

PETITION: TO DELIVER CONSISTENT, QUALITY VOCATIONAL REHABILITATION SERVICES TO THE DISABLED CITIZENS OF WISCONSIN.

Dear Legislator:

Wisconsin Division of Vocational Rehabilitation Counselors are requesting your support in helping us to deliver consistent, quality vocational rehabilitation services to the disabled citizens of Wisconsin.

The Wisconsin Division of Vocational Rehabilitation (DVR) is a leader in providing employment services for persons with disabilities. However, the **disabled citizens of Wisconsin are not being provided with consistent, quality vocational rehabilitation services.** Per DVR administration statistics, the surveyed unemployment rate for persons prevented from working due to disabilities is **45%.**

There is a **serious problem with recruiting and retaining** qualified vocational rehabilitation counselors as the result of low salaries. **DVR COUNSELORS HAVE NOT RECEIVED A REALLOCATION (PAY INCREASE) IN 31 YEARS.** The required minimum qualifications for the DVR Counselor position include; 1) Master's degree, 2) two years of clinical supervised experience, and 3) professional counselor certification in the State of Wisconsin. The starting salary for entry level counselors is \$11.04/hour = \$23,051/year. The salary for veteran DVR counselors with twenty years of experience is \$18.51/hour = \$38,648/year. Other public and private sector employers are paying **starting** wages of about \$13,000 more and **career** salaries of about **\$17,000** more than the state is paying VR Counselors.

DVR Counselors have been actively working with their respective legislators, the Department of Employment Relations (DER) and AFSCME Union officials to bring about a reasonable salary increase which is commensurate with the qualifications and responsibilities of the DVR Counselor position.

DER has made a recent proposal to AFSCME on March 23, 1999 regarding salary increases. DVR Counselors believe that this current proposal will not go far enough to address the inequities of our current salary structure.

DER and AFSCME have both indicated the existence of a **compensation reserve** which may be used in the next biennium budget to resolve employee salary inequities.

DVR Counselors are requesting your support in:

- 1) Voting to retain a compensation reserve in the proposed budget.
- 2) Specifically appropriating compensation reserve funds to bring DVR Counselor salaries in line with comparable professions which annually pay \$13,000 to \$17,000 more.

Enclosed are petitions signed by DVR counselors statewide. These petitions illustrate the critical need to correct salary inequities for DVR Counselors. These petitions illustrate our commitment to provide consistent, quality vocational rehabilitation services to the disabled citizens of Wisconsin. We are requesting your intervention by appropriating compensation reserve funds to resolve the problem of recruitment and retention of qualified DVR Counselors.

Respectfully submitted on behalf of Wisconsin DVR Counselors by,

Joel Wolfram, M.S.
2142 Lakeland Avenue
Madison, WI 53704 Phone: 608/242-7679

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2) Contact Secretary Linda Stewart of the Department of Workforce Development (DWD) and ask that, at minimum, the salary line surplus from the Division of Vocational Rehabilitation be used now as a partial reallocation for DVR Counselors.

NAME	ADDRESS	PHONE NUMBER
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Angela Hastings	303 N. Lincoln St. Elkhorn, WI	53121 (414) 723-1885
Jebecca Shore	7512 15 th Avenue Kenosha, WI	53143 (414) 723-5495 414-657-4728
PH Pryor	3230 Indiana St Racine, WI	53405 414-554-6082

DVR - Kenosha

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NAME

ADDRESS

PHONE NUMBER

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John R. Swicki 2203 Georgia Ave, Racine WI 53404 414-633-6718

Margie Cobb 1421 Lakes Rd #9 Racine 53406 414 886300

Carol L. Jones 5614 Byrd Ave. Racine 53406 (414) 637-1300

Zenetta M. Brey 1507 1/2 Villa St Racine 53403 (414) 637-4000

DVR - Racine

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Brian Schulte	3334 Ridgeway Ave, Madison 53704	(608) 242-0107
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Liane Schuttz	3786 Janelle Lane Cottage Grove WI 53527	(608) 839-4428
John Blawie	2213 Manor Green Dr. Madison, WI 53711	608/271-0498
John Blawie	26 Westend Circle Madison, WI 53704	608/241-5097
William J. Gatz	838 E. DAYTON ST MADISON WI 53709	(608) 255-7560

DVR = MADISON

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NAME ADDRESS PHONE NUMBER

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Sandra Johnson 1005 Bedford Dr Jsr1 WI 53546 (608) 757-0147

John Symon 166 King Lake Rd., Brooklyn, WI. 53521 (608) 455-1406

William Johnson 1437 BARANGLTON DR DUBUQUE IA 52005 (319) 582-9645

Judith F. Heck 910 Emerson St. Beloit WI 608-365-4486

Pat Bliss 1121 E Court Janesville WI 53545 736-2871

Diane Dubore 900 Bristol CT Stoughton

Cynthia A. Zwald 612 Maiden St. Mineral Point WI 53589
WI 53589
608-987-2047 53565

DVR - Janesville

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<u>Suzanne Korte</u>	<u>WISCONSIN TOWNHALL #1 Menomonee Falls, WI</u>	<u>(414) 250-8511</u>
<u>Antoinette M. Liddy</u>	<u>2369 S. 57 St. West Allis</u>	<u>53219 (414) 321-4793</u>
<u>Chris Reed</u>	<u>8215 W EUCLID AVE, MIL</u>	<u>53219 414 541-4071</u>
<u>Mr. S. J. 5528 N. 5th Ave</u>	<u>Milwaukee</u>	<u>53218 466 3554</u>
<u>Paul George</u>	<u>140 E GAFFIN CIRCLE MILWA., WI.</u>	<u>53207</u>
<u>Jim Henry</u>	<u>123 A LAKEVIEW CT Pewaukee, WI.</u>	<u>53072</u>

DVR - Milwaukee

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NAME	ADDRESS	PHONE NUMBER
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Terra Schluter	2620 W Brewster ST. Appleton 54914	920-831-9944
Ron RETZLOFF	1026 BURNETT LA ONEIDA WI 54155	920-434-4000
Dick STARRY	2508 BETTY CT GREEN BAY WI	920-435-2291
Sandy Valentine	934 N. CANTON PI Green Bay WI	920 743 8568
Krysina Mazur	724 Ethel Av. Green Bay 54303	920/405-8954
Mary Braem	N5944 Wolf River Rd	526-2894

DVR - Green Bay

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NAME	ADDRESS	PHONE NUMBER	
Kim Bruno	141 NW Barstow St., Rm 157 Waukesha WI 53187-1349	414-521-5300	brunoki@dwd.state.wi.us
Tom Barrett	Waukesha DVR PO Box 1344	414-548-5874	
Thomas Caribati	Waukesha WI 141 NW Barstow Waukesha	548-5859	
Richard Heise	Waukesha DVR	548-5869	
Donald J. J...	Waukesha DVR	548-5868	
Kathy Murphy	Waukesha DSL	548-5862	
Marilyn Rubio	141 NW Barstow, Waukesha Waukesha, DVR	548-5877	
Cileen Cardoso	"	548-5867	
Regina Ryan	"	548-5860	
Aysel Smith	"	548-5875	
Caren Abizadeh	" "	(414) 548-5864	
Meredith Dussel	"	548-5871	
Charlene Berg	"	548-5870	
Cindy Cain	"	548-5879	
Bernadette Koubal	"	548-5878	
Diana Lopez	"	521-5316	
Dora Salinas	"	548-5865	
Susan Mungen	"	548-5873	
Richard West	"	548-5872	

Waukesha DVR

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NAME	ADDRESS	PHONE NUMBER
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J. Nitcher Niechtalski	4731 76th St So Wisconsin Rapids, WI 54494	(715) 422-5062
Patti Lloyd	8530 Cty Trk Wld Wis. Rapids, WI 54494	421-2378
Janeit Praker	2833 Summer Ave Wis Rapids, WI 54495	715-423-5388
Sandi Pennington	457 St Andrews Trl 9493 Bluff Dr. Pittsville WI 54486	715.325.5094
Wendy	PITTSVILLE WI 54486	715-676-2822

DUR - Wisconsin Rapids

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NAME	ADDRESS	PHONE NUMBER
<i>Julius D. Dyer</i>	PO Box 159 Spooner WI 54801	715 635-6591
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*NOTE:
The Spooner
Office HAS A
70% VACANCY
RATE AT
THIS TIME
HERE would be
signatures
JN*

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NAME	ADDRESS	PHONE NUMBER
<i>Donna E. Carver</i>	<i>232 Hillside Rd Rhinelander, WI 54501</i>	<i>(715) 362-9771</i>
<i>Jim Walsh</i>	<i>2464 J.C. Drive Rhinelander, WI 54501</i>	<i>715-369-4630</i>
<i>Donald J. Meeder</i>	<i>1781 Rice Lake Road Three Lakes, WI 54587</i>	<i>(715) 546-3673</i>
<i>Debra Soulier</i>	<i>PO Box 184 Lac du Flambeau WI 54538</i>	<i>(715) 588-3137</i>
<i>Bill Kroll</i>	<i>1052 Hwy 45 S Eagle River, Wis. 54521</i>	<i>(715) 479-5034</i>

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NAME	ADDRESS	PHONE NUMBER
James R. Jodinsky	1902 Cornett Blvd - Sheboygan, WI 53081	920-458-5442
Richard [unclear]	2740 N. 25th St Sheboygan WI 53083	920-458-7206
[unclear]	1765 Ledgerview Rd. De Pere, WI 54115	
William [unclear]	3431 No 10th St. Apt 902 Sheb. WI 53083	
Susan Baumgart	2211 Mademeyer St. Sheboygan, WI 53081	(920) 457-1505
Dean Louder	2209 Arizona Ave. Sheboygan, WI 53081	
Bonnie Cowin	1405 Parkwood Blvd Sheb. WI 53081	(920) 457-7283

DVR - Sheboygan

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NAME

ADDRESS

PHONE NUMBER

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Rick Taylor P.O. Box 86, Pittsville (715) 884-2085

JULIE ARELLANO 324 S. MARR FOND DU LAC. (920) 929-2976

Mark A. Ginner 6055 Main #15 Fond du Lac (920) 924-7557

David Jayson 660 Pleasant Hill Lomira 920-269-4621

Michael Peterson 302 B. Schott St. Fond du Lac (920) 922-7576

Linda A. Gue N5592 Hwy K Fond du Lac (920) 929-3775

DVR - Fond du Lac

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<u>Roger Steffen</u>	<u>414 Mitchell Ter</u> <u>MADISON WI</u>	<u>608 233-4019</u>
<u>Diana Steinbach</u>	<u>53714</u> <u>110 LEON ST. MADISON</u>	<u>262 45-0865</u>
<u>Janis Wood</u>	<u>8312 Blackwolf Drive</u> <u>Madison WI 53717</u>	<u>608-827-5451</u>
<u>Bob White</u>	<u>2410 So. Ozark</u> <u>Madison WI</u>	<u>608 934-3187</u>
<u>John</u>	<u>2313 Red Arrow</u> <u>Madison</u>	<u>277-0395</u>

DVR - Madison West

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Lawrence Rhyber	3114 Hughitt Ave WI 54880	715-394-7807
Joe Pascale	RT 4 Box 67, Bayfield, WI 54814	(715) 779-5428
Erny Engeman	229 West 6th St, Ashland, WI 54803	(715) 373-5043

DVR Superior

DUR Milwaukee NE office 3/1/99

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Jacquelyn Blair	7524 N. 53 rd St Milwaukee 53223	414-371-0409
Bill Joseph	933 O'Elard Place Milwaukee	414-225-8912
Bill Hustedde	2161 W. 74 th MIL, WI 53213	414-571-8684
Deanna Patten	3595 S. Sandalwood Dr. New Berlin, WI 53151	414-789-9405
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Jessica Harnover	104.5E W Monticello	543-337
Kriste Zukrow	5697 N Milwaukee Rd Pewaukee, WI 53209	414-228-4857

Milwaukee DVR

Memo DRAFT

Excerpt from summary of United States Census data by former DVR Research Analyst Roua McNeal

background

DVR often receives requests for information regarding the number of persons with disabilities in Wisconsin. In the past, DVR has quoted estimating methods (Ridge Worrall), other survey data, and Census data to answer these requests. All of these methods/sources give different answers. They are done at different times, ask different questions, use different sampling, survey different populations etc. This data inconsistency can cause confusion among the public, therefore we are sharing with you our current thinking on estimating DVR's target population. None of the alternatives are ideal in all respects. We are now choosing to use the Census data as the primary source for estimating the potential VR population. Also included in Tables 4 is the original Census estimates of all of the demographic information on Wisconsin's disabled population. Table 5 reports Census estimates of the disabled population by county in Wisconsin.

Identifying and Estimating DVR's Target Population

Using the Census data as our source for estimating DVR's target population, we are able to identify our potential customers in terms of their labor force participation status. Census categorizes all individuals between the ages of 16 and 64 into categories according to their labor force participation. Individuals who are not working are separated into three distinct categories.

Looking for Work: Those who are not working but are actively looking for work are still considered to be a part of the labor force (the group from which the unemployment rate is calculated).

Unable to work due to a work disability, also referred to as "prevented" from working.

Other: Includes retirees, homemakers, students, and others who have voluntarily left the labor force. Individuals who have "given up" in discouragement would be categorized here. Also referred to as "not prevented" from working.

Table 1: 1990 Wisconsin Labor Force Participation: Persons 16 to 64 years of age
Source: 1990 Census Tables on Disability

	Wisconsin General Population		Wisconsin Residents with a Work Disability	
	Number	Percent	Number	Percent
Employed	2,319,112	76%	89,920	40%
Not Employed	734,936	24%	133,645	60%
Looking for work	127,938	4%	12,549	6%
Unable to work due to disability	100,051	3%	100,051	45%
Other	506,947	17%	21,045	9%
Totals	3,054,048	100%	223,565	100%

Extent To Which Counselors Do Not Meet The Personnel Standard

Of the 210 vocational rehabilitation counselors currently employed by the DSU, 62 do not meet the personnel standard. Of these 62 counselors, 12 do not have a bachelors degree and 50 do not have a masters degree. The plan detailed later in this attachment outlines the DSU's approach and timetable to bring these counselors up to the personnel standard.

Ability To Hire Qualified Staff

The major factor in Wisconsin that may inhibit the DSU from hiring qualified counseling staff is low pay compared to the private sector. Both DSU and DSA management support increasing counselor pay scales. As noted previously, vocational rehabilitation counselors are covered by the collective bargaining provisions of the WSEU contract. Pay scales are one of the bargaining provisions included in this contract (as noted, the current contract runs through June 30, 1999).

With the support of top management in both the DSU and DSA, the next step is to encourage vocational rehabilitation counselors to become more involved with the WSEU to promote increased pay scales for professional counselors. That process will continue through the duration of this state plan. Management in the DSA and DSU will also consult with the state Department of Employment Relations (DER) to promote higher pay scales for professional vocational rehabilitation counselors.

Plan To Meet The Personnel Standards Of The CSPD

Based upon state personnel rules and the provisions of the WSEU contract, the DSU's plan to bring grandfathered counselors up to the personnel standard is as follows.

The first step will be to work with the three major rehabilitation counselor education programs in the state (University of Wisconsin-Madison, University of Wisconsin-Milwaukee, and University of Wisconsin-Stout) and the Region V RCEP to develop alternative formats for providing academic coursework in rehabilitation counselor training in addition to the on-campus programs, for staff currently employed by the DSU. Completion date is targeted for February 28, 1999.

The second step will be to require all 62 grandfathered vocational rehabilitation counselor staff to attend the following academic core rehabilitation courses:

BULLETIN

Week of June 2 - 6, 1997, #48

EMPLOYMENT IMPROVES

Wisconsin's unemployment rate in April was 3.4 percent, down one-tenth from March. Last month was the sixth straight April that unemployment in Wisconsin has improved — going from 5.6 percent in 1991 to 3.4 percent last month, seasonally adjusted. The nation's unemployment rate was 4.9 percent.

During the last two months, Wisconsin employers added 40,400 jobs. That job growth is slightly above normal despite the unusually cool early spring. In March, Wisconsin tied for the 10th lowest unemployment in the nation.

Information for the *Bulletin* can be directed to Shirley Baumann, 428 GEF 1, 608/267-9368, or by e-mail



State of Wisconsin
Department of Workforce Development

Uninsured Employers Fund successful

A Worker's Compensation program that began last year is succeeding in its goal of protecting more people who are injured in the workplace.

The Wisconsin's Uninsured Employers Fund compensates injured workers whose employers were uninsured and takes enforcement action against companies that do not carry the required worker's compensation insurance.

In 1996, the Fund fined 1,078 employers a total of \$1.2 million for operating without worker's compensation insurance. As a result of those enforcement actions, 40,000 workers were covered for the first time.

Before the program began, the only recourse for an unprotected worker who was hurt on the job was to sue the uninsured employer. Many such small employers, unable to pay the often-catastrophic medical and indemnity costs, declared bankruptcy, leaving the injured worker with no compensation.

The first six months

The program began accepting claims on July 1, 1996. During its first six months of operation, the fund paid \$259,272 in worker's compensation benefits for 21 workers who were injured while working for illegally uninsured Wisconsin employers. In the course of paying valid claims, the Worker's Compensation Division is made aware of the uninsured company.

The program is entirely funded through fines assessed against employers who do not carry the required worker's compensation insurance coverage. The fund grew by over \$1 million last year to a total of \$4.8 million at the close of 1996.

The program has sophisticated

enforcement tools. It has the authority to levy fines and can move to shut down businesses that refuse to comply. Last year, the Worker's Comp Division initiated legal action against 10 employers who refused to obtain worker's comp insurance, seeking court orders that they be shut down.

Uninsured employers face a mandatory penalty of twice the amount of premium the employer would have paid during the uninsured period, or \$750, whichever is greater. The Worker's Comp Division is authorized to collect those fines by warranting liens against assets or by levying the amount directly from the employer's financial institution.

If you work with employers who are uncertain whether they need worker's compensation insurance, they can contact the Worker's Compensation Division, 201 E. Washington Ave., Room 261, Madison, WI 53707 — or by calling 608/266-0416.

Workers who think they may be eligible under the Uninsured Employers Fund should call 608/266-1340.

Opportunities Listing Announced Deadline

Vocational Rehabilitation Counselor Objective/Entry			
Statewide	CEOB	4/28	open
Program Assistant 3			
Mail room			
Madison	AGCP	5/19	5/28
Program Assistant 2			
Mail room			
Madison	SWCP	5/27	6/11
Vocational Rehabilitation Manager 2, Admin.			
Bureau Director			
Madison	SWCP	5/27	6/16

AGCP = DILHR Promotional/Transfer
CEOB = Current Employment Opportunities Bulletin
SWCP = Statewide Competitive Promotional

You may contact DWD Human Resources Services for more information about any of the employment opportunities listed in the *Bulletin*.

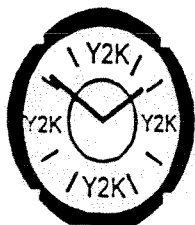
BULLETIN

Week of August 24-28, 1998, #111

Government to the People

Governor Tommy Thompson is again taking state government to the people of Wisconsin. The purpose of this annual move is to make sure that government is aware of the concerns, challenges and successes of Wisconsin citizens.

It's Only a Matter of Time



494 days left

The location for Government on the Move this year is Marathon County. DWD has four functions that will be attended by the governor:

1. A visit to the Nina Care Center in Wausau, a Hmong licensed day care center to announce a safety and outreach campaign
2. Meeting with Hmong community leaders
3. Visit to Athens High School to kick off the Youth Apprenticeship in tourism
4. Joint event to recognize Wausau Insurance for offering the nation's first worker's compensation policy

In addition, the DWD Secretary and executive team and division administrators will be looking at important work done locally through our programs, funding and assistance. Local DWD offices in Wausau will also be visited by the Secretary's Office.

Other DWD sponsored events include: additional day care centers, Hmong employers, Marathon Co. Child Support Agency, City County Data Center, an employer using supported employment participants, a visit with students of the hearing and vision impaired programs at the technical college, a free Labor Law Clinic and a visit to the DES Regional Training Center.

Staff throughout DWD (central office and Wausau area field staff) have been working hard to make these events meaningful for all involved.

Information for the weekly *Bulletin* should be delivered by 4 p.m. Wednesdays to Barbara Roe, 251X GEF 1, 608/267-1410, or by e-mail: roeba@mail.state.wi.us.

Intranet home page address: [dwdworkweb](#) -- if you are on the DWD LAN.

Intranet home page address: <http://workweb.dwd.state.wi.us> -- if you are using an internet service provider
Production Editor:
Melinda Curler

Opportunities

	Listing	Announced	Deadline
Vocational Rehabilitation Counselor Entry & Objective/Statewide	CEOB	4/20	OPEN
Economic Support Technical Writer 2/ Madison	CEOB	8/3	8/24
IS Supervisor Program Operations Section Chief/ Madison	CEOB	8/3	8/24
Training Officer 2 Child Support/Madison	CEOB	8/3	8/24
Financial Supervisor 5 Federal Reporting Unit Supervisor/ Madison	CEOB	8/17	9/8
Financial Supervisor 5 Systems Management Unit Supervisor/ Madison	CEOB	8/17	9/8
Area Administrator/ Madison	CEOB	8/17	9/11
Research Analyst 8-Supv BWI Research & Statistics/ Madison	CEOB	8/24	9/14

AGCP = DWD Competitive Promotional

CEOB = Current Employment Opportunities Bulletin

SWCP = Servicewide Competitive Promotional

SWTB = Servicewide Transfer Bulletin

You may contact DWD Human Resources Services for more info on employment opportunities in the *Bulletin*.



State of Wisconsin

Department of Workforce Development

BULLETIN

Week of April 5-9, 1999 #142

BITS opportunity

BITS is currently recruiting for a Security Analyst-intermediate, which is pay range 14. Check the following website for further information:
(<http://www.dwd.state.wi.state.us/asd/jobopen.htm>)

E-mail virus alert

The "Melissa" virus continues to lurk!

On Friday and Monday of last week an all employee e-mail was sent warning us about Melissa. As of today new information reveals that the SUBJECT field may now be different, such as a blank field or different wording.

When you open the e-mail you can identify a "Melissa message/virus" by the message body. It will usually read "Here is that document you asked for... don't show anyone else ;-)" DO NOT OPEN and make sure you DELETE any e-mail with a subject line that reads "Important Message From UserName" and/or contains the message body "Here is that document you asked for... don't show anyone else ;-)." As a precaution, do not open any executable files from an unknown source.

Once the Word document is opened, the virus scans address books for names that it can send duplicate e-mail messages of itself to. This is how the virus propagates. The original Word document attachment is named "list.doc", however, as the virus propagates, other documents may become the attachment.

April is Child Abuse Prevention Month

The entire month of April has been designated "Child Abuse Prevention Month." Awareness is the first step towards prevention. There are three types of child abuse:

- Emotional
- Physical
- Sexual

All three types have very serious ramifications. Emotional abuse, which is 4% of all substantiated cases of child abuse, is commonly defined as the systematic tearing down of

(see "Prevention" pg. 2)

Information for the weekly *Bulletin* should be delivered by 4 p.m. Wednesdays to Vanessa Bowling, 251X GEF 1, 608-264-6810, or by e-mail: bowliva@dwd.state.wi.us, or *DWD Bulletin*

Intranet home page address: dwdworkweb -- if you are on the DWD LAN.
Intranet home page address: <http://workweb.dwd.state.wi.us> -- if you are using an internet service provider.

Opportunities

	Listing	Announced	Deadline
Vocational Rehabilitation Counselor/Entry & Objective/Statewide	CEOB	9/14	OPEN
DWD Budget Systems Coordinator/Leadworker/Madison	CEOB	3/15	4/5
Program & Planning Analyst 6/Supv/Child Support Planning Unit Supervisor/Madison	CEOB	3/15	4/5
Assistant Area Administrator/Select Areas	CEOB	3/29	4/19
Collections Specialist 1/Madison	CEOB	3/29	4/19
Economic Support Supervisor 3/Director, Office of Quality Assurance/Madison	CEOB	3/29	4/19
Human Services Program Coordinator-Major/Child Care Specialist/Madison	CEOB	3/29	4/19
Training Officer 2/Madison	CEOB	3/29	4/26*
Security Analyst-Intermediate/Madison	NA		4/15

*CORRECTION

AGCP = DWD Competitive Promotional

CEOB = Current Employment Opportunities Bulletin

SWCP = Servicewide Competitive Promotional

SWTB= Servicewide Transfer Bulletin

You may contact DWD Human Resources Services for more info on employment opportunities in the *Bulletin*



State of Wisconsin
Department of Workforce Development



VOC REHAB COUNS ENTRY
(Job Number 3031074)

Employer Located In: MADISON
Pay: \$22,274 PER YEAR @ \$10.31/hr.
Duration/Hours Per Week: FULLTIME JOB, 40 HOURS PER WEEK
Shift: FIRST SHIFT

MINIMUM REQUIREMENTS OF EMPLOYER

Education: MASTERS DEGREE
Vehicle: NO
Drivers License: NO
Age: NO AGE REQUIREMENT

Other Requirements:

REQUIRES GRAD DEGREE IN PROFESSIONAL COUNSELING OR RELATED FIELD. SOME JOBS REQUIRE ASL OR SPANISH.

JOB DESCRIPTION:

COUNSEL PERSONS WITH DISABILITIES & THEIR FAMILIES TO IDENTIFY & RESOLVE PROBLEMS; PLAN INDIVIDUALIZED VOCATIONAL REHABILITATION PROGRAMS & PROVIDE SUPPORT & DIRECTION DURING THE REHABILITATION PROCESS; ARRANGE FOR MEDICAL & PSYCHOLOGICAL EVALS & VOCATIONAL TESTING &/OR WORK EVAL; PLACE CLIENTS IN JOBS; ATTEND MEETINGS, SEMINARS & TRAINING SESSIONS.

TO APPLY, SUBMIT AN APPLICATION FOR STATE EMPLOYMENT, A LETTER OF INTEREST & A CURRENT RESUME WITH A STATEMENT THAT APPLICANT POSSESSES A GRADUATE DEGREE IN PROFESSIONAL COUNSELING OR RELATED FIELD. NO DEADLINE. FOR A STATE AP, CALL (608) 266-1093. POSITIONS ALSO AVAILABLE AT 600 WILLIAMSON STREET, MADISON. SEND APPLICATION MATERIALS TO DWD/BHRS; 201 E. WASHINGTON AVENUE; P.O. BOX 7946; MADISON, WI 53707-7946.

BENEFITS: EXCELLENT BENEFITS INCLUDING HEALTH INSURANCE, LIFE INSURANCE, PAID VACATION AND SICK LEAVE, DEFERRED COMPENSATION PROGRAM AND OUTSTANDING STATE RETIREMENT PROGRAM.

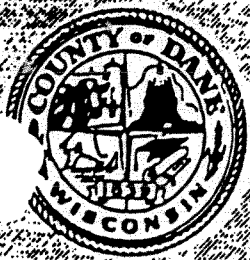
EMPLOYER: WI DEPT OF WORKFORCE DEV
PO BOX 7946
MADISON, WI 53707-7946

EMPLOYER CONTACT: PERSONNEL MANAGER

HOW TO APPLY:

SEE INSTRUCTIONS UNDER JOB SUMMARY. REFER TO JOB ANNOUNCEMENT CODE 71896

You might want to print this page. You can also pick a new region, search a new job category or return to the JobNet Home page.



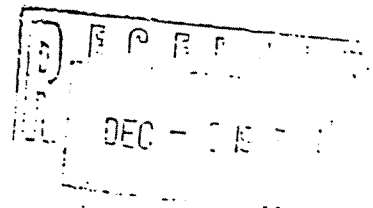
COUNTY OF DANE EMPLOYMENT OPPORTUNITY

Comparable Position

PROGRAM SPECIALIST AGING & PHYSICAL DISABILITIES

The Dane County Department of Human Services has an immediate opportunity for a professional to manage programs, including contracted agencies, providing services for older adults and persons with physical disabilities and/or chronic illness. Requires equivalency to a bachelor's degree in social work or other human services or behavioral science field and at least two years of professional experience in either services to the aging or persons with physical disabilities and/or chronic illness. More job content information available from address listed below. Starting annual salary of \$34,561 with merit increases to \$41,510 (1998 increase expected), longevity pay of 3% to 12% of base salary and excellent benefits.

Recruitment ends 4:30 p.m., Monday, December 29, 1997. For a job description and application form contact: Dane County Employee Relations, Room 418, City-County Building, Madison, Wisconsin, 53709, 608/266-4123, for those with TDD equipment only, 608/266-4529. Resumes are not accepted in lieu of completed application forms. An Affirmative Action Employer operating under a Civil Service Merit System.



DANE COUNTY EMPLOYEE RELATIONS OFFICE
210 Martin Luther King, Jr. Blvd., Madison, Wisconsin 53709

Comparable Position

EMPLOYMENT OPPORTUNITIES FOR WISCONSIN PATHWAYS TO INDEPENDENCE MADISON WISCONSIN

The Wisconsin Dept. of Health and Family Services (DHFS) is assembling a dynamic team to ensure that people with disabilities get the health care and other support they need to be employed.

Wisconsin Pathways to Independence is a highly visible collaboration between DHFS, the Div. Of Vocational Rehabilitation and federal agencies to help people with disabilities to work.

Five positions are available, all located in Madison Wisconsin. Madison is considered one of the most livable cities in the USA.

Visit our web site at: www.dhfs.state.wi.us
Click on "Job Opportunities".

WISCONSIN STATE CIVIL SERVICE POSITION

Pathways Program Manager Start between \$41,189 and \$52,671 per year depending on qualifications. Supervise all project staff. Qualifications: experience in project or program management, contact administration, Medicaid or SSI/SSDI, and familiarity with the needs of people with a physical, mental illness, and/or a developmental disability.
Please reference Job Announcement Code 00179.

ADDITIONAL PATHWAYS POSITIONS

All positions have excellent benefits.

Research Supervisor (Job Announcement Code OSF-01): Start between \$40,000 and \$52,000 per year. Supervise research staff and implementation of the Wisconsin research program. Serve as chief liaison to the national research team.

Planning Analyst (Job Announcement Code OSF-02): Start between \$32,000 and \$44,000. Develop and analyze options to remove employment barriers, ensure continuity of health coverage and increase employment success. Plan local site implementation. Organize and conduct training in effective techniques of working with people who have a physical, mental or developmental disabilities.

Research Analyst (2 positions - Job Announcement Code OSF-03): Start between \$32,000 and \$46,000. Establish a data warehouse and analyze trends in use of Medicaid, Medicare, SSI, SSDI and other programs. Conduct individual site evaluations. Participate in the national research program with the Robert Wood Johnson Foundation and the Social Security Administration.

For application materials, call the DHFS Request Line at (608) 267-9893 (voice) and follow the instructions; or Teletypewriter by dialing (608) 267-7371 (TTY); Fax at (608) 267-2147; or e-mail at: bperiobs@dhfs.state.wi.us



Completed application materials need to be returned by March 24, 1999.

An Equal Opportunity Employer

The following four state job descriptions are considered by DER as interrelated with the VR Counselor position. However, the four positions do not require a Master's Degree or two years of supervised clinical experience:

1. Health Facility Surveyor – starting pay is \$31,608/year with no degree requirement.
2. Social Worker – Starting pay is \$26,993/year to 31,608/year. Requires a minimum of a bachelor's degree. Does not require completing any supervised clinical component as does the DVR Counselor position.
3. Disability Determination Specialist – Starting pay is \$10.02/hour with no degree requirement.
4. Unemployment Benefit Specialist – Starting pay is \$23,053/year with no degree requirement.

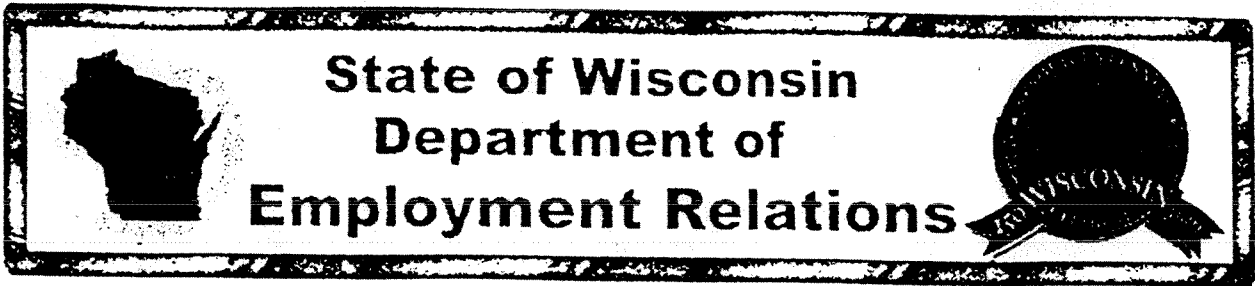
DVR Counselor – starting pay is \$11.04/hour or \$23,051/year. Requires a Master's degree, two years of supervised clinical experience and professional counselor certification in the State of Wisconsin.

November 30, 1998 JOB
Jayne B Grant
266-7346
3 vacancies

**HEALTH SERVICES SPECIALIST 1
HEALTH FACILITY SURVEYOR
SELECTED AREAS
JOB ANNOUNCEMENT CODE:**

Department of Health and Family Services (DHFS); Division of Supportive Living; Bureau of Quality Assurance. **CURRENT VACANCIES:** Green Bay (Area 15) and Rhinelander (Area 28). The employment register established from this recruitment may be used to fill future vacancies at regional offices in Eau Claire (Area 24), Green Bay (Area 15), Madison (Area 5), Milwaukee (Area 8) and Rhinelander (Area 28). Starting pay is \$31,608 per year. This position is included in the Professional Social Services Bargaining Unit. An eighteen-month probationary period is required. Must pass the Surveyor Minimum Qualifications Test (SMQT) prior to obtaining permanent status. **JOB DUTIES:** Conduct complex on-site surveys of long term care facilities to ensure compliance with state licensure and federal certification requirements including quality and appropriateness of care; investigate complaints, conduct follow-up and surveillance visits and review waivers and variances; conduct interviews with residents, families and staff; write objective and accurate survey reports from findings; testify on unresolved complaints or violations; and participate in consultative services and training to provider groups and professional organizations. **KNOWLEDGE AND SKILLS REQUIRED:** Basic social work concepts and methods including assessment practices, behavior management principles and practices, social service ethics; and specialized services (active treatment) for the developmental disabled and for the mentally ill. Current standards of practice and procedures for the care of geriatric, mentally ill and developmentally disabled residents. Principles and practices relating to the medical and psychosocial care and treatment of nursing home residents; community programs for alternate living options for long term care clients; development and implementation of resident care plans; ability to conduct individual and group interviews; ability to use computers and a variety of software applications; and ability to communicate effectively verbally and in writing. **SPECIAL REQUIREMENTS:** Extensive travel and overnight stays required; must possess a valid Wisconsin driver's license at the time of appointment. Certain positions require applicants to be certified as a Qualified Mental Retardation Professional (QMRP) which requires at least one year experience working directly with persons with mental retardation or other developmental disabilities AND is one of the following: physician, registered nurse, physical or occupational therapist, psychologist, social worker, speech-language pathologist or audiologist, recreation specialist, dietician, or human services professional. **HOW TO APPLY:** To request special application and examination materials, write to DHFS/Bureau of Personnel and Employment Relations, Room 655, One West Wilson Street, P.O. Box 7850, Madison, WI 53707-7850, or E-mail to bperjobs@dhfs.state.wi.us or call the DHFS Request Line at (608) 267-9893 (voice) and follow the instructions provided. Individuals using a Teletypewriter (TTY) should call (608) 267-7371. When requesting application materials, please use the complete job title and Job Announcement Code. Materials requested by telephone will be mailed no sooner than the next working day after your telephone request. Materials will be accepted until the needs of the department are met. The first review of application materials will be conducted on those materials received by **January 5, 1999**. Applicants will be advised of the results of that evaluation and qualified candidates will be invited to participate in the next phase of the selection process. Questions may be directed to Jayne Grant (608) 266-7346 or Sharon Zannacker (608) 266-0555 or E-mail zannasl@dhfs.state.wi.us.

PR12-06/DEL/JBG/6009442/6009467/6009473



[Home](#) | [What's New](#) | [Contents](#)

SOCIAL WORKER INTAKE AND ASSESSMENT

MILWAUKEE CHILD PROTECTIVE SERVICES MILWAUKEE (AREA 5) REANNOUNCEMENT
NEW SALARY

JOB ANNOUNCEMENT CODE: 98425

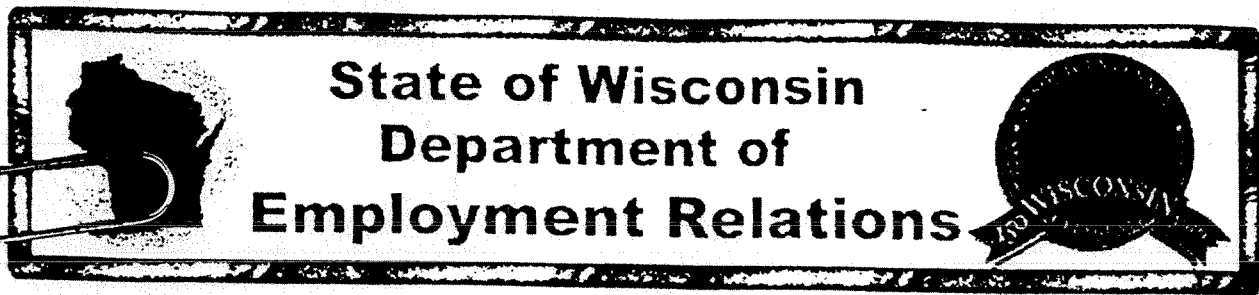
Department of Health and Family Services (DHFS); Division of Children and Family Services; Bureau of Milwaukee Child Welfare; Milwaukee. Starting pay is \$26,993, \$29,206, or \$31,608 per year, depending on your training and experience. These positions are included in the Professional Social Services Bargaining Unit. A 12-month probationary period is required. NOTE: Spanish/English or Hmong/English-speaking individuals are encouraged to apply.

JOB DUTIES: Conduct child protective services intakes and assessments of alleged child abuse and neglect referrals in Milwaukee County; implement appropriate intervention strategies; prepare written and oral testimony for Children's Court; and maintain current documentation on caseload. On-call/standby status will be required on a rotating basis.

KNOWLEDGE AND SKILLS REQUIRED: Social work principles and practices; child and family development, family systems theory, crisis intervention theory, dynamics of child abuse and neglect; community human services and health resources; effective interpersonal, oral and written communication skills; ability to maintain accurate, current case record documentation and to prepare clear, concise reports. Due to the nature of these positions, a criminal background check will be conducted as part of the hiring process.

SPECIAL REQUIREMENTS: 1) Possession of Social Worker certification in the State of Wisconsin or eligible for a temporary Social Worker certificate at time of appointment; 2) Possession of or eligibility to obtain a Wisconsin driver's license or personal driver, and access to reliable personal motor vehicle transportation. If not already certified, qualifying education is a Bachelor's degree or a Master's degree in Social Work. Requests for Social Worker Certification or Temporary Certificate applications and information should be directed to Department of Regulation and Licensing; 1400 East Washington Avenue; P.O. Box 8935; Madison, WI 53708-8935; (608) 266-0145 (voice); or (608) 267-2416 (TTY). To request special application/examination materials, write to BPER Jobs; DHFS; Bureau of Personnel and Employment Relations; One West Wilson Street, Room 655; P.O. Box 7850; Madison, WI 53707-7850; or call the DHFS Request Line at (608) 267-9893 and follow the instructions provided. Individuals using a Teletypewriter (TTY) should call (608) 267-7371. If using the Request Line or TTY, please have the complete job title and Job Announcement Code available when you call. Materials requested by telephone will be mailed no sooner than the next working day after your telephone request. Application materials will be accepted until the needs of the Department are met. Materials will be reviewed and those individuals who appear to be best qualified will be invited to participate in the next step of the selection process. Questions should be directed to Jill Duerst (608) 266-9165 (voice); or e-mail "duersjm@dhfs.state.wi.us." PR12-04,05,06/DEL/CRPA/JFB/7008XXX

For questions or comments related to the Division of Merit Recruitment and Selection, send e-mail to JIC@mail.state.wi.us or call (608) 266-1731 Monday through Friday, 7:45 a.m. - 4:30 p.m. Central



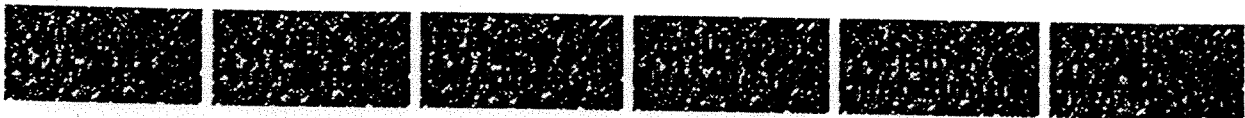
[Home](#) [What's New](#) [Contents](#)

DISABILITY DETERMINATION SPECIALIST - ENTRY - TRAINEE MADISON (AREA 8)

JOB ANNOUNCEMENT CODE: 98360

Department of Health and Family Services; Division of Health; Disability Determination Bureau (DDB); Madison. Trainees start at \$10.02 per hour. A combination of traineeship and probationary period of up to 16 months is required. Upon successful completion of the training period, which consists of classroom and on-the-job training, including the actual processing of claims, the six-month probationary period begins at \$10.66 per hour. **JOB DUTIES:** During the training period, trainees receive instruction how to document case files, evaluate medical evidence using Social Security Disability statutes and regulations; how to work with other DDB personnel including contracted medical consultants and vocational consultants to assess the severity of the claimant's impairments and write Social Security disability claims determinations either denying or approving Social Security disability benefits. **KNOWLEDGE REQUIRED:** Reading and comprehension skills to understand and apply Social Security Disability statutes and regulations, skill in expressing ideas and decisions in a clear and complete manner, both orally and in writing; skill in obtaining and analyzing information and drawing conclusions. **HOW TO APPLY:** An examination is scheduled at 8:30 a.m. on April 25. It will be offered in 14 locations throughout the state. For complete application instructions, see the back page of this bulletin. Walk-in registration procedures pertain to this exam. **DO NOT SEND AN APPLICATION TO MERIT RECRUITMENT AND SELECTION.** Madison exam site: University of Wisconsin-Madison, SOCIAL SCIENCES BLDG., on the corner of Observatory Drive and Charter Street. (Limited parking in the area.) Milwaukee exam site: University of Wisconsin-Milwaukee, PHYSICS BLDG., first floor (corner of North Cramer Street and East Kenwood Blvd.). Free weekend parking available in Lot 20; enter from East Hartford Avenue. PR12-02/DMB/DDYU/TC/71261

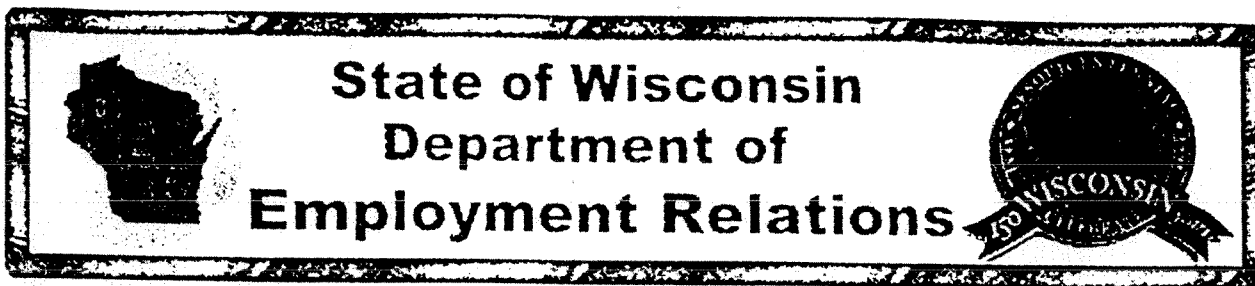
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[Home](#) [What's New](#) [Contents](#)

State of Wisconsin, Department of Employment Relations
Voice (608) 266-1731
TTY (DMRS only) (608) 266-1498
Mailing Address: P.O. Box 7855 Madison, WI 53707-7855
Building Address: 137 East Wilson Street Madison, WI 53702-0001

URL: <http://badger.state.wi.us/agencies/der/der.htm>



[Home](#) | [What's New](#) | [Contents](#)

*UNEMPLOYMENT BENEFIT SPECIALIST 1 ADJUDICATOR (ENGLISH) OR

ADJUDICATOR-BILINGUAL (SPANISH OR HMONG) MADISON (AREA 8) MILWAUKEE (AREA 5) APPLETON (AREA 16) EAU CLAIRE (AREA 24) job announcement code: 28098

Department of Workforce Development (DWD); Unemployment Insurance (UI) Division. The employment register created from this recruitment will be used to fill vacancies in any of the four (4) areas during the next six months or longer. Starting pay is \$23,053 per year. This classification is included in the Professional Social Services Bargaining Unit. A 12-month probationary period is required. **JOB DUTIES:** Interview UI claimants and employers over the telephone in order to resolve eligibility questions; identify, obtain, and document facts relevant to cases; apply State UI and policy to obtained facts; prepare written appealable initial determinations that may allow, suspend or deny benefits for claimants. Utilize complex personal computer based software systems to track and document claimant records. Assess the claimant's continuing eligibility for benefits and provides general information about Wisconsin and Federal UI law. Successful candidates will receive extensive training about UI procedures, policies, and law. **SPECIAL REQUIREMENT:** Some positions may require language skills in Spanish/English or Hmong/English. **KNOWLEDGE REQUIRED:** Ability to understand and apply interpretations of laws; effective interviewing and investigatory techniques; methods used to determine relevancy of facts to the decision making process; effective decision making skills; and excellent oral and written communication skills. **HOW TO APPLY:** An examination is scheduled at 8:30 a.m. on March 13. It will be offered in 14 locations throughout the state. For complete application instructions, see the back page of this bulletin. Walk-in registration procedures pertain to this exam. **DO NOT SEND AN APPLICATION TO MERIT RECRUITMENT AND SELECTION.** Madison exam site: University of Wisconsin-Madison, BASCOM HALL (top of Bascom Hill), USE MAIN ENTRANCE. Milwaukee exam site: University of Wisconsin-Milwaukee, ENGINEERING & MATH SCIENCES (EMS), first floor, East Wing. EMS is near North Cramer Street, north of East Kenwood Blvd. Free weekend parking is available in Lot 20; enter from East Hartford Avenue. PR12-02/DEL/EPPA/LKF

* This job title is included in the Entry Professional Program (EPP). The EPP provides faster, more flexible hiring procedures, and allows for more people to be interviewed than through traditional Civil Service procedures.

For questions or comments related to the Division of Merit Recruitment and Selection, send e-mail to JIC@mail.state.wi.us or call (608) 266-1731 Monday through Friday, 7:45 a.m. - 4:30 p.m. Central Time