



## **Manufacture Your Future Training Program**

Manufacture Your Future is an innovative program designed by Goodwill to address WNY's current need for entry level employees in the manufacturing sector while providing disadvantaged populations access to well-paying jobs. It is the only program of its kind in our area.

The program targets individuals who are unemployed, under-employed, recent graduates, those who need more training or are looking for a different career track.

Participants begin earning money their first day in the program. This is an enormous advantage for those in need of immediate income as this need often forces people into lower paying jobs with no future.

Participants will be matched to local partner employers. In order to be a partner employer the companies must show a viable career pathway leading upwards to a family sustaining wage (\$37,000/year). Employees begin at entry level and ideally progress to this salary over the course of 2 to 3 years. Some of our partners include: Eastman, Casey Machines, Harmac, Thermal Foams and Zehnder Rittling.

There are 3,000 vacant entry and mid-level manufacturing jobs available in WNY today, with a projected 20,000 openings over the course of the next 10 years.

The program is manufacturer-driven and based on requests from the employers. A lack of soft skills has negatively affected recruiting and the Manufacture Your Future program seeks to correct this. Participants will attend specialized soft skill seminars which address these themes not usually taught in school. Personal Accountability, Problem Solving, Conflict Resolution, Communication, Time Management and Professionalism are some of the areas covered.

In addition to soft skills, participants will learn hand tool safety, measuring, and receive OSHA 10 training.

A crucial part of the program involves wrap around services provided by the Long Term Employment Specialists at Goodwill. Participants with issues such as transportation, child care, housing, medical support – in short any employment barrier, can count on our team to provide personalized assistance for up to 3 years after entry into the program.

The training takes place at Goodwill on William St. and lasts 2 weeks. Participants attend classes, and work for Goodwill. This functions as a very effective screening tool for the companies. They will be receiving recruits that have soft skills, OSHA 10, are drug tested, and have proven themselves to be reliable workers.