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## Building Career Pathways, One Apprenticeship at a Time!

The Industrial Manufacturing Technician Apprenticeship program helps inexperienced workers gain entry-level positions in manufacturing and assist current entry-level employees with enhancing their skills and eliminates the skills gap that prohibits them from advancing within their current position. The truth is, technology in manufacturing is quickly changing. Entry level workers require higher skills than ever before and the struggle employers face with recruiting and retaining these types of workers is real. The Industrial Manufacturing Technician (IMT) Apprenticeship program was created to help meet these employer's needs.

The IMT program is a 16-month apprenticeship, registered with the NYSDOL, and provides production workers with a cross functional experience that combines knowledge and competencies with on-the-job learning in a diverse set of areas. These areas include: safety, production equipment set-up and operation, quality production and quality assurance, routine equipment maintenance, inventory and material processes, general business knowledge and continuous improvement, which are all needed in the advanced manufacturing environment.

Registered apprenticeships have an “Earn While You Learn” approach for building workers’ skills. During their apprenticeship, each apprentice will be assigned an experienced mentor by their employer, complete 2,700-hours of on-the-job learning from experienced trainers, and 216-hours of related technical instruction. All apprentices are employees of a specific company, earning wages, benefits, and seniority while they learn new skills, build knowledge, and close the skills gap.

### Benefits for Apprentices:

- Improved skills and competencies that meet the specific needs of their employer
- Wage progression – incremental increase of wages as skills improve
- On-the-job learning with focused education
- A defined career pathway and growth opportunities
- Industry issued, nationally recognized credentials
- Little to no college debt
- Opportunities for college credit which can be applied to obtaining a college degree

### Benefits for Employers:

- Customized training specific to the organization’s needs that result in highly skilled employees trained to their specifications and industry requirements
- Increased productivity and knowledge transfer due to on-the-job learning from an assigned mentor and experienced trainers combined with related technical instruction
- High retention rates (According to the U.S. Department of Labor, 91% of apprentices retain employment after the program ends)
- Provides a stable and predictable pipeline for the development of qualified workers
- Ensures that employees are trained, experienced, and certified to produce at the highest skill levels required for their position
- Grows the number of experienced and knowledgeable workers within your company and allows you to quickly adapt to customer and technology changes
- Creates a culture of continuous improvement and learning to meet the needs of the next generation of industrial workers
- Creates a sense of loyalty to the employer

If you’re interested in learning more about the Industrial Manufacturing Technician Apprenticeship program or other registered trades, contact me at [LFerguson@macny.org](mailto:LFerguson@macny.org) or 315-474-4201 x49.