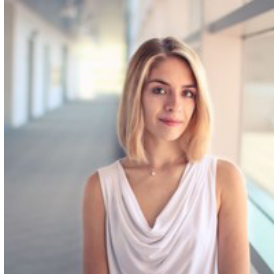


APPRENTICESHIP UPDATE



Jackie Incerto
Intern

Meet the Coordinators

Statewide apprenticeship programs have been expanding across New York State. With the rapid retirement of an aging workforce, manufacturing companies and manufacturing associations have been partnering to come up with solutions. One of those solutions is registered apprenticeship. Programs, such as Manufacturers Intermediary Apprenticeship Program (MIAP) can serve to fill the gap between the employed and the unemployed or underemployed. They can also serve as rigorous training programs for the upskilling of incumbent employees into higher skilled jobs. Apprenticeship programs last one to four years and serve as a stepping stone for individuals looking to join the manufacturing workforce or expand the career opportunities of those already in manufacturing.

As a part of the MACNY sponsored Manufacturers Intermediary Apprenticeship Program, two individuals have begun supporting apprenticeship programs in the Hudson Valley and in Rochester, NY.

Johnnieanne Hansen is the Director of Workforce Development and Apprenticeship Programs at The Council of Industry in the Hudson Valley. Johnnieanne's role was created specifically for her based on her prior experience. She was recruited from a local financial institution where she held a position as a recruiter and training manager. Immediately after starting her position, she recognized that developing an apprenticeship program was critical. Johnnieanne's determination is evident by her enthusiasm and dedication to developing the program. "Everyone is struggling. It's not just about manufacturing. It's about the workforce as a whole. I believe that it's the same responsibility from a company's standpoint as opposed to a workforce standpoint. I know that I am not saving the world, and I know that I am not curing cancer. However, I think that we are creating value and filling a need and it is really helping people. I enjoy the idea of making an impact, and I believe that we can strive to help solve the

problem." The Council of Industry program has over a dozen apprentices and several companies participating in the program. Currently, the program is awaiting final approval from the Department of Labor. Johnnieanne's projects also include working with the marketing team on a PR campaign focusing on jobs and manufacturing in Hudson Valley. To participate in the apprenticeship program at The Council of Industry, visit <http://www.councilofindustryjobs.org>. If you're looking to become an apprentice in the Hudson Valley, visit <http://www.hvmfgjobs.com>.

John Troy started his position with Rochester Technology and Manufacturing Association (RTMA) this past August. With experience in supervising and coordinator positions, he was eager to start a new challenge with RTMA. John has been in the trade business for over 15 years. He states that his passion for trade work is engrained in him. He believes that manufacturing is an important part of New York State's economy, and as long as we generate the interest in people to participate in these programs, we can keep the economy afloat and our businesses alive. To date, John devotes his time to focusing on expanding trades and brainstorming possible solutions. "We are at a critical place right now, with a large majority of long term highly skilled employees retiring. It is evident that there is a shortage of workers to fill their spots. Many of the small to medium sized businesses that have been around for decades could face a negative outcome from the shortage of employees." However, despite this challenge, interest in the program has skyrocketed. RTMA's goal was to have thirty apprentices by July. Eight companies have signed up since August, and John is currently in negotiations with an additional three companies. Since the unveiling of the program in September, RTMA has been the center of attention. RTMA currently has thirty-seven apprentices and expects to have over forty by July. "The focus right now is the intermediary approach which increases awareness and participation while encouraging companies to sign up." When asked where he sees the program in five years he responded that he would like to see New York State's economy grow. "In the past, I couldn't see myself going to college. Not everyone is meant for college. What makes these programs special is the fact that people like me are dedicated to providing individuals with other options. That is why this work is fulfilling."

Join us next month to meet our coordinator partners in Albany and The Southern Tier.