

Bay Area News

Happy New Year!

Skip's Corner

Dear Skip: What does it mean to have some of my contract dollars deobligated?

Contractor

Dear Contractor: The BAWDB looks at the contract dollars that have been spent from July 1 to December 31. This is half way through the contract year and approximately 1/2 of the dollars should be spent. If 1/2 of the contractor's allocation has not been spent by the end of December, those dollars may be deobligated and may no longer be available for the contractor to spend.



If you have a question for Skip, please email him at info@bayareawdb.org

P.S. In the subject line put **Skip's Question**

Dear Skip. If I am serving a youth and only put them into Design Framework services will they still count toward my contract's performance?

Youth Case Manager

Dear Youth CM. Your client will not be in any of the basic performance measures but will still be in the measures for the Skill Attainment Goals.

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Skip's Soup

Cream of Broccoli

- | | |
|-------------------------|--------------------------|
| 1 10 oz.frozen broccoli | 2 chicken bouillon cubes |
| 1 cup water | |
| 2 cups cold milk | 1/2 cup flour |
| 2 cups Velveeta cheese | 1 cup half/half |

In sauce pan cook frozen broccoli and 1 cup water until done. In blender put cold milk, velveeta cheese, bouillon cubes, and flour. Blend well. Add mixture and half/half to cooked broccoli. Cook on medium, stirring frequently until soup thickens.

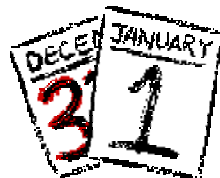
Top 10 New Year's Resolutions

<http://pittsburgh.about.com/cs/holidays/tp/resolutions.htm>

Tips and links to help you get started

New Year's Eve has always been a time for looking back to the past, and more importantly, forward to the coming year. It's a time to reflect on the changes we want (or need) to make and resolve to follow through on those changes. Did your New Year resolutions make the top ten list?

1. Spend More Time with Family & Friends
2. Fit in Fitness
3. Tame the Bulge
4. Quit Smoking
5. Enjoy Life More
6. Quit Drinking
7. Get Out of Debt
8. Learn Something New
9. Help Others
10. Get Organized



BAWDB Annual 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	75.60%	72%	90.80%	80%	72.70%	65%		
6 Month Retention	89.60%	81%	96.20%	90%	81.20%	80%		
6 Month Earnings	\$5,729.00	\$3,000			\$2,294.00	\$3,000		
Attainment of Credential	67.70%	63%	81.80%	65%	76.20%	55%		
6 Month Replacement Rate			95.00%	95%				
Skill Attainment							81.10%	72%
Secondary School Diploma							86.10%	59%
Placement/Retention							70.80%	58%

I am president and owner of 3N Productions, LLC an independent television and multimedia production company which includes video productions for educational institutions, the corporate sector and broadcast television and recipient of television awards including an Emmy Award. I have a Bachelors Degree in Communication Processes from the University of Wisconsin-Green Bay. My favorite hobby is photography.



My wife Betsy, a native of Green Bay, and I have been living in Green Bay with our two children Victoria and Carolina since 1998. Northeast Wisconsin and its quality of life give us the best of two worlds, nature at its best and urban life growing with diversity. As a Board member I am part of an evolution that will bring Northeast Wisconsin into the 21st Century.

The Guardian Angels

Produced by Alex Zacarias of 3N Productions in partnership with Educational Television Productions

Beginning Thursday, January 5 at 7:00 p.m. & Sunday, January 8 at 5:30 p.m.

Wisconsin Public Television's "In Wisconsin" will start its 2006 program series with a segment story about Green Bay's Chapter of the Guardian Angels.

Local independent producer Alex Zacarias owner of 3N Productions in partnership with Educational Television Productions of Northeast Wisconsin produced this story of the Guardian Angels, volunteers from the community trained to be the extra "eyes and ears" for law enforcement by employing non-violent and weaponless methods. In 2003 the Green Bay Chapter of the Guardian Angels began with 10 members, today there are over 100 members made up mostly of youth who volunteer their time to make our communities safe.

The Guardian Angels, made up mostly of local youth, serve as role models and are an alternative for youth to joining street gangs. There has been a rise in gang activities in smaller cities throughout the United States including Green Bay. The story follows (Alejandra) a local teenage girl's initial involvement with a street gang and who eventually "switches" to join the Guardian Angels and onto a positive path which will soon lead her as a graduate from NWTC in law enforcement. Interviews with supporters and non-supporters of the Guardian Angels, include Green Bay's police chief and educators in the Green Bay public school system, and leave us with many questions. But for at least one young woman the Guardian Angels was her answer.

For more information about the Guardian Angels call Jason Costa, Director of the Green Bay Chapter of the Guardian Angels at (920) 265-1284 or email at greenbay@guardianangels.org or website at <http://geocities.com/gbguardianangels/>

Board Member Shawn Smith

My hobbies and interests include blues and jazz, reading, spending time outdoors, and travel. Very excited about a trip to Maui in February 2006.

I am founder of Isthmus Research and Consulting, LLC. In this capacity, I serve as the Independent Evaluator for the welfare reform and workforce development programs in the state of Arkansas. I am also a consultant to the Michigan Works! Job Force Board and facilitated the recently completed Northwood's Economic Summit.

Most recently, I was a fellow with the Hudson Institute, an international think tank based in Indianapolis Indiana. I authored nationally published articles on service integration between TANF and workforce development, and presented this paper before a national audience at the Workforce Alliance Conference in Washington, D.C in 2003. Also at Hudson, I have served as a consultant to the states of Michigan and Texas on their TANF programs.

Before joining Hudson, I spent seven years at the Department of Workforce Development in a variety of policy and budget capacities. I served as the policy advisor to four different Division Administrators, developed three Wisconsin TANF budgets,

served as the department media spokesperson and developed numerous programs and policies.

I have a B.A. from UW-Madison in Political Science.

My husband Scott and I have been married since 1997 and we have a rambunctious four year old son named Simeon. I also have a 21 year old stepdaughter named Jasmine and a 17 year old stepson named Isaac.

I became a board member because I have done a lot of policy work federally and at the state level, but have yet to really connect with where the rubber meets the road. Through this experience, I hope to gain a richer understanding of the challenges faced by local service providers in meeting the mission of all programs intended to assist people in their efforts to become self-sufficient. Through my experience, I also hope to provide some assistance and direction as it relates to program planning, performance and management.

The best part about living and working in the Northwoods is the fact that I understand what neighbors are for the first time in my life. (I grew up in Madison). That, and the 200 year old white pines in my yard that I get to listen to on a daily basis. Lucky me!

Board Member David Lisle

Dave Lisle has been **President of Wausaukee Composites, Inc.** since July 2002. Wausaukee Composites is a private company with approximately 220 employees in two plant locations in Northeast Wisconsin. The ISO 9001:2000 certified company is a premier provider of highly-engineered composite, urethane and plastic component solutions for original-equipment manufacturers worldwide. Wausaukee Composites is recognized for its product excellence, process innovation, speed to market, and superior customer service in the medical imaging; industrial trucking; mass transit; agriculture; and commercial site furnishing industries. In his capacity as President, Mr. Lisle is responsible to drive Wausaukee Composites' strategic growth initiatives to achieve enhanced sales performance, new technology adoption, and geographic expansion which will serve to further enhance the company's leadership position in the specialty fiberglass and composite plastic components industry.

Prior to joining Wausaukee Composites, Mr. Lisle was **Director of Business Development for Reliant Energy** in Houston, Texas, where he held responsibilities related to technology alliances and venture capital investment, new business development in commercial/industrial energy services, and operational readiness for Reliant Resources participation as a competitive energy retailer in the newly deregulated Texas energy market.

Dave also served as **Chief Operating Officer of the Oil & Gas Journal Exchange** where he was responsible for the launch and operational oversight of OGJ Exchange's global used/surplus online equipment exchange, and its online producing property brokerage services. Dave has substantial energy industry experience in business development, acquisitions/alliances, marketing, strategic planning and financial evaluations, developed during progressive management assignments while at Amoco Production Company, North American Coal Company, and Unocal Corporation.



Dave received a BS degree in Geology from Michigan State University in 1983, and an MS degree in Geophysics from Louisiana State University in 1986, where he was an Amoco Fellow. Dave received his MBA from The Darden School at The University of Virginia in 1990. He is a member of The Executive Committee (TEC) in northeast Wisconsin, the Composites Fabricators Association, and the Independent Producers Association. Dave lives in Green Bay, Wisconsin with his wife Bonnie, and their three children.

Getting a shot at an education

By Katrina Harrmann
Sheboygan Press staff

Sheboygan—Federal program shines light at the end of the tunnel for jobless
By Katrina Harrmann Sheboygan Press staff. Three simple letters changed Becky Wilson's life - WIA.

"Before, I was labeled as a single parent in a low-income apartment," said Wilson, 29, of Sheboygan. "Now, I walk down the street and think 'I'm a nurse. I make a difference in people's lives.'"

Wilson was just one of about 1,000 local people in the last five years to take advantage of the Workforce Investment Act, a federally-funded program geared toward low-income and dislocated workers. The program has been available in the area for about 20 years.

"I think it gives – especially for dislocated workers and the adult population – hope to maybe start a new career that they were thinking about," said Brian Ognacevic, manager and career counselor with Great Lakes Training and Development and the WIA program, based in the Sheboygan County Job Center. "When you're laid off or struggling financially, it's hard to hang onto some hope and get into a career you'd like. We have funding available to help someone do that."

Under the program, the WIA provides basic services for residents looking for work, such as helping people develop resumes, cover letters and interviewing skills. But the bulk of the WIA program goes toward providing tuition and sometimes book money reimbursement for eligible participants - sometimes funding close to 100 percent of the educational costs for someone taking short-term, post-secondary educational training programs such as basic computer classes, associate's or technical degrees.

"If we can help them ultimately get a job that's stable and a high-paying wage, that's kind of a success story," Ognacevic said.

Eligible participants fall under two cate-

gories: dislocated workers who have been laid off and low-income residents who fall under federal poverty guidelines and are looking to become qualified for new employment.

Wilson, who fell under the low-income category, moved to Sheboygan from Rhinelander, looking for a new start. She began taking classes at LTC four years ago and graduated with an associate's degree in nursing in May 2004. She credits the WIA program with helping her turn her life around.

"I went from making \$157 a week to ... my last check was \$1,300 for two weeks. It's such a difference," said Wilson, who now works as a nurse at St. Nicholas Hospital. "Every aspect of my life has changed. Obviously, everybody has bills. But it was like, do I pay my heating bill this month or my water bill - or be short on my rent? I don't have a bill problem anymore."

Wilson took longer than usual to get through the nursing program because she was simultaneously juggling motherhood and a job. She said the program was difficult for these reasons.

"It's a tough program - sitting up till midnight or 1 or 2 a.m. studying and then getting up at 6 o'clock to get James ready for school or go to work."

However, Wilson said it was worth it, and hopes her story will inspire others to get information about the WIA.

"If one person reads this and thinks, if this girl can come here with nothing and go through that program and turn her life around, there's no reason I can't," she said.

Ognacevic said his greatest joy with the program is seeing Wilson and others like her make their career dreams come true.

"Going back to school, especially at a non-traditional age, is not easy," he said. "But what makes me happy is that some-

one is able to get into the employment that they dreamed of doing but couldn't because they were afraid to move into a career and make the decision to come to school.

"For me, it's seeing someone really satisfied with their career. In today's society, a lot of who we are relates to the career we're in."

For Wilson, who always dreamed of being a nurse, the WIA program has more than served its purpose.

"Just the way I feel about myself and the way people treat me and look at me has made my life a lot different," she said.

Manufacturers Put Time on Their Side

Madison—Chuck Gates' company had run into a vexing problem: As business boomed, production times increased and customers questioned whether their orders could be filled on time.

Sales at the company, Renew Aire LLC, increased 37% in 2002 alone. Yet the small manufacturer of building ventilation systems didn't have room to grow, and its manufacturing process was a mess.

"We were concerned that our success was going to kill us," Gates, company president stated at a conference sponsored by the Center for Quick Response Manufacturing, which is part of the University of Wisconsin-Madison.

Quick-response manufacturing emphasized reducing lead time throughout the entire production process, from design and purchasing to the manufacturing floor and deliveries.

The strategy can be a blessing for companies such as Renew Aire that makes a variety of products with uncertain order patterns.

"We make things as small as a bread box, and sell them by the thousands, and we make things as big as an 8-foot cube and sell them in the teens," Gates said. "We have absolutely no predictable seasonal peak in our business and no particular model peak that we can discern. Forecasts, in this case, are worse than useless."

Top keep from downing in its own success, Renew Aire went through some drastic, non-traditional changes.

The company raised its starting pay for shop workers by 30% and divided employees into teams focused on working toward common goals and solving problems.

Production workers held meetings in the company boardroom, and were responsible for coming up with new ideas and successfully putting them into place.

More than half the work force quit in eight months as the company demanded more from employees and strictly enforced rules such as drug and alcohol policies.

"Everyone was held accountable to each other, and not everyone could adjust to being part of a team" Gates said.

In two years, Renew Aire had cut its average production lead times up to 80%. The company increased its manufacturing capacity by more than 20% with no increase in floor space.

Even with higher wages, some of the company's costs went down as manufacturing became more efficient, according to Gates.

Production workers now have two jobs: shop floor assembly and finding better ways to make things.

"We want to pay higher wages," Gates said. "Our employees are involved in their work and have incentive to continually improve lead times and efficiencies, regardless of the workload."

"Companies can save U.S. jobs through quick-response manufacturing," said Rajan Suri, director of the Center for Quick Response Manufacturing.

"Domestic companies with short lead times have a powerful strategic advance," he said. "Overseas companies cannot respond quickly to market shifts, or to custom product requirements, partly because of the two or three months that their products are in transit," Suri said.

"Everybody says 'time is money,' but I say time is a heck of a lot more money than most people realize," he said. "You have to move from traditional cost-based thinking to time-based thinking. In many cases, you will do exactly the opposite of what you might do if you were just trying to cut costs."

Direct labor typically accounts for about only 10% of the cost of the manufactured product, according to Suri. Materials and other overhead account for the rest.

"When all costs of doing business overseas are included, it can be cheaper to use domestic supplies," Suri said.

"As domestic suppliers work on reducing their lead times, not only do they reduce those ripple effects for their customers, they also reduce their own costs up to about 30%," he said.

"Companies that can't provide products in a timely manner will lose sales", said Paul Erickson, a supply chain manager with John Deere Co.

"There was a time when original-equipment manufacturers set production forecasts annually and changed them only about once every fiscal quarter, regardless of the business climate," Erickson said.

"Now we meet on a weekly schedule to evaluate sales and orders. We need the flexibility to build different products on short notice."

"Trans-Coil Inc., a Milwaukee manufacturer, reduced its product lead times by more than 90% through quick-response manufacturing," said Brian Sobczak, company manager of organizational development and continuous improvement.

"At the same time, we improved our on-time delivery to consistently over 99 percent," he said. "Our focus throughout this entire process was in taking time out of our business system. That was the key driver for us."

More information about the Center for Quick Response Manufacturing is at www.qrmcenter.org.

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.

Humor for the Thinking Person

- If someone with multiple personalities threatens to kill himself, is it considered a hostage situation?
- Why do they lock gas station bathroom? Are they afraid someone will clean them?
- How do they get deer to cross the road only at those yellow road signs?
- If one synchronized swimmer drowns, do the rest drown, too?
- If you try to fail, and succeed, which have you done?
- Why is there an expiration date on sour cream?
- Why do people pay to go up tall buildings and then put money in binoculars to look at things on the ground?
- Who was the first person to look at a cow and say, "I think I'll squeeze these dangly things here and drink whatever comes out?"
- If the professor on Gilligan's Island can make a radio out of a coconut, why can't he fix a hole in a boat?
- If corn oil is made from corn and vegetable oil is made from vegetables, what is baby oil made from?
- Did you ever notice that when you blow in a dog's face, he gets mad at you, but when you take him for a car ride he sticks his head out the window?
- If money doesn't grow on trees then why do banks have branches?
- What disease did cured ham actually have?
- How is it that we put man on the moon before we figured out it would be a good idea to put wheels on luggage?
- How important does a person have to be before they are considered assassinated instead of just murdered?
- Why do you have to "put your two cents in" but it's only a "penny for your thoughts?" Where's that extra penny?
- Why does a round pizza come in a square box?
- Since bread is square, they why is sandwich meat round?