

## HOURS OF OPERATION

MON- THURS  
8:30AM-NOON  
1:00 PM—4:00 PM  
FRIDAY  
8:30 AM-NOON  
1:00 PM—3:00 PM



## TROTT ACCESS CENTER

1001 ELEVENTH ST.  
NIAGARA FALLS, NY  
14301

Issue # 20

## A Quarterly Business Update

March 2022



## SUMMER YOUTH

Mother Nature has been fickle lately and summer may seem far off but we here at NCET are already gearing up for another great year with our Summer Youth Employment Program. If your business could use some help this summer, we have the kids ready to work. The program runs from the first week of July to the end of August. The youth are ages 14-20 (if you have age requirements, let us know). WE PAY the youth minimum wage and cover worker's comp. They can work up to 29 hours per week. What a great way to get some of those extra projects done and offer some valuable work experience to the youth of our county! If you would like a worksite request form or have questions, just email

Dawn Cody at [dawn.cody@niagaracounty.com](mailto:dawn.cody@niagaracounty.com)

## BUSINESS SERVICES

HERE FOR YOUR BUSINESS NEEDS

- **Hiring Incentives** of up to **\$5000** for new employees
- **Assistance** with filling open positions
- **Funding** to cover the cost of training existing employees
- **Space** to hold recruitments and open interviews



For more information, please call 716-278-8108 or visit our website at:

[www.worksource1.com](http://www.worksource1.com)

# NEW YEAR NEW BUSINESS PLAN

2020 and 2021 have seen businesses scramble to make adjustments to the pandemic world we were thrown into. Slowly but surely some parts of the business world are returning to the pre-pandemic ways, but some parts of it will be forever changed. How can institutions prepare for 2022?

According to the article, "Game Plan for Success in 2022" by Ty West, there are some complex questions and possible solutions to consider for Companies' 2022 Business plan such as:

**"How does remote work factor in employers' long term plans and their efforts to attract talent in an intense job market?"**

**Possible Solutions:** When it comes to the path of remote work, some factors to consider are whether a hybrid, permanent or some other option works best for employers and employees, as well as the tax consequences for the model and the tools to make the path successful.

According to the article, companies are also facing a battle and a race to hire talent. The key to acquiring proficient employees will require companies to respond more quickly to potential candidates through text and social media, to incorporate services that streamline the interview process, to utilize "AI-based tech platforms that can source candidates from multiple channels," and to highlight the perks and benefits offered by the employer.

**"What can small businesses do to guard against disruptions in their supply chains?"**

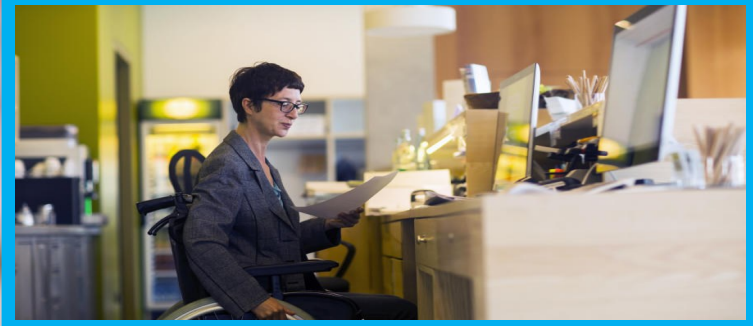
**Possible Solutions:** It will be essential for businesses to be proactive by ordering early, "diversify their supply base," and to analyze supply contracts to ensure that you are not leaving your business exposed to supply chain fulfillment issues.

**"How can businesses maintain or establish momentum for their diversity, equity and inclusion efforts?"**

**Possible Solutions:** Companies will need to look at their existing policies for DEI and survey employees to determine what and how to improve their DEI efforts measuring such practices as "pay equity, employee sentiment, promotions, retention and supplier diversity."

**"What tangible steps can employers take to support their workers' mental health?"**

**Possible Solutions:** Companies can provide permission and a safe place for their employees to "focus on their mental health" as well as implementing structures that include "tangible things" such as child care services and "support for other stressors employees may be facing" due to the pandemic.



## Morning Start Series

This event, as part of a quarterly series, will demonstrate best practices for how current employees and job seekers with disabilities, as well as businesses can make adjustments in the work place to accommodate, retain and hire good employees.

Attendees include business representatives, members of Niagara County's Workforce Development Board, members of Niagara County's Inclusion Committee, Community Service Agencies, and anyone with a disability /barrier to employment who is interested in returning to work.

Date: Wednesday, March 30, 2022

Time: 8:30 am

Place: Niagara's WorkSourceOne, Conference Room B  
Trott Access Center, 1001 Eleventh Street, Niagara Falls,  
NY 14301

To register, call Marilyn Patterson at 716-278-1695 or email at  
[Marilyn.Patterson@niagaracounty.com](mailto:Marilyn.Patterson@niagaracounty.com)

## Would your business like to be reimbursed for training a new hire?

Businesses across Niagara County have been using the federally funded **on-the-job training** (OJT) program to help offset the cost of training new hires that don't have all the skills necessary to do the job. Payments can be up to **\$5000** per hire. For more information, please contact Mike Kearney at 716-278-8213

*For more information about Niagara County  
Employment and Training's programs and services,  
please visit our website at:  
[www.worksource1.com](http://www.worksource1.com)*



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