

APPRENTICESHIP UPDATE



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Widening the Net to Increase New Employee Hiring and Retention

The Accelerated Apprenticeship Program went on the road this summer to work with member companies in the Southern Tier to hire and train new apprentices in the fields of CNC Machinist and our newest trade – Industrial Manufacturing Technician (IMT). The IMT is a structured plan for standardizing entry level training, which has its basis in the Certified Production Technician Certification.

The foray into the Southern Tier was a result of an outreach from the Tioga County Economic Development Board and some of its key manufacturing members. Companies like Hardinge Group and Applied Technologies were having hiring challenges like those of our companies in Central New York. Pleas for relief in filling “evergreen” openings were being heard in the Southern Tier. The hiring challenges were not limited to small companies. Larger companies, like new MACNY member, Crown Cork and Seal, who employ over 250 people in their Nichols, NY location, continue to see openings for positions that begin at nearly \$17 an hour. The hiring and subsequent retention challenge is statewide, and we want to tackle the situation. Working regionally through our alliance partners, and with communities that want to be a part of the solution, we hope to help manufacturers recruit and train new employees in companies all around the region and soon the state.

MACNY and its Accelerated Apprenticeship partners at The American Apprenticeship Initiative and The Workforce Development Institute of New York worked closely with workforce agencies in Tioga County. It takes a buy in and commitment from local partners to make sure the program runs smoothly. Tioga County Economic Development was key in the initial business outreach, advertising the program in regional media outlets, the participant application process, and they coordinated the invitations to the initial training orientation. Tioga County Works and The NYSDOL Business Representatives were invaluable in getting the word out to potential participants, targeting active job seekers, and offering supportive services such as resume writing and interview skills. The Owego Central School District and SUNY Broome Community College partnered to offer the training in an offsite location that was convenient for all the apprentices. The STEAM facilities at the high school offered state of the art facilities. SUNY Broome (BCC) and their workforce development team coordinated curriculum development and managed the grant funding. BCC will play a key role in the ongoing training of the new apprentices as they open their own brand new advanced manufacturing facility on their Binghamton campus in October 2018.



The training that began in June ran for 6 weeks and combined classroom training and worksite application. The apprentices spent from 7 AM until 11 AM, 4 days a week, at school and then went immediately to work where most worked for an additional 6 – 8 hours, so they could still work approximately 40 hours per week. Six new apprentices graduated on August 23rd and began full time employment on the same day. Special thanks to our partners in the Southern Tier, especially Brittany Woodburn, Mike Daly, Jan Hertzog, Lisa Dolan, and Sheri McCall – it takes a village and we couldn’t have done it without your support.