

# MANUFACTURING MATTERS NEWSLETTER



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

## CELEBRATING 111 YEARS OF INNOVATION, COLLABORATION, AND TRANSFORMATION IN MANUFACTURING

In December 1913, Ford Motors instituted the first moving assembly line for the Model T Ford. This innovation revolutionized auto manufacturing by reducing the time it took to build a car from over 12 hours to 1 hour and 33 minutes. That was 111 years ago, and since then, the manufacturing industry has transformed. Over a century since its founding, MACNY has witnessed and been a part of many milestone moments in manufacturing and served as the voice and business solution leader for manufacturing excellence.

We invite you to celebrate the innovation, collaboration, and transformation that exists within the manufacturing industry by joining us on May 23rd for our 111th Annual Celebration of Manufacturing. We're looking forward to bringing you an unforgettable event as we applaud MACNY member companies that have reached milestone anniversaries, honor our newest inductee into the Manufacturers Wall of Fame, and recognize the visionary being presented the Innovator of the Year award.

Since 2001, we have been honoring individual(s) who have demonstrated long-term dedication to manufacturing in Central and Upstate New York through the Manufacturers Wall of Fame award. It's our pleasure to announce Carl Byrne, President & CEO at Byrne Dairy, as this year's Wall of Fame award recipient.

"As Byrne Dairy celebrates its 90th anniversary in 2023, Carl Byrne has transformed the company from a small local milk company to a major dairy supplier throughout the United States and beyond," explained nominators, James Gosier, General Counsel, Byrne Dairy, and Michael Haldane, Plant Manager, Byrne Ice Cream Center.

Individuals who use their abilities to adapt and help their organization thrive through progressive thinking is one of the many reasons our region remains strong in manufacturing. Given the importance of these minds, we're excited to announce that this year's recipient of the Innovator of the Year award is Tyler Robillard, Director of Engineering at Feldmeier Equipment, Inc.

Tyler's colleague, David Pollock, Chief Operating Officer, shared:

"Tyler's innovation reaches beyond Engineering and patent projects, a passion of his lives within process and procedural improvements that impact every aspect of the company. While witnessing rapid growth in volume, revenue, and customer expectations, Tyler had the foresight to lead an initiative to improve documentation, training, and implementation of an ISO equivalent system of Standard Operating Procedures."

We hope you'll join us at this year's celebration!

View the agenda and purchase your tickets by scanning the QR code



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## MACNY'S 2024 SIGNATURE EVENTS

### **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 12, 2024 | Le Moyne College

### **GOLF TOURNAMENT**

July 22, 2024 | Bellevue Country Club, Syracuse

### **CLAMBAKE**

August 8, 2024 | The Spinning Wheel, North Syracuse

### **FALL KICK-OFF**

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

### **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 information, email [info@macny.org](mailto:info@macny.org).**

# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## IS A CONFLICT IN ASIA INEVITABLE?



Many believe that it's just a matter of time before China invades Taiwan. For decades, China has made it clear that it believes Taiwan is a part of China and isn't a separate country.

In recent years, the nature of this situation has only worsened. What is to stop China from invading and taking over Taiwan (which produces the vast majority of advanced semiconductor chips for world markets)?

Economic realities and domestic needs are the likely reasons an eminent conflict is doubtful. Today, China depends on Taiwan for nearly 40% of its semiconductor imports and over 60% when you factor in U.S. allies like South Korea and Japan. These chips are needed to fuel the modern economic growth engine of an advanced economy needed to produce jobs and prosperity. Unlike raw materials, these chip factories and their ecosystems would be destroyed in an attack on Taiwan. China can ill-afford to ruin its economy to gain the future use of Taiwan, whose actual value lies in its economic might and not its raw materials, land, or large population.

Markets, which can be a good predictor of what will happen in the future, are pricing to continue the status quo. I also predict that China will not invade Taiwan at this time. However, that does not mean we should become complacent. The U.S. should take action to reduce the world's dependence on Taiwan for such a vital element of a modern economy.

Actual conflicts are often preceded by preparing stockpiles of ammunition and other resources. It's worth noting that Chinese companies are stockpiling plenty of chip-making equipment and parts. Why are Chinese companies doing this? Tougher export restrictions from Western countries such as Europe and the U.S. means it will be harder to get such equipment in the near future. China is growing its own advanced chip capacity and needs key pieces of equipment to make the transition. It also will lessen China's need for Taiwan's advanced chip-making industries.

What should we be doing in U.S. manufacturing? We need to take this time to build our advanced manufacturing industry with a large

amount of chip production, like those created by Micron here in Central New York. Advanced memory chips and related high-tech manufacturing are unique opportunities for New York. We can be successful at growing its presence in our state. Over the next two decades, we can completely transform our communities and a broad range of industries by making New York State a place to make things for the 21st-century economy.

MACNY, The Manufacturers Association is taking the lead in helping member companies and other future advanced manufacturers expand and locate here. Our services and network lower risk and increases the chance of success. Please let us know how we can help you with your efforts to continue your growth. Together, we can do so much more!

# GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

## MANUFACTURING ADVOCACY DAY 2024



February 28th marked the second consecutive year that Manufacturing Advocacy Day was back in person in Albany, and the second consecutive year of increasing participation of manufacturers from Central New York and the Mohawk Valley.

Manufacturing Advocacy Day 2024 attracted 50+ senior leaders from 32 organizations for meetings with 27 elected members and/or staff members from the New York State Senate and New York State Assembly. Meetings prioritized members serving on relevant committees of jurisdiction, including committee chairs along with local members who represent participating manufacturing facilities. Meetings included members from Upstate and Downstate and both major political parties.

In addition to all regions of the state being represented through The Manufacturers Alliance of New York – Buffalo Niagara Manufacturing Alliance (BNMA), Center for Economic Growth (CEG), Council of Industry (COI), Ignite Long Island, Manufacturers Association of the Southern Tier (MAST), and Rochester Technology and Manufacturing Association (RTMA) – and its member manufacturers, a broad spectrum of manufacturing industries were represented. Among the industries were biologics, electronics, food and beverage, machinery, mechatronics, metals, papers, and semiconductors.

The issues before the New York State Legislature remain fluid during the Legislative Session and MACNY monitors and advocates on all issues of concern to membership through the end of session. The immediate issues on Manufacturing Advocacy Day 2024 were: continued funding in the amount of \$1.75 million

for the Manufacturers Intermediary Apprenticeship Program (MIAP); extending the 0 percent manufacturers tax rate to pass-through entities also known as parity (S.4064/A.4168); sunseting COVID sick leave; and ensuring energy availability, affordability, and reliability through balanced legislation and regulation.



The legislative meetings in the State Capitol Building and Legislative Office Building were preceded and followed by breakfast and lunch speakers at The Fort Orange Club.

At breakfast, New York State Senator John Mannion, who represents parts of Onondaga and Oswego Counties, shared his family's history in manufacturing at Syracuse's former Franklin Automobile Company, known for its innovative air-cooled engines.



Mike Frame, MACNY, and Patrick Morocco, Bartell Machinery Systems

Senator Mannion highlighted his continued support of MIAP funding; parity legislation for pass-through entities (S.4064/A.4168); and reasonable and responsible environmental and energy legislation and regulation through communications with senate colleagues and the Hochul administration.

The lunch speaker was New York State Public Service Commission (PSC) Commissioner Diane Burman who reflected on her nearly 20 years of service to the PSC as a Commissioner and former Special Counsel.

Burman shared the need for New York State to develop a more cost studied and energy inclusive approach to energy



Joyce Garee, Murphy and Nolan, Inc.; Justin Lukach, Micromold Products; Paul Henry, JMA Wireless; John Ryan, Marquardt Switches, Inc.; Matt Geitner, MACNY; Jacki Grosso, LOTTE; Antoinett Dufort, Hidden Level

availability, affordability, and reliability. She expressed concern for anticipated operation cost increases from impending regulations resulting from the Climate Leadership and Community Protection Act.

In addition to the financial support of the 50+ registrants for Manufacturing Advocacy Day 2024, please recognize additional financial support from: Anheuser-Busch, VIP Structures, WestRock, Byrne, INFICON, BNMA, CEG, COI, and RTMA.

Manufacturing Advocacy Day 2024 participants received warm welcomes and appreciative comments for continuing to manufacture, innovate, and support local communities through employment and community involvement in the Empire State.

Join us on April 17th from 9 - 10 AM for our next government relations event: Final FY25 State Budget Webinar with MACNY and Ostroff Associates. To register, scan the QR code.



Diane Burman, NYS Public Service Commission, and Randy Wolken, MACNY



NYS Senator John Mannion, and MACNY Board Member Michelle Shatrau, N.E.T. & Die



NYS Assembly Member Harry Bronson (Rochester); Scott McNulty, Clarkson University; Frank Falatyn, Fala Technologies Inc.; Chris Potocki, Indium Corp.; Christine McLear, CEG; Bob Coyne, RTMA; Justyna Valencia, MACNY; Tara McCaughey, Global Foundries

# WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

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## LEAVING MONEY ON THE TABLE?



It's tax time again, that time of the year when we review what we've been doing with our money, how we can improve our tax situations. If you operate or are considering a Registered Apprenticeship Program and aren't aware of the Empire State Apprenticeship Tax Credit (ESATC), you're leaving money on the table.

Launched in 2018, the ESATC encourages the expansion of Registered Apprenticeship as a work-based learning model by providing eligible employers with tax credits against New York State (NYS) income or franchise tax for registering new apprentices on/after 2018. Enhanced credits are available to employers that hire disadvantaged youth as apprentices.

What kind of money are we talking about?

- \$2,000 - \$6,000 for 1st through 5th year apprentices
- \$5,000 - \$7,000 for 1st through 5th year apprentices identified as disadvantaged youth

Employers that provide apprentices with mentor support for the entire year (a requirement of Registered Apprenticeship) are eligible for an additional \$500 for each apprentice who is mentored for the full year.

With MACNY as your group sponsor, you can rest assured that we constantly source funding to offset the costs of operating these programs. For example, we're preparing to deliver Apprenticeship Expansion Grant (AEG) checks to employers for whom we applied (up to \$15,000 per apprentice) to the tune of \$300,000. The U.S. Department of Labor has awarded MACNY this AEG funding each year for the past 3, totaling nearly \$1,000,000 among over 20 employers.

While we don't apply for tax credits for you, we'll send reminders to each of our signatories as the end of the year rolls around, to make sure they don't miss out. Determine your eligibility by scanning the QR code.



We don't profess to be financial experts, but we do understand that the ESATC is there to help you defray costs associated with launching and maintaining a Registered Apprenticeship program. To make sure you're not leaving money on the table during this tax season, contact the Workforce Development team at MACNY to learn more about Registered Apprenticeship.

# 111<sup>TH</sup> ANNUAL CELEBRATION OF MANUFACTURING



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TICKETS ON SALE

MAY 23, 2024

SRC ARENA & EVENTS CENTER

## MACNY STAFF ANNOUNCEMENTS



### MACNY PROMOTES MARISA NORCROSS TO CHIEF OPERATIONS OFFICER

We are excited to announce the promotion of Marisa Norcross to Chief Operations Officer. Marisa started this new role at the end of 2023.

Reporting directly to the President & CEO, the Chief Operations Officer serves as a key member of our Executive Leadership Team. In this position, Marisa will play a critical role in the refinement, design, and integration of organization-wide, cross-team systems and processes to ensure alignment and increased operational efficiency. She will provide direct oversight of our member services (including events, training, and membership development), and the marketing and communications department.

MACNY President & CEO, Randy Wolken, shares, “We are excited to announce Marisa’s promotion to Chief Operations Officer. Marisa is an exceptional leader and asset to our team. Her ability to refine and streamline our operations is invaluable to our team and directly impacts the delivery of our services to MACNY members and the community. In this new role, Marisa will continue to be instrumental in the development and success of our organization.”



### ERIC FELDSTEIN JOINS MACNY AS TRAINING COORDINATOR

We are pleased to welcome Eric Feldstein to the team as the Training Coordinator. In this role, Eric will provide support to our growing training department by coordinating with

best-in-class instructors to provide training and workshops for MACNY members and the manufacturing and business community.

With years of experience in event and service programming, Eric is focused on bringing high-quality development opportunities to our members. Eric will serve as a strong connection between various training partners and MACNY’s members – ensuring they have the training and development opportunities they need and want.

Prior to joining MACNY, Eric was the Data Entry Clerk at Rapid Response Monitoring and Active Adults Coordinator at the YMCA of Central New York. In his previous roles, Eric was responsible for document management, coordinating program registrations and services, and member engagement. Eric holds a Bachelor of Science Degree in Psychology from State University of New York Cortland.

# UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

## CONSTELLATION'S INSIGHTS INTO USING GREENHOUSE GAS ACCOUNTING



As businesses target climate action and sustainability as part of their overall energy goals, it can be challenging to understand and calculate your company's carbon footprint due to the evolving complexity of the process and lack of the right tools and resources. To achieve meaningful sustainability progress, it is essential to have accurate and comprehensive greenhouse gas (GHG) accounting systems in place.

Greenhouse gas accounting, also known as carbon accounting, is the process of measuring, reporting, and verifying the amount of GHGs emitted or removed from the atmosphere by a business's activity. Greenhouse gases are emitted from a range of sources, including transportation, electricity generation, agriculture, and industrial processes.

### Why Use Greenhouse Gas Accounting?

Greenhouse gas accounting is necessary for several reasons:

1. It helps to identify the main sources of GHG emissions, allowing businesses to target their mitigation efforts effectively.
2. It provides a basis for tracking progress towards emission reduction targets.
3. It allows businesses to report their emissions, either voluntarily or as required by federal or state reporting laws in New York City, Chicago, Philadelphia, and Washington D.C., among others.

### How does GHG Accounting Work?

The greenhouse gas accounting process typically involves the following 5 steps:

1. Identifying the sources of GHG emissions: This involves identifying the activities that generate GHG emissions, such as the use of fossil fuels for transportation or the use of electricity in buildings.

2. Collecting data on the activity: This involves collecting data on the physical activity that generates emissions, such as the amount of fuel consumed by a vehicle, or the amount of electricity consumed by a building.
3. Calculating the emissions: This involves using emission factors or other calculation methods to estimate the amount of GHG emissions generated by the activity.
4. Verifying the emissions: This involves verifying the reported emissions through independent auditing or other verification methods to ensure their accuracy and completeness.
5. Reporting the emissions: This involves reporting the calculated emissions to relevant stakeholders, such as governments, businesses, or international bodies.

### The Constellation Solution

The major challenge of greenhouse gas accounting is the availability of quality data. Collecting accurate data on activities that generate GHG emissions can be difficult, particularly for smaller businesses or businesses with multiple facilities across various geographies. Additionally, the accuracy of emission factors and other calculation methods can be affected by a range of factors, including the age and condition of equipment, the quality of fuel used, and the weather conditions at the time of measurement.

Constellation's greenhouse gas emissions management platform allows companies to seamlessly develop a baseline of their carbon emissions, report it across multiple frameworks, and identify and prioritize carbon reduction or mitigation strategies for implementation. Their solution will allow you to track your climate targets, projects, and budgets in one place to clearly communicate with stakeholders.

Greenhouse gas accounting is an essential tool for addressing the climate crisis. Accurate and comprehensive greenhouse gas accounting systems provide a basis for effective climate policies, strategic sustainability efforts and can help to drive the transition to a low-carbon economy. As such, it is important for businesses to invest in the development and implementation of robust greenhouse gas accounting.



*Thank you to Constellation for sharing your insights.*



# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## A PROCESS, NOT EVENTS



A few weeks ago, I heard a statement that hit me very hard, “Events don’t develop people, processes do.” I heard it on February 16th, but I can’t for the life of me remember where. This isn’t a new concept for me. In fact, in *The 15 Invaluable Laws of Growth*, John C. Maxwell stated, “Leadership develops daily, not in a day.” Perhaps the reason I’m more in-tune with this principle now is because I’ve been on my intentional growth journey for over 12 years. As I’ve thought about that statement, I’ve discovered evidence to prove that it’s true and how it can be applied to many areas of our lives.

Let’s quickly talk about events. I love events. They are filled with such excitement and energy. Events are great for launching ideas, celebrating successes, or creating retreats where people have the space to reflect, think, and process their thoughts. Training sessions are often scheduled as events where someone arrives at a certain time, works through the materials, and then leaves. Sadly, this type of training has a very short shelf life for the learner. Simply attending isn’t enough.

Let’s look at the evidence behind the strength of the process. I started my professional career as a Tool Maker apprentice. First developed in the later Middle Ages, the process of learning by doing began. An apprentice would work alongside a skilled craftsperson daily as they completed their projects. Over time, the apprentice would develop and hone their craft until one day they could perform at the level of their mentor. My apprenticeship was more structured and involved a process that took 8,000 hours of on-the-job training, combined with 144 hours of work-related instruction, every year. Over this 4-year period, I learned the skills and thinking habits of a Tool Maker.

What about the other class or event-type training? The key to growth and development is consistency. Consistency isn’t an exciting word, but it’s the difference maker, because consistency compounds. When we learn on a consistent basis, our learning is layered. We build on what we learned the day before and the learning goes deeper and becomes more robust. For several decades, MACNY has provided Supervisory Leadership training. In an effort to layer the training and create more of a process



for leadership development, we added Transformational Leadership and, just recently, High Impact Leadership. We’ve structured these two newer programs around five topics spread over 5 months so the attendees could practice the new ideas for an entire month, before moving on to the next topic. In doing this, we’ve developed a process around events. We are also adding additional 1-day training opportunities that will continue adding layers to your leadership growth journey.

The good news is that everyone can develop their own process for personal and professional growth. I call my process, my Annual Growth Plan. The foundation for my growth plan is my daily reflection. I have 7 questions that I ask myself each day. The answer to one of those questions was the statement I referenced at the beginning of this article. I have used this “process” for over 9 years with over 3,300 entries. Building on this foundation, I add one book per month. The books frequently come from something I heard about and noted in my reflection questions. Events are also part of my growth process. They supply new learning opportunities, time to celebrate what I learned, and perhaps most importantly, time to reflect on what I’ve been learning.

A quick tip that might be helpful for you - whenever ever you learn something new ask yourself these 3 questions:

1. Where can I use this?
2. When can I use this?
3. Who needs to know this?

I promise that if you ask these three questions, you will take whatever it is that you learned to an entirely new level of growth.

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Amy Stewart, Workforce Development Specialist,  
Partners for Education & Business, Inc.

## THE ART OF CONNECTION



Students have heard that “art doesn’t pay the bills” or that it’s “just a hobby.” However, the Henninger 10th graders in Health Professions learned that it can be a lifeline for some.

In February, students visited InterFaith Works, a local agency that provides services for New Americans, coordinates dialogue and action groups, as well as supports healthy aging initiatives. One of their services is Opening Minds Through Art (OMA), a national program where people with dementia (artists), work with a volunteer to do an abstract art project. This allows artists to follow their preferences, rather than worrying about making the piece “right” or “perfect.” They can rely on their creativity and remaining strengths, rather than focusing on their memory loss and challenges.

For the visit, the students learned about the program and completed a watercolor painting. They were then given case studies of individuals with varying physical abilities, levels of dementia, and life situations. Each student group then identified how they would approach supporting the individual in an OMA activity, from the types of paintbrushes used to approaches to communication. It challenged students to not just say that they would do everything for the individual, but to think about how they could support an individual while maintaining as much independence as possible.

Here’s what some of the students shared about the experience:



**IT’S GOOD TO HAVE STUDENTS LEARN ABOUT THE ART PROGRAM. ART HELPS STIMULATE THE CREATIVITY AND MEMORIES OF PATIENTS WITH DEMENTIA. IT WAS A WAY FOR STUDENTS TO LEARN WHAT PEOPLE WITH DEMENTIA FEEL.**

- IMAD



Samantha: “I enjoyed the field trip because it allowed me to relax and be free with my artwork. I feel this is beneficial to the elderly because this is something they can do themselves.”

Jennie Prouty, Volunteer Coordinator at InterFaith Works said, “For those going into healthcare, OMA allows them to be exposed to empathy towards their patients in a new way. OMA asks them how they can balance giving their clients space to make their own decisions yet being available to assist as needed. It also allows volunteers to use their creative problem-solving skills as they may need to adjust the project per client and their specific limitations. All of which are skills that they can carry into any healthcare professional setting.”

We often focus on career readiness skills, but empathy does not always come to mind. Through a site visit like this, students are developing something all jobs require – seeing people as human and respecting their autonomy. It also opens their eyes to seeing beyond the typical nurse and doctor roles at a hospital, and that health is supported in non-traditional services. In a world of high-tech skills and automation, sometimes creativity and connection are the best antidotes. We are grateful to our employer partners who give students these important experiences so they can be their best selves in both the workplace and everyday life.



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**  
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



Accounting & Benefits  
Manager  
**PATTY CLARK**  
Ext 10



Senior Manager,  
Communications & Media  
**MARISSA BECK**  
Ext 53



Senior Manager,  
Marketing & Events  
**DEB TILTON**  
Ext 19



Training  
Coordinator  
**ERIC FELDSTEIN**  
Ext 51



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 Corporate  
Services  
**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**  
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Director, Partners for  
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**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, PEB  
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# APRIL TRAINING AND EVENTS

## THE FOUR DIMENSIONS OF CULTURE

Apr 2 | 9 AM - 3:30 PM

## ISO 9001: 2015 INTERNAL AUDITOR TRAINING

Apr 3 | 8 AM - 4 PM

## BLUEPRINT READING: LEVEL 2 (WITH GD&T)

Apr 3 & 5 | 8 AM - 12 PM

## CYBERSECURITY SUMMIT

Apr 5 | 8:45 AM - 3:30 PM

## SUPPLY CHAIN MANAGEMENT WORKSHOP

Apr 5 & 12 | 1 - 4 PM

## TOUR OF BERRY GLOBAL

Apr 10 | 3 - 6:30 PM

## EFFECTIVE TIME MANAGEMENT

Apr 12 | 9 AM - 5 PM

## TOUR OF FELIX SCHOELLER

Apr 16 | 2:45 - 6 PM

## BUILDING AN EFFECTIVE SUPPLIER QUALITY SYSTEM

Apr 17 | 8 AM - 12 PM

## FY2024-25 FINAL BUDGET

Apr 17 | 9 - 10 AM

## MASTERING EMOTIONAL INTELLIGENCE - LEVEL 1

Apr 17 | 9 AM - 4 PM

## FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

Apr 18 | 8:30 AM - 3:30 PM

## PROJECT MANAGEMENT WORKSHOP

Apr 19 & 26 | 1 - 4 PM

## NEW YORK STATE LABOR & EMPLOYMENT LAW TRAINING

Apr 24 | 8:30 AM - 12 PM

## INTRODUCTION TO DIGITAL MARKETING

Apr 25 & 26 | 9 AM - 12 PM

## INCLUSIVE LEADERSHIP

Apr 25 & 26 | 9 AM - 12 PM

## OSHA 10-HOUR OUTREACH TRAINING: GENERAL INDUSTRY

Apr 30 & May 1 | 8:30 AM - 1:15 PM

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FOR AN EVENT  
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