

# WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

NOVEMBER 9, 2020 | ISSUE 23

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## 2020 Federal Election Recap

For the first week of November the national election took center stage as a record number of American voters turned out to elect the 46th President. Beyond the divisive rhetoric and a tense several days as votes were tallied, the projected winner for President of the United State is Joseph R. Biden and his running mate, Vice President Kamala Harris, the first woman and person of color to hold this office. Following the January 20th inauguration, they will enter office facing significant matters including first and foremost the global pandemic, but also a climate crisis and the need to create real change toward racial equity. Additionally, as the months go on, Americans are experiencing deepening economic challenges. As reported by the New York Times, *"Since 1989, the wealth of the bottom 50 percent of Americans has fallen by \$900 billion. Before Covid-19, 44 percent of American workers were being paid median annual wages of \$18,000."*

Nationally, this election-cycle proved historic as a record number of women, 131, including 31 Republican women, will be sworn in. This includes women breaking barriers to take seats never held by a woman, including women of color and transgendered women. In New York, many incumbents returned to their seats, and several new, fresh faces will be joining the delegation (read full election results at: <https://nyenr.elections.ny.gov/>):

Beyond the Presidential election, the control of the U.S. Senate hangs in the balance, as we await two Senate seats up for special election in Georgia. In the best-case scenario for the incoming administration, if the balance tips in the favor of Democrats, Vice President Kamala Harris will possess the critical tiebreaking vote. It also means that New York Senator Chuck Schumer could very likely be the next Senate Majority. Senator Schumer has openly shared with the press, and at the NYATEP/ NYSEDC fall Conference, that he expects the next Congress' first 100 days to focus on the next COVID-19 package, immigration, inequality, and climate change. If the Senate continues to be divided politically, the road ahead for the incoming Administration will be fraught. continued on page 2

- » **NY-27** – Chris Jacobs (R) was re-elected following a special election to fill Chris Collins seat
- » **NY-24** – Incumbent John Katko (R) is fighting off a Democratic challenger and it is expected he will return for another term
- » **NY-22** – Incumbent Anthony Brindisi (D) faced an uphill battle against Rep. Claudia Tenney (R) who regained the seat she lost to Brindisi, flipping it back to Republican
- » **NY-18** – Incumbent Sean Patrick Maloney (D) and NY – 19 Incumbent Antonio Delgado are several percentage points ahead of their Republican challengers, with a few votes left to tally
- » **NY-17** – Mondaire Jones (D) replaced retiring Nita Lowey
- » **NY-16** – Jamaal Bowen (D) primaried 16-term Democrat Eliot Engel beating him, and easily taking the seat
- » **NY-15** – Ritchie Torres (D) NYC-Council Member, replaced retiring Jose Serrano
- » **NY-11** - Incumbent Max Rose (D) is on track to be defeated by Nicole Malliotakis (R)
- » **NY-3** - Incumbent Tom Suozzi (D) lost a close battle against George Santos (R), who flipped the seat to Republican.
- » **NY-2** – After Peter King's retirement, Anthony Garbarino (R) easily won the seat

**Continue the conversation with NYATEP's new Change Makers Series  
BEYOND 2020: THE IMPACT OF THE ELECTION ON ECONOMIC  
MOBILITY IN AMERICA ON NOVEMBER 20TH AT 12PM EST  
[REGISTER HERE TODAY!](#)**

## 2020 Federal Election Recap continued

Regardless of your Presidential pick, the issues facing the workforce system remain the same.

- Your Congressional representative needs to know what you are doing. This is the time to reach out, over and over, to remind them about how critical your services have been locally. The local workforce system and network of education and training providers, have adapted to serve thousands of New Yorkers over the last 9 months, and now require direct funding to adapt technology, education and training and direct services meet the changing needs of the labor market.
- The next federal stimulus package must include \$15 billion in funding for workforce development. The funding must be flexible enough for workforce providers to adequately serve businesses and get people the skills they need for a good job.
- This recovery must be different. Last go around we left behind too many New Yorkers who lacked the postsecondary education needed to advance in the labor market.



### Did the New York Senate Achieve a Supermajority?

While many were wringing their hands over the Presidential outcomes, State-level politicians were a buzz waiting for the returns to come in for the 213 seats up for election this year in the New York State Legislature. After years of Republican control, in 2018 the “blue wave” crashed into Albany as Democrats and Andrea Stewart Cousins took control of the New York State Senate. This year the Dems hoped to achieve a “supermajority” or 2/3 of the seats which would allow the Legislature to override the Governor’s veto.

As the absentee votes trickled in, with many key races still left to be decided, on Monday morning it looks like State Republicans were able to fend off the supermajority due to the strong statewide turnout due to the Presidential election. However, depending on which party official you speak to there is a difference of opinion on just how well the Republicans did. Per the Albany Times Union, Republicans predicted that the GOP would hold between 27 to 29 seats, a net pickup of between four and six seats. In contrast, Democrats, who had held 40 of 63 seats, predicted they would retain a minimum of 36 seats and perhaps as many as 44.

We will keep you posted as the election results are finalized, and we get to work educating the newest State Legislators on workforce issues across New York.

# THE CHANGE MAKERS

*Conversations Designed to Inspire*

Join NYATEP's newest series, The Change Makers for a series of intimate and provocative conversations aimed at helping leaders connect dots and look at problems in new ways.

We're kicking off this VIRTUAL series with a post-election briefing, moderated by Ryan Nobles, Washington Correspondent, CNN

**NOVEMBER 20, 2020**  
**12:00PM - 1:30PM (EST)**

Free for NYATEP Members  
\$45 for General Admission

**REGISTER HERE!**



*Moderator*  
**Ryan Nobles**  
*Washington Correspondent*  
CNN



**Rebecca Dixon**  
*Executive Director*  
National Employment Law Project



**Kathryn Wylde**  
*Chief Executive Officer*  
Partnership for New York City



**Andy Van Kleunan**  
*Chief Executive Officer*  
National Skills Coalition



**Frankie Miranda**  
*President & CEO*  
Hispanic Federation

## ICYMI: Episode 8: Economic Recovery Through Quality Jobs



New York has an opportunity to learn from the last recession, and reshape its regional economics by understanding and focusing on growing better jobs across the state as it recovers. Back in 2014, the National Employment Law Project found that the Great Recession wiped out high-wage and middle-wage jobs across the county, only to be replaced with low-wage work. Pre-COVID, in New York, 9 out of the top 10 fastest growing occupations paid less than \$32,000 in 2019.

For Episode 8 of The Future Works, we are joined by Mark Popovich, Director of the Good Companies, Good Jobs Initiative at the Aspen Institute who breaks down what it means to engage in job quality, the business proposition for employers and what workforce professionals can do, now.

**LISTEN AND SUBSCRIBE ON ITUNES AND SPOTIFY TODAY!**





## Don't miss these exciting training opportunities!

### Register **HERE Today!**



**FUTURE SKILLS EXCHANGE LUNCH AND LEARN**  
November 12 at 12:00pm - 1:00pm EST



**CAPTIAL REGION MEMBERS ONLY:  
MENTAL HEALTH & WELLNESS 101 IN THE WORKPLACE**  
November 17 at 10:00am - 11:00am EST

Note: This training is sponsored by MHANYS's Captial Region Project AWARE and is only open to individuals across Albany, Rensselaer, Saratoga and Schenectady Counties. A statewide offering to following in 2021



**NYATEP and LINKEDIN have partnered! Be sure to registered for these dynamic, cost-free trainings and learn how to leverage LinkedIn across your organization. While tailored to NYATEP members, the sessions are open to workforce development professionals across New York.**

#### **NYATEP+LINKEDIN TRAINING FOR CAREER COUNSELORS**

**December 2, 2020 - 12pm EST**

The training curriculum is designed for career counselors from New York workforce agencies to use to train jobseekers on how to best utilize the LinkedIn online platform. We'll showcase how to build profiles that attract employers, expand professional networks, and search and apply for jobs. It'll be key to helping maximize jobseekers' chances of finding the right employment match and helping them re-enter the workforce faster.

#### **LINKEDIN 201: HELPING YOUR CLIENTS STAND OUT TO RECRUITERS**

**December 3, 2020 - 12pm EST**

This session shows counselors how they can work with their clients to optimize their profiles and LinkedIn usage to increase the likelihood they will show up in a recruiter's LinkedIn search. During the training, counselors will get to see "under the hood" of LinkedIn Recruiter, and explore how recruiters actively use the platform everyday to find talent.

#### **LINKEDIN 202: USING LINKEDIN FOR BUSINESS SERVICES**

**December 8, 2020 - 12pm EST**

Outreach Many career counselors play an active role in sourcing job opportunities for their clients. That means they are working every day to get in touch with employers in their communities who could potentially interview and hire their job seeking clients. LinkedIn is not just a job search tool. The platform can help these counselors be more effective and efficient on the outreach they conduct on behalf of their clients.

#### **LINKEDIN MYTHBUSTERS**

**December 10, 2020 - 12pm EST**

Tune in for this live webinar where LinkedIn hosts will debunk or confirm some of the most common myths we've heard about the platform. Please register to obtain a webinar link. A Q&A portion will be included at the end of the webinar—feel free to bring a possible myth for review!



NATIONAL SKILLS COALITION  
Every worker. Every industry. A strong economy

## National Skills Coalition (NSC) releases a new federal policy agenda

NSC's Agenda for President Biden and Congress puts forward concrete policy changes that could advance an inclusive recovery in which workers and businesses most impacted by this recession, as well as workers previously held back by structural barriers of discrimination or opportunity, are empowered to equitably participate in and benefit from economic expansion and restructuring. These include:

- Enacting a 21st Century Reemployment Accord for all workers, including expanded access to training, expanded income assistance and support services, and support for a national network of industry partnerships.
- Supporting new investments in incumbent worker training, with a particular focus on upskilling and reskilling frontline workers who have played such an important role in keeping our economy going during this crisis, but may need new skills or credentials to adapt to changing technology or other economic disruptions.
- Investing in training as part of any job creation efforts, including building into any infrastructure package, a new \$20 billion Workforce Trust Fund and incentives to train and hire women and people of color who have been excluded and underrepresented in the past.
- Investing in partnerships between community colleges, businesses (including small and medium sized businesses) and other key stakeholders to develop meaningful pathways for workers to enter into and advance in critical industries, with a particular focus on addressing racial equity gaps within target occupations and industries.

NSC's memos for the President Elect's transition team include calls for immediate administrative action to enact:

- An interagency sub-taskforce on Skills for an Inclusive Economic Recovery as part of a White House-led Economic Recovery Task Force. The sub-taskforce would be charged with addressing racial and other equity gaps in education and employment outcomes from workforce investments.
- Appointing a new Assistant Secretary for Community and Technical Colleges at the Department of Education who would be responsible for spearheading the Biden Administration's ambitious goals to provide up to two years of tuition-free community college for working adults and other students
- Creating a new interagency Digital Skills for a Digital Age task force, led by the Departments of Education, Labor, and Commerce, which would identify strategies to better support digital literacy through existing federal programs while providing the White House with recommendations for new investments needed to ensure that the 48 million US workers with limited or no digital literacy skills can succeed in today's economy.

[CLICK TO READ THE COMPLETE:](#)  
[SKILLS FOR AN INCLUSIVE ECONOMIC RECOVERY: AN AGENDA FOR PRESIDENT BIDEN AND CONGRESS.](#)

### BREAKING DOWN THE ELECTION

Prospects for Skills and Inclusive Recovery

November 12, 2 PM ET

[SIGN UP NOW](#)



## NOVEMBER 12, 2PM EST

[CLICK TO REGISTER](#)

Join Melinda Mack, NSC Board Member, and other members of NSC's national, state, business, and worker networks who will be advocating for this federal agenda in the coming year at the National Skills Coalition's upcoming webinar, **Breaking Down the Election: Prospects for Skills and Inclusive Recovery**. The webinar will look at how skills training weighed with voters and what the election results mean.

## Virtual Event: Four Local Strategies and Solutions for the Economic Recovery of Young Adults

Join Melinda Mack and fellow workforce leaders from across the country for key perspectives on the economic and educational issues facing disconnected youth and young adults in this country as a result of COVID-19, the economic collapse and a heightened focus on racial justice.

- How do these young people gain access to and advance into good jobs and careers?
- What are some promising and effective approaches that address these issues?

Expert practitioners will share their thoughts on the challenges facing these young people and highlight strategies and solutions that show promise in addressing issues and expanding opportunities for out-of-work and out-of-school youth and young adults.

**WEDNESDAY,  
NOVEMBER 18, 2020**

3:30 Eastern Time  
Delivered online via Zoom

REGISTER [HERE](#)



CSU5



## New Way Forward: Bold Actions to Reshape New York's Labor Market

**WE NEED YOU** to make sure the recommendations that have been developed are adopted and implemented across New York!

Since the launch of the *New Way Forward: Bold Actions to Reshape New York's Labor Market* report, Invest in Skills NY has been on the virtual road presenting the recommendations the NYS Workforce Strategy Group outlined in the report to over 500 individuals across the state which so far have included representatives from the NYS Governor's office, the state legislature, government agencies, the workforce development sector, labor unions, and the business community.

Help us carry out these recommendations far and wide until they are presented to every region and local area throughout the State of New York! If you are interested in having the Invest in Skills NY team present to your work please email Melinda Mack at [mmack@nyatep.org](mailto:mmack@nyatep.org) or Evelyn Ortiz at [eortiz@nyatep.org](mailto:eortiz@nyatep.org).

[CLICK TO SIGN ON  
TO SUPPORT:](#)

**"A NEW WAY FORWARD: BOLD ACTIONS TO  
RESHAPE NEW YORK'S LABOR MARKET"**

READ THE FULL REPORT [HERE](#)

## The NYATEP / NYSEDC 2020 Fall Conference is a Wrap!

What a fantastic event it was! NYATEP and NYSEDC delivered its annual fall conference on October 27 and 28th. This was the first time ever it was delivered virtually and it was very well received by attendees.

The event kicked off with a message from Senator Charles Schumer and a plenary discussion on The Future of Workforce and Economic Development, delivered by NYATEP Executive Director, Melinda Mack and NYSEDC Executive Director, Ryan Silva. Here, they reflected on the challenges of the last 8 months, as well as the opportunities ahead as New York works to rebuild it's economy. The event was then followed by a "fireside chat" between SUNY Chancellor, Jim Malatras and CUNY Chancellor, Felix Matos Rodriguez, where they discussed the projected future of New York's colleges.

Throughout the two days we had amazing workshops and plenaries where leaders in renewable energy discussing the future of new jobs to discussion with workforce leaders from all over the country giving tricks of the trade! There were exceptional and lively conversations about the how organizations have coped and transitioned throughout this year. Great ideas and success stories were shared from our friends in the entertainment, hospitality, energy and education sectors!

### GREAT SPEAKERS...



SUNY Chancellor, Jim Malatras; Lumina Foundation, Chauncy Lennon; and CUNY Chancellor, Felix Matos Rodriguez

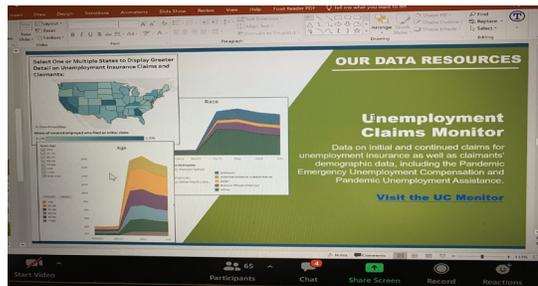


Senator Charles Schumer



Congressman Joe Morelle

### COMPELLING PRESENTATIONS...

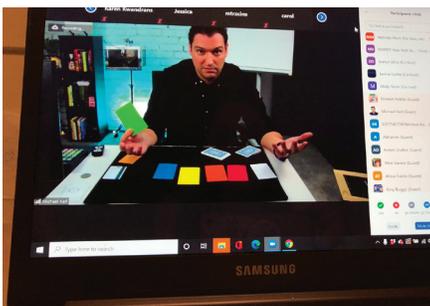


**Expense Breakdown – Albany County, NY**  
2 adults (1 working), 2 children

Expense	Annual Cost
Food	\$10,000
Child Care	\$0*
Medical	\$6,800
Housing	\$12,300**
Transportation	\$10,800
Other/School fees/misc.	\$8,253
Taxes	\$8,943
<b>Required Annual Income Before Taxes</b>	<b>\$66,943</b>

\* If child care is needed, it can cost over \$10,000/year for 2 children  
\*\* Assumes \$20 Spring Month Cost  
\*\*\* 50% of job is Albany NSR pay rate base \$57,000/year

### AND SOME FUN!



NYATEP is elated and grateful for all the positive feedback on this virtual event. We would like to thank the NYSEDC team, our sponsors, our board and our attendees for helping to make it a success!



## Employment and Training Administration Announcements as of 10/28/2020

The links below provides a compilation of material published on the U.S. Department of Labor's website, other Federal websites, and news outlets to provide the developments in the field of workforce development.

Follow the links below for more information.

### GUIDANCE

- [TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 4-20](#) - Guidance on Integrating Services for Trade-Affected Workers under the Trade Adjustment Assistance Program (TAA Program) with the Workforce Innovation and Opportunity Act (WIOA) Title I Dislocated Worker (DW) Program
- [TANF FINANCIAL DATA FY2019 \(PDF\)](#)

### RESOURCES

- [SIXTH ANNUAL NATIONAL APPRENTICESHIP WEEK WILL BE HELD NOVEMBER 8-14, 2020](#)
- [THE ANNIE E. CASEY FOUNDATION: Resources to Help Partnerships Expand Youth Apprenticeship Programs](#)

### FUNDING

- [TRUMP ADMINISTRATION INVESTS \\$871 MILLION IN RURAL COMMUNITY FACILITIES IN 43 STATES AND GUAM](#)



## NYS Department of Labor Weekly Unemployment Data

As of the week ending 10/31/2020, there are **4,172,689** UI initial claims with **1,786,082** on Pandemic Unemployment Assistance. All statewide industries experienced an increase in initial claims for Unemployment Insurance over the past year. Learn more in the full report.

[READ THE REPORT HERE](#)



## New York State Division of the Budget Announces Release of the FY 2021 Mid-Year State Budget Financial Plan Update

The New York State Division of the Budget announced today the release of the [FY 2021 Mid-Year State Budget Financial Plan Update \(PDF\)](#), which projects a \$14.9 billion General Fund revenue decline and a 15.3% All Funds tax receipts decline from the Budget forecast released in February, creating a total loss of nearly \$63 billion through FY 2024 as a direct consequence of the COVID-19 pandemic.

In the absence of Federal funding to offset this revenue loss, the Financial plan shows the State reduced spending through September by \$4.3 billion compared to FY 2020 spending over the same period. The State has done this by freezing hiring, new contracts and pay raises, and temporarily holding back 20% of most payments.

“While COVID-19 infections are spiking dangerously around the country and world, New York State – with New Yorkers leading the way – has been able to continue our re-opening and get New Yorkers back to work even as the pandemic has already done more damage to our economy than the Great Recession,” said Robert Mujica, New York State Budget Director.

[READ THE PRESS RELEASE HERE](#)



## Fewer Workers, Not More Jobs, Explains NY’s September Unemployment Rate Drop

by E.J. McMahon October 29, 2020

New York State’s unemployment rate has fallen sharply since the economically devastating pandemic lockdown last spring. But as state Comptroller Thomas DiNapoli points out in his latest economic report, the jobless rate doesn’t tell the whole story.

In September, the state’s seasonally adjusted unemployment rate of 9.7 percent was down 2.8 percentage points from the previous month, the second biggest improvement in any state. The state’s official unemployment rate had hit a record of 15.3 percent in April.

Based on unemployment claims and a monthly survey of a statistical sample of New York households, the unemployment rate represents the number of state residents aged 16 and over who are looking for work but unable to find it, divided by the labor force, which is the total number of New Yorkers aged 16 and over who are ready, willing and available to work, including both the employed and unemployed. DiNapoli’s report notes:

*Unfortunately, a deeper dive into the Bureau of Labor Statistics data reveals troubling context: New York State’s workforce [labor force] declined by nearly 363,000 last month, a 2.3 percentage point drop from August (based on preliminary figures), while the number of individuals officially considered unemployed declined by 302,000. In short, the unemployment rate went down in large part because of the decline in New Yorkers counted as working or seeking employment. Such a decrease in the size of the workforce may indicate that individuals have ceased searching for a job actively.*

[READ THE ARTICLE HERE](#)



## Jefferson Community College partners with Renzi Foodservice to provide job training to new hires



Jefferson Community College has partnered with Renzi Foodservice to provide hands-on job training to 11 newly hired Renzi employees, allowing them to build their skills while gaining experience and earning wages.

Renzi launched the apprenticeship program in October to develop and retain skilled local employees. The partnership with JCC focuses on delivering professional skills training to CDL driver apprentices, and expands upon the company's existing New York state accredited CDL driver training program.

JCC developed a tailored program for Renzi apprentices pursuing the "truck driver, heavy" trade made possible by a grant through the SUNY Apprenticeship Program operated in conjunction with the New York State Department of Labor.

The course, taught online by JCC business faculty, spans 15 weeks. Course topics include soft skill development in areas of communication, basic navigation, health and wellness and personal finance; team building skills; first aid, and OSHA safety training.

[READ THE ARTICLE HERE](#)

### THE BUFFALO NEWS

## Chautauqua County IDA distributes \$5.7 million in CARES Act aid

Anne Neville | Nov 3, 2020

A winery, several hotels and restaurants, a ski resort, a brewery and a pizzeria were among the 28 Chautauqua County businesses and agencies receiving more than \$5.7 million in low-interest loans through the federal CARES Act.

The assistance is expected to retain hundreds of jobs and create more than 100 new ones, said Mark Geise, deputy county executive for economic development and the IDA's chief executive officer.

The IDA has distributed more than half of the \$10.5 million grant it received from the U.S. Economic Development Administration to assist businesses and agencies suffering from the Covid-19 pandemic.

A total of \$5,736,293 in funding was approved by the IDA board of directors.

Businesses and agencies that received funding include: Luscombe Aircraft, Merritt Estate Winery, the Original Crunch Roll, Pucci Carpet, Excelco/Newbrook, Artone, International Ordnance, Kimbert Manufacturing, Heritage Ministries, Uhl Ventures (Servpro), Ark Wholesale, SKB Auto Sales, Brigiottas, Billicki Law Firm, Advanced Production Group, Skate Shop, Corvus Bus & Charter, Webb's Candies/Motel, Falconer Hotel, La Quinta/Holiday Inn/Hampton Inn, Big Inlet Brewing, Ivory Acres Weddings, Shawbucks, Cockaigne, Pace's Pizzeria and Webb's Harbor Restaurant and Bowling Lanes.

[READ THE ARTICLE HERE](#)

## Member Spotlight



### Celebrating Veterans Day

*In honor of Veteran’s Day we would like to highlight the amazing work in getting Vertean’s into the workforce through Career Jams, training programs and one on one assistance!*

The Jefferson-Lewis Workforce Development Area is very much in tune with the needs of our veterans. The area works very closely with the Soldier for Life office which is responsible for transitioning military members as they move into civilian life. Between the Fort Drum office and the One-Stops we provide services to both military members and spouses as they seek employment. As the Executive Director and the wife of a retired military member, I understand the barriers and challenges that come from frequent moves and with leaving the military for civilian life.

### How we help veterans:

- Provided Job Matching Services for veterans and family members
- Perform job counseling for transitioning military personnel
- Assist veteran with resume preparation
- Assist veterans with utilizing their Post 911 GI Bill benefits for continuing education & technical training programs
- Provide case management service for disabled veterans (DVOP)
- Ensure veterans are receiving unemployment benefits
- Provide updated Labor Market information
- Refer veterans to their local NYS and Jefferson County Veteran Service Officer to assist with disability claims and VA assistance



John Labadini  
DOL SLR vet rep.



Mike Casselman



Career Jam  
a one-day, hands-on career exploration

**Check out the [Jefferson-Lewis Workforce Development Board website](#) for more information!**



## Membership Spotlight



### Dutchess BOCES Adult Learning Institute Trains Essential Healthcare Workers

Adult Nursing Assistant Program students at the Dutchess BOCES Adult Learning Institute (ALI) are now essential healthcare workers in Dutchess County due to an innovative partnership between The Lutheran Care Center and ALI.



Employment as a Certified Nursing Assistant (C.N.A.) requires a 30-hour clinical component at a skilled nursing facility approved by the New York State Department of Health/Department of Education. The recent COVID-19 restrictions make it nearly impossible to achieve.

Most students across the state are currently at a standstill, unable to complete their NA programs because nursing homes are not permitting visitors. Simultaneously, skilled nursing facilities are desperate to hire new C.N.A.'s to meet resident care needs. "It was a puzzle to figure out how to provide our quality training services to meet the requirements," Adult Learning Institute Administrator Elizabeth Hayter said. "We partner with many skilled nursing facilities in our community benefiting our students and the residents of those facilities. It was frustrating that now when they needed us the most we could not do it."



During May and June many discussions between the school and partners resulted in a plan to hire the students as employees, allowing them to be on site to complete the clinical component of the program. Hayter proposed the idea to the Lutheran Care Center in Poughkeepsie.

The facility contacted the New York State Department of Health and received clearance to have students work at the facility. The students were fingerprinted and tested for COVID-19 virus before starting. While at work, they were required to follow all of the appropriate protocols in place to protect patients.

"To have students go in and do a clinical assignment, it's a big accommodation," Hayter said. "It was never taken lightly. We were very serious on our end and the Lutheran Care Center was very serious on their end."

After completing the clinical hours, the students sat for the New York State Nurse Aide certification exam, Hayter said. Most of the students chose to stay employed at the Lutheran Care Center, and those that passed the certification exam were promoted to C.N.A. positions.

"I can tell you that the Certified Nursing Assistants on our 2 South Unit took the students under their wings and encouraged them in their career choice," said Paula Kennedy, human resources specialist for the Lutheran Care Center.

The process was very smooth and the outcomes for both the students and Lutheran Care Center were exceptional, so we are doing it again, said Hayter. The next class has already begun and another is scheduled for January 2021.

"Our goal is to have available qualified C.N.A.s for our nursing home facilities throughout the region, and yes, even in a pandemic," Hayter continued, "We provide essential training for essential workers."

## SPREAD THE WORD!



hispanic**federation**

### Hispanic Federation is looking for an Economic Empowerment Program Coordinator.

*Click the link for the job description. and spread the word!*

[LEARN MORE](#)



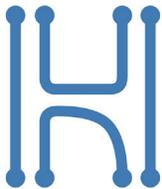
### LaGuardia Community College is searching for a Vice President of Adult and Continuing Education (ACE)

*Check out the job description in the link below, and Spread the word!*



LaGuardia  
Community College

[LEARN MORE](#)



**HERE TO HERE**

### Here to Here is Hiring a new Project Director in the Policy and Impact department!

*Click the link to learn more and don't forget to spread the word.*

[LEARN MORE](#)



### Quest Diagnostics is Hiring! Take a look at the openings that span New York!

*Don't forget to spread the word.*

[LEARN MORE](#)