



# WORKFORCE SOLUTIONS

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

A proud partner of the  
AmericanJobCenter®

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## Use Our Facility and Staff for All Your Recruiting and Interviewing Needs!

Whether your company is large or small in size, your local Workforce Solutions Center can assist you with all of your hiring needs. Interview rooms are available for open recruitments, pre-scheduled interviews, or employment testing for job applicants. In the past, companies have been very pleased with turnouts when holding “customized recruitments” in one of our facilities, while advertising their openings through the NYS Department of Labor and throughout our partner agencies. **OR**, have our Business Services Representatives assist with recruitments or Job Fairs at **YOUR** facility!

We can post your job openings on the NYS Department of Labor’s Job Bank, advertise your recruitment, accept applications, and get the word out through our Facebook page. Your company can use our space to recruit and hold interviews. Our facilities are equipped with Wi-Fi, telephones, computers, and copiers.

For further information about the services we can provide to your business, or to begin planning your recruiting event please contact:

**Nancy Reccio**  
(518)842-3676 Ext. 3052

Email: [nreccio@fmsworkforcesolutions.org](mailto:nreccio@fmsworkforcesolutions.org)

or

**Nancy Rogers**  
(518)842-3676 Ext. 3046

Email: [nrogers@fmsworkforcesolutions.org](mailto:nrogers@fmsworkforcesolutions.org)

## How New York State’s Clean Slate Act Will Affect Employers

The New York State Clean Slate Act will take effect on November 16, 2024. This law will automatically seal certain criminal records after a required waiting period – three years after conviction or release from jail for a misdemeanor and eight years after conviction or release from prison for a felony – provided the individual has maintained a clean record and is no longer on probation or parole. Sex crimes and Class A felonies, such as murder, are not eligible for sealing under the New York law.

In addition to opening more opportunities to jobseekers, this law should increase the talent pool for business owners. Sealed records will not appear on background checks, which means that employers will not see certain information about an applicant’s past criminal convictions.

Employers may need to review their hiring policies and employment practices to ensure compliance with the Clean Slate Act. The Act does not prohibit employers from conducting pre-employment criminal background screenings. Employers will generally be prohibited from inquiring about sealed records or using sealed conviction records when making employment decisions. When an applicant has sealed convictions, the applicant may legally answer “no” if asked on an employment application, “Have you ever been convicted of a crime?”

There are exceptions under the Act, including entities that are required or authorized, under state or federal law, to conduct a fingerprint-based background check where an applicant will be working with children, the elderly, or vulnerable adults. This includes home care and human services employers, which have a regulatory obligation to conduct a Criminal Record Check on certain applicants and employees, in which case it is legal to inquire about and use sealed criminal records to make employment decisions.

**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](mailto:nreccio@fmsworkforcesolutions.org) OR  
 Nancy Rogers at Ext. 3046 Email: [nrogers@fmsworkforcesolutions.org](mailto: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 Monday, October 7th, 2024. **The Virtual Career Fair will go live on Tuesday, October 8th, 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  
 September 30th!**

[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](mailto:christopher.larrabee@labor.ny.gov)**



**August  
 Unemployment  
 Rates**

	<u>2024</u>	<u>2023</u>
<b>Fulton County</b>	<b>4.5%</b>	4.4%
<b>Montgomery County</b>	<b>4.7%</b>	4.8%
<b>Schoharie County</b>	<b>4.1%</b>	4.0%
<b>New York State</b>	<b>4.9%</b>	4.5%

August Unemployment Rates available after October 22, 2024. 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!**