



Knowledge Through Sharing. It's That Simple.

Hello!

Welcome to the Oswego County Workforce New York's Monthly Newsletter. Our goal is to keep Oswego County job seekers in the know about current workforce initiatives, tips and tricks. For more information about our office visit our webpage at www.ocwny.org

How to Cope with Change

Change is a way of life, especially in today's world. No organization is exempt from the forward movement of technology and the shifting requirements of the marketplace. Remaining competitive in today's world economy means being open to change and willing to meet new demands. The ability to cope with change and the stress that usually accompanies it is a necessary skill for jobseekers.

"Success will ultimately come to those who see change as an opportunity for their organizations—and themselves — to become more effective," says Steve Kay, a partner with Rona Roberts in Lexington, KY, management consulting firm of Roberts and Kay.

"Some people thrive on change, exuding a calm and confidence that gives other people courage and hope," Roberts notes. "Others crave stability and consistency, and when things change, they feel a sense of loss and fear." The process can be unsettling, even for those who welcome change. Roberts and Kay offer the following suggestions to help cope:

· **Accept the fact that things are changing.** "Instead of wishing things would go back to the way they used to be, spend your time and energy reorganizing your thoughts

and preparing for the new way of doing things,” Roberts says.

- **Consider the value of distractions.** Turn your attention for a while to things not related to the change. Fish, read a novel, or take an exercise class. You’ll return to your change-related work with renewed vigor and a brighter outlook.
- **Reassure yourself by focusing on things that remain the same.** Once you analyze the situation, you’re likely to find that, overall, there is more stability than change in your environment.
- **Try to minimize additional sources of change.** The fewer changes you introduce in your personal life at a time when you are encountering changes at work, the less disruptive they will be, says Roberts.
- **Keep active.** “Action builds attitude,” Kay points out. “Doing something — even as simple as reorganizing a drawer — can get you going and give you more energy, so you’re ready to take on a larger task.”
- **Make change easier on others.** By creating an atmosphere of calm and good humor, you can help yourself and others weather the change.
- **Prepare to implement your part of the change.** Remember that change creates new opportunities. Share any ideas you have that might help the organization meet its goals. Set new goals for yourself and seize opportunities to learn and grow.

Keep Learning while Striving for Achievement

The learning process never really ends when you’re striving for success. Wherever you are in your career—monarch of the mountain or cubicle dweller—keep cultivating the knowledge and skills you need to maintain your momentum. Start with these:

- **What’s your job?** Think beyond your job title, whatever it is. Find out what you’re expected to accomplish, what your superiors want you to do, why you were chosen for this particular position, and so forth. A clear set of expectations will help you make better decisions.
- **Study your business.** Get to know what your organization and industry are all about. Read widely for a thorough understanding of the history surrounding your business and the context it’s operating in today. Pay attention to trends on the horizon that could affect your success in the long run.
- **Spend time on strategy.** Don’t just react to circumstances. Schedule some time on a regular basis to think about where you are, where you want to be, and how you can move forward. Talk to people and explore the possibilities.
- **Stay focused.** Clarify your goals and review them frequently to ensure that you’re not drifting off course. Develop a road map to guide your team

and track your progress, and consult with your own supervisor to confirm that you're supporting the right objectives.

Job Search Assistance

[How to Succeed in a New Role: Guide \(Plus Tips\)](#)

[How to Ask for Feedback After an Interview](#)

[How to Give Examples During Job Interviews](#)

[Practice Job Application Tool](#)

[Search for Jobs on the NYS Job Bank!](#)

Upcoming Events!

Mini Job Fair

200 North Second Street
Fulton, NY 13069

December 3, 2024

11am-1pm

Attending Businesses

NYS DOT

SUNY Oswego

Jobcorps

Trade Up LLC

St Luke Health Services

For more information call (315) 591-9000



Oswego County
Workforce New York
Career Center

Oswego County Workforce New York is an equal opportunity employer/program.
Auxiliary aids are available upon request to individuals with disabilities TTY (315) 591-9247.

Business Snapshot!

Business Snapshot!



ej

What We Do: EJ is the global leader in the design, manufacture, and distribution of access solutions for the world's growing infrastructure. From water and sewer, to drainage, telecommunication, and utility projects, EJ has the solution to fit your project's needs.

Our core strength is our people.

Join our team at our new fabrication facility in Phoenix, NY. Featuring competitive wages and other great benefits.

Employee Quote: "I enjoy working at EJ, they're dedicated to having a safe working environment and the opportunity to grow and promote from within the company is like none other that I have worked for."

Current Openings: Machine Operator, Welder, Fabricator

Benefits: Vacation & Holiday Pay, Medical, Dental, Vision, Employee Assistance Program, Wellness Program, 401K (with match), Life Insurance, etc.

To Apply visit: www.ejco.com Careers



Oswego County Workforce New York is an equal Opportunity employer/program.
Auxiliary aids are available upon request to individuals with disabilities TTY (315) 591-9247

10/3/24

Business Snapshot!



What We Do: BioSpherix, a pioneer in advanced cell and tissue culture technology, committed to delivering Cytocentric® environments for optimal cell care. Our range of products reflects this philosophy, including precision gas controllers, incubator subchambers, and our flagship Xvivo System®.

The Xvivo System® is modular and economical, featuring patented self-sanitizing technology that provides a superior alternative to conventional open systems, which expose cell and tissue products to variable and non-physiologic conditions. Our philosophy is Cytocentric®: putting the needs of cells first

Current Openings: 3D Cad Designer, Fabrication Assembler & Router Operator

Benefits: Paid Time Off, Sick Time, Medical Insurance, Dental Insurance, Vision Insurance, Life Insurance, 401k with employer match

To Apply Visit

www.biospherix.com
or scan the QR code
below



Oswego County Workforce New York is an equal Opportunity employer/program.
Auxiliary aids are available upon request to individuals with disabilities TTY (315) 591-9247

10/3/24

Business Snapshot!



What We Do: Universal Metal Works presents knowledgeable and trained staff with over 300 years of combined fabrication experience. Universal Metal Works specializes in design and engineering, assembly, complete pre-assembly, and has certified AWS D1-1 Welders. Services at Universal Metal Works include: saw-cutting, water-jet cutting, laser cutting, precision forming, welding/fabrication, machining, assembly, sandblast and paint. At Universal Metal Works we stand behind Quality, Strength, and Reliability to get any job done with craftsmanship you can trust.

Employee Quote: "I really like working at Universal Metal Works, I appreciate all the opportunities I have been given and the knowledge I have gained"

Current Openings: Experienced Welder-Fabricators, Machinists, Painters

Benefits: 401K Match, Health Insurance, Life Insurance, Profit Sharing, Paid Time Off

To Apply Send Resume to: UMWContact@UniversalMW.com



Oswego County Workforce New York is an equal Opportunity employer/program. Auxiliary aids are available upon request to individuals with disabilities TTY (315) 591-9247

10/3/24

Oswego County Workforce New York Resources



Scholarship Program

Oswego County Workforce New York has scholarship opportunities for qualifying customers who need assistance paying for educational and training programs.

The Scholarship Application

- **Review of your current employment status, skills, and education**
Do you already possess a marketable skill or do you need to upgrade your skills or learn something new to be more employable?
- **Market research analysis**
Is there a demand in the field you want to train in? What are the requirements to get into the field? How much money will you make?
- **Acceptance Criteria of the school**
Completing their application process, entrance exams, etc. (Graduation must be within 2 years.)

Meet with staff to discuss your individual circumstances

- **Coordination of funding sources**
Scholarships can be several thousand dollars, pending availability and eligibility.

For this appointment, please bring your job search record (if unemployed), a resume, and any school information you may have, if available. If you do not have these items, you can still make an appointment.

Oswego County Workforce New York Career Center

For an appointment call (315) 591-9000
or email ocwny@oswegocounty.com



School/Training Provider must be on the Oswego County Eligible Training Provider List. Oswego County Workforce New York is an equal opportunity employer/program. Auxiliary aids are available upon request to individuals with disabilities. TTY (315) 591-9247

www.ocwny.org

Who we are



Did You Know?

Did you know...that Oswego County's average unemployment rate for October 2024 was 3.5%? This was an increase from the September 2024 rate of 3.4%.

Did you know...that many job skills are transferable? Our staff can help you to decide what to emphasize when exploring career opportunities in your organization or elsewhere.

Did you know...that you should prepare for an interview by researching the company? By doing some research ahead of time, you'll be better prepared and able to ask questions about the company.

Did you know...that you should have different versions of your resume if you're looking for work in more than one field? Update and customize your resume for each new position.

To see our most recent events and recruitments follow us on Social Media!



Facebook- Oswego County Workforce NY,
Oswego County YouthWorks (Ages 16-24)

X- Oswego County Workforce New York

Instagram- ocwny13069

LinkedIn- Oswego County Workforce New York



Please call or see the front desk attendant for more information.

Local employers need YOU to help fill job openings in the following occupations: Transportation, Health Care, & Manufacturing/Trades
If you're interested in training or a scholarship, see your Employment Specialist or call us at 315-591-9000.

**Oswego County
Workforce New York**

200 NORTH SECOND ST.
FULTON, NEW YORK 13069
PHONE: 315-591-9000
www.ocwny.org
ocwny@oswegocounty.com

Oswego County Workforce New York | 200 N. 2nd Street | Fulton, NY 13069 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!