

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JANUARY 2024

MACNY'S REIMAGINED NEW YEAR CELEBRATION! JANUARY 18 AT THE METROPOLITAN CLUB



Be a Part of the Vision

We couldn't be more excited to invite you and your staff to join us for the New Year Celebration at The Metropolitan Club, NBT Bank Stadium, presented by ENGIE, Inc. This is more than a celebration; it's a vision for the future.

Step into the Future

Previously, this event has been held at MACNY's corporate offices. As the first signature event of the year, we bring you an elevated experience that redefines what it means for our members to ring in the new year with style and sophistication.



Sip, Savor, and Celebrate

Indulge your taste buds with an array of delectable hors d'oeuvres, dinner, dessert and of course, libations; creating the perfect backdrop for meaningful conversations and new connections.

Networking Extravaganza

Enjoy an evening of festive cheer that brings together the best of both the manufacturing and business worlds. Seize the opportunity

to network with your peers. Forge new connections, exchange ideas, and foster collaborations that will undoubtedly define the innovative landscape of the coming year.

Festive, Smart Casual

Suggested dress code is festive, smart casual. What does this mean? We want you to feel free to elevate your style but we suggest leaving the formality behind and embrace the perfect blend of festive and smart casual attire!

Be at this reimagined event, setting the stage for a year of innovation, collaboration, and shared achievements. We thank ENGIE, our Presenting Sponsor, as well as Corporate Sponsor Thompson & Johnson, Beverage Sponsor Cayuga Community College, and our various door prize sponsors.

Hurry and book your tickets now! We look forward to welcoming you at a night of elegance, connection, and festivities.

New Year Celebration
18 Jan 2024 | 4:30 - 7 PM



Scan to register.

INSIDE



3

PRESIDENT'S MESSAGE
How Will AI Change Work?

5

GOVERNMENT RELATIONS
Full Steam Ahead on NYS 2024
Legislative Session

6

WORKFORCE DEVELOPMENT
Semikron Danfoss and
Apprenticeship Success

7

**PARTNERS FOR EDUCATION
& BUSINESS, INC.**
Girls Can Have STEM Careers
Too

8

LEADERSHIP DEVELOPMENT
The Power of a New Year

9

UPDATES IN ENERGY
Constellation's Insights Into
Managing Your Energy Costs

10

MEMBER RESOURCES
Manufacturers Are Top
Cybersecurity Target: Summit
Date Announced

10

NEW MEMBER SPOTLIGHTS
Check out our newest member
companies.

12

UPCOMING EVENTS
Opportunities for you and
your workforce.



THE MANUFACTURERS ASSOCIATION'S



New Year CELEBRATION

SIP • SAVOR • CELEBRATE

18 JAN 2024 | 4:30 PM - 7 PM

THE METROPOLITAN CLUB
AT NBT BANK STADIUM

A REIMAGINED EXPERIENCE

Step into the future with style and sophistication as we elevate this annual event at a new location. Enjoy an evening of festive cheer, forge new connections, and exchange ideas while enjoying hors d'oeuvres, dinner, dessert and more.

RESERVATIONS & SPONSORSHIPS

Email info@macny.org or visit macny.org/events
to purchase your tickets before they're gone!

DRESS FESTIVE, SMART CASUAL



PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

HOW WILL AI CHANGE WORK?



Artificial Intelligence (AI) is incrementally changing our lives. Daily, our tech is transitioning to AI applications on our smartphones, in our cars, and within our factories.

This makes the speed of this process much less noticeable. All of us are on this journey. We will need to understand how it changes our work and our lives.

McKinsey can help us begin to grasp how the newest impacts of generative AI will affect our lives. Its power, reach, and potential are transformational. Over the next decade, it can dramatically boost critical functions such as sales and marketing, customer service, and software development and usage. These changes, and others, can unlock trillions of dollars in value across nearly every sector of the global economy.

McKinsey's latest estimates indicate that generative AI can add between \$2.6 to \$4.4 trillion annually in 63 areas they have studied. Nearly 75% of the value of generative AI would fall in customer operations, marketing and sales, software, and R&D.

Some industry sectors that could see the most significant impacts include banking, high-tech, and life sciences. In the banking industry, AI-supported technology could deliver value equal to an additional \$200 billion to \$340 billion annually. The potential impact on retail and consumer packaged goods is estimated to be between \$400 billion and \$660 billion annually.

Generative AI will change the very anatomy of work and augment the capabilities of individual workers. Existing generative AI and related technologies could automate work activities that now account for 60 to 70 percent of employees' time. What is different about this next iteration of generative AI is that it has more impact on knowledge work

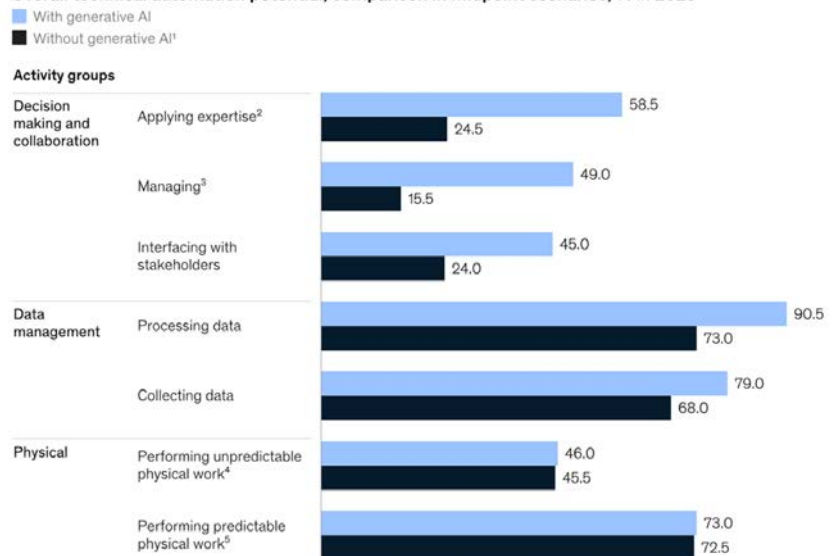
and is associated with occupations with higher wages and educational requirements.

The pace of work transition will accelerate since the era of generative AI has just started. The full realization of these technology benefits will take time, risk-taking, and wise deployment. It will change much about our modern society, including education, government, nonprofit, and business sectors. MACNY is here to help you with the new age of advanced manufacturing.

To learn more about the economic potential of generative AI, visit www.mckinsey.com/capabilities/mckinsey-digital/our-insights/the-economic-potential-of-generative-ai-the-next-productivity-frontier.

Generative AI could have the biggest impact on collaboration and the application of expertise, activities that previously had a lower potential for automation.

Overall technical automation potential, comparison in midpoint scenarios, % in 2023



Note: Figures may not sum, because of rounding.
¹Previous assessment of work automation before the rise of generative AI.
²Applying expertise to decision making, planning, and creative tasks.
³Managing and developing people.
⁴Performing physical activities and operating machinery in unpredictable environments.
⁵Performing physical activities and operating machinery in predictable environments.
 Source: McKinsey Global Institute analysis




LIBERTY[®]
TABLETOP
AMERICA'S FLATWARE COMPANY
100% MADE IN THE USA



START THE NEW YEAR OFF RIGHT
WITH BEAUTIFUL NEW TABLEWARE
FROM LIBERTY TABLETOP!

QUALITY 18/10
STAINLESS STEEL
FLATWARE!

ANNAPOLIS
FLATWARE
PATTERN

SHOP NOW AT
WWW.LIBERTYTABLETOP.COM
FOLLOW US ON SOCIAL MEDIA
[@LIBERTYTABLETOP](https://www.instagram.com/libertytabletop)

MACNY'S 2024 SIGNATURE EVENTS

NEW YEAR CELEBRATION

January 18, 2024 | The Metropolitan Club at NBT Bank Stadium

MANUFACTURING ADVOCACY DAY

February 28, 2024 | Albany, NY

CYBERSECURITY SUMMIT

April 5, 2024 | The DoubleTree Hotel, East Syracuse

ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 23, 2024 | SRC Arena & Events Center

WORKFORCE DEVELOPMENT AWARDS

June 2024 | Central New York

GOLF TOURNAMENT

July 2024 | Bellevue Country Club, Syracuse

CLAMBAKE

August 8, 2024 | The Spinning Wheel, North Syracuse

FALL KICK-OFF

September 2024 | Central New York

MANUFACTURING MONTH

October 2024 | Central New York

LEGISLATIVE BREAKFAST

October 2024 | Central New York

LIVE2LEAD

November 1, 2024 | The Lodge, Skaneateles

MARK YOUR CALENDAR!

Sponsorship opportunities available.
For more info, email info@macny.org.

GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

FULL STEAM AHEAD ON NYS 2024 LEGISLATIVE SESSION



The New York State 2024 Legislative Session convenes on Wednesday, January 3. Governor Hochul delivers her 2024 State of the State Address on Tuesday, January 9 in the Assembly Chamber. Governor Hochul proposes her FY 2024-25 Executive Budget proposal on Tuesday, January 16.

These three events over the first three weeks of the New Year mark the start of the annual process to enact a State budget before April 1, and the six-month legislative calendar to review and pass legislation through the Senate and Assembly.

MACNY is off and running in representing the interests of manufacturers on the key issues related to tax, workforce development and employment, energy, economic development, and environment.

Thank you to the numerous MACNY member companies who sent letters to Governor Hochul requesting the inclusion of extending the zero percent manufacturers tax rate to pass through entities (S corporations, proprietorships, LLCs, and partnerships) in the Executive Budget proposal.

Other statewide manufacturing and business associations and groups supporting tax parity include: Manufacturers Alliance of New York, Buffalo Niagara Partnership, Business Council of New York State, Capital Region Chamber, Empire State Forest Products Association, Greater Rochester Chamber, Long Island Association, National Federation of Independent Businesses, New York Farm Bureau, and Associated General Contractors of New York State.

Additional advocacy efforts with elected officials on tax parity support of legislation S.4064 by Senator John Mannion/A.4168 by Assembly Member Al Stirpe will continue leading into Manufacturing Advocacy Day on Wednesday, February 28 in Albany.

MACNY also requests that the FY 2024-25 Budget continues state funding at \$1.75M for the New York State Manufacturers Intermediary Apprenticeship Program (MIAP) to support workforce development.

Similar to tax parity, advocacy efforts with elected officials on securing MIAP funding, especially with long time supporters in the Senate Majority featuring Senator John Mannion, will continue leading into Manufacturing Advocacy Day on Wednesday, February 28.

MACNY continues to advocate for energy availability, affordability, and reliability with state regulators at the New York State Department of Environmental Conservation (DEC) and New York State Energy Research and Development Authority (NYSERDA). These conversations are happening prior to the official rulemaking process for New York Cap-and-Invest (NYCI) resulting from the Climate Leadership and Community Protection Act (CLCPA).

Thank you to the MACNY member companies who responded to the MACNY Energy Survey last late year. Data continues to be collected – it's not too late to respond – to assist MACNY's efforts to ensure manufacturers are not subject to overly burdensome regulations especially energy intensive trade exposed (EITE) manufacturers. If you haven't participated yet, please visit surveymonkey.com/r/MFGEnergy23.

MACNY also is weighing in on legislation pertaining to extended producer responsibility (EPR), unemployment insurance (UI), COVID paid sick leave, among other issues, as they arise in Albany.

Thank you for engaging with MACNY on these legislative and funding issues that directly impact your business today and into the future.

The NYS 2024 Legislative Session is up and running.



Manufacturing Advocacy Day

Engage on issues that impact YOU.
Join us on February 28, 2024

Scan the QR code to register.

WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist
Samantha Wessing, Workforce Development Specialist

SEMIKRON-DANFOSS AND APPRENTICESHIP SUCCESS



Imagine a company not just embracing the concept of apprenticeship for one employee, but for 23. This is reality for an employer in Utica, NY.

While worker shortages persist across manufacturing Semikron Danfoss is taking bold actions, to ensure the growth and retention of their workforce with Registered Apprenticeship. This kind of standardized training and development is an investment in the people who drive the company.

At the forefront of power electronics, Semikron Danfoss is a leading manufacturer with a global workforce of over 3,500. Semikron Danfoss is a family-owned business, merged by SEMIKRON and Danfoss Silicon Power in 2022. Specializing in semiconductor devices, power modules, stacks, and systems, they have solidified their position in the worldwide semiconductor market. On the local front in Utica, Semikron Danfoss plays a vital role by employing and training hundreds of skilled individuals, thereby strengthening the Mohawk Valley workforce.

Semikron Danfoss looks to accelerate its development efforts by assembling a substantial cohort of apprentices. Typically, maintaining a 1:1 mentor-to-apprentice ratio proves challenging for companies, leading to smaller apprentice numbers. Despite the varying shifts available to employees, Semikron Danfoss has defied the norm, seamlessly pairing 23 mentors with each apprentice, an organizational achievement. This logistical feat showcases their exceptional commitment to fostering learning and professional growth within the company. MACNY will act as the Group Sponsor and would like to recognize the support of The National Institute for Innovation and Technology (NIIT) through Growing Apprenticeships in Nanotechnology and Semiconductors (GAINS).

Partnering with MACNY for their first Registered Apprenticeship program, Semikron Danfoss began with the Industrial

Manufacturing Technician (IMT) trade. Opting for the basic trade as the starting point for a group of this size, the hope is for a higher program completion rate. Collaboration with Mohawk Valley Community College (MVCC) through SUNY New York College Apprenticeship Network (NYCAN) funds, has led to the potential for on-site classes at Semikron Danfoss, an innovative approach to the education requirement of a Registered Apprenticeship program. Blending the lecture and lab component into the apprentices' work environment is a concept that aligns the trade they're in with their day-to-day responsibilities. In collaboration with MVCC, apprentices will accrue college credits, offering a potential pathway towards a future degree for those inclined to pursue higher education.

The vibrant energy of this program is felt during weekly visits to Semikron Danfoss as apprentices eagerly await the start of classes while continuing their on-the-job training. Although nervous about what apprenticeship entails, there is still excitement for the opportunity to upskill and grow within the company. The growing interest, with numerous inquiries about joining the next group, signals that Registered Apprenticeship is establishing itself at Semikron Danfoss. The prospect of these apprentices becoming mentors themselves paves the way for future cohorts. This commitment isn't lost on them; they grasp the investment Semikron Danfoss is making in their professional journeys and the potential doors it opens. In 16 months, Semikron Danfoss will celebrate the collective success and hard work of both the company and its dedicated employees.

If your company is looking to duplicate Semikron Danfoss's workforce development success through registered apprenticeship, please reach out to our team. Eileen Donovan can be reached at edonovan@macny.org or by calling 315-474-4201, ext. 22.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

GIRLS CAN HAVE STEM CAREERS TOO!



It has been said that “seeing is believing.” In the case of young girls, we are helping students to see, do, and believe that they can be successful in science, technology, engineering, and mathematics careers through the Future Women in STEM series. We recruit women professionals from local companies to do hands-on activities with middle school girls and their families. Students learn about different STEM career paths, all while having fun with their families. This series is held one Saturday per month between October and May at the Milton J. Rubenstein Museum of Science & Technology (MOST) Museum.



In October, several women from the City of Syracuse showed students how they collect, use, and visualize data. For example, Syracuse City maps out snowplow routes so residents can see when their street will be cleared. Students were then able to try duplicating this method by creating an online survey for MOST

visitors. The students then walked around the museum to interview the visitors and the information was plotted onto a map. It was great to see students getting excited about collecting data and experiencing the outcomes of their work in real-time!

The November session was led by SRC, Inc. Students coded their way through a maze with a software engineer. They took turns being the “programmer” and the “computer” to learn the basic concepts of coding to solve a problem. Students also enjoyed a drone/radar demo, where they saw a variety of drones, learned the differences between each, and observed how SRC’s radar is used to detect uncrewed aircraft systems (UAS). One student shared, “I

liked the coding and how we were able to problem-solve and actually try the experience.”

This demonstrates the importance of not only having students see positive women role models, but experiencing the work themselves, as vital to increasing female participation in STEM careers. Having an opportunity to see and do the work allows students to envision themselves in that career. Even better is when students’ families also participate, including brothers and parents, even though the series is targeted for girls in 6th – 8th grade. The family has a huge impact on career choices, and we highly encourage them to join the fun. When they do, students and the entire family receive free snacks and admission to the MOST.

We are excited for the other sessions, being held at the MOST from 10-11 AM on the following dates:

- January 13th: Making Electronics with Marquardt
- February 10th: Engineering with C&S Companies
- March 9th: Drones & Tech with Upstate Air
- April 13th: I Built This! With Merit Alliance
- May 11th: Design & Build with Tessy

The series is sponsored and made possible through JP Morgan Chase. We are grateful to our employer partners and JP Morgan Chase in supporting STEM education in our community, and hopefully a more diverse workforce!



Learn more and register for the next session!

One Saturday a month from 10 AM - 11 AM through May!

Scan the QR code to register.

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.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

THE POWER OF A NEW YEAR



So many people plan New Year's Resolutions, and while I am not dismissing this activity, I believe much more thought needs to go into them. The best resolutions begin with a meaningful reflection. You can't accurately determine where you need to go until you know where to begin. Each year, I spend the days between Christmas and the New Year reflecting on the previous year. Since I practice daily reflection, I spend the days reviewing and then reflecting on my key reflections.

I start by looking at what went well. I categorize these by the value areas they correspond to. In my marriage, what activities brought my wife and me closer? What events or activities brought us joy? As a father and grandfather, what events or activities were meaningful to my family? In my career, what events or activities were impactful for people? What offerings produced solid revenue? The key to this area is making sure what went well connects to my values and to make sure I schedule more of them in 2024.

Next, I move on to what didn't go well. For each value, I need to determine what didn't work and why. Are there events or activities that could be improved or should I stop doing them all together? Just as we need to determine what we should start doing, we also need to determine what we should stop doing. Far too often we get emotionally connected to things that don't help us move in the direction of our values.

Then I reflect on what I learned. Learning comes in all sorts of experiences and can often be hidden. You may need to be a detective and investigate successes and failures to find the best learning. It may take several visits to an experience to flesh out

the key takeaways. Just be patient, stick with it, and they will come.

After detailing what we learned we move on to what we will change. This is when we can start building changes or objectives for the new year. Doing more of what worked and less of what didn't. Ask yourself what success will look like in each of your value areas. This needs to be very personal. Don't let anyone else dictate to you what success is. You need to own the changes you want to make.

My last step is to review the highlights of my year. You may have touched on these when you reflected on what went well, but take a deeper look at what made it special. A few years ago, several of my highlights were times that my wife and I spent with some dear friends. Whether it was having dinner at one of our homes or attending a Symphoria concert together I realized that the common dominator was the four of us spending time together. Who do you know that blesses your life and encourages you whenever you are together?

The answers to all these questions allow me to build a growth plan that goes far beyond resolutions (which can be quickly forgotten) to daily, weekly, and monthly activities. Activities that can be tracked and adjusted as needed for even greater success. The New Year is such a great time for a reset. Please remember your only truly limited resource is time. Make sure you make the most of it and set yourself up for a productive, fulfilling, and enjoyable 2024.

Happy New Year!



“The best resolutions begin with meaningful reflection.”

UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

CONSTELLATION'S INSIGHTS INTO MANAGING YOUR ENERGY COSTS



If energy is near the top of your manufacturing costs, it is important to understand there are some things you can do to minimize the impact. Constellation, a long-time partner of MACNY, provided the following peek into how you may move that needle without negatively impacting your processes. Energy experts like Constellation can provide expert guidance on strategies and tools to capitalize on market opportunities while supporting budget and facility needs.

Comparing Electricity Purchasing Strategies

There are three main types of electricity purchasing strategies, each with its own pros and cons:

Fixed Price Solutions

A fixed price solution offers you price stability and simplicity. Make one upfront purchase decision for a set contract term (e.g., 12-months or 24-months). You pay one fixed price per kWh and that price stays the same for your contract term.

Benefits of Fixed Price Solutions:

- Cost predictability from locked-in rate.
- Risk mitigation by avoiding market volatility.
- Budgeting simplicity with no rate spikes.

Drawbacks of Fixed-Price Solutions:

- Potential to miss savings if market rates fall.
- Inflexibility to change your contract if business needs shift.

Index Price Solutions

With index price solutions, your rate fluctuates based on real-time wholesale market prices. Your costs will move up and down daily with market rates.

Benefits of Index Price Solutions:

- Ability to capture savings when market prices drop.
- Price adjusts automatically based on market swings.

Drawbacks of Index-Price Solutions:

- Unpredictable price volatility from month to month.
- Peak season spikes bring budget unpredictability.

Layered or Managed Solutions

A layered or managed solution combines fixed and index strategies, taking advantage of market opportunities by locking in prices when they fall. With this approach, a percentage of usage is fixed while the remainder follows variable market pricing. The fixed portion provides budget certainty during high-cost events like cold snaps or extreme heat waves. This blend balances cost stability with market price responsiveness to optimize savings.

Benefits of Blended-Price Solutions:

- Balances cost and risk by fixing peak months and indexing savings months.
- Customizable to your business's needs and risk tolerance.
- Budget stability from fixed portion against rate swings.

Drawbacks of Blended-Price Solutions:

- Ongoing management needed to adjust blending over time.
- Partial peak exposure on unfixed usage portion.

Developing an Effective Managed Strategy

There is no one-size-fits-all electricity strategy with optimal year-round performance. Managing or layering strategies help address seasonal demand challenges, often improving pricing and lowering risk.

Key strategy elements include analyzing the organization's usage patterns across seasons, days, and times to inform purchase timing. Purchasing managers can blend fixed rate blocks during peak periods while indexing low-risk months to capture potential savings. For strategy optimization, continual reevaluation and adjustment is essential as business needs and seasons evolve.

MACNY encourages our members to reach out for guidance. It costs nothing but time to explore the options. The rewards could be a pleasant surprise!



Thank you to Constellation for sharing your insights.

MEMBER RESOURCES

MANUFACTURERS ARE TOP CYBERSECURITY TARGET: SUMMIT DATE ANNOUNCED

Cybersecurity breaches are incredibly costly, even more expensive for manufacturing companies. Manufacturing is the most targeted sector for ransomware cyber-attacks and was the most extorted industry in 2022, according to IBM Security's 2023 X-Force Threat Intelligence Index. It was the second consecutive year the manufacturing sector held the top spot in the index. IBM says manufacturing organizations are an attractive target for ransomware and extortion because of the extremely low tolerance for downtime.

Manufacturers often face more significant losses in operations and revenue due to cyber attacks that force the closure of one or more plants while the damage is undone. In addition to these closures, a cyber attack on manufacturers can also expose sensitive data and result in a failure to meet customer orders.

Additionally, many attacks in the manufacturing sector include theft of intellectual property. Should a competitor use that data to launch a competing product, it could lead to a loss of market share, or the eventual demise of the manufacturer victimized in the attack. In extreme circumstances, the most severe attacks can permanently damage a manufacturer's plant and equipment.

MACNY is here to help. Mark your calendars for **Friday, April 5** and attend our **Cybersecurity Summit** at the DoubleTree in East Syracuse.

This event has been designed for anyone who is interested in learning more about cybersecurity and protecting their organization from cyber theft. This is not a technical summit, but rather a practical one. Presented by industry experts, attendees will leave with best practices for protecting their companies' critical infrastructures.

Contact Justyna Valencia with questions, jvalencia@macny.org.



Cybersecurity Summit
Friday April 5
DoubleTree Hotel, East Syracuse
Scan the QR code to register.

NEW

DUPLIFULFILLMENT
Warehousing, Packaging & Distribution
A DUPLI Company



**80,000 SF
Warehouse**



**View Real Time
Inventory**



**One Mile From
Amazon**

6486 Ridings Road • Syracuse, NY 13206

"We saw the need for flexible warehouse space that made it simpler for our customers to manage their growth and space requirements."

For More Information Contact
Chris Keevil
(315) 427.1469
Email: ckeevil@duplionline.com

←**Scan**

NEW MEMBER SPOTLIGHT

ANHEUSER-BUSCH

Located in Baldwinsville, Anheuser-Busch produces over 90 different beers and flavored malt beverages. Anheuser puts a focus on using the highest-quality ingredients, grown in America by farmers who have been partners for generations.

anheuser-busch.com

EQUITABLE ADVISORS

Equitable helps their clients secure their financial well-being by offering group retirement plans, educational seminars on financial topics, financial advisement for retirement, tax efficient strategies, and more.

equitable.com

ISPICE FOODS

iSpice Foods is a leading American-based importer, processor, and supplier of the best quality peppers and spices from around the world. Based in Cortland, iSpice Foods Provides one of the most comprehensive selections of peppers, herbs, and spices in a wide variety of formats.

ispicefoods.com

MEET THE MACNY TEAM



President & CEO
RANDY WOLKEN
Ext 15



Senior Vice President
MIKE FRAME
Ext 59



Chief Operations Officer
MARISA NORCROSS
Ext 60



Chief Financial Officer
MARY ROWLAND
Ext 21



Chief Member
Engagement Officer
CINDY NAVE | Ext 11



Chief Leadership Officer
DAVID FREUND
Ext 20



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 Manager
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 10



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
Specialist
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
Specialist, PEB
NIRA IRBY
Ext 56



Workforce Development
Assistant
MURJAN ABDI
Ext 62



The Manufacturers Association

5788 Widewaters Parkway,
Syracuse, NY 13214
(315) 474-4201

Non-Profit
U.S. Postage
PAID
Permit No. 4015
Syracuse, NY

JANUARY TRAINING AND EVENTS



SUPPLY CHAIN MANAGEMENT WORKSHOP

Jan 4 & 5 | 1 PM - 4 PM

EMPLOYMENT LAW UPDATES - WHAT'S NEW

Jan 9 | 8:30 AM - 9:30 AM

MAXIMIZE YOUR MEMBERSHIP

Jan 9 | 9 AM - 10 AM

SUPERVISORY LEADERSHIP

Classes start Jan 11 | 8:30 AM - 12:30 PM

MAXIMIZE YOUR MEMBERSHIP

Jan 11 | 9 AM - 10 AM

PROJECT MANAGEMENT WORKSHOP

Jan 11 & 12 | 1 PM - 4 PM

LEAN SIX SIGMA YELLOW BELT

Classes start Jan 16 | 8 AM - 12 PM

SAFETY COUNCIL: OSHA UPDATE 2024

Jan 17 | 9:45 AM - 11:15 AM

STRATEGIC SOURCING WORKSHOP

Jan 18 & 19 | 1 PM - 4 PM

NEW YEAR CELEBRATION!

Jan 18 | 4:30 PM - 7 PM

LEAN SIX SIGMA BLACK BELT

Classes start Jan 22 | 1 PM - 4 PM

LEAN SIX SIGMA GREEN BELT

Classes start Jan 22 | 1 PM - 4 PM

THE 411 ON REGISTERED APPRENTICESHIP PROGRAMS WEBINAR

Jan 23 | 9:30 AM - 10:30 AM

TOUR OF INDIUM CORPORATION

Jan 24 | 3:00 PM - 6:30 PM

INTRODUCTION TO DIGITAL MARKETING

Jan 25 & 26 | 9:00 AM - 12:00 PM

ASCEND TO SERVANT LEADERSHIP

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

PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Classes start Jan 30 | 1:00 PM - 4:00 PM

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

REGISTER FOR AN EVENT OR TRAINING 