

Apprenticeship Program Underway

Advanced Tool, Allen Tool, Anaren, Anoplate, Bitzer Scroll, BO-MER, Byrne Dairy, Consolidated Precision Products Corporation, Chobani Yogurt, Crucible Industries, Cryomech, Diemolding Corporation, Eaton Crouse Hinds, GA Braun, GE Aviation Unison, Giovanni Foods, Indium Corporation, International Wire Group, Kilian Manufacturing Corporation, Knowles, Manth Brownell, Marquardt Switches, National Grid, OBG, Precision Systems Manufacturing, Raymond Corporation, Sunoco Ethanol, Tactair, CNY TDO, United Radio, Volpi USA, Weaver Tool, Welch Allyn [Hill-Rom], WestRock, and Young & Franklin (and I'm sure I am leaving some off the list – I apologize in advance) have all been actively participating in helping MACNY design registered apprenticeship training programs in advanced manufacturing.

Owners, Presidents, CEOs, Vice Presidents, General Managers, Facilities Managers, Manufacturing Managers, Operations Directors, Human Resource Managers, Manufacturing Engineer Managers, Purchasing Managers, Production Shop Managers, Training Directors, Toolroom Supervisors, and Senior Automation Engineers have all been actively engaged in a group too large to really be called a Steering Committee but have nonetheless given of their time, intelligence, and energy to get this project underway. I have been proud and impressed by the quality and number of people willing to pitch in to get this off the ground.

These are obviously people used to getting things accomplished, as we have moved in three meetings from introducing the project to deciding on the first five occupational groups to begin as apprenticeships. It is very apparent from the level of commitment and the willingness of senior people to give of their time that this is a program that is important to a great many companies. From the comments at the meetings, preparing a highly skilled workforce for tomorrow before all of our most talented employees retire from the workforce is a concern on everyone's mind. The inability of all of our companies to find the people with the right talents for today's modern manufacturing facilities is contributing to the recognition that we must begin to "grow our own." It is no longer possible, as our President Randy Wolken likes to say, to simply "post and pray," hoping that the perfect candidate will walk through the door.

The committee has now broken out into five subgroups of anywhere from eight to twelve people a piece. It will be the subcommittee's task to take the New York State Department of Labor (NYSDOL) Apprentice outlines and turn them into competency based training outlines spanning approximately four years each. The five occupational titles selected by the companies at the table are: CNC Machinist, Toolmaker, Welder, Electronics Technician, and Maintenance Mechanic. If any of these titles are ones that you have in your company and you would like to become involved, please email me at bhamm@macny.org. We are planning to have the training outlines finalized in August and September.

The next step in the process will be to secure some of our formal training partners from local colleges, our own industry trainers, and some national training providers. ToolingU-SME, one of MACNY's existing partners has been extremely helpful in doing some preparation work for the subcommittees. We expect they will play a significant role in actually providing training as well. Local community colleges, who we have been working with for the last four years on the TAACCCT grant, are also

expected to play a role in providing training. While this is going on, MACNY will be working with NYSDOL and the participating companies to get our programs registered and the apprentices selected. If everything goes according to plan we could begin actual training as early as Manufacturing Month (October). We realize this is an ambitious and aggressive plan but there is urgency to the need that we can no longer ignore. Please join us if you would like to become involved.