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Mentoring is at the Forefront of Successful Businesses

There is a tradition of successful societies nurturing the next generation of workers and craftsmen using structures such as apprenticeships, internships, and formal guilds. They use a variety of methods to reach out to youth and help them find fulfilling, meaningful, and rewarding careers. The transition from childhood and adolescence to young adulthood and into a career path has become far too perilous and unpredictable for many of the country's youth. In spite of our country's considerable resources, far too many of our youth are effected by poverty and community violence. Too many students struggle to complete their education. Too many young adults have trouble finding a career foothold in our current global economy. We must do more to nurture youth during their challenges and ensure their personal and educational development results in them joining and contributing to our workforce.

Mentoring must be a part of a business's strategy to be of real use to the organization. Companies who encourage youth mentoring by their employees usually do so for three key reasons: to foster employee engagement; to increase satisfaction and retention; to cultivate and develop their future workforce; and to support vibrant communities (which include viable customers). These are outcomes you can expect to receive if your company participates in your community's mentoring programs.

There is growing evidence that mentoring can be effective and impactful. MENTOR's 2014 report, *The Mentoring Effect: Young People's Perspectives on the Outcomes and Availability of Mentoring*, asked youth directly about the impact mentors (both programmatic and informal) had on their lives and the evidence was overwhelming - youth with mentors were more likely to be successful in school, more likely to be leaders in their communities, and more likely to enter into young adulthood with opportunities for ongoing education and career choices.

MACNY and Partners for Education and Business (PEB) are committed to providing mentors for tomorrow's manufacturing and business workforce. We are partnering with the Syracuse City School District and the Auburn Enlarged City School District through P-TECH (Pathways in Technology Early College High School) to identify companies and individuals to serve as mentors. We need your help. Please contact Jason Bjork at jbjork@macny.org to learn more about mentoring and to offer your assistance. Together we will create mentorship opportunities for our future workforce.

Business Activity Continued to Grow at a Solid Clip in New York State

Business activity continued to grow at a solid clip in New York State, according to firms responding to the December 2017 Empire State Manufacturing Survey. The headline general business conditions index, at 18.0, remained close to last month's level. The new orders index and the shipments index both

showed sustained strong gains, with the former holding steady at 19.5 and the latter edging up to 22.4. Delivery times were slightly longer than last month, and inventory levels were stable. Labor market indicators pointed to a small increase in employment but no change in hours worked. Both input prices and selling

prices rose at a somewhat faster pace than last month. Indexes assessing the six-month outlook suggested that firms remained optimistic about future business conditions. For more information visit www.newyorkfed.org.