

# **FAME Hiring/Training Committee Meeting Minutes**

February 26, 2013 8:00 AM to 10:00 AM @FLCC Stage 14

Committee Chair: Ron Golumbeck

Facilitator:/Note taker: Karen Springmeier Timekeeper: Bill Rotenberg

Present: Jodie Daniels (FL Works); Eileen Rucinski (Kelly Services) Brian Young(FL Works), Andrea Badger(FLCC), Lynn Freid (FLCC), Matt Burrell(Datrose), Ross Micali(MCC), Charlie Crumb(NYSCTE), Bob Belmont(BOCES2/CWD), Robert Coe(NYSDOL), Patricia Miller(Thermo Fisher Scientific), Cindy Andrews(Thermo Fisher Scientific), Chris Brown(FL Works), Sarah Blackburn(ITT/Goulds Pumps)

The meeting was called to order at 8:00 a.m. by Chairman Ron Golumbeck. Introductions followed.

## **Featured Topic: Presentation on Veterans' Opportunities**

Ron introduced the topic with an overview of Goulds and their hiring needs in the next 18 months, with the expansion they have a need for an additional 50 employees and with retirements, there will be 20-30 more openings. The issue that surfaced is "Why don't they hire more vets?" The response was that hiring managers do not relate well to veterans' resumes that have their military occupations listed. So what is the solution?

Lynn Freid presented on Veterans' Opportunities addressing four main topics:

**UNDERSTANDING THE VETERAN:** The first point is to understand where the veteran is in life both personally and professionally. Also, we must assess what services are needed for the veteran to be successful.

**VETERANS RESOURCES:** There are agencies available such as the Veterans' Outreach Center and the VA, however, there is neither a comprehensive list nor a one stop center for veterans to get all information they need for the transition from military to civilian life. Brian Young introduced a comprehensive spread sheet listing all the services in the four county areas. This is still in the developmental stage and the goal is to take it to the next level and decide where to house it. The challenge is to keep it current and relevant.

Lynn also introduced the FLCC Veterans' Series hosted at FLCC as follows:

1. Veterans integration into an academic setting
2. Understanding the military culture
3. Veterans transition issues from active duty to civilian life
4. Making the veteran feel comfortable and understand and be prepared for scenarios that might happen
5. Student veteran panel field questions on personal insights into the transition challenge

**BUILDING TRAINING PROGRAMS FOR VETERANS:** An example is the Farm to Fork Program designed specifically for veterans and/or spouses.

**EVENTS:** Upcoming FAME Advanced Manufacturing Job Fair on Thursday March 21, 2013 at the Canandaigua American Legion.

**Robert Coe—Local Veteran’s Employment Representative—NYSDOL/Finger Lakes Works-Geneva**

Rob presentation was on Hiring Veterans and How Veterans impact the line of business. He began his presentation noting that the CEOs of 10 Fortune 500 companies were in the military.

**WHY EMPLOYERS HIRE VETERANS**

- Skills and discipline oriented
- Leadership ability/experience
- Responsible
- Results/mission oriented
- Strong work ethic
- Loyal

**WHY EMPLOYERS DON'T HIRE VETERANS**

- Military Experience and Skill Translation
- Knowledge gap
- Future deployment (Reserve or National Guard)
- Preparation for Employment
- Geography
- Negative Stereotypes

**HOW EMPLOYERS CAN BRIDGE THE GAP**

- Don't use Military Skills Translator to disqualify candidates
- Look at post 911 GI Bill as a benefit for the employee as well as the employer
- Take advantage of the free workforce development tools including OJT, VOW tax credits, NYSDOL Job Bank, FLWORKS assistance with job screening and recruitment

Mr. Golumbeck asked about the Military Skills Translator as he was not familiar with it and noted probably most employers were not aware either.

Mr. Coe noted it is similar to O'Net and there are several versions that can be found on [http://vetsuccess.gov/military\\_skills\\_translators](http://vetsuccess.gov/military_skills_translators). This is an important tool for both job seekers and employers to understand as well and any staff who work with job seekers and business to understand.

Rob distributed several handouts including:

The Employment Status of Veterans, noting the demographics and trends  
Fact sheets about On the Job Training/National Emergency Grant (OJT/NEG) and  
The Veterans' Opportunity to Work Credit  
The Business Case for Hiring a Veteran

Rob suggested the following websites for more information.

<http://vets.syr.edu/employment/resources/>

<http://www.labor.ny.gov/businessservices/hire-a-veteran.shtm>

Ron thanked both the presenters for excellent presentations and great information. He posed a question for discussion and future thoughts “*Why can’t we set up a Veterans’ Resource center locally?*” This is a great idea and we should be thinking about how we can better serve the veteran population. Rob noted that there is a new initiative in NYS called NYS Jobs for Vets and the intent is that each veteran receive case management services which means that all staff in the career centers need to be cross trained.

Lynn introduced the Advanced Manufacturing Investor Program, noting the investment made by GW Lisk is over \$100,000 and the tuition does not cover it. The second class graduates on March 26<sup>th</sup> and the third is scheduled to start in September.

Eileen noted that the next Pipeline meeting is Friday March 8<sup>th</sup> at GW Lisk.

## **HIRING AND TRAINING ACTIVITIES**

Ron discussed the survey currently being conducted by Training Magazine on the Skills Gap. Deadline is March 1<sup>st</sup>. The link is <https://www.research.net/s/53F3V2M>

Ross Micali updated the committee on activities at MCC noting the success of the Welding program with 30 students graduating and 32 scheduled to start. This is in conjunction with Haynes Welding Company.

He also noted the TAACT grant administered by MCC. They are currently interviewing for a Project Director. The grant provides funding for 30 Community Colleges to develop curricula and purchase equipment in the area of employer demand in their respective regions.

Bill Rotenberg gave an update on the H1B grant. Currently there are about 95 enrolled in the program. The goal is to have an additional 170 by September 2013. The Government’s goal is to have 117 complete the course and be employed in the discipline.

FLCC Victor Campus has a possible 2 students available for internships in Advance Manufacturing. Contact Sam Samanta at email: [samantpg@flcc.edu](mailto:samantpg@flcc.edu)

Charlie Crumb from CTE center of NY said that the Technical Assistance Program may be extended 2 more years. Priority is to improve career and technical programs. He reiterated that the goal of the Board of Regents is to have every High School student graduate college and career ready.

Regional Economic Development Councils are gathering information on where funding should go, what is needed, what companies need to create jobs. Presentation to the government in July.

**April 19<sup>th</sup> will be the next Hiring and Training meeting. It will be a joint meeting with the Pipeline Committee. The location is Monroe BOCES I in Fairport 8 a.m. to 10 a.m.**

Respectfully submitted,  
*Karen A. Springmeier*  
Karen A. Springmeier assisted by  
Eileen Rucinski

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*The purpose of the Hiring Committee is to coordinate a group to lead initiatives that will increase FAME employer’s talent pool and facilitate the selection of qualified employees.*