



NEW  
CENTURY  
CAREERS

# NEW CENTURY CAREERS IMPACT REPORT 2020



# 2020: POWERING THROUGH

Little did I know that just a few weeks after I became president and CEO of New Century Careers, we would be entering our third decade in one of the most remarkable years of all time. Navigating the COVID pandemic tested the mettle of management, staff, instructors, partner companies and trainees. I appreciate their adaptability and am proud to report that those dedicated to our mission rose to the challenge in new and creative ways so that even within ever-changing restrictions, NCC continued to record impressive progress. This report highlights those achievements.



It's not surprising since for the past 20 years, NCC has been at the forefront in recognizing and offering solutions for manufacturers seeking highly skilled entry-level workers. Stakeholders appreciate the high standards and outcomes New Century Careers produces. As demand by local manufacturers continues to grow and COVID layoffs add new numbers to those seeking training or career transition, NCC remains committed to helping provide solutions that benefit everyone in these situations.

A steady number of highly skilled individuals completed our programs this year virtually during the pandemic closing and in person as permitted by COVID guidelines we rigorously enforced. Outreach to more minorities, women and candidates with employment barriers continues to be among our priorities for 2021.

As a Registered Apprenticeship Sponsor for the job role of machinist, we are expanding our support and expertise so area manufacturers can reap the benefits these technicians can add to their workforce.

Through a partnership with Catalyst Connection, Community College of Allegheny County, and Tooling-U/SME, and funded by a grant from the Advanced Robotics for Manufacturing (ARM) Institute, a Manufacturing USA Institute®, NCC developed a new two-year registered apprenticeship for robotics technicians. More regional manufacturers are using robotics and automation solutions to meet customer needs and we see tremendous growth potential in both current and emerging work. These transferrable standards enhance the machinist's skill set while offering career advancement potential.

As new technologies emerge and manufacturers respond to evolving industry demands, NCC continues to work closely with our broad network of 99 partner companies, along with workforce agencies, and local, state and national leaders to introduce new training techniques and equipment. Notable was the grand opening of the TRAK Machine Tools Showroom at New Century Careers in August. This unique strategic public-nonprofit partnership launched the next iteration of regional post-COVID recovery, helping to reframe NCC for a larger role in the industry as a whole. NCC's Job Shop offers a unique way to outsource manufactured components from prototype to small batch production runs while trainees gain experience producing actual parts for orders, enhancing their skills. The Job Shop produced more than 4,900 parts for 11 companies in 2020, despite the long COVID shutdown.

The future of manufacturing and workforce development is very bright. Stronger than ever is our commitment to NCC's mission as a nonprofit manufacturer and technical skills development organization serving Southwestern Pennsylvania through inclusive access to technical training opportunities while helping employers find and develop technicians seeking purpose, passion and success in the workplace.

A handwritten signature in blue ink that reads "Neil A. Ashbaugh".

Neil A. Ashbaugh, President & CEO

# 2020 IN REVIEW: CHALLENGING THE ODDS IN A REMARKABLE YEAR

## TRAK Machine Tools Showroom brings transformative technology to New Century Careers and the region

While businesses were in lockdown during the COVID-19 pandemic, TRAK Machine Tools and New Century Careers continued to forge a partnership to benefit Pittsburgh's regional manufacturing industry. TRAK Machine Tools Atlantic Showroom/Pittsburgh opened at NCC's Anselmo Training Innovation Center on August 25.

This location offers regional manufacturers and TRAK prospects and customers in central and western Pennsylvania, West Virginia, and eastern Ohio demonstrations of TRAK machines and comprehensive support for TRAK® and ProtoTRAK® products performed by factory direct personnel. Companies visiting the showroom also are introduced to NCC training programs and Job Shop, which provides parts for prototype to small batch production runs.

Steve Pinto, president and CEO, TRAK Machine Tools, said, "We believe that our presence at NCC will expose more students, trainers and employers to transformative technology that will allow them to compete and be more productive."



*In partnership with NCC, TRAK Machine Tools opened the new Pittsburgh Showroom in August.*

## DCED grant expands career pathway from machining to robotics

In September, Pennsylvania Governor Tom Wolf announced new funding for three apprenticeship programs at New Century Careers through the Department of Community and Economic Development's (DCED) Apprenticeship Grant Program.

This grant will allow NCC to expand upon its existing 4-year Machinist Program, which assists small and medium sized manufacturers by offering registered apprenticeship opportunities to their employees. Additionally, NCC will be able to launch their new 2-year Robotics Technician Program. Each program is recognized by the PA Department of Labor and Industry and the US Department of Labor. For each year served, apprentices will meet registration requirements of at least 144 hours of related theory and instruction (RTI) and 2000 minimum hours of on-the-job training (OJT) with their employers. Approved partners and vendors for RTI for the Machinist program will use the Pittsburgh Chapter-National Tooling and Machining Association classroom training, and RTI for the Robotics Technician program will be provided by the Community College of Allegheny County, Catalyst.

## NCC selected for Operation Next to aid companies with COVID recovery

LIFT, the Detroit-based, Department of Defense-supported national manufacturing innovation institute, and part of the Manufacturing USA network, opened its “Operation Next” advanced manufacturing certification program to employees of Pittsburgh-area small and medium-sized manufacturers recovering from the impact of the pandemic.

Operation Next provides flexible training pathways to upskill or reskill employees of small and medium manufacturers returning to work or developing new skills needed for the post-pandemic economy at no cost to the trainees or their employers through an accelerated, hybrid curriculum of virtual learning and hands-on, performance-based learning on real-world manufacturing equipment.

New Century Careers was chosen to provide the CNC Machine Operations Pathway Hands-On Training toward two National Institute for Metalworking Skills (NIMS) credentials -- NIMS Job Planning, Benchwork and Layout and NIMS Measurement, Materials and Safety.

Operation Next is funded through the Coronavirus Aid, Relief, and Economic Security (CARES) Act and awarded to LIFT by the National Institute of Standards and Technology. LIFT is partnering with Pittsburgh-based Catalyst Connection, a Pennsylvania Manufacturing Extension Partnership, to manage the program.

## National Tooling & Machining Association partnership yields trainee and employer benefits

New Century Careers is an official sponsor of two registered apprenticeship programs, Machinist and Robotics Technician, as well as a registered Machinist pre-apprenticeship program, at convenient locations in both Allegheny and Westmoreland counties.

NCC is under contract with the Pittsburgh Chapter NTMA (National Tooling & Machining Association) to administer their multi-employer machinist apprenticeship related instruction program.

New Century Careers and NTMA Pittsburgh work together year-round on a proven metalworking apprenticeship instruction program to support on-the-job training provided by employers. During the 2019-2020 instruction year, 137 apprentices participated in instruction.



NCC was the site of the NTMA Pittsburgh Chapter annual apprentice competition on February 21.

## NTMA competition hones skills for career advancement

On February 21, the New Century Careers Anselmo Training Innovation Center was the site of the Pittsburgh Chapter of the National Tooling and Machining Association’s annual apprentice competition that dates back to the early 1980s. The fierce competition tests top manufacturing industry apprentices from the region through three challenges – a knowledge test, manual lathe project and manual mill project -- representing the critical thinking and technical skills required for leadership in the manufacturing sector.

Ed Sikora, executive director of NTMA’s Pittsburgh Chapter, noted, “Many previous competitors have completed their related instruction and on-the-job training, earned their registered Journey Worker papers from the PA Department of Labor and Industry, and now enjoy high-skill and highly paid manufacturing careers.”

# COMMUNITY COLLABORATIONS EXTEND RESOURCES

## Connecting students to broad career options

A collaboration among Phase4 Learning Center, Carnegie Mellon University and NCC created another pathway to careers in the manufacturing workforce. Phase4 helps to identify candidates also receiving wraparound services, then refers them to CMU for micro-credentialing through the Smart Robotics Academy, followed by referral to NCC for its MANUFACTURING 2000 program to earn pre-apprenticeship industry credentials (NIMS), and job placement assistance.

## FISA Foundation grant improves digital accessibility

New Century Careers continues to seek innovative ways to reach a diverse pool of candidates for its free training programs. The FISA Foundation recently awarded NCC a grant to review the NCC website to ensure that it is digitally accessible for all. For this project, NCC engaged Bender Consulting Services, Inc., which offers disability employment expertise in recruitment, workplace mentoring, strategic planning, training, and digital accessibility.

## Tapping local volunteerism produces streamlined application process

NCC's proposed project -- an enhanced online application process for its MANUFACTURING 2000 program -- was selected for "Give Camp" Pittsburgh held November 6-8. Give Camp volunteers applied their technical and creative skills to help local nonprofit organizations reach their full potential.

The weekend resulted in a fully supported online application for the NCC website where prospective trainees, community based organizations and other referral partners can access the application directly, fill it out and submit it online. Now anyone can apply from anywhere. The completed application will be captured in Salesforce ® software, streamlining the task for the applicant and minimizing staff time in processing the forms.

## SkillShare builds community, social media relationships

New Century Careers was chosen to participate in the Bayer Center for Nonprofit Management's SkillShare that connects nonprofits with a team of local business professionals to help solve an operational or technical challenge. NCC's communications team worked with volunteer professionals from Covestro to gain insight into a social media strategy to attract trainees, particularly high school graduates, minorities and women, to its training programs. The Day of Caring exercise on December 1 not only provided meaningful, actionable options but also initiated a mutually beneficial relationship with Covestro volunteers.



*Trainees work on actual Job Shop orders. John Alexander, left, an M2K alumnus, is now an NCC instructor.*

## MANUFACTURING 2000 Training Statistics

Number of Trainees	2020* 62, includes 28 new enrollments**	2019 77 served, 55 new enrollments
NIMS Credentials Earned	59	112
Job Placements Made	14	22

\*2020 statistics reflect the impact of the three-month mandatory closing due to COVID-19.

\*\*Includes those who started in a previous year but finished in 2020. 24 students remained in training at the year's end.

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### About New Century Careers

Founded in 1999, 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.

### News Century Careers Gratefully Acknowledges the Generous Support that Sustains Trainee Success

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