

FAME

Pipeline Committee Meeting Minutes

Date: January 25, 2018

Time: 8:30 a.m. -10:30 a.m.

Location: MCC Applied Technology Center
2485 West Henrietta Rd
Rochester, NY 14623

Attendees: Eileen Rucinski, Jen Geiger, Amanda Lesterhuis, Dave Heckman, Bob Lasch, Jim Vankouwenberg, Andrea Badger, Jim McGaffin, Rick Wetzel, Lucinda Trask, Audra Marang, Jeanne Ricigliano, Tracy O'Hara, Karen Vandereems, Jay Roscup, Nate Morgante, Pete Boldt, Rich Turner, Jason Martin, Lynn Freid

1) Veterans in the Pipeline

How do we get the veterans in our pipeline?

Nina Sivera (employment manager at (585) 795-7818) is the contact at Veterans Outreach Center.

Rick Wetzel has been working with the VOC – they have a process that seems to be working.

Rob Valenti is also at the VA and is a good contact.

Is there another veterans service that we might be able to tap into?

Jeremy Marshall goes to Ft. Drum 4x/year to try to get veterans to consider employment in Rochester. He was hoping to attend the meeting today but was not able to.

How do we get veterans to attend recruitment events? Maybe having hired veterans attend with recruiters will be a draw.

Many veterans don't disclose their veteran status for various reasons.

FLCC set up a VET committee to try and draw more vets to FLCC

Optimax/Ortho Clinical attend vet focused career fairs

Tax credits for employers?

Need to look less at specific skills and more at transferable skills – there may be a lack of understanding surrounding that school of thought

VOC helps vets with resumes, etc.

Big career fair for vets in October in Gates at the Diplomat Party House but don't have one on the east side of Rochester. Action step could be to research how to do one on the eastside

Canandaigua American Legion does an outreach around Veteran's Day

Difficult to get vets from the south to come to Rochester

Jen G will send job fair info to Michele Stolberg/Eileen to share out with others

Berry Plastics has a webinar today on how to look at resumes from vets. There is a fee associated with it. Dave will bring back info to the group

3) Video update:(Jay, Amanda, Tracy)

No update on the video at this point

Amanda L. & Jay R. are looking to put together a reference guide for schools to use. Amanda Lesterhuis talked about doing the same type of reference guide

Schools could call Wayne Co. Dept of Youth (who would be willing to house information) and get business contacts that would be willing to do presentations, etc. for schools (soft skills, drugs & careers don't mix, etc)

Once reference guide topics are set, send out to FAME and other vendors that attend FLWWTH

4) Updates

OPTIMAX:

No update on Edge Factor

Clearing house data needs to be on FAME website – could be a platform for apprenticeship

IMT- 18 mos. apprenticeship program – outline will be written in the next two weeks. Many employers are interested in pursuing it.

Optimax adds apprentices every 3 months

Started a new program with Williamson and Wayne. May eventually lead to a summer internship. First four days are not paid – summer internship will be paid.

MCC:

No High Tech Expo night this year due to funding and staffing

Batavia BOCES night machining program w/ MCC credit

Job fair – December - 36 companies

NY Inspire grant – attend MCC adv. tech program

Jay Roscup: Health survey overview

Cigarette use is down. There is no moral impact but health risks/career risks do make a difference to students. We need to provide them with facts and show them what can happen 5 years down the road

Much less taboo around pot.

If students do not understand the impact that drugs (including pot) can have on their employment, they will likely be pigeonholed into certain jobs Middle school level is key

Rich Turner: Upcoming events

Inspire Monroe Event March 24, 10 – 2 Hyatt downtown. To volunteer, contact Rich Turner

Pipeline Summit Feb 7, 2018 at Monroe Comm Hospital 8:30 – 10:30 overview of services that are offered from county, schools, etc

Lynne

Reached out to CMAC to see if we could get on the sponsorship screen – No... but, they would be willing to have a table/booth during shows. Not all shows but some. We can pass out marketing materials. Some activities happen in parking lots for some concerts. When they do their own promotions, they would be willing to incorporate our efforts as well if we can provide the manpower for the booths. Lynn will continue working on the effort....we'll move forward

Will get an update at each of the meetings to come

5) School Events

Have to compile a "how to" for a successful event

Best practices – get info from employers

Vendors – raffle tickets – best practice

Kids just walk around in circles and don't really interact

Vendors prefer being in a room with students and talking with them.

Different companies talk about what they do

Saturday morning – East Irondequoit offered food - Bob Lash & Jim V attended. Attendance and quality of attendees was very good

Need to get parents involved.

Need to get buy-in of upper management.

Reverse job fair – interview for middle school students (T. O'Hara)

Need to have elementary/middle school courses that introduce kids to adv manufacturing, healthcare and IT

6) Drug testing

Done when possibly related to a job accident

Drug testing is still a big problem

Random urine drug tests

Hair follicle testing goes 6 -8 months

head; underarm – goes back longer

leg/chest goes back 5 years

Hair follicle picks up cocaine much more often than pot

Regular pot user – pre-test – goes back 90 days

Occasional pot user pretest may not go back that far

Mouth swab drug tests may be least reliable

7) Ad Hoc Committee for clearing house/reference guide

google platform?

who will house that?

educator tours?

Jay Roscup, Amanda Lesterhuis, Audra Marang, Rick Wetzal volunteered to be on the committee. They will report back to his group on May 31.

8) Next meeting

March 8

Heritage Christian 275 Kenneth Dr, Suite 100

Focus will be on “How to market Job Opportunities in Advanced Manufacturing” – reach a broader audience, parents, educators.

Explore the possibility of FAME Phase 2