

Fluvanna County Cooperative Reemployment Strategy

Background

The unemployment rate has doubled throughout the Charlottesville Metropolitan Statistical Area since November 2008. Economists have predicted that even more jobs will be lost before this recession abates. The current strain if not alleviated will exhaust the Unemployment trust Fund by early 2010. As a result of the continuing upward spiral, the Dept. of Labor and the state legislature have charged the Virginia employment Commission to return unemployed workers to gainful employment as soon as possible, with a specific focus on unemployment claimants. The Virginia Employment Commission wishes to cooperate with the Fluvanna County Board of Supervisors, Fluvanna Chamber of Commerce, Economic Development and Planning Commissions, Fluvanna County Region Ten chapter, Fluvanna County Dept. of Social Services, Fluvanna County Parks and Recreation, Lake Monticello, and all other county/community resources to pilot these FREE, community outreach based services to help accomplish this goal.

PLAN

These community outreach based services will involve:

- 1.) Weekly Job Seeker Services/Employment Counseling- Tuesdays, 9:00Am to 1;00PM.
The purpose of providing these job seeker/counseling services will be to address and assess barriers to employment through:
 - a.) Personal Guidance/Career Counseling
 - b.) Referrals to Partner Agencies/Services
 - c.) Enrollment in Career and/or Educational Training Programs
 - d.) Job referrals and/or other Job Placement Activities

- 2.) Weekly Job Clubs-Tuesdays, 2:00PM to 4:00PM. The purpose of the Job Club will be to provide:
 - a.) Ongoing support and encouragement for job seekers
 - b.) An open environment where job seekers can practice and hone their job search skills
 - c.) Employability skills and training/coaching
 - d.) Encourage cooperation between employers, county resources, and job seekers to raise awareness of the current job market and possible barriers to employment
 - e.) Encourage networking between the job seekers and available county resources

- 3.) Employment Workshops-Tuesdays, 2:00PM to 4:00PM. The workshops will be conducted within the Weekly Job Clubs with specified topics for each week rotating on an eight week basis. The Employment Workshops will serve the purpose of strengthening:
 - a.) Self-marketing/Job Interviewing/and Networking Skills
 - b.) Job Market Research and Awareness
 - c.) Personal Development
 - d.) Vocational Skills

STRATEGY

The Fluvanna County Board of Supervisors, Fluvanna Chamber of Commerce, Economic Development and Planning Commissions, Fluvanna County Region Ten chapter, Fluvanna County Dept. of Social Services, Fluvanna County Parks and Recreation, Lake Monticello, and all other county/community resources will assist the Virginia Employment Commission in recruiting participants. The Virginia Employment Commission reemployment counselors (Toni Foutz and Kareem Burgess) will coordinate services and provide employment counseling, job seeker services, organize the schedule of workshops, network with local community resources and with employers to provide expertise and local labor market information. The Virginia Employment Commission will also coordinate all follow-up to determine the effectiveness of the provided services and if additional services are needed. Participants including the participation/cooperation from county resources will all be involved and evaluated to measure the success of this effort.

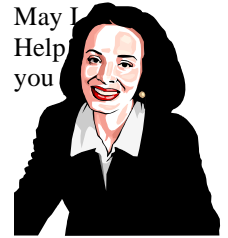
OUTCOMES

The Virginia Employment Commission plans to average 12-15 new participants among the three activities each calendar quarter.

- 1.) Of the new participants, eight (8) will become actively engaged in the program.
- 2.) Seven (7) participants will enter employment within 90 days
- 3.) Seven (7) participants will retain employment for six (6) months or longer



May I
Help
you



Fluvanna County **Job Seeker Services**

**Sponsored by the Virginia Employment Commission
IS AVAILABLE TUESDAYS
IN FLUVANNA COUNTY AT:**

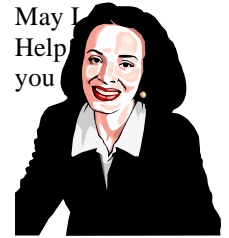
*Fluvanna County Library
214 Commons Blvd.
Palmyra, VA 22963
(434) 984-7630*

9:00PM TO 1:00PM

NO APPOINTMENT ARE NECESSARY. WALK-INS ARE WELCOME

SERVICES PROVIDED:

- **. CAREER EXPLORATION**
- **.JOB SEARCH ASSISTANCE**
- **.RESUME WRITING ASSISTANCE**
- **.INTERVIEWING SKILLS**
- **.JOB SKILLS DEVELOPMENT**
- **.OTHER WORK/CAREER RELATED SERVICES**



Fluvanna County **Job Club**

**Sponsored by the Virginia Employment Commission
IS AVAILABLE TUESDAYS
IN FLUVANNA COUNTY:**

*Fluvanna County Library
214 Commons Blvd.
Palmyra, VA 22963
(434) 984-7630*

2:00PM TO 4:00PM WALK-INS ARE WELCOME

TOPICS DISCUSSED:

- **. WEEK 1: JOB SEARCH ISSUES
JOBS IN THE 21st CENTURY**
- **. WEEK 2: THE IDEAL JOB
PERSONAL VALUES AND TRAITS**
- **. WEEK 3: NETWORKING**
- **. WEEK 4: RESEARCHING THE JOB AND THE EMPLOYER
INTERVIEW PREPARATION**
- **. WEEK 5: TRAITS FOR SUCCESS
RE-ENTERING THE WORKFORCE**
- **. WEEK 6: HANDLING THE STRESS OF THE JOB SEARCH**



Introduction to the Virginia Employment Commission

2009

Kareem D. Burgess

Community Outreach Worker/Re-Employment Specialist

Email: Kareem.Burgess@vec.virginia.gov

434-984-7630

Overview

- Labor Market Information
- Employment Trends
- What Employers Want/Value
- Take Action
- Managing Stress
- Job Search Activities
- Self Assessments
- VEC and VWN Partner Services
- Questions - Comments

The Virginia Employment Commission is an equal opportunity employer/program. VRC/TDD is 711 in Virginia. Auxiliary aids and services are available upon request to persons with disabilities.



Employment Trends And Your Local Labor Market

Employers hire you based on: Their needs!

It is helpful to know:

- What ***are*** those needs
- ***What's hot*** and ***what's not*** in the job market

Employment Trends

- Smaller companies
- Service industry is growing
- Technical skills
- Flexibility: Job sharing –Telecommuting – Contract work – Multiple part time jobs – Not 9 to 5 – 24/7 instead
- Temp to perm jobs
- The hidden job market

Employment Trends *continued*

- “20-30 years ago, many employers believed somebody with two or more jobs on their resume would be an employment risk. That type of thinking is long gone.”

Quote by Don Nolan, President of Nolan Associates, (an executive recruitment firm in Toronto that specializes in recruiting individuals with salaries of more than \$100K) “***Workers change jobs more often than believed***”, Mitch Moxley, CanWest News Service, ©The Vancouver Sun 2006. *CanWest Interactive, a Division of CanWest MediaWorks Publications, Inc.*

Employment Trends *continued*

- The average person born in the later years of the baby boom (Individuals born from 1957 to 1964) held 10.5 jobs from age 18 to age 40, with the majority of the jobs being held before age 31. (That works out to a job change every 2 1/3 years.)

Bureau of Labor Statistics of the US Dept of Labor,
August 2008

<http://www.bls.gov/news.release/pdf/nlsoy.pdf>

Employment Trends *continued*

- **Whatever the situation, changing jobs, whether moving to another department, company or profession is a reality of the modern workplace. Labor statistics show that young people entering the workforce today will likely change jobs seven to 10 times in their careers.**

http://www.pueblo.gsa.gov/cic_text/empty/change-jobs/changjob.htm

Employers Value...

- Work ethic & self starter
- Team player
- Problem solver
- Customer service focus
- Language skills
- Self-management
- Continual learner
- Conform to company expectations
- Self confidence !!!

What Does This Mean To Job Seekers?

- 1. More competition for each job than ever before.**
- 2. Jobs and workplaces keep changing.**

So... Three things you should do:

- Reevaluate your view of the job market.
- Update & repackage your skills.
- Market yourself assertively.

How Can We Help How Can We Help You?

**You can come to the
Virginia Workforce Network
organizations to:**



- Get help finding a job.
- Assess your job skills.
- Fax your resume to an employer.
- Use a computer to create a resume.
- Attend workshops.

Focus Your Approach ...

- **Attitude:**

“I’m looking for a job.” -OR- “I’m here to do the work you need done.” ??

- **Goals:**

Employers want to reduce costs and increase profits. Will your work help the company meet its goals?

- **Emphasize:**

Your work! Your ability to help the employer.

Based on www.asktheheadhunter.com

Job Seekers

Informed – Skilled - Proactive

- Research jobs & companies
- Update skills
- Showcase skills
- Be flexible
- Consider calculated risks
- Expand possibilities
- Be proACTive

Managing Yourself During Stressful Times

“You can’t control the wind, but you can adjust the sails.”

1. Recognize stress symptoms.
2. Talk to someone.
3. Time for yourself.
4. Make a plan.
5. Do it!
6. Reward yourself.

Stages Of Loss

- *Denial*
- *Anger*
- *Depression*
- *Acceptance*

Set Goals

- Research jobs
- Self assessment
- New career?
- Resume
- Applications
- Network contacts
- Interviews



Each big goal is made up of small steps!

Self-Assessment

- Who are you?
- What do you want?
- What are your interests?
- What are your skills?
- Where do you wish to be in 5 years?
- ALL IS BUILT INTO YOUR SYSTEM WHEN YOUR REGISTER!



Self Assessment, Work Preferences & Values

- Job skills?
- Strengths? Weaknesses?
- Family needs?
- Abilities? Interests? Attitudes?
- Gives more choices & Expands your options!

- Prefer people, things or data?
- Less or more decision-making freedom?
- Desk work or physical activity?
- Schedule?
- Small or large company?
- Does location matter?
- Like to try new things, or prefer routines?
- Career goals???

VEC...Job Matching

- No fees to pay!
- Self-directed job matching by applicants matching their skills to available job openings
- Self-directed matching by employers seeking qualified applicants to job openings
- Staff assistance for job seekers and employers with the Virtual One-Stop (VOS) Assistance

<http://www.vawc.virginia.gov>

Where To Find Jobs

- Newspaper
- Phone book
- Employment agencies
- Internet (Use the **Virtual One-Stop!**)
- Phone job lines
- Job fairs
- Community agencies
- Employer contact
- Libraries
- Associations: professional, trade unions, alumni
- **Networking**

Finding Jobs... The Internet

- Research
- Job listings
- Sending resumes
- “How To” tips & information
- Use: Search engines – Company sites
– Employment Firm sites – Industry or
professional organization sites – VEC
site



Approximately 80% are found by networking with people you know.

Finding Jobs... A Reality Check!

How Most People Look For Work

Want Ads

Employment Agencies

Placement Agencies

Word of Mouth

Direct Employer Contact



How Most Employers Look For Applicants

Internal Networking

Job Postings

External Networking

Placement Agencies

Want Ads

Finding Jobs... Networking

- **Hidden** job market – Not advertised.
- Connecting through people
- Use **connections** to learn about: job market – new occupations – openings – more network names.
- Phone is OK. In-person is **better**.
- **Start** with people you know. **Move** to people you don't know. Get a new name from each contact!



VIRGINIA
WORKforce... Want To Connect?
NETWORK



Our network of partners is available to lend you a hand with job search skills!

A partnership of organizations to support job seekers, workers & employers.

- Virginia Employment Commission
- Workforce Investment Act Centers
- Area Community Colleges
- Virginia Dept of Social Services
- Virginia Dept of Rehabilitative Services
- MAACA
- Goodwill
- ...And more!

Workforce Investment Act (WIA)

Virginia has 17 Workforce Investment Boards (areas). Various organizations provide services.

- Work skill assessment & upgrading
- Career planning/counseling
- Education & job/skills training
- Case management
- Assistance based on eligibility and funding availability

VEC

VA Employment Commission

- Employment
- Unemployment
- **Re-employment**
 - Resource room
 - Phones, Fax machines, copiers
 - PC's with Internet access
 - People to help



VEC

Reemployment Services

- Dislocated worker assistance
- Trade Act assistance
- Veterans' assistance
- Jobs: Listings – Matching - Referrals
- Economic/labor market information
- WIA services in some VEC offices
- Information to help you Self-Search

VEC... Dislocated Workers

- Laid off. Terminated. Self-employed, but out of work. Displaced homemaker
 - “Dislocated” = special conditions
-

- Basic readjustment services
- Basic retraining
- Assistance based on eligibility & funding

VEC...Trade Act

- Increased imports OR shifts in production out of U.S.
- Reemployment services – Retraining - Relocation allowances
- Extended benefits after UI benefits exhausted
- Assistance based on eligibility and funding availability

VEC... Veterans

- Preference to veterans
- Active Duty: Vietnam, other campaigns, disabled, Reserve, National Guard.
- Career counseling
- Job referrals, placements
- Federal contractors
- Training

DRS – Rehabilitative Services

Voice: 1-800-552-5019

TTY: 1-800-464-9950

- Disabilities may or may not be visible.
- Physical or mental – Creates barrier to getting or keeping a job
- Services:
 - Job placement and training
 - Vocational evaluation
 - Counseling
 - Job coaching.

Services :

- Today's workshop
- Labor market info
- Job service registration
- File for unemployment insurance
- Job search assistance
- Skill assessment
- Career counseling
- Training/Education
- Trade Act or Vets or Dislocated Worker
- Resource room

We Want Your Comments...



Questions

