

# The Impact of Budget Cuts on Wisconsin's Job Centers

Staff  
Losses  
&  
Service  
Declines

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Center on Wisconsin Strategy

## **Acknowledgements**

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COWS is a research and policy center dedicated to improving economic performance and living standards in Wisconsin. Based at the University of Wisconsin-Madison with an office in Milwaukee, COWS promotes "high-road" strategies that support living wages, environmental sustainability, strong communities, and public accountability.

# Executive Summary

**W**isconsin was ahead of its time when, in the mid-1980s, it implemented some of the nation's first Job Centers — facilities where job seekers and employers can “one-stop shop” for a range of employment-related services. Today, just a few years after federal workforce development legislation mandated that states establish such facilities, there are 79 Job Centers in Wisconsin that provide employment training, job search assistance, vocational rehabilitation, labor market information, and a host of other services to local communities.

Despite Wisconsin's early innovations, our one-stop system is increasingly stressed by declining investments in workforce development programs. Shrinking budgets have led to staff layoffs and service declines at Job Centers throughout Wisconsin, straining their ability to provide resources to the workers and employers in the state who need them.

By offering an on-the-ground look at the impact of budget cuts on Job Centers across Wisconsin, this report should be a useful precursor to a statewide dialogue on the future of our workforce development infrastructure. And the data provided here certainly suggest that such a dialogue should take place. With information provided by the Wisconsin Workforce Development Association on 71 of the state's 79 Job Centers, we have found that:

- Fully 96 percent of Job Centers have had programs reduced or eliminated.
- Sixty-six percent of centers have lost personnel.
- Employment retention services alone have been cut or eliminated at two-thirds of Job Centers.
- Eighteen percent of Job Centers lost 30 percent or more of the staff they housed.
- Eleven percent will not have enough staff to provide certain mandated services next year.
- For nearly 60 percent of centers, the impact of funding declines on service delivery can be characterized as serious.
- The long-term sustainability of Job Centers across the state is in doubt, with only seven centers considered stable in the foreseeable future.

As these numbers clearly show, our Job Centers are beleaguered by dwindling resources. What they do not show is just how badly the state needs a strong and responsive workforce development system right now. Like the rest of the country, Wisconsin is still feeling the effects of the recession that began in 2001: we have suffered a significant number of plant closings and company layoffs, unemployment is up, and a growing number of families have jobs that do not provide health insurance or even pay enough to cover the cost of food and shelter.

In times like these, we need tools to link workers with decent jobs and provide employers in the high-growth industries that do exist with a skilled workforce. In other words, we need the very services our Job Centers are becoming less equipped to provide.

# Introduction

**T**he recent national recession has taken its toll on Wisconsin. Unemployment rates are up, job growth has slowed substantially, and our manufacturing sector is in serious decline. In a sluggish economy, in particular, unemployed workers need occupational training, job search tools, labor market information, and other services that can link them to new jobs. Employers also need information on labor market trends as well as help in locating and training workers. Since the mid-1980s, the state's Job Centers have provided an array of workforce development services to job seekers and employers alike.

But shrinking budgets, especially over the last year, have led to deep cuts across a wide swath of programs that fund Job Center activities. Federal investments in key workforce development programs like the Workforce Investment Act (WIA) have been less stable, while funding for Temporary Assistance to Needy Families (TANF) has fallen significantly. State-sponsored employment and training initiatives such as the Workforce Attachment and Advancement (WAA) and Children First programs have also been cut.

To understand how the state's Job Centers are changing as a result of decreased funding, we surveyed the directors of each of the 11 Workforce Development Boards (WDBs) in the state. The directors or their designees provided survey data for the Job Centers in their regions. Survey questions covered pending changes in staff and services and assessments of each Job Center's long-term viability. We received responses for 71 of the state's 79 Job Centers, an exceptionally high (90 percent) response rate that represents the entire state geographically. The majority of the Job Centers from which we did not receive responses are located in Milwaukee County. We did, however, receive responses for two of Milwaukee's seven centers, which are included in our report.<sup>1</sup> (The complete survey instrument can be viewed at <http://www.cows.org/pdf/workdev/jobcenter/rp-survey-04.pdf>.)

The Wisconsin Workforce Development Association — an association of the state's WDB directors, board presidents, and Chief Local Elected Officials of each Workforce Development Area — endorsed the project and encouraged the participation of its members. Because of this participation, we are able to present an on-the-ground look at how declining investments in employment-related programs are affecting center staffing levels, programs, and services.

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<sup>1</sup> We have included the data for the two Milwaukee County Job Centers with the understanding that they are not representative of the Job Center system in Milwaukee as a whole, and do not capture the unique character of the delivery of workforce development services in Wisconsin's most populous and diverse county.

The picture that emerges from our survey data is one of stress: budget changes are straining Job Center activities, sometimes considerably. Funding cuts have led to numerous layoffs, in some cases depleting more than half of the staff housed at a Job Center. Dwindling budgets have also led to the reduction or outright elimination of many services the centers provide. As a result, Wisconsin is losing valuable tools for training its workforce and connecting job seekers with employers — at the very time when economic conditions place these services in high demand.

This report is not designed to provide solutions for bolstering Wisconsin's system of delivering employment-related services. Rather, it is simply intended to be a source of information about what is happening at Job Centers around the state — information that we hope will be helpful to strategic discussions among stakeholders throughout the state about how best to sustain our workforce development system.

### **What is a Job Center?**

In 1998, Congress passed the Workforce Investment Act (WIA) — landmark legislation that restructured the delivery of employment and training programs nationwide in an attempt to create a more unified workforce development system. The new system emphasizes inter-agency coordination and universal access to integrated employment-related services. WIA required states to create local or regional Workforce Development Boards (WDBs) and to have those boards work through integrated “one-stop” centers (“Job Centers” in Wisconsin) to disburse funds and services in local communities. Each WDB works directly through the Job Centers in its particular region, known as a Workforce Development Area (WDA).

Wisconsin started the public-private partnerships that one-stops require at the local level as early as 1985. In 1991, the state received several federal grants to develop these initiatives further. Today, there are 79 Job Centers operating in 11 WDAs in Wisconsin. The vast majority of facilities are currently considered “comprehensive centers,” where WIA program partners come together to offer a full range of core employment and training services to local residents and employers. A handful of sites are “affiliated” or “satellite” centers, which provide specialized or partial services but are linked to a comprehensive Job Center in the area.

Job Centers consolidate a variety of employment and training services under one roof, but the programs themselves remain distinct, with support from different federal and state funding streams. Services offered at Job Centers include (but are not limited to):

- Dislocated worker assistance, including rapid response services during major layoffs
- Trade Adjustment Assistance (TAA) for displaced workers
- Services for participants in W2 (Wisconsin's welfare program) and the Food Stamp program
- Job search assistance
- Vocational rehabilitation
- Adult Basic Education and Literacy
- Unemployment Insurance profiling and re-employment services
- Older worker programs
- Veterans employment services

# Growing Needs, Fewer Resources: Funding Cuts Hurt State Job Centers

## Need for Job Center Services is High

**L**ike most states, Wisconsin has not been immune to the national recession that officially began in March 2001. Between the onset of the recession and September 2003, the state lost 60,000 jobs, many of them in the historically strong manufacturing sector. The construction and information industries have also suffered significant job losses, as has the trade, transportation, and utilities sector. From January 2001 to December 2003, Wisconsin's unemployment rate grew by 33 percent, from 3.9 percent to 5.2 percent.

Not surprisingly, the number of people participating in the state's TANF program — known as Wisconsin Works, or W2 — has also been on the rise since the recession officially began. In March 2001, there were 11,037 participants in the program statewide, a number that increased to 14,857 by November 2003.<sup>2</sup> Rising W2 caseloads increase the demand for Job Center services and staff time — resources that are already stretched thin. A representative of the Southwest Wisconsin WDA is not alone when she worries about “the number of W2 individuals that have been referred to the [Iowa County] Job Center and the increase in the numbers that will be referred with no W2 funding or additional staff assistance coming into the facility.”

A sagging economy has more Wisconsin residents needing information about job openings, referrals to income support services, and access to training and educational opportunities — services that our Job Centers are having a harder time delivering.

## Funding for Workforce Development Declines

In recent years, investments in workforce development programs, most of which are federally funded, have declined. Below is a brief summary of major federal workforce development programs that have been cut as well as state initiatives that have been scaled back or rescinded.

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<sup>2</sup> Wisconsin Department of Workforce Development, accessed on the Web at <http://www.dwd.state.wi.us/dws/rsdata/w2data.htm>

**Temporary Assistance to Needy Families:** Federal investments in TANF — the nation’s welfare program providing cash benefits, work supports such as child care and transportation assistance, and some education and job training opportunities to poor families — have declined considerably in the last few years. While TANF is not a federally-mandated one-stop partner, the state has included it as part of our Job Center system. Relative to other workforce investment programs, our TANF budget is sizeable – which means that receding funding for the program can have a substantial impact on Job Center activities.

Wisconsin receives an annual federal block grant of approximately \$316 million to run its TANF program, W2. Because TANF funding has not been increased, even for inflation, since the inception of the program, the real value of the block grant has fallen by nearly 14 percent since 1996.

The state contributes its own monies — \$163 million in fiscal year 2003 — to the W2 program as well. However, the state’s recent fiscal crisis, the shrinking value of the federal grant, and the drying up of surplus TANF funds are among the factors contributing to cuts in W2 spending. Overall, the current biennial budget reduces TANF/W2 spending by \$58 million (8.4 percent) in fiscal year 2003–2004, and \$62 million (9 percent) in fiscal year 2004–2005.<sup>3</sup> These cuts come on top of reductions made in the previous biennium, and do not bode well for the many welfare-related programs operated out of Wisconsin’s Job Centers.

**Workforce Investment Act:** Federal spending on WIA, which funds a variety of workforce development programs, has slowed significantly in recent years. An analysis by the Washington-based Workforce Alliance notes that, when adjusted for inflation, spending on WIA dropped by 29 percent from 1985 to 2003.<sup>4</sup> While overall federal spending on WIA has declined, there has been more money available to states – Wisconsin included – experiencing large numbers of layoffs and high unemployment. However, a portion of these funds is reserved for emergency grants to areas within a state experiencing serious economic distress. Therefore, certain WDAs in Wisconsin may get an infusion of WIA dollars in the event of a major layoff or plant closing, but this is not money that any one region can count on or use to fund ongoing Job Center activities.

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<sup>3</sup> Sharon Pratt and Nina Wu, *States are Cutting TANF and Child Care Programs: Supports for Low-Income Working Families and Welfare-to-Work Programs are Particularly Hard Hit* (Washington, D.C.: Center on Budget and Policy Priorities, June 2003).

<sup>4</sup> Robin Spence and Brendan Kiel, *Skilling the American Workforce “On the Cheap”: Ongoing Shortfalls in Federal Funding for Workforce Development* (Washington, D.C.: The Workforce Alliance, September 2003).

**Wagner-Peyser:** There is less money available for programs funded through the federal Wagner-Peyser Act, which provide assistance to employers and employees. In Wisconsin, these programs operate under what is known as Job Service and include skills assessment, job search and career planning resources, labor market information, and service referrals for job seekers. For employers, Job Service includes technical assistance with recruitment and workforce retention; current information on area job openings, wages, and benefits programs; and seminars on workplace development issues.

In program year 2002, the federal government invested \$761.7 million in Wagner-Peyser programs, a figure that dropped to \$756.8 million in program year 2003. Accordingly, Wisconsin saw its share of Wagner-Peyser funds slip in each of these program years, from \$14.2 million in 2002 to \$14 million in 2003.<sup>5</sup> Inflation further erodes the purchasing power of these dollars.

**Welfare-to-Work (WtW):** WtW, a federally-based program that sought to generate job opportunities for TANF recipients considered hardest to employ, has been discontinued. Between 1999 and 2002, when the program expired, Wisconsin received \$12 million annually from the federal government for WtW initiatives, and provided \$6 million in matching funds per year.<sup>6</sup>

**Food Stamp Employment Training (FSET):** Federal funding for the FSET program has remained flat in recent years, while the state's contribution to the program has declined. FSET provides job search, basic education, and training services to Food Stamp recipients not already participating in such programs. For fiscal years 2002 to 2007, each state receives \$90 million annually for the program. The value of this allocation shrinks over time since it is not adjusted for inflation. The state's investment in FSET decreased from \$5.1 million in fiscal year 2001–2002 to \$4.4 million in fiscal year 2002–2003.<sup>7</sup>

**Workforce Advancement and Attachment:** The state-sponsored WAA program has been eliminated. This program helped W2 participants and non-custodial parents find employment, remain attached to the workforce, and advance to higher-paying jobs. Many Job Centers funded employment retention services through the \$10 million available for WAA programs annually in fiscal years 2001 to 2003.

**Children First:** The state's Children First program, which operates in conjunction with W2 and also targets employment services to non-custodial parents, has been cut by more than half. Funding for the program went from \$2.8 million per year in the last biennium to \$1.14 million annually in fiscal years 2003 to 2005.<sup>8</sup>

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<sup>5</sup> U.S. Department of Labor, Employment and Training Administration, accessed on the Web at [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=1474](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=1474)

<sup>6</sup> Vicki Tobias, *Wisconsin's Workforce Development Funding* (Wisconsin Council on Children and Families, August 2003).

<sup>7</sup> Ibid.

<sup>8</sup> Wisconsin Legislative Fiscal Bureau budget documents, accessed on the Web at [http://www.legis.state.wi.us/lfb/LFBPublications\\_ButtonPages/Publications\\_Main.htm](http://www.legis.state.wi.us/lfb/LFBPublications_ButtonPages/Publications_Main.htm)

## Impact of Budget Cuts on Job Center Services and Staff is Acute

In the past year, few Job Centers in Wisconsin have been untouched by cuts in workforce development funding. Across the state, centers have been plagued by marked declines in staff and services. Forty-seven of the 71 Job Centers (66 percent) for which we have survey data have suffered personnel reductions, with 13 of them (18 percent) losing 30 percent or more of their total staff. Five Job Centers (seven percent) lost 60 percent or more of their staff due to budget cuts. Losses in personnel burden remaining staff with increased workloads, which can erode service delivery. In fact, 11 percent of the Job Centers reported on here will not have enough staff to provide services mandated by WIA next year.

Service reductions not only arise when staff are let go, but also stem directly from program cuts. Sixty-eight Job Centers — 96 percent of the 71 centers surveyed — have had programs scaled back or eliminated in the wake of budget cuts. Employment retention services, funded in many cases through the now-defunct WAA program, have been particularly hard hit; such services have shrunk or completely evaporated at 46 Job Centers (65 percent). The vast majority of centers are enduring W2 service declines of one variety or another.

One consequence of these cuts is that particular populations (namely W2, FSET, and Children First clients) have less access to targeted or specialized programs than they once did, and instead must compete with other clients for universal services. For 14 Job Centers (20 percent), program cuts have led to a “large increase” in the demand for universal services. Conversely, only four centers (under six percent) encountered no increase in a demand for universal services.

In regions of Wisconsin particularly hard hit by company layoffs and plant closings, the need for employment-related services threatens to exceed or has already surpassed what Job Centers can deliver. A representative of the South Central Wisconsin WDA, for example, reports that multiple company closings and widespread layoffs have contributed to an “overwhelming new demand [for services] without any additional new resources” at the Dane County Job Center, and are putting similar pressures on the center in Dodge County.

Even contributing to the bright spots in our economy is often beyond a Job Center’s reach; shrunken budgets have left some centers less able to provide employers in high-growth industries with the skilled workers they demand. More generally, budget cuts threaten the Job Center infrastructure’s ability to provide services that address the growing mismatch in the state between employer skill needs and workers’ skills.

When asked to rate the impact of program cuts on overall services at each Job Center on a 5-point scale — with 1 indicating a “severe” impact and 5 a “relatively minor” effect — WDA representatives gave a total of 16 centers a “1,” or severe rating. Another 25 merited a rating of “2.” In other words, for 58 percent of the Job Centers reported on here, funding declines have had a relatively acute effect on service delivery.

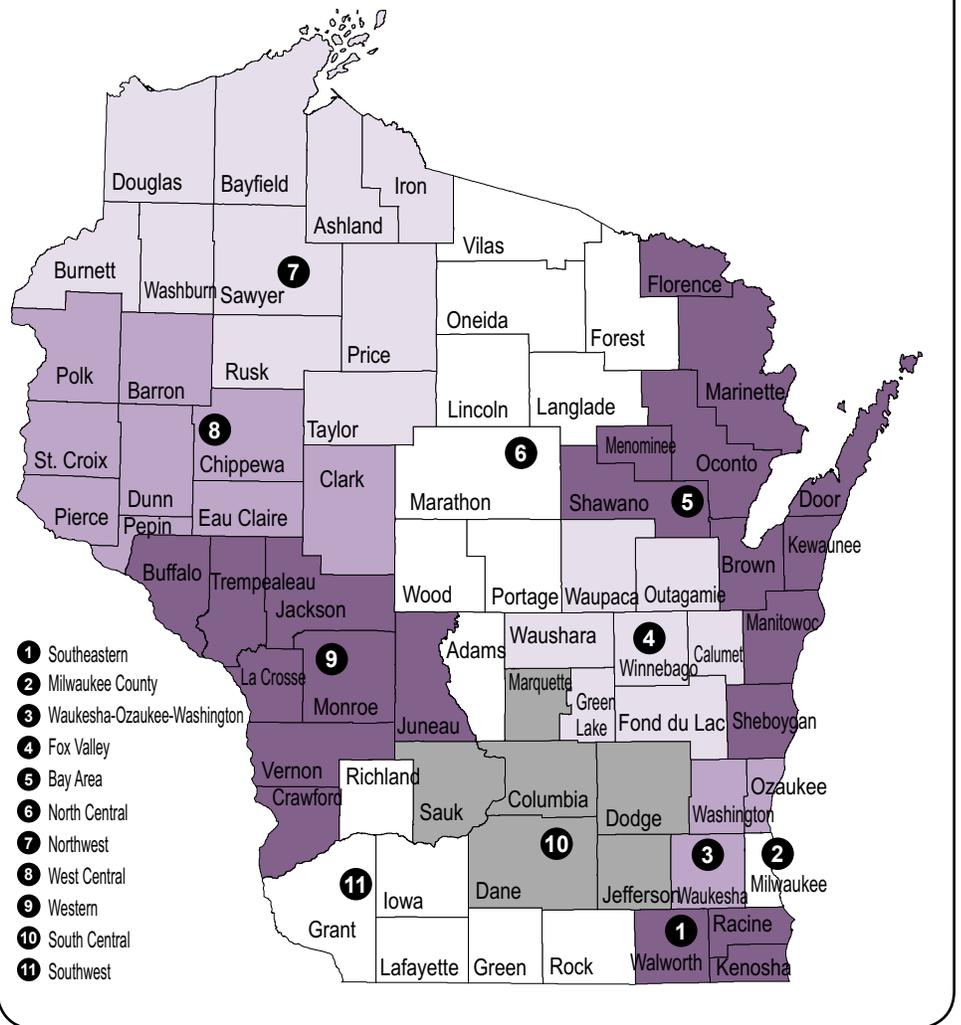
Given these service and staffing declines, it is not surprising that 11 Job Centers (15 percent) do not have the resources to maintain their status as “comprehensive” centers, and another 28 (40 percent) have the capacity to maintain this status in the short term only. When asked to assess the long-term sustainability of the centers in their region, WDA representatives universally expressed some measure of doubt. Only seven Job Centers in this survey were characterized, without reservation, as stable in the long term.

As these numbers clearly show, cuts in workforce development funding have left a majority of Job Centers in the state with a diminished capacity to deliver employment-related services to Wisconsin residents. Unfortunately, the weakening of our Job Center infrastructure comes at a time when these services are badly needed.

# Job Centers Up Close

In the pages that follow, we provide a snapshot look at the consequences of weakening investments in workforce development programs for 71 Job Centers in the state. A table for each of the WDAs summarizes the budget cuts' effects on the staff, services, and long-term viability of the Job Centers in that area.

## Wisconsin's Workforce Development Areas



## WDA #1: Southeastern Wisconsin

In Southeastern Wisconsin, budget cuts have led to significant staffing declines at the Job Centers in Kenosha and Racine Counties. Despite personnel losses, the Racine center has been able to maintain service delivery levels by reorganizing. Services at the Kenosha Job Center, however, have been scaled back and slowed down. Further funding cuts would impair this center's ability to operate. Walworth County's Job Center may not be able to deliver WIA mandated services in 2005, and its status as a "comprehensive center" is secure in the short term only. A representative of this WDA captured the tenuous standing of the Walworth center this way: "We are taking it year by year, we are probably ok as long as the W2 cuts get rescinded some or caseloads take a good decrease and as long as WIA funding stays current with the need."

### Southeastern Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Kenosha	10	5%	<ul style="list-style-type: none"> <li>Employment retention services cut</li> <li>Homeless case management services reduced</li> <li>Administrative support reduced</li> <li>In general, delivery of services has been slowed</li> </ul>	<ul style="list-style-type: none"> <li>Further funding cuts would affect the future sustainability of this center</li> </ul>
Racine	9*	8%	<ul style="list-style-type: none"> <li>Service levels are being maintained, but service delivery has slowed</li> </ul>	<ul style="list-style-type: none"> <li>This center is stable based on current funding levels</li> </ul>
Walworth	0	0	<ul style="list-style-type: none"> <li>Employment retention services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Further cuts in W2 and WIA may render this center unable to deliver WIA mandated services in 2005</li> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>

\*In addition to 9 permanent layoffs, 30 staff will be laid off temporarily

## WDA #2: Milwaukee County

Milwaukee County carries the largest W2 caseload of the 11 WDAs in the state. In November 2003, 11,625 of the 14,857 people participating in the program were in Milwaukee County. With a 6.1 percent unemployment rate, the county is also home to thousands of out-of-work residents who are eligible for a variety of Job Center services. Since cuts in workforce development programs, particularly TANF, affect such a large population in this WDA (including the large number of employers housed here), it would be valuable to have a complete picture of what is happening at area Job Centers. Unfortunately, however, we were only to obtain information on two of the seven centers in the region.

The news from these two centers is not good. Job Center South has lost approximately ten percent of its staff and a host of services. A representative from the center reports that, "while services are still available, the depth of service certainly may suffer, everyone is doing more with less, [and] menus of service are smaller at the same time that clients present with ever increasing problems."

For its part, Job Center Sullivan has endured W2 and WIA reductions, and while it has not lost personnel, there is not enough staff available to deliver all the services the community needs. Neither of these two centers in Milwaukee County has enough staff to deliver WIA mandated services next year.

### Milwaukee County

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
South	12*	10%	<ul style="list-style-type: none"> <li>Employment retention services cut</li> <li>Mediation services, in-depth fatherhood services, education, training, work experience, services for felons, home visits, and community outreach have all been cut back</li> </ul>	<ul style="list-style-type: none"> <li>The center does not have enough staff to deliver WIA mandated services next year</li> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Sullivan	0**	0	<ul style="list-style-type: none"> <li>WIA services reduced</li> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>The center does not have enough staff to deliver WIA mandated services next year</li> <li>The longevity of the center is in doubt</li> </ul>

\*This number is approximate; the county may remove its staff from this location shortly

\*\*Although there have been no layoffs, there is not enough staff to meet the current demand for services at this center

## WDA #3: Waukesha-Ozaukee-Washington

The elimination of WAA and reductions in WIA are driving cuts in employment retention services for customers at the four Job Centers located in the Waukesha-Ozaukee-Washington WDA. This is causing the WDA director to worry that, "with the economy down and unemployment high, TANF-eligible people will have a more difficult [time] securing stable employment given the skill level barriers many face." In general, budget cuts are jeopardizing the long-term sustainability of the centers here, none of which have enough resources to maintain "comprehensive" status beyond the near term.

### Waukesha-Ozaukee-Washington

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Hartford	0.5	17%	<ul style="list-style-type: none"> <li>W2 and WIA employment retention services cut</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Ozaukee	2	22%	<ul style="list-style-type: none"> <li>W2 and WIA employment retention services cut</li> <li>FSET services reduced</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Partner agencies are unable to contribute their share toward infrastructure costs</li> </ul>
Waukesha	5	4%	<ul style="list-style-type: none"> <li>W2 and WIA employment retention services cut</li> <li>Children First services reduced</li> <li>Services for incarcerated persons eliminated</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Waukesha County is in the process of removing all staff from the center</li> </ul>
West Bend	2	8%	<ul style="list-style-type: none"> <li>W2 and WIA employment retention services cut</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>

## WDA #4: Fox Valley

In the Fox Valley, cuts to the W2 program have been quite damaging to the activities of local Job Centers. W2 services have been completely removed from the Job Center in Waupaca. Here, and at most of the area's centers, W2 cuts have forced lease adjustments reallocating the financial burden of the Job Center among fewer partners. While most centers in the region suffered few if any personnel losses, Waushara County pulled its W2 staff from the local Job Center. The long-term viability of this and other Fox Valley Job Centers is currently under review.

Fox Valley				
Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Fond du Lac	1	3%	<ul style="list-style-type: none"> <li>W2 funding reductions have required reallocation of the lease space, increasing the financial burdens on other programs</li> </ul>	<ul style="list-style-type: none"> <li>Funding cuts will lead to staff reductions among program partners and force lease adjustments</li> </ul>
Fox Cities	0.33	.8%	<ul style="list-style-type: none"> <li>W2 funding reductions have required reallocation of the lease space, increasing the financial burdens on other programs</li> </ul>	<ul style="list-style-type: none"> <li>Funding cuts will lead to staff reductions among program partners and force lease adjustments</li> </ul>
Green Lake	0	0	<ul style="list-style-type: none"> <li>W2 employment retention services eliminated</li> </ul>	<ul style="list-style-type: none"> <li>Longevity of this center is questionable; it may become a site for scheduled case management services</li> </ul>
Oshkosh	0	0	<ul style="list-style-type: none"> <li>W2 funding reductions have required reallocation of the lease space, increasing the financial burdens on other programs</li> </ul>	<ul style="list-style-type: none"> <li>Funding cuts will lead to staff reductions among program partners and force lease adjustments</li> </ul>
Waupaca	0.4	5%	<ul style="list-style-type: none"> <li>W2 services have been pulled from this site and relocated to the county courthouse</li> <li>W2 funding reductions have required reallocation of the lease space, increasing the financial burdens on other programs</li> </ul>	<ul style="list-style-type: none"> <li>Longevity of this center is questionable; it may become a site for scheduled case management services</li> </ul>
Waushara	5.5	71%	<ul style="list-style-type: none"> <li>W2 employment retention services eliminated</li> <li>W2 funding reductions have required reallocation of the lease space, increasing the financial burdens on other programs</li> </ul>	<ul style="list-style-type: none"> <li>Longevity of this center is under review; it may become a site for scheduled case management services</li> </ul>

## WDA #5: Bay Area

The Job Centers in the Bay Area will have difficulty meeting their customers' needs and maintaining their status as comprehensive centers unless funding for workforce development programs improves. Throughout this WDA, budget cuts, particularly in W2, have resulted in the reduction or elimination of a variety of programs, affecting job seekers and employers alike.

Almost every center in the Bay Area lost staff, and further layoffs would likely close the satellite center in Florence. The long-term outlook for the Bay Area's Job Centers is shaky, with Oconto lacking the resources to deliver WIA mandated services next year and the rest able to maintain their "comprehensive" status in the short term only. A representative of this WDA remarked that "all budget cuts affect the job centers as all of them have been operating under a very limited funding stream," and that "the elimination of WAA, the hiring freeze for Wagner-Peyser, and the reduction of W2 funds have put a stress on the programs remaining."

### Bay Area

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Brown	4	4%	<ul style="list-style-type: none"> <li>Services to incumbent and entry-level workers cut</li> <li>Fewer computer lab hours offered</li> <li>Workshop offerings reduced</li> <li>Translation services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining the Resource Room, sustaining remaining programs, and making technological upgrades will be difficult without additional funding</li> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Door*	1	20%	<ul style="list-style-type: none"> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Additional budget cuts will affect the center's ability to provide services</li> </ul>
Florence*	1	33%	<ul style="list-style-type: none"> <li>W2 services reduced</li> <li>Incumbent worker services eliminated</li> <li>Services to newly hired trainees cut</li> <li>Employer services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Additional staff reductions may force the facility to close</li> </ul>
Kewaunee*	0	0	<ul style="list-style-type: none"> <li>W2 services reduced</li> <li>Children First eliminated</li> </ul>	<ul style="list-style-type: none"> <li>Additional budget cuts will affect the center's ability to provide services</li> </ul>

Continued on next page.

\*This is a satellite facility, not a comprehensive Job Center

## Bay Area Continued

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Manitowoc	2	6%	<ul style="list-style-type: none"> <li>▪ W2 services reduced</li> <li>▪ W2 funding for reception and resource room services eliminated**</li> </ul>	<ul style="list-style-type: none"> <li>▪ Any further reductions in Wagner-Peyser, WIA, or W2 will endanger the center's ability to provide universal services</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Marinette	1	3%	<ul style="list-style-type: none"> <li>▪ W2 services reduced</li> <li>▪ Employer services cut</li> <li>▪ Resource Room services scaled back</li> <li>▪ Workshop offerings reduced</li> </ul>	<ul style="list-style-type: none"> <li>▪ Additional budget cuts will affect the center's ability to provide services</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Oconto	2	20%	<ul style="list-style-type: none"> <li>▪ W2 services scaled back</li> <li>▪ Employer services cut</li> <li>▪ Resource Room services scaled back</li> </ul>	<ul style="list-style-type: none"> <li>▪ Budget cuts have placed an increasing burden on WIA to provide universal services</li> <li>▪ This center will not have enough resources to deliver WIA mandated services next year</li> </ul>
Shawano	4	13%	<ul style="list-style-type: none"> <li>▪ W2 services scaled back</li> <li>▪ Workshop offerings reduced</li> <li>▪ Resource Room services scaled back</li> <li>▪ Employer services cut</li> </ul>	<ul style="list-style-type: none"> <li>▪ Providing universal services will continue to be a strain without funding increases</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>
Sheboygan	0	0	<ul style="list-style-type: none"> <li>▪ W2 services reduced</li> <li>▪ Community Reinvestment eliminated</li> <li>▪ First-Time Parenting eliminated</li> <li>▪ Employment search and placement assistance cut</li> </ul>	<ul style="list-style-type: none"> <li>▪ Providing universal services will continue to be a strain without funding increases</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> </ul>

\*\* However, these services will be covered through WIA in the next program year

## WDA #6: North Central Wisconsin

In North Central Wisconsin, cuts to Wagner-Peyser have deteriorated the public labor exchange assistance provided at area Job Centers. The steady erosion of funding for these services has cast doubt on the long-term viability of every Job Center in the area, and may force the Adams County center to relocate. The satellite center in Lincoln County has already been shuttered. Oneida County lost its Wisconsin Conservation Corps program, while the Job Center in Portage County is no longer a recipient of a WIA grant to enhance services to Limited English Proficient individuals. Due to the elimination of WAA, the satellite facility in Langlade has ended its tuition assistance to W2 clients to train as Certified Nursing Assistants (CNAs). Staff layoffs, the elimination or reduction of employment retention services, and general W2 cuts further plague each of the centers in the North Central WDA.

### North Central Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Adams	3	33%	<ul style="list-style-type: none"> <li>▪ W2 employment retention services eliminated</li> <li>▪ W2 services reduced</li> <li>▪ Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sustaining the center will be difficult without renewed investments in Job Service</li> <li>▪ The Job Center may have to relocate to another facility</li> </ul>
Langlade*	1.1**	34%	<ul style="list-style-type: none"> <li>▪ W2 employment retention services reduced</li> <li>▪ WAA tuition assistance for CNA training and retention services eliminated</li> <li>▪ Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>
Lincoln*	3	64%	<ul style="list-style-type: none"> <li>▪ W2 employment retention services eliminated</li> <li>▪ WAA services sharply reduced</li> <li>▪ Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> <li>▪ JobNet computers removed</li> <li>▪ Resource Room eliminated</li> </ul>	<ul style="list-style-type: none"> <li>▪ This center was forced to close on January 1, 2004</li> </ul>

Continued on next page.

\*This is a satellite facility, not a comprehensive Job Center

\*\*These staff members left voluntarily, but their positions are not being filled

## North Central Wisconsin *Continued*

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Marathon	7	12%	<ul style="list-style-type: none"> <li>W2 employment retention services cut</li> <li>Sharp reductions in W2 services</li> <li>Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>
Marshfield	3	43%	<ul style="list-style-type: none"> <li>W2 employment retention services cut</li> <li>Sharp reductions in W2 services</li> <li>Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>
Oneida	13	30%	<ul style="list-style-type: none"> <li>W2 employment retention services cut</li> <li>Sharp reductions in W2 services</li> <li>Wisconsin Conservation Corps program eliminated</li> <li>Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>
Portage	2	13%	<ul style="list-style-type: none"> <li>W2 employment retention services cut</li> <li>Sharp reductions in W2 services</li> <li>WIA grant to enhance Job Center access among those with Limited English Proficiency ended</li> <li>Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>
Wisconsin Rapids	9	29%	<ul style="list-style-type: none"> <li>W2 employment retention services cut</li> <li>Other services to W2, FSET customers reduced</li> <li>Wagner-Peyser cuts have eroded Job Service public labor exchange functions</li> </ul>	<ul style="list-style-type: none"> <li>Sustaining the center will be difficult without renewed investments in Job Service</li> </ul>

## WDA #7: Northwest Wisconsin

In Northwest Wisconsin, W2 cuts have once again had a significant impact on Job Center operations. Half of the Job Centers in the area reduced or eliminated W2 services. The Phillips Job Center in Price County was forced to move when the county gave up its W2 contract. The WDA director reports that program cuts have led to low staff morale at some locations. Surely, the inability to plan into the future because of unstable funding contributes to a sense of uneasiness among Job Center staff in the region.

### Northwest Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Ashland	2	15%	<ul style="list-style-type: none"> <li>Wisconsin Conservation Corps program eliminated</li> </ul>	<ul style="list-style-type: none"> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>
Burnett	0	0	<ul style="list-style-type: none"> <li>No specific cuts reported</li> </ul>	<ul style="list-style-type: none"> <li>Future W2 cuts would undermine the existence of this center</li> </ul>
Hayward	0	0	<ul style="list-style-type: none"> <li>No specific cuts reported</li> </ul>	<ul style="list-style-type: none"> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>
Ladysmith	0	0	<ul style="list-style-type: none"> <li>W2 funding for customer service specialist discontinued</li> </ul>	<ul style="list-style-type: none"> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>
Medford	0.4*	10%	<ul style="list-style-type: none"> <li>Retention services for local employers cut</li> <li>W2 services reduced</li> <li>Job development/ case management services cut</li> <li>W2 funding for customer service specialist discontinued</li> </ul>	<ul style="list-style-type: none"> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>
Phillips	0	0	<ul style="list-style-type: none"> <li>Retention services for local employers cut</li> <li>W2 services transferred to Ashland County</li> </ul>	<ul style="list-style-type: none"> <li>W2 cuts forced center to relocate to the local technical college</li> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>
Spooner	1	10%	<ul style="list-style-type: none"> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Funding for the center is unstable, making it impossible to plan beyond a single year</li> </ul>

Continued on next page.

\*There have been no layoffs, but staff time has been reduced

### Northwest Wisconsin *Continued*

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Superior	5	20%	<ul style="list-style-type: none"><li>▪ W2 services relocated to the County Health and Human Services building</li></ul>	<ul style="list-style-type: none"><li>▪ Funding for the center is unstable, making it impossible to plan beyond a single year</li></ul>

## WDA #8: West Central Wisconsin

In West Central Wisconsin, budget cuts have narrowed the array of services provided to Job Center customers. The expiration of the WAA program has cut employment retention services at each of the centers, and most have reduced the resources available to FSET clients. In Dunn County, the Job Center's Hmong Assistance program was eliminated, and the center in Polk County scaled back the basic skills training it operated in conjunction with the technical college.

With the exception of Pierce County, which saw a 30 percent reduction in the staff housed at its Job Center, area centers lost few if any staff and appear to be stable in the long term. However, at each center there is increasing pressure on the WIA program to provide services once shared across a number of partners.

### West Central Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Barron	0	0	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 services reduced</li> <li>FSET services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>
Chippewa	0	0	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>
Clark	0	0	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> </ul>	<ul style="list-style-type: none"> <li>Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>
Dunn	1	8%	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 services reduced</li> <li>Hmong Assistance program eliminated</li> <li>FSET services reduced</li> <li>Job Service reduced</li> </ul>	<ul style="list-style-type: none"> <li>Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>
Eau Claire	3	7%	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>

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## West Central Wisconsin *Continued*

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Pepin	0	0	<ul style="list-style-type: none"> <li>▪ WAA employment retention services cut</li> <li>▪ W2 services reduced</li> <li>▪ FSET services reduced</li> </ul>	<ul style="list-style-type: none"> <li>▪ This center is meeting minimal requirements to maintain "comprehensive" status</li> <li>▪ WIA, W2/FSET are the only resources present at and committed to the center</li> </ul>
Pierce	3	30%	<ul style="list-style-type: none"> <li>▪ WAA employment retention services cut</li> <li>▪ W2 services eliminated</li> <li>▪ FSET services eliminated</li> </ul>	<ul style="list-style-type: none"> <li>▪ Budget cuts have placed an increasing burden on WIA to provide universal services</li> <li>▪ It is unclear whether the center will have enough resources to maintain "comprehensive" status or remain viable in the future</li> </ul>
Polk	0	0	<ul style="list-style-type: none"> <li>▪ WAA employment retention services cut</li> <li>▪ All services contracted out under W2 have been eliminated</li> <li>▪ Job Service reduced</li> <li>▪ Wisconsin Technical College System basic skills training reduced</li> </ul>	<ul style="list-style-type: none"> <li>▪ Budget cuts have placed an increasing burden on WIA to provide universal services</li> </ul>
St. Croix	0	0	<ul style="list-style-type: none"> <li>▪ WAA employment retention services cut</li> <li>▪ W2 services eliminated</li> <li>▪ FSET services eliminated</li> </ul>	<ul style="list-style-type: none"> <li>▪ Budget cuts have placed an increasing burden on WIA to provide universal services, but the center appears stable</li> </ul>

## WDA #9: Western Wisconsin

Job Centers in Western Wisconsin are generally providing far fewer W2 services than they once did. At several facilities, Anger Management workshops have been eliminated altogether, while community outreach and case management services have been cut back at others. Special Response funds for several plant mass layoffs and closings have been exhausted, and waiting lists for dislocated worker training and support costs are now being established in all Western Wisconsin Job Centers.

A Job Center representative in Western Wisconsin summarized a theme common to all of the WDAs when she reported that there are now “less people and resources to serve the general public” and that budget cuts are forcing center partners “to do more with less.” Staff in the area’s Job Centers tend to be spread too thin to provide anything more than the most basic services to customers, and the long-term viability of the centers is in doubt.

### Western Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Buffalo-Trempealeau*	0	0	<ul style="list-style-type: none"> <li>• Employment retention services cut</li> </ul>	<ul style="list-style-type: none"> <li>• The future sustainability of the center is unclear</li> </ul>
Crawford	1	17%	<ul style="list-style-type: none"> <li>• WAA employment retention services cut</li> </ul>	<ul style="list-style-type: none"> <li>• There are enough resources to maintain “comprehensive center” status in the short term only</li> <li>• The future sustainability of the center is unclear</li> </ul>
Jackson	2**	20%	<ul style="list-style-type: none"> <li>• WAA employment retention services cut</li> <li>• W2 support services sharply reduced</li> <li>• Anger Management workshops eliminated</li> </ul>	<ul style="list-style-type: none"> <li>• There are enough resources to maintain “comprehensive center” status in the short term only</li> <li>• The future sustainability of the center is unclear</li> </ul>

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\*This is a satellite facility, not a comprehensive Job Center

\*\*One staff member left voluntarily, but the position is not being filled

## Western Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Juneau	1	11%	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 support services sharply reduced</li> <li>Anger Management workshops eliminated</li> <li>The center's ability to provide outreach to the community and employers has been reduced</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>The future sustainability of the center is unclear</li> </ul>
La Crosse	2.75	10%	<ul style="list-style-type: none"> <li>Employment retention services cut</li> <li>FSET services cut</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>The future sustainability of the center is unclear</li> </ul>
Monroe	1***	10%	<ul style="list-style-type: none"> <li>WAA employment retention services cut</li> <li>W2 services sharply reduced</li> <li>Case management services reduced</li> <li>Anger Management workshops eliminated</li> <li>Enhanced services to employees and employers scaled back</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>The future sustainability of the center is unclear</li> </ul>
Vernon	0	0	<ul style="list-style-type: none"> <li>W2 cut</li> <li>Wisconsin Employment Transportation Assistance Program cut</li> <li>Services to employers reduced</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>The future sustainability of the center is unclear</li> </ul>

\*\*\*This staff member left voluntarily, but their position is not being filled

## WDA #10: South Central Wisconsin

As the table below illustrates, budget cuts have had a drastic impact on Job Centers in South Central Wisconsin. The centers in both Sauk and Columbia Counties have been forced to relocate to smaller, more affordable facilities. Five of the six centers in the region have suffered staff reductions of ten percent or more, with Dane County losing nearly 70 percent of the employees located at its center.

Funding declines have affected services with equal force. Workshops at the Sauk center and bilingual services in Jefferson are being reduced, while some Job Centers in the region have been forced to eliminate certain programs altogether. With the closing of its Career Expectation Center, for example, the Dane County Job Center will no longer be able to offer key training programs to its W2 and FSET customers. Instead, these clients will join a growing pool of people seeking universal services — a trend that is being repeated throughout the South Central region and in other areas of the state as a whole.

### South Central Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Columbia	1.5	18%	<ul style="list-style-type: none"> <li>Backup reception for Job Center and Resource Room eliminated</li> </ul>	<ul style="list-style-type: none"> <li>Facility forced to relocate</li> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Any future cuts to WIA and Wagner-Peyser will undermine this center's ability to operate</li> </ul>
Dane	46	67%	<ul style="list-style-type: none"> <li>W2 and FSET employment retention services eliminated</li> <li>Career Expectation Center eliminated, significantly reducing occupational and basic skills training for W2/FSET clients</li> <li>All other W2 services have been reduced by more than 50 percent</li> <li>Budget cuts have forced the center to completely reorganize</li> </ul>	<ul style="list-style-type: none"> <li>W2 cuts have increased the demand for universal services, which may overwhelm the center unless additional resources are provided</li> <li>The long-term effects of budget cuts on this center are still unknown</li> </ul>

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## South Central Wisconsin *Continued*

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Dodge	2	22%	<ul style="list-style-type: none"> <li>▪ W2 and FSET employment retention services eliminated</li> <li>▪ W2 workshops eliminated</li> <li>▪ Dedicated services to FSET customers reduced</li> </ul>	<ul style="list-style-type: none"> <li>▪ Company layoffs in the area are putting tremendous pressure on this relatively small center</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>▪ W2 cuts have shifted the burden for providing services to WIA and Wagner-Peyser; any future cuts will undermine this center's ability to operate</li> </ul>
Jefferson	0	0	<ul style="list-style-type: none"> <li>▪ Reception, bilingual services reduced</li> </ul>	<ul style="list-style-type: none"> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>▪ Any further W2 cuts will undermine this center's ability to operate</li> </ul>
Marquette	1.25	11%	<ul style="list-style-type: none"> <li>▪ W2, FSET, Children First employment retention services eliminated</li> <li>▪ W2 case management services eliminated</li> </ul>	<ul style="list-style-type: none"> <li>▪ W2 cuts have shifted the burden for providing services to WIA and Wagner-Peyser; any future cuts will undermine this center's ability to operate</li> <li>▪ An increase in demand for universal services may overwhelm the center and force customers onto waiting lists</li> </ul>
Sauk	4.33	35%	<ul style="list-style-type: none"> <li>▪ W2, FSET, Children First employment retention services eliminated</li> <li>▪ Other W2 services have been sharply reduced</li> <li>▪ W2 cuts have forced the center to completely reorganize</li> <li>▪ The center's operating budget has been cut by 33%</li> </ul>	<ul style="list-style-type: none"> <li>▪ W2 cuts have forced the center to relocate</li> <li>▪ There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>▪ New revenue streams and partners must be identified to keep this center operational</li> </ul>

## WDA #11: Southwest Wisconsin

In Southwest Wisconsin the story is much the same. As a result of budget cuts, four of the WDA's eight Job Centers have experienced significant staff reductions, with Grant and Richland Counties losing 60 percent and 67 percent, respectively, of the employees housed at their centers. Although the other four Job Centers in the area lost no personnel, two must share staff with other centers to remain functional. At the Iowa and Lafayette centers, loss of staff or limits on staff time mean that customers can no longer walk in and receive services; they must set up appointments instead.

As is the case in WDAs around the state, the elimination of the WAA and WtW programs has resulted in fewer job retention and support services being offered in Southwest Wisconsin's centers. Services for W2 customers at the Iowa County Job Center have been done away with, fewer employment workshops are being offered in Richland County, and the center in Richland was also forced to temporarily eliminate its United Migrant Opportunity Services (UMOS) program. The long-term sustainability of all the Job Centers in the area is under review by the WDB.

### Southwest Wisconsin

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Grant	3	60%	<ul style="list-style-type: none"> <li>WAA support, retention, training services eliminated</li> <li>W2 services reduced</li> <li>Grant County Works program eliminated</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Green	0*	0	<ul style="list-style-type: none"> <li>Employment retention services cut</li> <li>Support services reduced</li> <li>Link to Children First program weakened</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Iowa	1	25%	<ul style="list-style-type: none"> <li>W2 services eliminated</li> <li>Employment retention services cut</li> <li>Wisconsin Employment Transportation Assistance Program reduced</li> <li>Appointments replacing walk-ins in some cases</li> </ul>	<ul style="list-style-type: none"> <li>Growing numbers of W2 clients are being referred to the center, without increases in W2 funding or staff</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>

Continued on next page.

\*There have been no layoffs, but staff time has been reduced

## Southwest Wisconsin *Continued*

Job Center	Staff Cuts		Program Cuts	Long-term Viability
	Number	% of Total		
Lafayette	0	0	<ul style="list-style-type: none"> <li>WAA employment retention and support services eliminated</li> <li>WtW eliminated</li> <li>Customers now seen on appointment-only basis</li> </ul>	<ul style="list-style-type: none"> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Platteville	0**	0	<ul style="list-style-type: none"> <li>Employment retention services eliminated</li> <li>WAA eliminated</li> <li>WtW eliminated</li> <li>W2 services reduced</li> </ul>	<ul style="list-style-type: none"> <li>There are not enough resources for this facility to maintain "comprehensive center" status</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Richland	2	67%	<ul style="list-style-type: none"> <li>Retention services reduced</li> <li>Workshops scaled back</li> <li>FSET eliminated</li> <li>Employer services significantly reduced</li> <li>UMOS temporarily eliminated</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Staff from other centers in the area must be utilized to keep this Job Center operational</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Rock	15	11%	<ul style="list-style-type: none"> <li>Employment retention services significantly reduced</li> <li>Workshop offerings scaled back</li> <li>Employment services for incarcerated individuals cut</li> <li>Employer services reduced</li> </ul>	<ul style="list-style-type: none"> <li>There are enough resources to maintain "comprehensive center" status in the short term only</li> <li>Center's ability to serve W2 clients in the future is in question</li> <li>Maintenance of on-site child care is in doubt</li> <li>Upkeep of Resource Room is a concern</li> <li>Future sustainability of the center is under review by the WDB</li> </ul>
Southwest Technical College***	0*	0	<ul style="list-style-type: none"> <li>Retention services for WIA participants cut</li> </ul>	<ul style="list-style-type: none"> <li>Future sustainability of the center is under review by the WDB</li> </ul>

\*There have been no layoffs, but staff time has been reduced

\*\*There have been no layoffs, but staff from other centers must be utilized to keep this Job Center operational

\*\*\*This is a satellite facility, not a comprehensive Job Center

# Summary

**A**s these tables make abundantly clear, declining investments in workforce development programs have had significant consequences for Job Centers and the clients they serve throughout Wisconsin. Some centers have been forced to relocate, and others appear on the verge of shutting down. Budget cuts, particularly to W2, have left in their wake gaping holes in service delivery and diminished, overburdened staffs. Where particular services have dried up, program partners must step in and fill the gaps without additional personnel or money. Some Job Centers will fail to be operational without an infusion of new funds, and many cannot sustain any further program cuts. As one WDA representative put it, the budget cuts' effects on Job Centers "are only beginning to be felt and will increase with additional reductions in funds."

Given these circumstances, it is logical that WDA representatives around Wisconsin consider increased funding critical to the long-term viability of our Job Centers. Many stress that the Job Center infrastructure needs a greater investment from the state to survive, with some WDA representatives specifically requesting that the state commit a percentage of each workforce development program's funds to Job Center operating costs. The state, in turn, can point to declining federal investments in workforce development programs, and the need for this trend to reverse in order to deliver adequate resources to our Job Centers.

The near-term prospects of a federal boost in workforce development funding, however, appear bleak. In its proposals to reauthorize the TANF and WIA programs, the Bush administration calls for no increases in funding — not even to keep pace with inflation. Without assistance from the federal government, the burden falls on states and localities to prop up their one-stop systems as best they can. In Wisconsin, a statewide dialogue about how to preserve and strengthen our Job Centers needs to take place. We hope this report serves as a useful precursor to a strategic discussion among policy makers, WDB directors, and other local business and labor leaders about the future of our Job Centers.

## **Center on Wisconsin Strategy**

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