

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | SEPTEMBER 2025

A BEAUTIFUL DAY FOR GOLF AT MACNY'S 28TH ANNUAL GOLF TOURNAMENT AT BELLEVUE COUNTRY CLUB



In July, MACNY members teed up for a fair weather day on the fairways at Bellevue Country Club. The weather couldn't have been more perfect for 18 holes of golf!

Congratulations to this year's winners:

- **First Place:** Thompson & Johnson Equipment Co., Inc. (Team 1 - Mike Vaughan, Tim Gaughan, Andy Putnam, and Todd Locey)
- **Second Place:** Hollowick, Inc (Dave Myers, Chis Esposito, Mike Healey, and Tommy Fiacchi)
- **Third Place:** Byrne Dairy, Inc. (Jesse Schneider, Ken LaMonte, Mike Thompson, and Mike Giannone)
- **Closest to the Pin (Men):** Thomas Bailey (Indium Corporation)
- **Closest to the Pin (Women):** Tracy Foltz (Falk Precision)
- **Longest Drive (Men):** Corey Ennis (Anoplate)
- **Longest Drive (Women):** Hilary Hext (Dupli Envelope & Graphics)



We're incredibly grateful to our sponsors who made this event possible. The Merlin Companies, presenting sponsor of all MACNY's Summer Events, including golf, made a pivotal contribution as well as provided gifts for every golfer. Bank of America provided a filling meal to kick off the day as our Lunch Sponsor. Aryloom made sure golfers got their close up as the Photo Experience Sponsor. C&S Companies kept golfers hydrated on the course as the Beverage Cart Sponsor. Bartell kept the spirit of competition alive as the Closest to the Pin and Longest Drive Sponsor. Thompson & Johnson Equipment Co., Inc. bought the first round of drinks as the Swing & Sip Sponsor to ensure everyone stayed refreshed and NBT Bank closed out the day with a delightful dinner to refuel after a full round on the course! Lastly, SMV Recruiting, our Door Prize Sponsor, raffled off several exciting prizes including bottles of whiskey and a luxurious spa day!



The tournament was a great opportunity for networking, enjoying delicious food, and celebrating the spirit of camaraderie among our members. We're looking forward to seeing you all again soon at one of our upcoming events!

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

FIRST OF ITS GENERATION: NEW NUCLEAR POWER CONSTRUCTION IN NEW YORK STATE



In June, Governor Kathy Hochul held a press conference to announce that she directed the New York Power Authority (NYPA) to develop and construct a zero-emission advanced nuclear power plant in Upstate New York. This project will support a reliable and affordable electric grid while providing zero-emission electricity to achieve a clean energy economy. This new directive builds on other objectives, previously announced by the governor in the 2025 State of the State address, to catalyze nuclear energy development in New York. This effort contributes to the goal of achieving an affordable, reliable, and safe power grid on the path to a cleaner and more energy-abundant economy in New York State.

New York must embrace an abundance energy policy that centers on independence and supply chain security to ensure it controls its energy future. Governor Hochul said in the press conference, "This is the second time during my administration that I am calling on the New York Power Authority to lead a critical energy initiative, and just as it is doing with the expedited build out of renewable energy and transmission, it will now safely and rapidly deploy clean, reliable nuclear power for the benefit of all New Yorkers."

As a result of recent economic growth, especially in advanced manufacturing, New York needs new, clean electricity resources to meet growing power demands. New industrial development and a growing need for electrification mean that this advanced nuclear plant will complement New York's ongoing deployment of renewable energy by adding zero-emission base load power. Advanced nuclear power provides safe, reliable, and affordable clean energy to advance the state's goal of achieving both cleaner energy generation while providing a robust boost

to the state's economy. NYPA, in coordination with the Department of Public Service (DPS), will seek to develop at least one new nuclear energy facility with a combined capacity of no less than one gigawatt of electricity, to support the state's electric grid and the people and businesses that rely on it.

NYPA is currently evaluating technologies, business models, and locations for this new nuclear power plant and will work to secure the key partnerships necessary for the project. This process will include site and technology feasibility assessments and a consideration of financing options, in coordination with the forthcoming studies in the master plan for Responsible Advanced Nuclear Development in New York, led by the New York State Energy Research and Development Authority (NYSERDA) and DPS.

Candidate locations will be assessed for suitability based on safety, strength of community support, compatibility with existing infrastructure, skilled labor, and availability of land. This nuclear power plant initiative builds on the state's ongoing financial support for Constellation to pursue an early site permitting process for a new project at its Nine Mile Point Clean Energy Center. It'll also allow for future collaboration with other states as well as Ontario, building regional momentum that will strengthen nuclear supply chains, foster collaboration on best practices, and support the responsible deployment of advanced nuclear technologies.

I had the pleasure of speaking at Governor Hochul's press conference and announcement in June. As my remarks indicate, (27:48) this is a monumental development that supports the growth of our existing members and new manufacturers looking to locate and grow in our state. MACNY highly supports this effort, and we plan to keep members informed of the developments. If you want to learn more you can email me at rwolken@macny.org



Watch Governor Hochul's press conference

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

THE FEDERAL TAX AND SPENDING BILL – WHAT MANUFACTURERS CAN EXPECT



The federal tax and spending bill, also known as the “One Big Beautiful Bill Act”, recently ratified by Congress and signed into law by President Trump, includes legislation that is likely to have a positive impact on manufacturers in our region and across the nation. As a trade association representing hundreds of manufacturers and businesses across New York State and beyond, MACNY’s government relations team has been advocating in support of pro-growth tax policies that aim to boost domestic production by encouraging investment in new equipment, technology, and manufacturing facilities. We’d like to thank Congress for listening to our voices and passing these pro-manufacturing measures.

The first key piece of this bill is that it allows taxpayers to immediately deduct domestic research and development or experimental expenditures paid or incurred after December 31, 2024. This will help encourage investment in innovation and new product development at manufacturing facilities across the country. Another win for the manufacturing industry was the permanent restoration of 100% bonus depreciation, allowing businesses to immediately deduct the cost of new and used qualified property (like machinery and equipment) placed in service on or after January 19, 2025. Without Congressional action, businesses would’ve had to amortize these expenses over several years, with full expiration in 2027. This restoration will significantly reduce taxable income for businesses during high-investment years.

A key priority of MACNY and the Manufacturers Alliance of New York State was to make permanent the 20% Section 199(A) qualified business income deduction, known as the Small Business Tax Credit. Originally scheduled to expire at the end of the year, this tax credit will now remain available to most pass-through entities, bringing significant tax relief to small-to-medium sized manufacturers. Additionally, the bill included measures to increase the maximum amount that can be

expended under Section 179, which has the potential to boost cash flow for manufacturers.

Last, but certainly not least, MACNY is optimistic that the enhanced Advanced Manufacturing Investment Credit will help expand domestic semiconductor manufacturing — critical to our region’s continued economic growth. An advanced manufacturing facility is defined as a facility whose primary purpose is manufacturing semiconductors or semiconductor manufacturing equipment. Manufacturers can learn more about meeting the eligibility requirements of this credit by scanning the QR code below.

MACNY, alongside our Alliance partners will continue to advocate for pro-growth tax policies as well as join nationwide coalition efforts to voice support for these measures on the federal level to enhance the competitiveness of the American economy. We’re here to be your resource and voice in government relations so please let us know if we can help you navigate any federal and state issues.



**Advanced Manufacturing
Investment Credit
Requirements**



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WORKFORCE DEVELOPMENT

Amy Stage, Director of Apprenticeship & Workforce Development

TRAINING THE TALENT OF TOMORROW: MACNY'S APPRENTICESHIP EXPANSION TAKES OFF



Last year, MACNY made a momentous stride in its mission to train and upskill workers for well-paid, in-demand careers in manufacturing. Last July, the U.S. Department of Labor awarded MACNY, a \$6 million grant to support the expansion of advanced manufacturing Registered Apprenticeship Programs.

As part of the grant, the New York Registered Apprenticeship Manufacturing Partnerships (NY-RAMP) program was developed to help register at least 800 individuals into apprenticeship programs across the state over a period of four years. With an expansive list of more than 75 key regional and statewide partners, this project supports companies with technical assistance and provides other incentives for their self-sponsored apprenticeship programs, while also addressing Registered Apprenticeship Program creation challenges specific to the region, such as identifying appropriate participants, working with businesses to create curricula, and supporting program retention.

To set the program up for success, it's being rolled out in phases. Phase 1 began in July 2024. During this phase, NY-RAMP assisted 159 stakeholders with registering 73 new apprentices and provided 22 companies with \$52,500 in incentive funds to support 42 apprentices. These incentives could be used to offset costs related to on-the-job training (excluding wages), "train the trainer" (mentor training) costs or activities, and apprentices' Related Technical Instruction costs outside of the available State University of New York (SUNY) funds.

As Phase 2 gets underway, MACNY and its program partners aim to build on the progress already made in Rochester, Central New York, Mohawk Valley, and Albany by expanding to

Western New York, the Southern Tier, Hudson Valley, Brooklyn, and Long Island. The objective is to continue increasing the number of apprentices in traditional manufacturing trades while adding new non-traditional trades, such as Software Developer, Project Manager, Marketing Coordinator, Customer Services Associate, and Human Resources Associate. MACNY's newest trade, Continuous Improvement Associate, was recently approved for MACNY sponsorship by the New York State Department of Labor. This trade is ideal for manufacturers seeking to standardize quality assurance across their operations.

To showcase how this project can benefit employers, MACNY and its program partners are hosting a virtual webinar, "Close the Skills Gap: Grow your Talent Pipeline from Within through Registered Apprenticeship," on September 16th at 1 PM.

During the webinar, attendees will gain insights into Registered Apprenticeship and hear from Jackie McDowell, Senior Manager, Human Resources at Indium Corporation, and Austin Eannace-Caro, a Software Developer apprentice. Since launching their Registered Apprenticeship Program in 2022, Indium Corporation has successfully implemented five trades, including a new non-traditional program.

Interested in exploring the newest trades and how your company can benefit? Email me at astage@macny.org.



**Register for
the webinar**

PARTNERS FOR EDUCATION & BUSINESS, INC.

Mohamed Thiam, Workforce Development Specialist

INVESTING IN THE FUTURE: K-8 SMART START EXTERNSHIP PROGRAM

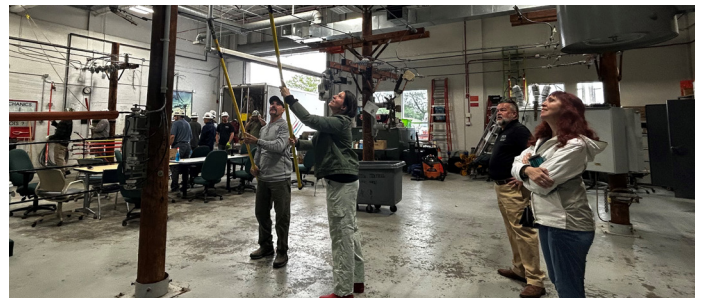


Partners for Education & Business, Inc. (PEB) is committed to bridging the gap between education and industry. Through impactful work-based learning opportunities, we help prepare students and educators for success in a rapidly evolving workforce.

As a partner of the Syracuse City School District (SCSD), we helped to coordinate the site visits for one of their summer initiatives, the K-8 Smart Start Externship Program. This week-long professional development experience is designed specifically for K-8 educators to explore and engage with local industry partners that align with the Career and Technical Education (CTE) Program's Common Career Technical Core Career Ready Practices. "In the SCSD, CTE is more than a program — it is a promise. From classrooms to careers and passions to professions, CTE provides meaning to learning and opens doors to opportunities. We are proud to serve our students in this capacity, offering pathways with a purpose that reflects the strength of our district, the dedication of our educators, and the power of our partnerships. With support from businesses and industries, post-secondary institutions, and our broader community, every CTE pathway is a testament to what is possible when we invest in student potential and prepare them for futures they can truly own," said Erin K. Noto, Executive Director of CTE at SCSD.



On Wednesday, August 20th, seven of our valued industry partners — Syracuse University Esports, Elite Gaming, Usherwood Office Technology, Giovanni Foods, SUNY Upstate Medical University, The MOST, and National Grid — opened their doors to host educators where they gained first-hand insight into the daily operations, skills, and technologies utilized by these businesses. These experiences equipped them with real-world knowledge they can bring back to their classrooms, helping to connect academic content with career readiness concepts from an early age.



By immersing educators in authentic industry environments, the K-8 Smart Start Externship Program enhances the relevance of instruction and strengthens connections between classroom learning and career pathways. Teachers leave the program with fresh perspectives, practical examples, and a clearer understanding of the competencies needed for future success — ultimately enriching the learning experience for their students.

One of the pillars of PEB's mission is the belief that investing in educators is an investment in students. Programs like the K-8 Smart Start Externship empower teachers to deliver more dynamic and informed instruction while cultivating student awareness of local career opportunities from an early age.

We extend our deepest thanks to all participating industry partners for their continued support and dedication to talent development. By fostering strong collaboration between education and industry, we're laying the groundwork for a brighter future for students across our region.

Partners for Education & Business, Inc. (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.

UPDATES IN ENERGY

Colleen Blagg, Manger of Corporate Services & Workforce Development

CHOOSING THE RIGHT ENERGY SUPPLIER TO SUPPORT FINANCIAL GOALS



As organizations face pressure to manage costs, reduce risk, and meet sustainability goals, choosing the right supplier and product is essential. With a well-aligned strategy and a trusted provider, businesses can reduce exposure to market volatility, improve budget predictability, and support long-term financial goals.

Understanding Your Load Profile

Prior to choosing a product type, businesses should analyze their energy consumption patterns over time. The resulting load profile can provide insights that significantly impact contract structure, pricing strategy, and operational efficiency. Businesses should ask the following questions to better understand their energy usage and inform decision-making:

- When does the facility use the most electricity?
- Are there seasonal or daily peaks in demand?
- Is usage consistent over time?
- Do we have flexibility in our operations?

Energy suppliers will tailor pricing and contract structures to better fit operational needs based on business profiles. For example, a business with predictable, off-peak usage may benefit from buying index rates, while facilities with highly variable demand patterns may need a strategy to manage fixed rates and capacity charges. Load profiling may also identify inefficiencies like equipment running unnecessarily during off-hours, or opportunities for automation or operational adjustments that reduce costs.

Evaluating Price Options to Support Budget Goals

Choosing the right product type depends on a business's energy usage patterns, financial goals, and risk tolerance. Understanding available pricing structures is key to building a strategic energy plan.

- **Fixed Price Solutions:** Businesses can lock in a consistent rate per kilowatt-hour (kWh) for the length of their contract. Fixed-price solutions offer price stability and simplify budgeting by reducing exposure to market fluctuations.
- **Index Price Solutions:** Energy rates fluctuate based on real-time wholesale market conditions. This approach provides flexibility and potential savings when prices fall but also carries the risk of higher costs during periods of high pricing or high demand.
- **Layered or Managed Solutions:** A blended strategy combines fixed and index pricing, allowing businesses to secure a portion of their load at a fixed rate while the remainder follows market trends. This strategy balances cost certainty with the opportunity to benefit from favorable market conditions.

Although businesses should choose purchasing strategies based on their unique needs, budget goals, and risk tolerance, a Constellation study that tested 73 different strategies across four Independent System Operators (ISOs) revealed that a layered or managed solution often delivers significant benefits, including effective management of both risk and price.

Improving Budget Predictability Through Peak Shaving and Demand Response

Peak shaving is a targeted strategy that helps businesses reduce electricity costs by minimizing usage during the most expensive times of the year. This is important because a business's capacity charges are based on its highest usage during peak periods. Even a short spike in demand can significantly increase costs for the entire year.

Peak shaving strategies include:

- **Load shifting:** Moving energy-intensive processes to off-peak hours to avoid triggering peak demand charges.
- **Battery storage:** Using stored energy during peak periods to reduce reliance on high-cost grid electricity.
- **Demand response programs:** Participating in utility or supplier programs that offer financial incentives for reducing load during peak events.

By proactively managing peak demand, businesses can lower their capacity charges, reduce strain on the grid, and even generate revenue through demand response programs. Choosing an energy supplier is a critical step in building a purchasing strategy that supports long-term financial and operational goals. With the right provider and a data-informed approach, businesses can manage risk, control costs, and support long-term financial performance.



Thank you to Constellation for sharing your insights.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

REFILLING YOUR TENACITY



With summer now behind us, are you finding your tenacity running low?

A few years ago, I was on a morning walk, and I noticed something surprising. What I saw was a few blades of grass pushing their way through a tiny crack in the pavement. The crack was barely visible, yet somehow a seed had found just enough soil and water to grow, despite the harsh environment. What most would call a weed, I saw as a teacher. That little plant demonstrated something we all need, especially in times like these: tenacity.

So often, when we feel overwhelmed by back-to-back meetings and endless to-do lists, even the best of us can feel like giving up. In those times, we need to remember that little plant; it didn't have ideal conditions, but it pushed through anyway. In tough times we all just need a fresh dose of tenacity.

Can You Refill Tenacity?

Unfortunately, tenacity isn't something you can take in pill form or receive via injection, though that would be handy these days! Here's the good news: with some intention and reflection, you can rebuild your tenacity levels. Here's how to refill your tenacity:

1. Reconnect with Your 'Why'

Simon Sinek famously said, "Start with Why." In the chaos of recent years, it's easy to lose sight of our purpose. Take time to ask yourself:

- Why do I do what I do?
- What values guide my actions?
- Am I living those values daily?

Whypower is stronger than willpower. It fuels perseverance because it's anchored in your identity. When we lose our 'why,' we often lose our way.

2. Reignite Your Passion

Passion can fade — but it can also return. The formula is simple: **(Interest + Engagement) × Time = Passion**

Get curious again. Dive into topics that excite you. Reinvest your time and energy, and watch your passions grow.



(INTEREST + ENGAGEMENT) X TIME = PASSION



3. Refocus Your Goals

Uncertainty has a way of clouding our vision. Ask yourself:

- Are my goals still clear?
- Are they written down?
- Do I review them regularly?

Clarity fuels motivation. Keep your goals visible — check in daily if possible. Use visuals or reminders to keep them front and center in your life.

4. Shift Your Perspective

Are you so focused on what you can't do that you've forgotten what you can? While it happens to all of us, the key is to not stay stuck. Reach out to mentors or coaches. They can help you reframe your mindset and challenge unproductive thinking so you can move forward with clarity and confidence.

5. Get Comfortable Being Uncomfortable

All growth happens outside your comfort zone. Whether it's pursuing a new opportunity, learning a new skill, or building new relationships, discomfort is part of the process. Start small. Take action even if you feel unsure — you won't be perfect the first time, and that's okay. Tenacity is built through practice.

6. Find Accountability

Nothing accelerates growth like accountability. Share your goals with someone you trust — a friend, a coach, a mentor. Thomas Edison used to call press conferences to publicly announce his next invention; now that's accountability! When others are watching, your tenacity tends to rise.

Final Thought:

After enjoying summer, it can be tough to re-engage. Reflecting on these ideas helped me reset my own mindset, and I hope they do the same for you. Let's finish this year strong, no matter the challenges, and set the stage for a powerful next chapter. Here's to higher tenacity — and a purpose-filled life.

ROSIES ON THE RACETRACK

In August, MACNY team members traveled to Watkins Glen International racetrack for a truly unforgettable moment — the unveiling of the Real Life Rosies® logo on a brand-new stage: the hood of a NASCAR.

In partnership with BuildSubmarines.com, and BlueForge Alliance MACNY's pre-apprenticeship program, Real Life Rosies received the distinct honor of being featured on the BuildSubmarines.com car during the "Go Bowling at the Glen" NASCAR Cup Series race. The MACNY team enjoyed a front row seat to all the action from meeting the driver, to joining the drivers meeting, to watching the race pitside.



working at Forkhardt Hardinge as a Utility Machinist. Ever evolving to advance her abilities, Terri is an inspiring example of resilience, skill, and dedication.

We're deeply grateful to BuildSubmarines.com and BlueForge Alliance for not only celebrating Terri on the door of the car but for proudly showcasing the Real Life Rosies logo on the hood. Their partnership helps strengthen the workforce by shining a spotlight on women entering the skilled trades.

This fall, new cohorts of Real Life Rosies will launch across New York State, preparing women to step into critical trade roles and supporting those already employed in manufacturing as they advance their careers. At the same time, Advance 2 Apprenticeship®, MACNY's second pre-apprenticeship program, will also expand across the state, offering no-cost, hands-on training to help individuals build strong foundations for careers in advanced manufacturing.

Whether you're looking to upskill your team, hire skilled candidates, or host a facility tour, there are many ways to get involved — scan the QR codes below to learn more.



Inspired by the iconic Rosie the Riveter — the cultural icon who symbolized the strength and capability of women stepping into industrial roles during World War II — the Real Life Rosies pre-apprenticeship program carries that legacy forward by opening doors for women in modern manufacturing. As New York State's first direct-entry training program created specifically for women, Real Life Rosies offers a no-cost, hands-on learning experience designed to build real-world skills and confidence.



Alongside the Rosies logo, the car featured another trailblazer: Terri Jackson, the first ever female "Giant of Skilled Trades". Following her service in the U.S. Navy where she served as a Seabee, she launched a new career through a Registered Apprenticeship in Manufacturing Engineering Technology at Forkhardt Hardinge. She has since earned her Journeyworker certification and is now



**Real Life Rosies
interest form**



**Advance 2 Apprenticeship
interest form**

STAFF ANNOUNCEMENT

NEW WORKFORCE DEVELOPMENT SPECIALISTS JOIN MACNY



Mohamed joins Partners for Education & Business, Inc. (PEB), a MACNY affiliate, where he will lead youth-focused workforce initiatives in the Syracuse City School District.

Before joining PEB, he served as a Job Coach at InterFaith Works of CNY, where he helped immigrants and refugees navigate employment barriers, built partnerships with employers, and supported career advancement. He's also a former graduate teaching assistant with a master's degree in Pan-African Studies from Syracuse University. Fluent in English and French, he is deeply committed to equity and cross-cultural engagement.

"We're thrilled to welcome Mohamed to the PEB team," said Taylor Hodge, Director of PEB, "His deep commitment to equity, combined with his experience in workforce development and community-centered initiatives, makes him an incredible asset to our work. Mohamed's ability to connect with students, educators, and employers will play a vital role in expanding access to career exploration opportunities and preparing young people for success in today's workforce."

Christa joins MACNY's Talent Development team to support the Real Life Rosies® and Advance 2 Apprenticeship® pre-apprenticeship programs. She will collaborate with employers, educators, and community partners to recruit participants, support program delivery, and help participants successfully transition into Registered Apprenticeship programs and careers.

Christa has held key roles at industry leading organizations such as LOTTE Biologics, Regeneron Pharmaceuticals, and Ecovative Design, where she specialized in quality compliance, equipment validation, training development, and project execution. She holds a Bachelor of Science in Biological Sciences from the University at Albany and brings a deep appreciation for continuous learning and professional growth.

"We're excited to have Christa join our team," said Colleen Blagg, Manager of Corporate Services & Workforce Development at MACNY. "Her extensive background in regulated industries, paired with a deep commitment to training and continuous improvement, makes her exceptionally well-suited to help organize and execute our pre-apprenticeship programs. Christa brings a unique perspective that will enhance our ability to expand MACNY's Real Life Rosies and Advance 2 Apprenticeship programs across New York State."

Together, Mohamed and Christa bring a dynamic blend of experience, passion, and industry insight that will elevate MACNY's statewide efforts to develop a skilled, inclusive, and future-ready workforce through meaningful career exploration and apprenticeship opportunities.

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SEPTEMBER

TRAINING AND EVENTS

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INCLUSIVE LEADERSHIP

September 2nd | 8:30 AM – 3:30 PM

ISO 9001: 2015 INTERNAL AUDITOR TRAINING

September 3rd & 4th | 8 AM – 4 PM

SUPERVISORY LEADERSHIP

Starting September 4th | 8:30 AM - 12:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

September 8th | 9 AM – 5 PM

DIGITAL MARKETING CERTIFICATION

Starting September 8th | 9 AM - 12 PM

MOBILE ELEVATING WORK PLATFORM (MEWP) TRAIN-THE-TRAINER

September 9th | 8:30 AM – 3:30 PM

MAXIMIZE YOUR MEMBERSHIP

September 9th | 9:15 - 10 AM

CRUCIAL CONVERSATIONS: MASTERING DIALOGUE

September 9th & 10th | 9:30 AM – 3:30 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

September 11th | 9:15 – 10 AM

THE 15 INVALUABLE LAWS OF GROWTH

September 12th | 9 – 10:30 AM

NAVIGATING LEAVE LAWS IN 2025

September 16th | 8:30 – 9:30 AM

CLOSE THE SKILLS GAP: GROWING YOUR TALENT PIPELINE FROM WITHIN THROUGH REGISTERED APPRENTICESHIP

September 16th | 1 – 2 PM

CRUCIAL CONVERSATIONS: ACCOUNTABILITY

September 23rd | 9:30 AM – 3:30 PM

TRANSFORMATIONAL LEADERSHIP

Starting September 30th | 8:30 AM – 12:30 PM

TOUR OF RIVERHAWK COMPANY

September 30th | 3 – 6:30 PM



REGISTER FOR AN EVENT OR TRAINING