

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

Friday, April 20, 2010 8:00 AM to 10:00 AM  
Hosted at: Infotonics Technology Center, Canandaigua

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Group Chair: Ron Golumbeck  
Facilitator:/Notetaker: Becky Hilton  
Timekeeper: Mark Preston

Present: R. Golumbeck (ITT Goulds); D. Reener (Ultimate Recycling); R. Micali (MCC); B. Hilton (Optimax); J. Daniels (FL Works); E. Rucinski (Kelly Services); K. Springmeier (FLWIB); R. Gizzi (HTR); M. Preston (Operations and Engineering); C. Doran (RGRTA); S. Samanta (FLCC); C. Aiezza (FLCC); L. Freid (FLCC); J. Dillon (BOCES 1); J. VanKouwenberg (Optimax); J. Ianita (NYSDOL); D. Gottfried (ITC); N. Kressman (FLCC-Victor); P. Kopiel (MACNY); M. Murphy (PlexAN/MediSyss); P. Tolley (ITC)

Keynote Speaker: Jeanne Ianita, NYSDOL

The purpose of this meeting: New Hiring Incentives for Employers, In Demand Occupations, and Academia/Industry Collaboration Process/Schedule

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

David Gottfried started off by giving an overview of [Infotonics](#), a global leader in MEMS (microelectromechanical systems). Their primary markets include telecommunications, medical, and energy. They host annual science camps, day camps for students entering grades 4-9. Paul Tolley, formerly with Syntec Optics, became the new CEO at Infotonics in 2008.

## **Keynote Speaker—Jeanne Ianita, NYSDOL**

The Hiring Incentives to Restore Employment (HIRE) Act – For people out of work 60 days prior to working with a company, gives an employer 6.2% of SS for that employee (it pays the employer's portion of the SS costs) in the form of a tax credit. Employers can receive up to \$1000 tax credit on 2011 tax return. Employee must sign a W-11 form stating that they have been unemployed for at least 60 days and that will be retained with employee's records.

This tax credit cannot be taken at the same time as the Work Opportunity Tax Credit, which is for unemployed veterans and disconnected youth. The form IRS 8850 must be completed and returned to Albany if anything is checked "yes". This tax credit qualifies you for up to \$9000 tax credit on your federal tax return.

Empire Zone tax credits are for regions the state determines to be an "Empire Zone". If your business operates in one of these zones, you are eligible for a tax credit of \$3000 per year for five years.

R&D tax credit is under section 40 of the IRS code. If you qualify you are eligible for a 6.5% tax credit on your R&D activities.

For more information and directions on filing for these tax credits, visit the [NYSDOL](#) website or contact Jeanne Ianita, [Jeanne.Ianita@labor.ny.gov](mailto:Jeanne.Ianita@labor.ny.gov).

**Action Item: Provide a link on the FAME website to Pam Kopiel's (MACNY) information.**

### **Other Business:**

Bruce Peters was not able to be in attendance and will provide a scope of his vision at a future meeting. Bruce is coordinating the activity between FAME and academia. Participating academia institutions include FLCC, MCC and BOCES. The vision includes having quarterly roundtable with representatives from industry and academia to provide industry exposure to students and to have academia share what careers interest students most. This provides the opportunity for employers to become aware of the programs available in academia.

Fiber optics connectivity on the network increases bandwidth and provides longer distance signal transmission. As more schools, institutions, and businesses replace their copper wire with fiber optics communication it presents employers with a new opportunity for reaching students and the workforce.

- With fiber optics communication comes a greater capacity (bandwidth) for distance learning
- This opens the door for companies to offer virtual tours. Reach the students that can't reach you.
  - What would it take for FAME to connect via fiber optics instead of copper wire?
  - What video services would be available to help film virtual tours?

### **In Demand Occupations:**

Annually, the FLWIB puts together a Performance Evaluation Committee to provide oversight to One-Stop centers in the four county Finger Lakes region. Other regions have WIBs that do the same thing. The purpose of this committee is to identify in demand occupations and allocate training money with employment into those jobs within 1-6 months.

- Are jobs shifting?
  - In the Finger Lakes, the seasonal tourist industry is huge
- Where are the jobs and what can be done to stimulate competency?
  - Healthcare – more traditional jobs are needed; such as, transcriptionists, administrators. There are a few very specialized jobs of data processing. These traditional jobs give work-at-home options.
  - Customer service with manufacturing background
    - Customer service is a career possible to switch to with very little training. Both FLCC and Kelly Services provide customized training for this.
  - Virtual Workers – office jobs
  - State wide manufacturing jobs in demand = 2 year technicians.
    - Mechanical maintenance
    - Electrical maintenance
    - CNC operators

### **Transportation:**

Bob Jordan and Chris Doran met with Eileen Rucinski and Don Reeners to discuss FAME transportation needs.

- Survey in 2008 was to employees and not employers. As a result, we received responses from discretionary riders (sometimes they'd like to ride, sometimes they wouldn't)
- The most challenging transportation needs are for those on the late night shift
- What is most needed is a willingness of employers to assist in covering the cost of the route, which equals about \$50 a day per bus. A typical bus size is 24-28 passengers.
  - We need help from employers. Survey employers to determine
    - # employees needing transportation

- # employees who didn't show up to work w/in the week due to lack of transportation
  - Work with healthcare RSA
- New FAME transportation survey will be ready at the next meeting to send to FAME employers. The survey will be sent using Survey Monkey. Employers will be given one week to respond.
  - **Action Item: Don Reeners, Eileen Rucinski, and Chris Doran complete survey for review/discussion/distribution at next meeting.**

### **Old Business:**

A second meeting is taking place to discuss posting FAME job descriptions online. These job descriptions will match the ones being used by One-Stop centers. At our next meeting, a list and samples of job descriptions will be provided, along with a template for submitting job descriptions.

Sci-Tek Quest has been moved to July. The cost is \$350 per student for the week. Scholarships are made available. More information to come.

- **Action Item: Ron G. to get representative from Sci-Tek Quest to present at next meeting.**

### **New Business:**

WIB is struggling with job forecast specific to four county region (Wayne, Ontario, Seneca, and Yates)

- What are the main problems employer encounter, what are the impediments?
  - Funding or otherwise?
- FAME has a need for a grant writer.
  - MACNY partners with a company that provides grant writing services. Pay for services is hourly or based on contingency.
    - **Action Item: Pam Kopiel to provide Karen Springmeier with information.**

As the economy improves, larger global companies benefit. Smaller, local, regional companies lag behind.

- Get smaller companies to export
- Need to lobby government and have a strategic plan for exporting

### **NEXT MEETING**

The next meeting of the FAME Hiring/Training Committee will be **May 27<sup>th</sup>** at the Lyons One-Stop Center at 8-10:00am.

Respectfully submitted,

Becky Hilton

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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.*