

25 Years Strong: Bold Vision to Powerful Force for Workforce Development



Impact Report *2025*



From the President and CEO: A 25th Anniversary Message

As New Century Careers celebrates its 25th Anniversary, I reflect with deep pride and gratitude on the extraordinary journey of this organization. What began as a bold vision has grown into a powerful force for workforce development in Southwestern Pennsylvania, helping hundreds of individuals gain the skills, credentials and confidence to enter and succeed in advanced manufacturing careers.

I am profoundly grateful to the founders whose foresight, determination and belief in opportunity laid the foundation for all we have achieved. I also extend sincere appreciation to our past and present Board of Directors, whose leadership, guidance and steadfast commitment have helped shape our direction and sustain our mission. Their collective dedication to workforce development and regional economic vitality has been instrumental in the success of New Century Careers. My heartfelt thanks also goes to our dedicated staff — past and present — whose passion, expertise and unwavering support for our trainees have made this work possible. And I gratefully acknowledge our generous funders and their vital support of our endeavors.

Most importantly, I celebrate the hundreds of trainees who have entrusted us with their futures. Their perseverance, resilience and achievements define our success. Through training, credentialing and job placement, these individuals have built meaningful careers with our valued partner companies region-wide. Our impact is born of the collaboration of trainees, instructors, employers, funders, and community partners.

Our 25th anniversary is a significant milestone that forms the springboard for further strategic workforce development. Looking ahead, New Century Careers is committed to expanding training programs, increasing registered apprenticeship opportunities, welcoming new partner companies, and providing greater support for incumbent worker training. It starts with the launch of a new high school pre-apprenticeship initiative designed to inspire and prepare the next generation of manufacturing talent.

The future is bright and our mission is stronger than ever.

Neil A. Ashbaugh
President and CEO

ACCESS and OPPORTUNITY



M2K Quick-Train Launches a Career

Edward L. became one of the first trainees to enroll in the New Century Careers MANUFACTURING 2000 (M2K) Quick-Train program at the University of Pittsburgh Community Engagement Center in Homewood. Edward discovered the program while browsing Craigslist for career opportunities. That simple search became a turning point in his professional life. Edward began his manufacturing career with H.P. Gazzam Machine Co. His long-term goal is to become a journeyman machinist, potentially in tool and die work.

By expanding access, New Century Careers is reaching underserved communities and supporting non-traditional candidates, lowering barriers to entry, promoting equity, investing in youth, and creating career pathways for people who might not otherwise have them. NCC's MANUFACTURING 2000 (M2K) program remains tuition-free to qualified candidates through the generous support of multiple funders.

The **M2K Quick-Train program**, introduced in Homewood in 2025, provides an accessible, tuition-free entry point into manufacturing. M2K Quick-Train is a fast-paced PA State Registered Pre-Apprenticeship program that includes the first 120 hours of the NCC MANUFACTURING 2000 (M2K) program and the opportunity to earn two industry recognized credentials. This job-ready training, credentialing and job placement assistance creates opportunities for individuals to secure high-demand, lifelong careers in the industry.

The \$500,000 cost of the M2K Quick Train program administered at the University of Pittsburgh's Community Engagement Center in Homewood is funded through the U.S. Department of Labor – Employment and Training Administration Grant.

Access and Opportunity . . .

New Century Careers supports **Prototype PGH's Maker to Manufacturer**, an initiative that empowers women, individuals from marginalized identities, and those from low-income communities, connecting them with makerspace and manufacturing training.

Under this partnership, NCC hosted bi-weekly hands-on demonstrations to introduce attendees to tools, equipment and processes taught through NCC's MANUFACTURING 2000 (M2K) program. From guided shop tours to live machining demonstrations, the program exposes participants to real-world manufacturing skills and helps them envision a path toward a sustainable manufacturing career. The consistent, interactive learning experiences strive to break down barriers and spark long-term interest in manufacturing and M2K enrollment.

New Century Careers resumed **MANUFACTURING 2000 evening courses** in March. Designed for individuals with daytime commitments, this program offers high-quality training in a convenient evening format at NCC's South Side site and also in Westmoreland County. Flexible class hours prepare trainees for expected completion in 8 to 12 months. Brandon Richards, NCC trainer at the Eastern Westmoreland Career and Technology Center (EWCTC) site, shares his enthusiasm for the industry and his work experience at Penn State Tool & Die Corporation, Mt. Pleasant, and Aggressive Grinding Service, Inc., Latrobe, with trainees ranging in age from 23-52 this year. "It's exciting for me to see someone with no experience progress through the program and ultimately be placed in a sustainable job upon completion," Brandon explained.

Access and Opportunity...



New Century Careers is one of only four programs in the county to be selected as a Tier 3 Learn & Earn vendor for those ages 18-24 interested in a specific career path to employment.

In collaboration with **Partner4Work's Learn & Earn program**, New Century Careers invites those ages 18-24 to join the MANUFACTURING 2000 program to gain hands-on machining experience, earn industry-recognized credentials, and get paid while learning a skilled-trade.

Four participants enrolled in NCC's Quick-Train program in 2025.

BY THE NUMBERS

In 2025, New Century Careers served 54 pre-apprentices. New Century Careers is proud to have received NIMS accreditation for five more years.

A total of 121 National Institute for Metalworking Skills (NIMS) credentials were earned, covering a broad spectrum of skills broken down as follows:

- Measurement, Materials and Safety - 38
- Job Planning, Benchwork, and Layout - 36
- Turning I (Chucking) - 3
- Turning I (Between Centers) - 16
- Mill I - 8
- Drill Press I - 3
- Grinding I - 2
- CNC Lathe Operations - 2
- CNC Lathe Programming, Setup, and Operations - 1
- CNC Mill Operations - 6
- CNC Mill Programming, Setup, and Operations - 4
- NIMS Certificate of Special Merit - 2

From Data Analyst to Machinist



When Chris G. entered the MANUFACTURING 2000 program in April 2025, he was no stranger to solving complex problems. A data analyst in Austin, Texas, Chris moved to Pittsburgh in search of new opportunities. A New Century Careers ad in Craigslist caught his eye, introducing him to machining.

Machining offered a clear approach to problem-solving. “A piece is in tolerance or it’s not,” he explained. “The black and white nature, plus producing real value, is an attractive sell.” For Chris the most valuable aspect of M2K was working with NCC’s experienced instructors. Their guidance helped him build a strong foundation in tools, terminology and reading blueprints. “NIMS accreditation verifies that I’m capable of learning machining skills,” he added, noting that he now understands the importance of order of operations to keep a part within specification.

The program also helped Chris identify areas for improvement. “Now I know what skills I’m lacking and I’m confident I can obtain them,” he said. His favorite project – a C-clamp made entirely from scrap – pushed him to make autonomous decisions about dimensions, blending both mill and lathe work. “It was challenging but rewarding,” he reflected.

PARTNERSHIPS and COMMUNITY

New Century Careers is partnering with **City Charter High School** to offer a Next Gen-style program focused on individualized high school diplomas, career readiness (counseling, job referrals), and post-secondary transition planning for students who previously dropped out of school. It combines flexible, blended learning with dedicated support to help students catch up and graduate. The forward-looking initiative uses modern methods, technology or approaches to develop skills, assess performance, or lead in a specific field, often replacing older models.

When the Shapiro Administration announced an investment of nearly \$2.4 million in **Schools-to-Work Program (STWP)** grants, New Century Careers was one of 14 programs across Pennsylvania to be named a recipient. These grants are designed to create partnerships among schools, employers, organizations, and associations, providing high school students with opportunities to gain workplace knowledge and experience, ultimately preparing them for successful careers.

Programs aim to bridge the gap between education and industry, equipping students with the tools needed for workforce success. New Century Careers will be collaborating with Pittsburgh Brashear High School, City Charter High School, Environmental Charter School and Passport Academy Charter School to introduce students to tuition-free machinist training, credentialing, and skill-building using Tooling-U SME and NIMS standards as a basis.

BY THE NUMBERS

Recruitment is a critical component of New Century Careers community engagement and outreach activity. Staff participated in 15 career fairs throughout the region and engaged with colleagues at eight community and industry forums. Eight government, education and community groups toured the NCC Training Center to see the program in action.

Partnerships and Community...

In April, New Century Careers participated in the third annual **Allegheny County Anchored Reentry (ACAR) Coalition** to spark dialogue on how to collaborate in supporting reentry by aligning resources to address unmet needs of previously incarcerated citizens, empowering justice-involved individuals as they reenter the workforce. Service providers, advocates and community leaders came to share resources, build partnerships, and offer real opportunities to those seeking a fresh start. These events are crucial in breaking down barriers and opening doors to meaningful employment, affirming NCC's belief in second chances.



The New Century Careers long-time partnership with **United Way of Southwestern Pennsylvania** has evolved into a pathway to sustainable jobs – a mutual goal. Alena Anderson, director, Moving to Financial Stability, noted that NCC has always been part of the United Way portfolio for referrals but a strategic move by United Way – a focus on financial stability-- has enhanced that bond. “We found through our workforce analytics that while folks were connected to basic needs their ability to thrive was being derailed by a lack of sustainable employment. United Way’s 211 helpline, in addition to referrals, now is transitioning to be an employment focused navigator. “NCC’s training provides a pathway to a career within a much shorter period of time than traditional programs. And it is free to qualified enrollees, removing a financial barrier,” Alena stressed. For NCC this additional awareness helps attract trainees, particularly women who are often single mothers. “In addition to offering an industry recognized program, NCC CEO Neil Ashbaugh is always willing to provide support and expertise. His passion and concern for a candidate’s success reinforces our efforts,” Alena said.

Partnerships and Community. . .

New Century Careers was among 10 organizations chosen for the **Program to Aid Citizen Enterprise (PACE) 2025-2026 Intensive Services Capacity-Building Program** cohort. The competitive program provides comprehensive organizational development support to strengthen nonprofits serving Black, Indigenous, People of Color (BIPOC) and other communities that have been marginalized. For NCC, the year-long program will provide capacity building education for management, leadership and board development culminating in a Board Retreat.



In July, Global Pittsburgh hosted Critical & Emerging Technology (CET) Working Group workforce planning experts from the Quadrilateral Security Dialogue, a group of four countries: the United States, Australia, India and Japan. These visitors represented national, state and local governments, industry, labor, education/training institutions, and philanthropic organizations focused on career and technical education. Once again, a group visited New Century Careers to discuss advancing manufacturing skills through inclusive training, apprenticeships and industry partnerships to prepare the workforce for robotics and technical careers. Participants included two Australian representatives, three executives from India. and one from Japan.

From Training Floor to Sustainable Career

New Century Careers is not only a vocational training center, but also a forward-looking institution intent upon accelerating the pathway from training to employment in the 21st-century manufacturing workforce. From its founding, NCC has been laser focused on maintaining a pipeline of skilled workers – bridging traditional machining with modern, high-tech manufacturing standards – to prepare trainees for current as well as future industry opportunities.

While searching for a staffing agency to hire a machinist, B.M. Kramer & Company Inc., South Side, discovered New Century Careers as a source of highly trained talent. After Kramer representatives made a presentation to NCC trainees, three expressed interest in the company. On a plant tour, Phil A. was so enamored he went into the pit area to demonstrate his skills and was hired on the spot. Trainees -Bobby C. and Gabriel O. impressed interviewers with their astute questions and they landed jobs there as well. “NCC trainees have strong training, are personable, and jump in without missing a step,” said Kramer CFO John Duch.

Jamie Cameron’s journey into manufacturing started in 2016 as a Manufacturing 2000 pre-apprentice who later accepted a full-time position and apprenticeship with Aerotech, Inc., O’Hara Township. She advanced to journey worker and is now the training leader for new employees in their apprenticeship program. Her career was highlighted in a video produced with support from the Richard King Mellon Foundation and Catalyst Connection in 2025.



INCUMBENT WORKER TRAINING

Incumbent training has been a critical service New Century Career offers companies focusing on retention of key workers.

Thomas Van de Bunt, training manager at VEKA Inc., Fombell, sees a strategic advantage in partnering with New Century Careers. “Working with NCC to create a curriculum to develop our employees can free company trainers for other tasks, expose employees to varied environments and approaches, and present opportunities to collaborate and move out of their comfort zone,” Thomas explained. “These employees return excited, more efficient and with deeper understanding of processes, options and safety. They are positioned for growth and advancement within our company,” he added.

DMI Companies, Inc. in Charleroi, also turned to NCC for incumbent worker training. “NCC worked with us to supply training for the changing needs of the company with tight training resources. Their short-term, flexible M2K program allows workers to train part-time while working their full-time DMI job,” explained Katie Hager, workforce development manager.

“Through M2K, DMI employees develop a new skill set operating lathes and mills and CNC programming applicable in current positions and opening doors for advancement within DMI,” she added. Erik Dillen, engineering design manager, provided another advantage. “When an employee is not available in machining, the NCC training enables another employee to fill in maintaining production,” Erik said.



Raymond Smalley (right) and Andrew Titus (left) earned the NIMS Certificate of Special Merit. This National Institute for Metalworking Skills (NIMS) is given to a candidate who earns seven or more NIMS-accredited credentials. It recognizes advanced skill proficiency and dedication to continuous learning in the manufacturing industry. Both men are incumbent workers with Curtiss-Wright, Cheswick, who were paid to attend the M2K program. Raymond completed a Department of Defense CNC School in Virginia, while Andrew started out as a machinist assistant. Both can complete an additional two years of internal training to reach the full machinist pay grade. Pictured with Andrew and Raymond are Logan E. (second left) and Gregory S., cohort members.

NCC Partner Companies

Twenty-five years ago New Century Careers was established by manufacturers, for manufacturers and their employees to help create a source of skilled workers who can help companies grow while adhering to high standards of product quality and customer service, uncovering sources of support for manufacturers both for short-term and long-term solutions. Today, 132 NCC partner companies cover eight southwestern Pennsylvania counties.

New Century Careers engages these companies through its board and committees to provide relevant skills training in the evolving manufacturing industry. In 2025, trainees visited Kawneer Arconic Cranberry (*pictured below*) and Diamond Wire Spring Company, Millvale. Representatives of Aerotech, Inc., O'Hara Township; DMI Companies, Inc., Charleroi; Premier Pan Company, Inc., Glenwillard; and FPI industries, Inc., Arnold, made presentations at NCC to introduce trainees to varied employment opportunities. Through placement assistance, NCC successfully matches skilled program completers to local job openings. Their success stories are noted throughout this report.

True Position, Inc., Gibsonia, has been a partner company for 8 years. Jason Spudic, vice president, serves on NCC's advisory committee and appreciates walk-through of facilities and networking with industry colleagues. True Position has also hired NCC completers. Jason states that they not only have the skill set needed but also "a familiarity with what a shop feels like and a commitment to being machinists."

BY THE NUMBERS

Number of Partner Companies by County:

Allegheny 62	Fayette 2
Armstrong 4	Somerset 1
Beaver 4	Washington 17
Butler 10	Westmoreland 32



Scan for full list



Board of Directors: Shaping the Future

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Financial Supporters: Funding the Future

Government

- Community Projects Federal Grant
- PA Department of Labor & Industry (Schools to Work Grant)
- Partner4Work – IRTP
- Partner4Work – Learn & Earn

Private Foundations

- The Heinz Endowments
- Hillman Foundation
- Drue and H.J. Heinz II Charitable Trust
- Roy A. Hunt Foundation
- PNC Foundation
- Gene Haas Foundation
- John and Sue Jackson Charitable Trust

Corporate and Other Sources

- Carnegie Mellon University
- United Way of Southwestern Pennsylvania
- Norfolk Southern
- Arconic Foundation
- Catalyst Connection – Richard King Mellon Foundation
- Catalyst Connection – WANTO
- PPG Industries
- TAP Industrial Sales
- Program to Aid Citizen Enterprise (PACE)

*New Century Careers
gratefully acknowledges
this vital support!*

Manufacturing Careers Start Here

Manufacturing 2000 (M2K)

Manufacturing 2000 Quick-Train
Homewood

Incumbent Worker Training
Manufacturing 2000+

Registered Robotics Technician
Apprenticeship

Registered Machinist Apprenticeship

Regional STEM Initiatives



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