

FAME

Pipeline Committee Meeting Minutes

Date: June 29, 2017

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

Location: Finger Lakes Workforce Investment Board
41 Lewis Street
Geneva, NY 14456

Attendees: Eileen Rucinski, Amanda Lesterhuis, Dave Heckman, Bob Lasch, Jim Vankouwenberg, Sandy Hoodak, Andrea Badger, Susan VanAcker, Rick Wetzal, Ross Micali, Jason Martin, Bob Urban, Kathy Barrett, Josh Elias

Topics:

Optimax has 16 y.o. employees. This is excellent way for youth to learn about the opportunities in advanced manufacturing.

- Jim is going to reach out to company attorney to learn the legal aspect of hiring a minor. The thought is that if this is not a large liability situation then other employers may consider employment opportunities for youth.

Optimax has been running an Exploring post for the last few years and because of the success they are looking at creating a second level to their program. We discussed the need for the workplace culture to change that allows youth in the door to "experience" the career field.

Pipeline committee members believe the committee would greatly benefit from increased participation of employers. The team would benefit from their experiences, ideas, and support. Currently the group is composed of approximately 80% educators and 20% employers. Ideas are being generated for ways to increase adv. mfg. awareness to our youth, and employer participation is integral. Having all stakeholders at the table increases reaching the committee's goal.

Mission statements were shared and discussed. The group came to a consensus and what to include in the statement. Sandy Hoodak will bring a draft to share with the team for final revisions and approval.

NYS Apprenticeship programs are being re-established. The RTMA will act as Apprenticeship Coordinator. This reduces the burden of paperwork that companies are responsible for maintaining. The hope is that this will encourage more employers to have apprenticeship programs.

Speakers Bureau

- Have 2 speaker bureau members at each event with at least one being an employer representative
- Participate in high schools' "Career Day"
- Folders are available to assist interested applicants on how to get a job
- Edge Factor video and FAME companies' sales videos have been used in the past. Concern this was not engaging students through the presentation
- Video presentation needs to be restructured. Recommendation to keep Edge Factor clip. More discussion time to be considered.
- Items to consider for presentation
 - Discussion - "what is manufacturing?" "Is it dirty or clean?"
 - Pictures of "old" versus "new" manufacturers
 - Six minute video

- Turn over to company representative - what do they make, real world picture and or application of product. Company brings a young worker that the students can relate to. Share a success story that students can relate to.
- Statistics - number of employers, number of jobs available, need & demand
- Identify specific jobs - reassure students that training is provided
- Pictures of inside of FAME members' facilities
- Consider image of a map of our area, where company is, what it looks like, and their product.
- Get in 1, 2, 7 the ratio of master degree personnel to bachelor to associates degrees. This ratio has been the same over past 40 years. What is the biggest bang for the buck, end with data slide and wages
- MCC has the best statistics available
- Bankrate.com has a cost of living calculator
- Show students the wage structure of apprenticeships (required raises every 6 months) Bonus can be part of the structure
- Jim has connection with Edge Factor and will reach out to them (cost is a factor)
- Educators are not up-to-date on what grants are available to be able to share with guidance counselors.
- What are the dates for SAME, Wayne technical, etc. graduation dates?

August 17 Meeting is at Gorbelt in Victor.