

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | APRIL 2023

CELEBRATING 110 YEARS OF INNOVATION AND MANUFACTURING EXCELLENCE



On April 22 of this year, MACNY celebrates our 110th anniversary. For every year we've been in existence, we have also celebrated the accomplishments of our members and the importance of their contributions to our region at our Annual Celebration of Manufacturing.

Once again this year, we plan to host over 500 guests on May 11 at The SRC Arena & Events Center in Syracuse, NY. We hope you'll join us as we celebrate our members and the outstanding products and exceptional services they provide while contributing to the economic vitality and sustainability of our region. In addition to the excitement of a cocktail hour and networking over dinner, we will also be honoring MACNY member companies celebrating milestone anniversaries, two Manufacturers Wall of Fame inductees, and our Innovator of the Year award recipient.

We're excited to announce this year's **Innovator of the Year** award will be presented to **Brent Zerkle, Director of Prototyping and Vice President of Cryomech**, for his work on various projects within Cryomech's research and development, production, and manufacturing teams throughout his tenure with the company. Brent was nominated by his Cryomech colleagues Rich Dausman, President; Parminder Banga, Engineering Manager; and Arifin Budiwardjo, Business Development Manager. In the nomination they shared, "Brent is a true innovator in

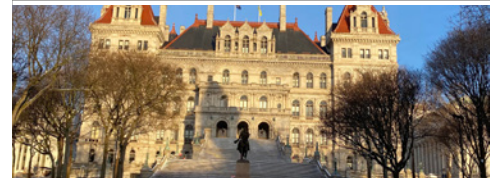
manufacturing. He has the unique ability to turn abstract ideas into actual products. He has been instrumental in the success and growth of Cryomech over the past 40 years."

In the coming weeks we will also be announcing our Manufacturers Wall of Fame inductees. Since 2001, MACNY has honored executive-level leaders in manufacturing as inductees into the Manufacturers Wall of Fame. These recipients have displayed exceptional leadership while navigating through today's complicated economic conditions. These leaders tend to share four key characteristics: They are humble, curious, caring, and dedicated.

Each year, inductees are selected by former Manufacturers Wall of Fame recipients based on criteria including revenue growth, capital investment, leadership, employee training programs, production quality, energy conservation, philanthropy, and any other factors contributing to growth and sustainability within a company or industry. We look forward to announcing more details soon and hope you will join us in honoring their accomplishments at this year's Annual Celebration of Manufacturing.

Please join us on Thursday, May 11 for our largest, most exciting event of the year. Reserve your seat, table, or sponsorship opportunity today by contacting Cindy Nave, Chief Member Engagement Office, at cnave@macny.org.

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Opportunities for you and
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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

TOP MANUFACTURING TRENDS FOR 2023



In January, the National Association of Manufacturers (NAM) released its Top 8 Manufacturing Trends for 2023; it is a guide to the challenges and opportunities ahead as identified by NAM. Rising trends that we should look for this year and for years to come include:

1. Key emerging technologies
2. Supply chain challenges and resilience
3. Talent disruptions and opportunities
4. Cybersecurity risks
5. Post-pandemic growth
6. A challenging near-term economic outlook
7. Sustainability
8. The creation of roadmaps on what manufacturing looks like in 2030 and beyond.

The report by NAM can best cover all eight of these trends. There are two I think are worth spending some time discussing: the rapid movement to advanced and emerging technologies, and the creation of roadmaps on what manufacturers will look like in 2030 and beyond.

Manufacturers are investing in many new technologies, including artificial intelligence, virtual reality, machine learning, automation, and robotics. Of those, I believe the areas of critical investment are automation and robotics. Both can result in enhancing workers' abilities. Also, these technologies require the use of more high-skilled employees. MACNY members have achieved this outcome by upskilling employees through training and the use of Registered Apprenticeships. The workforce shortage has been an ongoing challenge. Using new technologies helps manufacturers and their team members become more resilient, efficient, and profitable.

The creation of roadmaps into the future of manufacturing is closely related to the investment in emerging technologies. Global trends like population growth, rapidly increasing middle classes, persistent worker shortages, and increasing interconnectedness require manufacturers to prepare for what

is coming. Understanding what the factory of the future looks like is vital. I like to remind my team that the future is always created twice, once in our minds and then in reality. Planning for the factory of the future is an urgent need for today, and we cannot wait until the future arrives. Manufacturers can do this by looking at what is happening within their industry, adjacent industry sectors, and the economy at large. Talk with other MACNY members, visit facilities to see what technology is used now, and explore deep conversations about what is possible today for manufacturers. Our MACNY Council offerings provide great opportunities for members to meet and experience firsthand what other manufacturers are doing within their facilities. It's a great way to begin to asking what your future factory will look and operate like.

MACNY is excited about the future. These top eight trends, as identified by NAM, are an excellent place to begin to imagine the future. We are always interested in what you see as the



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emerging trends for this year. Please share your insights and needs with us as you pursue your future success. I believe there is a very bright future for manufacturing here in Central and Upstate New York because of your ongoing efforts. Thanks for all the investment you have made in creating such a great place to make things.

GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

ADVOCACY THAT MATTERS



Manufacturing Advocacy Day Recap

Manufacturing Advocacy Day was back in-person on March 1 in Albany after a two-year hiatus due to the public health emergency.

While it's been many years for many of us since our last American government class, most recall the First Amendment of the Bill of Rights to the U.S. Constitution – “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.”

It is the sometimes less famous and remembered last phrase, “The right of the people peaceably to assemble, and to petition the Government for a redress of grievances” that Americans have embraced for 200+ years and the Manufacturing Alliance of New York practiced last week.

Manufacturing Advocacy Day 2023 included 27 organizations – ranging from the Manufacturers Alliance of New York and MACNY to individual Alliance and MACNY members – meeting with 25 elected members from the New York State Senate and New York Assembly from both major political parties.

Participants were arranged in four issue area groups and led by one or more of MACNY staff members; Randy Wolken, Michael Frame, Amy Stage, Colleen Blagg, Karyn Burns-Gerling, and Matt Geitner; Ostroff Associates staff members Rebecca Marino, Casey Marvell, and Amy Kramer; and, Ignite LI Executive Director Patrick Boyle.

As you know, the issues before the New York State Legislature remain fluid during Session and MACNY monitors and advocates

on all issues of concern to membership through the end of Session. On March 1, the immediate issues were full funding of \$1.75M for the Manufacturers Intermediary Apprenticeship Program (MIAP) – the Manufacturers Intermediary Apprenticeship Program; tax parity for all manufacturers by extending the zero percent corporate franchise tax for manufacturers organized as C Corps to include pass-through manufacturers or S Corps (S.4064/A.4168); ensuring continued reliable, accessible, and affordable energy during the implementation of the Climate Leadership & Community Protection Act (CLCPA); and maintaining the current public and private system of providing health coverage insurance for New Yorkers instead of a public single payer system only.



MACNY and the Manufacturers Alliance of New York are especially proud of the strong advocacy for full funding of the MACNY MIAP program led by State Senators John Mannion of Central New York and Sean Ryan of Western New York, and tax parity for manufacturers through bill sponsorships by State Senator John Mannion and State Assembly Member Al Stirpe of Onondaga County.

For the luncheon keynote address, New York State Assembly Economic Development, Job Creation, Commerce, and Industry Committee Chair Harry Bronson of Monroe County shared his personal story of perseverance demonstrating the possibilities of success through family, hard work, and education.

Manufacturing Advocacy Day participants received warm welcomes and appreciation for continuing to manufacture, innovate, and support local communities through employment and community outreach in the Empire State.

SNAPSHOTS OF THE DAY

BROOKLYN CHAMBER OF COMMERCE (LEFT)

Kabreel McEachin (left), from Brooklyn Chamber of Commerce, shares successes of inclusion of Brooklyn Chamber in the MACNY MIAP Program.



MANUFACTURING ALLIANCE TABLE (BELOW)

(Left to Right) Bob Coyne, Rochester Technology & Manufacturing Association (RTMA); Peter Ahrens, Buffalo Niagara Manufacturers Alliance (BNMA); Matt Geitner, MACNY, The Manufacturing Association; Harold King, Council of Industry of the Hudson Valley (COI); Frank Falatyn, Fala Technologies Inc.; and Martin McGill, Allendale Machinery Systems.



HARRY BRONSON TABLE (RIGHT)

(Top Center, Left to Right) Manufacturing Day 2023 Luncheon Speaker and NYS Assembly Economic Development, Job Creation, Commerce, and Industry Committee Chair Harry Bronson (D-Rochester); Bill Robbins, RubberForm Recycled Products; Miranda Cookingham, OptiPro Systems; Karyn Burns-Gerling, MACNY, The Manufacturers Association; Alison Swartz and Lisa Pimpinella, ESD Association; Patty Rechberger, FuzeHub, and Randy Wolken, MACNY, The Manufacturers Association. of the Hudson Valley (COI); Frank Falatyn, Fala Technologies Inc.; and Martin McGill, Allendale Machinery Systems.



LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

IT'S TIME FOR PLANTING



The days are getting longer, the sun is much warmer, and it's time to put my skis away. As much as I love winter and the look of freshly fallen snow, I will admit that spring in Central New York is very special. The trees are budding, the grass is greening up, and for all my gardening friends, it's planting time.

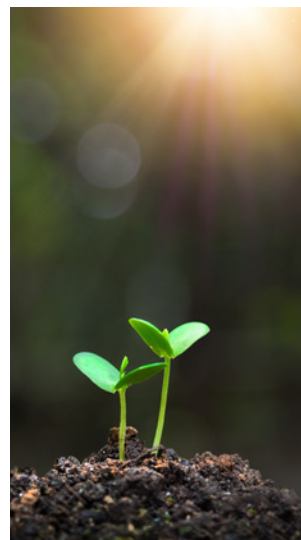
I must confess that I am not much of a gardener. Years ago, I planted a vegetable garden with my kids, but life seemed to get in the way. With the Regional Market and farm stands so close, I have given that task to others. As I reflect on planting time, I recognize that as leaders, we need to be busy planting seeds all the time; just as the gardener has a plan, so should we.

Before the gardener starts planting, there are several questions they must first answer, what will I plant? Is it time to plant outside, or do I need to begin in a more controlled environment? What kind of soil do I have? Do I need to alter it to facilitate and nurture plant growth?

Growth is a cornerstone to effective leadership. Leaders who prioritize nurturing their own personal and professional development will more quickly advance the talents of those around them. We must examine the gardener's planting questions from a leadership perspective.

1. What will I plant? This question is such a great one. When my wife plans her window boxes and flowerpots, she has a general idea of what she wants to achieve and then goes to the nurseries to see what's available. Too often, leaders get hyper-focused on what they want to achieve rather than seeing what's available in their organizations. We need to look for giftedness in our people, and then determine how we can best help cultivate those gifts. As they blossom, we need to adjust our teams so they can grow and produce the best outcomes. Author and researcher Liz Wiseman suggests that the best leaders, or Multipliers as she calls them, look for giftedness and native genius everywhere. Wow, now that is some exciting gardening!

- 2. Is it time to plant outside, or do I need to begin in a more controlled environment?** Planters must consider their region of the country, and what type of plants will grow here. As leaders, we also need to assess our climate. As I start growing my team, can I send them out on their own immediately, or do I need to start them in a more controlled environment where they can get some experience, and put down a good root system? At what point can I set them outside for short periods to harden them a bit before they get into the fruit-bearing season?
- 3. What kind of soil do I have? Do I need to alter it to facilitate and nurture plant growth?** Is growth encouraged at my organization or is it discouraged? As leaders, we need to evaluate our organization's climate and soil. Is it ideal for growth, or do we need to amend the conditions? Are there fundamental teachings around culture that we need to start with? Is growth valued and celebrated? Is failure viewed as a growth opportunity where people can grow and thrive, or is it punished, causing people to pull back into the status quo?



So there you have it. It's planting time. Leaders have the best job in the world – encouraging the growth and development of individuals. As those individuals grow and develop, they begin to encourage the same in their teams, families, and communities. What a way to change the world for the better.

Happy planting! Next month – gardening.

NEW MEMBER SPOTLIGHT

GORNEY MARKETING

Gorney Marketing provides marketing strategy and support to a wide variety of companies. Gorney Marketing may be retained as ACOMO for hire.

SCIENTIFIC TOOL COMPANY

Scientific Tool Company provides complex manufactured components and assemblies globally with a diverse product offering from semi-conductor to precision sensing equipment, medical device components, Department of Defense surveillance radars, and industrial field service support components, and has built a reputation for unsurpassed quality and engineering.

KIMBERLY-CLARK PROFESSIONAL

Just celebrating their 150th year anniversary, KCP is committed to making a positive impact on people and how their work gets done. Brands consist of Kleenex, Scott, and Wypall among others. kcprofessional.com

KELLY'S CHOICE

Kelly's Choice is a comprehensive nutrition and health company that offers private nutrition counseling, workplace wellness, educational webinars, media appearances, and brand partnerships. kellyschoice.org

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MACNY'S 2023 SIGNATURE EVENTS

ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 11, 2023 | SRC Arena & Events Center

WORKFORCE DEVELOPMENT AWARDS

June 15, 2023 | Le Moyne College

GOLF TOURNAMENT

July 24, 2023 | Bellevue Country Club

CLAMBAKE

August 2023 | The Spinning Wheel

FALL KICK-OFF

September 2023 | Central New York

MANUFACTURING MONTH

October 2023 | Central New York

LEGISLATIVE BREAKFAST

October 2023 | Central New York

LIVE2LEAD

November 3, 2023 | The Lodge, Skaneateles

MARK YOUR CALENDAR!



Sponsorship opportunities available!
Contact Cindy Nave Chief Member
Engagement Officer for more info,
cnave@macny.org

PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

TAKING THINGS TO HEART

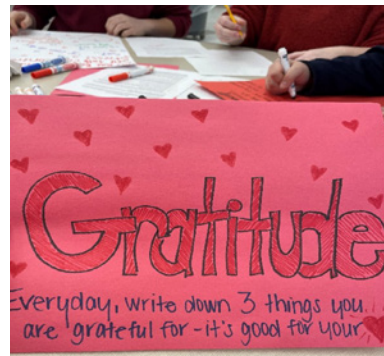


February is not all about hearts because of Valentine's Day. It is American Heart Month as well!

The 9th graders in Henninger's Health Careers Academy focused on their cardiac health all month long. They kicked off the occasion in their regular career coaching session, where employers came into the school to do an activity with the students. The American Heart Association provided an overview of what they do – from educational outreach to funding research. One of the coaches shared how he received one of their grants for his cardiac study!

Students and coaches then made flyers with heart health tips and facts. Some employers took the posters and displayed them in their office. Students were able to learn that small changes make a big difference to our health – whether walking 15 minutes a day or creating a gratitude list. Heart disease is the number one cause of death in the United States, according to 2019 data.¹ As future healthcare workers, these activities help students see the importance of self-care, which they can then pass on to their patients. And it was a plus to have fun in the process of spreading the message!

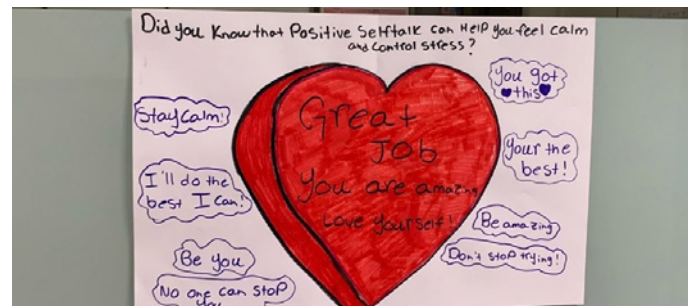
Some students shared how their family members suffer from heart disease, diabetes, and more. Getting educated about heart



health helped them to see how they can take initiative to improve their habits, with the hopes of inspiring their family members as well. Although some conditions have no cure, positive habits can alleviate some issues.

It also brought to light the importance of knowing about community resources, so everyone has access to quality healthcare. These challenges are oftentimes systemic, but we can begin to improve in our small, everyday choices. Not only were the career coaches helping students develop career-ready practices, but they helped students explore ways to be healthier!

We are grateful for the American Heart Association and our employer partners for participating. If you are interested in getting involved with the Henninger Health Careers Academy program or learning about volunteering opportunities with students, contact us at pebteam@macny.org.



1 <https://www.heart.org/-/media/PHD-Files-2/Science-News/2/2022-Heart-and-Stroke-Stat-Update/2022-Stat-Update-At-a-Glance.pdf>

WORKFORCE DEVELOPMENT

Colleen Blagg, Manager of Apprenticeship & Workforce Development

HELPING OUR MEMBERS LOWER WORKFORCE TRAINING COSTS



CLCPA Forces Paradigm Shift in Workplace

“Change is inevitable. Growth is optional.” I often think about this quote from John C. Maxwell, one of the most popular leadership experts in the world. It speaks to a hidden opportunity for innovation and growth that many in manufacturing have been avoiding — adapting to Climate Change. This is a controversial topic; we don’t all agree that industrial emissions are causing devastating impacts to the environment or if any impact exists at all. But with the passage of the Climate Leadership & Community Protection Act (CLCPA), complying with the new environmental regulations will change the way we do business in New York State. For years, this issue has been framed as a zero-sum game: improving the environment costs money. It doesn’t have to be the case. We can choose to look at the CLCPA as an opportunity to grow and profit through innovation.

To maintain competitive advantage and grow, manufacturers must adapt and innovate to become more automated, digitized, and efficient. The Department of Energy has identified four pathways to reduce industrial greenhouse gas emissions and meet standards set by the CLCPA. These pathways include industrial electrification, energy efficiency, low-carbon fuels, feedstocks, and energy sources (LCFFES), and Carbon Capture, utilization, and storage (CCUS).¹ However, a recent OECD Survey on Decarbonising Buildings in Cities and Regions showed that 48% of respondents cited insufficient human resources and technical expertise as a barrier to making improvements necessary for decarbonizing buildings.²

Both the federal and New York State government have funding available to offset the cost of developing the workforce for clean energy. NYSERDA, The New York State Research and Development Authority (NYSERDA), is seeking proposals for Energy Efficiency and Clean Technology training and development that enable businesses to meet the goals of the CLCPA. The Department of Energy announced last December that it plans to invest \$72 million from the Infrastructure law to expand Industrial

Assessment Centers (IACs) and create Building Training Assessment Centers (BTACs) for “workforce development to support energy efficiency and emissions reductions in commercial and institutional buildings.”³ Additionally, last week, the U.S. Department of Energy’s (DOE) Industrial Efficiency and Decarbonization Office (IEDO) “announced a \$23 million funding opportunity that will establish a regional network of Technical Assistance Partnerships (TAPs) to help industrial facilities and other large energy users increase the adoption of onsite energy technologies. Integrating clean energy technologies directly in buildings and plants will play a significant role in achieving the nation’s climate goals and reaching a net-zero economy by 2050. The Onsite Energy TAPs will accelerate the integration and deployment of clean energy technologies to drive U.S. industrial decarbonization, productivity, and competitiveness.”⁴

At MACNY, we plan to help our members lower their overhead costs to train the clean energy workforce of the future. We are aggressively pursuing grants to develop in-house expertise in clean/green energy practices that can help our members transform their facilities and meet the CLCPA’s targets while providing energy cost savings where possible. We are developing new Registered Apprenticeships focused on building automation, energy efficiency, and green building maintenance and operations. We are building partnerships with subject-matter experts like Syracuse University’s Industrial Assessment Center (IAC), who conduct free industrial energy assessments and can help to identify ways to improve productivity and save energy.

Do you want your employees to be prepared to lead the global clean energy transition? Please reach out to Colleen Blagg, Manager of Apprenticeship & Workforce Development, at cblagg@macny.org, to learn more about upcoming grant opportunities and programs in Clean Energy.

1 Office of Energy Efficiency & Renewable Energy. (n.d.). DOE Industrial Decarbonization Roadmap. Retrieved from Department of Energy: <https://www.energy.gov/eere/doi-industrial-decarbonization-roadmap>

ii. OECD (2022), Decarbonising Buildings in Cities and Regions, OECD Urban Studies, OECD Publishing, Paris, <https://doi.org/10.1787/a48ce566-en>.

2 Office of Energy Efficiency & Renewable Energy. (2022, December 7). Advanced Manufacturing & Industrial Decarbonization. Retrieved from Department of Energy: <https://www.energy.gov/eere/amo/articles/new-clean-energy-workforce-training-funding-available>

3 Office of Energy Efficiency & Renewable Energy. (2022, December 7). Advanced Manufacturing & Industrial Decarbonization. Retrieved from Department of Energy: <https://www.energy.gov/eere/amo/articles/new-clean-energy-workforce-training-funding-available>

4 Office of Energy Efficiency & Renewable Energy. (2023, February 3). Department of Energy announces \$23M to fund onsite energy technical assistance partnerships to drive industrial decarbonization. Energy.gov. Retrieved February 24, 2023, from <https://www.energy.gov/eere/amo/articles/department-energy-announces-23m-fund-onsite-energy-technical-assistance#:~:text=Today%2C%20the%20U.S.%20Department%20of,increase%20the%20adoption-%20of%20onsite>

FOOD FOR THOUGHT

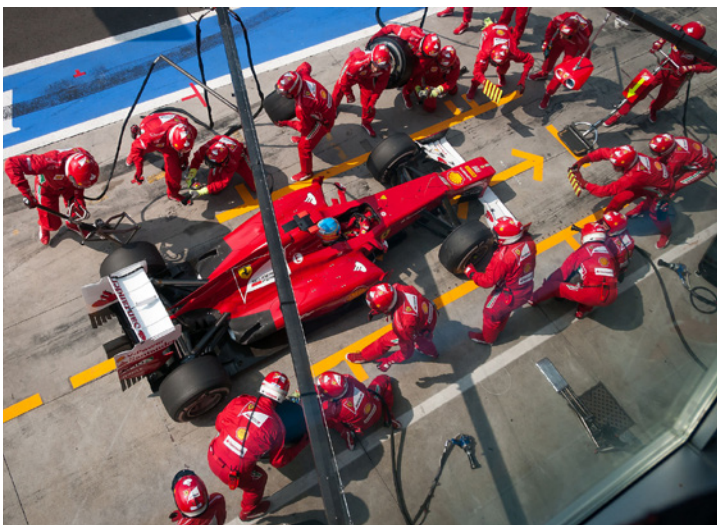
Cindy Oehmigen, Director of Energy & Corporate Services

START YOUR ENGINES



Let's pretend for a moment that your business is a 'NASCAR' team and your customer delivery date is equivalent to the finish line. Have you set the team up to win the race? Do they have what they need in the way of support? Are their tools all organized, labeled, and readily available? Or, must you actually watch them scurry around looking for what they need to finish this race? Are you hampering their success? There is no checkered flag in this scenario – continuing to lose against the schedule does not have a happy ending.

I use this example because Pit Crews are one of the best examples of how a committed 5S effort can pay off. I have videos I use



to illustrate just how creative these crews are when I teach 5S. Each person knows exactly what their role is and what tools they need to have ready, when they need to be on deck to perform their specific task without hampering any other crew member. It is professionally choreographed sequence. I will wager a guess that after each race, they study what went well and what needs work – watching films and critiquing every action to see what they can improve, eliminate, enhance with special tools, etc. I will also wager that this effort is not done without input from the team members that are performing the tasks.

Lean manufacturing methodology much the same and is not a new concept. Many companies are employing elements of this methodology and finding great success. It's not complicated and once the team members see how it simplifies their job, you will likely see changes in the culture, including a desire to improve their own space. Lean, at its base, is about waste elimination. Practitioners typically start with educating on the techniques of 5S, for several reasons:

1. It is easy to understand.
2. The results are very visible.
3. It encourages the workforce to engage with improvement in their own space.
4. It creates a foundation for standard work. (Particularly if you have multiple shifts and tend to float operators from one station to another).
5. It is also foundational for other components of lean manufacturing, like TPM (Total Productive Maintenance and Quick Changeover).
6. It is effective in the office environment.
7. It 'creates' more floor space. (Technically, it recovers space lost to unneeded equipment, tools, and materials.)
8. It eliminates a lot of unnecessary walking, searching, and frustration.

I have developed a passion for 5S over my career. It makes my teeth itch when things are not organized and where they belong. That is not to say that my house is pristine, but it does feel better when things are put away. I came home from work one day and my husband, hands on his hips, proudly announced he had 5S'd the garage. It is an energizing, and dare I say, fun event to take on. On top of that, it's rewarding!



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MIKE FRAME | Ext 59



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APRIL

TRAINING AND EVENTS

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

April 4 | 9 AM - 5 PM

BUSINESS ANALYTICS CERTIFICATION PREP COURSE

Starting April 4 | 9 AM - 12 PM

ISO 9001:2015 & 14001:2015 INTEGRATED Q&EMS INTERNAL AUDITOR CLASS

April 4 & 5 | 8 AM - 4 PM

MICROSOFT POWER BI: DATA ANALYSIS PRACTITIONER

April 5 & 6 | 9 AM - 5 PM

SALESFORCE.COM: SALES CLOUD FOR SALES REPRESENTATIVES

April 6 | 9 AM - 5 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

April 11 | 9 AM - 5 PM

MAXIMIZE YOUR MEMBERSHIP

April 11 | 9 AM - 10 AM

TOUR OF GOLDEN ARTIST COLORS

April 11 | 2:30 PM - 6 PM

BLUEPRINT READING: LEVEL 1 (BASIC)

April 12 & 13 | 8 AM - 12 PM

EFFECTIVE PRESENTATIONS

April 13 | 9 AM - 5 PM

MAXIMIZE YOUR MEMBERSHIP

April 13 | 9 AM - 10 AM

TOUR OF ALTA EQUIPMENT

April 13 | 2:45 PM - 7:30 PM

IPC-A-610 CERTIFICATION

April 17 - 21 | 8 AM - 5 PM

BLUEPRINT READING: LEVEL 2 (WITH GD&T)

April 18 & 19 | 8 AM - 12 PM

NEW YORK LABOR & EMPLOYMENT LAW TRAINING

April 18 | 8:30 AM - 12 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

April 18 | 9 AM - 5 PM

CRUCIAL CONVERSATIONS

April 19 & 20 | 9:30 AM - 3:30 PM

TOUR OF KNOWLES PRECISION DEVICES

April 20 | 3:30 PM - 6:30 PM

J-STD-001 CERTIFICATION

April 24 - 28 | 8 AM - 5 PM

LEAN SIX SIGMA YELLOW BELT (LSSYB)

April 25 & 27 | 8:00 AM - 4:30 PM

SUPERVISORY LEADERSHIP

Starting April 25 | 8:30 AM - 12:30 PM

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

REGISTER
FOR AN EVENT
OR TRAINING

