



## Advancing Employment Solutions



A Quarterly Business Update

December 2019 Issue #13



### Niagara County's Annual Career Fair Roundup

Niagara's WorkSourceOne held four Career Fairs this year with **235** businesses and **over 770** job seekers in attendance. Within the first few weeks after each event, the participating companies conducted **over 212** interviews and more than **50** people found their new jobs!



[Find your next STAR employee!!](#)

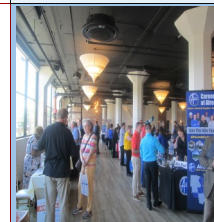
**March 25th, 2020**

[at the Niagara County Spring Career Fair](#)



### Premier of North Tonawanda Career Fair

On August 21st Niagara's WorkSourceOne, in conjunction with Senator Robert Ortt's office, sponsored our first North Tonawanda Career Fair! It was a resounding success with **35** local businesses in attendance and over **125** candidates seeking to connect with their next opportunity!



*Niacet*

## Business of the Year!

*Niacet*

Congratulations to Niacet Corporation who was recognized as "**Business of the Year**" by the Niagara County Workforce Development Group at Niagara USA Chamber's [Niagara Small Business Day 2019](#), held this past May. Niagara County Employment & Training and its Workforce Development Group partners were honored to present this year's award to Niacet Corporation in recognition of their positive impact on employment, workforce development and employee training initiatives in the greater Niagara area.

Niacet Corporation is a leading global producer of propionates and acetates, focusing on the Pharmaceutical Food and Feed Industries. Their products fill vital needs in a broad range of applications that are essential to everyday life including food preservation, antibiotic formulation, dialysis treatment, energy production, and more. They strive to be your supplier of choice for these products and take pride in offering simply the best in World-Class Quality.



## Could your business benefit from Assistive Technology in the workplace?



The University of Buffalo’s Center for Assistive Technology (CAT) is available to help with assessments, training, consultation, demonstration, loan, and professional development. For more information check out the website at <http://sphhp.buffalo.edu/cat.html> or contact Kimberly Naus, Director, CAT Client Services (716) 836-1350 or [ksnaus@buffalo.edu](mailto:ksnaus@buffalo.edu).

### Neurodiversity and Autism could be a competitive advantage in business

*Our brains don’t all work the same way. One New York-based software company sees that as a competitive advantage.* By Robbie Wojciechowski

Rajesh Anandan founded his company Ultronauts (formerly Ultra Testing) with his MIT roommate Art Sheckman with one aim: to prove that neurodiversity and autism could be a competitive advantage in business.

“There is an incredible talent pool of adults on the autistic spectrum that has been overlooked for all the wrong reasons,” says 46-year-old Anandan. “People who haven’t had a fair shot to succeed at work, because of workplace and workflow and business practices that aren’t particularly effective for anyone but are especially damaging for anyone who is wired differently.”

The New York-based quality engineering start-up is now one of an increasing number of firms looking towards autistic talent. But while programs at companies including Microsoft and accounting firm EY are small and focused around supporting neurodiverse workers in the office, Ultronauts has redesigned its entire business around neurodiversity, changing hiring efforts to actively recruit individuals on the autism spectrum and developing new workplace practices to effectively manage neurodiverse teams.

*For the complete article and more ideas on how this company is inspiring and changing the ways in which we hire, manage and develop talent, please visit the following link:*

<https://www.bbc.com/worklife/article/20191018-where-75-of-workers-are-on-the-autistic-spectrum>



### Are you aware?

- ◆ **Minimum wage:** On December 31st, Minimum Wage for most of New York State increases to \$11.80/hour. For more information and the latest poster version, please visit <https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>
- ◆ **NYS Election Law changed in 2019:** Under the New York Election Law Section 3-110, all employees may request up to three hours of paid time off to vote, regardless of their work schedules, as long as the request is made at least two working days prior to the election. The employer may designate that any requested time be taken at the beginning or the end of shift. For more information please visit: <https://tinyurl.com/qtb4xpn>

*From all of us at Niagara’s WorkSourceOne, we would like to wish you Happy Holidays and a Wonderful New Year!*



**Niagara’s WorkSourceOne**

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