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CHAPTER

SHAPING THE FUTURE OF SOUTHWESTERN PENNSYLVANIA MANUFACTURING WITH CUTTING-EDGE PRECISION.

NOVEMBER 22



PGH NTMF SCORES BIG WIN WITH THIS YEAR'S GOLF OUTING

by Kevin Hartford
PGH NTMA/NTMF President

When our golf outing was rained out in August, many of us thought it was going to be a huge financial setback for our foundation (NTMF) which funds our workforce development initiatives.

CONTINUED ON PG. 3



INTERNS BotsIQ's summer intern program proved to be a great success—put it to work for you. [pg. 8](#)



APPRENTICES Our program is thriving. Check out the stats and how to get your team on board. [pg. 9](#)



MFG DAY Members are opening their doors and opening minds to careers in manufacturing. [pg. 15](#)

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You CAN Go Home Again

by Kevin Hartford, *PGH NTMA/NTMF PRESIDENT*

Thomas Wolf wrote a best-selling and classic novel that was published posthumously in 1940. It was titled, “You Can’t Go Home Again.” The story explores the changes that were taking place in American society in the 1920s and 1930s. Recently I had the opportunity to go home again to the company Ed Newell and I started almost 20 years ago which is now called Kiski Precision (KP). I’m here to tell you that you *can* go home again and you can be happy to do so.



When I retired in March of 2020 we employed 45 people and were doing well. When I visited my old shop in November I was ecstatic to see that they now employ 71 people. To think we started with 12 people and grew to 45 employees during our tenure and the shop is now at 71 is, to me, phenomenal. What’s even more rewarding

is to see the new equipment, especially the CNCs that were purchased for specific product work. This work is ongoing and appears to be increasing moving forward. We had always tried to create or find a product but had little success in that area.

There is such a real and positive advancement in KP’s manufacturing capabilities. Kiski Precision is one of the few shops in the area that now has a laser welder and four highly skilled welders. When I retired we had two welders and the laser welder wasn’t needed. We were always a full service shop but KP is so much more now. That was apparent as I toured the 32,000 square feet of manufacturing space.

David Holm, Kiski Precision’s president, is a bright, dynamic, enthusiastic, hands-on leader who came to us from our owner, Aerotech. His positive attitude and vision for the company is contagious and I could see the same positive attitude in the eyes of the employees as I walked around and spoke to them. This may come across as hokey, but they exuded a “can-do, let’s go” attitude which immediately captured my attention.

That mindset begins with Dave and his management team: Ron Smith, Tim Harmon, Mike Kuchta, Pat Robertson, Randy Collins, et al. who have well over 200

years of collective experience in our industry. Ed and I worked with all of them and their knowledge and expertise are second to none.

That attitude extends to younger employees with an eye to the future. KP has 13 apprentices currently enrolled in PGH NTMA apprentice training.

As I departed shaking Dave’s hand and congratulating him on all I had seen, I felt like a proud father witnessing his children all grown up and succeeding in their life’s work. Interestingly, I’ve done that with my own two sons and the feeling I had leaving Kiski Precision was similar.



I encourage you to follow KP on LinkedIn to see all of their manufacturing capabilities, improvements and nuances. I’m confident you’ll like what you see.

As I drove away I was content knowing that I had “gone home again” and it was a happy and rewarding experience.

PGH NTMF/EHD MANUFACTURING OPEN 2022



“
*I'm extremely
happy to
report that,
thanks to you,
we raised
over \$17,000
for our
foundation.*
—Kevin Hartford

CONTINUED FROM PG. 1

Weather during late October in Western Pennsylvania is iffy at best. We were concerned that it may discourage some of our golfers from attending the event. Fortunately, we had an absolutely beautiful day with clear blue skies and temperatures in the upper 70s at the Westmoreland Country Club on October 24. It was a day worth the wait-- a perfect day for golf. Our turnout was surprisingly



good for not only a rescheduled event, but under any circumstances. We had two foursomes on almost every hole. I'd like to thank everyone who participated in our outing. I'm extremely happy to report that, thanks to you, we raised over \$17,000 for our foundation. That's a big number and, if memory serves, it's one of the most successful golf outings

CONTINUED ON PG. 5



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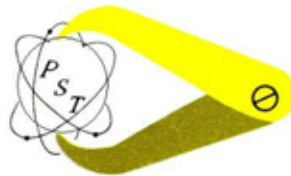
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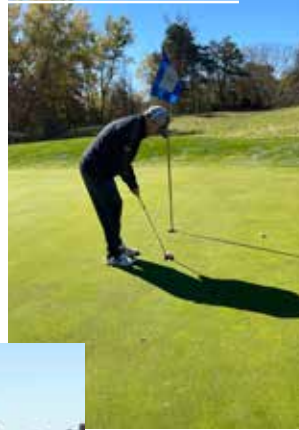
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A BIG WIN FOR MANUFACTURING

CONTINUED FROM PG. 3

we've ever had. I'd also like to thank our sponsors at every level. Your generosity is very much appreciated. A special thank you goes out to our vendors who donated gifts and merchandise for our raffle baskets, as well as Westmoreland Country Club and our host Jeff Astley. It was a fun and successful day. Finally, I'd like to thank Michel Conklin and her extraordinary team who once again stepped up in a huge way. We are fortunate

to have you. We have moved next year's outing to June 26 so hopefully we'll have another beautiful day with another large turnout. Thank you all again!



1st place

- Mark Conklin
- Paul Kuhn
- Brian Sidone
- Justin Baselice

2nd place

- Mike Weber
- Mike Herzog
- Andrew Gallina
- Scott Sues

3rd place

- Ed Frieze
- Chuck Deventura
- Rich West
- John Lubic

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NOT YOUR FATHER'S SUMMER CAMP

by Molly West, Pittsburgh Chapter NTMA

*SUMMER CAMP ISN'T JUST CAMPFIRE SONGS AND POPSICLE STICK CRAFTS ANYMORE.
CAMP LEVELED UP THIS PAST SUMMER IN SOUTHWESTERN PA.*

During June, July and August, Southwestern PA BotsIQ designed and hosted several innovative programs for students across the region. The goal: to teach young people high-tech manufacturing skills that are not only fun, but also open a whole new realm of possibility when they dream beyond summer and into the future. These regional camps introduced students to the in-demand skills of robotics and advanced manufacturing and demonstrated how those skills translate into fulfilling and financially rewarding careers. The BotsIQ Robotics Camp, held at locations in Bellvue and Homestead, PA, brought 32 seventh, eighth and ninth graders together to design, assemble and code their

own mini-vehicles. They used Micro:bit, 3D printing and laser cutting technologies.

JoAnna Dehler, BotsIQ youth services manager, served as one of the leads for this summer program. "It was really great to see their brains totally take off with the coding. From day one to day four—total change. We were using Micro:bit, then MakeCode. Right away they started digging through the coding gallery. They were super creative in how they were manipulating the code to satisfy what we were asking in a totally different way," Dehler said.

In fact, according to Dehler, some of the kids built their own attachments to develop a front plate on their vehicles to hold an iPhone, creating their own GoPro-style device.

Oula Abdul Ghani, BotsIQ teaching fellow, was instrumental in designing the program. "We create hands-on activities based on the demands of the industry. Our activities help students acquire new career related skills in fun interactive methods."

Not only did these students become savvy with these technical tasks, but they also developed strong collaboration skills as they teamed up to compete in challenges—including an obstacle course.

"I'm always shocked with how children learn and collaborate with each other. They just come with ideas and feed off each other and take their project to a whole new level. They do it in ways that as adults we can't even anticipate. It was beautiful to witness," Dehler said.

Across the region in Westmoreland County, the BotsIQ team utilized the Westmoreland Advanced Technology Center to host the same age group at Engineering Camp. This time, the students tackled VEX robots. They honed their critical thinking skills by designing, assembling and

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battling the bots. Campers learned to write code longhand, how to operate a CNC mill and the ins and outs of additive manufacturing. The BotsIQ team watched the students improve their troubleshooting skills as they identified what they wanted their robots to do and how to get there. “Project-based learning is invaluable,” said Dehler. Campers across all three locations had the opportunity to see the skills they were learning applied in a real-world environment. Based on their camp location, students toured one of three companies: Aethon, Intervala or Penn State Tool and Die Corporation. South of Pittsburgh in Uniontown, PA, fourth, fifth and sixth graders attended BotsIQ 3D Printing Camp. This group conceptualized and designed their own games—then 3D printed pieces and cut their own game board.

Through the generosity of the Arconic Foundation and Chevron Corporation, all of these camps were offered free of charge. The Pittsburgh Chapter NTMA program has grown exponentially since its inception in 2006 when it began with just six high schools building bots for an annual battle. BotsIQ currently serves over 60 school districts across our region, covering 15 counties and approximately 1,000 students. BotsIQ has expanded to include BotsIQ Academy, a Middle School Cobot Challenge and a Close the Loop program. Additionally, the Southwestern PA BotsIQ team says they definitely plan to host summer camps in the future.

“Summer is a really crucial time for engaging students. You want them to adopt technical and interpersonal skills, but we also want to propel them to explore the concepts that we introduce them to,” said Dehler.

The Southwestern PA BotsIQ team believes so strongly in the importance of summer opportunities, they collaborated with the Readiness Institute at Penn State, 100 Black Men of Western Pennsylvania and STEM Coding Labs in three separate summer events to strengthen students’ knowledge of technical skills and manufacturing careers.

Summer camp looked a whole lot different in Southwestern Pennsylvania than many may remember—but so does the future. The Pittsburgh Chapter NTMA and BotsIQ are doing their best to make sure Pennsylvania youth will thrive in the careers and opportunities ahead.



“

You want them to adopt technical and interpersonal skills, but we also want to propel them to explore the concepts that we introduce them to.

—JoAnna Dehler

SUMMER INTERNSHIP PROGRAM

by Maria Campieri, BotsIQ

IT'S NOT TOO SOON TO PLAN FOR SUMMER INTERNS.



“

We learned just as much from them as we hope they learned from us. They brought fresh eyes to projects and asked questions that we may have missed. It was a win-win!

—Jessica Gardner
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BotsIQ's workforce development programs do not end when the school year is over. This summer, BotsIQ facilitated the second cohort of summer internships. The internship program continues connecting talented students with industry partners after high school graduation. Internships are available to 18–22 year olds with an interest in pursuing a career in the manufacturing industry. The internship provides opportunities for participants to grow their professional network, improve career-readiness skills, and earn industry credentials through our custom on-boarding and professional development days. BotsIQ coordinated training for interns to earn two industry recognized

credentials— OSHA 10 General Industry Safety and Health and a Catalyst Connection Lean Certification. The summer 2022 cohort included 12 interns placed at 10 local manufactures. Of the twelve interns, six interns graduated high school in June



2022 and six interns were either sophomores, juniors, or seniors in the post-secondary education programs. Eleven of the interns were either a BotsIQ alumni or volunteered with BotsIQ. The industry partners



that hosted interns are: Aethon, DMI Companies, General Carbide, Hamill Manufacturing, Heartland Fabrication, Jatco Machine & Tool, L&S Machine Company, MetPlas, Penn State Tool & Die, RETAL. There were three job offers extended to our summer interns. Thank you to our sponsors, instructors, presenters, and industry partners for making BotsIQ's Summer Internship 2022 a success. Support provided by: PA Department of Community and Economic Development and Westmoreland Fayette Workforce Investment Board.

APPRENTICE NUMBERS EXPLODE

2022 has been a great year for the Pittsburgh Chapter Apprentice Program. With strong numbers and a solid curriculum, we're building the next generation of manufacturers. Enrollment opens each year in August for the related instruction portion of your Pennsylvania apprentice program. Apprentices complete 144 classroom hours annually for four years.



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Will there be a Summer Internship 2023 Program?

Yes, BotsIQ will begin outreach to Industry Partners in December 2022.

Are there any changes to the Summer Internship 2023 Program?

Yes, there will be two placement options: 11–12 weeks for current post-secondary students and 6 weeks for recent high school graduates.

My company would like to host an intern next summer. What next?

Contact Maria Campieri at campieri@botsiqpa.com.

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Is Your Customer Data Secure?

by Derrick Maultsby, Frost Brown Todd LLC

A 2021 survey conducted by North Carolina State University's Poole College of Management's Enterprise Risk Management Initiative showed that leaders of manufacturing and



distribution (M&D) companies do not prioritize data privacy. However, this is not a shocking or surprising find. As we are fully immersed in a privacy renaissance, United States based executives have varying degrees of awareness and concern about data privacy. This mixed view on its importance is typically influenced by the industry the company operates in and the perceived risk associated with applicable privacy laws. Although as the M&D industry increasingly adopts technology to increase efficiency, in addition to the numerous comprehensive data privacy laws going into effect in 2023, the risk profile of these companies is certainly shifting. This article will take a brief dive into that shifting risk profile and identify some of the issues that executives within the M&D industry should think about it.

Digital transformation has been a key component for operators across the M&D sector. The goal of digital transformation in M&D is to:

- Improve operational efficiency, reduce costs, and maximize revenue;
- Increase the quality of manufactured goods;
- Improve customer experience;
- Enhance decision-making capabilities; and
- Create more corporate agility.

The benefits of digital transformation are great, but it does require a significant amount of data. Specifically, it may require use of certain customer or end user data. This data can open the door to potential risk and liability under consumer data protection laws. Currently, the General Data Protection Regulation and the California Consumer Privacy Act (CCPA) have made headlines for their impact on the international business landscape. In 2022, the popular cosmetic retailer Sephora received the first CCPA enforcement action which resulted in a \$1.2 Million fine.

As enforcement of the current laws are beginning to occur, new legislation is coming into effect. In fact, in 2023 there will be several states enacting new consumer privacy laws.

In addition to those states, there are over a dozen states working on consumer privacy legislation. And while each state's specific law has varying

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provisions, the essence of each law is to provide rights to consumers over their data and force companies subject to the laws to practice transparency in their data collection and data processing activities. More specifically, a few of the requirements under these laws focus on data security standards, data breach protocols, end user agreements and consent, and operations that allow for data requests to be fulfilled in an expeditious manner.

It is imperative for M&D companies doing business in these states to analyze what

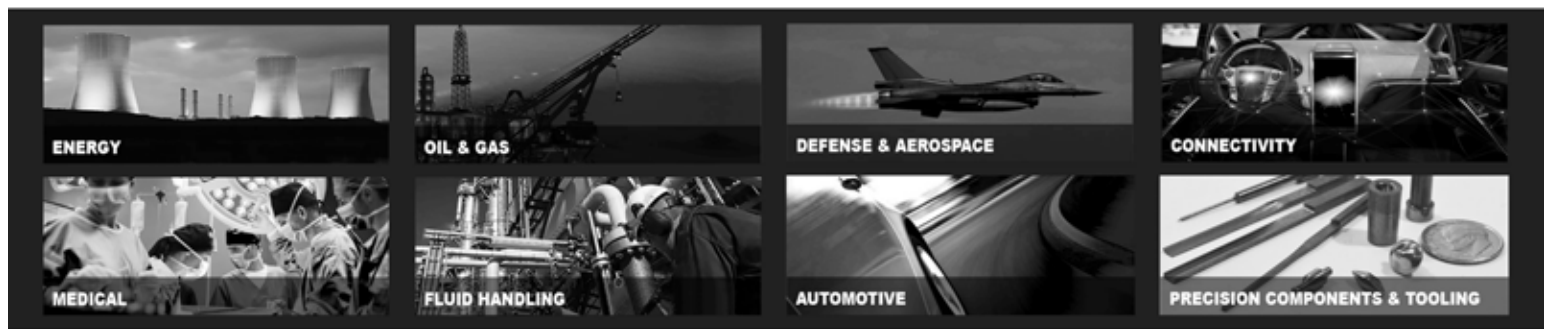
data they are collecting, storing, and processing to ensure they are not subject to these laws. If any of these laws are applicable, it becomes essential to begin to work through the systems in place to maintain compliance. This process should be done on at least an annual basis as the legislative landscape changes and as digital transformation continues to add new innovation which shifts the overall applicability and risk under these laws.



STATES WITH NEW CONSUMER PRIVACY LAWS IN 2023

- CALIFORNIA (AMENDING CCPA)
- COLORADO
- CONNECTICUT
- UTAH
- VIRGINIA

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THE DRIVING FORCE BEHIND OUR APPRENTICE PROGRAM

by Liz Blashock, Pittsburgh NTMF

THE APPRENTICE PROGRAM'S SECRET TO SUCCESS

The Pittsburgh Chapter NTMA Apprentice Steering Committee is the voice of industry that provides oversight for the apprentice program. This committee of 24 individuals commits to providing quality training in the Pittsburgh region. This volunteer team of dedicated individuals meet on the second Tuesday of every month to assure the smooth running of the program. If you'd like more information about joining the committee please contact Phyllis Miller, chairwoman, at (724) 454-0620 or westnew702-66@comcast.net. We extend a huge thanks to our committee members who keep apprentice training a top priority at their company and the Pittsburgh region.

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LUNCH & LEARN WITH ONE VOICE



SO WHAT EXACTLY DOES A GOVERNMENT-INDUSTRY PARTNERSHIP LOOK LIKE?

LUNCH & LEARN ATTENDEES GOT THE INSIDE TRACK.

Omar Nashashibi of the Franklin Partnership visited Pittsburgh for the Pittsburgh Chapter's fall Lunch & Learn and shared information about key government programs, in particular, the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act. Signed into law in August, the legislation invests

nearly \$250 billion in a combination of semiconductor and other scientific research and development. Nashashibi outlined some of the funds and programs available to members. He addressed both state and federal grant opportunities and explained that manufacturing is a hot, bipartisan topic. Additionally, attendees heard local perspective from Catalyst Connection, BotsIQ and Community College of Allegheny County (CCAC) with discussion centered around government and industry partnerships tackling the manufacturing talent shortage.

Lunch & Learn events are hosted throughout the year.

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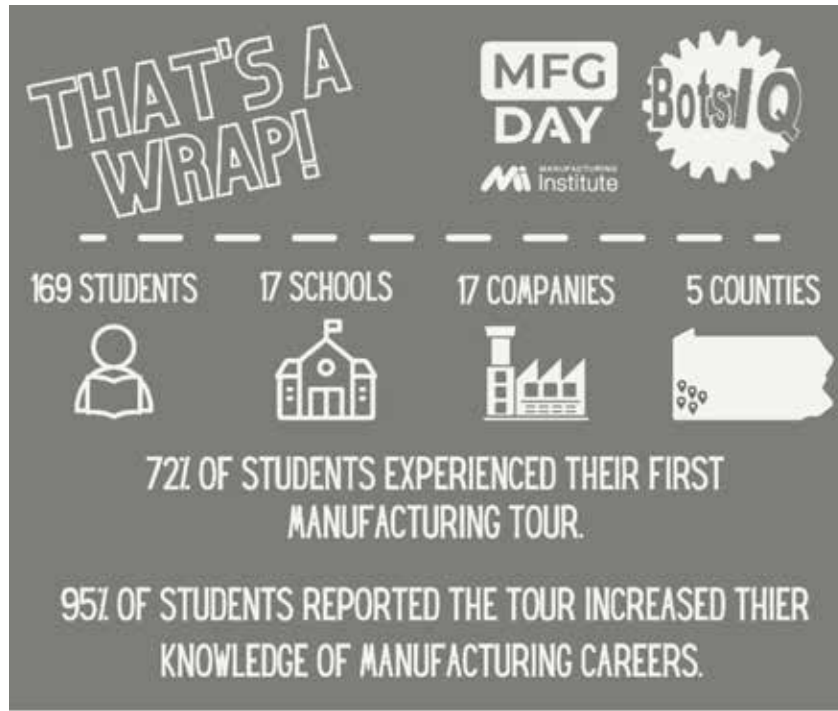
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MANUFACTURING DAY 2022



In 2011 the Manufacturing Institute branded the first Friday of October as Manufacturing Day. The idea was so widely and well received, President Obama made a national proclamation in 2014. Today, Manufacturing Day has grown into a month-long celebration nationwide.

Here in Southwestern Pennsylvania, manufacturers opened their doors to students from across the region.

Our BotsIQ team worked diligently to spread the word that manufacturing offers high-tech, lucrative, essential jobs. Crafting hands-on activities and coordinating school tours, outreach efforts reached students in 17 schools across five counties.

Thank you to the BotsIQ team and to the manufacturers who made these events possible and connected with tomorrow's workforce.



“

This tour helped me understand how high-tech different aspects of the manufacturing industry can be and the variety of jobs in this field.

— Hempfield 12th Grader



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COMING IN FEBRUARY: PGH NTMA/MSC MANUFACTURING COMPETITION

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It's almost time! The PGH NTMA/MSC Apprentice Competition is set for Friday, February 17, 2023 at the Westmoreland Advanced Technology Center. The best of the best will square off for the title of "Best Metalworking Apprentice in the Region."

The competition begins with a timed written exam to assess content knowledge. Each competitor then moves onto the hands-on portion of the competition where they will be judged on the precision of both a manual mill part and a manual lathe part. Apprentices are given never-before-seen blueprints with a complete toolbox and material to create these machined parts. Participation is open to ALL apprentices of the Pittsburgh Chapter NTMA Apprenticeship Program and any apprentice employed at an NTMA Member Company. Year 1 & Year 2 apprentices must have earned at least five NIMS credentials to qualify. The winner will be announced at our June graduation and will walk away with the title and a Gerstner tool box.

PGH NTMA CALENDAR:

- 1/10 NTMA Apprentice Steering Committee
- 1/11 Westmoreland/Fayette Mfg. Industry Partnership
- 2/02 NTMA/NTMF Board Meeting
- 2/08 Westmoreland/Fayette Mfg. Industry Partnership
- 2/14 NTMA Apprentice Steering Committee
- 2/17 Apprentice Competition
- 3/08 Westmoreland/Fayette Mfg. Industry Partnership
- 3/14 NTMA Apprentice Steering Committee
- 5/04 NTMA/NTMF Board Meeting
- 6/07 NTMA Apprentice Steering Committee
- 6/26 NTMA Apprentice Steering Committee

For times, locations and details, please visit:

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