

MAKING THE CASE FOR APPRENTICESHIP

September 14, 2017

9:30 AM to 12:00 PM

Renaissance Albany Hotel, 144 State Street, Albany, NY

In conjunction with the NYATEP business survey underway to understand employer attitudes about apprenticeship in New York, NYATEP is partnering with the Center for an Urban Future and Young Invincibles to host a special event to discuss the business case for apprenticeship. Join us for a thought-provoking discussion of the challenges and real opportunities to apprenticeship expansion in New York State, including the engagement of private sector industry and the role of the Governor and State Legislature in making apprenticeship a business-friendly process.

9:30AM

Registration and Networking Breakfast

10:30AM

Opening Remarks & Employer Survey Overview

10:45AM

Panel discussion on Apprenticeship in New York

NYS Assemblyman Harry Bronson

Martha Ponge, MACNY

Eric Seleznow, Jobs for the Future

Reid Setzer, Young Invincibles

Franca Armstrong, Mohawk Valley Community College

This FREE event is generously sponsored by the Workforce Development Institute

SPEAKER BIOGRAPHIES

Franca Armstrong

Ms. Armstrong serves as the Associate Vice President of Workforce Development and Dean of the Rome Campus at Mohawk Valley Community College (MVCC). She sets the priorities and objectives for MVCC's branch campus in Rome, NY and the non-credit Workforce Development activities of the College. She has been with MVCC for 17 years in various roles.

Franca serves on numerous boards and enjoys the work of touching so many organizations. She is currently Vice Chair of the Rome Area Chamber of Commerce, serves on the boards of the New York State Association of Training and Employment Professionals, Herkimer Madison Oneida Workforce Development Board, Rome College Foundation, Griffiss Local Development Corporation, Oriskany Public Library.

Jonathan Bowles

Jonathan Bowles is the Executive Director of the Center for an Urban Future (CUF), a Manhattan-based think tank dedicated to independent research about key policy issues facing New York and other cities. During his twelve years at CUF, he has been the architect of the policy agenda for the Center and is responsible for making it one of New York's most innovative and influential organizations and one in which its policy ideas are well-respected and widely used by policymakers, business leaders, and nonprofit practitioners.

At the Center, Mr. Bowles has authored more than two-dozen reports, including a widely acclaimed 2007 study about the significant impact immigrant entrepreneurs are having on cities' economies, an influential study about New York City's innovation economy, and a report about how to retain and grow New York's middle class. His research about key economic trends facing New York and its five boroughs, the value of small businesses to cities, and the economic impact of industries ranging from air cargo to biotechnology has been covered in publications ranging from the New York Times and USA Today to The Economist.

Harry Bronson

Harry Bronson was elected to the New York State Assembly in November 2010. The 138th district includes parts of the City of Rochester and the towns of Chili and Henrietta. Harry's passion for social justice, equality and fairness has defined his public service, legal and business careers. Prior to being elected to the State Assembly, he served in the Monroe County Legislature and held leadership positions during his entire tenure.

As Chair of the Assembly Commission on Skills Development and Career Education, Harry is working on ways to help individuals get the training and skills necessary to seize upon job opportunities. He is committed to crafting workforce development policy that will help people overcome barriers standing in the way of successful employment, including the Empire State Apprenticeship Program; a new initiative that will help businesses hire young adults between the ages of 16 and 24 as apprentices so they can become skilled workers in fields such as nursing, agriculture, advanced manufacturing and information technology.

Assemblymember Bronson has always stood with workers and the labor community, whether handling discharge arbitrations, interest arbitrations or employee anti-discrimination matters. As a member of the Committee on Labor, The Assemblymember has strongly advocated on behalf of workers in New York State. He has supported increasing the minimum wage and providing 12 weeks of paid family leave. These initiatives will go a long way toward ensuring hardworking New Yorkers can provide more for their families and meet the rising cost of living

SPEAKER BIOGRAPHIES

Melinda Mack

Melinda Mack is the Executive Director of the New York Association of Training and Employment Professionals (NYATEP), a nationally recognized, leading non-profit membership association in the field of workforce development. On behalf of its members and their partners, NYATEP educates, and develops workforce boards, business organizations, education and training providers, economic development entities, organized labor, elected officials, and government agencies to sustain and enhance education, training, and employment for all New Yorkers.

In her previous role, Ms. Mack was the founding Director for the Bill and Melinda Gates Foundation program, Graduate NYC!, an ambitious initiative bringing together the City University of New York, New York City public schools, Mayor's Office, and a range of external partners aimed at dramatically improving education outcomes across K-12 and community college completion rates. Ms. Mack also served as the acting Executive Director for the New York City Workforce Investment Board (WIB) under the Bloomberg administration. Before working in New York City, Ms. Mack worked in Upstate New York at the local government level working in both municipal finance and economic development in Buffalo and Albany.

Eric Seleznow

Eric M. Seleznow is a Senior Advisor for Jobs for the Future. He works closely with JFF's Building Economic Opportunity group to further the organization's goals of advancing innovative workforce policy and programs. Mr. Seleznow is contributes to the organization's work on apprenticeship, reentry, sector strategies, and Job Corps. Prior to JFF, Mr. Seleznow served as Deputy Assistant Secretary for the U.S. Department of Labor, Employment and Training Administration (DOLETA), under Secretary Tom Perez. During his tenure at DOLETA, he focused on implementing the Obama administration's vision for workforce development, skills training, and registered apprenticeship.

Mr. Seleznow has over 30 years of experience managing a range of workforce development and correctional reentry programs at the federal, state, and local levels.

Martha Ponge

Martha Ponge is Director of Apprenticeship at MACNY, the Manufacturers Association of Central New York. Ms. Ponge has an extensive background in education; teaching in industry, community college, adult education and also as a Project Lead the Way certified teacher at the high school level. Martha holds her BS in Mechanical Engineering from Clarkson University and her Master's in Education from SUNY Oswego.

Reid Setzer

Reid Setzer is Young Invincibles' Government Affairs Director, and is primarily responsible for maintaining relationships with Congressional offices, strategic partners, the Administration, and other national stakeholders. He has also been featured speaking about YI's health care, young parents, higher education and youth financial security policy objectives in the New York Times, Forbes, Marketwatch, Yahoo, Inside Higher Ed, and other publications. Mr. Setzer has also co-authored policy reports for YI, in addition to conducting policy research and helping to direct strategy for YI's advocacy campaigns.

Before working at YI, Mr. Setzer did legal research and writing at the Center for American Progress and interned for the Senate Health, Education, Labor, and Pensions Committee.

SPONSORS



Center for an Urban Future (CUF)

The Center for an Urban Future (CUF) is a catalyst for smart and sustainable policies that reduce inequality, increase economic mobility, and grow the economy in New York City. An independent, nonpartisan policy organization, CUF uses fact-based research to elevate important and often overlooked issues onto the radar of policymakers and advance practical solutions that strengthen New York and help all New Yorkers participate in the city's rising prosperity.

For 20 years, CUF has consistently shaped the policy debate around economic opportunity in New York by publishing reports that are widely covered in the media, highly readable and anchored in rigorous research rather than preconceived notions about outcome.



Voice - Knowledge - Progress
For Workforce Development

New York Association of Training and Employment Professionals (NYATEP)

The NY Association of Training & Employment Professionals (NYATEP) is a 501(c)(3) membership organization serving the workforce development community in every county of New York. Only NYATEP provides the leadership, vision and advocacy for a thriving workforce in New York State. Our focus is ensuring that every New Yorker and employer in New York State has access to the skills they need to work in, and support a robust statewide economy.

Nationally recognized as New York State's workforce development association, NYATEP's diverse membership is made up by workforce professionals, programs, and organizations. Members represent every region of New York, and include all 33 Workforce Development Boards in NYS (which represent more than 500 employers), career centers, state agencies, local government agencies, non-profit providers, adult education providers, disability service providers, economic development, unions, advocates, and business trade organizations, among others! Our members care about human capital development, and understand the importance of workforce development, as an economic driver for New York State.



Young Invincibles (YI)

Young Invincibles (YI) was founded by a group of students in the summer of 2009, motivated by the recognition that young people's voices were not being heard in the debate over health care reform. YI began providing the facts about barriers young adults face in affording quality health insurance and by asking our peers to share their stories. YI believed in this generation's capacity to stand up and make itself heard, and as our work expanded the opportunity became more apparent. It turned out young people had even more to share. They were eager to organize friends, educate the public about new health insurance options, and develop real solutions to the challenges we face.



Workforce Development Institute (WDI)

The Workforce Development Institute (WDI) is a statewide non-profit that works to grow and keep good jobs in NYS. We use a range of tools — including ground level information, workforce expertise, and funding — to facilitate projects that build skills and strengthen employers' ability to hire and promote workers. WDI's work often fills gaps not covered by other organizations and is accomplished through partnerships and collaborations with businesses, unions, other non-profits, educational institutions, and government.

APPRENTICESHIP EMPLOYER SURVEY OVERVIEW

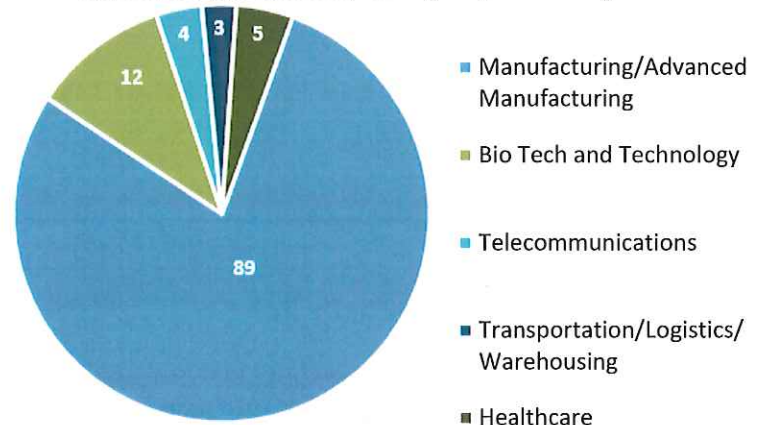
Purpose of the Survey: The New York Association of Training & Employment Professionals (NYATEP) is New York State's workforce development association (www.nyatep.org) which represents the organizations that provide education, training, and employment services across the State. With the rise of apprenticeship programming in the public spotlight, NYATEP sought feedback directly from New York State employers in advanced manufacturing, biotechnology, technology and telecommunications for their opinions of apprenticeship programs as a training option. Specifically, NYATEP collected data on the perceived barriers held by employers to accessing and registering an apprenticeship program in New York State. The goal is to use this information to recommend policy and programmatic improvements to the NYS Apprenticeship Program. NYATEP distributed the survey from July 14 – August 15, 2017 through a network of members and partners that regularly engage with employers across the state, including economic development, business associations, intermediaries, Chambers of Commerce, and Workforce Boards.

Overview of the Survey Respondents: In total 170 employers responded from a wide-range of sectors; 114 responded from the targeted sectors (advanced manufacturing, biotechnology, technology and telecommunications). Employers were asked to provide basic organizational information, i.e. size, composition of their workforce, recruitment practices, and about their company's engagement with and/or understanding about the New York State Apprenticeship Program.

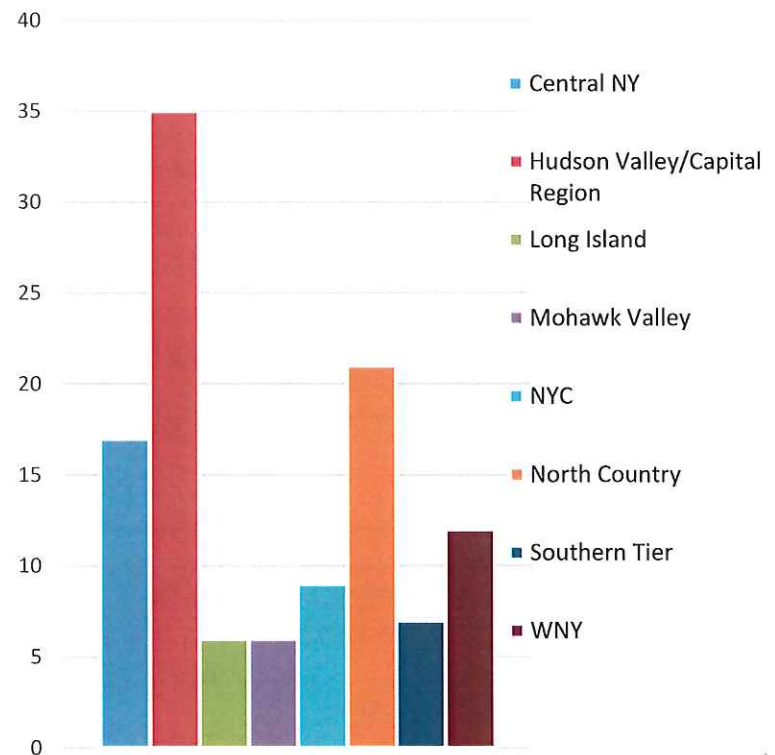
Summary of Employer Characteristics from Applicable Respondents:

- The majority of respondents are from the manufacturing and advanced manufacturing sector.
- Just over 40% of the respondents have less than 50 employees. Respondents expect about 1/5 of their workforce to retire in the next 5 years.
- The vast majority of respondents primarily maintain a full time workforce. However, 16 of the respondents have more than half of their workforce as part-time employees.
- The top methods of recruitment include "word of mouth", "NYS Job Bank", "direct college recruitment", "temp agencies" and "recruitment from competitors."
- Of the 114 employers, 86 have less than \$50,000 a year internal staff training budget (36) or no budget for training their workforce (50).
- The top workforce challenge was "recruiting and hiring a skilled workforce", which was identified by 81 respondents. The majority of respondents said it was either "very difficult" or "somewhat difficult" to fill open positions in the last year. Positions are open most frequently between 3 - 6 months.

Applicable Apprenticeship Survey Respondents by Sector



Applicable Respondent by Geographic Location



APPRENTICESHIP EMPLOYER SURVEY OVERVIEW

Overview of Employer Attitudes towards Apprenticeship in New York

Employers who **HAVE** used the program:

Eleven employers utilized the Apprenticeship Program in New York; the rest had no experience with the program. Ten of the employers were in Advanced Manufacturing/Manufacturing and one is in Telecommunications.

All responded that they viewed the program either very favorably or favorably. All would recommend the program, three with caution or reservations.

When asked to select why their company has engaged in the Apprenticeship Program, the primary reason was "Our company wanted to proactively create a skilled workforce pipeline." Two respondents noted their company participated as part of a grant program.

The job title most commonly utilized for the registered apprenticeship program was "machinist."

On average (a rating of 3 on a scale of 1-5) the companies currently participating in the apprenticeship program reported feeling neutral about the ease or challenges in engaging in the following activities: raising awareness about apprenticeship internally; navigating the regulations or filling out the paperwork; developing related instruction, finding resources within to support the apprentice or mentor; and funding the wages.

Eight of the eleven employers have hosted between 1-5 apprentices in the last five years. Three have hosted over 11 apprentices in the last five years.

How long did it take to register your apprenticeship?

Response	# of Responses
Don't know	2
Less than 1 year	5
12-18 months	3
19-24 months	1

Employer recommendations to improve the program:

- **Continue business incentives**, but also provide grants or incentives to employers with existing programs not just new programs
- **Increase outreach and support**, including templates and programmatic outlines
- **Streamline the grant process** to "off-set" labor hours for apprentices

Employers who **HAVE NOT** used the program:

103 Employers did not use the apprenticeship program, of which 57 are unfamiliar with the NYS apprenticeship program; 42 are familiar or somewhat familiar with the program and 4 are very familiar with the program. When asked about their perceptions about the New York State Apprenticeship Program:

- 60% perceived navigating the NYS Apprenticeship program's regulations within the NYS Department of Labor as very challenging or challenging
- 58% perceived the availability of internal resources to support and mentor an apprentice as very challenging or challenging
- 55% perceived the volume of paperwork required to register our company's apprenticeship program as very challenging or challenging

In Transportation and Telecommunications employers perceived resources to pay for the increased wages for the apprentice or mentor as the most challenging.

In Manufacturing employers perceived navigating the NYS Apprenticeship program's regulations within the NYS Department of Labor as the most challenging. Biotechnology, Technology and Healthcare companies needed additional information about the apprenticeship program in order to share their perceptions, therefore did not respond negatively or positively.

Employer Recommendations to improve the program:

- **Streamline the paperwork or provide an apprenticeship navigator:** "I would love to learn about the program and how to develop an apprenticeship program in my company but I'm overwhelmed at the prospect of the paperwork and time commitment considering that I don't have any budget to pay the potential apprentices with."
- **Increase awareness of, and direct connection to, alternative pathways into employment, like apprenticeship in K-12:** "Hard to get interest in skilled trades from youth - no help from guidance counselors. Fighting the "got to go to college" mentality, no one is pushing for trade schools."
- **Employer awareness campaign to increase overall awareness and understanding of the process:** "Tell me more." "I am interested but don't think it is good for my workforce."