

FAME Joint Pipeline and Hiring & Training Meeting Minutes

February 27, 2015

Present: Eileen Rucinski, Rick Murphy, Keith Austin, Danielle Phillips, Mike McAlpin, Dan Macikowski, Bob Lasch, Annette Brenner, Mark Schrader, Lori Kovalski, Samantha Gotthardt, Steven Brusso, Greg Main, Deanne Dominice, Michele Sullivan, Dave Heckman, Ross Micali, Sam Samanta, John Jakubowski, Pat Gopen, Yvette Pagano, Susan Vanacker, Karen Jenkins

I. Introductions:

The meeting was opened with introductions of attendees

II. Welcome

Mark Schrader welcomed everyone to High Tech Rochester. Mark gave a brief overview of High Tech Rochester. They are a nonprofit whose mission is to be a catalyst for entrepreneurship and innovation-based economic development. They do this by applying business expertise and network connections to aid in the formation and profitable growth of companies in the Rochester area and the Finger Lakes Region of Upstate New York.

III. “5 Keys to Saving your Star Employees”

Presented by: Dr. Beth Sears

Dr. Beth Sears is President at Workplace Communication, Inc. She is a Management Communication Consultant and a Coach and Facilitator. She wrote a white paper on **“5 Keys to Saving your Star Employees”**. A copy of the PowerPoint presentation is attached. Dr. Sears said that she did research of the top Great Places to Work. She looked at what they were doing to retain their employees. Some of the highlights of the presentation were:

- Objectives:
 - Gain a better understanding of how to retain those star employees
 - Create a culture of engagement
- Challenges
 - Negative outcomes of losing a “Star Employee” range from loss of cultural knowledge, gap in labor, creates overtime, hurts moral, things get missed etc.
- Employee Engagement/Disengagement
 - In America 74% of the workers are not engaged or actively disengaged in their work.
 - It cost 6 – 9 months of a manager’s salary to replace them.
 - Some of the benefits of an engaged workforce: 387% lower absenteeism, 48% fewer safety accidents, 41% fewer quality incidents, 22% higher productivity
- Thoughts to think about
 - People will live up to expectation 100% of the time
 - The culture of your organization resides in the minds of your employees

IV. National Skills Collation

Jeannine Gallina gave an update from her trip to Washington for the National Skills Collation. She reported that billions of dollars are budgeted to correct the skills gap. Washington realizes that companies are not increasing business because they cannot get skilled labor.

V. Updates

- Rick Murphy who is the new chairperson for the Hiring & Training committee is planning an informal meeting to set new goals for the committee. This will be some time in March. Place, date and time TBA.
- Wayne Finger Lakes BOCES is hiring two new teachers. One full time Welder and Machinist teacher
- MCC will be starting a new Accelerated Tooling Certificate class in June. They will have a Mechatronics class to start in the fall.
- FLCC is graduating their Mechatronics class
- MCC's Tech EXPO will be March 18 at MCC
- SAME will start again this summer. Possibly 2 classes
- Wayne Technical and Career Center in Williamson will hold a combination Career Fair and Open House on Thursday, March 19 from 4:30 p.m. to 8 p.m.

Next Meetings

Pipeline – April 24th 8:30 – 10:30 – BOCES I in Fairport

Hiring & Training - TBA