

FAME Hiring/Training Committee Meeting Minutes

Wednesday, April 22, 2009 8:00 AM to 10:00 AM

Hosted at: Lyons National Bank, Macedon NY

Group Chair: Ron Golumbeck

Facilitator:/Notetaker: Becky Howell

Timekeeper: Julie Frank

Present: R. Golumbeck (ITT Goulds); D. Reener (Ultimate Recycling); R. Micali (MCC); B. Howell (Optimax); J. VanKouwenberg (Optimax); L. Bamann (Rochester Works); B. White (STS); B. Jordan (WATS); R. Gallivan (RGRTA); J. Dillon (MCSBP); N. Piccini (Garlock); J. Frank (Garlock); M. Jankowski (Wayne Co); J. Starr (Ontario Transportation)

Special Guest: In lieu of Rich Gizzi's presentation on Economic Incentive Funding, Ryan Gallivan reported on the Transportation Survey results.

The purpose of this meeting: Review Hiring and Training Strategic Plan; Presentation on Economic Incentive Funding; Transportation Survey Feedback Results; Marketing website plan overview

The meeting was called to order by Mr. Golumbeck at 8:00a.m. followed by introductions. Julie Frank agreed to be timekeeper.

Keynote Speaker—Ryan Gallivan, RGRTA

Review of Transportation Survey Results –

- 1.) "A" shift, Mon-Fri had the strongest response
 - a. Follow-up question: What time is "A" shift? Can employer be flexible?
- 2.) Fair response to Park and Ride option, 5 mile range preferred
- 3.) Fair response to daily bus fare
 - a. Follow-up question: How much are you willing to pay?

In summation:

- 1.) RGRTA to sketch out route, pick-up/drop-off locations within 1 mile radius of Rte 31
- 2.) Excel table with employee street address, town, zip, and shift time is desired
 - a. From company –total number of employees and number interested
 - i. **Action Item:** B. Howell create template and attach to e-mail with minutes
- 3.) Brainstorm how to market to other businesses along same corridor
 - a. **Action Item:** L. Bamann and D. Reeners to meet to develop a draft of the project plan, including: how to engage elected officials (economic development) and the chamber of commerce, investigate government funding, locate key employers
 - i. Market bus route – articles in local newspapers, e-mail blast, flyers, handouts, topic at company meetings

Review Action Items:

Marketing – Website Representative for Hiring and Training

- 1.) Ron Golumbeck presented on the FAME website. There will be several buttons relating to interests of the H&T Committee
 - a. A location as source of info – minutes and dates of meetings
 - b. Post jobs and resumes/contacts, linked with One Stop Centers

- i. Recommended to have a referral code for FAME employers to use to “expedite” the resume of their employees in the situation of lay-offs, etc.
- c. Common database for job description, partly to help with transfer and accessibility of candidates
- d. Available training programs and sources.
- e. Internships/Co-ops/Shadowing
 - i. Also suggested to have career ladders with job title, education needed, and range of pay
 - ii. Link to the Department of Labor (this will not be a source for electronic networking)
- f. Transportation – funding/sponsorships, available bus routes
- g. Sponsorships such as FIRST Lego Robotics

Other Business and Discussion:

Leslie Bamann spoke to the Regional Skills Alliance and the need to be known as an organization that “works for industry, run by industry”.

- 1.) Other key points are the:
 - a. Roll-out to 9 counties
 - b. Need to track companies in area
 - c. Sustainability (i.e. website)
 - d. Outreach to manufacturing, referring them to services provided
- 2.) Rollout to GLOW is April 28, 7:30am, Genesee Community College
 - a. Another representative is needed
- 3.) Rollout to Monroe County and Rochester is June 3, at Mario’s Restaurant
 - a. Ron Golumbeck has agreed to be a representative of FAME for June 3rd.

FAME Display needs to have designs for 3 audiences:

- 1.) Students and parents
- 2.) Schools and guidance counselors
- 3.) Other manufacturing companies

High Tech Expo, held at MCC on April 16, had 250 parents and kids in attendance. It was a great opportunity to show available jobs and education opportunities

There is a BOCES information conference for 11th and 12th grade students to determine what their interests are and how to help them meet those goals

Leslie Bamann spoke to what she shares/does when calling on the company, this includes:

- 1.) Speaks to training program – certified trainings provided and funding available
- 2.) Bring in the experts
- 3.) FAME as a supplement to a staffing company

Also shared, FAME has a niche and associations like RBA and GRE are important to that niche.

The Executive Committee has been developing a three year strategic plan which includes the rollout to the nine counties. In doing this, they are working with High Tech Rochester.

Wrap Up

SciTek job fair is July 30, 1:00-5:00pm. In attendance will be youth aged 14-17. 10 employers are needed to exhibit. It is located at the Ontario County Boy Scouts camp on Seneca Lake, in Ovid.

Please send Ron any performance evaluation processes for hourly employees that you believe are a good model producing effective results.

NEXT MEETING

The next meeting of the FAME Hiring/Training Committee will be **Wednesday, May 27 from 8-10AM**. Location is undetermined, more information to follow.

Respectfully submitted,

Becky Howell

The purpose of the Hiring Committee is to coordinate a group to lead initiatives that will increase FAME employer's talent pool and facilitate the selection of qualified employees.