

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | APRIL 2026

MACNY HOLDS 2026 MANUFACTURING ADVOCACY DAY IN ALBANY

On February 24th, more than 60 manufacturers and business leaders from across New York State brought their voices to Albany for the 2026 Manufacturing Advocacy Day.

The annual event – hosted by MACNY and the Manufacturers Alliance of New York – brings attendees face-to-face with state lawmakers during the legislative session to talk about the issues that matter most to their businesses. This year, the focus was on workforce development, energy policy, taxes, economic development, and health insurance/human resources.



The day began and ended at the Fort Orange Club, with meetings at the Capitol and Legislative Office Building in between.

At breakfast, workforce development was front and center as Assemblymember Pamela Hunter, a longtime supporter of the Real Life Rosies program, shared a few words about its significance.



Real Life Rosies[®] is a direct-entry pre-apprenticeship program that trains women for in-demand careers in manufacturing. Later, program graduates had the opportunity to sit down with members of the New York State Senate and the New York State Assembly to share their stories.

New York's energy policy was the theme of the lunch program. John Williams, Chief Policy Officer at the New York State Energy Research and Development Authority (NYSERDA), gave an insightful keynote on the...

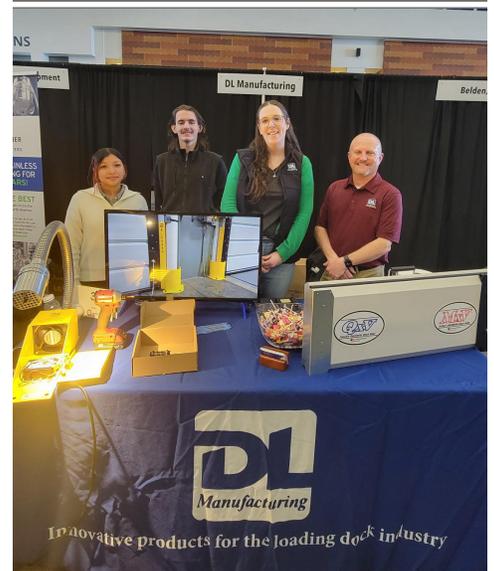
(cont'd on page 4)



INSIDE



- 3 PRESIDENT'S MESSAGE**
Building Leaders in the Age of AI
- 4 GOVERNMENT RELATIONS**
Manufacturing Advocacy Day
- 6 WORKFORCE DEVELOPMENT**
Celebrating a Decade of Forging the Future Workforce
- 7 PARTNERS FOR EDUCATION & BUSINESS, INC.**
2026 Syracuse City School District Career and Technical Education Career Fair: A Powerful Career
- 9 LEADERSHIP DEVELOPMENT**
Expanding Leadership Training
- 12 UPCOMING EVENTS**
Opportunities For You and Your Workforce





113TH ANNUAL CELEBRATION OF MANUFACTURING



Building Tomorrow, Together

May 21, 2026 | SRC Arena & Events Center

Presented by **M&T** Bank

Grab Your Spot Today!

Tickets, tables, and sponsorships now available. Scan the QR code or email info@macny.org.



PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

BUILDING LEADERS IN THE AGE OF AI



In the modern world of work, artificial intelligence (AI) is transforming how organizations operate and how people do their jobs. But even as AI becomes more powerful, the need for strong human leadership has never been greater. In a recent article by McKinsey &

Company titled “Building Leaders in the Age of AI,” the authors explain that while AI can take on many tasks, authentic leadership—the kind that inspires people, guides organizations through uncertainty, and fosters innovation—remains uniquely human. The most successful leaders will blend human strengths such as empathy and judgment with a strong understanding of AI, using technology as a partner rather than a replacement.

AI systems today can write, design, code, and perform detailed analysis at high speed. They can prepare presentations, summarize data, and suggest solutions in seconds. But this capability does not equip them to lead. AI lacks emotional intelligence, the ability to make value-based decisions, and the responsibility that comes with holding others accountable. Authentic leadership requires understanding people, setting inspiring goals, and guiding teams through ambiguity—skills AI cannot replicate.

Rather than replacing leadership, AI should enhance it. Leaders who thrive will see AI as a teammate that helps them think more deeply and act more effectively. They will use AI to inform decisions, explore possibilities, and free up time for the work only humans can do—building relationships, shaping vision, and bringing people together around a shared purpose.

Traditional leadership often focused on command-and-control—telling people what to do and how to do it. In the age of AI, that approach becomes less effective. As AI systems and hybrid human-AI teams handle more detailed work, leaders must shift toward creating environments where people and technology collaborate successfully.

Instead of directing every step, leaders should define clear values, set guardrails, and build trust. They must establish what quality looks like, help people understand why their

work matters, and give teams the freedom to experiment and solve problems. In doing so, leaders strengthen adaptability and resilience—qualities that are especially valuable as business conditions change rapidly.

The article highlights three key areas where human leaders provide irreplaceable value: setting aspirations and mobilizing people, exercising sound judgment, and fostering creative breakthroughs. Leaders create bold goals that motivate others, weigh decisions against values, take responsibility for outcomes, and nurture innovation that goes beyond past patterns.

If leadership is evolving, organizations must also rethink how they identify and develop future leaders. Technical skills alone are not enough. Companies should focus on individuals who demonstrate resilience, curiosity, and the ability to collaborate in teams that include both humans and AI systems.

Research suggests traits like eagerness to learn and adaptability predict long-term success better than traditional credentials. Many organizations are now using methods such as real-world simulations, hands-on evaluations, and stretch assignments to identify leadership potential.

Developing future leaders also requires a culture of continuous learning. Organizations should encourage experimentation, test new ideas, and learn from both successes and failures. Leaders play an important role by modeling these behaviors and creating environments where people feel safe taking risks.

The article also highlights the importance of leaders protecting their time and energy. With many competing demands, effective leaders deliberately reserve time for meaningful work—especially work involving people and long-term decisions.

As we build leaders in this new age of AI, one truth remains clear: AI is a transformative tool, but leadership—the creativity, judgment, empathy, and responsibility that define human connection—remains fundamentally human. Organizations that invest in leadership development, embrace continuous learning, and rethink how they identify talent will be best positioned to thrive in a changing world.

GOVERNMENT RELATIONS

RELATIONS

MANUFACTURING ADVOCACY DAY

(cont'd from page 1)

importance of energy quality, availability, and affordability for manufacturers.



We owe a sincere thank you to everyone who made our Advocacy Day possible.

First and foremost, we're grateful to the state lawmakers who set aside time to meet with us. More than 30 legislators and their staff joined the discussions to better understand the issues that drive manufacturing success. The conversations were insightful and timely.

We would also like to recognize our event sponsors for their generous support: **Anheuser-Busch, ENGIE Resources, Indium Corporation, National Grid, Nucor Steel Auburn Inc., VIP Structures, and, from the Manufacturers Alliance, the Rochester Technology and Manufacturing Association (RTMA), the Council of Industry, and the Greater Binghamton Chamber of Commerce.**



And, of course, thank you to everyone who attended this year's event. Your participation strengthens our shared mission of *Building Tomorrow, Together*.

But our advocacy doesn't end here.

As the legislative session continues, MACNY's Government Relations team is closely monitoring the latest developments in Albany. You can stay in the loop by joining our monthly webinar (held on the first Tuesday at 8 AM) or by visiting www.congressweb.com/MACNY.

Together, we're shaping the future of manufacturing in New York.

Continue the Conversation: Connect with MACNY's Government Relations Team



Bill Brower, Director of Public Policy & Community Impact
bbrower@macny.org



Courtney Kless, Government Relations Specialist
ckless@macny.org



Scan to watch the 2027 New York State Executive Budget review

BOWERS

Empowering Businesses with Expert

ACCOUNTING SERVICES

Many companies see financial service providers as only handling taxes, audits, and accounting, missing out on additional value. At Bowers, we deliver proactive, personalized service to continuously add value to our clients' businesses.

✔ Client Accounting & Advisory Services

✔ Tax Services

✔ Audit & Assurance

✔ 10 + Niche Specialties including Manufacturing

Visit Our Website
www.bcpllc.com



Call Us
315-234-1100



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

Welcome spring in style with Liberty Tabletop flatware. Expertly crafted from quality 18/10 stainless steel, built for a lifetime of gatherings, and proudly Made in the USA.

Visit us online at www.LibertyTabletop.com



Scan QR code with camera app to shop!



MAXIMIZE YOUR MEMBERSHIP

EVERY SECOND TUES & THRS
TUES: IN-PERSON | THRS: VIRTUAL
MACNY.ORG/EVENTS

dupli
ACHIEVE MORE

SALES@DUPLIONLINE.COM
DUPLIONLINE.COM

BRANDED APPAREL WITH DUPLI

Dupli offers screen printing and embroidery on promotional items and apparel, including hats, shirts, and backpacks. Perfect for businesses, charities, or events. Our extensive product offering boosts visibility and customer and employee relations.



EMPLOYEE APPRECIATION GIFTS
READY TO GO EMPLOYEE/CUSTOMER KITS
ALL THE TOP APPAREL BRANDS TO CHOOSE FROM
ONLINE STORES FOR EASY ORDERING
BAG & TAG SERVICES
FULFILLMENT SERVICES AT OUR 80,000 SQ FT WAREHOUSE

WORKFORCE DEVELOPMENT

Amy Stage, Director of Apprenticeship and Workforce Development

CELEBRATING A DECADE OF FORGING THE FUTURE WORKFORCE



2026 marks 10 years since MACNY launched New York State's first approved group sponsor for Registered Apprenticeship programs. What began as a handful of manufacturing companies seeking our assistance to train and upskill their workforce through Apprenticeship, has evolved into a well-oiled machine. MACNY started with just five trades at nine signatory companies and has grown to sponsor over 17 trades, including non-traditional trades, like Human Resources Associate and Software Developer.

"The MACNY Apprenticeship Program isn't something to overlook if you want more employee engagement, better tactical thinking, and new ideas brought to your manufacturing floor." said **Greg Smith, Vice President, XTO, Inc.**



In 2022, MACNY expanded the program to add the Industrial Manufacturing Technician (IMT), a 16-month trade, which enabled companies to use a stackable model and also provided additional funds through the State University of New York (SUNY) for Related Technical Instruction (RTI) through the Apprenticeship Program. With this funding, apprentices registered in trades lasting less than 24-months are eligible to receive \$6,000 towards two-year community college classes, while apprentices in trades longer than 24 months,

can get \$8,000 for RTI at a SUNY two-year school. Since its adoption, 163 apprentices at 26 companies have registered with MACNY in the IMT trade.

"I've learned a lot more about how manufacturing actually works," said **Sarah Kessler, Quality Assurance Auditor Apprentice at Indium Corporation.** *"I've been able to connect what I do on the job with what I'm learning in class at Mohawk Valley Community College, which helps me better understand the processes here at Indium Corporation."*

In addition to helping other companies grow their talent pipelines, MACNY has been able to assist the New York State Department of Labor (NYSDOL) with the creation of two new trades, Workforce Development Specialist and Robotics Technician. In 2024 MACNY took the approach a step further to walk the talk by launching an internal Registered Apprenticeship Program for its employees, with trades including Marketing Coordinator, Project Manager, and Workforce Development Specialist.

Over the last 10 years MACNY has been able to serve 467 Registered Apprentices, reach over 100 signatory companies, deliver over 126 Journey Worker Certifications, and provide over \$2.1 million in incentive funds to companies to support their Programs. **Cara Jones, Organization Development Specialist at Indium Corporation** remarked on how beneficial Registered Apprenticeship has been to their organization. *"[It's] given Indium Corporation the chance to invest deeply in our employees, allowing them to gain knowledge and experience beyond their everyday responsibilities. Being able to recognize their talents and support their continued education and career development has been a rewarding experience for both the company and the apprentices."*

Later this month from April 26th - May 2nd, the U.S. Department of Labor will celebrate National Apprenticeship Week (NAW). As an annual nationwide celebration, NAW recognizes the value of Registered Apprenticeship programs and brings together employers, apprentices, and key stakeholders to highlight the ways in which apprenticeships create meaningful career pathways.

If you're ready to make an investment in your workforce, please contact Amy Stage, Director of Apprenticeship and Workforce Development at astage@macny.org.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Mohamed Thiam, Workforce Development Specialist, Partners for Education and Business Inc

2026 SYRACUSE CITY SCHOOL DISTRICT CAREER AND TECHNICAL EDUCATION CAREER FAIR: A POWERFUL CAREER CONNECTIONS FOR STUDENTS



On March 18th, SRC Arena became a vibrant hub of opportunity during the Syracuse City School District (SCSD)'s annual Career & Technical Education (CTE) Career Fair, showcasing the district's talent pipeline and fostering workforce connections.

This year's career fair was co-hosted by Onondaga Community College, in partnership with Partners for Education & Business, Inc. (PEB), and the SCSD. The partnership between these organizations highlights how regional collaboration helps prepare students for immediate employment and long-term career success.

800 SCSD students participated in this year's fair, including 11th and 12th-graders from across its 41 CTE pathways who are working toward their associate degrees.

The scale of the event was equally impressive on the employer side. More than 90 industry partners representing a wide range of STEM and STEAM-related fields, including advanced manufacturing, construction trades, entrepreneurship, healthcare, performing and visual arts, public service, technology, and trade unions, along with 16 colleges and universities,



military recruiters, and union representatives, participated in this year SCSD CTE's Career Fair. This breadth of participation made this year's Career Fair one of the region's most impactful workforce development events for high school students.

Unlike traditional career fairs that center on information gathering, this year's event emphasized action and outcomes through structured "Speed Networking" sessions; a new, innovative idea to allow employers and students to engage in focused, meaningful conversations, while opening doors for students to explore and pursue summer internships, apprenticeships, job shadows, and entry-level employment opportunities that align with their interests.

Industry partners also brought hands-on demonstrations and technical displays, which gave students a firsthand look at high-demand fields. From career simulations to equipment showcases, students weren't just hearing about careers; they were experiencing them. This made the event more energetic and interactive.

Furthermore, colleges and universities also played a critical role, connecting students with continuing education pathways aligned with their CTE and Pathways in Technology Early College High School (P-TECH) programs. These conversations reinforced a clear and cohesive bridge between high school coursework, associate degree attainment, and sustainable career advancement.

All in all, this year, the SCSD CTE Career Fair demonstrated what's possible when education and industry work hand in hand. By bringing employers directly to students, PEB's partnership with SCSD continues to strengthen the region's workforce pipeline and expand meaningful pathways for high school students. For the hundreds of students who walked into the SRC Arena that morning, this event wasn't just a career exploration experience, but a launching point for their professional journeys.

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.



building tomorrow,
together



Register yourself and
your guest(s) for free!

Talent Development Awards

June 16, 2026 | The MOST

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

WOULD YOU LIKE TO INCREASE YOUR INFLUENCE?



Have you ever wondered how you could have greater influence with people? My mentor and friend John Maxwell says, “Leadership is influence—nothing more, nothing less.” Some people just naturally seem to have more influence than others, and it often looks effortless. The good news? Influence isn’t magic. There are nine practical steps you can take to strengthen your influence — and in doing so, open the door to bigger leadership opportunities.

Let’s take a look.

1. People are insecure — so give them confidence.

We all experience insecurity at times. Imagine the impact if someone came alongside you, reminded you of your abilities, and encouraged you forward. As you interact with others, look for ways to build their confidence. Help them pursue stretch goals. Connect them to resources. Offer advice. Call out strengths they may not see in themselves.

2. People want to feel special — so compliment them.

Everyone has unique gifts. Great leaders look for those gifts, declare them, develop them, and celebrate them. Don’t wait for the big win. Celebrate effort. Recognize growth and affirm the process.

3. People want a bright future — so give them hope.

Napoleon Bonaparte said, “Leaders are dealers in hope.” Leaders see possibilities before others do. By identifying opportunities and supporting the growth of your team, you give people a reason to believe tomorrow can be better than today.

4. People need to be understood — so listen to them.

Listening is one of the most powerful ways to build influence. Listen to understand, not to respond. Learn their hopes, dreams, and beliefs. When people feel heard, they feel valued.

5. People lack direction — so walk with them.

It’s easy to point the way, but it’s more effective to walk alongside others. Be a tour guide, not a travel agent. Presence builds influence far more than instruction alone.

6. People are naturally selfish — so connect to what matters to them.

Everyone has their own priorities. When you help others achieve what matters to them, they’re far more willing to help you achieve what matters to you. Invest in their goals, and they’ll invest in yours.

7. People get discouraged — so encourage them daily.

Everyone faces discouragement; we just don’t always admit it. Imagine the influence you would gain by being a consistent encourager. A smile. An energetic “good morning.” A handwritten note. A helping hand. Small acts, equal lasting impact.

8. People want to be successful — so help them win.

Great leaders set their teams up for early successes. Small wins over time create momentum. In *The 21 Irrefutable Laws of Leadership*, the Law of the Big Mo reminds us that momentum is a leader’s best friend. Help your team experience it.

9. People follow true leaders — so be one.

People buy into the leader before they buy into the vision. Be an example that people would want to follow — through your actions, your integrity, and your example.

So, there you have it — nine practical ways to increase your influence and, in doing so, expand your ability to lead.

Remember: everyone deserves to be led well. And influence is earned one intentional interaction at a time.

NEW MEMBER SPOTLIGHT

WMT Precision LLC

WMT Precision LLC provides High-Level Aerospace parts specific to customer requirements. | wmtprecision.com



SUNY Polytechnic Institute is a globally recognized leader in higher education and technology innovation, research and development. | sunypoly.edu

GDI AINSWORTH

GDI Ainsworth is a commercial cleaning company offering complete facility cleaning and maintenance. | gdi.com



Gallagher is a global insurance brokerage, risk management, and consulting firm. | ajg.com



Andela Tool & Machine Inc. is an industry leader in the designing and manufacturing of glass recycling machines and equipment. | andelaproducts.com

FASTSIGNS

FASTSIGNS of Syracuse provides graphic solutions for a variety of commercial applications. | fastsigns.com/syracuse-ny



Shaker Logistics provides customizable solutions for freight transportation and shipping. | shipwithshaker.com

AeroSafe

AeroSafe Global provides tech-driven solutions to simplify pharmaceutical product distribution. | aerosafeglobal.com



Gray Metal Products, Inc. is a full line manufacturer of heating and air conditioning products. | graymetal.com



Innovating Tomorrow's Technology Today

Jrlon, Inc. is a leading supplier of plastic and specialty metal products. | jrlon.com



Precision Grinding & Mfg. Corp. is a full service precision manufacturing corporation specializing in precision CNC machining, turning, grinding and assembly. | pgmcorp.com



Novanta Corporation provides OEM Machine vision cameras, barcode scanners, thermal printers, medical displays, RFID modules, and photospectrometers. | jadaktech.com



The Garam Group is a managed service provider that supports small to mid-sized businesses with IT and VoIP. | garamgroup.com



Citizens Bank provides financial services for businesses and manufacturers. | citizensbank.com

LANGAN

Langan provides engineering and environmental consulting services in support of land development projects, corporate real estate portfolios, and the energy industry. | langan.com

Turner

Turner Construction Company is an international construction services company and leading builder in diverse market segments. | turnerconstruction.com



Canandaigua National Bank provides financial services for businesses and manufacturers. | cnbank.com



Calvary Robotics designs, builds, and develops custom turnkey automation solutions, robotics platforms, and material handling systems. | calvaryrobotics.com

MACNY'S UPCOMING 2026 SIGNATURE EVENTS

ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 21, 2026 | SRC Arena & Events Center

TALENT DEVELOPMENT AWARDS

June 16, 2026 | The MOST, Syracuse

GOLF TOURNAMENT

July 20, 2026 | Bellevue Country Club, Syracuse

BREW-B-QUE

August 13, 2026 | Meier's Creek, Cazenovia

MANUFACTURING MONTH

October 2026 | Central New York

LEGISLATIVE BREAKFAST

October 2026 | Central New York

LIVE2LEAD

November 6, 2026 | The Lodge, Skaneateles

MARK YOUR CALENDAR!

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



The Manufacturers Association

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

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

APRIL

TRAINING AND EVENTS

TOUR OF CABVI - SYRACUSE

April 1st | 12:00 PM - 3:00 PM

CRUCIAL ACCOUNTABILITY

April 2nd | 9:30 AM - 3:00 PM

BUSINESS ANALYTICS CERTIFICATION PREP COURSE W/ SYRACUSE UNIVERSITY

Starting April 6th | 7:30 AM - 1:00 PM

LEAN SIX SIGMA GREEN BELT

Starting April 7th | 7:30 AM - 1:00 PM

NYS LEGISLATIVE & FY 2027 BUDGET UPDATE

April 7th | 8:00 - 8:45 AM

ISO 9001: 2015 INTERNAL AUDITOR TRAINING

April 7th & 9th | 8:30 AM - 4:30 PM

BLUEPRINT READING: LEVEL 1 (BASIC)

April 7th & 8th | 12:00 - 4:00 PM

TAP INTO SU'S DATA TALENT PIPELINE FOR MANUFACTURERS

April 8th | 12:00 - 1:00 PM

LUNCH & LEARN - TRAINING WITHIN INDUSTRY

April 9th | 11:30 AM - 1:00 PM

GETTING THE MOST FROM YOUR SPREADSHEETS WITH GENAI

April 10th | 9:00 AM - 12:30 PM

WORKING WITH MICROSOFT COPILOT IN WINDOWS AND EDGE

April 10th | 1:30 - 5:00 PM

FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

April 14th | 8:30 AM - 3:30 PM

MAXIMIZE YOUR MEMBERSHIP

April 14th | 9:15 - 10:00 AM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

April 15th | 9:00 AM - 5:00 PM

HOW TO WORK WITH COMPLICATED PEOPLE

April 15th | 9:00 AM - 4:00 PM

EMPLOYEE ENGAGEMENT STRATEGIES

April 16th | 8:30 - 10:00 AM

PROJECT MANAGEMENT WORKSHOP

April 16th & 17th | 9:00 AM - 12:00 PM

MAXIMIZE YOUR MEMBERSHIP - WEBINAR

April 16th | 9:15 - 10:00 AM

GALVANIZING CULTURE FOR CI WITH UNITED RADIO

April 17th | 8:30 - 10:30 AM

MANAGING DISABILITY-RELATED ABSENCES

April 21st | 8:30 - 9:30 AM

CRUCIAL CONVERSATIONS: MASTERING DIALOGUE

April 22nd & 24th | 9:00 AM - 3:00 PM

MASTERING EMOTIONAL INTELLIGENCE: LEVEL 1

April 28th | 9:00 AM - 4:00 PM

CRUCIAL INFLUENCE

April 29th | 9:30 AM - 3:00 PM

TOUR OF BLUEFORS

April 29th | 3:00 - 7:00 PM

DISC BEHAVIORAL ASSESSMENT TRAINING

April 30th | 8:30 AM - 12:30 PM

ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

April 30th | 8:30 AM - 12:30 PM



REGISTER FOR AN EVENT OR TRAINING