



## *FAME e-News – Spring 2015*

- **From the Chair, Mike Mandina** (FAME Chair; President of Optimax Systems, Inc.)  
FAME Members,  
It is great to be finally emerging from a relentless winter! Oh the joy!

On April 24, I was at The White House campus in response to an invite to participate in the *Upskill America Summit*. The administration convened over 100 employers and 30 national labor unions, in addition to government agency personnel, to participate in roundtable sessions addressing: Apprenticeships, On-the-job training, Credentials, Employer Education Benefits and Mentorship. VP Joe Biden addressed the group and we were made aware of current and future administration agenda items to assist upskilling workers.

The purpose of the *Upskill America Summit* was to:

1. Recognize leading employers who provide expanded career opportunities for their employees;
2. Promote the widespread adoption of business policies and practices that increase economic opportunity;
3. Cultivate public-private education and workforce development efforts that support and advance these initiatives.

At Optimax we are pursuing development and deployment of a precision optics manufacturing apprenticeship program. Initially, we are striving for an internal credential, but we believe a nationally recognized credential is possible. We welcome other manufacturers to join us. If not with our optics apprenticeship, then one that aligns with a discipline you need. There are incentives in place to help motivate apprenticeships, the link below will help.

The administration is moving to make apprenticeships competency based, versus the old hours based completion protocol. There is much greater flexibility and I have been assured by administrators at the top of the food chain that they will support employers to implement, including helping with the local apprenticeship administrators who may be lagging in new policy adoption, although I have no indication that this is or will be an issue.

In closing, I want to remind employers to interview and hire summer workers, especially young folks who are looking to solidify career choices. Remember, a key goal is to seed and harvest your future workforce. Summer work experiences are win-win propositions. FAME is developing its proposal to gain 5% Pledge funding support. We believe we can

greatly increase the number of summer job placements by dedicating resources to this effort. More to come on this.....

Here is a link from the Aspen Institute that provides tools and additional information about the Upskill America Initiative: <http://www.upskillamerica.org/>

My very best!

*Mike Mandina*



*Mike Mandina (Optimax, FAME), far right, at the April 24<sup>th</sup> Upskill America Summit in Washington DC.*

- **Tis' the Season—for Career Fairs!**

FAME participates in numerous career and job fairs over the course of the year, but spring is decidedly the busiest season! In March, FAME and its members attended MCC's High Tech Career Exploration Night and the Wayne Technical Career Center event. Photos from both events are below. Many thanks to the FAME members who attended and helped spread the message to youth and their parents that advanced manufacturing has careers ready and waiting! The WTCC event also generated a D&C article, link below:

*Job fair takes aim at advanced manufacturing,*

<http://www.democratandchronicle.com/story/money/business/2015/03/18/wayne-technical-career-center-job-fair/24989553/>



*Rick Murphy (Silgan Containers), Eileen Rucinski (FLWIB) and Bob Lasch (MCC) (l to r) at the March 18 MCC High Tech Exploration Night.*



*Jim VanKouwenberg, top, (Optimax Systems) and Sam Samanta, bottom, (FLCC Victor) exhibit at the Wayne Technical Career Center event on March 19.*

- **Peer-to-Peer Opportunity: An Employer-Focused day at the National Fund Annual Meeting**

The National Fund for Workforce Solutions is offering a peer-to-peer discussion opportunity at an Employer-Focused day at the National Fund Annual Meeting on June

18<sup>th</sup>. The day will be dedicated to the needs of employers, providing them with the opportunity to “Learn, Share, and Partner” in a [special one-day package for employers](#) who wish to attend only on this day. The program will feature numerous employer-focused and employer-led workshops. Topics include: *How apprenticeships can work in your community; How investing in employees can generate significant business impact; Why it’s important to think differently when working with young adults; How workforce development is evolving in various industries; How to unlock the power of bottom-up ideas.* For complete details, please visit:

<http://www.nationalskillscoalition.org/national-initiatives/business-leaders-united/events/national-fund-for-workforce-solutions-annual-meeting>

- **CEIS Grant Money Available for Interns**

In support of the 5% Pledge program, FLWIB (Finger Lakes Workforce Investment Board) and CEIS (Center for Emerging Innovative Sciences) have partnered together to launch a summer "internship" program. CEIS has grant money available for this program. The program is particularly focused on the long term unemployed in the region. Local photonic companies and companies that support the photonics industry will be targeted to offer internships/on-the-job training under this program. There will be 20 positions/placements of an individual receiving on-the-job training with appropriate supervision and monitoring. The placements will last on an average of 8-10 weeks. The salaries are at a fixed rate of \$13.00 per hour. At the end of the on-the-job training period, the company may elect to hire the individual to a full time position. Participating companies will be reimbursed at the rate of 50% of the pay, not to exceed \$6.50/hour. FLWIB will be administering the program and recruiting the companies and trainees. For more information, interested parties should contact Eileen Rucinski at email:

[amcn@fingerlakesworks.com](mailto:amcn@fingerlakesworks.com)

- **Next meeting of FAME’s Hiring & Training Committee to take place on May 15<sup>th</sup>**

The next meeting of FAME’s Hiring & Training Committee will be on May 15, 2015 from 8:30-10:30AM at FLCC Victor Campus Center, 200 Victor Heights Parkway, Victor, NY (Room: VC200 A&B, Upstairs conference room). The meeting agenda can be found at the following link: <http://www.nyfame.org/documents/HandTAgenda051515.pdf> Please contact Michele Stolberg at FAME if you would like to attend (email:

[fame@nyfame.org](mailto:fame@nyfame.org)). All are welcome!

- **FAME Kicks-off Two New Initiatives for 2015!**

At the recent FAME Annual meeting at MCC, two new initiatives were introduced for 2015:

- **FAME 5% Pledge:** We are asking you to pledge 5% of your current workforce to the future. That means that for every 100 employees in your organization, you will provide five temporary positions for interns, high school students, and/or the long-term unemployed as a method of exposing them to the manufacturing culture through experience. In turn, these workers will gain valuable skills and experience to guide them as they become the workforce of tomorrow! For

complete information, and to download a pledge form, visit:

[http://www.nyfame.org/documents/FAME5percentpledge\\_FINAL\\_Jan2015.pdf](http://www.nyfame.org/documents/FAME5percentpledge_FINAL_Jan2015.pdf)

- **FAME Advanced Manufacturing Student Award:** Introduced by Rick Plympton, Optimax CEO, this award will be offered to students pursuing an education that prepares them for employment in advanced manufacturing. This award will raise awareness for FAME in the region, create awareness of career opportunities in advanced manufacturing, and help strengthen our workforce pipeline. The FLWIB is accepting donations for the award, which will be managed by a FAME sub-committee. Optimax has presented Karen Springmeier, FLWIB Executive Director, with a check for \$10,000 to get the fund started. The hope is to raise \$100,000 within 5 years, such that the fund will be endowed and self-sustaining. For complete information, please visit:  
<http://www.nyfame.org/documents/FAMEAdvMfgStudentAwardPRRev021715.pdf>

- **Next Meeting of FAME's Pipeline Committee is June 5<sup>th</sup>**

The next meeting of the FAME Pipeline Committee will take place on June 5<sup>th</sup> at Garlock Sealing Technologies in Palmyra. Minutes from the most recent meeting in April can be found at the following weblink: <http://www.nyfame.org/documents/4-24-2015PipelineMeetingMinutes.pdf> To attend in June, please contact Eileen Rucinski at email: [amcn@fingerlakesworks.com](mailto:amcn@fingerlakesworks.com)

- **Does your organization have a Twitter account?**

Follow FAME on Twitter today: **@NY\_FAME** Re-tweet our messages for maximum impact! This effort will not only support FAME locally, but will also send the message to your followers that your firm is active in building a future for our workforce and advanced manufacturing community.

- **Update from FLWIB Advanced Manufacturing Career Navigator, Eileen Rucinski**

The Finger Lakes WIB applied for and received a no-cost 1 year extension for 60 more seats for the Advanced Manufacturing Career Pathway grant. With the extension, it is hoped to enroll an additional 60 students that will complete a certificate course in Precision Machining, Computer Aided Design & Drafting, Accelerated Precision Tooling or Optical Systems Technology. The AMCN will be working closely with area high schools, veterans groups and Career Centers to recruit new students. To date, 206 students have participated in the H-1B grant. The first graduating class was May 2014. Another class graduated in December of 2014. 39 are employed in jobs ranging from test technicians, machine operators/programmers up to supervisor, quality engineer, process engineer. Currently there are 5 students that have not yet secured employment. FAME's HR Networking Group receives resumes of all graduates that are unemployed, they also receive profiles of students that are looking for internships/co-ops. 83 students are anticipated to graduate in May 2015. Assisting the current students with developing a profile that is a snap-shot of their skills/courses is an ongoing process. The outcome that is hoped for is that these students can secure

internships/co-ops while they are in school and/or full time employment when they graduate. Please contact Eileen Rucinski at [amcn@fingerlakesworks.com](mailto:amcn@fingerlakesworks.com) or (315) 789-3131 ext. 105 for more information, or if you know someone who would be interested in the grant.

- **Join FAME's LinkedIn group for timely updates**

Stay up-to-date on the most current advanced manufacturing workforce news! Join FAME's LinkedIn group today at the following link:

[http://www.linkedin.com/groups?gid=2889557&trk=hb\\_side\\_g](http://www.linkedin.com/groups?gid=2889557&trk=hb_side_g)

- **News You Can Use**

- *Manufacturing Shouldn't Be A Dirty Word For Today's STEM Talent*  
<http://techcrunch.com/2015/02/04/manufacturing-shouldnt-be-a-dirty-word-for-todays-stem-talent/>
- *The US Manufacturing Workforce & Making it In America*  
<http://cerasis.com/2015/03/06/us-manufacturing-infographic/>
- *MCC finding out where the jobs are, and aren't.*  
<http://www.democratandchronicle.com/story/money/2015/03/17/jobs/24895739/>
- *Customer Success & Employee Prosperity: Optimax Systems – as featured by The Hitachi Foundation*  
<https://youtu.be/Gp-90k3g8XA>
- *Jobs await FLCC machinist grads*  
<http://fingerlakescommunitycollege.blogspot.com/2015/03/jobs-await-flcc-gw-lisks-13-machinist.html>
- *How We Recruit Young Talent to Manufacturing*  
<http://www.industryweek.com/recruiting-retention/how-we-recruit-young-talent-manufacturing>
- *The skills gap in US manufacturing, 2015-2025 outlook*  
<http://www2.deloitte.com/us/en/pages/manufacturing/articles/boiling-point-the-skills-gap-in-us-manufacturing.html?id=us:2sm:3tw:skillgap15:eng:pip:033015:deloittemfg#>

- **Upcoming meetings and events:**

- *FAME Hiring & Training Committee Meeting*  
May 15, 8:30-10:30AM; Location: FLCC Victor Campus Center, 200 Victor Heights Parkway, Victor  
contact: Michele Stolberg, e-mail: [fame@nyfame.org](mailto:fame@nyfame.org)
- *The Urban Stem Conference - RCSD East High*  
June 4, 2:30pm – 7:00pm; Location: East High School, 1801 East Main Street, Rochester

contact: Paul Conrow, e-mail: [PaulD.Conrow@RCSDK12.ORG](mailto:PaulD.Conrow@RCSDK12.ORG) ; Event weblink: <http://www.nyfame.org/documents/June2015UrbanSTEMConferenceEastHS.pdf>

➤ *FAME Pipeline Committee Meeting*

June 5, 8:30am – 10:30am; Location: Garlock Sealing Technologies, 1666 Division Street, Palmyra

contact: Eileen Rucinski, email: [amcn@fingerlakesworks.com](mailto:amcn@fingerlakesworks.com)

• **Welcome new FAME members!**

- Custom Molding Solutions, Inc., [www.custommoldingsolutions.com](http://www.custommoldingsolutions.com)
- Monroe 1 BOCES, [www.monroe.edu](http://www.monroe.edu)
- Zotos International Inc., [www.zotos.com](http://www.zotos.com)

Thank you for your support of FAME!

Michele Stolberg

FAME Facilitator

Email: [fame@nyfame.org](mailto:fame@nyfame.org)

Check out our website! [www.nyfame.org](http://www.nyfame.org)

Follow us on Twitter! [@NY\\_FAME](https://twitter.com/NY_FAME)

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