

# APPRENTICESHIP UPDATE



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## Apprenticeship Accelerator Career Training

### Where are all the workers?

Most of the manufacturers MACNY works with share the challenge of how to hire middle skill and entry level manufacturing workers who will ultimately become middle skills workers. These workers just don't seem to readily exist in CNY. One of the reasons for this may be that many potential workers are just not aware of the great opportunities for careers that exist in manufacturing.

### Is there a better way ?

Is there a new and better way to expose potential workers to the opportunities available in manufacturing, or a new way to hire entry level employees? A program that we began just eight short weeks ago may provide an answer and a reason for optimism.

### A better way!

On August 28th we encouraged employers in Madison County to come out and hear about MACNY's new program, The Apprenticeship Accelerator Career Training (AACT), a joint venture between OCC, MACNY, Working Solutions of Herkimer-Madison-Oneida, The American Apprenticeship Initiative, and WDI. We introduced an innovative program for marketing their available positions and informing potential employees about the types of jobs. We assisted employers to directly hire pre-certified, entry level candidates and place them in an intensive 10-week training program prior to the candidates beginning to work directly on the manufacturing floor.

### Current Status

Five CNY employers and 10 new hires began the program on September 11th and are currently training for jobs as

CNC Machinists, Electronics Technicians, Maintenance Mechanics, and Electro Mechanical Technicians. All four of these apprenticeship programs have begun simultaneously. A key aspect of the AACT program is that it combines each specific employer's required training, as well as the introductory related technical instruction that is applicable to all of the apprenticeship tracks. Each employer provides on-the-job training applicable to NYS registered apprenticeship in the above noted trades.

### So who are these new potential employees?

The class of 10 includes both men and women, veterans, recent high school graduates, and folks that are re-careering. Some have manufacturing experience, many do not. Class runs from 8am-4:30 Monday through Friday - with the additional homework demands, the structure is preparing them for the continued commitment of apprenticeship. While most are Madison County residents, two students drive an hour or more to class and arrive early and ready for class each day. Students are fully committed and overcoming challenges to be part of this program.

### It's early, but the AACT program is showing promise

Although we are just off and running with our initial cohort of 10 new apprentices, we are excited and already planning the next cohort to begin in early 2018.

Over the next several months I will provide updates on the progress of this group - in the meantime let me know if you have interest in participating or providing apprenticeship opportunities to our next group, either as a candidate or as an employer. I can be reached at [mponge@macny.org](mailto:mponge@macny.org).

