

FAME  
Hiring and Training Committee  
Friday, May 15

Meeting Minutes

- Rochester Arch and Flame- Welding program, 4 month program. 31 graduates, 28 with perfect attendance
- Mike Mandina
  - Job clearing house – helping to place workers
  - Skills gap – Todd Oldham of MCC – MCC Economic Development brochure. Skills set – manufacturing. <http://user-tybgwup.cld.bz/MCC-s-Economic-Development-Innovative-Workforce-Services-Annual-Impact-Report-September-2013-January-2015>
- Teacher Externship/Problem Based model – curriculum development 6 weeks
- FAME “Make the 5% Pledge”  
[http://www.nyfame.org/documents/FAME5percentpledge\\_FINAL\\_Jan2015.pdf](http://www.nyfame.org/documents/FAME5percentpledge_FINAL_Jan2015.pdf)
- What basic training is needed to certify a 16 y.o. to work in manufacturing?
- Andy VanKleunen – National Skills Coalition – Policymakers understand what we need.
  - 51% of all jobs in 2012 were middle skill, some type of certification needed past high school, but not a four year degree
- WIOA: Workforce Innovation and Opportunity Act of 2014.
  - Perkins needs to be passed again.
  - How to increase apprenticeships?
  - American Technical Training Fund - <http://www.ed.gov/blog/2015/02/american-technical-training-fund-creating-a-strong-training-pipeline-to-middle-class-jobs/>
  - UpSkillAmerica.org
- A large number of students (more than half) begin a post-secondary education and then leave with any type of degree. Many of these students come back to their parent’s house and work in the retail or food service industry. How could this group become your target market?
- Employers would like to be able to evaluate their efforts of guiding students into advanced manufacturing through tours etc.
  - From high school perspective – hard to evaluate. Students report what college they are going to not their intended major. Low percentage of students return surveys associated with their post high school graduation status.
- Workers Comp is still an issue related to internships.
  - **UPDATE:** Sandy Hoodak contacted the NYS Dept. of Education, Career and Technical Education office and learned from Cheryl Winstel, Associate in Trade and Technical Education that when a student is completing an internship the high school insurance policy is primary and only if the injury severe will Workers’ Comp. coverage apply.

Committee Chairman: Rick Murphy, Silgan Containers, 315-946-4826 x7641

Questions –

- What is the group interested in for the committee?
- What are our goals?
- Where do we want to take the committee?

This meeting – 7 Pipeline Committee members, 4 Hiring and Training members

- Majority want to be part of this committee
- Group would like to compliment and supplement the Pipeline Committee, not overlap
- Hiring and Training (H & T) **Purpose** – meets every 3 months
  - Issues: internships, speakers, goal to have information pertinent to this group, place to share information, what to include in company handbook, what benefits are companies offering, companies completing background checks, what can be asked of candidates/employees (arrests), recruitment sources, place to share best practices
- Pipeline Committee Purpose – meets every 6 weeks
  - Internships, tours, get in front of schools, parents, students. STEM & STEAM back into elementary schools. External focus to get students to come into advanced manufacturing careers.
- FAME Goal (future) – to post jobs on FAME website. Only FAME members to see. In its infancy stage. Want easy access for students.
- H & T Goals
  - Share information on what each company is doing in terms of training. Is there leverage when companies are working together?
  - Soft Skills – across companies this is an issue. Grant to work together on these?
    - What grants, who do we bring in?
    - Osha training, safety training
    - Karen Springmeier – training and soft skills grant – come together next time with this information.
  - Needs of technical skills by business
  - Recruit local talent with local roots and plans to stay here in the area
  - Co-ops give employers the opportunity to see skills of student
  - Sam from FLCC is willing to create programs in the summer to meet individual companies' needs.
  - How are we all tracking how we are doing with getting kids into programs? What is making people come into this career area?
  - Working with local economic development programs.
    - They can put companies' needs in their application.
    - Grant funding – how to leverage the money
    - GRE groups
    - NYS Consolidated Fund, ½ billion – telecommunications
  - Suggestion to combine FAME and RTMA – better to coordinate together into grant. Best practices, hiring and training – all take money, add it all into grant
  - Important for companies to be aware of wages, working conditions – each add to the challenges of hiring. What resources do we have to address challenges?

Updates:

- MCC – Mechatronics Tech (machine maintenance technician) program moving forward – Fall 2016, PLC, Robotics, automated equipment technician. Welding 64 students a year, from this group, 60 are working.
  - SUNY \$100 mil. apprenticeship grant.
  - \$5 mil. Grant – innovative ways to run apprenticeship
    - Competency based?
    - Change rules?
    - Hoping for online programs

- 1 year program – grant certificate – “cannot give it away”
- BOCES 1 –
  - Exposure to welding and machining during the first year, the second year the student chooses to welding OR machining. Currently it is a 50/50 split on where the students choose
  - Looking to purchase the “big ticket” items. Need input on what students need to be trained in. What do you want our students to do?
- Internships
  - Changes in internships. How do other industries do these?
  - How are other industries getting past this?
- Pathways Grant – certificate program
  - For precision machining, tooling, optical, computer drafting and design
  - Expires in June 2016. Students must be enrolled September, 2015 and be 18 at this time.
  - Grant pays up to \$8500
- CEIS Grant – Intern Training Grant
  - 20 students, 8+ weeks, \$13 hr. (company reimbursed ½)
  - Part of the 5% pledge program
  - Photonics or supplier of photonics – optics, lights, lasers
- Students taking advantage of grants – how do we keep them here.
- Optimax
  - Training teachers during the summer months
  - Gain understanding of how their courses relate to manufacturing
- Silgan
  - HR clerk/payroll clerk opening
  - Name of a private investigator needed

**NEXT MEETING:**

Friday, June 26 from 8:30-10:30

Location to be determined