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MACNY Ramping Up Pre-Apprenticeship Program

Manufacturers across the country are immersed in a rapidly changing economy. They must constantly adapt to the latest innovations and technology. To remain competitive and profitable, they need the support of quality education and training programs that can adapt to their changing needs. Despite their ongoing struggles to recruit qualified workers, most employers do not participate in structured programs designed to train students who are poised to be the next generation of skilled workers. This is precisely where pre-apprenticeship programs can help! Pre-apprenticeship programs can support employers struggling to recruit workers they need by providing them with entry level employees, with requisite skills, who are ready to enter the workforce.

Quality pre-apprenticeship programs, designed to prepare individuals to enter traditional apprenticeship programs with advanced standing and minimum entry level qualifications, contribute to the development of a diverse and skilled workforce. Pre-apprenticeship training allows students to gain career and industry awareness, participate in job readiness courses, and get career specific training that leads to high demand career opportunities. Pre-apprenticeship programs should link directly to at least one registered apprenticeship sponsor and existing apprenticeship programs in the region. Partnerships between schools and companies expand students' career pathway opportunities. By actively participating in the development of programs, employers can improve the quality of the training, offering guidance and expertise directly related to industry standards and the basic skill requirements of their entry level positions.

Pre-apprenticeship programs are not simply a way for students to get jobs. Designed properly, they should incorporate a broad range of skills and knowledge that can be used to support multiple career pathways. The best programs are ones designed with flexibility in mind. This means they are designed to be recognized and valued across the entire manufacturing industry, not just for a single sector. Involving multiple employers and leveraging industry-wide standards ensures the most successful programs.

By creating a pre-apprenticeship program, MACNY hopes to provide entry level workers in our community with the opportunity to earn portable, stackable, industry-recognized credentials. We hope to provide our employer partners with direct access to qualified talent in the community and support their economic success by training the next generation of workers.

Our initial steps are complete. We have partnered with the Syracuse City School District to create a state approved program. We have assembled a cohort of companies interested in identifying critical work skills and credentials. We recently hired a new Pre-Apprenticeship Director. Our next steps require recruiting employer partners interested in providing mentoring and on-the-job learning experiences in the form of internships or part-time employment opportunities.

For more information on how to get involved with students who want to work for you, contact Martha Ponge at mponge@macny.org.

Source: <https://center4apprenticeship.jff.org/resources/adaptability-youth-apprenticeship-meeting-needs-students-and-employers/>