



TOM TIFFANY

STATE SENATOR • 12TH SENATE DISTRICT

Testimony on Assembly Bill 303 Assembly Committee on Workforce Development September 15, 2015

I would like to thank Chairman Petryk and members of the committee for taking the time to hear Assembly Bill 303 today.

Current law requires job seekers to furnish their Social Security Number in order to gain access to and utilize services provided by the Job Center of Wisconsin website (JCW). Assembly Bill 303 prohibits the Department of Workforce Development (DWD) from requiring job seekers to provide their Social Security Number in order to utilize the JCW. The bill also instructs DWD to assign a unique identification number to job seekers that refuse to provide DWD with their Social Security Number.

Citizens guard their Social Security Number and other vital information from unnecessary or potentially untrustworthy entities, as data breaches and identity theft continue to be serious threats. I strongly believe that Wisconsin taxpayers should be able to utilize this public resource without the threat of identity loss. This bill will allow JCW to better connect job seekers with employers, while protecting personal identities.

Assembly Bill 303 will more closely align Wisconsin with Midwestern states that do not require the use of a Social Security Number for their residents to participate in their respective job search websites (Michigan, Illinois, Iowa, and Minnesota).

I want to thank Representative Loudenberg for all her hard work to ensure personal information is protected and job creation is a priority. My thanks also to all of you for your time and consideration and to the Chairman for holding this hearing.



JOEL KITCHENS

STATE REPRESENTATIVE • 1ST ASSEMBLY DISTRICT

September 15, 2015

AB 303

Committee on Workforce Development

Good Morning Committee Members. Thank you for the opportunity to provide testimony on Assembly Bill 303 relating to: prohibiting DWD from requiring a job seeker to furnish their social security number to that department as a precondition to using the services of the job center network.

Informed citizens are aware that data breaches and identity theft are very real threats. We are often reminded to strictly limit access to our SSN and to adopt a policy of not giving out our SSN unless we are convinced it's required or is to our benefit.

We strongly believe that the state should not request an individual's SSN to track job searches unless it is for Unemployment Insurance (UI) compliance purposes. Individuals should be able to use JCW freely and anonymously without privacy concerns. We are concerned that some individuals are not comfortable entering their SSN and will not use this resource for that reason.

The requirement that an individual must enter his or her SSN to use JCW came to Rep. Loudenbeck's attention several years ago. She met with the Department of Workforce Development numerous times on this issue and was told that the U.S. Department of Labor requires a SSN for state job search websites. She was told that the state is required to track UI job searching as well as gather demographic data on all job searchers through JCW.

Numerous other states do not require a SSN to use their state job search websites, including Michigan and Illinois. Wisconsin should be on a level playing field with our Midwestern neighbors when it comes to competing for job seekers.

Beyond the importance of individual freedom to use a taxpayer-funded jobs data base, we are also gravely concerned about the security of our citizens' identifying information. A recent federal data breach exposed the personal information of at least 21.5 million former and current federal employees. The breach originated in China and focused on employee social security numbers.
<http://www.foxnews.com/politics/2015/07/09/hackers-stole-social-security-numbers-from-215-million-govt-admits/>

We hope you will join us in this effort to protect the privacy of job seekers who wish to use this taxpayer-funded resource.

We are happy to answer any questions at this time.

**Assembly Committee on Workforce Development
Provided by Georgia Maxwell, Deputy Secretary
September 15, 2015**

Chairperson Petryk and fellow committee members, thank you for the opportunity today to testify on Assembly Bill 303 regarding the use of social security numbers on the Job Center of Wisconsin website.

I first want to thank you for recognizing the tremendous value of JobCenterofWisconsin.com as a resource for job seekers, employers, educators and other stakeholders.

The Department of Workforce Development (DWD) delivers the federally mandated public labor exchange online through JobCenterofWisconsin.com. This popular website connects job seeker talent with employer opportunities at no cost to either the job seeker or the employer, 24 hours a day.

Thanks to Governor Walker's vision and the Legislature's support during the last biennium, DWD is making the most significant improvements to the site since its launch in 2008. This week, we roll out the first phase: a redesigned, modern and mobile-friendly website with improved usability and enhanced tools to drive hiring results and target in-demand careers.

As the committee may be aware, the main funding source for the Job Center of Wisconsin website is the US Department of Labor's (USDOL) Wagner-Peyser funds. This \$12 million annual allocation is also used to fund the state's labor exchange in addition to local job center staff and resource rooms.

The federal government's funds, as the committee knows, do not come without strings attached. The State of Wisconsin is required to report various metrics and outcomes to the USDOL on a regular basis, demonstrating the use of the federal funding, and we are also subject to periodic audits by the federal government.

The metric in question that interacts with this legislation is the reporting of self-service activities at DWD. In a memo dated February 17, 2006, USDOL began requiring all states to report counts of individuals using a state labor exchange, as well as their activities while in the exchange.

A self-service activity is performed by a participant who provides basic contact information and receives any federally funded job training programs in a one-stop career center, satellite center, a partner agency's physical location, or via the internet. The latter includes, among many services, basic and advanced job searches using JobCenterofWisconsin.com.

During a comprehensive audit by USDOL in 2010, the State of Wisconsin was found not in compliance with federally mandated tracking and reporting provisions, and that we must start tracking this information on a per-participant basis.

The state determined the most effective and cost-efficient solution would be to track each participant by the establishment of a JCW account and inclusion of an social security number, as was already being done through the site's secure, confidential system for specific populations. Users often provided social security information on a voluntary basis, allowing us to more effectively target services and resources based on their individual needs.

The federal government affirmed this solution to bring the state of Wisconsin into compliance, and additional systems programming work was performed allowed the state to require social security numbers of registrants who use the labor market exchange for self-service activities.

To be clear, a user provides his or her social security number one time, during initial registration, and from then on accesses JobCenterofWisconsin.com through secure logon and password credentials they create during the registration process.

The federally approved solution for Wisconsin to meet reporting mandates by tracking JobCenterofWisconsin.com users through their social security number, using our secure and confidential system, would be prohibited through the provisions Assembly Bill 303.

At this time we have no other solution in place to track and report data by participant.

Consequently, the state of Wisconsin would immediately become non-compliant with federal tracking and reporting mandates and, ultimately, the millions of federal dollars in employment and training resources we receive every year to serve job seekers, employers, economic developers, educators and other stakeholders – resources for JobCenterofWisconsin.com, for our Job Center sites and other locations - would be placed in jeopardy.

We appreciate the concerns shared by the bill's authors about the protection of personal information, even as we have great confidence in the security and confidentiality of our existing JobCenterofWisconsin.com. In addition to performing ongoing security upgrades as appropriate, we are studying the feasibility of a "quick search" option that would yield limited job posting data through JobCenterofWisconsin.com without first requiring registration and a social security number.

We are exploring potential technology and resources that would alleviate concerns about requiring personal information to use JobCenterofWisconsin.com. For example, we also have applied for a federal grant to implement a common identifier system that does not use social security number as the basis. The grant request of \$6 million reflects the significant investment that Wisconsin would need to implement a multi-agency and service provider system as an alternative to the federally approved, cost-efficient and secure tracking solution that exists currently with the creation of a JCW account.

Thank you again for allowing us to come before the committee regarding this issue and I am happy to answer any questions at this time.



Testimony of

Caitriona Fitzgerald, State Policy Coordinator

Electronic Privacy Information Center (EPIC)

Hearing on

Assembly Bill 303 relating to: prohibiting the Department of Workforce Development from requiring a job seeker to furnish his or her social security number to that department as a precondition to using the services of the job center network, including using the job center network Internet site.

Before the

Committee on Workforce Development

Wisconsin State Assembly

September 15, 2015

I. Introduction

My name is Caitriona Fitzgerald, and I am the State Policy Coordinator for the Electronic Privacy Information Center (EPIC). EPIC is a non-partisan research organization established in 1994 to focus public attention on emerging privacy and civil liberties issues.¹ We work with a distinguished panel of advisors in the fields of law, technology, and public policy.² EPIC is pleased to respond to Representative Loudenbeck's request for testimony on Assembly Bill 303 Relating to: *prohibiting the Department of Workforce Development from requiring a job seeker to furnish his or her social security number to that department as a precondition to using the services of the job center network, including using the job center network Internet site.*

EPIC has participated in the leading cases involving the privacy of the Social Security Number ("SSN") and has frequently testified in Congress about the need to establish privacy safeguards for the SSN to prevent the misuse of personal information.³ EPIC also maintains an archive of information about the SSN online.⁴

¹ About EPIC, EPIC, <https://epic.org/epic/about.html>.

² EPIC Advisory Board, EPIC, https://epic.org/epic/advisory_board.html.

³ See, e.g., *Greidinger v. Davis*, 988 F.2d 1344 (4th Cir. 1993) ("Since the passage of the Privacy Act, an individual's concern over his SSN's confidentiality and misuse has become significantly more compelling"); *Beacon Journal v. Akron*, 70 Ohio St. 3d 605 (Ohio 1994) ("the high potential for fraud and victimization caused by the unchecked release of city employee SSNs outweighs the minimal information about governmental processes gained through the release of the SSNs"); Marc Rotenberg, Exec. Dir., EPIC, *Testimony at a Hearing on Protecting the Privacy of the Social Security Number from Identity Theft, Before the H. Ways & Means Subcom. on Social Security*, 110th Cong. (June 21, 2007), available at https://epic.org/privacy/ssn/idtheft_test_062107.pdf; Marc Rotenberg, Exec. Dir., EPIC, *Testimony at a Joint Hearing on Social Security Numbers & Identity Theft, Before the H. Fin. Serv. Subcom. on Oversight & Investigations and the H. Ways & Means Subcom. on Social Security*, 104th Cong. (Nov. 8, 2001), available at http://www.epic.org/privacy/ssn/testimony_11_08_2001.html; Chris Jay Hoofnagle, Legislative Counsel, EPIC, *Testimony at a Joint Hearing on Preserving the Integrity of Social Security Numbers and Preventing Their Misuse by Terrorists and Identity Thieves Before the H. Ways & Means Subcom. on Social Security & the H. Judiciary Subcom. on Immigration, Border Sec. & Claims*, 105th Cong. (Sept. 19, 2002), available at <http://www.epic.org/privacy/ssn/ssntestimony9.19.02.html>.

⁴ Social Security Numbers, EPIC, <https://epic.org/privacy/ssn/>.

It is important to emphasize the unique status of the SSN in the world of privacy. There is no other form of individual identification that plays a more significant role in record-linkage and no other form of personal identification that poses a greater risk to personal privacy.

This testimony will outline: the history of the SSN, the importance of limiting SSN collection, why DWD's collection of users' SSN is an unnecessary privacy risk, and other states' approaches to providing job search services without collecting SSN.

II. Social Security Number History and the Importance of Limiting SSN Collection

SSN is the classic example of "mission creep," where a program designed for a specific, limited purpose has been transformed for additional, unintended purposes, some times with disastrous results. The pervasiveness of the SSN and its use to both identify and authenticate individuals threatens privacy and financial security.

These risks associated with the expanded use of the SSN and identification cards underscore the importance of the bill being heard today.

The SSN was created in 1936 for the purpose of administering the Social Security laws. SSNs were intended solely to track workers' contributions to the Social Security fund.⁵ Legislators and the public were immediately distrustful of such a tracking system, which can be used to index a vast amount of personal information and track the behavior of citizens. Public concern over the potential abuse of the SSN was so high that the first regulation issued by the new Social Security Board covered confidentiality and privacy.⁶

⁵ U.S. Social Security Administration, *The Story of the Social Security Number*, <http://www.ssa.gov/policy/docs/ssb/v69n2/v69n2p55.html>.

⁶ U.S. Social Security Administration, *Regulation No. 1*, <http://www.ssa.gov/history/reg1.html>.

Over time, however, legislation allowed the SSN to be used for purposes unrelated to the administration of the Social Security system. For example, in 1961 Congress authorized the Internal Revenue Service to use SSNs as taxpayer identification numbers.

A major government report on privacy in 1973 outlined many of the concerns with the use and misuse of the Social Security Number that show a striking resemblance to the problems we face today. Although the term “identify theft” was not yet in use, *Records Computers and the Rights of Citizens* described the risks of a “Standard Universal Identifier,” how the number was promoting invasive profiling, and that many of the uses were clearly inconsistent with the original purpose of the 1936 Act. The report recommended several limitations on the use of the SSN and specifically said that legislation should be adopted “prohibiting use of an SSN, or any number represented as an SSN for promotional or commercial purposes.”⁷

In enacting the landmark Privacy Act of 1974, Congress recognized the dangers of widespread use of SSNs as universal identifiers, and included provisions to limit the uses of the SSN. The Privacy Act makes it unlawful for a government agency to deny a right, benefit or privilege because an individual refuses to disclose his or her SSN. Section 7 of the Privacy Act specifically provides that any agency requesting that an individual disclose his or her SSN must “inform that individual whether that disclosure is mandatory or voluntary, by what statutory authority such number is solicited, and what uses will be made of it.”⁸ The Privacy Act makes clear Congress’ recognition of the dangers of widespread use of SSNs as universal identifiers.

The Senate Committee report stated that the widespread use of SSNs as universal identifiers in the public and private sectors is “one of the most serious manifestations of privacy

⁷ Dep’t of Health, Educ. & Welfare, Secretary’s Advisory Comm. on Automated Personal Data Systems, Records, Computers, and the Rights of Citizens 125-35 (MIT 1973), available at <http://www.epic.org/privacy/hew1973report/>.

⁸ Privacy Act of 1974, 5 U.S.C. § 552 (a) (2006).

concerns in the Nation.” Short of prohibiting the use of the SSN outright, Section 7 of the Privacy Act provides that any agency requesting that an individual disclose his SSN must “inform that individual whether that disclosure is mandatory or voluntary, by what statutory authority such number is solicited, and what uses will be made of it.” This provision attempts to limit the use of the number to only those purposes where there is clear legal authority to collect the SSN. It was hoped that citizens, fully informed that the disclosure was not required by law and facing no loss of opportunity in failing to provide the SSN, would be unlikely to provide an SSN and institutions would not pursue the SSN as a form of identification.

But the reality is that today the SSN is the key to some of our most sensitive and personal information, and it is more vulnerable than ever. According to a recent Pew Research Report, 90% of adults said that they were “very sensitive” about their social security number, the highest percentage of any set of personal information, including health data and content of their phone conversations.⁹ This past June, the Office of Personnel Management was the target of one of the worst data breaches in US history. News reports suggest that the personal information, including SSNs, of more than 18 million government employees may have been breached.¹⁰ Also this year, taxpayer data for over 610,000 Americans, including SSNs, was stolen from the Internal Revenue Service.¹¹ These breaches demonstrate why Section 7 of the Privacy Act is so important and why DWD should not be unnecessarily collecting Wisconsin job seekers’ social security numbers.

⁹ Mary Madden et al., *Public Perceptions of Privacy and Security in the Post-Snowden Era*, Pew Research Center, Washington D.C. (November 12, 2014). <http://www.pewinternet.org/2014/11/12/public-privacy-perceptions/>, accessed on September 14, 2015.

¹⁰ Evan Perez and Shimon Prokupecz, “U.S. data hack may be 4 times larger than the government originally said.” (June 24, 2015) <http://edition.cnn.com/2015/06/22/politics/opm-hack-18-million/index.html>

¹¹ Lisa Rein, “IRS says breach of taxpayer data far more widespread than it first thought: 610,000 taxpayers at risk.” (August 17, 2015) <http://www.washingtonpost.com/blogs/federal-eye/wp/2015/08/17/irs-says-breach-of-taxpayer-data-far-more-widespread-than-it-first-thought-610000-taxpayers-at-risk/>

III. The Wisconsin Dept. of Workforce Development's SSN Requirement to Use the Job Center Network is an Unnecessary Privacy Risk

The Wisconsin Department of Workforce Development ("DWD") requires a user to enter their SSN to use most of the job search tools on the Job Center of Wisconsin website.¹² The website gives the user the option to decline to provide SSN, but doing so basically strips all functionality from the site. The legislation under consideration, AB303, prohibits the DWD from requiring a job seeker to furnish his or her SSN as a precondition to using the services of the Job Center website.

DWD has indicated that the U.S. Department of Labor ("DOL") requires the agency to report self-service participants and the Department was required by DOL to change its online registration in 2011 after a comprehensive review. DOL referenced the Wagner-Peyser Act and "DOL's Training and Employment Notice (TEN) 08-10 reporting recommendations" as the basis of their finding.

TEN 08-10 states:

While individual state online systems will vary, in general, only those individuals who complete a registration process and engage in self-directed or informational activities, such as posting a resume or application, searching for job opening, or requesting a referral to a job listing are to be counted as self-service Wagner-Peyser and [Workforce Investment Act] Adult program participants. All anonymous individuals are excluded as are individuals that do not provide a social security number (or alternative unique identification number).¹³

Further, a 2008 Guidance Letter from the Department of Labor's Employment and Training Administration Advisory System entitled "Policy for Collection and Use of Workforce System Participants' Social Security Numbers" states:

¹² See <https://jobcenterofwisconsin.com>

¹³ Department of Labor, Training and Employment Notice No. 08-10, *available at* <http://wdr.doleta.gov/directives/attach/TEN/ten2010/ten08-10.pdf> (2010).

This guidance does not imply or require that a participant provide a social security number to the state to receive services through [the Workforce Investment Act] or any other workforce investment program, with the exception of a participant filing a claim for unemployment compensation. In instances where a participant does not provide a social security number, states should exclude the outcomes of this individual from performance measures, unless supplemental information is available to verify the performance outcomes for non-wage based measures, which is consistent with established policy.¹⁴

Thus, it is clear that states can develop alternate techniques for unique identification of program participants. The Guidance Letter goes on to state that states must “[keep] in mind that the state must not deny access to any participant who refuses to provide a social security number,” citing Section 7 of the Privacy Act.¹⁵

IV. Other States Do Not Require SSN Collection for Job Seekers

Other states have managed to implement the Workforce Investment Act and offer their residents online job seeker tools without requiring the collection of the SSN. For example, Michigan¹⁶ and New York¹⁷ require a unique email address, but not SSN. Minnesota’s job search website states:

You are encouraged, but not required, to provide your Social Security Number (SSN). We use your SSN to improve our service. Every precaution is taken to safeguard your private data, including encryption and secure databases. If you choose not to share your SSN, please enter a unique nine-digit number beginning with the number 9.¹⁸

In Illinois, a user can simply decline to provide their SSN, but can still use the job seeker tools.¹⁹

¹⁴ U.S. Department of Labor, Employment and Training Administration Advisory System: “Policy for Collection and Use of Workforce System Participants’ Social Security Numbers,” *available at* <http://wdr.doleta.gov/directives/attach/TEGL/TEGL05-08.pdf> (2008).

¹⁵ *Id.*

¹⁶ Pure Michigan Talent Connect, <https://jobs.mitalent.org/job-seeker-create-account/> (last visited Sept. 14, 2015).

¹⁷ New York State Career Services, <https://labor.ny.gov/careerservices/careerservicesindex.shtm> (last visited Sept. 14, 2015).

¹⁸ MinnesotaWorks.Net, <https://www.minnesotaworks.net/Registration/SeekerRegistration.aspx> (last visited Sept. 14, 2015).

¹⁹ Illinois Job Link, https://illinoisjoblink.illinois.gov/ada/mn_jsreg_dsp.cfm (last visited Sept. 14, 2015).

In Florida, a 2007 memorandum²⁰ from the state's Director for Workforce Services specified how to create a pseudo social security number specifically for individuals who cannot, or refuse to, provide their social security number but who are requesting Wagner-Peyser services. It directs career center staff to construct a number as follows:

1. Enter "9" as the first digit.
2. Enter the last two digits of the jobseeker's birth year as the next two digits.
3. Enter zeros as the two middle digits, and
4. The last four digits will be sequentially the month and day of birth.

EPIC favors technological innovation that enables the development of context-dependent identifiers. Such a decentralized approach to identification is consistent with our commonsense understanding of identification. If you're going to do banking, you should have a bank account number. If you're going to the library, you should have a library card number. If you're renting videos from a video rental store, you should have a video rental store card number. Utility bills, telephone bills, insurance, the list goes on.²¹ These context-dependent usernames and passwords enable authentication without the risk of a universal identification system. That way, if one number gets compromised, all of the numbers are not spoiled and identity thieves cannot access all of your accounts. All of your accounts can become compartmentalized, enhancing their security. Wisconsin's DWD could develop such an approach for its Job Center website.

V. Conclusion

There is little dispute that identity theft is one of the greatest problems facing consumers in the United States today. There are many factors that have contributed to this crime, but there is

²⁰ <http://www.floridajobs.org/PDG/Memos/pdf/general/PseudoSSNs062907.pdf>

²¹ Testimony of Marc Rotenberg, Computer Professionals for Social Responsibility, "Use of Social Security Number as a National Identifier," Before the Subcomm. on Social Security of the House Comm. on Ways and Means, 102d Cong., 1st Sess. 71 (February 27, 1991).

no doubt that the misuse of the Social Security and the failure to establish privacy safeguards are key parts of the problem.

It is simply inconsistent with Section 7 of the Privacy Act to require a Wisconsin resident to surrender their social security number in order to perform the simple task of searching for a job. DWD can choose to develop a different technique for authenticating users or it can alter its approach as to which users are reported to DOL as self-service participants. No matter the solution, Wisconsin job seekers should not be denied access to useful information provided by the state because they do not want to disclose their SSNs.

To Search Jobs or Create a Resume you must register.

Required Fields

Your Social Security Number (SSN) is needed for federal reporting. It will be treated in a secure and confidential manner and will never be shared with employers. You must enter your CORRECT Social Security Number, which will help us serve you better.

This is especially important if you:

- are a military veteran
- want individual help from a Job Center
- need assistance with training
- are receiving unemployment insurance or other public assistance. If you knowingly provide the Department with a false SSN you will be ineligible for unemployment insurance benefits. You will remain ineligible until the week in which you provide your correct SSN.

Verification:

Social Security Number: []-[]-[]-[]-[]-[]

Re-Enter Social Security Number: []-[]-[]-[]-[]-[]

Date of Birth: []/[]/[] min/dd/yyyy

Gender: [select gender]

To Search Jobs or Create a Resume you must register.

Required Fields

First Name: John
 Middle Initial: []
 Last Name: Doe
 Zip Code: []-[]-[]
 Address 1: []
 Address 2: []
 City: []
 State: []
 County: []
 Phone Number: []-[]-[]-[]-[]-[]
 Phone Type: []
 Alternate Phone Number: []-[]-[]-[]-[]-[]
 Alternate Phone Type: []
 Email Address: test@abc.com

STATE OF WISCONSIN DWD

Please tell us about your military service.

Veteran status is asked to determine if you are eligible for special services, and to evaluate our service delivery. Qualified veterans that register on the Job Center of Wisconsin website are eligible for employment and training assistance. Some training opportunities may only be available to a veteran or a qualifying member of a veteran's family.

Have you attended a Transition Assistance Program (TAP) Workshop within the last 3 years?
 Yes No

TAP course attended date: []-[]-[]

Have you been discharged or retired?
 Yes, discharged No
 Yes, retired

Service duty start date: []-[]-[]

Do you have a VA rated service-connected disability?
 Select status: []

Branch of service: []

Rank: []

Military occupation title/specialty: []
 Unit, Affiliation and Honors: []

Campaign veteran: Yes No

Are you currently homeless? Yes No

Unsubscribe from Veteran Priority of Service Job Alerts? Yes No

Veteran Status:

Are you the spouse of any of the following? (Reference: 20 CFR Part 890)

(1) Any veteran who died of a service connected disability;
 OR
 (2) Any member of the Armed Forces serving on active duty who, is listed in one or more of the following categories and has been so listed for a total of more than 90 days:
 (i) Missing in action;
 (ii) Captured in line of duty by a hostile force; or
 (iii) Forcibly detained or interned in line of duty by a foreign government or power;
 OR
 (3) Any veteran who has a total disability resulting from a service connected disability, as evaluated by the Department of Veterans Affairs;
 OR
 (4) Any veteran who died while a disability, as indicated in paragraph (1) of this section, was in existence.

Yes No

What is your primary language?

English Albanian
 American Sign/Uses TTY Arabic
 Bosnian/Croatian/Serbian Cambodian
 Chinese French
 German Greek
 Hebrew Hindi
 Hmong Italian
 Japanese Korean
 Laotian Norwegian
 Persian/Farsi Polish
 Russian Somali
 Spanish Swedish
 Tagalog Thai
 Tibetan Urdu
 Vietnamese Other

Seasonal Farm Worker (must answer "YES" or "TRUE" to all conditions)

- You worked for a total of at least 25 days (or parts of days-not necessarily in a row) in which some work was performed in farm work
- earned at least half of your income or more from farm work
- were not employed in farm work year round by the same employer
- if you were a full-time student, you were/are a non-migrant full-time student

Migrant Farm Worker (must answer "YES" or "TRUE" to all conditions)

- You were a "seasonal farm worker" who had to travel to do the farm work and you were unable to return to your permanent residence within the same day
- if you were a full-time student, you traveled with your family.

Migrant Food Processing (cannery) Worker (must answer "YES" or "TRUE" to all conditions)

- You worked for a total of at least 25 days (or parts of days-not necessarily in a row) in which some work was performed in food processing (including cannery)
- earned at least half of your earned income or more from processing work
- were not employed year round by the same employer
- had to travel to do food processing work and were unable to return to your permanent residence within the same day
- if you were a full-time student, you traveled with your family.

None of the above

STATE OF WISCONSIN

To Search Jobs or Create a Resume you must register.

Required Fields

Education Status: [Select education status]
 Education Level: [Select education status]
 Employment Status: [Select employment status]

Unemployment Insurance Status?
 I am filing for unemployment benefits and was mandated to register as part of my application.
 I am receiving unemployment benefits but was not directed to register.
 I am receiving unemployment benefits and was instructed to attend a re-employment services orientation.
 I am not receiving unemployment.

Have you served in the military?
 Yes No
 Are you currently serving on active duty in the U.S. Military?
 Yes No

Are you the spouse of a veteran?
 Yes No

STATE OF WISCONSIN

To Search Jobs or Create a Resume you must register.

Required Fields

Ethnicity/heritage: Hispanic or Latino Non Hispanic or Latino
 Decline to Respond

Race: American Indian or Alaskan Native Black or African American
 White Asian
 Hawaiian Native or other Pacific Islander Other
 Decline to Respond

Limited English reading skills? Yes No
 Limited English speaking skills? Yes No
 Disability: [select status] [select type of disability]

Working as a seasonal farm worker, or a migrant farm or food processing worker in the last twelve months? Yes No

JOB CENTER OF WISCONSIN

MENU

- 1 Verification
- 2 Contact
- 3 Status
- 4 Profile
- 5 Confirmation

To Search Jobs or Create a Resume you must

STATE OF WISCONSIN

To Search Jobs or Create a Resume you must register.

Please review the following information for accuracy. If the information is correct, click on the "Finish Registration" button at the bottom of the page.

If the information is not correct, please click on the "VERIFICATION" tab above to re-enter your information. Click on the "Move to Next Step" button to continue to the next tab to continue re-entering your information.

It is important that the email you provide is correct, as you will receive important information regarding your resume and job search via email.

First Name: John
 Middle Initial: []
 Last Name: Doe
 Social Security Number: ***-**-3210
 Date of Birth: 10/6/1980
 Gender: Male
 Address 1: 123 Main Street
 Address 2: []
 County: Dane
 City: MADISON
 State: WISCONSIN
 Zip Code: 53711
 Country: []
 Phone Number: (608) 855-1234 (Home)
 Alternate Phone Number: []
 E-mail: test@abc.com

I accept Job Center of Wisconsin's Terms and Conditions.

Finish Registration

Start of Old Registration Process

More Information Needed

To continue, we need to collect some additional information. Registrants may be eligible for training funded by federal or state programs designed to assist a job seeker in obtaining employment. Job Service staff work directly with registered individuals to identify specific program funded services.

Why we need the data:

- Your Social Security Number (SSN) is needed for federal reporting. It will be treated in a secure and confidential manner and will never be shared with employers.
- Demographic information (age, gender, ethnicity, race, and disability status) is collected to help us evaluate our performance, and in some cases to determine if you are eligible for other programs or services.
- Veteran status is asked to determine if you are eligible for special services, and to evaluate our service delivery. Qualified veterans that register on the Job Center of Wisconsin website are eligible for employment and training assistance. Some training opportunities may be available to a veteran or a qualifying member of a veteran's family.
- Privacy: Personal information you provide may be used for secondary purposes. Privacy Law, s. 15.04(1)(m), Wisconsin Statutes.

Please select the Decline button to return to Job Seeker Tools. By doing so you will not be able to complete the registration process.

Please select the Continue button to proceed.

Register For Services/Update

Your Social Security Number (SSN) is needed for federal reporting. It will be treated in a secure and confidential manner and will never be shared with employers.

You must enter your CORRECT Social Security Number, which will help us serve you better. This is especially important if you:

- are a military veteran
- are receiving Unemployment Insurance or other public assistance. If you knowingly provide the Department with a false Social Security Number, you will be ineligible for unemployment insurance benefits. You will remain ineligible until the week in which you provide your correct Social Security Number.
- want individual help from a Job Center
- need assistance with training

Thank you for your cooperation. Your Social Security Number will be kept confidential.

Identity Info:
Please enter the following to secure your identity within the Job Center of Wisconsin.
Social Security #: (###-##-####)
Re-Enter Social Security #: _____

Use "Back" and "Continue" buttons to move from page to page.

Returning to Update After Initial Reg.

Register For Services/Update

Identity Info:
Date Of Birth: (MM/DD/YYYY) / /
Gender: Male Female

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Contact Info:
Please enter the following contact information.
First Name: _____
Middle Initial: _____
Last Name: _____
Suffix: _____
Email: (abc@def.com)
Don't Date an Email: _____
Home Phone: (999 555 1234) _____
Messages: (999 555 1234) _____
Cell Phone: (999 555 1234) _____

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Contact Info:
Please give us information about where you LIVE.
Street Address: (no PO Box or PO number) _____
Home Address: (if not same as street address) _____
City: _____
State: (select from list) _____
Extension is optional. Do you want to enter another address where you receive mail? Yes No
Check this box if you live OUTSIDE the U.S. or its possessions.

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

English Language Proficiency:
Do you have limited English reading skills? Yes No
Do you have limited English speaking skills? Yes No

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Education Status:
I currently: _____
The highest grade I have completed: _____

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Demographics:
(Federally required information, not shared with employers.)
Are you Hispanic or Latino/Latina? Yes No Decline To Respond
Race (Select all that apply):
White Black or African American Asian Indian or Asian Native Hawaiian Native or other Pacific Islander Other Decline To Respond

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Demographics:
(Federally required information, not shared with employers.)
Are you employed? Yes No
Unemployment Insurance status? I am filing for unemployment benefits and was mandated to register as part of my application. I am receiving unemployment benefits but was not directed to register. I am receiving unemployment benefits and was instructed to attend a re-employment services orientation. I am not receiving unemployment. I did not attend my unemployment benefits.

Do you have a Disability? Yes No Decline To Respond

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Contact Info:
County: _____

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

English Language Proficiency:
What is your primary language?
English Albanian American Sign/Uses TTY Arabic Bosnian/Croatian/Serbian Cambodian Chinese French German Greek Hebrew Hindi Hungarian Italian Japanese Korean Laotian Norwegian Persian/Farsi Polish Russian Somali Spanish Swedish Tagalog Thai Tibetan Urdu Vietnamese Other

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Military Status:
Have you served, or are you currently serving on active duty in the U.S. Military?
Note: National Guard and Military Reserve personnel who have not served active duty should respond "No".
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Military Status:
Have you attended a Transition Assistance Program (TAP) Workshop within the last 3 years?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Have you been discharged?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Are you a former member in active duty status (including separation leave) and is within 24 months of retirement or 12 months of separation?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Are you the spouse of a veteran?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Have you been awarded an Armed Forces Campaign Badge or Expeditionary Medal?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Is your service connected disability rating 30% or more?
OR
Is your service-connected disability rating of 10 or 20 percent, and determined by DVA to be a serious employment handicap?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Were you discharged or released from military service with a discharge? (Reference: Title 38 USC 101-2)
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Are you the spouse of any of the following? (Reference: 38 CFR Part 1010)
OR
(1) Any veteran who died of a service-connected disability;
OR
(2) Any member of the Armed Forces serving on active duty who, in line of duty or in the line of duty, was killed in action or died of a service-connected disability;
OR
(3) Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs;
OR
(4) Any veteran who died while a disability, as indicated in paragraph (3) of this section, was in existence.
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Migrant/Seasonal Farm Worker Status:
Have you been working as a seasonal farm worker, or a migrant food processing worker in the last twelve months?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Migrant/Seasonal Farm Worker Status:
Select the Option that best describes you:
Seasonal Farm Worker (most common "YES" or "TRUE" in all conditions)
Migrant Farm Worker (most common "YES" or "TRUE" in all conditions)
Migrant Food Processing (Common) Worker (most common "YES" or "TRUE" in all conditions)
None of the above

Use "Back" and "Continue" buttons to move from page to page.

Register For Services/Update

Registration Complete:
You may be eligible for special services available only to Veterans or Spouses of deceased or disabled Veterans. Please contact a Veteran Representative at a Job Center near you to learn more about these services. You can find a list of Job Centers through a link on the Job Center of Wisconsin home page.
Your Registration has been saved successfully. Please select the Continue button to proceed.

Register For Services/Update

Veteran Status:
Are you a former member in active duty status (including separation leave) and is within 24 months of retirement or 12 months of separation?
Use "Yes" or "No", and "Back" buttons to move from page to page.

Register For Services/Update

Veteran Status:
Are you a former member in active duty status (including separation leave) and is within 24 months of retirement or 12 months of separation?
Use "Yes" or "No", and "Back" buttons to move from page to page.

B

END