

Tom Auray
Bridgeport Fittings

My name is Tom Auray. I am here to support of Bill No. #1053 - Apprenticeship Training Bill that provides Tax Credits to Sub Chapter S Manufacturing companies

I am a co-owner and Executive Vice President for Bridgeport Fittings, Inc., located in Stratford, CT. BFI is a privately held manufacturer(S Corp) founded in 1925 that employs 205 people. We offer almost 3000 electrical conduit and cable fittings that we market to 2000 customers located across the US.

We have two approved Apprenticeship positions. One is an electrician, the other a tool maker. Why have Apprenticeships with at Tax Credit incentive?

1- an excellent way to develop next generation skilled employees. Our business, like others, faces an again workforce dilemma that requires an expensive commitment to develop talented workers. We cannot easily replace our highly skilled employees on our staff. There are 10 nearing retirement in the next four years, and perhaps another 10 more will retire in another five year period. Average age for manufacturing would trend downward with supportive bill for S Corp (equal footing to all C Corp) offering by the State. The two Apprentices are dedicated workers, are motivated, spend my money like they would spend their own. One is mid 40's, the other barely 20 years old. Attaining a who work hard for us - a Tool Maker journeyman's license or a There is a real benefit to our work culture that there is a support program for workers that will benefit him and the company because he is working to increase his abilities. Immeasurable qualities when Apprentice employees have support of company that it can be a career position that can last several decades (not just in the one role forever) but where we may consider selecting our future plant supervisors or managers.

We have potentially a new Tool Room, Apprentice position for a current work study worker...a lot depends on the commitment and desires of this worker. We would consider one more Apprentice role from a third work position: Electro-Mechanical area that we have not found the right individual for a machine rebuilding.

2- Both of these Apprentice workers (Electrician/ Tool Maker) come through CT Vo-Tech School System. We are members of the NHMA organization that works very closely and supports Workforce Enhancement for Manufacturers. Support the existing State Sponsored Educational programs so they bear bushels of real fruit!

Our electrician went for his educational training end at Bullard Havens Tech. This is an 8000 hour program and one he has nearly 100% completed. He earned his "E" Journeyman's License. We need this worker to help us maintain our electrical systems and machinery across our facility with two other Electrician workers that are ten and fifteen years his senior.

Our Tool Maker went to school at Platt Vo-Tech received 2000 hours credited time and needs to work the balance on our facility floor. Hired this former Platt Student who started as a work study in his junior year and we hired him during his senior year. He had basic skills, not all that is required...: squaring block, grinding, basic milling, manual lathe. He has been building his skills by learning Advanced milling operations, Prototrack, CNC Wire machining, Sinker EDM, CNC VMC Mazak with Mastercam, Esprit programming. I want to share a piece of his work that within the short two years of employment as an apprentice has amazed the long standing professionals to his right and left. Needs 8000 hours in total.

<The picture (Below) is an example of our Apprentice Tool Maker's work -- did 80% of work on Tool ...A multiple secondary assembly dial project. This demonstrates exceptional work for the amount of time he has been with us, per his Bpt Fittings Foreperson, Tony Rinaldi.

Working with others on Problem solving to solutions to challenges are critical for key operations staff members.