

Written Testimony to Joint Finance Committee
in Support of Aid to Public Library Systems
April 15, 1999

Shannon Lang, Director
Mid-Wisconsin Federated Library System

As the director of Mid-Wisconsin Federated Library System, you would expect me to support the Department of Instruction's request for Public Library System funding equal to thirteen percent of the total operating expenditures from local and county sources. After all, this is my business.

I am also a citizen of the State of Wisconsin. I believe that equal access to information is critical to my success as a contributing member of society. Every single day, I tell a friend, a relative and a stranger that they can find the information they need at their public library. Why would I do this? Because they are telling me about their need for information about their health, their child's learning problems, their need of a resume, their care of aging parents, their vacation plans, their gardens, their finances, their government. . .their *lives*.

I do not suggest that they go to one library rather than another because of size or resources because I know that Public Library Systems insure access to information through the sharing of resources among libraries. I know that Public Library Systems provide delivery services to move these resources to where they are needed and return them to their owning library. I know that Public Library Systems provide technological assistance to make the sharing of resources more cost effective and efficient. I know that Public Library Systems help all libraries offer equitable services.

Yet how can libraries offer the services needed by your constituents if they are not adequately funded? Systems were established by the State of Wisconsin to facilitate the sharing of resources. We're very good at this. In fact, we are so good at this you may not be able to see the reduction of services and our lack of progress, particularly in the area of technology, due to 4 years of frozen funding followed by a small increase in the last budget.

The cost of sharing resources continues to rise. Libraries cannot continue to absorb the cost of this service. And Systems can no longer balance this local cost with the services and programs we provide. Over the last several years, we have been unable to afford to provide a balance of service to our largest library, Fond du Lac Public. Thus, they have elected to move to a System where they

will no longer be the largest library. Several years ago, Waukesha County Library System closed its border to our system's residents. Again, they could not afford to serve without direct payment for services rendered. Next year, we anticipate a closed border with Arrowhead Library System, primarily because Janesville, their largest library can no longer afford to share resources without financial support. Rather than making equitable services a reality, lack of adequate funding is dividing us into territories of service.

Then, there is the technology needed to support effective, cost efficient resource sharing. In order to afford to move—very slowly--forward in this area, we are forced to cut programs highly desired by our members.

We make known both in our mission statement and our programs that we are not a substitute for local and county funding and planning. We emphasize funding responsibilities of each level of government. The State of Wisconsin inadequately funds Public Library Systems. How can you ask less of yourself than you ask of local and county governments?

Shannon Lang
Mid-Wisconsin Federated Library System
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Fond du Lac, WI 54935
1-800-660-6899
langs@mwfls.org

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
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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

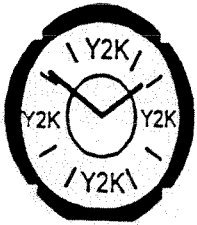
Week of August 24-28, 1998, #111

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.

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

It's Only a Matter of Time



494 days left

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)

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

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

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.



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.

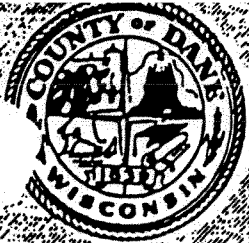
EMPLOYER: WI DEPT OF WORKFORCE DEV
 PO BOX 7946
 MADISON, WI 53707-7946

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.



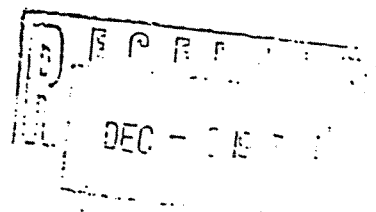
COUNTY OF DANE EMPLOYMENT OPPORTUNITY

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: bperjobs@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.

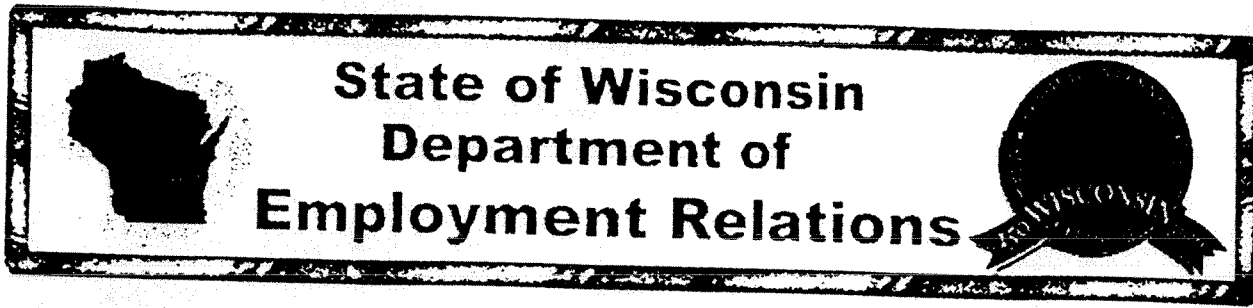
November 30, 1998 JOB
Jayne B Grant
266-7346
3 vacancies

**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 zannacksl@dhfs.state.wi.us.

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



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SOCIAL WORKER INTAKE AND ASSESSMENT

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

JOB ANNOUNCEMENT CODE: 98425

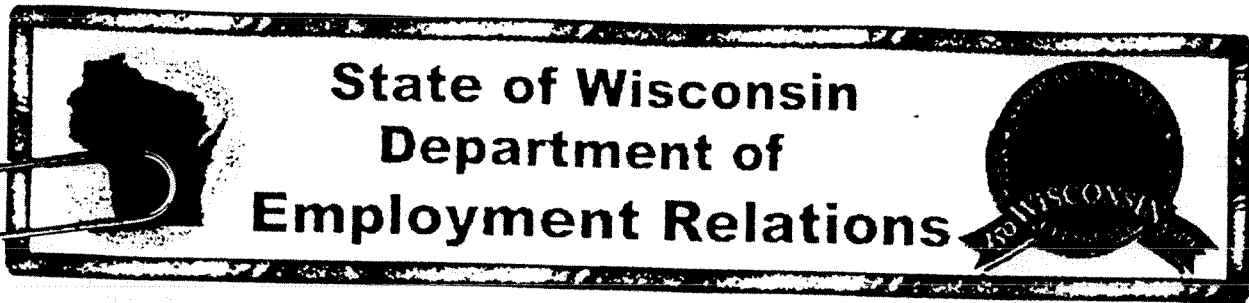
Department of Health and Family Services (DHFS); Division of Children and Family Services; Bureau of Milwaukee Child Welfare; Milwaukee. Starting pay is \$26,993, \$29,206, or \$31,608 per year, depending on your training and experience. These positions are included in the Professional Social Services 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



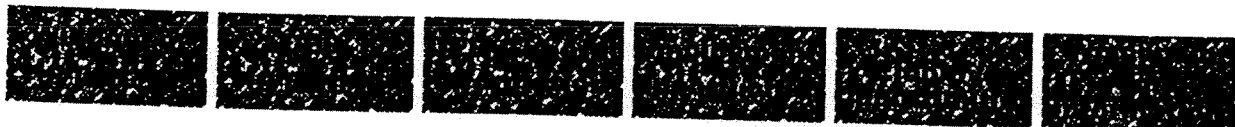
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DISABILITY DETERMINATION SPECIALIST - ENTRY - TRAINEE MADISON (AREA 8)

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

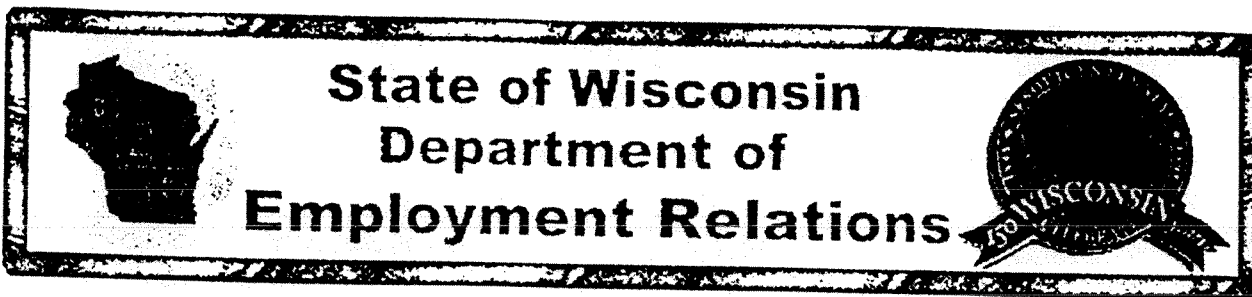
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State of Wisconsin, Department of Employment Relations
 Voice (608) 266-1731
 TTY (DMRS only) (608) 266-1498
 Mailing Address: P.O. Box 7855 Madison, WI 53707-7855
 Building Address: 137 East Wilson Street Madison, WI 53702-0001

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



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***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



Madison Area
Technical College

NOTICE OF VACANCY

CUSTODIAL WORKER II

#1221 (Job Share Position)

(One or more vacant positions)

See attached for position description and qualifications

February 19, 1999

LOCATION: Truax Campus

Beginning each \$11.03

EMPLOYMENT CONDITIONS: Wage Schedule 02, Range 08 (\$13.55 per hour) plus a generous fringe benefit package. Benefits are prorated at 50%. Position is covered by the provisions of a collective bargaining agreement, including a fair share clause. Hours: currently, Monday through Friday, 7:00 pm - 11:00 pm; however, schedules are subject to change by the supervisor. The employee selected will serve a 12 month probationary period. This is a "Job Share" position working 20 hours per week which will run through April 4, 2000. This arrangement may be renewed thereafter.

STARTING DATE: As soon as possible.

APPLICATION MATERIALS: An application must contain all of the items listed below. Failure to provide any one of these materials will result in the candidate's disqualification.

1. Completed and Signed Application Form
 - * The application form itself must be completed. Indicating "see resume" in blanks does not constitute a complete application and may result in disqualification even when the information is provided in the resume or other application materials.
2. Affirmative Action Survey Form (included with application form)
 - * In compliance with the record keeping requirement of Title VII of the 1964 Civil Rights Act as amended, and in order to assist in the implementation of our Affirmative Action Plan, we request data on the race and sex of all applicants.

WHERE TO APPLY: Application forms are available by writing: MATC Human Resources Office, P.O. Box 7128, Madison, WI 53707-7128, or calling (608) 246-6900 between 8:00 am and 4:00 pm. Use this same address for returning application materials to the Human Resources Office.

CLOSING DATE: Application materials must be received in the designated office by 4:00 pm on **Friday, March 12, 1999**. It is the applicant's responsibility to meet this deadline. The date of receipt, **not the date of postmark**, will be used to determine the timeliness of an application.

SELECTION PROCESS: The Selection Committee will paper screen applications and select a limited number of candidates for an interview. This process will take approximately three weeks. Applicants selected for final consideration will be contacted for an interview. Meeting the minimum qualifications for a position does not assure the candidate an interview.

For more information about Madison Area Technical College see our World Wide Web site at:
<http://www.madison.tec.wi.us>

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER
MINORITIES, HANDICAPPED, AND WOMEN ARE ENCOURAGED TO APPLY

**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES
REHABILITATION SERVICES ADMINISTRATION**

WASHINGTON D.C. 20002-2741

**DRAFT REPORT
OF
PERIODIC ON-SITE MONITORING REVIEW
FEDERAL FISCAL YEAR 1998**

**GRANTEE: WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT --
DIVISION OF VOCATIONAL REHABILITATION**

**§107 MONITORING AND REVIEW, TITLE I REHABILITATION ACT OF 1973, AS
AMENDED**

DECEMBER, 1998

EXECUTIVE SUMMARY

In order to assess the national health of the State-Federal VR program, RSA's monitoring strategy calls for annual reviews of certain materials in all State VR agencies, and periodic on-site reviews with selected State VR agencies each year. During FY 1998, RSA reviewed State VR agency performance in the following focus areas:

- Achievement of employment outcomes;
- Comprehensive System of Personnel Development;
- Designated State VR Unit;
- Informed Choice; and
- Streamlining.

Section 107 of the Act requires RSA to conduct annual reviews and periodic on-site monitoring of State VR agency programs to determine whether the State is complying substantially with the provisions of its State plan. The Act further mandates RSA to provide technical assistance to State VR agencies in order to improve the quality of VR services provided, and in the event a State VR agency fails to comply substantially with its State plan, to establish a corrective action plan.

As noted above, periodic on-site monitoring reviews are conducted yearly with selected State VR agencies with consideration given to: population; size of grant; results of past monitoring; identified technical assistance needs; Regional Office recommendations; time since previous reviews/monitoring; and other factors. In this regard, the Division of Vocational Rehabilitation (DVR) within the Wisconsin Department of Workforce Development (DWD) was selected for a FY 1998 periodic on-site monitoring review in Region V.

This review was conducted in five phases.

- In Phase One, the RSA held public hearings in Milwaukee, Madison, and Wausau, Wisconsin; interviewed DVR counselors, district supervisors, and senior managers; interviewed staff at three community rehabilitation programs; interviewed staff associated with the Business Enterprise Program; interviewed Mr. Melvin Sheire, a consumer of DVR; reviewed DVR policy and procedures; interviewed Impartial Hearing Officers and reviewed overturned IHO decisions; interviewed members of the SRPAC; and, interviewed the coordinator of the Wisconsin Client Assistance Project.
- In Phase Two, RSA staff and DVR staff reviewed a sample of DVR case service records.
- During Phase Three, the RSA Review Team examined DVR cooperative agreements and conducted an administrative and financial review.

- DVR is using third-party cooperative agreements to match federal funds to compensate for reductions in general purpose revenue. RSA found this practice an unsatisfactory alternative to using discretionary case service funds. Further, RSA found that DVR had, and, planned to expand, a practice of using cooperative agreements with non-profit community rehabilitation programs. The use of third party agreements with non-profit entities is an illegal use of that authority to match federal funds.
- DVR is a partner in the State of Wisconsin's workforce development initiative. As partners, DVR field staff are being relocated to join their other partners in so-called "one-stop" Job Centers. RSA commends the participation of DVR in a program designed to simplify job securement for unemployed Wisconsin citizens, including citizens with disabilities. RSA is supportive of DVR's partnership, but shares the concerns of some members of the disability community in Wisconsin and some staff of DVR that clients receive individualized attention and receive services and enter jobs and careers consistent with their capacities, skills, interests and their specific choices.
- The Business Enterprise Program (BEP), a DVR-administered program which provides jobs for persons who are blind, operates in general conformance with federal statute and regulations. RSA found areas where this program can be strengthened. One of the participants in the BEP, Mr. Melvin Sheire, alleged he was poorly served by, and even discriminated against by staff of the BEP. A thorough investigation by RSA concluded that the relationship between Mr. Sheire and the BEP was flawed by miscommunications and misunderstandings which led to unwise decisions by both parties. RSA recommends a fresh start for both parties leading to successful employment for Mr. Sheire.
- The administrative and financial review revealed few problems. The most significant exception was the illegal use of a third party agreement with a non-profit community rehabilitation program. RSA finds that Wisconsin is at risk for a cost disallowance of \$376,547. RSA requested corrective action by DVR. If the corrective action is not implemented, RSA is prepared to initiate a Notice of Disallowance Determination.

RSA DRAFT REPORT OF WISCONSIN DVR

- During Phase Four, the Assistant Secretary for the Office of Special Education and Rehabilitative Services and the Region V Commissioner of the RSA met with a group of individuals representing advocacy organizations and programs serving persons with disabilities; the purpose of that meeting was to hear comments about alleged conservancy methods DVR was using which the groups alleged were delaying, denying and disrupting services to persons with disabilities.
- The Final Phase was a call for public comments from persons alleging denial, delays or disruptions of services reportedly due to a shortage of DVR case service funds.

RSA found that:

- Employment outcomes for DVR are at or above the average of all State VR agencies; however, DVR is spending less for persons with severe disabilities and that is a negative departure from national trends.
- DVR has developed a Comprehensive System of Personnel Development, in accord with federal statute and regulations; however, the salary for the qualified rehabilitation counselors of DVR is so low, compared with other State VR agencies, that staff morale is low, recruitment is difficult, and, DVR is losing counselors.
- Not too long ago, a large Department of Workforce Development was created in Wisconsin and DVR was placed as a major organizational unit in that Department which, in large part, consists of the State's job services programs and the welfare to work program. There is public concern and concern among DVR staff that the "work first" philosophy of the Department will be a disservice to the applicants and clients of DVR; specifically, that the highly individualized competencies, career interests and choices of applicants and clients of DVR (especially, persons with severe and the most severe disabilities) will be disregarded.
- DVR has undertaken an ambitious and sophisticated initiative to "streamline" its policies, programs, and services. There are some commendable principles underlying that initiative (e.g., persons with disabilities are "customers" who want a simple and consumer-friendly process leading to services and jobs); however, there are some expressed concerns in the disability community and among some DVR staff, that the "reengineered" process may be so expedited that persons with disabilities, especially with severe and the most severe disabilities, will receive abbreviated and trimmed-down services, leading to undesired jobs.
- DVR is in an Order of Selection, a policy designed to first serve persons with severe and the most severe disabilities, when resources are limited. DVR is currently providing services to all persons except those with the most minimum limitations and service needs. Evidence was found that DVR resources were very limited; that DVR was using illegal methods to match federal funds; that Wisconsin was delaying, denying and disrupting services to avoid "closing off" lower Order of Selection categories and thus avoiding serving only those persons with severe and the most severe disabilities.

RSA DRAFT REPORT OF WISCONSIN DVR

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**UNIVERSITY OF
WISCONSIN
MADISON**

February 25, 1999

**Peter Fox
Secretary
Department of Employment Relations
345 W. Washington Avenue
Madison, WI 53703**

**Linda Stewart
Secretary
Department of Workforce Development
201 E. Washington Avenue
Madison, WI 53703**

Dear Secretaries Stewart and Fox:

We are writing to convey our strong support for current efforts to adjust the salary structure for rehabilitation counselors employed by the Division of Vocational Rehabilitation (DVR), Department of Workforce Development. We are convinced that the current salary structure for rehabilitation counselors is substantially below the salaries of the corresponding state vocational rehabilitation (VR) agencies in other states and also substantially below the salaries in other government and private agencies and programs that compete with Wisconsin DVR in the employment of rehabilitation counselors. Because of the low salaries, it is difficult if not impossible for DVR to recruit and retain highly competent rehabilitation counselors, and the provision of services to Wisconsin citizens with disabilities is adversely affected.

We are faculty in the graduate program at the University of Wisconsin-Madison that trains rehabilitation counselors. Graduate programs offering master's degrees in rehabilitation counseling are the primary sources of trained rehabilitation counselors who are employed by Wisconsin DVR, corresponding state VR agencies in other states, and other government and private rehabilitation agencies and programs. In addition to our graduate program at the University of Wisconsin-Madison, the University of Wisconsin-Milwaukee and the University of Wisconsin-Stout also offer nationally accredited graduate programs in rehabilitation counseling.

School of Education

**Dept Office
608/263-5860
608.262-8108 FAX**

**Department of Rehabilitation Psychology and Special Education
432 N. Murray Street, Madison, WI 53706
www.soemadison.wisc.edu/rpse/**

**Student Office
608/263-4608
TTY 608/263-4607**

In July 1994, nearly five years ago, a survey of current students and recent 1993-94 graduates in rehabilitation counseling from UW-Madison, UW-Milwaukee, and UW-Stout was conducted by a task force, comprised of DVR staff and faculty from the graduate programs at the three universities. The difficulties faced in the recruitment of rehabilitation counselors was recognized by DVR, and the purpose of the survey was to obtain information that might facilitate the recruitment of master's degree graduates in rehabilitation counseling to accept positions with the agency. A summary of relevant results of the survey is enclosed with this letter. The mean salary in employment found by the recent graduates was \$27,980. Even if beginning salaries increased less than 2% per year since the time of that survey, mean salaries of recent graduates would currently exceed \$30,000, well above the \$23,051 annual salary currently paid by DVR for master's degree graduates who have not yet completed two years of post-master's professional experience. Further, the gap between DVR and other competing agencies is probably even greater when comparing the salaries of experienced DVR counselors with experienced rehabilitation counselors employed by other agencies and programs.

Other results of the survey indicate the importance of a competitive salary in recruiting and retaining professional staff at DVR. In rating 20 factors in professional employment, "a reasonable and fair salary" ranked second in importance. In addition, 56% of respondents rated salaries as a disadvantage of employment with Wisconsin DVR, while only 11% rated salaries as an advantage. These results suggest that salaries paid to rehabilitation counselors by Wisconsin DVR are a significant barrier to recruiting master's degree graduates for employment with the agency, and this conclusion is supported by our own personal experiences with our students and graduates.

Many agencies and programs in Wisconsin and throughout the nation recruit graduates of our master's degree program in rehabilitation counseling. Salaries paid by the other agencies, including state vocational rehabilitation agencies in other states, other government agencies (e.g., county departments of human services and the U. S. Department of Veterans Affairs), private nonprofit, and private-for-profit agencies, consistently offer starting salaries that are \$5,000-\$10,000 per year higher than those paid by DVR. Students are often shocked when they first learn of the salary structure at Wisconsin DVR. In a few instances, prospective students have even changed their plans about pursuing graduate study in rehabilitation counseling upon learning about the low salaries paid by the agency, and good people have thus been dissuaded from entering our profession.

Even looking at salaries within Wisconsin state government, the salaries of rehabilitation counselors employed by DVR seem clearly out of line in relation to other positions. For example, Social Service Specialist I positions start at \$31,608, and Range 11 and 12 Office Support Workers start at \$24,835 and 26,874, respectively. Neither the Social Services Specialist nor Office Support Worker

positions require master's degrees, and the salaries are substantially higher than the starting salaries of \$23,051 for rehabilitation counselors who have completed master's degrees but have not yet achieved two years of post-master's degree experience. It is entirely possible that an office support worker, employed by DVR or another Wisconsin state agency, might return to college for the six years required to earn a bachelor's degree, followed by a master's degree in rehabilitation counseling, and then have to take a pay cut to accept a position as a rehabilitation counselor with DVR.

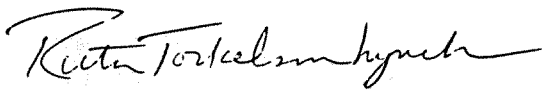
In addition to adversely affecting recruitment of rehabilitation counselors, the low salaries have also contributed to high turnover among DVR staff. We have seen results of a statewide survey of DVR counselors conducted in Spring 1998, demonstrating the problem. Responding counselors indicated that, if they were to leave employment at DVR, the reason would be the low pay. Of those counselors employed by the agency for less than three years, more than two-thirds indicated that they planned to leave the agency within the next two years, citing low pay as the reason. According to a highly publicized article, critical of DVR, that was published in Milwaukee Magazine in August 1997, staff turnover at DVR was 40% in 1996, including resignations, retirements, and transfers. This turnover was cited as the greatest complaint on the part of clients of the agency, resulting in disruption and lack of continuity in services, and much of this turnover was likely due to low salaries.

Again, our personal observations are consistent with the conclusion that turnover is a major problem at DVR and that it is largely due to low salaries. A number of our graduates, who are highly competent and dedicated professionals, obtained positions with DVR following completion of their master's degrees but soon left their positions after two to three years. In fact, DVR has become a "stepping stone" for many rehabilitation counselors, working at the agency to complete the two years of post-master's degree experience required for state certification as a professional counselor, and then moving on to employment in other government and private agencies and programs in Wisconsin and other states.

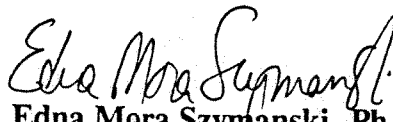
We see the need to restructure salaries of rehabilitation counselors as one of the most significant issues facing DVR and the citizens of Wisconsin who have disabilities. In our opinion, the effectiveness of the rehabilitation counselor is the single most important factor in the effectiveness of DVR in serving people with disabilities and helping them maximize their employment potential and improve the quality of their lives. Given the current salary structure, it is difficult if not impossible for DVR to recruit and retain the best rehabilitation counselors available. In our experience, individuals who enter the profession of rehabilitation counseling are not looking for exorbitant salaries, as they tend to be motivated primarily by the desire to be of service to people with disabilities. However, personal sacrifice can only go so far, and DVR staff must be compensated fairly, at

a level that is competitive with other agencies and programs that employ rehabilitation counselors. Thus, we see it as critical that salaries for rehabilitation counselors employed by DVR be increased substantially, so that the agency can recruit and retain a stable corps of qualified rehabilitation counselors. Historically, Wisconsin DVR has been highly respected nationally as a model agency in providing progressive, high quality rehabilitation services. However, high quality services can be maintained only if the agency can recruit and retain a competent and dedicated staff of rehabilitation counselors. The citizens of Wisconsin with disabilities deserve nothing less.

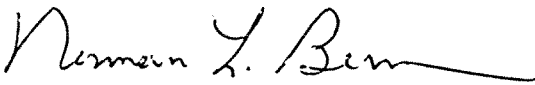
Sincerely,



Ruth Torkelson Lynch, Ph.D.
Associate Professor and Chair
Rehabilitation Psychology Program Area



Edna Mora Szymanski, Ph.D.
Professor and Department Chair



Norman L. Berven, Ph.D.
Professor



Fong Chan, Ph.D.
Professor



Kenneth R. Thomas, Ed.D.
Professor

Table 1

Description of Respondents ("Survey of Students and Graduates of Master's Degree Programs in Rehabilitation Counseling in Wisconsin")

University in which graduate study has been pursued:

UW-Madison	46.6%	(55)
UW-Milwaukee	38.1%	(45)
UW-Stout	15.3%	(18)

Point in Graduate Study

1993 graduate	33.3%	(37)
2nd year or May 1994 graduate	51.4%	(57)
1st year	15.3%	(17)

Current age

M = 31.6 SD = 8.3 Range = 22 to 53

Gender

Male	28.8%	(34)
Female	69.5%	(82)

Racial or Ethnic Background

African-American	3.4%	(4)
Asian/Pacific Islander	0.8%	(1)
Hispanic/Latino/Latina	3.4%	(4)
White	91.5%	(108)

Table 1 (continued)

Prior contact with Wisconsin DVR

received services from the agency as a client	16.1%	(19)
employment with the agency	6.8%	(8)
practicum or internship placement	46.6%	(55)
visit to a Wisconsin DVR office	60.2%	(71)
presentation by agency staff in class	49.2%	(58)
conversations with agency clients	67.8%	(80)
conversations with fellow students who have had employment or field experience with the agency	72.0%	(85)
none of the above	7.6%	(9)

Have you ever applied for employment with Wisconsin DVR?

Yes	29.7%	(35)
No	70.3%	(83)

Approximate annual salary (for those having completed degrees)

M = \$27,980 SD = \$9,291 Range = \$8,500 to \$65,000

Table 2

"It is important to me that my own professional employment provide . . ."

Aspects of Professional Employment	<u>M</u> (<u>SD</u>)	<u>%</u> (<u>n</u>)
g. opportunities to work with clients or consumers in positive and helpful ways	4.74 (0.46)	45.8 (54)
j. a reasonable and fair salary	4.72 (0.49)	49.2 (58)
e. work demands that do not conflict with moral and ethical principles	4.69 (0.53)	36.4 (43)
b. work activities that provide a sense of accomplishment	4.68 (0.49)	33.9 (40)
i. reasonable caseload size and paper work demands that allow for doing high quality work	4.64 (0.59)	44.1 (52)
n. meaningful and enjoyable work activities	4.60 (0.60)	25.4 (30)
c. organizational policies that are fair and supportive	4.57 (0.59)	23.7 (28)
t. competent and supportive colleagues	4.55 (0.70)	28.0 (33)
s. opportunities for professional growth and development	4.52 (0.69)	32.2 (38)
l. opportunities for advancement	4.53 (0.62)	14.4 (17)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.52 (0.64)	17.8 (21)
k. good working conditions	4.49 (0.64)	9.3 (11)
d. opportunities to be creative in fulfilling responsibilities	4.44 (0.64)	12.7 (15)
h. variety in work activities	4.38 (0.65)	14.4 (17)

Table 2 (continued)

o. autonomy and independence in making decisions and performing responsibilities	4.37 (0.65)	29.7 (35)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	4.32 (0.73)	23.7 (28)
f. job security	4.32 (0.74)	23.7 (28)

p. recognition for work well done	4.06 (0.84)	6.8 (8)
q. flexible work hours	4.03 (0.83)	15.3 (18)
r. opportunities for job sharing	3.52 (1.01)	2.5 (3)

Note. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate the numbers of respondents identifying each component as one of the five aspects of professional employment that were most important to them.

Table 3

"I see professional employment with Wisconsin DVR as providing . . ."

Aspects of Professional Employment	<u>M</u> (<u>SD</u>)	Identifying as	
		Advantage <u>%</u> (<u>n</u>)	Disadvantage <u>%</u> (<u>n</u>)
g. opportunities to work with clients or consumers in positive and helpful ways	4.00 (0.84)	48.3 (57)	6.8 (8)
j. a reasonable and fair salary	2.56 (1.09)	11.0 (13)	55.9 (66)
e. work demands that do not conflict with moral and ethical principles	3.70 (0.98)	29.7 (35)	8.5 (10)
b. work activities that provide a sense of accomplishment	3.62 (0.83)	30.5 (36)	14.4 (17)
i. reasonable caseload size and paper work demands that allow for doing high quality work	1.97 (1.05)	1.7 (2)	82.2 (97)
n. meaningful and enjoyable work activities	3.46 (0.79)	16.1 (19)	18.6 (22)
c. organizational policies that are fair and supportive	3.29 (0.81)	8.5 (10)	22.9 (27)
t. competent and supportive colleagues	3.54 (0.87)	20.3 (24)	15.3 (18)
s. opportunities for professional growth and development	3.63 (0.81)	36.4 (43)	11.9 (14)
l. opportunities for advancement	3.35 (0.82)	14.4 (17)	23.7 (28)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.01 (0.85)	53.4 (63)	5.1 (6)
k. good working conditions	3.32 (0.91)	15.3 (18)	13.6 (16)

Table 3 (Continued)

d. opportunities to be creative in fulfilling responsibilities	3.11 (1.00)	6.8 (8)	35.6 (42)
h. variety in work activities	3.37 (0.96)	18.6 (22)	29.7 (35)

o. autonomy and independence in making decisions and performing responsibilities	3.22 (1.02)	21.2 (25)	28.0 (33)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	3.83 (0.94)	45.8 (54)	10.2 (12)
f. job security	4.22 (0.72)	66.9 (79)	3.4 (4)

p. recognition for work well done	3.07 (0.71)	1.7 (2)	23.7 (28)
q. flexible work hours	3.09 (0.95)	7.6 (9)	22.9 (27)
r. opportunities for job sharing	3.04 (0.78)	1.7 (2)	12.7 (15)

Note. Items are ordered in terms of the mean importance ratings on those same items, as reported in Table 2. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate those respondents identifying each component as one of the five greatest advantages and five greatest disadvantages, respectively, of professional employment with Wisconsin DVR.

SURVEY OF STUDENTS AND GRADUATES OF MASTER'S DEGREE PROGRAMS IN
REHABILITATION COUNSELING IN WISCONSIN

1. We are interested in aspects of professional employment that are important to you personally. The beginning of a sentence is given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the following scale:

- 5 = Strongly Agree
4 = Agree
3 = Neutral
2 = Disagree
1 = Strongly Disagree

"It is important to me that my own professional employment provide . . ."

- ___ a. work activities that make full use of knowledge and skill in rehabilitation counseling
- ___ b. work activities that provide a sense of accomplishment
- ___ c. organizational policies that are fair and supportive
- ___ d. opportunities to be creative in fulfilling responsibilities
- ___ e. work demands that do not conflict with moral and ethical principles
- ___ f. job security
- ___ g. opportunities to work with clients or consumers in positive and helpful ways
- ___ h. variety in work activities
- ___ i. reasonable caseload size and paper work demands that allow for doing high quality work
- ___ j. a reasonable and fair salary
- ___ k. good working conditions
- ___ l. opportunities for advancement
- ___ m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- ___ n. meaningful and enjoyable work activities

- o. autonomy and independence in making decisions and performing responsibilities
- p. recognition for work well done
- q. flexible work hours
- r. opportunities for job sharing
- s. opportunities for professional growth and development
- t. competent and supportive colleagues

2. Please identify the five aspects of professional employment listed above that are most important to you by writing the corresponding letters in the spaces below.

3. We are also interested in the extent to which you see Wisconsin DVR as providing each of those same aspects of professional employment. The beginning of a sentence is again given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the same scale:

- 5 = Strongly Agree
- 4 = Agree
- 3 = Neutral
- 2 = Disagree
- 1 = Strongly Disagree

"I see professional employment with Wisconsin DVR as providing . . ."

- a. work activities that make full use of knowledge and skill in rehabilitation counseling
- b. work activities that provide a sense of accomplishment
- c. organizational policies that are fair and supportive
- d. opportunities to be creative in fulfilling responsibilities
- e. work demands that do not conflict with moral and ethical principles
- f. job security
- g. opportunities to work with clients or consumers in positive and helpful ways

- h. variety in work activities
- i. reasonable caseload sizes and paper work demands that allow for doing high quality work
- j. a reasonable and fair salary
- k. good working conditions
- l. opportunities for advancement
- m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- n. meaningful and enjoyable work activities
- o. autonomy and independence in making decisions and performing responsibilities
- p. recognition for work well done
- q. flexible work hours
- r. opportunities for job sharing
- s. opportunities for professional growth and development
- t. competent and supportive colleagues

4. Please identify the five aspects of professional employment listed above that represent the greatest advantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

5. Please identify the five aspects of professional employment listed above that represent the greatest disadvantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

6. Please indicate any prior contact that you have had with Wisconsin DVR (check all that apply)

- received services from the agency as a client
- employment with the agency
- practicum or internship placement
- visit to a Wisconsin DVR office

presentation by agency staff in a class

conversations with agency clients

conversations with fellow students who have had employment or field experience with the agency

none of the above

7. Have you ever applied for employment with Wisconsin DVR?
 Yes No

If no, please indicate the factors that have contributed to your decision not to apply, writing in the space below:

8. If you have completed your master's degree, please indicate the general type of agency where you are now employed

What is your approximate annual salary? _____

What were the major factors that influenced your decision to accept this position (please respond in the space below)?

9. Please indicate your current age _____

10. Please indicate your gender female male

11. Please indicate your racial or ethnic background

African-American Hispanic/Latino

Asian/Pacific Islander White

Native American/American Indian

12. Please indicate the university in which you have pursued your graduate study in rehabilitation counseling

UW-Madison UW-Milwaukee UW-Stout

13. Please indicate the point you have reached in your graduate study toward the master's degree

1993 graduate second year or 1994 grad first year