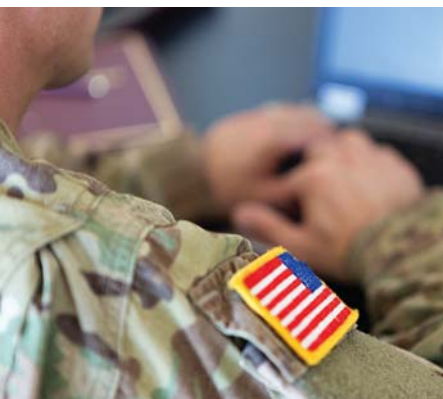




# Valor \* Vision \* Value



## Wisconsin Council on Veterans Employment *2017 Annual Report*







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## Message from the Chair

On behalf of Governor Walker's Council on Veterans Employment, I am pleased to provide the 2017 Annual Report, highlighting Wisconsin's nationally recognized efforts to increase the number of qualified veterans and veterans with service-connected disabilities who are hired for job vacancies in state government.

Initiatives undertaken by the Council on Veterans Employment leverage existing employment programs and resources to provide state agencies with the necessary tools needed to hire and retain eligible veterans. Fiscal Year 2016-17 achievements include:

- ★ Increasing the number of veterans employed in state service;
- ★ Expanding awareness and usage of the WiscJobsforVets website among veterans and state hiring managers;
- ★ Distributing a revised Veterans Employment Plan of Action template to assist state human resource professionals with attracting, hiring and retaining more employees who are veterans; and
- ★ Coordinating a targeted hiring event to quickly connect state agency hiring managers with veterans who are seeking State of Wisconsin jobs.

The Council on Veterans Employment extends our deepest appreciation to state leaders and agency staff who have made it a high priority to employ more veterans. Council members look forward to building on their efforts to advance this important endeavor.

Scott A. Neitzel, Secretary  
Wisconsin Department of Administration



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## The Wisconsin Veterans Employment Initiative

On April 25, 2016, Governor Scott Walker signed 2015 Wisconsin Act 386 (Appendix 1), codifying Executive Order 137 that established the Wisconsin Veterans Employment Initiative and the Council on Veterans Employment for increasing the number of veterans and veterans with service-connected disabilities who are employed in state government. Coordinated by the Department of Administration (DOA) with staff support from the Workforce Development (DWD), the Council helps Wisconsin veterans obtain jobs in state service through strategic, statewide recruitment efforts aimed at:

- ★ Increasing employment opportunities
- ★ Identifying positions that require transferable military skill sets
- ★ Offering assistance on transitioning from military to civil service
- ★ Implementing model recruitment strategies and workflows
- ★ Coordinating specialized recruitments for state agencies
- ★ Promoting civil service jobs as viable post-military career options

The Council on Veterans Employment is chaired by DOA Secretary Scott Neitzel. Membership includes: DOA – Division of Personnel Management Administrator Gregory Gracz, Department of Veterans Affairs (DVA) Secretary Daniel Zimmerman, DWD Secretary Ray Allen and University of Wisconsin System (UWS) President Ray Cross.

Recognized by the U.S. Department of Labor as a model initiative, Wisconsin is leading the nation by instituting State Statute Section 230.275 (Appendix 2) to provide a streamlined, noncompetitive appointment authority for hiring veterans with a service-connected disability rating of 30% or greater to fill classified service vacancies.



## *Department of Financial Institutions Success Story*

“With assistance from WiscJobsForVets staff, a veteran with a service-connected disability was offered and accepted an Executive Assistant position starting at \$24.04 per hour.”

## *Department of Health Services Success Story*

“WiscJobsForVets staff provided resume development services and job referrals to a veteran with a service-connected disability, who was offered and accepted job offer as a Senior Project Manager starting at \$48.08 per hour.”

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## WiscJobsForVets

The WiscJobsForVets website was launched as a pilot project under the Veterans Employment Initiative in 2015, offering the nation's first streamlined, web-based recruitment and hiring solution for veterans with a 30% or greater service-connected disability rating who are not currently employed in a permanent position with a state agency. In addition, the website enables qualifying veterans to apply for State of Wisconsin jobs of interest, as well as makes their profiles available to DWD's Office of Veterans Services (OVS) for additional assistance with starting a new public or private sector career. Learn more at [WiscJobsForVets.wi.gov](http://WiscJobsForVets.wi.gov)

The data below reflects WiscJobsForVets outcomes from October 1, 2016 - September 1, 2017:

### WISCJOBSEFORVETS Website Usage

State Agency	# of Jobs Posted	# of Applicants*
<b>Boards:</b>		
Education Communications	2	5
<b>Commissions:</b>		
Public Service	4	4
<b>Departments:</b>		
Administration	59	139
Aging, Trade, & Consumer Protection	1	1
Children and Families	3	11
Corrections	4	14
Financial Institutions	3	3
Health Services	8	7
Military Affairs	3	38
Public Instruction	1	1
Safety and Professional Services	1	0
Transportation	15	118
Veterans Affairs	112	119
Workforce Development	8	63
<b>Offices:</b>		
Insurance Commissioner	3	1
State Public Defender	1	5
<b>Total</b>	<b>228</b>	<b>530</b>

\*One veteran can apply for multiple jobs and be counted as an applicant more than once.

## WISCJOBSEFORVETS

### Success Story

Nearly 1,200 veterans applied for State of Wisconsin jobs using the WiscJobsForVets website since its launch in 2015. Performance for the 2017 Fiscal Year follows:

### Fiscal Year 2016-17

#### Performance

Categories	Outcomes
# of Participants	317
# of Jobs Posted	228
# of Applicants	530
# Placed	28
Average Wage	\$22.88

### Department of Administration Success Story

“A veteran with a service-connected disability was offered and accepted a Custodial Supervisor position starting at \$22.60 per hour. Staff from WiscJobsForVets and OVS's Disabled Veteran Outreach Program coordinated resources to provide intensive case management services, resume development support and job referrals.”



## WiscJobsForVets Hiring Event

In early 2017, DOA and DWD partnered to develop an employment event for connecting veterans who are registered on WiscJobsForVets with state hiring managers. DWD surveyed veterans to identify regional participation interest, and DOA compared responses with current state job openings to determine the best possible event location. Since many of the veterans who expressed participation interest resided within a reasonable commuting distance to-and-from Madison, partners opted to pilot the event in Dane County.

DOA and DWD hosted the WiscJobsForVets hiring event on April 12, 2017 at the Dane County Job Center. Approximately 20 qualified veterans connected with state hiring managers from host agencies, as well as the Departments of Corrections, Military Affairs, Revenue and Veterans Affairs. Veterans also participated in as many as four onsite job interviews with state agencies. The event resulted in a number of veterans being hired into permanent classified positions.

With feedback from participating state agencies, the Council on Veterans Employment quickly approved partner recommendations for coordinating additional targeted recruitment events by region in the future. Emphasis will be placed on matching veterans with available state government jobs based on skills.



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## State Agencies Support Hiring Veterans

As an important partner on the Council on Veterans Employment, UWS has taken significant steps to institute Veterans Employment Initiative hiring practices. UWS leadership actively encourages their hiring managers to collaborate with OVS and enhance existing recruitment efforts to attract more veterans as job candidates. Efforts have resulted in UWS hiring nearly 70 additional veterans to fill job vacancies during the last six months of Fiscal Year 2016-17, increasing the total to 1,824 UWS employees who report their status as a veteran.

## Meet a Few of the Valued UWS Veteran Employees



### **Adam Wickersham, UW-Milwaukee**

*1 tour Operation Nobel Eagle and 3 tours Operation Iraqi Freedom*

#### **Director of the Executive MBA program**

Recruits working professionals into a transformative 17-month MBA program and manages the day-to-day operations of the program staff.



### **Justin Utpadel, UW-Stout**

*SSG, Wisconsin National Guard (current) and 2 tours Operation Iraqi Freedom*

#### **Director of Physical Plant**

Manages campus facilities and Physical Plant operations, including building maintenance, grounds, custodial services, central heating and cooling plants, fleet services, utilities, planning and engineering and construction projects.



### **Colleen Cowling, UW-Green Bay**

*4 years Air Force active duty in support of Operation Desert Shield and Operation Desert Storm; USAF Honor Guard*

#### **Receiving Area Coordinator**

Responsible for the timely delivery of incoming packages, maintaining the Public Surplus auction website, and processing all outgoing packages and first class mail via UPS and USPS.



### **Brandon Cedarblade, UW-Eau Claire**

*5 Years Wisconsin Army National Guard*

#### **Business Development Representative for Continuing Education**

Helps business organizations set up customized training opportunities for their employees in the area of Personal and Workforce Development.



### **Richard Harris, UW-Whitewater**

*Operation Desert Shield and Operation Desert Storm*

#### **Coordinator of Student Veterans and Military Services**

Supports student veteran retention and graduation by creating strong campus connections, acting as a reliable confidant and serving as an advocate for student veterans and military personnel across campus.

## **University of Wisconsin System Success Stories**

UW-Green Bay recently developed a Veteran Employee Resource Group to improve recruitment and retention efforts and provide a comfort zone for new veteran hires. The federal Department of Veterans Affairs' (VA) identifies voluntary, employee driven groups as a critical to retaining veteran employees.

Other UWS highlights include:

- ★ UW campuses employ student veterans up to 20 hours a week through work-study to help process benefits, staff veteran centers and connect students to campus resources.
- ★ All UW institutions human resources staff have committed to being knowledgeable on employment provisions covering veterans and veterans with a service-connected disability rating.

## Veterans in State Service

DOA is required to prepare an annual report on veteran employment in state government per 2015 Wisconsin Act 386. The law defines large and small agencies based on these Full-Time Equivalent (FTE) position totals: 1) Large agencies offer more than 100 FTE positions; and 2) Small agencies offer 100 or few FTE positions.

With help from the Council on Veterans Employment, large and small agencies are collectively achieving veteran hiring goals. The following tables show Fiscal Year 2016-17 veteran hiring gains per state agency payroll data for employees who self-report their status as a veteran or disabled veteran:

### Veterans with Permanent Status in Classified State Service\* as of June 30, 2017

\*Includes Permanent, Project Permanent and Seasonal Employees

Department / Agency	# of Employees	# of Vets	% of Vets	Vets Service-Connected Disability Rating			
				with < 30%		with ≥ 30%	
				#	%	#	%
Administration	883	98	11.1%	8	0.9%	10	1.1%
Agriculture, Trade & Consumer Protection	589	35	5.9	0	0	0	0
Children and Families	728	17	2.3	0	0	1	0.1
Commissioner of Insurance	135	5	3.7	2	1.5	1	0.7
Corrections	9397	1310	13.9	91	1	47	0.5
Employee Trust Funds	249	18	7.2	0	0	0	0
Financial Institutions	118	11	9.3	1	0.8	0	0
Health Services	5709	313	5.5	20	0.4	17	0.3
Justice	665	46	6.9	4	0.6	1	0.2
Military Affairs	450	173	38.4	3	0.7	1	0.2
Natural Resources	2133	125	5.9	20	0.9	9	0.5
Public Instruction	609	19	3.1	0	0	1	0.2
Public Service Commission	116	4	3.4	0	0	0	0
Revenue	1101	64	5.8	3	0.3	2	0.2
Safety & Professional Services	199	14	7	1	0.5	3	1.5
State Public Offender	233	14	6	2	0.9	1	0.4
Transportation	3236	255	7.9	20	0.6	12	0.4
Veterans Affairs	1185	109	9.2	6	0.5	20	1.7
University of Wisconsin System	35889	1824	5.1	101	0.3	38	0.1
Wisconsin Historical Society	115	1	.9	0	0	0	0
Workforce Development	1477	131	8.9	7	0.5	26	1.8
<b>LARGE AGENCY TOTAL</b>	<b>65,216</b>	<b>4,586</b>	<b>7.0%</b>	<b>289</b>	<b>0.4 %</b>	<b>190</b>	<b>0.3%</b>
Board on Aging and Long Term Care	41	4	9.8%	0	0%	0	0%
Board of Commissioner of Public Lands	9	0	0	0	0	0	0
Board for People w/ Dev. Disabilities	7	0	0	0	0	0	0
Educational Communications Board	33	5	15.2	0	0	0	0
Employment Relations Commission	5	1	20	0	0	0	0
Tourism	25	1	4	0	0	0	0
Wisconsin Election Commission	22	0	0	0	0	0	0
Wisconsin Ethics Commission	7	0	0	0	0	0	0
Wisconsin Tech. College System Board	52	5	9.6	0	0	0	0
<b>SMALL AGENCY TOTAL</b>	<b>201</b>	<b>16</b>	<b>8.0%</b>	<b>0</b>	<b>0 %</b>	<b>0</b>	<b>0%</b>



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## Goals and Outcomes

The Council on Veterans Employment understands the value and work ethic that veterans bring state service, utilizing highly desired, transferable military skills to further their commitment to the public by effectively serving Wisconsin residents. To this end, the Council continues to help human resource professionals from large and small state agencies recruit, hire and retain veterans to build an innovative, resourceful and reliable workforce now and in the future.

### Goals

The Council on Veterans Employment established the following goals for state agencies related to employing veterans:

- ★ 9% veteran employment goal for large agencies
- ★ 7% veteran employment goal for small agencies
- ★ 1% disabled veteran employment goal for large and small agencies

### State Agency Assistance

Council on Veterans Employment partner agencies provide personalized training assistance and guidance to state agency human resource professionals on strategies to enhance veteran employment outcomes. During Fiscal Year 2016-17, the Council distributed a revised Veterans Employment Plan of Action template to hiring managers, providing clear expectations and streamlined instructions for maximizing civil service employment procedures to hire veterans with service connected disabilities. In addition, the template contains the necessary monitoring and reporting tools for collecting and analyzing employment outcomes.



## Department of Military Affairs Success Story

“WiscJobsForVets and OVS staff jointly provided an initial assessment, resume development services and job referrals for a veteran with a service-connected disability, resulting in an accepted job offer as an Information Systems Network Services Specialist starting at \$37.02 per hour.”



# Appendix 1

## **230.042 Wisconsin veterans employment initiative.**

- (1) In this section, an “agency” includes the board of regents of the University of Wisconsin System.
- (2) In consultation with the council on veterans employment, the administrator shall develop and administer a human resources staff training program to increase the recruitment and employment of veterans in agencies.
- (3) The appointing authority of each agency with more than 100 authorized permanent full-time equivalent positions shall do all of the following:
- (a) Prepare and implement a plan to employ qualified veterans with the goal of making the ratio of the number of veterans holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of the number of veterans in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.
  - (b) Prepare and implement a plan to employ qualified veterans with a service-connected disability rating with the goal of making the ratio of the number of veterans with a service-connected disability rating holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of veterans with a service-connected disability rating in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.
- (4) Each appointing authority of an agency with 100 or fewer authorized permanent full-time equivalent positions is encouraged to do all of the following:
- (a) Employ qualified veterans with the goal of making the ratio of the number of veterans holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of the number of veterans in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.
  - (b) Employ qualified veterans with a service-connected disability rating with the goal of making the ratio of the number of veterans with a service-connected disability rating holding permanent positions in the agency to the total number of individuals holding permanent positions in the agency equal to or greater than the ratio of veterans with a service-connected disability rating in the state civilian labor force in the preceding fiscal year to the average number of individuals in the state civilian labor force in the preceding fiscal year, as determined by the council on veterans employment.
- (6) The council on veterans employment may establish separate goals that are applicable to an agency for the hiring of qualified veterans or veterans with a service-connected disability rating. If the council on veterans employment establishes such goals, the appointing authority of that agency shall prepare and implement a plan to meet those goals in lieu of the goals specified under subs. (3) and (4).

**History:** 2015 a. 386.



## Appendix 2

### **230.275 Noncompetitive appointment of certain disabled veterans.**

(1) Whenever a vacancy occurs in a position in the classified service, the appointing authority may appoint a disabled veteran on a noncompetitive basis if all of the following occur:

(a) The disabled veteran has served in the U.S. armed forces and is included on a U.S. armed forces permanent disability list with a disability rating of at least 30 percent or the disabled veteran has been rated by the U.S. department of veterans affairs as having a compensable service-connected disability of at least 30 percent.

(b) The disabled veteran presents to the appointing authority written documentation from an appropriate department of the federal government certifying the existence and extent of the disability. This certification must have been issued by the appropriate department of the federal government within the year preceding appointment.

(c) The appointing authority determines that the disabled veteran is qualified to perform the duties and responsibilities of the position.

(d) The appointing authority notifies the director in writing that the position is to be filled with a disabled veteran on a noncompetitive basis.

(e) The disabled veteran does not hold a permanent appointment or have mandatory restoration rights to a permanent appointment.

(2) A disabled veteran appointed to a vacant position under this section need not be certified under this subchapter for appointment to the position.

(3)

(a)

1. If an appointing authority elects to appoint a disabled veteran to a vacant position on a noncompetitive basis under sub. (1), the appointing authority shall offer to interview for the position any disabled veteran who has expressed an interest to the appointing authority in applying for the position, who satisfies the condition specified in sub. (1) (a) and who appears to have the skills and experience suitable for performing the duties and responsibilities of the position.

2. If an appointing authority elects to appoint a disabled veteran to a vacant position on a noncompetitive basis under sub. (1) and the appointing authority has requested a certification for the position, the appointing authority shall offer to interview for the position any disabled veteran who is certified for appointment to the position and who satisfies the condition specified in sub. (1) (a).

(b) Except as provided in par. (a), if an appointing authority elects to appoint a disabled veteran to a vacant position on a noncompetitive basis under sub. (1), an appointing authority is not required to interview any other person, including any person certified for appointment to the position.

(4) Nothing in this section shall require an appointing authority to appoint a disabled veteran to a vacant position in the classified service or prohibit an appointing authority from filling a vacant position in the classified service from the list of those persons certified under this subchapter for appointment to the position.

**History:** 1997 a. 307; 2011 a. 211; 2015 a. 55.