce Investment Board (WFWIB) is hosting a Manufacturing Industry Partnership for the Westmoreland-Fayette area.

NCC was invited to participate in this new industry partnership led by the Westmoreland-Fayette Workforce Investment Board, along with Catalyst Connection. In the development and implementation of this new collaboration, the partners are providing input and engaging key manufacturing stakeholders in Westmoreland and Fayette counties. The kickoff meeting was held in October.

The partnership extends NCC's involvement in those counties, supporting manufacturers and their employees with workforce development, incumbent training and other resources to strengthen their operations.

New Century Careers has 31 Partner Companies in Westmoreland and Fayette Counties and offers its tuition-free Manufacturing 2000 pre-apprenticeship program at EWCTC in Latrobe and has established a joint marketing team to recruit trainees.



Westmoreland-Fayette Manufacturing Industry Partnership unites participants to advance manufacturing.



Outreach Visits - Career Fairs

- **A.W. Beattie Career and Technical Center**
- **Baldwin Transition**
- **Bishop Canevin High School**
- **College Success Forum - Preparing Students for Postsecondary Success**
 - **UPMC Events Center**
 - **Allegheny Intermediate Unit**
- **Communities in Schools Trades Event -- McKees Rocks CDC**
- **EmployHER Opportunity Fair**
- **First Source Center**
- **Fox Chapel High School**
- **Franklin Regional High School**
- **Junior Achievement Virtual Career Fair**
- **Laurel Highlands Workforce and Opportunity**
- **PA CareerLink:**
 - **Christian Church, Wilkinsburg**
 - **Focus on Renewal Career Fair**
 - **Homestead Library**
 - **Monroeville Library**
- **Pittsburgh Promise**
- **Pittsburgh Robotics Network Discovery Day**
- **Private Industry Council EARN Corner**
- **Propel Schools Career Fairs**
- **PSCI**
- **Ringgold High School**
- **Rosedale Technical Institute**
- **Schools That Can**
- **SCI Reentry Fair**
- **South Fayette High School Technical and Trade Event**



- **South Hills Trade and Technical Fair**
- **University Prep - Pittsburgh Promise**
- **Veterans Leadership Program**
- **Westinghouse High School**
- **Westmoreland Community College – Veterans Event**
- **Westmoreland Mall**
- **Woodland Hills – Mock Interviews**



Outreach Events - Presentations

- Alderdice High School
- ARM Institute
- Baldwin High School
- Big Brothers, Big Sisters Pittsburgh
- Chartiers Valley High School
- Connellsville CTC
- Ensinger Inc.
- Formlogic
- GA Industries
- Hamill Manufacturing Company
- Jennison Corporation
- McKees Rocks Community Development Corporation
- Mon Valley Initiative
- Orr Manufacturing
- Pittsburgh City Council
- Pittsburgh Robotics Network
Discovery Day

BY THE NUMBERS

New Century Careers staff were out and about throughout the year at 60 locations, participating in Career Fairs and making presentations to school and community groups. In addition, 50 organizations, schools and public officials toured the Anselmo Training Innovation Center at NCC.

- Precision Matthews Machinery Co.
- Propel School - Braddock
- Reimagine Reentry
- Renewal
- Roechling Machine Plastics
- Sealing Specialists
- Seneca Valley High School
- Schools that Can
- Westinghouse High School
- Women of SWPA



New NCC Team members Ron Buckner, marketing communications generalist, and Sarah Bast, student services and development associate, receive the Pittsburgh City Council Proclamation for National Apprenticeship Week in November.



Tours at NCC

- Aerotech, Inc.
- AMETEK, Inc.
- Argentina Labor Union Leaders
- Auberle
- BDO
- Big Brothers Big Sisters - Pittsburgh
- Boys and Girls Club of Western PA
- Bridge Career Center
- Carnegie Mellon Robotics Academy
- Catalyst Connection
- City Charter School
- Clairton High School
- CCAC
- Community Empowerment Association
- Divine Intervention
- Eaton Corporation
- Ensinger Inc.
- Formlogic
- Gentile Group



- Hello Neighbor
- Industrial Arts Workshop
- Jennison Corporation
- Jersey Chrome Plating Company
- Jewish Family and Children's Services
- J.V. Manufacturing Co., Inc.
- MetPlas Incorporated
- MFG Day Open House
- Mine Safety Appliances (MSA)
- Passport Academy
- Pittsburgh City Council
- Precision Marshall
- ProMAXX Tool
- Propel Schools
- Rankin Christian Center
- Reimagine Reentry
- Renewal
- Sealing Specialists
- SMS Group
- South Hills Interfaith Movement
- Steel Valley Authority
- TAMCO
- Three Rivers Youth
- TMS International
- True Position, Inc.
- United Way of Southwestern Pennsylvania
- Urban League of Greater Pittsburgh

Advancing the mission through collaboration

As a leader in workforce training, New Century Careers was called upon throughout the year to address various factors affecting the manufacturing industry in the United States and globally.

Neil Ashbaugh, NCC president and CEO, was interviewed by prominent news outlets including CNN, Sky News Australia and NEWSY (now Scripps News) on topics ranging from the NCC training model to the future of advanced manufacturing in the Southwestern Pennsylvania region.





Neil was among the “Spirit of Collaboration” workforce panelists on June 9 at the national Tooling U-SME tuXperience 2022 Conference when top-performing manufacturers, educators and other workforce agencies and experts met in Pittsburgh.

A unique component of NCC’s observance of National Manufacturing Day activities was an invitation from Global Pittsburgh to meet 10 female labor officials in a project entitled “Argentine Labor Union Leaders.” New Century Careers was selected as a site for the group’s visit on October 4. Pittsburgh was one of three cities in the group’s 10-day U.S. study tour. The project is funded by the U.S. Embassy in Buenos Aires.

Participants seek to understand U.S. labor issues through the lens of women’s empowerment. The women met with U.S. counterparts in federal, state, and local government, academia, unions, community and other relevant organizations, with opportunities to engage with a diverse array of Americans. They represented a broad range of sectors -- bakeries, tourism, civil service, trade unions, light and power, sports and civil entities, sanitary works, technical education, maritime union, and justice --with the goal of continuing to serve as mentors and leaders for other women in their industries.





At NCC, the group heard from Neil Ashbaugh about the regional manufacturing landscape, workforce issues, and New Century Careers training programs created to address the ongoing need for skilled workers. Featuring success stories of female trainees, he highlighted NCC's recent partnership with Dress for Success and When She Thrives. NCC Board Secretary Carol Wooten, Ed.D., also participated.



On November 16, Neil outlined the NCC Registered Robotics Apprenticeship Program as a panelist at the 5th Annual Meeting of the ARM Institute as part of NCC's celebration of National Apprenticeship Week (NAW). Other NAW activities included podcasts featuring NCC partner companies True Position and C.P. Industries, a City Council Proclamation sponsored by Councilman Bruce Kraus, and daily social media posts, pointing out advantages of apprenticeships for employers and employees alike.

Eric Pferdekamper, NCC sales and project manager, participated in the RA Navigator Apprenticeship Program, a registered apprenticeship under the Commonwealth of Pennsylvania. The program requires a demonstration of 55 competencies including employer engagement, development of apprenticeships, systems and policies and at least 144 classroom hours of technical instruction, e.g., project management, mentorship, and diversity, equity and inclusion. Eric gained expertise to advance NCC's long-term apprenticeship expansion goals and also to be an advocate to engage and direct employers in the apprenticeship process to improve productivity.





Advancing the mission with partner companies

Allegheny County

- **Ace Wire Spring & Form Company***
- **Acme Stamping & Wire Forming Company***
- Acutronic
- Aerotech Inc.
- Allegheny Performance Plastics
- AJ Dragon Associates Inc.
- American High Performance Seals
- Armstrong Kover Kwick
- Ameri-Source Specialty Products
- **AMETEK Inc.****
- Ashby Manufacturing Company
- ATI Flat Rolled Products
- Bloom Engineering Company Inc.
- BRUSH Americas
- CIMA Technology Inc.
- Clark Precision Machined Components
- CNT Motion Systems
- Custom Manufacturing & Industrial Services LLC
- **Diamond Wire Spring Company***
- E.H. Schwab Company
- Elizabeth Carbide Die Company Inc.
- Epic Metals Corporation
- EXTECH/Exterior Technologies Inc.
- Flowserve Corporation
- Fluid Sealing International
- **Formlogic***
- Glen Carbide Inc.
- **Horix Manufacturing Company****
- Industrial Testing Laboratory Services
- JATCO Machine & Tool Company Inc.
- **Jennison Group***
- Jersey Chrome Plating Company
- J.V. Manufacturing Company Inc.
- Kasunick Manufacturing Industries
- **Kurt J. Lesker Company***
- Matt Machine & Manufacturing Inc.
- Matthews International Corporation
- Metplas Inc.
- Miller Process Coating Company
- Pennsylvania Drilling Company
- PDQ Tooling Inc.
- Petersen Precision Metals
- Pitt Tool & Die Company Inc.
- Pittsburgh Steel Processing
- PPG Industries Inc.
- Prion Manufacturing Company
- Prism Technologies Inc.
- Quality Machine Tools LLC
- **Rapid TPC LLC***
- RE Inc.
- **Salt Lake CNC Inc.***



- Santucci Process Development
- SCHMIDT Technology Corporation
- Schroeder Industries
- Sealing Specialists & Service Company
- Standard Forged Products LLC
- Superbolt Inc./Nordlock
- **True Position Inc.****
- Union Electric Steel Corporation/AMPCO
- Value Added Processing Inc.
- Vista Metals Inc.
- Workover Solutions
- **W.W. Patterson Company***

Armstrong County

- BelleFlex Technologies LLC
- Mikam CNC LLC
- Oberg Industries Inc.
- Sloan Lubrication Systems

Beaver County

- Gruber Industries Inc.
- O'Neal Steel LLC
- Precision Kidd Steel Company
- Shasta Services Inc.

Butler County

- Butler Technologies Inc.
- Chick Machine Company LLC
- Cygnus Manufacturing Company
- J. Baur Machining
- MECCO Ltd.
- Sign-Pro

- Berry Metal Company
- A.W. Miller Technical Sales Inc.
- **GA Industries/VAG USA LLC****

Fayette County

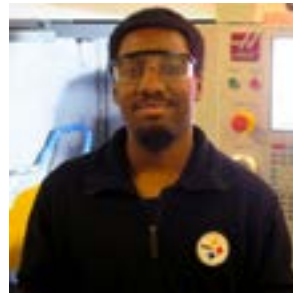
- ZRM Enterprises LLC
- Ball Transfer Systems Inc.

Somerset County

- Augustine Die & Mold Inc.

Washington County

- A1 Babbitt and Machine
- Accutrex Products Inc.
- American Machining Inc.



Advancing his career

Ishmael Whitehead, a 2022 MANUFACTURING 2000 program completer, had a background in construction and became interested in the manufacturing industry after learning about New Century Careers. His interest only grew upon seeing the Fanuc arm at NCC's Anselmo Training Innovation Center.

At New Century Careers, Ishmael earned an impressive nine National Institute of Metalworking Skills (NIMS) credentials along with a certificate of special merit. Upon completion of the program, Ishmael was hired by NCC Partner Company Formlogic. He plans to learn about and eventually transfer to the robotics side of the manufacturing industry and continue CNC training to get more experience in automated machining.



- Crile Consolidated Industries
- Custom Hydraulics Inc.
- Custom Tool and Grinding Inc.
- DiPiazza Machining & Fabricating
- Ductmate Industries Inc. (DMI)
- Ensinger
- Hanco Ltd.
- LeGrand/Universal Electric Corporation
- Miller Plastic Products Inc.
- SKC Inc.
- SMS Group Inc. – Technical Service
- **Tamco Inc.***
- Washington Rotating Control Heads Inc.

Westmoreland County

- Accrotool Inc.
- Accurate Marking & Manufacturing Inc.
- Advanced Carbide Grinding Inc.
- Alcoa Technical Center
- ALKAB Contract Manufacturing Inc.
- Bish Tool & Die Inc.
- Composodie Inc.
- Orrco
- Dura-Metal Products Corporation
- Extramet Products
- Fulmer Company
- General Carbide Corporation
- Hamill Manufacturing Company
- **Hyperion Materials & Technologies****
- Linear Machining Technologies
- Metal Solutions Inc.
- LRG Corporation

- Parker Hannifin Corporation
- Penn State Tool & Die
- Plum Corporation/Epic Metals
- Product Evaluation Services (PES) Inc.
- Quality Machined Products & Manufacturing
- Quality Mould Inc.
- Reparex Fabricated Systems Inc.
- Reynolds Machine Company Inc.
- Roechling Machined Plastics
- Sosko Manufacturing Inc.
- Stellar Precision Components Ltd.
- Summit Machine Inc.
- **Technimark****
- Versatech Inc.

*Hired M2K completers in 2022**

*Participating in Group Sponsored Apprenticeship programs***

Advancing on the job

Terry Cousins (right), a completer of NCC's MANUFACTURING 2000 and Group Sponsor Machinist Apprenticeship programs, has been awarded his Journey Worker Certificate.



Terry was hired by True Position Inc., an NCC partner company, where he continued to gain more experience while he served as an apprentice. "When I go down to the classroom and we do the actual course work, I've learned so much that I didn't quite understand," Cousins said. About NCC training, he added, "Expect to learn quite a bit. If you're planning on being in this industry for very long at all, it's something I'd implore everyone to do." In the photo with Terry is Jason Spudic, vice president of True Position Inc.

Advancing the mission with a dynamic board



Chair

Greg Chambers

*Director of Corporate Compliance
Obergh Industries, Inc.*

Terri Campbell

*Senior Business Advisor
Catalyst Connection*

Patrick Jardini

*President
American Gas Lamp Works*

Chris Merlin

*Americas Sales Director
Factory Applications
CeramTec*

Brett Fulesday, CVA, CFE

*Senior Manager
Valuation & Litigation Support Services
CFG*

Secretary

Carol Wooten, Ed.D.

*Senior Consultant
Schools That Can - Pittsburgh*

Afshan R. Khan

*Portfolio Executive - Hardware Sector
Innovation Works, Inc.*

Aaron Reighard

*Category Director,
Controlled Environments & Safety
Thomas Scientific*

Charles Hancock

*Operations Manager
Allegheny Machine Tool
Systems, Inc.*

Treasurer

John Dransart

*Controller
Penn State Tool & Die Corporation*

Sandy Madden

*Senior Director of Data, Reporting
and Compliance
Propel Schools*

Janet Ward

*Director
Westmoreland-Fayette Workforce
Investment Board*

Advancing the mission with essential funding



New Century Careers gratefully acknowledges generous financial support from grants and major gifts, local organizations and individuals. Many donated through the Critical Needs Campaign and Giving Tuesday community initiatives. NCC also appreciates the contributions of the entire Board of Directors at the full annual commitment. This investment in the region's advanced manufacturing workforce changes lives and helps produce a vibrant technology hub.

NCC's Essential Funders in 2022

- Arconic Foundation
- The Baltimore Life Companies
- Catalyst Connection
- Fairbanks-Horix Foundation
- Gene Haas Foundation
- Hillman Foundation
- John and Sue Jackson Charitable Trusts
- Pittsburgh Foundation
- Pittsburgh Foundation - Sylvia and Martin Snow Charitable Foundation Fund
- Portiuncula Foundation
- United Way-Falk Foundation
- Urban League of Greater Pittsburgh
- Women of SWPA
- PA Department of Community and Economic Development
- PA Department of Human Services
- PA Department of Labor and Industry

Programs

- *MANUFACTURING 2000 (M2K)*
- *Incumbent Worker Training (M2K+)*
- *Registered Machinist Apprenticeship Program*
- *Registered Robotics Technician Apprenticeship Program*
- *New Century Job Shop*

The Anselmo Training Innovation Center at NCC received a facelift with front lobby renovations and fresh paint in portions of the office, shop, breakroom and classroom areas, along with a new Sonitrol security system.



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Pittsburgh, PA 15219*

412-258-6620

NCC is a designee for the United Way of SWPA Contributor's Choice campaign. Code #1461264



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