



Workforce Innovation and Opportunity Act



WISCONSIN WIOA ANNUAL REPORT

Program Year 2023 | July 1, 2023 – June 30, 2024



Table of Contents

Introduction.....	1
Governor's Council on Workforce Investment	2
WIOA Combined State Plan.....	3
WIOA Title I Programs	3
WIOA Title III: Wagner-Peyser Program Coordination.....	6
Veteran Employment Services	10
Waivers.....	11
Evaluation and Related Research Projects	12
Customer Satisfaction.....	18
Performance Measures and Reporting	19
Activities Provided by State Funds.....	21
Workforce System Challenges and Technical Assistance Requests.....	23
Appendix A: Title I Local Negotiated Levels of Performance	26
Appendix B: Title I and III Performance Indicator Results.....	28
Appendix C: Data Validation Roles, Responsibilities, and Procedures	30
Appendix D: Promising Practices and Areas of Strength.....	32
Appendix E: Annual Percentage Change of Funding Allocation in WIOA Title I Programs (WI – PY2014-2023)	34

Department of Workforce Development
Secretary's Office
201 E. Washington Avenue
P.O. Box 7946
Madison, WI 53707
Telephone: (608) 266-3131
Fax: (608) 266-1784
Email: sec@dwd.wisconsin.gov

A proud partner of the [American Job Center](#) network



Tony Evers, Governor
Amy Pechacek, Secretary

November 29, 2024

Ms. Pam Gerassimides
Regional Administrator
U.S. Department of Labor - Employment and Training Administration
John C. Kluczynski Federal Building
230 South Dearborn Street, 6th Floor
Chicago, IL 60604

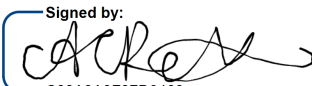
Dear Administrator Gerassimides:


We are pleased to submit Wisconsin's Workforce Innovation and Opportunity Act (WIOA) annual report for program year 2023 (PY2023).

Under Gov. Tony Evers, the Wisconsin Department of Workforce Development (DWD) and the Governor's Council on Workforce Investment assess employer and worker needs, then align them in a way to strengthen the state's economy. The result has been months of record-breaking high labor force participation, low unemployment, and the ability to adapt in an ever-changing economy. Successful programs and services allow DWD to identify, propagate, and scale practices to the regional and state level to continuously improve the workforce system.

Workforce development is economic development, and Wisconsin's workforce development system is stronger than ever. We continue to build upon our accomplishments, which move our workforce – and the entire state of Wisconsin – forward.

Sincerely,

Signed by:

C88A3A9F37D0468...
Amy Pechacek
Secretary
Department of Workforce Development

DocuSigned by:

653A6E3C5D454C9...
Sachin Shivaram
Chair
Governor's Council on Workforce Investment

Introduction

The following report by the Wisconsin Department of Workforce Development (DWD) and the Governor's Council on Workforce Investment (CWI) highlights the successes achieved through the Workforce Innovation and Opportunity Act (WIOA) for WIOA Program Year 2023 (PY2023).

In his State of the State address earlier this year, Gov. Tony Evers declared 2024 the “Year of the Worker” in Wisconsin. The theme focuses attention on the generational workforce challenges facing the state while highlighting the efforts underway to address these challenges and build a workforce prepared to meet the needs of a 21st-century economy. The Evers Administration has been making smart, strategic investments to bolster the state's economy, reduce barriers to employment, and support key sectors in Wisconsin that have been particularly strained. These efforts include creating the Governor's Task Force on Workforce and Artificial Intelligence, the Governor's Task Force the Healthcare Workforce, launching the state's first teacher apprenticeship pilot program along with other new occupational pathways for youth and registered apprenticeship programs, and other historic investments in workforce development that are building skills, boosting productivity, and helping Wisconsin industries remain competitive in the dynamic world economy.

The results of this bold, collective action have been apparent over the past year. Wisconsin achieved record highs for jobs and employment during August 2024, the fourth consecutive monthly record for state employment, highlighting the unprecedented number of workers participating in Wisconsin's economy. During the same time, the number of nonfarm jobs reached a new all-time high of over 3 million. Additionally, Wisconsin continues to have an unemployment rate below the national average and a labor participation rate above the national average.

Still, with historically low unemployment and high workforce participation, coupled with a shrinking labor pool caused by several long-term factors, Wisconsin's small businesses, farmers and producers, hospitals and healthcare sectors, schools, and other critical employers and industries continue to face significant challenges filling available jobs.

DWD is Wisconsin's state agency responsible for administering the WIOA Title I and III programs. DWD also oversees other workforce development programs including vocational rehabilitation (WIOA Title IV), registered and youth apprenticeship, state-funded Wisconsin Fast Forward grants, workforce development grants funded by the American Rescue Plan Act-State and Local Fiscal Recovery Funds (ARPA-SLFRF), the Migrant and Seasonal Farm Worker program, Unemployment Insurance, Worker's Compensation, and other workforce-related programs. The CWI is the federally mandated state workforce board that advises the governor on ways to develop Wisconsin's workforce. Under the direction of Gov. Evers and CWI, the state continues to enhance the services available to the current and future workforce.

This report fulfills the WIOA requirement to submit an annual statewide performance report narrative to the United States Department of Labor (DOL) on performance progress for WIOA Title I programs (Adult, Dislocated Worker, and Youth) and WIOA Title III Wagner-Peyser Employment Services as described in Training and Performance Guidance Letter (TEGL) 05-18. This report provides information on the state's Combined State Plan strategic vision and goals; performance data on the core common performance measures; status of state evaluation efforts and improvement activities; and workforce development system participant information, from July 1, 2023, through June 30, 2024.

The participant data provided in this report are generated by the Participant Individual Record Layout (PIRL), which have been uploaded to the Workforce Integrated Performance System (WIPS). The state submitted the required performance data to DOL on Sept. 30, 2024.

Governor's Council on Workforce Investment

The Governor's Council on Workforce Investment (CWI) is the federally mandated state entity under WIOA that assists the governor in developing innovative and dynamic approaches to further develop Wisconsin's workforce. The council works to align Wisconsin's workforce and talent development initiatives and investments with its economic development strategies. In assisting the governor and legislature in carrying out their federally mandated responsibilities, the council aids Wisconsin employers in finding the workers they need and provides resources to enable workers to access training for in-demand careers with the goal of moving Wisconsin's economy forward.

Council, Committee Structure, and Responsibilities

The governor appoints members of the CWI in accordance with the requirements enumerated in 20 CFR § 679.110(b)(3) of WIOA, which includes representatives of business, local and state government, education, labor, and community-based organizations across the state. Members serve at the pleasure of the governor and assist DWD in crafting a comprehensive workforce development strategy that anticipates employer labor needs while building and strengthening Wisconsin's workforce, supports the development of a highly skilled labor force, and empowers individuals of all backgrounds to pursue and retain good-paying careers.

The council includes an executive committee and the following four standing committees that provide a formalized structure for members and stakeholders to actively participate in the maintenance, support, and refinement of the workforce system's activities:

CWI Education Committee: This committee is responsible for Focus Area #1 – Education in the 2022 – 2026 CWI Strategic Plan with the goal to reinvigorate Wisconsin's culture and value of education and innovation needed to fuel ideas, businesses, and the next generation. As part of their goal, this committee focuses on initiatives related to career pathways, early childhood education, and entrepreneurship.

CWI Employer Committee: This committee is responsible for Focus Area #2 – Employers in the 2022 – 2026 CWI Strategic Plan with the goal to engage all employers to drive, build, and utilize Wisconsin's workforce development system. To advance this goal, the committee's efforts are centered around work-based learning and employer engagement with the workforce system.

CWI Workforce Committee: This committee is responsible for Focus Area #3 - Workforce in the 2022 - 2026 CWI Strategic Plan with the goal to increase Wisconsin's workforce participation by promoting infrastructure to improve access to job opportunities, incentivize workforce participation, and by improving sustainability of work for individuals and families.

CWI WIOA Governance & Resource Alignment Committee: This committee assists the Governor in carrying out his statutory requirements in compliance with the federal WIOA guidelines, as listed in 20 CFR. § 679.130. Additionally, this committee oversees the objectives for Focus Area #4 - Organization & Resource Alignment with the goal to advocate for resource alignment to maximize return on investment and use data for continuous improvement of the workforce system.

PY2023 Overview

The CWI has made it a priority to ensure efforts across state agencies and in partnership with all workforce stakeholders – including private employers – result in the breaking down of employment barriers, building career pathways, and training foundational skills necessary for continued success in the workforce. The council provides a great mechanism to accomplish this priority because of the diverse set of experiences, perspectives, and expertise in the council's membership and the opportunities for key stakeholder to work together in collaboration to find workforce solutions.

To further advance its mission, the CWI developed its 2022-2026 Strategic Plan with evidence-based, workforce development initiatives that include measurable goals and objectives to help meet the needs of employers and workers.

During PY2023, the CWI conducted a comprehensive review on the progress of its strategic plan by obtaining updates from workforce system partners about each strategic plan action item. The plan contains over 150 metrics and measurements to evaluate how the individual action items in the plan are progressing towards advancing specific objectives and achieving the respective, overarching goal. Several of these metrics/measure relate to the WIOA key performance indicators.

To help track the progress of the action items within the strategic plan, the council, with the assistance of DWD, launched an online dashboard to measure the success of the state's workforce programs and further demonstrate commitment to transparency and public accountability. The dashboard provides a technical solution for partner programs and data users to enter data into, and to have the data displayed, in a digital product that can be used by the CWI, WIOA partners, and other stakeholders (including the public) to examine the progress of both the 2022 – 2026 CWI Strategic Plan and the four-year WIOA Combined State Plan. This gives WIOA and CWI leadership clear visibility into the progress on stated goals and this transparency further assists decision makers in assessment and evaluations so they may make decisions that optimize the intended impacts of the efforts.

Another notable accomplishment the CWI achieved in PY2023 was the role it fulfilled in developing and approving Wisconsin's PY2024-27 WIOA Combined State Plan. To promote alignment and accountability, and to leverage the strong work that had already been achieved, the CWI strategic plan was actively incorporated into the PY2024-27 WIOA State Plan framework.

WIOA Combined State Plan

Wisconsin submitted its four-year WIOA Combined State Plan for PY2024-2027 in March of 2023. The Combined State Plan outlines the operations and strategies for how Wisconsin's workforce development system will advance the competitiveness of workers, job seekers, and employers in the global economy by improving equity, economic opportunity, and sustainability.

The goals from the four focus areas of the CWI strategic plan listed above were adopted as the cornerstones of Wisconsin's WIOA Combined State Plan for PY24-27. These goals reflect the opportunities available through the state's workforce development activities as well as its current and projected economic and workforce conditions. Aligning these goals will allow state government, job seekers, workers, and employers to respond to demographic challenges, technological advancements, and targeted federal infrastructure investments to successfully develop the workforce and meet employer needs to support economic growth and economic self-sufficiency.

WIOA Title I Programs

PY2023 WIOA Funding Overview

Wisconsin received over \$28.6 million in WIOA Title I formula funding from the U.S. Department of Labor (DOL) in PY2023. The Youth program was allocated \$10,018,152 (35%), the Adult program was allocated \$8,644,415 (30%), and the Dislocated Worker program was allocated \$9,973,277 (35%). The funding represented an 8.6% decrease across the board in Youth, Adult, and Dislocated Worker funding from PY2022.

Wisconsin's 11 local Workforce Development Boards (WDBs) were allocated 85% of the PY2023 Youth and Adult formula funds and 60% of the Dislocated Worker formula funds for administering and

implementing their respective local programs. Fifteen percent of the total funding was reserved for the state's administrative and statewide activities. The state also reserved 25% of its Dislocated Worker funding for statewide Rapid Response activities and additional assistance.

PY2023 WIOA Monitoring Highlights

DWD's Bureau of Workforce Training (BWT) conducted annual monitoring of WIOA Title I programs, managed by Wisconsin's 11 local WDBs, from July 2023 through May 2024. PY2023 saw a continuation of hybrid/in-person monitoring activities, and an emphasis on the *Yes, WIOA Can!* framework.

Monitoring of Wisconsin's 11 local WDBs ensures that the programs comply with appropriate policies and procedures and operate within the parameters established by law, regulations, the WIOA Combined State Plan, the respective WIOA Local Plan, equal opportunity and nondiscrimination policies, and program guidelines, including overall compliance with:

- The Workforce Innovation and Opportunity Act of 2014.
- Department of Labor Employment and Training Administration Advisories.
- DWD Policy Updates and Administrative Memos.
- DWD's WIOA Policy Guidance.
- Uniform Guidance 2 CFR Part 200 and 2 CFR Part 2900; and
- Nondiscrimination and equal opportunity provisions contained in Section 188 of WIOA and regulations 29 CFR & 38 applicable to employment and service delivery.

As part of the annual monitoring, local WDBs receive reports summarizing their reviews and are required to respond to any findings and areas of concern. BWT staff prepare an executive summary that is shared with DWD management before the report is distributed to the local WDB.

Technical assistance is provided to all local WDB staff upon request. The following are averages for all WDBs from the PY2023 annual monitoring of the 11 local WDBs: one promising practice, one area of strength, two instances of transitional guidance, one suggestion for improvement, three areas of concern, and 13 findings; with known questioned costs of \$7,629.86.

Promising Practices

During annual monitoring visits to the local WDBs, DWD identified promising practices and areas of strength taking place within the local areas. These are shared with the local WDBs in an annual report to highlight the many local promising practices and allow for implementation in other areas. Several of the PY2023 local WDB promising practices and areas of strength are highlighted in Appendix D.

Rapid Response

Wisconsin's 11 designated local Rapid Response Teams carry out Rapid Response activities in each local Workforce Development Area (WDA). BWT oversees the Rapid Response activities undertaken by local Rapid Response teams and carries out and/or coordinates statewide Rapid Response activities.

DWD's Division of Employment and Training (DET), along with its state and local partners, including 11 local Rapid Response teams, uses the centralized Rapid Response Events Tracking System (RRETS) to track dislocation events and Rapid Response services for both employers and workers throughout the state. During PY2023, 199 new dislocation events were recorded in RRETS, including 144 events from layoff notices that covered a total of 12,002 workers. The majority of the 199 new events came from two industries:

- 26% from the manufacturing industry (52 events).
- 26% from the health care and social assistance industry (51 events).

DET Supported Local Rapid Response Services through Grants: Each year, DET reserves a portion of its Rapid Response funds for Annual Allotment, Dislocation, and Additional Assistance grants. Each local WDB receives an Annual Allotment grant based on a formula. Dislocation and Additional Assistance grants are available on a first-come, first-served basis.

- **Annual Allotment Grants:** Annual Allotment grants support the building and maintenance of the local WDBs' Rapid Response programs, including the costs of staffing, planning, coordinating, and providing Rapid Response services.
 - During PY2023, DET provided a total of \$750,000 in Annual Allotment grants. Awards ranged from \$27,577 to \$153,558.
- **Dislocation Grants:** Dislocation grants provide local WDBs funding to supplement Annual Allotment grants. This funding is available to help support Rapid Response services for a specific dislocation event affecting 25 or more workers.
 - During PY2023, DET issued 10 new Dislocation grants and two modifications for a combined total of \$103,571. This funding helped make Rapid Response services available to over 2,600 workers impacted by dislocations.
- **Additional Assistance Grants:** Additional Assistance grants supplement a local WDB's Title I Dislocated Worker formula funds when significant layoffs place unanticipated demand on existing formula resources. Additional Assistance funds must be used towards Dislocated Worker program services (career, training, and supportive services) for eligible participants from a specific dislocation event.
 - During PY2023, DET issued three new Additional Assistance grants for a combined total of \$470,000. These grants were awarded to one local WDB that used the funding to serve 15 participants from three dislocation events.

National Dislocated Worker Grants: During PY2023, DET administered three National Dislocated Worker Grants (NDWGs). A total of 958 individuals were served through these grants.

- **COVID-19 Employment Recovery National Dislocated Worker Grant:** On Sept. 16, 2020, after submitting an emergency application, DET received a \$4,995,000 COVID-19 Employment Recovery grant. This grant provided additional resources to the state to address the surge in layoff activity resulting from the COVID-19 pandemic by making supplemental funding available to local WDBs to expand their capacity to offer Dislocated Worker program services. The COVID-19 Employment Recovery National Dislocated Worker Grant ended on Sept. 30, 2023. During PY2023, 27 new participants were served under this grant, bringing the total to 759 by the grant's end. DET conducted a statewide outreach effort to increase public awareness of the grant and increase participant enrollment. The outreach campaign, titled "Move On, Move Up...from Job Loss," targeted job seekers through various platforms and directed them to a landing page where they could access information about their local American Job Center (AJC) or complete a contact form that would be sent directly to program staff. The campaign's success resulted in 2,056 job seeker leads being shared with local program staff. Those job seekers who were not eligible for the grant or the Dislocated Worker program were referred to partner programs through the local AJC systems.
- **Support to Communities (STC):** On Aug. 28, 2020, DET received a \$5 million Support to Communities: Fostering Opioid Recovery through Workforce Development grant. The Fox Valley, North Central, Northwest, West Central, and Southwest WDBs serve as the five subgrantees to provide career services, training activities, and employment services to individuals affected by substance use disorder issues or those seeking a career in the substance use disorder and

recovery field. The subgrantees have convened local Support to Communities Councils that engage employers in the implementation of innovative approaches to address the economic and workforce-related impacts on local communities affected by the opioid and substance misuse epidemic while aligning and coordinating grant-funded service delivery. At the conclusion of PY2023, 836 participants have been served through STC. This is 401 more participants than the proposal commitment goal of 435 participants, a 92% increase over expected.

- **Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grant:** On Sept. 26, 2023, DWD received a \$15 million QUEST grant to address known deficiencies in the childcare economy related to access, quality, affordability, and wages through the provision of employment and training services, supportive services, business engagement, microenterprise and entrepreneurial skills development, and the creation of disaster-recovery employment. Subrecipients of the grant include all 11 local WDBs, the Wisconsin Department of Children and Families, and the Wisconsin Community Action Program Association.

During PY2023, Wisconsin's QUEST grant served 496 participants, nearing the grant goal of 500. DET continues to work with a contracted vendor to develop an employer education video series about the importance of childcare, along with outreach and media campaigns encouraging individuals to explore childcare as a career. DET drafted a no-cost extension request in PY2023 that revised the grant's statement of work to increase the total number of individuals served to 670 and support improvements to the state's management information system and additional outreach campaigns. This request was submitted and approved in early PY2024.

Pay for Performance

Currently, the local WDBs do not utilize or offer pay-for-performance models for their existing programs. However, discussions regarding the incorporation of such contracting methods into future programming are ongoing. DET is actively researching the feasibility of implementing pay for performance contracts and assessing their potential impact on current performance metrics.

WIOA Title III: Wagner-Peyser Program Coordination

The Wagner-Peyser program provides career services to job seekers and recruitment assistance to businesses. These services include in-person and virtual job search assistance, workshops for job seekers, job fairs, and various recruiting events. Wagner-Peyser Employment Services are administered by DWD's Bureau of Job Service (BJS) and coordinated amongst WIOA Titles I, III, and IV staff.

Wisconsin's workforce system continues to evolve and adapt to meet the needs of employers and job seekers. In PY2023, significant strides were made in enhancing collaboration between workforce development agencies, employers, and local communities across the state. This section highlights the efforts made to address workforce challenges, improve employer engagement, and meet the labor market's evolving needs.

Business Services

BJS has made continued progress in fostering collaboration among workforce development partners and enhancing outreach efforts that benefit both job seekers and employers. Monthly outreach initiatives in PY2023 have focused on assessing hiring needs across various sectors, allowing the program to tailor its services to the evolving labor market. Job center partners have played a crucial role in these efforts by sharing job openings and collaborating on work-based learning opportunities to help expand the pool of job applicants for in-demand industries.

As part of an effort to prioritize work-based learning opportunities and expand the pool of qualified job applicants, BJS is actively promoting work-based learning initiatives during employer summits, spotlights, and hiring events. The Business Services Teams (BST) have effectively utilized electronic communication to improve information sharing among the team members which has assisted in better matching employers with job seekers and enhanced job placement outcomes. These efforts are particularly vital in addressing workforce challenges such as staffing shortages, retention issues, and skill gaps. By fostering collaboration and communication, the program is actively working to improve employer connections and job matches.

In addition to the reoccurring monthly outreach, BJS conducted outreach activities with a focus on guiding, advising, and encouraging employers to leverage Wisconsin Fast Forward grants that offer reimbursement for specialized training of job seekers. Moreover, to better serve employers with immediate hiring needs, the BSTs are leveraging technology and self-registration strategies that are streamlining the process for scheduling targeted recruiting events.

Regional Team Restructuring

In Wisconsin, WIOA Title I, III, and IV staff work collaboratively not only at the state level but also at regional and local levels. Wisconsin's regional BSTs coordinate activities and resources with WIOA core and Combined State Plan programs to provide comprehensive, high-quality, customer-centered services to employers. In Sept. 2023, the BST framework was restructured into regional groups (north, central, south) to better address local workforce issues. These regional teams have focused on increased employer interactions and coordinated targeted events, further enhancing outreach and engagement efforts within specific communities. This localized approach has allowed the BST to respond more effectively to the unique workforce needs of each region.

Division of Vocational Rehabilitation (DVR) Business Services

Title IV staff within DWD's Division of Vocational Rehabilitation (DVR) work with individuals with disabilities and provide a wide variety of training opportunities to eligible consumers when necessary and appropriate to achieve their employment goal. Coordination between BJS and DVR has produced significant progress in increasing disability inclusion in the state's workforce. The structured Business Services Section, comprising 12 Business Services Consultants, has provided extensive support to employers. In PY2023, DVR served 3,336 employers and delivered 11,251 services, successfully coordinating over 3,000 internships and on-the-job training experiences. More than 3,000 individuals secured and retained employment through DVR, highlighting the state workforce system's dedication to creating inclusive employment opportunities. This dedication is further demonstrated by an initiative underway to add job pods to libraries to enhance accessibility for job seekers.

Diversity, Equity, and Inclusion Initiatives

BJS' commitment to Diversity, Equity, and Inclusion (DEI) is reflected in its collaboration with industry partners in sectors such as manufacturing, healthcare, construction, and education. Emphasizing the importance of promoting DEI programs, the Wagner-Peyser program aims to create inclusive workplaces that support career development for all job seekers. These efforts are integral to ensuring equitable access to workforce opportunities.

Employer Feedback and Continuous Improvements

To strengthen its services, BJS developed an employer survey designed to gather feedback from its consumers and identify potential areas of improvement. The results from this survey were utilized to build a comprehensive employer database, which aids in improving job seeker-employer matching. By collecting and sharing relevant employer data (such as job descriptions, company culture, and wages) with career planners and workforce partners, the program is enhancing service delivery and responsiveness. BJS has also taken more direct approaches to strengthen communication and share information by participating in regional career fairs and workforce events to engage with employers and distribute best practices.

Labor Market Information and Insights

Wisconsin's Labor Market Information (LMI) team has played a vital role in delivering insights to employers and workforce partners. During PY2023, the team completed 1,035 tasks, presentations, and projects, with approximately 70 directed towards private employers. The LMI team delivered 60 presentations over PY2023, reinforcing the program's commitment to data-driven decision making and informed workforce strategies.

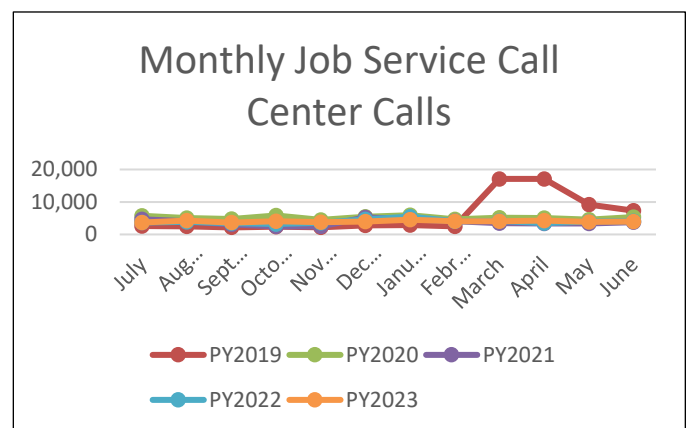
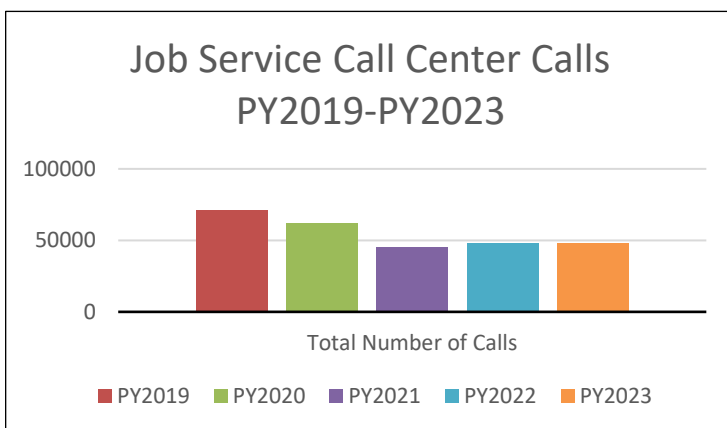
Wisconsin's workforce development programs continue to adapt and innovate to meet the changing needs of employers and job seekers. The collaborative efforts between various agencies and partners have shown promising results in connecting businesses with talented individuals and promoting inclusive workforce practices. Labor market insights reveal ongoing challenges related to talent acquisition, retention, and workforce supply barriers. Moving forward, the focus remains on addressing these challenges, creating sustainable career pathways across all sectors, and supporting employers in navigating the evolving economic landscape.

Program Year 2023 Business Services Metrics:

- Employer Penetration Rate: 5.26%.
- Repeat Business Customer Rate: 72.23%.
- Total Employers on Job Center of Wisconsin (JCW): 10,831.
- New First-Time Employers on JCW: 3,006.
- Total Job Postings: 1,662,059.
- Resumes Submitted: 614,840.
- Job Fairs/Events:
 - Events: 369.
 - Employers: 3,947.
 - Job Seekers: 18,483.

Services for Job Seekers

The BJS call center fielded 48,229 calls, including 820 Spanish language calls, during PY2023. The call center continues to experience higher call volume than before the pandemic and has had a consistent call volume as the workforce transitions to post-pandemic conditions.



Wisconsin continues to provide services that job seekers can access conveniently from their homes. Wisconsin job seekers can schedule virtual meetings with staff to receive the same services they would in a job center.

Re-Employment Services

The Re-employment Services and Eligibility Assessment (RESEA) program is administered by DWD/BJS staff in Wisconsin. During PY2023, DWD provided re-employment services through both in-person and virtual sessions. In PY2023, RESEA staff served 13,420 participants, approximately 85% of whom were served virtually.

Migrant Seasonal Farmworker Services

In Wisconsin, both federal and state laws direct services provided to Migrant and Seasonal Farmworkers (MSFW). BJS includes staff who help employers of MSFWs comply with federal regulations, provide services to MSFWs, administer the H-2A temporary labor visa program, and administer and enforce Wisconsin's Migrant Labor Law.

As required in federal regulations, Wagner-Peyser outreach specialists are assigned to conduct outreach to MSFWs across the state who are not being reached by normal intake activities conducted by local job center offices, this includes workers in Wisconsin on H-2A visas. Services are also provided in-person through the job centers and onsite by outreach specialists, virtually through the Job Center of Wisconsin website, and the bilingual call center. BJS currently has two job service staff providing outreach services to MSFWs.

The number of H-2A visa holders in Wisconsin continues to increase. Outreach staff are conducting outreach to these workers, but because of the terms of these workers' visas, H-2A workers are not eligible to receive job center services to obtain new or better employment. So, while H-2A visa holders are included in the number of outreach contacts reported, any services provided are not able to contribute to Wagner-Peyser performance measures.

MSFW outreach specialists must stay connected with local offices to ensure they can make meaningful referrals to MSFWs. Using a statewide annual outreach plan, the MSFW outreach specialists work with their local manager to develop weekly and bi-weekly outreach plans and communicate at least once per week regarding outreach to MSFWs. The regular meetings help outreach specialists stay connected to local job centers and resources, and local managers up to date on the needs of MSFW in their area.

MSFW outreach specialists work closely and communicate with the migrant labor inspectors who implement and investigate violations of the state's migrant labor laws, and the foreign labor certification coordinator, who administers the H-2A visa applications and job orders. Additionally, the foreign labor certification coordinator shares job order information with local job centers to ensure domestic workers interested in the job orders attached to H-2A clearance orders are connected.

The MSFW outreach specialists also coordinate outreach visits with the National Farmworker Jobs Program grantee, the United Migrant Opportunity Services (UMOS) Anti-Labor Trafficking Team, the Food and Farmworker Relief grantee, the Migrant Education Program, the High School Equivalent (HEP) grantee, the Mexican Consulate, migrant health care partners, and others. These partnerships assist Migrant and Seasonal Farmworkers in accessing services and programs.

Program Year 2023 MSFW Highlights

MSFW Outreach (PY2023)	<ul style="list-style-type: none">• MSFW outreach contacts: 3,667
State Migrant Labor Law (Jan. – Sept. 19, 2024)	<ul style="list-style-type: none">• Migrant labor camps certified: 278• Migrant labor contractors certified: 35• Agents of migrant labor contractors certified: 55
Foreign Labor Certification Program (Oct. 1, 2022 – Sept. 30, 2023)	<ul style="list-style-type: none">• 193 H-2A applications received and processed• 2,867 H-2A workers requested; 2,824 H-2A workers approved

Veteran Employment Services

The mission of DWD's Office of Veteran Employment Services (OVES) is to, "advance veterans into the workforce through targeted business engagement and effective employment services." Local Veteran Employment Representatives (LVERs) engage with Job Service and local Business Service Teams and promote veteran hiring to Wisconsin employers and employing agencies. They assist in organizing job fairs and hiring events and facilitate employer workshops that highlight the value veterans bring to the workforce.

Wisconsin's Jobs for Veterans State Grant (JVSG) Disabled Veteran Outreach Program (DVOP) staff provide individualized career services to veterans with significant barriers to employment, eligible spouses, and other eligible individuals. OVES has staff assigned and located in each of the 11 Workforce Development Areas (WDAs) in Wisconsin. DVOPs provide comprehensive assessments, career guidance, individualized employment plans, staff-assisted services, labor market information, referrals to supportive services, and other basic staff-assisted career services. DVOPs conduct outreach and follow-up using a case-managed approach.

Wisconsin uses an online screening tool that is part of the Job Center of Wisconsin registration to determine veterans eligible for DVOP services. The system notifies the DVOP in the appropriate WDA to connect with the veteran and then work with them to complete a comprehensive assessment and develop an individualized employment plan. Once the veteran is job-ready, they are referred to the LVER who works to match the veteran with an employer.

LVERs plan and participate in job and career fairs, conduct employer outreach, work with employers on conducting job searches and workshops, establish job search groups. They also coordinate with unions, apprenticeship programs, and businesses or business organizations to promote and secure employment and training programs for veterans, inform federal contractors of the process to recruit qualified veterans, and participate with other business outreach efforts.

JVSG staff work with partner agencies and programs to ensure that priority of service is provided to veterans and eligible spouses. Collaboration with partner agencies assures that there is no duplication of services and that veterans receive all services which they are eligible and qualified to receive. Based on comprehensive assessments, and the desire and eligibility of the veteran, JVSG staff provide resources and referrals to the Wisconsin Department of Veteran Affairs which offers free education through the Universities of Wisconsin and the Wisconsin Technical College System using the Wisconsin State GI Bill. DVOPs also refer veterans to the WIOA workforce training program that can provide funding to eligible veterans for specific job-related training to enhance or develop new skills required for careers.

During PY2023, 725 veterans with a significant barrier to employment received career services from DVOP staff within Wisconsin job centers and affiliated offices. This group included:

- 614 male veterans.
- 111 women veterans.
- 21 American Indian or Alaska native veterans.
- 45 Hispanic/Latino veterans.
- 540 unemployed veterans.
- 406 veterans with a disability.
- 313 veterans with low income.
- 122 were veterans with long-term unemployment (27 weeks or more).
- 92 formerly incarcerated veterans.

OVES exceeded its performance indicator goals by the end of PY2023:

Performance Indicators	Goal	Actual Outcome
Percent of Veterans Employed in the Second Quarter After Completing the Program	62.0%	67.4%
Percent of Veterans Employed in the Fourth Quarter After Completing the Program	60.0%	61.7%
Median Earnings for Veterans in the Second Quarter After Completing the Program	\$ 7,700.00	\$ 11,265

Vets Ready Employer Initiative

In 2019, DWD launched Vets Ready, a new employer initiative to highlight Wisconsin businesses that go above and beyond for their veteran workforce. Applicants are rated on their commitment to hiring veterans, the supportive services they offer their veteran workforce, and the connections they build in the local veteran community. Awardees receive recognition from DWD during November of each year and these employers are identified as a Vets Ready Employer on JobCenterofWisconsin.com. In PY2023, nine Wisconsin employers received gold certification and eight received silver certification.

Waivers

In PY2023, DWD had two approved waivers of WIOA Title I Youth program requirements:

1. A waiver of the requirement that states and local areas expend 75% of all Governor's Reserve and local area formula Youth funds on out-of-school youth (OSY).
2. A waiver allowing the use of Individual Training Accounts (ITAs) for in-school youth (ISY) ages 16 and older.

These waivers were initially approved by U.S. DOL's Employment and Training Administration (ETA) on December 31, 2020, renewed for PY2022 and PY2023 on June 6, 2022.

Out-of-School Youth (OSY) Minimum Expenditure Waiver: Wisconsin lowered the OSY minimum expenditure requirement for local formula Youth funds from 75% to 50%. Through this waiver's implementation, Wisconsin intended to ensure that local WDAs had sufficient funding to serve eligible in-school youth. In PY2023, 20% (\$1,653,995.75) of local formula Youth funds were spent on in-school youth. The percentage of in-school youth served by Wisconsin's WIOA Title I Youth program has increased over the last few program years. In PY2020, the first year of the waiver's implementation, 21% (264) of Youth participants were in-school youth and 79% (1,011) were out-of-school youth. In PY2023, 33% (532) of WIOA Youth program participants were in-school youth and 67% (1,101) were out-of-school youth.

Individualized Training Accounts (ITAs) for In-School Youth (ISY) Waiver: Wisconsin allowed local areas to provide training services through WIOA-funded ITAs to ISY ages 16 and older. Through this waiver's implementation, Wisconsin intended to provide more funding options for local areas to make training services available to ISY participants and increase usage of ITAs by ISY participants. The number of ISY participants who had an ITA established to receive WIOA-funded training increased from 17 in PY2022 to 43 in PY2023, an increase of 253%. This increased usage of ITAs by ISY participants reflects an increased rate of being able to meet the local areas' need for more funding options to make training services available to ISY participants.

Both Waivers: Due to the nature of the two waivers Wisconsin had approved for PY2023, some goals were the same. Highlights of achievements relevant to both waivers are detailed below.

The waivers allowed for an increased number of youth served by the WIOA Youth program, including the number of youth in local areas who received work experiences. As a result, the state's business community had increased access to qualified workers.

- 395 Youth program participants began work experience services in PY2023, compared to 279 in PY2022, a 142% increase. The number of Youth program participants who engaged in work experience services that began in PY2022, compared to those who engaged in work experience services that began in PY2023, increased as follows:
 - Employment opportunities increased by 162%.
 - Internships increased by 150%.
 - On-the-Job Training increased by 117%.
 - Pre-Apprenticeship increased by 136%.
- The number of in-school youth participants who received a work experience service that began in PY2023 compared to those who received a work experience service that began in PY2022 increased as follows:
 - Employment opportunities increased by 268%.
 - Internships increased by 158%.
 - Job shadowing increased by 200%.
 - On-the-Job Training increased by 100%.

The waivers were associated with improvements on state performance outcomes in PY2023. In PY2023, Wisconsin achieved 131% of its Youth Measurable Skill Gains goal, with 691 youth achieving a measurable skill gain. Likewise, Wisconsin achieved 97% of its Youth Credential Attainment goal for PY2023, with 267 youth earning a credential. These positive impacts on Wisconsin's performance outcomes, further demonstrated through the state's waiver evaluation, encouraged the state to pursue renewal of these waivers in the PY2024-24 WIOA Combined State Plan. ETA approved these waivers for Wisconsin's use in PY2024 and PY25 on May 30, 2024, and Wisconsin expects to continue building on the successes outlined above.

Evaluation and Related Research Projects

Evaluation

Wisconsin conducts ongoing evaluations of its core programs in accordance with Section 116(e) of WIOA. The Data Stewards and Evaluation and Research workgroups, composed of members from all WIOA core partners, established the following workplan for moving forward over the next four years with evaluation of WIOA programs:

1. With partner and stakeholder feedback, develop and prioritize learning questions and evidence gathering through a [four-year learning agenda](#) and [annual evidence plan](#) (updated).
2. Use all four methods of evidence gathering, including: 1.) foundational fact finding, 2.) performance measurement, 3.) policy analysis, and 4.) evaluation.
3. Create data-based continuous improvement loops through qualitative customer and staff feedback loops and quantitative [dashboards](#).
4. Use research and evaluation, data steward, and performance advisory meetings to learn from partner evaluations and to partner on evaluation across WIOA partners.
5. Conduct and [share](#) evidence gathering through internal resources and external partnerships.

DWD continues to use existing methods of evaluation such as annual compliance program and fiscal monitoring of local Workforce Development Boards (WDBs), data validation, and performance evaluation. WIOA programs partner with the Wisconsin Governor's Council on Workforce Investment (CWI) to establish the [CWI performance metrics](#) for ongoing performance monitoring and to provide a feedback loop for continuous improvement.

Evidence-Based Policy and Decision-Making Collaboration

DWD continues to expand its staff and technical research capacity. The DWD [Workforce Data Integration System \(WDIS\) website](#) includes both the current learning agenda and evidence plan. The learning agenda was developed by WIOA state partners, with workforce board and partner input, and informed by the WIOA State Plan. The WDIS website provides links to current research, evaluation findings, and employment and training dashboards so WDBs and the public can make data-informed decisions based on evidence. Further, Wisconsin program and evaluation staff work in partnership with evaluation requirements and technical assistance provided by the Secretary of Labor and the Secretary of Education under WIOA § 116(e). Wisconsin staff frequently participate in DOL Employment and Training Administration (ETA) Regional V evaluation technical assistance meetings.

Several tools support evidence-based decision-making across the variety of employment and training programs. DWD constructed the Longitudinal Workforce Database (LWD) designed to integrate data from disparate sources to provide a mechanism for cross-program data sharing. Several projects use the LWD to analyze employment outcomes and co-enrollment. The IBM InfoSphere Identity Insight data matching tool is in implementation and aims to match data from different data sources, including DWD's Division of Employment and Training (DET), Division of Vocational Rehabilitation (DVR), and Unemployment Insurance (UI) Division. Wisconsin has safe and secure space in the [Coleridge Initiative's Administrative Data Resource Facility \(ADRF\)](#). This space contains trends of Unemployment Insurance (UI) claims counts and stay rates by demographics, industry, and occupation. State partners and local WDBs use these dashboards to inform workforce planning, services, training, and supports for employers, workers, and job seekers in response to UI claim trends.

Research

WIOA law focuses on evaluation activities that both go beyond measuring performance and includes or informs WIOA Title I programs. Evaluation efforts that meet these criteria are highlighted first within this section. Performance related activities and evaluation efforts of other WIOA Title programs and partners are reported after these targeted highlights.

Comprehensive Employment Planning Toolkit (CEPT) Evaluation: The CEPT Employment Plan pilot was a joint effort by the Wisconsin Department of Workforce Development (DWD)'s Jobs for Veterans State Grants (JVSG), Trade Adjustment Assistance (TAA), and WIOA Title I Adult, Dislocated Worker, and Youth programs to use the same electronic employment plan tool developed in the CEPT application available through the Division of Employment and Training's Application (DET APPs) portal. The CEPT includes the following tools:

- Employment Plan.

- Action Steps List.
- Economic Self-sufficiency Calculator.
- Budget.
- Community Resources Search.
- Links to career exploration and labor market information (LMI) data through [WisConomy](#).

State staff and researchers surveyed staff and customers to learn more about their experience using CEPT. Customers reported positive experience using the tool to identify their employment plan, action steps and services, and resources to reach their employment goals. Surveyed staff reported concerns with the time it takes to use the tool and noted specific concerns regarding the technology and related policy. State staff have used these reported experiences to improve the tool and the related policy to ease use and compliment positive customer experience with CEPT. [Findings](#) have been posted on the WDIS website for local WDB and other partners to reference.

WIOA Evaluation Peer Learning Cohort (PLC) Customer Feedback Loop Foundational Fact

Finding: Wisconsin participated in the 2023 WIOA Evaluation Peer Learning Cohort (EvalPLC). The aim was to improve coordination of Wisconsin WIOA evaluation activities, specifically to learn ways to improve customer feedback loops to better assess program effectiveness and increase customer satisfaction. The Wisconsin EvalPLC workgroup included all WIOA Title programs as well as partners from TANF, SNAP, apprenticeship, and a regional one-stop operator. The group shared current customer feedback practices and gathered information on customer feedback loops from the research literature, other states, and federal partners. The group found that it's important to plan for customer feedback, include feedback throughout the entire process, and incorporate feedback in an iterative process, while also adjusting feedback loops based on collected feedback.

The next phase planned for this effort is for the EvalPLC workgroup to develop a Customer Feedback Iterative Guide on gathering customer feedback. The intention is for the guide to provide examples of short/fast actions and longer, more involved approaches that could be used for different situations (gathering ongoing feedback or getting specific feedback on a new and/or targeted process). The guide would also include details on how to collect information from a diverse set of consumers to avoid survey fatigue and to understand a variety of experiences - such as the different perspectives of individuals who actively use program services and those who do not. Further, the guidance will include information on how to combine customer feedback with other data (performance, administrative, stories), and provide guidance on how to use information gathered to address feedback (i.e., close the feedback loop). The aim will be to use the customer feedback to improve services and outcomes.

Assessing Effectiveness of Co-Enrolling In WIOA and Partner Programs: Wisconsin WIOA Titles I, III, and IV staff partnered to publish a research article titled [The Influence of Demographics and Workforce Innovation Opportunity Act \(WIOA\) Employment and Training Services on Employment Outcomes for Teenagers Receiving Supplemental Security Income \(SSI\) and their Parents published in the Rehabilitation Counselors and Education Journal](#). The research article explains how WIOA Title IV services provided by DWD's Division of Vocational Rehabilitation were associated with higher employment rates and Promoting Readiness of Minors in Supplemental Security Income (PROMISE) services were related to improved wages. WIOA Title I and III services were associated with even higher employment rates and wages. More specifically, youth receiving SSI were 5.5 times more likely to be employed if they received WIOA Title I Youth services, whereas their parents were 13 times more likely to be employed if they received WIOA Title III (Wagner-Peyser) and WIOA Title I Adult and Dislocated Worker services. Parents' maximum quarterly wages were \$3,000 more after receiving WIOA Title III, Wagner-Peyser services and WIOA Title I Adult and Dislocated services. Youths' maximum quarterly wages were \$2,000 higher after they participated in a youth apprenticeship. In looking at categories of WIOA Title I and IV services, the analyses showed that Job Center of Wisconsin (JCW) self-services, Title I Youth and individualized services, and case management were associated with higher wages. Overall, the study showed that WIOA Title I, III, and IV services together

resulted in better employment outcomes than for those that did not receive services, providing evidence to support continued collaboration.

Given that research has demonstrated improved employment outcomes when individuals co-enroll across WIOA programs and partners (Hartman et al., 2024), Wisconsin WIOA partners use co-enrollment reports to assess prevalence of [WI WIOA co-enrollment](#) and discuss additional partnership opportunities. Given the observed higher wages when WIOA participants co-enroll in apprenticeship opportunities, WDIS researchers have built and will continue building quarterly co-enrollment reports across apprenticeship (including both registered and youth) programs and WIOA Title IV, Veterans, and WIOA Title I Adult, Dislocated Worker, and Youth programs to further inform co-enrollment in partner programs. Further, Wisconsin's WDIS Research and Evaluation workgroup is working on a follow-up research study to learn more about what demographics, employment influencers, and training services funded by different WIOA and partner training programs predict employment outcomes for a larger, more comprehensive group of job seekers. Initial analyses indicate that training is associated with higher wages. Now, researchers are working on completing the analysis by looking at wage trends across programs and using regression analyses to identify variances across training programs as well as other factors (such as demographics, employment influencers, geography, etc.) that may influence this relationship. Research and program staff will subsequently write up and share findings on the WDIS website as well as through targeted outreach to partners such as the state's local WDBs.

Support to Communities Evaluation: National evaluator Abt Associates, in partnership with the nonprofit MDRC, is evaluating Wisconsin's Support to Communities (STC) grant. Evaluation activities include knowledge development, implementation study, analysis, reporting, rapid review of grantee materials, clarification calls, structured video interview, site visits, in-depth interviews, surveys, administrative data collection, document implementation approaches, challenges, and successes. Evaluators share information/feedback during project implementation for reflective practice. MDRC has coordinated with DWD to complete phone and written surveys with all five STC sites and appropriate DWD staff. MDRC did on-site visits with workforce development areas (WDAs) 6 and 11 in June 2023 and conducted a virtual visit with DET. Topics covered included project context, grant background and goals, management/staffing, and partnerships. The period of performance for this evaluation is four years and began September 2020. Final reflection calls were completed in spring 2024, with the final report to be completed in 2025.

Worker Connection Evaluation: The Worker Connection program was funded with American Rescue Plan Act (ARPA) funds and piloted strategies that may be adapted by job centers and WIOA Title I programs. Specifically, Worker Connection piloted the use of targeted outreach, one-on-one career navigation service, and WorkAdvance training. Worker Connection began enrolling clients in March 2022, and since then, Worker Connection career navigators have connected to 743 unique community-based organizations and 71% of enrollments are due to these connections. Targeted outreach included 488 partnership events, client referrals, and promotions via the Worker Connection website, flyers, and other sources. Through this multifaceted approach, the Worker Connection program has been able to reach underserved populations such as individuals who are ex-offenders, homeless, and long-term unemployed. As of June 2, 2024, 3,378 participants have been enrolled in the Worker Connection program. The 3,378 participants include 61% ethnic or racial minority, 28% single parents, 15% self-identify as having a disability, 17% homeless at entry, 24% justice involved, 27% not employed for 27 weeks or more at entry, and 33% believed to be overqualified at most recent job (underemployed).

Career navigators used evidence-based, human-centered coaching strategies, including rapid engagement, motivational interviewing with a trauma-informed lens, and guide clients through the discovery process, including developing a personal positive profile and identifying conditions of work. As of June 2, 2024, career navigators guided 70% of Worker Connection clients through a personal positive profile to identify interest, skills, and abilities and conditions of work to better match participants with local jobs using labor market information (LMI), and 61% of participants with a positive profile were

employed after enrollment. Career navigators also provided 21,811 services and helped participants connect to 7,448 services from partner organizations. In addition, 641 participants enrolled in WorkAdvance training across 22 training programs including healthcare, manufacturing, construction, transportation, and IT including exploring new high-tech areas in artificial intelligence (AI).

Worker Connection is also conducting a process evaluation in partnership with the University of Wisconsin Center for Education Research. The evaluation will help further identify the key outreach, career navigation, and training services that lead to improved employment outcomes. The research plan aims to develop a fidelity model for replication and sustainment of improved employment services within job centers and partner programs, and training services within WIOA and partner programs, including how WorkAdvance training can inform training programs available through WIOA Title I programs through the Eligible Training Programs List (ETPL).

Career Pathways Advancement Evaluation: Wisconsin's Career Pathways Advancement (CPA) Initiative is funded by the U.S. Department of Education (DOE)'s Rehabilitation Services Administration Disability Initiative Fund. Wisconsin's initiative uses career pathways for career advancement, with the aim to improve employment outcomes for people with disabilities and connect vocational rehabilitation consumers to high quality, high demand, local jobs. In addition, the grant aims to increase the number of people with disabilities who connect to trainings in manufacturing, construction, digital technology, and healthcare career pathways. The CPA project evaluation, a partnership between DWD staff and University of Wisconsin (UW) researchers, goes beyond DWD's Division of Vocational Rehabilitation (WIOA Title IV) consumer services and outcomes to include WIOA Title partners including WIOA Title I, II, and III. The evaluation includes co-enrollment across WIOA Title partners to encourage coordination of career pathways services and increase inclusivity of people with disabilities.

As of Sept. 12, 2024:

- 971 participants have enrolled in Wisconsin's CPA Initiative (35% of those participants were co-enrolled in another WIOA or partner program including 24 participants co-enrolled in the WIOA Title II program.)
- Out of the 971 participants:
 - 56% enrolled in a healthcare career pathway.
 - 25% enrolled in a digital/information technology career pathway.
 - 11% enrolled in a manufacturing career pathway.
 - 9% enrolled in a construction career pathway.
- Participants quickly connect to training: 93% started training in their chosen career pathway, with 56% obtaining a measurable skill gain and/or credential.
- A small number of participants have completed training, including 51 participants who have both exited DVR services and are employed in one of the four career pathways (see breakdown below):
 - 49% in healthcare.
 - 31% in manufacturing.
 - 14% in construction.
 - 6% in digital/information technology.

During the next component of this evaluation effort, researchers will determine if these career advancement strategies lead to increases in wages, hours worked per week, and employer benefits; and decreases in public benefits.

Coleridge Data Challenge and U.S. DOL Grant for Promoting Equitable Access to Unemployment Compensation Programs (UI Equity Grant): The Coleridge Data Challenge and UI Equity grants focus on the use of dashboards, unemployment insurance (UI) claims, and stay rates by industry, occupation, demographics, and location to improve data tracking. Although these projects rely on UI data, the information will inform how workforce development boards, businesses, and service providers provide career and training supports to job seekers and workforce supports to employers. The Coleridge Data Challenge included the implementation of an applied data analytics class through the fall of 2023 where different WIOA Title partners accessed and analyzed these data to answer workforce relevant question to improve workforce development services consistent with unemployment trends.

The UI Equity grant includes building out the existing dashboards to include Worker Adjustment and Retraining Notices (WARN), state directory of new hires, enhanced UI wage data, enhanced UI claim data, and service data. The goal is to add additional dashboards examining factors such as the likelihood to claim UI, reemployment rates, and financial differences (using UI payments and wages).

Additionally, DWD is partnering with UW-Madison Institute Research on Poverty (IRP) for the following purposes:

1. Analyze UI wage record, UI benefit claim, and National Directory of New Hire (NDNH) data to examine potential inequities regarding delays in the process of filing UI claims, getting UI claims certified, and receiving initial UI benefit payments. These analyses will also support development of a method to identify eligible non-claimants, and other analysis topics as determined by DWD and IRP.
2. Work with the UW Survey Center to further explore UI claimant experiences, including potential barriers to equitable UI benefit receipt and potential levers for improving service delivery.
3. Review the results from each task to translate findings into a final report including implications for policy and service delivery practices, for both unemployment services and American Job Center partner strategies, to ensure effective, efficient, and equitable unemployment to reemployment services for all.

Labor Market Information Research and Reports: Wisconsin continues to provide updated labor market information (LMI) on [WisConomy](#). The [website](#) contains interactive tools and reports that include:

- [Award winning visual catalog data dashboards](#), most recently awarded the "Best State LMI Product or Collaboration for Data Collection and Dissemination" at the 2024 Council for Community and Economic Research Annual Conference.
- [Wisconsin Recovery Report 2023-2025](#).
- [Registered Nurse Supply and Demand Forecasts 2022-2040](#).
- Updated projections.
- 2023 Nurse Survey [Infographic](#) and [Review](#).

LMI staff continue to provide support to maintain the [DWD Career Pathways website](#), so job seekers can navigate labor market information as they explore occupations in 16 career clusters by education level. The website provides [career pathway examples with local hot jobs](#) and links users to local trainings for each occupation, apprenticeship opportunities, as well as information about the occupation on the Job Center of Wisconsin's [Skill Explorer](#), which has been updated to reflect the resources and features on the DWD Career Pathways website.

RESEA Evaluation: In Wisconsin, the Re-employment Services and Eligibility Assessment (RESEA) program is administered by DWD's Bureau of Job Service (WIOA Title III Wagner-Peyser). The Bureau of Job Service contracted an outside evaluator, Actus Policy Research, to conduct a confirmatory

impact, exploratory, and process/implementation analysis. Random assignment started April 2022 and continued through the fall of 2023. During this time, 48,110 UI claimants were enrolled and randomly assigned to one RESEA meeting (29.4%), multiple RESEA meetings (29.5%), and no RESEA meetings (41.1%). Researchers completed three annual evaluation reports, and have determined random assignment is indeed random and enrollment numbers are projected to be sufficient to detect differences between groups. So far, researchers found participants with one or more RESEA meetings had a higher access to job counseling services, as well as statistically significant decreases in the number of benefits weeks UI payments were collected, the benefit amount collected, and the proportion of claimants with exhausted benefits. Researchers found the UI benefit cost savings (i.e., reduction of benefit weeks and amount collected) exceed the cost of the RESEA program. They also found that the RESEA assessment score predicts who will benefit most from RESEA services, which would increase the efficiency of the program rather than randomly selecting participants. Researchers will continue to collect employment outcomes for all participants and conduct a future analysis that may or may not yield a different result. Interim findings from the Wisconsin RESEA evaluation can be found on the [WDIS Resource list](#).

Title IV Evaluation: In addition to the Career Pathways Advancement evaluation, Wisconsin's WIOA Title IV, Division Vocational Rehabilitation (DVR), continues to engage in evaluation activities in data partnership with the Wisconsin Department of Public Instruction (DPI) and Department of Health Services (DHS) with the aim to track and monitor competitive integrated employment (CIE) for individuals with disabilities who receive publicly funded community services. The most recent data is available on the [CIE website](#). DVR is also partnering with the University of Wisconsin – Milwaukee to implement changes based on the findings from [focus groups with Milwaukee consumers with diverse backgrounds](#). These focus groups, founded through partnership with the national Vocational Rehabilitation Technical Assistance Center for targeted Communities, provided recommendations on improved outreach and they engage with local adults with disabilities from diverse backgrounds looking for support to get a job, keep a job, or get a better job.

WIOA Title II Action Research: Each year, the Wisconsin Technical College System (WTCS) Office coordinates evaluation of its programming and services. During the 2023-24 fiscal year, the WTCS Office conducted an evaluation of its Integrated Education & Training (IET) programs. Each Title II provider is required to offer or provide access to IET programs. Over 30 Wisconsin IET programs were available to Title II participants during fiscal year 2023-24 and over 700 Title II participants accessed at least one IET program.

A quantitative study was conducted to investigate the relationship between participation in IET and a series of shorter-term, interim, and longer-term student outcomes. Research methods included the use of propensity score matching, logistic regression analysis, and sensitivity analysis. Results demonstrate that participation in IET programming is significantly and positively associated with each of the analyzed student outcomes including completing college credits in the first semester, college persistence to the second year, achieving a cumulative GPA of 2.0 or greater, and obtaining a WTCS credential. Adult education and literacy providers, two-year colleges, WIOA partners, and stakeholders who benefit from IET should invest in the expansion of these programs as a strategy to provide learners with clear pathways to college credentials, the workforce, and upward economic mobility while achieving organization goals. A list of all conducted evaluations and evaluation findings can be found on the WTCS website: <https://wtcsystem.edu/impact/publications/action-research/>

Customer Satisfaction

DET's coordinated monitoring team continued a WIOA Title I participant satisfaction survey, which was implemented in PY2019 for annual local Workforce Development Board (WDB) monitoring. DET emailed a survey to all WIOA Title I Adult, Dislocated Worker, and Youth participants who were active

during the previous 12 months, and DET followed up by sending reminders to participants to improve response rates. The survey was emailed to 6,081 participants statewide and 609 participants responded for an average statewide response rate of 10%. The response rate within each of the 11 local Workforce Development Areas (WDAs) ranged from 4% to 19%.

Workforce Development Area	Survey Emails	Responses Received	Response Rate
WDA 1	593 sent	60	10%
WDA 2	1,979 sent	85	4%
WDA 3	239 sent	36	15%
WDA 4	285 sent	52	18%
WDA 5	574 sent	101	18%
WDA 6	377 sent	30	8%
WDA 7	231 sent	33	14%
WDA 8	356 sent	56	16%
WDA 9	223 sent	42	19%
WDA 10	793 sent	95	12%
WDA 11	431 sent	19	4%
Statewide Total	6,081 sent	609 responses	10% response rate

The results of each WDA's participant survey, including statistical results and comments, were shared and discussed with each local WDB during annual monitoring. These discussions created the opportunity to highlight both local strengths and areas of improvement. The DET monitoring team retained the participant satisfaction survey as a component of PY2023 annual monitoring to compare year-over-year results and collect information for continuous improvement.

In addition to WIOA Title I participant surveys, DET's one-stop system certification materials require local WDAs to have systems in place for collecting and analyzing customer feedback, both from job seekers and businesses, and to use the information to improve service delivery. These certification materials were distributed and utilized by the local WDAs at the end of PY2021 for the purposes of certification for the next three-year certification cycle.

Performance Measures and Reporting

The WIOA core programs all report on common indicators of performance using the federal definitions. The six primary indicators of performance are: Employment Rate Second Quarter after Exit, Employment Rate Fourth Quarter after Exit, Median Earnings Second Quarter after Exit, Credential Attainment Rate, Measurable Skills Gain, and Effectiveness in Serving Employers. Credential Attainment Rate and Measurable Skills Gain are not required for Wagner-Peyser.

Effectiveness in Serving Employers

Wisconsin selected two of the three proposed pilot Effectiveness in Serving Employers indicators for reporting in PY2023. The selected indicators and PY2023 results are listed below:

- **Employer Penetration Rate: 6.3%** (12,959 employers using services ÷ 205,979 in Wisconsin).
- **Repeat Business Customers: 35.7%** (9,416 employers receiving services in PY2023 ÷ 26,398 employers who also received services within the previous three years).

Performance Accountability System

Wisconsin's Title I and III programs exceeded the 50% requirement of all 18 negotiated indicators of performance during PY2023 prior to adjusting actual performance using the Statistical Adjustment Model.

During PY2023, the Title I and Trade Adjustment Assistance (TAA) programs included credential data from the National Student Clearinghouse House (NSCH) Tracker service. DWD's agreement with NSCH allows for the automation of some credential collection and reporting.

Wisconsin's Performance Advisory Committee (PAC) consists of program experts on WIOA data and performance and includes representatives from WIOA core and partner programs. The PAC facilitated the development and delivery of performance technical assistance and training. Training was delivered via webinars called "WIOA Performance Friday" and "Performance Office Hours". The PAC maintained the [WIOA Performance SharePoint](#) site with information regarding performance levels, results, and training.

Local Statistical Adjustment Model (SAM) Activities

In PY2021, DWD developed and implemented a Local Statistical Adjustment Model (LSAM) to use in local negotiations for PY2022 and PY2023, and again for PY2024 and PY2025. The LSAM was constructed for Wisconsin by a team of experienced researchers, economists, and policy analysts using the baseline Statistical Adjustment Model concepts from U.S. DOL's ETA. The LSAM was used to determine the Local Adjusted Levels of Performance and Indicator Scores for PY2021, PY2022, and the same process will be used for PY2023 adjustments.

Title I Local Area Negotiated Levels of Performance

During Aug. and Sept. 2024, DWD successfully set local negotiated levels of performance for PY2024 and PY2025 with all 11 local WDAs. DWD used the LSAM as populated using historical DOL Participant Individual Record Layout (PIRL) participant data and economic data from the DOL Bureau of Labor Statistics. The negotiation results are in Tables 1, 2 and 3 in Appendix A.

Performance Results

Wisconsin's Title I and III programs exceeded the 50% requirement of all 18 negotiated indicators of performance during PY2023 prior to adjusting actual performance using the Statistical Adjustment Model. Wisconsin's PY2023 WIOA performance results for Title I Adult, Dislocated Worker, and Youth and Title III Wagner-Peyser Employment Service programs are explained in Appendix B.

Common Exit Policy

Wisconsin has a [common exit policy](#) for DET-administered programs. Under Wisconsin's common exit policy, a program participant who is enrolled in multiple DET-administered programs which the common exit policy applies, will exit all the affected programs at a common date if the participant has not received any services from any of the related programs for 90 consecutive days and there are no future services planned from any of the affected programs. This definition does not include self-service, information-only activities, or follow-up services from partner programs. The DET partner programs in Wisconsin's common exit are:

- Title IB Adult.
- Title IB Dislocated Worker.
- Title IB Youth.
- National Dislocated Worker Grants.
- Title III Wagner-Peyser Employment Services.
- Jobs for Veterans State Grant.
- Trade Adjustment Assistance Act of 1974.

Data Accuracy

A PIRL documentation clean-up project was initiated in PY2022 and will continue into PY2024. The project compares developer code with the PIRL schema to identify any potential discrepancies. In

PY2023, the project also implemented a documentation application for program and reporting staff to use when reviewing data. Wisconsin continues to analyze potential data quality issues through file reviews and utilizing the Quarterly Report Analysis for data integrity improvement.

Data Validation

Wisconsin's approach to data validation of performance information was originally set in PY2018. In PY2021 and PY2022, the [data validation policy](#) that applies to Titles I and III was updated to include further clarification provided by TEGL 23-19 and a "Data Validation by Element" resource. In PY2022, Wisconsin developed a new guidance on WIOA Joint Data Validation Policy and Procedures to help improve data validation and data quality across programs. This policy was updated in PY2023 and is described below.

The WIOA programs under Title I, Title III, National Dislocated Worker Grants, Jobs for Veterans State Grants (JVSG), and Trade Adjustment Assistance (TAA) conduct data validation reviews each program year prior to certification of annual reports. The program's data validation activities are addressed between monitoring and file reviews. Program areas follow the requirements in the DOL's [TEGL 23-19, Guidance for Validating Required Performance Data Submitted by Grant Recipients Change 1](#) and [Change 2](#) when conducting a review. In addition to the guidance provided by TEGL 23-19, each program area may develop policies to meet data validation requirements specific to their program. Programs may specify requirements for items such as the required data elements for validation, allowable source documentation, documentation collection, and the process for data and documentation storage and retrieval.

Error rates for data validation and data quality are determined as part of data validation reviews by calculating the percentage of records reviewed that contained a data documentation/data completeness or data accuracy error. The threshold for error rates is 10%, so if a data documentation/completeness or data accuracy error rate is greater than or equal to 10%, the error rate is considered not met and technical assistance/training will be required. Error rates by data element are calculated per the following:

- Local: A local area must have less than a 10% error rate for a single data element across programs. If the error rate exceeds 10%, specific local technical assistance will be required.
- Overall: Statewide, across all programs, a single data element must have less than a 10% error rate. Statewide training will be required if error rate exceeds 10%.

Data validation results and records that are reviewed will be retained for at least three years to follow the [federal records retention policy](#) and DWD's [Maintenance and Retention of Records policy](#). All files submitted for federal reporting are preserved and saved in a secure location. Data validation roles, responsibilities, procedures are detailed in Appendix C.

Activities Provided by State Funds

Governors have the authority to reserve portions of their state's WIOA allotments as a set-aside (or "Governor's Reserve") for statewide workforce development activities or to invest in their highest workforce development priorities. These activities include both required and allowable uses under WIOA.

Winning with Wisconsin's Workforce: DWD, together with the state's 11 local Workforce Development Boards (WDBs), are using a portion of the Governor's Reserve funds to host statewide Winning with Wisconsin's Workforce events to educate and engage new partners on talent attraction strategies, apprenticeship opportunities, and other resources. These forums are provided at no cost to the attendees and are designed to bring regional business and workforce system partners together to

discuss economic and labor market opportunities, resources, and innovative solutions to meet a variety of workforce needs. The 2024 event series showcases state and local resources, training programs, and grant opportunities and cover topics including youth employment, artificial intelligence, and innovative ways to attract, develop, and retain top talent development programs.

Creation of Governor's Workforce-Focused Task Forces –

- **Governor's Task Force on the Healthcare Workforce:** In Jan. 2024, Gov. Tony Evers established the [Governor's Task Force on the Healthcare Workforce](#) by issuing Executive Order #220. He charged the task force with gathering and analyzing information and producing an advisory action plan for the 2025-27 state budget consideration. From March to Aug. 2024, the task force heard from healthcare experts and leaders, analyzed labor market data, and produced an advisory action plan for the governor's review and consideration. In total, the task force adopted 10 recommendations with 26 action items representing a variety of policy and implementation approaches aimed at addressing issues such as education, training, recruitment, and retention of healthcare workers. These recommendations will help to move Wisconsin forward with sustainable solutions to retain, attract, and train talented workers to address the workforce challenges in a high-demand, priority industry. Governor's Reserve funds were used to obtain technical assistance, expert services, and other support for the work of the task force.
- **Governor's Task Force on Workforce and Artificial Intelligence:** In PY2023, Gov. Evers signed Executive Order #211, creating the [Governor's Task Force on Workforce and Artificial Intelligence](#). Envisioned as a mechanism to adapt and equip a workforce capable of capitalizing on the generative AI transformation, creation of the governor's task force set in motion a comprehensive effort to help harness the evolving technologies and strengthen Wisconsin's workforce for the 21st century and beyond. The work of the task force culminated in an [advisory action plan](#) that was adopted in July of 2024 that offers specific policy proposals based on the collaborative work of the task force and the expertise of leaders from education, government, workforce development, economic development, and the business community. Themes of the policy proposals reflect the need to expand digital literacy; develop more flexible training and credentialing; continue efforts to remove employment barriers and connect underutilized talent pools with AI skills; improve government service delivery through strategic deployment of AI tools; and incent industry adoption of AI tools to enhance competitiveness and create high quality jobs. Governor's Reserve funds were used to obtain technical assistance, expert services, and other support for the work of the task force.

Worker Connection Program Best Practices: The Worker Connection program is funded with American Rescue Plan Act (ARPA) funds and is piloting strategies in Milwaukee County (Workforce Development Area 2) and the Bay area (Workforce Development Area 5) that may be adapted by WIOA Title I and Title III programs. Specifically, Worker Connection is piloting the use of targeted outreach, one-on-one career navigation services, and WorkAdvance training. The Worker Connection program has been able to reach underserved populations such as individuals who are justice-involved, homeless, and long-term unemployed. DWD is now shifting from the pilot program phase of Worker Connection and taking the lessons learned from the ARPA-funded project and incorporating them more broadly into the state workforce system by using Governor's Set Aside Funds to integrate the best practices into day-to-day operations.

DocuSign: For the fourth consecutive year, DWD has used Governor's Reserve funds to provide grants for Wisconsin's local WDBs to obtain DocuSign licenses. This small amount of money has a large impact in allowing for the expansion of virtual and hybrid service delivery, as well as reducing administrative burden.

Statewide Equal Opportunity and Civil Rights Compliance Handbook: DWD granted funds to the Wisconsin Workforce Development Association to help secure an expert contractor to develop a

statewide Equal Opportunity and Civil Rights Compliance Handbook. This handbook creates a tailored framework to guide Wisconsin's Equal Opportunity Officers through the key WIOA Section 188 compliance areas and Wisconsin's Nondiscrimination Plan.

FlexRide: DWD granted funds to Employ Milwaukee to support the FlexRide Milwaukee project. This overarching project was primarily funded through a \$4.2 million Workforce Innovation Grant (supported by ARPA) to the lead agency Mobilize. The project introduced workforce transportation services throughout the metro Milwaukee area by expanding the FlexRide Milwaukee program into surrounding communities, positioning high quality childcare centers in Milwaukee as "workforce mobility hubs" to connect underserved populations with transportation to and from employment. The Governor's Set Aside funding provided supportive services to FlexRide participants, including transportation fare reduction and childcare cost assistance.

Wisconsin Center Expansion: DWD granted funds to Employ Milwaukee. to expand an innovative program initially funded through a Worker Advancement Initiative grant (supported by ARPA). This project offers limited term, paid work experiences for Residence Preference Program (RPP) certified participants with contractors Gilbane Construction/CG Schmidt on the Wisconsin Center Expansion worksite. These participants gain construction skills training and career exploration provided by WRTP/BIG STEP and TradeSMART training, in addition to the paid work experience opportunity.

Workforce System Challenges and Technical Assistance Requests

Service Delivery and Data Collection

Wisconsin continues to develop and implement tools to modernize and enhance the way participants engage with the workforce development system. As the service delivery model continues to include virtual and in-person services, establishing practices for collecting the necessary data and communicating how to navigate through online systems continues to be a challenge for both staff and customers. It is difficult to explain in plain language the meaning of the required data elements and customers express frustration with certain questions. Questions are often misunderstood or rushed through, which results in unreliable data. Wisconsin has pursued and implemented several initiatives to expand capacity and enhance customers' ability to navigate online for needed services; however, a great deal of staff time and resources are necessary for their success.

What remains apparent is that no delivery system is effective across all demographics served by American Job Centers. The digital divide still presents a barrier to some populations, including historically underserved, rural, and older workers who may lack familiarity and access to technology. While virtual service delivery may be effective with many groups, those with the greatest needs may still lack equity in a virtual service delivery model. Providing services to those most in need is a crucial component of the state's workforce development system, and due to current labor market conditions, the demographics who require the most time-intensive assistance are the populations primarily receiving these services. However, federal funding and support do not adequately correlate to the state resources required to best serve these populations so the state's workforce system would benefit from federal guidance and support to address this discrepancy.

Wisconsin also continues to see challenges related to common intake practices and co-enrollment among WIOA programs, as well as with non-WIOA programs. While field staff teams recognize the benefits to participants, the co-enrollment between programs that are managed by different governmental entities, subcontractors, etc. adhere to different statutory, regulatory, and policy requirements. Additionally, data is tracked in different systems. Together, these factors create barriers to optimal service delivery. Progress has been made for collecting and sharing data between the various programs managed by DWD; however, gathering data from additional agencies and partners outside of DWD continues to be a challenge and it is a concern that the difficulties gathering and compiling data

across agencies may impact the state's overall performance and the overall customer experience. The state's workforce system would benefit from federal guidance and support for improved integration across programs.

One-Stop Delivery System Partnerships

WIOA mandates several federal and state partners participate in the one-stop delivery system and contribute to the infrastructure costs to maintain the one-stop centers through a memorandum of understanding (MOU). All required partners must use a portion of their program funds to maintain the one-stop delivery system, including jointly funding job center infrastructure, based on each partner's proportionate use of and relative benefit from the one-stop delivery system. The allocation methodologies and partners' individual contributions must be documented in the one-stop delivery system MOU. Identification of some required WIOA partners at a local level is a challenge particularly for documenting the financial requirements during the MOU process.

The challenge of coordinating one-stop system partners at the local level is compounded in instances where an entity is operating a program that relates to the state workforce system, but that entity reports directly to the federal agency that administers the program (such as Community Services Block Grant Employment and training activities Department of Housing and Urban Development employment and training programs) without any communication or coordination to the workforce agencies at the state or federal level. This lack of cohesive structuring makes it difficult to identify all the entities in a state that contribute to the workforce system. This in turn affects compliance as well as the quality of the workforce system as whole for delivering services.

Wisconsin requests technical assistance on resources to help identify the entities in the state operating employment and training programs and that DOL establish a communications structure to notify/inform states of employment and training grant recipients.

Conflicting Operational Guidance and Reporting Requirement

The Wisconsin state workforce system faces additional challenges due to the shifting expectations from U.S. DOL regarding operational procedures and reporting requirements under WIOA. Evolving expectations and guidance issued by U.S. DOL, such as the concepts encouraged by the Yes! WIOA Can initiative, often conflict with the established reporting metrics mandated by the federal agency, creating a disconnect that hampers effective implementation of workforce programs. This misalignment generates confusion and impediments, particularly at the local level, where innovation and tailored solutions are crucial for addressing community-specific needs. The inconsistency between U.S. DOL's operational expectations and reporting requirements limits the capacity of the workforce system to adapt and support innovative strategies that could enhance workforce development outcomes. Addressing this issue requires a concerted effort to realign expectations with practical reporting frameworks, ensuring that local workforce agencies can implement effective and adaptive solutions without being constrained by conflicting directives.

Wisconsin requests technical assistance on this matter so the state may focus on innovation more broadly within WIOA programs without being constrained by reporting requirements where the performance data may be misleading without additional context. It would be helpful if DOL would provide clarification and guidance on how to align operating expectations and reporting requirements.

Federal Funding Reductions and Constraints

The WIOA funding structure often results in the state experiencing fluctuations in annual workforce funding availability. This is especially true with WIOA Title I programs. While federal funding is essential to achieve the vision and goals for the workforce development system, state allocations can vary significantly from year-to-year and be difficult to predict, which causes funding uncertainty, complicates long-term planning for the state workforce system, and impedes opportunities for innovation. Wisconsin has experienced a decline in funding allocation for WIOA Title I programs every year since Program

Year 2015 (with the exception of the year following the COVID-19 pandemic). As a result of this funding decline, the portions of the federal money that is available to support innovation needs to be used to maintain operations (see Appendix E).

Additionally, Title I allocation formulas do not take into consideration a state's labor force participation rate, job vacancy rate, or a host of other economic indicators that that could be used along with the unemployment rate to determine a state's workforce needs. For example, discretionary funds are available for Dislocated Worker grants, but no discretionary funds are available for WIOA Title I Youth or Adult programs. The need for Dislocated Worker grant opportunities is low when unemployment is at historically low levels as it is in Wisconsin, but there could be opportunities to better leverage that funding to benefit workforce participation in communities through other WIOA Title I programs.

Appendix A: Title I Local Negotiated Levels of Performance

During August and September 2024, the Wisconsin Department of Workforce Development (DWD) successfully set local negotiated levels of performance for PY2024 and PY2025 with all 11 local Workforce Development Areas (WDA) in the state. DWD used the LSAM as populated using historical U.S. DOL Participant Individual Record Layout (PIRL) participant data and economic data from the U.S. Bureau of Labor Statistics. The negotiation results are in Tables 1, 2 and 3.

Table 1. Title I Adult Local Area Negotiated Levels of Performance (PY2024 and PY2025)

WDA	Employment Rate 2 nd Qtr. after Exit	Employment Rate 4 th Qtr. after Exit	Median Earnings 2 nd Qtr. after Exit	Credential Attainment Rate	Measurable Skill Gain
1	73.0%	74.0%	\$8,000	69.0%	58.0%
2	74.0%	74.0%	\$7,600	63.0%	53.0%
3	82.0%	80.0%	\$9,100	65.0%	70.0%
4	79.0%	76.0%	\$8,800	70.0% (PY24) 72.0% (PY25)	68.0%
5	80.0%	78.0%	\$9,100	72.0%	66.0%
6	80.0%	83.0% (PY24) 84.0% (PY25)	\$8,400	63.0% (PY24) 65.0% (PY25)	64.0% (PY24) 66.0% (PY25)
7	80.2%	78.0%	\$7,400	74.0%	73.0%
8	77.0%	75.0%	\$7,300	61.0%	60.0%
9	77.2% (PY24) 77.3% (PY25)	80.0%	\$7,700	60.0%	55.0%
10	76.0%	75.0%	\$8,200	72.0%	79.0%
11	71.0%	72.0%	\$6,700	69.0%	59.0%

Table 2. Title I Dislocated Worker Local Area Negotiated Levels of Performance (PY2024 and PY2025)

WDA	Employment Rate 2nd Qtr. after Exit	Employment Rate 4th Qtr. after Exit	Median Earnings 2nd Qtr. after Exit	Credential Attainment Rate	Measurable Skill Gain
1	77.0%	81.0%	\$9,000	68.0%	60.0%
2	74.0%	74.0% (PY24) 75.0% (PY25)	\$8,900	53.0%	50.0%
3	84.0%	88.0%	\$11,000	63.0%	72.0%
4	74.0%	74.0%	\$9,540	71.0%	61.0%
5	83.0%	83.0%	\$10,000	72.0%	67.0%
6	85.0% (PY24) 86.0% (PY25)	88.0% (PY24) 89.0% (PY25)	\$11,100	80.0% (PY24) 80.2% (PY25)	75.0%
7	85.8%	75.0%	\$10,000	81.0%	71.0%
8	82.0%	81.0%	\$11,000	75.0%	72.0%
9	83.0%	90.0%	\$10,000	60.0%	58.0%
10	81.0%	83.0%	\$10,000	68.0%	77.0%
11	78.0%	84.5%	\$9,100	62.0%	66.0%

Table 3. Title I Youth Local Area Negotiated Levels of Performance (PY2024 and PY2025)

WDA	Employment Rate 2nd Qtr. after Exit	Employment Rate 4th Qtr. after Exit	Median Earnings 2nd Qtr. after Exit	Credential Attainment Rate	Measurable Skill Gain
1	80.0%	75.0%	\$5,900	53.0%	49.0%
2	78.0%	73.0%	\$3,900	56.0%	49.0%
3	84.0%	83.0%	\$6,300	55.0%	57.0%
4	80.0%	77.0%	\$4,500	53.0%	57.0%
5	82.0%	80.0%	\$6,600	62.0%	68.0%
6	75.0%	73.0%	\$4,300	50.0%	53.0%
7	71.3%	82.2% (PY24) 82.3% (PY25)	\$3,200	65.0%	68.0%
8	76.0%	76.0%	\$4,100	56.0%	56.0%
9	65.6% (PY24) 65.7% (PY25)	68.0%	\$4,100	50.0%	42.0%
10	77.0%	76.0%	\$4,400	64.0%	76.0%
11	80.0%	76.0%	\$3,800	60.0%	65.5%

Appendix B: Title I and III Performance Indicator Results

The following tables present a summary of Wisconsin's PY2023 WIOA performance for the Title I Adult, Dislocated Worker, Youth, and Title III Wagner-Peyser Employment Service programs. The Negotiated column is the state's Negotiated Level of Performance. The Actual column is the Actual Level of Performance results during the Program Year. The Cohort column is the number of participants included in the indicator. The U.S. Department of Labor (DOL) uses a statistical adjustment model which adjusts the Negotiated Level based on the actual participants served and economic conditions during the program year. This process is completed after this report is submitted.

The statistical adjustment model determines the Adjusted Level of performance and the Indicator Score. The Indicator Score takes the Actual Level divided by the Adjusted Level. Per DOL [TEGL 11-19, Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#), an Indicator Score must be at or above 50%. DOL released [TEN 04-24, Workforce Innovation and Opportunity Act \(WIOA\) Core Program Performance Accountability Assessment for Program Year \(PY\) 2023](#), which states that Title I will not be assessed on the Measurable Skill Gain indicator for PY2023. TEN 04-24 also states that Wagner-Peyser will be assessed for Overall Program Score in PY2023. An Overall Program Score takes the average of the Individual Indicator Scores, and it must be at or above 90%.

Table 4. PY2023 WIOA Title I Adult Performance

Indicator	Negotiated	Actual	Cohort
Q2 Employment	72%	78.3%	1,785
Q4 Employment	70%	77.7%	1,645
Median Earnings	\$6,200	\$8,198	1,398
Credential Attainment Rate	70%	65.8%	863
Measurable Skill Gain	49%	65.9%	1,594

Table 5. PY2023 WIOA Title I Dislocated Worker Performance

Indicator	Negotiated	Actual	Cohort
Q2 Employment	80%	81.6%	523
Q4 Employment	79%	79.5%	595
Median Earnings	\$8,900	\$10,349	427
Credential Attainment Rate	71%	69.5%	348
Measurable Skill Gain	62%	66.7%	501

Table 6. PY2023 WIOA Title I Youth Performance

Indicator	Negotiated	Actual	Cohort
Q2 Employment	76%	79.0%	837
Q4 Employment	73%	78.3%	738
Median Earnings	\$3,800	\$5,260	642
Credential Attainment Rate	56%	54.2%	493
Measurable Skill Gain	46%	61.7%	1,147

Table 7. PY2023 Wagner-Peyser Performance

Indicator	Negotiated	Actual	Cohort
Q2 Employment	62%	72.4%	18,861
Q4 Employment	66%	72.8%	14,118
Median Earnings	\$5,800	\$8,860	13,655

Appendix C: Data Validation Roles, Responsibilities, and Procedures

Staff Assigned for Data Validation Responsibilities:

- Provide overall guidance, training, and technical assistance for data validation standards and data documentation requirements to local areas.
- Perform data validation reviews at least annually.
- Identify errors and communicate with staff and local areas for resolution.
- Maintain records per state and federal records retention policies.
- Provide technical assistance and training to local areas that do not meet error rate requirements.
- Annually review the results of data validation review efforts and the effectiveness of the process and revise as needed.

Data Entry Management and Staff Responsibilities:

- Develop internal controls to ensure data reported is valid, reliable, and aligns with data documentation.
- Provide training to staff on the importance of correct data entry and allowable data documentation on an annual basis, at a minimum.
- Regular data element review of program data for errors, missing data, and other anomalies, including missing documentation.
- Ensure appropriate staff receive statewide data validation and data documentation training annually.
- Maintain records per state and federal records retention policies.
- Ensure that state monitoring staff have access to data documents for review upon notification.
- Communicate in a timely manner with program and federal reporting staff regarding identified errors.
- Attend mandatory technical assistance and training if there is a failure to meet error rate.

Federal Reporting Staff Responsibilities:

- Conduct ongoing reviews of data accuracy within data systems (e.g., ASSET). Federal reporting staff work closely with information technology and product development staff to review potential issues with the collection and reporting of data.
- Provide trainings for program staff on how to conduct data validation reviews.
- Calculate error rates and notify program staff of any concerns or discrepancies.
- Provide trainings along with program staff to local areas and staff on data validation and documentation when overall error rate thresholds are met.
- Organize and manage data validation procedures listed below.

Data Validation Procedures:

1. When collecting data, ensure the policy and responsibilities listed above are followed.
2. Random samples of data elements are pulled from either BI or preliminary PIRL files for review.
 - a. Sample sizes are determined based on the population size (participants served and exited) and appropriate confidence levels (greater than or equal to 90%) and margins of error (less than or equal to 8%). The samples include current and exited PINs.
 - b. Samples are listed by PIN and are distributed among the required data elements for validation. The PINs are reviewed in the case management system (ASSET) for appropriate data documentation, data accuracy, and data completeness.
3. Any corrections to identified data and documentation errors must be completed by September 10, before the annual program year reports are due for submission to the U.S. DOL.
4. An annual review is a cumulative of reviews completed throughout the program year. PINs selected for reviews are part of the program year cohorts. The cumulative of the reviews becomes the final review file used to calculate error rates.
5. Error rates will be calculated as described above.

Appendix D: Promising Practices and Areas of Strength

During annual monitoring visits to the local WDBs, the Department of Workforce Development's (DWD) Division of Employment and Training identified promising practices and areas of strength taking place within the local WDAs. These are shared with the local WDBs in an annual report to highlight the many local promising practices and allow for implementation in other areas. Several of the PY2023 local WDB promising practices and areas of strength are highlighted below:

Southeastern Wisconsin Workforce Development Board (SE WI WDB – WDA1), Employ Milwaukee, Inc. (EMI – WDA2), and Waukesha-Ozaukee-Washington Workforce Development Board (WOW-WDB – WDA3): The local WDBs of WDAs 1, 2, and 3, which form the collaborative Super Region, partnered to successfully hold two in-person symposia, attended by workforce system staff from partner organizations across seven counties. The first symposium addressed awareness and cultural competence in working with refugees, especially those from Ukraine and Afghanistan. The second symposium focused on cultural competence related to neurodivergence.

Additionally, the three local boards used Wisconsin Partnership Program funds and collaborated with JustDane to deliver a reentry simulation to employers, legislators, politicians, service providers, and community members. Subsequent Lunch and Learn sessions also have been offered. The reentry simulation gives participants an "up close" view of what it is like to come home from prison. The participants experience realistic scenarios and lifelike struggles that the justice-involved are likely to encounter. The Lunch and Learn sessions have focused on determining how to build an equitable and inclusive workplace by examining the challenges and barriers justice-involved people face regarding employment and how employers can address them. The sessions have identified employers' policies, practices, cultural norms, and values that could potentially stifle their hiring and retention needs with this untapped pool, as well as avenues to develop action plans that help resolve those barriers.

Bay Area Workforce Development Board (BAWDB – WDA5): BAWDB has provided trainings to career planners on mental health and trauma-informed care principles. Previous trainings have included topics such as microaggressions and building resiliency. These trainings have the potential to not only assist career planners with working with participants, but also to improve career planners' personal well-being.

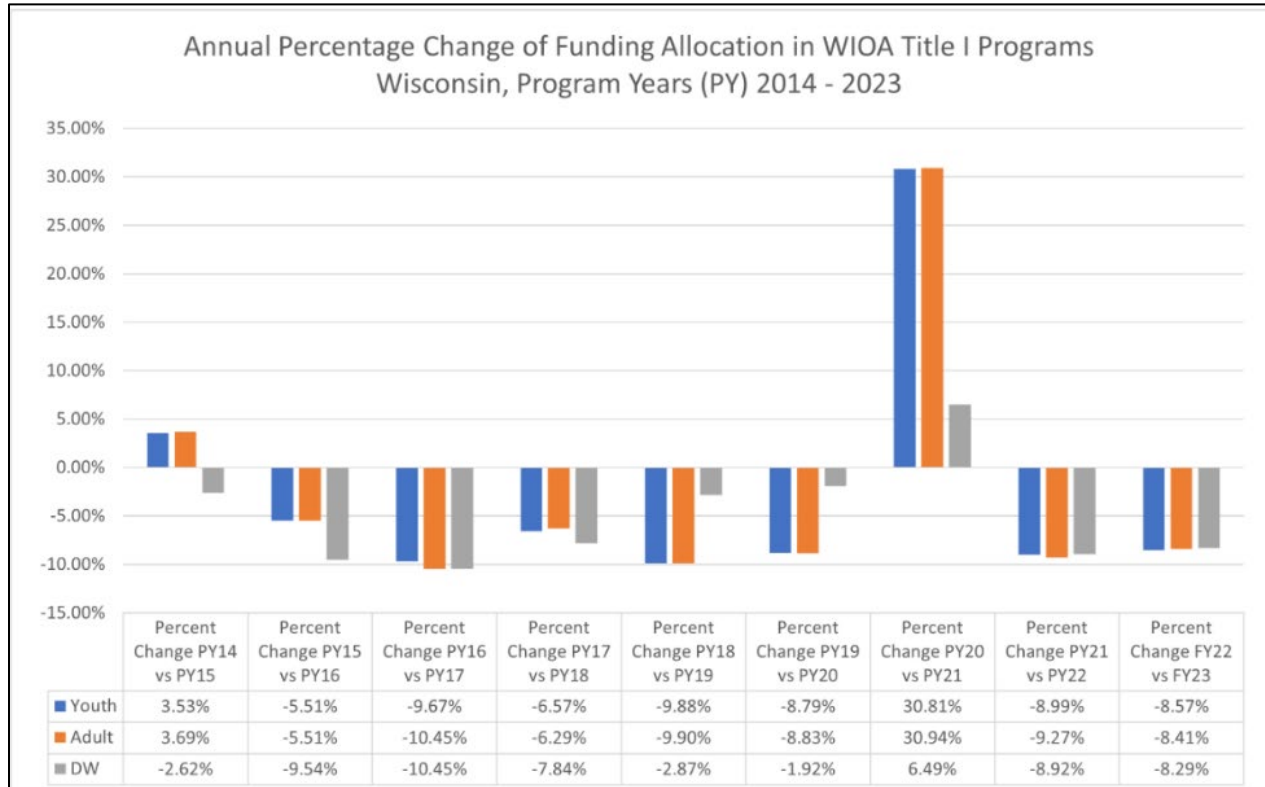
North Central Wisconsin Workforce Development Board (NCWWDB – WDA6): NCWWDB's Business Services Team (BST) holds monthly/bi-monthly Human Resources Roundtables for rural employers. The meetings entail exchanging information about what employer needs are and how WIOA may be able to meet those needs. This has increased awareness of WIOA in rural communities and has informed the BST on the specific needs of rural employers.

West Central Works Workforce Development Board (WCWWDB – WDA8): WCWWDB has implemented a four-way referral system to improve the referral process across all partners of the one-stop operator and other community agencies. This system is for participants, partners, the local WDB, career planners, and others to send and receive referrals. The system also sends out multiple

reminders until the referral has been acted upon, ensuring that participants' needs are addressed efficiently and timely.

Workforce Development Board of South Central Wisconsin (WDBSCW – WDA10): The WDBSCW has focused on fund braiding and co-enrollment to support customers in training programs and career services including a focus on the Limited English Proficiency (LEP) population and racial and ethnic minorities.

Appendix E: Annual Percentage Change of Funding Allocation in WIOA Title I Programs (WI – PY2014-2023)



Contacts

Michele Carter, Administrator

Wisconsin Department of Workforce Development - Division of Employment and Training
201 E. Washington Ave.
PO Box 7972
Madison, WI 53707-7972
michele.carter1@dwd.wisconsin.gov

Steve Laesch, Assistant Administrator

Wisconsin Department of Workforce Development - Division of Employment and Training
201 E. Washington Ave.
PO Box 7972
Madison, WI 53707-7972
steve.laesch@dwd.wisconsin.gov

Danielle Williams, Assistant Administrator

Wisconsin Department of Workforce Development - Division of Employment and Training
201 E. Washington Ave.
PO Box 7972
Madison, WI 53707-7972
danielle.williams@dwd.wisconsin.gov

Patrick Lonergan, Strategic Policy Advisor

Wisconsin Department of Workforce Development - Division of Employment and Training
201 E. Washington Ave.
PO Box 7972
Madison, WI 53707-7972
patrick.lonergan@dwd.wisconsin.gov