



WE ARE YOUR DOL



Department
of Labor

APPRENTICESHIP PROGRAM

WHAT IS APPRENTICESHIP?

Apprenticeship is a time-honored approach to training skilled workers through a combination of on-the-job training and classroom instruction. Each apprenticeable occupation has its own standard training outline which details the on-the-job training and classroom instruction required. Apprentices are full-time employees who produce high-quality work while they learn skills that enhance their employment prospects. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction at night or on weekends. A graduated pay scale assures that salary reflects the degree of skill achieved.

WHO MAY OPERATE AN APPRENTICESHIP PROGRAM?

Apprenticeship programs are conducted by employers, jointly by employers and unions, or by groups of employers. The State Department of Labor registers apprenticeship programs, working with forward-looking businesses across the state to develop the skilled workforce of the future.

WHAT ARE THE ADVANTAGES OF OPERATING A REGISTERED APPRENTICESHIP PROGRAM?

READY SOURCE OF TRAINED WORKERS

You know that there is a steady supply of competent workers because you have invested in their future by training them in house.

ECONOMICAL

Apprentice Training Programs cost businesses very little because the participants work while they learn. Sponsors generally incur the costs associated with classroom learning.

REDUCED TURNOVER

Being an apprentice assures workers that their jobs have a future. Their satisfaction helps keep them on the job for you.

BETTER EMPLOYEE RELATIONS

You establish a mutually beneficial association with the apprentices who work for you.

PUBLIC RECOGNITION

Apprenticeship training programs approved by New York State enjoy the respect of industry and labor alike, and are nationally recognized and therefore portable.

WHAT JOBS ARE APPROPRIATE FOR APPRENTICESHIP PROGRAMS?

Apprenticeship opportunities are available for a wide range of positions, from skilled crafts to health care, information technology and advanced manufacturing. Contact an apprentice regional supervisor to see which trades are related to your job functions, or look online at dol.ny.gov/apprenticeship/apprenticeship-trades for a list of apprenticeable occupations in New York State. Our Occupational Analyst staff can work with you to develop additional occupations.

WHO CAN HELP ME SET UP AN APPRENTICE PROGRAM?

The State Department of Labor staff can provide, free of charge, complete details and technical assistance in setting up your own apprentice training program. Contact information is listed on the back or call 1-800-HIRE-992.

FIELD OFFICES

Apprentice Regional Supervisor contact information can be viewed at:

dol.ny.gov/contact-apprentice-regional-supervisor.

The Apprenticeship Training Program can also be contacted via email at: **ATCO@labor.ny.gov**.

SUPERVISOR CONTACT PAGE





Hello, my name is [Kim Thurn](#), and I am the SUNY Apprenticeship Business Developer (ABD) for the Capital and Mohawk Valley Regions, which more specifically includes Saratoga County. I work collaboratively with New York State Department of Labor to introduce employers to New York State's Registered Apprenticeship Program, and to coordinate SUNY college support for Related Instruction associated with non-construction trades.

Registered Apprenticeship is an earn-and-learn model that offers apprentices the opportunity to learn a skilled trade, both on the job and in a classroom setting, while making a decent wage, and provides employers a proven workforce development tool to help expand and upskill their skilled labor force.

In New York State, we are seeing emerging and expanding industries primarily in areas such as: advanced manufacturing, information technology, healthcare, hospitality and agriculture that require a skilled workforce for which Registered Apprenticeship offers opportunities.

I see this effort as a means for SUNY to expand new curriculum and career pathways to support these business sectors by providing the education and experiences required for employment in these companies, and to work collaboratively with the *Saratoga Economic Development Council* to bring the resources needed to explore and implement recruitment and retention programs, such as Registered Apprenticeships, to help encourage growth and employment opportunities.

My plan is to be available to help guide you through your workforce journey, and to help coordinate resources as you develop your workforce development program through apprenticeship.

My favorite part of being a SUNY Apprenticeship Business Developer is personally meeting all of the wonderful employers in this Region, and collaborating to find solutions to your workforce needs. Please do not hesitate to reach out with any opportunities to meet you, and to attend your events and visit your businesses. I am excited to see what we can build together.

Best Regards,
~Kim



Kim Thurn

Apprenticeship Business Developer
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Learn More! [Apprenticeship Programs at SUNY](#)

Occupations/Trades Eligible for Funding at a SUNY College for Related Instruction



Aircraft Refinishing Paint Technician
Airframe & Powerplant Mechanic
Alcoholism and Substance Abuse Counselor Aide
Animal Handler
Art Operations Associate
Auto Body Repairer and Painter
Automotive Service Technician
Behavior Technician
Bench Jeweler (Production)
Biological Technician
Brewer/Distiller
Building Maintenance Mechanic
Business Operations Associate
Cabinetmaker
Calibration Technician (Electrical-Electronic)
Care Coordinator
Centerless Grinder Machinist
Central Sterile Processing Technician
Certified Nursing Assistant (CNA)
Certified Recovery Peer Advocate
Chemical Laboratory Technician
Childcare Assistant
Cloud Engineer
CNC Sawyer
CNC Tool And Cutter Grinder
Commercial Press Operator
Community Health Worker
Computer Support Technician
Construction Manager
Continuous Improvement Associate
Cook
Cook (Chef)
Coordinator (Trade shows, Events, Conferences,
Exhibitions, Meetings)
Dairy Processor
Dairy Specialist
Data Analyst
Dental Office Assistant
Design Drafter (Electrical, Mechanical, Hydraulic)
Diesel Engine Mechanic
Direct Support Professional
Direct Support Professional (DSP) Supervisor
Drafter (Architectural)
Drafter (Automotive Product Design)
Drafter (Mechanical)
Drafter (Structural)

Drafter (Tool Design)
EDM - Wire & Sinker Programmer/Operator
Electrical (Outside) Line Worker
Electrical Utility Operator
Electro-Mechanical Technician
Electronics Mechanic (CNC Systems Maintenance)*
Electronics Technician (Manufacturing Only)
Energy Efficiency Technician*
Environmental Literacy Instructor
Fiber Optic Calibration Technician
Financial Services Representative
Fire Fighter
Fire Fighter-EMT
Fitness Instructor
General Insurance Associate
Groundskeeper
Heating, Ventilation and Air Conditioning Mechanic
Hospital (Medical) Coder
Housekeeper (Commercial, Residential, Industrial)
Human Resources Associate
Industrial Equipment Wirer and Assembler
Industrial Hygienist
Industrial Machinery Mechanic
Industrial Manufacturing Technician
Industrial Truck Mechanic
Instructor/Trainer (Information Technology)
Instrument Mechanic
Instrument Technician
Junior Accountant
Landscape Nursery Manager
Lithographic Press Operator (3 Year)
Lithographic Press Operator (4 Year)
Locksmith
Machine Builder
Machine Repairer
Machine Tool Builder
Machinist
Machinist (CNC)
Maintenance Machinist
Maintenance Machinist (5 Year)
Maintenance Mechanic (Automatic Equipment)
Manufacturing Engineering Technician
Marine Services Technician
Marketing Coordinator
Medical Assistant
Metal Refinisher*
Metal Stamping Press Operator

Occupations/Trades Eligible for Funding at a SUNY College for Related Instruction



Millwright
Model Maker
Model Maker (Rapid Prototype Tech)
Mold Maker, Die-Casting and Plastic Molding
Moldmaker
Multi-Story Window and Bldg Surface Cleaner
Narrow Web Flexographic Press Operator
Network Administrator
Network Engineer
Offset Lithographic Press Operator
Outsourcing (Compounding) Pharmacy Technician
Packer Mechanic
Patternmaker (Wood)
Pharmacy Associate
Piano Builder
Plant Maintenance-Boilermaker*
Plant Maintenance-Carpenter*
Plant Maintenance-Electrician*
Plant Maintenance-Electrician-Mechanic*
Plant Maintenance-Mechanic*
Plant Maintenance-Millwright*
Plant Maintenance-Pipefitter*
Plant Maintenance-Plumber and Steamfitter*
Plant Maintenance-Refrigeration-AC*
Plant Maintenance-Welder*
Plastic Process Technician
Plastics Molder
Plumber and Pipefitter*
Police Officer
Pottery Studio Manager
Precision Imaging / Nanolithography Technician
Precision Optics Manufacturing Technician
Precision TIG (GTAW) Welder
Project Manager
Quality Assurance Auditor
Radiation Protection Technician
Refrigeration and Air Conditioning Mechanic
Safety and Health Inspector
Sales Associate (Financial Services)
Scenic Artist
School Administrator (Building Administrator)
School Safety Agent
Screw Machine Set-Up and Operator
Security Analyst
Sheet Metal Worker*
Site Safety Manager
Small Gas Engine and Equipment Mechanic

Social Service Assistant
Software Developer
Stationary Engineer
Systems Engineer
Teacher
Teacher Assistant
Technical Sales Representative
Tool and Die Maker
Toolmaker
Truck Driver, Heavy
Underwater Instructor
UI/UX Designer
Vacuum Furnace Technician (Manufacturing Only)
Visual and Graphic Arts Associate
Wastewater Systems Operation Specialist
Water Systems Operation Specialist
Welder (Industrial)
Workforce Development Specialist

** O*NET codes under the job family Construction (47) are generally not supported by SUNY unless the occupation/trade is to be used to 1) support an activity conducted within a facility owned or operated by the business entity employing the apprentice or 2) for the upkeep and maintenance of a facility owned or operated by the business entity employing the apprentice. Certain 47 O*NET codes are supported, for example the Plant Maintenance titles as well as Metal Refinisher, Plumber and Pipefitter, and Sheet Metal Worker because non-construction companies may support these occupations/trade titles. Support of 47 O*NET titles will be reviewed on a case-by-case basis.*

Updated 1/30/25-KT



Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN ADVANCED MANUFACTURING

The State University of New York

An advanced manufacturing Registered Apprenticeship Program, a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI), provides an innovative approach to employee development and empowers workers to master the advanced knowledge, skills, and competencies required for success in cutting-edge fields.

This training and education model is specifically tailored to meet the demands of employers in advanced manufacturing. It encompasses a wide range of specialized areas, ensuring that apprentices are well-equipped for roles that involve precision, automation, and state-of-the-art technologies.

According to a recent New York State Department of Labor (NYSDOL) Job Seeker Survey, 10% of employees that classify themselves as working in manufacturing are seeking work. In the highly specialized world of advanced manufacturing and with continuous development in manufacturing technology, the value of a well-trained and skilled workforce cannot be overstated.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in the advanced manufacturing industry.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining advanced manufacturing skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on company procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain structured, practical, hands-on experience and theoretical knowledge that aligns with the cutting-edge trends and demands of advanced manufacturing.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has supported over 150 employers with a variety of apprenticeable occupations including:

INDUSTRIAL MANUFACTURING TECHNICIAN:

GlobalFoundries, Cummins, and Fala Technologies.

TOOLMAKER: Amphenol Aerospace, Peko Precision Products, and PPC Broadband.

ELECTRO-MECHANICAL TECHNICIAN: Barilla America, Plug Power, and Eastman Kodak.

ADDITIONAL OCCUPATIONS INCLUDE: Machinist (CNC), Maintenance Mechanic (Automatic Equipment), Moldmaker, Tool & Die Maker, Project Manager, Quality Assurance Auditor, and Plant Maintenance - Electrician/Mechanic.

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

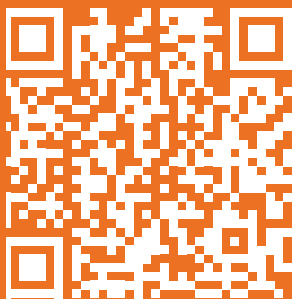
Two Ways to Register an Apprenticeship Program in Advanced Manufacturing:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.
- No cost for registration or administration.

2. JOIN UNDER A GROUP SPONSOR SPECIALIZING IN ADVANCED MANUFACTURING

- The NYS Manufacturers Intermediary Apprenticeship Program sponsors and manages various advanced manufacturing trades (www.nysapprenticeship.org).
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional advanced manufacturing titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in advanced manufacturing. Reach out to learn more!

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APPRENTICESHIP PROGRAMS IN BUSINESS SERVICES

The State University of New York

A Registered Apprenticeship Program in Business Services is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI), providing an innovative approach to employee development. These programs empower workers to master advanced knowledge, skills, and competencies required for success in today's dynamic business environment.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in the business services industry.
- Produce high-quality work with precision and urgency while learning on the job.
- Earn an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year in business skills.
- Accumulate a minimum of 2,000 hours of on-the-job training annually, focusing on company-specific procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with evolving trends and demands in the business services sector.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with significant public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has played a pivotal role in supporting over 150 employers across New York State.

There are a wide variety of apprenticeable occupations in Business Services, including: General Insurance Associate, Business Operations Associate, Technical Sales Representative, Human Resources Associate, Instructor/Trainer (Information Technology), Customer Service Representative, Marketing Coordinator, Junior Accountant, Project Manager and Financial Services Representative.



Funding Available*

- Tuition support of up to \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives are available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

*Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.

TWO WAYS TO REGISTER AN APPRENTICESHIP PROGRAM IN BUSINESS SERVICES:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.
- No cost for registration or administration.

2. JOIN UNDER A GROUP SPONSOR SPECIALIZING IN BUSINESS SERVICES

- The NYS Manufacturers Intermediary Apprenticeship Program (www.nysapprenticeship.org) sponsor and manage various Business Services trades.
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional Business Services titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in digital and creative media. Reach out to learn more!

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Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN DIGITAL AND CREATIVE MEDIA

The State University of New York

Registered Apprenticeship is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI) to help a worker master the knowledge, skills, and competencies needed for career success.

In the fast-evolving landscape of digital and creative media, the cultivation of adept, skilled professionals is pivotal to drive a company forward. Establishing a Registered Apprenticeship Program tailored to a company's needs is not just a strategic move, it's an essential investment in future success.

The apprenticeship model is a good fit for a range of specialized areas within the digital and creative media space including roles that involve detailed processes, creativity, and state-of-the-art technologies.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in the digital and creative media industry.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining digital and creative media skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on company procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of the digital and creative media industry.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.



SUNY has played a pivotal role in supporting over 150 employers across New York State.

There are a wide variety of apprenticeable occupations in the digital and creative media field including: Visual and Graphic Arts Associate, Marketing Coordinator, and Project Manager.

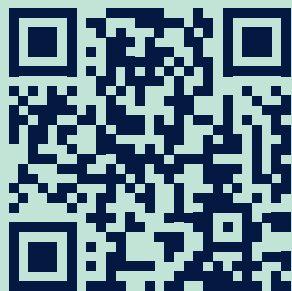
Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

*Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.

Register an Apprenticeship Program in Digital and Creative Media Directly with the NYS Department of Labor

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.
- No cost for registration or administration.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in digital and creative media. Reach out to learn more!

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Apprenticeship
Programs at SUNY

EXPLORING APPRENTICESHIP OPPORTUNITIES

The State University of New York

A Registered Apprenticeship Program is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI) to help a worker master the knowledge, skills, and competencies needed for career success in thriving and dynamic industry sectors, including manufacturing, healthcare, human services, financial services, hospitality, and information technology.

SUNY's apprenticeship model guarantees a high return on investment, with employers benefiting from a skilled workforce, heightened efficiency, and increased productivity. Our comprehensive approach ensures Registered Apprentices are supported through tuition assistance, which covers the latest in industry developments and includes the technical insights and expertise needed to ensure a skilled workforce ready to tackle the demands of today's job market.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in an industry-specific specialization.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining industry specific skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on company procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of their industry.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has played a pivotal role in supporting Registered Apprenticeship for over 150 employers across a diverse array of trade titles.

Our programs cater to a wide spectrum of industries, ensuring a skilled workforce ready to tackle the demands of today's job market. There are a wide variety of apprenticeable occupations including:

ADVANCED MANUFACTURING: Industrial Manufacturing Technician, Toolmaker, Electro-Mechanical Technician, Machinist (CNC), and Quality Assurance Auditor.

HEALTHCARE AND HUMAN SERVICES: Direct Support Professional, Certified Nurse Assistant, Community Health Worker, Medical Assistant, Hospital (Medical) Coder, Childcare Assistant, and Pharmacy Associate, and Police Officer.

EDUCATION: Teacher and Teacher Assistant, and School Administrator (Building Administrator).

HOSPITALITY, TRAVEL AND TOURISM: Cook, Brewer/Distiller, and Housekeeper (Commercial, Residential, Industrial), and Events Coordinator.

DIGITAL AND CREATIVE MEDIA: Visual and Graphic Arts Associate, and Marketing Coordinator.

INFORMATION TECHNOLOGY: Software Developer, Computer Support Technician, Network Engineer, and Security Analyst.

OTHER SECTORS (EXCLUDING CONSTRUCTION OCCUPATIONS): Junior Accountant, Truck Driver - Heavy, Dairy Specialist, Project Manager, Diesel Engine Mechanic, Wastewater Systems Operation Specialist, Fitness Instructor, and Business Operations Associate.

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

Two Ways to Register an Apprenticeship Program:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses and organizations throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.

2. JOIN UNDER A GROUP SPONSOR FOR SELECT OCCUPATIONS

- SUNY partners with several group sponsors supporting many occupation/trade titles across the state.
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional occupation titles may be added at any time.



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SUNY

Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN HEALTHCARE AND HUMAN SERVICES

The State University of New York

Registered apprenticeship is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI) to help a worker master the knowledge, skills, and competencies needed for career success in the healthcare and human services industries.

Statewide, the hardest positions to fill (as per a recent NYS Department of Labor [NYSDOL] Business Workforce Survey) in healthcare and social assistance include: Direct Support Professional, Medical Assistant, Certified Nursing Assistant and Certified Recovery Peer Advocate. At the heart of Registered Apprenticeship Programs is the robust partnership between private industry and public institutions to help meet hiring and training challenges.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in healthcare and human services.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic “Related Instruction” per year gaining healthcare and human services skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on working procedures and processes.
- Operate under the close supervision of a skilled worker at a company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of the healthcare and human services industries.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has played a pivotal role in supporting over 150 employers with a variety of apprenticeable occupations including:

DIRECT SUPPORT PROFESSIONAL: Schenectady ARC, ARC of Erie County, The ARC Oneida-Lewis Chapter, and Racker Centers.

CERTIFIED NURSING ASSISTANT: Teresian House Center for the Elderly.

COMMUNITY HEALTH WORKER: CEK RN Consulting.

ADDITIONAL OCCUPATIONS INCLUDE: Certified Recovery Peer Advocate, Medical Assistant, Hospital (Medical) Coder, Childcare Assistant, Outsourcing (Compounding) Pharmacy Technician, and Pharmacy Associate, and Police Officer.

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor.
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

Two Ways to Register an Apprenticeship Program in Healthcare & Human Services:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.

2. JOIN UNDER A GROUP SPONSOR SPECIALIZING IN HEALTHCARE AND HUMAN SERVICES

- SUNY Schenectady (www.suny.edu/apprenticeship) sponsors limited occupations in healthcare and human services and manages programs.
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional healthcare and human services titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in healthcare and human services. Reach out to learn more!

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Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN HOSPITALITY, TRAVEL, AND TOURISM

The State University of New York

A Registered Apprenticeship Program is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI) to help a worker master the knowledge, skills, and competencies needed for career success in thriving and dynamic industry sectors.

SUNY understands the unique needs of employers in the hospitality, travel, and tourism sectors. Our apprenticeship model guarantees a high return on investment, with employers benefiting from a skilled workforce, heightened efficiency, and increased productivity. Our comprehensive approach ensures Registered Apprentices are supported through tuition assistance, which covers the latest in industry developments and includes the technical insights and expertise needed to ensure a skilled workforce ready to tackle the demands of today's job market.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in the hospitality, travel, and tourism industries.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining hospitality, travel, and tourism industry skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on company procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of the hospitality, travel, and tourism industries.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.



SUNY has played a pivotal role in supporting over 150 employers with a variety of apprenticeable occupations including:

COOK AND COOK (CHEF): Tailor and the Cook, and Nail Creek Pub and Brewery.

BREWER/DISTILLER: Frog Alley Brewing Company.

ADDITIONAL OCCUPATIONS INCLUDE: Project Manager, Housekeeper (Commercial, Residential, Industrial), Visual and Graphic Arts Associate, and Marketing Coordinator, and Coordinator (Trade shows, Events, Conferences, Exhibitions, Meetings).

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

Register an Apprenticeship Program in Hospitality, Travel, and Tourism Directly with the NYS Department of Labor

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.
- No cost for registration or administration.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in hospitality, travel, and tourism. Reach out to learn more!

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Apprenticeship
Programs at SUNY

EXPLORING APPRENTICESHIP OPPORTUNITIES

The State University of New York

A Registered Apprenticeship Program is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI) to help a worker master the knowledge, skills, and competencies needed for career success in thriving and dynamic industry sectors, including transportation and logistics, agriculture, government, and financial services.

SUNY's apprenticeship model guarantees a high return on investment, with employers benefiting from a skilled workforce, heightened efficiency, and increased productivity. Our comprehensive approach ensures Registered Apprentices are supported through tuition assistance, which covers the latest in industry developments and includes the technical insights and expertise needed to ensure a skilled workforce ready to tackle the demands of today's job market.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in an industry-specific specialization.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining industry specific skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on company procedures and processes.
- Operate under the close supervision of a skilled worker at the company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of their industry.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has played a pivotal role in supporting Registered Apprenticeship for over 150 employers across a diverse array of trade titles. Our programs cater to a wide spectrum of industries, ensuring a skilled workforce ready to tackle the demands of today's job market.

Examples of Registered Apprenticeship Programs SUNY has supported:

TRUCK DRIVER – HEAVY: Renzi Foodservice.

DAIRY SPECIALIST: Cayuga Marketing.

JUNIOR ACCOUNTANT: Utica First Insurance Company.

ADDITIONAL OCCUPATIONS (EXCLUDING CONSTRUCTION): Project Manager, Diesel Engine Mechanic, Wastewater Systems Operation Specialist, Fitness Instructor, and Business Operations Associate, and Police Officer.

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor (NYSDOL).
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

Two Ways to Register an Apprenticeship Program:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.

2. JOIN UNDER A GROUP SPONSOR FOR SELECT OCCUPATIONS

- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional occupation titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships. Reach out to learn more!

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SUNY

Apprenticeship
Programs at SUNY

YOUR APPRENTICESHIP STARTS HERE.

Succeed in a rewarding and satisfying career as a New York State Registered Apprentice with the State University of New York (SUNY) as your education partner.

You will earn a paycheck while:

- Receiving tuition support of up to either \$6,000 or \$8,000 to study at a SUNY college
- Learning skills used throughout a career
- Training on the job to gain practical experience while being mentored by an industry leader
- Obtaining incremental salary increases
- Progressing on a pathway in a growing sector
- Incurring little-to-no student debt
- Earning a credential from NYS Department of Labor accepted anywhere in the United States
- Completing coursework toward a SUNY certificate or degree

Apprenticeships are available in many occupations. The following are a few examples:

ADVANCED MANUFACTURING: Industrial Manufacturing Technician, Toolmaker, Electro-Mechanical Technician, Machinist (CNC), and Quality Assurance Auditor.

HEALTHCARE, HUMAN SERVICES AND EDUCATION: Direct Support Professional, Certified Nurse Assistant, Medical Assistant, Hospital (Medical) Coder, Childcare Assistant, Teacher, and Teacher Assistant.

OTHER SECTORS (EXCLUDING CONSTRUCTION): Junior Accountant, Truck Driver – Heavy, Dairy Specialist, Project Manager, Visual and Graphic Arts Associate, Cook, Brewer/Distiller, Software Developer, and Computer Support Technician.



START YOUR JOURNEY TODAY.



YOUR PRE-APPRENTICESHIP STARTS HERE.

Start your career pathway with a pre-apprenticeship training at your local SUNY campus. Learn the skills necessary to meet entry or progression requirements to succeed in a Registered Apprenticeship.

SUNY pre-apprenticeship programs promote skill building in several areas including:

- Leadership
- Communication
- Professional skills and behaviors
- Pathways within job field to which training aligns
- Overview of Registered Apprenticeship
- Job-seeking skills
- Safety as related to the job
- Skills training in industry sector

All SUNY pre-apprentices are eligible for funding up to **\$1,000** to cover the cost of training at a SUNY college.

Successful community-based program completers may be eligible for a **\$500 stipend** and digital badge demonstrating competencies to enter a Registered Apprenticeship. Not all SUNY colleges participate.



START YOUR PRE-APPRENTICESHIP TODAY



Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN TEACHING & EDUCATION

The State University of New York

New York's teachers and educators are among the most talented and passionate educators in the world. As New York works to advance the future of the teaching workforce, address a statewide teacher shortage, and expand equity and diversity in the educator profession, aspiring teachers have the support of SUNY to pursue the profession through Registered Apprenticeship Programs.

Registered apprenticeship is a workforce development model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction – RI). SUNY is now harnessing this model to help a teacher master the knowledge, skills, and competencies needed for career success.

At the heart of the Teacher and Teacher Assistant Registered Apprenticeship Programs is the robust partnership between SUNY's institutions of higher education, BOCES, and K-12 schools. Teacher and Teacher Assistant apprentices begin working in the classroom and receive paid employment on day one. Apprentices are supported by a mentoring educator, while completing academic and pedagogical coursework and instruction, frequently at a SUNY institution. Apprenticeships lead to stackable certificates; as well as a nationally recognized, portable credential issued from the New York State Department of Labor (NYSDOL).

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in the education sector.
- Produce high-quality work with precision and compassion while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining teaching and educational skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on teaching methods and processes.
- Operate under the close supervision of a skilled worker at the organization who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of the education sector.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.



SUNY HAS PLAYED A PIVOTAL ROLE IN SUPPORTING OVER 150 EMPLOYERS WITH A VARIETY OF OCCUPATIONS INCLUDING:

Teacher, Teacher Assistant, School
Administrator (Building Administrator)

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor.
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

Two Ways to Register an Apprenticeship Program in Teaching and Education:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses and organizations throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.

2. JOIN UNDER A GROUP SPONSOR SPECIALIZING IN EDUCATION

- Mohawk Valley Community College (www.suny.edu/apprenticeship) and Classroom Academy (www.classroomacademy.org) sponsor occupations in education and manage programs.
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional education titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in teaching and education. Reach out to learn more!

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Additional Resources

SUNY Apprenticeship: <https://www.suny.edu/apprenticeship>

NYS Department of Labor's Apprenticeship ***On-The-Job-Training: [Apprenticeship Trades | Department of Labor](#)***

Empire State University Website: [SUNY Empire State University – Flexible Online Degrees](#)