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Qualified Workers and Reduced Recruitment Costs. It's a No-Brainer!

How can employers prepare for a successful future for their company and ensure that their industry will have the pipeline of skilled workers they need to thrive? Industries across the country are facing this dilemma. With the number of employees retiring daily creating a nationwide skills gap, an increasing number of businesses are looking to mentor high school students in career and technical programs as a solution to their workforce challenges. Ninety-five percent of students who enroll in career and technical programs that combine work-based, on-the-job learning with relevant education, stay in school, graduate with a high school diploma, and earn industry credentials. Aligning youth programs with industrial workforce needs is key to developing a successful curriculum for the new pipeline.

MACNY, Partners for Education & Business (PEB), and the Syracuse City School District have started building relationships between different industries, employees, and high school students in the Pre-Apprentice and P-TECH programs. Freshman and sophomore students attend career coaching sessions with local professionals and tour facilities among various industries monthly. Juniors and seniors participate in job shadowing and internships to gain exposure to the career paths they are interested in pursuing and learning what it would take to get there. By mentoring students, businesses can start developing employees who are trained in the skill sets they require while introducing students the company's unique workplace culture.

These programs help provide a source of qualified workers, reduce recruitment costs, and ensure businesses have the workforce they need today and into the future. The Pre-Apprentice and P-TECH programs provide a fresh source of talent, developed from within your own community, that fosters a strong partnership with which to grow devoted employees.

If you are interested in growing your recruitment pipeline, contact me at mmcbennett@macny.org.

