



WORKFORCE SOLUTIONS

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AmericanJobCenter

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Registered Apprenticeships

To celebrate November's National Apprenticeship Month, Ken Adamczyk of the Fulton County Center for Regional Growth was key in partnering with several agencies to offer local events to raise awareness of NYS registered apprenticeships. Staff from the Fulton Montgomery Regional Chamber of Commerce and Herkimer, Madison and Oneida Working Solutions gave presentations on Registered Apprenticeships for Youth. Staff from Fulton Montgomery Community College, Center for Economic Growth, and NYS Department of Labor presented on Growing an Advanced Manufacturing Workforce through Registered Apprenticeships. Staff from Fulton, Montgomery, and Schoharie Counties Workforce Solutions and Herkimer, Madison, and Oneida Counties Working Solutions presented on Expanding Registered Apprenticeship Opportunities to Underserved Populations. The presentations were virtual and in-person at FMCC.

A Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom training, and receive a portable, nationally-recognized credential through NYS upon successful completion.

Retention Benefits to Employers

Over 90% of people who complete an apprenticeship remain employed after nine months' time, according to data from the U.S. Department of Labor. Their research shows that individuals stay devoted to companies that are willing to invest in them and help them grow. You're more likely to find satisfaction in an environment that values workplace development and where you feel a part of the process. An apprenticeship can lead to a long-term professional relationship.

If you would like to discuss a Registered Apprenticeship, you can contact:

Kim Thurn, Apprenticeship Business Developer
Email: kim.thurn@suny.edu
or
Phone: 518-641-2599

On-the-Job Training Funding Can Help YOUR Business Save \$

When you are ready to upgrade the skills of your workers or your new hire needs skills training, we can help cut the cost of that training.

On-the-Job Training (OJT)

is a hands-on specialized training program for newly hired workers that you develop and conduct to bridge skill gaps with a 50% gross wage reimbursement during training. Maximum reimbursement is \$4000 per person. With OJT, employees learn about the job by actually doing it while being supervised by another employee which allows them to gain valuable insights from a seasoned employee about the job while working.



Employed Worker Training

is a hands-on job training program (OJT) designed to upgrade job specific skills of current workers for promotion or advancement. This program offers a 50% gross wage reimbursement during training up to \$4000 per person. Are you ready to promote one of your workers? Give us a call!!



Our incentives are easy to use...we do the majority of the paperwork. In some cases you can piggyback these savings with the NYS tax credits for an even GREATER SAVINGS!

For more information on these programs, contact your local Business Services Representatives:

Nancy Reccio—518-842-3676 Ext. 3052
Email: nreccio@fmsworkforcesolutions.org
Or
Nancy Rogers—518-842-3676 Ext. 3046
Email: nrogers@fmsworkforcesolutions.org

With the winter months underway, the holiday season on the horizon, and the days getting shorter, let's take a moment to discuss an issue that so many of us face (both personally and professionally) this time of year...

SEASONAL AFFECTIVE DISORDER?

Many people go through short periods when they feel sad or unlike their usual selves. Sometimes, these mood changes begin and end when the seasons change. Many people feel "down" or have the "winter blues" when the days get shorter in the fall and winter and feel better in the spring when longer daylight hours return.

Sometimes, these mood changes are more serious and can affect how a person feels, thinks, and behaves. If you have noticed significant changes in your mood and behavior when the seasons change, you may be experiencing seasonal affective disorder (SAD).

In most cases, SAD symptoms start in the late fall or early winter and go away during the spring and summer, known as winter-pattern SAD or winter depression. Other people experience depressive symptoms during the spring and summer months, known as summer-pattern SAD or summer depression. Summer-pattern SAD is less common.

What are the signs and symptoms of SAD?

SAD is a type of depression characterized by a recurrent seasonal pattern, with symptoms lasting about 4–5 months out of the year. The signs and symptoms of SAD include those associated with depression as well as disorder-specific symptoms that differ for winter-pattern versus summer-pattern SAD.

- Not every person with SAD experiences all the symptoms listed below. Learn about signs and symptoms of depression.
- Symptoms of depression can include:
- Persistent sad, anxious, or "empty" mood most of the day, nearly every day, for at least 2 weeks
- Feelings of hopelessness or pessimism
- Feelings of irritability, frustration, or restlessness
- Feelings of guilt, worthlessness, or helplessness

- Loss of interest or pleasure in hobbies and activities
- Decreased energy, fatigue, or feeling slowed down
- Difficulty concentrating, remembering, or making decisions
- Changes in sleep or appetite or unplanned weight changes
- Physical aches or pains, headaches, cramps, or digestive problems that do not have a clear physical cause and do not go away with treatment
- Thoughts of death or suicide or suicide attempts
- For winter-pattern SAD, additional symptoms can include:
- Oversleeping (hypersomnia)
- Overeating, particularly with a craving for carbohydrates, leading to weight gain
- Social withdrawal (feeling like "hibernating")

Winter-pattern SAD should not be confused with "holiday blues"—feelings of sadness or anxiety brought on by stresses at certain times of the year. The depression associated with SAD is related to changes in daylight hours, not the calendar, so stresses associated with the holidays or predictable seasonal changes in work or school schedules, family visits, and so forth are not the same as SAD.

Who develops SAD?

It is estimated that millions of Americans experience SAD, although many may not know they have this common disorder. In most cases, SAD begins in young adulthood. SAD occurs much more often in women than in men. Winter-pattern SAD also occurs more often than summer-pattern SAD. Therefore, SAD is more common in people living farther north, where there are shorter daylight hours in the winter. For example, people in Alaska or New England are more likely to develop SAD than people in Texas or Florida.

SAD is more common in people with depression or bipolar disorder, especially bipolar II disorder, which involves repeated depressive episodes and hypomanic episodes (less severe than the typical manic episodes of bipolar I disorder). Additionally, people with SAD tend to have other mental disorders, such as attention-deficit/hyperactivity disorder, eating disorder, anxiety disorder, or panic disorder.

SAD sometimes runs in families and may be more common in people who have relatives with other mental illnesses, such as depression or schizophrenia.

How does seasonal depression affect people at work?

Those who suffer from SAD or the winter blues may experience: lethargy, difficulty waking up in morning, decreased energy levels, weight gain, and lower concentration levels.

Should this really be an employer issue?

SAD is a major depressive disorder, most commonly treated by light therapy, medication, and psychotherapy. So, while it's the responsibility of employees to seek a treatment plan for their seasonal depression, a good employer can take steps to become more sensitive to the issue and make small changes that could make affected employees more comfortable during this time. If concern for employee wellness is not enough of an incentive, it may be useful to remember the correlation between productivity and happiness.

Here are some ideas for how you can implement small workplace changes to support employees who suffer from SAD and promote good mental health.

5 ways to keep employees happy during seasonal change

Making changes to address seasonal mood changes and SAD in the workplace doesn't need to cost the earth. Medical experts agree that SAD is linked to a decrease in natural light, so increasing exposure to sunshine can go a long way. Here are five easily actionable ideas to ease the effect of winter blues on everyone in your office:

Encourage outdoor walks: During dreary winter months, getting outside during daylight hours gets harder for everyone. Suggesting outdoor lunch breaks, a mid-afternoon stroll to get a coffee or even a short outdoor meeting to chat about an ongoing or upcoming project will all increase exposure to valuable, natural light.

Offer flexible hours: This may be easier for some offices than others, but where possible of-

fering flexibility in hours could help in a number of ways. Employees will have more time to attend light therapy sessions, counselling sessions, and gain a little more sunshine before the work day would normally start or end. Consider that this may aid in productivity and avoid staff members arriving in time to simply "clock-in".

Increase natural/bright light: Natural light can be hard to come by in some offices, with inner cubicles tucked away behind high partitions and far from windows. For known SAD sufferers, it may be worth moving them to a space that benefits from natural light. Or, consider floating desks in naturally lit areas. If that's not possible, allow the use of small light therapy boxes within the office, which are commonly used to treat SAD.

Provide healthy options: As increased appetite and weight gain are also associated with SAD, consider offering healthy alternatives to what you currently provide at your office. This doesn't have to blow the budget; if you provide free coffee, purchase a couple of herbal tea options. If you cater lunches, offer nutritional greens or cut vegetables. You don't have to declare war on sugar and caffeine, but offering alternatives gives your employees the opportunity to make healthy choices.

Up the dialog: Individuals may not want to share their seasonal affective disorder with the entire office, but increasing the general dialog about the winter blues will provide the context for the suggestions you're making. The way to do this will depend on your company culture, but could include sending out a company-wide email or establishing a Winter Blues champion who leads the effort in encouraging outdoor walks. Choose something that works for your team and get the word out.

*Sources: National Institute of Mental Health, [jostle.me](https://www.jostle.me)

For more information and resources on this topic, please visit the following links:

<https://www.nimh.nih.gov/health/publications/seasonal-affective-disorder>
<https://www.shrm.org/ResourcesAndTools/hr-topics/employee-relations/Pages/AccommodatingSAD.aspx>

Questions????

Contact YOUR local

Disability Resource Coordinator,

**John Goldswor, at 518-842-3676 Ext. 3047 or
 email: jgoldswor@fmsworkforcesolutions.org**

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

**CAPITAL 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 Wednesday, January 10th, 2024. **The Virtual Career Fair will go live on Thursday, January 11th, 2024 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 available 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

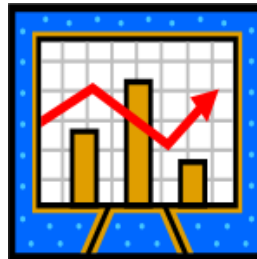
have access to the resumes of the candidates who visit your booth.

**PRE-REGISTER FOR THE
 VIRTUAL CAREER FAIR BEFORE
 January 9th!**

[https://
 virtualevent.nysdolboothregistration.com/
 CapitalRegion](https://virtualevent.nysdolboothregistration.com/CapitalRegion)

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



**October
 Unemployment
 Rates**

	<u>2023</u>	<u>2022</u>
Fulton County	4.0%	3.2%
Montgomery County	4.2%	3.4%
Schoharie County	3.5%	2.7%
New York State	4.4%	3.7%

November Unemployment Rates available after December 27, 2023. To view, go to:
<https://www.dol.ny.gov/newsroom>,
 Scroll down to local area unemployment rates and view State Labor Dept. Releases Area Rates

Creating Workforce Solutions for YOU!