

Advancing Employment Solutions

A Quarterly Business Update

December 2016 Issue #8

NIAGARA'S ANNUAL CAREER FAIRS...ONE KEY TO YOUR SUCCESS!



Niagara County's Annual Fall Career Fair proved to be another terrific recruitment event! 63 businesses met with over 420 candidates at the October 19th event at the Four Points by Sheraton in Niagara Falls, NY. Within a few weeks after the career fair, attending businesses reported they had already held **98 interviews** and **hired 25** of the candidates they met at the career fair! Many businesses once again reported this annual event is a key recruitment investment for their company.



Don't miss out!

Our next Career Fair will be our annual Spring event, scheduled for March 29th, 2017 at the Four Points by Sheraton in Niagara Falls!

Visit www.worksource1.com for registration details as the date approaches



Year-End Reminders

Employment Law

- ⇒ On December 31st, 2016 **minimum wage for most of New York State increases to \$9.70 per hour**. More information as well as the updated Wage posters will be available through the NYS Department of Labor at <https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm>
- ⇒ On December 1st the **USDOL's Overtime Final Rule took effect**, updating salary and compensation rules for employees to be exempt from overtime pay requirements. More information can be found at <https://www.dol.gov/whd/overtime/final2016/>

Everyone Deserves a Second Chance!

Does your company consider ex-offenders when interviewing for open positions? Did you know that there are benefits like the Workforce Opportunity Tax Credit and Federal Bonding that businesses can receive as an incentive to hiring ex-offenders? Over the last 4 years Niagara County Probation and Niagara County Employment & Training have been collaborating on a grant program to assist people on probation in becoming employed. Through an intense employment readiness training program, participants learn soft skills and techniques to become efficient and effective employees. If you are interested in providing employment opportunities to our program participants or would like more information, please contact Chandra Wingrove at 716-278-8236 or Chandra.wingrove@niagaracounty.com



Are you looking to grow your talent from within?

Consider becoming a worksite for our Young Adult Employment Opportunity Program

Help us help the young adults in Niagara County gain valuable work experience and learn work ethics and skills. By becoming a worksite, your company will provide young adults in our community with opportunities for career exploration and skill development to gain work readiness skills in preparation for employment. The work experience lasts for approximately 200 hours and our program will pay all wages and Worker's Compensation. It's a WIN – WIN for everybody!

Call Kathy Noakes at 278-8582 to get your company registered as a worksite.

We are also recruiting for out of school (graduated or in need of their TASC) participants. We work with 16—24 year olds, assisting them with job search and a paid work experience. Call Kathy at 278-8582 for more details or download an application at <http://worksource1.com/YoungAdults.aspx>

FREE Business Workshops!

The NCCC Small Business Development Center, Cornerstone Community FCU, and Lockport Main Street present **FREE Business Workshops for early 2017**. All classes are held on Saturdays from 9:30am—11:30am at Cornerstone Community FCU, 6485 S. Transit Rd., Lockport. To register, call (716) 210-2515 or email sbdc@niagaracc.suny.edu

Business Organizational Forms [Sole Proprietorship, Partnership, LLC's, and Corporations]	February 25, 2017
Developing a Marketing Plan	March 4, 2017
Social Media Basics for Your Business	March 11, 2017
Financing Sources and Business Plan Development	March 18, 2017
Recordkeeping for Small Business	March 25, 2017

Professional Opportunity Developers (POD) Group - MEET SCOTT



Scott is a customer-focused manufacturing/industrial/quality engineering professional with an extensive background in process control, data collection/analysis and continuous improvement. Scott's experience encompasses the automotive, pharmaceutical/biotechnology, electronics and defense industries, offering a wide range of versatility to adapt to changing conditions and improving systems and procedures. Scott is eager to resume in an engineering role with a local manufacturer, but is also enthusiastic about the prospect of applying this skill set in other sectors.

If you'd like to meet with Scott, please call or email **Bonnie** at (716) 278-8213 or bonnie.rice@niagaracounty.com

Wishing you Happy Holidays and a peace-filled, prosperous New Year!



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