



**Martha Ponge**  
Director of Apprenticeship

## Are You Ready to Change the Paradigm?

When MACNY took on the role as a group sponsor in the NYS Registered Apprenticeship Program, we were limited in our ability to sponsor multiple trades. We began with very traditional trades that reflected the most in demand needs of our membership. In the first two years, we registered CNC Machinists and Electro-Mechanical Technicians, Welders and Maintenance Mechanics, and Quality Assurance Auditors. We had early adopters and companies that watched and waited to see the success of the program. Success came with 150 local apprentices and a statewide consortium of associations that serve the entire New York State manufacturing community.

So, what's next? How do we grow from here? We do what our companies do on a daily basis – change as the manufacturing landscape changes. We add trades that already exist to our portfolio of offerings and we help companies expand their training capabilities by creating new trades that reflect their shifting demands.

The opportunity to add new trades has provided an unforeseen opportunity. It allows us to change the paradigm that apprenticeship is solely a training process utilized by blue-collar trades.

High Profile companies across the country have embraced the apprenticeship model to create programs that support traditional white-collar trades such as engineering and IT. For example, Lockheed Martin and Tesla have created such programs. Lockheed Martin has a national program supporting pathways in the IT trades locally in the Syracuse area at their plant in Salina. The Griffiss Institute, in Rome, NY, is utilizing the apprenticeship model to create pathways in Data Analytics and Software Development for students enrolled in terminal degree programs in Computer Science, Advanced Mathematics, and various Engineering disciplines. Universities have created partnerships with Aerospace companies to fill the need for entry level aerospace engineers that are becoming increasingly challenging to fill. Boeing is currently advertising for Technical Data Designer Apprentices and Software Engineering Apprentices. These apprenticeships are filling the needs of both employers and employees. Employers are able to recruit talent with the skills they're looking for and apprentices are able to secure great careers long before their graduation dates.

MACNY is helping local companies develop career pathways in many non-traditional areas as well. We are working with The Urban Farm at the Brady Faith Center, the burgeoning CNY film industry, and our cluster industries such as energy.

Contact our growing apprenticeship team to explore how your company can set up apprenticeship programs, including both entry level positions and the growing berth of apprenticeships established on the terminal degree platform.

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