



WORKFORCE SOLUTIONS

2620 Riverfront Center, Amsterdam, NY 12010
www.fmsworkforcesolutions.org

A proud partner of the
AmericanJobCenter

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Are you looking to try something different in a hiring event? Join us for an Outdoor Job Fair in the **Cobleskill WalMart parking lot at 139 Merchant Place, Cobleskill, NY**. The event will be on **Friday, September 16th, 2022 from 12:00 pm—3:00 pm**. We have a rain date scheduled for September 23rd. **Bring your own table, chairs, and pop-up!**

If you have openings at this time, this Job Fair could be what you are looking for. Job Fairs are another way for employers to increase their applicant pools AND at no charge! The Center's Job Fair brings the workforce directly to you. You have the advantage of meeting candidates face-to-face, giving you a valuable first impression of your future employees.

Don't miss this opportunity! Employers interested in reserving a space for this event can call the Workforce Career Center, Nancy Reccio at 518-842-3676 Ext. 3052, email: nreccio@fmsworkforcesolutions.org or Nancy Rogers at Ext. 3046, email: nrogers@fmsworkforcesolutions.org.

CALL TO REGISTER TODAY!!

*Choose a job you love, and you will
Never have to work a day in your life!*

Confucius

Is YOUR Business Taking Advantage of OUR Training Incentives?

Your local FMS Workforce Career Centers have incentives that can help YOUR business cut training costs when upgrading your workers' skills. We can help fund training programs! Our incentives include:

- **Customized Training** - 50% reimbursement for costs involving instructional training that may include the introduction of new technologies, new production or service procedures, or an upgrade to a new job that requires additional skills, and workplace literacy. Maximum reimbursement ranges per person or project: \$1000-\$3000!
- **Employed Worker Training** - Designed to upgrade job specific skills of current workers for promotion or advancement. This program offers a 50% gross wage reimbursement during training. Maximum reimbursement per person: \$4000!

For more information on any of these services, contact your Business Services Representative,
Nancy Reccio, at (518) 842-3676 Ext. 3052 or Email: nreccio@fmsworkforcesolutions.org
OR
Nancy Rogers, at (518) 842-3676 Ext. 3046 or Email: nrogers@fmsworkforcesolutions.org



June Unemployment Rates

	<u>2022</u>	<u>2021</u>
Fulton County	3.8%	5.8%
Montgomery County	3.9%	6.0%
Schoharie County	3.2%	4.8%
New York State	4.4%	7.5%

Gov. Hochul signs legislation package on anniversary of Americans with Disabilities

By Disability Insider July 27, 2022

Governor

Kathy Hochul today signed a legislative package that further upholds and strengthens the rights of New Yorkers with disabilities. This legislative package encourages autonomy in decision making through a Supported Decision-Making Agreement and seeks to educate the public about the myriad ways people with intellectual and developmental disabilities contribute meaningfully to their communities and reduce harmful stigma and stereotyping. Governor Hochul also issued a proclamation today commemorating the 32nd Anniversary of the Americans With Disabilities Act.



“The Americans With Disabilities Act established a comprehensive national mandate prohibiting discrimination against people with disabilities in all its forms,” Governor Hochul said. “With the bills I am signing today, New York State honors the ADA’s legacy by expanding the rights of people with disabilities and combatting stigma so that people with disabilities can live rich and full lives. To make the New York dream a reality, we will continue to make New York inclusive, integrated and accessible for all.”

“People with disabilities have the same rights as everyone else and thirty-two years ago, the Americans with Disabilities Act was a critical step to ensuring that people with disabilities could exercise those rights,” said Lieutenant Governor Antonio Delgado. “Today, New York is taking a step further by enabling supported decision-making for people with disabilities to ensure people can and are making their own decisions and are appropriately supported to do so.”

Office for People With Developmental Disabilities

Commissioner Kerri E. Neifeld said, “I commend Governor Hochul for signing this package of legislation and for honoring the ADA’s legacy by expanding the rights of New Yorkers with developmental disabilities to make their own decisions. OPWDD is committed to protecting and advancing the rights of people with developmental disabilities to live and work in communities of their choosing and to be free from discrimination.”

Legislation (S.7107b/A.8586b) recognizes Supported Decision-Making as a less restrictive alternative to guardianship that promotes autonomy for people with intellectual and developmental disabilities and empowers them to take an active role in making choices about their own lives. Historically, when individuals with disabilities have reached adulthood, guardianship has been the primary avenue for decision-making. Supported Decision-Making changes the landscape in empowering individuals to make their own decisions with the support of a trusted person in their lives, while ensuring person-centered care and maximizing individual civil rights. The new law will formalize the legal process by which an individual with intellectual and developmental disabilities and trusted persons in their lives can reach a written agreement (a “Supported Decision-Making Agreement”) that describes the settings in which the individual desires support, the kinds of support they want from each trusted person, and how they want to receive that support. It will also create obligations and corresponding immunity from liability for third parties to honor and effectuate supported decisions made using a Supported Decision-Making Agreement.

Legislation (S.6300c/A.7356c) requires OPWDD to develop and implement a public awareness campaign that combats discrimination stigma and stereotyping of people with developmental disabilities. The program will utilize public forums, social and mass media, the Internet, radio, and print advertising to educate the public about developmental disabilities and highlight positive contributions people with developmental disabilities make to the state and their communities.

New York demonstrates respect for a marginalized population by replacing archaic and offensive terms with modern and acceptable terms that are representative of the respect and dignity that people with intellectual and developmental disabilities deserve.

Creating Workforce Solutions for YOU!



Disability Etiquette in the Workplace

(Source, EARN – Employer Assistance and Resource Network on Disability Inclusion)

Through all phases of employment, a basic understanding of “disability etiquette” is essential. Disability etiquette means respectful ways to communicate with and about people with disabilities. The following list offers some general guidelines and best practices for interacting with people with disabilities in the workplace. These are basic recommendations and some suggested etiquette.

Introduce yourself. When meeting a person with a disability, act in the same manner as you would with a person without a disability. For example, if you would typically offer to shake hands, do so with the person with a disability as well. **Speak directly to the person.** Some people with disabilities may use an interpreter, attendant or other support professional. Look at and speak directly to the person with a disability, not the interpreter, attendant or other person that may be assisting them.

- **Use common sense.** Treat adults as adults. If meeting a person with a disability for the first time, treat them with the same level of formality as you would anyone else.
- **Avoid intrusive questions.** Do not ask questions about a person’s disability unless it is brought up by the person. This is especially important in the context of job interviews. Disability nondiscrimination laws generally prohibit asking disability-related or medical questions, except in certain circumstances.
- **Focus on skills.** Like with any other candidate or employee, when interviewing or working with people with disabilities, the focus should be on their skills, talents and expertise, not on their disability.
- **Question your assumptions.** Presume competence as you would do for other employees. Avoid making assumptions about the abilities of candidates or employees with disabilities. Lowering expectations can create unnecessary barriers to success for people with disabilities. This is particularly true for people with disabilities advancing in their career.

- **Be mindful about the language you use.** Avoid euphemisms for disability/disabled, such as “differently abled” or “special needs.” Do not use words or phrases such as “handicapped,” “the disabled,” “wheelchair bound,” “victim of” or “suffers from” when describing a person’s disability.

- **Ask first when offering assistance.** Before providing assistance, always ask the person if they would like assistance and how you can help. Do not insist on helping if the person does not want it, and do not take it personally if the person declines your offer. You also should not touch a person’s adaptive equipment (i.e., wheelchair, cane, crutches) or service animal unless specifically asked to do so.

- **Do not be afraid to talk.** When working with a person with a disability, do not hesitate to engage them in conversation about the work, to ask questions or to address an issue if one arises. Avoiding discussions because you are worried you might do or say something wrong will not help employees do their best work.

- **Make accessibility a priority.** Accessibility is a vital part of ensuring people with disabilities feel welcome and fully included in the workplace. This includes not only physical accessibility, but also accessibility of information and communication technology. Adapt an “access for all” mindset to prevent unintentional exclusion of employees with disabilities.

Do not be afraid to make a mistake. Be yourself. Concern over interacting appropriately with people with disabilities can prevent you from developing strong working relationships and can isolate the person.

Resources that can help employers educate their workers about creating a disability-inclusive work environment include: disability etiquette information from the Job Accommodation Network, as well as the **online training module**, Disability Awareness to Increase Your Comfort, Confidence and Competence. Local disability organizations or service providers, may offer in-person training.

Questions? Contact YOUR local Disability Resource Coordinator, John Goldswor,
at 518-842-3676 Ext. 3047 or email:
jgoldswor@fmsworkforcesolutions.org today!

Creating Workforce Solutions for YOU!

Post YOUR Job Opening on the NYS Department of Labor Job Bank!

Contact Nancy Reccio at 518-842-3676 Ext. 3052 Email: nreccio@fmsworkforcesolutions.org OR
Nancy Rogers at Ext. 3046 Email: nrogers@fmsworkforcesolutions.org

MOHAWK VALLEY REGION VIRTUAL CAREER FAIR



The New York State Department of Labor and Partners are proud to offer a Virtual Job Fair and YOU are invited! This simulation allows businesses and jobseekers to connect in a virtual setting in real-time, while keeping the familiar feel and positive outcomes of a physical event. There is no charge for this event.

To fully support your recruitment efforts, there will be a Preview Day on Tuesday, September 6th, 2022. **The Virtual Career Fair will go live on Wednesday, September 7th, 2022 from 11:00 am to 2:00 pm.**

How Do I Participate In This Event?

You will need to create your booth and upload your job openings. You will receive training materials and information before the event for setting up your booth. Following receipt of exhibiting registrations, businesses will receive an email containing deadlines, important links for accessing the event, login credentials to "create" your booth and a Virtual Career Fair Exhibitors Guide. This guide details information about the event, gives helpful tips and answers many frequently asked questions. Department of Labor staff will be avail-

able throughout the process to help you with overall technical assistance.

Connect to the event and chat! During the live day, log in and chat with the visitors. You will have access to the resumes of the candidates who visit your booth.

PRE-REGISTER FOR THE VIRTUAL CAREER FAIR BEFORE SEPTEMBER 6TH!

[http://
virtualevent.nysdolboothregistration.com/
event5](http://virtualevent.nysdolboothregistration.com/event5)

For more information, please contact
Your DOL Business Services Representative:

Christopher Larrabee
Phone: 518-842-3676 Ext. 3032
OR

Email: christopher.larrabee@labor.ny.gov

DO YOU HAVE AN EVENT YOU WOULD
LIKE TO POST ON THE
NYS DEPARTMENT OF LABOR
CALENDAR OF EVENTS?

YOU CAN FIND A SUBMISSION FORM AT:

[https://statistics.labor.ny.gov/career-zone/
career-calendar.shtml](https://statistics.labor.ny.gov/career-zone/career-calendar.shtml)

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