

Jefferson County Workforce Investment Board's
USWorks Labor Market Information &
Business Services System

Quarterly Intelligence Report



March 2005 to May 2005

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Introduction

The Jefferson County, Alabama Workforce Investment Board d.b.a. the Center for Workforce Development is committed to the delivery of an employer driven workforce development system. Central to the achievement of this goal is a systematic and ongoing process of employer outreach to identify the workforce development needs of the business community.

Background:

ERISS Corporation and its affiliate USWorks, was engaged by the Center for Workforce Development and the Jefferson County Commissioners Court to create a local labor market information system that provides universal access for employers, jobseekers, workforce professionals and other stakeholders. This localized system was designed to help guide the resource allocation decisions of workforce professionals and maximize workforce and economic development opportunities for job seekers and employers.

Labor Market Information (LMI) Strategic Objectives:

1. Ensure that policy leaders and workforce professionals are aware of the composition of the employer community, its current patterns of occupational growth and demand, and its needs in terms of workforce development assistance
2. Provide a technological infrastructure that (a.) maximizes awareness and use of workforce intelligence by workforce professionals, employers and job seekers, (b) establishes a common employer database and contact management system for professional users, (c) provides a mechanism for real time communication with all employers, and (d) delivers human resource tools and LMI to all employers and job seekers
3. Maintain an ongoing real-time flow of workforce and economic development intelligence that identifies employer hiring needs, interests, and other issues that can guide the delivery of program services and activities
4. Create a framework for the delivery of "Business Services" that meets the needs of job seekers, employers, and workforce professionals.

Objective One:

This was addressed through a comprehensive assessment of occupational growth and demand based on interviews with 1029 local employers. This was a very extensive survey effort reaching out to a universe of businesses in the Jefferson area. To our knowledge it is the most extensive survey of Jefferson County employers conducted in recent history. The results of this survey can be found within the portal for Workforce Professionals at www.usworks.com/jeffcowib. This web-based application is an interactive display of the occupational dynamics of the region as well as a thorough investigation of how the economy fares according to a comparison among industry sectors. This statistically valid assessment of growth and demand is available to anyone who can access the Internet.

Objective Two:

The call for a technological infrastructure was met through the delivery of a combination of USWork's award winning web-based applications beginning with the USWorks for Professionals application mentioned above.

Next, USWorks provided an employer database and contact management system for use by Elected Officials, WIB members and workforce professionals only. This password-protected application is known as the [Business Services Manager](#) or BSM, and it is the region's repository of "confidential" workforce development information on Jefferson County's business community.

Two other compatible applications were chosen by the Center for Workforce Development to round out the system. For Jefferson County's job seekers, the Board deployed [USWorks "Job Seeker Express"](#) to provide career guidance and automatic job matching for the region's job seekers. Job Seeker Express is delivered to clients of the Workforce Investment Act from within the region's new "Ticket to Work" job seeker web application. Anyone with Internet access can take advantage of the services and knowledge available through Job Seeker Express.

For employers, the Board selected the [USWorks Business Online](#) program to connect each employer directly to the workforce system. Through Business Online, each employer has their own customized human resource web site that delivers a comprehensive set of "Universal Services" to the business community. These universal services provide an extensive array of human resource tools as well as the latest in local labor market information, updated monthly. In addition, these web sites allow the employer to post jobs directly with the region's workforce system in real time. Professional users of the Business Services Manager can view employer demand by industry, size of company and by occupation. (A full description of these various applications are provided in the Appendix.)

Objective Three:

The Center for Workforce Development's priority on the need for an ongoing flow of workforce intelligence was addressed first by providing staff with an infrastructure of data for employer outreach and contact management. This staff effort is complemented by the flow of information coming from employers as they use their customized HR web sites provided by USWorks Business Online program to post job openings in the BSM.

This flow of information from employers to the "System" is contrasted by a reciprocal flow of information from the "System" to employers. E-mail campaigns are now possible from the Business Services Manager and the employer's custom web sites provide a bulletin board of information from the region's leadership. Workforce investment board members and the chief elected officials of the region can use this function to keep employers abreast of what the region's leadership is doing to promote the growth and development of the area.

As a final step in this effort to maintain a continual flow of information on employer need, The Center for Workforce Development has asked ERISS's Division of USWorks to reach out to a targeted group of employers on a quarterly basis and gather the information necessary to insure a demand-driven and responsive system. The report that follows describes the results.

Objective Four:

Both the comprehensive LMI survey conducted in September 2003 and the survey effort just concluded brought forward a strong message. "Half the region's employers are not interested or don't look for workforce services from our public workforce system." According to the US Department of Labor this message is echoed all across America. Current research from DOL strongly suggests that this attitude, coupled with the independent nature of small and emerging businesses, are major barriers that must be addressed by America's Workforce Investment Boards.

A National Model in the Making

A 155-page report, "Connecting The Workforce Investment System to Small Emerging Businesses" was recently issued by the US Department of Labor as a guidepost for Workforce Investment Boards on the workforce development needs of small employers and the barriers that prevent these important employers from participating in our public workforce system. Small (under 500 employees) and emerging businesses represent 99% of all businesses and employ over 50% of the workforce. More importantly, they are the central job creation engines of America's and Jefferson County's economy.

As one reviews this research and compares its recommendations to the action already taken by The Center for Workforce Development, the template for a National Model begins to emerge. The Jefferson County LMI system not only addresses the many universal needs of small and emerging businesses but it effectively overcomes many of the barriers encountered by small employers.

With continued implementation of this system Jefferson County now has one of the most sophisticated labor market information and business services systems in the nation.

The Quarterly Intelligence Report

The Businesses Targeted

The Center for Workforce Development established a committee to guide and oversee the region's Labor Market Information System. During the third quarter of the study, this committee, supported by staff from the Center for Workforce Development reached out to the Birmingham Society for Human Resource Management (BSHRM). Members of the BSHRM were in the first quarter target list of employers. Also included in the first quarter list were the Biotechnology, Healthcare, Government, Education and Finance Industries.

Among those that remained, a random sample among employer sizes and industries were selected for the third quarter calling list. Approximately 1020 businesses were identified for this survey. This base of businesses represents about one quarter of all of the business in Jefferson County.

Methodology

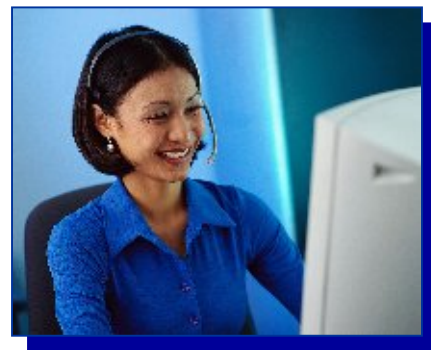
USWorks conducted the survey using its proprietary Computer Aided Telephone Interviewing CATI system. Using a Census approach, researchers attempted contact with each of the 1029-targeted businesses. The project achieved its goal of interviewing 31% of the targeted businesses. The results presented provide the region with information and guidance as it pertains to the 316 companies that were interviewed.

The Questionnaire

The Survey Instrument consisted of a three-part questionnaire.

Part 1 - Contact Verification

The Business Services Manager houses the region's database on all employers. During phase 1 of the interview contact information is verified and/or updated. This includes the name and title of the person who answered the survey questions.



Part 2 - Staffing Verification

During this phase, the occupations that the local business employs are verified. It is during this phase where data on anticipated changes in staffing levels are obtained and recorded in the hiring outlook section of each employer's profile housed in the Business Services Manger. Aggregate hiring outlook data can also be viewed in the Employer section of BSM. Here it is displayed by occupation, industry sector, size of company and geographic area.

Part 3 - Supplemental Survey Questions

The last phase of the interview gathers answers to questions related to the employer's current interests, needs, and willingness to participate in workforce programs or activities.

1. Would you consider providing short-term work experience for youth?
2. Would you consider participating in an On-The-Job Training Program?
3. In the next 12 Months, is your company considering closing, relocating outside the county, downsizing, or expanding?
4. Which of the following services would you be interested in?
 - A. Local occupational salary and supply/demand information.
 - B. Training for your existing employees
 - C. Business retention and expansion information.

- D. Employment skills assessment
 - E. Help with screening and hiring
5. Would you be willing to participate in a focus group to help ascertain job skills and training requirements?
 6. As a final question, the center for Workforce Development and it's network of Career Development Centers offer a wide variety of services to local businesses, may they follow up with you with information about services available to local businesses?

Survey Data and the Business Services Manager (BSM)

This report provides only a summary of the results of these interviews. The region's commitment to confidentiality prohibits us from disclosing employer specific data to the general public.

All data from the survey of employers is displayed through the web-based Business Services Manager. BSM is controlled locally and is a password-protected system for authorized professional users.

The information collected can be viewed through an interactive set of display windows featuring hiring data by industry sector, size of employer and geographic area. In addition, BSM will display the hiring data by occupational area and match occupations to all job seekers registered in the system.

In every instance the data that was gathered can be tied to the specific employer providing the data. For example, below you will note that 55 employers projected openings over the next 90 days. BSM will tell you exactly who these 55 employers are and provide a complete employer profile on each employer. The same functionality applies to the data collected from supplemental questions. The survey discovered that of the 316 employers interviewed, 8% are planning to downsize, close or relocate out of the county. BSM will provide a report on exactly which companies are planning to downsize and which ones are planning to relocate. This information can be invaluable for local economic development and workforce development staff.

Summary of Findings

Survey Statistics	
Targeted Number of Businesses	1029
Number of Businesses Interviewed	316
% Response	31%
Number of Businesses Reporting Projected Openings for one or more occupations in the next 90 days	55
Number of Businesses Reporting Decline in Staff for one or more occupations in the next 90 days	9

Number of Businesses Reporting No Changes in Staffing Levels for one or more occupations in the next 90 days	310
Total Number of Anticipated Openings for the next 90 days	
Total Number of Anticipated Openings for the next 90 days	228
Total Number of Anticipated Staff Decreases for the next 90 days	90

Summary of Businesses with Changes in Staffing Levels

During the survey process, businesses were asked how many people they have in a specific occupation and how many they expected to have in the next 90 days for each occupation surveyed.

- 55 Businesses reported projected openings that may occur and that will need to be filled by new hires. (This provides a great opportunity for One Stop staff to develop relationships with these employers to help place their clients looking for work)
- 9 Businesses reported a decline in staff

Summary of Anticipated Openings

During the survey process, businesses were asked to report how many people they have in a specific occupation and the anticipated hiring for the next 90 days for each occupation surveyed. This process effectively uncovers the “hidden job market” (unadvertised projected openings). Fifty-five companies reported that they would have 228 anticipated openings for new hires.

Summary of Anticipated Decline in Staff

During the survey process, businesses were asked how many people they have in a specific occupation and how many they expected to have in the next 90 days. This effectively provided data on anticipated decreases for each occupation surveyed. A total of 90 anticipated layoffs were uncovered from interviews with nine companies.

Occupational Summary

Anticipated Openings by Occupation

The following table outlines the anticipated new openings as well as opening due to turnover by occupation based on the responding businesses.

Note: When viewed in BSM these lists becomes a valuable interactive tool that allows the professional user to simply click on an occupation in order to see the name of the company(s) that reported this information. BSM also matches each of these openings to job seekers registered in the system and allows the user to pull up detailed information on the specific job seeker(s) that have indicated an interest in this field of work.

3rd Quarter Executive Summary

Occupation	Anticipated New Openings Next 90 Days	Turnover Next 90 Days
Administrative Services/Office Managers	1	1
Advertising Sales Agents	5	
Architects (Except Landscape and Naval)	1	
Automotive Glass Installers and Repairer	2	
Bartenders	4	1
Bookkeeping, Accounting and Auditing Clerks	1	1
Buspersons and Barbacks	3	
Butchers and Meat Cutters		2
Cashiers	4	1
Child Care Workers	2	
Civil Engineers	5	
Clergy	1	1
Correspondence Clerks	1	
Counter and Rental Clerks	2	
Customer Service/ Call Center Representatives	2	2
Desk Clerks	2	
Dishwashers	3	
Dispatchers (Except Police, Fire, and Ambulance)		1
Electronic Home Entertainment Equipment Installers and Repairers	15	
Electronics Engineers (Except Computer)		3
Emergency Medical Technicians and Paramedics	10	
Engineering Technicians (Except Drafters, Electrical, or Electronic)		2
Fast Food Cooks		3
Fast Food Counter Workers		4
Food Preparation Workers	1	21
Food Service Managers	2	3
Forklift Operators (Industrial Truck and Tractor)	2	
Freight, Stock, and Material Movers (Hand Laborers)	1	7
General Maintenance and Repair Workers	8	2
General and Operations Managers	2	
Heavy and Tractor-Trailer Truck Drivers	10	
Helpers of Installation, Maintenance, and Repair Workers	2	1
Hosts and Hostesses		1
Janitors and Cleaners (Except Maids and Housekeeping Cleaners)		1
Lawyers	1	
Lodging Managers	1	1
Maids and Housekeeping Cleaners	13	12
Parts Salespersons	4	
Pesticide Sprayers and Applicators	4	
Property Managers	2	
Real Estate Sales Agents	6	

USWorks
16644 West Bernardo Dr
San Diego, CA 92127
866-491-3747



www.usworks.com/JeffCoWIB

3rd Quarter Executive Summary

Receptionists (and Information Clerks)		1
Restaurant Cooks		6
Retail Sales Managers	1	
Sales Managers		1
Sales Representatives	3	
Salespersons (Retail)	10	1
Secretaries (Except Legal, Medical, and Executive)	2	
Self-Enrichment Education Teachers	4	
Shop Supervisors or Field Supervisors		6
Short Order Cooks	1	2
Supervisors of Housekeeping and Janitorial Workers	1	1
Tank Car, Truck, and Ship Loaders	2	
Tax Preparers	15	0
Team Assemblers	2	
Transit and Intercity Bus Drivers	9	
Truck Drivers, Light Or Delivery Services	12	
Vehicle and Equipment Cleaners	2	
Veterinarians		1
Waiters and Waitresses	41	
TOTALS	228	90

Anticipated Decline in Staffing During the Next 90 days

The following table outlines the anticipated decreases in staffing and offers insight to workforce staff within the region's dislocated worker program about specific companies that may be reducing the size of their workforce.

Occupation	Anticipated Decline
Administrative Services/ Office Managers	-4
Bartenders	-2
*Counselors	-19
*Freight, Stock, and Material Movers (Hand Laborers)	-19
Maids and housekeeping Cleaners	-2
**Preschool Teachers (Except Special Education)	-17
Restaurant Cooks	-2
Veterinarians	-1
Total	-66

*Number of turnover was reported by one company.

**Number of turnover was reported by one company and may be the result of a staff reduction due to summer vacation.

Survey Supplemental Questions Summary

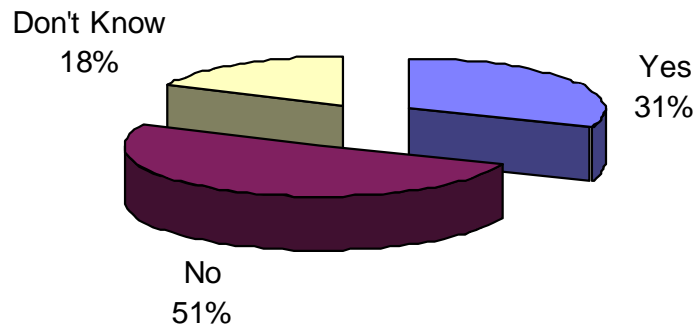
During the survey, businesses were asked questions regarding their current interests, needs, and willingness to participate in workforce programs or activities. The following workforce intelligence offers strong guidance for workforce and economic development professionals and policy makers. Information on the specific companies who provided this insight is available to authorized users of the Jefferson County LMI Business Services Manager web application.

Quarterly Forecast:

The following questions were asked based on employer interest or expectations over the next 90 days.

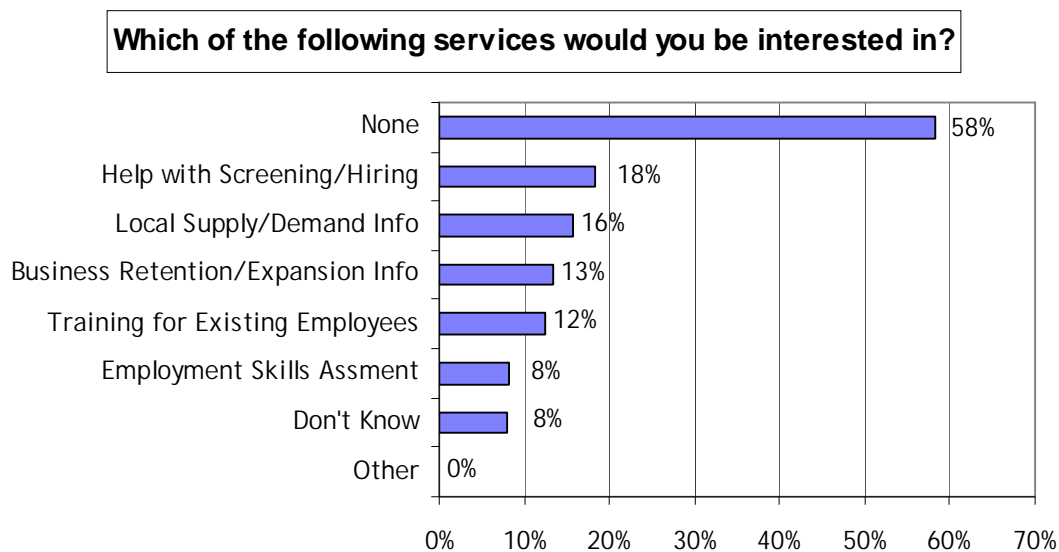
Interest in Providing Short-Term Work Experience for Youth

Would you consider providing short-term work experience for youth?



Based on this feedback workforce professionals will be able to reach out to the 98 employers who indicated they would consider playing a role in the region's youth services effort.

Services Interested In



Help with Screening and Hiring Most-Wanted Service

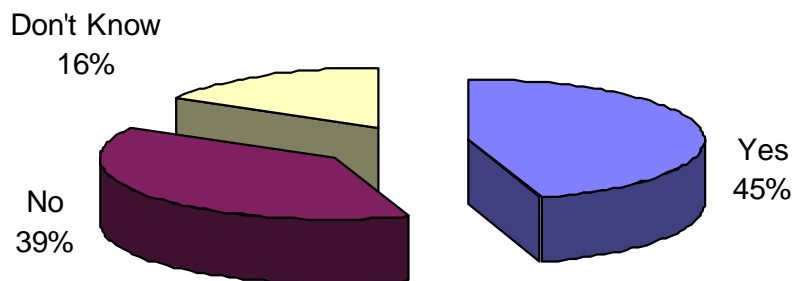
Of the 316 companies interviewed 18% said they were interested in Help with screening and hiring. 16% of employers reported that they were interested in information on Local Occupational Supply/Demand Information. This response is typical of employers nationwide. This also strongly supports the region's high priority on the creation of a local labor market information system.

58 companies should be contacted to discuss for help with screening and hiring and another 50 for help with Local Supply and Demand Information.

Incumbent worker training deserves serious consideration by policy makers as 12% indicated an interest in training for existing employees. 13% of companies indicated a need for business retention and expansion information.

Interest in Participating in On-the-Job Training Program

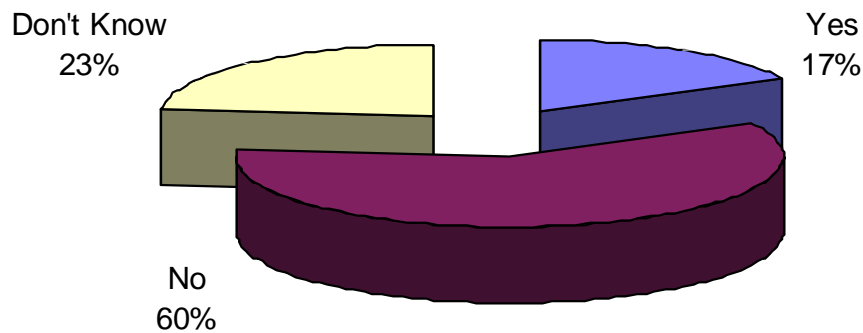
Would you consider participating in an on the job training program?



142 companies have indicated an interest in On-the-Job Training.

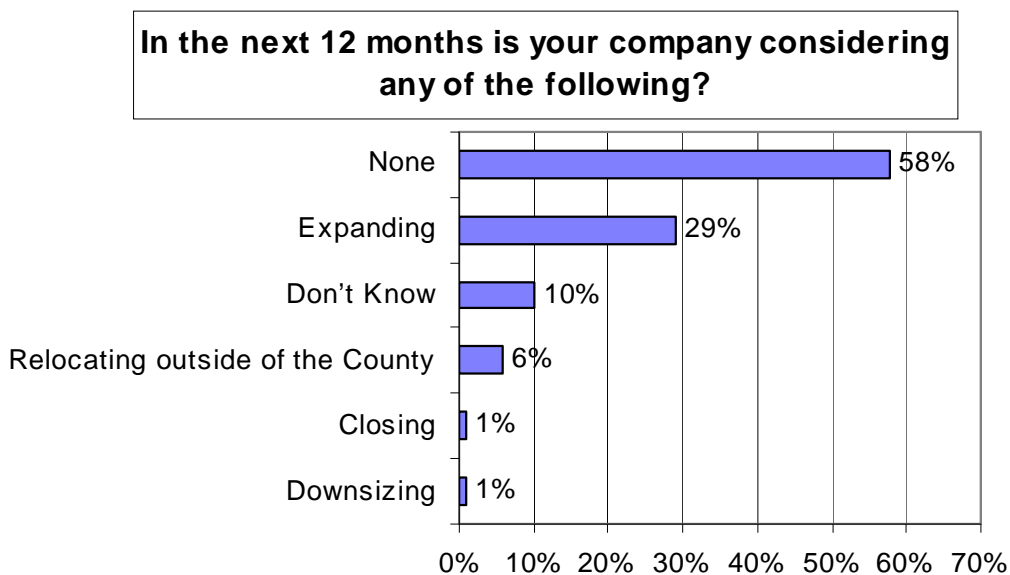
Interest in Participating in a Focus Group

Would you be willing to participate in a Focus Group to help ascertain job skills and training requirements?



Approximately 54 Companies indicated an interest in participating in a focus group.

Business Relocation, Expansion and Downsizing Responses



316 local businesses responded to the following:

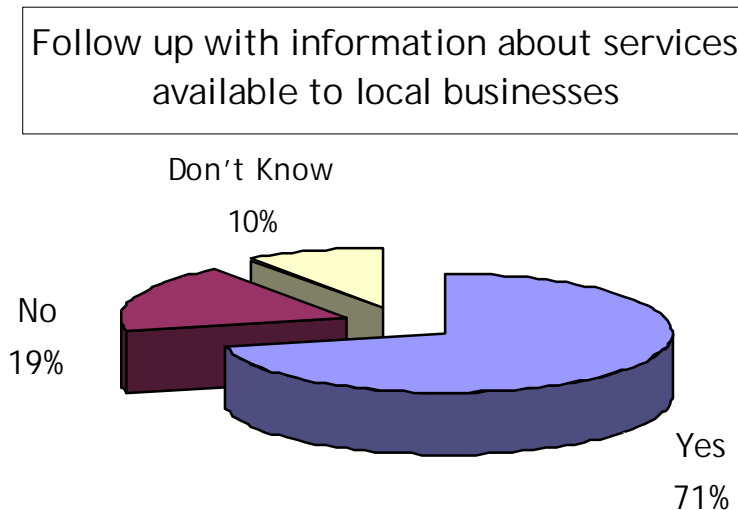
<u>Condition</u>	<u># Companies</u>
Expanding:	92
Relocating outside County:	18
Downsizing:	3
Closing:	3

Those companies reporting that they anticipate closing, relocating or downsizing are all candidates for further discussion and potential prospects for economic development assistance.

Those expanding should be contacted to analyze their need for new hires and compare that to a forecast of available labor. The gap, if one exists, will help guide future planning and service delivery.

Interest in Follow up Information

The center for Workforce Development and its network of Career Development Centers offer a wide variety of services to local businesses, may they follow up with you with information about services available to local businesses?



Approximately 223 employers said they were willing to receive information regarding services.

Recommendations

- I. The system should be “institutionalized” to ensure greatest use. System-wide training can help accomplish this to ensure the widest possible awareness and response to employer hiring needs, LMI needs, program interests, and program participation
- II. Managers could use the reports generated by BSM to easily track staff performance.
- III. Collaboration with economic development partners to respond to employer needs and issues that reach beyond WIA program activities and services, and to identify new questions and business targets for the next round of quarterly interviews.
- IV. Increase the use of the Jefferson County LMI through the following strategies:

- A. Public Service Announcements (PSAs) and press releases, feature news stories.
- B. Offering co-branding at no cost to additional third party intermediaries who agree to market the LMI system, endorse its value and promote its use. Potential partners include the following:
 - i. Chambers of Commerce and Economic Development organizations
 - ii. Utilities
 - iii. Schools and Colleges
 - iv. Accountants, Attorneys
 - v. Banks, Commercial Real Estate Companies and Associations, Insurance Companies and Associations.

- V. Promote the registration of all Jefferson County job seekers. The Board can take special steps to ensure the registration of all clients within the “system.” This should also be expanded to include support for all groups represented on the Workforce Investment Board, which would therefore reach out to community and faith-based organizations, and secondary and post-secondary educational institutions for their support in registering all job seekers in Jefferson County.
- VI. Institute the use of focus groups as an integral part of region’s program of business services. Survey data strongly indicates the need for a dialogue on the issues identified in this survey.

- VII. The performance standards established by the Board drive the system. Therefore, we recommend that the Board institute performance metrics that track the successful implementation and use of the Jefferson Co. LMI System. The following items are suggested as indicators of performance and system growth.
 - A. Number of employer web sites activated
 - B. Number of employers posting jobs with system
 - C. Number of job seekers registered
 - D. Number of job seekers who are our clients registered
 - E. Number of professional users registered as users of BSM and USWorks for Professionals.
 - F. Number of organizations displaying a web portal to region’s LMI directly to through the Center for Workforce Development or Jeffco Intouch links.
 - G. Number of 3rd party intermediaries signing an MOU to promote regional WF system to their clients or constituents.

APPENDIX: USWORKS INFORMATION

About USWorks

USWorks, the Workforce Intelligence affiliate of ERISS Corporation has consistently proven its ability to rapidly develop and deploy innovative, industrial strength solutions, such as dynamic job market surveys and applications, sophisticated skills transference systems and comprehensive job development applications.

ERISS is a leading information solutions provider since 1992, specializing in business intelligence collection technologies and methodologies. Over the past seven years ERISS has contacted **nearly two million employers**, conducted over **200 employer survey projects** and deployed web-based dissemination systems for local areas across the nation. ERISS has never been late on delivery and never over budget since its inception. To this day, ERISS remains the only company anywhere that can produce both surveys and ultra-current integrated information dissemination systems.

About The Business Services Manager™

The Business Services Manager (BSM) is the most advanced employer contact management system built for the professionals of America's workforce investment system. With a wealth of powerful tools and features, BSM provides the local Center for Workforce Development staff and its partners with the means to manage coordinate and share all communications with their local businesses.



Company Name	Assigned User	Company Phone	County	City	ZIP	Size	View Details
Wal-Mart	N/A	(205) 790-9721	Jefferson	Adamsville	35005	100-249	View
Wal-Mart	N/A	(205) 424-5990	Jefferson	Bessemer	35022	500-999	View
Wal-Mart	N/A	(205) 785-8228	Jefferson	Fairfield	35064	100-249	View
Wal-Mart	N/A	(205) 631-8110	Jefferson	Gardendale	35071	500-999	View
Wal-Mart	N/A	(205) 699-8838	Jefferson	Leeds	35094	100-249	View

With the Business Services Manager (BSM), management and staff can document employer conversations, schedule appointments, view staff activity reports, and much more. One of the key features of the Business Services

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Manager is the ability to display the results of the businesses interview in our quarterly outreach process. As the interviews are completed, the confidential responses are reviewed for quality and then uploaded to the Business Services Manager in near real-time.

As this tool becomes more institutionalized as part of the WIB's and One Stops' standard daily operations, the system will become richer, fuller and more valuable over time.

Employer Profile Page

Employer: Birmingham County Credit Union Tel: (205) 942-7200
 Employer ID: 3520940122 Fax: (205) 942-6709
 5209 Cross Dr Ste 1000 Birmingham, AL 35209 (map) Size: 10-19 Industry: 6141 - Personal credit institutions
 County: Jefferson
 Website: www.birminghamcreditunion.org
 Assigned User: N/A

Actions: [EDIT RECORD](#) [WEBSITE LOGIN](#) [WEB INVITE](#) [MORE COMPANIES LIKE THIS](#) [PRINT](#)

Contact Detail | Job Orders | Activities & Notes | History | Referrals & Placements | Survey Answers | Hiring Outlook

Planned Staffing Changes as Indicated by the Survey

Occupation	Current Staff	Staff Next 90 Days	Planned Hiring Next 90 Days	Date Collected	Matches
First-Line Administrative Support Supervisors	1	1	1	10/25/2004	[View]
Receptionists (and Information Clerks)	1	1	0	10/25/2004	
Sales Managers	1	1	0	10/25/2004	
Accountants	2	3	1	10/25/2004	
Loan Officers and Counselors	6	9	0	10/25/2004	

Actions: [EDIT RECORD](#) [WEBSITE LOGIN](#) [WEB INVITE](#) [MORE COMPANIES LIKE THIS](#) [PRINT](#)

Contact Detail | Job Orders | Activities & Notes | History | Referrals & Placements | Survey Answers | Hiring Outlook

Confidential Survey Responses

Question 1. Would you consider providing short-term work experience for youth?
 Response: Yes

Question 2. Would you consider participating in an on-the-job training program?
 Response: Yes

Question 3. In the next 12 months is your company considering? - Relocating outside of the County, Downsizing, Closing, Expanding, None, Don't Know
 Response: Expanding

Question 4. Which of the following services would you be interested in? - Local occupational salary and supply/demand information, Help with screening and hiring, Employment skills assessment (Work Keys), Training for your existing employees, Business Retention and Expansion information, Other, None, Don't know
 Response: Local occupational salary and supply/demand information, Help with screening and hiring, Training for your existing employees, Business Retention and Expansion information

Question 5. Would you be willing to participate in a Focus Group to help ascertain job skills and training requirements?
 Response: Yes

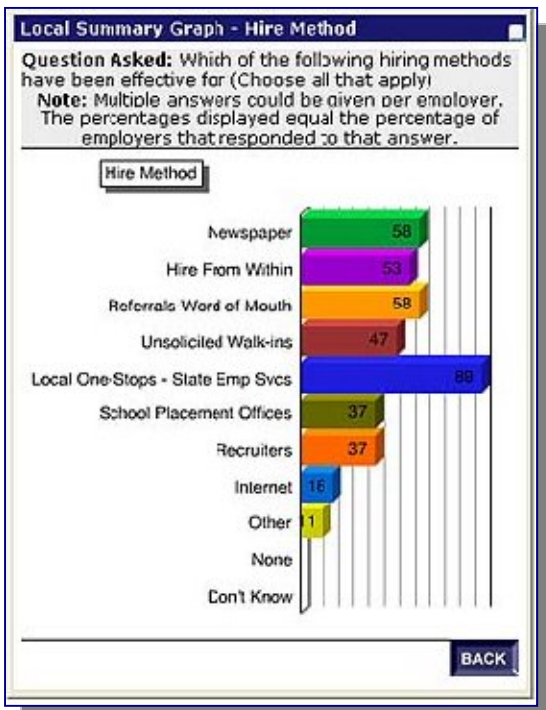
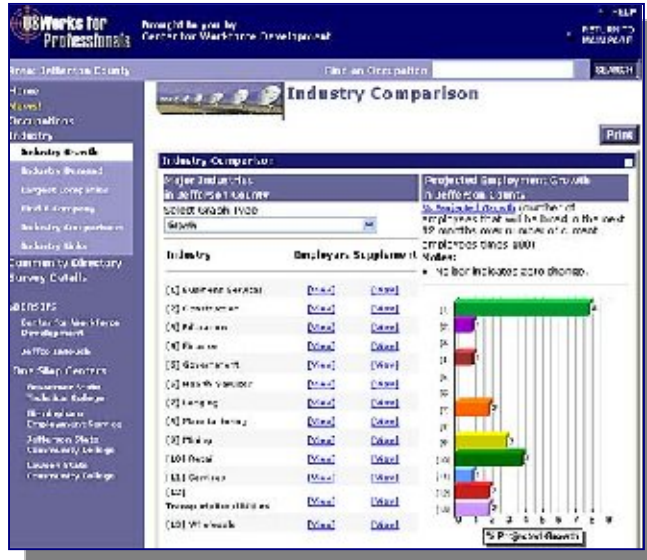
Employer-specific profile pages such as the one shown above provide authorized local staff with tactical information about the local business' workforce development needs and interests. Information such as the business's hiring outlook, their interest in programs such as youth work experience and on-the-job

training programs, as well as the type of information in which they have the most interest. Armed with this intelligence, the local staff can coordinate their work more efficiently, eliminate duplication of effort and approach each employer prepared to listen to their needs and ascertain an appropriate solution.

About USWorks for Professionals

USWorks for Professionals represents the next wave in easy-to-use, personalized web applications. USWorks for Professionals is a powerful tool for disseminating the information collected through ERISS' job market survey conducted between July and November 2003.

The USWorks for Professionals web application is unique and tailored to the sponsoring organization to allow interested parties in the community access to current, comprehensive job market information and trends.



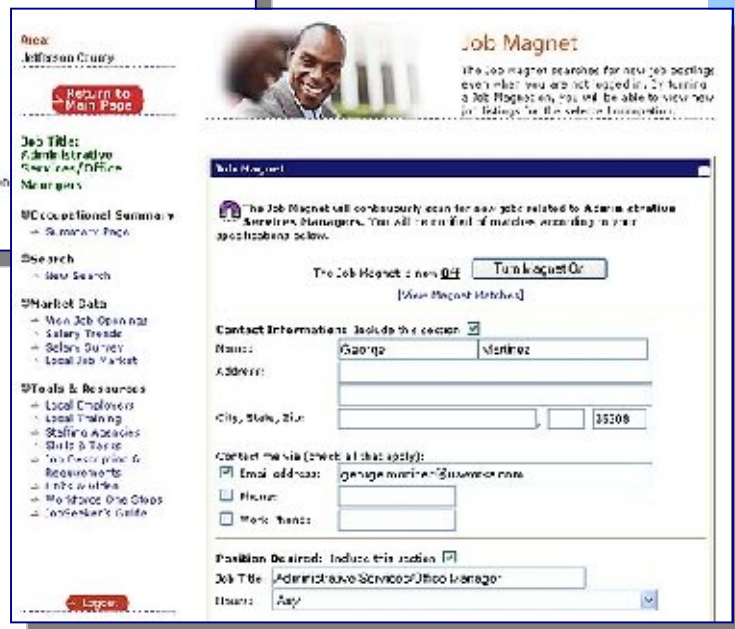
The key is being able to look ahead and plan for it proactively. This system provides Workforce Professionals (One-Stop Staff), Economic Development Professionals, and School Counselors access to key trend information by occupation, by industry and by area. It shows you which occupations and industries are contracting and which are growing. It can pinpoint trends before they occur and it can show you where to concentrate your resources now and into the future.

About USWorks Job Seeker Express

USWorks Job Seeker Express provides Job Seekers and Students in the community with access to a wealth of job search and career exploration tools and resources. Fueled with the data from the July to November 2003 data, Job Seeker Express also provides access to current local labor market / job market information for Jefferson County.

Highlights:

- Job Descriptions and Definitions
- Occupational Videos
- Occupational Skills and Tasks List
- Key Hiring Trend Data for occupations
- Pre-filled Resume feature
- ACT WorkKeys
- Links to Local Training and Education Institutions
- Access to Job Openings



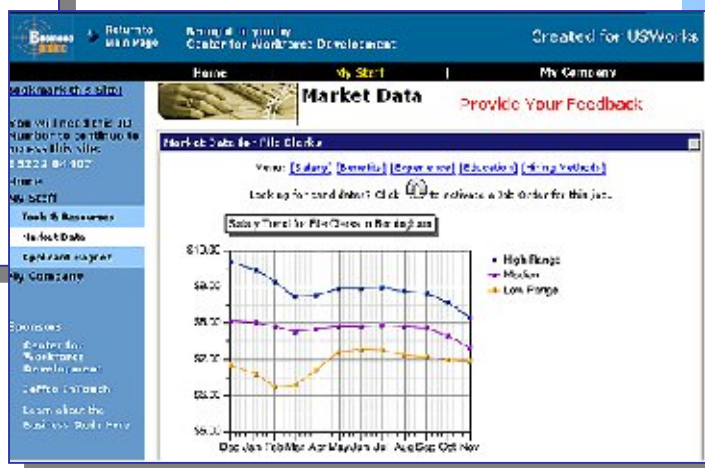
About USWorks Business Online

Business Online is a personalized HR web site created for the local businesses in Jefferson County. During the survey, businesses are provided with information on how to access their site. These sites, brought to the local businesses at no cost on behalf of Jefferson County Government and the Center for Workforce Development, provide HR tools and resources. These sites literally connect every employer to the region’s workforce development system.

Each site contains the capacity for the employer to post job openings directly with staff in real time. Moreover the resources provided by these sites address some of the employers’ most important needs.

Previous surveys and other research from the US Department of Labor have revealed that small to medium sized employers tend to be independent, isolated and have limited resources with which to address their human resource responsibilities. These employer web sites have been created to overcome the barriers affecting small business access to public workforce services and to bring essential human resource tools and vital labor market information to Jefferson County employers.

- Current, Local, Salary Trend Data
- Job Descriptions
- Key Job Market Data for Hiring and Retention
- Pre-filled Job Order feature
- Job Posting Directly to Workforce Professional Staff
- ACT WorkKeys
- Links to Training and Economic Development
- Access to Job Applicants
- Ongoing communications with the region’s workforce and economic development leadership.



USWorks
16644 West Bernardo Dr
San Diego, CA 92127
866-491-3747



www.usworks.com/JeffCoWIB