

MANUFACTURING MATTERS

October is New York State Manufacturing Month. How Will You Celebrate?



While here at MACNY we enjoy celebrating manufacturing all year long, we especially enjoy the month of October, New York State's Official Manufacturing Month! Similar to the rest of the nation, New York, although robust in manufacturing jobs and output, currently faces a workforce crisis: our unemployment rates are high, yet our manufacturers struggle in their ability to find skilled workers. Officially declared New York State Manufacturing Month by Governor Andrew Cuomo, October is our State's annual opportunity to promote manufacturing not only as a great career path, but as the viable strong sector we are!

With over 40 events going on throughout New York State, there are many opportunities to join in and learn about the many benefits provided within a manufacturing career. Want to see what events are going on in your area? Simply visit www.mfgday.com/events to see what is going on in your area throughout the entire month!

MACNY will be celebrating Manufacturing Day on October 6th at SRCTec and Marquardt Switches. To learn more about the business leaders session at SRCTec visit page 13. We will also be hosting our 9th Annual Central Upstate Manufacturing Legislative Breakfast on October 26th to address key manufacturing issues with local elected officials and our members. To learn more, or to register, contact kburns@macny.org.

If you would like to learn more about ways to get involved not only in October but throughout the year as well, contact us! We hope to see you throughout the month at many of our celebratory and informational events!

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Maximize Your Membership

Do you want to...

- learn more about MACNY's services and how to better utilize your membership?
- meet our staff and, more importantly, have an opportunity to meet other MACNY members and learn more about what they do in our community?

We are excited to be holding Maximize Your Membership sessions on the second Thursday of each month from 9 AM - 10 AM.

Mark your calendars for our next three meetings...

October 12 November 9 December 14

Please contact Julianne Pease at jpease@macny.org or 315-474-4201 ext. 11 to sign up for any of our upcoming sessions!

THE NEXT PAGE

WITH MARISA NORCROSS AND DAVID FREUND

Are you following along with The Next Page podcast?

Join Marisa Norcross and David Freund each Wednesday as they discuss various leadership, growth, and professional development topics.

Frequently asked questions:

Where can I download the podcast?

You can find The Next Page on iTunes, Apple's Podcast App, Google Play, and PodBean! You can also find weekly posts on www.macny.org with the latest podcast episode information.

Where do you come up with the topics?

Marisa and Dave get creative with topic ideas based on recent and past experiences, but they also receive many ideas from listeners who send in comments or questions. Send your ideas to mnorcross@macny.org!

Why a podcast?

Why not? Marisa and Dave wanted to provide useful content that members could easily listen to on their commutes to and from work. We're all busy, so why not utilize drive time for professional growth?



Randy Wolken
President & CEO

It's Manufacturing Month! Here's Why You Should Care.

October is Manufacturing Month in New York State. Each year, at MACNY's request, the Governor proclaims October as the official, statewide Manufacturing Month. It coincides with Manufacturing Day, on October 6th this year, which has become a national day celebrated each year. We at MACNY and Partners for Education and Business (PEB) have been celebrating Manufacturing Careers Day well before the National Day was established and we are so pleased that the entire country has followed suit. Our country needs to recognize just how important manufacturing is to our country's economic vitality. So, here are just a few facts curated by the National Association of Manufacturers (NAM) for you the next time someone tries to tell you that "manufacturing is not that important."

- 1. Manufacturers contributed \$2.18 trillion to the U.S. economy in 2016.** In 2016, manufacturing accounted for 11.7 percent of GDP in the economy. (Source: Bureau of Economic Analysis)
- 2. For every \$1.00 spent in manufacturing, another \$1.81 is added to the economy.** That is the highest multiplier effect of any economic sector. In addition, for every one worker in manufacturing, there are another four employees hired elsewhere. (Source: NAM calculations using IMPLAN) With that said, there is new research suggesting that manufacturing's impacts on the economy are even larger than that if we take into consideration the entire manufacturing value chain plus manufacturing for other industries' supply chains. That approach estimates that manufacturing could account for one-third of GDP and employment. Along those lines, it also estimated the total multiplier effect for manufacturing to be \$3.60 for every \$1.00 of value-added output, with one manufacturing employee generating another 3.4 workers elsewhere. (Source: Manufacturers Alliance for Productivity and Innovation)
- 3. The vast majority of manufacturing firms in the United States are quite small.** In 2014, there were 251,901 firms in the manufacturing sector, with all but 3,749 firms considered to be small (i.e., having fewer than 500 employees). In fact, three-quarters of these firms have fewer than 20 employees. (Source: U.S. Census Bureau, Statistics of U.S. Businesses)
- 4. There are 12.3 million manufacturing workers in the United States, accounting for 9 percent of the workforce.** Since the end of the Great Recession, manufacturers have hired more than 800,000 workers. (Source: Bureau of Labor Statistics)
- 5. In 2015, the average manufacturing worker in the United States earned \$81,289 annually, including pay and benefits.** The average worker in all nonfarm industries earned \$63,830. Looking specifically at wages, the average manufacturing worker earned nearly \$26.00 per hour, according to the latest figures, not including benefits. (Source: Bureau of Economic Analysis and Bureau of Labor Statistics)
- 6. Over the next decade, nearly 3.5 million manufacturing jobs will likely be needed, and 2 million are expected to go unfilled due to the skills gap.** Moreover, according to a recent report, 80 percent of manufacturers report a moderate or serious shortage of qualified applicants for skilled and highly-skilled production positions. (Source: Deloitte and the Manufacturing Institute)
- 7. Manufacturing in the United States would be the ninth-largest economy in the world.** With \$2.1 trillion in value added from manufacturing in 2014, only eight other nations (including the U.S.) would rank higher in terms of their gross domestic product. (Source: Bureau of Economic Analysis, International Monetary Fund)



Karyn Burns

VP, Government Relations & Communications

Workers' Compensation Rule Changes Calling for Controversy

As you recall, the 2017 New York State budget included some significant reform for the State's workers' compensation system. The current system, widely regarded as antiquated, costly, and broken, received some much-needed attention by way of policy change last budget. Specifically, changes were mandated that required the Workers' Compensation Board to draw up new guidelines that would determine the level of impairment that people suffer when they get injured while at work. For example, the new guidelines would determine the severity of an injury, ranging from a twisted knee or carpal tunnel syndrome to injuries such as the loss of a limb or an eye while on the job.

Business groups like MACNY advocated for this change, and with good reason: because while the advancement of science and the ability to recover from certain injuries has vastly improved in recent years, the guidelines and awards given for such injuries has not. For example, an injury such as a twisted knee decades ago would take much longer to recover than it would today thanks to the significant advancement in medical science, however, the workers' compensation guidelines provide awards for such injuries that reflect the injury and recovery time from decades before, not in today's world. Therefore, business groups maintained that the guidelines were in need of updating to be better aligned with the times, and Albany agreed.

As an example, under the current system, an employee who suffers from a torn Achilles tendon would be awarded almost a year's pay.

With the policy proposals mandated as part of this year's budget, the Workers' Compensation Board has put forward the new guidelines and are now in the public comment period. Behind the scenes, unions and lawyers are squaring off over the changes, and some question whether a court challenge is a possibility. Stay tuned.

Join Us!

2017 Central Upstate Manufacturing Legislative Breakfast

October 26, 2017 - 8:00 AM to 11:00 AM
DoubleTree Syracuse; Carrier Circle

\$500 for a sponsorship (3 tickets included) or \$65 per Person

**To register visit www.macny.org/events and click on "Events" or contact
Julianne Pease at jpease@macny.org**



Cindy Oehmigen

Director of Energy and Corporate Services

Electricity in a Can: Keeping Your EV Fired Up

I began to formulate this newsletter topic several weeks ago, long before the advent of Irma. Whether global warming had a role to play in that or not, it did make me think about the greenhouse gas effect. Regardless of which side of the argument you find yourself, there is a growing number of other reasons to consider Electric Vehicles (EV) for your personal transportation.

- EVs are fun to drive
- EVs are easier and cheaper to fuel (by about 5 times)
- EVs are cheaper to maintain
- Switching to an EV is one of the biggest steps we can take to reduce dependence on oil and gas
- EVs are creating good American jobs
- EVs cut air pollution compared to conventional vehicles

On the list of challenges, two come to the top of the list:

- Initial cost and availability
- “Range Anxiety” (referring to the concern people have for the relatively short distance an EV can go on a charge and the limited number of charging stations, both compared to traditional vehicles)

There is notable growth in the popularity of EVs. They are much more common in Europe where long distance driving is not as common due, in part, to proximity and public transportation infrastructure.

Range Anxiety has created an opportunity for a local start-up company. The idea for Spark Charge emerged from typical circumstances. Josh Aviv, a recent Syracuse University Graduate (2014) had borrowed a friend’s Jeep. Before returning it to its owner, he stopped to fill the tank and took note of the out of pocket expense. He drove it for a short distance and noticed that the fuel gauge dropped rather quickly. He thought about the need to find something more environmentally friendly and economical and began to consider purchasing an EV. He

experienced Range Anxiety for himself. In discussions with friends, they came up with the idea to start a company that would follow the “gas station” model and install a network of charging stations to provide easy access for EVs all along the Thruway. This turned out to be much more difficult than he was prepared to support. He continued to problem solve and the result was Spark Charge. He and his partners, Bryan Morris and Jaydeep Sathe, are just introducing a portable charging station that fits in the trunk of a car.

The first version when finalized, will provide enough of a charge to drive 15-20 miles before needing to recharge the portable unit. Enough to get to a charging station. The great news is it requires only a 120-amp outlet to accomplish the recharge. Not unreasonable to make that happen while at work or in class. The design of this unit accommodates several versions of vehicle connections (not all EVs have the same connection).

Spark Charge has been formed as an LLC. The team is in the process of acquiring five patents, has written their business plan, has hired employees to get this off the ground, are finalizing a working prototype, and are working on getting the word out.

The next steps for the Spark Charge team is to develop a supply chain (they are adamant about sourcing locally), and find the resources necessary to put this unit into production. This is no small undertaking.

While this is a story about Spark Charge, it is also about the effective resources available in our community to support viable start-ups. Spark Charge credits their progress to several organizations.

Their patent search was facilitated by the New York State Science and Tech Law Center. They worked extensively with the Syracuse Center of Excellence (CoE). They have been significantly supported by Syracuse University’s Blackstone Launch Pad program, The Clean Tech Center (a program of The Tech Garden), and the Falcone Center for Entrepreneurship. They have won several business competitions including the grand prize at the NYS Business Plan Competition, Syracuse CoE Innovation Fund, the Panasci Business Plan Competition through Syracuse University’s Whitman School of Management, and RvD IDEA (Raymond vonDran Innovative and Disruptive Entrepreneurship Accelerator) Award. This is not an exhaustive list but representative of the help our community can provide.

It is also about the opportunities our manufacturers have to participate in green and renewable energy technology. As Spark Charge moves forward with production plans, they will be looking for suppliers, testing, and manufacturing partners. MACNY has and will continue to make these types of connections for manufacturers in this community and throughout New York State. To learn more, contact me via email at coehmigen@macny.org.

LIVE2LEAD

WHAT IS LIVE2LEAD?

LIVE2LEAD is an interactive broadcast facilitated by **David Freund, MACNY's Chief Leadership Officer**. It is a leader development experience designed to equip you with new perspectives, practical tools, and key takeaways. You'll breathe new life into your leadership during this information-packed day-long event. Learn from world-class leadership experts and return to your office ready to implement your new action plan and lead with renewed passion and commitment.

THE SPEAKERS



JOHN C. MAXWELL
Leadership Expert, *New York Times* Bestselling Author, and Coach



DAVE RAMSEY
Personal Money-Management Expert, Bestselling Author



CHERYL BACHELDER
Former CEO, Popeyes Louisiana Kitchen, Inc.



WARRICK DUNN
Former NFL Running Back, Partner of the Atlanta Falcons

WHAT YOU'LL GAIN

RENEWED ENERGY

Live2Lead is designed to deliver the very best leadership content that inspires and motivates all who attend.

NEW RELATIONSHIPS

Grow your own leadership as you connect with other influencers in your local community. Expand your network with relationships that produce tangible results.

NEW IDEAS

Live2Lead is a world-class leadership experience packed into a day-long format, full of rich content, key takeaways and easy-to-implement action plan.

EVENT DETAILS

DATE: Friday, October 20, 2017

TIME: 9 AM – Check In | 9:30 AM to 3:30 PM – Program, including lunch

LOCATION: The Lodge at Welch Allyn, Skaneateles Falls

PRICE: \$125 per person

ONLINE REGISTRATION: Visit <https://www.macny.org/live2lead/>



David Freund
Chief Leadership Officer

How's Your Planting Going?

I am sure you are wondering what has happened to Dave. He's talking about planting at a time when we are looking forward to the Harvest Moon, baskets full of apples, and very soon Thanksgiving. Well, nothing is wrong with me. I haven't forgotten the time of year at all. In fact, we are getting into one of my favorite times of the year, those weeks between Thanksgiving and Christmas. But I am still going to ask, how is your planting going? You see, we are planting seeds all the time. The question we need to continually ask ourselves is what kind of seeds are we planting?

I am sure you have heard it said more than once, "Whatever a man sows, that's what he reaps." All of us want to reap a bountiful harvest in our life. We all want to enjoy the "fruits of our labors," but if we sow bad seeds, we will reap bad results. Before we can talk about seeds, we need to ask ourselves what kind of fruit do we want to see growing in our lives? Once we have chosen the fruit, we can select the best seeds. Here are a few areas that we can focus on:

- **Personal & Professional Growth** – Are there changes you would like to make in your life to help you grow personally and professionally? I would hope that all of us would answer with a resounding YES to that question. Not one of us will be ready for tomorrow without planning to grow today. Change is inevitable, but growth is optional. Unless we are growing daily we are falling behind and eventually we will be obsolete. Take some time to think about your personal and professional life. What areas can you focus on for growth? It's actually quite simple. Pick an area of growth and start planting seeds. Do some research into that area and look for books, podcasts, or mentors that you can invest time in. I know you may think that you don't have time, but as Colonel Potter on MASH

would say HORSE HOCKEY! You do have time; you're just wasting it on others things. According to Global Web Index, the average time spent on social media has increased from 1.5 hours per day in 2012 to over 2 hours per day in 2016. Now I'm not saying that it is all bad. It depends on what you are looking at. How much television are you watching? In reality we do have time, we just need to reallocate some hours. How much time do you spend in the car? Why not listen to growth related podcasts or audio books as you drive?

- **Personal Relationship Growth** – How much time do you spend with loved ones. We all want great relationships, but we spend so little time planting the seeds that will grow into beautiful long-lasting relationships. It's like the man whose wife wanted him to say "I love you" more. His reply was "I told you I loved you when we got married, if that changes, I'll let you know." I can't imagine what fruits he is going to get from those seeds. Take some time and schedule quality time with those you want to build relationships with. When you are together, work to create experiences and memories. These will be the seeds that will bring wonderful fruit in the years to come.
- **Professional Relationship Growth** – How much time are you spending building relationships in your professional life? Are you intentional about asking great questions of those who are ahead of you in your professional development? Are you intentional in seeking mentoring opportunities where you can add value to others?
- **Community Relationship Growth** – So many people focus on their own personal success. What about the success of others? Are you taking the time to add value back into your community? I am sure that all of us wish our communities would improve. We all wish our schools would get better, but what are we doing to help them get better?

So, let me ask the question again, how is your planting going? If you plant well, your harvest will be plentiful.



Patty Clark
HR Services Manager

Why People Leave Managers, Not Jobs

A phrase I hear and read over and over in the business world is “people don’t leave jobs; they leave managers.” At first I thought, no that can’t be right, people leave jobs especially if the position is boring, low paying, or not challenging enough. Although this could be part of the reason an employee leaves a job, the more I read, the more I have learned the main reason an employee leaves is their manager. The reason or reasons can be found in phrases departing employees often use such as “lack of morale” or “communication is poor” or when they mention an unclear “career progression.” Most people, including managers, don’t blame themselves when an employee takes another job. They note a variety of reasons for the employee leaving, except the truth. Most of the time when an employee leaves a job it is the “decisions, the motivation, the atmosphere, the training, and the direction” made by the leadership. To avoid losing good people, we need to look at some of the things that managers do that send those good people elsewhere.

1. They overwork people – It is easy to give a good employee extra work, but it can be seen as a punishment if nothing else changes. An increase in salary, a promotion, or a change in title are all acceptable ways to recognize increased workload.
2. Good work and contributions are not recognized and rewarded – Don’t underestimate the power of a pat on the back. All employees like recognition from their manager, either in the form of a raise or via public recognition.
3. Commitments are not honored – Keeping promises made will go a long way in keeping good employees. Upholding a commitment will prove a manager to be trustworthy and honorable, two important qualities in a good manager.

4. Blaming others for your mistakes – Managers who blame others for their own mistake or single out someone on their staff in front of others for a mistake made, creates an anxious and fearful work environment. Managers should work with their team to correct the error and even take responsibility for mistakes made by their team.
5. The threat of being fired – Some managers threaten members of their team with being let go in an attempt to motivate them to work harder. Employees will look for a position at another company where they are appreciated and receive the respect they feel they deserve.
6. Failure to develop people’s skills – It is up to managers to continue to develop the skill set of talented employees and provide feedback. Otherwise they will become bored and complacent.
7. Holding people back – Sometimes managers sacrifice an employee’s career move for their own benefit, not wanting to lose a hardworking employee. In the long run, this move will have the opposite effect and force an employee to go elsewhere.
8. One of the last reasons people leave managers, not jobs, is when managers don’t let their staff pursue their passions. Studies have shown that people who are allowed to pursue their passions are more productive and experience “flow,” a euphoric state of mind.

To keep the best and most productive employees, managers need to think about how they treat their employees. They should treat employees in such a way they won’t want to leave.

Sources:

http://www.huffingtonpost.com/greg-savage/people-dont-leave-companies_b_4277535.html

<https://www.forbes.com/sites/travisbradberry/2016/11/30/6-stupid-things-managers-do-to-kill-morale/#60e81a0a51ad>

<http://www.talentsmart.com/articles/9-Things-That-Make-Good-Employees-Quit-172420765-p-1.html>

Hot Off The Line

Q - I was wondering what the guidelines regarding overtime are. Is there a way to make it mandatory? We currently do not have a formal policy and we are not a union facility.

A - Yes you can require employees to work overtime. You should be consistent and do what you have in the past as far as requiring overtime, also provide a reasonable notice for the need for overtime. As an employer, you should have a policy in your employee handbook so employees will know what is required from them when they are hired.

HR Stats & Facts

- Minimum wage outside of NYC, Long Island, and Westchester as of 12/31/17 will be \$10.40. *Source: <https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>*
- An average of 100 people choke to death on ballpoint pens every year. *Source: www.owlcation.com*
- According to a recent survey conducted by SHRM nearly 1/3 of organizations have increased their healthcare and wellness benefits as a way to compete for talent. *Source: www.shrm.org*

DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

C P I

Wage/Clerical	July	June	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	710.8	711.4	-0.6	-0.1%	1.6%
1982-84=100	238.6	238.8	-0.2	-0.1%	1.6%
Urban					
1967=100	733.3	733.8	-0.5	-0.1%	1.7%
1982-84=100	244.8	245.0	-0.2	-0.1%	1.7%
Unemployment Rates					
July - Onondaga County: 4.7; Metropolitan Syracuse Area (MSA): 5					

MEMBER FOCUS

COVANTA

Powering Today. Protecting Tomorrow.



Located in Jamesville, NY, Covanta Onondaga is the region's leading Energy-from-Waste (EfW) facility. Business Manager Kathleen Carroll recently met with MACNY Member Focus to answer a few questions about Covanta.

MACNY: WHAT DOES COVANTA DO?

KC: Covanta is a world leader in providing sustainable waste and energy solutions. Annually, Covanta's modern EfW facilities safely convert approximately 20 million tons of waste from municipalities and businesses into clean, renewable electricity to power one million homes and recycle approximately 500,000 tons of metal.

In addition, we have a vast network of treatment and recycling facilities which provide comprehensive industrial materials management services to companies seeking solutions to some of today's most complex environmental challenges.

MACNY: WHERE ARE YOUR PRODUCTS OR SERVICES SOLD?

KC: Covanta has a fleet of more than 40 EfW facilities across the United States and Canada. Our Onondaga facility converts nearly 1,000 tons of post-recycled waste into 39 megawatts of clean, renewable energy that is sold to National Grid, and used to power 32,000 homes in Onondaga County.

Covanta Onondaga also provides Secured Destruction services for Central New York businesses who require the destruction of sensitive materials and/or are interested in a more sustainable and responsible form of disposal.

MACNY: HOW IS YOUR BUSINESS DOING?

KC: We, like other waste businesses across New York State and the United States, have noticed an uptick in our waste volumes. Waste is a reliable indicator of the economy, as consumers typically buy more products and in turn, throw away more waste. This year, the Onondaga County Resource Recovery Agency (OCRRA), will be moving up towards the facility's New York State Department of Environmental Conservation permit limit of 361,250 tons. This is due partly from a change of an in-county recycling company bringing non-recyclable waste to OCRRA versus shipping it to an out-of-county landfill.

MACNY: WHAT ARE SOME OF THE CHALLENGES YOU ENCOUNTER OPERATING IN NYS?

KC: Several challenges we encounter are excessive regulations and a lack of affordable and convenient transportation for residents to visit the facility.

MACNY: TO WHAT DO YOU ATTRIBUTE YOUR COMPANY'S SUCCESS?

KC: The commitment of our staff which includes all levels of employees working to achieve a successful operating result each year and placing the safety of our fellow employees first.

MACNY: WHY ARE YOU A MACNY MEMBER? WHAT SERVICE OR RESOURCE DO YOU MOST UTILIZE?

KC: We are a MACNY member because of the organization's reputation and active role within the community. What we utilize most as a MACNY member is requesting MACNY's support during our permit renewal processes over the years. In addition, MACNY's large member base will be especially helpful to us as we target a larger customer market for our Secured Destruction business.



Kathleen Carroll,
Business Manager



APPRENTICESHIP UPDATE



Martha Ponge
Director of Apprenticeship

Apprenticeships - A Reflection *Past, Present, and Future...The Benefits are Timeless*

Recently my husband and I traveled on vacation to Nashville, TN. Nashville is a beautiful city and very welcoming to out of town visitors. While we were there, I picked up quite a bit of information on the history of apprenticeships and a reiteration of the skills gap across the nation.

The Past

A few miles outside of “The Music City” is the homestead of our seventh president, Andrew Jackson. During a tour of Jackson’s homestead, the Hermitage, we learned that Andrew Jackson came from very humble beginnings, was orphaned at a very young age, and was mostly home schooled. He was an avid reader and had little formal education in math, literature, and Latin. He began his career as an apprentice to two attorneys in private practice. He was an apprentice for four years and his training consisted of on the job learning with his employers as well as a great deal of reading from applicable texts and historical books that outlined the history of the law. Jackson went on to pass the Bar exam and became not only an attorney, but a judge, and then President (and an Army General too). A hugely successful apprenticeship story. Some of the companies in CNY are using apprenticeship programs to train for what would be considered highly professional jobs – for instance, BNY Mellon’s new apprenticeship in Data Analytics, the first of its kind in NYS.

The Present

Later that day, I toured the famous Hatch Print Shop. The shop has a rich history of 125 years of letterpress print making. They printed posters for both candidates of the 1928 presidential election, Elvis Presley’s first performance, and signs for traveling acts during the late 1800s. They are still actively printing custom posters today. The tour of their facility was fascinating; some of the blocks

being used are over 100 years old. They are still printing on machines from their original facilities and they still mix their custom inks by hand which allow them to create custom colors every time. The fact that the text blocks still exist and are still functioning allows the designers to spend more time on the designs. Current Hatch designers come in with degrees in graphic art, but little to no experience in the process of hand carving the blocks, setting type, or operating the presses. The process of learning is that of an apprentice; a combination of on-the-job learning supported by related instruction. Today, Hatch Print Shop employees are cross-trained on all steps in the process – ensuring that they stay competitive, having flexible production changes and keep costs down. Many of MACNY’s members also utilize cross training for the same reasons.

The Future

My husband and I decided that for this trip we’d use Uber and Lyft to get around. Travelling this way provided us the opportunity to meet many interesting people. We met Steve on Saturday night. Steve is an auto body technician during the week and an Uber driver during the weekend. We had an interesting discussion about how he began working in the field. His mom was instrumental in getting him into a technical school certificate program after seeing his older siblings struggle to find their way after four years in traditional college programs. Steve was chatty and spoke of how he enjoyed working in the auto body technician field for the past 10 years. Steve’s next comment came out of the blue but hit very close to home for me. He asked me if “up north” we struggle to find employees in skilled trade positions like they do in Nashville? His business continually struggles to keep up with the amount of work they have and he commented that they pay really well, yet they still can’t get enough good employees. The encounter reminded me once again that although the need for skilled technical workers is probably the biggest challenge for Central New York employers, we are not alone in our struggles – it is a challenge for employers across the country.

Apprenticeships are a timeless and proven method of developing a skilled workforce. We have some recent momentum in CNY with the MACNY Apprenticeship Program and many state and federally funded support programs for apprenticeship. However, we need many more CNY Manufacturing companies to take advantage of the programs that exist and use history’s teachings to guide us into the future.

For more information on how you can be involved in apprenticeship contact me at mponge@macny.org.



Joe Vargo
Executive Director
Partners For Education & Business

PEB Prepares The Future Workforce *Career Preparation Programs Impact Thousands*

PEB concluded the 2016-2017 program year in August with some impressive results. Over 4,000 students, teachers, and parents were impacted by programs, events, summer jobs, and other activities. These accomplishments would not have been possible without the 100 businesses and organizations in the region partnering with PEB to make the events and activities a reality.

In collaboration with MACNY, the CNY STEM Hub, the Building Trades, the Onondaga County Bar Association, IEEE, the Technology Sector, P-TECH partners, our loyal sponsors, and 100 committed business partners and government agencies, PEB has coordinated/helped to coordinate the following activities/programs/events:

- Barclay Damon Pipeline Internship Initiative
- Career Speakers
- Chestnut Restoration Project – SUNY Bio-Tech Center
- CNY Engineering Expo
- CNY Innovation Challenge Competition
- CNY STEM
 - AT&T STEM Summer Camp for Young Women
 - CNY STEM Scholarships
- CNY STEM Career Exploration Series
- CNY STEM Job Shadow Day
- CNY STEM Scholar Connection Networking Events
- Congressional Awards Program
- Construction Career Day
- Enterprise America at WCNY
- Girls in the STEM Workplace
- Girls World Expo
- Law Day Career Fair
- Le Moyne College Liberty Partnerships Program
- Manufacturing Careers Day
- Syracuse and Auburn P-TECH
 - CNY P-TECH Regional Employer Forum
 - Job Shadowing Program
 - Paid Summer Employment
 - Credit-Bearing Internships
 - Summer Bridge Program Speakers/Industry Challenge
 - Career Coaching Activities / Industry Visits Auburn
 - Career Coaching Activities / Industry Visits Syracuse
- Skaneateles Middle School Discover Your Talent Day
- Visit to the Onondaga County Criminal Courthouse
- Women in Engineering Day

WANTED: CAREER COACHES/MENTORS

Benefits include:

Smiles, Inspired Students, A Feeling of Achievement, Sincere Gratitude, Qualified Work Force

All you need is the simple desire to positively impact a student's career path. Make a difference and join the Syracuse or Auburn P-TECH Program –no experience required!

Contact Kathy Birmingham at kathyb@macny.org to learn more!



Manufacturing Careers Day



Special Guest
MaryEllen Elia, Commissioner
NYS Education Department



Event details

SRCTec

Friday, October 6, 2017

7:30am-9:30am

Light refreshments included

Register at macny.org

2nd site for students only



Manufacturing Careers Day is kicking off New York State’s Manufacturing Month. Over 100 events are being held statewide and 1,400 nationally.

The National Manufacturing Day website is www.mfgday.com

Business/Education Leaders Session

Registration and Networking 7:30am; Program 7:50am- 9:30am

SRCTec 5801 Taft Rd. North Syracuse- To register, click below



SPONSORSHIPS STILL AVAILABLE: Joe Vargo, PEB- joev@macny.org or 315-448-1012

WELCOME OUR NEW MEMBERS...

Casco Security Systems

Casco Security is the innovative leader in the design and installation of advanced security systems in Upstate New York. World Class Services from your Trusted Partner in Business and Home Security.

Visit them at: <http://www.cascosecurity.com>

Competitive Energy Services

Competitive Energy Services, LLC (CES) is an independent energy services company that advises the commercial, industrial, institutional, and non-profit sectors in managing energy costs in the competitive energy marketplace. CES was founded in 2000 by career energy professionals and now serves over 2,500 accounts across North America.

Visit them at: <http://competitive-energy.com/>

ENGIE Resources

ENGIE Resources is a licensed retail electricity provider offering electricity plans and related services to industrial and commercial customers in the United States. ENGIE is the retail energy subsidiary of ENGIE North America, Inc.

Visit them at: <http://www.engieresources.com/>

Falk Precision

Falk Precision is a technically advanced, fully capable, quality oriented manufacturing company driven by a highly skilled team. Since 1984, Falk Precision has been a depended upon provider for organizations of varied sizes.

Vist them at: <http://www.falkprecision.com>

Liberty Tabletop - Sherrill Manufacturing, Inc.

We are Sherrill Manufacturing and our brand is Liberty Tabletop, a family owned and operated business co-owned by Matt Roberts and Greg Owens. Created with pride in our Sherrill, N.Y. factory, which has been producing quality flatware for more than a century, Liberty Tabletop offers a variety of patterns designed to satisfy almost any taste. Now the only manufacturer of flatware in the United States of America, Liberty Tabletop creates high quality flatware at a competitive price. All of our items are produced using the finest quality 18-10 chromium/nickel stainless steel.

Visit them at: <http://libertytabletop.com/>

OSEA, Inc.

Since 1991, OSEA has become the premier consulting firm dedicated to providing expert consultation on Environmental, Health and Safety issues. OSEA is headquartered in Buffalo, NY and maintains full-service and staffed offices in Syracuse, NY; Charlotte, North Carolina and New York, NY. OSEA is also a certified Woman-Owned Business Enterprise (WBE).

Visit them at: <https://www.osea.com/>

Professional ERP Services, LLC

Professional ERP Services, LLC is dedicated to helping manufacturing companies of all sizes achieve improved performance and profitability through the power of Enterprise Resource Planning (ERP) solutions.

Visit them at: <http://www.pro-erp.com/>

If you know of companies that could benefit from a MACNY membership, please contact Julianne Pease at 315-474-4201 ext. 19 or jpease@macny.org.

Month at a glance... **OCTOBER**

- 3 ISO 9001:2015 Transition Implementation** - Time: 8 AM - 5 PM; Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Tara McInerney
- 3 TLT: Supervisory Leadership (5-day training)** - Time: 8:30 AM - 12:30 PM; Cost:\$750 per MACNY Member (\$675 per Individual Member) / \$950 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 4 Business Development Council: Content Marketing and Social Media for Manufacturers and Businesses** - Time: 8 AM - 10 AM; Cost: No cost for Business Development Council Members and Individual Members / \$40 for non-Business Development Council Members; Presenters: Greg Loh and Stephanie Crockett from Eric Mower + Associates
- 5 HR Council: How to Survive a DOL Audit** - Time: 8 AM - 10 AM; Cost: No cost for HR Council Members and Individual Members / \$40 for non-HR Council Members; Presenter: Lisa Allen, CHRS, CAS, CFC, VP, Regulatory Affairs at Relph Benefit Advisors
- 6 8th Annual Manufacturing Careers Day - Business/Education Leaders Session** - Time: 7:30 AM - 9:30 AM; No cost; SRCTec: 5801 Taft Rd., North Syracuse
- 12 ISO 9001:2015 Internal Auditor (2-day training)** - Time: 8 AM - 4 PM; Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney
- 12 Change Anything** - Time: 8:30 AM - 4:30 PM; Cost: \$595 per MACNY Member (\$535.50 per Individual Member) / \$795 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 12 Maximize Your Membership Session** - Time: 9 AM - 10 AM; No cost
- 13 Quality Professionals Council: Quality Manual Concepts Panel** - Time: 8 AM - 10 AM; Cost: No cost for Quality Council Members and Individual Members / \$40 per non-Quality Council Member
- 13 "The 21 Irrefutable Laws of Leadership" Mastermind Discussion Group**
This event is exclusive to Individual Members. To learn more, contact Julianne at jpease@macny.org.
- 17 HR Breakfast Briefing: Employee Theft, Dishonesty & Misconduct--Best Practices** - Time: 8 AM - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Chris Harrigan, Attorney, Barclay Damon
- 18 Safety Council: Telemedicine and Workers' Compensation** - Time: 8 AM - 10 AM; Cost: No cost for Safety Council Members & Individual/ Members / \$40 per non-Safety Council Member; Presenters: Deena Gray & Eileen Clinton
- 18 Forklift Operator Safety: Train-the-Trainer** - Time: 8:30 AM - 3:30 PM; Cost: \$300 per MACNY Member (\$270 per Individual Member) / \$500 per non-MACNY Member
- 19 The 7 Basic Quality Control Tools + 2 (4-day training)** - 8:30 AM - 12:30 PM; Cost: \$695 per MACNY Member (\$625.50 per Individual Member) / \$895 per non-MACNY Member; Facilitator: Cindy Oehmigen
- 19 Plant Engineers Council: CHA Energy Event** - Time: 4 PM (dinner to follow); Cost: \$25 per Plant Engineers Council Member & Individual Member / \$65 per non-Plant Engineers Council Member; Location: CHA: One Park Place, 300 S. State Street, Syr.
- 20 Live2Lead Broadcast at The Lodge at Welch Allyn** - Time: 9 AM - 4 PM; Cost: \$125
- 20 Technology Council: Multi-Layer Cyber Security** - Time: 8:30 AM - 10:30 AM; Cost: No cost for Technology Council Members & Individual Members / \$40 per non-Technology Council Member
- 24 Lean - Six Sigma & Structured Problem Solving Yellow Belt Classroom (2-day training)** - Time: 8:30 AM - 4:30 PM; Cost: \$500 per MACNY Member (\$450 per Individual Member) / \$700 per non-MACNY Member
- 25 Mastering Emotional Intelligence, Level 1** - Time: 8:30 AM - 4:30 PM; Cost: \$495 per MACNY Member (\$445.50 per Individual Member) / \$695 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 26 Central Upstate Manufacturing Legislative Breakfast at The DoubleTree, East Syracuse** - Time: 8 AM - 11 AM; Cost: \$65

Unless otherwise noted, all events and classes are held at MACNY Headquarters, 5788 Widewaters Parkway, Syracuse, NY 13214



The Manufacturers Association

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www.macny.org

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