

Apprenticeship Program Update – March 2017

We reported several months ago, that MACNY had been successful in obtaining an appropriation in the 2016 State Budget for the creation of the New York State Manufacturers Intermediary Apprenticeship Program (NYSMIAP).

MACNY, with the support of our member companies, spent most of 2016 establishing a plan to create five MACNY sponsored NYS registered apprenticeships in the Central New York region. The five registered apprenticeships are Toolmaker, Welder, CNC Machinist, Electronics Technician, and Maintenance Mechanic. A steering committee made up of CEOs, Plant Managers, Operations Personnel, and skilled trade workers was instrumental in the development of the initial five NYSDOL Registered Apprenticeships we are sponsoring. The New York State Department of Labor (NYSDOL) Commissioner, Roberta Reardon, and Karen Coleman, the Deputy Commissioner for Workforce Development, offered their full support. Our local representative, Nicholas Hanslowe, has been instrumental in guiding us through the process of program registration. The fact that MACNY obtained approval to function as a single “program sponsor” acting on behalf of small and medium sized manufacturers will save both time and money for all involved.

Working through MACNY will dramatically reduce the administrative burden on individual manufacturers and greatly streamline apprenticeship program registration. Employers will still be expected to shoulder the major portion of the on-the-job training (OJT) responsibilities, however the creation of competency based training outlines will provide a structured work plan for training that never existed before. ToolingU - SME worked closely with us to create the outlines and they continue to work with us in the development of related instruction guidelines. The guidelines will align ToolingU – SME modules and community college classes with the appropriate work competencies in the OJT outlines. ToolingU –SME’s extensive experience working with apprenticeship nationally, ensures that our outlines closely mirror national models making NYS registered journeyman credentials even more valuable and portable.

Acting as a sponsor will reduce administrative burden, however, employers are still responsible for developing selection criteria, identifying the actual apprentices and journey level trainers, and establishing a wage progression for the apprentice for the duration of the program. MACNY will work with employers to meet federal affirmative action goals. MACNY will retain the records for training and monitor the progress of the apprentices with the help of the NYSDOL to ensure that the apprentice completes the training program within the traditional 48-month training period.

While traditional apprenticeships are time-based, MACNY sponsored programs incorporate competency based advancement to accelerate the progress of persons who enter the program with experience. MACNY hopes that current experienced employees who have never gotten their journey level card will participate in the credentialing process as a result of the shortened time frame.

The year of the pilot program is nearly done and we have accomplished a great deal, however, we currently await the 2017 budget hoping to receive funding for our statewide expansion plan. Please consider participating in our program to address your own skilled worker training needs. For more information, please contact Martha Ponge at mponge@macny.org.