

MANUFACTURING MATTERS NEWSLETTER



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

BEYOND SMILES: LOCAL DENTAL MANUFACTURER CREATING DIVERSITY IN DENTISTRY SINCE 2018



short-term paid training is pivotal in moving qualified applicants into open positions, while making it more accessible for people across the community to participate. This overall approach supports better equity and accessibility in dental career pathways for individuals who may not otherwise have a chance to pursue living wage careers.

ACCESS Dental Laboratories has seen the impact of this approach by the transformation of its team members. One example was a group of young employees. “In the beginning, none of them understood what we were trying to achieve by putting a group of rookies in the same department, with no dental skills,” Samuel Jackson recalls. “But with guidance, training of leadership, professionalism, and teamwork, they have all grown to work as one unit effectively. I suspect each one of them will be upper-level executives in this company one day. It’s my favorite story because of who we put them around and who we had to mentor them.”

ACCESS Dental Laboratories also invests in local students by offering tours for those enrolled in the Henninger Health Careers Academy program, coordinated through Partners for Education & Business, Inc. (PEB). Samuel Jackson is an alumnus of Henninger, and notes that he sees himself in all the students. “When the students hear that you do not need a college degree to be in this field, most of them are surprised of the skill and focus it takes to perform a lot of these tasks. I wish I had someone to tell me these things when I was their age.”

“My partnership with PEB is valuable to me because it gives me an opportunity to talk to students from all grades. It makes me feel like I am truly giving back to my community and helping others.”

As we celebrate Black History Month in February, there are people within our community making history every day. ACCESS Dental Laboratories, established 2018, is the first African American full-service dental laboratory in the United States. Located in Syracuse, they manufacture and design crowns, bridges, dentures, and other dental products. In addition, they are forging new career pathways for the upcoming generations.

It all began with Todd R. Reid, the CEO and President, with over 25 years of experience in dentistry. Todd wanted to share his love for the industry, educate underrepresented communities about dental careers, give insight on how it changed his life, and use that to transform the lives of others. Diversity and inclusion were keystones in founding ACCESS Dental Laboratories, and it has remained at the forefront of their hiring process. Samuel Jackson, Chief Operating Officer, said, “We want employees who are not afraid to be around people that don’t necessarily look like them or come from where they come from. We pride ourselves on making sure we keep our word to the community.”

They do this by providing opportunities to the public without a traditional college degree. ACCESS Dental Laboratories offers training about dentistry, provides professional development, and fosters soft skills. Trainees receive a stipend of \$500 per week, plus opportunities for employment. This



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MACNY'S 2024 SIGNATURE EVENTS

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 22, 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.

PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

REVISE DAMAGING TAX CODE CHANGES



MACNY joins the National Association of Manufacturers (NAM) and over 1,300 associations and businesses representing manufacturers of all sizes this month, who called on Congress to act quickly in advancing bicameral legislation revising the tax code. Three critical revisions would ensure that the tax code once again supports the ability of manufacturing businesses to create jobs in the U.S. and compete in the global economy. In a letter sent to Congress, the growing coalition writes:

“As tax policy plays a critical role in the ability of businesses to thrive, create jobs in the U.S., and effectively compete in today’s global economy, we write to urge Congress to take immediate action to seamlessly extend three tax policies vital to workers and America’s future: immediate R&D expensing, a pro-growth interest deductibility standard, and full expensing.”

“Although legislation has been introduced in both chambers to support these policies, Congress must act immediately to extend these competitive tax policies. Failing to do so will put hundreds of thousands of family-supporting jobs, cutting-edge innovation, and pro-growth investments in America at risk.”

MACNY has heard from our members. They need a tax code that allows their businesses to be competitive in a global economy. Congress needs to act quickly to:

- **Ensure the tax code supports innovation:** It is a fact that the private sector accounts for more than 75% of total research and development spending. Small businesses alone account for over \$90 billion of all private-sector R&D investments. With wages and salaries comprising approximately 75% of R&D spending, the R&D amortization requirement is first and foremost a jobs issue, with R&D jobs paying an average wage of more than \$155,000. Just as important, for every \$1 billion in R&D spending, 17,000 jobs are supported.
- **Enable businesses to finance growth:** Before Jan. 1, 2022, businesses’ interest expense deductions were limited by section 163(j) to 30% of their earnings before interest, tax,

depreciation, and amortization. Interest deductions are now limited to 30% of earnings before interest and taxation. By excluding depreciation and amortization, the stricter EBIT standard acts as a tax on investment, making it more expensive for capital-intensive companies throughout the supply chain to finance job-creating growth. These key areas make it harder to compete with companies in other companies that have great tax incentives with regard to financing their growth.

- **Make permanent a key incentive for capital equipment purchases:** A 100% deduction for the purchase of equipment and machinery in the tax year purchased was in place from 2017 through 2022. Congress enacted full expensing to spur investments and ensure the U.S. is well-positioned to attract capital in a competitive global marketplace. However, full expensing began to phase out at the beginning of 2023 and will be eliminated by 2027. We cannot allow this to occur. Doing so will severely limit capital investment for U.S. companies.

Please reach out to your federal representatives to support these critical changes. To learn more about these needed changes and how you can advocate for them, contact Matt Geitner at mgeitner@macny.org.

Together, we can improve the tax code to provide for needed growth in our manufacturing sector.



JOIN US FOR

MANUFACTURING ADVOCACY DAY

FEBRUARY 28, 2024
7:30 AM - 2:30 PM

FORT ORANGE CLUB
ALBANY, NY

**REGISTER
TODAY!**

Visit macny.org/events



Scan the QR to secure
your spot now!

Manufacturing Advocacy Day is the day manufacturers converge on Albany. Leaders in manufacturing participate in a planning breakfast, meet with State Elected Officials, and learn the latest on policy initiatives and politics over lunch.

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GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

MANUFACTURERS TO DESCEND ON ALBANY ON FEBRUARY 28



Manufacturing Advocacy Day is an exciting event in the year-round work of advocacy.

It is the designated day in the legislative calendar when those who make products (manufacturers) meet face-to-face with those who make laws (state legislators and the Governor), and those who enforce laws (state agencies).

It is the preparation and planning that makes Manufacturing Advocacy Day successful. This includes:

- Listening to manufacturers and sharing their ideas and concerns with legislators and regulators,
- Monitoring legislators and regulators and reporting their activities and proposals,
- Meeting with legislators and regulators and communicating support for proposals promoting economic development and job growth, and
- Hosting legislators and regulators at manufacturing facilities.

MACNY and its members perform these foundational advocacy activities throughout the year.

Relationships are established and enhanced, and knowledge is shared and processed laying the groundwork for a fruitful Manufacturing Advocacy Day.

Manufacturing Advocacy Day will feature nearly two dozen meetings with State Legislators who represent participating manufacturers and lead legislative committees in the areas of tax, workforce development, energy, and the environment.

The featured issues that will be discussed in the meetings with legislators on February 28 will include:

- Workforce development through the Manufacturers Intermediary Apprenticeship Program (MIAP) and other registered apprenticeship and pre-apprenticeship programs,

- Tax parity for manufacturers who file as S corporations with those who file as C corporations to allow equitable opportunity for growth and expansion through investment.
- Available, affordable, and reliable energy as the State implements the Climate Leadership and Community Protection Act (CLCPA) through New York Cap-and-Invest (NYCI) regulations.

Additionally, MACNY and its members' voices will be heard on other environmental and employment issues, such as: extended producer responsibility (EPR), unemployment insurance (UI) taxes and the solvency of the UI Trust Fund, and the COVID sick leave sunset.

The Manufacturers Alliance of New York (Alliance) will join MACNY members on Manufacturing Advocacy Day again this year. Alliance members include Buffalo Niagara Manufacturing Alliance (BNMA), Brooklyn Chamber of Commerce, Center for Economic Growth (CEG), The Council of Industry (COI), Rochester Technology and Manufacturing Association (RTMA), IGNITE Long Island, and Manufacturers Association of the Southern Tier (MAST).

Manufacturing Advocacy Day will strengthen and deepen relationships and understanding with our representatives in the State Legislature and with the Governor and State Agencies. This will be needed as the Legislative Session continues through the adoption of the State Budget before April 1 and conclusion of the Legislative Session in early June.

MACNY and its members are the voice of manufacturers. We hope you'll join us on February 28 for Manufacturing Advocacy day to join in that voice.

WORKFORCE DEVELOPMENT

Colleen Blagg, Manager of Workforce Development and Apprenticeship

EMPOWERING MANUFACTURERS



Celebrating Fourth Round of Grant Funding for Apprenticeship Expansion

There are several benefits to having MACNY as your Registered Apprenticeship program sponsor. One of the most impactful is our commitment to sourcing funding to offset the costs associated with program requirements, such as on-the-job training. Since MACNY was authorized by the New York State Department of Labor (NYSDOL) to sponsor advanced manufacturing apprenticeship programs in 2017, we have secured over \$1M in total disbursement to our signatory companies.

MACNY is honored to have obtained grant funding through the NYSDOL's Apprenticeship Expansion Grant (AEG), dedicated to expanding Registered Apprenticeship programs, for the fourth consecutive round. This achievement underscores our ongoing commitment to the development and enhancement of apprenticeship programs, empowering manufacturers, and ensuring a skilled and resilient workforce.

Our signatories understand what this reimbursement means to their recruitment, hiring, training, and retention efforts. For example, **Gaylord Archival** in North Syracuse, NY, launched their Registered Apprenticeship Program in 2022. On December 8, 2023, they received a check for over \$20,000 in AEG funding, offsetting the expenses of training two new apprentices, who completed their Industrial Manufacturing Technician (IMT) trades last month. Gaylord Archival has plans to offer at least two additional apprenticeships this year.

Another MACNY signatory, **Giovanni Foods** in Baldwinsville, NY, received nearly \$11,000 AEG funding in 2023. Their program expansion plans include the addition of at least four new IMT apprentices and one Electro-Mechanical Technician apprentice.

Indium Corporation in the Mohawk Valley started their apprenticeship program with a dozen IMT apprentices in 2022 and realized over \$50,000 from the AEG grant. The program expanded in 2023 with 10 additional IMT apprentices and another trade, Tool & Die Maker, with five apprentices. In 2024, Indium Corporation hopes to grow their program again, offering additional trades, including Quality Assurance Technician. The cohort model has been ideal for their training needs and has been a key to their apprentices' success; seven have achieved Journey Worker status in the last two years.

We are proud to do this work on behalf of our signatories to facilitate Registered Apprenticeship expansion, knowing that we reach a greater number of manufacturers and empower a broader spectrum of individuals to embark on fulfilling careers in manufacturing. Another round of funding for us to disburse to our qualifying signatory companies should be on the way this year. There are companies – signatories who have large cohorts of apprentices – for whom it makes more sense for them to submit their own AEG applications, rather than to have MACNY do it for them. For these companies, we offer grant writing assistance.

Please contact Colleen Blagg, Manager of Apprenticeship & Workforce Development, cblagg@macny.org, to learn more.



FINANCIAL PERFORMANCE

Anthony P. Pokrentowski, CPA,
Dannible & McKee, LLP

LATEST GUIDANCE ON EMPLOYEE RETENTION CREDIT CLAIMS



Most business owners know by now that the Employee Retention Credit (ERC) is a refundable tax credit for businesses that had employees and were affected during the COVID-19 pandemic.

Undoubtedly, at some point, your manufacturing company was solicited by an ERC promoter claiming that your business is entitled to receive large cash refunds of up to \$26,000 per employee. These promoters charge exorbitant fees, typically as a percentage, often as high as 25% to 30% of the total ERC claim. They use aggressive marketing techniques and unethical practices regarding ERC eligibility to convince businesses to work with them.

There are, however, strict eligibility rules that businesses must follow to make an ERC claim. To qualify for the credit, businesses must either meet a revenue test or have their operations partially or fully suspended due to a governmental order. The latter is a somewhat subjective analysis, but there has been a significant amount of published guidance and eligibility criteria issued on this topic as a direct result of abuse in this area.

It is common for ERC promoters to make promises of eligibility and large cash refunds, often ignoring or incorrectly applying the eligibility criteria and special rules, such as ERC interaction with Paycheck Protection Program (PPP) loans. As a result of the program abuse, the IRS issued a detailed memorandum on July 21, 2023, that addressed a lot of the improper and fraudulent filings being submitted through these promoters. The most common abuse observed was the use of “supply chain disruptions” to establish eligibility for ERC. The guidance also outlined various related scenarios and the relevant law and analysis in determining ERC eligibility that is often used in misleading ERC scams by promoters.

In response to the growing concerns regarding the surge in improper ERC claims, the IRS declared an immediate moratorium on processing new claims for ERC from September 14, 2023, until at least the end of 2023. The IRS continues to process ERC claims filed before the moratorium, though processing times are increased, especially if the claim is flagged for further review or audit. It is important to note that while the IRS has increased the scrutiny of ERC claims, there are businesses that still may qualify for the ERC credits and should work with a professional to determine eligibility and submit a valid claim before the statute of limitations expires.

The IRS also introduced a new withdrawal option in October for business owners who had filed a potentially ineligible claim but have not yet received the money. The withdrawal allows employers to withdraw their application and avoid future repayment, interest and penalties.

For those who have erroneously received an ERC refund, the IRS released additional guidance on December 21, 2023, creating a new ERC Voluntary Disclosure Program. To participate, employers must apply by March 22, 2024, and if accepted, they will only be required to remit 80% of the credit received, will not have to repay any interest received on their original refund, and will not be subject to interest or penalties on the repayment.

Anthony P. Pokrentowski, CPA, is a tax manager at Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Auburn, Binghamton and Schenectady. The firm has been providing services to the manufacturing industry since 1978. To learn more about this topic, contact Anthony at 315-472-9127 x226 or apokrentowski@dmcpas.com.

UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

UPCYCLING WIND TURBINE BLADES



A Transition to 100% renewables will not be as simple as flipping a switch. Each type has its own hurdles to get through, and each has its own proponents and nay sayers. What else is true is doing nothing is not an answer. Thank you to ENGIE for providing this information on wind turbines that helps us get past the challenge of 'what to do with the turbine at the end of it's life'.

Upcycling Wind Turbine Blades

Wind power is one of the largest sources of renewable electricity in the United States. The onshore wind power sector in the U.S. has grown to include more than 73,000 turbines in 43 states, according to an estimate by the U.S. Geological Services. As renewable energy capacity expands, so does the need for a sustainable solution to address the disposal of old turbine parts.

Challenges of Reusing Turbine Blades

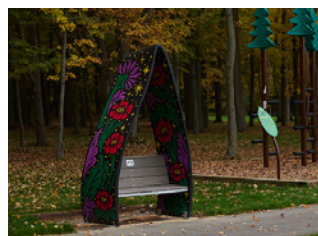
There are more than 8,000 parts to one turbine and they can have an operational lifespan of up to 25 years (most last around 20-25 years). Wind turbine blades require disposal or recycling when decommissioned at the end-of-use stage, or when wind projects are upgraded in a process known as repowering. The blades are made from different materials, most of which is fiberglass.

Fiberglass blades could pose a challenge to end-of-use considerations. Fiberglass is challenging to recycle, non-biodegradable, and made up of a composite of very fine strands of plastic and glass, which proves difficult to process at the point of recycling.

Recycling to the Rescue

Around 96% of a wind turbine is made from recyclable materials. The parts can mostly be reprocessed at the end of a working life and have increasingly been made from materials that have already been recycled. Their outer shell, shafts, gearing and

electrical components are typically made from steel, copper, aluminum, other precious metals and recyclable plastics.



Some creative options have surfaced in order to reuse turbine parts. Old blades are being renewed as park benches, picnic tables, railroad ties, noise barriers and flooring panels. Some blades are shredded to reuse the fiberglass and

plastic resin to make cement and industrial plastics. Other solutions include use as pedestrian bridges, roofs for emergency and affordable housing, and in civil engineering projects as part of powerline structures or towers.

Investment in Repowering

Renewable Energy World reports that the uptake of repowering varies regionally and government policy also plays a role in repowering investment decisions. In the U.S., there is a significant increase in the number of companies seeking to take advantage of production tax credits (PTC) available via the Inflation Reduction Act (IRA).

There is also an urgency to take action. The IRA reduced the amount of PTCs for wind energy projects. Under the new rules, the credit is set at 60% of the value of the credit for the first 10 years of a project, and 40% for the following 10 years.

Please feel free to reach out to me with questions or comments at coehmigen@macny.org.



Thank you to ENGIE, Inc. for sharing your insights.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

IT'S ALL ABOUT THE DANCE



The holidays have come and gone, January is now over, and we are into February. Where does the time go? As I was thinking about this article, and realizing that it would be released in February, my mind naturally went to Valentine's Day and a dance. Okay, it actually didn't, but why not use a catchy title like for this article? Seriously though, it really is all about the dance when it comes to leadership.

Now more than ever, people want to be led as individuals. Real people with unique giftedness and challenges from an ever-increasingly complex world. As a leader, our responsibility is to know our team members for who they are and the unique potential they bring to our organization. Remember, they are human beings, not human doings, and everyone deserves to be led well. So let's explore the leadership dance.

We Go Before Them – As we start to dance, we are out front as we model behavior and skills for our partner (team members). What a great gift a transformational leader offers when she says, come on and follow me. She is offering herself as an example to learn from. This phase of the dance comes with great responsibility. We as the leader need to display professional excellence and demonstrate character worthy of emulation. Even our personal life needs to be above reproach.

We Go Next to Them – After the team member has had the opportunity to see the behavior and performance required, it's time to come alongside them as a mentor and coach. I know this will sound harsh, but Marshall Goldsmith, author, and executive coach to the likes of Allan Mullaly, said "If they don't care, why should you." It is imperative that a team member cares about improving and growing, or you can't help them. I had to learn this the hard way. In some cases, I spent months and years without being able to help my team see reality. They simply didn't want to change and grow.

The key to this part of the dance is to help an individual do better work. Look for opportunities where, with just a simple adjustment, greater performance can be gained. One of my best mentors asked me questions and rarely gave me answers. He would ask



me about a specific financial metric and when I didn't know what it was or what it was asking me, he simply said, "Look into it and let me know what you find out." He knew this was how I learned best. By researching and discovering it for myself. Look for where your team may be struggling or when they may be missing something. Mentoring and coaching are so rewarding because you have such an up close and personal view of an individual's growth.

Chris Hogan of Ramsey Solutions put it so well when he said, "The best leaders ask each team member these three questions at least twice a week. How are you, what are you working on, and how can I help you?" Chris went on to add that we need to look at their eyes when we ask them how they are. He said, "Their words may say fine, but their eyes may tell a different story." When you are dancing next to them you can see their eyes.

We Follow on Behind Them – Lastly, we get to dance behind our team members as a leader, cheering the loudest for their success. Some may think our job is finished here, but that's not the case at all. The pursuit of excellence in life is hard work and there are a lot of voices of negativity swirling around. We need to counteract those voices with encouragement, constructive instruction, and sometimes someone they can simply vent to. What I love best about this phase of the dance is that we get to move from our own success to living a life of significance, and when you have tasted significance, success will simply not do.

As you move into February, enjoy the dance.

PARTNERS FOR EDUCATION & BUSINESS, INC.

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

TESTING OUT CAREERS



As students work through their high school and college coursework as part of the P-TECH (Pathways in Technology Early College High School) program, they learn about local employers and tour their facilities. While these experiences are beneficial, it is especially important for students to try a “day in the life” experience. PEB works with local companies to line up job shadowing and internship experiences for students in both P-TECH and other CTE (career and technical education) programs to take career exploration to another level.



JOB SHADOWING AND INTERNSHIPS ALSO PROVIDE EMPLOYERS THE OPPORTUNITY TO “TEST OUT” FUTURE EMPLOYEES.



Job shadowing goes beyond taking a tour. It allows students to speak with employees to learn more about their specific position and how each employee has navigated their career. In addition, students see exactly what a technician or engineer does on a day-to-day basis. For example, if students prefer to know the plan for each day, they may not want a career in industrial maintenance, as every shift may be different. On the other hand, if students prefer a variety of work, they may enjoy a role in operating equipment or supporting multiple projects. These are all preferences that students may not be able to articulate until they experience a “day in the life.”

Brett Wilson, a 5th year P-TECH student at Cayuga Community College, told us, “I really liked seeing how Nucor and Baxter operate. The experiences strengthened my interest in working in the engineering field. It was especially cool to see the giant furnace at Nucor!”

Job shadowing and internships also provide employers the opportunity to “test out” future employees. An organization can see if the student is a good match for a position, as well as a good fit for the company culture. Alyssa Dobens, Senior Representative, Human Resources, at Baxter said, “Having students from P-TECH come on-site to Baxter was a great experience. Both students were professional, asked great questions, and really got involved as much as possible. It was a great way for us to learn more about the program and what they are learning and also for them to see more of what we do from a day-to-day experience. We hope to continue to get involved and to be able to get more students in to learn about our company and processes.”

If you would like to get your company involved in hosting students for job shadowing or internships, please contact the PEB team at pebteam@macny.org



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.

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
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Director of Energy &
Corporate Services
CINDY OEHMIGEN
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MARISSA BECK
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Communications Manager
DEB TILTON
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Senior
Accountant
CARRIE ARENS
Ext 52



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Director of Apprenticeship
& Workforce Development
AMY STAGE
Ext 18



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
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FEBRUARY

TRAINING AND EVENTS



2024 NYS EXECUTIVE BUDGET REVIEW

Feb 1 | 9 – 10 AM

ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

Feb 6 | 8 AM – 12 PM

HR COUNCIL: INSIDE THE SECURE ACT 2.0 - FIDUCIARY RESPONSIBILITIES OF 401K PLAN SPONSORS

Feb 6 | 8:30 AM – 9:30 AM

MAXIMIZE YOUR MEMBERSHIP

Feb 6 | 9 AM – 10 AM

BLUEPRINT READING: LEVEL 1 (BASIC)

Feb 7 & 9 | 8 AM – 12 PM

Microsoft Excel for Office 365 - Part 1

Feb 8 | 9 AM - 5 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

Feb 8 | 9 AM – 10 AM

TOUR OF CURRIER PLASTICS

Feb 13 | 3:30 PM - 6:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

Feb 15 | 9 AM – 5 PM

OSHA 30-HOUR OUTREACH GENERAL INDUSTRY

Classes start Feb 19 | 8 AM - 3:30 PM

BLUEPRINT READING: LEVEL 2 (WITH GD&T)

Feb 21 & 23 | 8 AM – 12 PM

FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

Feb 22 | 8:30 AM – 03:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

Feb 22 | 9 AM – 5 PM

SHRM CERTIFICATION TRAINING

Classes Feb 26 | 6 PM - 9 PM

ISO 13485: 2016 INTERNAL AUDITOR TRAINING

Feb 27 & 28 | 8 AM – 4 PM

TRANSFORMATIONAL LEADERSHIP

Classes Feb 27 | 8:30 AM - 12:30 PM

MANUFACTURING ADVOCACY DAY

Feb 28 | 7:30 AM – 2:30 PM

CRUCIAL CONVERSATIONS

Feb 28 & 29 | 9:30 AM - 3:30 PM

NEW

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Chris Keevil

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