

WORKFORCE DEVELOPMENT



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Preparing for What Comes Next

You were already on the road to resiliency...and along comes COVID-19.

Now you're forced to reflect on everything you do, have done, and will do to emerge intact from its catastrophic path. You've made the commitment and have applied yourself to strengthening your processes, streamlining where necessary. With the future in mind, you've chosen to develop your workforce. Your support of the apprenticeship program over the past three years represents your belief in continuous improvement, an investment in the long view, in the lasting resilience of New York State manufacturing.

And – for a bit of good news – the State of New York agrees. As an expression of their faith in the value of this workforce development initiative, the state legislature has agreed to fund the NYS MIAP apprenticeship program with no reductions for the coming year. We had anticipated with fingers crossed, that our government partner would demonstrate its support for this program, despite expected cuts across the board. The passage of the FY2021 Enacted State Budget is fantastic news for manufacturing in New York State.

It occurs to me that, through your backing of the apprenticeship program, you've been preparing your employees to become resilient in the face of crisis. Their enhanced technical skills will help your organization weather this business-upending event as we anticipate our new normal when the danger subsides. As the leader of your organization, you've placed your bets on training as the road to strength as you plan to recover and flourish in the days ahead.

We recognize that your job can be grueling on a good day; but what of the apprentice? In the best of times. Advanced

Manufacturing Apprenticeship is a journey that is not for everyone; nor does it lead to successful completion for all who attempt it. The combination of on-the-job training, in-house learning, and after-work related technical instruction is a huge commitment. Staying focused on a goal that exists four years down the road is difficult for even the most disciplined student.

And the rewards are tangible. There is the building and strengthening of a work ethic that results from participation in a registered apprenticeship program; this is a solid foundation for success in manufacturing. Camaraderie and teamwork lead to lifelong friendships as cohorts of apprentices perform hard work together. Such a journey requires strength and dedication, the prize being well-deserved pride and dignity, and a clear path to career success.

These training-tested apprentices will comprise the dedicated workforce that will support your business as you have backed them through the attainment of journey-worker status.

Please be assured that during this time of unprecedented challenge, MACNY is working behind the scenes to help you and your apprenticeship program return to normal as soon as is safely possible. You need only to focus on yourself, your business, and your employees, as you begin to adjust to the new normal. We are here to help as soon as you are ready. Please don't hesitate to reach out to us.

We value your prior participation in this vital workforce development initiative and anticipate that apprenticeships will continue and expand when this crisis abates.

In the meantime, take special care of yourself and know that we will get through this together.



Contact Martha Ponge, mponge@macny.org, for more information about apprenticeship programs.