



Fostering Diversity in Manufacturing: Creating an Inclusive Talent Pipeline

Neil A. Ashbaugh

President/CEO

New Century Careers

Introduction

Neil A. Ashbaugh

President/CEO

Ashbaugh@ncsquared.com



New Century Careers

- New Century Careers
- Established in 1999
- Meet the needs for entry-level technicians in high demand from regional manufacturers

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

New Century Careers/Entry-level to Journey worker

- Employment landscape of Pittsburgh – Finding entry-level talent and continuing educational upskilling
- Community Based Organizations (CBO's) have clients looking for high-skill, family-sustaining careers
- Unemployed/Underemployed are looking for personal and financial growth
- Untapped resource in non-traditional individuals such as women, people of color, veterans, etc.

Solution

- MANUFACTURING 2000 (M2K) Pre-Apprenticeship
- NCC Group Apprenticeship Programs

Manufacturing



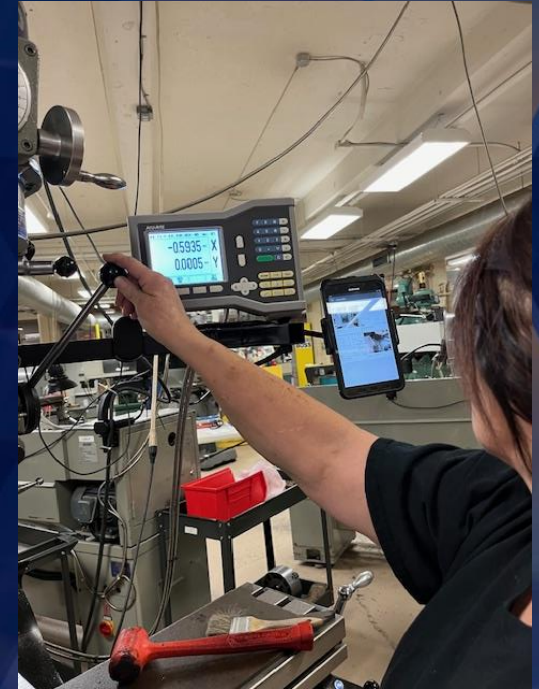
MANUFACTURING 2000 (M2K) Pre-Apprenticeship

- Free training for up to 600 hours focused on Safety, Blueprint Reading, Applied Mathematics, and the use of hand tools, inspection equipment, and production style machinery (Manual Lathes, Mills, Surface Grinders, Saw/Cutoff, and basic CNC Lathe/Mill operations and basic programming)
- Safely learn the job role of “Machinist” and prepare for a career pathway through registered apprenticeship.
- Earning of National Institute for Metalworking Skills (NIMS) credentials
Complete a minimum of 50 Tooling-U online modules
- Digitized Work Procedures for M2K projects using Rewyndr platform.



Program Detail

- Pre-Apprentices are all 18 years of age or older
- Serve 30-40 pre-apprentices and over 25 apprentices annually
- Launching “Quick Train” in Homewood, PA (Sept 2024)
- Hundreds of individuals completed, placed, and experiencing professional success.



Lessons Learned / Next Steps

- Hundreds have been successfully trained and placed into machining careers
- Success has been built through collaboration
- Workforce development is not “easy” and there are no short cuts when it comes to safety, training, and building out of relationships to support our mission. (CBO’s and Manufacturers)
- 2024 will see a new program location, updates to equipment and further enhancements with Rewyndr platform
- A “vision” for the next 25 years
- Adding additional pre-apprenticeships and apprenticeships based on industry needs



Summary / Conclusion

- Pre-Apprenticeships and Apprenticeships are great pathways
- Third-party organizations like NCC are here to support both applicants and the manufacturers
- Industry-recognized credentials through NIMS and Tooling-U can engage, bring value, and excite the next generation of learners
- Learn more at www.ncsquared.com
- Highlights of success...the NCC, True Position, Terry Cousins story.

Thank You!

