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## How About NOW?

You know “timing is everything,” right? Well, your timing is impeccable if you’re looking to upskill your workforce. NOW is the time to get in the game if you’re not already, or if your current strategies aren’t producing the best outcomes.

At this moment, we (manufacturers, government, non-profit, and workforce development professionals) are all focused on one thing: filling millions of good jobs with skilled workers. We know that Registered Apprenticeship (RA) is the best way to ensure that your workforce is fully trained and to demonstrate your investment in development to your new hires. They can anticipate attaining the prized, nationally recognized journey worker card. What makes your timing so good is that right now, there is funding available to offset the costs of education and training of Registered Apprentices.

As a group sponsor, MACNY is the contractor and subcontractor on several funding sources that support RA programs; we continue to explore every opportunity to bring these dollars to our advanced manufacturing partners as they try to eliminate skills gaps and fortify their talent pools. As you evaluate your workforce needs, just look at what’s out there. There’s the OJT (on-the-job training) reimbursement program through **SUNY/New York College Apprenticeship Network (NYCAN)**. For advanced manufacturers who employ 50 or fewer people and add Registered Apprentices, this program reimburses 50% of the salary for the RA’s OJT, up to \$25/hour for up to six months! Do the math on a newly hired, full-time RA making \$16/hour for a 40-hour work week over an eight-week training period. Your company would be reimbursed **\$2,560** to defray training costs, all with minimal paperwork.

For manufacturers looking to expand their RA programs, we recently learned that the [\*\*Apprenticeship Expansion Grant\*\*](#) (lovingly called AEG) has been extended through December 2022. Employers who place qualifying apprentices into RA programs are potentially eligible for additional funds through AEG. This federal program means **up to \$10K** per qualifying RA to employers who understand the urgency of acting NOW, by getting their workers trained and ready for tomorrow via RA.

MACNY is here to help; we are the subcontractor on the Jobs for the Future Youth (ages 18-21) Apprenticeship Grant. This funding addresses the fact that the job market is tight and that the ways that we recruited and trained yesterday are obsolete today. **Jobs for the Future** (JFF) attempts to incentivize employers who hire RAs from under-represented groups (like youth). Today, you can be rewarded for thinking outside the box.

Speaking of expansion, you may want to revisit MACNY’s menu of NYSDOL-Registered Apprenticeship trades. After launching in 2017 with six advanced manufacturing apprenticeship trades, we have since added 13 more, including the versatile Industrial Manufacturing Technician (IMT), to the list. Possessing little or no previous manufacturing experience, an IMT RA can become a registered journey worker in this trade in only 16 months! This and other new trades resulted from our conversations with manufacturer members (and non-members too) who have entrusted us to work with them to resolve their workforce development challenges and to upskill their workers via Registered Apprenticeship.

These issues challenge every employer to reimagine current strategies. With over 108 years of experience, MACNY is here to help provide solutions to these concerns and many more. If you’d like more information on Registered Apprenticeship, recruiting, hiring, and training solutions, please reach out to Laury Ferguson, [lferguson@macny.org](mailto:lferguson@macny.org).

What are you waiting for?