



Fall 2017 FAME eNews

From the Chair: Dave Phillips (FAME Chair; Training Manager, GW Lisk)

Hello,

A well trained workforce is the goal of every successful organization, and a well developed pipeline is the mechanism to maintaining future growth. This is no great breakthrough or news to FAME members. We live and breathe this every day, as it turns out we aren't the only people interested in building a talented workforce in New York. This week I attended a Symposium for developing new strategies for a skilled workforce. The event was hosted by our close partners at Workforce Development Institute. Throughout the day we heard from various organizations that have been busy trying new strategies for workforce development, like incorporating employee skills assessments as well as developing training programs that are data driven. We also heard reports on the changing workforce and how the changes in demographics are - and will continue - to impact how we recruit, hire, and train the workforce of the future.

I walked away from this event with two significant thoughts that can shape our efforts and help us move the needle toward a more sustainable pipeline. The workforce is changing, data shows us our workforce will be much more diversified in the future than ever before, yet we are still marketing our industry the same old way we always have to the same audience. Our message and who we market to should be much more broad-based. Although we have many programs and efforts geared toward training the workforce in our area, some efforts are duplicated or not recognized throughout our area. We can all benefit from a more regional approach to workforce programs with a stackable

credential that can transfer from one institution to another giving both employees and employers more flexibility in training programs.

Thank you for your support of FAME,
Dave Phillips, Chair



**Congratulations to our FAME
2017/2018 Student Award
winner - Caitlyn Six!**

FAME's 2017/2018 Student Award recipient is Caitlyn Six! Caitlyn, pictured at right with Ale' Mendoza from Optimax Systems, is a student in FLCC's Mechanical Technology program, and was presented with the award at the 33rd Annual Constellation Brands Honors Dinner on September 12 at FLCC's Canandaigua



Campus. The Mechanical Technology program is designed to give students hands-on experience working with equipment such as mills and lathes while training them how to use drawing software like *Inventor* and *Solidworks* for drafting purposes. This gives students more marketability and makes it more likely that they will be able to obtain employment upon graduation. With an Associates degree in Mechanical Technology, Caitlyn would like to obtain a job as a mechanical drafter. Congratulations, Caitlyn!!

To contribute to the FAME Student Award Fund, please click [HERE](#).

**Check out the new "On the Job
with Finger Lakes TV" segments
on Advanced Manufacturing!**

Finger Lakes TV has launched a new show, called "On the Job with Finger Lakes Television," to help young people learn more about careers with



employers in the Finger Lakes region! The first episode features two women who work at Optimax Systems in Ontario, Wayne County, Jaeden Powers and Genny Kingsley. They talk about the path to their current career and the type of work they do. In the photo above, Jaeden Powers explains an aspect of her job at Optimax Systems. To watch the current episode of "On the Job with Finger Lakes TV" visit: <https://vimeo.com/232989536>
The show is a collaboration with the Finger Lakes Workforce Investment Board and Finger Lakes Community College.



**Welcome new FAME member:
Terphane Inc.!**

TERPHANE is a vertically integrated specialty PET film manufacturer with over 35 years of film production, coating and metallizing experience. For more information on their products and services, please [click here!](#)

***NEW* Finger Lakes Advanced
Manufacturing Strategic Sector
Plan Released**



The newly released [Finger Lakes Advanced Manufacturing Strategic Sector Plan](#) documents a plan developed to improve the regional advanced manufacturing middle skills workforce. The report features four key recommendations for our region:

- **Recommendation 1:** Develop Career Pathway Maps
- **Recommendation 2:** Create a Full Time Advanced Manufacturing Navigator Position
- **Recommendation 3:** Deploy eduFACTOR Licenses for all Middle and High Schools in the Nine County Area
- **Recommendation 4:** Organize a Yearly Manufacturing Design Competition Between Teams of High School and Middle School Students

To read the full text of the report, please click the link above.



**12th Annual *Finger Lakes Works
With Their Hands* event a
Resounding Success!!**

The annual *Finger Lakes Works...With Their Hands!* Skilled Trades and Advanced Manufacturing career exploration event at Rodman Lott & Son Farms in Seneca Falls was larger than ever this year! Hosting



over 800 students and 100 exhibitors, and featuring an expanded two building FAME pavilion, this year's event surpassed all expectations! To see a terrific video overview of the event, please [CLICK HERE](#).

Thank you to all of our FAME members who exhibited at and sponsored this exceptional annual event:

AATech, Berry Global, FLCC, FL Tech & Career Ctr, Gorbel, GW Lisk, ITT Goulds Pumps, MCC, Optimax Systems, Seneca County IDA, Zotos Int'l



Monroe Community College

STATE UNIVERSITY OF NEW YORK

MCC ATC to host Precision Machining & Optics Fabrication Job Fair on December 7th!

Date: Thursday, December 7th

Time: 11:30 a.m. – 1:00 p.m.

*Location: MCC Applied Technologies Ctr.
2485 West Henrietta Road, Rochester, NY 14623*

Click [here](#) for details!

Finger Lakes Hired has Funds Available for On-the-Job Training

Finger Lakes Hired (FLH) began in November 2014, and has since partnered with businesses and provided over 40 On-the-Job Trainings equaling over \$ 400,000. FLH subsidizes a percentage of the hourly wage being paid, with percentages that range from 50% to 90% with a max



reimbursement of \$25,000 (1 OJT) depending on the size of your organization. FLH works to understand and promote growth within the nine counties and would like to understand the business needs of FAME members. If you would like to discuss potential OJT funding, please visit www.fingerlakeshired.com and click the **CONTACT US** button.

FLCC Advanced Manufacturing Programs Kicking off in January 2018

Mechatronic technology is a 12-week program that runs weekdays at the FLCC Victor Campus Center. Students learn the mechanical and electrical fundamentals common to many high-tech manufacturers in the Rochester area. ***A mandatory orientation for the next session will be held at the FLCC Victor Campus Center on January 11th.*** To register, or for more information, call the Professional Development and Continuing Education Office at (585) 785-1906 or email Andrea.Badger@flcc.edu.

Advanced manufacturing machinist is a six-month program in which students learn how to use machine tools to make precision components in aerospace, medical, automotive and other industries. ***A mandatory orientation for the next session will be held January 9th in Seneca Falls.*** To register, or for more information, call the FLCC Professional Development and Continuing Education Office at (585) 785-1906 or email Andrea.Badger@flcc.edu.

Does your Company Hire Students? Check out this NYS Minimum Wage Tax Credit!

A NYS Minimum Wage Tax Credit program could assist employers that are hiring students in support of the FAME [5% Pledge](#) and Pipeline efforts. For the summer of 2018 the minimum wage will be \$10.40, and with this tax credit of \$1.35 the effective rate is \$9.05. Basically, employers get a credit of \$1.35/hour worked by a student between the ages of 16 years old and under 20 years old ***if paid at minimum wage.*** Furthermore, this credit is refundable -- which means that even if you don't owe any tax this credit can still create a refund! For more information, please visit:

https://www.tax.ny.gov/pit/credits/minimum_wage_credit.htm

The following FAME members are hiring!

B + L/Valeant, <http://www.valeant.com/career>

Berry Global, <http://www.berryglobal.com/careers>

CooperVision, <https://coopervision.com/our-company/who-we-are/careers>

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

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

Hammer Packaging, <http://hammerpackaging.com/about-us/employment>

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

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

[Website](#) [Events](#) [Join Today](#) [FAME Student Award](#)
[5% Pledge](#) [Contact](#)

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