

Update: July 2011

Reemployment Update

State Centers Aren't Enough to Help Job Seekers

As the nation continues to face ongoing joblessness, what seems clear is that current services at state one-stop job centers are not working for job seekers. The states face a number of problems that prevent them from being more effective, including low funding and inadequate staff. It appears likely that it is going to be up to employers to take the lead in helping their transitioning employees and managing their unemployment costs.

According to a study released this past May, job seekers using our nation's government work centers are not getting what they need to be effective - staff time.¹ The US Department of Labor study indicates that *"in general, self-service customers who do not receive at least an initial assessment do not tend to successfully conduct efficient job searches on their own."* Even prior to today's tightened budgets and overburdened workforce centers, the report finds that only one in eight job seekers received staff time, and in some centers only one in fifty received staff help.

This may explain why most job seekers today do not access the state government resource rooms – rooms set up to provide access to computers, Internet resources, and other job search tools. The study found that about half of those who visit the resource room do so only once per year. More concerning is that of customers who later found a job: 48 percent reported that the services were not at all helpful, and another 24 percent reported them as only somewhat helpful.¹

The study also suggested the workforce centers have strained capacity in their resource rooms. Surveys suggest that most local providers would like to offer more workshops or more frequent orientations, improved tools for self assessments, and better resources for educational development, but budget woes appear to make significant improvements unlikely in the near future. One expert estimates that funding for services for U.S. workers has declined by about one-third in real dollar terms between 1984 and 2000.

Fortunately for job seekers, brick and mortar workforce centers aren't the only place to search for a job. Much job search is now done on the Internet via job boards, online job board aggregators, social networks like LinkedIn and Facebook, and employer websites. Recent data suggests as much as 50% or more of available jobs may be visible thanks to the Internet, whereas only 20% were believed to be visible historically.

As an employer, it's in your best interest to see your transitioning employees get the help they need to find their next job. Having a good reemployment strategy that includes necessary components like one-on-one coaching, online tools and curriculum, and networking opportunities can help job seekers get back to work significantly faster, providing a truly desirable result for all parties involved.

TALX can assist you in developing reemployment strategies that can benefit both your transitioning employees and your company's bottom line. For additional information regarding this article and other unemployment or reemployment updates, please visit our blog at <http://blog.talx.com/> or contact Pete Krieshok at 314-214-7325, or by e-mail at pkrieshok@talx.com.

¹ Employment Notice No. 43-10, Pg. 185 Exhibit 10