



Thank you Chairs Kreuger and Pretlow, along with Chairs Ramos and Bronson and other members of the State Legislature for the opportunity today to testify on the Joint Legislative Budget Hearing on Labor/Workforce Development.

MACNY, the Manufacturers Association, appreciates the continued support for workforce development strategies in manufacturing in both registered apprenticeship and pre-apprenticeship programs.

Since 2016, the Manufacturers Intermediary Apprenticeship Program –MIAP- supports the recruitment, upskilling, and retention of workers through group sponsorship of New York State Registered Apprenticeships. This program is made possible through the Manufacturers Alliance of New York, which consists of nine partner organizations: Brooklyn Chamber of Commerce; Buffalo Niagara Manufacturing Alliance (BNMA); Center for Economic Growth (CEG); Greater Binghamton Chamber of Commerce; Ignite Long Island (Ignite LI); MACNY, The Manufacturers Association; Manufacturers Association of the Southern Tier (MAST); Rochester Technology and Manufacturing Association (RTMA); and The Council of Industry (COI).

This “earn and learn” model provides equitable upward mobility for employees through career related education with on-the-job training.

Thanks to the leadership of the New York State Legislature, the 2024-25 State Budget recognized the value of registered apprenticeship by providing \$1.75 million to fund MIAP.

With this funding, we continue to grow apprenticeships in high-demand manufacturing jobs by adding new trades and expanding into new populations and regions. Of the 196 apprentices served last year, 60 percent were from an underrepresented population.

In addition to MIAP funding, many of our participating companies utilize the Empire State Apprenticeship Tax Credit. This tax credit is a valuable tool for manufacturers, and we are thankful for its extension to 2026.

As Micron and other semiconductor companies build and expand in New York, MIAP will connect individuals looking for employment and high-paying jobs in emerging industries of the future.

MACNY sits on Micron’s Future Ready Workforce Innovation Consortium, leading an effort to replicate Registered Apprenticeship programs launched in Boise, ID and Manassas, VA.

MACNY and our Alliance Partners focus on effective programming that provides pathways for youth to succeed outside the traditional collegiate route.

Over the past five years, our Alliance Partner in Rochester, RTMA, served more than 825 students with more than 125 companies through the Finger Lakes Youth Apprenticeship Program.

MACNY's Partners for Education & Business, Inc. (PEB) closes the gap between education and industry, by engaging local employers across industry sectors in work-based learning programming including facility tours, job shadows, internships, professional workshops, and guest speakers.

Over the past two years, 4,000 students and educators across thirty-five (35) school districts have participated in PEB programming.

MACNY's efforts in workforce development extend to pre-apprenticeship programs to encourage underrepresented populations to engage in advanced manufacturing.

Thanks to the support of Empire State Development's Office of Strategic Workforce Development, in 2023 MACNY launched a pre-apprenticeship program focused on women in advanced manufacturing in partnership with Mohawk Valley Community College and the Workforce Development Board of Herkimer, Madison & Oneida Counties.

Known as Real Life Rosies®, the program provides women with three months of free training in advanced manufacturing, two industry recognized credentials, and power skills such as resume development, digital networking, and confidence building.

It also provides wraparound services for program participants – childcare, transportation, work equipment – along with stipends for meeting program goals.

Successful participants receive up to six job interviews with companies that offer Registered Apprenticeships.

The New York State Department of Labor recognized Real Life Rosies® as the first Registered Apprenticeship Direct Entry program for advanced manufacturing in the state.

In 2024, the New York State Department of Labor provided funding for two pilot cohorts of the Real Life Rosies in Onondaga and Oswego counties. The program launched in Onondaga County in partnership with Onondaga Community College. In Oswego, the program was launched in partnership with Cayuga Community College and the Workforce Development Board of Oswego County.

To date, forty percent (40%) of the program participants are New Americans, speaking English as a second language. The program has enrolled over 130 participants, with an

80% completion rate and in 2024, the overall employment rate was 79%.

We thank the New York State Legislature for its investment in the Office of Strategic Workforce Development.

MIAP and Real Life Rosies bolster New York's ability to meet the growing workforce needs of not only the new companies investing in our state, but our legacy manufacturers as well.

Conservative estimates by the New York State Department of Labor forecast over 71,000 new manufacturing jobs by 2030. When combined with retirements and career shifts, it is possible New York State could see well over 100,000 unfilled positions due to the skills gap.

The solution to this challenge is programs like MIAP & Real Life Rosies® to train and upskill workers, providing a solid solution to the challenge of a growing skilled worker shortage, while creating good jobs for New Yorkers.

Therefore, MACNY is requesting continued state funding of \$1.75 Million to sustain and grow the Manufacturers Intermediary Apprenticeship Program (MIAP). We also request \$1.0 Million in the 2025-26 State Budget to sustain and expand the Real Life Rosies® program.

Thank you for your consideration.