

Northeast Wisconsin Job Center's Employer Bulletin

One of Wisconsin's Best kept Secrets Here to serve you.

Inside this issue:

One of Wisconsin's Best Kept Secrets JobCenterOfWisconsin.com	1
2008-2009 Affirmative Action Data available on line	2
JAN—The Job Accommodation Network	2
ADA informational Websites	3
ADA Update — Amendments Act of 2008	3
Stats In—Review Consumer Price Index Labor Force Update Internet JobNet & Job Center Stats	4
Planning Tool: √ U.S. Census LEHD √ WI GROW Regional Metrics Benchmarks	5
Veteran VR & E Information for Employers	6
We're Working to keep Wisconsin Working.	

DWD's new Website recognized.
JobCenterOfWisconsin.com has been honored as Wisconsin Builder magazine's "Best of the Web" for November. Editor Larry Silver wrote that JCW is "the perfect site for those contractors who will lose the majority of their work force during the next decade" as tradesmen and other skilled workers retire.
[www.wibuilder.com/wb-nov-08/pulse.html]

Wisconsin Job Centers may be one of Wisconsin's best kept secrets in the local community. As one job seeker recently visiting the Green Bay Job Center said, "I didn't know these services existed or were even available". Job Centers are a place where job seekers can get help and find just about everything they need to connect with employers in their job hunt. From fax machines, Internet computers, resume help, application assistance, to employment related workshops, its available to help facilitate the match between job seekers and employers. Job Centers have been set up as one-stop centers to not only assist job seekers in finding employment and support services, but also to assist employers in filling their job openings.

Many employers are not aware of the many services available including free listing of their job openings, doing on-site recruiting at the job center, taking part in job fairs and the ability to have their job posted to online databases at **no cost** including Wisconsin's **JobCenterOfWisconsin.com** and the National Labor Exchanges Website, **JobCentral.com**.

Wisconsin Job Centers are accessible and conveniently located to provide one-stop services by bringing together employment, training, education, economic development and related services to business and job seekers alike. Each area Job Center is a collaboration of public and non-profit agencies partnering to integrate and streamline various workforce development and placement services to help connect employers and workers, as part of a nationwide system that provides job information and services to job seekers and employers. Our offices have resource areas equipped with internet access, a variety job search resource materials, and resume writing software. We provide on-line computer access, audio-visual libraries, free job-related faxing, job search help, and a variety of workshops to assist job seekers in finding employment and connecting with area employers. Between July 1 and December 1, 2008, over 25,500 job orders were listed with over 59,000

openings by employers seeking workers.

Employer Services include:

- √ Easy posting of job openings at no cost on Wisconsin's JobNet Business
(www.jobnet.wisconsin.gov/business)
- √ Access to Job Seeker profiles (Available for those signed on to JobNet Business)
- √ On site recruitment
- √ Job Center sponsored Job Fair information
- √ Information on the labor market, wage tax credit programs prevailing wages and training programs available in conjunction with Job Center programs
- √ Rapid response services and dislocation services for displaced workers

To find a one stop center anywhere in the nation visit the Career One Stop Service Locator Website at:

<http://www.servicelocator.org/>



JobCenterOfWisconsin.com is the new website from Wisconsin's Department of Workforce Development. Whether you are looking for the perfect employee or helpful information, Job Center of Wisconsin is the place for you. This site offers employers the ability to post their job openings, search on-line job candidate profiles to find potential employees and link directly to a variety of helpful resources. Links to information on Wisconsin's Unemployment Compensation, New Hire Reporting, Labor Market Information, etc. The Website is convenient, fast and there is **no cost** to employers or job seekers. New features are being added continually to improve services to Wisconsin's residents and the employer community.

DWD—Connecting Wisconsin's Workforce

2008-2009 Affirmative Action—Labor Force Demographic Data is Available from the Wisconsin's DWD—Office of Economic Advisors

JobCenterOfWisconsin.com

The next major upgrade to [JobCenterOfWisconsin.com](http://www.jobcenterofwisconsin.com) is scheduled to be rolled out on January 9. Most of the focus will be on employers. The next release will fully integrate the employer registration and job posting functions with the JCW site, making both functions simpler. Another major improvement will allow job seekers to fill out a standard job application on JCW and e-mail it to employers. Details will be announced early next month.

Affirmative Action for each county from the State Office Of Economic Advisors Website.

http://dwd.wisconsin.gov/oea/affirmative_action/affirmative_action.htm

The data in this publication has been prepared by the Department of Workforce Development (DWD). The population, labor force, and unemployment data in this publication will be revised and published every two years. The occupational data will not change until the next Census, but the occupational tables will be included in each biennial edition.

Direct use of this data may not fulfill the needs of an individual employer; additional analysis of these base data may be necessary to derive information required by the Office of Federal Contract Compliance. For example, a comparison of unemployment will require dividing a target population's unemployment by total unemployment to

derive a percent of total figure. The unrounded estimates facilitate adding several counties to develop area totals.

The total non-institutional populations shown in this publication are produced by using the state's Department of Administration, Demographic Services Center population projections. Racial, ethnic and gender estimates rely on the 2005 Census estimates and on national population trends.

The total labor force and total unemployment estimates are produced by the state's Department of Workforce Development, and are based on the average of 2006. Estimates for racial, ethnic and gender employment status depend on the 2000 Census and on national labor force and unemployment trends. These reports should be used only for Affirmative Action planning.

For further information, please contact:

Joseph Tumpach Ph: (608) 266-0851,
email: Joe.Tumpach@dwd.wisconsin.gov



JAN, the Job Accommodation Network, Launches Its Next Generation Website



ees, as well as employers. The new, custom-designed web: www.jan.wvu.edu addresses the unique needs of employers who hire, retain, and promote individuals with disabilities. JAN is at the forefront of assisting companies to develop inclusive workplaces and the fully accessible website contains several innovative features:

- * Portal for employers;
- * Publication library with more than 220 of the latest technical assistance publications;
- * Presentation library with new and archived webcasts, podcasts, and videos;
- * Dynamic, interactive Searchable Online Accommodation Resource (SOAR) for immediate answers to your accommodation questions; and
- * Phone and email contact information for no cost personal consultation.

The site update offers simple, intuitive navigation and expanded functionality. To take a virtual tour, go to breeze.jan.wvu.edu/webtour.

JAN is a service of the U.S. Department of Labor's Office of Disability Employment Policy.

For more information about the JAN, please contact JAN at: (800)526-7234 (V), (877)781-9403 (TTY), or jan@jan.wvu.edu.

JAN's Searchable Online Accommodation Resource (SOAR) system is designed to let users explore various accommodation options for people with disabilities in work and educational settings.

These accommodation ideas are not all inclusive.

If you do not find answers to your questions, please contact JAN directly.

The staff of experienced consultants is happy to discuss specific accommodation needs in a confidential manner. To start your SOAR search:

<http://www.jan.wvu.edu/soar/index.htm>

JAN's website, long-known as the best place to access practical technical assistance for workers with disabilities, announces the launching of a new, interactive site. The Website is very easy to navigate and extremely functional. It has tools such as JAN on Demand and the Searchable Online Accommodation Resource. Find accommodation examples, Americans with Disabilities Act resources, online guides, testimonials, informational articles, and much more. It offers comprehensive access to practical technical assistance information designed to enhance workplace productivity and reasonable accommodation solutions.

For more than 25 years, JAN has provided practical solutions for job accommodations in the workplace, as well as being a source for Americans with Disabilities Act. With the influx of military service members with disabilities transitioning back into the workforce, an updated Job Accommodation Network site, provides an easy to use resource for potential (or current) employ-

Information on American with Disabilities Act (ADA) available on the Web

The **Americans With Disabilities Act (ADA)** prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and governmental activities. The ADA also establishes requirements for telecommunications relay services. Two Federal Websites offer up-to-date and comprehensive online sources of information for employers.

DisabilityInfo.gov This Website provides quick and easy access to comprehensive information about disability programs, services, laws and benefits. Emphasis on Employment, Education, Housing, Transportation, Health, Benefits, Technology, Community Life and Civil Rights are high lighted. Each subject area provides links to find state and local resources.

The Department of Justice **ADA Home Page** (<http://www.ada.gov/>) Website offers Information and Technical assistance on Americans with Disabilities Act (ADA). This Website includes access ADA publications, Tax Incentive information, ADA standards for Accessible Design, compliance check lists, technical assistance guides, frequently asked questions, special topics, cases and briefs, etc. The Disability Rights Section also maintains the ADA Information line:

800-514-0301 (voice) 800-514-0383 (TTY)

ADA Specialists are available to provide ADA information and answers to technical questions on Monday, Tuesday, Wednesday, and Friday from 10:30 a.m. until 4:30 p.m. or on Thursday from 12:30 p.m. until 4:30 p.m. (Eastern Time).



ADA Business Connection

Information for Businesses including ADA Publications, ADA Business Briefs, Design Standards, and ADA Regulations

<http://www.ada.gov/business.htm>

Notice Concerning The Americans With Disabilities Act (ADA) Amendments Act Of 2008



On September 25, 2008, the President signed the Americans with Disabilities Act Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations. The Act retains the ADA's basic definition of "disability" as an impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment. However, it changes the way that these statutory terms should be interpreted in several ways. Most significantly, the Act:

- √ directs EEOC to revise that portion of its regulations defining the term "substantially limits";
- √ expands the definition of "major life activities" by including two non-exhaustive lists:
 - √ the first list includes many activities that the EEOC has recognized (e.g., walking) as well as activities that EEOC has not specifically recognized (e.g., reading, bending, and communicating);
 - √ the second list includes major bodily functions (e.g., "functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions");

- √ states that mitigating measures other than "ordinary eyeglasses or contact lenses" shall not be considered in assessing whether an individual has a disability;
- √ clarifies that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active;
- √ provides that an individual subjected to an action prohibited by the ADA (e.g., failure to hire) because of an actual or perceived impairment will meet the "regarded as" definition of disability, unless the impairment is transitory and minor;
- √ provides that individuals covered only under the "regarded as" prong are not entitled to reasonable accommodation; and
- √ emphasizes that the definition of "disability" should be interpreted broadly.

EEOC will be evaluating the impact of these changes on its enforcement guidance's and other publications addressing the ADA.

Effective Date:

The ADA Amendments Act is effective as of January 1, 2009.

Reference:
http://www.eeoc.gov/ada/amendments_notice.html

HIRE A VETERAN

Take advantage of this valuable resource

VETERANS

- Are trainable**
 - Are Adaptable**
 - Have Self-Confidence**
 - Have dedication and work ethic**
 - Can work under pressure**
 - Have acceptance of authority**
 - Have experience and ability to work as a team**
 - Have Everything you require of a productive employee**
 - Know how to communicate and coordinate to get a job done.**
 - Seek and accept responsibility**
 - Have social maturity**
- They served our county and deserve your consideration for employment!**

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	Oct-08	Sep-08	Oct-07	Size 50,000-1,500,000	Oct-08	Sep-08	Oct-07	Size Less than 50,000	Oct-08	Sep-08	Oct-07
All Items	216.6	218.8	3.7%	All Items	131.9	134.0	3.6%	All Items	202.1	205.5	3.6%
Food & Beverage	218.7	217.7	6.1%	Food & Beverage	135.5	135.3	6.7%	Food & Beverage	216.0	213.9	8.6%
Housing	217.4	218.2	3.2%	Housing	125.6	126.7	2.4%	Housing	191.3	192.4	3.8%
Apparel & Upkeep	122.2	121.2	0.3%	Apparel & Upkeep	86.7	86.7	0.5%	Apparel & Upkeep	124.7	124.0	-1.7%
Transportation	192.7	203.9	4.2%	Transportation	141.8	152.1	4.7%	Transportation	174.3	190.6	1.2%
Gasoline (All Types)	266.4	313.5	12.0%	Gasoline (All Types)	276.9	338.3	9.1%	Gasoline (All Types)	223.2	278.6	5.3%
Medical Care	365.7	365.0	2.8%	Medical Care	158.6	157.9	2.9%	Medical Care	353.2	352.5	0.6%
Energy	231.6	258.0	11.5%	Energy	218.1	252.7	9.2%	Energy	203.1	234.1	8.3%

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

Labor Force Update

Green Bay MSA (Brown, Kewaunee, & Oconto counties)	October-08	September-08	October-07	Change from one	Change from one
				month ago	month ago
				2008	2007
Civilian Labor Force	168,815	168,424	169,266	391	-451
Employed	161,358	161,131	162,211	227	-853
Unemployed	7,457	7,293	7,055	164	402
Unemployment Rate %	4.4%	4.3%	4.2%	0.1	0.2
Total Nonfarm (NFWS) ***	170,900	170,500	171,300	400	-400
Goods Producing	38,700	39,100	39,800	-400	-1,100
Service Producing	132,200	131,400	131,500	800	700
Constr., Mining & Nat. Resources	8,400	8,500	8,500	-100	-100
Manufacturing	30,300	30,600	31,300	-300	-1,000
Trade	23,700	23,500	24,100	200	-400
Transportation & Utilities	11,600	11,500	11,400	100	200
Financial Activities	12,400	12,400	12,200	0	200
Education & Health Services	21,400	21,300	21,000	100	400
Leisure & Hospitality	16,000	16,200	16,100	-200	-100
Info., Prof & Bus. Svcs., & Other Svcs.	25,500	25,500	25,500	0	0
Total Government	21,600	21,000	21,200	600	400
Federal	1,200	1,200	1,200	0	0
State	2,500	2,400	2,700	100	-200
Local	17,900	17,400	17,300	500	600

*** 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 December 4, 2008

Statewide	4,433 Job Orders	11,281 Job Openings
Bay Area (10 Counties)	705 Job Orders	2,130 Job Openings
Fox Valley Area (7 Counties)	666 Job Orders	1,510 Job Openings

New Job orders listed in November 2008

	November 2008	
State Wide	3,102 Job Orders	6,787 Job Openings
Bay Area (10 Counties)	510 Job Orders	1,002 Job Openings
Fox Valley (7 Counties)	407 Job Orders	848 Job Openings
Brown County	268 Job Orders	969 Job Openings

Does not include job listings directly downloaded from Job Central into Job Center of Wisconsin

US CENSUS Longitudinal Employer Dynamics Data Tool (LEHD)



The US Census Bureau has created a number of tools geared to helping businesses and individuals understand and use reliable workforce information for planning purposes and analyzing workforce and economic information.

Longitudinal Employer-Household Dynamics (LEHD) Data Tools

<http://lehd.did.census.gov/led/>

Longitudinal Employer-Household Dynamics (LEHD) is an innovative program within the U.S. Census Bureau through which staff utilize modern statistical and computing techniques to combine federal and state administrative data on employers and employees with core Census Bureau censuses and surveys. Accessible through the LEHD website, the Bureau has created five data tools to assist in analyzing workforce and economic information.

<http://lehd.did.census.gov/led/datatools/datatools.html>

The Community Economic Development (CED)

HotReport.

Provides community and business leaders speedy access to information tailored to economic development decision-making. The CED HotReport is a free, easy to use portal to instantly obtain a multi-faceted view of local and regional conditions using graphs, maps, tables and dynamic text. Topics include the economy, transportation, housing, schools, top industries, occupations, and more.

The QWI (Quality Workforce Indicators) Online

Analytic Tool.

This tool produces 29 labor force indicators with eight of them published by Census in QWI Online. The eight indicators include total employment measures of change such as job flow, new hires, separations, and average earnings.

QWI Online provides

- Detailed demographics
- Detailed geography
- 3- and 4-digit Industries by NAICS
- Historic data for past 3-4 years
- Comparability
- Timeliness
- 4-quarter averages
- State totals

Using the Comparison Report feature in QWI Online, you can compare labor market information by time, geography, sex, age and other variables. You can chart the data by specified period or by each of the four quarters of the year selected. You can download this information to create custom tables and charts.

Some of the questions it answers include: "Where are the workers in my industry and county? How much are workers like mine paid? How does the turnover for other firms in my industry compare to my workplace?" for employers; or, "Where are the jobs? How much can I expect to be paid in different industries? (and) How long can I expect jobs to last?" for workers and job seekers.

OnTheMap.

Is an online mapping and reporting application that shows where workers are employed and where they live along with companion reports on worker characteristics and optional filtering by age, earnings, or industry groups.

The Industry Focus Tool.

Lets users determine the top industries in their local area and for local workers, focus in on a particular industry to see how it ranks among top industries, and also review the characteristics of workers in that industry.

e-Learning Modules.

Further illustrate the use and functionality of the website, QWI Online, Industry Focus and OnTheMap. Each e-Learning module lasts approximately 10-15 minutes, features voice-over and animation, and utilizes a relevant scenario to display tool features.

Source: U.S. Census Bureau, Center for Economic Studies

Wisconsin's GROW Regional Metrics Benchmarks

dwd.wisconsin.gov/oea/grow_regional_metrics/grow.htm

The Wisconsin Regional Metrics Benchmarks (RMB) were developed to provide the seven GROW regions with a common set of core economic, demographic, and labor market indicators. These metrics provide the GROW regions with benchmarks for identifying economic development challenges and to measure the progress of economic development. The metrics can also be used to compare GROW regions against similar regions across the U.S.

The 36 measures comprising the RMB are aggregated from readily available county-level data that yield a broad assessment of the Regions' economies and labor markets.

Data for the RMB have been compiled and developed by the DWD Office of Economic Advisors (OEA). OEA will update the metrics as new data become available. DWD and regional OEA labor market economists are available to help interpret and apply the metrics data to regional economic development efforts.

For further information on the metrics for your region contact your local DWD Economist— **Fox Valley and Bay Area regions:** Kimberly Berg at (920) 448-5268 or Email her at kimberly.berg@dwd.wisconsin.gov

VR & E INFORMATION FOR EMPLOYERS

There are numerous programs encouraging employers to hire disabled veterans. One of these programs is the Department of Veterans Affairs' Veteran Benefits Administration's Vocational Rehabilitation and Employment (VR & E) Program.

This program provides effective vocational rehabilitation services (including educational funding) to veterans with service-connected disabilities enabling them to transition from the military service to a successful rehabilitation and on to suitable employment. Additionally, this program provides incentives for employers to hire these disabled veterans.

Reasons to hire veterans who have completed the VR & E Program are:

- mature, motivated and disciplined workers
- pre-screened for your specific employment needs
- proven to be reliable, dependable, and able to perform in stressful situations
- dedicated team players

Employers hiring disabled veterans may qualify for benefits and incentives through the VR & E programs or other Federal Resources. Some VR & E Resources:

On the Job Training Program - Employer hires veteran at an apprentice wage and VR & E supplements the salary up to the journeyman wage (up to maximum allowable under OJT). As the veteran progresses through training, the employer begins to pay more of the salary until the veteran reaches journeyman level and the employer is paying the entire salary. VR & E will also pay for any necessary tools. The employer is also eligible for a federal tax credit for hiring an individual who participated in a vocational rehabilitation program.

VR & E Special Employer Incentive Program - This program is used for veterans facing extraordinary obstacles to employment. A veteran is placed in an OJT or a work experience with an employer. VR & E can reimburse the employer up to 50% of the veteran's salary for up to 6 months. The employer is also eligible for a federal tax credit for hiring an individual who participated in a vocational rehabilitation program.

VR & E Non-Paid Work Experience Program - A veteran is placed in a local, state, or Federal government office. The placement does not count against the agency's FTE and the agency does not pay the veteran. VR & E pays the veteran monthly subsistence allowance while the veteran is participating in the program. During the placement, the veteran works towards gaining and/or strengthening particular skill sets. Though the office is under no obligation to

hire the veteran, the goal of this program is the veteran obtaining full time, permanent employment in the office where he/she is placed or a similar office.

Some Federal Resources are:

Architectural/Transportation Tax Deduction (IRC Section 190) - This is a deduction a business can take for making a facility or public transportation vehicle more accessible to an individual who is disabled or elderly.

Disabled Access Credit (IRC Section 144) - This is a tax credit for eligible small business that pays or incurs expenses to provide access to persons with disabilities. The expenses must be to enable the eligible small business to comply with the Americans with Disabilities Act of 1990 (ADA).

Veterans Job Training Act - This provides training costs for employers of long-term unemployed veterans of the Korean conflict or the Vietnam era.

Work Opportunity Tax Credit - This is a tax credit for businesses that hire individuals from certain qualified groups, of which one is a disabled person who completed or is completing rehabilitative services from a state or the U.S. Department of Veteran Affairs.

Interested employers may locate veterans and/or get further details by contacting the Department of Veterans Affairs Regional Office, and asking for either the VR & E Service Officer or VR & E Service Employment Coordinator:

Milwaukee Regional Office
5400 West National Avenue
Milwaukee, WI 53214
Phone: 1 800 827 1000

or

Send an email to vetsuccessonline@vba.va.gov indicating your interest to hire a veteran from the VR&E Program, a description of the position and the best means to contact you. Your E-mail will be directed to the appropriate VR & E Service Office and you will be contacted.

Article Resource & Excerpts are from the Department of Veterans Affairs' Veteran Benefits Administration's website

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