

Business First of Buffalo - July 28, 2008

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## WNY businesses build ties to colleges

Business First of Buffalo - by [Dale English](#)

How do you work with local colleges to train future employees or discover people who eventually will work for you?

**Daniel Boscarino, HR operations/employment manager, [M&T Bank](#):**

M&T Bank reaches out to local educational institutions by making training opportunities available to students including recruitment programs, coursework projects and interview preparation.

The bank's Management Development Program for undergraduates and MBA students with limited work experience recruits locally for programs at the University at Buffalo, **[Niagara University](#)**, and **[Canisius College](#)**. In addition, M&T participates in job fairs at all three, plus Buffalo State, Villa Maria and Erie Community colleges.

In 2006, M&T collaborated with Canisius to sponsor an MBA-level project examining teller turnover. Six MBA students adopted the project as the capstone for their final grade.

When the bank is looking for a specific skill-set to fill an open position such as technical or clerical internships, we occasionally post those jobs at UB, Canisius, and elsewhere. For other college recruitment, M&T's Human Resources Department provides classroom representatives to inform students of job opportunities, guide them in interview preparation and encourage them to apply for employment at M&T after graduation.

**Sue Fulfaro, management recruitment specialist, [Wegmans Food Markets](#):**

At Wegmans we value both on-the-job and classroom training. For many years we have worked closely with the University at Buffalo's School of Pharmacy to train and develop pharmacy interns and externs. We offer the students a structured and supportive learning environment where they develop the skills necessary to become successful pharmacists upon graduation. We are also building a closer relationship with UB's School of Management, and plan to be in the classroom this fall to talk to business students about careers at Wegmans.

For the past three years we have also been involved with **[Buffalo State College](#)**'s Hospitality Program. Every quarter our chefs visit the Carriage House and conduct demonstrations for students on various cooking techniques. We also take this time to educate the group on culinary careers at Wegmans.

We are also proud of our contribution to the pursuit of academic achievement among employees. Last year Wegmans scholarship program provided \$1.6 million in scholarships to our employees, many of whom attend Western New York colleges.

**Bart McGloin, partner, Dopkins & Company, Williamsville:**

Dopkins & Company employs over 130 people, a majority of whom are graduates of Western New York colleges and universities. Our success to date and in the future rests with us identifying and hiring the best and the brightest who are most aligned with our values, vision, and commitments. To that end, our firm's leadership occupies positions on local accounting department steering committees. The purpose is to provide direction and insight on the ever-changing marketplace and help identify skills and curriculum that students will need to meet those challenges.

We also provide lectures to local accounting students each year that cover not only the technical aspects of the profession, but also such philosophical topics as the importance of ethics and integrity in the profession and what it means to be a client-centered firm.

**Kim Sardina-Smith, manager, talent management center, [Rich Products Corp.](#), Buffalo:**

Rich Products works with college students and higher education institutions to build our network of potential associates in several ways, and we have a long history of connecting with future talent through our various internships. Many of these interns have secured a position after graduation. Others return after several years in the workforce and have gained valuable experience.

Our partnership with Students in Free Enterprise provides access to a talent pool that has demonstrated the ability to apply practical business principles and communicate effectively in a business setting while juggling the demands of school.

We have also had success with new marketing graduates for our on-the-job training programs such as our Manager in Training Program. It is an intensive two-year marketing rotation that immerses entry-level marketing associates in our business.

From an alumni perspective, Rich Products is involved in the **Western New York Association of College Career Centers** and tap its local college network to reach alumni for job opportunities. We also recently formed a partnership with Canisius College to reach their alumni who left the area, and we're forming similar relationships with other local college alumni offices.

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