

MANUFACTURING MATTERS NEWSLETTER



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

MACNY EXPANDS LEADERSHIP OFFERINGS BY WELCOMING KYLE PIPES AS CHIEF GROWTH & DEVELOPMENT OFFICER



KYLE PIPES

We are pleased to welcome Kyle Pipes to the team as the Chief Growth & Development Officer. He will officially join MACNY on July 1, 2023.

Pipes comes to MACNY with experience in helping develop organizational culture. He is especially skilled at assisting organizations through assessment and development of relational habits, leadership, healthy systems, and organizational practices. Prior to building his own coaching and consultancy business, Pipes gained relevant experience developing energy projects with hospitals, universities, and major corporations. Having already worked with a portfolio of current MACNY member companies, Pipes is eager to expand his reach and impact.

Pipes' expertise will continue to round out MACNY's executive-level leadership offerings, with an emphasis on building and maintaining healthy workplace cultures. MACNY President & CEO, Randy Wolken, said, "We are excited to bring Kyle on to the team to expand our workplace development offerings. Kyle brings a unique perspective that will assist our membership in gaining a competitive advantage and operating more effectively."

Pipes says he is excited to get to work, "Central New York is positioned for a dynamic future. I look forward to working with such a vast network of talented leaders to achieve this together. MACNY is doing inspiring work and I am grateful to be joining the team."

The first training Pipes will facilitate in his new role is 'Listening So Others Feel Heard', which will take place on July 26th and August 2nd from 9 AM - 11 AM. To learn more and register, please visit macny.org/events.

NEW MEMBER SPOTLIGHT

WELLS FARGO Wells Fargo is a full-service relationship bank. Providing lines of credits, equipment finance, treasury, and many more banking services. wellsfargo.com

PERIMETEK PEST MANAGEMENT

Perimetek is a family-owned business that has served a commercial and residential clientele in northern and western New York since 2008. Specialties include commercial and industrial integrated pest management programs. perimetek.com

MITTEN FLUIDPOWER CORPORATION

Mitten Fluidpower is a leading distributor of hydraulic, pneumatic, automation, filtration, and fluid connector components. They also design and build hydraulic and pneumatic systems. mittenfluidpower.com

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

MANUFACTURERS NEED TO ENGAGE IN OUR ENERGY FUTURE



The New York State Department of Environmental Conservation (DEC) and New York State Energy Research and Development Authority (NYSERDA) have begun a series of stakeholder information sessions and will develop a New York State economy-wide Cap-and-Invest Program.

The Cap-and-Invest program was recommended by the Climate Action Council's final Scoping Plan and was proposed in Governor Kathy Hochul's 2023 State of the State Address and Executive Budget. DEC and NYSERDA are developing this program to meet the greenhouse gas emission reduction and equity requirements under the 2019 Climate Leadership and Community Protection Act, (the Climate Act).

The first phase included pre-proposal webinars held throughout June. These webinars provided an overview of New York's potential program, and similar programs, designed to reduce greenhouse gas emissions in other states and jurisdictions. They also provided an opportunity for key stakeholders and the public to offer feedback on program design features. All stakeholder input will be considered by staff as part of the program development.

Future efforts related to the Cap-and-Invest Program will focus on obtaining input regarding anticipated program design details, such as applicability and thresholds, allowance allocation and auction, stability mechanisms, compliance and enforcement, and reporting and verification. A second round of stakeholder outreach is expected to be held later this year. More information on the Cap-and-Invest Program is available at: capandinvest.ny.gov.

Now is the time to get involved. I highly recommend all members become familiar with the elements being discussed and offer their comments and insights regarding the Cap-and-Invest program. We ask you to join us in influencing its development. Your energy future will be greatly impacted by the program.

Energy is the lifeblood of manufacturing. Its availability, affordability, accessibility, and reliability are critical to every manufacturer in New York State. MACNY and our members need to be engaged at every stage of the development and implementation of the Climate Act.

MACNY is assembling a cohort of member companies who will be reviewing the impacts of the Climate Act and related efforts such as the Cap-and-Invest Program. Please get in touch with me at rwolken@macny.org or Matt Geitner, MACNY Government Relations Director, at mgeitner@macny.org to get involved.

We are leading an endeavor to shape the future of energy with our members. Together, we can construct an effective impact. Thank you in advance for your efforts and involvement.

Cap-and-Invest Program Online Resource



Access this site for a list of upcoming meetings or to view recordings of previous webinars.

capandinvest.ny.gov/Meetings-and-Events

GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

ALBANY WORKS SIMULTANEOUSLY ON LEGISLATIVE SESSION AND REGULATORY PROCESS



The New York State Legislature experienced the usual flurry of activity in June seeking to conclude the 2023 State Legislative Session. MACNY, led by advocacy efforts from membership, and with assistance from Albany-based Ostroff Associates, tracked and weighed in on a broad range of legislation that would impact manufacturers in the areas of economic development, energy, the environment, tax, and workforce. As previously reported, the 2023-24 New York State Final Budget enacted in May included two major highlights for manufacturers:

1. The New York State Majority again fully funded at \$1.75M to grow the proven and increasingly popular “earn and learn” Registered Apprenticeship program across New York State.
2. The Hochul Administration, along with the State Senate and State Assembly, supported an exemption for manufacturing facilities for the all-electric requirements for new construction. These successes were centerpiece issues at Manufacturing Advocacy Day on March 1 in Albany. MACNY will continue to advocate for tax parity for all manufacturers next budget cycle having earned the support of the New York State Assembly Majority only.

Simultaneous to the end of session legislative proceedings in June, the regulatory process was fully engaged with seven stakeholder information sessions for the State’s economy-wide Cap-and-Invest Program (NYCI) hosted by the New York State Department of Environmental Conservation (DEC) and New York State Energy and Development Authority (NYSERDA). You will recall that NYCI was recommended by the Climate Action Council’s final Scoping Plan and proposed in the Governor’s 2023 State of the State Address and Executive Budget.

MACNY monitored these sessions and submitted written comments specific to energy-intensive and trade-exposed (EITE) manufacturers. MACNY and the Manufacturers Alliance of New York will continue to closely monitor and weigh in on the development of regulations on NYCI and all other aspects of the Climate Leadership and Community Protection Act (CLCPA).

MACNY will review each of the several thousands of bills the State Legislature will deliver to the Governor for final consideration before the end of the calendar year and give thoughtful consideration of the impact on manufacturing and issue a letter in support or opposition as appropriate. One bill of concern likely to be delivered to the Governor is S.6636-A (Hoylman-Sigal)/A.6698-A (Weinstein) that would greatly expand legal remedies for a variety of case types that would result in severely increased costs on all New York civil defendants, public and private, who would see costs needlessly increase. Several other bills of concern were stalled in one or both houses through efforts by MACNY, the Manufacturers Alliance of New York, and the New York State business community. Finally, two measures sponsored by members of the Senate and Assembly Majorities that MACNY will watch closely next session and likely support are S.7250 (Cooney)/A.7549 (McDonald) that would sunset COVID sick leave, and S.6030 (Parker)/A.6039 (Barrett) that would return New York’s methodology for accounting for greenhouse gas emissions – and emission reductions – to one consistent with those adopted by international, federal, and state-level governments.

As we know, legislative session days do come to an end in Albany, and our elected officials return home to the district. MACNY encourages members to reach out to your local State Senate and Assembly Members inviting them to your place of business to engage in dialogue about owning and operating a business and recruiting, training, and retaining employees in New York State. MACNY will be reaching out to members to host our elected officials and continue the on-going process of building a better understanding of manufacturing that benefits our local communities and Great State of New York.

If you are interested in hosting an elected official, please contact me at mgeitner@macny.org. As always, thank you for all that you do to advocate for manufacturers and business in our community.



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LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

IT'S THAT TIME OF YEAR: SUMMER READING



I just love the summer months. The days are warm but mostly pleasant, and the nights are typically cooler and refreshing. A great time to grab a book and sit on your deck or lay in a hammock and read a few chapters. For several years, I have given you my book recommendations for your summer reading, so here goes.

Two books come to mind since it's summer and the boys of summer are playing on the diamonds. *The Closer* by Mariano Rivera and Wayne Coffey. Full disclosure, I am a die hard Yankee fan, but this book is much more than a book about a Yankee. It's the story of the greatest relief pitcher in baseball history. From his humble beginnings in Panama, where they made ball gloves out of cardboard, to the amazing impact Marian still has on young people. A heartwarming and inspirational story of faith, hard times, hard work, and building lifelong friendships.

The second book, *The 1998 Yankees: The Inside Story of the Greatest Baseball Team Ever*, is a new release by Jack Curry as he chronicles the events sounding the 1998 Yankees. Arguably the best team to ever play the game, Jack interviews players, coaches, and sports writers to get firsthand accounts of the team's success and challenges. You are taken on a journey of once in a lifetime opportunities, family tragedies, and teammates becoming close friends and lifting each other up in difficult times.

Moving away from Baseball, *The 6 Working Genius* by Patrick Lencioni. In typical Lencioni fashion, Pat uses his fable format to introduce and explain why some parts of our job we love and some we hate. You learn the power of working in your genius and

staffing your frustration areas. I was so impressed by this concept I became a certified Working Genius trainer. It's a quick read, and if it piques your interest, why not sign up for this training at MACNY?

Moving on to leadership reading, *The 16 Undeniable Laws of Communications* by John Maxwell. If you can't communicate, you can't lead. It's really that simple. Released in March, this is John's newest book and goes into great detail about John's communication skills. You will learn to:

- Speak from conviction
- Prepare your content and yourself for speaking
- Find and use your personal communication strengths
- Focus on your audience and connect
- Tell better stories
- Read the room, create energy and anticipation
- Add value to people
- Inspire people to take action

Lastly, in leadership reading, *American Icon*, by Bryce Hoffman. This book is a wonderful narrative of the Ford Motor Company and

Allan Mulally's fight to save this American icon. The author begins with an unbiased assessment of the Ford Motor Company and allows you to see the state of the organization when Mulally arrives. He takes you into the board room as the company is reorganized, streamlined, and prepared to be the only U.S. automaker that didn't need a government bailout. Be careful, you just might feel a need to go out and buy a Ford.

There you have it. Five amazing books that will fill your summer with some fun, inspiration, and learning. Enjoy your summer. I'll see you in September!



FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

PERMAFROST: NOT JUST A PERMANENT HAIR DYE



In my opinion, permafrost is interesting and vital to our existence here on Earth. By definition, permafrost is a permanently frozen layer on or under Earth's surface composed of rock, soil, sediments, and ice. It

is found under a layer of soil and can be a few or up to 49,000 feet thick. It may be tens of hundreds of thousands of years old and is estimated to hold 1,500 billion tons of carbon (double that in the atmosphere). Because it is composed of dead/decaying plants and animals, upon thawing, permafrost releases carbon dioxide ... potentially launching humanity into an uncontrollable self-perpetuating disastrous warming phase.

As one might expect, most permafrost covers about 24% of the Northern Hemisphere and is found at high latitudes and altitudes, such as Siberia, Tibetan Plateau, Alaska, Greenland, Scandinavia, and Russia. It does not seem rational to me, but the Arctic is warming faster than the rest of the planet, at a rate that has not been seen in 2,000 years.

So, why does the permafrost release carbon when it thaws? As the plants/animals decay during thawing, CO₂ and methane are emitted that were previously contained by the ice. If the protective layer of soil is saturated with water, the methane is 20 to 30 times greater than CO₂. We don't know the exact proportion of Methane to CO₂, but in the tundra (treeless plains overlying the permafrost) the average CO₂ may be as high as 50 times more than methane.

The peat layers that have developed over the past 13,000 years seem to be protecting the permafrost. Wildfires can peel back the peat layer, exposing the permafrost making it more sensitive to climate change. Warmer temperatures bring more thunderstorms and lightning strikes. It appears we are seeing more of that happening recently.

For those that live on the permafrost, it is particularly disconcerting. As the permafrost melts, the ground become unstable. Those residents are dealing with buildings shifting and collapsing. Some towns have had to relocate entirely. In other instances, construction of roads have disturbed the permafrost to

a level that triggers exposure to warm temperatures causing the release of the gases. In turn, the CO₂ and methane have killed off vegetation along the roadways. The roads are sinking and creating craters that make the roads unusable.

Other causes for concern are diseases, microbes, bacteria, and viruses that have survived in the permafrost are now raising their ugly heads. One article speaks of a young boy in 2016 contracting anthrax on the Yamal Peninsula in Siberia. Dozens more were hospitalized. All as the result of a carcass of reindeer that had died of anthrax 75 years ago. It became exposed during permafrost thawing.

I have a friend that lives in Wyoming, her in-laws have a large cattle ranch through which the Oregon Trail wanders. Many years ago, they dug a foundation for a barn and discovered the remains of a family that had died of smallpox along the trail. My friend's family had to quarantine for a very long time while the experts took care of the issue. All because the smallpox virus survived!

The mere challenge of building roads on permafrost is reason enough to not do it! Often unseen are 'ice wedges'. These are slivers of pure ice wedged in the ground. Sometimes 80 feet deep. They are covered by silt and impossible to see from above. 'Ice lenses' lay vertically just below the surface. Both make it difficult to build a stable road.

While we contemplate the damage to property and risk to human life from increased number and strength of storms, size, and frequency of wildfires, this is another reason why we should be considering our carbon footprint. I am not an expert and cannot say with any credibility that the carbon problem is caused by humans, I can say with confidence there are things we can do to lessen the impact.

<https://news.climate.columbia.edu/2018/01/11/thawing-permafrost-matters/>

<https://dot.alaska.gov/traveltopics/building-in-permafrost.shtml>

PARTNERS FOR EDUCATION & BUSINESS, INC.

Emily Langan, Manager, Partners for Education & Business, Inc.

WORKFORCE DEVELOPMENT AWARDS; PEB TURNS 30



Partners for Education & Business, Inc., the Kindergarten through Grade 16 arm of the workforce development team at MACNY, partnered with the rest of the Workforce Development team for the second annual

Workforce Development Awards on Thursday, June 15th at Le Moyne College. This year's celebration was extra special as we celebrated Partners for Education & Business, Inc.'s 30 years of service to students and business partners across Central New York. The awards included the 2023 CNY STEM Scholarship recipients, the companies and individuals who went above and beyond to serve our school partners, the 2022 Registered Apprentices who graduated to Journeyworker status, the new signatory companies starting Registered Apprenticeship programs, and signatory companies expanding their existing Registered Apprenticeship programs.

The following students, individuals and businesses, and apprentices were recognized during the 2023 Workforce Development Annual Awards:

CNY STEM Scholarship Program:

SRC, Inc. – Craig Arquiett (Hamilton), Anthony DeStevens (Oswego), Taha Hayali (Syracuse Academy of Science), Emily Santillanes (Liverpool), **King+King** – Matthew Fagerheim (Homer), **Novelis** – Alexander Wilder (Hannibal), Owen Marsden (Mexico), **TTM Technologies** – Tymofiy Vasylevskyi (Liverpool), Landon Kelly (Marcellus), **Beardsley Architects + Engineers** – Logan Roueche (Christian Brothers Academy), **Cooper Lighting Solutions** – Parker Fero (East Syracuse Minoa), Arshia Khadivizand (Liverpool), **INFICON** – Lizzie Horner (Westhill), Gordon Flood (Baldwinsville), **Marquardt Switches** – Ryan Mumford (Vernon Verona Sherrill), Margaret Solomon (Baldwinsville).

Partnerships of the Year:

- CNY Fabrication, LLC
- Knowles Precision Devices
- InterFaith Works
- The Tech Garden

SRC CNY STEM Champion:

Emily Stewart, PHD, Senior Director of Education & Curation at Milton J. Rubenstein Museum of Science & Technology

Graduated Apprentices:

Alan Bartlett with Canastota N/C Corp, Brandon McLellan with Bausch + Lomb, Timothy Pryor with CPP, Michael Dahl with Baxter (Hill-Rom), Matthew Miles with PPC, Jason Davenport with WestRock

Companies with New Registered Apprenticeship Programs:

CNY Fabrication, LLC, Custom Tool and Model Corporation, EMCom, Inc., Gaylord Archival, Inc., Superior Metals Manufacturing, Syracuse Urban Renewal Agency (SURA), PaperWorks Industries, Thompson & Johnson Equipment

Companies with Expanding Registered Apprenticeship Programs:

Allen Tool Phoenix, Bausch + Lomb, Baxter (Hill-Rom), City of Syracuse, Contract Pharmacal Corp., Giovanni Foods, Hardinge, Inc., Hartman Enterprises, Inc., Hubbard Tool & Die, Indium Corporation, N.E.T. & Die, Inc., North Country Dairy.

Thank you to this year's sponsors NIIT, SRC, Inc., PPC, C&S Companies, Hardinge, Inc., Tooling U-SME, Thompson & Johnson Equipment, Community Bank, TDO, TTM Technologies, Mohawk Valley Community College, CNY Fabrication, LLC, Canastota N/C Corp., Giovanni Foods, Hubbard Tool & Die, Griffiss Institute, and Dupli.

We hope to see you at next year's Workforce Development Awards!

Partners for Education & Business (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.

WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

SEEING IS BELIEVING: CORCORAN HIGH SCHOOL & PRE-APPRENTICESHIP



On January 17, 2019, Empire State Development (ESD) awarded MACNY a \$200,000 grant to launch a “pre-apprenticeship” program for Manufacturing Technology students at Corcoran High School.

This June, we celebrated the first seniors graduating from the program.

To note the occasion, State Assemblymember, William Magnarelli, grant sponsor, dropped in for “Show & Tell” at Corcoran in May. As ESD underwrote the design and development of this program in the heart of his district, Magnarelli was eager to witness its results for himself.

The motivating idea was to prepare students, starting in ninth grade, for careers in advanced manufacturing, ideally through Registered Apprenticeship programs. A Steering Committee comprised of Syracuse City School District administrators and instructors, local employers, and MACNY Workforce Development Specialists, met regularly to design and successfully execute the program, despite setbacks precipitated by COVID-19 in 2020.

The first stop on Assemblymember Magnarelli’s tour was the welding lab. While welding wasn’t included in the initial design of the program, the Steering Committee added it in 2021. This action provided students with the same opportunities as the Manufacturing Technology cohorts for work-based learning opportunities with local employers, including those offering Registered Apprenticeships.

If you haven’t had the chance to visit the Corcoran Welding lab, you’re missing a hidden gem. Gleaming Lincoln Electric equipment fills the room. Welding instructor, Jose Ocasio, has set it up with his students’ careers in mind; this is a spotless, organized, professional environment. Assemblymember Magnarelli witnessed students completing senior projects per Ocasio’s specifications in an atmosphere that was loud and

busy, sparks flying behind safety shields, precisely what one would experience on the shop floor at Morse Manufacturing, CNY Fabrication, or JPW Structural, all employer partners in this program.

The Manufacturing Technology classroom buzzed with students assembling furniture and creating “I Love Manufacturing” pins for their guests. Instructor Tequila Gregory pointed to new training equipment, including a tabletop CNC Machine, tool kits for each student provided by this grant, and the ways in which her students were putting them to use. Assemblymember Magnarelli was impressed by the scene and took the opportunity to chat with the students, proud of their accomplishments. We all marveled at the way the program has come together since 2019.

Going forward, the welding program is experiencing over-subscription, creating a waiting list. Manufacturing Technology juniors and seniors will attend Onondaga Community College next year to gain dual enrollment credits. The Steering Committee worked to align these courses with the Industrial Manufacturing Technician apprenticeship trade outline. The goal is for these students to jump-start their associate degree or Registered Apprenticeship (or both!) with college credits. If you’re familiar with P-TECH, you will recognize that these programs follow a similar structure.

Assemblymember Magnarelli praised the students, their instructors, the SCSD administrators, and MACNY for the careful, considerate use of these funds and for setting up the “pre-apprenticeship” program for sustainability. What he didn’t observe was the participation of our Syracuse-area manufacturers who have donated their time and energies as career coaches, job shadow hosts, and internship coordinators for these students, employer partners for years to come. Special thanks to those employers who provided the external review team that helped SCSD to attain NYSED certification of the Manufacturing Technology program in 2021 - 110 Metalworks, Anoplate, CNY Fabrication, and Westrock - without whom this program would not have reached these heights.

If you would like to know how you and/or your company can get involved as employer partners on this program, please contact edonovan@macny.org.

MEET THE MACNY TEAM



President & CEO
RANDY WOLKEN
Ext 15



Senior Vice President &
Chief Operations Officer
MIKE FRAME | Ext 59



Chief Member
Engagement Officer
CINDY NAVE | Ext 11



Chief Leadership Officer
DAVID FREUND
Ext 20



Chief Financial Officer
MARY ROWLAND
Ext 21



Chief Digital Officer
MARISA NORCROSS
Ext 60



Chief Growth &
Development Officer
KYLE PIPES | Ext 47



Director of Energy &
Corporate Services
CINDY OEHMIGEN
Ext 14



Director of Government
Relations
MATT GEITNER
Ext 13



Member Engagement
Manager
JUSTYNA VALENCIA
Ext 54



Training Coordinator
KELLY HYLAND
Ext 51



Accounting & Benefits
Manager
PATTY CLARK
Ext 10



Marketing &
Communications Manager
MARISSA BECK
Ext 53



Marketing &
Communications Manager
DEB TILTON
Ext 19



Senior
Accountant
CARRIE ARENS
Ext 52



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Director of Apprenticeship
& Workforce Development
AMY STAGE
Ext 58



Manager of Apprenticeship
& Workforce Development
COLLEEN BLAGG
Ext 61



Senior Workforce
Development Specialist
EILEEN DONOVAN
Ext 22



Workforce Development
Specialist
SAMANTHA WESSING
Ext 18



Workforce Development
Specialist
YAWA ZEWOU
Ext 55



Workforce Development
Program Manager - *Military
and Veteran Services*
PATRICK LANGAN | Ext 56



Apprenticeship Coordinator
ALTHEA STRIFE
Ext 28



Director, Partners for
Education & Business, Inc.
TAYLOR HODGE Ext 24



Manager, Partners for
Education & Business, Inc.
EMILY LANGAN
Ext 12



Workforce Development
Specialist, PEB
AMY STEWART
Ext 26



Workforce Development
Assistant
MURJAN ABDI
Ext 62

MACNY TEAM NEWS

TAYLOR HODGE RETURNS TO MACNY AS DIRECTOR OF PEB



TAYLOR HODGE

We are so excited to welcome Taylor Hodge back to the team as Director of Partners for Education & Business, Inc. Stepping down from her role as Director, Tanya M. Eastman, Ed. D., will remain a part of the MACNY team as Senior Advisor for STEM Workforce Initiatives.

MACNY's President and CEO, Randy Wolken, states, "We are thrilled for Taylor to return. Her expertise and previous experience at MACNY will ensure a smooth and seamless handover for our internal team and external partners. We are also excited to continue to work with Tanya in this new capacity as we grow our programs from Central New York to across New York State."

Hodge was hired at MACNY in January 2021 as a Workforce Development Specialist. In October of the same year, she was promoted to Associate Director. In her role, Hodge will oversee and support the expansion of Partners for Education & Business Inc.'s initiatives, while also contributing to MACNY's overall workforce development goals.

During her time away from MACNY, Hodge served as the Assistant Director and Lock 4 Program Manager for ERIE21 at Le Moyne College. Hodge also has experience as the Program Manager for Adult and Continuing Education at Cazenovia College, where she spent over six years. Taylor holds a Bachelor of Science degree in Inclusive Elementary Education from Cazenovia College and a Master of Science degree in Education from SUNY Potsdam. She serves on the Leadership Council for the Women's Fund of Central New York and has previously served on the Executive Board for Cazenovia Children's House.

Join us in welcoming her back to the team, or reach out directly at thodge@macny.org.

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JULY/AUG

TRAINING AND EVENTS

MICROSOFT OUTLOOK FOR OFFICE 365 - PART 2

July 7 | 9 AM - 5 PM

BUSINESS ANALYTICS CERTIFICATION PREP COURSE

Classes start July 11 | 9 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP

July 11 | 9 AM - 10 AM

BLUEPRINT READING: LEVEL 1 (BASIC)

July 12 & 13 | 8 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP

July 13 | 9 AM - 10 AM

FACILITATING EFFECTIVE MEETINGS

July 13 | 9 AM - 5 PM

PROJECT MANAGEMENT WORKSHOP

July 13 & 14 | 9 AM - 12 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

July 14 | 9 AM - 5 PM

SAFETY COUNCIL: OSHA VIRTUAL LISTENING SESSION - SAFETY AS A CORE WORKPLACE VALUE

July 17 | 9 AM - 11:30 AM

SAFETY COUNCIL: OSHA IN-PERSON SESSION - SAFETY AS A CORE WORKPLACE VALUE

July 17 | 1:30 AM - 4:30 PM

6 QUALITY TOOLS + 2

July 18 | 8 AM - 4:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

July 18 | 9 AM - 5 PM

ZOOM MEETINGS 101

July 20 | 9 AM - 12:30 PM

STRATEGIC SOURCING WORKSHOP

July 24 & 26 | 9 AM - 12 PM

BLUEPRINT READING: LEVEL 2 (WITH GD&T)

July 26 & 27 | 8 AM - 12 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

July 26 | 9 AM - 5 PM

LISTENING SO OTHERS FEEL HEARD

July 26 & Aug 2 | 9 AM - 11 AM

MICROSOFT POWERPOINT FOR OFFICE 365 PART 1

Aug 1 | 9 AM - 5 PM

SUPPLY CHAIN MANAGEMENT CERTIFICATION PREP COURSE

Classes start Aug 1 | 9 AM - 12 PM

EFFECTIVE PRESENTATIONS

Aug 2 | 9 AM - 5 PM

INCLUSIVE LEADERSHIP

Aug 3 | 8:30 AM - 3:30 PM

ISO 9001: 2015 INTERNAL AUDITOR TRAINING

Aug 8 & 9 | 8 AM - 4 PM

MAXIMIZE YOUR MEMBERSHIP

Aug 8 | 9 AM - 10 AM

MAXIMIZE YOUR MEMBERSHIP

Aug 10 | 9 AM - 10 AM

MICROSOFT POWERPOINT FOR OFFICE 365 PART 2

Aug 14 | 9 AM - 5 PM

CLAMBAKE AT THE SPINNING WHEEL

Aug 16 | 4 PM - 7:30 PM

FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

Aug 17 | 8:30 AM - 3:30 PM

CRUCIAL CONVERSATIONS

Aug 30 & 31 | 9:30 AM - 3:30 PM

MICROSOFT POWER BI: DATA ANALYSIS PRACTITIONER

Aug 31 & Sept 1 | 9 AM - 5 PM

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