

Bay Area Workforce Development Board Rapid Response Dislocated Worker Research Project



*Bay Area Workforce
Development Board*

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Purpose of Project

▶ Goals:

- ▶ Improve Bay Area WDB R2 programming to better serve customers
- ▶ Gain knowledge relating to challenges, experiences, and needs of dislocated workers
- ▶ Increase awareness of Bay Area WDB programs and services

▶ Objectives:

- ▶ Gain a better understanding of the local labor market
- ▶ Evaluate the Bay Area Workforce Development Board's Rapid Response Program
- ▶ Focus on information relevancy and workforce development services and program values

Original Hypothesis: *“Bay Area WDA Dislocated Workers participating in R2 services experience shorter durations of unemployment and increased wage earnings following mass layoffs. Additionally, training in high-demand industry sectors increase periods of unemployment AND post-layoff wages.”*

Distributed Survey

Good afternoon!

We here, at Bay Area Workforce Development Board, are conducting a survey to help us improve our Dislocated Worker Rapid Response program. The survey will only take about five minutes to complete. It will ask you questions about your work history, current work status, and additional information that will help us mold our program to become more effective for assisting people impacted by layoffs and business closings. **All data and information collected is confidential.** Thank you for your time and input!

WORK HISTORY

1. What company did you work for? (Please circle one)

Appleton Coated	Brillion Ironworks	Dairy Farmers of America
Jansport/VF Outdoor	Manitowoc Cranes	Masonite/Algoma Hardwoods

2. What date did you stop working at the employer listed above?

(MM/DD/YYYY) _____

3. What was your salary/wage range from former employer? (Please circle one)

- Under \$9.25 (Under \$19,240 annually)
- \$9.25-\$11.49 (\$19,240-\$23,919)
- \$11.50-\$14.49 (\$23,920-\$30,159)
- \$14.50-\$18.24 (\$30,160-\$37,959)
- \$18.25-\$22.74 (\$37,960-\$47,319)
- \$22.75-\$28.74 (\$47,320-\$59,799)
- \$28.75-\$35.99 (\$59,800-\$74,879)
- \$36.00-\$45.24 (\$74,880-\$94,119)
- \$45.25 and over (\$94,120+)

4. Did you file an unemployment insurance claim? YES or NO

If yes, how many weeks did you collect unemployment insurance?

(Estimation) _____

If no, why not? _____

CURRENT WORK STATUS

5. Are you currently working? YES or NO

If no, what challenges do you face finding new employment?

If no, would you like additional information regarding the services we provide?

YES or NO

If yes, what date did you start? (MM/DD/YYYY) _____

If yes, what is your salary/wage range? (Please circle one)

- Under \$9.25 (Under \$19,240 annually)
- \$9.25-\$11.49 (\$19,240-\$23,919)
- \$11.50-\$14.49 (\$23,920-\$30,159)
- \$14.50-\$18.24 (\$30,160-\$37,959)
- \$18.25-\$22.74 (\$37,960-\$47,319)
- \$22.75-\$28.74 (\$47,320-\$59,799)
- \$28.75-\$35.99 (\$59,800-\$74,879)
- \$36.00-\$45.24 (\$74,880-\$94,119)
- \$45.25 and over (\$94,120+)

If yes, what factors helped you find new employment?

ADDITIONAL INFORMATION

Have you visited a local Job Center? YES or NO

If yes, please rate your level of satisfaction of our services (Please circle one)

- Extremely satisfied
- Moderately satisfied
- Slightly satisfied
- Neither satisfied nor dissatisfied
- Slightly dissatisfied
- Moderately dissatisfied
- Extremely dissatisfied

If no, why not?

Having experienced a recent layoff, knowing what you know now, would you have done anything different or could we have done anything different to better prepare for the layoff?

Would you recommend our services to friends and family? Why or why not?

How can we improve our services?

Please print your name below so we do not call you to conduct this survey.

Thanks again for your time. Your feedback is greatly appreciated!

Data Snapshot

WDA5 R2 C4s 16 & 17

Company & Location	Date of Layoff	# of Layoffs	# of UI claims / # UI Paid Benefits	Median length (weeks) of UI claimed	# Enrolled in Title I / H-D Training	Median Pre-Layoff Wages	Median Post Layoff Wages
Manitowoc Cranes - Manitowoc -	Oct-Dec 2016	528	9/10	12 weeks	37/9	\$47,320 - \$59,799	\$30,160 - \$37,959
Brillion Ironworks - Brillion -	Nov. 2016	340	50/68	12 weeks	16/11	\$47,320 - \$59,799	\$30,160 - \$37,959
Masonite - Algoma -	Feb-July 2017	123	17/34	4 weeks	10/5	\$30,160 - \$37,959	\$30,160 - \$37,959
Jansport - Appleton -	June-Sept 2017	380	7/39	3 weeks	4/0	\$30,160 - \$37,959	\$30,160 - \$37,959
Appleton Coated - Combined Locks -	Oct. 2017	640	65/70	7 weeks	2/0	\$47,320 - \$59,799	\$37,960 - \$47,319
DFA - Plymouth -	Nov. 2015	300	16/29	8 weeks	—	\$37,960 - \$47,319	\$37,960 - \$47,319

Company	# that visited a job center	Slightly satisfied or higher w/ our services	# of People currently working	surveys sent and surveys Received	# that would Recommend our services	Comments
Manitowoc Cranes	9/12	8/9	8/12	46/12	7/8	1. What did you do? one meeting. Thanks. 2. Helped me when I didn't know what to do.
Brillion Ironworks	47/67	40/47	53/68	262/68	44/52	1. took too long for anyone to come w/ services 2. kiss my A**. 3. Very Helpful!
Masonite	25/34	25/25	28/34	102/34	30/30	1. made transition to school easier 2. improve services by providing coffee + donuts
Jansport	9/37	6/9	32/39	254/39	18/19	1. too many hoops to get through 2. People at Job Center were very helpful
Appleton Coated	55/70	50/55	51/70	283/70	47/50	1. Keep up the good work! 2. Special thanks to Donna, Janda & Appleton DMG 3. too much information at once - Repeat!
DFA	19/26	12/21	23/30	187/30	15/20	1. very satisfied - Linda Ruedelink helped a lot. 2. Job center people are useless.

Appleton Coated



- ▶ Surveys Sent/Surveys Received: 283/62
- ▶ Pre-layoff Salary: \$47,320 - \$59,799
- ▶ Post-layoff Salary: \$37,960 - \$47,319
- ▶ Number of workers who claimed unemployment: 92.9%
- ▶ Median weeks unemployment was claimed: 7 weeks

BACKGROUND INFO-

Location: Combined Locks, Outagamie County
Field of Work: Manufactured paper products
Date of Layoff: October 2017
Number of Workers Impacted: 640
Initial Layoff Notice: August 17, 2017



Brillion Ironworks

- ▶ Surveys Sent/Surveys Received: 262/69
- ▶ Pre-layoff Salary: \$47,320 - \$59,799
- ▶ Post-layoff Salary: \$30,160 - \$37,959
- ▶ Number of workers who claimed unemployment: 73.5%
- ▶ Median weeks unemployment was claimed: 12 weeks

BACKGROUND INFO-

Location: Brillion, Calumet County
Field of Work: Foundry that specialized in ductile iron products
Date of Layoff: November 2016
Number of Workers Impacted: 340
Initial Layoff Notice:

Dairy Farmers of America



- ▶ Surveys Sent/Surveys Received: 187/28
- ▶ Pre-layoff Salary: \$37,960 - \$47,319
- ▶ Post - layoff Salary: \$37,960 - \$47,319
- ▶ Number of workers to claim unemployment: 55.2%
- ▶ Median weeks unemployment was claimed: 8 weeks

BACKGROUND INFO-

Location: Plymouth, Sheboygan County

Field of Work: Produced Borden cheese & private-label cheese products

Date of Layoff: November 2015

Number of Workers Impacted: 300

Initial Layoff Notice: October 3, 2015

Jansport/VF Outdoor



- ▶ Surveys Sent/Surveys Received: 254/34
- ▶ Pre-layoff Salary: \$30,160 - \$37,959
- ▶ Post-layoff Salary: \$30,160 - \$37,959
- ▶ Number of workers to claim unemployment: 17.9%
- ▶ Median weeks unemployment was claimed: 3 weeks

BACKGROUND INFO-

Location: Appleton, Outagamie County
Field of Work: Collegiate apparel facility
Date of Layoff: June - September 2017
Number of Workers Impacted: 380
Initial Layoff Notice: April 3, 2017

Manitowoc Cranes



- ▶ Surveys Sent/Surveys Received: 46/12
- ▶ Pre-layoff Salary: \$47,320 - \$59,799
- ▶ Post-layoff Salary: \$30,160 - \$37,959
- ▶ Number of workers to claim unemployment: 90%
- ▶ Median weeks unemployment was claimed: 12 weeks

BACKGROUND INFO-

Location: Manitowoc, Manitowoc County
Field of Work: Manufactured cranes
Date of Layoff: October - December 2016
Number of Workers Impacted: 528
Initial Layoff Notice:

Masonite



- ▶ Surveys Sent/Surveys Received: 102/34
- ▶ Pre-layoff Salary: \$30,160 - \$37,959
- ▶ Post-layoff Salary: \$30,160 - \$37,959
- ▶ Number of workers to claim unemployment: 50%
- ▶ Median weeks unemployment was claimed: 4 weeks

BACKGROUND INFO-

Location: Algoma, Kewaunee County

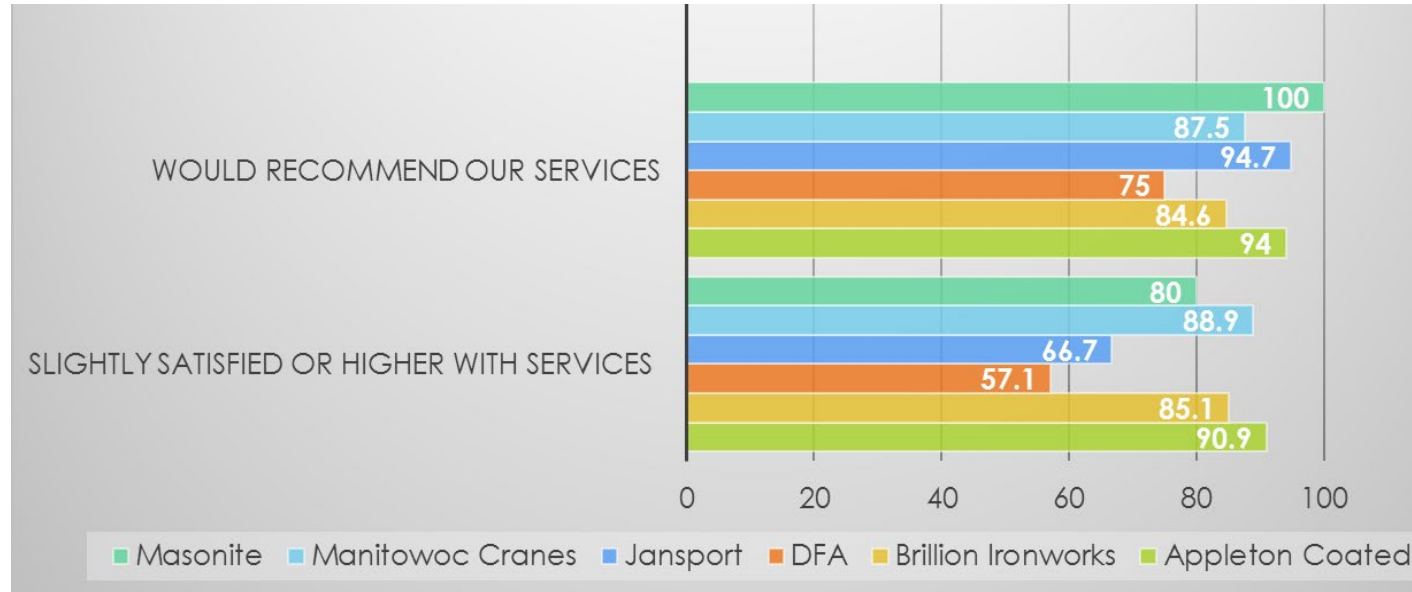
Field of Work: Manufactured & distributed interior commercial wood doors and accessories

Date of Layoff: February- July 2017

Number of Workers Impacted: 123

Initial Layoff Notice: November 8, 2016

How Are We Doing?



Recommendations:

- encourage dislocated workers to go back to school
- share average pay range for high demand jobs
- provide more help with signing up for unemployment and health care options
- take more of a personal interest in each individual
- provide more computer help to individuals that need it
- offer services in different languages

Summary of Findings and Preliminary Recommendations

- ▶ The sample of dislocated workers claimed about 2 weeks less than the national average for unemployment insurance
- ▶ The sample found re-employment at a wage lower than previously earned
 - ▶ 5 out of 6 companies were unionized with an experienced workforce (20+ years)
 - ▶ Workforce had limited education (~HSD) earning above average wages (\$25/hr)
- ▶ Data collected indicated a very high overall level of satisfaction with services
 - ▶ 85% (141/166) of dislocated workers were slightly satisfied or higher with the services they received
 - ▶ 90% (161/179) would recommend the services to others
 - ▶ No substantive changes but importance of immediate/proactive engagement
- ▶ **Revised Hypothesis:** *“Bay Area WDA Dislocated Workers participating in R2 services experience shorter durations of unemployment and are able to enhance their employment skillset with programs and services provided by the organization. Additionally, unemployment rates have a direct relationship with dislocated workers’ motivation to seek training/education and WIOA training enrollment numbers.”*