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An Effective Way to Build Your Workforce

As the manufacturing sector advances throughout the state, the pathways to developing and acquiring talent are changing as well. While private employers are ideally equipped to define the skills they need to succeed, they cannot do it alone. Employers utilize the apprenticeship model as a viable training approach that can quickly and effectively build their manufacturing workforce and fill the skill gaps that exist within their workforce due to new technologies or stagnant educational opportunities, inexperienced and non-skilled labor, turnover, or retirement.

An employer may serve as a sponsor for their own program or decide to become a signatory partner of a group sponsored program. In the case of a group sponsored program such as MACNY's, we will serve as the sponsor of your NYS Registered Apprenticeship program, maintain the relationship with the NYSDOL, and provide you with the support you need to ensure the success of the program.

Regardless of the employer's choice of sponsorship, the apprenticeship programs are one and the same: employer run, NYS Department of Labor Registered Apprenticeship, earning a nationally recognized certification, (Journey-worker card) upon successful completion of the program.

Therefore, the number of employers who have become signatory partners under MACNY's and the Manufacturers Alliance Group Sponsorship for their NYS Registered Apprenticeship program is on the rise.

Under our Group Sponsorship, we work very closely with the DOL and act as the point of contact with the NYSDOL to initialize the registration process, as well coordinate the following activities of the Registered Apprenticeship program:

Registration of Participating Employer Program

- Review trade outlines and all appendices
- Modify existing trades, if necessary, making minor company specific adjustments or help identify and develop new trade outlines
- Secure employer agreement and signatures
- Identify approved providers of Related Technical Instruction (RTI) delivery
- Help employers identify journey worker mentors for OJT delivery
- Identify and/or help define employer's apprentice wage progression
- Help employers identify possible apprentice candidates

Registration of Participating Employer Apprentices

- Register the program with the NYSDOL
- Register all new apprentices as they enter the program
- Coordinate the completion of the paperwork and developing a system for record maintenance
- Assist with identifying apprentice support services and subsidies, including funding coordination/opportunities, grant applications, etc.
- Coordinate RTI with local colleges and vocational institutions and online resources
- Source RTI courses for the employer, present options and register apprentices for classes as requested by the employer

Monitoring of Participating Employer RA Programs

Monitor and review:

- Apprentice selection and hiring processes
- Wage scale increase process
- Education provider's RTI delivery
- Employer's mentoring and OJT delivery
- Employer's apprentice performance review process

Monitoring of Participating Employer Apprentices

Along with the NYSDOL representative:

- Update apprentice status (termination/completion)
- Update apprentice RTI and OJT completions

Reporting on RA Programs and RA Apprenticeships

Provide reporting on:

- All new and existing RA programs to the NYSDOL
- Newly registered apprentices (e.g. – demographic info)
- Terminated registered apprentices
- Completed/graduated registered apprentices

To learn more about NYS Registered Apprenticeship programs, please email me at lferguson@macny.org.