

Bay Area News

Spring is in air. Come see what is springing up in the Bay Area

Skip's Corner

Dear Skip. As far as ASSET is concerned, what does it mean to be underemployed?

Job Seeker

Dear Job Seeker. The official definition is an out-of-school youth or displaced homemaker who is employed in a low-paying job that requires less skill or training than the person possesses. An example of this would be a person with an associate degree that is employed at a fast food restaurant.

Dear Skip. Is it possible for an older youth to fall into the 5% window and be eligible to receive training dollars under WIA?

Older Youth

Dear Older Youth. Training dollars are not available to older youth but may be available through the adult program. All those enrolled in the adult program must be low income to be eligible for training services. The case manager may request a training waiver from the Program Operations Manager of the BAWDB to fund training for an adult that is not low income per WIA standards.

If you have a question for Skip, please e-mail him at

info@bayareawdb.org and he will try to post your answers in future newsletters



Inside this issue:

Quarter 2 Performance	2
County Empl. Statistics	2
Board Member Bios	3
Oconto County JC Leadership Season	4
Spring Blooms Business on Broadway	5
Downtown Green Bay	5
Proposals for PY05	6
Favorite Office Posters	7
Home Remedies/Tips	7

Skip and the Outdoors

- Skip says if doggies eat mushrooms in the fall they may get very sick
- Dogs should always watch as frogs and toads jump. Skip's brother, Buck, didn't and caught a toad only to discover that they don't taste very good.
- All puppies (bigger dogs too) should ask Mom which bush they can lift their leg on or which flower bed they must not dig in. This will eliminate being yelled at in front of the other dogs.

Skip's Favorite Recipes—Healthy Dog Treats

Canine Carrot Cookies

2 cups of carrots, boiled and pureed, 2 eggs, 2 tablespoons garlic—minced, 2 cups unbleached all purpose flour, 1 cup rolled oats, 1/4 cup wheat germ

Combine carrots, eggs and garlic. Mix until smooth. Add dry ingredients. Roll out on heavily floured surface and cut into bars or desired shapes. Bake at 300 degrees for 45 minutes or to desired crunchiness. The centers will harden as they cool. Brush with egg white before baking for a glossy finish.

Peanut Butter and Honey Dog Biscuits

3/4 cup flour, 1 egg, 1 tablespoon honey, 1 teaspoon peanut butter, 1/4 cup vegetable shortening, 1 teaspoon baking soda, 1/4 cup rolled oats, 1/2 teaspoon vanilla

Heat honey and peanut butter until runny (20 seconds in the microwave). Mix ingredients together and drop by 1/2 teaspoonful onto cookie sheet and bake at 350 degrees for 8 to 10 minutes. This normally makes about 45 to 50 cookies but you may adjust the size and baking time accordingly.

BAWDB Second Quarter Performance for Program Year 2004

Performance Measures (items highlighted in yellow are failed measures)	AP		DP		OY		YY	
	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level
Entry into Employment	63.16%	72%	89.44%	80%	25.00%	65%		
6 Month Retention	85.00%	81%	95.92%	90%	64.29%	80%		
6 Month Earnings	\$4,746.03	\$3,000			\$2,337.64	\$3,000		
Attainment of Credential	73.08%	63%	80.00%	65%	40.00%	55%		
6 Month Replacement Rate			98.46%	95%				
Skill Attainment							92.01%	72%
Secondary School Diploma							88.80%	59%
Placement/Retention							69.39%	58%

County Employment Statistics

Brown County

Like the State of Wisconsin, the Brown County population is aging. This will be important to the area in the years to come. The older population presents both opportunities as well as changes. The older population will need different services than they now require, offering new opportunities for business and workers. Not only in health care, but in other areas such as retail, food and beverage and the entertainment industries. While manufacturing still plays an important role in Brown County, it only represents about 18 percent of the jobs in the county. Another important industry in the region is the trade, transportation and utilities industry. These industries add over one billion dollars to the county's payroll which is slightly more than the manufacturing sector. Many of the high wages in these industries come from the large nucleus of trucking in the area which offers high wages. Although the leisure and hospitality industry does not have a large share of the county's employment and wages, the county ranks fifth in tourism expenditures in the State of Wisconsin.

Door County

Of the ten largest industries in Door County, it is probably not surprising that the food services and drinking places industry has the greatest number of employees. This is part of the tourism business, which is very important in Door County where there was over \$394 million expended in 2003. The county relies heavily on seasonal employment as it is one of the top tourism areas in Wisconsin, ranking seventh statewide in tourism dollar expenditures. While tourism is important to the county's economy, manufacturing is also important and has the highest average annual earnings of all the industries in the county followed very closely by the construction industry.

Florence County

Of the largest public and private industry groups in Florence County, the wood product industry is the largest followed very closely by food services and drinking places. Florence County is different from the state in that manufacturing is not the highest paid industry. Although the average annual wages in

manufacturing ranked third highest in the county, it provides the greatest share of total wages to workers of all of the industry groups.

Kewaunee County

Kewaunee County has continued to have a decline in the number of jobs in its manufacturing industry but remains a large influence on the community in terms of jobs and wages. Another important industry in the region is the trade, transportation and utilities industry group. This industry would include the nuclear power plants located in the county. Although the education and health industry did not have one of the highest annual wages in the county it still paid very well and also is important in the number of jobs and the amount of income that it provides to the area in the form of wages. This education and health industry has had the highest number of new jobs during 2003.

Continued on page 6

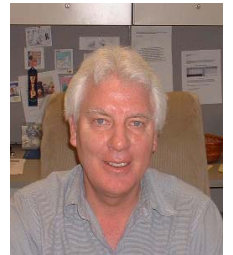
Executive Director James Golembeski

Workforce development has been a wonderful career for me to land in. A person has to be very well-rounded to do this job, and be able to see the interconnectedness of all the elements that make up a community or a region. Working with a board of directors like the Bay Area Workforce Development Board has given me working relationships with businesses from all over the northeast part of our state, as well as government officials, labor unions, educators, economic development professionals, and with the workers who make our part of the state the productive place that it is.

My first career, as a Catholic priest, prepared me quite a bit for this eclecticism. One of the things I like most about the clerical life was the similar interaction I was able to have with people from all kinds of backgrounds and lifestyles. Within that world, I was able to play many roles: scholar, counselor, musician, orator, teacher, janitor, and administrator. For better or for worse, the religious bureaucracy and I parted ways in 1989 but I have been fortunate to carry over much of my career experience to this

job. Most of my friends have learned not to get me started sharing my thoughts on the church bureaucracy. Through all of it, I have been fortunate to earn two Masters Degrees.

I have been equally fortunate in my life outside of work. Carol Dean has been a best friend and partner for many years and through 10+ years of marriage. Plus I got three interesting and much-loved stepkids in the deal. I have met and enjoyed so many wonderful singer/songwriters over the years and I am honored when I get the opportunity to perform their songs myself. Music and heroic fantasy are my diversions of choice. I miss racquetball a lot, but no longer have the knees to play it well. I really enjoy the volunteer work I do with kids, and the Family Violence Center in Green Bay has been kind enough to let me in on a weekly basis for almost 12 years now.



Board Member Michael Ptacek

Michael B. Ptacek is the Director of Curriculum for School to Work for the Green Bay Area Public Schools.

He served in Watertown, Wisconsin, N. St. Paul, Minnesota, and Green Bay as an Associate Principal and Principal. Coaching wrestling and teaching History, Economics, and Political Science has occupied much of Michael's time for 15 years in Rice Lake, Wisconsin. He has served on numerous committees dealing with school structuring and School to Work activities.

Mike has earned BS, MS, and Ph.D degrees at Madison and has

taught college courses in leadership and administration at UW-Milwaukee .

Mike and his wife, Judy have two children. Christi is presently working in the Pittsburgh area in customer services and relations. Benjamin is a graduate student in architecture at the University of Minnesota.



Board Member Mike Lanser

Mike is currently the President of Lakeshore Technical College. He has earned his Bachelors degree from the University of North Dakota, Masters degree from Truman State University in Missouri and his Doctorate from Nova Southeastern University in Florida.

Mike and his wife, Lori, have two sons. Andy is a sophomore at Sheboygan South High School and James is a six grader at Christ Child Academy.

In his free time Mike enjoys watching his two sons participate in

football and basketball. He also enjoys hunting and fishing.

Mike states that he became a Board member to help make a difference to people needing to make a change in their lives.

He and his family enjoy living and working in Northeastern Wisconsin because of the different seasons and the friendly people.



Oconto County Job Center



Welcome to the Oconto County Job Center. Housed in the NewCap building in downtown

Oconto, the Oconto County Job Center is home to ten partner agencies. They are NewCap, Wisconsin Job Service, Oconto County Human Services, Forward Service Corporation, Department of Vocational Rehabilitation, NWTCLearning Center, CESA, the Older Worker Program, Rainbow House, Oconto County Sexual Assault Center, and NEW VIEW Industries.

Oconto County Job Center is truly a “one-stop” center offering a wide variety of services to our community. Each of our partners provide various programs and services that can assist in almost any concern a person may have. Whether your need is employment, food, housing, health or education, you can find assistance at the Oconto County Job Center.

Despite the overall improvement in the State’s unemployment rate, which is currently 4.2 percent, Oconto County finds itself highest in the state with an unemployment rate of 8.4 percent. Especially important during these tough economic times, the Oconto Job Center is here to

assist those in need.

Come visit us. We are located at 1201 Main Street, Oconto, Wisconsin. You may reach us by telephone at 920-834-4621 or toll free at 1-800-242-7334.



Reception Area

Leadership Season

Leadership is in the air. Yes, spring is as well, thankfully... but the minds of smart executives are turning to the topic of leadership development in a broader sense than ever before. Executives realize they need employees to be leaders, or have the capacity and desire to be leaders, at more levels than ever before in order for their companies to be competitive in a global economy.

Leaders aren’t only at the top; they are in every type of position. Certain employees hold traditional lead roles by supervising other employees, but increasingly all employees are expected to exhibit leadership or “ownership” over their own workdays and duties. They may be expected to set and pursue individual job goals, connect with team members, and work on committees with representatives from other departments.

One of the many goals of workforce development professionals is to focus upon placing clients in jobs so that they are no longer unemployed. Much goes into predicting the types of jobs which are “hot” in certain areas, and how to best meet the needs of employers in the mar-

ket. In doing so, it is becoming increasingly important to keep in mind that what employers are looking to “employ” is changing in many ways. Whatever job titles are hot right now, they will all be more attainable to certain candidates who possess additional preparation to be employees of the future. Basic skills, while still necessary in many positions, must now be supplemented with what was previously considered “soft skills”, or “fluff”. Communication, teamwork, and leadership are crucial in workplaces where middle management is being phased out and self-directed work teams are becoming the norm.

What does it take to “grow” leaders and risk-takers? Actually, the parallels of growing plants and workplace leaders are not that far apart. First, you must consider specifically what you want to grow and then look to see if you currently have the “room” and conditions to do so. Asparagus needs more space and different conditions to thrive than a row of carrots. Are the current rules and systems in your organization confining the leadership qualities you’re trying to develop in clients? Do you have rows

where you need hills? Do you have fences where you need to till additional soil?

The members and partners of EWDN, the Employers Workforce Development Network, meet as a group to discuss these types of issues for the mutual benefits of successful employers and successful employees. They are striving to create companies of choice in a community of choice. As you work with dislocated and unemployed individuals, you might consider EWDN as a resource and partner in this season of growth and change.

Happy Spring!

Submitted by Wendy Seronko

Spring Blooms Businesses on Broadway

Over the past several months, business activity in the Broadway District has been growing. This spring the Broadway District has welcomed several new places that customers can be pampered, relax and shop!

JB's Escape

Enjoy a "Taste of Chicago" at JB's Escape, located at 307 N. Broadway (corner of Dousman and Broadway). With live blues and other styles of music, customers of JB's Escape are sure to enjoy the relaxed environment along with great food. From deep-dish pizza and ribs, to "Chicago-style" sausage sandwiches and delectable desserts, JB's has something for everyone's taste. They are open from 11 a.m. to 2 a.m., Sunday through Saturday. For reservations, please call (920) 431-3423.

Besselli

Ladies you asked for this...a women's clothing store! Yes, one has opened in the Broadway District, and of course it has Broadway's flare. Carrying name brands like "Free People," "Joe Jeans," and "Laundry," the store has brought an urban-flirty style to Green Bay. Besselli is located at 201 N. Broadway, and is open from Monday through Friday, 10am to 6:00pm, Saturday, 10am to 5pm. For more information, please call (920) 884-0202.

Tranquility Spa

"Your Wellness Sanctuary" is here. Located at 300 S. Broadway, Tranquility Spa will pamper you from head to toe – literally! From facials to pedicures, you can find the treatment you need to take your worries away. To make an appointment please call (920) 438-8399.

Five-Six

Starting this summer, you'll start to see one of the district's widely recognized buildings go under construction. 405 W. Walnut (formerly the West Theater), has been purchased by Nick Barnett and will be transformed into an exciting, entertainment venue.

In addition to these great businesses, there are a number of other negotiations that are taking place. So, please keep stopping by the Broadway District to see the new and up and coming businesses - and don't forget, starting June 1, 2005 the Broadway District businesses will be open Wednesday's until 8:00 pm for your shopping convenience.

Submitted by Naletta Burr

Downtown Green Bay Happenings

The City of Green Bay recently approved a comprehensive plan to energize and activate the downtown riverfront. The concept includes the installation of a series of large piers between the downtown bridges that will allow visitors a much better connection to Fox River. The concept also provides an impressive program area for events and activities large and small, throughout the year. The main goals of this plan are to motivate a variety of development opportunities and welcome citizens and visitors to an impressive "world-class" downtown riverfront. During 2004, the development of the Johnson Bank Building, St. Brendan's Inn, Quality Inn & Suites, and a significant addition to St. Francis Cathedral were downtown's key developments. Currently, Nicolet National Bank, Baylake Bank and the YWCA are in the midst of impressive construction projects. In addition, the City is developing a new 800 stall parking facility that will provide street level space for shops and other services. A new 24-unit riverfront residential condominium project broke ground recently and another developer is marketing a significant mixed use redevelopment of the former Younkers property. This project would include a new riverfront hotel, retail space and residential condominiums with impressive views of the Fox River and the Bay of Green Bay. Two other developers are evaluating plans to introduce additional residential condominium buildings along the Fox River. There is more development action in the downtown than in the previous 20 years!!

There is plenty of color and action planned for downtown Green Bay to compliment the revitalization currently underway. Following two successful years of Butterflies on Parade, it's time for Balloons on Parade that will be unveiled during the third week of May. Artist designed hot air balloons will be placed in select locations throughout downtown Green Bay to view during the summer and available for auction later this year.

On May 26th from 5-10 p.m. come to the Broadway district to sample the unique cuisine of Green Bay's eclectic collection of restaurants, Green Bay's Taste on Broadway presented by M&I Bank.

Get laced up for the Cellcom Green Bay Marathon May 22nd. The race begins in downtown and offers participants in the 5K, the half-marathon and the full-marathon an opportunity to run through Lambeau Field. To register or for more details, check out www.cellcomgreenbaymarathon.com.

And there will be plenty of basketball action on Saturday, June 4th at the Prevea Titletown 3 on 3 Basketball Tournament for ages 9 to adult. Sign up today at www.downtowngreenbay.com

For more information about Downtown Green Bay, visit www.downtowngreenbay.com or contact Jeff Mirkes at 920-437-3423.

Submitted by Jim Mirkes

Proposals for Program Year 2005

Currently the Bay Area Workforce Development Board is accepting proposals for the 2005 program year. The younger youth proposals, due into the Workforce Development Board offices by Friday, April 15, 2005,



will be reviewed by members of the Workforce Development Board, one Local Elected Official and one member of the Youth Council. The main purpose of the younger youth contracts will be to

provide services to low income youth that are at risk of not graduating from high school.

The Job Center Plans, also due on the same date, will cover services for adults, dislocated workers, and older youth in the ten county area serviced by the Bay Area Workforce Development Board.

All proposals will be reviewed by the Performance Committee during an open meeting the week of May 15, 2005. The Committee will then make a recommendation to the full Board at the May 26,

2005 meeting at which time the Board will determine what proposals will be funded and the dollar amount to obligate to each.

Contract negotiations will take place during the month of June and contracts will be in place by July 1, 2005.

For further information on proposals or the process of reviewing the proposals, please contact Betty Gregory-Paasch at (920) 431-4104.

County Employment Statistics continued from page 2

Manitowoc County

By far, the manufacturing sector employs the largest number of workers of all the industry sectors in Manitowoc County. As a consequence, it also provides the largest share of wages in the county. Nearly 40 percent of all wages in the county come from manufacturing employment, an amount just under \$400 million annually. The county has gone through downsizing and closings of several manufacturing businesses during the last 8 years. This has led to a decline in employment opportunities from this sector. While there was a net loss of jobs between 2002 and 2003, there were increases in employment in trade, transportation and utilities, financial services, business services and the education and health fields.

Marinette County

With nearly one-third of the jobs in Marinette County coming from the manufacturing sector it is not surprising that three of the top ten industry groups represent manufacturing. Although the economy has been going through some very hard times, especially in manufacturing, there has not been a lot of change over the last five years. Listed in the top ten of both business and industry groups

is government employment. The number of workers in manufacturing is almost double the next closest industry group, trade, transportation and utilities with 3,800 workers.

Menominee County

Industry in Menominee County provides a large number of jobs for county residents as well as attracting workers from surrounding areas for work. Many of the businesses in the county are operated by the Menominee Tribe and this carries through with the ten largest employers in the county. Most of these are part of the tribe whether run as a business or part of tribal government. The health and industry sector includes both the public and private schools in the county, while health care would include hospitals, clinics as well as nursing homes. Over one-third of the wages in the county come from this industry group.

Oconto County

Like many counties in Wisconsin, manufacturing is well represented in the ten largest industries. Along with manufacturing, the school districts provide a large percentage of the county's jobs.

Shawano County

Shawano County has a very diverse group of industries including manufacturing, health-care, government, and industries related to tourism. One of the largest industry groups is the amusement, gambling and recreation industry. This group has provided a large number of new jobs over the last decade and the county imports workers from other counties in order to fill positions here. Although many of the industry groups have had employment declines there have also been some gains especially in merchant wholesalers, non durable goods, and in ambulatory health care services.

Sheboygan County

Although tourism is becoming more important in the area, manufacturing is still the primary source of employment in Sheboygan County. The 2004 PGA Tournament provided over 1200 temporary jobs in the county during its run. Four of the largest industry groups are from manufacturing. Manufacturing has been affected by the down turn in the nation's economy since 2000. This is reflected in the loss in employment over the last five years in the plastics and rubber products industry, primary metal manufacturing and food manufacturing.

Bay Area Workforce Development Board



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Look for us on the web at:



The Bay Area Workforce Development Board provides monies to assist dislocated workers and low income individuals to aid with their job placement and/or training. The counties served span the Northeastern portion of Wisconsin and consist of Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties.

The vision of the Bay Area Workforce Development Board is that job skills and educational levels are increased, quality of life for all individuals is enhanced, while employers' needs are met.

The Bay Area Workforce Development Board, Inc., consisting of selected community representatives, develops a skilled workforce by strategically allocating and coordinating resources to address community needs by working through others for the benefit of all.

Favorite Office Posters

- Eagles may soar, but weasels don't get sucked into jet engines
- *Teamwork*...means never having to take all the blame yourself
- Hang in there, retirement is only thirty years away!
- Never put off until tomorrow what you can avoid altogether
- If at first you don't succeed, try management
- When the going gets tough, the tough take a coffee break
- Aim Low, Reach Your Goals, Avoid Disappointment
- Artificial intelligence is no match for Natural Stupidity
- If you stay calm, while all around you is in chaos...then you probably haven't completely understood the seriousness of the situation
- A person who smiles in the face of adversity...probably has a scapegoat

Home Remedies/Tips

- If you are choking on an ice cube, don't panic! Simply pour a cup of boiling water down your throat and presto! The blockage will be almost instantly removed.
- Clumsy? Avoid cutting yourself while slicing vegetables by getting someone else to hold them while you chop away.
- If you have a bad cough, take a large dose of laxatives, then you will be afraid to cough.
- For high blood pressure sufferers: just cut yourself and bleed for a few minutes, thus reducing the pressure in your veins.
- You only need two tools: WD-40 and Duct Tape. If it doesn't move and should, use the WD-40. If it shouldn't move and does, use the duct tape.
- Avoid arguments with the Mrs. about lifting the toilet seat by simply using the sink.
- And finally, be really nice to your family and friends, you never know when you might need them to empty your bedpan.

