

## FAME Pipeline/Hiring & Training Committee Meeting

January 17, 2019; Thermo Fisher Scientific

### MINUTES

In Attendance:

Jim McGaffin; Rick Wetzel; Rich Turner; Bonnie Lindsay; Laura Kloc; Francine Martella; Jamie Graziano; Robert Coyne; John Mazzacane; Leah Hamilton; Andrea Badger; Jovonna Kinne; Jeanne Ricigliano; Sandy Hoodak; Brad Rickman; Peter Boldt; Jim Vankouwenberg; Audra Marang; Tracy O'Hara

A very active meeting with discussions of the following:

**Age Restrictions for Manufacturing:** Some companies have their own age restrictions concerning "being on the shop floor". It is usually 18 years of age. Also there are State restrictions on what machines can or cannot be operated. Bob Coyne of RTMA will add clarity to this as Pre-Apprenticeship program takes place.

**Mechatronics:** This area of work i.e. maintenance, service, programming and repair technicians is largest populated of the apprenticeship programs being coordinated by RTMA. Finger Lakes CC runs a mechatronics program at the Victor Campus for 12 weeks. Rick Wetzel from Ortho Clinical said this is the area they need a talent pool to choose from. This is an area that all companies seem to have a need for people. As more and more automation takes place, more high paying technician jobs will be available to workers with Mechatronics training. Someone has to install, program, and maintain all of the forthcoming automation. It was reported that the shortage is so acute that some companies are bringing back retirees on a part time basis. However that is "kicking the can down the road".

Anyone wishing to visit FLCC and learn about their Mechatronics Program should contact Andrea Badger – [andrea.badger@flcc.edu](mailto:andrea.badger@flcc.edu).

**"Oh Crap – I need a job":** We want to thank Andrea for coining this phrase as it identifies an important segment of our potential workforce i.e. those 18-30 year olds who have found that fast food jobs cannot support new cars, wives and children and independent housing. We need to explore how to get these people into available training programs. Monroe County, according to Rich Turner, is working with 18-24 year olds who may not have obtained a high school degree. However, we have to insure that our manufacturing workforce can perform in a stem environment and pass basic 10<sup>th</sup> grade reading and math standards.

**Recruit Alumni:** it was noted that a large portion of our high school alumni that chose a 4-year college degree program do not graduate! Sandy Hoodak noted that a Fairport study indicated 25% of their alumni do not complete their college degrees and Bob Coyne said the national figure was 51%! Brad Rickman of the Boy Scouts noted that they have a lot of data on high school grads. While we continually focus on 8-12<sup>th</sup> grades to get them interested in technical education, perhaps we are ignoring a group with some degree of real world experience, who would be very interested in finding a career.

Phelps Library MakerFest: Leah Hamilton reminded us that the FLX Maker Fest is on May 4<sup>th</sup> at Phelps Library. This event is designed to get some of our younger students excited about STEAM education. Contact Leah at Phelps Library.

EDU Misc:

- a) Fairport is thinking of moving 9<sup>th</sup> grade into high school and cutting back on students educational offerings.
- b) Edison is looking to attract students as their manufacturing programs need to be filled with engaged students.
- c) It was noted that in some counties BOCES is not supported by all school districts. Pete Boldt noted that Clyde District sends only one student to Wayne BOCES.
- d) As everyone knows, there is a technical teacher shortage.
- e) It was mentioned by Francine Martella that 9-10<sup>th</sup> graders don't know what the various job category's mean or what they entail. We should explore how to educate and inform.

Pre-Apprenticeship; Bob Coyne from RTMA explained how they are moving forward with the Pre-Apprenticeship Program. This will provide opportunities for 11-12<sup>th</sup> graders to shadow, take classes, and have summer co-ops while in high school and then be able to apply credits toward requirements of NY Labor sanctioned apprenticeship programs. RTMA and MCC are developing the guidelines and will hold Regional Events to announce the programs later this year.

Next Meeting – February 28, 2019 at Seneca Waterways Council, 2320 Brighton Henrietta Town Line Rd, Rochester, NY 14623 (8:30-10:30am)

Submitted by

Jim McGaffin