

Finger Lakes Works

Fall 2006

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Finger Lakes Workforce Investment Board Set to Establish the Finger Lakes Regional Skills Alliance

Alliance to address regional manufacturing challenges

On October 20, 2006 more than 30 representatives from the Finger Lakes Workforce Investment Board, educational providers and local businesses met at the Ramada Inn Geneva Lakefront to discuss the creation of a Regional Skills Alliance in Manufacturing.

The meeting was a follow-up to the Workforce Investment Board's Importance of Manufacturing Forum held in May which was designed to discover what area companies need to thrive and prosper in today's challenging global economy.

Michael Woloson of the Workforce Investment Board said the agency reviewed six different types of industrial operations in the four-county area earlier this year and found that advanced manufacturing was facing a "myriad" of challenges. Various focus groups and telephone surveys were

conducted over the summer to determine the needs of area companies and what issues they felt were hurting the industry.

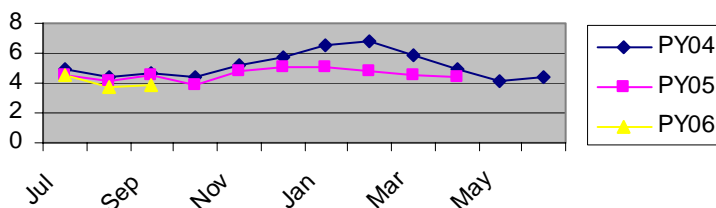
Concerns include hiring challenges, processing negative image of the manufacturing industry, the work ethic and attitude of potential employees, training needs, and communication between firms. Although still in the planning stages, the Regional Skills Alliance would create a business-driven and business-focused partnership aimed at addressing these and similar issues.

At the end of the meeting, those attending were encouraged to form a committee that would discuss and research the highlighted manufacturing concerns. The committees will report their findings at the December meeting.

"If we can get an actual movement together, 10 years from now we will not have a huge problem," said Mike Mandina, president of Optimax Systems Inc. in Ontario, Wayne County. Mandina noted that there seems to be enthusiasm about forming an alliance. Without the

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Finger Lakes Unemployment Rate



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

Our website receives an average of 127 visitors daily!

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Issues, Trends & Solutions

Youth Mentoring Day

October 25, 2006

Finger Lakes Works is proud to recognize the following businesses and organizations for participating in our first Youth Mentoring Day held on October 25, 2006: Michael John's of London Salon, Geneva Police Department, Happiness House and Seneca Nursing Home and Rehabilitation Center. A representative from each of these employers took time out of his or her busy day to host a youth, answer many questions and allow the young person to observe the job being performed.

The sites were selected based on the youths' career interests and goals. The day started with lunch catered by Manhill Vending and a spirited discussion of how the students have chosen a field and what might be in store for them at their awaiting site. The students were then taken to their assigned locations where they job shadowed for 2 hours and learned the behind-the-scenes details of their anticipated profession. Upon returning to the host site, Finger Lakes Works – Geneva, the students received participation awards and shared their very different experiences.

Youth Mentoring Day is a positive way to celebrate National Disability Awareness Month which occurs every October. It allows students with disabilities to make informed choices and create networking experiences with mentors in their chosen field. It also gives businesses the opportunity to explore the vastly diverse and skilled workforce that persons with disabilities represent.

Employers successful in finding the right candidates

Area job fairs proven a great success!

The 4th Annual Finger Lakes Works Fall Job Fair was held September 12, 2006. Sponsored by the Finger Lakes Workforce Investment Board, Inc., the Ramada Geneva Lakefront was filled to capacity with 41 employers participating and 525 job seekers exploring the multitude of opportunities available in this region!

The 10th Annual Wayne County Job Fair was held at the Quality Inn, Newark, on October 25, 2006. Finger Lakes East JSEC, NYS Department of Labor, Finger Lakes Works—Wayne County, Wayne County Business Council and Wayne County Economic Development partnered to sponsor this event. Thirty-one businesses participating with 377 job seekers attending. The Wayne County Business Council sponsored a Business-to-Business Networking Event following the job fair for businesses participating in the job fair and Wayne County Business Council members.

Both job fairs provided excellent opportunities for businesses to meet and interview job seekers for current and anticipated job openings. All businesses were delighted with the variety of job seekers indicating the event was productive and time well spent with many providing on-the-spot interviews and even job offers!

Both job fairs are held in September and October respectively. To be placed on a contact list for future job fairs, please send us an email at flworks@fingerlakesworks.com or visit our website regularly for updates at www.fingerlakesworks.com.

One Stop Center News

Introducing....

Barb Garman



For many work is a means to an end, but if you can find passion in what you do for a living, it gives special meaning to that job. So it is for Barb Garman, an employment counselor with the Geneva One Stop of Finger Lakes Works, currently working primarily with youth.

"I hate to fail. The biggest challenge working with youth is realizing your own limitations," Barb notes. "While you must try to bring positive change into the young person's life, you have to realize that sometimes the situation is bigger than the tools that can be brought to bear upon it."

"I am always thrilled when the program works the way it is supposed to, and people change their lives and turn it around." Barb adds, "I saw several instances this year where the summer youth employment program really encouraged positive change in kids' lives, helping them to discover their strengths and talents, giving them insights into themselves."

There is a fine line between success and failure in finding employment, with a little help from fate thrown in to guide the path. "Getting a successful match that benefits both the worker and the business is almost like dating. It sometimes seems a mystery as to how it comes about." Barb explains, "My son, who is a corporate recruiter, told me you get a job description, and then have to go back and find out what they really want to hire. Then you get a resume and have to see who the person really is and what they really have to offer. With workers not really aware of what they have to offer and employers not always sure what they want, it's a miracle when both are happy with a hire."

Barb and her husband Bill, both Penn State grads, have three sons, Robert, James and David, all of whom are working in the New York City metro area. Bill, currently working at the Experiment Station in Geneva, and Barb have both found that family has always played a major role in their lives.

"I grew up in a union family, living in a very non-union community. That situation and my father made me very conscious of the role of work in people's lives." It led her to major in labor studies at Penn State.

Armed with a degree in Labor Management Relations, Barb's employment career featured stints as an Unemployment Claims Representative for the Pennsylvania Department of Labor, and working with youth at the Geneva Public Library in various capacities for a number of years. It brought her to Workforce Development in 1999, where she has been ever since.

Barb Garman brings a caring presence to her job, a passion to help others recognize their strengths and assets. It's a passion that helps others realize their dreams.

From a former job seeker:

"...thank you for your help. I just started my new job at NESCO as a tech recruiter thanks to you and I really appreciate it. If I can be of help to any of your future candidates, please feel free to let me know.....thanks again."

Steve Robbins

Special Features

Technology, Food and Agricultural Career Day

“From Sensors to Trees: Exploring Careers that Please”

The Finger Lakes New Knowledge Fusion Project* in collaboration with Finger Lakes Works and Cornell Cooperative Extension is sponsoring its first annual Food, Technology, & Agricultural Career Day on March 22, 2007 from 9am – 1:30pm.

This event is designed as a three-site progressive bus tour to Spring Hope Dairy Farm in Hopewell; the New York State Agricultural Experiment Station and Cornell’s Agriculture & Food Technology Park in Geneva. This event will introduce high school freshmen and sophomores to careers in technology, food, and agriculture in new and exciting ways. Local colleges and universities as well as those from industry and academia will be on hand to interact and teach these students.

Every school from Ontario, Seneca, Wayne, and Yates counties have been invited including Wayne-Finger Lakes BOCES and Hillside Children’s Center. For more information on this event, please contact Kitty Noble, Event Coordinator at ELN6@cornell.edu or call (315) 781.0070 ext.2018.

* The Finger Lakes New Knowledge Fusion Project is an economic development grant funded through the National Science Foundation, as part of its Partnerships for Innovation Program. This grant aims to stimulate new business generation by combining the expertise of scientists in both the agricultural and biotechnology fields, to create new cutting edge technologies and products in these fields. It is with these activities that the grant will urge these new businesses to settle in this region, creating economic growth especially in the agricultural and technology arenas.

Resources To Train Your Workforce

Workshop Available for Human Resource Professionals

The Finger Lakes Workforce Investment Board will be hosting a seminar on Tuesday, November 28th at 8:00am at 41 Lewis Street, Geneva, NY. The 90 minute workshop will focus on the On-The-Job Training (OJT) program and a new resource called the Finger Lakes Partnership Scholarship program.

Attendees will learn how they can apply up to \$25,000.00 in matching funds to train their current workforce and how to link training with outcomes that result in the acquisition of in-demand transferable skills and industry-recognized certification or credential. The workshop will also focus on how an individualized training plan is developed and used in the organization’s OJT program.

Human Resource Professionals from the following industries are encouraged to attend:

- *Advanced Manufacturing *Optics/Imaging *Biotech/Life Sciences
- * Alternative Energy * Food & Agriculture *Business Services *Health Care

For more information or to RSVP call 315-789-3131 or via email at flwibds@rochester.rr.com. Deadline to register is Friday November 24th. Space is limited. Please register early!

Business of the Month
October

Local News and Events



FAST FACTS!

Company: G. W. Lisk Company, Inc.

President: Mark Kowalski

Location: Clifton Springs, New York

In Business Since: 1910

Number of Employees: 516

Through the years, the GW Lisk products have grown to include solenoid valves, LVDT's, and electronic accessories to operate these products. As sales grew, the company has gradually expanded each of its facilities and the manufacturing capabilities at each site.

The original Clifton Springs plant now exceeds 300,000 square feet of manufacturing, offices, and warehouse area. The Ireland plant is approximately 100,000 square feet and the United Kingdom site is 35,000 square feet.

All locations offer considerable room for further expansion. Investments in equipment and facilities have been guided by a philosophy of total "in-house capabilities" wherever practical, enabling the company to control quality and to respond to the urgent and sometimes sudden needs of their customers.



Michele Wistner, Director of Abbey Industries/Ontario ARC and Mark Kowalski, President of GW Lisk Company, Inc.

FINGER LAKES WORKFORCE INVESTMENT BOARD RECOGNIZES G.W. LISK COMPANY IN CELEBRATION OF NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

In celebration of National Disability Employment Awareness Month The Finger Lakes Workforce Investment Board in October recognized G.W. Lisk Company, Inc. for its continued efforts to provide opportunities for disabled employees of the Finger Lakes region. Similar to G.W. Lisk, the FLWIB realizes the skills, creativity and dedication of working people with disabilities and takes appreciative note of their commitment. Officials from the FL WIB awarded G.W. Lisk Company with a certificate of acknowledgement on Tuesday, October 31st, during a tour of the site.

"G.W Lisk has a long standing commitment to a strong workforce that includes workers with disabilities and has partnered with local human service agencies to offer employment to these workers," Karen Springmeier, executive director, Finger Lakes WIB said. "The company does not look at their employees' disabilities, but the abilities to complete the tasks at hand."

Headquartered in Clifton Springs, NY, G.W. Lisk Company Inc. designs, develops and manufactures electrical control devices. For more than fifteen years G.W. Lisk has collaborated with Ontario ARC/Abbey Industries and Seneca Cayuga ARC to provide vocational opportunities to people with disabilities. The company has been committed to the Finger Lakes region for almost one hundred years and also operates in Ireland and the United Kingdom.

Local News and Events



The first annual Finger Lakes Works...with their hands!, was a hammer smashing success. The unique career day, which took the efforts of numerous volunteers and many months to plan, was designed to offer area students a first hand look at skilled trades and precision manufacturing careers that are available in the Finger Lakes region. The event allowed more than 550 students and counselors/school administrators from 19 school districts an opportunity to speak with a wide array of area businesses, skilled labor professionals, union representatives, trade schools, colleges and Wayne-Finger Lakes BOCES about possible skilled-trade and precision manufacturing careers. In addition, attendees were given the chance to participate in hands-on demonstrations in areas such as CNC Machining, welding, demolition, heavy equipment operation and carpentry to name just a few.

Finger Lakes Works...with their hands! which took place on Thursday, October 5, 2006 at Rodman Lott and Son Farms, Route 414, Seneca Falls, N.Y., featured a special address by Assemblyman Brian Kolb who spoke on the importance of skilled trades in the local economy. He also encouraged the students to tryout the many demonstrations and enter them with an open mind. Kolb also stressed to the students to not allow others' opinions to deter them from a future career in a skill trades profession.

The day was not just open to the future of the Finger Lakes region's workforce; the FL WIB opened the event later in the day for older youth and those looking for a possible career change.

"We are so thrilled the day was such a

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Meet our Board Members . . .

SALLY STAPLEY

Sally Stapley joined the Finger Lakes Workforce Investment Board in 2005 as a Public Sector Member representing the Title V Older Worker Program. As a WIB member, Sally is also a great asset to the Marketing and Communications Committee.

Ms. Stapley is the Director of the Employment Division at Lifespan of Greater Rochester, Inc. Lifespan is a non-profit agency dedicated to providing information, guidance and services that help older adults take on both the challenges and opportunities of the second half of life.



Finger Lakes Workforce Investment Board, Inc.



Email: fingerlakesworks@flwny.com

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We're on the Web!
www.fingerlakesworks.com

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Executive Director: Karen Springmeier

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

Finger Lakes Works—Newark
105 North Main Street
Newark, New York 14513
Phone: 315.331.2011
Email: DoES_newark@labor.state.ny.us

Finger Lakes Works—Ontario
3010 County Complex Drive
Canandaigua, New York 14424
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Email: workforcedev@co.ontario.ny.us

Finger Lakes Works—Seneca
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Alliance—Continued from page 1

backing of big corporations, local manufacturers need to be the driving force addressing the industry's problems, he said.

The Finger Lakes WIB encourages any local manufacturing company to participate to help ensure that all area companies are positioned to receive maximum benefits from the Finger Lakes Regional Skills Alliance. All will learn how to access the benefits of the Alliance and will be given the opportunity to voice any concerns.

The next meeting for the Finger Lakes Regional Skills Alliance will be at 8 a.m. December 6th at the Ramada Inn Geneva Lakefront. The meeting will last into the early afternoon, with lunch included. It is necessary for representative from companies to make reservations to attend and can do so by calling 315.789.3131 or emailing flworks@fingerlakesworks.com.

Skilled Trades—Continued from page 6

and the Finger Lakes Workforce Investment Board thanks all the vendors, unions, volunteers, local companies and the many others that helped make our first Finger Lakes Works...*with their hands!* a beneficial career event for the many students that were in attendance," said Karen Springmeier, executive director of the Finger Lakes WIB. "It is important for student to know these types of skilled jobs are in high demand in the Finger Lakes and if current trends continue, we will not have enough young people to meet the local demand."

Besides the many hands-on and informational skill trades and precision exhibits, the event featured area colleges including Alfred State, Morrisville, and Monroe Community College discussing scholarships and programs they offer. The New York State Department of Labor was also present to supply information about various apprenticeships programs that are available.