

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | OCTOBER 2022

MANUFACTURING MONTH 2022



October is New York State's official celebration of Manufacturing Month, which annually kicks off on the first Friday of the month with National Manufacturing Day! It is an opportunity for manufacturers to open their doors to provide tours of their facilities to educators and students. Employers can showcase their innovative technology, demonstrate how local products are made, and inspire the next generation to pursue careers in manufacturing.

Alongside Partners for Education and Business, Inc., we will kick off New York State's Official Manufacturing Month on October 7th with our annual Manufacturing Day event. Throughout the entire month, we will offer opportunities to engage students, teachers, business leaders, career coaches, and community leaders on promising careers in technology and manufacturing. Now is the time to get involved so your company can be highlighted during Manufacturing Month.

Learn more at <https://macny.org/manufacturing-month> or contact pebteam@macny.org. **Read more on page 3.**

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UPCOMING MACNY EVENT SPOTLIGHT:

Legislative Breakfast

October 11th from 8 - 10:30 AM | The DoubleTree Hotel

Each year, this event serves as a regional opportunity for manufacturers and business leaders to meet with their local, state, and federal representatives to discuss issues that are pertinent to the manufacturing community.

The event begins with a meet and greet with elected officials, followed by a plated breakfast, a legislative update, and a panel discussion.

**REGISTER
NOW**



Live2Lead: A John Maxwell Event Broadcast and Discussion

October 28th from 9 AM - 3 PM | The Lodge in Skaneateles

What is LIVE2LEAD? LIVE2LEAD 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 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.

This year's speakers include:

- John C. Maxwell, #1 New York Times Bestselling Author, Coach, and Speaker
- Doris Kearns Goodwin, World-renowned presidential historian, public speaker, and Pulitzer Prize-winning, New York Times #1 best-selling author
- Eric Thomas, Critically acclaimed author, World-renowned speaker, educator, pastor, and audible.com Audie Awards Finalist
- Patrick Lencioni, Founder and president of The Table Group,
- Tim Elmore, Author, leadership expert, speaker, and Founder and CEO of Growing Leaders



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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

MANUFACTURING MONTH 2022



Together, the MACNY and Partners for Education & Business, Inc. (PEB) team is focused on three goals throughout the year: creating excitement for careers in manufacturing and technology; improving education and skills training; and fostering connections between education, the workforce, and employers. We believe continued, focused awareness about manufacturing careers and other career pathways are a critical component to maintaining Central New York's, and all of New York State's, economic vitality.

In October, we are celebrating National Manufacturing Day and Manufacturing Month here in New York State. We will kick off New York State's Official Manufacturing Month on October 7th with our annual Manufacturing Day event. Throughout the entire month, we will offer opportunities to engage students, teachers, business leaders, career coaches, and community leaders on promising careers in technology and manufacturing. Now is the time to get involved so your company can be highlighted during Manufacturing Month. Contact pebteam@macny.org to learn more.

One of the most effective ways to recruit and retain a skilled and ready workforce is early engagement. Our team focuses on bridging the gap between industry and schools by bringing students and teachers into local companies to learn about what is being produced in their own backyards and the numerous opportunities existing right here in Central New York. A career in manufacturing can result in a lifetime of success. High paying, plentiful, engaging, and long-term careers are available in the technology and manufacturing sectors for those who choose to seek them. On October 7th, WestRock – Solvay Mill, Gear Motions, Knowles Precision Devices, and Schneider Packaging will open their doors to students and teachers in order to educate and provide awareness of the many benefits of a career path in manufacturing. In my opinion, there is no better way to kick off Manufacturing Month than with this wonderful annual Manufacturing Day event!

I want to thank the many local manufacturing companies who share in our collective vision and are participating not only on October 7th but throughout the year in our efforts to engage local students. If your company is not actively engaged, now is the time to do so. You can join over 100 companies who intentionally volunteer their time, talent, or resources by visiting www.macny.org/peb-volunteer-interest.

Without you and your dedicated employees, our mission and everyday efforts would not be possible. Thank you for helping us build tomorrow's workforce today!

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

STATE AND LEGISLATIVE FUNDING TO BOOST CHIPS MANUFACTURING



To address the national semiconductor chip shortage, lawmakers on the state and federal levels have been advocating for legislation designed to increase domestic semiconductor manufacturing, tackle supply chain vulnerabilities, create advanced manufacturing jobs, revitalize research and technological opportunities, and strengthen economic and national security. Here is an overview of two new important laws:

Federal Legislation - In August, President Joe Biden signed an Executive Order to implement semiconductor funding in the historic CHIPS and Science Act of 2022 (**H. R. 4346**). U.S. Senate Majority Leader Chuck Schumer championed this legislation and continues his efforts to bring chip manufacturing to the White Pine Commerce Park in Clay. Recently, MACNY President & CEO Randy Wolken joined Senator Schumer and other federal, state, and local leaders at an on-site press conference to reiterate how this new federal investment would potentially attract major new employers to the region. Specifically, the new law provides millions of dollars in funding to deliver federal incentives to build, expand, or modernize domestic facilities and equipment for semiconductor fabrication, and for assembly, testing, advanced packaging, or research and development. Further information on the CHIPS and Science Act of 2022 can be found here <https://www.commerce.senate.gov/services/files/CFC99CC6-CE84-4B1A-8BBF-8D2E84BD7965>.

State Legislation - Governor Kathy Hochul subsequently signed the Green CHIPS bill (**S.9467/ A.10507**) into law. Green CHIPS amends the Excelsior Jobs Tax Credit program, which provides incentives based on job creation and company investment, by adding a new Green CHIPS category to the program. This law will help New York conform to the requirements of the federal program, enhancing its competitiveness to attract new semiconductor manufacturing and related material supplier projects to our state. Assemblyman Al Stirie sponsored the bill in the State Assembly. On the Senate side, Senator Jeremy Cooney

was the sponsor of the bill – with additional Central New York legislators supporting and voting for the legislation in both houses. Further information can be found here www.nysenate.gov/legislation/bills/2021/a10507.

These state and federal CHIPS bills, along with other key pieces of legislation, were part of MACNY's discussion with state legislators this past summer when we held our legislative speaker series. As part of this series, NYS Assemblyman Bill Magnarelli visited Armoured One, followed by NYS Assemblyman Al Stirie who toured Syracuse Label & Surround Printing. We will continue to schedule these popular and effective events over the next few months.

We also look forward to **MACNY's Annual Legislative Breakfast scheduled for October 11, 2022, at the DoubleTree Hotel in East Syracuse**. Several elected officials will be attending the meet-and-greet portion, and the event panel discussion will focus on manufacturing issues such as workforce challenges and initiatives, taxes, and energy.

Please consider registering for this event, if you have not already done so, by visiting macny.org/events or scanning the QR code below.



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Incentive offers vary by service territory for National Grid customers. These programs are funded by the energy-efficiency charge on all customers' gas and electric bills, in New York and Massachusetts per state regulatory guidance.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

LIVE2LEAD



Later this month, MACNY will host our 7th Live2Lead broadcast. As a member of Maxwell Leadership's Executive Program, I have the privilege of purchasing a site license so I can share this amazing experience with you. With the event right around the corner, I thought I would share why I attend each year.

Life is hard. Now don't get me wrong, I am not down on life at all. In fact, I am really blessed and love my life, but it's still hard sometimes. People can be really annoying, and there are times when being a leader stinks. Being a parent stinks sometimes, and if we will all be honest, being a spouse can stink sometimes. Now you are all wondering what this has to do with Live2Lead. After attending six Live2Leads, I can tell you that I have learned things at each event that have helped me embrace and benefit from the hard times in my life, equipped me to be a better leader, resourced me as a parent, and helped me be a better husband. Live2Lead brings thought leaders from various backgrounds and walks of life into one room for a day of personal and leadership development with practical takeaways that you can begin using immediately.

At my first Live2Lead, Valerie Burton touched me with her teaching on having a positive life stance. She reminded us that smiling takes fewer muscles than frowning. By sharing from her own life, she revealed that problems are actually opportunities just waiting to be realized. A more humorous takeaway was that putting a pencil between your teeth makes you feel happier. You should try this; it really works. I can't tell you how many times I have had a family member ask me if I need a pencil.

A few years later, Liz Wiseman showed me that strengths and giftedness in my life could actually be a hindrance to my leadership. She gave a teaching on "Accidental Diminishing Tendencies," and low and behold – they flow from our giftedness. She taught me to find the native genius in people by sharing stories about her son, who built a fort on the roof of their house and stitched up his own cut with needle and thread while she was out of town on business.

Jamie Kern Lima encouraged me to stick with our convictions and persevere despite harsh personal attacks. Simon Sinek

introduced me to the Golden Circle. I learned that people don't buy what you do; they buy why you do it. Dan Cathy taught me how Chick-fil-A was able to create restaurants that people stand in line to visit. I also love that every year, I learn the newest teachings from my mentor and friend, John Maxwell.

This year's event features Tim Elmore, CEO and Founder of *Growing Leaders*. Rumor has it that Tim will talk about embracing the diversity of the generations in the workforce. This should be really good! We will also hear from L2L favorite Patrick Lencioni; Eric Thomas; New York Times best-selling author Doris Kerns Goodwin; and of course, John C. Maxwell.

This isn't a class. This is an all-day leadership retreat packed with content delivered in a setting only The Lodge can offer. An opportunity to learn, share, and grow with the best and brightest minds in Central New York. Please plan on joining me. You won't be disappointed.



**SCAN TO
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NEW MEMBER SPOTLIGHT

AMERITOOL MFG, INC.

Ameritool is a leading manufacturer of stainless-steel gas springs and dampers. | ameritoolmfg.com

AMERICAN FASHION NETWORK

American Fashion Network is a certified women-owned business that specializes in corporate work wear, safety wear, outerwear, golf apparel and accessories, physical training uniforms for the USMC & Air Force, promotional clothing, and swag. | americanfashionnetwork.com

AGRANA FRUIT

AGRANA Fruit is passionate about refining agricultural raw materials to high quality products for local producers as well as multinational companies in the food and beverage industry. | us.agrana.com

NATIONAL BOTANICAL COMPANY, LLC

National Botanical is a startup company looking to produce cannabis-related products.

CT PRECISION MANUFACTURING

CT Precision Manufacturing has a diverse experience in injection molding, toolmaking, design, engineering, and all facets of machining and manufacturing | cantech-mfg.com

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JOIN THE FUTURE OF NEW YORK INNOVATION



Division of
Science, Technology
& Innovation

New York State Innovation Summit
October 25-26, 2022 | Buffalo, NY



NYSTAR and FuzeHub invite you to join us for the New York State Innovation Summit this October at the Buffalo Niagara Convention Center. This multi-day event is for NYS organizations that want to showcase and discover new and emerging technologies that support innovation and drive business growth.

Here are five reasons you should attend the Summit:



See the Latest in NYS
Manufacturing & Technology



Watch Startups
Pitch for Funding



Network with Professionals
from across New York State



Meet with New York
State Resources



Hear from Industry Leaders
on a Range of Topics

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PARTNERS FOR EDUCATION & BUSINESS

Amy Stewart, Workforce Development Specialist

JUMPSTARTING INTO REGISTERED APPRENTICESHIP



We are in the middle of a college loan crisis. And employers are in dire need of workers. What are we going to do? How do we solve these large-scale challenges? New York State Registered Apprenticeship can be an answer for these gaps!

A Registered Apprenticeship benefits both the employer and the apprentice: there is a training structure with accountability, access to grant funding, and a means for labor vacancies to be filled. To top it off, the apprentice gets to earn while they learn! I never encountered a student who enjoyed working retail or food service in order to pay for college. However, most students have only heard messaging that college is the only pathway to a career.

We want to change that through the Manufacturers Association Youth Apprenticeship Program. The initiative is modeled after the Finger Lakes Youth Apprenticeship Program (FLYAP) through the Rochester Technology & Manufacturing Association. FLYAP has exploded over the last three years, with nearly 500 students engaging in career exploration opportunities at 150 businesses in the region.

So, what is youth apprenticeship? “Youth apprenticeships offer local advanced manufacturing companies the opportunity to grow their pipeline with young talent interested in the industry,” said Rich Turner, Director of Workforce Development at RTMA. “These programs also expose high school students to high-demand careers that feature great pay and benefits, state-of-the-art training, and room for advancement.” It specifically includes job shadows and paid internships at local manufacturing companies and the opportunity to enroll in college-level classes, paid for by a local employer. This on-the-job training and coursework may jumpstart students into a NYS Registered Apprenticeship when they turn 18.

The MACNY Youth Apprenticeship Program is launching this fall, and it will entail:

- Targeting 11th and 12th grade students at least 16 years old.
- All participants complete interviews. Employers and students are then matched according to ranked preferences.
- Students complete job shadows of 4-20 hours during the spring of 2023.
- After job shadows are completed, students can potentially intern, work part-time, and take college classes. High school seniors can begin a Registered Apprenticeship or seek employment as well.
- Targeting Cayuga, outer Onondaga, and Oswego counties, with plans to expand to Syracuse in the fall of 2023!

The Youth Apprenticeship Program student applications are due on October 15th. If you know any students who would be interested in applying, share the QR code below. If your company wants to participate, find out more information by scanning the QR code below.

Thank you to our education and employer partners for supporting this new and critical initiative!



**SCAN
ME**

WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

HOW IT WORKS: SUCCESS WITH THE INDUSTRIAL MANUFACTURING TECHNICIAN TRADE



The U.S. Department Of Labor recently published one of our Registered Apprenticeship success stories on their apprenticeship.gov website. We're excited not only because it's a good story; it demonstrates success with a pathway that we champion for any employer utilizing Registered

Apprenticeship: using the Industrial Manufacturing Technician (IMT) trade as the first step in an advanced manufacturing career.

An IMT apprentice has options at the successful completion of this 16-month trade:

- Go on to a more specialized apprenticeship, like the 4-year Electro-Mechanical Technician (EMT) trade, with 16 months and a third of the classroom requirement already satisfied.
- Pursue a degree; or
- Stay in this position and train others.

The beauty of it is that an employer can hire a candidate straight out of high school and offer them a Journey Worker credential while they become acclimated to the manufacturing environment. There is much for job seekers to love about this! Just read the story of Adrian Sanchez Brito, an IMT apprentice in a program sponsored by MACNY Alliance Partner, Center for Economic Growth (CEG) in the Albany area, excerpted here.

Registered apprenticeship success story:

*Adrian Sanchez Brito,
GF Fab 8 Maintenance Technician Apprentice*

For Adrian Sanchez Brito, working at GlobalFoundries (GF) in Malta, N.Y, is a family affair. Adrian credits his father and mother, both employees at GF, with the inspiration to pursue a job there upon graduation. Adrian's parents encouraged him to do well in school, get good grades, and consider joining a company that could offer him great career opportunities, such as the GF Maintenance Technician Apprenticeship program at GF's Fab 8

semiconductor manufacturing site and headquarters. That is exactly what Adrian did. He joined GF right out of high school and was one of the first employees to start the apprenticeship when it launched in January 2021. At the age of 20, Adrian is pursuing his career in semiconductor manufacturing and continues to grow his skills through the benefits of college and hands-on training offered by the apprenticeship...

Adrian's future career goal is to become a Mechanical Engineer at GF. His school counselors advised him to go to college and to get a degree to realize that dream. With grades good enough for college, Adrian decided instead to heed his parents' advice, and get college classes paid for through the apprenticeship at GF. He states that he appreciates this aspect of the GF apprenticeship and likes the fact that he gets to work on something he really enjoys while earning college credits at Hudson Valley Community College. Once Adrian completes the apprenticeship, he can use GF's tuition reimbursement benefit to complete his associate degree and beyond.

GF Workforce Development Lead, Tara McCaughey, asserts, "It's great to hear Adrian's perspective. It demonstrates a very successful pathway for those interested in working in an exciting field and earning college credits at the same time right out of high school."

Let us know how we can help you to set up your own program using the IMT trade to recruit, hire, train, and retain our emerging workforce. And if you missed our recent webinar on this subject, featuring Ross Berntson, CEO of Indium Corporation, please visit www.tinyurl.com/mrxzdmhn to access the recording.



**Learn more about
Registered
Apprenticeship**

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

BLUE ENERGY: A HORSE OF A DIFFERENT COLOR



A few weeks ago, MACNY was asked to host a roundtable event for Constellation Energy. The President/CEO was touring New York and wanted to meet with some of their customers to learn what challenges and opportunities were in the forefront of their minds.

As a preferred MACNY supplier, we were happy to do that. It went well. There was a lot of engaging conversation and exchange of ideas.

One of my take-aways was that I still have a lot to learn about the energy arena. I have been led to believe that European countries are further ahead than the U.S. in the pursuit of green energy. I still think that is true. What was enlightening to me is that there is a huge opportunity in Blue Energy. I didn't know such a thing existed. I have had some conversations with others, and it has become clear to me that I am not alone in my ignorance. I thought it might be worthwhile to share with others what I now understand.

In the simplest of terms, Blue Energy is about leveraging the electromechanical power derived from the interaction of water and salt, otherwise known as "osmotic power." The ocean gives us a very large amount of research material.

"But how exactly can this method generate energy? Just look at fresh water and sea water. Imagine on one side of a tank there is fresh water, and the other side there is sea water. The only thing standing between the two tanks is a semi-permeable membrane, which allows only water molecules to pass through. The sea water is going to naturally have a much higher salt concentration than the fresh water, and that large difference will cause the molecules from the fresh water side to rapidly pass to the sea water side. This causes pressure that can be turned into electricity," explained Andrew Herring, Vice Chair of ECS's Energy Technology Division.

Several months ago, I wrote an article that discussed the research that was being conducted in Israel to develop a battery using this technology. I didn't know it was such a growing industry

nor that it was labeled Blue Energy. Creating stored energy, like batteries, is just one path of research and development. There is also research going on to utilize this through a salt water computer (powered by salt in water). Iontronics could potentially be paired with the human body to enhance delivery of drugs in the body. Another notable potential is water splitting (splitting of hydrogen and oxygen). The 'harvesting' of hydrogen gives us a cleaner fuel than natural gas and does not contribute to the carbon footprint when burned. The by-product of the harvest is oxygen. I'll take that. Blue energy is just the tip of the iceberg when it comes to the energy/water nexus. In other areas of the field, researchers are working on developing membranes for more efficient water treatment, creating electrochemical devices to recycle dangerous fertilizer runoff to prevent algae blooms, processing urine to produce clean water and hydrogen as a byproduct, and much more.

"There's a lot of work to do and the issue is complicated," Herring said. "But I know that the ECS scientists will end up making the awesome new materials and devices that solve all of these issues."

MACNY has been working with a hydrogen developer, Daroga to enlist companies willing to participate in a pilot program to infuse their natural gas supply with a small percent of hydrogen. Our intention is to support the creation of a hydrogen hub in the northeast. Meeting the goals of carbon reduction is not an easy lift, but I am encouraged to learn there are many avenues that are emerging to help NYS move forward.

If you didn't know about Blue Energy before and now have a cursory knowledge of what it is, I have accomplished my goal.

Source:

- <https://tinyurl.com/y2zke6bd>

TRAINING AND EVENTS OCTOBER

Introduction to Data Analytics

Oct 3 | 8:30 AM - 12:30 PM

Training Within Industry: Job Relations

Starting Oct 3 | 1 - 3 PM

Personal Development Series: Planner & Productivity

Starting Oct 5 | 12 - 1 PM

Supply Chain Management Workshop

Oct 6 & 7 | 9 AM - 12 PM

MS Project 2019/2021: Part 2

Oct 7 | 9 AM - 5 PM

OSHA 10-Hour

Oct 10 & 11 | 8 AM - 2 PM

Developing and Implementing an Effective Training and Competency System

Oct 11 | 8 AM - 12 PM

Legislative Breakfast

Oct 11 | 8 - 10:30 AM

Conflict Avoidance: Can't We All Just Get Along?

Oct 12 | 9 AM - 12 PM

Blueprint Reading: Level 1 (Basic)

Oct 12 & 13 | 12 - 4 PM

Forklift Operator Safety

Oct 13 | 8:30 AM - 3:30 PM

MS Excel for Office 365 - Part 1

Oct 13 | 9 AM - 5 PM

Strategic Sourcing Workshop

Oct 13 & 14 | 9 AM - 12 PM

Maximize Your Membership

Oct 13 | 9 - 10 AM

MS Excel for Office 365 - Part 2

Oct 17 | 9 AM - 5 PM

Supplier Quality Auditing Training

Oct 18 | 8 AM - 12 PM

SIF Avoidance, Incident Reporting & Investigations

Oct 19 | 9 - 10:30 AM

Blueprint Reading: Level 2 (with GD&T)

Oct 19 & 20 | 12 - 4 PM

Relational Habits at Work, That Work

Oct 20 & 21 | 9 AM - 3 PM

Project Management Workshop

Oct 20 & 21 | 9 AM - 12 PM

MS Outlook for Office 365 - Part 1

Oct 24 | 9 AM - 5 PM

Business Analytics Certification Prep Course

Starting Oct 24 | 9 AM - 12 PM

Microsoft 365 Office for the Web Productivity Apps

Oct 25 | 9 AM - 5 PM

Federal Labor & Employment Law Training

Oct 27 | 8:30 AM - 12 PM

Email Etiquette & Crafting Workshop

Oct 27 | 9 AM - 12 PM

Live2Lead 2022: A John Maxwell Event Broadcast and Discussion

Oct 28 | 9 AM - 3 PM

To register for training or an event, visit macny.org/events or scan the QR code.

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