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Apprenticeship Addresses the Skilled Worker Shortage

The question stands: *where are the workers?*

Recruiting was a major challenge for advanced manufacturing before COVID-19 landed. Since then, it has only become more difficult. Experts now warn that **2.1 million** manufacturing jobs could go unfilled by 2030, suggesting that we need to rethink everything, especially our hiring strategies.

As CNY manufacturing's advocate, MACNY is hard at work to tackle this issue, to come up with workable solutions, and to help our members get ahead of the trend. We believe that expanding diversity, equity, and inclusion (DEI) in recruiting, hiring, and training is the way to widen the population of workers. Registered apprenticeship is an effective way to do it.

Currently, MACNY is at the table with manufacturing leaders and workforce experts to expand talent pipelines and to diversify workplaces. Our federal and state governments are focused on this by making funding available to employers who include underrepresented groups in their hiring promotions. For example, MACNY participates in the IDEA-M grant through Jobs for the Future (JFF) by ensuring that our signatories have access to reimbursement funding for the training of registered apprentices from different demographics (e.g., minorities, women, youth). Registered apprenticeship is a time-tested method of developing skilled workers who come away from their training with nationally recognized certifications. These are the workers who will do the work that will support our standing in the world economy.

On November 4, MACNY will join the Manufacturers Alliance, JFF, the Apprenticeship Programs at the State University of New York (SUNY), and manufacturers to share expert tips and insights about effective ways to place DEI at the forefront of hiring practices. It will be a robust discussion about an expanded, more diverse worker pipeline. If you are a manufacturing company executive, HR professional, an educator, or workforce development professional, this is the round table for you.

Additionally, check out [MACNY's registered apprenticeship program](#) and see if it's a fit for your goal of greater diversity, equity, and inclusion. Contact Laury Ferguson at lferguson@macny.org for more information.