

Manufacturing Intermediary Apprenticeship Program (MIAP)

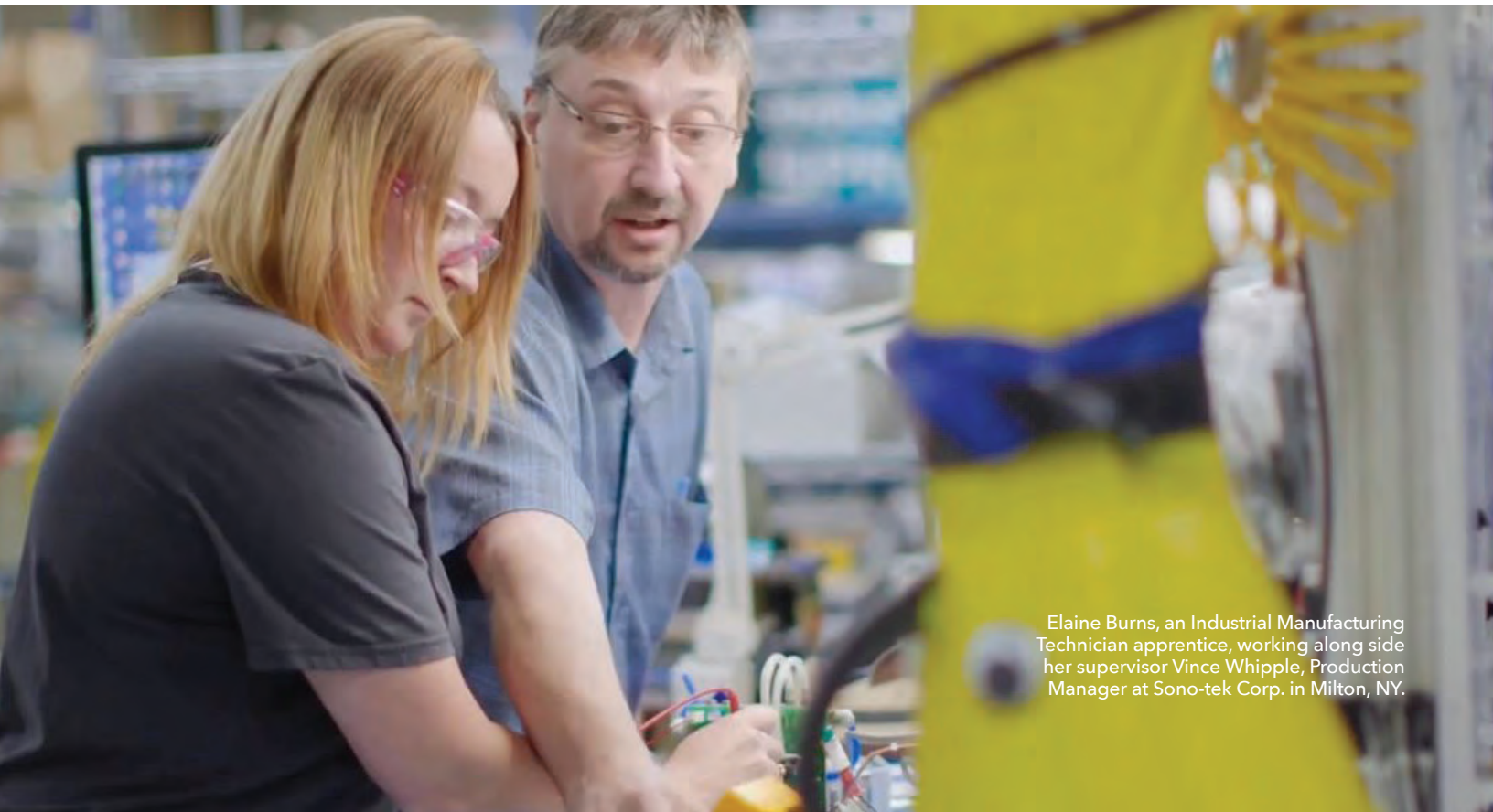
In 2016, the NYS Manufacturing Alliance in collaboration with the New York State Department of Labor created the Manufacturing Intermediary Apprenticeship Program (MIAP), a public private partnership where associations like the Council of Industry bring apprenticeships to its small manufacturing members. Prior to this innovative solution, apprenticeship programs in New York State were primarily limited to larger organizations with the resources to register, manage and support the somewhat onerous state requirements.

In September of 2018 the Council of Industry, after about eleven months of ramping up

and securing state approval, registered its first cohort of apprentices. Some of those apprentices received previous credit for their time on the job and will complete their accelerated apprenticeship this November. Since then the program has added 60 apprentices from nearly 20 companies.

MAKING APPRENTICESHIPS ACCESSIBLE

As a registered Department of Labor apprenticeship sponsor, the Council of Industry supports six manufacturing trades (CNC Machinist, Toolmaker, Maintenance Mechanic, Electro-Mechanical Technician, Quality Assurance Auditor and an entry level trade called Industrial Manufacturing Technician).



Elaine Burns, an Industrial Manufacturing Technician apprentice, working along side her supervisor Vince Whipple, Production Manager at Sono-tek Corp. in Milton, NY.

There is an outline of standardized work processes and coursework for each trade that apprentices must master, in addition to the required number of on the job training hours, which can range from 16 months (2,700 hours) to four years (8,000 hours).

“The biggest misconception about the program is that it is an administrative time hog.” Said Vince Whipple, Production Manager at Sono-Tek and mentor to apprentice, Elaine Burns. “It’s not, Serena Cascarano (Administrative Marketing Assistant at the Council of Industry) coordinates the paperwork and logistics and The Council of Industry makes it easy; the initial paperwork took less than 10 minutes.”

In September 2020, the program is eligible to expand and will likely add additional trades based on-demand. Some trades being considered are Information Technology Technician, Plastic Injection Molder and Welder.

Steven Lucy, Maintenance Supervisor at Viking Industries, is literally training the next generation, his son Greg. Greg has been with Viking Industries for nine years and is currently enrolled as a Maintenance Mechanic apprentice expecting to earn his Department of Labor Journey Worker credential later this year. “Greg was already working as a Maintenance Mechanic; he was already learning on the job, but it was informal, and his training could be pushed aside. We needed to do something now to fill gaps that we know are coming because of future retirements. As a family run business, we want to embrace the next generation while recognizing the family relationships can add a layer of complication. The apprenticeship gives us a formal, structured program that will allow us to build our bench and prepare our employees to succeed and make their own mark.” Rich Croce, President CEO, Viking Industries.

Elaine Burns works as an Electrical Assembler at Sono-Tek in Milton, NY. With no prior manufacturing experience, Sono-Tek registered Elaine as an Industrial Manufacturing Technician earlier this year. She spends much of her time building cables, assembling generators and circuit boards. Whipple added “the apprenticeship outline gave us the direction to get the most from her time on the job and expose her to various aspects of the trade. It’s our

hope she continues into another trade after she completes the requirements for the Industrial Manufacturing Technician. We are also optimistic that Elaine will earn her Associates Degree at SUNY Ulster while completing her related instruction requirements.”

Each apprentice has their own unique story. Some come into the program with previous experience hoping to prepare for a leadership role or promotion while others are moving up from unskilled positions. One apprentice was working as a temp employee, literally sweeping floors when he stumbled upon the apprenticeship job posting. Now he is learning a trade, increasing his income and working his way towards a transferrable credential.

ADDING CONTEXT - RELATED INSTRUCTION

Participation in the apprenticeship program requires the apprentice to commit to completing 144 hours of related instruction yearly. This is typically done on their own time and is the apprentices’ investment toward the credential. The purpose of mandatory related instruction is to ensure the program is educating individuals to understand the foundations of the trade; it is important for these apprentices to learn about the technology, science and theory behind the work they’re doing. This is how employees evolve and adapt as innovation and technology continues to elevate their positions.

Related instruction can be taken online through a manufacturing specific learning management system called ToolingU. ToolingU offers thousands of courses supplementing the on-the-job training required to earn the credential. MIAP has partnered with Tooling U, providing free licenses to registered apprentices (a \$500 value per apprentice). Online learning helps even the playing field for some apprentices, there’s no travel and they can take classes whenever its convenient. It has proven to be an excellent resource to companies who are seeking to offer a more robust training program but cannot justify a significant investment into online learning licenses.

INCENTIVES

ONLINE LEARNING LICENSE WITH TOOLING U
\$500 Per Apprentice

SUNY RELATED INSTRUCTION GRANT
\$5,000 Toward Courses at
Community Colleges

WDI SUPPORT
\$2,000 Per Apprentice
To offset the cost of training

APPRENTICE TAX CREDIT

1st Year	\$2,000
2nd Year	\$3,000
3rd Year	\$4,000
4th Year	\$5,000
5th Year	\$6,000

DISADVANTAGED YOUTH TAX CREDIT

1st Year	\$5,000
2nd Year	\$6,000
3rd Year	\$7,000
4th Year	\$7,000
5th Year	\$7,000

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MORE THAN ONLINE TRAINING - COMMUNITY COLLEGE COMMITMENT

Online learning is convenient and helps apprentices launch into their program, but most would agree that it is not enough. For the Related Instruction to have the fullest impact, hands on experiences and classroom training are critical.

The State University of New York is supporting apprenticeships by offering trade related courses to all registered apprentices at no cost to the apprentice or the company. Through the SUNY Apprenticeship Grant, community colleges throughout the Hudson Valley can offer up to \$5,000 in tuition assistance to each MIAP apprentice. “This is a game changer,” said Alethea Shuman, VP of Sales and Engineering at USHECO, and SUNY Ulster Alum. “As a small company, it is difficult to provide our staff the resources that larger companies offer including courses at the community college, LEAN certifications or online learning. Through programs like MIAP and other workforce grants, we are now training high potential employees in preparation for future growth.” USHECO currently has three apprentices registered and enrolled at SUNY Ulster.

SUNY Ulster was an early partner of the MIAP apprenticeship program hosting a standing room only industry round table last fall. Since then they’ve been awarded the SUNY Apprenticeship grant, added a pre-apprentice package and \$5,000 of free courses to participating apprentices. Since hosting the roundtable, SUNY Ulster has recognized the breadth of the needs of local manufacturers and is developing new programs in response. This fall they added a MasterCam 2019 Associate Level Certification Prep course to which four local companies are sending employees.

Barbara Reer, Director Professional Technology Programs at SUNY Ulster explains, “For employers to have access to local training is essential. Moving employees up the career ladder is healthy for both the employee and the employer. SUNY Ulster will continue to develop programs in response to our local manufacturer’s needs. The College will be unveiling a series of Advanced Manufacturing micro credentials for spring 2020 and is excited about invigorating the community to embrace the vast array of good jobs the manufacturing community brings to the region.”

In 2019, Westchester Community College, SUNY Orange, SUNY Rockland and Dutchess Community College have all committed to supporting apprentices as well. As we approach the new year, it is encouraging to see community college engagement; soon companies in each county will have the opportunity to utilize the

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Korey, a CNC machinist apprentice at kdc/one Kolmar, in Port Jervis, NY.

resources available and offer their apprentices free trade related classes. “We are excited by the support for MIAP by our Community Colleges.” said Harold King, President of the Council of Industry. “It’s all coming together so nicely – first DOL empowering the Council to act as an intermediary, then the Company’s hopping onboard, and now the region’s community colleges coming onboard and providing tuition assistance for related instruction. We are making strides toward closing the skills gap.”

PROGRAM COSTS AND INCENTIVES

The cost to enroll an apprentice into the MIAP program is a one-time \$750 enrollment fee, however, this fee is offset by numerous government and not-for-profit incentives designed to encourage firms to hire apprentices.

EMPIRE STATE APPRENTICESHIP TAX CREDIT PROGRAM

(ESATC) provides tax credits to certified New York State (NYS) Registered Apprenticeship (RA) program sponsors for hiring new qualified apprentices on or after January 1, 2018. The tax credit is available through 2022. A certified employer will be entitled to tax credits against income or franchise tax for each qualified apprentice. Enhanced credits are available to employers that hire disadvantaged youth as apprentices. Additional credits are available to employers that provide apprentices with the support of a mentor.

VETERAN GI BILL FOR APPRENTICESHIP & ON-THE-JOB (OJT)

Both apprenticeship and on-the-job training (OJT) programs are available for veterans using their U.S. Department of Veterans Affairs (VA) education benefits, including the GI Bill. These programs allow veterans to learn a trade or skill through training on the job rather than attending formal classroom instruction. The program offers benefits to business well as veterans. Businesses generally pay a reduced OJT/apprenticeship wage in addition, veterans in an approved program can use their GI Bill benefit to receive a tax-free stipend.

In addition to the state incentives, the Workforce Development Institute (WDI), a statewide not-for profit dedicated to growing and keeping good jobs in New York State, is also generously supporting our program. Manufacturers in our region have received grant funding from WDI to offset required related instruction, acquire OSHA certifications and attend mandatory safety trainings. In 2018, WDI created a simple ‘common app’ for companies with registered apprentices. This application was frictionless and offered companies \$2,000 per apprentice to support the cost of launching an apprenticeship program.

“The incentives are overwhelming, said Mark Harris, Director of Manufacturing at LoDolce Machine. LoDolce was the first company to sign on with the Council of Industry and we did so primarily because we needed supplemental training and the apprenticeship program came with standardized outlines and a free subscription to Tooling U. Since then they have added money towards SUNY classes, tax credits and administrative support; the incentives continue to get better and the administrative burden is getting easier.”

MIAP is an industry led public-private partnership that is putting talented, ambitious people on the path to great careers in manufacturing and filling the skilled positions firms need to keep their companies growing and prospering. In 2 short years the program has gone from a concept to more than 60 apprentices. And, with the continued support and commitment of all the partners, will continue to grow larger and stronger in the years to come.



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