

FAME Hiring/Training Committee Meeting Minutes

Thursday, September 10, 2009 8:00 AM to 10:00 AM

Hosted at: WFL BOCES Flint Campus, Stanley, NY

Group Chair: Ron Golumbeck

Facilitator:/Notetaker: Becky Howell

Timekeeper: Mark Preston

Present: R. Golumbeck (ITT Goulds); D. Reener (Ultimate Recycling); R. Micali (MCC); B. Howell (Optimax); J. VanKouwenberg (Optimax); E. Rucinski (Kelly Services); M. Preston (Operations and Engineering); S. DeRenzo (NYS DOL Apprenticeship); J. Daniels (FL Works); J. Wilson (SCORE); M. Stuart (WFL BOCES); J. Boronkay (WFL BOCES); K. Springmeier (FLWIB); S. Olin (Kelly Services); C.A. Joki (CC Institute); L. Bamann (FAME)

Special Guest: Julian Yudelson with SCORE

The purpose of this meeting: Review Hiring and Training Strategic Plan; Presentation on SCORE

The meeting was called to order by Mr. Golumbeck at 8:00a.m., followed by introductions. Mark Preston agreed to be timekeeper.

Keynote Speaker—Julian Yudelson, SCORE

SCORE is a volunteer association supported by SBA to help businesses start and grow. There are 4 main products SCORE has to offer:

1. Face-to-Face Counseling. Offered to businesses and is confidential, professional, and free
2. Workshops. RBA charges 3 figures for their workshops, SCORE charges low 2 figures
 - a. Start-ups. Helping companies start their business
 - b. Skills. Helping people upgrade their skills in specific areas of need (ex: marketing on the internet, accounting/finance)
3. Smart or Team Counseling – also free
 - a. Score members with expertise in the areas the company needs most help with meet and help the company until management decides they no longer need the services
4. Help for businesses in rural areas

For more information, check out <http://www.scorerochester.org/>

New Action Items:

FAME Hiring and Training Committee Strategic Plan Metrics:

1. Strategic Intent #1: Outreach activities with regional education providers
 - a. Key Initiative #1: AM member outreach with local community colleges
 - i. Metric: Number of Contacts
 - b. Key Initiative #2: Internship offerings among member companies
 - i. Metric: Number of internships
2. Strategic Intent #2: Improve employee training programs
 - a. Key Initiative #1: Outreach with local community colleges
 - i. Metric: Number of FLCC/MCC Contacts
 - b. Key Initiative #2: Define skills standards and job classifications that enable AM members to streamline hiring
 - i. Metric: Post standards and job descriptions on FAME website

3. Strategic Intent #3: Enable FAME members to recruit employees more efficiently
 - a. Key Initiative #1: Streamline job classifications to allow employers to better analyze worker skills
 - i. Metric: Post standards and job description on FAME website
 - b. Key Initiative #2: Address transportation issues among employer/employee locations
 - i. Metric: Bus service initiated

See additional Strategic Plan handouts

Rochester Regional Workforce Council;

1. Sept 30 at the National Guard Armory on Winton Rd, Rochester – SBA, RRPC, Paetec – matchmaker between large and small businesses
 - a. 10 minute “speed dating” format, 1 on 1 with key players
2. For more information, review attached e-mail from Mark Preston

WERC (Workforce Excellence Regional Center) is rolling out The Institutions. The Advanced Manufacturing Institute:

1. Offers credit and non-credit courses
2. If 1 or 2 people need skills, it can be covered by scholarship
3. \$70,000 available, works with employee, not employer
4. September 24 – Digital Rochester Regional Center Career Fair. Submit information and be represented at the Workforce Excellence table.
 - a. Contact Carol Ann Jokie for details: 585-292-3726, cjoki@monroecc.edu

Review Action Items:

Technology Curriculum Progress at FLCC: Course and content have been sent to several FAME members for review and input. Things are progressing ahead of schedule:

1. Detail is ready to go to print and will be rolled out next fall. It offers a 2 year degree in AM Technology
 2. Program offers co-op/internship in manufacturing for exposure, with an executive mentor
- BOCES and FLCC Collaboration – opportunities are available for experience, exposure, and hands-on skills

Progress report on Transportation Project Plan: to be provided at next meeting

Report on Rochester Skills Alliance (SRA) and 9 County Roll out progress:

1. Free to Fee – there will be a charge to be a part of the FAME membership
2. GLOW and Monroe counties have had a successful rollout
 - a. Will have meetings in smaller groups to maintain their voice but are joining the existing FAME as opposed to creating their own
3. The focus will be on a 9 county organization for both AM and healthcare.

Other Business and Discussion:

October 1 – Fingerlakes Works With Their Hands at Lott Farms

1. 8 advanced manufacturers signed up, will be in own building this year
2. 18 schools signed up

October 27 – Wayne County Job Fair at the Quality Inn in Geneva

View of Economy from Different Perspectives:

1. One-Stop Center - # manufacturers on shared work has reduced significantly

2. Kelly Services – there are pockets in the economy, some areas are rebounding and others are still going down. There have been no additional layoffs.
 - a. IPC610 soldering certification is in demand
3. ITT Goulds – last 6 weeks have been a good indication that things are on the way up. Additional layoffs have been averted
 - a. 90% of interactions with headhunters say that jobs are coming up

MCC, Workforce Development: A Grant for \$100,000 have been awarded to fund training for Companies that are members of FAME. Details on how to qualify for these Grant funds will be provided in more detail at the October meeting.

Victor Chamber of Commerce:

1. As a value add for members, is considering working with Staples for companies to save 10-15% on office and janitorial supplies

Wrap Up

Annual Membership Meeting proposed for October 26 or November 2. It will be central to all 9 counties with the intent to rollout and grow FAME membership. There will be a guest speaker on Lean Manufacturing, a respected speaker who worked for Toyota.

Check out the FAME website: www.nyfame.org

NEXT MEETING

The next meeting of the FAME Hiring/Training Committee will be **Tuesday, October 13 from 8-10AM**. Location will be at High Tech Rochester, Henrietta, NY.

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.