

FAME Hiring/Training Committee Meeting Minutes

Friday, January 14, 2010 8:00 AM to 10:00 AM

Hosted at: FLWIB Office and by Webinar

Group Chair: Due to work priority, Ron G. was absent and Karen filled in
Facilitator:/Note taker: Karen Springmeier

Present: J. Daniels (FL Works); E. Rucinski (Kelly Services); K. Springmeier (FLWIB); S. Samanta (FLCC); S. Isaacs (Coach and Equipment); Rich Gizzi (HTR)
Joining via Webinar: Dave Phillips (GW Lisk), Jeff Dillon (Monroe 1 BOCES)

Presenter: Pam Caughill, Talent Management Director for ITT Goulds Pumps

Ron Golumbeck was unable to attend due to work commitments.

The meeting was called to order by Karen Springmeier 8:05a.m., Karen introduced Pam Caughill.

Presentation—Managing the Change Process

Pam Caughill provided the power point presentation **The Change House--*Why change fails, how to diagnose readiness, and how to make change happen.*** It was also provided via webinar but unfortunately there were some audio problems so the group could not hear those viewing it remotely.

This was an excellent presentation on the four rooms in the change house, how people feel and how to move them from room to room followed by the rules of the Change House.

Great job, Pam, and thanks! A copy of the Powerpoint is available for those who want to view it.

FLCC Industry/Education Roundtable

Bruce Peters facilitated the first session at the FLCC Victor Campus on December 6, 2010. Despite the inclement weather the turnout was great. Thirty people from industry and academia gathered to discuss the issue: Lack of qualified, trained workforce (and subsequent incoming pipeline) to meet the demands of advanced manufacturing needs in the nine county region. Areas discussed were funding, raising awareness, and identifying areas of Training and Education needed. The group came up with a "wish list" and broke out into small groups to discuss strategies, low hanging fruits, immediate opportunities and possible grant proposals.

Several action items were identified including:

- Mapping available resources
- Develop survey questionnaire to gather data on present and future hiring needs to be used to prepare grant proposal
- Press release on existing template of jobs available, compensation rates, training available, and training needed
- Promote current AAS in Instrumentation Controls degree program at FLCC Victor Campus
- Next meeting at GCC in February
- Wrap up meeting on March 15 at MCC—Diana Phillips will coordinate

The committee, most of whom were in attendance at the roundtable, discussed at length the importance of the awareness and changing the perspective of students and parents. Sam has a

session planned later in the spring to address parents, students and counselors to let them know what is available and specifically about his program.

The importance of Internships and shadowing for younger students was also discussed. Hopefully some of this will roll over into the pipeline committee.

FAME Events and Sponsorships

6th annual FLWWTH is scheduled for October 6, 2011

Geneva HS Career Fair is in early February and FAME will be represented

Old Business:

New Business:

The next meeting of the FAME Hiring/Training Committee: TBD

Respectfully submitted,
Karen A. Springmeier

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.