

Northeast Wisconsin Job Center's Employer Bulletin

JobNet Call Center Transition Completed

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The first of many changes coming through the Wisconsin Job Center system was the recent transition of Wisconsin's JobNet Business System to a centralized Call Center model to process job orders. The new call center goals are to maximize staff resources, while providing expedient and consistent service to our business customers while maintaining a strong quality focus. All incoming job orders are reviewed by trained, WI Department of Workforce Development staff.

Wisconsin JobNet (www.jobnet.wisconsin.gov) has been providing Wisconsin business a no fee way to access qualified job candidates using the Internet. Wisconsin's JobNet system is accessible to job seekers and supported by Job Centers found in every county in the state. Openings listed by employers are also uploaded free of charge to Jobcentral.com (www.jobcentral.com) for additional nationwide exposure.

Employers can access and register to use the system at: www.jobnet.wisconsin.gov/business. Logging on provides instant access to enter,

update or remove your listing 24/7. Job openings are routinely run for 30 days, but can be shortened or extended to a maximum of 90 days. JobNet Business allows you to review your job order's activity, copy and re-post previous listings, and view your company's listing history.

Employers who have any questions regarding their JobNet job orders can contact the Call Center staff as follows:

✓ **Email address:**
WIJobOrders@dwd.state.wi.us

✓ **Telephone:** 888.671.5627

✓ **Fax:** 888.720.5627

Standard business hours for staffing the phone lines will be Monday - Friday, 7:45 a.m. – 4:30 p.m.. Phone calls received outside of these hours will go to voice mail..

Watch for new features and enhancements to be announced in the future.

Fifth annual Green Bay Job Center JOB FAIR Set for October 15th, 2008

The Green Bay Job Center has scheduled its Fifth Annual Job Fair for Wednesday, October 15th 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. Please call or email to request a Job Fair registration form. Cost of the event is \$300 for early registration 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 mail: brian.pelon@dwd.state.wi.us

Registration Form on-line at:

<http://www.browncountyjobcenter.org/pdf/GB%20Job%20Fair%20flyer%202008.pdf>

**September is
Workforce
Development Month**

**Celebrating the
importance of
maintaining and
investing in a strong
workforce to make
strong Wisconsin
economy now and in
the future.**

The Door County Center presents Fall Job Fair 2008

Wisconsin's Job Centers Regularly sponsor and host Job Fairs around the state. An up-to-date list and contact information for these job fairs can be found at:

<http://www.wisconsinjobcenter.org/jobfairs/>

Employers are you seeking qualified employees to meet your current business needs? Do you have full-time, part-time and/or seasonal positions available? Your answer... Fall Job Fair 2008. Come join us on September 17th from 2 to 6 PM at the Cherry Point Mall. You can join the following business sponsors: ABR Employment Services, Bay Shipbuilding Company, Cellcom, Door County Memorial Hospital, Golden Living - Dorchester, Nicolet Broadcasting and Schneider National in recruiting for your employment needs!

This event is sponsored by The Door County Job Center, "where employers and job seekers con-

nect." Registration fee is \$100 per employer. Don't hesitate to call if you have any questions! Contact Kim Carley at the Door County Job Center located in the Cherry Point Mall at (920) 743-6915 or in person. Fax (920) 743-4504

www.doorcountyjobcenter.org

Registration applications can be found at
<http://www.browncountyjobcenter.org/pdf/Final%20Registration.pdf>



Helping Veterans find jobs is a team effort.

There are nearly 2,000 One-Stop Career Centers nationwide where employers can go to receive assistance in connecting to and recruiting veterans. One-Stop Career Centers offer a wealth of resources including specialized local Veterans' Employment Representatives (LVERs) and Disabled Veterans' Outreach Program (DVOP) staff who work solely with veteran populations and can provide relevant veteran applicant referrals. Wisconsin's Job Center Network are part of the One-stop Career Centers nationwide. Northeast Wisconsin Job Centers include those in:

- Green Bay
- Manitowoc
- Marinette
- Niagara
- Oconto
- Shawano
- Sheboygan
- Sturgeon Bay

Veterans are a great resource as employees. They offer commitment, experience, skills, and character to meet your toughest challenges. Employers willing to give them a chance can reap the rewards many times over. Being a Veteran-friendly employer can be a real advantage to get excellent employees.

U.S. Veterans returning from military service that are seeking employment are receiving help from the local Veteran's Employment Representatives found at Wisconsin's Job Centers. Returning service men and women are getting help from state and local agencies, veterans service organizations, non-profit groups all focusing on employment and educational needs of those who served. This includes those Military Reservists and National Guard units who were called up and their deployment interrupted their careers and putting not only their lives, but their jobs, health-care insurance and employee benefits at risk.

Wisconsin's Job Center offices connect all incoming veterans with veteran's specialists, who do career assessments, offer resume and job training advice, and connect veterans with other support services. It's not just new veterans who are getting help, but veterans of all era's are being served. Veterans Employment Representative's attempt to contact every incoming and/or returning service member to offer help in finding employment or other services they may need. The new volunteer military are among the best and brightest candidates our country has to offer. Many have post high school or college degrees, plus experience and have held positions of responsibility not seen in civilian workforce.

Some young veterans who went into the military right from high school often worry that they don't

have civilian job experience to fill their resumes. They need to understand the need to translate their training and experience they obtained while in the military to their civilian counter parts.

Veteran Employment Representatives servicing NE Wisconsin who can help you connect you with veterans for your job openings include:

Connie Clayton Vet Rep -
connie.clayton@dwd.state.wi.us
 Phone: 920-448-6743
 (Marinette, Oconto , Shawano & Green Bay)

Michael Mack LVER -
Michael.mack@dwd.state.wi.us
 Phone: 920-448-6776
 (Green Bay and surrounding Counties)

Brian Marquardt DVOP -
brian.marquardt@dwd.state.wi.us
 Phone: 920-448-6778
 (Door, Kewaunee, Manitowoc and Green Bay)

David Williams LVER -
david.williams@dwd.state.wi.us
 Phone: 920-208-5813 (Sheboygan area)

Note: Jobs listed on Wisconsin's JobNet give 24 hour preference to Veteran's seeking work. Call today to find out how to take advantage of services through your local Wisconsin Job Center

Gas prices affecting your recruiting efforts?

As the cost of gas rises, job candidates are now factoring in travel costs and distance is applying and staying with jobs. The choices people make in how far they will commute and availability of alternate transportation methods is becoming a major issue in the jobs people seek out and apply for. Do wages and benefits offset the higher costs and stress from longer commutes to work?

Growing numbers of workers are reshaping travel and work patterns to adjust to the ever increasing commuting costs. Access to public transportation, use of Park & Ride points, car/van-pool/ride-share programs, flexible hours and compressed work schedules (example: 4 day verses 5 day work week), etc are all part of the trade-offs job hunters are using to decide if they will apply for work. Public Transportation is an essential mode for many to access job sites. Companies need to be aware of the transportation issues and services that will help attract and keep employees. Combined with pos-

sible benefits in new hiring, reduced job turnover and possible tax benefits for some programs can help defray the side effects associated with the recent fuel price increases. Developing information on locally available programs, public transportation, shuttle and ride-share programs may help offset the negative affects of the rising costs of commuting to the job.

As the workforce adjusts to high energy prices, we will see new travel zones and work patterns being established. Helping to formulate those patterns can be a benefit to employer and worker alike with good planning.

A comprehensive analysis by the UW-Extension on the rising gas cost to Wisconsin computers can be viewed:

<http://www.nwwib.biz/resources/Impact%20of%20Rising%20Gas%20Prices.pdf>

Commuter

Benefit Briefs

This Wisconsin Department of Transportation Website provides a comprehensive summary of each commuter benefit. The briefs are written in an easy to follow question-and-answer format and cover a range of issues, such as implementation, costs, possible tax benefits and other available resources.

www.dot.wisconsin.gov/travel/commuter/employer.htm

“How to ride a Bus Video”

designed to help job seekers with transportation issues.

Transportation continues to be identified as a major issue in the Green Bay and surrounding areas. Whether it is not having a vehicle, no driver's license or just the high transportation costs affects the lives of many job seekers and is a major obstacle in their employment search, job retention and community access to services. A crucial dimension of engaging job seekers in work is their ability to get from home to work and back. Use of the public transit system is playing more and more a major role for people to get to and from work. Many new and long time residents have not taken advantage of or used the city transit system on a regular basis. Understanding how to access and use this valuable community resource by residents has often been overlooked. The Green Bay Job Center had noticed an increased interest by local job seekers on alternate ways to reduce their costs in getting to interviews and work. To address that concern, Wisconsin Job Center, Green Bay Public Transit, and Wistar Production, Inc. partnered to address the transportation needs of people and making the transportation link through awareness and education of the services that Green Bay Transit provides. Through partnership and collaboration, a “How to Ride the Bus” DVD is made available for community agencies and organizations. The DVD includes a variety of information, includ-

ing bus route information, bus fare information (when and where to pay and how much), information on hours of operation, how to use a transfer, how to stop the bus, how to use the bike racks in buses, and information on bus accessibility and safety for everyone. Brinda Ruggles, Forward Service Corporation's Job Development Team Leader, who assists customers with job coaching and employment search, finds clients say that the transit is often ready to take them where they want to go, whether they are going to school, to work, or to visit the Job Center and get assistance with their employment search. Taking the bus is easy - once we know how to ride it and use it. Kathy Johnson, Green Bay Transit marketing coordinator, said that the DVD would educate the public that it is easy to ride the bus, it is cost efficient, it is safe, friendly, and accessible for everyone. The DVD is available in English, Hmong and Spanish.

For more information on this project, contact Brinda Ruggles at (920) 448-6736.

Employers listing Job Orders on Wisconsin's JobNet who are on or near the bus line should flag their orders accordingly. JobNet prominently displays a small bus icon so job applicants can easily identify those companies where the bus can be an option to get to and from work.

Information on how to use the Green Bay City Transit System now available on a DVD

One of the early findings in working with local job seekers is that many are unaware of how to tap into and utilize the Green Bay public transit system.

A DVD on how to use the Green Bay Transit system has been developed to help solve this problem

The DVD is available in English, Hmong and Spanish. For more information on this project, contact

Brinda Ruggles at (920) 448-6736.

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-08	Jun-08	Jul-07	Size 50,000-1,500,000	Jul-08	Jun-08	Jul-07	Size Less than 50,000	Jul-08	Jun-08	Jul-07
All Items	220.0	218.8	5.6%	All Items	134.6	134.0	5.9%	All Items	206.4	205.1	6.0%
Food & Beverage	215.3	213.4	5.8%	Food & Beverage	133.6	132.6	6.8%	Food & Beverage	209.4	206.8	7.1%
Housing	219.6	217.9	3.9%	Housing	128.0	127.3	3.7%	Housing	193.9	191.9	5.2%
Apparel & Upkeep	114.4	117	0.8%	Apparel & Upkeep	80.2	82.3	0.5%	Apparel & Upkeep	121.9	124.3	3.9%
Transportation	212.8	211.8	13.4%	Transportation	157.1	156.0	13.6%	Transportation	199.3	198.7	11.4%
Gasoline (All Types)	347.4	345.0	37.9%	Gasoline (All Types)	364.2	360.5	34.8%	Gasoline (All Types)	305.0	301.1	29.0%
Medical Care	364.0	363.6	3.5%	Medical Care	156.7	156.8	2.5%	Medical Care	350.6	351.4	0.5%
Energy	280.8	275.6	29.3%	Energy	270.4	265.8	27.5%	Energy	250.5	243.7	26.3%

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

Labor Force Update

Green Bay MSA (Brown, Kewaunee, & Oconto counties)	July-08	June-08	July-07	Change from one month ago June 2008	Change from one year ago July 2007
Civilian Labor Force	170,207	170,884	172,353	-677	-2,146
Employed	162,172	162,557	164,199	-385	-2,027
Unemployed	8,035	8,327	8,154	-292	-119
Unemployment Rate %	4.7%	4.9%	4.7%	-0.2	0.0
Total Nonfarm (NFWs) ***	170,500	172,100	171,600	-1,600	-1,100
Goods Producing	39,900	39,700	41,100	200	-1,200
Service Producing	130,600	132,400	130,500	-1,800	100
Constr., Mining & Nat. Resources	8,800	8,700	8,800	100	0
Manufacturing	31,100	31,000	32,300	100	-1,200
Trade	23,900	23,900	24,500	0	-600
Transportation & Utilities	11,400	11,600	11,400	-200	0
Financial Activities	12,500	12,400	12,200	100	300
Education & Health Services	21,400	21,400	21,000	0	400
Leisure & Hospitality	16,300	16,200	16,100	100	200
Info., Prof & Bus. Svcs., & Other Svcs.	25,500	25,500	25,600	0	-100
Total Government	19,600	21,400	19,700	-1,800	-100
Federal	1,200	1,200	1,200	0	0
State	2,200	22,000	2,300	-19,800	-100
Local	16,200	18,000	16,200	-1,800	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.

Job Center Job Order Stats:

Snapshot in time - Active Job Orders and openings listed as of 20 August 2008

Statewide	7,446 Job Orders	18,983 Job Openings
Bay Area (10 Counties)	1,320 Job Orders	3,102 Job Openings
Fox Valley Area (7 Counties)	1,157 Job Orders	2,459 Job Openings

New Job orders listed in July and August 2008

	July 2008	August 2008 (to 8/21/2008)
State Wide	6,505 Job Orders	3,756 Job Orders
Bay Area (10 Counties)	1,147 Job Orders	673 Job Orders
Fox Valley (7 Counties)	978 Job Orders	564 Job Orders
Brown County	629 Job Orders	405 Job Orders
	14,640 Job Openings	9,473 Job Openings
	2,330 Job Openings	1,593 Job Openings
	2,351 Job Openings	1,045 Job Openings
	1,427 Job Openings	1,114 Job Openings



WOTC Tax Credit Program Reminder

Lower Your Taxes, Save Money and Boost the Economy

The **WOTC** (Work Opportunity Tax Credit) program is one tool in a diverse toolbox of flexible strategies designed to help move people from welfare into gainful employment and obtain on-the-job experience. It joins other tax credits, education, and job training programs that help American workers with barriers to employment prepare for good jobs; ease their transition from job to job; benefit from the creation of effective regional economic development strategies; and create high performance workplaces.

On May 25, 2007, the President signed into law the "Small Business and Work Opportunity Tax Act of 2007", which in part, reauthorized and extended the Work Opportunity Tax Credit (WOTC) through August 31, 2011.

The reauthorization made certain modifications to the WOTC tax credit program for employees that begin work for an employer after 05-25-2007, including, but not limited to, the following:

NEW: The consolidated WOTC for hiring most target group members can be as much as:

- √ \$2,400 for each new adult hire;
- √ \$1,200 for each new summer youth hire; and
- √ \$9,000 for each new long-term family assistance recipient hired over a two-year period.
- √ Deadline for receipt of required form 8850 (Pre-screening Notice and Certification Request for Work Opportunity Credit) increased to 28 days from the date the applicant starts work (no faxes or emails).

Forms and information on Department of Workforce

Development Tax Credit programs can be download at:

<http://dwd.wisconsin.gov/jobservice/taxcredit/default.htm>

- √ Age requirement for Food Stamp category now is 18 through 39;
- √ Eliminated the income limit requirement for Ex-Felon category;
- √ Renames the High-Risk Youth Group and calls it Designated Community Residents; Increases the age criteria for Designated Community Residents to 18 through 39 years of age;
- √ Expanded Designated Community Residents to include employee's who reside in a Rural Renewal County ;
- √ Establishes a new "Disabled Veteran" sub-group under the current Qualified Veteran Category

The consolidated WOTC applies only to new employees hired **on or after** January 1, 2007 **and before** January 1, 2008.

The new employee must belong to one of the following nine target groups:

- A member of a family that is receiving or recently received Temporary Assistance to Need Families (TANF) for at least 18 consecutive months ending on the hiring date;
- A member of a family that is receiving or recently received TANF benefits for any 9-month period during the 18-month period ending on the hiring date;
- An 18-39 year old member of a family that is receiving or recently received **Food Stamps**;
- An 18-39 year old resident of one of the federally designated Empowerment Zones (EZs), Enterprise Communities (ECs) or Renewal Communities (RCs); **Note:** All Round I Enterprise Communities (ECs) including enhanced Enterprise Communities expired on December 31, 2004. Round II ECs are still in existence as are all the EZs;
- A 16-17 year old EX/EC or RC resident hired between May 1 and September 15 as a Summer Youth Employee **Note:** All Round I Enterprise Communities (ECs) including enhanced Enterprise Communities expired on December 31, 2004. Round II ECs are still in existence as are all the EZs;
- A veteran who is a member of a family that is receiving or recently received **Food Stamps**; **Disabled Veterans:** a veteran who is entitled to compensation for a service-connected disability and has a hiring date not more than one year after discharge or release from active duty, or has been unemployed for a period or periods totaling at least six months during the one-year period ending on the date of hire.
- A Vocational Rehabilitation Referral who completed or is completing rehabilitative services from a State certified agency, an Employment Network, or the U S Dept of Veterans Affairs.
- An ex-felon who has been convicted of a felony and has a hiring date which is not more than one year after the last date on which he was so convicted or released from prison; and/or
- A recipient of Supplemental Security Income (SSI) benefits.

There are a number of tax credit programs that can help businesses reduce their Federal and State tax liability. These employer tax credit incentives can help businesses create jobs; boost local economies and help new employees obtain and retain jobs.

Information on Other Special Tax Credit programs from the WI Department of Commerce can be found at:

<http://commerce.wi.gov/BD/BD-TaxCreditPrograms.html>

2006-2016 WISCONSIN'S JOB OUTLOOK REPORT NOW AVAILABLE

The report analyzing the long-term Wisconsin projections data for 2006-2016 is now available on the Department of Workforce Development, Office of Economic Advisors web site at:

http://dwd.wisconsin.gov/oea/employment_projections/wisconsin/lt_summary.pdf

Anticipated trends in industry and occupational employment between 2006 and 2016 are examined in the publication. Industries and occupations with the most new jobs and those growing the fastest are highlighted. Analysis of occupational employment projections also includes typical education and training information.

The publication is organized into four sections: factors affecting the labor force; industry employment outlook; occupational employment outlook; and employment outlook by education and training categories. The report summarizes and analyzes the data tables available on the website, including information for 90 industries and almost 800 occupations.

Highlights from 2006-2016 Projections Report:

- There will be nearly one million job openings (926,600 job openings) between 2006 and 2016. Of these job openings, 680,200 positions will be available due to replacement needs as people permanently leave an occupation on account of retiring or illness, or for another career.
- Employment is projected to increase from 3.08 to 3.33 million jobs between 2006 and 2016, growing 8.0 percent.
- Wisconsin is expected to add 246,400 new jobs between 2006 and 2016.
- As Wisconsin's baby boomers retire at an increasing rate, a vast need for people with a variety of skill sets to fill vacated positions will emerge.

- Changing demand, technology advancement, and global competition will continue to drive the long-term historic shift to the need for more skilled workers.

- Education and health services industry will add nearly 92,600 new jobs over the projection period, the greatest number of new jobs of any super-sector industry.

- Four out of the top ten industry sub-sectors with the greatest number of new jobs are within health care and social assistance.

- Industries projected to have the most new jobs are ambulatory health care services (adding 29,800 new jobs), administrative and support services (adding 24,100 new jobs), and food services and drinking places (adding 22,000 new jobs).

- Over the 2006-2016 period, manufacturing is projected to decline from 505,500 to 497,900 jobs. However, there will be industries within manufacturing adding new jobs. Nonmetallic mineral product manufacturing (adding 1,500 new jobs), furniture and related product manufacturing (adding 1,200 new jobs), and chemical manufacturing (adding 1,200 new jobs) will be among manufacturing industries with the most number of new jobs.

Hard copies of the projections brochure are pending. You will be notified once the brochure becomes available.

All projections products are available on the Department of Workforce Development, Office of Economic Advisors website at <http://dwd.wisconsin.gov/oea>. Please contact Victoria Udalova at Victoria.Udalova@dwd.state.wi.us or (608) 267-9607 with questions or comments.

ERI System—Assessment Tool that Predicts Work Behavior

Job Centers throughout northeast Wisconsin have a new assessment tool that Human Resources managers can use in enhancing their hiring decisions. ERI System is an on-line, pre-employment assessment that examines work behavior skills. The results identify possible job-related behavior problems. In addition, it also provides employers with specific questions to ask candidates and their references related to concern areas.

There are seven areas assessed: conscientiousness, courtesy, emotional maturity, freedom from disruptive alcohol and illegal drug use, long-term commitment and trustworthiness. The assessment was developed 20 years ago, and has had over 60,000 job applicants complete the ERI test. There is also a version written in Spanish. Businesses in various sectors have significantly decreased turnover and work-related accidents using ERI in its pre-employment screen-

ing. Over a two year period manufacturers that used the ERI found turnover dropped an average of 25 percent to 8 percent.

One local Human Resource manager shared a story of how amazingly accurate she has found the test to be for her manufacturing company. She recently gave the ERI assessment to a job candidate, whom scored poorly on the conscientiousness portion of the assessment. The supervisor decided to hire the individual anyway. Shortly after being hired, the new worker was cited for safety violations.

For more information about ERI System, call Ann Franz at
(920) 498-5587.