

# Finger Lakes Works

**April 2006**

**Inside this**

Finger Lakes Works... <i>with their hands!</i>	1
Youth Employee Recognition Program	1
Kelly Services	2
Home Depot	2
Success Story	2
New businesses	3
Yates County Grant	3
DPN	4
Have you met	4
Business of the Month	5
Meet Our Board	6
Summer Programs	7
Unemployment Rates	7
Contact Us	7



The FL WIB Youth Council is very pleased to announce "Finger Lakes Works...with their hands!", a hands-on skilled trades and precision manufacturing career awareness event to take place on October 5, 2006 at The Rodman Lott and Son Farms (site of Empire Farm Days) in Seneca Falls and will be open to students in grades 9-12 from the 26 school districts in the

four county region and the 9 school districts in Cayuga County. There will be time allotted in the afternoon for adults and out-of-school youth to attend.

Finger Lakes Works...with their hands! will provide students the opportunity to experience the skilled trades and precision manufacturing by talking with professionals, mixing cement, taping drywall, threading pipe, operating heavy equipment, and more! There is a high demand for skilled workers in careers such as construction, precision manufacturing industry, and HVAC in our region and not enough young people choosing these career paths to meet this demand. Jobs in the skilled trades can't be outsourced to another country. If a town in our region is constructing a new building, it will be built here, preferably by a local skilled workforce.

For more information about Finger Lakes Works...with their hands! or if you are an employer in the skilled trades or precision manufacturing who would like to participate, please contact the Workforce Investment Board at 315-789-3131, 1-877-6 NEW JOB or log onto our website at [www.fingerlakesworks.com](http://www.fingerlakesworks.com).

## YOUTH EMPLOYEE RECOGNITION PROGRAM



The Finger Lakes WIB's Youth Council is pleased to announce they are currently soliciting nominations for the Youth Employee Recognition Program. The program recognizes students who reside in Ontario, Seneca, Wayne and Yates Counties for their academic achievement and work related performance. Qualifying high school students must have a GPA of 85 or higher and work part-time exceeding standards set by their employers. Nominations must be received by the FL WIB Youth Council no later than Friday, May 12, 2006. A reception recognizing the nominees will be held at the Smith Opera House on May 23, 2006. For complete details and a nomination form, students can contact their guidance counselor or download information on our website, [www.fingerlakesworks.com](http://www.fingerlakesworks.com).

## Issues, Trends & Solutions

### Kelly Services Recruiting Finger Lakes Works—Ontario

Kelly Services will be accepting applications and conducting orientation at the Finger Lakes Works Ontario office on Wednesday, April 19, 2006 at 10:00am. All are invited and welcome to join in this group activity at Finger Lakes Works—Ontario, 3010 County Complex Drive, Canandaigua.

Kelly Services offers temporary, temp-to-perm and permanent employment opportunities in production, light industrial, clerical, administrative and professional fields. Current openings are available throughout the four-county Finger Lakes area at premier employers.

Recruitment services are available to any business at each of our five One Stop Centers. Call 1-877-6 NEW JOB.

### Our One Stop Centers at work...

*"During the period of September 27, 2005 through February 5, 2006 I became unfortunately unemployed due to staff cut backs at a local industry complex. The specialized training I received in the Environmental, Health and Safety field along with my years of experience did not leave a lot of possibilities to work within my job search.*

*During my employment orientation, I was teamed up with counselor Michael Wright who stuck with me to offer guidance and resource information attempting to find me suitable work. There wasn't a week that went by without at least a couple of emails or phone calls with additional possibilities or guidance for me when I became too nervous with a prospective employer that hadn't contacted me.*

*Four months went by and an opportunity surfaced for me to pursue. With the professional guidance received, I re-entered the workforce as a full time professional within my area of education and training.*

*Having the Newark staff, particularly Michael Wright, available to steer me in the correct direction without a doubt was the leading reason why my unemployment was cut short."*

*Rick Dodge*

### Home Depot Interviews at Finger Lakes Works—Ontario



Finger Lakes Works Ontario hosted Home Depot on Friday, March 31, 2006. Six Home Depot management members used the facility to conduct more than 40 pre-scheduled interviews. These applicants were targeted to fill openings at the Victor and Penfield stores. Home Depot has used this interview method two other times this season in Monroe County and found it very successful. Another interview session is scheduled for Friday, April 7, 2006 at Finger Lakes Works—Newark.

# Issues, Trends & Solutions

## Seneca Falls Welcomes Three Businesses

**Three new businesses will be opening their doors in Seneca County this month.**



Aldi is an international retailer specializing in a limited assortment of private label, high-quality products at the lowest possible prices. The Seneca Falls Aldi's will feature a new store design for an innovative shopping experience. Aldi's will be open seven days a week, a model that will be shared throughout New York. They are leaders in the grocery retailing industry with over 700 stores in 26 states and 5,000 stores worldwide. Aldi opened their doors on April 1st.

Kinney Drugs has moved from their Fall Street, Seneca Falls location to Routes 5 & 20, east of Route 414 in Seneca Falls. Their doors opened April 10th. Kinney Drugs will be the first drug store in New York State to sell gasoline. The store will also feature a

coffee shop to enchant your shopping experience and continue to provide the highest quality pharmacy, health related and retail services at a fair and competitive price to our community.

Label Shopper will be opening their newest brand name clothing retail store in Liberty Plaza. Their central theme is to provide the customer great value, quality, selection and price. Label Shopper's headquarters is in Albany, NY with 28 stores located in New York Massachusetts and Vermont. Label Shopper is projected to open their doors in late April.

Collectively, these stores will provide 50 new jobs into the community.



## Manufacturing consortium receives grant

On Monday, March 26th, Yates County kicked off the first of a number of courses that will be offered this spring and summer under a SUNY grant. Through the efforts of Finger Lakes Community College, this grant was awarded to the Yates County Manufacturing Consortium for its member businesses to use in providing training to their employees.

The courses cover a wide variety of subjects including computer skills, team skills, lean manufacturing, work values, problem solving, business writing, communications, supervisory skills and customer service. Courses range in length from one-half day to two days. While many of the courses will be conducted at the Yates County Office Building, they can also be offered on-site.

This grant allows for businesses to provide needed training to their employees at a significantly lower cost than if the training were obtained elsewhere. For a complete listing of these training courses or for additional information, please contact Sherry Morse at 1-877-6 NEW JOB or 315-536-5140.

# Special Features

## DPN News

### Did you know 'Sue' has a disability?

By: Cindy S. Reed

Disability Program Navigator

Did you know Sue who sits at the desk in the next cubicle has a disability? I can't tell you about it. Why? She has the right not to tell you or her boss unless she wants to tell. She is protected under the American with Disabilities Act.

Many individuals in our workplaces, families, communities, churches, and schools may have a disability. We may not know it, see it, or hear it when interacting with the individual. The individuals do all different kinds of activities. Some people are able to do the activities without assistance while others will have assistance that one cannot see.

One way you might find out if the person has a disability is by the person disclosing (telling) you about her/his situation. These disabilities are called "**Hidden Disabilities.**"

What are Hidden Disabilities? A Hidden Disability is a condition that limits one or more life activities of an individual. Such activities are work, self-care, getting along with others and many, many more. Generally speaking, a Hidden Disability can be a medical, physical, or mental condition not readily visible when first meeting or observing an individual.

Over a period of time, individuals learn to compensate for the hidden disability. Some of the ways the person compensates are: Get others to do writing activities such as applications, ask for directions to be repeated, absenteeism, avoidance of activities, acting out behaviors (anger, fighting, refusal), and frustration.

See DISABILITY page 6

## Have you met...

### Joseph Lopez

Sr. Counselor

Finger Lakes Works - Ontario



Joe Lopez has been in the workforce development system for over 18 years. Through the various governmental legislations, organization name changes, and a sea of ever changing faces, one thing has remained constant over the years, "working with people," Joe notes matter-of-factly.

For over 18 years, Joe has been providing assistance to job seekers and employers. It's a job he enjoys. "I started out working with businesses, writing On-The-Job Training contracts," Joe adds, "I really liked working with the employers and the participants."

His customer service talents have been recognized by his peers over the years with titles such as Supervising Counselor and as Coordinator for the Workforce Investment Board. Possessing an MBA in Economics and Finance from the University of Rochester, with a BA in Political Science and Biology from St. John Fisher College, Joe has proven himself to be a leader in the area of employment issues.

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"Employers want good help, people who are reliable," Joe notes. "Right now, in the current switch from manufacturing to a service economy, job seekers, formerly in manufacturing, are faced with retraining and lower wages. That transition is easy for some, hard for others."

Regardless of how easy or hard the job seeker finds the process, working with Joe Lopes will definitely make it a whole lot less painful. Joe Lopez, a man to look to when help is needed.

# Local News and Events

## Business of the Month



**Aspheres ▲ Cylinders ▲ Prisms ▲ Spheres**

Optimax Systems, Inc. is the world's fastest precision optics manufacturer. Based in Ontario NY, Optimax is part of the "World Imaging Center" of the Greater Rochester Area.

This is no ordinary manufacturing facility. It was conceived, built and equipped to be the fastest precision optics manufacturer in the world; by contrast, most other factories are built for high volume low cost manufacturing. This is a state-of-the-art factory featuring high tech equipment that requires a good head on your shoulders. After all, the products made go places not many others can claim. As a key supplier to the Aerospace industry, some products are on the planet Mars. Both of the NASA Mars rovers "Spirit" and "Opportunity" have lenses made right here at Optimax. In fact, Senator Hillary Clinton was so impressed with our capabilities that she came to look at our humble little factory of 40,000sq.ft. and 125 employees.

Optimax also has prototyped optics for defense contractors such as Lockheed Martin, Raytheon, and Boeing for next generation defense products like UAV's (unmanned aerial vehicles) and active guidance missiles.



### FAST FACTS!

Company name:	Optimax Systems, Inc.
President:	Mike Mandina
Location:	Ontario, NY
Industry:	Optics
In Business Since:	1991
Employees:	125

The company works on scientific projects with notables like Lawrence Livermore National Laboratory and University of Rochester's Laboratory for Laser Energetics in support of their high energy fusion lasers, and also make optics for countless industrial and bio-medical products for companies like Kodak, 3M, Xerox and Bausch and Lomb.



Optimax is planning to hire 40 opticians, or 21<sup>st</sup> Century CNC-technicians, over the next three years. Manufacturing has advanced and we need technicians that are educated in math, science, computer skills, and communication with an artisan or musician's knack for multi-tasking. If you were to come to work at Optimax while you were in school, you would also be entitled to our educational benefits. This is a full 80% tuition reimbursement program for employees with a grade of "C" or better for each class.

The future of this company is secure. They don't compete with overseas companies because they fulfill small volume, high quality quick delivery optical requirements. By the time a customer would be receiving optics from an offshore supplier, we have already shipped ours, and it is running like a charm in the customer's system. The growth of this industry is substantial. The Photonics Industry as a whole has recently secured state funding to advance the business even further.

# Local News and Events

DISABILITY—continued from page 4

Hidden Disabilities can be determined in 3 common ways: (1) self-disclosure; (2) observation; and (3) diagnosis.

Self-Disclosure is when the individual feels the need to confide in a person and verbally states the disability. Sometimes, it is disclosed in writing. In any case, it is the individual's right to confidentiality, privacy and decision to disclose she/he has a disability.

Occasionally, one may be able to determine that an individual **may possibility** have a disability by observing the person. You might observe the display of certain mannerisms. The person may be unable to follow simple directions. Writing information and completing applications may be difficult. The person may not be able to stand or sit for long periods of time. The person may even appear fatigued.

**Remember: Do not assume the person has a disability.** Diagnostic testing is available for specific disabilities. There are several locations and agencies that provide these tests and assist with materials and/or services to improve the individual's quality of life and skills. However, many of these diagnostic tests require administration by a licensed or certified professional such as a psychologist or psychiatrist.

The list of hidden disabilities is lengthy and includes conditions that will surprise people. The list includes: **Cognitive Disabilities** (Learning Disabilities, Traumatic Brain Injury, Mental

Retardation); **Psychiatric Disorders** (Depression, Bipolar Disorder, Seasonal Affect Disorder {SAD}, Anxiety Disorders {Panic Disorder}, Obsessive-Compulsive Disorder [OCD], Personality Disorders [Antisocial, Dependent, Paranoid, Schizophrenia]; **Respiratory Disabilities** (Asthma, Emphysema); **Multiple Chemical Sensitivity [MCS]** (Cleaning Products, Perfume, Carpeting, Magic Markers); **Hearing Impairments and Deafness; Vision Problems** (Blindness, Cataracts, Color Blindness); and a list known as **Other Health Impairments** (ADHD, AIDS/HIV, Arthritis, Cancer, Degenerative Bone Disease). The list of disabilities includes many more conditions to numerous to include in this article.

Resources exist to gain more information on Hidden Disabilities. Several agencies are available to assist individuals, families, and employers. The agencies range from private organizations such as the Learning Disabilities Association to governmental agencies like VESID (Vocational and Educational Services for Individuals with Disabilities); and ODEP (Office of Disability Employment Policy), a division of the US Department of Labor.

For more information on Hidden Disabilities or Disabilities in general, locally, you can contact your local Workforce Office in your county or contact Cindy Reed, Disability Program Navigator, through your county Workforce Office.

## Meet our Board Members . . .

### PETER PECOR

A member of the Finger Lakes Workforce Investment Board since 2000, Peter Pecor serves as the Regional Administrator for the New York State Department of Labor [NYS DOL]. Peter is responsible for a nine-county area encompassing three WIBs as well as the Division of Employment Services (DoES) operations in the Finger Lakes Region. Peter is also a member of the Monroe County WIB, Monroe County Empire Zone Development Committee, Campaign Chair for the United Way SEFA Campaign and board member of Rochester General Hospital Foundation. He also serves as a member of the Regional Development Council and is a member of the Rural Opportunity Loan Committee.



Finger Lakes Workforce Investment Board, Inc.



Email: [fingerlakesworks@flwny.com](mailto:fingerlakesworks@flwny.com)

**1-877-6 NEW JOB**

We're on the Web!  
[www.fingerlakesworks.com](http://www.fingerlakesworks.com)

## Visit any of our Finger Lakes Works One Stop Career Centers

**Finger Lakes Works—Geneva**  
70 Elizabeth Blackwell Street  
Geneva, New York 14456  
Phone: 315.789.1771  
Email: [DoES\\_geneva@labor.state.ny.us](mailto:DoES_geneva@labor.state.ny.us)

**Finger Lakes Works—Newark**  
105 North Main Street  
Newark, New York 14513  
Phone: 315.331.2011  
Email: [DoES\\_newark@labor.state.ny.us](mailto:DoES_newark@labor.state.ny.us)

**Finger Lakes Works—Ontario**  
3010 County Complex Drive  
Canandaigua, New York 14424  
Phone: 585.396.4020  
Email: [workforcedev@co.ontario.ny.us](mailto:workforcedev@co.ontario.ny.us)

**Finger Lakes Works—Seneca**  
One DiPronio Drive  
Waterloo, New York 13165  
Phone: 315.539.1905  
Email: [workforcedev@co.seneca.ny.us](mailto:workforcedev@co.seneca.ny.us)

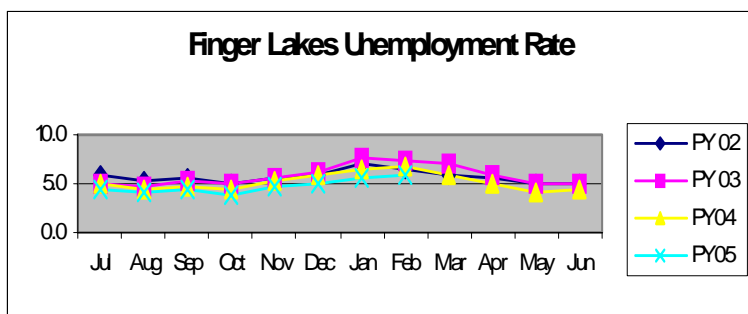
**Finger Lakes Works—Yates**  
417 Liberty Street  
Suite 2021  
Penn Yan, New York 14527  
Phone: 315.536.5140  
Email: [yatesonestop@yatescounty.org](mailto:yatesonestop@yatescounty.org)

Contact Us:

Finger Lakes Workforce Investment Board  
41 Lewis Street, Suite 104  
Geneva, New York 14456  
Phone: 315.789.3131  
Email: [flworks@fingerlakesworks.com](mailto:flworks@fingerlakesworks.com)  
Executive Director: Karen Springmeier

## Looking for summer help?

The four county Finger Lakes Workforce Centers are currently seeking employers interested in providing a work experience opportunity for youth ages 14-21 for the summer. If you would like more information on how you can help a youth develop their employability skills at no cost to you, please contact the youth counselor in your respective county center by calling 1-877-6 NEW JOB.



Log on to our website for the latest information on employer training opportunities, grants and news.

[www.fingerlakesworks.com](http://www.fingerlakesworks.com)

or call  
1-877-6 NEW JOB