

FAME Hiring/Training Committee Meeting Minutes

Tuesday, December 13, 2009 8:00 AM to 10:00 AM

Hosted at: MCC Applied Tech Center, Rochester, NY

Group Chair: Ron Golumbeck

Facilitator:/Notetaker: Becky Hilton

Timekeeper: Lis Black

Present: R. Golumbeck (ITT Goulds); D. Reener (Ultimate Recycling); R. Micali (MCC); B. Hilton (Optimax); M. Preston (Operations and Engineering); J. Daniels (FL Works); L. Bamann (FAME); S. Isaacs (Coach and Equipment); L. Black (RPO); R. Gizzi (HTR); S. Samanta (FLCC); E. Rucinski (Kelly Services); P. German (Arc Works); H. Berrios (Arc Works)

Special Guest: Paul German and Heidi Berrios, Arc Works, Monroe and Ross Micali, MCC

The purpose of this meeting: Review of Monroe Arc opportunities for FAME member benefit. Overview of MCC Applied Engineering Technology curriculum and degree program

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

Keynote Speaker—Paul German, Arc Works

ArcWorks is the Industrial Division of The Arc of Monroe County. They are ISO certified and provide quality secondary manufacturing and customer specific solutions for their partners. Monroe Arc trains individuals to perform a wide variety of job tasks that they can take into any factory to perform secondary manufacturing operations, whether assembly, quality, shipping, etc. They are an outsourcing solution for temporary jobs. They partner with local manufacturers, providing a high quality product, on-time delivery, high level of responsiveness, and timely job quotations.

Consider Monroe Arc to meet some of your secondary manufacturing needs. Their motto is: "Do what you do best... we'll do the rest!"

For more information, contact Paul German at 585-698-1333 or p_german@arcmonroe.org.

Keynote Speaker—Ross Micali, MCC

The New York State Office of Science, Technology, and Academic Research (NYSTAR) has supported the development of a program for training multi-skilled technology workers. The curriculum was developed using DACUM, a session using current manufacturing employees from different industries to brainstorm the skills and knowledge needed for today's manufacturers. A course called Applied Engineering Technology was created. Using existing courses at MCC, this program gives "hirable" skills in advanced manufacturing. The credits are transferable and put the students on the road to becoming a "Technology Manager" in any manufacturing industry. During their internship, the students are required to return to the MCC campus for a weekly 2 hr seminar on any topic that needs to be covered to help students in their positions. The roll-out for this program is scheduled to be the Fall of 2010.

For more information, contact Ross Micali at 585-292-3154 or rmicali@monroecc.edu.

Review Action Items:

FAME Annual Meeting at MCC: the panel discussion with local educators, businesses and Takasha Tanaki (our lean speaker) had great, positive reviews. The roll-out of the membership to the 9 county regions with the fee structure is successful. Approximately 25 organizations have committed to the membership; approximately 127 companies are involved in FAME. Five counties have shown committed interest and Leslie is working with the economic advisory boards in those counties.

Leslie Bamann's contract was extended for one month with WIRED grant. This will allow her to closeout her activities.

- More grants have been applied for
- Three counties have committed to support FAME on a three year basis, the commitment is \$10K each.
- After a review of progress within the counties, more funding may be possible
- We have support among our legislators in Albany, they may be able to help us discover additional funding
 - If funding among the membership is lacking, we will aggressively pursue this

Leslie Bamann's report:

- Across the 9 counties, there is a core of 25 companies to join FAME. They will have their own advisory board and participate in our meetings.
- Two individuals will be attending the Executive Committee strategic planning meeting on December 17
- Marketing materials:
 - Recruiting companies via the web, total cost of FAME website is apx. \$17K
 - Calling on elected officials with SUNY grant
 - \$100K for workforce development training. Need to know how money will be used and for what companies
 - Only open for FAME members
 - Curriculum for Advanced Manufacturing in BOCES 1 with discussions from RTMA and MCC (see notes on Guest Speaker Ross Micali). With this, FAME hopes to:
 - Get more paying members
 - Get members more engaged in committees
- Where do we go from here?
 - Provide training for business services reps to do outreach and gain members
 - Create and utilize database of 9 county region
 - Michele Stolberg and FLWIB coordinate memberships, keep services updated and fresh

Health cluster up and running in 9 county area

Job descriptions will be posted on the website in about 10 days, www.nyfame.org:

- Contact Ron Golumbeck, Ron.Golumbeck@ITT.com, Becky Hilton, bhilton@optimaxsi.com, or Michele Stolberg, fame@fingerlakesworks.com with any input.
- Content will be updated regularly

New Action Items:

FAME employers sponsor youth to design and build a structure using LEGO's in order to get them familiar with engineering and technology. LEGO competition results:

- Two groups sponsored by FAME companies are winners and will go on to the next level of competition

Transportation survey will be pursued with the RGRTA

- 2010 - promote for person at RGRTA to be assigned to this project
- 2010-2011 - be ready to start routes in preparation for economic upturn
- **Action item:** Conference call with Jodie Daniels, Eileen Rucinski, Ron Golumbeck and Don Reeners the first week of January
 - Get Bob Jordan (RGRTA) and Mike Jankowski (Wayne County Clerk) on the line

Penn Yan Academy – Has created a program with RIT, with PLTW certified courses, called “Lead the Way”. They are looking for engineering assistance to volunteer to work with them to be sure their engineering curriculum is responsive to business needs.

- Steve Isaacs will contact John Donahue at Penn Yan. Contact Steve for more information, 315-279-1204, sisaacs@coachandequipment.com

Other Business and Discussion:

WIRED scholarship has been approved through June 2010 but don't know how much money will be awarded. All money is to go toward workforce development.

Test/ Software Controls Engineer resume is available

Economic conditions – a slow ramp-up is expected in 2010. Signs of improvement are already being seen.

- ITT Goulds has offered early retirement to build workforce in upgraded skills

Check out the FAME website: www.nyfame.org

NEXT MEETING

The next meeting of the FAME Hiring/Training Committee will be **Tuesday, January 19 from 8-10AM**. Location will be at the FLWIB in Geneva. This meeting is to be a virtual meeting. Invitations will go out the first week of January with log-in information. The topic for this meeting will be “**How to interview for emotional intelligence.**” A power point presentation/content overview will be sent ahead of time for those logging in virtually. For anyone in the local area, please still consider making the drive to Geneva to allow for some more group participation.

Respectfully submitted,

Becky Howell

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.