

# FAME - Joint Meeting

## Pipeline and Hiring & Training Committees

**Date:** February 12, 2016

**Time:** 8:30 a.m. -11:00 a.m.

**Location:** High Tech Rochester

150 Lucius Gordon Dr,

West Henrietta, NY 14586

In attendance: Eileen Rucinski, Audra Marang, Marisa Armeli, Bob Lasch, Christina Bakewicz, Ross Micali, Mitch Donovan, Rick Murphy, Jason Martin, Dave Heckman, Greg Maine, Julia Graf, Jeanine Galilna, Todd Patterson, Erin Schlegel, Susan VanAcker, Kathy Bailey, Andrea Badger, Amanda Johnson

### **Speaker: Beth Sears, PhD**

President and Founder of Workplace Communication, Inc. Beth has a PhD in communication from the University of Buffalo, and her past experience includes a culmination of 30 years at General Motors coupled with 18 years as an adjunct instructor for Cornell ILR and currently an adjunct instructor at the Nazareth College School of Management.

### **Zap the Knowledge Gap!**

Our diverse workplaces currently house 4 generations with a 5th knocking at the door. Different views of work coupled with different communication styles can make for a tenuous workplace. In addition, baby boomers are retiring in record numbers and the importance of transferring essential know-how and skills to younger workers has often been overlooked. Without a plan to transfer knowledge today's companies end up incurring sizeable costs when organizations fail to understand what will be lost when the boomers leave.

During this fun interactive session, participants will:

- Learn why the generations differ
- How it effects the workplace
- Understand how to bridge the gap
- Determine ways to capture the knowledge boomers have before it's too late

### **Updates from Schools**

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- **Pal-Mac** - Upcoming career fair
- **MCC** - High Tech Career Expo
- **Gananda** - PMHS career fair
- **Monroe 2 BOCES** - SAME applications out, receiving applicants already. Doing better at targeting correct students for program. Deadline March 10. 5th year running.
- **FLCC** - Starting machinist training program on March 21; all 12 seats are filled. Electronic technology program starts on March 7; 12 currently enrolled.
- **Wayne** - 30 students participating to Health Care Career Day on March 22, also attending Agriculture event in April. Criminal Justice class going to Attica Prison for field trip; more field trips also taking place in upcoming months. Hoping that Ginna will stay as is for tax/school funding purposes.
- **WTCC** - March 17 career fair/open house from 5-7pm. Great event - for both parents and students!
- **Victor Chamber of Commerce** - Career fair on April 7, specifically for advanced manufacturing from 5-7pm at the FLCC Victor Campus.
- **Berry Plastics** - Currently hiring! Electronics technician and WFL BOCES are developing industrial

electricity program for maintenance mechanics.

- **Garlock** - Not hiring! 10 people are on a layoff list; some are on furlow. (production) Starting apprenticeship program; all but one employee made it through.
- **AATech** - All positions filled for this year, but will need to hire for 2017. Won't hire candidate unless they have 2 years of experience. WTCC programs have improved over the years; trying to update requirements since many students are ready for on the job training upon graduation. Also trying to implement apprenticeship program. Interested in samples and also expectations for the Career Carnival.
- **Silgan Containers** - New plant manager. Currently hiring; looking for safety and CI manager, always looking for mechanics, also general laborers.
- **Harbec** - Hiring people in model shop - transition from plastic into models. Looking for 8-12 entry level associates - could be HS graduate.

**Pipeline Committee** - Teacher tours - 5 tours being provided during school year. Dates will be sent out shortly.