



Fall 2016 FAME eNews

From the Chair: Mike Mandina (FAME Chair; President, Optimax Systems, Inc.)

Hello,

This will be my last letter as FAME's Chairperson. I will continue to be very active in FAME and its mission to close the skills gap. For most of the last two years FAME has focused on getting employers to sign on to the 5% pledge, where we ask signees to strive to hire 5% of their head count to be temporary and/or part time workers so they can experience manufacturing jobs. For a company of 100 employees to have 5 people cycle through on an annual basis is fairly easy.

Last week I listened to a panel on youth employment by the Aspen Institute (link below). As I listened, I was affirmed that the 5% Pledge was exactly the right thing for employers to do. It is a reasonable ask, it makes a tangible difference, and it's a win-win. One of the panelists, Paul Harrington, is a labor economist, professor, and director of the Center for Labor Markets and Policy at Drexel University. His research shed light on the difficulty employers are having finding a skilled workforce to draw from.

According to Paul's research the share of teens actively engaged in the labor market has declined from 52% in 2000 to 35% in 2010. Further, the nation's teen unemployment rate rose from 13% in 2000 to 26% in 2010. As young people see reduced opportunities for finding employment, they stop their job search and effectively withdraw from the labor force. FAME members and other employers can help reverse this trend by providing work experiences for youth and other job seekers, such as veterans who are re-entering the private sector job market. Establishing that connection to work, income and career possibilities can provide the tipping point for these new entrants to become tomorrow's foundational employee. Employer connectivity to high schools and community colleges are especially important.

From Paul Harrington: *"Higher education is clearly an important alternative for many high school graduates, but it is too often the only pathway to employment for young people, especially in our cities. We need to rebuild these pathways — starting at the high school*

level — so that students develop not just academic competencies, but occupational and behavioral traits as well, because these qualities are valued by employers. This task is not a trivial one. The decision by an employer to hire a new employee is a difficult one.

Employers have a great deal of difficulty assessing candidates. Résumés and interviews are not very good predictors of future productivity. In addition, references from other employers and teachers are often considered unreliable by employers.¹⁰ The labor market is a social institution fraught with all the pitfalls of human personality and behavior. Yet when employers seek to hire workers who can contribute to productivity in their organization, they must not only have information about the knowledge skills and abilities that the job candidate has developed, but they must also have some reasonable understanding that the new hire will possess the personality and behavioral traits that fit into the norms of a given workplace.

This means that these high schools must build long-term relationships with a variety of employers; in addition, these schools must develop reputations as being solid and reliable sources for providing entry-level workers in specific occupational areas. These relationships between individual employers and shop teachers, high school job developers, and frequently high school senior management must be built on trust. This trust is based on the school's knowledge of the hiring requirements of firms and on the firms' general understanding of the capabilities of the graduates from the high school."

View full text [HERE](#)

FAME's work has been strengthening everything Paul is addressing above, and we know there is more we can do. Thank you for your support and engagement on this journey. We still have a distance to go, but we are closing the gap!

Mike Mandina



FAME's 5% Pledge

Thirty-six companies are now on-board and participating in FAME's 5% Pledge! Is your company one of them? Click below to see their company profiles!

[**Meet the companies!**](#)

Congratulations to FAME's 2016 Student Award Recipient!

FAME's 2016 Award recipient is Marguerite Archer, a full-time student at FLCC in the Instrumentation and Control Technologies (ICT) program under Dr. Sam Samanta. Marguerite was home schooled as a child and is excelling in her college courses. She also works part time at Ritec in Henrietta.



For complete details on the FAME Student Award, including how to donate, please [click here!](#)

Finger Lakes Works With Their Hands tops 1,000 attendees!

Once again a resounding success, FLWWTH 2016 attracted over 700 students from 31 schools. Over 1,000 people were on-site at Rodman Lott & Sons Farm between volunteers, students and exhibitors. Thank you to all who participated!



Save the Date for FAME's Annual Event at MCC - February 16, 2017!

EDGE FACTOR

FAME is pleased to present Ms. Toni Neary, Partnership Architect at [Edge Factor](#) at its annual industry/education event on February 16, 2017!



Save the date to help us celebrate *FAME at 10: Driving Growth. Inspiring Students. Reaching Parents. Connecting Stakeholders.*



For event details, please [click here](#)

Welcome new FAME members!

- [CooperVision](#)
- [Ortho Clinical Diagnostics](#)
- [Spectracom/Orolia](#)

[Next FAME
Pipeline/Hiring & Training
Committee meeting:
Thurs. December 15,
2016](#)

FLCC Announces Spring 2017 Advanced Manufacturing Training Opportunities

Mechatronic Technology

This 12 week program starts on March 6th, 2017 and runs through May 26th, 2016 – this short training also includes three National Certifications. Orientation event on January 11th, 2017 at the FLCC Victor Campus starting promptly at 9am.

Advanced Manufacturing Machinist

This 6 month program starts on March 20th, 2017 and runs through September 22nd, 2017 – this short training also includes three National Certifications. Orientation event on January 17th, 2017 at ITT Goulds Pumps, 240 Fall St, Seneca Falls, NY 13148 that will begin promptly at 9am.

Click [HERE](#) for program details.

MCC to Offer December Job Fair

Monroe Community College will be offering a Precision Machining/Optics Fabrication Job Fair on Tuesday, December 6th. They have a limited amount of tables, so please contact [Juanita Leone](#), 585-292-3725 (jleone20@monroecc.edu) or [Bob Lasch](#) at 585-292-3748 (rlasch@monroecc.edu) as soon as possible, if interested.

The following FAME members are hiring!

Advanced Atomization Technologies:

https://advancedatomization.tms.hrdepartment.com/cgi-bin/a/searchjobs_quick.cgi

B + L/Valeant, <https://jobs-valeant.icims.com/jobs/intro?hashed=124489354>

Gorbel, <https://www.gorbel.com/careers/career-opportunities>

GW Lisk, <http://www.gwlisk.com/lisk-careers/>

New Scale Technologies, <http://www.newscaletech.com/careers/>

Optimax Systems Inc., <http://www.optimaxsi.com/careers/>

OptiPro Systems, <http://www.optipro.com/careers.html>

Zotos International, <http://www.sca.shiseido.com/humanresource.cfm>

[Website](#) [Events](#) [Join Today](#) [FAME Student Award](#)
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