

CORD

---Collaborative Organizations Responding to Dislocation

November 1, 2011

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"The OJT people came to me at BTC about participating in the program, and it sounded good. It certainly has been."

---Victor Burrington

ON-THE-JOB TRAINING (OJT)—MIGHT IT BE GOOD FOR YOU?

The Southwest Wisconsin Workforce Development Board's (SSWDB) On-the-Job Training (OJT) program is designed to benefit both the employee and the business that hires them. It has worked out that way in almost all cases, and the successful bonding of Scot Forge of Clinton and Victor Burrington is but one example of how both can benefit.

The 42-year-old Burrington, of Shopiere, started working at Scot Forge at the end of March, 2011 as a CNC (Computer Numerically Controlled) Machine Operator. He actually was recruited while still attending Blackhawk Technical College (BTC) classes, where he earned his CNC diploma. He is extremely happy to be working at Scot Forge. "It is a great place to work, and it appears there is ample opportunity for advancement," he said. He mainly programs machines to form and produce machine parts.

His initial employment was considered a type of internship, but he is now a regular, full-time employee. He utilized Trade Readjustment Act (TRA) and Dislocated Worker funds to cover his schooling costs. He was laid off from Lear Seating, where he had worked for 16 years. Prior to that, he had worked for Newco Welding in Janesville for about four years, and prior to that, Custom Manufacturing, just down the street from Scot Forge, for about three years.

"School was different. At first I didn't feel like I fit in, but after I knew what was expected of me, it was much better than I initially thought it would be," Victor said. "The OJT people came to me at BTC about participating in the program, and it sounded very good. It certainly has been," he explained.

The OJT program is a method through which the employment of WIA (Workforce Investment Act)-eligible persons is encouraged by offering partial wage reimbursement to employers for extraordinary costs incurred while training a new employee and during the period in which the employee may not be fully productive. It is a training program, not a subsidy. Positions must be full-time and the employer must agree to retain OJT employees for at least six months after the contract ends.

Victor's supervisor, Howard Dempsey, would like to see the OJT program continue. "It is a great way to employ skilled workers

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BURRINGTON, SCOT FORGE UTILIZE OJT (Continued)

"The company was able to offset their training costs and Victor was able to secure employment even before his graduation from BTC—it's a win-win situation for everyone."

---Eric Kuznacic

who might only need some individual, specified training for the business's methods of operation," he said. "It especially helped us (Scot Forge) to grow to meet our customers' needs and to help us to expand. We trained Victor while he was still going to BTC so he fit right into his machining skills when he joined us full time," Dempsey added.

"This is a perfect example of how the OJT program works," said Eric Kuznacic, Employer and Business Services Manager for the \$WWDB. "Scot Forge saw promise in Victor, even though he did not fully meet the job's qualifications upon hire. The company was able to offset their training costs and Victor was able to secure employment even before his graduation from BTC—it's a win-win situation for everyone," he added.

Scot Forge's HR Generalist and EEO Coordinator Kelly Crosby agreed. "OJT programs are an excellent resource for employees to engage in," she said. "The program offers an opportunity to combine formal education with worksite training. It's a unique way to broaden employees' skills and increase productivity. Offering opportunities like this has increased the morale and productivity of our organization," Crosby said. "We definitely hope to increase the program within our organization."

Victor's Case Manager Jodi Olson concurred, based on feedback from Crosby and Victor himself. "The OJT was key in helping Victor apply all his theory and hands-on training learned though BTC. He was very excited to apply those lessons, as most graduates from BTC's CNC program are only hired into CNC businesses as set-up, rather than full CNC Operators like he was," Olson said. "In turn, Scot Forge benefited because Victor brought with him a high level of energy, a strong desire to work, to learn, and to prove that he had what the position was going to require," she said, adding that Scot Forge has asked "if we have four more people just like him!"

Interested in participating in OJT and an employee [or even employer] or need information? Talk to your Case Worker or contact Eric Kuznacic at the Rock County Job Center at (608) 741-3502 or e.kuznacic@swwdb.org.

Photo to right—Victor Burrington programs his Giddings & Lewis CNC Vertical Lathe CNC machine to rough turn a ring while his supervisor, Howard Dempsey, looks on. Burrington and Scot Forge have each used the OJT program for the betterment of both.



JOB FAIR OFFERED NOV. 2 IN MADISON

For those interested in possible job opportunities in the Dane County/Madison area, a Job Fair is being offered on Wednesday, November 2 from 10 a.m.-3 p.m. at the Dane County Job Center at 1819 Aberg Ave., Madison. Among the jobs being solicited and the businesses participating are the following:

- Homecare & Medical Staff
- Pharmacy Tech
- CNA, LPN, RN
- Customer Service Advisors
- Sales Management
- Dental Assistant/Hygienists
- Account Executives
- Lifeguard, Swim Instructors
- Child Care Teachers
- Production Workers
- Tool & Die Makers
- CNC Machinists
- Assemblers
- Deputy Sheriff, Sheriff Aide
- AND MORE!!!
- American Income Life
- Bright Star
- Covance
- Dane County Sheriff Office
- Edgewood College
- First American Funding
- Globe University
- Independent Transport
- Madison Gas & Electric
- Midwest Dental
- QPS Employment Group
- * Clinical Research Participants
- * Movers
- * Drivers
- * CDL Class A Drivers
- * Administrative Assistants
- * Financial Services Representatives
- * College Faculty Positions
- * Inside Sales Associates
- * Administration
- * Print Shop Assistants
- * Quality Assurance
- * Trades
- * General Line Workers
- * Jail Clerks
- * Reynolds Transfer & Storage
- * Star 1 Staffing
- * State of Wisconsin-DOA
- * Straight Forward
- * Union Pacific Railroad
- * UW Hospital Medical Foundation
- * West Business Services
- * Wm. Middleton Veterans Hospital
- * Workforce Development Board
- * YWCA of Dane County

Employers will be accepting resumes and applications in person and on-line. If you don't have one, create one on www.jobcenterofwisconsin.com

MOST PROMISING OCCUPATIONS

Below are the 30 most promising, 'in-demand' occupations in Wisconsin through 2018, according to the *Wisconsin Jobs, 2018 Report*. Remember, the report was first issued in 2008, so some categories have changed since that time. Projections used the 2009 Occupational Employment Statistics, 2008 Quarterly Census of Employment and Wages, and 2008 Current Employment Statistics data produced by DWD. Anticipated changes are reflected in the report, but unanticipated events could affect the accuracy of the report.

1. RN
2. Truck Driver
3. Elementary School Teacher
4. Accountant
5. LPN
6. Network System/Data Analyst
7. Exec. Sec./Administrative Assistant
8. Middle School Teacher
9. Police/Sheriff Patrol Officer
10. Computer System Analyst
11. Social-Community Services Mgr.
12. Postal Services Mail Carrier
13. Administrative Services Manager
14. Computer Software Engineer
15. Employment, Recrmt., Placmt. Spec.
16. Sales Managers
17. Purchasing Agents
18. Dental Assistants
19. Public Relations Specialist
20. Construction Laborers
21. Insurance Sales Agents
22. HVACR Mechanics, Installer
23. Industrial Engineer
24. Dental Hygienist
25. 1st Line Supervisor/Manag. Construct.
26. Claims Adjusters
27. CNC-Metal, Plastics
28. Training & Development Specialist
29. Industrial Machinery Mechanic
30. Construction Equip. Operator

CHECK OUT THESE OPPORTUNITIES

There are several **Dislocated Worker** workshops that may be of interest to you (even if you are not in the WIA program—these are open to all). Call the Rock County Job Center for information or to schedule a session—Julie Funk at (608) 741-3462 or 741-3447 to register. Or you can also call (608) 741-3578 to register. For SWTC, call Brian Kitelinger at (608) 822-2339.

All Classes listed here are at the Rock County Job Center as listed.

Literacy Council Computer Basics	Tue., Nov. 1, 9-11 a.m., Rm. B
Ability Profiler	Tue., Nov. 1, 12:30-4:30 p.m., Rm. B
Change, Choice & Adjustment	Wed., Nov. 2, 1-3:30 p.m., Rm. B
Java & Jobs	Fri., Nov. 4, 9:30 a.m.-noon, Rm. C
Raising Healthy Eaters	Fri., Nov. 4, 1-3 p.m., Rm. K
Resume	Mon., Nov. 7, 9-10:30 a.m., Rm. C
Interviewing	Mon., Nov. 7, 10:30 a.m.-noon, Rm. C
Literacy Council Computer Basics	Tue., Nov. 8, 9-11 a.m., Rm. B
Ability Profiler	Tue., Nov. 8, 12:30-4:30 p.m., Rm. B
Change, Choice & Adjustment	Wed., Nov. 9, 1-3:30 p.m., Rm. B
FutureTrac Workshop (Southwest Tech)	Wed., Nov. 9, 7-7 p.m., Rm. 490
FutureTrac Workshop	Thu., Nov. 10, 10 a.m.-1 p.m., Rm. K
Java & Jobs	Fri., Nov. 11, 9:30 a.m.-noon, Rm. C
Raising Healthy Eaters	Fri., Nov. 11, 1-3 p.m., Rm. K
Dislocated Worker Orientation	Mon., Nov. 14, 1-4 p.m., Rm. A
Resume	Mon., Nov. 14, 9-10:30 a.m., Rm. C
Interviewing	Mon., Nov. 14, 10:30 am- noon, Rm C
Literacy Council Computer Basics	Tue., Nov. 15, 9-11 a.m., Rm. B
Change, Choice & Adjustment	Wed., Nov. 16, 1-3 p.m., Rm. B
Java & Jobs	Fri., Nov. 18, 9:30 a.m.-noon, Rm. C
Raising Healthy Eaters	Fri., Nov. 18, 1-3 p.m., Rm. K
FutureTrac Workshop (Southwest Tech)	Mon., Nov. 21, 9-11 a.m., Rm. 490
Resume	Mon., Nov. 21, 9-10:30 a.m., Rm. C
Interviewing	Mon., Nov. 21, 10:30 am-noon, Rm. C
Literacy Council Computer Basics	Tue., Nov. 22, 9-11 a.m., Rm. B
Change, Choice & Adjustment	Wed., Nov. 23, 1-3:30 p.m., Rm. B
FutureTrac Workshop	Wed., Nov. 23, 10 a.m.-1 p.m., Rm. K
Job Center Closed-Thanksgiving	Thu. & Fri., Nov. 24-25
Resume	Mon., Nov. 28, 9-10:30 a.m., Rm. C
Interviewing	Mon., Nov. 28, 10:30 am-noon, Rm. C
Dislocated Worker Orientation	Mon., Nov. 28, 1-4 p.m., Rm. J

ARROWHEAD PUBLIC LIBRARY (PL) SYSTEM COMPUTER CLASSES OFFERED

(through November 16—call 758-6588 or 364-2905 or your local library for more info)

Spreadsheet Basics MS Excel 2007	Tue., Nov. 1, 10:30 am-12:30 , Milton PL
Job Searching & Resumes	Tue., Nov. 1, 1:30-3:30 p.m., Milton PL
Word Processing Basics MS Word 2010	Wed., Nov. 2, 10 a.m.-noon, Edgert. PL
Spreadsheet Basics MS Excel 2010	Wed., Nov. 2, 1-3 p.m., Edgerton PL
Holiday Buying and Selling	Wed., Nov. 2, 5-7 p.m., Edgerton PL
eBay Buying & Selling	Mon., Nov. 7, 10 a.m.-noon, Evansv. PL
Internet Basics	Mon., Nov. 7, 1-3 p.m., Evansville PL
Facebook	Tue., Nov. 8, 9:15-10:45 a.m., Hedberg
Introduction to Computers-Visat	Tue., Nov. 8, 1:30-3:30 p.m., Beloit PL
Introduccion a la Computerdoras-Vista	Tue., Nov. 8, 6-8 p.m., Beloit PL
Word Processing Basics-Word 2007	Wed., Nov. 9, 1:30-3:30 p.m., Beloit PL
Introduction to Computers	Wed., Nov. 9, 1:30-3 p.m., Hedberg PL
MS Word 2007 Fundamentos en Espanol	Wed., Nov. 9, 6-8 p.m., Beloit PL
Word Processing II Word 2007	Thu., Nov. 10, 1:30-3:30 p.m., Beloit PL
Job Seekers Open Lab	Thu., Nov. 10, 4-7 p.m., Hedberg PL
MS Word II en Espanol	Thu., Nov. 10, 6-8 p.m., Beloit PL
Internet Basics	Tue., Nov. 15, 1:30-3:30 p.m., Beloit PL
Conceptos basicos del Internet	Tue., Nov. 15, 6-8 p.m., Beloit PL
Spreadsheet Basics Excel 2007	Wed., Nov. 16, 9:15-10:45 a.m., Hedb.
E-Mail Basics	Wed., Nov. 16, 1:30-3:30 p.m., Beloit PL
Internet Basics	Wed., Nov. 16, 2-3:30 p.m., Hedberg
Bases del Correo Electronico	Wed., Nov. 16, 6-8 p.m., Beloit PL

NOVEMBER 2011

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DECEMBER 2011

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QUOTE OF THE DAY

"If a window of opportunity appears, don't pull down the shade."

---Tom Peters

The CORD Newsletter is designed to provide helpful information and tips to area dislocated workers. Have comments or ideas for stories?

Contact the editor:

Gregg Bosak, SWWDB,
Rock County Job Center,
g.bosak@swwdb.org
or call (608) 741-3463