

# Manufacturers Needed: Job Shadow Program

The Fast Track to Manufacturing has prepared hundreds of Rhode Islanders for careers in the sector. The two-phase, state-funded program trains students of all ages in the skills most needed by employers – making them more ready to be productive team members on day one.

A critical part of the Fast Track experience is a Job Shadow program. In conjunction with training at the CCRI machine shop, trainees spend 3 days a week at manufacturing facilities. They apply their machine shop learning in real-life situations and accelerate their learning.

Participating Job Shadow employers gain the favor of top performing candidates early in the training process, so that their job offers are the most sought-after once trainees graduate. This is a great recruitment strategy.

Polaris MEP is looking to expand the number and variety of Job Shadow hosts!

## How The Program Works

- A manufacturer commits to hosting 2 Job Shadow students over a 2 month period
- Students alternate weeks at your site – Student A will be with you for weeks 1,3,5 & 7; Student B works with your team weeks 2, 4, 6 & 8
- Onsite Job Shadowing days are Tuesday, Wednesday and Thursday
- Precise dates based on Fast Track/CCRI cohort schedules
- Hosts allow students to observe operations and, as weeks go on, offer small opportunities for hands-on learning at your site
- Hosts are encouraged to let students interact with team members to ask questions and get a fuller picture of manufacturing careers



**Email [aclemons@polarismep.org](mailto:aclemons@polarismep.org)**

**to join the next round of Job Shadowing and/or to learn about additional new hire funding that may be available for companies hiring Fast Track to Manufacturing trainees.**