

FAME Hiring/Training Committee Meeting Minutes

Thursday, May 12, 2011 8:00 AM to 10:00 AM

Hosted at: Wayne Technical and Career Center

Group Chair: Ron Golumbeck (ITT Goulds Pumps)

Facilitator:/Note taker: Karen Springmeier

Present: Jodi Daniels (FL Works); Karen Springmeier (FLWIB); Jim VanKouwenberg (Optimax); Rick Murphy (Silgan Containers); Dr. John Boronkay (WFL BOCES); Dawn Larson (WFL-BOCES/FLTCC); Ross Micali (MCC); Jeff Dillon (BOCES-Monroe); Melissa Stuart (WFL-BOCES); Pete Boldt (WTCC); Craig Logan(WTCC)

The meeting was called to order by Ron Golumbeck at 8:15 a.m.

Ron explained to the group that this was the culmination of the Industry/Academia roundtables with the goal to continue to facilitate dialogue to provide the mid level skills needed by industry.

BOCES Industry/Education Roundtable Discussion

Ross Micali provided an update on MCC "boot camps" planned for Optics and Machining for the summer and will share information with the group.

Dr. John Boronkay provided an explanation of the Medical New Visions program. New Visions is mainly for seniors where they are immersed in the discipline. Students spend 2 days at BOCES and 3 days in industry. Programs have credit articulation agreements with both 2 and 4 year colleges.

John noted that BOCES is willing to do more with FAME with a New Visions program. A possible articulation agreement with the FLCC ICT program was discussed.

Ron asked the group for input and updates on what was happening at their businesses. Ron began by noting that La Barge Media had been working with BOCES and is shooting a video at ITT to be used for recruiting. Ron also referenced the report recently published entitled "New York's Forgotten Middle Skills" which highlighted the FAME/FLCC partnership.

Optimax update: Jim V. noted things are going extremely well. They have been hiring 3-4 people/month and total employees just passed 150. It is projected they will hire up to 200 with the 20K square foot expansion planned. He noted that they are getting a lot of applications and are hiring fairly aggressively, noting a broad range of candidates. He shared that he went through 1000 resumes to hire 30 people!!

MCC update: Ross M. noted that the optics industry in general is hiring. He indicated he is working with Sydor and they need the middle skills at varying levels and are having a difficult time filling their positions. He also indicated he is hearing the same from other companies-- they all need middle skilled technicians. Also, AM is hiring in sales, IT, and quality control.

Silgan Containers update: Rick M. is new to the company and new to FAME. He reported that they have openings, and they test vigorously, and the candidates are lacking the mechanical skills. He has openings for Lift Truck operators, mechanics, and electricians. He noted that their applicant base is not good. We briefly discussed internships.

Jim V. noted that he recently read an article that German manufacturers are complaining they cannot fill their jobs.

Craig L., Principal at WTCC, noted that it is the hands-on piece that takes a while for students to get engaged in. A lengthy discussion followed on how the schools are rated on their graduates, noting it is mainly on those who go to 4 year schools.

A report was referenced that stated that 2400 employers in 40 different countries noted that their number 1 problem was finding the talent that they need to grow their company. They have to develop their own pipeline.

Ron reported that ITT/Goulds has 800 employees in SF; they also have 80 openings globally, and ½ are local. He also noted that 60% of their workforce is eligible to retire over the next five years creating a huge need in their business. They have hired 15 interns to date and may hire another 15 before year end.

BOCES response:

Dawn L. stated that the employers' hiring/pipeline problems are reflective of the low enrollments at WFL BOCES in related programs. They struggle with getting students enrolled. Machining/Metal Trades (only in Williamson).

In response to a question, it was noted that BOCES has a 100% graduation rate.

Several ideas for improving career awareness at an early age were discussed, such as the 7th and 8th grade tours previously done by the IMC, Summer Camps and the FL Boy Scout Camp (Sci-Tek). Industry leaders need to get the word out to local leaders that there are careers in advanced manufacturing.

John distributed a handout on the New Visions Engineering program.

Outcomes of today's meeting:

- 1.) Explore a New Visions Program in Advanced Manufacturing**
- 2.) Press release that talks to the need and collaboration**

The meeting ended and several stayed for a tour and presentations at the Center.

Next meeting of the FAME Hiring/Training Committee: July 7th, 8-10 AM. Location 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.