

MAST MEMO



To: MAST Member

From: Manufacturers Association of the Southern Tier

Date: December 6, 2018

Subject: Workforce Readiness Scholarship
SHIFT Program

JCC and Manufacturers Work Together on New Scholarship

Building partnerships is essential to address today's complex challenges. Workforce development is one of those challenges. Simply put, we have employers that can't find workers. Our region, New York State and the rest of the nation have been hit by a retirement tsunami. The lack of a workforce is holding our economy back from meeting its full potential. Specifically, manufacturers in our community are having to turn away contracts because they don't have enough people to do the work.

To build the workforce of today and tomorrow, organizations will have to collaborate in new ways and reinvent strategies and approaches to getting people trained and into the local workforce. To that end, Jamestown Community College (JCC) and the Manufacturers Association of the Southern Tier (MAST) have gathered input from manufacturers in the region to design the Workforce Readiness Scholarship. Students who qualify for this scholarship will receive a tuition-free education at JCC as well as be connected with an employer who will provide either a paid internship, part-time employment or an apprenticeship.

The workforce readiness scholarship can be used for programs offered through JCC's Manufacturing Technology Institute (MTI) including: Industrial Equipment Technology certificate, Machine Tool Technology certificate, Welding Technology certificate and degree, Mechanical Technology degree and the Computer Aided Design & Computer Numeric Control certificate.

Today's manufacturing is state-of-the-art, high-speed, and high-tech. Manufacturing careers pay well and provide good benefits. The Workforce Readiness Scholarship is a great opportunity for individuals interested in entering a manufacturing career in the region. The training and education provided through MTI at JCC will prepare individuals for a great career.

We are asking our community; specifically potential students, parents, grandparents, educators, counselors, and local leaders, to give us a call. Give us a call if you know someone who is interested or if you personally want to learn more about the Workforce Readiness Scholarship. For more information contact Jeff Teluk, Director of Engineering Science and Technology at Jamestown Community College at 338-1324 or email jeffteluk@mail.sunyjcc.edu. You may also visit www.sunyjcc.edu/wrscholarhip. Manufacturers interested in participating in this effort should call Tim Piazza, Talent Pipeline Manager / Apprenticeship Program Coordinator, Manufacturers Association of the Southern Tier, at 483-1833 or email tpiazza@mast-wny.com.

Ring Precision – Shift Your Thinking to Move Manufacturing Forward

Innovative technology levels the playing field for small- to medium-sized manufacturers. It allows them to produce better, faster and more efficiently. However, in a world where time is a capital expenditure few can afford, accessing that innovation can seem like an insurmountable barrier.

Shift is a program, operated by Buffalo Manufacturing Works, that removes those obstacles at no financial cost to the participating manufacturer. It's an accessible and essential first step for those who don't know where to start the process of identifying and investing in achievable and implementable technology.



Pictured: The Shift Team during the Innovation Audit with Melissa Himes and Dale Gier of the Ring Precision Components.

"As peers, you owe it to yourself to sit with Shift. You owe it to your company, you owe it to your communities," remarked Dale Gier, President at Ring Precision Components. Ring Precision Components, a high-precision component manufacturer in Jamestown, NY, conducted an internal survey and found the results shocking.

Within the next five years, 25% of Ring Precision's workforce planned to retire. With this information, Dale Gier was looking into how innovative technologies could help Ring Precision overcome their workforce struggles and stay competitive in an ever-changing market. Dale was introduced to Shift as a way to continue to learn about and adopt these new technologies.

Admittedly, Gier and his team approached the first workshop with hesitation, but from the four-hour Strategic Planning workshop, Gier felt invigorated to overcome the anticipated workforce barrier and as a result, developed three new business strategies.

"I came into the Shift program with an open mind, not understanding the value of the content until I attended my first workshop, Strategic Planning. In one room, manufacturers from different industries and sizes engaged in thought provoking conversations to uncover everyone is experiencing similar challenges and short comings," said Gier.

Over the next few months Gier and his team attended a series of workshops including Change Management, Leadership Development and Options Testing to continue to build out their plan and prepare for additional technology adoption.

Ring Precision was the first company to complete a Shift Innovation Audit. A team of experts from Shift partners Buffalo Manufacturing Works and Insyte Consulting worked with the team to identify opportunities for technology and process solutions throughout their organization. This process included interviews, a floor tour and collaborative discussions about how technology can support Ring Precision's long-term goals and strategic plan.

If you are interested in learning about how your company can engage with the Shift program and qualify for an Innovation Audit, we will be hosting a [Roundtable Discussion, Understanding Innovation ROI](#) (click on link now to register!) on February 5th, 8:30 – 10:30 a.m. at MTI at JCC. At this event you can learn more about Shift and what it can do for small and medium sized manufacturers throughout the region.

Learn more at <https://shifmfg.com/> or contact Marissa Malone at mmalone@ewi.org.