

APPRENTICESHIP UPDATE



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Jobs For The Future

Advancing American Advanced Manufacturing

Madison County, NY - In 2013, the number of states where manufacturing made up the largest share of employment was half of what it was in the 1990s. As American manufacturing entered the 21st century, there were more than 17 million people working in the industry, but after suffering losses during recessions in 2001 and again in 2007, the manufacturing workforce has yet to recover and today stands at just 12.4 million.

In the face of this challenging time for the industry, companies, local workforce systems, and national agencies have been rethinking workforce needs and reimagining how to build a talent pipeline for both the short and long term. This often begins with coming together as community stakeholders to match in demand business priorities with systems of support to implement proven strategies for talent and production.

For many manufacturing employers, a solution that has emerged is apprenticeship, specifically the gold standard Registered Apprenticeship. It's a proven system of workforce training that allows employers to "grow their own" workers, while helping employees learn the skills to be successful on the job.

One local effort to bring employers, community-based organizations, educational institutions, and workforce agencies to the table to advance apprenticeships as a solution for businesses and workers is being driven by a unique partnership between Onondaga Community College (OCC) and the Manufacturers Association of Central New York (MACNY). This summer OCC convened members of the workforce development boards of Herkimer, Madison, Oneida, and Onondaga counties, representatives from the American Apprenticeship Initiative (AAI) and local advanced manufacturing employers for an accelerator to share the process and benefits of the Apprenticeship Accelerator

Career Training Program (AACT), being piloted in Madison County this Fall.

The model is framed from the success of Vermont HITEC's machine operator registered apprenticeship program and was brought to Central New York by connections OCC made through MACNY and JFF. Its success is based on direct engagement between employers and talent through an intense strategic marketing plan, structured employee interview and assessment process, agreement from employers to establish entry level jobs and concurrently establish registered apprenticeships, and the support of local colleges and Community Business Organizations for related technical instruction.

At the accelerator, it was the cross-sector presence of Vermont HITEC's CEO, Gerry Ghazi, educators who provide the related technical instruction for apprentices in Mike Metzgar, OCC; apprenticeship sponsor support in Martha Ponge, MACNY and Jennifer McCullough, AAI; subject experts who help throughout the registration process in Nick Hanslowe, USDOL, and David Goodness, Workforce Development Institute and local employer collaboration coordinated by Ellen Bowe, Working Solutions. Unique to this effort is the engagement of candidates with little or no experience in advanced manufacturing.

"This is a pilot to increase access, to test small cohorts of apprentices at medium sized manufacturing companies," said Martha Ponge, Director of Apprenticeship with MACNY.

Since the accelerator, OCC has secured commitments from 5 employers to move forward in the process of becoming a sponsor of a registered apprenticeship program for the creation of 19 new skilled workforce positions at their companies. This success underpins the effectiveness in cross-sector collaboration with models of training that are proven effective, and create life and business transforming opportunities for communities and businesses in manufacturing.

For more information about how you can be involved in this pilot program, please contact Martha Ponge at MPonge@macny.org or Rebecca Fracchia at r.s.fracchia@sunyocc.edu.

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