

Finger Lakes Works

Winter 2006

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REGIONAL SKILLS ALLIANCE FOR MANUFACTURING MOVES FORWARD

Alliance addresses regional manufacturing challenges

Representatives from area manufacturers met in December to continue to explore solutions to workforce development issues that are impacting their businesses.

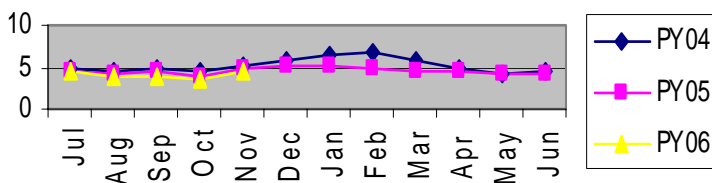
Building on the work done previously, the group focused on 5 separate, but connected themes: hiring, pipeline, training, networking and image. Smaller groups met and discussed their ability to impact these issues and ranked their importance to our area. At December's meeting members presented their findings and "pitched" their short-term and long-term solutions to the larger group.

The meeting also marked the formation of a Regional Skills Alliance for Manufacturing (RSA) and was convened by the Finger Lakes Workforce Investment Board (FL WIB). The WIB's role has been one of bringing

businesses together so that they can formulate their own response to what they see as their most pressing issues in terms of workforce development.

Along with prioritizing issues, the group spent time discussing the future of this RSA. Donna Crudder, of Corporation for a Skilled Workforce, posed questions to the group in terms of infrastructure, membership, and participation. Everyone agreed that the RSA should be an association of advanced manufacturers built to support, service and lead local manufacturers. Members also felt that a logical next step would be the formation of a smaller group to initially organize the RSA. "From the participation of local businesses so far it looks like there is a lot of 'buy-in' from local manufactures," Crudder said. "We have good momentum as we move forward in the new year." One of the first activities in the new year will be a meeting with Assemblyman Brian Kolb. This will provide RSA members the opportunity to learn first hand what legislative initiatives are on the horizon that may impact local manufacturers. This will also provide the Assemblyman the opportunity to learn more about the RSA. The meeting will be held on Thursday February 8th. For more info or to register please contact the WIB at 315-789-3131.

Finger Lakes Unemployment Rate



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

Our website receives an average of 132 visitors daily!

www.fingerlakesworks.com

or call
 1-877-6 NEW JOB

Issues, Trends & Solutions

Technology, Food and Agricultural Career Day



From Sensors to Trees: Exploring Careers that Please

On March 22, 2007 from 9:00-1:30pm, the Finger Lakes New Knowledge Fusion Project in collaboration with Cornell Cooperative Extension and the Finger Lakes Workforce Investment Board, Inc. will host the first annual **"Technology, Food, & Agricultural Career Day."** This event is designed as a three-site progress bus tour to: the NYS Agricultural Experiment Station, The Cornell Agriculture & Food Technology Park, and Spring Hope Dairy Farm.

Students from school districts in Wayne, Ontario, Seneca and Yates counties have been invited to this event to tour each site, learn about different careers in a variety of fields associated with that site including careers in finance, sales, human resources, the physical and life science, business, production, management, economics, etc. New York State colleges and universities, as well as employers and industry representatives within the fields of food, technology and agriculture will be available to interactively explain about their organization, jobs available in that organization, etc.

The premise around the event lies in the fact that students will be exposed to a variety of careers within these fields, which will help broaden their understanding of the

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Resources to train your workforce

Free workshop for area businesses

The Finger Lakes Workforce Investment Board, Inc. (FL WIB) presents "Resources to Train Your Workforce Workshop," a *free* hour and a half workshop designed for human resource professionals throughout the Finger Lakes to educate them on the various tools available to better train their workforce. The workshop will take place at the FL WIB's offices, 41 Lewis Street, Geneva, NY on Thursday, February 1st, beginning at 8:30a.m, and will focus on the FL WIB's On the Job Training (OJT) program and the newly established resource, the Finger Lakes Partnership's Scholarship program.

Attendees will be provided a clear and precise explanation on how to apply for up to \$50,000 in matching funds for training through the Finger Lakes Partnership's Scholarship program. The Finger Lakes Partnership's Scholarship will award a total of \$650,000 to area companies in the following industry clusters to improve worker skills: optics and imaging, biotech and life sciences, food and agriculture, alternative energy and advanced manufacturers in the region. Business Services, Engineering Firms, Information Technology companies and Health Care organizations (including non-profit Health Care organizations) are also encouraged to apply for training funds.

In addition, representatives from the FL WIB will present their OJT program during the workshop and demonstrate how the program can benefit individual companies through a detailed job/task analysis outlining a specific businesses training needs. Through an OJT, area companies with eligible workers

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More training available to you

The Red Jacket Community Library is partnering with Genesee Valley Safety Conference Board (GVSC) to offer small businesses and entities in the Finger Lakes area access to health and safety training. Some of the topics available include: Hazardous Communication (MSDS), Hazardous Waste (proper labeling and disposal), Working in Confined Space, Fire Extinguisher Use, Egress (evacuation) Planning, Lock Out Tag Out, Electrical Safety, Machine Guarding, Worker's Compensation Laws, OSHA 300 (injury reporting & tracking), Noise and Hearing Conservation, Chemical Hygiene, Respiratory Hazards, Safe Management Practices, Inspection Basics, Chemical Exposure Mapping, Contingency Planning (DHS Model), and Radiation Safety.

Training will be held at the Red Jacket Community Library. Dates and times to be determined and can be arranged at a convenient time for your own organization. Some training require a small fee. Training will be facilitated by a member of the GVSC.

The GVSC's primary mission is to advance health and safety practices within the region by promoting training, education and safe practice. It is the senior, most recognized entity of safety in the region and membership is by invitation only and includes senior management from the major employers of the region including Kodak, Xerox, Kraft, UR, RIT, County Government (including outlying counties), and the DOT. They are charged with serving small businesses by sharing their expertise.

For additional information or to schedule a training, please call Andrea Tillinghast at the Red Jacket Community Library at 585-289-3559.

Survey Says...

Over the summer and fall months Finger Lakes Works partnered with the Canandaigua and Geneva Chambers of Commerce, Wayne County Business Council and Relph Benefit Advisors to distribute the 2006 Finger Lakes Employee Benefits Benchmarking Survey. The results have been finalized. Over 40 employers in the Finger Lakes region representing more than 8,000 employees completed this year's survey. Results of the survey included the following:

Medical Plans - General

- 100% of employers surveyed offered medical coverage to their employees.
- 68% offered medical coverage to full-time employees only.
- 32% offered medical coverage to part-time employees.

Participants of the survey will have access to results that are immediately updated after they input their data. For more information or to participate log onto www.fingerlakesworks.com.

SAVE THE DATE!



Thursday, October 4, 2007

Special Features

From: Barbara McBride, Disability Program Navigator

As we delve into a New Year, I thought it would be a good time to discuss Bona Fide Occupational Qualifications (BFOQs) and stress the importance of checking to ensure restrictions pertinent to a specific job are actually BFOQs. In many cases persons with disabilities are likely to suffer inadvertent discrimination due to questions asked by perspective employers. One way to prevent this is to check hiring policies carefully and the New Year is a great time to do so! Your One Stop Business Service Representatives are happy to assist you with this and please don't hesitate to contact me if I can be of any service.

New York Rulings on Pre-employment Inquiries

The New York State Human Rights Law prohibits pre-employment and certain other inquiries as to race, creed, color, national origin, sex, age, disability, marital status or arrest records unless based upon a bona fide occupational qualification or other exception. "No person shall be denied the equal protection of the laws of this State or any subdivision thereof. No person shall, because of race, color, creed or religion, be subjected to any discrimination in his civil rights by any other person or by any firm, corporation, or institution, or by the State or any agency or subdivision of the State." Go to www.fingerlakesworks.com for examples of different types of inquiries that have been ruled lawful or unlawful.

Have you Met . . .



Sherri Shoff

*Workforce Development and Youth Bureau Director
Finger Lakes Works — Yates*

The latest face at the Yates County Office of Workforce Development may look somewhat familiar to some people. Effective January 1, 2007 Sherri Shoff of Penn Yan has been appointed to the newly created position of Workforce Development and Youth Bureau Director for Yates County. Sherri comes to the Department with over 15 years of Workforce and Youth experience. She previously held the position of Employment and Training Director for Yates County. Most recently she served as Personnel Officer for Yates County. She has been a member of the Yates County Youth Board

for many years and when the county decided to merge the administration of the two departments it seemed like an ideal opportunity. Sherri states, " I am excited about my new position and see opportunities on the horizon to look at youth programming, WIA funded programs and County sponsored initiatives to ensure that both the job skills and the developmental skills of the job seekers are meeting the needs of the business customers. I look forward to reestablishing linkages with those businesses that I may have worked with before and forging relationships with new businesses."

Sherri is a graduate of Keuka College and she and her husband Dave are the parents of 2 grown sons, Greg and Todd.

Business of the Month
January 2007

Local News and Events

BonaDent
DENTAL LABORATORIES

FAST FACTS!

Company: BonaDent Dental Laboratories

Industry: Dental Laboratory

President: Bruce H. Bonafiglia

Location: Seneca Falls, New York

In Business Since: 1950

Number of Employees: 160

BonaDent Dental Laboratories was founded in 1950 by Angelo Bonafiglia as a denture laboratory in Auburn, New York. Since our inception, BonaDent has experienced continued growth in its product offerings to clients, as well as its commitment to product development and technical training. In 1986, Bruce H. Bonafiglia purchased the laboratory from his father and BonaDent has continued to flourish under his leadership. Today, BonaDent is considered to be among the top 3% of all dental laboratories in the United States.

In 1999, Bruce moved the facility from Auburn to his hometown of Seneca Falls, New York.

The new state of the art technical facility houses a world-class learning center featuring an 80-seat multimedia auditorium, five dental operatories and 12 simulators – very well equipped for exceptional continuing education programs for both dentists and technicians eager to learn the latest techniques in esthetic and restorative dentistry. In addition the facility houses an onsite day care center for employees and members of the community, a café, and an onsite gym which is free for employees.



John Vrabel, Finger Lakes Works—Seneca with David Terrazas, Operations Manager and Jenna Crandall, Human Resources representing BonaDent.

Our longevity and success is attributed to a strong commitment to provide excellence to dental professionals and their patients. Our commitment to service is carried out by our family of highly qualified, continuously trained technicians, each realizing the importance of his or her profession, striving daily to meet their own personal goals and our company's high professional standards.

In addition to providing an outstanding level of service, BonaDent is proud to be in the forefront of dental science, utilizing current techniques, as well as continually keeping abreast of new and innovative approaches to dentistry. We are committed to offering increasingly sophisticated and cost-effective technologies to better serve our customers.

As we move forward into the future, a third generation of Bonafiglia's hope to continue BonaDent's commitment to success. Bruce's daughter, Daniele Bonafiglia Wirth, acts as BonaDent's director of finance and his daughter, Erin Bonafiglia, is the operations manager of our sister laboratory Danaren Dental Laboratory, located on the grounds at BonaDent.

In conjunction with our family of committed employees the Bonafiglia's are working to continue to strengthen our commitment to customer satisfaction, and to increase our technical expertise to serve our customers so that we may continue to provide "The Right Fit" for all of their laboratory needs.

BonaDent offers a wide array of products and services representing the most advanced technology and highest quality available, specifically designed to give customers the variety they need when planning treatment. Please see our website www.bonadent.com to learn about products and meet our essential staff.

Finger Lakes Workforce Investment Board, Inc.



Email: fingerlakesworks@flwny.com

1-877-6 NEW JOB

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

Contact Us:

Finger Lakes Workforce Investment Board
41 Lewis Street, Suite 104
Geneva, New York 14456
Phone: 315.789.3131
Email: flworks@fingerlakesworks.com
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
Phone: 585.396.4020
Email: 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

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

Career Day – Continued from page 2

kinds of careers available to them and the impact and importance of these types of jobs in the region. Lunch, backpacks and prizes will be provided to those who attend.

If you, your child, or a high school student in grades 9-10 are interested in getting a job right out of high school or attending college, you should surely sign up for this exciting event today. Please see your local guidance counselor for more information.

Workshop—Continued from page 2

are provided occupational training through the FL WIB to train them to become proficient in an identified occupation.

Deadline to register is January 30th and space is limited. For more information regarding Resources to Train Your Workforce Workshop or to register, please call 315.789.3131. For more info log onto Fingerlakesworks.com.