



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

Analyze Your Brainstorms for Practical Potential

Your great idea may change the world—or it may be so wildly impractical that you'll never get it off the ground. How can you tell the difference? Try these strategies to evaluate your creative ideas before launching ahead:

- **Google your concept.** Type your great idea into a search engine to find out if it's already been done. If the answer is yes, did it succeed? You may be able to modify your idea for a different audience or customer, or fill in gaps that others have missed.
- **Analyze the idea thoroughly.** Try this exercise: Make two lists, the first recording everything you like about your idea—all its benefits and possibilities—and the second noting potential obstacles and problems to be solved before it can succeed. Examine your second list to see what you need to do in order to bring the first list to life.
- **Cross-examine yourself.** Imagine that you're the boss, or someone whose support you need. What kinds of questions will he or she ask about time, money, resources, and ROI? Will your idea really contribute to this other person's goals? How will you monitor performance and results?
- **Talk to your colleagues.** Run your idea informally past co-workers, friends, and experts in your field. Their questions and reactions will help you flesh out both the concept itself and your presentation.
- **Run a test program.** Look for opportunities to put your idea into action on a small scale before launching it officially. A pilot program can help you identify flaws that you can fix ahead of time, saving money and embarrassment.
- **Shift your thinking to charge up your imagination.** Generating creative ideas sometimes means changing the way you think. When you're trying to develop something new, try these strategies (from *Fast Company* magazine) for rearranging your thought processes.
- **Find a metaphor.** Stop being so literal and find a way to describe your problem, product, or idea in different terms. Is it like an oncoming storm, a placid lake, or a flower garden? Exploring your concept in different terms can help you find new perspectives.
- **Picture your idea.** Get visual. Draw a picture or find one on the Internet that illustrates your concept. A sketch can provide a practical view of what you want to create; an illustration can help you describe it to other people.
- **Copy other ideas.** Instead of trying to reinvent the wheel, look at similar ideas. See what's worked and what you can adapt, or what hasn't so you can fix it.
- **Link separate ideas.** Try combining two seemingly unrelated concepts: shoes and fish, coffee and climate change, or a bookstore and a café (No, wait—that's been done!).
- **Turn things around.** Challenge your assumptions with some reverse thinking. If customer returns are a problem, for example, try turning them into an

opportunity to sell more. Or if employees repeatedly miss deadlines, look for strategies that make them actively want to stay on schedule.

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 Find a New Job: An HBR Guide](#)

[11 Tips for an Effective Job Searching Process](#)

[The Ultimate Job Search Guide: Literally Everything You Need to Know to Land a Job You'll Love](#)

[Practice Job Application Tool](#)

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

Upcoming Events!

Mini Job Fair

200 North Second St. Fulton, NY 13069

January 7, 2025
11am-1pm

Attending Businesses

Trade Up LLC

NYS OPWDD

Oswego County Opportunities

Cayuga Community College

AmeriCU

MacKenzie-Childs LLC

CiTi BOCES

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!



What We Do: Welcome to Oswego Industries and Arc of Oswego County, where we are dedicated to fostering growth, independence, and opportunity. Oswego Industries, Inc. and Arc of Oswego County, are nonprofit organizations dedicated to providing services to individuals with disabilities. We provide comprehensive programs and collaborative business services tailored to meet diverse needs. Our commitment extends beyond providing solutions; we strive to empower individuals and enhance communities through dedicated support and strategic partnerships.

To Apply Visit:

www.oswegoindustriesinc.org,
www.arcofswegocounty.org
or scan the QR code below

Employee Quote: "I do what I do, at OI and Arc of Oswego County, because of the people we serve. It is such rewarding work."

Current Openings:

Part Time Direct Support Professional
Direct Support Professional
Employment Service Specialist
Senior Staff Accountant



Benefits: Life Insurance, Health Insurance, Vision and Dental, STD, LTD, Accident Insurance, Hospital Indemnity, Flex Spending Account, Leave Sharing, PTO, Holiday pay, 403(b), Employee Discounts, PFL



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12/18/24

Business Snapshot!



TradeUp

What We Do: Direct hire staffing with a core focus in skilled trades and all forms of manufacturing!

For more information visit:

<https://tradeupcareers.com>
or scan the QR code below

Employee Quote: "It was a very good experience; the communication was awesome. It was a real easy transition, and I was informed with every step. Thank you."

Current Openings: Assemblers, CNC Machinists, Financial Controller, Paper Press Operators, Pest Control Technician, Animal Care Technicians, Diesel Technicians, and more!



How to Apply: Send a resume to jmccarthy@tradeupllc.com or call/text Jessica at 315-398-8764



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12/19/24

Business Snapshot!



Helio Health®

Where hope meets healing

What We Do: At Helio Health, we take a comprehensive approach to recovery. One that's equal parts clinical and caring, progressive and person-centric, respectful and realistic. An approach that strips away the chains of addiction and mental illness so that, together, you and your family can begin a new life of hope and healing.

Employee Quote: "I work at Helio Health, and I continue to work at Helio Health because I really feel supported in my direct work day to day and really see the impact it has on our patients." – Mary DiGiovanna, Clinic Director

Current Openings: Case Managers

Benefits:

- Health Insurance including dental and vision for employees and families.
- Paid Vacation and Sick leave - No Waiting Period for accruals.
- Paid holidays, including a floating birthday holiday.
- 401(k) plan with up to 5% company match.
- Company paid short-term disability insurance.

To Apply Visit:

www.helio.health/ or scan the QR code below

QR Code to application



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Business Snapshot!



ARISE

What We Do: Our mission is to work with people of all abilities to create a fair and just community in which everyone can fully participate. As an independent Living Center (ILC), ARISE promotes the full inclusion of people with disabilities in the community.

Employee Quote: "ARISE has supportive and understanding management. There is a great work life balance and flexibility within the job. There is also good compensation and great benefits."

Current Openings: DSP, Community Habilitation, Job Coach

Benefits: We have competitively priced insurance benefits (medical, dental, and vision) for qualifying positions, retirement plan, various other benefits including Summer Hours and paid holidays for qualifying positions.

To Apply Visit:

www.ariseinc.org or scan the QR code below



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Business Snapshot!



PENSKE

What We Do: Penske Truck Leasing is a leading provider of innovative transportation solutions that operates and maintains a fleet of approximately 440,000 vehicles and serves its customers from more than 980 maintenance facilities and more than 2,600 rental locations across North America. Solutions from Penske include full-service truck leasing, fleet maintenance, commercial and consumer truck rentals, used trucks, and a comprehensive array of fleet technologies.

Employee Quote: "Penske is a great place to work for many reasons: great pay, excellent benefits package and supportive, encouraging supervisors. A maintenance career is perfect for someone who is willing to learn, is hard-working and enjoys hands-on work. Penske really emphasizes on-the-job learning which I believe gives technicians a professional advantage."

Current Openings: Check www.penske.jobs or scan code to see current opportunities.

Benefits: Medical, dental, vision, PTO and paid holidays, paid training and advancement opportunities, 401K, disability insurance, employee assistance program, Associate discounts and more



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11/21/24

Oswego County Workforce New York Resources

OCWNY Transportation Assistance Program (TAP)



Helping community members get to work!

- Auto Repairs
- Tires
- Registration Fees
- Gas Cards
- Bus Passes
- Mileage Reimbursement

To Qualify You Must

- Be a resident of Oswego County
- Be a US citizen or legally authorized to work in the US
- Be employed a minimum of 30 hours per week **or** verify you've accepted new employment for 30 hr. per week **or** participating in an approved training program
- Have a valid driver's license
- Vehicle must meet title, registration and insurance requirements

For additional requirements contact us at

200 North Second Street, Fulton, NY 13069
(315) 591-9000



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Who we are



Did You Know?

Did you know...that Oswego County's average unemployment rate for November 2024 was 3.8%? This was an increase from the October 2024 rate of 3.5%.

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**

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