

FAME Hiring/Training Committee Meeting Minutes

Thursday, December 4th, 2014 @ FLCC Stage 14

Attendance: Ron Golumbeck-ITT Goulds, Rick Murphy-Silgan Containers, Eileen Rucinski, FLWIB, Bob Aronson, Seneca County IDA, Bryan Hickman, E3 Rochester, Inc. Tim Ansaldi, Optipro, John Boronkay, WFLBOCES, Michele Sullivan, WFLBOCES, Lynn Freid, FLCC, Ross Micali, MCC, Karen Springmeier, FLWIB, Kristine Caronna, Com Tec Solutions, Deborah Gollus, Thompson Health, Brian Young, FL Works Ontario, Kathy Bailey, FLWorks Ontario, Ann Agnello, FL Health, Lina Brennan, FL Health, Brenda Mosher, Thompson Health, Erin Williamee, Thompson Health, Renee Thomas, Zoto's International, Gary Ennis, Pactiv, Dinah Brennan, FLWIB, Laura Buscaglia, BR Foods, Deanna Dominice, WFLBOCES, Jeanine Gallina, Monroe 2 BOCES, Matthew O'Connor, MCC, Grace Loomis, FLCC

Speaker: Dr. Courtney Walsh, UB School of Management

Chairman Ron Golumbeck called the meeting to order at 8:05 and introductions followed. Ron noted that this was a transition meeting and that Rick Murphy has agreed to take over as Chair of the Committee.

Featured Speaker: Courtney Walsh “Succeed with Emotional Intelligence”

Courtney provided information on her background and the business curriculum at UB School of Management. She provided handouts and the groups participated in the best boss, worst boss activity.

Ms. Walsh noted that Employee Engagement is the extent to which employees feel passionate about their jobs, are committed to the organization and put discretionary effort into their work. It is NOT the same as employee satisfaction. Emotional Intelligence refers to the abilities to recognize and regulate emotions in themselves and others. She noted that there are 470 emotions and 11 behaviors. She reviewed the competency framework areas including self-awareness, social awareness, self-management and relationship management. Courtney provided a handout on Interview Questions to Assess Emotional Intelligence in these four areas. She noted that EI people take their successes and use the components over and over again and know what pieces to use in different situations. The groups participated in the proudest accomplishment activity. This is just a brief synopsis of the presentation. Courtney ended with a few pertinent quotes:

Platinum Rule: Treat others the way they want to be treated

Aristoteles's Challenge: Anyone can become angry, that is easy. But to be angry with the right person, to the right degree, at the right time, for the right purpose and in the right way, that is not easy.

Courtney suggested resources to follow up including signing up for Marshall Goldsmith's daily questions.

Other H/T topics of interest

- **WFLBOCES**--Dr. John Boronkay noted the Welding class in conjunction with Lessor. He also emphasized that the two campuses were available evenings for

adult education.

- **BOCES 1**—New Machining programs started in the fall
- **BOCES 2**—Hired a third teacher for AM classes
- **FLCC**—Lynn noted the the Mechatronics graduation is 12/12/14 and 11 to graduate. The next MechaT class is scheduled for 2/16/15 and Advanced Manufacturing Operator on 3/2/15. On 1/8/15, there will be two information sessions held in Stage 14 at FLCC for all programs.
- **MCC**—Ross introduced Matt O'Connor who is the new Assistant VP for ED. He also noted the Mobile Lab rollout is moving forward and information is available at www.skillbuildrochester.com. MCC is working on a credit based Mechatronics program for fall, 2015. He noted this will be geared for machine repair technicians stressing that we have missed an entire generation of potential workers in this field and the need in there. He also noted that they are looking at a new facility to conduct some of their programs. The Accelerated Machine Program is a 1 year certificate and runs 4-10 daily for 22 weeks. Students receive 32 credits.
- **H1B Finger Lakes Hired Grant**—Karen Springmeier gave an update on the new grant to serve the long term unemployed (27 weeks or more) to provide comprehensive assessment and various training activities to get those folks employed in the fields of AM, Healthcare and IT. 4 year grant, serve 1500 people in the nine county area.
- **H1B Advance Manufacturing Training Grant**—Eileen noted we have about 200 students, and have asked for a no-cost extension. Her goal now is to work with those who have completed and get them jobs and to work on internships for those still in school.
- **January 28th FAME Event**—Driving a New National Skills Policy: How Local Partnerships like FAME are Making a Difference featuring Andy VanKleunen, Executive Director of the National Skills Coalition. Schedule at MCC from 4-6:30.
- **E3Rochester, Inc.**—Bryan Hickman gave an update on his involvement with the Charter Schools established by E3 Rochester, Inc.

The next meeting will be a joint Hiring and Training and Pipeline Committee and will be held on Friday, February 27th, 2015, from 8:30-10:30 a.m. @ High Tech Rochester, 150 Lucius Gordon Drive, West Henrietta, NY 14586. Featured speaker will be Dr. Beth Sears on Five Keys to Keeping Your Star Employees. The meeting adjourned at 10:08 a.m.

Respectfully submitted,

Karen A. Springmeier