

Northeast Wisconsin Job Center's Employer News Letter

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Hiring Incentives Can Help Lower your taxes, Save Money and Boost the Economy

Lower Your Taxes, Save Money and Boost the Economy

During these challenging economic times, many companies may be overlooking an important source of revenue to help their business. There are a number of tax credit programs that can help businesses reduce their Federal and State tax liability and increase profitability. The employer tax credit incentives can help businesses create jobs, improve their bottom line, boost local economies and help new employees obtain and retain jobs.

On the Job Training Initiative

The Division of Rehabilitation Services can provide up to 50% of the salary and fringe expenses, for up to 90 days, of a DVR referral that is hired by your company through DVR's On the Job Training Initiative.

For more information visit:

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

Employer Tax Credits

Work Opportunity Tax Credit

The "Small Business and Work Opportunity Tax Act of 2007" reauthorized and extended the Work Opportunity Tax Credit (WOTC) through December 31, 2011. The Work Opportunity Tax Credit (WOTC) program is an Employer-Friendly Federal Income Tax Credit that provides an incentive for private for-profit employers to hire individuals of certain target groups, which have traditionally faced significant barriers to employment. The main objective of this program is to enable the targeted employees to gradually move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers, while the participating employers are compensated by being able to reduce their federal income tax liability. WOTC joins other workforce programs that help incentivize workplace diversity and

facilitate access to good jobs for American workers. These credits reduce an employer's cost of doing business and require little paperwork. Employers can save up to \$2,400 per new hire. For the Long-Term Family Assistance recipients, the employer can save up to \$9,000 per new hire, over a two year time period.

For Details Visit:

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

Economic Development Tax Credits

Wisconsin's Economic Development Tax Credits programs provide tax incentives to new or expanding businesses whose projects will affect distressed areas throughout the State. For more information contact the Department of Commerce Or visit their Website at:

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

Employee Tax Credits

There are several employee tax credit incentives that can increase the take-home pay of employees at no cost to the employer.

Earned Income, Homestead and Child Tax Credits

The Earned Income Homestead and Child Tax Credits can help low income workers increase their income substantially by reducing their income tax liability and, at times, providing a refund greater than the taxes owed. Not only do these credits reduce their tax burden and supplement their wages, but they motivate individuals to pursue employment, promotes self-sufficiency while meeting the labor needs of employers. For more detailed information visit:

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

**We're Working to
 Keep Wisconsin
 Working**

Labor Law Clinic scheduled for September 14th in Green Bay

Labor Law Clinics are educational seminars, usually one day in length, which are open to the public and feature DWD staff explaining many of the laws and rules the agency administers.

A Labor Law Clinic is scheduled at the Best Western Midway Hotel in Green Bay this September.

Site: Best Western Midway Hotel

780 Armed Forces Drive

Green Bay, WI 54304

Date: Wednesday, September 14, 2011

Time: 8:00 am to 3:30 PM

Cost: \$77.00 per person. Substitutions allowed. Price includes: Refreshments and lunch; handouts for all presentations on the agenda, plus other DWD handouts

This daylong Clinic will include speakers from the Equal Rights and Unemployment Insurance Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. You'll have lots of opportunities to ask questions of the experts who administer the laws and programs.

Topics for this clinic include:

8:45 am "Preparing for Unemployment Insurance Hearings"

Provides a basic introduction to the appeal process, including how to decide whether or not to appeal an initial eligibility determination, how to effectively prepare for a hearing to ensure that the necessary evidence is presented, and what to do if dissatisfied with the decision of an Administrative Law Judge.

10:15 am "Fair Employment Law Basics"

Offers a straightforward look at the basics of the Wisconsin Fair Employment Law (WFEL). Introduces the audience to Wisconsin's law prohibiting discrimination in employment and serves as a foundation for further discussion. Also addresses topics such as prohibited actions by employers, groups protected under the law, employing individuals with disabilities, on-the-job harassment, dealing with a WFEL complaint, and other concerns which the audience may raise.

12:30 PM "An Overview of Wisconsin's Labor Standards Laws"

Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

2:00 PM "Understanding The Principles of The Worker's Compensation Law"

Focuses both on an overview of the key principles underlying the WC system and on practical, useful ideas for employers to implement in handling WC claims. Includes advice on establishing an effective injury reporting process, receiving employee accident reports, communicating with WC insurance carriers, investigating reports of work-related injuries, and steps to follow when presenting evidence on behalf of employers at hearings.

For more Information go online to download and print registration form and agenda

<http://dwd.wisconsin.gov/laborlaw/#091411>

DWD Secretary Baumbach announces enhancements to WORKnet

Website improvements allow job seekers to find wage, occupation data on employers

Department of Workforce Development (DWD) Secretary Scott Baumbach today announced improvements to WORKnet, DWD's labor market information system accessible through the agency's website at www.dwd.wisconsin.gov.

The employer search section of WORKnet has been updated to allow potential employees to search companies throughout the state by company name, by industry, or by occupation. The results provided include contact information for companies to provide an easy way for job seekers to directly contact employers.

"These improvements are in line with Governor Walker's goal to get Wisconsin working again," Secretary Baumbach said.

"Making more tools like these available will empower job seekers to research and make proactive decisions about which companies are the best fit for their location and occupation."

WORKnet is the state of Wisconsin's resource for labor market and workforce information. Located at <http://worknet.wisconsin.gov>, the site provides a comprehensive source of knowledge about Wisconsin's business environment. Potential employees and others can locate data on companies, wages, high-growth jobs and statistics on economic growth.

"Together with the Job Center of Wisconsin, WORKnet provides an invaluable resource for those looking for work," Baumbach continued. "The nearly 30,000 job openings on <http://jobcenterofwisconsin.com> help illustrate what Governor Walker has been saying since January: Wisconsin is open for business."

US Department of Labor's OSHA launches national survey on employers' safety and health practices to help guide future rules, compliance, outreach

The U.S. Department of Labor's Occupational Safety and Health Administration has launched a survey of private sector employers as a tool toward better designing future rules, compliance assistance and outreach efforts. As many as 19,000 employers nationwide will receive the Baseline Survey of Safety and Health Practices, which asks questions about workplace safety and health management practices.

The survey will be sent to private sector employers of all sizes and across all industries under OSHA's jurisdiction. Questions include whether respondents already have a safety management system, whether they perform annual inspections, who manages safety at their establishments, and what kinds of hazards they encounter at their facilities. Participation in the survey is voluntary.

The survey is accompanied by a cover letter from Assistant Secretary of Labor for OSHA Dr. David Michaels. Contact information for OSHA and its contractor, Eastern Research Group, is included for respondents who have questions about the survey. They will receive a paper copy of the survey that can be filled out and returned to ERG and the option to complete it online. Only those who receive a paper copy of the survey will be able to complete the online version.

The agency expects the data collection phase to be completed by August. ERG will provide the results — which will be anonymous and cannot be used for enforcement — to OSHA.

OSHA published a notice of its intent to conduct the survey in the Federal Register on Aug. 12, 2010. Following a 60-day comment period, as required by the Regulatory Flexibility Act, OSHA published a second Federal Register notice for comments on Nov. 3, 2010, and received clearance from the Office of Management and Budget to conduct the survey. A pre-test with a sample of employers was conducted in April 2011.

For more information about the survey and to view a copy, visit <http://www.osha.gov/national-survey/national-survey-announcementbaseline-survey.html>.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit <http://www.osha.gov>.

Improving Economy means more opportunities for Job Seekers & Employers

From DWD's Workforce Watch

Part of the job growth we are experiencing in Wisconsin is typical of the hiring season. Another factor is a steadily-improving economy.

While job seekers have many opportunities, employers who hire them or the individual him or herself may qualify for federally funded incentives. DWD provides a variety of hiring and training incentives for veterans, people with disabilities, and others who face employment barriers.

Work Opportunity Tax Credit (WOTC) - An employer could be eligible for a tax credit from \$1,500 - \$9,000. The credit applies to new employees who fall into one of nine groups traditionally facing employment barriers – veterans, people with disabilities, ex-offenders, welfare and food stamp recipients, and individuals on long-term family assistance.

Veterans Employment Programs and Services - The Transition Assistance Program for Veterans (TAP) website provides career information. The U.S Small Business Administration offers Veterans Business Development. The Veterans Workforce Investment Program supports employment and training programs to meet the needs of veterans with service-connected disabilities or who face significant barriers to employment. Other programs are also available through the website.

Division of Vocational Rehabilitation - The On-The-Job training program will pay 50 percent of wages and fringe benefits up to 90 days when an employer hires a person with disabilities served by DVR.

Employers can learn more about hiring incentives at

Tax Credit Programs for Employers and Employees - <http://dwd.wisconsin.gov/jobservice/taxcredit/>

Veterans Employment Programs and Services - http://dwd.wisconsin.gov/veterans/v_emp_pro_serv.htm

On The Job Training Hiring Initiative http://dwd.wisconsin.gov/dwd/publications/dvr/pdf/dvr_16655_p.pdf

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	May-11	Apr-11	May-10	Size 50,000-1,500,000	May-11	Apr-11	May-10	Size Less than 50,000	May-11	Apr-11	May-10
All Items	226.0	224.9	3.6%	All Items	138.8	138.0	3.8%	All Items	212.2	211.3	4.0%
Food & Beverage	227.1	226.2	3.4%	Food & Beverage	140.3	139.8	2.9%	Food & Beverage	223.6	221.9	4.1%
Housing	218.5	217.9	1.2%	Housing	126.9	126.6	1.1%	Housing	193.8	194.6	0.7%
Apparel	122.3	122.2	1.0%	Apparel	84.6	84.7	-3.5%	Apparel	118.7	112.4	-4.4%
Transportation	220.3	216.9	13.1%	Transportation	162.6	159.4	13.9%	Transportation	200.8	198.4	14.8%
Gasoline (All Types)	337.0	325.3	36.9%	Gasoline (All Types)	366.7	348.5	42.1%	Gasoline (All Types)	298.7	291.6	39.3%
Medical Care	399.4	398.8	3.0%	Medical Care	174.0	173.4	3.9%	Medical Care	379.8	379.0	2.7%
Energy	260.4	253.5	5.7%	Energy	253.3	244.0	24.7%	Energy	229.1	225.2	24.0%

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

Labor Force Update

Green Bay MSA (Brown, Kewaunee, & Oconto counties)	May-11	April-11	May-10	Change from one month ago May 2011	Change from one year ago May 2010
Civilian Labor Force	170,631	170,420	172,150	211	-1,519
Employed	158,393	158,427	158,929	-34	-536
Unemployed	12,238	11,993	13,221	245	-983
Unemployment Rate %	7.2%	7.0%	7.7%	0.1	-0.5
Total Nonfarm (NFWS) ***	166,100	164,700	166,500	1,400	-400
Goods Producing	34,300	33,400	34,400	900	-100
Service Producing	131,800	131,300	132,100	500	-300
Constr., Mining & Nat. Resources	6,200	5,600	6,800	600	-600
Manufacturing	28,100	27,800	27,600	300	500
Trade	22,600	22,600	22,800	0	-200
Transportation & Utilities	7,600	7,500	7,600	100	0
Financial Activities	11,800	11,900	12,200	-100	-400
Education & Health Services	23,200	23,300	22,600	-100	600
Leisure & Hospitality	15,300	14,800	15,600	500	-300
Info., Prof & Bus. Svcs., & Other Svcs.	28,500	28,800	28,900	-300	-400
Total Government	22,800	22,400	22,400	400	400
Federal	1,200	1,200	1,700	0	-500
State	2,300	2,200	2,500	100	-200
Local	19,300	19,000	18,200	300	1,100

*** 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 resumes on JobCenterOfWisconsin.com as of —July 19, 2011

Statewide 31,203 Job Openings on JCW (JobCenterOfWisconsin)
 Resumes/Applications on JCW 28,862

New Job orders listed on JobCenterOfWisconsin.com (Does not include uploads to JobCenterOfWisconsin.com from JobCentral.com)

	May 2011		June 2011	
State Wide	6,129 Job Orders	12,217 Job Openings	6,555 Job Orders	12,405 Job Openings
Bay Area (10 Counties)	872 Job Orders	1,950 Job Openings	1,035 Job Orders	1,837 Job Openings
Fox Valley (7 Counties)	871 Job Orders	2,384 Job Openings	903 Job Orders	1,913 Job Openings

A growing labor demand means more employment opportunities for job seekers



By **Scott Baumbach**, DWD Secretary

I am honored to have been named DWD Secretary by Governor Walker, and I look forward to continuing my work with all of you to advance Governor Walker's vision of creating the environment for 250,000 jobs by 2015.

In face of the challenging fiscal times and tough decisions for our state, together we are making strides to help get people working again, help the private sector fill its labor needs, and help Wisconsin's economy continue to grow. I believe strongly that our state's workforce development system is headed in the right direction. Right now, nearly

30,000 jobs are posted on www.JobCenterOfWisconsin.com.

In one example of this new direction, this month Governor Walker introduced his new Council on Workforce Investment, which now has private-sector business representatives accounting for a majority of the group. The Governor defined his workforce system objectives:

- √ Anticipate employer labor needs while building and strengthening Wisconsin's Workforce
- √ Support the development of a highly qualified labor force; and
- √ Empower individuals to pursue and retain good paying careers

I am pleased to report that the council has already started working on strategies to improve the alignment of education and job training systems, target resources more effectively by economic region and industry sector, and allocate funds giving priority to regional partnerships that create pathways and ensure a pipeline of skilled workers.

Indeed, by creating a better alignment between and stronger collaboration across public, private, educational and additional stakeholders, we will create a stronger, more adaptable workforce development system that advances job creation efforts under the Governor's leadership.

The Council of Workforce Investment is reflective of the strong workforce partnerships we are both creating and strengthening across Wisconsin. We have accomplished a great deal by working together, and there is much more work to be done.

I look forward to continuing our collaboration as we serve the people of Wisconsin.

Local Job Fairs offer an opportunity to connect

Job Fairs provide a valuable resource for Employers and Job Seekers seeking employment. They provide a one-stop chance to connect, gather and share information not readily available in the Internet Job Search Arena. For employers, job fairs offer a great opportunity to not only promote and discuss their company with hundreds of potential employees, but also to provide general information on career opportunities, company culture, benefits and hiring processes. Job Hunters get to explore and discuss employment opportunities with area employers. It proves valuable information in researching career options, meet and to talk to representatives from companies while developing networking contacts in their job hunt.

The Veteran's Employment Unit of the Green Bay Job Center held its annual Veterans Job Fair on June 8th at the Green Bay's Army National Guard Armory with over 30 employers and service providers providing job opportunities and information for area Veterans. Nearly 250 area Veterans attended the event and had the opportunity to meet and talk to area companies as well as get additional information on services available to Veterans.

The Green Bay Job Center was one of the 70 companies and service providers for the estimated 1200 job seekers at Congressman Reid Ribble's Free Job Fair held at NWTC on Monday, June 27, 2011. Job Center Staff provided information on services offered at the Job Center including Veterans Services, Workforce Investment Act Services, employment related workshops, and application help. Staff were available to provide on-the-spot resume advice for job seekers who wanted help with their resumes. Wisconsin Job Service Career Counselor provided a break-out session for individuals on "Interviewing Tips" and fielded questions about interviewing strategies to help them in the hiring process.

The Green Bay Job Center will be sponsoring its annual Fall Job Fair on 12 October 2011.

If you are interested in attending or want to be notified of date and time as the date and times as plans are finalized, Please send an email to Brian Pelon at the Green Bay Job Center at brian.pelon@dwd.wisconsin.gov

Pipeline Summit

Working on Strategies to help re-integrate Ex-offenders into employment

For the second year in a row, officials from the Wisconsin Department of Corrections, Wisconsin Department of Workforce Development, and the eleven independent Workforce Development Boards came together to discuss strategies for assisting offenders into employment upon their return to Wisconsin communities.

Wisconsin incarcerates about 22,000 individuals in state prisons and about 97% of them eventually return to their communities. About 8500 inmates are released from state facilities annually. The cost to incarcerate an adult male is about \$32,000 per year. Another 68,000 individuals are on community supervision at any given time. Promoting employment for this population helps reduce recidivism, lowers the crime rate, and saves taxpayer dollars.

The 300+ attendees heard from national speakers, Larry Chatterton (Utah State Department of Corrections) and Mark Carey (The Carey Group), about utilizing the latest research, risk assessment, and case management tools to achieve successful reintegration with offenders. Best practices from across the state were also highlighted. These included The Wisconsin Seasonal Workforce coalition from the Milwaukee area, the Financial Literacy Pilot Program, and the My Brother's Keeper program in the Green Bay area run by Harry Sydney III, a former running backs coach for the Green Bay Packers and local radio sports commentator.

Fifteen individuals from the Green Bay area attended the conference. Jim Golembeski, Executive Director of the Bay Area Workforce Development Board noted: "The quality of the partnership among DOC, DWD, and the local workforce boards has increased tremendously in just a year since we first came together in 2010. Offenders are being better prepared for available jobs and transitional services are available to more of them."

Employers can take advantage of the Work Opportunity Tax Credit (WOTC) that provides tax incentives to hire individuals with barriers to employment.

More information is available at
<http://dwd.wisconsin.gov/jobservice/taxcredit/wotc.htm>.

Bay Area Points of Contact:

Workforce Development Board 5:
James Golembeski (920) 431-4100

Wisconsin Job Service:
John Lewis (920) 448-6786

Office of Veterans Services:
Brian Marquardt (920) 448-6778

Division of Vocational Rehabilitation:

Year 2011 State of Wisconsin/Regional Economic Analysis

(7/8/2011) **DWD:OEA-** Wisconsin's annual average labor force was measured at 3.1 million participants in 2010. Approximately 2.8 million participants were employed and 255,000 were unemployed. The state's annual average unemployment rate was 8.3%, down four-tenths of a percentage point annually. For comparison, the nation's annual average unemployment rate was 9.6% in 2010 rising three-tenths higher annually.

Wisconsin's labor force decreased by 1.2% in 2010 as its number of employed decreased 0.8% coupled with a 5.8% decrease in the unemployed. Nationally, labor force growth was slightly negative (-0.2%) from 2009 to 2010. The nation's number of employed fell by 0.6%, while its number of unemployed rose 3.9 percent.

The number of unemployment insurance claims in 2010 decreased compared to 2009. There were 22% fewer state continued unemployment insurance claims filed in 2010, though it

should be noted that when including the filings for federal extensions for unemployment insurance, the decrease was only a minimal 0.2%. Initial unemployment insurance claims were filed at a 23% lower rate in 2010 indicating that fewer in the near-term would be applying for either state or federal unemployment insurance benefits.

Wisconsin's labor force participation rate (LFPR) in 2010 was 69.4%, remaining considerably higher than the nation's 64.7% rate. The state's LFPR did decline slightly in 2010 by eight-tenths of a percentage point following closely to the decrease in employed residents.

To view the complete PDF document

http://worknet.wisconsin.gov/worknet_info/images/WhatsNew/2011_ETA_review.pdf