

JANUARY 2022 | ISSUE 6



Resolutions...

January is a time for new beginnings, setting goals, and determining your pathway for the next year. Since 2020, Schenectady County Connects has grown and developed augmented programming to support both workforce and economic development in our community.

If you're looking for some suggestions for a resolution and where to find support in achieving your goals, call us, Schenectady County Connects!

- Land your dream job or promotion with job listings, resume development, and interviewing preparation
- Grow your skill-set through our virtual workshops and free Metrix courses
- Earn industry-recognized credentials with career and financial support
- Navigate the obstacles to obtaining and retaining sustainable employment
- Build your company's workforce with our business services supports



INSIDE THIS ISSUE

New Year,
New Outlook page 2

Childcare Crisis

Restorative Practice page 3

Director's Corner page 4

Save the Dates

Contact Information

New Year, New Outlook

Over the past couple of years, the inequities and tragedies experienced by our society have highlighted the fact that workforce development is a crisis that is in need of immediate attention. Those employers who are willing to think creatively to make changes and support and prioritize their workers' current needs are those who will continue to thrive.



If your business or organization is struggling with recruitment and retention strategies in this changing workforce landscape, Schenectady County Connects can help. Reach out today to see how we can best support you and your employees.

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The Childcare Crisis, and How We Can Help...

One of the most significant barriers to individuals returning to the workforce is the dire lack of childcare options. Like other businesses, childcare facilities are struggling to maintain staffing while continuing to navigate the immense safety concerns that the pandemic poses. While childcare is not the direct mission of Schenectady County Connects, we've recognized that to support our clients - both job seekers and businesses - we must be allies and advocate for change in the childcare landscape.

Through partnerships with the One Schenectady Coalition, Department of Social Services, and Brightside Up, we have identified resources to support job seekers and businesses in meeting their childcare needs. Together, we can connect you with available childcare, pathways to sustainable careers in the industry, and creative solutions to manage the childcare needs of your workforce.

Are you in need of affordable childcare?

- Call (518) 344-2737 or visit <https://bit.ly/SJTACHildcare>

Interested in joining the field of childcare?

- On January 19th, Schenectady Connects hosted its first industry specific Hiring Event - call us to put you in contact with a H.R. professional today!
- Enhanced NYS B5 CUNY/SUNY Early Childhood Workforce Scholarship grant to support credentials, certification, and degrees in Early Childhood Education
<https://earlychildhoodny.org/cdsc/workforcescholarship.php>

Restorative Practice

The Restorative Restitution program is a partnership with Schenectady County Center for Juvenile Justice where youth have the opportunity to connect with the community in a meaningful way through work experience, earn funds to repay their restitution, and meet face-to-face with the victim of their crime as well as other impacted community members to discuss the implications of the crime and directly repay the owed restitution. Though this is a small portion of the work we do, in October, we had the opportunity to engage in a successful restorative circle that highlighted the healing power of this programming.

The victim of the crime, woman in her mid-sixties sat next to the 14 year old boy who stole her rental car to joy ride with friends around Schenectady. He intended to return the car but instead got into an accident and the car was totaled. Part of the restorative process is for the victim of the crime to share how they were impacted and the woman gave an emotional account of the fact that she will never be able to rent a car again, that this car was her transportation to and from treatment for cancer - which the stress from this incident has compounded, and that her rent money was stolen from the glove box of the car as well. The 14 year old's eyes filled with tears and his foot shook under the table as he listened to this devastating impact statement.

The young man's mother also had the opportunity to share her disappointment and feeling that her son knew what he was doing was wrong and decided to do it anyway. The young man turned to the victim of his crime and apologized with a shaking voice. He took responsibility for his part and asked what he could do to make it better.

The victim responded with, "stay out of trouble, graduate from high school, and make us proud." As the session ended, the victim turned to the young man and gave him a hug and said "I expect big and wonderful things from you." Not only did this young man gain community connections, experience work for the first time, open a savings account, and pay off his restitution, he also transformed from an angry child to a humbled young man. The healing that both he and the victim of his crime experienced are immeasurable and this program is a testament to the power of work experience in fostering growth, creating connections, and strengthening character.



RESTORATION

Director's Corner

As we plan for 2022, I want to take a moment to acknowledge the wonderful team of professionals that I have the opportunity to work with here at Schenectady County Connects. In a year of challenges and changes, I am inspired and proud of the ways in which we are meeting the moment and leading the conversation around creating good jobs, engaging workers, and building an inclusive economy. We remain committed to advocacy and advancement for each and every customer who accesses our services. Change is difficult, but with change comes opportunity and our team is determined in creating opportunity for each and every member of our community.

*Jennifer Bargo
Director of Workforce Development*



JANUARY

National Mentoring Month

National Clean Off Your
Desk Day on the 10th

National Human Trafficking
Awareness Day on the 11th

FEBRUARY

Black History Month

National Random Acts of
Kindness Day on the 17th

MARCH

Women's History Month

National Employee
Appreciation Day on the 4th

National 311 Day on the 11th

CONTACT INFORMATION



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Please call us if you'd like to make an appointment
to meet with our staff at Schenectady Works



[@SchenectadyCountyConnects](https://www.instagram.com/SchenectadyCountyConnects)