

# FAME Hiring/Training Committee Meeting Minutes

Friday, Sept. 13, 2013 (8 to 10 a.m.) @ FLCC Newark Campus

Attendance: Ron Golumbeck-ITT Goulds, Rick Murphy-Silgan Containers, Ross Micali-MCC, Steven Brusso-Evans Chemetics, Eileen Rucinski-Kelly Services, Sam Samanta-FLCC, Bill Rotenberg-FLWIB, Karen Springmeier-FLWIB, Charlie Crumb and Keith Babuszcak-CTE Technical Assistance Center of NY, John Donahue-Penn Yan Academy, and Eric Israel-Exploring Program.

Chairman Ron Golumbeck called the meeting to order at 8:05 and introductions followed. Ross Micali agreed to serve as timekeeper.

## **Featured Speaker: Eric Israel, Exploring Executive, BSA Seneca Waterways Council**

Erik began his presentation noting that Exploring is an opportunity for students to get involved with BSA without being a scout. It is a hands-on career education program for students ages 14-20 and offers leadership experience, life skills, career opportunities, character education and citizenship. The posts are divided into 12 general areas and each post has enthusiastic adult leaders. Ron offered ITT Goulds' experience last year, noting he had more volunteers than needed and the students experienced all aspects of the company.

Eric introduced the Middle School Explorer Club which is a new initiative to serve 6<sup>th</sup>-8<sup>th</sup> graders as a type of career exploration program. The posts are run in the schools and offer the students exposure to a variety of careers. It is new and is in the development stages in our region. In response to a question, Eric noted that he had between 70-80% of the schools in the region on board. A copy of the flier is included with the minutes.

## **Other H/T topics of interest**

- **Intern placement at FAME companies**—Ron noted that ITT Goulds had 20 interns over the summer and 98% of them want to return to work there after they graduate. He also noted that they had been working with BOCES to put together welding classes and then students get the opportunity to work in the foundry. Another initiative is the rotational career opportunity. Graduates are hired and for 18-24 months they rotate to a different department (generally 4 month intervals) and they experience all facets of engineering and then they find a permanent position in the company based on their interests and strengths. Ron also noted that FAME is very interested in knowing how many companies use and hire interns. John Donahue mentioned that PYCSD is looking at providing stipends to students participating in internships and it was suggested by Keith that gift cards also work.
- **Candidate Sourcing Initiatives**—Ron mentioned that with the increasing needs for those skills required for today's workplace, they use a variety of resources to get candidates. All jobs are posted with the One Stop Career center, they use Kelly Services and well a multiple social media sources, recruiter and other methods. It was emphasized to not overlook temp agencies as a way to enter a specific field.

Sam Samanta mentioned the ICT co-op opportunities and Ross Micali mentioned the new Accelerated Machining Program.

- **Training dollars available through NYS**—The sequester impacts WIA funding until October 1<sup>st</sup> at which time we will then have funding available for training and on the job training.
- **US First Lego Sponsors**—FAME companies are sponsoring teams at Canandaigua Middle School, Wayne Central and Seneca Falls.
- **BOCES Update**—no report
- **Work Opportunity Tax Credit for Hiring Veterans**—Ron reminded employers of the \$10,000 Tax Credit available for hiring veterans and distributed a flier with additional information. If interested, contact Rob Coe @ [Robert.Coe@labor.ny.gov](mailto:Robert.Coe@labor.ny.gov)
- **FLCC Advanced Manufacturing Machinist Program**—The latest cohort has started and discussions have begun between FLCC and MCC to discuss the possibility of using this program as the second year credit towards the AAS in Precision Manufacturing from MCC.
- **Manufacturing Day--10/4/13**—John Steele from HTR is organizing this national initiative in our region and has several companies registered to provide open houses including Sydor, IEC, Coach and Equipment, FLCC, and ITT Goulds. More information is available on [www.mfgday.com](http://www.mfgday.com). Bill will be attending a MACNY event at Welch Allyn on that day and will report out at the next meeting and the FAME Executive meeting.

### **Programming for H/T for 2013-2014**

- TAACCCT Director Cortney Harris—Meeting @ MCC; Ross and Bill will help Ron coordinate this
- Labor Laws—update on laws and changes
- Members who would like topics can forward to Ron
- Ron is also looking for a successor as Chair of the H/T Committee

### **CTE Technical Assistance Center**

Keith Babuszcak (Central NY/Southern Tier CTE) provided an overview of the CTE Technical Assistance Center event in November to focus on building connections between schools and businesses and will be inviting FAME members to participate to describe their

efforts to link business and education. The pending date is mid-November and will focus on local opportunities.

### **Upcoming FAME Events**

- FL STEM Hub Educators Conference 10/25/13 @ Rochester Museum and Science Center. Bill is setting up the tours at GW Lisk, Gorbels, Southco, possibly Optimax.
- Speakers include Jill Slavny, Monroe #2 BOCES on the SAME program, Sam Samanta on the FLCC ICT program and Jim VanKouwenberg from Optimax.
- FAME Signature Event is scheduled for Jan 21 or 22 at MCC from 4-6:30 p.m. The keynote speaker will be Andy VanKleunen of the National Skills Coalition followed by a panel of local experts.

### **Old and New Business**

- Joint meeting with Pipeline planned for January 2014
- Sam Samanta talked about STARTUP NY—Gov. Cuomo’s initiative for the creation of tax free zones for new and expansion of businesses with the colleges serving as the starting point for the program. If anyone is interested, contact Sam at FLCC Victor and Joe Nairn for FLCC Geneva, Newark, and Canandaigua.
- Eileen R. reminded the committee about the GED being replaced with a new assessment, possible indicators of either college or career ready or both and a predictor of SAT scores equivalent.
- Charlie Crumb reported on the NYS effort to start a program where students graduate with a HS diploma and an AS degree. Two area schools, Byron-Bergen and RCSD, have received the Pathways in Technology Early College High School (P-TECH) grants for this. Todd Oldham’s office is looking for a coordinator for this program.

**The next meeting is proposed for Friday November 15<sup>th</sup> at MCC with Cortney Harris as the presenter on the TAACCCT grant.**

The meeting adjourned at 10:05 a.m.

Respectfully submitted, (with a little help from Bill)

*Karen A. Springmeier*

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