

Northeast Wisconsin Job Center's Employer Bulletin

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Re-employment Services (RES) Program designed to facilitate early return to employment for displaced job seekers

To help with our economic recovery, on July 1st the Department of Workforce Development (DWD) dramatically increased the number of Reemployment Services (RES) sessions statewide. RES is a federally mandated program for unemployment claimants (UI) to help facilitate an early return to employment and to provide savings to each state's unemployment fund. The objective is to integrate RES with One Stop Center partners to provide a broad range of seamless services to UI claimants. With the aide of American Recovery and Reinvestment Act (ARRA) funds, we have been able to increase sessions from 10 per week statewide (helping approximately 200 UI claimants) to 150 per week statewide (helping approximately 2,500 UI claimants).

Before attending a RES session, the job seeker is required to log in and post their resume on **JobCenterOfWisconsin.com**, the state's premier, *free* employment website. In doing so, they can choose to have their resume shown publically to receive inquires from employers who are looking for their skill set.

During the RES session, they learn about the many programs and workshops available at our One Stop Centers to help them in their job search and facilitate their speedy return to employment. At the end of the session, each participant goes through a one-on-one triage process with an Employment and Training Specialist from DWD. During the triage process, we review the participants resume, work experience and education, and career goals. Each participant follows one of four paths from the triage. The paths are:

Job Ready: In this pathway, the participant has a well organized resume and solid plan for gaining employment. They are realistic in their career aspirations, typically they have had some post high school education, and their skills are up to date.

Job Counseling: The individual on this pathway may be asking themselves "What do I want to be when I grow up?" Or they may be coming

out of a declining industry, have limited education, or has an unrealistic view on the labor market. Regardless of their specific issues, this individual needs more one-on-one counseling to get them "job ready."

Partner Referral: The individual on this pathway may have expressed an interest in training programs (WIA, Adult, Youth, or local tech college) programs; they may be a dislocated worker under WIA Dislocated Worker Program or TAA; they may have had problems registering on JobCenterOfWisconsin.com or simply need to acquire some basic computer skills that one of our workshops can provide them. Needless to say, this individual gets the specific help they need to get them on their way to becoming "job ready."

Assessment: On September 1, 2009, DWD will be rolling out Wisconsin's National Career Readiness Certificate (NCRC). To obtain this certification, the job seeker will successfully complete three WorkKeys® assessments (Applied Mathematics, Reading for Information, and Locating Information). Upon scoring a minimum of a 3, the job seeker will earn a NCRC at 1 of 4 levels possible (Bronze, Silver, Gold, and Platinum). Before taking the assessments, we require them to work with KeyTrain®. KeyTrain is a computerized learning program and curriculum that teaches the skills that are defined by the WorkKeys assessment system. Upon earning a score of 80% or better, the job seeker will be eligible to take the WorkKeys assessment and be on their way to earning their NCRC.

Regardless of the job seekers background, the benefits that result from the RES sessions are significant – not only to job seekers, but for employers, the community, and the state. In helping UI claimants refine the skills necessary for employers to hire them, employers have a more competent job pool to choose from. We also strongly encourage employers to list their job openings on **JobCenterOfWisconsin.com** *at no cost* to tap into this active labor pool

When Recruiting
 Be sure to list your Job Openings at
 NO COST ON
www.JobCenterOfWisconsin.com

LABOR DAY

September 7, 2009

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country. The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pay tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership — the **American worker.**

A SNEAK PREVIEW: KeyTrain®, WorkKeys®, and Wisconsin's National Career Readiness Certificate (NCRC)

KeyTrain®, WorkKeys®, and Wisconsin's National Career Readiness Certificate (NCRC) is coming.

Starting in September 2009, the Department of Workforce Development (DWD) will be implementing a pilot program to help unemployment insurance (UI) claimants that attend Reemployment Services (RES) sessions the opportunity to earn a nationally recognized, transferable credential that proves an individual is work ready.

With the help of American Recovery and Reinvestment Act (ARRA) funds, we have contracted with ACT to administer a nationally recognized hard-skills assessment tool known as WorkKeys®. This exciting initiative will help job-seekers prove their work readiness to employers in three specific areas (Applied Mathematics, Reading for Information, and Locating Information). ACT has profiled thousands of jobs nationwide and determined that these three skills sets are required by more than 85% of jobs. Participants taking the WorkKeys® assessments, or tests, can earn different NCRC levels (bronze, silver, gold, or platinum) depending on their level of aptitude.

Before taking the WorkKeys assessments, participants will be required to work with KeyTrain®. KeyTrain® is the learning program and curriculum that teaches the skills that are defined by the WorkKeys® system. Using KeyTrain® to sharpen skills will enable participants to earn their desired level of certificate. As an added benefit, KeyTrain® has also been shown to increase performance on other standardized tests such as the GED.

With the use of the NCRC, employers will have an easier time answering the age old question of "Who is the right person for this job?" Employers can use this free, EEOC friendly, tool as a filter in recruiting new employees. Decreasing turnover, increasing productivity, decreasing training costs, and in general getting a greater return on investment are just a few of the outcomes that employers who promote the NCRC can expect.

To find out more about the Wisconsin's NCRC, WorkKeys®, or KeyTrain®, and how it can benefit you, please contact Kristina Thole, PHR, Employer Outreach Coordinator at 608-267-7214 or Kristina.Thole@dwd.wisconsin.gov.

Sixth annual Green Bay Job Center Job Fair

October 14th, 2009

Job Fairs

Wisconsin Job

Centers regularly

sponsor or promote Job Fairs around the state to help connect businesses and job seekers in their areas.

If you have an interest in participating and recruiting at Job Fairs

Visit

www.wisconsinjobcenter.org/jobfairs/

For the dates and contact of upcoming Job Fairs

The Green Bay Job Center has scheduled its Sixth Annual Job Fair for Wednesday, October 14, 2009 from 10:00 am to 3:00 pm.

The job fair will be held at the historic

Riverside Ballroom

1560 Main St.

Green Bay, WI

The Job Fair is designed to help employers of Northeast Wisconsin meet their current and future hiring needs. Job fairs offer an economical way to expose your company's jobs while providing insight to future employees about the benefits of working for your company. Green Bay's Job Center's Job Fairs have been well attended over the years with over 1,200 attendees at each of the four previous Job Fairs. This year's event will be limited to the first 50 registered employers.

Cost of the event is \$300 for early registration (prior to 18 September) and payment (\$350 for

late registration) which includes booth, marketing of event, and lunch for employer representatives.

For more information, please contact Brian Pelon at 448-6772 or by E-mail at:

brian.pelon@dwd.state.wi.us

You can call or e-mail to request a Job Fair registration form or download the registration form

Registration Form can be downloaded on-line at:

<http://www.browncountyjobcenter.org/pdf/GB%20Job%20Fair%20flyer%202009.pdf>

and mail to the

Green Bay Job Center

Attn: Job Fair

710 Cherry St.

Green Bay, WI 54301

Or

Faxing to: 920-448-5013



Employers hiring disabled Veterans may qualify for benefits and incentives

From the VR & E Programs

The Department of Veterans Affairs's Veterans Benefits Administration (VBA) administers the Vocational Rehabilitation and Employment (VR&E) Program a national employment resource for employers which provide effective vocational rehabilitation services to veterans with service-connected disabilities. It enables service members and other veterans to seamlessly transition from military service to successful rehabilitation and on to suitable employment.

By accessing veterans who have completed the VR&E program employers can hire mature, motivated and disciplined team players that are reliable, dependable and able to perform in stressful situations. These individuals are pre-screened for specific employment needs and have earned various levels of college degrees and/or certificates. Additionally, employers that hire these veterans may qualify for benefits and incentives through the VR&E programs or other Federal resources. Some of the VR&E programs are:

The VR&E On the Job Training Program - Employer hires veteran at an apprentice wage and VR&E supplements the salary up the journeyman wage (up to maximum allowable under OJT) which decreases as the veteran progresses and researches journeyman. Eligible for a federal tax credit, too.

VR&E Special Employer Incentive Program - A veteran is placed in an OJT or a work experience with an employer and VR&E can reimburse the employer up to 50% of the veteran's salary for up to six months. Eligible for a federal tax credit, too.

VR&E Non-Paid Work Experience Program - A veteran is placed in a local, state, or Federal government office. This does not count against the agency's FTE and the agency does not pay the veteran but is paid by VR&E a monthly subsistence allowance. This a six month program with ability to extend an additional three months.

Additionally information about the VR&E programs and Federal resources go to the VBA website

http://www.vba.va.gov/bln/vre/emp_resources.htm

or contact the VR&E Office at (800) 827-1000 and ask to speak with a VR&E Representative. For additional assistance contact the Veterans Employment Representative in your area:

Brown & Door Counties

Brian Marquardt (920) 448-6778

Brown County

Michael Martin (920) 448-6777

Manitowoc/Sheboygan Counties

Mark Tweedale (920) 360-0573 (cell)

Marinette, Menominee, Oconto & Shawano Counties

Connie Clayton (715) 498-0382 (cell) or (715) 732-7843

Many service members made sacrifices to protect the democratic values that we in the United States hold sacred. Employers express your appreciation and consider a veteran when hiring for your next position.



Secretary Gassman Announces \$2 Million Job Training Hiring Initiative

ARRA-funded program will assist employers who hire people with disabilities

Department of Workforce Development (DWD) Secretary Roberta Gassman today announced a \$2 million On-the-Job Training Hiring Initiative, funded under the American Recovery and Reinvestment Act (ARRA), to pay 50% of the wages plus fringe benefits for up to 90 days when employers who hire people with disabilities.

“We have nearly 6,000 consumers who are ‘job ready,’ and this Recovery-funded effort will help them reach their employment goals,” Secretary Gassman said. “These individuals have much to offer. I encourage employers in search of dependable, dedicated workers to consider hiring these individuals.”

The On-the-Job Training Hiring Initiative will be administered through the DWD Division of Vocational Rehabilitation (DVR). Job candidates will be referred from DVR's pool of job-ready customers. The DVR provides employment and training services for people with disabilities.

DVR Administrator Charlene Dwyer called the program a "win-win" for DVR customers and employers. While DVR customers gain employment, the initiative lets employers train the DVR customer for half the company's usual training cost per worker.

The employer also becomes eligible for tax benefits in hiring an individual with a disability.

DVR Administrator Dwyer said the process is easy for employers. Employers simply hire a DVR referral and process their employment paperwork as they would for any other employee. A one-page agreement with DVR, completed by the employer, will secure the employer's OJT Hiring Initiative payment.

Please visit the DVR Website for more on the OJT Hiring Initiative:

http://dwd.wisconsin.gov/dwd/publications/dvr/pdf/dvr_16655_p.pdf

For more information on the American Recovery and Reinvestment Act (ARRA) visit the DWD ARRA Website:

<http://dwd.wisconsin.gov/recovery/>

Consumer Price Index

Consumer Price Index - All Urban Consumers (CPI-U) *											
National (U.S. City Average) 1982-1984 = 100			% Change	Class B/C - Midwest States (1996/1997 = 100)			% Change	Class D - Midwest States (1982-1984 = 100)			% Change
U.S. City Average	Jul-09	Jun-09	Jul-08	Size 50,000-1,500,000	Jul-09	Jun-09	Jul-08	Size Less than 50,000	Jul-09	Jun-09	Jul-08
All Items	215.4	215.7	-2.1%	All Items	131.4	131.6	-2.4%	All Items	200.9	201.2	-2.7%
Food & Beverage	217.6	218.0	1.1%	Food & Beverage	135.4	135.1	1.3%	Food & Beverage	215.6	216.9	3.0%
Housing	218.1	218.1	-0.7%	Housing	126.5	126.1	-1.1%	Housing	191.9	190.2	-1.1%
Apparel	115.6	118.8	1.1%	Apparel	82.2	83.5	2.5%	Apparel	123.1	123.4	1.0%
Transportation	182.8	183.7	-14.1%	Transportation	132.8	135.6	-15.5%	Transportation	164.0	167.2	-17.7%
Gasoline (All Types)	217.9	225.5	-37.3%	Gasoline (All Types)	225.1	247.1	-38.2%	Gasoline (All Types)	190.1	202.3	-37.7%
Medical Care	375.7	375.1	3.2%	Medical Care	162.4	161.9	3.6%	Medical Care	364.7	365.5	4.0%
Energy	201.9	205.4	-28.1%	Energy	192.6	201.6	-28.8%	Energy	172.2	174.4	-31.3%

Source: U.S. Department of Labor, Bureau of Labor Statistics *Not Seasonally Adjusted

Labor Force Update

Green Bay MSA (Brown, Kewaunee, & Oconto counties)	July-09	June-09	July-08	Change from one month ago May 2009	Change from one year ago June 2008
Civilian Labor Force	174,011	174,331	172,569	-320	1,442
Employed	159,364	158,783	164,859	581	-5,495
Unemployed	14,647	15,548	7,710	-901	6,937
Unemployment Rate %	8.4%	8.9%	4.5%	-0.5	3.9
Total Nonfarm (NFWs) ***	165,900	167,900	169,000	-2,000	-3,100
Goods Producing	36,800	36,400	39,300	400	-2,500
Service Producing	129,100	131,500	129,700	-2,400	-600
Constr., Mining & Nat. Resources	7,800	7,700	8,400	100	-600
Manufacturing	29,000	28,700	30,900	300	-1,900
Trade	23,800	23,900	24,400	-100	-600
Transportation & Utilities	11,100	11,100	11,300	0	-200
Financial Activities	12,500	12,500	12,500	0	0
Education & Health Services	21,300	21,300	21,100	0	200
Leisure & Hospitality	16,400	16,300	15,600	100	800
Info., Prof & Bus. Svcs., & Other Svcs.	24,500	24,500	25,200	0	-700
Total Government	19,500	21,900	19,600	-2,400	-100
Federal	1,100	1,100	1,200	0	-100
State	2,300	2,300	2,300	0	0
Local	16,100	18,500	16,100	-2,400	0

*** Includes employment with employers located in area. Estimates are not seasonally adjusted.

Current month estimates are preliminary. Totals may not add due to rounding. Calculations based on unrounded numbers.

All monthly estimates are subject to annual revisions.

Source: Wisconsin Department of Workforce Development, Bureau of Workforce Training, LAUS, CES

Job Center Job Order Stats:

Snapshot in time - Active Job Orders and openings listed as of Noon — August 26

Statewide 16,240 Active Job Openings
Resumes/applications on JCW 19,344

New Job orders listed in July (Does not include uploads from JobCentral.com)

July 2009

State Wide 3,424 Job Orders 7,095 Job Openings
Bay Area (10 Counties) 579 Job Orders 1,136 Job Openings
Fox Valley (7 Counties) 536 Job Orders 1,211 Job Openings
Brown County 337 Job Orders 714 Job Openings

Wisconsin's Fair Employment act amended to provide for Punitive Damages for Discrimination Cases

Wisconsin's Fair Employment Act (WFEA) has been amended by the Wisconsin Legislature effective July 1, 2009 to conform with Federal Title VII and allow up to \$300,000 in compensatory and punitive damages in state EEO cases. Prior to change the WFEA allowed only the award of pay loss, re-instatement and attorney fees.

2009 Wisconsin Act 20 provides that if a hearing examiner finds, or the Labor and Industry Review Commission (LIRC) affirms a finding, that the respondent has engaged in discrimination, unfair genetic testing, or unfair honesty testing, DWD or LIRC must serve a certified copy of the examiner's findings or LIRC's decision on the complainant, along with a notice advising the complainant that after the completion of administrative proceedings the complainant may bring an action in circuit court to recover compensatory and punitive damages and advising the complainant of the time within which the action must be commenced.

Further, the Act provides that, after the completion of administrative proceedings, DWD or a person discriminated against or subjected to unfair genetic testing or unfair honesty testing may bring an action in circuit court against an employer, labor organization, or employment agency to recover compensatory damages, and punitive damages under s. 895.043, Stats., caused by the violation, plus reasonable costs and attorney fees incurred in the action. The damages are in addition to any back pay or other amounts awarded in the administrative proceedings.

The Act prohibits such action against a local governmental unit or against an employer, labor organization, or employment agency employing fewer than 15 individuals for each working day in each of 20 or more calendar weeks in the current or preceding year. If the circuit court orders payment because of a violation by an individual employed by an employer, the employer of that individual is liable for the payment.

The Act provides that the sum of the amount of compensatory damages for future economic losses and for pain and suffering, emotional distress, mental anguish, loss of enjoyment of life, and other noneconomic losses and the amount of punitive damages may not exceed the following, as indexed for inflation:

- In the case of a defendant that employs 100 or fewer employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$50,000.
 - In the case of a defendant that employs more than 100 but fewer than 201 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$100,000.
 - In the case of a defendant that employs more than 200 but fewer than 501 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$200,000.
- In the case of a defendant that employs more than 500 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$300,000.

Lastly, under the Act, an action in circuit court must be commenced within 60 days after the date on which a copy of the final decision of the hearing examiner is mailed to the last-known address of the complainant or, if that decision is reviewed by LIRC, within 60 days after the date on which a copy of LIRC's final decision is mailed to the last-known address of the complainant. If a petition for judicial review of the findings and order of LIRC regarding the same violation is filed, the court must consolidate the proceeding for judicial review and the civil action.

The extra damages will be on the same "sliding scale" as Title VII, depending on the size of the employer. Unlike federal law, the new Wisconsin amendments will require two trials. The original decision on whether discrimination occurred will be made by an Administrative Law Judge at the State Equal Rights Division. Then a second trial on the extra damages will occur in Circuit Court.

From:

<http://www.legis.state.wi.us/lc/publications/act/2009/act020-sb020.pdf>

For more information, go to:

<http://www.legis.state.wi.us/2009/data/acts/09Act20.pdf>

National Employ Older Workers Week September 21 - 25, 2009

America is witnessing a dramatic growth in the number of citizens 55 or older, a trend that will continue through the 21st century. As the population ages, older Americans will play an increasingly important role in our economy and America's leadership in the world marketplace. National Employ Older Workers Week recognizes the vital role of older workers in the workforce.

By 2014, 41% of Americans 55 or older will be employed, making up over 21% of the U.S. labor force. The Committee on Economic Development indicates that employers rate older workers

high on characteristics such as judgment, commitment to quality, attendance, and punctuality. National Employ Older Workers Week aims to increase awareness of this labor segment and develop innovative strategies to tap it.

National Employ Older Workers Week also showcases the Senior Community Service Employment Program (SCSEP), which provides on-the-job skills training to individuals 55 or older with limited financial resources. Since its inception, SCSEP has helped over one million older Americans enter the workforce.

National Employ Older Workers Week is September 21-25, 2009. It is held annually in the last full week of September

SBA Launches ARC Loan Program to Help Struggling Businesses

If your small business is stressed meeting expenses during these economic times, the U.S. Small Business Administration has a new loan program designed just for you.

SBA's America's Recovery Capital Loan Program can provide up to \$35,000 in short-term relief for viable small businesses facing immediate financial hardship to help ride out the current uncertain economic times and return to profitability. Your small business must be an established business, have financial statements demonstrating it was profitable in one of the past two years, and be able to project sufficient cash flow to meet current and future loan payments over a two-year period from loan approval. If your business does not meet these criteria, you can discuss your eligibility with your lender. ARC loans are not designed for start-up businesses. Each small business is limited to one ARC loan.

ARC loans are interest-free to the borrower, carry a 100 percent guaranty from the SBA to the lender, and require no fees paid to SBA. Loan proceeds are provided over a six-month period and repayment of the ARC loan principal is deferred for 12 months after the last disbursement of the proceeds. Repayment can extend up to five years.

The best candidates for ARC loans are small businesses that in the past were profitable but are currently struggling, yet have

been making loan payments or are just beginning to miss loan payments due to financial hardship. ARC loans can be used to make payments of principal and interest, in full or in part, on one or more existing, qualifying small business loans for up to six months. ARC loans provide an immediate infusion of capital to small businesses to assist with making payments of principal and interest on existing debt. These loans allow borrowers to redirect cash flow from making loan payments to investing in their businesses, to help sustain the business and retain jobs. For example, making loan payments on existing loans with proceeds from an ARC loan can allow a business to focus more funds on core operations, such as buying inventory or making payroll.

ARC loans will be made by commercial lenders, not SBA directly. ARC loans are made by commercial lenders who are SBA participants. The SBA will pay these banks a monthly interest rate throughout the term of the loan. ARC loans will be offered by some SBA lenders for as long as funding is available or until September 30, 2010, whichever comes first.

For more information on the ARC loans program and eligibility requirements go to www.sba.gov.



When the Boss turns 60

Somehow AARP finds you when you turn 50. It took me four years to admit I have passed the age of AARP-eligibility and I have finally enrolled. My first benefit to this membership was delivered this week and brought a smile to my face. AARP's magazine arrived with Bruce Springsteen on the cover! 'The Boss' is now sixty years old. Nice to know I did not age alone.

I attended a training once and watched the speaker crumple a 20 dollar bill. As he opened the bill, he asked, "Is this bill worth any less because of the wrinkles?" Per the Department of Labor in five years 41% of the workforce will be age 55 or older. Again, that's 41%!! We are the 'Baby Boomer Nation' (those born between 1946 and 1964). The oldest Boomer is now 63; the youngest just 45. Hiring older workers will soon be a necessity. The week of September 17th through the 25th is national "Employ the Older Worker Week". EOWW was established in the Eisenhower administration to spotlight the value of older workers. In 1965 the Department of Labor created the Senior Community Service Employment Program (SCSEP) to serve these older workers. Per D.O.L, SCSEP has helped more than 1 million men and women age 55 and older enter/reenter the workforce.

I am the director of a SCSEP serving 13 counties in Wisconsin.

Sponsored nationally by Senior Service America, Inc and locally by N.E.W. Curative of Green Bay we assist our enrollees upgrade their skills while they seek a permanent job. Seniors are paid through D.O.L dollars to work 20 hours per week performing duties at area non-profit and government agencies. The agencies get 'free' help while the seniors learn new skills, upgrade older skills and get a current work record. The Comm. on Economic Development reports employers rate seniors high on judgment, commitment and attendance. They still take great pride in being part of a successful enterprise. In our program they work for minimum wage and continue to seek a permanent job while working their part-time assignment in our program. Ten years ago applicants were in their 60's and 70's. Today most applicants are in their late 50's. Some seniors have lost their prior job due to down-sizing and some have worked only one job for 30 years. Like that twenty dollar bill, they may be a little more wrinkled, but their value is not diminished.

If your company is interested in interviewing potential workers and don't mind a few gray hairs, contact our office at N.E.W. Curative, Senior Service Program, 920-593-3557.

Submitted by Deb Buckley/SCSEP Project Director