

# Bay Area News

## Skip's Corner

**Dear Skip.** I've been told my child care support check has been cut. When will my provider receive it?  
**Babysitter**

*Dear Babysitter.* Checks that are authorized will be mailed when the Workforce Development Board receives grant funds from the state.

**Dear Skip.** Why do I have to send in a receipt and my final grade before I can get reimbursed for a class that I paid for?  
**Student**

*Dear Student.* The Workforce Development Board needs assurance that the class was paid for and completed so that we do not tie up our training dollar funds.

**Dear Skip.** What do I do if WEB Intelligence does not recognize my password?  
**Case Manager**

*Dear Case Manager.* Your password needs to be changed every 90 days. If you are having difficulty changing this or accessing Web1, you need to contact Bill Lien at (608) 267-1415.

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

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



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## Skip's Favorite Recipes

### Bite-Sized Frozen Mint Rounds

1 c butter, 2 c sifted powdered sugar, 4 oz unsweetened chocolate, melted, 4 eggs, 2 tsp vanilla, 1 c finely crushed Thin Mints Girl Scout Cookies

Beat butter and sugar until light and fluffy. Add chocolate, eggs and vanilla, beating until well-combined. Divide the cookie crumbs in half. Sprinkle one half of the crumbs on the bottom of 16 cupcake papers in muffin tins. Spoon chocolate mixture over crumbs and top with remaining crumbs. Freeze until firm.

### Mini Grasshopper Cheesecakes

12 Girl Scout Thin Mint Cookies, 2-8 oz packages cream cheese, softened, 1/2 c sugar, 1/2 tsp mint flavoring, 2 eggs, 3 drops green food coloring.

Line muffin tin with paper liners. Place one cookie in each liner. Mix cream cheese, mint flavoring and sugar at medium speed until blended. Add eggs & food coloring, mix well. Pour over cookies, filling 3/4 full. Bake 25 minutes at 325 degrees. Remove when cool.

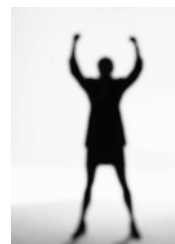
## Be My Valentine:

- In Wales wooden love spoons were carved and given as gifts on February 14th. Hearts, keys and keyholes were favorite decoration on the spoons. The decoration meant, "You unlock my heart!"
- A love seat is a wide chair. It was first made to seat one woman and her wide dress. Later, the love seat or courting seat had two sections, often in an S-shape. In this way, a couple could sit together — but not too closely.
- Some people believe that if a woman saw a robin flying overhead on Valentine's Day, it meant she would marry a sailor. If she saw a sparrow, she would marry a poor man and be very happy. If she saw a goldfinch, she would marry a millionaire.

## Bay Area Workforce Development Board Receives Incentive Award

The Bay Area Workforce Development Board exceeded nine of its locally negotiated levels of performance and met six of the remaining levels of performance and therefore will receive an incentive award of \$24,312.00. The award is funded through the WIA Governor's state set-

aside funds and is available annually to workforce boards that meet or exceed required Department of Labor Performance Standards. Congratulations to the staff and program service providers for a job well done.



## Economic Study Report

The Northeast Wisconsin Economic Opportunity Study enjoyed a successful public unveiling at the NEW Economic Development Partnership Launch on November 15th. The Launch featured a presentation by Dennis Winters on the study along with talks by economist Rebecca Ryan, Wisconsin Governor Jim Doyle, and a panel of local leaders. Over 400

people from businesses, industry, and the public sector attended the event.

Since the Launch, The Northeast Wisconsin Coalition on the Regional Economy (NEW CORE) has been working hard to move the study forward. NEW CORE works with and facilitates communication between other regional entities. NEW-CORE has assigned priorities for imple-

menting the tactics included in the study. It is in the process of identifying those willing to be responsible for driving implementation of specific tactics.

The study is available at [www.neweconomyproject.org](http://www.neweconomyproject.org). This website contains a variety of additional information gathered on the regional economy in Northeast Wisconsin.

## Department of Labor Earmark Grant

It is a bit of an irony that a lot of federal dollars will flow into an area through the Workforce Investment Act and the Trade Readjustment Act once a company has announced it will close and all the workers will be laid off. At the same time, there are few dollars available that might keep a company profitable by raising the productivity of its existing workers long before a crisis point is reached. Our programs tend to be reactive instead of proactive. As with many things, a small investment may sometimes prevent the need for a much larger amount to clean up a mess that was preventable.

So when Chad Metzler from Senator Herb Kohl's office called to tell me that the Bay Area Workforce Development Board had been awarded \$1.2 million in a federal Earmark Grant for incumbent worker training in NE Wisconsin, we and our partners were ready. Earmark grants are wonderful because, unlike many grants, there are few strings attached.

Bay Area staff had worked with partners on an incumbent worker training plan for over a year before we received the

grant, and we were ready to go. We started on October 7, 2002.

**Door County Economic Development Corp.** provided training to hundreds of workers at more than a dozen companies in the Sturgeon Bay area at a time when the recession was hitting the peninsula very hard. Worker training means companies can be competitive and prosperous.

**Lakeshore Technical College** worked with four companies in Manitowoc and Sheboygan, providing high level skill training to workers and assisting companies to improve their production process using Spanish-speaking workers both in urban and rural settings. We learned about the large number of Hispanic immigrants who work on the dairy farms throughout the county, spread out and less visible, but a vital part of the economy there.

**The Marinette County Job Center** received funds just as Marinette Marine won new contracts that required their workers to obtain a whole new set of skills to build a product that would

launch the company into the new century.

**The Employers Workforce Development Network**, an association of companies dedicated to creating world-class workplaces, provided a range of training to twenty companies that improved worker skills and productivity. In one case, a facility scheduled to close was instead expanded and used as a company benchmark due to the skills the workers gained from this training.

Earmark funds were also utilized to underwrite the **Creative Future Economy Event** in September 2004 which brought 300 area business and community leaders together with Dr. Richard Florida, a best-selling new-economy scholar, to plan for the future of NE Wisconsin.

Many rightfully criticize the Earmark Grant process in the federal budget, sometimes called "pork barrel spending." In this case, these dollars were a real investment of the NE Wisconsin workforce, an investment that will pay back many times over. The grant ended October 31, 2004 and we'd love to have another.

## Board Chair Paul Linzmeyer

Paul Linzmeyer, President of Bay Towel, Inc for 11 years is an avid reader, op-ed writer, community activist and bicyclist. He comes to us with a BA in English and BS in Psychology.

Paul has been a Board member since 1999 and Chair since 2002. When asked why he became a board member he stated, "Because Jim Golembeski made me. Actually, in mid 1999, I was one of the founding members of a private-public partnership group who was trying to share resources and develop partnerships to create world-class workplaces. Obviously, that would mean training incumbent workers and those that were displaced or entering the job market in skills that would serve the needs of the businesses of our area. The BAWDB offered a channel to connect with all existing work-training program and understand the system under which they work."

"Several things come to mind regarding the best part of living in NE Wisconsin. The first is that we are an inexpensive place to live that is easily and affordably connected to the rest of the world. Since NE Wisconsin is starting to get a greater diversity of people, of culture, of thought, of entertainment, of art, of food, of business, etc., it has become a much more interesting and fun place to live. The people for the most part have been gracious, but with diversity, they are becoming interesting and interested. This is the easiest place to get around that I have ever seen. In less than an hour, you can be in any place in the 18 counties of NE Wisconsin."



## Board Member Bob Guenther

Bob Guenther finds the time twice a week to lift weights and even manages to find time to golf. While spending evenings at home he enjoys cooking. He and his wife Shirley of six years are in the process of building a retirement home near Three Lakes, Wisconsin. Bob has three sons, Christopher (23), David (21), Kyle (20) and one daughter Kristina (22).

Bob is the Business Representative at the Northern Wisconsin Regions Council of Carpenters. The positions currently held also include the Regional Political Director, Fiduciary on State Carpenters Health Fund and Multi State Pension Funds. He is the Publisher of 'Wisconsin Carpenter' State newsletter and certified facilitator/motivator at the United Brotherhood of Carpenters Na-

tional Training Center.

Bob graduated from high school in Sheboygan. He attended college for one year, completed the Carpentry Apprenticeship and has taken and continues to take numerous training classes annually.

Bob and family enjoy the many social opportunities around Lake Michigan including golf courses, theaters, art centers, restaurants and outdoor sports activities but he especially enjoys all the fabulous people and having the opportunity to work with them and come to know them better.

## Board Member John Schwantes

John Schwantes, Human Resource Manager for the Engine Business at Kohler Company, has been married to Rhea for 22 years and has three children, Vicki, Peter and Amanda. John has a Masters Degree in Labor Relations, Bachelor in Industrial Management and Associate degree in Industrial Engineering Technology. He has served on the Plymouth School District Board of Education for ten years and was president for seven years. In 1997 he and his family were named "Family of the Year" in Plymouth, Wisconsin for their community involvement.

John and his family enjoy recreational activities that the four

seasons in Wisconsin offer including skiing, riding ATVs, hunting and fishing.

John became a Board member because of his interest in serving to improve the workforce in Wisconsin.

## Sheboygan County Job Center



The Sheboygan County Job Center is a 37,000 square foot facility that serves over 40,000 visi-

tors annually. The seven year old facility, located at 3620 Wilgus Avenue in Sheboygan, opened its doors in May of 1998.

The center features a spacious full-service Resource Room that provides customers with access to 20 JobNet computer stations, an accessible JobNet, Internet, word processing computers, fax and copy services, as well as print, audio, video and CD/DVD resources.

A fully staffed, grant-funded child care center is located on the premises to provide customers with free child care while they are conducting business at the job center.

Seventeen classroom and two conference rooms are located within the Sheboygan County Job Center. Included are state-of-the-art computer labs, a completely outfitted nursing assistant lab/classroom and a video conferencing classroom/studio which allows the Sheboygan Job Center to conduct joint work-

shops/classes with the Manitowoc Job Center ensuring optimal use of staff resources. Numerous classes, workshops, presentations, employer seminars, group employment activities, youth activities and tours are conducted at the center.

On-site partners located at the Sheboygan County Job Center include:

**ACS, State and Local Solutions.** ACS provides contracted employment and training services to TANF eligible customers.

**Great Lakes Training and Development Corporation (GLTD).** GLTD is the provider of WIA Adult, Dislocated Worker, Older Youth, and Younger Youth services.

**Lakeshore Technical College (LTC).** LTC's Sheboygan campus is located in the Sheboygan County Job Center. General studies courses, basic skills, GED/HSED, Nursing Assistant training, and ESL are some of the many services offered onsite.



ESL Learning Lab

Division of

**Vocation Rehabilitation (DVR).** DVR provides services to the disabled population. DVR's primary goal is to return their consumers to employment or assist them in entering employment.

**Job Service/DWD.** Job Service provides TRA/TAA assistance, a certified career counselor, veterans employment and training services and job order assistance to employers using JobNet. A full time DWD Labor Market Analyst is also available at the center.

**Sheboygan County Health and Human Services, Economic Support/W-2 Division.** Sheboygan County provides public assistance, benefits and employment and training services to eligible customers.

The Sheboygan County Job Center is open Monday thru Friday from 7:40 AM—4:30 PM, with after-hours partners services available by appointment. LTC offers evening courses Monday—Thursday until 10:00 PM. For more information please call (920) 208-5800.

## Website Updates



On January 5, 2005, the Wisconsin Department of Workforce Development launched a new web site that now houses Wisconsin's labor

market data. The site, known as WORKnet, can be found at: <http://worknet.wisconsin.gov/worknet/default.aspx>. WORKnet is much more than data statistics. You can create your

own parameters of data sets to obtain results you couldn't formerly find on the previous Labor Market Information website. In addition to Local Area Unemployment Statistics, other data tables located under the Data Analyst module on this site include: Quarterly Census of Employment and Wages, Current Employment Statistics, Occupational Employment Statistics, Plant Closings and Mass Layoffs, Strikes and Lockouts, Industry Projects, Occupation Projections, Projections Ma-

trix, Commuting Patterns, County Wages and Employment by Occupation, Income, Population and Median Home Sales Price.

## Windows to Work Program

Windows to Work is an Adult WIA Program that became part of Family Services in October of 2004. The program works with individuals incarcerated in Oshkosh Correctional Institution who will be released to Brown, Manitowoc, or Sheboygan County. The case managers provide group activities and individualized programming within Oshkosh Correctional Institution and then assist clients as they transition from the prison to the community. The following services are provided to clients:

### Inside Oshkosh Correctional:

- Employability skills
- Life skills
- Parenting skills
- Labor market information
- Release planning, coordinated with client, social worker, and Parole Agent
- Anger management, AODA, criminal thinking
- Individualized goal setting and planning

### After Release:

- Job search
- Advocacy with employers, community resources, and Department of Corrections staff
- Rent and Utility Assistance (on a case by case basis)
- Referrals to community resources
- Intensive, individualized case management

Clients begin receiving services 6-9 months prior to release and continue to work with the same case manager until 1-2 years after release. Staff work with clients in "nontraditional" ways, with the majority of the work taking place within the community. Case managers assist clients in accessing resources, securing employment and housing, and complying with the conditions set up by their Parole Agent. The ultimate goal of the program is to assist clients in becoming employed, self-sufficient, and to avoid further involvement with Corrections.

Currently, the program consists of two staff members working with a total of 32 clients. An additional six to ten individuals from other medium-security institutions will be transferring to Oshkosh to join the program in the upcoming weeks. Of the 26 individuals who have already been released, 22 are either employed or actively seeking employment. Four individuals have committed new crimes and will be reentering the prison system. Throughout Wisconsin, 35% of individuals released from prison return within one year. Windows to Work is currently averaging 15%, a significant reduction in revocation rate. The program has recently received attention from the State of Wisconsin for its efforts, with Department of Corrections Secretary Matthew Frank visiting Oshkosh Correctional to observe the program and speak with clients. The success of the program is credited to the fact that the same case manager works with clients both inside the institution as well as after release.

Windows to Work is funded through both the Bay Area Workforce Development Board and the Department of Corrections. For additional information, please contact Kathryn Zavala, program manager, at (920) 436-4360 ext. 1267 or [kzavala@familyservicesnew.org](mailto:kzavala@familyservicesnew.org)

## Tax Credit Programs for Employers and Employees

There are a number of tax credit programs that can help businesses and their employees reduce their Federal and State tax liability. The employer tax credit incentives can help businesses create jobs, boost local economies and help new employees obtain and retain jobs. There are several employee tax credit incentives that can increase the take-home pay of employees at no cost to the employer. Helping employees support themselves and their families can reduce turnover in the workplace as well as help the employee to achieve economic self-sufficiency.

The **Work Opportunity Tax Credit** is a federal income tax credit that provides an incentive for private for profit employers to hire individual of certain target groups, which have traditionally faced significant barriers to employment.

The **Welfare to Work Tax Credit** is a federal income tax credit that can save private for profit employers up to \$8,500 per new hire over a two-year period. This credit encourages employers to

hire long-term family assistance recipients.

More information on these tax credits can be found at: <http://www.dwd.state.wi.us/dws/bjs/taxcredit/wotc.htm>

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, proving a refund greater than the taxed owed. Not only do these credits reduce their tax burden and supplement their wages, but they also make work more attractive than welfare, benefiting employers as well as employees. For more information go to: <http://www.dwd.state.wi.us/dws/bjs/taxcredit/othertaxcredits.htm>

Both the **Wisconsin's Community and Enterprise Development Zone Tax Credit** programs provide tax incentives to new or expanding businesses whose projects will affect distressed areas throughout the State. For more information, go to: <http://www.commerce.state.wi.us/cd/cd-bed.html>

## 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.

## Did You Know?

In 1904 the average life expectancy in the US was 47 years. Only 14% of the homes in the US had a bathtub. Only 8% of the homes had a telephone. A three-minute call from Denver to New York City cost \$11.00. There were only 8,000 cars in the US and only 144 miles of paved roads. The maximum speed limit in most cities was 10 mph. With a mere 1.4 million residents, California was only the 21st most populous state in the Union. The tallest structure in the world was the Eiffel Tower. The average wage in the US was \$.22 an hour. More than 95% of all births in the US took place at home. Sugar cost \$.04 a pound; eggs were \$.14 a dozen; coffee was \$.15 a pound. Most women only washed their hair once a month, and used borax or egg yolks for shampoo. Canada passed a law prohibiting poor people from entering the country for any reason. The five leading causes of death in the US were pneumonia and influenza, tuberculosis, diarrhea, heart disease, and stroke. The population of Las Vegas was 30. Crossword puzzles, canned beer, and iced tea hadn't been invented. 20% of adults couldn't read or write. Marijuana, heroin, and morphine were all available over the counter at corner drugstores. There were only about 230 reported murders in the entire US.

## Quotes of the Day

When I die, I want to die like my grandfather who died peacefully in his sleep. Not screaming like all the passengers in his car.

If you have a lot of tension and you get a headache, do what it says on the aspirin bottle: "Take two aspirin" and "Keep away from children."

My parents didn't want to move to Florida, but they turned 60 and that's the law.

Relationships are hard. It's like a full time job, and we should treat it like one. If your boyfriend or girlfriend wants to leave you, they should give you two weeks' notice. There should be severance pay and the day before they leave you, they should have to find you a temp.

My mom said she learned how to swim when someone took her out in the lake and threw her off the boat. I said, "Mom, they weren't trying to teach you how to swim."

The problem with the designated driver program, it's not a desirable job, but if you ever get sucked into doing it, have fun with it. At the end of the night, drop them off at the wrong house.