

CORD

---Collaborative Organizations Responding to Dislocation

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"By placing your resume on Monster, you become more visible to local employers..."

--Robert T. Borremans

HIRE A NEIGHBOR PROGRAM UNVEILED

Hire a Neighbor is a program unique to Wisconsin, designed to assist both the job-seeker and businesses looking for employees. The Southwest Wisconsin Workforce Development Board (SWWDB), working with Monster.com, has provided this program designed to match a person's resume with the needs of the business. The term "Hire a Neighbor" refers to the concept of hiring locally from the region, designated as within a 100-mile radius of Janesville. The program was unveiled at the new Job Center Annex at the UAW Hall, Janesville on May 20.

Businesses can sign up for the free **Hire a Neighbor** program by contacting Eric Kuznacic, Business and Employment Services Manager with the SWWDB at (608) 741-3502. The program is designed to supplement the ongoing efforts of those working through the Wisconsin Job Center services and its traditional means of matching employers with businesses. "We're attempting to offer as many means as possible to assist those seeking employment," said Robert T. Borremans, Executive Director of the SWWDB. "The strength of Monster.com is that they can very easily match the job candidate's strengths with those of the business, hopefully resulting in less wasted time and effort on behalf of both the individual and company."

The SWWDB purchased the Resume Search License through Monster so local employers who are seeking workers can use the resource before they pay for a job posting or call an agency.

"Those seeking employment need to get their resume posted on Monster if it isn't already there," Borremans said. "By placing your resume on Monster, you become more visible to local employers and thus have a better chance of landing a job."

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Monster.com trainer Airies Davis covers job hunting tips and information at the Rock County Job Center Annex located at the UAW Hall on Lafayette Dr., Janesville. Monster and the SWWDB have developed a new program—**Hire a Neighbor**—to allow interested job seekers to post their resumes at no cost.

"Almost half of America's 1.6 million federal workers will be eligible to retire in 2010."



According to retirementJobs.com, healthcare work is one of the three sectors where older workers are actively retained.

MORE AND MORE ARE "UNRETIRED"

Given the state of the economy, more workers are looking to work past retirement age, while others are coming back following retirement. "We will have a much larger pool of older job seekers coming out of this recession," said David DeLong, a researcher who specializes in the changing workforce. A recent survey by CareerBuilder, an online career site, found that 60 percent of workers over the age of 60 were postponing retirement as the recession ate away their savings.

The shrinking availability of jobs makes it tougher for retirees wanting to enter the workforce. Some feel they are being discriminated against because of age, with discrimination complaints jumping 29 percent this past fiscal year which is a record, the federal government reported.

But there are companies that have been exemplary in their treatment and hiring of more mature workers, among them being Cornell University, Sprint, HoneyBaked Ham, CVS, and Jos. Bank. They recognize the depth of experience and work ethic older workers bring, including higher loyalty, and lower turnover.

However, many employers willing to hire those over 50 "seem to be hiding," says Gene Burnard, publisher of Workforce50.com. Job boards that specifically match older applicants with employers is one way to tap that experience. Joe Scalice, president of retiredworkforce.com offers a connection to opportunities for older workers, including part-and full-time and seasonal work. He says approximately 40 percent of his listings are administrative and clerical. Companies more open to hiring older workers include Office Team (staffing), IBM and Sprint.

Patrick Rafter of retirementJobs.com believes three sectors of the economy actively retain older workers—healthcare, science and information technology, and defense contractors. Companies he cited as exemplary in hiring older workers, in addition to those listed earlier, include T-Mobile, Fresh Market, Merck, Travelers Insurance, and federal agencies such as the Transportation Security Administration, Social Security, Internal Revenue, and Veterans Affairs.

In government ranks, almost half of America's 1.6 million federal workers will be eligible to retire in 2010, which will create many opportunities despite budget cutbacks. The AARP reports that a record 202 employers have applied this year for the Best Employee for Workers Over 50 Award—a record. Winners will be announced in September.

But older job seekers have responsibilities too. Some think their long experience entitles them to a job, DeLong said. Some don't have up-to-date technical skills or expect pay above market value. They need to be realistic. Others may have anger—that should not come through on an interview. But always use experience and maturity to your advantage!

HIRE A NEIGHBOR—GET YOUR RESUME POSTED!

(Continued from Page 1)

The reality is the more places you have your resume posted on an internet site, the better your chances. Monster currently has over 300,000 active users of their services in Wisconsin.

For those wanting to get their resume posted on Monster (no cost), just go to www.monster.com. If you need assistance creating a resume, this site can help or call the Rock County Job Center at 741-3400. At the Monster site, you'll need to become a member—it's free and easy. You'll need to create your profile—as a Monster member. You can also access career tools to take charge of your career. Once you've completed the registration process (which takes less than 3-5 minutes), you'll have the opportunity to create your resume (if you don't currently have one). Your options include:

- **Build One**—typing your work history, experience, education, etc. into the format provided
- **Upload**—used the resume you have already created by "uploading" it as an attachment to Monster
- **Copy & Paste**—select all of the copy or text on your resume, right click copy and right click paste into the box provided.



Using the Hire a Neighbor program and Monster.com's extraordinary reach to employers is like mailing thousands of hard-copy resumes to area businesses just by clicking a button on your keyboard!

ED MARTINEZ—A MAN 'HELPING HIS OWN'

Knowing what it's like to work at a company for 31 years and then losing your job, Ed Martinez is using that knowledge and empathy to help his former co-workers. The 52-year-old Chicago native was working at the Janesville GM Assembly plant in December when the last Tahoe rolled off the line. He landed his new job as Employment Training Specialist in late January, 2009.

For Ed, the new position isn't just a job—he lives with the highs and lows of each of the laid-off workers as he tries to help them find suitable options for their future. "Now, I'm building lives, not vehicles," Ed said. Ed himself went through the steps any unemployed worker would—including JobFit, assessments, and orientations, all of which help him better relate to the dislocated workers.

Ed is a joiner and doer. He spent four years in the Navy and decades in the UAW, trains persons in CPR, works on veterans' issues, and raises funds for charity. SWWDB Executive Director Robert Borremans noted Ed is both hard-working and personable, making others feel welcome and worthwhile. He said "I wish I could clone him and have three or more Ed Martinezes." Ed can be reached at 741-3427 or 755-5120, Ext. 103.

CHECK OUT THESE OPPORTUNITIES

There are several **Dislocated Worker** workshops that may be of interest to you. This is the first step in the process for dislocated workers. Call the Rock County Job Center at (608) 741-3578 for further information or to schedule a session—or Julie Funk at (608) 741-3462 or Carol Kohl at (608) 741-3418.

Helping Yourself and Others	Mon., June 1, 9 a.m.
Planning for the Months Ahead	Mon., June 1, 10 a.m.
Hot Jobs	Mon., June 1, 1 p.m.
Getting Through the Tough Times	Thus., June 4, 10:30 a.m.
Moving Ahead	Thus, June 4, 1 p.m.
Managing What You Have	Thus., June 4, 2 p.m.
Pre-Assessment Workshop	Fri., June 5, 9-11 a.m.
Helping Yourself and Others	Mon., June 8, 9 a.m.
Planning for the Months Ahead	Mon., June 8, 10 a.m.
Hot Jobs	Mon., June 8, 1 p.m.
Getting Through the Tough Times	Thus., June 11, 10:30 a.m.
Moving Ahead	Thus, June 11, 1 p.m.
Managing What You Have	Thus, June 11, 2 p.m.
Helping Yourself and Others	Mon., June 15, 9 a.m.
Planning for the Months Ahead	Mon., June 15, 10 a.m.
Hot Jobs	Mon., June 15, 1 p.m.
Pre-Assessment Workshop	Weds., June 17, 1:30-3:30 p.m.
Getting Through the Tough Times	Thus., June 18, 10:30 a.m.
Moving Ahead	Thus., June 18, 1 p.m.
Managing What You Have	Thus., June 18, 2 p.m.
Hot Jobs	Mon., June 22, 1 p.m.
Getting Through the Tough Times	Thus., June 25, 10:30 a.m.
Moving Ahead	Thus., June 25, 1 p.m.
Managing What You Have	Thus., June 25, 2 p.m.
Helping Yourself and Others	Mon., June 29, 9 a.m.
Planning for the Months Ahead	Mon., June 29, 10 a.m.

At the Job Center Annex—UAW Local 95 Hall, 1795 Lafayette Dr., Janesville

- **Doing What Is Best**—8 a.m. on Mondays, June 1, 8, 15, 22 & 29
- Also **Helping Yourself & Others** (9 a.m.) & **Planning for the Months Ahead** (10 a.m.) on Monday, June 22 and **Hot Jobs** at 1 p.m. on Monday, June 29—call Ed Martinez at (608) 755-5120, Ext. 103

Also offered regularly throughout the month at various times are Dislocated Worker **Computer Classes**, both beginner and intermediate.

JUNE 2009						
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JULY 2009						
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26	27	28	29	30	31	

QUOTE OF THE DAY

“He who leaves nothing to chance will do few things poorly, but he will do few things.”

---Edward F. Halifax