

FAME Hiring/Training Committee Meeting Minutes

Friday, March 19, 2010 8:00 AM to 10:00 AM

Hosted at: FLCC Victor Campus, Victor

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); C.A. Joki; R. Gizzi (HTR); R. Jordan (WATS); J. Horton (FLWIB); P. Gopen (FLWIB); M. Preston (Operations and Engineering); C. Doran (RGRTA); L. Black (RPO); S. Samanta (FLCC)

Keynote Speaker: Sam Samanta, FLCC and Jen Horton with Pat Gopen, FLWIB

The purpose of this meeting: Introduce Academia/Industry Roundtable Program, Intern Funding and Sourcing

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

FAME is considering a new approach by visiting academic institutions once a quarter. One person from the industry would be designated to act as liaison to each school. The purpose would be to better align the curriculum with industry needs.

Keynote Speaker—Sam Samanta, FLCC

Our region needs to have the ability for workers to sustain and grow our high-tech industries. This is where the relationship between the industry and the schools comes into play. FLCC is offering a new hands-on curriculum in Emerging Technologies, to be offered in the fall. Essential skills will be learned in a two year program and then the skills of the engineers in the workplace will be leveraged for continued knowledge and skill growth.

The skills taught will be adaptable. This includes soft skills, such as, problem solving, presentations, team work, and handling new problem/situations.

There has been a need for workers with process improvement skills. The Emerging Technologies program will teach them the vocabulary and application skills needed. Four new courses are being introduced:

- Automation of Data Acquisition
- Automation Control I
- Process Improvement
- Automation Control II

Internships begin the summer after the first two semesters. They can continue into the third and fourth semester if previous internship experience isn't extensive enough. One of the internships has to be a paid internship.

An internship is usually 135 hours, which is equal to 3 credit hours. For this program, 270 hours are required, which is equal to 6 credit hours.

FLCC is hoping for a higher retention rate of students in this program by addressing the difficulties early on and being upfront. The goal is to get students settled before they become frustrated and/or disinterested and drop out.

The program is expecting 15 students to enroll in the first semester. For businesses to work out internships within this program, contact Sam Samanta (samantpg@flcc.edu)

Keynote Speaker – Jen Horton and Pat Gopen, Internships, FLWIB

The FLWIB intern program has been refunded for the second year. It is funded by NYSDOL. Our region is the only one that has received refunding. The funding primarily pays for staffing for the program. So far this year, they have placed 65 interns. The requirements for the program are:

- Employers must at least pay them minimum wage - \$7.25/hr. Interns can be paid more based on the employer's discretion.
- Internships must reach across the 4 county region (Seneca, Wayne, Yates, Ontario)
- Internship is a 120 hr commitment.
- Interns include students aged 16-24. They must be currently enrolled in school and have a GPA of 2.5 or higher

From the intern's application to the company's hiring decision, here is the process:

- Potential intern submits application and resume to the FLWIB
- The FLWIB screens resumes and does a reference check. A school counselor must be one of the references.
- The FLWIB submits resume to interested company.
- The company decides to hire or not
- If company decides to hire, three learning objectives must be identified and are determined between the employer and the student. There is a 60 hour review and a 120 hour review.

For more information, visit www.fingerlakesinternship.com. On this site you will find a copy of the employer agreement and the learning agreement.

Business:

FAME Transportation Goals:

- There is a pressing need for transportation services in Wayne County along the 31 corridor. Chris Doran, Director of Business Development, will work with us to find a potential solution to the specific transportation needs that are not being met.
- There were certain challenges in 2008, which include that there is not enough people in spot A that need to go to spot B. Locations are scattered. Also, when the gas prices dropped, people stopped riding the bus. Transportation services need riders to cover the cost of the route.
- Some employers operate in three shifts. Employees would need transportation services available 24 hours a day. To provide this, the RGRTA would need \$48 an hour to be subsidized. The number of projected riders would need to be known so the cost could be divided up.
- Surveys aren't always accurate. People say they will ride a bus but they don't.
- To know the need and how it can be met, FAME suggested issuing a new survey along the 31 corridor when the gas prices increase. RGRTA agreed. There currently is a bus that goes along 31 twice a day. If more routes are going to be considered, the RGRTA needs to cover their incurring costs.

Other Business and Discussion:

MCC Training Grant for \$100K. There is about \$1K left. 480 people have been served so far, including the big ISO training.

- **Action Item:** Ross Micali will let FAME members know if extra money comes through.

The WIB training money is gone. A new round of funding is coming in July. For businesses affected by foreign trade there is money available right now.

Penn Yan Academy Project – Steve Isaacs, HR Coaching & Equipment, is working with them to develop a curriculum.

Job Descriptions on the FAME website: It may be better to use the job descriptions that the One Stop Centers use since they are the main contact. Descriptions will be screened by FAME employers.

- **Action Item:** Karen Springmeier will recommend a contact at the One Stop Center

Check out the FAME website: www.nyfame.org

- It would be good to see some blogging on the website
- Check out hand outs and fact sheets available
- Youth membership to FAME is free. Encourage youth to get involved and attend meetings.

Executive Committee is looking to schedule membership meeting in Sept – Oct with a representative on economics as the guest speaker. Speaker would speak to our industrial labor market.

- They are continuing to develop an outreach plan to the 9 county region
- Another CEO roundtable event will be scheduled for May

New Action Items:

Job Fair – March 25th at the Ramada Inn in Geneva

Regional Job Fair – May 27th. More information on the FLWIB website

LEGO sponsorships – looking for supporters for the fall. If your company is interested, contact Ron Golumbeck (Ron.Golumbeck@ITT.com) or Michele Stolberg (info@nyfame.org).

SciTek Quest will be in July or August in Ovid, NY. Brochures will be issued in a few weeks with details. This year, it will be open for freshmen through seniors. It costs \$325 a student, some scholarships are available. The focus is science, conservation, and technology.

FLCC is hosting a meeting on fiber optics with telephone companies

200 prospects are needed for a call center in PennYan – The Connections. Parent company is Data Listings. Openings begin in April. The positions are for handling inbound customer calls, it is not telemarketing. The pay is starting at \$9/hr with benefits.

A person is looking to purchase a manufacturing business - \$6-\$10 Mil. They will be working with FAME to staff business upon purchase. If you know of a business that qualifies and is up

for purchase, contact Ron Golumbeck (Ron.Golumbeck@ITT.com) or Michele Stolberg (info@nyfame.org). The business must be manufacturing.

NEXT MEETING

The next meeting of the FAME Hiring/Training Committee will be **Tuesday, April 20th**. Location TBD. Webinar will be available for virtual attendance. More information to come.

May meeting to be held at One Stop Center.

Respectfully submitted,

Becky Hilton

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.