

# WORKFORCE GUIDE

Getting and training talent in Sheboygan County



Inside you will find available workforce development resources, incentives and programs for Sheboygan County, Wisconsin businesses. Go to [www.SheboyganCountyEDC.com/Workforce](http://www.SheboyganCountyEDC.com/Workforce) to see additional workforce development programs.

Made Possible By...



SHEBOYGAN COUNTY ECONOMIC  
DEVELOPMENT CORPORATION

BUSINESS RESOURCES - SITE SELECTION - COMMUNITY DEVELOPMENT



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# HIRING OPTIONS

|                                     | Intern/Apprentice            | Temporary Help | Part-Time | Full-Time |
|-------------------------------------|------------------------------|----------------|-----------|-----------|
| WHERE TO FIND ASSISTANCE            | High Schools/Area Colleges   |                |           |           |
|                                     | Sheboygan County Jobs Center |                |           |           |
|                                     | Staffing Agencies            |                |           |           |
|                                     | Job Boards                   |                |           |           |
|                                     |                              |                |           |           |
| FINANCIAL ASSISTANCE AND INCENTIVES |                              |                |           | RLF       |
|                                     |                              |                |           | WOTC      |
|                                     |                              |                |           | JCD       |
|                                     |                              |                |           | WEDC      |

Go to [www.SheboyganCountyEDC.com/Hiring](http://www.SheboyganCountyEDC.com/Hiring) to find out more on these workforce development tools

## FINDING EMPLOYEES

### High Schools/Area Colleges

Best For: Businesses that have structure and organization to support interns, apprentices or recent graduates  
 Pros (+): Increases workforce development in trades and strengthens company's culture with young employees  
 Cons (-): Low level of experience

### Sheboygan County Jobs Center

Best For: Businesses needing employees with work experience  
 Pros (+): No/low cost  
 Cons (-): Low success rate (only 1/3 of hires are successful at company)

### Staffing Agencies

Best For: Businesses needing entry level employees and/or employees with work experience  
 Pros (+): Provide job boards; screen individuals; save time  
 Cons (-): Fee based services, amount varies

### Job Boards

Best For: Businesses needing either part-time or full-time employees  
 Pros (+): Allow employers to post available jobs, search resumes and stay in constant contact with applicants  
 Cons (-): Costs vary by site

## Financial Resources for Hiring

### Revolving Loan Funds (RLF)

Contact: Sheboygan County Economic Development Corp.  
 Type: Low interest, subordinated loans based on the number of jobs created or retained  
 Cons (-): Additional paperwork and reporting requirements

### Work Opportunity Tax Credit (WOTC)

Contact: Federal Internal Revenue Service (IRS)  
 Type: Tax credits to hire certain veterans, food stamp recipients, ex-felons or recipients of public assistance  
 Cons (-): Additional paperwork and reporting requirements

### Wisconsin Job Creation Deduction (JCD)

Contact: Wisconsin Department of Revenue  
 Type: \$2,000 deduction/new hire if firm revenue > \$5 million; \$4,000 deduction/new hire if firm revenue < \$5M  
 Cons (-): None

### Wisconsin Jobs Tax Credit (WEDC)

Contact: Wisconsin Economic Development Corporation  
 Type: Customized tax credits awarded through competitive process  
 Cons (-): Additional paperwork and reporting requirements

# WORKFORCE TRAINING OPTIONS

|                                     | Soft/Remedial Skills         | Hard Skills                       | Continuous Learning | Leadership               | Compliance |  |
|-------------------------------------|------------------------------|-----------------------------------|---------------------|--------------------------|------------|--|
| SOURCES OF TRAINING                 | Sheboygan County Jobs Center |                                   |                     |                          |            |  |
|                                     |                              | Lakeland College and UW-Sheboygan |                     |                          |            |  |
|                                     |                              | WMEP                              |                     |                          |            |  |
|                                     |                              | Lakeshore Technical College       |                     |                          |            |  |
|                                     |                              |                                   |                     | Sheboygan County Chamber |            |  |
| FINANCIAL ASSISTANCE AND INCENTIVES | OJT                          |                                   |                     |                          |            |  |
|                                     | TAA                          |                                   |                     |                          |            |  |
|                                     | Workforce Training Grants    |                                   |                     |                          |            |  |
|                                     | WAT Grants                   |                                   |                     |                          |            |  |

Go to [www.SheboyganCountyEDC.com/Training](http://www.SheboyganCountyEDC.com/Training) to find out more on these workforce development tools

## TRAINING EMPLOYEES

### Sheboygan County Jobs Center

Subjects; Reading, writing, math, computer skills, lifestyle classes, etc.

Pros (+): Many trainings and workshops free of charge

### Lakeland College and UW-Sheboygan

Subjects: Language, accounting, engineering, human resources, business management, IT, computer skills, etc.

Pros (+): Courses attributable to 2-year or 4-year degree programs

### Wisconsin Manufacturing Extension Partnership (WMEP)

Subjects: Six sigma, lean manufacturing, leadership development, etc.

Pros (+): Concentrated on manufacturing process improvements

### Lakeshore Technical College

Subjects: Six sigma, lean manufacturing, ISO, food manufacturing, electrical, compliance, IT, safety training, leadership development, etc.

Pros (+): Both on-site and customized trainings

### Sheboygan County Chamber

Subject: Leadership Institute focused on fostering leaders within the Sheboygan County community

Pros (+): Opportunity to develop leadership skills while learning about Sheboygan County

## Financial Resources for Training

### On-the-Job Training (OJT)

Contact: Sheboygan County Jobs Center

Type: Reimbursements to employers for training time and loss of productivity to train new employees

Cons (-): Only applies for employees hired from the Jobs Center

### Trade Adjustment Assistance (TAA)

Contact: Sheboygan County Jobs Center

Type: Federal training dollars provided to unemployed workers who lost their job due to foreign competition

Cons (-): Federal program with certain restrictions

### Workforce Training Grants

Contact: Wisconsin Economic Development Corporation

Type: Grants awarded through a competitive process for training employees on new equipment or processes

Cons (-): Additional paperwork and reporting requirements

### Workforce Advance Training (WAT) Grants

Contact: Lakeshore Technical College (LTC)

Type: Customized job training grants for incumbent workers awarded to increase productivity of workforce

Cons (-): Additional paperwork and reporting requirements

Go to [www.SheboyganCountyEDC.com/Qualified](http://www.SheboyganCountyEDC.com/Qualified) to find out more on these workforce development tools

## Determining Qualified Applicants

### **Sheboygan County Jobs Center**

Programs: National Career Readiness Certificate (NCRC) and Work Keys

Type: These programs use computer-based testing so employers can quickly identify qualified applicants that have documented foundational skills and are ready to be trained in the specific requirements of a job.

### **Lakeshore Technical College**

Programs: Selection-Evaluation Assessment Program (SEAP)

Type: SEAP uses portable assessment machines and a non-written, non-verbal, performance-based methodology that identifies the most skilled, most capable, and most trainable candidates.

### **Sheboygan County Jobs Center**

Programs: Special assistance

Type: The Sheboygan County Jobs Center offers free applicant sorting services to a company's large hiring projects of 100 employees or more.

## Other Workforce Development Tools

### **O\*Net**

Description: The O\*Net Database contains information on hundreds of standardized and occupation-specific descriptors. The database, which is available at no cost, is continually updated by surveying a broad range of workers from each occupation.

Uses: Develop descriptions and skills associated with a variety of jobs

### **Wisconsin's Worknet**

Description: Wisconsin's Worknet website offers employers the ability to access a variety of wage and job databases.

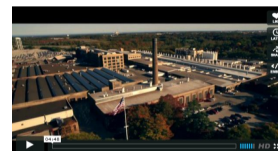
Uses: This data can be used for a variety of reasons such as determining the regionally competitive wage for a specific job title and researching employment trends

## **ABOUT THE SCEDC**

The Sheboygan County Economic Development Corporation (SCEDC) is a non-profit public/private partnership with the goal of increasing jobs and investment in Sheboygan County, Wisconsin. We have been successful in this effort by leading initiatives to support business and community development, forging strong strategic partnerships with key local and regional organizations, assisting businesses one-on-one with a variety of short and long-term needs, and providing the most accurate up-to-date information available to our clients and stakeholders.

Watch some of our success stories:

[www.SheboyganCountyEDC.com/KeepingThePromise](http://www.SheboyganCountyEDC.com/KeepingThePromise)



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