

# WORKFORCE DEVELOPMENT

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## MACNY AND THE CITY OF SYRACUSE TEAM UP



Has it really been five years since MACNY was approved by the NYSDOL to function as a single “program sponsor” of apprenticeships for small and medium-sized companies in New York State? That was a big deal for MACNY, the first manufacturers association in New York State to obtain this approval. It remains an honor to serve the companies that we sponsor for Registered Apprenticeships – and the nearly 25 apprentices who have become Journey Workers in highly-regarded trades since then.

Today we are excited to announce that we’ve registered our first Software Developer Apprentice at the City of Syracuse. This is a milestone for MACNY and the City of Syracuse and is worth celebrating as an example for other employers who seek to resolve their skilled worker shortages.

MACNY applauds the City of Syracuse for its forward-thinking efforts to expand and diversify its workforce of approximately 1,800 individuals. The recent census indicates that Syracuse is comprised of 51% Black and Brown residents; that percentage is not currently reflected in the City payroll. Kudos to Mayor Walsh who has made it a mission to improve these numbers by revamping the City’s workforce development strategies.

We agree with Mayor Walsh when he describes the need for a trainable and trained workforce and applaud his support of building trade apprenticeship programs in Syracuse. It’s true that MACNY’s focus has been on Registered\* Apprenticeships for Advanced Manufacturing, sponsoring such in-demand trades as Electro-Mechanical Technician and CNC Machinist, over the past five years.

In response to employer requests, we applied to the NYSDOL for the addition of other trades to our roster. The State of New York has approved MACNY to sponsor trades that fall into the “other” category - IT trades, like Software Developer. Not only will these trades widen the pool of opportunity for Syracuse area

residents, but for people across the MACNY footprint - all of New York State through our Alliance Partners.

This is where the City of Syracuse comes in. When we first started our discussions, Kelsey May, the City’s Director of Digital Services, said it best: “I couldn’t bring in experienced people to do this work. We needed to develop them ourselves.” The mayor and City Council agreed and opted to utilize MACNY as the City’s sponsor for their newly launched Software Developer Registered Apprenticeship. Ms. May’s story about how she recruited Nicole Broadnax to this career pathway is fodder for another full-length article that has us all standing on our chairs and cheering.

Bravo to the City of Syracuse for its long-range, out-of-the-box thinking. We are thrilled to work with the City in this way and look forward to future strategy sessions about how best to train skilled workers in Central New York. Offering applicants clear pathways to successful careers is the way.

We’d love to talk with you about the challenges and opportunities you face as you review your workforce development needs. Please contact me via email at [edonovan@macny.org](mailto:edonovan@macny.org) to start the conversation today.

*\*Registered Apprenticeships are governed by Department of Labor standards and result in a nationally recognized Journey Worker credential*