

# FAME Hiring/Training Committee Meeting Minutes

Tuesday, October 13, 2009 8:00 AM to 10:00 AM

Hosted at: High Tech Rochester, West Henrietta, NY

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Group Chair: Ron Golumbeck

Facilitator:/Notetaker: Becky Hilton

Timekeeper:

Present: R. Golumbeck (ITT Goulds); D. Reener (Ultimate Recycling); R. Micali (MCC); B. Hilton (Optimax); J. VanKouwenberg (Optimax); M. Preston (Operations and Engineering); J. Daniels (FL Works); J. Wilson (SCORE); C.A. Joki (WERC); L. Bamann (FAME); S. Isaacs (Coach and Equipment); R. Gizzi (HTR)

Special Guest: Rich Gizzi, High Tech Rochester

The purpose of this meeting: Partnership opportunities with High Tech Rochester; progress reports on Transportation Project and 9 county roll-out; web site overview; job description project overview; hands on Career Fair results

The meeting was called to order by Leslie Bamann at 8:15a.m.via conference call, followed by introductions.

## Keynote Speaker—Rich Gizzi, HTR

Rich Gizzi opened meeting by sharing about High Tech Rochester. HTR began with pilot incubators and is now a part of Manufacturing Extension Partnership which helps orphan technologies in small facilities. They focus on small manufacturers (less than 500 employees) to help with technology needs. HTR experiences marketing difficulty which handicaps the public's awareness of their services.

Recent "home-runs" for HTR:

1. RIT grant for food processing: the Red Jacket Orchard in Geneva was asked by Wegmans to comply with Safe Quality Food (SQF) in their juice line, as well as Zweigles and Upstate Niagara (a milk processing company). HTR helped with training.
2. American Red Cross at MEP centers: it takes 24 hrs to process blood, with HTR helping with lean implementation, the ARC was able to save cost and reduce wasted blood. This process is to be rolled out to 36 Red Cross centers across the country.

HTR is a nonprofit organization that gets 1/3 of their funding from the government, the other 2/3 they raise/match themselves. HTR can help companies obtain grants. It is run as a business, so, when HTR gets a grant on behalf of a company they invoice 5% of the cost. They are an itemized consultant written into the grant.

## Review Action Items:

9 County Roll-out is complete. Sole focus is on outreach for sustainability for FAME after WIRED grant ends (November 30). 10 new members have joined FAME at the highest levels. To see more about the levels of membership, see [www.NYFAME.org](http://www.NYFAME.org).

Transportation Survey – identify a new approach to the transportation initiative. Engage other non-FAME employers.

**Action Item:** Follow-up phone call with RGRTA – Ron Golumbeck

WERC (Workforce Excellence Regional Center) is rolling out The Institutions. The Advanced Manufacturing Institute:

1. Offers credit and non-credit courses, scholarships available
2. \$70,000 available, works with employee, not employer
3. Scholarship money has to be awarded by end of November. Courses must be completed by Dec for the scholarship money to apply. At completion, the individual must have higher skills or be better off to retain current employment
  - a. Contact Carol Ann Jokie for details: 585-292-3726, [cjoki@monroecc.edu](mailto:cjoki@monroecc.edu)
  - b. Or Felicia at 585-292-3749

#### New Action Items:

November 2<sup>nd</sup> – Annual FAME Membership Meeting: Manufacturing Event at MCC. Takashi Tanaka will present on the Toyota Way

- Tour of Tech Center on West Henrietta Rd – 2:30 to 3:30
- Panel of 6 to discuss workforce members. Panel consists of Mike Manakowski, Dr. Diana Philips, Tim Witter, Takashi Tanaka, Ellen Davis and Doug Powell

October 27 – Wayne County Job Fair at the Quality Inn in Geneva

#### Other Business and Discussion:

Some questions relating to grants and how to assist the FAME membership with them:

- Can FAME facilitate an opportunity to guide members through the grant process?
- Is there another entity that can provide the filtering of grants for smaller manufacturers?
- Who gets paid what?
- Work on grant clarification, qualification, and writing

Related discussion:

- Profit 101 – free seminar for idea generation geared toward small companies that need to grow
- Psychological barrier – how do you implement success, what can small businesses do when it's time to grow? (how to build employees, etc.)
  - Change in mentality – it's not "How do I grow?" but "What do I need to do to survive?"

FAME Membership:

1. FAME is a fee based organization, membership dues vary between \$75 to \$1000/year. The level of membership decides how much an organization pays and each level comes with specific perks.
  - Meeting the goal of \$200,000 in membership fees a year will allow for a full-time coordinator, administrative support, and marketing support.
  - There are affiliate fees but what about individual fees?
2. Website –
  - When a new member joins they will have a highlighted spot for a while and will then be added to the catalog
3. Job Descriptions -
  - 8-10 job descriptions are being created that will be used across the FAME membership. These include:
    - Assemblers, Technicians, Laborers, Quality Control, Machinist, Electrician, Electrician Technician
    - Others to consider: Shift Supervisor, Plant Manager

Hands-On Career Fair, Seneca Falls, October 1

- 600+ students attended, as did Senator Nozzolio.
- Question arose – How do you engage the chaperones in local careers in manufacturing?
  - The chaperones are often counselors and the initiators in getting the students to your workplace and fanning their interests in manufacturing. If the chaperones aren't interested, the students may not be reached. Reach out to the chaperones at these events and invite them to tour your facility.

Eyes on the Future, October 16 – St. John Fisher College

Check out the FAME website: [www.nyfame.org](http://www.nyfame.org)

### **NEXT MEETING**

The next meeting of the FAME Hiring/Training Committee will be **Friday, December 11 from 8-10AM**. Location will be at the MCC Applied Tech Center, on West Henrietta Rd in Room 118. No parking pass required.

Note from Carol Ann Joki: Though we can arrange for the meeting, WERC cannot provide food/beverage since it's not a WERC event. OK to go with BYO?

Respectfully submitted,

Becky Howell

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*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.*