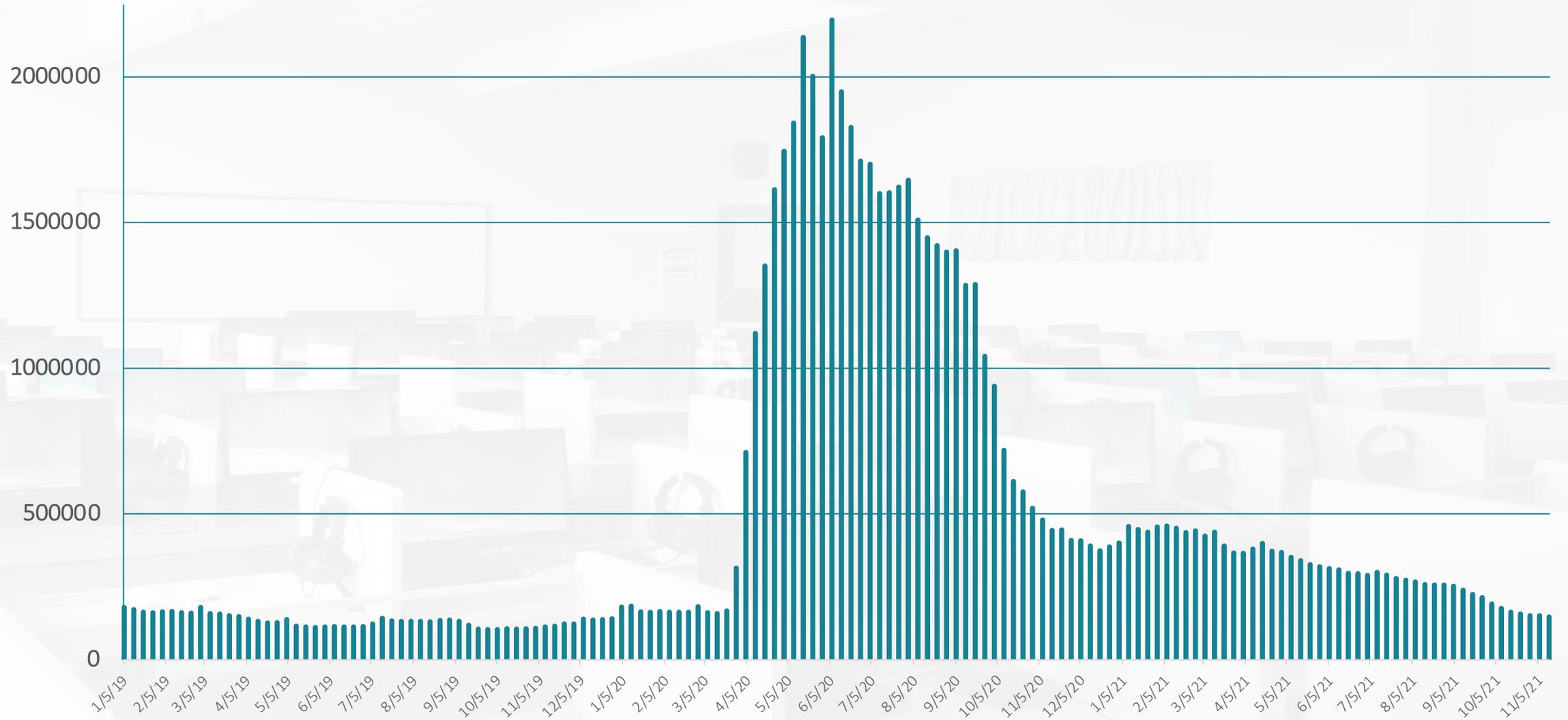


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**Recruiting Resources For Businesses**

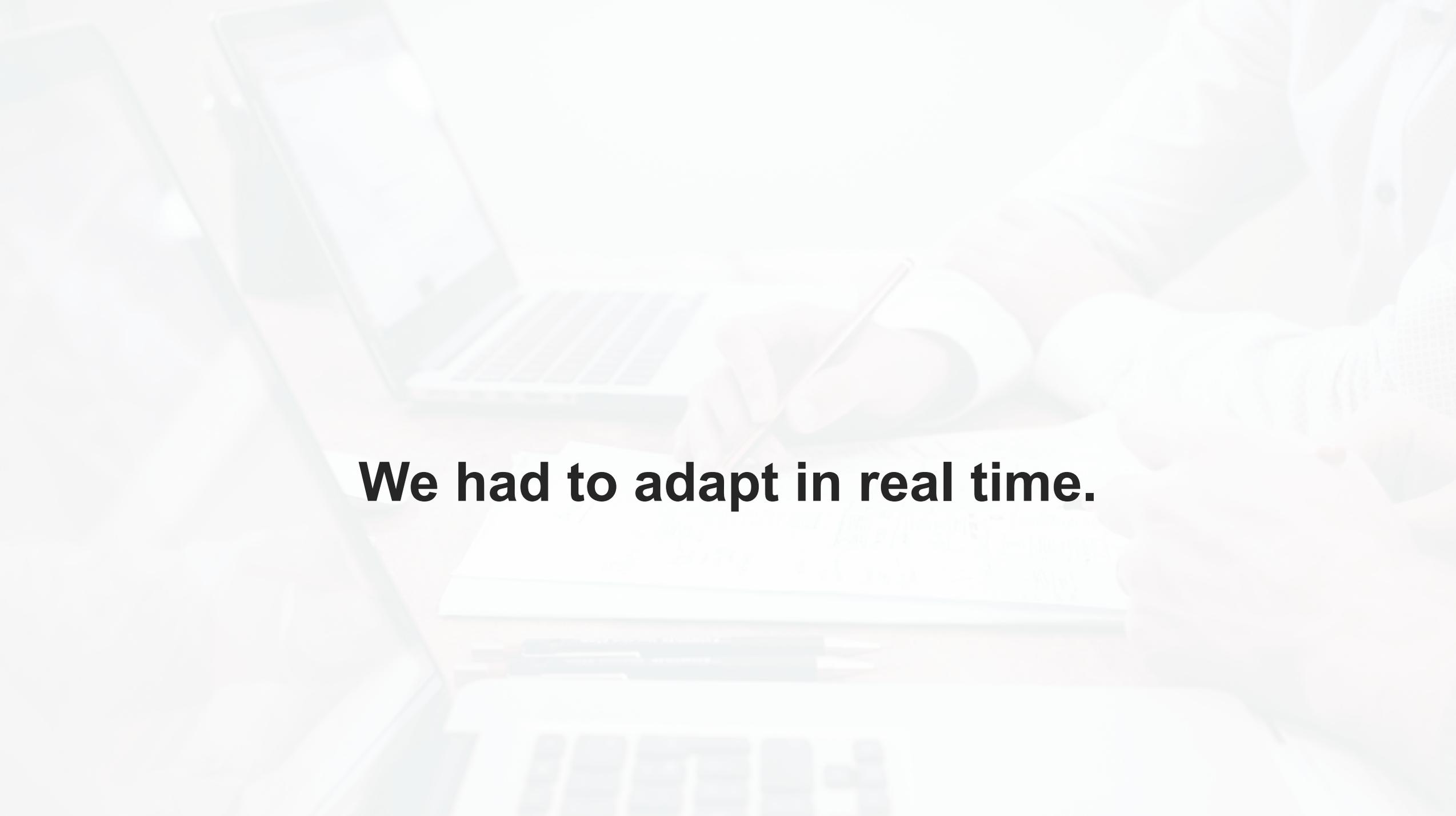
# Context: New Yorkers Claiming Benefits by Week



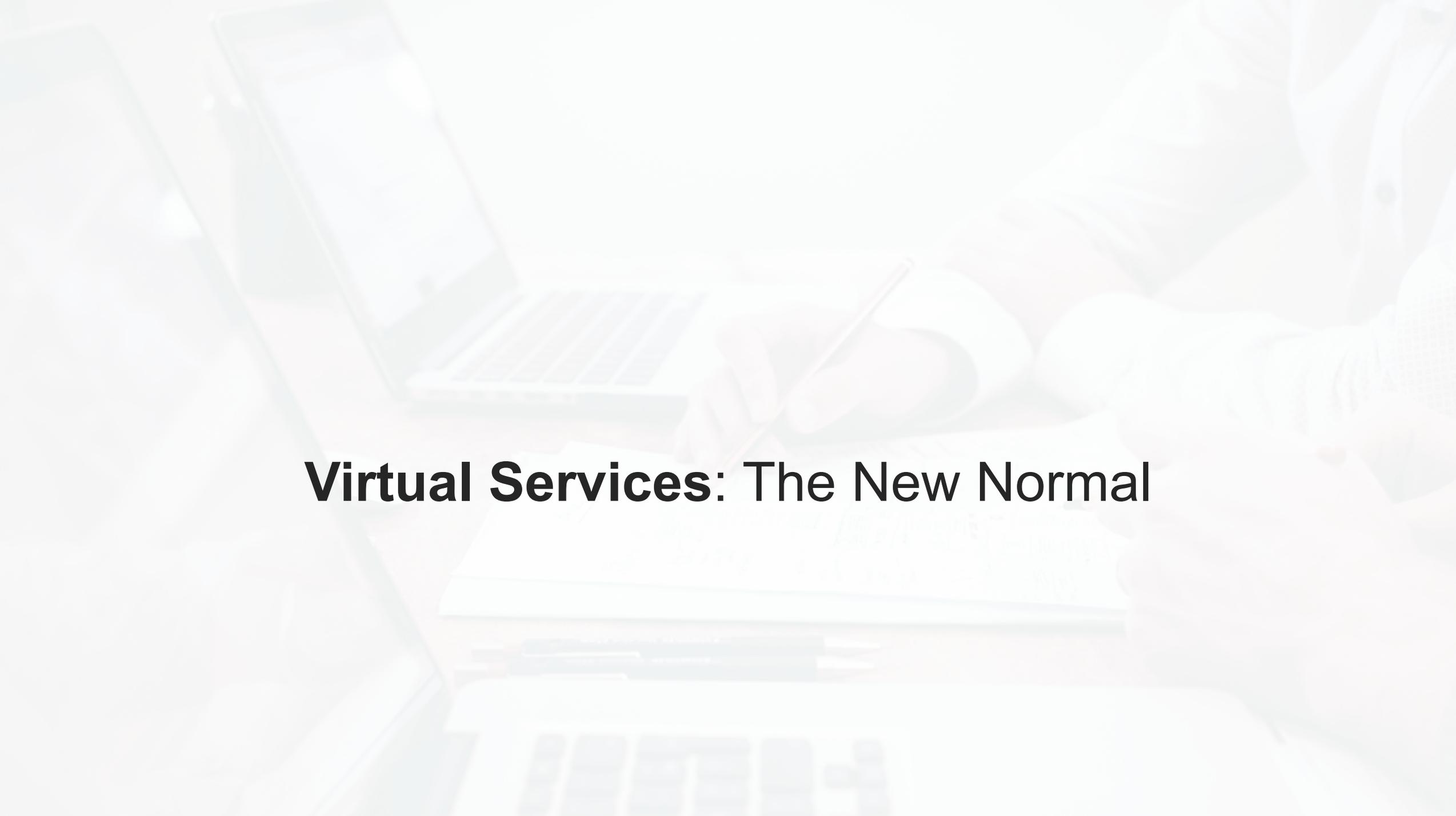


The NYS Department of  
Labor has paid out  
**\$100+ billion**  
in unemployment benefits  
to more than  
**5 million New Yorkers**  
since March 2020

Equivalent to  
**40 years**  
of benefits  
before COVID



**We had to adapt in real time.**



# **Virtual Services: The New Normal**

# Workplace Trends

- Automation and job displacement
- Workers' desires and expectations are shifting
- Industry redeployment underway
- Skills mismatch
- Significant need for training and upskilling
- Critical need for both skilled *and* entry-level workers
- Changing dynamic between businesses and workers
- **How do we cut through all the noise?**

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## Starting Your Own Business

These courses have been selected by your company to help you learn new skills.



Essentials of  
Entrepreneurship:  
Thinking & Action

University of California, Irvine

COURSE



Developing An  
Entrepreneurial Mindset:  
First Step Towards Succ...

Michigan State University

COURSE



The Search for Great  
Ideas: Harnessing  
creativity to empower i...

Michigan State University

COURSE



Planning: Principled,  
Proposing, Proofing, and  
Practicing to a Success...

Michigan State University

COURSE

## Software Development Learn How to Code

These courses have been selected by your company to help you learn new skills.



Code Yourself! An  
Introduction to  
Programming

The University of Edinburgh,  
Universidad ORT Uruguay



C for Everyone:  
Programming  
Fundamentals

University of California, Santa Cruz



C for Everyone:  
Structured Programming

University of California, Santa Cruz



C++ For C Programmers,  
Part A

University of California, Santa Cruz

# Example: Coursera



# **Workforce Survey Results**

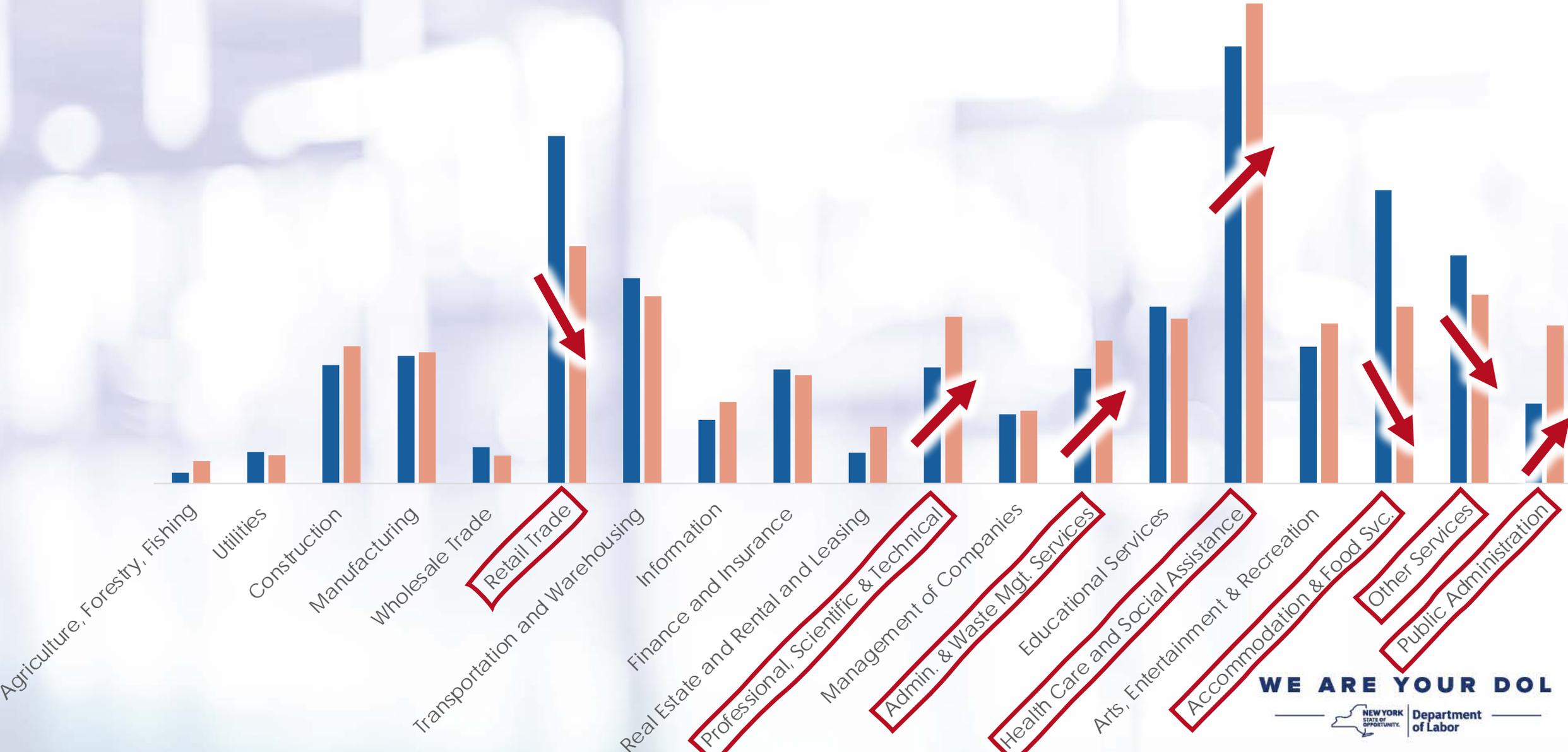
# If pursuing a different type of work, why?

Reason (statewide)	%
Higher salary	54%
Better work-life balance	48%
Better hours/schedule	40%
Availability of job openings	40%
Job security	40%
Better culture/work environment	31%
COVID health concerns	30%
Limited promotional opportunities	8%

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# Industry Shift: Last job vs. current search



# Besides salary, what would have the biggest impact on your decision to pursue a job offer?

Reason (statewide)	%
Flexible work scheduling	59%
Remote work options	40%
Paid time off	37%
Promotional opportunities	27%
Transportation subsidy	23%
Hiring bonus	23%
Retention bonus	17%
Child care subsidy	15%

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# What barriers to employment do you face?

Barrier (statewide)	%
I face discrimination due to my age	33%
I don't have the right degree, certificate or credential	32%
I don't have enough experience in the field	24%
I don't have enough modern/digital skills	21%
I don't have a large professional network	21%
Insufficient education/training	20%
I have gaps in employment	19%
I don't have access to reliable child/elder care	15%
I don't have a driver's license	14%
I don't have access to reliable transportation	13%
I'm unable to access to technology to work remotely	9%
I'm unable to create cover letters and resumes	9%

# Top trainings desired

## Statewide

1. General Computer Skills
2. Health Care
3. Microsoft Office
4. Management/Leadership
5. Nursing
6. Office/Clerical
7. Computer Science
8. Information Technology
9. Accounting/Bookkeeping
10. CDL
11. Medical Billing and Coding
12. Construction
13. Real Estate
14. Business
15. Finance
16. Technology (General)

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# The Next Set of Questions...

What is your current status?

How are you supporting yourself?

What kind of work are you seeking?

Rate the strength of your job search need

What work options would you like employers to offer?

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STATE OF  
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Department  
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**BUSINESS ENGAGEMENT  
RECRUITMENT SERVICES**

# BUSINESS ENGAGEMENT

## WHAT WE DO:

- Our system connects over **250,000** individuals to career and training opportunities each year.
  - Our mission is to create and connect talent pipelines to the opportunities of our business customers.
  - We assist businesses who are growing and thriving through our **Business Services** teams, as well as businesses facing downsizing and closures with layoff aversion and **Rapid Response** services.
- We hold an average of **1,500** customized recruitments and job fairs annually to connect jobseekers with businesses.
- We maintain the tools and resources to provide **no cost** services to our customers.

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## JOBSEXPRESS

# JOBSEXPRESS

- Currently, over **220,000** NYS based jobs posted on JobsExpress.  
**\*RECORD HIGHS\***
- JobsExpress sorts the thousands of jobs listed on the NYS Job Bank by region!
- JobsExpress allows job seekers to search by:
  - Occupation
  - Businesses most in demand
  - Zip code and travel distance



# JOBSEXPRESS: OPENINGS BY REGION

Region	Businesses	Openings
New York City	2,806	91,107
Long Island	1,093	24,609
Capital	1,277	22,393
Hudson Valley	1,205	20,361
Western NY	1,372	18,716
Finger Lakes	1,231	17,490
Central NY	847	10,236
Southern Tier	741	9,876
North Country	651	5,653
Mohawk Valley	482	4,156
Total	6,836*	224,597

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# **JOBSEXPRESS: TOP JOBS**

- **Registered Nurses**
- **Software Developers, Applications**
- **Marketing Managers**
- **Retail Salespersons**
- **First-Line Supervisors of Retail Sales Workers**
- **Social and Human Service Assistants**
- **Management Analysts**
- **Customer Service Representatives**
- **Financial Managers, Branch or Department**
- **First-Line Supervisors of Office and Administrative Support Workers**
- **Managers, All Other**
- **Market Research Analysts and Marketing Specialists**
- **Nursing Assistants**
- **Cashiers**
- **Accountants**
- **Home Health Aides**
- **Computer Systems Engineers/Architects**
- **Licensed Practical and Licensed Vocational Nurses**
- **Combined Food Preparation and Serving Workers, Including Fast Food**

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# NEW YORK STATE JOB BANK

- New York State Department of Labor's main source for job postings and job seeker resumes.
- Over **390,000** jobs on the NYS Job Bank:
- **Connecting job seekers to businesses:**
  - Allows businesses to manage job orders throughout the recruitment process.
  - Helps businesses increase interest in their job openings.
  - Enables businesses to search the resumes of thousands of job seekers.
- Ability to post job opportunities multiple ways!

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# NEW YORK STATE JOB BANK

- **Businesses can post jobs at no cost!**
  - Saving up to **\$8,000** a year!
- **Job postings get a lot of exposure!**
  - Saving money and time!
  - Over **40,000** job seekers visit the NYS Job Bank on a monthly basis!
- **Businesses develop a large pool of qualified candidates!**
  - Filling open positions with ease!

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# MICROSITES

## Seasonal Jobs

<https://seasonalworks.labor.ny.gov>

## Immediate Hiring Opportunities

<https://nyhirenow.usnlx.com/>

## Tourism Industry

<https://nytourism.usnlx.com/>

CAREERS WE ARE YOUR DOL Post Jobs

### TOURISM JOBS IN NEW YORK STATE

New York State Department of Labor I ♥ NY

What:  job title, keywords

Where:  city, state, country

Home View All Jobs (23,897)

Jobs

Loss Prevention Customer Service Associate Tjx - Harlem, New York

Customer Service Associate - Temporary Walgreens - JAMESTOWN, New York

Recreation Aide, Vincent Cyrus Plaza CAMBA - New York, New York

Filter by City: New York, NY (2,251)

CAREERS WE ARE YOUR DOL Post Jobs

### NY SEASONAL JOBS WE ARE YOUR DOL

What:  job title, keywords

Where:  city, state, country

Home View All Jobs (17,067)

Jobs

Part Time Seasonal Sales Associate Petco - Niagara Falls, New York

Seasonal Sales Associate Ollie's Bargain Outlet - Middletown, New York

Activity Director GREAT PAY \$\$\$\$\$ Niagara Rehabilitation & Nursing Center - Niagara Falls, New York

Bookseller (Seasonal) Hamilton College Bookstore Barnes & Noble Education - Clinton, New York

Lead Cashier/Supervisor Petco - Rego Park, New York

Intern - Summer 2022 - Environment, Health, and Safety Crestron Electronics Inc - Orangeburg, New York

Senior UX/UI Designer Justworks - New York, New York

Senior Manager, U.S. Accounting Policy BMO Financial Group - Virtual, New York

Handyman House Renovation Worker Potaris Healthcare - Catskill, New York

Intern - Summer 2022 - Environment, Health, and Safety Crestron - Orangeburg, New York

Compact Model & Characterization Lab (CMC) Engineer - Spring 2022 Interns GlobalFoundries - Malta, New York

Filter by City: New York, NY (3,637)

Albany, NY (1,136)

Brooklyn, NY (721)

Rochester, NY (508)

Buffalo, NY (417)

Bronx, NY (358)

Jericho, NY (293)

Syracuse, NY (268)

Staten Island, NY (179)

Middletown, NY (125)

More

Filter by Title: Receptionist (261)

Accelerated Tax Associate (356)

Tax Professional II (340)

Seasonal Personal Vehicle Packag... (323)

Customer Service Associate (256)

Customer Service Associate - Tem... (249)

OPERATIONS ASSISTANT MANAGER (231)

Associate Team Leader (220)

Driver Helper (216)

Shift Lead (211)

More

CAREERS WE ARE YOUR DOL Post Jobs

### IMMEDIATE HIRING OPPORTUNITIES

What:  job title, keywords

Where:  city, state, country

Home View All Jobs (86,230)

Jobs

Recycling Operator III The Arc Madison Cortland - Canastota, New York

PT-Merchandising Service Associate-Flexible Lowe's - Syracuse, New York

Home Health Aide and Personal Care Aides Marquis Home Care - Millbrook, New York

Coating Technician IDEX - West Henrietta, New York

Assistant Director of Housekeeping TWA Hotel - Jamaica, New York

Postdoctoral Research Associate - Environmental Sciences Brookhaven National Laboratory - Upton, New York

Recreation Aide, Vincent Cyrus Plaza 57 Supportive Housing CAMBA - New York, New York

Filter by City: New York, NY (8,705)

Rochester, NY (5,062)

Albany, NY (2,613)

Brooklyn, NY (2,563)

Syracuse, NY (2,175)

Bronx, NY (2,034)

Buffalo, NY (1,897)

Staten Island, NY (842)

Binghamton, NY (838)

Queens, NY (816)

More

Filter by Title: Registered Nurse (6311)

# RECRUITMENT EVENTS

- Businesses save up to **\$13,000** per year utilizing our additional recruitment services!
  - Regional Career Fairs
  - Mini Job Fairs
  - Dedicated Recruitment Events
  - **\*NEW\*** Virtual Career Fairs
- Recruitment Events:
  - Help businesses access top talent in one place at one time
  - Reduce recruiting time
  - Help businesses reach highly motivated jobseekers

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**Department  
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**VIRTUAL CAREER FAIRS**

# BACKGROUND

In early 2020, The New York State Department of Labor searched to implement a virtual solution to in-person career fairs that would allow businesses and job seekers to make important connections in a safe, and easy way.

The New York State Department of Labor Virtual Career Fairs launched in November of 2020. There were two pilots held, the first in Western, NY on November 18, 2020, and the second in the Finger Lakes on November 19, 2020.

Since launching, NYSDOL has held **36** Virtual Career Fairs with **2,440** businesses and **21,707** job seekers in attendance.

# VIRTUAL CAREER FAIRS: EVENT CUSTOMIZATION

- **Unique exterior design for each event**
  - Incorporate various logos and promotional material and background image unique to the event and area.
- **6 pavilions** – Unique for each event
  - Based on industry or region/county
- **Unlimited booths and visitors**
- **NYSDOL Information Stand** equipped with helpful videos and content for participating job seekers and businesses.

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# BOOTH CUSTOMIZATION AND ACCESSIBILITY FEATURE

- **Build your booth**

- Businesses can customize their company information, logo, add a slogan, links, and downloadable materials such as applications, videos and job postings.

- **Accessibility Feature**

- Offers options such as vision impaired profile, cognitive disability profile, ADHD friendly profile, screen-reader, keyboard navigation. The feature also has options to adjust content, text, audio, and colors.

- **Language Translation**

- The site offers **8** languages for the interface, and a translation option in the text chats.

# VIRTUAL CAREER FAIRS: EXTERIOR DESIGN



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# VIRTUAL CAREER FAIRS: EXTERIOR DESIGN



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# VIRTUAL CAREER FAIRS: PAVILION EXAMPLE



Information Booth

0 Job Postings



Aerotek

2 Job Postings



Anthem, Inc.

1 Job Postings



Applied Materials

9 Job Postings



ASR-Group/ Domino Sugar

5 Job Postings



BASF Colors & Effects

7 Job Postings



BCP Engineers &...

23 Job Postings



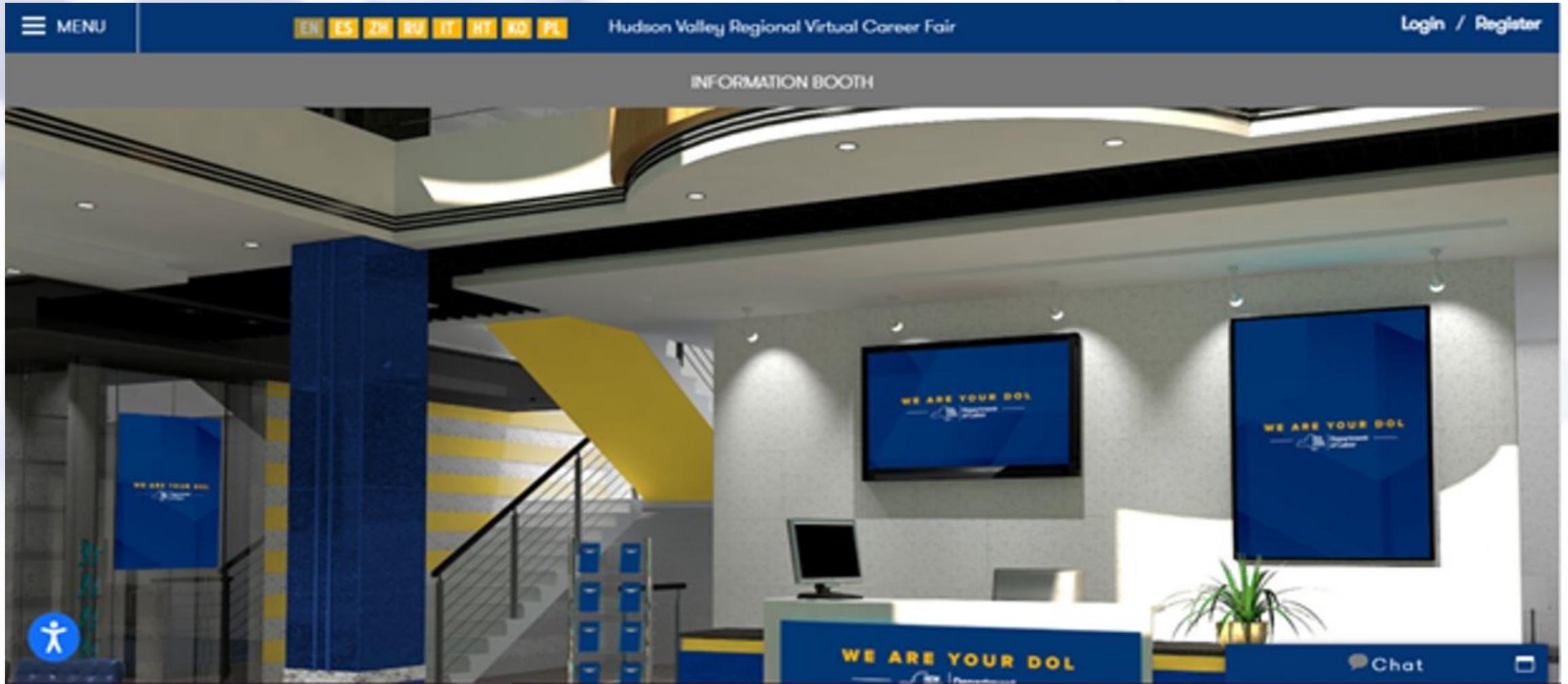
Bergmann

2 Job Postings

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# VIRTUAL CAREER FAIRS: INFORMATION BOOTH



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# VIRTUAL CAREER FAIRS: BOOTH EXAMPLE

BITZER SCROLL

Click to the pavillion



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# VIRTUAL CAREER FAIRS: BOOTH EXAMPLE

MENU

FR SA SU TU WE TH FR

Welcome to the Central NY Region Virtual Career Fair

Login / Register

AMERICU CREDIT UNION

Back to the pavilion

Join our team!  
We're hiring.

AmeriCU

AmeriCU

For Every Day. For Every Thing.

share on : f t

COMPANY PROFILE

JOB POSTINGS

LINKS

SOCIAL NETWORKS

MAILBOX

BANNERS

Chat

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# VIRTUAL CAREER FAIRS: BENEFITS

- **Expanded Candidate Pipelines**
- **Higher Job Seeker Attendance**
  - Higher conversion rates (Avg. 60%+)
- **Saves Time and Money**
  - Virtual Career Fairs hosted by the NYSDOL are **No Cost**
- **Accelerated Hiring Times**
  - Some businesses conduct initial interviews on the spot!
  - Others leave the event with interviews scheduled
- **Pre-event Marketing Support**

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## MARKETING

# NYSDOL MARKETING: SOCIAL MEDIA POSTS

## VIRTUAL JOB FAIRS CALENDAR

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Department of Labor

<b>NOVEMBER</b>	<b>WEDNESDAY</b> <b>17</b> WESTERN NEW YORK	<b>THURSDAY</b> <b>18</b> SOUTHERN TIER	
	<b>DECEMBER</b>	<b>WEDNESDAY</b> <b>1</b> NORTH COUNTRY	<b>THURSDAY</b> <b>2</b> MOHAWK VALLEY LONG ISLAND
	<b>TUESDAY</b> <b>7</b> NEW YORK CITY	<b>WEDNESDAY</b> <b>8</b> FINGER LAKES CENTRAL NY	<b>THURSDAY</b> <b>9</b> CAPITAL REGION
	<b>TUESDAY</b> <b>14</b> WESTERN NEW YORK	<b>WEDNESDAY</b> <b>15</b> HUDSON VALLEY	<b>THURSDAY</b> <b>16</b> SOUTHERN TIER

FYI: All virtual career fairs have a preview day the day before the live event enabling registered participants to preview vendors, open positions, etc.

# NYSDOL MARKETING: SOCIAL MEDIA POSTS

**REGISTER NOW!**

NEW YORK STATE DEPARTMENT OF LABOR  
**VIRTUAL CAREER FAIR**

*In partnership with*

NYS SENATE MAJORITY LEADER  
**Andrea Stewart-Cousins**



SENATOR ANDREA STEWART-COUSINS  
President Pro Tem, Majority Leader  
Senate District 35

**WEDNESDAY**  
SEPTEMBER 29, 2021  
(PREVIEW DAY)

**THURSDAY**  
SEPTEMBER 30, 2021  
(LIVE EVENT 10AM – 2PM)



**2021 Virtual Career Fairs**  
WE ARE YOUR DOL

**NEW YORK CITY**  
Tuesday, November 9  
11am – 2pm  
REGISTER AT: [on.ny.gov/NYCFOct21](https://on.ny.gov/NYCFOct21)

- 560 The Jewish Board of Children and Family Services
- 450 Council for Airport Opportunity NY&NJ
- 190 Breaking Ground
- 179 Acacia Network
- 100 NYPD

50\* REGISTERED BUSINESSES  
2,900\* AVAILABLE JOBS

**2021 Virtual Career Fairs**  
WE ARE YOUR DOL

- NEW YORK CITY**  
Tuesday, November 9  
11am – 2pm  
REGISTER AT: [on.ny.gov/NYCFOct21](https://on.ny.gov/NYCFOct21)
- FINGER LAKES**  
Wednesday, November 10  
11am – 2pm  
REGISTER AT: [on.ny.gov/FLXFOct21](https://on.ny.gov/FLXFOct21)
- CAPITAL REGION**  
Wednesday, November 10  
11am – 2pm  
REGISTER AT: [on.ny.gov/CapFOct21](https://on.ny.gov/CapFOct21)

NYS Department of Labor  
@NYSLabor

The tourism industry is powered by workers around the state, from Governor’s Island to the Thousand Islands, Niagara Falls to New York City.

We’re partnering with @I\_Love\_NY to shine light on tourism job opportunities available now!

Join us TODAY! [nysdolvirtual11.easyvirtualfair.com](https://nysdolvirtual11.easyvirtualfair.com)

**2021 Virtual I Love NY Tourism Career Fair**

Thursday, October 7  
11am – 2pm

Hundreds of jobs across New York State  
Ski Mountains, Breweries & Wineries, Hotels, Resorts Destinations, and Much More!

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# TALENT POOL ALIGNMENT – THE PERFECT FIT

- **Geographical Diversities:**
  - In demand occupations in your region
  - Identify skills and expertise of customers
  - Develop a network that aligns with local workforce needs
- **Understanding Regional Challenges:**
  - Skills Gap
  - Pay Scale
  - Commutation Patterns

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# NYSDOL MARKETING: E-MAIL BLASTS

- **2021 Blast emails sent:**
  - 496 emails were sent out
  - 8,964,292 job seekers
- **E-mail Blasts grab the attention of readers, by including the following:**
  - Benefits, flexibility, wages where available
  - Actionable subject lines
  - Concise information such as dates, business name and job titles
  - Links for quick and easy direction to and access of events
  - Detailed job descriptions
  - Access to job applications
- **Talent Outreach Strategy:**
  - Based on county or location
  - Time since a service, experience or desired fields
  - Other search criteria as necessary such as Driver's license, bi-lingual candidates, educational degrees, etc.

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Department  
of Labor

## REGIONAL LEADS

# REGIONAL LEADS

<p><b><u>CAPITAL REGION</u></b> Patrick Brown Harriman State Office Campus Building 12, Room 412, Albany, NY 12240 518-457-2483 <a href="mailto:patrick.brown@labor.ny.gov">patrick.brown@labor.ny.gov</a></p>	<p><b><u>MOHAWK VALLEY</u></b> John Tully 207 Genesee St , Utica, NY 13501 315-793-2271 <a href="mailto:john.tully@labor.ny.gov">john.tully@labor.ny.gov</a></p>
<p><b><u>CENTRAL NEW YORK</u></b> Roy Jewell 450 South Salina Street, Room 302 Syracuse, NY 13202 315-479-3362 <a href="mailto:roy.jewell@labor.ny.gov">roy.jewell@labor.ny.gov</a></p>	<p><b><u>NEW YORK CITY</u></b> Ingrid Gonzalez 9 Bond Street Brooklyn, NY 11201 718-613-3657 <a href="mailto:ingrid.gonzalez@labor.ny.gov">ingrid.gonzalez@labor.ny.gov</a></p>
<p><b><u>FINGER LAKES</u></b> Jason Kirchhoff 276 Waring Road Rochester, NY 14609 585-258-8843 <a href="mailto:jason.kirchhoff@labor.ny.gov">jason.kirchhoff@labor.ny.gov</a></p>	<p><b><u>NORTH COUNTRY</u></b> Melissa Baretsky 194 US Oval Plattsburgh, NY 12901 518-561-0430 <a href="mailto:melissa.baretsky@labor.ny.gov">melissa.baretsky@labor.ny.gov</a></p>
<p><b><u>HUDSON VALLEY</u></b> Sheila Davis 3 Washington Center, 4th Floor, Newburgh, NY 12550 845-568-5371 <a href="mailto:sheila.davis@labor.ny.gov">sheila.davis@labor.ny.gov</a></p>	<p><b><u>SOUTHERN TIER</u></b> David Croston 171 Front St Binghamton, NY 13905 607-778-3004 <a href="mailto:david.croston@labor.ny.gov">david.croston@labor.ny.gov</a></p>
<p><b><u>LONG ISLAND</u></b> Pamela Bedford 303 West Old Country Road, Hicksville, NY 11801 516-934-8521 <a href="mailto:pamela.bedford@labor.ny.gov">pamela.bedford@labor.ny.gov</a></p>	<p><b><u>WESTERN NEW YORK</u></b> Michele Taylor 284 Main Street, Floor Mezzanine Buffalo, NY 14202 716-851-2653 <a href="mailto:michele.taylor@labor.ny.gov">michele.taylor@labor.ny.gov</a></p>

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# The Shared Work Initiative

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## **Snapshot:**

- Shared Work is the best way to retain valued employees and save on labor costs.
- Thousands of New York State businesses have already participated.
- Responds to a challenging business cycle.
- Adjusts to supply chain issues.
- Manages seasonal adjustments.

**You built a winning team...now keep it.**

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# Here's what businesses have to say about Shared Work:

“Shared Work helped our company out of a hard spot by not having to lay off good employees who may find another job in the meantime. Sometimes we need a little help to get through a rough patch. Shared Work allows us to keep our employees working during our slow time, and they appreciate that we don't want to lose them.”

LORI S.  
*Controller for a Mohawk Valley  
Plastics Manufacturer*

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“Shared Work gives you flexibility to stop and start as business demands within the plan year. This enables us to keep our valuable employees while reducing payroll during the slow months. Enrollment is pretty simple and there is always someone to talk to if you have questions.”

JEANETTE I.  
*Capital Region Lumber Company*

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# The Shared Work Initiative helps...

## Avoid employee turnover

- On average, turnover costs 6-9 months salary when replacing a salaried employee.

## Example cost...

- \$40K annually salaried employee = \$20K-\$30K recruitment & training.

## Other negative impacts...

- Spiraling future recruiting & training costs plus the cost of a regular Unemployment Insurance claim.
- Lost productivity.
- Using temporary workers or overtime.
- Spread of low morale within the remaining workforce.

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# The Shared Work Initiative is proactive...

## Offers confidentiality and flexibility:

- Shared Work provides businesses a safety net to combat slow periods or downturns by allowing employees to receive partial UI benefits while working reduced hours.
- Businesses have customizable options to include their entire workforce, particular shifts or work units as well as flexibility to reduce work schedules by 20%-60%.
- Work available is then SHARED among those employees.
- Employees receive reduced pay from your business AND a percentage of their UI benefit rate (20-60%).
- Option to recall furloughed employees on a part-time basis.
- Gear up quickly when business improves...increase work hours even up to full-time status.

# The Shared Work Initiative example...

A business that is facing a 20 percent reduction in production usually lays off one-fifth of its workforce.



Under Shared Work, the firm retains its total workforce on a four-day-a-week basis.

Allows the business to retain



Reducing hours from 40 to 32 cuts production by needed 20 percent

Workers receive wages for the four-day workweek AND get Unemployment Insurance benefits from the Shared Work Program



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# The Shared Work Initiative requirements...

## Eligible businesses:

- Employed at least 2 full-time employees working in New York State

## And

- For 4 consecutive calendar quarters, you or your predecessor must have:
  - Paid UI contributions

## Or

- In lieu of contributions, elected reimbursement of benefits paid to your former employees.

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# The Shared Work Initiative requirements...

## Eligible businesses (continued):

- Reduce existing staff (all or designated groups) by 20-60%.
- Employees may participate in a plan if otherwise eligible to receive regular UI benefits in New York State.
- Additional employees cannot be hired in the designated group of Shared Work participation.
- If a collective bargaining agreement is in effect, the collective bargaining agent must agree to participate in the plan.

# The Shared Work Initiative structure...

Guidelines:

## Eligible employees participating in Shared Work...

- Employees may participate in a Plan if otherwise eligible to receive regular UI benefits in New York State.
- May receive a maximum of 26 times their weekly benefit rate during a benefit year.\*
- May not receive more in a benefit year from Shared Work benefits combined with regular UI benefits, than they would in the regular UI Program alone (26 times their weekly benefit rate).
- Must be fully available for work for the Shared Work employer...but are not required to look for other work.
- Eligible employees can be full-time, part-time, seasonal, intermittent or temporary.

\*Maximum weekly regular UI benefit rate is \$504.

# The Shared Work Initiative...

- **Website** <https://dol.ny.gov/shared-work-program-0>
- **Fact Sheets**
  - Businesses - <https://dol.ny.gov/system/files/documents/2021/02/sw1.pdf>
  - Employees - <https://dol.ny.gov/system/files/documents/2021/02/sw1.5.pdf>
- **Helpful Shared Work Videos**
  - Benefits of Shared Work - <https://www.youtube.com/watch?v=Kp9x5yKXKc0&t=4s>
  - Create a Shared Work Plan <https://www.youtube.com/watch?v=4eQNSHDS0to>
- **Questions...please reach out to:**
  - Stephen Ryan (518) 457-0000 [stephen.ryan@labor.ny.gov](mailto:stephen.ryan@labor.ny.gov)

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**Thank you!**