



CAREER CENTER NEWS

Breaking Down Barriers to Employment With Enhanced Transportation Options

Did You Know?

April is Second Chance Month. This observance helps individuals, communities, and agencies across the country recognize the importance of assisting and supporting those who have been involved with the criminal justice system. Find out more information about Second Chance Month on page 3

Transportation remains a significant barrier to employment for many job seekers. Recent additions in public transportation systems are gradually opening doors to more opportunities for individuals, businesses, and community-based organizations. The merger of Greater Glens Falls Transit (GGFT) with Capital District Transportation Authority (CDTA) is bridging previously existing gaps, particularly in the recruitment of bus drivers. Leveraging CDTA's larger workforce and extensive resources, the merger streamlines the process of recruiting and training drivers within the regional service area. Notably, CDTA has expanded the current route system in Warren County by adding 200 additional stops. This expansion significantly enhances accessibility, enabling riders to reach stops closer to their origin or final destination. Explore the routes and schedule here: <https://www.cdta.org/warren>

In its fourth season, CDPHP Cycle bikeshare program is gearing up for action with the addition of 35 e-bikes to its fleet. E-bikes facilitate faster travel and make uphill journeys effortless. Set to return to Glens Falls, Queensbury and Lake George in mid-April, the bikeshare racks offer a convenient, eco-friendly mode of transportation.

While traditional pedal bikes remain available, e-bikes offer an extra boost for a nominal fee. Pedal bikes are 8 cents per minute and e-bikes are 15 cents per minute. Monthly passes are available at \$15, with seasonal memberships at \$85. College students benefit from a 50% discount. Learn more about the bikeshare program by visiting <https://www.cdphpcycle.org/>



CDPHP Cycle bikes in Lake George, NY

Providing free or low cost transportation options is a valued perk that enhances employee retention. Businesses and organizations can invest in bike or bus passes for their employees, guests or clients. Enhancing transportation options and fostering partnerships not only addresses a fundamental barrier to employment, but also fosters economic growth and community development. Join us in creating a more accessible and inclusive future!

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Opportunities Ahead: Summer Youth Job Initiatives

As the summer season approaches, employers are actively seeking to fill a multitude of available positions. The Warren County Department of Workforce Development has been instrumental in facilitating the recruitment process through various job fairs and work experience programs.

Kicking off the high school job fair season on March 20th, the Queensbury Union Free School District spearheaded efforts to connect students with prospective employers. Denise Lamouree, Career Exploration Educator, arranged an insightful session where employers engaged with 8th-grade students. During the middle school job fair, students had the opportunity to interact directly with employers, gaining valuable insights into the nature of work within different businesses, available tasks suitable for 14 and 15-year-olds, and the hiring procedures for current vacancies.



Lake George Expedition Park General Manager Roger Allen speaking to Middle school students

Twenty businesses at the High School eagerly interacted with hundreds of students motivated to secure employment. Several applications were filled out and submitted on-site, demonstrating the enthusiasm of students. Participating businesses were pleased with the caliber of potential candidates and were impressed by the students' level of engagement. Many of these businesses are set to return for the upcoming Black



High School students speaking with staff from The Georgian Lakeside Resort

Bear Job Fair at Glens Falls High School on April 11th, as well as a community job fair at Lake George High School on April 17th. Each fair is tailored to specific needs of the district involved. The Glens Falls event will feature industry speakers enlightening students about diverse career opportunities in the area, alongside workshops focusing on essential skills such as teamwork, resilience, and work ethic. The job fair in Lake George, scheduled from 4 to 6 pm, will be open to the general public, allowing employers to connect with both students and community members seeking employment.

Preparations are underway for this year's Summer Youth Employment Program (SYEP), designed to match youth aged 14-20 with participating worksites across Warren County. This initiative aims to provide meaningful work experience while fostering positive community connections. Youth wages are covered through a federal program, providing participating worksites with additional staff support at no cost during a typically busy period. The program is scheduled to run from July 1st to August 9th, with application packets due by April 30th. An online pre-application form to determine eligibility can be accessed at <https://bit.ly/SYEP2024WarrenNY>. Businesses interested in participating as worksites can express their interest by completing a form at <https://bit.ly/SYEPworksites24>. For any questions, please contact Andrea Kinderman at kindermana@warrencountyny.gov or 518-681-2532.

UNLOCKING THE POWER OF TRANSFERABLE SKILLS: YOUR KEY TO CAREER SUCCESS

In today's dynamic job market, transferable skills that can be applied across various roles and industries have emerged as the cornerstone of career success. These encompass both technical and interpersonal abilities. Whether transitioning between jobs, industries, or considering a career change, understanding and harnessing transferable skills significantly enhances your journey. Best of all, they are yours to keep in your career toolbox!

Effective communication involves more than articulating ideas; it's about active listening, collaborating with diverse teams, and conveying complex information with clarity. Technical proficiency with online platforms enhances your ability to engage across multiple mediums.

Problem-solving is crucial, especially for those who can critically analyze situations, identify challenges, and devise innovative solutions, ensuring they can navigate uncertainties successfully.

Adaptability, the ability to embrace change, learn new technologies, and pivot when necessary, fosters positivity and ensures success. Candidates demonstrating resilience thrive in uncertain conditions and tend to move outside their official job description, helping in any necessary situation. Familiarity with AI, including copywriting, machine learning, and computer vision, demonstrates abilities to tackle new technology.

Leadership skills, including motivating others, making sound decisions, meeting deadlines, and inspiring confidence, are valued in collaborative environments where teamwork is essential.

Effectively prioritizing tasks, meeting deadlines, and managing resources demonstrate reliability and professionalism.

Even within the same field, employers seek diverse skill sets to complement a team. Varied interpersonal skills, hands-on capabilities, creativity, and unique problem-solving abilities bring added value. Diverse skill sets foster innovation, collaboration, and ultimately, success within organizations. Don't forget to include proficiency with tools, machines, equipment, or software.

Skills are the currency of the modern job market. By honing skills such as relationship-building, you position yourself for success in any career path you choose.

Did You Know.....

In the journey of reentering the workforce, individuals with criminal records encounter numerous obstacles: discriminatory hiring practices, regulatory hurdles, and a daunting system that makes expunging criminal records both arduous and costly. The requirement to disclose criminal history on job applications often leads to automatic disqualification from many jobs. According to Brookings.edu, nearly half of those leaving prison remain unemployed a year later. Those who do find work often make significantly less than their peers. Read more about what JP Morgan Chase has discovered in giving people a second chance and how it can strengthen our workforce and economy at <https://www.jpmorganchase.com/news-stories/economysecondchance>

SPOTLIGHT on SUCCESS

By The Numbers.....

Warren County Department of Workforce Development is proud to share the following data about community members who have received assistance during 2023! Training Sponsorships include certifications for CDL drivers, LPN and RN, HVAC-R and more! Supportive Services includes Work Boots, DOT Med Certifications, and Transportation. Call the Career Center today at (518) 743-0925 to find out more information!

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| Training Sponsorships | 48 |
| Supportive Services | 21 |
| GED Graduates | 3 |
| Summer Youth Employment Program Participants | 27 |
| Virtual Workshop Attendees | 1921 |

New Networking Workshop is a Hit!

On behalf of the Greater Capital Region Career Centers, we are thrilled to share the success of our newest virtual workshop on Networking for 2024! Attendees have enthusiastically engaged with our presenters, delving into the intricacies of networking beyond mere job searches. Networking is a strategic tool for cultivating lasting relationships, fostering professional growth, and unlocking a multitude of opportunities. It's more than finding jobs; it's a pivotal force propelling higher salaries and career advancement. Networking is the workout regimen your career muscle craves! Averaging 30 participants per session, this workshop has been well attended. Here's what some attendees had to say: Victoria K. "Thank you very much, this is a wealth of knowledge. I am a networking freak but I discovered real pearls of wisdom today." Michael F. "Much appreciated, thank you for the awesome presentation, very helpful and informative." Go to bit.ly/GCRNetworking to sign up for the April 19th Networking virtual workshop or visit thejoblink.org/calendar/ for a complete list of training sessions.

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