

Rochester Works!



Annual Report 2006-07

Message from the Chairman

Workforce Development Successes

The 2006-2007 year was marked by many outstanding successes for RochesterWorks! As you will see in this report, the Workforce Investment Board, staff and system partners used innovative approaches to improve services to businesses and job seekers throughout Monroe County.

This has been my last year as chairman of the Workforce Investment Board, which sets strategy for RochesterWorks! I take great pride in the achievements of the past few years as well as the overall success of RochesterWorks! since its inception in 2000.



Marty Birmingham

As you know, RochesterWorks! is the moniker for the workforce development system in Monroe County. It's important to remember that the initiative not only serves tens of thousands of job seekers of all ages and socio-economic backgrounds but hundreds of businesses as well.

This is done through deliberate efforts to partner with existing organizations, integrate services to maximize resources and improve outcomes for our customers. It is

led by the City of Rochester Mayor, Monroe County Executive and private business and other community leaders, who volunteer their time and talent to support this unique and innovative approach.

The possibilities for this approach are endless. We have seen great success in the first year of Finger Lakes Wired, led by RochesterWorks!, as partners build

entrepreneurship and innovation in the nine-county region surrounding Rochester.

There are great job opportunities for residents of Monroe County in advanced manufacturing, information technology, engineering, health care

and optics among other industry sectors driving the local economy. We hope to take the action necessary to support the growth of businesses and provide skilled workers that these businesses need now and in the future.

To be successful in this endeavor, we need your commitment and support.

Take the time to mentor a young person, provide an opportunity

for an internship or at the very least, make sure you contact RochesterWorks! to take advantage of the outstanding services provided to increase the economic vitality of the community.

Marty Birmingham
 Chair, Workforce Investment Board

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Message from County Executive Maggie Brooks

Creating and Retaining Jobs in Monroe County

Through our collaborative efforts, we are helping more companies retain and create jobs in Monroe County.

With support from COMIDA and WIRED, The Entrepreneurs Network is helping start-up companies get to the next level. Classes meet twice a month for six months and interact with top local and national experts on topics including venture capital and strategic alliances. To date, 40 companies in our region have benefited from this first-of-its-kind program.



Maggie Brooks

This year, Monroe County launched the Monroe Manufacturing Rewards program to help small manufacturers purchase the equipment they need to stay competitive. In addition, we now operate the Rochester Procurement Technical Assistance Center, which helps small businesses in our region sell to the government and military.

Monroe County is also pleased to partner with RochesterWorks! on the Digital Skills for Youth program, now in its third year. This innovative job-readiness program gives young

people the tools they need to succeed in today's high-tech global economy while providing local employers with a skilled workforce for the future.

National publications are reinforcing our message that this is a great place to live and do business. *US Airways* magazine featured an extensive profile on the Rochester region. *Expansion Management* ranked us #1 in the nation in quality of life. *Places Rated Almanac* ranked the region #6 on its

list of the best places to live in America.

Monroe County is fortunate to have dedicated leaders who share a commitment to our community's future. Marty Birmingham is one of those leaders and I want to thank him for his service as WIB Chairman over the last four years. I also want to thank Chairman George Scharr, WIB members and Executive Director Matt Hurlbutt for their partnership, and the RochesterWorks! staff for their hard work. Together, we will continue to energize our local economy.

“Monroe County is fortunate to have dedicated leaders who share a commitment to our community's future.”



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Message from City of Rochester Mayor Robert J. Duffy
**Innovation and Collaboration
 are Keys to Success**



Robert Duffy

Collaboration and innovation are Rochester's strengths. From the formation of Rochester Community Baseball to save the Red Wings in 1956 to

"Rochester's Clean Sweep" of today, Rochesterians have a long history of coming together to creatively solve their problems. As our challenges change and become more modern, so must our innovations.

One such promising collaboration is the Finger Lakes WIRED Initiative, led by RochesterWorks, Inc. The WIRED Initiative is enhancing the region's economic development by linking communities together to meet the challenges of our historic restructuring of a big-company manufacturing culture.

WIRED funds will allow us to use predictive technology to identify and focus our resources on growth industries, further enhancing our region's leadership in high-tech, bio-tech and nano-technology related businesses.

The City is also working with our local colleges and universities to further economic development. We are looking at emerging industries at the University of Rochester and working with Rochester Institute of Technology's Center for Integrated Manufacturing Studies to provide opportunities for city businesses to receive technical assistance with new projects.

Involving our young people is critical to Rochester's revitalization. We support the collaborative efforts of the ROC City Coalition to attract, retain and empower our young adults. Student interns from St. John Fisher College and RIT are at City Hall gaining first-hand knowledge of the challenges facing our city and hopefully, stimulating their interest to remain and work in the community to make it better. We must keep our youth involved and create more opportunities for them.

The City's *Summer of Opportunity* and the *Digital Ripple Project* are providing our high school kids with the skills and jobs they need to succeed in today's economy. *Digital Ripple* is a prime example of innovation and collaboration. Working together with RIT, RG&E and Frontier, the City's Rochester After School Academy provided students with exposure to cutting edge technology by creating a sustainable wireless internet system that delivers free internet access to the local community.

We must keep our eye on the future and continue to find more ways to provide innovative service delivery and public/private partnership projects to create jobs locally.

I want to thank Chairman Marty Birmingham for his excellent leadership on the Workforce Investment Board and Executive Director Matthew Hurlbutt and his staff for their ongoing commitment to workforce development in our community.

Workforce Investment Board
**New Leaders
 Elected**



**George Scharr,
 Chairman**

Scharr is Senior Vice President and CFO of Flower City Printing Inc. and its parent company, Flower City Group, Inc. He has been with FCP in various capacities since 1983. A graduate of the State University of New York at Buffalo, Scharr holds a BS degree in Business and Accounting.



**Sergio Esteban,
 Vice Chairman**

Esteban is President and CEO of LaBella Associates, a top Rochester firm providing services in Architecture, Environmental and Civil, Mechanical and Electrical engineering. Esteban holds a Master's degree in Civil Engineering and Transportation from the Polytechnic University of Madrid, Spain, and he furthered his education at Syracuse University and the University of Rochester.



**Mark Maxim,
 Finance Chairman
 and Treasurer**

Maxim is President of Home Care of Rochester (HCR), and oversees the implementation of all corporate plans and budgets. He is responsible for assuring overall quality care in accordance with physicians' orders and in compliance with certified, licensed and private pay services. Maxim has an MBA from the University of Rochester and a BS in Philosophy from the University of Chicago.

Career Centers See Record-setting 91% Increase in Unique Job Seekers and 39% Increase in Visits

Career Centers Do More with Less

Despite funding cuts of \$1.2 million, RochesterWorks! served more customers and provided more services last year at its Career Centers than ever before in its six-year history. People came in record numbers to take advantage of professional guidance in finding a job or training for a new career.

This was achieved through intensive collaboration with partner organizations including the Department of Labor, Urban League, local economic development agencies, and educators to provide services of the highest quality and value to business and job seeking customers.

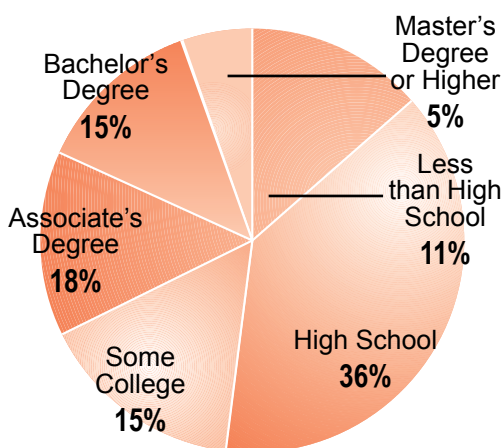
- Career Center visits increased 39% to 53,394, over 38,408 in the previous year.
- Unique customers served increased 91% to 17,151 over 8,975 the previous year.
- More than 60% or 8,704 people found employment with the help of RochesterWorks!
- 43 on-site recruitment events were held.
- 3,300-plus youth participated in employment preparation activities (job fairs, workshops, and individualized employment and career counseling) at our Career Centers.
- More than 100 workshops were offered monthly including new workshops every month conducted by employment experts.

- More services were provided off-site to companies downsizing or closing to help workers transition to their next job or career.
- More than 6,000 job seekers and workers received training or upgraded their skills through Career Center services and training grants to businesses.

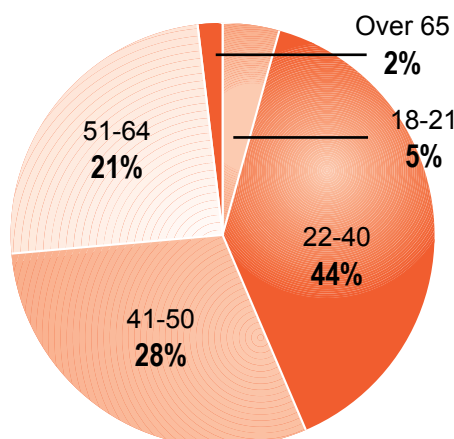
With the rate of change in technology, and the impact of globalization on critical workplace skills, RochesterWorks! is increasingly focusing on providing opportunities for skill development and training. This is helping businesses stay competitive, helping workers retain their jobs and move up the ladder, and enabling dislocated workers to get new jobs or start new careers.

Those who turn to Monroe County's largest employment initiative for services represent a broad cross-section of the community with regards to their level of education, experience and ethnicity.

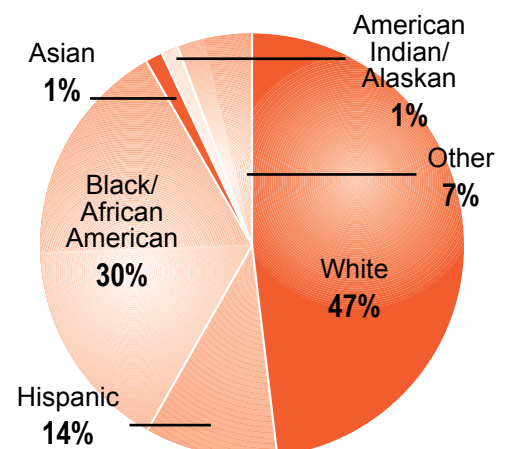
EDUCATION LEVEL



AGE

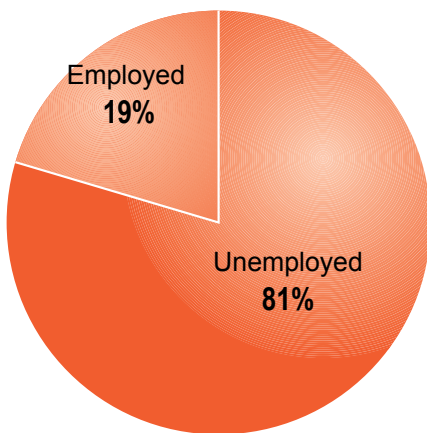


ETHNICITY

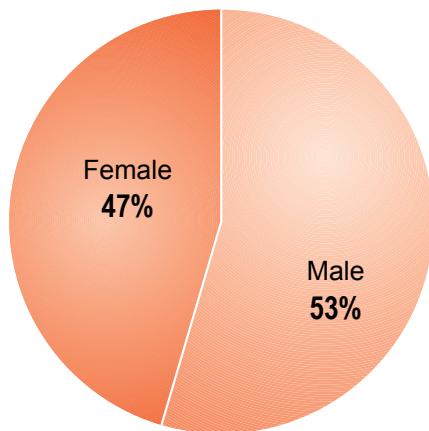


Our customers include those who are unemployed looking for jobs or getting training to improve their marketability and those who are underemployed and looking for better jobs or getting training to move up the career ladder.

**EMPLOYMENT STATUS
at time of service**



GENDER



Dynamic Workshops Deliver Value to Job Seekers and Businesses

RochesterWorks! offers more than 100 workshops for job seekers and businesses every month. New workshops are continuously being developed and added to meet customer needs.

Job seekers increase their job search knowledge and skills and build confidence when participating in workshops and job network groups. Businesses improve management competencies and knowledge of local services that can help them grow their businesses and improve productivity.

New Job Seeker Workshops

- Making a Career Decision
- 12 Steps to Starting a Business
- Computer Fundamentals
- Internet Job Search Skills
- Catchy Cover Letters
- Resume Development Lab
- E-Mail: Send It

New Guest Speaker Series for Job Seekers

- Annie Walker: Bragging Rights; Celebrate Life
 Lorraine Henderson: Framing Change; Building Confidence to Win the Search
 Linda Pratt: Body Language; A New Look at Interviewing Networking; Now What?
 Paul German: Selling Skills Series for the Non-Sales Professional (How to Start a Conversation with Virtually Anyone; Selling in 6 Easy Steps; Overcoming Objections; Putting the Customer First; Impeccable Follow-up; Selling with Confidence; Just Pick Up the Phone)
 Robert Whipple: Making a First Impression Online

Business Workshops

- 37-L Training Grant Workshop
- 25-M Training Grant Workshop
- Resources and Incentives to Grow Your Business
- Recruiting, Hiring, and Training Your Workforce
- Human Rights and Employment
- Controlling Unemployment Insurance Costs
- Employment Tax Credits
- Employment Law and Criminal Records
- Introduction to Entrepreneurship
- Jump Start Your Start-Up!
- E-Body Language
- Assertive Communication for Women
- Performing Your Best

Career Success Becomes Reality for Two Job Seekers

Certification Helps Network Engineer Find New Job

Takanori Furuta came to RochesterWorks! after being laid off from Auragen Communications, where he had worked for seven years as a Network Engineer.

He had not thought about updating his resume or skills, but while on vacation he received a call to return to Rochester for an important meeting, at which he and almost half of his colleagues lost their jobs.

To find a new job, Furuta attended RochesterWorks! Professional Series Workshops and the Job Club, assessed his skills and concluded that he needed to obtain additional IT certification to increase his marketability. He also sought career guidance and got tuition assistance from RochesterWorks! for the CISCO Network Security Professional certification at Bryant & Stratton College.

Furuta interviewed with Wegmans for a Network Analyst position. The workshops he attended gave him a renewed confidence and prepared him for this interview. He was also able to inform them that he was in the process of obtaining the CISCO Network Security Professional certification, which was being paid for with Workforce Investment Act funding. He was hired, began working as a Network Engineer

and he is very happy with his position.

Furuta used the transition to motivate others by sharing his story and giving them tips on how to conduct a proactive job search. He has participated on RochesterWorks! panels with laid-off workers and shared how helpful RochesterWorks! can be. He continually expresses his gratitude to RochesterWorks! and feels that his confidence and knowledge base were increased through the workshops he attended and job search network meeting he attended.

Training Helps Get People Back to Work Quickly

Marcia Boccacci, a former office manager, came to RochesterWorks! to get better computer skills to secure a similar position. With the help of a RochesterWorks! training grant, she completed the Professional Office Careers course

at BOCES 2, which gave her a working knowledge of the Microsoft Office Suite and an overview of medical office procedures.

RochesterWorks! staff then helped Marcia to polish her resume. She attended a Job Network session and a Professional Series workshop. After just five weeks, Marcia received a job offer in the exact field for which she had been trained. She has been working for several months as a medical secretary for Unity Health Systems. Customer service has always been her strength, and she states that she is glad that she is a medical secretary.

Marcia is an excellent example of how RochesterWorks! training grants can help people fill key gaps in skills and get back to work quickly.

See more Success Stories at rochesterworks.org.



Highlights of the Year



July 2006

Friend of Business Award

RochesterWorks! selected Rochester Institute of Technology President Al Simone as the recipient of its 2006 *Friend of Business and Workforce Award*. The award was presented to President Simone July 6.

RochesterWorks! Wins Award

The International Association of Workforce Professionals chose RochesterWorks! Downtown Career Center as winner of its Best Statewide One Stop Award and a co-winner of its Best National One Stop Award.



November 2006

Job Network Introduced

RochesterWorks! introduced its new Job Network to provide an opportunity for job seekers to explore successful job search strategies, ideas, best practices, share employment leads and expand their network in a supportive environment.

April 2007

Online Registration Added to the Web Site

Job seekers can now register online for workshops at rochesterworks.org. This is a quick, easy and seamless way for job seekers to sign-up for workshops from the convenience of their home.



May 2007

Guest Speaker Series Launched for Professionals

New workshops for the professional job seeker offer additional knowledge to help people better compete in the job market. The series features outside experts who speak on topics such as selling skills, communication strategies, networking nuts and bolts and motivational issues.



Computer Literacy Workshops Started

The Computer Literacy Workshops provide hands-on instruction for job seekers who have limited or no computer skills. Job seekers learn basic computer techniques; such as how to use a mouse and keyboard, how to create and format a document, create an e-mail account, attach a document and retrieve new email.

August 2007

Entrepreneurship Workshops Added

These workshops guide and support individuals interested in starting their own businesses. Entrepreneurs will walk through the 12-step plan and learn how to turn their business idea into a profitable venture. A support group helps people move forward with their plan.

Top 10 Industries with the Most Job Growth

The top 10 industry sectors growing the most jobs from July 2006 to July 2007 according to the New York State Department of Labor were:

1. **Health Care:**
+2,400 new jobs for a total of 71,300
2. **Professional and Business Services:**
+1,000 (61,200 total)
3. **Government:**
+900 (73,000 total)
4. **(tie) Educational Services:**
+700 (28,700 total)
4. **(tie) General Merchandise Stores:**
+700 (9,400 total)
6. **(tie) Computer & Electronic Product Manufacturing:**
+500 (8,600 total)
6. **(tie) Telecommunication and Other Information:**
+500 (11,800 total)
6. **(tie) Transportation and Warehousing:**
+500 (8,900 total)
9. **Leisure and Hospitality:**
+400 (43,800 total)
10. **Construction:**
+300 (19,700 total)

Top 10 Training Occupations

1. **Nursing**
2. **Office/Administrative**
3. **Commercial Truck Driving**
4. **Asbestos Removal**
5. **Heating, Ventilation and Air Conditioning Technicians**
6. **Computer Technician**
7. **Dental Assisting**
8. **Business Administration**
9. **Human Services**
10. **Phlebotomy**

Healthcare Leads Job Growth and Training

The healthcare sector in the Rochester region showed the largest job growth in the last year, adding more than 2,400 jobs between July 2006 and July 2007.

Corresponding to that, RochesterWorks! provided the most training to individuals seeking employment in that sector. Of the 685 people trained through RochesterWorks! during that period, more than 300, or 44%, were trained for healthcare-related jobs.

While the majority, 250, trained for jobs in nursing including Registered Nurses, Licensed Practical Nurses and Certified Nursing Assistants, sixty more trained for positions including Dental Assistants, Medical Assistants, Radiologic Technicians and Phlebotomists.

One third of those trained were enrolled in programs at area colleges including Bryant & Stratton, Monroe Community College, Nazareth, Roberts Wesleyan, RIT, St. John Fisher, SUNY Brockport, SUNY Empire and the University of Rochester. The biggest demand for training was for degree programs for Registered Nursing, Business Administration, Accounting, and Human Services.

Of those who attended short-term training at schools such as BOCES, Professional Driver Institute, Isabella Graham Hart School of Practical Nursing, and Environmental Education Associates, the most training was for programs in licensed practical nursing, commercial truck driving, asbestos removal, office skills and computer



Guiding Youth for Future Work Success

Career Center Events Help Prepare Youth

RochesterWorks! organized three successful events last year to help Monroe County youth prepare for and secure employment.

Seasonal Job Fair, held October 20, 2006 at the Family Learning Center, drew 233 youth 16 years and older and 13 employers.

Why Should I Hire You? Youth Conference was held February 20 and 21, 2007 at Bryant & Stratton in Greece and Christ Tabernacle Church in the City. Workshops for youth 14-21 years of age included Completing Job Applications Effectively, Interviewing Successfully, Identifying and Building Your Skills, Business Etiquette Skills, and Portfolio Development. 27 adults representing 17 different local organizations served as workshop facilitators following a train-the-trainer offering by RochesterWorks! 95 youth attended RochesterWorks! affiliated sessions and more youth attended sessions at sponsor locations.

Spring into Success Job Fair, held April 13, 2007 at the Metro YMCA, reached 354 youth 16 years and older representing 33 different school districts and colleges. Eight employers participated.

Summer Employment Programming

Summer programming, (Temporary Assistance to Needy Families) held July and August, supported youth in maintaining and enhancing basic educational skills; encouraging youth to complete high school and pursue further education; exposing youth to demand careers, employers, and the world of work; reinforcing the relationship between what is learned in an academic setting and the skills that are required on the job; and focusing youth on contributing to the community in positive ways.

- 13 different programs were funded
- 496 youth aged 14 – 20 participated

Year-round Employment Programming & Services Impact Hundreds of Youth

Workforce Investment Act youth programs seek to increase basic skills, and provide structured employment opportunities, job retention, and increased earnings to prepare youth to be life long learners and earners.

- 14 different programs funded (6 targeted to in-school and 8 targeted to out-of-school youth)
- 835 youth received services (476 in-school and 359 out-of-school)

Following program participation:

- 437 youth were placed in employment or post-secondary education
- 146 youth attained a degree or certificate (HS diploma, college degree, or industry recognized certificate)

Testimony to Opportunities for Youth and Employers through RochesterWorks! Supported Programming

The goals of RochesterWorks! supported programming are to enhance the basic skills of local youth, boost their earning potential, and improve their job retention through career exploration, work readiness instruction, structured employment opportunities, and adult mentoring.

Opportunities include job site shadowing, internships, summer, part-time and other employment. These opportunities prepare youth for a successful post-secondary experience.

Participating youth deemed work ready become eligible to participate at various Monroe County businesses through subsidized or unsubsidized work experiences. Youth have the opportunity to apply what they have learned to the real world of work. The whole community benefits - youth, families, schools, and business – as we gain independent life long learners and earners.

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Aaron Banks, age 15, interned at Cook Iron. Aaron said "This program has helped me on so many levels. It has helped me with managing my time throughout the week and to prepare for the real working world. I am so blessed to be a part of this program."

Steve Wichtowski was Aaron's supervisor at Cook Iron, "The program has been an asset to our organization. Not only are we having projects done that are important to our business, but it's also a blessing to personally interact with the students. I would recommend this program to any employer."

Lou DeGregorio from ITT Space Systems was another of the participating employers; he says "The key to retaining talent locally begins with planting the 'retention seed'. I believe this program can serve that purpose very well. I was totally impressed with the caliber and performance of the interns."

Janet Mejias, mother of Janixa Mejias, a youth who participated in programming states that the program is a wonderful opportunity for youth. "It not only offers the opportunity to learn something new, but also the potential to work towards a better future than perhaps some thought they could aspire to."



Digital Skills Receives Funding from Senator Joseph Robach to Give Youth Technical Skills

Digital Skills, the RochesterWorks! Initiative that provides technical skills to youth, certified more than 40 youth ages 15 – 21 from February to August 2007.

Digital Skills is run in conjunction with New York Wired for Education, local school districts, and businesses.

Youth become "digitally certified" by completing a rigorous on-line curriculum over a 12-week period independently or at school. After being certified, youth become eligible for internships through participating Monroe County businesses. RochesterWorks! provides funding to companies for interns' wages and other assistance.

- 40 independent students participated in self-directed Web-based curriculum
- 30 students participated in paid summer internships
- 21 employers provided worksite experiences and mentoring

Employers providing internship sites for 30 students in this year's Digital Skills Program for Youth were:

- Adecco Health
- American Aerogel
- Greece Central School District
- Rochester Museum & Science Center
- Rochester City School District
- RochesterWorks! Career Center
- Unity Health Systems
- State Farm Insurance
- Litron Laboratories
- ITT Space Systems
- Cook Iron Store Co.
- TEV Productions
- Quality Containment Services, Inc.
- Sterling of the Northeast
- Accucoat Inc.
- Bridgekey Corp.
- Ameritherm Inc.
- Center for Disability Rights, Inc.
- Rochester General Hospital
- Children Awaiting Parents
- Culley Marks Tanenbaum & Pezzulo LLP

Helping Business Develop Top Talent

\$1.4 Million in Finger Lakes Wired Grants Help 2,300 Employees in 9-County Region Sharpen Skills



This region's talent will drive economic growth. Training grant assistance through Wired Scholarships is an important component in building a strong and competitive workforce. The scholarships will help businesses maintain their

competitive edge and grow by improving the skills of the workforce. The ultimate goal is to drive sustainable business growth and strengthen the overall economy by enhancing workers' long-term employability, career growth and earnings potential.

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
Advanced Interconnect Manf., Inc.	35	Adv Manufacturing	Industry Specific, Soft Skills, Leadership	\$50,000
Allen Bailey Tag & Label Inc.	8	Biotech/Life Science	Technical	\$25,000
Amdex Computer	3	Information Technology	Industry, Technical, Computer	\$12,905
ARKEMA Inc.	13	Adv Manufacturing	Technical, Industry Specific	\$1,120
Badge Machine Products	8	Adv Manufacturing	Technical, Industry	\$6,059
Bank of Castile	70	Business Services	Computer	\$4,496
Barilla America	105	Adv Manufacturing	Industry Specific	\$25,432
BioWorks, Inc	14	Food & Agriculture	Leadership	\$24,227
Brand Cool Marketing	2	Business Services	Leadership	\$5,989
Business Protection Specialists	4	Business Services	Industry, Technical	\$1,670
CB Richard Ellis	1	Business Services	Leadership	\$8,900
Children's Institute	47	Health Care	Computer, Leadership	\$38,986
Complemar	11	Business Services	Process & Prod. Imp., Tech., Industry Specific	\$29,742
Crosman Corporation	96	Adv Manufacturing	Computer	\$5,310
CTC Online	3	Adv Manufacturing	Industry, Technical	\$1,600
David Cooper Associates Ltd.	5	Business Services	Technical, Computer	\$3,520
Delphi Corporation	4	Adv Manufacturing	Industry Specific, Technical	\$4,000
Diamond Packaging	235	Adv Manufacturing	Industry, Technical, Leadership	\$32,990
Erdman Anthony Associates	15	Engineering	Industry, Technical	\$14,955
Finger Lakes Visiting Nurse Serv.	51	Health Care	Industry, Technical	\$9,750
Galvin Design Studio	1	Information Technology	Industry Specific	\$9,100
Genesee Group	20	Adv Manufacturing	Technical, Industry, Computer	\$4,649
German Machine	9	Adv. Manufacturing	Process & Prod. Imp., Tech., Industry Specific	\$24,270
Gillespie Associates	5	Business Services	Leadership, Technical, Computer	\$13,211
Gleason Works	20	Adv Manufacturing	Leadership	\$24,400
Griffith Energy	58	Alternative Energy	Technical, Computer	\$28,475
Harbec Plastics	19	Adv. Manufacturing	Technical, Industry	\$8,576
Heirloom	12	Adv. Manufacturing	Process and Productivity Improvement	\$8,795
Hungerford Vinton, LLC	2	Business Services	Technical, Industry Specific	\$3,353
Hurricane Technologies	1	Information Technology	Technical, Computer	\$6,189
IEC Electronics	2	Adv Manufacturing	Industry, Technical	\$3,610
Info Directions	9	Engineering	Technical, Computer	\$13,108
Infotonics Technology Ctr.	5	Optics/Imaging	Technical, Computer	\$4,058
Innovative Data Solutions	13	Information Technology	Industry, Technical, Computer	\$38,697
Kroner, Gamble & Company LLC	6	Business Services	Process and Productivity Improvement	\$1,622
Lake Immunogenics, Inc.	7	Adv Manufacturing	Industry Specific, Technical, Soft Skills	\$1,534
Lapp Insulators	215	Adv Manufacturing	Industry, Technical, Process & Prod. Imp.	\$50,000
Larsen Engineers	14	Engineering	Industry, Technical, Leadership	\$17,189

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Finger Lakes Wired Scholarships *Continued from previous page*

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
Magnus Education LLC	3	Optics/Imaging	Productivity and Process Improvement	\$13,910
Mastro Graphic Arts, Inc.	9	Optics/Imaging	Process & Prod. Imp., Tech., Industry Specific	\$46,445
Media Methods	8	Business Services	Process and Productivity Improvement	\$16,320
Micro Instrument Corp.	18	Adv Manufacturing	Leadership	\$9,378
Mooney Keehley	8	Adv. Manufacturing	Process & Prod. Imp., Tech., Industry Specific	\$12,589
Newtex Industries, Inc.	15	Adv Manufacturing	Technical, Soft Skills, Computer	\$35,662
Nu-Kote International	209	Adv Manf./Optics/Imaging	Process & Prod. Imp., Tech., Industry Specific	\$25,000
Ohmcraft	1	Adv. Manufacturing	Technical, Industry	\$2,285
Optimax Systems, Inc.	89	Adv Manufacturing	Industry, Leadership	\$50,000
Orcon Industries	72	Adv Manufacturing	Process and Productivity Improvement	\$50,000
Oser Press	19	Optics/Imaging	Process and Productivity Improvement	\$11,880
PAETEC Communications	1	Information Technology	Leadership	\$5,677
Parlec, Inc.	12	Adv Manufacturing	Technical, Computer	\$25,000
Pharos Systems International	20	Adv Manufacturing	Soft Skills, Leadership, Technical, Industry	\$50,000
Preferred Care	15	Health Care	Process and Productivity Improvement	\$37,500
Pro-Value Services	21	Adv Manufacturing	Process & Prod. Imp., Tech., Industry Specific	\$39,744
Ravi Engineering	5	Engineering	Leadership, Technical, Industry Specific	\$7,416
Reflexite	1	Optics/Imaging	Industry Specific, Technical	\$4,900
Rel Comm	4	Business Services	Technical, Industry	\$11,311
RF Communications	55	Adv Manufacturing	Process and Productivity Improvement	\$25,750
Riverside Group	84	Adv Manufacturing	Process and Productivity Improvement	\$29,595
ROMOLD, Inc.	4	Adv Manufacturing	Industry, Technical	\$4,355
SenDEC	20	Adv Manufacturing	Industry, Technical	\$18,000
Southco, Inc.	52	Adv Manufacturing	Industry, Technical, Leadership	\$24,993
Steel & O'Brien	3	Adv Manufacturing	Industry, Technical	\$38,215
Surmotech, Inc.	15	Adv Manufacturing	Industry Specific	\$6,215
Tabtronics	21	Alternative Energy	Process & Prod. Imp., Leadership, Ind. Specific	\$49,315
Trident Precision Manufacturing	95	Optics/Imaging	Technical, Industry, Process & Prod. Imp.	\$14,150
UltraFab	141	Adv Manufacturing	Computer, Technical, Industry	\$30,359
VanDamme Associates	2	Information Technology	Leadership	\$10,384
Via Health	17	Health Care	Industry Specific	\$25,000
Victor Insulators, Inc.	25	Adv Manufacturing	Process and Productivity Improvement	\$24,282
Vincent Associates	16	Optics/Imaging	Industry Specific	\$20,608
Wadhams Enterprises	81	Business Services	Industry, Technical, Leadership	\$49,178
Windsor Media Enterprise	2	Business Services	Leadership	\$14,915
Totals:	2,311 Trainees		Total \$ Awarded:	\$1,407,820



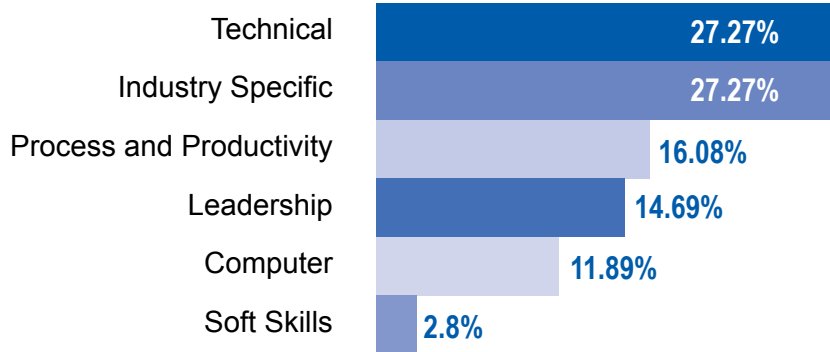
Meet the Business Services Team

(l to r) Christina Bakewicz, Business Services Coordinator; Claudia Burcke, Business Services Manager; and Rebecca Havranek, Business Services Representative.

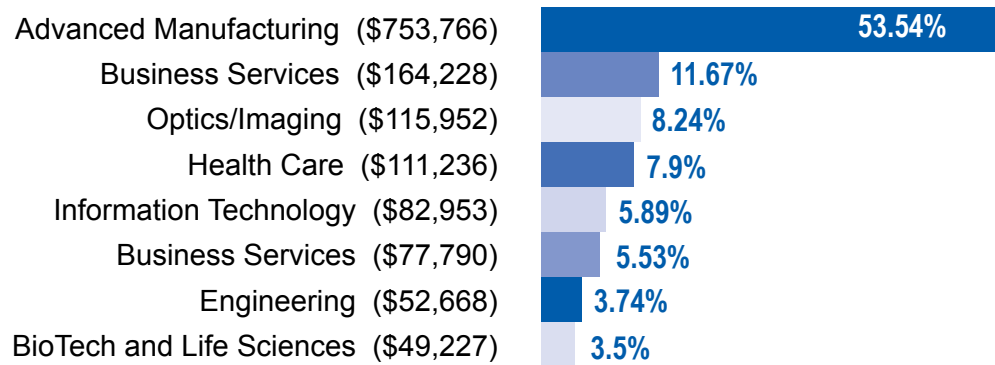
Grant Opportunities

Apply online at rochesterworks.org.

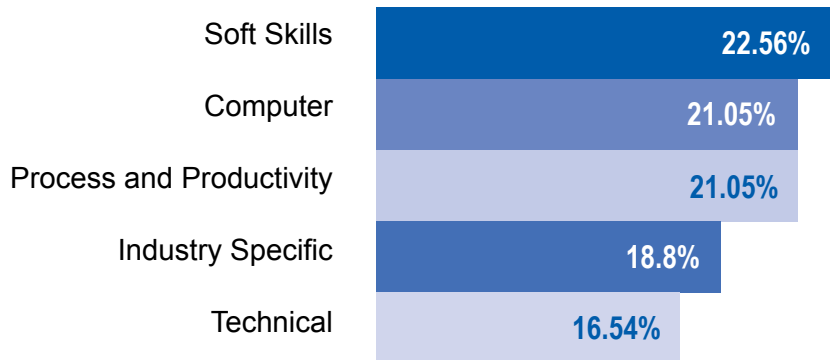
FINGER LAKES WIRED SCHOLARSHIP SKILL PRIORITIES



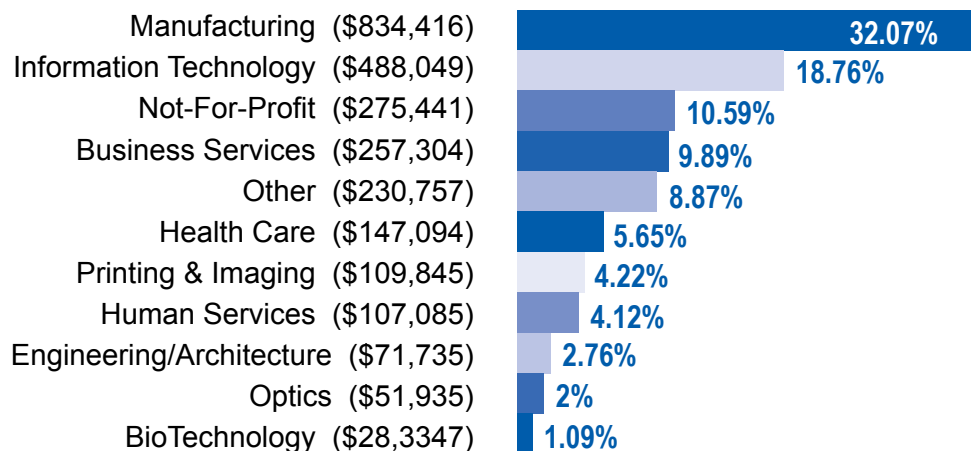
FINGER LAKES WIRED SCHOLARSHIP FUNDS REQUESTED BY INDUSTRY



STATE GRANT SKILL PRIORITIES



STATE GRANT FUNDS REQUESTED BY INDUSTRY



\$2.6 Million in State Grants Help 77 Local Businesses Train Almost 2,700 Employees

Through the 37-L and 25-M BUSINYS Grants businesses are able to train incumbent workers to gain occupational skills that directly lead to increased wages and career growth.

“Without the 37-L grant we would have proceeded at the same level of skill making us less productive and turning away opportunities that could help us develop.”

Michael Naselaris, General Manager, Sydor Optics, Inc.

BUSINYS (37-L) Grants Awarded

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
Brinkman Precision	18	Manufacturing	Industry, Soft Skills	\$8,240
Abrasive Tool	57	Manufacturing	Technical, Industry, Soft Skills	\$48,150
Advent Tool and Mold	40	Manufacturing	Process Imp., Technical, Industry, Soft Skills	\$48,680
AIDS Rochester, Inc.	6	Not-For-Profit	Computer	\$5,040
AJL Manufacturing	30	Manufacturing	Process Improvement	\$49,950
Alumni-Tech	5	Manufacturing	Computer skills	\$32,780
Animal Hospital of Pittsford	148	Health Care	Soft Skills	\$13,393
Ashly Audio	41	Manufacturing	Process Imp., Technical, Industry, Soft Skills	\$50,000
ASP Industries	19	Manufacturing	Process Improvement	\$25,000
Assured Quality Tool and Mold	3	Manufacturing	Technical, Industry	\$16,653
Auragen Communications	27	Information Tech.	Technical, Computer	\$43,955
Bausch & Lomb	54	Manufacturing	Process Improvement, Soft Skills	\$46,350
BCC Software	32	Information Tech.	Industry, Computer, Soft Skills	\$20,081
Bernardi & Russo, LLP	12	Business Svcs.	Industry	\$27,160
BioWorks, Inc.	6	Biotechnology	Soft Skills, Technical, Industry	\$28,347
Bonn, Shortsleeve & Ray, LLC	16	Business Svcs.	Technical, Industry, Soft Skills, Computer	\$39,054
Borg Imaging Group	137	Health Care	Computer, Technical, Industry, Soft Skills	\$18,906
Bosch Security	160	Business Svcs.	Process Improvement	\$43,000
Bryce & Doyle	6	Manufacturing	Soft Skills, Computer, Technical	\$41,285
Catholic Family	100	Human Svcs.	Process Imp., Technical, Industry, Soft Skills	\$45,405
Center for Disability Rights	24	Human Svcs.	Soft Skills	\$11,200
Centerless Technology	18	Manufacturing	Process Improvement	\$43,000
Chapman And Company	5	Business Svcs.	Process Improvement, Industry, Computer	\$17,285
Cohber Press	47	Printing/Imaging	Tech. Computer, Process Imp., Soft Skills	\$49,895
Compeer	27	Not-for-Profit	Comp, Soft Skills, Industry	\$4,718
Complemar Partners	3	Business Svcs.	Computer	\$21,105
Cook Iron Store Co.	20	Other	Process Improvement	\$17,800
DePaul Group	40	Not-For-Profit	Soft Skills	\$48,000
Diamond Packaging	60	Printing/Imaging	Process Imp., Technical, Industry, Soft Skills	\$49,750
DiMarco Constructors	47	Other	Computer	\$24,070
East Pattern & Model Corp.	11	Manufacturing	Process Improvement	\$50,000
E-Chx	21	Business Svcs.	Industry, Soft Skills	\$21,400
EMRT	18	Information Tech.	Process Improvement	\$36,985
Epilepsy Foundation	55	Not-For-Profit	Process Improvement, Soft Skills	\$46,870
Execuscribe, Inc.	16	Business Svcs.	Soft Skills	\$24,850
Family First Credit Union	50	Business Svcs.	Technical, Industry, Soft Skills	\$9,750
Five Star Tool	24	Manufacturing	Process Improvement	\$47,200

Continued next page

BUSINYS (37-L) Grants Awarded *Continued from previous page*

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
Gates Volunteer Ambulance	36	Not-for-Profit	Computer	\$37,900
Genesee Region Home Care Assoc.	75	Health Care	Computer, Industry	\$50,000
Geva Theatre Center	29	Not-For-Profit	Technical, Computer, Industry, Soft Skills	\$10,039
GMR Associates	7	Business Svcs.	Technical	\$25,000
Gunther and Associates	13	Other	Soft Skills, Industry	\$32,744
Hampson Corp. dba Mooney-Keehley	3	Printing/Imaging	Process Improvement	\$10,200
HP Neun	23	Manufacturing	Computer, Soft Skills, Process Improvement	\$30,985
Integrity Networking	5	Information Tech.	Industry, Computer	\$10,250
Intelligent Computer Technologies	3	Information Tech.	Computer, Industry	\$49,835
ITX Corp	18	Information Tech.	Soft Skills, Technical, Industry, Process Imp.	\$48,140
John Betlem Heating & Cooling	61	HVAC	Soft Skills, Computer	\$48,700
John T. Nothnagle, Inc.	35	Other	Soft Skills	\$25,300
LaBella Associates, P.C.	11	Eng./Architecture	Industry, Technical	\$22,050
Lattimore Community Surgicenter, Inc.	45	Health Care	Computer	\$23,126
Metalade, NY, Inc.	70	Manufacturing	Process Improvement	\$46,500
Micro Instrument	20	Manufacturing	Industry, Computer	\$25,500
Mindex Technologies	14	Information Tech.	Process Improvement, Soft Skills	\$32,752
Northern Air Systems	16	Manufacturing	Process Improvement	\$49,983
Our Computer Guy	6	Information Tech.	Computer	\$47,854
Passero Associates	26	Eng./Architecture	Industry, Technical, Process Imp., Soft Skills	\$49,685
Pfautler, Inc.	153	Manufacturing	Process Improvement	\$42,500
Photikon	10	Manufacturing	Process Improvement	\$44,000
Quantum Technology	3	Information Tech.	Technical	\$29,000
Rochester Midland Corporation	20	Manufacturing	Process Improvement	\$45,900
Rochester Yacht Club	18	Not-For-Profit	Soft Skills	\$28,000
Rural Opportunities, Inc.	120	Human Services	Computer	\$49,500
Sisters Of Saint Joseph	81	Not-For-Profit	Process Imp., Soft Skills, Technical, Computer	\$49,154
Spectracom	47	Information Tech.	Technical, Industry, Soft Skills, Computer Tech.	\$39,549
Stepping Stones Learning Center	30	Other	Soft Skills	\$42,015
Telperion Solutions Group	7	Information Tech.	Computer	\$16,135
The Housing Council	4	Human Services	Computer, Technical	\$980.00
Thrillz, Inc.	25	Other	Soft Skills, Process Improvement	\$40,128
United Way of Greater Rochester	80	Not-For-Profit	Soft Skills, Industry	\$45,720
Val Tech Holdings	40	Manufacturing	Computer	\$50,000
VanDamme Associates	18	Business Services	Process Improvement, Soft Skills	\$28,700
VirtualScopics, Inc.	20	Optics	Computer Technical	\$47,935
Vizia, Inc.	16	Publisher	Process Improvement, Computer, Industry	\$44,010
VoicePort	15	Information Tech.	Technical, Industry, Process Improvement	\$47,200
Watchdog Partners, Inc.	6	Information Tech.	Computer, Soft Skills, Industry, Technical	\$22,303
Women Gynecology and Childbirth	28	HealthCare	Technical, Computer, Industry, Soft Skills	\$41,669

Totals: **2,672 Trainees** **Total \$ Awarded:** **\$2,598,008**

ADVANCE-NY #25-M Grants Awarded

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
ASE Optics	2	Optics	Industry, Technical	\$4,000

Totals: **2 Trainees** **Total \$ Awarded:** **\$4,000**

\$170,000 in Customized and On-the-Job Training Grants Help Businesses Stay Competitive

RochesterWorks! provides **Customized Training Grants** to businesses to train workers to gain skills needed by the business or industry leading to potential career growth, retention and increased

wages. Training can help businesses introduce new technologies, production or service procedures, and help employees upgrade to new jobs that require additional skills.

On-The-Job Training Grants help businesses offset the cost of training new employees who lack required skills, or upgrade the skills of current employees for higher-skilled, better paying jobs.

AWARDEE	# TRAINEES	INDUSTRY	SKILL PRIORITY	AWARD AMOUNT
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CUSTOMIZED TRAINING GRANTS Training is conducted in a classroom type setting.

Avery Engineering	2	Engineering	Technical	\$1,526
Eldre Corporation	2	Manufacturing	Soft Skills	\$1,895
Bridgekey Corporation	1	Manufacturing	Technical	\$804
Compeer Rochester, Inc.	4	Not-for-Profit	Industry Specific, Computer Skills	\$2,142
Career Systems Dev. Corp.	3	Not-for-Profit	Industry Specific	\$3,080
Sterling Payment Northeast	5	Business Services	Industry Specific	\$6,960
Microtech Information Systems	2	Information Tech.	Technical/ Computer Skills	\$10,721
Brinkman Precision Inc.	31	Advanced Manf.	Industry Specific	\$14,119
Pierce Industries	30	Advanced Manf.	Process and Productivity Improvement	\$8,320
Mooney-Keehley	3	Printing and Imaging	Technical Skills	\$3,690
Lattimore Orthopaedics	8	Medical	Industry Specific/Technical	\$12,234
Lutz-Jesco America Corp.	9	Advanced Manf.	Process and Productivity Improvement	\$19,458
Turner Engineering	2	Engineering	Computer Skills/ Technical	\$1,014
The Feltner Group	5	Business Services	Technical Skills, Soft Skills	\$6,871
AJL	142	Advanced Manf.	Process and Productivity Improvement	\$25,000
Vincent Vella DDS. PC	6	Medical	Soft Skills	\$4,935
Lumarc Computer Corp.	1	Business Services	Technical/ Computer Skills	\$2,847
Coopervision	15	Optics	Industry Specific	\$2,910
Ameritherm	9	Advanced Manf.	Technical/Computer Skills	\$5,304
ETP Precision Optics	46	Optics	Process and Productivity Improvement	\$24,975
ConServe	9	Business Services	Computer Skills	\$1,483

Totals: **335 Trainees** **Total \$ Awarded: \$160,288**

ON-THE-JOB TRAINING GRANTS Training is performed "on the job" while employee is engaged in productive work.

ATD Coatings Inc.	1	Advanced Manf.	New Hire - Painter	\$1,920
Rogers Assoc Mach Tool Corp	1	Advanced Manf.	New Hire - Finishing Associate	\$1,920
Micro Instruments	1	Advanced Manf.	New Hire - Project Manager	\$3,000
Diamond Packaging	1	Printing & Imaging	New Hire - Manufacturing Associate	\$3,000

Totals: **4 Trainees** **Total \$ Awarded: \$9,840**