



**WE ARE YOUR DOL**



Department  
of Labor

## **YOUR CANNABIS RESOURCES AT DOL**

The New York State Department of Labor (NYS DOL) Cannabis Employment and Education Development team, or CEED team, was created to focus on cannabis as it relates to labor.

The legal adult-use cannabis program in New York State is expected to create thousands of new jobs.

There are a variety of career paths along the seed-to-sale lifecycle of cannabis, and many transferrable skills are applicable to jobs in this emerging market.

### **YOUR CANNABIS RESOURCE AT DOL**

#### **THE CEED TEAM'S GOALS ARE TO:**

- Empower and prepare the workforce and businesses to support an equitable, diverse, and inclusive cannabis industry
- Highlight opportunity in the emerging adult-use market
- Identify education and training programs in cannabis
- Educate the cannabis industry on NYS DOL labor standards and best practices

### **BUSINESS SERVICES**

In good economic times or bad, the NYS DOL has no-cost programs and services that can save your business time and money. Our Business Services Representatives can assist you with posting jobs, career fairs/custom recruiting, skill matching jobseekers to your hiring needs, navigating tax credits under federal cannabis prohibition, and review various rules and regulations so you can remain compliant.

### **EDUCATION AND TRAINING**

Training and education can help you get the job you are looking for and earn more. Many cannabis employers will provide on-the-job training if you have the right mindset and experience. The industry will be full of a diverse set of skilled employees that come from many professional and personal backgrounds. In fact, many of the skills you already have are transferrable.

While some cannabis-related skills can be taught on the job, it can be helpful to have prior training and knowledge of the industry and around the language of cannabis.

A list of current programs can be found on the NYS DOL Cannabis Workforce Development page: [dol.ny.gov/cannabis-workforce-development](https://dol.ny.gov/cannabis-workforce-development).

### **CAREERS IN CANNABIS**

Let us help you find a way into the emerging cannabis workforce in New York State. Our Career Centers across the state are staffed with counselors who provide career counseling, resume development, workshops, job search resources, and job placement assistance.

The CEED team is developing pathways into the cannabis industry and building out job descriptions and resume samples for careers available in the industry.

### **LABOR STANDARDS**

The Division of Labor Standards offers free educational seminars to employers doing business in New York State. New York State labor law can be very complicated, and it is easy for employers to make a mistake. Our seminars may help an employer avoid the cost and inconvenience of a Labor Standards investigation. The seminar is designed to teach employers how to avoid being in violation of labor laws.

We can tailor an Educational Seminar to the industry specific to your company to include the seminar in scheduled corporate training sessions for managers or company meetings. We will provide Educational Seminar information in brochures, booklets and Powerpoint presentations at no cost to an employer. For more information on Educational Seminars, please call **518-457-9000** or email [labor.sm.ls.ask@labor.ny.gov](mailto:labor.sm.ls.ask@labor.ny.gov).

For an overview of the law, download the Adult Use Cannabis and the Workplace fact sheet: [dol.ny.gov/adult-use-cannabis-and-workplace-p420](https://dol.ny.gov/adult-use-cannabis-and-workplace-p420).

## SAFETY AND HEALTH

NYS DOL's On-Site Consultation Program provides employers with assistance in identifying and evaluating workplace hazards, as well as guidance on worker safety and health regulation compliance. The services the program provides include:

On-site hazard assessments

- OSHA-mandated safety and health program reviews
- Model safety and health programs
- Testing for air contaminants and noise exposures
- Safety and health training

All these services are free and confidential, and the employer can choose the scope of the assistance.

Keeping New York's workforce safe is the On-Site Consultation Program's number one priority. If you have questions about occupational safety and health assistance or are interested in receiving a free consultation, email [onsite@labor.ny.gov](mailto:onsite@labor.ny.gov) to schedule an appointment.

More information about the On-Site Consultation Program can be found at: [dol.ny.gov/site-consultation-program](https://dol.ny.gov/site-consultation-program).

## CANNABIS AT WORK

While it is LEGAL for adults 21 years or older to consume cannabis, employers can still enforce policies that prohibit possession and impairment on the job.

DOL has issued guidance 201-D "Cannabis and the Workplace" which outlines many of the concerns raised by employers, explained in this fact sheet: [dol.ny.gov/adult-use-cannabis-and-workplace-p420](https://dol.ny.gov/adult-use-cannabis-and-workplace-p420).

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