

WORK SEARCH REQUIREMENTS THAT ACTUALLY WORK

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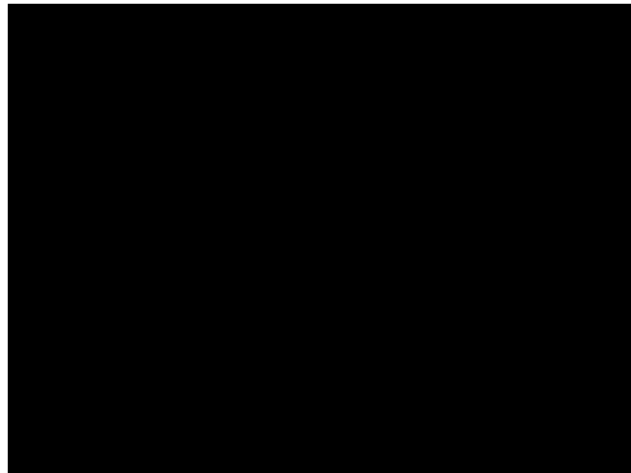
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Road Map

1. Job Seeker Challenges
2. Sticky Safety Net?
3. Wildly Unverifiable Work Search
4. What Works – The Research?
5. Trending States
6. Wisconsin's Answer
7. Imagining What's Next

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Helping Your Neighbor

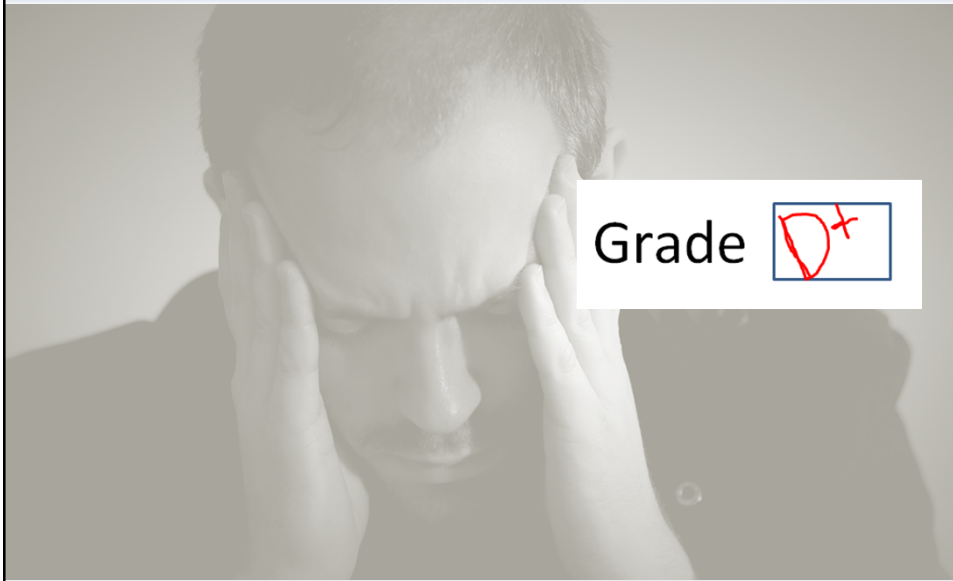


Job Seeker Challenges: *Mock Interview*

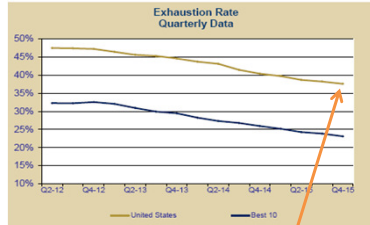


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Job Seeker Challenges: *The Slide to Long Term Unempl.*



Sticky Safety Net? *The Data*



UI Exhaustion Rate = 38%



Avg. Duration of Unempl. = 6 mos.



Long Term Unemployed > 2 M



Labor Force Participation = 62.5%

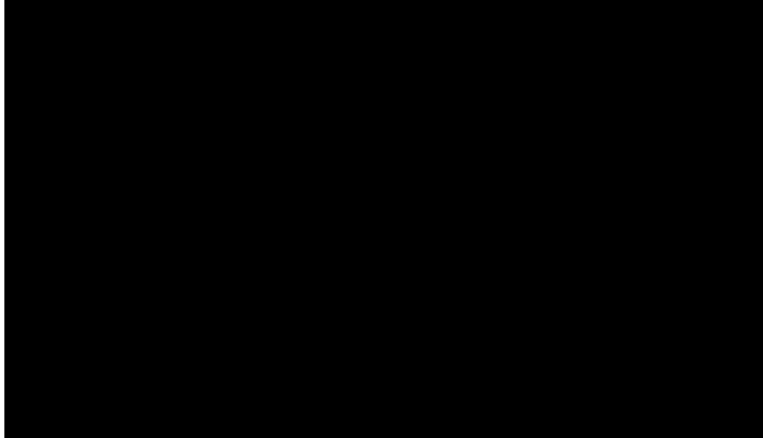
Wildly Unverifiable Work Search



Job Search Requirements - The Unemployment Guy'd

How to satisfy the Unemployment office job search requirements in less than three minutes!

Wildly Unverifiable Work Search



Job Search Requirements - The Unemployment Guy'd

How to satisfy the Unemployment office job search requirements in less than three minutes!

Wildly Unverifiable Work Search



Brian Cromer 4 years ago

Continued...therefore my video post shows how to accomplish the job search requirements in as little time as possible so that you can get on with actually finding a job. In other words the "job search requirements" of most states have very little value toward actually finding a job.

***“how to accomplish the job search requirements
in as little time as possible so that you can get
on with actually finding a job.”***

Wildly Unverifiable Work Search

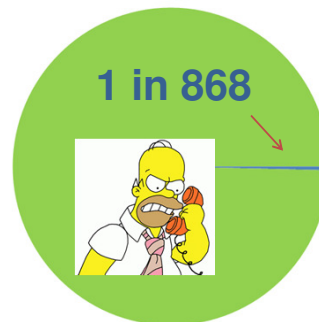
- Employer Contacts
 - Motivation - But Minimal
 - 2-3 Employers / Week
 - Time / Week = 2.5 hrs? 2.5 mins?
- Results
 - Job Search Skills at a C-/D+
 - Making everyone mad and depressed



Wildly Unverifiable Work Search

1. Federal Audit
 - Number / State = 480
 - Claimants / State = 104,000
 - Chance = 1 in 217
2. Second Chance States
 - 1st Failure = Warning
 - Chances Caught Twice = 1/434
3. Employer Response
 - ½ Employers Respond? = 1/868

Chances of Getting Caught



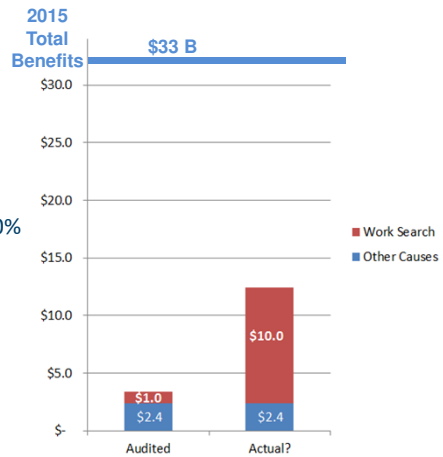
Wildly Unverifiable Work Search

- **Audited** Overpayments

- Audited Noncompliance = 3%
- Audited Overpayments = **\$1 Billion**

- **Actual** "Overpayments"?

- State Program Noncompliance = **31% -50%**
- True Overpayments > **\$10 Billion**



Sticky Safety Net? *Balancing Act*



Sticky Safety Net
Long Term Unemployment



Trampoline
Rapid Reemployment



So What Actually Works? *The Research*



So What Actually Works? *The Research*

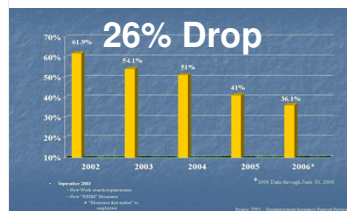
Motivate
&
Educate

So What Actually Works? *The Research*

Texas – Incentive & Audit

- Scalable # Activities > 3
- One Stops – 10 Week Measure
- Audit 1,500 / Week

Exhaustion Rate



**1,500
Weekly
Calls**

So What Actually Works? *The Research*

Nevada - Call In (REA)

- In Person Meeting
- Referred to Services
- Reduction in Duration = 11%
- REA Program Expanded



**IMPACT OF THE REEMPLOYMENT AND ELIGIBILITY
ASSESSMENT (REA) INITIATIVE IN NEVADA**
MAY 2007
Final Data Report: 05/05/2007

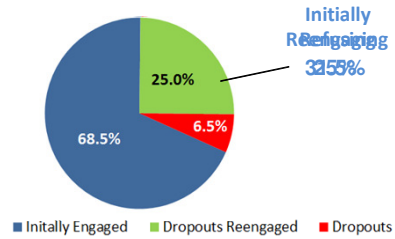


So What Actually Works? *The Research*

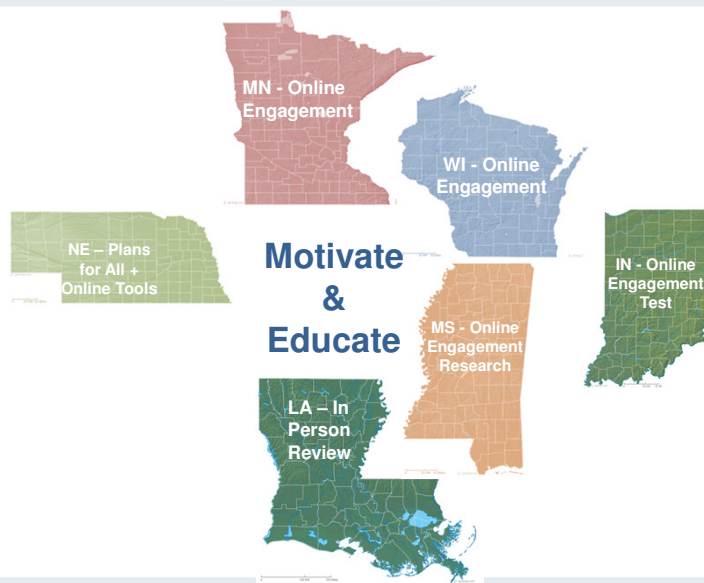


Utah - Online Workshops

- **Engagement:**
 - Complying = 68.5%
 - Initially Refusing = 31.5%
 - Claimants Re-engaging = **25.0 %**
- **Integrity Drop Out:** 6.5%
- **Claimant Interest:** Completed 38% Extra
- **Job Search Skills Gain:** D+ to B+
- **Unempl. Reduction:** 7.0%




Trending – *Other Leaders in Trackable Activity*





Wisconsin's Problem & Vision: Claimant Driven



Old Reemployment Services	New Reemployment Services
1. In Person – Capacity Restricted	1. Online = Unlimited In Person as Needed
2. One Size Fits All	2. Online Assessment = Tailored Services
3. Many Missed Appointments	3. Claimant Schedules Appt.
4. Slow to Become Work Ready	4. Online = Immediate Access

Six Key Components



1. Online Orientation
2. Online **Assessment**
3. Scoring/Automated Triaging
4. Online **Tutorials**
5. Self Scheduling
6. Use of Email for Communication



1. Online Orientation



The screenshot displays the Job Center of Wisconsin website. At the top, there is a navigation bar with links for 'Online Workshops', 'Other Resources', and 'Help'. The main header includes the 'JOB CENTER of WISCONSIN' logo and a 'Login' button. Below the header, there are tabs for 'Home', 'Employers', 'Job Seekers', and 'Featured Industries'. The main content area features a large banner with the text 'Where talent & opportunity meet' and a 'WISCONSIN FAST FORWARD' logo. Below the banner, there are three main service tiles: 'Employers' (453 Resumes) with 'Post Jobs' and 'Search Resumes' buttons; 'Job Seekers' (2,101 Jobs) with 'Create Resume' and 'Search Jobs' buttons; and 'Labor Market Exploration' with 'Skill Explorer' and 'WORKnet' buttons. At the bottom, there is a row of icons for 'Workforce Events', 'Labor Market Information', 'Education & Training', 'Unemployment Insurance', 'Veteran Services', and 'Job Center Locations'. The footer includes the 'STATE OF WISCONSIN DWD Department of Workforce Development' logo and a row of links for 'EDE', 'Terms of Use', 'Contact Us', 'Privacy Notice', 'Supported Browsers', and 'Accessibility'.

1. Online Orientation



Re-employment Services (RES) Orientation

Read the text and then select the Next button to continue through the 4 steps of the orientation. On Step 4, select the Submit button to complete the orientation.

If you click on any of the links contained within the orientation, you will need to use the back button on your browser to return to the orientation screens. Once completed, you can view the orientation at any time.

Step 1 of 4

This orientation includes an overview of the various re-employment services offered by the Department of Workforce Development (DWD). These services are intended to assist you in finding a new job early in your unemployment insurance claim. There are a variety of resources available both online and at Wisconsin Job Centers to help you get back to work.

Wisconsin Job Centers

The Wisconsin Job Center system delivers services through locations throughout the state. Wisconsin Job Centers provide employment and training related services for job seekers, youth, and businesses. Job Center partners include Job Service, Vocational Rehabilitation (DVR), technical colleges, county human service agencies, and local community organizations. Staff at the Job Centers can provide you with tools and information to help you compete in today's labor market. You may find the phone number and address of your nearest Wisconsin Job Center by using the [directory of offices online](#) or by calling the Job Service Call Center (JSCC) at 1-888-238-9966.

Job Center resource rooms have computers available for individuals looking for work to use to review job postings, complete online job applications, create or update a resume or write cover letters. Fax machines, telephones, and copiers are also available for job search activities. The Job Centers also conduct a variety of workshops to assist job seekers. Check out your local Job Center for an updated schedule.

Wisconsin's employment exchange [JobCenterOfWisconsin.com \(JCW\)](#) links employers across the state and in communities that border Wisconsin with individuals looking for a job. JCW is available at no-cost to both employers and job-seekers 24 hours per day, seven days per week. JCW can be accessed on computers at all Job Centers.

Wisconsin Job Centers host and sponsor job fairs, career expos, and on-site recruitments. A listing of upcoming events is provided on the [JobCenterOfWisconsin.com](#).

[Next >>](#)

2. Online Assessment - Questions



Re-employment Services (RES) Assessment

Please answer the following questions. Select Next to save your answers and continue to the next step.

Step 1 of 8

Work Search

1. How long have you been looking for work?
* Please select *
2. How long were you employed at your last job?
* Please select *
3. How many jobs have you applied for in the last 30 days?
4. How many interviews have you received in the last two months?

*** Please select ***

- 0-1 months
- 2-6 months
- 7-12 months
- Over 1 year

*** Please select ***

- Less than 1 year
- 1-2 years
- 3-5 years
- 5+ years
- Still employed

[Next >>](#)

2. Online Assessment - Results



[Home](#) | [Employers](#) | [Job Seekers](#) | [Featured Industries](#)

[Re-employment Services \(RES\) Assessment](#)
[Print Preview](#)

[Return to RES Program Summary](#) | [Print](#)

Name: _____

1. How long have you been looking for work?	2-6 months
2. How long were you employed at your last job?	3-5 years
3. How many jobs have you applied for in the last 30 days?	20
4. How many interviews have you received in the last two months?	5
5. My friends, family, and professional colleagues are familiar with my skills, experience, and the type of job(s) I am looking for.	Neutral
6. I know how to find job openings that are not advertised.	Neutral
7. Do you have a current résumé?	Yes
8. Do you change your résumé for each type of job you apply for?	Yes
9. Would you like help with your résumé?	Yes
10. Do you have a current cover letter?	Yes
11. Do you have professional references?	Yes
12. I have a clearly defined job interest or career goal.	Agree
13. I have identified how my skills can be used in other jobs or industries to increase my employment opportunities.	Agree
14. I am familiar with growing / demand occupations in my geographic area that match my skill set.	Agree
15. I am prepared to answer interview questions with concise information about my skills and experience.	Agree
16. My skills match the qualifications of my desired job.	Agree
17. Do you need help preparing for an interview?	Yes
18. I am using social media tools such as LinkedIn as a key part of my job search.	Neutral
19. I know how to conduct online research about a company before I interview.	Neutral
20. I have used online job search sites, such as the Job Center Of Wisconsin website to search for employment.	Neutral
21. I have the computer skills needed to complete online job applications.	Neutral
22. My online presence (e.g., Facebook page, email address, voicemail message) is professional.	Neutral
23. Do you check your voicemail and email regularly?	Yes
24. Would you like to learn about online resources to help you research employers?	Yes

2. Assessment - Work Search Requirement



[Need help?](#)

My JCW

Welcome BLBRudolph, to My JCW, your personalized view of Job Center of Wisconsin. Our records show that you are filing for or receiving Unemployment Insurance benefits.

You last visited us **3/2/2015 8:45:58 PM**.

You have not completed your Job Center of Wisconsin requirements for the Re-employment Services program.

Current Status / Dashboard

<p>Create a Logon</p> <p></p> <p>You have created a Logon.</p>	<p>Register for services</p> <p></p> <p>You are registered with Job Service.</p> <p>Register for Services / Update</p>	<p>Complete a Job Match Profile</p> <p></p> <p>You have completed 1 Job Match Profile.</p> <p>You can have up to 3 Job Match Profiles.</p> <p>Job Match Profile</p>	<p>Complete the Re-employment Services Orientation and Assessment</p> <p></p> <p>You have completed the Re-employment Services Orientation and Assessment.</p> <p>Re-employment Services Orientation / Assessment</p>	<p>Schedule your In-person Re-employment Services Session</p> <p></p> <p>You have not scheduled an In-person Session.</p> <p>You must schedule and attend an In-person Session to comply with Re-employment Services requirements.</p> <p>Re-employment Services Session</p>
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Trackable Engagement

&

Equipped to Go Back to Work

3. Scoring/Automated Triaging



Scoring Bar

Score Range Information:

* Site Office:



Pool A
0.0 - 5.0

Pool B
5.5 - 14.5

Pool C
15.0 -

* Effective Date:

Thru Date:

Save

Cancel

3. Scoring/Automated Triaging - Results



Unsure workshops | User resources | Help

Hi, CCCATHY My account | Logout

Home Employers Job Seekers Featured Industries

Re-employment Services (RES) Assessment

Step 8 of 8

Acknowledgement

IMPORTANT - Your Assessment is not finished.

You are required to attend an in-person session to complete your Re-employment Services program requirements.

Failure to attend an in-person session within the next 21 calendar days will result in a denial of Unemployment Insurance benefits until you meet this requirement.

To finish your assessment:

- (a) Check the "I understand" box;
- (b) Then click the "Finish Assessment" button

You will then be able to schedule an in-person session.

I understand

Finish Assessment

4. Online Tutorials



- Interviewing
- Job Searching with Technology
- Networking
- Resume and Job Application
- Your Workplace Skills



4. Online Tutorials



5 Workshops

+

Videos



4. Online Tutorials



Online Workshop Summary

[Need help?](#)

You have not completed your Job Center of Wisconsin requirements for the Re-employment Services program.

The following online workshops provide valuable information to assist you in finding employment. The workshops are available for any job seeker, but may be required for some Re-employment Services Program participants.

To view the workshops, select the title of the workshop you want to view and then select Lesson 1 to start the workshop. Select the Next button to proceed through the lessons. Workshops do not need to be completed in one session. The system will automatically save your progress.

If you are a Re-employment Services Program participant and are required to view online workshops, you must view all the lessons and take the skill review to receive credit for viewing the required workshops.

<p>Required Completed 3/7/2015</p> <p><input checked="" type="checkbox"/> Workshop: Job Searching with Technology</p>	<p>Additional Resources</p> <p>Find Your Local Job Center</p> <p>Job Fairs</p> <p>Skill Explorer</p>
<p>Required Not Completed Due: 3/7/2015</p> <p><input checked="" type="checkbox"/> Workshop: Résumé and Job Application</p> <p>Lesson 1: Introduction Lesson 2: Importance of a Résumé Lesson 3: Résumé Writing Guidelines - Content Lesson 4: Résumé Writing Guidelines - Format Lesson 5: Supporting Documents Lesson 6: Application Basics Skills Review Download Documents</p>	
<p>Required Not Completed Due: 3/7/2015</p> <p><input checked="" type="checkbox"/> Workshop: Interviewing</p>	
<p>Optional Not Completed</p> <p><input checked="" type="checkbox"/> Workshop: Networking</p>	
<p>Optional Not Completed</p> <p><input checked="" type="checkbox"/> Workshop: Your Workplace Skills</p>	

5. Self Scheduling – In Person



Search for upcoming Re-employment Services (RES) Session

[Need help?](#)

To search for an available session:

1. Select to search by either City or Zip Code from the first dropdown list.
2. Select your city or zip code from the second dropdown list.
Tip – After clicking the arrow to open the dropdown list, you can start quickly typing the first letters of your city or the first numbers of your zip code and the list will automatically jump to the desired location.
3. Select the Search button to see available session that fall within your 21 day compliance period and that match your search criteria.
4. Choose a session to attend and select Enroll.

If you need assistance with enrolling in a session, contact one of our customer service representatives at 1-888-258-9966.

Search By:

Check box if you live in a state bordering Wisconsin

*City:

*Distance:

5 Sessions found

Date	Time	County	City	Location	Enroll	Find Us
Tuesday, March 3, 2015	04:00 PM to 04:15 PM	DANE	Madison	Dane County Job Center, 1819 Aberg Ave Madison WI 53704	Enroll	Map
Wednesday, March 4, 2015	04:00 PM to 04:15 PM	DANE	Madison	Dane County Job Center, 1819 Aberg Ave Madison WI 53704	Enroll	Map
Thursday, March 5, 2015	04:00 PM to 04:15 PM	DANE	Madison	Dane County Job Center, 1819 Aberg Ave Madison WI 53704	Enroll	Map
Friday, March 6, 2015	04:00 PM to 04:15 PM	DANE	Madison	Dane County Job Center, 1819 Aberg Ave Madison WI 53704	Enroll	Map
Monday, March 9, 2015	04:00 PM to 04:15 PM	DANE	Madison	Dane County Job Center, 1819 Aberg Ave Madison WI 53704	Enroll	Map

Page 1

6. Email Communications



Subject: Re-employment Services Session Enrollment Confirmation

Re-employment Services Session Enrollment Confirmation.

You are scheduled to attend the following Re-employment Services session.

Session Date: 01/19/2016
Session Time: 09:00 AM - 12:00 PM
Location: 1717 Taylor Ave. Racine WI 53403

Attendance at the Re-employment Services session is mandatory as part of continued eligibility for UI benefits.

You must arrive on time.

You may be scheduled for additional requirements during your session.

Please remember to bring the following to your session:

- A copy of your completed Re-employment Services Assessment,
- A copy of your posted JCW Resume,
- A current, qualified job posting from JCW you plan to apply for, and
- Two copies of your completed work search tracking log for the week prior to your session. Blank copies of the form can be found at http://dwd.wisconsin.gov/dwd/forms/ui/uch_12_e.htm

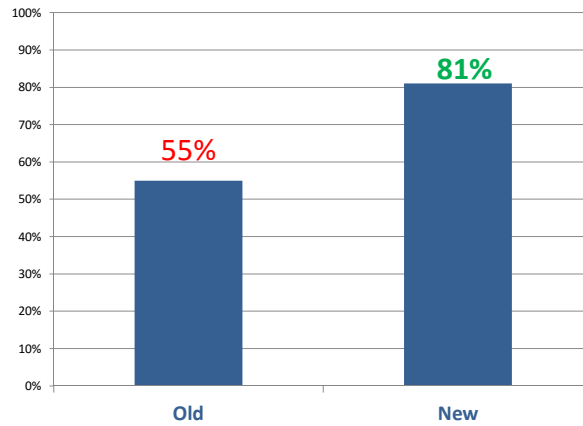
If you need special accommodations, please call 888-258-9966.

If you fail to attend this session or any follow-up appointments, or if you fail to meet the requirements prior to attending, you will not be eligible for benefits until you comply with all of the requirements.

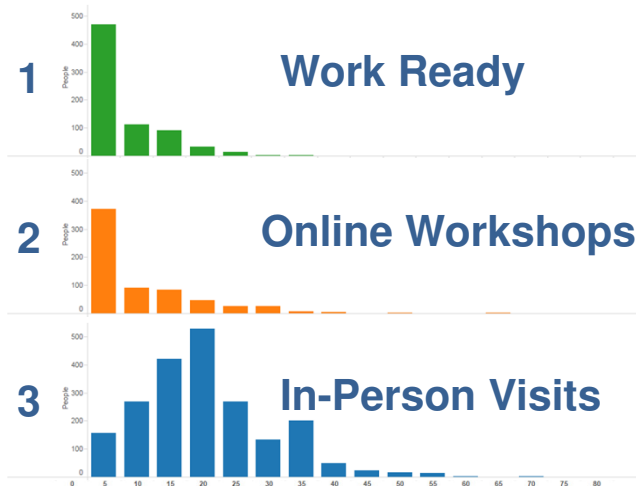
Outcomes



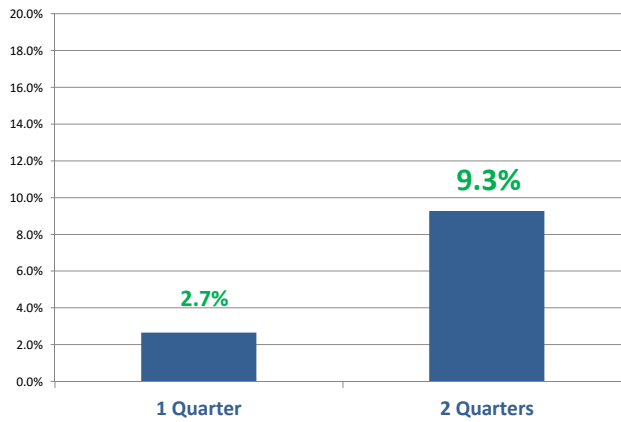
Reempl. Services Show Rates



Triaged - Completion Times

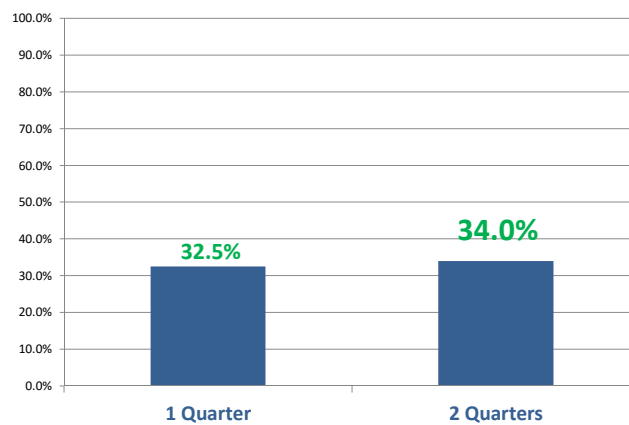


Employment



Percent Change in Employment Between Pre and Post Redesign Cohorts Two Quarters After Exit

Earnings



Percent Change in Median Earnings Between Pre and Post Redesign Cohorts Two Quarters After Exit

Wisconsin's Results Summarized



1. Show Rates Improved = 55% to 81%
2. Work Ready Time Decrease = Significantly
3. Employment Increased = 9.3%
4. Earnings Increased = 34%

Imagining What Comes Next? *Alternative Activities*

Job Search Requirements - The Unemployment Guy'd



Brian Cromer 4 years ago

Hi,

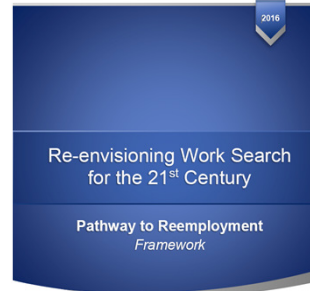
Thanks for the comments on my video. You may have misunderstood the point if you didn't read the blog post. Each unemployment applicant must attend a meeting where they explain the weekly job search requirements that you must fulfill in order to get a check. While they tell you that networking and "pounding the pavement" is the best way to find a job, those activities do not qualify as job search. You must apply for jobs and these days very few employers will accept a walk-in application.

“While they tell you that networking and “pounding the pavement” is the best way to find a job, those activities do not qualify as job search.”

Imagining What Comes Next? *Alternative Activities*

US Dept. Labor / NASWA - Paper

- “Pathways to Reemployment” – April 2016
- Alternative UI Work Search Policies
- More Modern & Effective Roadmap
- E.g. Online Workshops, Job Clubs, LinkedIn
- More guidance to come

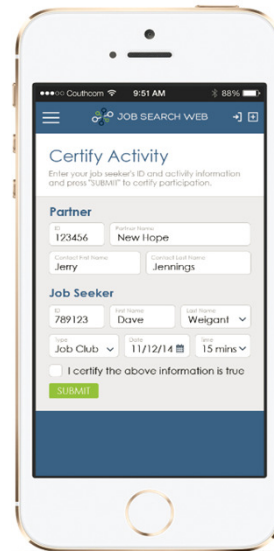


EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



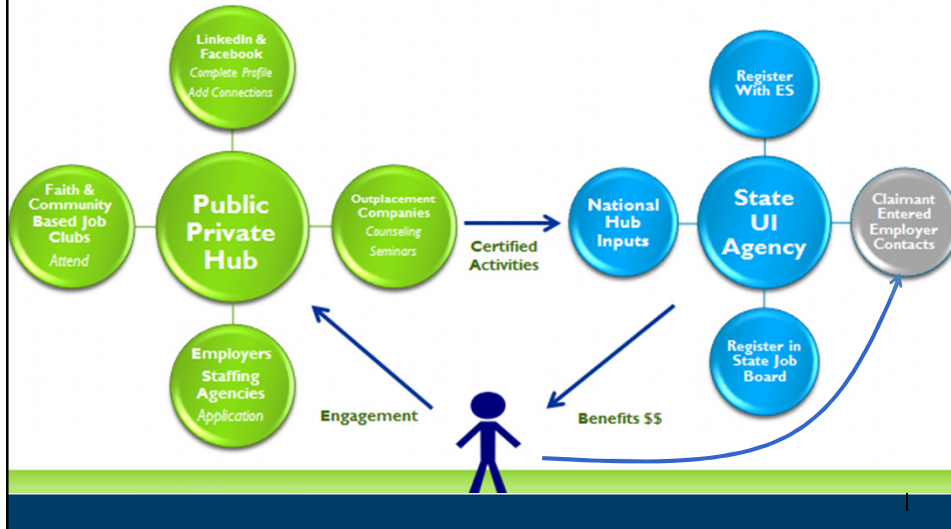
Imagining What's Next? *Alternative Activities*

- LinkedIn/Facebook
- Staffing
- Job Clubs
- Applicant Tracking Systems
- Outplacement



Imagining What's Next? *Alternative Activities*

JOB SEARCHWEB



Questions / Ideas ?

John Courtney | President | American Institute for Full Employment

Bruce Palzkill | Deputy Administrator | Wisconsin Department of Workforce Development

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