



NEW MEDIA INC.

EMPLOYMENT CONNECTIONS



Friday, September 3, 2021

A Northeast Wisconsin Guide to Employment Opportunities



Aarrowcast is Shawano's largest manufacturing employer and is looking to add 60 additional employees in a job market that has left many employers struggling to fill open positions. Hear about the issues from some of those employers in the headline story on PAGE 5 OF THIS SPECIAL LABOR DAY EDITION OF NEW MEDIA SUMMER.

GREG MELLIS | NEW MEDIA

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Maintenance Specialist	\$14.65/HR	Full Time Available

Finance:

Count Associate	\$14.65/HR	Full Time and Part-Time Available
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Potential applicants can complete the attached Job Application and submit this on-site to our Human Resources department, or they can complete and submit an online applications.

This can be found on this link : <https://ho-chunknation.com/wp-content/uploads/2019/11/Application-for-employment-2.6.pdf>

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LIBRARY DIRECTOR JOB POSTING OCONTO FALLS PUBLIC LIBRARY

The Board of Trustees of the Oconto Falls Public Library in Oconto Falls, Wisconsin, is seeking an organized and spirited leader to direct the operation of its community library. The City of Oconto Falls is a dynamic and growing community of just over 3,000 citizens and is located on the beautiful flowing Oconto River. The library also serves as a community resource for outlying rural townships and villages. This community has an excellent school system, two beaches, east and west side, a 9-hole golf course, hiking and biking trails, three banks and one credit union, two health clinics, and the HSHS St. Clare Memorial Hospital.

RESPONSIBILITIES: Under the direction of the Board of Trustees, this position manages all aspects of library operations including but not limited to:

1. The hiring, mentoring and supervision of all librarians, assistants, substitutes, and volunteers who work in the library.
2. Managing of all library resources, including human resources.
3. Purchasing, cataloging, and organization of acquisitions.
4. Designing and implementing services and programs for users of all ages.
5. Budgetary preparation, monitoring and maintenance, with emphasis of use of spreadsheets and databases.
6. Assisting the Board with long-range planning and policy development.
7. Overseeing the maintenance and safety of the library building and grounds; collaborating with city personnel.
8. Work closely with Nicolet Federated Library System and OWLSnet Consortium following policies and procedure established by both.
9. Knowledge of a variety of computer systems, and the ability to teach systems to both staff and the public.

QUALIFICATIONS: A Bachelor's Degree from a four-year university and a Wisconsin Public Librarian Certification, Grade II, or eligibility for a Grade II Wisconsin Library Certificate within two years of hiring; knowledge of current library practices, technology and trends; advanced budgetary planning and monitoring experience; excellent interpersonal skills; and the ability to develop and maintain effective working relationships with their staff, the Board, the City of Oconto Falls officials, community organizations, and the general public.

COMPENSATION: The total compensation and benefits is based on qualifications, work history and experience, with a minimum starting salary range of \$38,000 to \$45,000 for a full-time position. The position may at times require working evenings and Saturdays. Benefits include vacation, sick, personal time, holiday pay, and retirement, with dental and vision available as an add-on.

APPLICATION PROCESS: Applicants are requested to submit a cover letter, resume, college transcript, a City of Oconto Falls job application form (available at <https://cityofocontofalls.com/employment/>), and three professional references by September 30th, 2021. Finalists may be required to furnish additional information. Materials should be submitted as follows:

By Email (Preferred): treasurer@ci.ocontofalls.wi.us

By mail: Joan Denis
City of Oconto Falls Library
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Shawano County businesses look for employees

Staff shortages attributed to COVID-19 pandemic, housing, lifestyle changes

By **LUKE REIMER**
Reporter

Labor Day 2021 finds many Shawano County businesses putting “help wanted” signs in their windows to attract more people to work for them.

“I am hearing that every employer is looking for workers,” said Peter Thillman, Shawano County Economic Progress, Inc. chief economic development officer.

One reason for the decline in available employees is retirements, Thillman said.

“We have a limited number of people to fill the large number of openings,” he said. “This is part of the demographic reality as we have a large number of workers who will be exiting the job market over the next few years as they retire. The labor market is not growing fast enough to cover the retirements.”

“Many baby boomers are retiring,” said Nancy Smith, Shawano County Chamber of Commerce executive director. “There just aren’t enough qualified workers available. This is not a new issue, but has been magnified by the pandemic.”

Business and county officials said the COVID-19 pandemic has had its effect on employment in the county.

“Some have chosen to stay out of the workforce out of concern with COVID,” Smith said.

“Pre-pandemic in February 2020, Shawano County had 19,941 people employed and 817 unemployed,” Thillman said. “June 2021, Shawano County had 20,543 people employed and 888 unemployed.”

Shawano County Administrative Coordinator Jim Davel also said he is seeing openings for jobs in Shawano County due to the job market changing.

“People are working from home,” said Davel. “People like the ability to be flexible with their hours and work from home.”

One of the county’s larger employers is Aarrowcast, which has continued to work and hire throughout the pandemic, but have still run into problems finding workers.

“We have continued to hire during the COVID-19 pandemic,” said Colleen McInnis, Aarrowcast director of human resources. “The cus-



Beginning their work day, Alexander Rodriguez Torres, Jose Caraballo Camacho and Sauk Feliciano prepare for the third shift at Aarrowcast in Shawano. They traveled from Puerto Rico to take an eight-month employment agreement that is arranged through an outside employment agency and Aarrowcast.

GREG MELLIS | NEW MEDIA

tomers demand is very high, though.”

She added that Aarrowcast has been unable to produce for customers due to the high demand and staff shortages.

Davel said that, like other businesses, county government has its share of job openings at positions like correctional officer, in the library system and at the highway shop.

“We are having a difficult time finding people for the open positions,” said Davel. “There is an 18% turnover rate in the county.”

Davel said it seems younger generations “job-hop” more frequently than older workers.

As of Aug. 30, the Jobs Center of Wisconsin website listed 364 Shawano County job openings in all realms of business.

“Unemployment remains in the 4% range,” said Thillman. “This is considered full employment. The labor market will continue to tighten if the labor force does not continue to grow.”

He added that the closing of some child care programs has had an impact.

“There is a belief that since the closure of child care facilities and remote K-12 education that some labor force participants withdrew from the labor market to stay home with their children,” said Thillman.

Lucas Heart, marketing and communications manager at Roehl Transport, said that they have had trouble finding truck drivers since before the pandemic.

“We have truck driving positions that have been open for a while,” said Heart. “There are not enough people to fill these trucking jobs.”

He attributed some of the openings to people not wanting to make a lifestyle change.

“People will be away from home and will have to adapt a new lifestyle with these positions,” said Heart.

Housing has also become an issue for county residents, as well as people who are looking to move to



Signs like this are commonplace throughout the area as employers scramble to find workers for their open positions. GREG MELLIS | NEW MEDIA

“There just aren’t enough qualified workers available. This is not a new issue, but has been magnified by the pandemic.”

NANCY SMITH, Shawano County Chamber of Commerce executive director

the county for work.

“It is hard to promote our area as a great place to relocate if they aren’t going to be able to find a place to live when they get here,” Smith said.

Thillman said the county has a housing shortage at all price points.

“Shawano County has a flat-out housing shortage at all levels of the market,” said Thillman. “Wisconsin Realtors put out monthly reports on housing sales, and Shawano County has had a record number of sales and record-high median sale price during the pandemic. That has affected employment in the county.”

He added that sales have started to slow down and prices have started to surge, according to a recent July study.

McInnis said a temp service has assisted Aarrowcast in recruiting for open positions, including hiring workers from Puerto Rico. She added that Aarrowcast has run in trouble finding housing for these employees.

“There seems to be a housing

shortage in Shawano County,” said McInnis. “We have had to pay to house these employees in hotels in Green Bay, as well as transport them back and forth.”

Davel said that Shawano County is different from larger counties in Wisconsin, like Brown or Milwaukee.

“Shawano is rural,” said Davel. “People come here for the tourism and schools. There is a different availability of resources here compared to other counties.”

He said that people take the rural lifestyle into consideration when looking for jobs.

With the abundance of job opportunities available, companies are using different strategies to bring more people in for interviews.

“I think what works well for us is that we have paid CDL (commercial driver’s license) training here,” said Heart. “There are a lot of opportunities within Roehl.”

“We are trying to market through the internet,” said Davel.



Peter Thillman, Shawano County Economic Progress Inc. chief economic development officer, says a small number of people are available to fill large number of openings in Shawano County.

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NEW MEDIA INC. SUMMER

FRIDAY, SEPTEMBER 3, 2021

WHAT'S HAPPENING • PAGE 13

SURING LABOR DAY • PAGE 14

AND WHAT A SUMMER IT WAS!



This is the final edition of **NEW Media Summer** for 2021. Among the moments we'll remember from this season are, clockwise from upper left, a lazy afternoon at Shawano County Park Beach, Grand Union performing at Thursdays at Franklin, a friendly face at the Oconto County Youth Fair, the rededication of the Shawano Municipal Airport, and a funky sunflower at Bergsbaken Farms.

FILE | NEW MEDIA

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FILE | NEW MEDIA

WHAT'S HAPPENING

FRIDAY, SEPT. 3

SURING: Rummage Sale, 8 a.m. to 4 p.m. Mount Olive Lutheran Church, 206 Burk St.

SURING: Friends of Suring Library book sale, 9 a.m. to 5 p.m., Village Municipal Building Learning Center, 604 Main St. Rummage Sale, 9 a.m. to 5 p.m., 229 N. Mill St.

SHAWANO: County Fair, 990 E. Green Bay St. Music by 308s, 8 p.m.

SURING: Labor Day Weekend Celebration, Veterans Park. Truck pull 7 p.m.

SATURDAY, SEPT. 4

SURING: Rummage Sale, 8 a.m. to 2 p.m. Mount Olive Lutheran Church, 206 Burk St.

BONDUEL: Amish Consignment Auction, 8:30 a.m. to 5 p.m. N4310 Hill Road.

SHAWANO: County Fair, 990 E. Green Bay St. Kiddie tractor pull noon, stock car races 8 p.m., music by The Rejects 8:30 p.m.

SURING: Friends of Suring Library book sale, 9 a.m. to 5 p.m., Village Municipal Building Learning Center, 604 Main St. \$3 bag sale. Rummage Sale, 9 a.m. to 5 p.m., 229 N. Mill St.

SURING: Labor Day Weekend Celebration, Veterans Park. Tractor pull 10 a.m., chili cook-off 11 a.m. to 1 p.m., Farm and NEW Hot Tractor Pull 7 p.m.

TOWNSEND: Red Arrow Snowmobile ATV Club Corn Roast, 11 a.m. to 6 p.m., Old Town Hall Bar and Restaurant, 17757 State Highway 32. Parade 10:30 a.m., Free sweet corn, food, beverages, meat raffle, drawings at 6 p.m.

RIVERVIEW: Fire Department Corn Roast, 11 a.m. to close, fire station, 15471 State Highway 32. Brats, burgers, meat and 50/50 raffles, kids play area.

SUNDAY, SEPT. 5

SHAWANO: County Fair, 990 E. Green Bay St. Trailer races 1 p.m., music by Star Six Nine 8 p.m.

SURING: Labor Day Weekend
Celebration, Veterans Park. Demolition
derby noon, Suring All School Reunion
Dinner at American Legion Hall 4-6:30
p.m., fireworks 9 p.m.

LAKEWOOD: Firefighters picnic, noon to 8 p.m., Lakewood Pavilion, North Road and County Road F. Music, food, raffles and sweet corn.

OCONTO FALLS: Oconto Falls Flea Market, 10 a.m. to 4 p.m., Memorial Field Park.

MONDAY, SEPT. 6

SURING: Labor Day Weekend Celebration, parade 10 a.m., Senior Citizen Award ceremony noon, Northern Select DJ noon to 4 p.m.

SHAWANO: County Fair, 990 E. Green Bay St. Demolition Derby 1 p.m., music by Polka Dynamics 1-4:30 p.m.

TUESDAY, SEPT. 7

OCONTO FALLS: Oconto County Farmers Market, 4-8 p.m., Highland Plaza, 323 E. Highland Drive.

FRIDAY, SEPT. 10

SHAWANO: Veterans Resource Night, 3-6:30 p.m., Franklin Park, 235 S. Washington St. Connecting veterans to organizations and resources to assist with employment, housing, utilities, suicide prevention, medical benefits and service animals. Free.

SATURDAY, SEPT. 11

SHAWANO: Headstones - World War I Stories, 5:30 p.m., Woodland Cemetery, 1115 E. Green Bay St. Presented by the Shawano County Historical Society.

SUNDAY, SEPT. 12

SHAWANO: Custom and Classics Car Show, 8 a.m. to 3 p.m., Shawano County Park, W5791 Lake Drive.



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Suring throws a Labor Day bash

Parade, grandstand, fireworks among highlights of Suring Labor Day Celebration

"Happy Days are Here Again" is the theme for the 91st annual Labor Day parade in Suring, scheduled for 10 a.m. Sept. 6 as the long weekend celebration wraps up.

The Suring Lions Club and the Labor Day Committee have planned five classes of entries for the Labor Day parade: youth, church, antique tractors/pickup trucks, nonprofit organizations/ business and comic. There will be two prizes for each category. First prize will be awarded \$50 and second \$30.

Other highlights of the celebration, which is centered at Veterans Park in Suring:

The Friends of Suring Library book sale continues 9 a.m.-5 p.m. Sept. 3-4, with \$3 bag sales all day Saturday, at the Village Hall Learning Center, 604 Main St.

A 4x4 truck pull sanctioned by NEW Motorsports is scheduled for 7 p.m. Sept. 3, tractor pull 10 a.m. Sept.

4, Farm Tractor and NEW Hot Farm Tractor Pulls 7 p.m. Sept. 4, and a demolition derby at noon Sept. 5.

A Back the Track 5K starts at 8 a.m. Sept. 4, sponsored by Suring Track Club. The event is a fundraiser for a rubberized track for Suring Area School. Runners will start and end at the school track. Onsite registration will be available 7-7:45 a.m.

The annual chili cookoff is scheduled for 11 a.m.-1 p.m. Sept. 4 at the Fire Department Garage, and the Suring Area Historical Society Museum will be open 11 a.m. Sept. 4.

An All-School Reunion Dinner is set for Sept. 5 at the American Legion Hall, sponsored by the historical society. The dinner opens at 4 p.m. with serving 5-6:30 p.m. Fireworks are scheduled for 9 p.m. Sept. 5.

After Monday's parade the annual Senior Citizen Award ceremony will be held at noon, honoring grand marshals Jerry and Sharon Kopatz.



The dash for treats is on during the 2019 Labor Day parade in Suring.

FILE | NEW MEDIA



Local veterans groups lead the 2018 Labor Day Parade down Main Street in Suring. FILE | NEW MEDIA



Jerry and Sharon Kopatz are the senior citizen/grand marshal award winners for this year's Suring Labor Day Celebration.

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