



WISCONSIN DEPARTMENT OF **WORKFORCE DEVELOPMENT**



2023 - 2025 BIENNIAL REPORT

Dear Governor Evers and Members of the Legislature,

Thank you for interest in the 2023-2025 Biennial Report for the Wisconsin Department of Workforce Development (DWD), which details a period that included unprecedented progress for Wisconsin workers.

During the biennium, Wisconsin's workforce shattered record after record. In October 2023, DWD announced that the number of jobs in the state had reached all-time highs for three consecutive months. In 2024, the jobs numbers continued to grow, setting eight consecutive months of record-high employment. The biennium saw Wisconsin maintain a 2.9% unemployment rate through the majority of 2024. Nine counties in the state, most of them in the Northern Wisconsin, saw the lowest unemployment levels in 2024 in recorded history. Participation in youth and registered apprenticeship set records for consecutive years, and new pathways offered earn-as-you-learn options to start careers in healthcare, public safety, technology, and other growing fields. More people with disabilities participated in the workforce in 2024 than ever before.

These gains came as Governor Tony Evers declared 2024 the Year of the Worker and DWD continued to implement the administration's \$158 million investment established as the Workforce Solutions Initiative (WSI). This collaboration, which includes the Wisconsin Economic Development Corporation (WEDC) and many local stakeholders, has cleared barriers to work and strengthened communities across the state by connecting talent with opportunity. For example, major workforce housing and training sites in St. Croix Falls, Hayward, and Hurley opened or broke ground on new construction projects this fall as part of this initiative. These developments, achieved in partnership with Northwoods Technical College and many other partner organizations, offer both housing and training solutions to confront the demand from manufacturers, healthcare, building trades, and other critical sectors of the economy.

These accomplishments are part of a broad vision from the Evers Administration that seeks to connect people with jobs and help their career advancement through training. While the nation's economic outlook and federal funding priorities have clouded or shifted, it is important to note the progress and achievements for Wisconsin workers over the last two years. I am pleased to highlight the following for 2023-2025:

- WSI,¹ which invested \$158 million from the American Rescue Plan Act (ARPA), continued to build on Wisconsin's leadership in workforce development to advance the state's economic competitiveness. The funding supported three initiatives: Workforce Innovation Grants (WIG) to encourage regions and local communities to develop long-term solutions for workforce challenges; the Workforce Advancement Initiative (WAI) to work with local employers on subsidized employment and skills training; and the Worker Connection Program to help those seeking to reengage with the job market and expand their opportunities.
- DWD saw record participation in youth apprenticeship for the fourth year in a row during the 2024-25 school year, when 11,344 students and 7,400 employers participating in the program. New pathways launched in 2024 included law enforcement, fire protection, project management, and barbering/cosmetology.
- Registered apprenticeship² marked three consecutive years of record-breaking enrollment with 17,089 registered apprentices at more than 2,600 employers in 2024. While apprenticeship opportunities broadened across many sectors, Wisconsin also announced the creation of a teacher apprenticeship pilot program in 2024.
- DWD partnered with Madison College and UW Health to create the first-in-the-nation surgical technology associate's degree registered apprenticeship in 2025. The surgical technology apprenticeship was an extension of DWD's work on the Governor's Task Force on the Healthcare Workforce. Several of the task force's recommendations became policy under Act 15, the biennial state budget for 2025-2027.
- DWD led the Governor's Task Force on Workforce and Artificial Intelligence, which brought together business leaders, educators, policymakers, and labor leaders to examine how AI and automation will reshape Wisconsin's businesses and job market. The AI task force published an advisory action plan with policy recommendations in the areas of education, government, workforce development, and economic development in July 2024. Like the healthcare task force, these policy recommendations influenced funding in Act 15.

- DWD bolstered relationships with the state's 11 federally recognized Tribal Nations through annual consultations, virtual engagement opportunities, visits to Tribal Nations, and other projects. Tribal Nations continue to have a large impact on the state's economy and workforce and provide employment opportunities throughout the state.
- For the second consecutive year, the Office of Veterans Employment Services³ (OVES) in 2024 led Wisconsin to retain its ranking as fourth in the nation for successfully helping veterans connect with employment after they have returned to civilian life.
- The Equal Rights Division recovered \$2,262,856.75 in lost wages for Wisconsin workers over the biennium. The vast majority of these wages were small awards collected on behalf of individuals.
- The Division of Vocational Rehabilitation⁴ (DVR) saw its highest demand for services in 10 years in 2024 with over 33,400 requests. DVR helped Wisconsin reach record high employment for individuals with disabilities for the second consecutive year in 2024 with 189,194 working-age people with disabilities employed.
- The Uninsured Employer Fund (UEF), collected by the Worker's Compensation Division from unlawfully uninsured employers, assessed \$14.3 million in penalties on 8,223 employers for illegally operating without worker's compensation insurance over the biennium. The success of the UEF team in collecting these payments advances worker protections by ensuring there are available resources to satisfy all claims by injured workers.
- Worker's compensation rates covering on-the-job injuries dropped for the eighth and ninth years in a row over the biennium, saving Wisconsin employers on policies. The increases in workplace safety and rate reductions over the biennium matter today: Effective Oct. 1 this year, Wisconsin companies on average started paying 3.2% less in worker's compensation insurance rates compared to the previous year. One industry group estimated that the cumulative rate cuts since 2017 have saved Wisconsin employers about \$860 million.⁵

It has been a privilege to lead this agency, and I am proud of the contributions of every member of DWD as we work to make Wisconsin a better place to live and work. We remain steadfastly committed to delivering comprehensive, high-quality services to Wisconsin workers, employers, and job seekers and look forward to sharing our progress in the future.

Sincerely,



Amy Pechacek, Secretary

Wisconsin Department of Workforce Development



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DEPARTMENT OVERVIEW

The Wisconsin Department of Workforce Development (DWD) is the state agency charged with building and strengthening Wisconsin's workforce in the 21st century and beyond. DWD efficiently delivers effective and inclusive services to meet Wisconsin's diverse workforce needs, and advocates for the protection and economic advancement of all Wisconsin workers, employers, and job seekers. The Department's vision is a thriving Wisconsin economy in which:

- All workers are treated fairly, with dignity and respect;
- Employers, government, education institutions, and workers collaborate to ensure workforce programs meet current and future needs; and
- Every job provides the wages and benefits necessary to support workers' basic needs, invest in their future, and actively engage with their families and communities

DWD supports a broad spectrum of employment programs and services available throughout the state at numerous services locations and online through dwd.wisconsin.gov and jobcenterofwisconsin.gov. These programs and services provide specialized training, recruitment, and retention assistance to job seekers and private-sector businesses. DWD is also responsible for administering the state's unemployment insurance program,⁶ administering worker's compensation insurance, and investigating and adjudicating wage and hour violations and discrimination complaints.

Staff are committed to ensuring training and employment opportunities are aligned to high-wage, high-growth jobs, and encourage active and engaged participation from the private sector in developing Wisconsin's workforce to meet current and future talent needs.

The Department is led by Secretary Amy Pechacek, appointed by Gov. Tony Evers in December 2020.



DWD is headquartered at the GEF 1 State Office Building in Madison, Wisconsin.

DWD by the Numbers



AMY PECHACEK, SECRETARY

57*

TOTAL # OF LOCATIONS

1,600+*

FTE POSITIONS

\$927,209,894

TOTAL DWD EXPENDITURES

\$386,787,427

FUNDING EXPENDED
BY PARTNERS AND GRANTEES
DURING THE BIENNIUM

dwd.wisconsin.gov

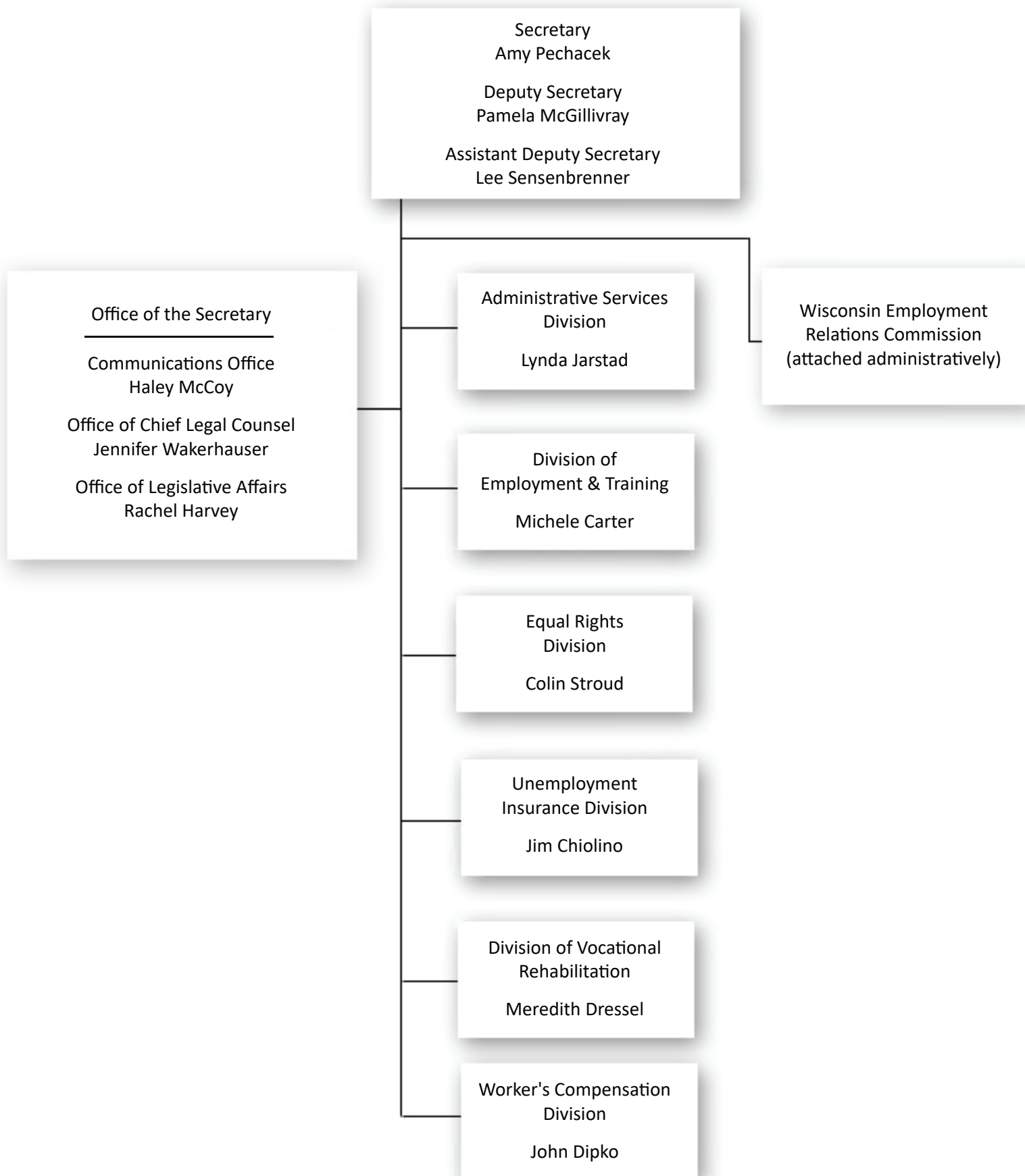
WEBSITE

(608) 266-3131

CUSTOMER SERVICE TELEPHONE NUMBER

**Positions, locations as of July 2025*

INTERNAL STRUCTURE AND DEPARTMENT MANAGEMENT



OFFICE OF THE SECRETARY

The Office of the Secretary is responsible for day-to-day management of the department. This includes promoting the department's mission to provide a system of employment-focused programs and services that enables individuals and employers to fully participate in Wisconsin's economy and ensure Wisconsin remains globally competitive.

The Office of the Secretary is also responsible for carrying out Governor Evers' vision for workforce development by developing, implementing, and enhancing programs and policies that increase economic stability and opportunity for all Wisconsinites.

The Office of the Secretary includes:

SECRETARY

Appointed by Governor Evers in December 2020, Secretary Amy Pechacek works closely with the Governor and the Governor's Chief of Staff, all Cabinet members; the Legislature; state agencies; community, labor, and business leaders; and other public and private organizations and interest groups to ensure the department's overall mission and goals remain valuable to Wisconsinites.

DEPUTY SECRETARY

Deputy Secretary Pamela McGillivray serves as a surrogate for Secretary Pechacek and is responsible for the day-to-day internal operations of the department, including the department's budget and finances, human resources, legal matters, and major contracts and projects, as well as the resolution of all critical department issues.

ASSISTANT DEPUTY SECRETARY

Assistant Deputy Secretary Lee Sensenbrenner serves as a secondary surrogate for Secretary Pechacek and is the chief policy advisory to the Secretary, managing external relations for the agency, including legislative and communications matters.

OFFICE OF COMMUNICATIONS

Communications Director Haley McCoy leads the Office of Communications and oversees all internal and external communications for the Secretary's Office and the agency's divisions.

OFFICE OF THE CHIEF LEGAL COUNSEL

DWD Chief Legal Counsel provides legal advice to the Office of the Secretary and the department's program managers, acts as the legal custodian for public records purposes, oversees rulemaking and privacy for the department.

OFFICE OF LEGISLATIVE AFFAIRS

Legislative Director Rachel Harvey is the agency's primary contact for the state's 132 legislators, Wisconsin's congressional delegation, the 11 federally recognized Tribal Nations headquartered in Wisconsin, and other external stakeholders.



Members of the Governor's Task Force on Workforce and Artificial Intelligence convened for a meeting in October 2023. Credit: Sharon Vanorny Photo.

ADMINISTRATIVE SERVICES DIVISION (ASD)

Mission: We make Wisconsin a better place to live and work by supporting creative, efficient operational solutions for the equitable delivery of programs and services.

Program summary: The Administrative Services Division (ASD) provides management and program support to DWD's divisions, including budget, facilities, finance, information technology, purchasing and procurement, project management services and solutions, and incident management and continuity of operations. ASD also leads the agency's strategic planning.

Division Highlights:

DWD OFFICE CONSOLIDATION

ASD oversaw the consolidation of DWD's Madison headquarters this biennium, reducing excess square footage and optimizing space while modernizing the work environment. DWD reduced its annual rental costs by \$2.2 million through this consolidation effort, supporting an agile and cost-effective service model for DWD staff.

MODERNIZED INFRASTRUCTURE

DWD successfully transitioned 19 public-facing applications to MyWisconsinID. This modernized authentication solution provides customer-friendly access to agency applications through a single user ID and comprehensive multi-factor authentication (MFA) solution that further strengthened security measures.

DWD implemented SharePoint Online services to replace an aging platform, providing greater flexibility, modern features, and improved security administration for the agency.

DWD introduced modernization strategies to upgrade remote access infrastructure, replacing zero-trust security technology and enabling a dynamic, hybrid workforce to operate more securely from remote locations across Wisconsin.

INVESTING IN EMPLOYEES

In April 2025 as the federal government was slashing federal positions, DWD, in collaboration with the Governor's Office, led the Wisconsin Federal Worker Recruitment Campaign. The event included eight separate sessions targeting multiple work classifications and sectors. The purpose was to recruit and hire experienced government workers who had lost their jobs through the federal government reductions. Several state agencies came together to support the recruitment fairs. A total of 452 attendees from across the nation participated.

The 2024 Employee Engagement Survey achieved a remarkable 84% participation rate, up 14 percentage points from 2023. Results showed continued growth in many areas of engagement, including job satisfaction and feeling safe and supported at DWD. ASD's robust engagement program offers optional year-round development opportunities and activities to DWD staff.

ASD assisted DWD in offering 48 staff development sessions in fiscal year 2025. Over 1,200 staff members attended at least one staff development session to learn from their peers, pursue professional career development, or gain a new skill. Employee engagement is a key priority for DWD, as higher levels of employee engagement make it more likely staff will remain with an organization, perform at a higher level, and be safer on the job.



DIVISION OF EMPLOYMENT AND TRAINING (DET)

Mission: We make Wisconsin a better place to live and work by facilitating innovative, diverse workforce solutions that maximize local resources and federal assets to tailor recruitment, training, incentive, and reimbursement strategies to strengthen our state's workers and employers.

Program summary: The Division of Employment and Training⁷ (DET) oversees the majority of workforce services administered by DWD, including the state labor exchange system and the Job Center of Wisconsin, analyzes and distributes labor market information, monitors migrant worker services, manages the Wisconsin Fast Forward grant program, and operates the state apprenticeship programs.

Division Highlights:

WORKFORCE SOLUTIONS INITIATIVE

Through the Workforce Solutions Initiative, Gov. Tony Evers invested a groundbreaking \$158 million to address the state's workforce needs and support innovative pandemic recovery efforts. This effort includes three programs: Workforce Innovation Grants, Worker Advancement Initiative, and Worker Connection Program. Workforce Solutions Initiative programs have collectively served more than 34,000 Wisconsinites.

WORKFORCE INNOVATION GRANTS*

The \$128 million Workforce Innovation Grant (WIG) Program is a collaboration between DWD and the Wisconsin Economic Development Corporation (WEDC). It provided up to \$10 million in grants to regional organizations to design and implement innovative plans to tackle pressing, regional workforce challenges. DWD and WEDC awarded 27 grants across Wisconsin to improve childcare, housing, transportation, and workforce training.

WORKER CONNECTION

The successful \$10 million Worker Connection Program pilot supported people working to re-engage in the workforce post-pandemic. It operated in 11 Wisconsin counties in the Milwaukee and Green Bay areas from 2022 through 2024, matching job seekers with training and work opportunities in sectors with higher wages and demand. The program reached 15,446 residents and provided 12,336 services. This successful pilot program is now available to job seekers through the Job Center of Wisconsin and has expanded to most areas of the state. During the biennium, 2,313 clients were served through the Worker Connection pilot program in Workforce Development Areas 2, encompassing Milwaukee County, and 5, the state's bay area, that includes the counties of Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan in the Northeast region.



Workforce Innovation Grants (WIG)* by the Numbers

10,005

SECTORAL JOB TRAINING PROGRAMS

6,343

WORKERS COMPLETING SECTORAL
JOB TRAINING PROGRAMS

547

YOUTH IN SUMMER EMPLOYMENT PROGRAMS

**From July 1, 2023 to June 30, 2025*

Worker Connection by the Numbers

2,313

CLIENTS WERE SERVED THROUGH THE WORKER CONNECTION PILOT PROGRAM IN WORKFORCE DEVELOPMENT AREAS 2, ENCOMPASSING MILWAUKEE COUNTY, AND 5, THE STATE'S BAY AREA, THAT INCLUDES THE COUNTIES OF BROWN, DOOR, FLORENCE, KEWAUNEE, MANITOWOC, MARINETTE, MENOMINEE, OCONTO, SHAWANO, AND SHEBOYGAN IN THE NORTHEAST REGION.

WORKER ADVANCEMENT INITIATIVE

Administered by DWD and managed by Wisconsin's 11 workforce development boards, the \$20 million Worker Advancement Initiative (WAI) reached more than 1,800 Wisconsin residents whose employment was negatively impacted by the pandemic, or were not attached to nor successful in the labor market prior to that time. The initiative offered subsidized employment and skills training opportunities with local employers. In 2025, this program funded 10 new projects through \$10.3 million in additional funding through the American Rescue Plan and are projected to help more than 1,400 Wisconsinites find or improve their employment through paid work-based learning and classroom training.

The projects are:

- Bay Area Workforce Development Board, \$900,000
- Employ Milwaukee, \$1,999,791
- Fox Valley Workforce Development Board, \$1,164,625
- North Central Wisconsin Workforce Development Board, \$1,065,07
- Northwest Wisconsin Workforce Investment Board, \$690,640
- Southeastern Wisconsin Workforce Development Board, \$610,061
- Southwest Wisconsin Workforce Development Board, \$685,422
- Waukesha-Ozaukee-Washington Workforce Development Board, \$1,114,480
- West Central Works, \$719,327
- Workforce Development Board of South Central Wisconsin, \$1,343,100

WINNING WITH WISCONSIN'S WORKFORCE

DWD held 46 Winning with Wisconsin's Workforce events across the state in 2023 and 2024, in partnership with the state's Workforce Development Boards. These events drew more than 3,700 registered attendees and provided connection opportunities with local employers, increasing awareness of programs and services. Most attendees were employers, along with workforce and education partners, DWD, human resources, recruitment or career planning professionals, government officials or partners, nonprofit staff or volunteers, and job seekers.



Worker Advancement Initiative (WAI)* by the Numbers

July 1, 2023 –
June 30, 2025

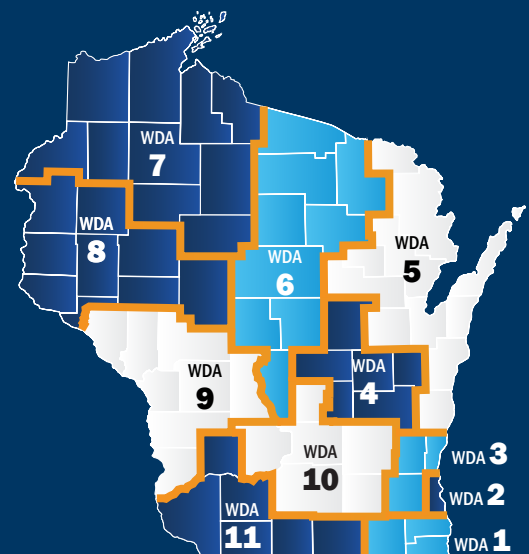
1,878
RESIDENTS REACHED

7,172
SERVICES

583
COMPLETED TRAINING

**Note – WAI did not operate from
October 1, 2024 – March 31, 2025*

WISCONSIN'S 11 WORKFORCE DEVELOPMENT BOARDS



WISCONSIN APPRENTICESHIP BREAKS RECORDS

Wisconsin Apprenticeship supports employers in meeting industry demands and enables job seekers to earn a wage while learning an occupation. The program achieved new record participation in 2025 for both its Registered Apprenticeship and Youth Apprenticeship programs.

During Governor Evers' Year of the Kid in 2024, more than 99% of Wisconsin's 421 public school districts with a high school had students enrolled in Youth Apprenticeship programs, which saw a record 11,344 participants and 7,447 employer sponsors during the 2024-2025 school year. Occupational pathways expanded to 83 occupations in 16 program areas including new options such as law enforcement, fire protection, project management, and barbering/cosmetology.

Registered Apprenticeship participation reached 17,089 enrolled apprentices in 2025, the third consecutive year of record participation in the program's 114-year history. Wisconsin has nearly 200 apprenticeship occupations with over 2,600 employers. New programs added during the biennium included the nation's first respiratory therapist registered apprenticeship program pilot and a teacher registered apprenticeship pilot in 2024 and registered apprenticeships for coach bus mechanics, coach bus operators, and dental assistants in 2025.

BUREAU OF APPRENTICESHIP STANDARDS BY THE NUMBERS

REGISTERED APPRENTICESHIP

- New apprentice contracts July 1, 2023-June 30, 2025: 9,372
- Total apprentice contracts July 1, 2023-June 30, 2025: 21,686
- Active employer sites July 1, 2023-June 30, 2025: 3,350
- Total occupations 2023-2025: 196

YOUTH APPRENTICESHIP

New YA Program Areas and Occupational Pathways created:

2022-2023 School Year

- Business Management and Administration
 - ▶ Administrative Professional
 - ▶ Human Resource Professional
- Education and Training
 - ▶ Early Childhood Education
 - ▶ School Age Education

2023-2024 School Year

- Human Services
 - ▶ Barber and Cosmetologist
- Government and Public Administration
 - ▶ Government Project Management
- Law, Public Safety, Corrections and Security
- Fire Protection
- Law Enforcement

Number of YAs in those years:

- 2022-23: 8,266
- 2023-24: 9,932
- 2024-25: 11,495



DWD's David Polk joins coach/bus operator apprentices and instructors to launch a new registered apprenticeship in Milwaukee.

WISCONSIN FAST FORWARD, OFFICE OF SKILLS DEVELOPMENT TRAINING GRANTS DRIVE EMPLOYEE TRAINING AND RETENTION

The Wisconsin Fast Forward (WFF) program administered by the Office of Skills Development (OSD) provides innovative talent development solutions driven by employers to train and retain highly skilled workers. During the biennium, DWD awarded workforce training grants totaling approximately \$7.9 million.

The WFF standard grant program awards funds to Wisconsin businesses to reimburse occupational training costs to qualify workers for full-time employment, higher level employment, or increased wages. The grants cover training costs for current employees and new workers who are unemployed or underemployed. The WFF expanded grant program reimburses school districts for the costs of facility enhancements and technical education equipment used in vocational training for advanced manufacturing fields. Through career and technical education incentive grants and completion awards, the grant program helps students transition from high school into the workforce through supporting technical education and awarding students for completion of the program.

Teacher Training and Recruitment Grants were awarded through OSD to three state organizations to recruit, train, and license teachers meeting the Wisconsin Department of Public Instruction guidelines for serving low-income and/or urban area school districts.

OSD awarded Commercial Driver Training grants to 17 training organizations to meet demands for one of the state's in-demand occupations by increasing the number of Wisconsin residents across the state who obtain a CDL license and providing trainees with jobs providing a sustainable wage.

Training Grant Empowers Teens to Grow Their Skills

More than fresh veggies and flowers grow at Westlawn Gardens in Milwaukee. Interns from across the city are cultivating their job skills along with the leafy produce through paid internships including horticulture, culinary arts, marketing, and education, with Teens Grow Greens (TGG).

TGG is a nonprofit started in 2014 by teachers Charles and Rachel Uihlein to help teens develop important first-job experiences and practical career skills such as leadership and public speaking. The organization was awarded funding through Employ Milwaukee Inc., in the second round of the Worker Advancement Initiative (WAI), administered by DWD. DWD announced in June 2025 that \$10.3 million in WAI funding would be awarded to help 1,400 workers across the state. Employ Milwaukee, the local Workforce Development Board, provided \$400,000 to support TGG.

The nonprofit partners with a nearby neighborhood center, and in 2024 donated over 1,000 pounds of fresh produce to the community. It also holds events with local business leaders to teach students networking skills and foster professional connections

WISCONSIN FAST FORWARD BY THE NUMBERS

During the biennium ending June 30, 2025, the DWD Division of Employment and Training (DET) Office of Skills Development awarded training grants including:

- Approximately \$7.9 million in Wisconsin Fast Forward (WFF) grants to assist 54 workforce training projects with increasing high-demand job skills for 3,958 trainees at 100 businesses.
- Approximately \$2 million in WFF Technical Education Equipment grants to 53 school districts to train 11,865 students in advanced manufacturing or construction fields.
- \$1 million in Teacher Training and Recruitment grants to three 501(c)(3) non-profit organizations to train 236 students.
- Approximately \$500,000 to 17 businesses and organizations to train over 260 individuals to receive their Commercial Driver License.
- Approximately \$1.9 million to assist the Wisconsin Department of Corrections to support instructor costs for mobile classrooms.

Company leverages DWD Grant Apprenticeship Programs to Boost Workforce Skills

When Milwaukee manufacturer Sellars Absorbent Materials received a Wisconsin Fast Forward standard training grant, it planned to upskill 24 of its employees and train additional new hires through an apprenticeship program. The company used its \$237,295 grant to develop an internal cross-training for 51 workers, increasing trainee pay by \$1 to \$3 per hour. It also launched an apprenticeship program for maintenance careers.

The effort shows how a company can leverage the Wisconsin Fast Forward and Wisconsin Apprenticeship programs to boost skills and strengthen overall performance through employee training.

OFFICE OF VETERAN EMPLOYMENT SERVICES SETS NATIONAL STANDARD

In 2024, Wisconsin also ranked fourth nationwide in the Uniform National Threshold Entered Employment Rate (UNTEER) for veterans and eligible persons, a U.S. Department of Labor standard measuring the effectiveness of states' employment services to veterans because of OVES' exceptional service. The standard covers programs administered by OVES, the Jobs for Veterans State Grants program,⁸ and the Wagner-Peyser funded Employment Service.⁹



The Office of Veteran Employment Services (OVES) promoted the Vets Ready Employer Initiative recognizing Wisconsin employers that have gone above and beyond to hire and support veterans and their families. The award recognized a record 22 employers of all sizes across Wisconsin in 2024. In 2025, OVES hosted a Vets Ready award ceremony and symposium that brought together awardees, employers, and veteran service organizations to celebrate and spread word about the program.

DET UPDATES WORKFORCE PROFILES TO PROVIDE DATA BY COUNTY

Using U.S. Bureau of Labor Statistics data, DET¹⁰ published the 2025 County Workforce Profiles, which contains information about the labor market for each of Wisconsin's 72 counties. Each report includes county-level information through 2024 to help employers, job seekers, economic developers, and workforce partners make labor market and economic decisions. Profiles include analysis of population and population change, industry employment, occupational patterns within industries, labor force dynamics, and employment projections. This year's profiles also feature a section on the impact of artificial intelligence. To view or download a detailed County Profile or a brief snapshot, visit jobcenterofwisconsin.com/wisconomy/pub/countyprofiles.

JOB CENTER OF WISCONSIN

The Job Center of Wisconsin provides free employment services to job seekers and businesses through a network of one-stop local employment centers and an online portal. Administered by DWD's Bureau of Job Services, the center offers job listings, training resources, career information, and support services like resume help for job seekers, and connects employers with qualified employees and retention strategies.

DET implemented a multi-language translation project using Google Translate on DWD's website and the Job Center of Wisconsin (JCW) website. During the biennium, DWD improved access to the JCW by implementing interpretation capabilities that support over 120 languages. Job Service staff work with customers in many languages using virtual and in-person interpretation services via iPads.



The Job Center of Wisconsin's Mobile Career Lab

KEY METRICS FOR THE BUREAU OF JOB SERVICES: 2023-2025 BIENNIUM: JULY 1, 2023 – JUNE 30, 2025

JOB CENTER OF WISCONSIN

- Employers registered on Job Center of Wisconsin (JCW): 12,194
- New first-time employers on JCW: 5,734
- Jobs posted on JCW: 2,050,353
- Resumes submitted on JCW: 257,651
- Job fairs and events: 848
- Event attendees: 19,198
- People served at correctional facilities: 2,415
- People served at libraries: 2,904
- Mobile job lab visits: 3,633
- Customers accessing the job centers: 121,904



OTHER DET KEY METRICS: JULY 1, 2023, TO JUNE 30, 2025

CUSTOMER SERVICE

- Reemployment Services and Eligibility Assessment (RESEA) Initial sessions scheduled: 34,278
- RESEA Initial sessions completed: 24,699 (84% completed virtually; 16% in-person)
- RESEA Subsequent sessions scheduled: 11,567
- RESEA Subsequent sessions completed: 9,778 (86% completed virtually, 14% in-person)
- Customers served in Worker Connection: 2,313
- Migrant Seasonal Farmworker (MSFW) outreach: 6,187

TRAINING

- 139 participated in Trade Agreements Act (TAA) program. 54 of them received training services (41 completed)

CERTIFIED WORKER OPPORTUNITY TAX CREDIT (WOTC) APPLICATIONS – 151,669

PARTNERSHIPS

Migrant Seasonal Farm Workers (MSFW):

- 537 Migrant labor camp applications certified
- 128 Contractors and agents certified



EQUAL RIGHTS DIVISION (ERD)

Mission: We make Wisconsin a better place to live and work by protecting the rights of workers and job seekers and engaging with employers to achieve compliance with the laws we administer.

Program summary: The Equal Rights Division remains one of the nation's most productive fair employment practices agencies. It investigates, mediates, and adjudicates complaints, including those related to laws that prohibit discrimination in employment, housing, and public accommodations, family and medical leave, wage and hour rights, employment of minors, and business closures

2023-2025 Biennium Key Metrics

- Over \$2,262,856.75 in wages recovered for Wisconsin workers.
- More than 10,164 civil rights and labor standards complaints investigated.
- 59% of cases referred to mediation reached successful resolution.
- 62,580 minor work permits issued helping ensure the safety of young workers

Division Highlights:

EQUAL RIGHTS DIVISION MODERNIZES TO IMPROVE CUSTOMER SERVICE

Allowing parties to file electronically for the first time with ERD, ERD created the Case Portal systems in phases between 2023-2024. Instead of mailing, faxing, or hand-delivering case submissions, ERD now accepts those filings electronically. Since going live, ERD has received thousands of files, affecting hundreds of cases. Not only does this new portal save ERD staff the time of uploading the files manually, it offers convenience and certainty to the parties and their representatives.

In October 2023, ERD announced that it had expanded its online resources to include data on lost wages that the division collects on behalf of Wisconsin workers. The lost wages report is customizable to show wages collected from employers on behalf of employees, the number of cases, and how many workers benefited. The report is accessible through DWD's online research portal, which offers easy-to-use tools to view and filter data on datasets such as mediation statistics and complaints received by law, basis, and county. For example, over the last two calendar years, the most frequently filed complaint received by ERD was based on disability discrimination.

Also on the research portal, the work permit report allows easy navigation to show how many child labor permits have been issued over a time period, at what locations, and the ages of the minors who receive permits. Since going live with online child labor permits in spring 2023, ERD has issued over 20,000 online permits. ERD continues to update the online permit application with additional features and improvements.

The Equal Rights Decision Digest, a publication that provides summaries of significant case decisions affecting all programs administered by ERD, was updated to full HTML formatting this biennium, improving accessibility and ease of use. In the first 6 months, the online Decision Digest has been viewed more than 17,000 times by 4,100 users.

ERD created an online searchable database that allows contracting entities to demonstrate employer compliance with the substance abuse prevention requirements for public works and public utility projects, under Wis. Stat. s. 103.503. This online portal also serves to aid ERD in performing outreach to stakeholders engaged in the provision of public works and public utility projects.

Over the biennium, ERD added 15 new videos to its popular 60-Second Video library available on its website, which help explain legal rights and the services offered by the division. The series has received more than 50,000 views during the biennium.

DWD Raises Awareness of Younger Workers' Rights

Gov. Evers proclaimed April 2025 "Welcome to the Workforce Month," as many younger workers prepared to join the workforce through summer jobs and internships. Each year, the Equal Rights Division issues more than 30,000 minor work permits to 14- and 15-year-olds in Wisconsin.

ERD staff engaged with hundreds of teens, parents, and employers at nine Welcome to the Workforce outreach events across the state. Equal rights officers shared resources with students and parents and provided information to employers looking to hire teens.

Additionally, in effort to educate teens, parents, and employers on the rights and responsibilities of minors in the workforce, the Equal Rights Division partnered with the U.S. Equal Employment Opportunity Commission to produce a series of social media reels that depict workers in a variety of workplace situations. The video library is available online: <https://dwd.wisconsin.gov/er/laborstandards/welcome-to-the-workforce.htm>.

UNEMPLOYMENT INSURANCE DIVISION (UI)

Mission: We make Wisconsin a better place to live and work by stabilizing the economy with benefit payments to workers who are unemployed through no fault of their own.

Program summary: The Unemployment Insurance (UI) program's primary roles are to provide temporary economic assistance to individuals who find themselves unemployed through no fault of their own and are actively seeking work, and to provide economic stability in the community during periods of economic downturn. The UI program is financed by federal and state taxes paid by employers who are subject to federal and state UI laws. In 1932, Wisconsin was the first state to enact a UI program to mitigate the adverse effects of the Great Depression even before the federal program began with the enactment of the Social Security Act of 1935.

Division Highlights:

ONGOING UI MODERNIZATION

Over the biennium, DWD has incrementally made efforts to modernize and enhance its online services and IT systems. Those efforts include:

- Artificial Intelligence augmentation and fraud screen tool advancements;
- A cloud-based omni-channel contact center;
- Virtual customer service agents that are available 24 hours a day, 365 days a year, to answer common questions in English and Spanish;
- An online chatbot called Mattie Moo that can answer common questions in English, Spanish, and Hmong;
- Fraud detection through LexisNexis and the National Association of State Workforce Agencies' Integrity Data Hub;
- An online filing process and document upload capability that uses AI to enter data instead of manual data entry;
- Secure online messaging with adjudicators; and
- Translation of the UI application into plain language, offered online in English and Spanish.

In addition, UI is making its services more transparent. Newly expanded in April 2024, the UI statistics dashboard provides useful information on UI claims statewide and by county, benefit payments, adjudication issues, appeals, and help center call metrics. The dashboard features interactive displays of UI claims by industry based on the North American Industry Classification System (NAICS) code associated with a claimant's separating employer. Statewide UI claims by industry data can also be filtered by one or multiple counties.

UI's expansions and enhancements also include fraud prevention and integrity efforts. In June 2024, UI added the following feature to improve fraud prevention:

- Authorization security questions;
- Enhanced identity proofing;
- Financial investigative technology;
- LexisNexis fraud detection and data assessment;
- New fraud scans;
- Work search audit enhancement; and
- Worker's Compensation crossmatching.

WISCONSIN'S UI TRUST FUND BALANCE REACHES \$2 BILLION

Wisconsin's UI Trust Fund balance reached \$2 billion in April 2025. The UI Trust Fund holds employers' state UI taxes which finance regular state UI benefit payments. The UI Trust Fund functions as a reserve in case of increased state UI benefit payments during economic downturns. The higher the UI Trust Fund balance, the less likely the state will need to borrow from the federal government during recessionary periods.



Deputy Secretary McGillivray discusses how unemployment insurance strengthens the workforce during a Superior Day event in Madison.

Employers’ tax rate is set by two factors: the UI tax schedule in effect for a given year and the employer’s “experience rating.” The UI Trust Fund balance on June 30 of a given year determines the tax schedule for the following year. Because the UI Trust Fund balance on June 30, 2025, was substantially above \$1.2 billion, the lowest employer contribution rate, Schedule D, will remain in effect for 2026. Schedule D has been in effect since 2018.

Tax Schedule	UI Trust Fund Balance (as of June 30 of the previous year)	Employer Contribution Rate
Schedule A	Less than \$300,000,000	Highest ↑ ↓ Lowest
Schedule B	Greater than or equal to \$300,000,000 but less than \$900,000,000	
Schedule C	Greater than or equal to \$900,000,000 but less than \$1,200,000,000	
Schedule D	Greater than or equal to \$1,200,000,000	

More information on the UI Trust Fund can be found in the [2024 Financial Outlook Report](#).

UI NAVIGATOR PROGRAM INCREASED ACCESS

The UI Navigator Grant program¹¹ was terminated by the Trump Administration before its completion. The 36-month grant started in June 2022 and funded work to increase equitable access to Wisconsin’s UI program for underserved communities. DWD partnered with United Migrant Opportunity Services (UMOS) to expand the program’s reach, distributing over 21,700 printed materials and serving 23,532 participants at over 200 community outreach events during the grant period.

Social Media Campaign Highlights Wisconsin’s Work-Share Program

An August 2025 social media campaign, Week of #WorkShare, highlighted how Wisconsin’s Work-Share program benefits employers and employees by helping employers to cut hours for two or more employees instead of laying off staff. The Work-Share program helps employers to retain talent by keeping trained, knowledgeable staff and maintaining morale during times of reduced business activity. Employees benefit from Work-Share by keeping health and retirement benefits, if covered, while their hours are temporarily reduced. The Work-Share program helps Wisconsinites keep their jobs and avoid uncertainty associated with layoffs. **Wisconsin’s Work-Share program has helped avoid over 13,000 layoffs.**

More information on the Work-Share program can be found at dwd.wisconsin.gov/ui/workshare

Week of Work-Share

Work-Share Program

Keep Benefits

Remain Employed

Reduce Uncertainty

STATE OF WISCONSIN

DWD

Department of Workforce Development

Unemployment Insurance



DWD Sec. Amy Pechacek and DWD UI Division Administrator Jim Chiolino host U.S. Department of Labor (US DOL) stakeholders at Gateway Technical College in Racine County, Oct. 2024.

DIVISION OF VOCATIONAL REHABILITATION (DVR)

Mission: We make Wisconsin a better place to live and work by supporting people with disabilities in finding a job, keeping a job, or getting a better job.

Program summary: The Division of Vocational Rehabilitation (DVR) helps individuals with disabilities achieve their employment potential – including finding a job, keeping a job, or getting a better job – by providing services and supports to overcome employment barriers.

Key metrics: 2023-2025 Biennium

- Applicants for DVR services: 28,433
- Participants' average hourly wage: \$17
- Participants' average hours per week: 25
- Eligibility Determinations Completed by DVR: 25,781
- Total number of participants served: 45,278



Division Highlights:

DVR EXPERIENCES HIGHEST DEMAND FOR SERVICES IN 10 YEARS

DVR provides a range of job placement services for individuals with disabilities. As Wisconsin reached a record high for employment of individuals with disabilities in 2024 with 189,194 working-age individuals with disabilities employed, DVR received 33,447 requests for services – the highest total in 10 years. Requests for DVR services across the state continue to demonstrate a strong need from youth and adults experiencing physical and/or intellectual disabilities.

CAREER PATHWAY EXPANSION

In September 2021, DVR received a \$14 million grant with the U.S. Department of Education's Rehabilitation Services Administration to create the DVR Career Pathways Advancement Initiative.¹² The grant goal was to enroll 500 individuals with disabilities who want to advance in a career in healthcare, digital/information technology, construction, and manufacturing. DVR hit that milestone and in DVR in 2023 was awarded an additional \$6.4 million to expand a federal grant program aimed at creating more resources and opportunities to support job seekers with disabilities pursuing a career in high-demand fields.

DVR Partners with Walmart and SSM Health to Develop Training for Hiring and Retaining Individuals with Intellectual Disabilities

DVR offers training and technical assistance to employers regarding disability employment issues. In late 2024, DVR worked with Walmart to create a training for leadership to understand and support coworkers and customers on the spectrum. DVR worked with Walmart to tailor existing Windmills curriculum, an interactive disability training program, to meet Walmart's training objectives and brought in local experts in autism services from the SSM Health Treffert Center to contribute to the training. The training consisted of general autism education, a resource discussion, reasonable accommodations education, and a group exercise where participants explored how the potential needs of persons with autism spectrum disorder interacted with Walmart. DVR facilitated the education of over 100 Walmart leaders in across Wisconsin and parts of Iowa, Illinois, Michigan and Minnesota.

DVR, SSM Health, and Sodexo partnered on two training sessions titled, "Moving Forward Together." The participants shared information about careers in healthcare and offered an in-depth view of the partnership between SSM Health and Sodexo. DVR staff and service providers who work directly with job seekers exploring career opportunities attended the session and took advantage of two opportunities to learn more about the companies and career paths available. This session was followed by a "hiring series" where, over a month's time, DVR Business Services contacted both organizations to focus on connecting **with DVR consumers who applied for positions within SSM Health facilities.**

PROJECT SEARCH PROGRAM SURPASSES 2,000 GRADUATES

Since its start in 2008, Project SEARCH¹³ in Wisconsin has provided workforce training to more than 2,000 Wisconsin residents. The program is a business-led collaboration that enables people with disabilities to gain and maintain employment through training and career exploration in a hands-on work environment. In the 2023-2024 school year, 223 young adults participated in Project SEARCH at 29 sites across the state, followed by 213 participants in the 2024-25 school year.

PARTICIPATION IN TRIBAL SUMMER YOUTH PROGRAM DEMONSTRATES THE PROGRAM'S NEED AND SUCCESS

The Tribal Summer Youth Program was established in 2018 following conversations between DVR and Great Lakes Inter-Tribal Council staff to serve an underserved population of Native Americans, connect with tribal employers, and provide soft and hard skills to native youth living on reservations. The summer program offers work-based learning for students with disabilities and provides them with Pre-Employment Transition Services¹⁴ (Pre-ETS). One hundred forty students participated in the youth program across four Tribal Nations over the last two years, resulting in job exploration counseling, work-based learning, counseling opportunities for transition or post-secondary education, workplace readiness training, and instruction on self-advocacy, including peer mentoring.

BUSINESS SERVICES SECTION

As the largest source of disability talent in the state, DVR provides direct access to a well-qualified pool of talent at no cost to organizations spanning from small businesses to large companies across all industries. From July 1, 2024, to June 30, 2025, DVR Business Services Consultants connected with 3,275 businesses that signed up with the Job Center of Wisconsin, providing them with 8,825 individual services.



Project Search graduates in Superior celebrate before they receive their diplomas.



Project SEARCH participants share a laugh during their graduation ceremony in Watertown.



Project SEARCH graduate Isaac Ruesga proudly holding his certificate next to Deputy Secretary McGillivray.

WORKER'S COMPENSATION (WC)

Mission: We make Wisconsin a better and safer place to live and work by ensuring that workers get the benefits for which they are eligible while protecting the rights of injured workers, employers, and insurers.

Program Summary: The Worker's Compensation (WC) Division administers programs designed to advance worker protection by ensuring that injured workers receive prompt payment of required benefits from private insurance companies or self-insured employers. The division also encourages rehabilitation and reemployment for injured workers and promotes the reduction of work-related injuries, illnesses, and deaths.

KEY METRICS: 20023-2025 BIENNIUM

- Number of claims created for claim applications, third party agreements, and hearing loss: 3,258
- Orders Processed: 8,631
- Number claims for wage information processed: 10,166
- Number of wrap-up construction projects approved: 4
- Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury:
 - ▶ 2023: 79%
 - ▶ 2024: 80%
 - ▶ 2025: 79.50% or 80%

Division Highlights:

UNINSURED EMPLOYER FUND

When a valid worker's compensation claim is filed by an employee who was injured while working for an illegally uninsured employer, the Uninsured Employers Fund (UEF) pays the benefits as if the uninsured employer had been insured.

The UEF ended the biennium with a balance of \$60.6 million, a \$17.1 million increase over the past biennium and UEF staff completed 60,025 employer investigations. The UEF paid \$5.6 on behalf of workers injured while working for illegally uninsured employers during the biennium. The success of the UEF team in collecting payments by uninsured employers ensures there will be available resources to satisfy existing and future claims by injured workers, advancing both worker protections and quality customer service.

The UEF team:

- Assessed penalties on 8,223 employers for operating without worker's compensation insurance.
- Collected penalty assessments of \$14.3 million from illegally uninsured employers.
- Investigated and processed 69 claims for the Uninsured Employers Fund (UEF).

WORKER'S COMPENSATION INSURANCE RATE DECREASES

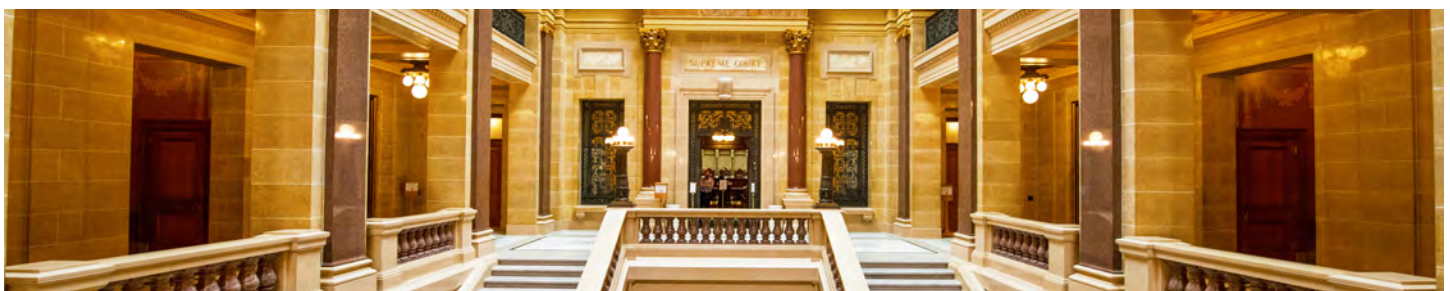
The DWD Worker's Compensation (WC) Division reported the eighth and ninth consecutive decreases in the state's worker's compensation rates over the biennium, reflecting strong workplace safety practices in the state and providing Wisconsin employers with a competitive insurance marketplace for affordable and high-quality WC insurance coverage. Included was an 8.39% decrease in worker's compensation insurance rates starting Oct. 1, 2023, and an 10.5% decrease in worker's compensation insurance rates starting Oct. 1, 2024.



Secretary Pechacek, Dave Leix, and John Dipko explore the Wisconsin Safety Council's 31st Annual Conference.



DWD attended the 10th Annual Construction Workers' Memorial Service.



DWD COUNCILS AND COMMITTEES

DWD oversees and provides support to 11 different councils and committees, each with a specific charge to bolster Wisconsin's workforce. These groups bring together more than 175 business representatives, workers, community leaders, and stakeholders from across Wisconsin. Councils and committees include:

Governor's Council on Workforce Investment (CWI) The council is the federally-mandated entity under the Workforce Innovation and Opportunity Act (WIOA) that assists the governor in developing innovative and dynamic approaches to develop Wisconsin's workforce.

Unemployment Insurance Advisory Council (UIAC) The council has several statutory responsibilities to advise the department on the administration of UI law, reports its views on pending legislation concerning UI to the appropriate committees of the Wisconsin Legislature, and submit its recommended changes in the UI law to the Legislature during every biennial legislative session.

Worker's Compensation Advisory Council (WCAC) The council was created to advise the department and Legislature on policy matters concerning the administration of the worker's compensation law and program.

Apprenticeship Advisory Council The council's mission is to advise DWD on matters involving the Wisconsin Apprenticeship System, including the enactment of laws, rules, and standards.

Council on Veteran's Employment The council advises and assists the governor and state agencies with recruitment and employment of veterans to increase veteran employment in state government.

Elected Committee of Blind Vendors (ECBV) The ECBV responsibilities include active participation and advisement with the Division of Vocational Rehabilitation acting as the State Licensing Agency (SLA) for administrative decisions and policy affecting the administration of the Business Enterprise Program (BEP).

Governor's Council on Migrant Labor The council's primary duty is to advise the Governor on issues impacting Migrant Seasonal Farm Workers (MSFWs).

Health Care Provider Advisory Committee (HCPAC) The committee helps inform policy and potential legislation related to compensable worker's compensation injuries, including worker's compensation treatment guidelines in Wis. Admin. Code ch. DWD 81 to resolve necessity treatment disputes filed by medical providers.

Self-Insurers Council The council is a five-member body to assist and advice on the administration of the self-insurance program.

Wisconsin Agricultural Education and Workforce Development Council (WAEWDC) The council's purpose is to recommend policies to improve agricultural education across the state, promote the education system to train future agricultural industry employees, and increase the number of employees working in industries related to agriculture.

Wisconsin Rehabilitation Council (WRC) The purpose of the WRC is to advise and assist the Division of Vocational Rehabilitation (DVR) with preparation of applications, the State Plan, the Strategic Plan, and amendments to the Plans, reports, needs assessments, and evaluations required by Title IB of the Rehabilitation Act of 1973 (as amended).



Secretary Pechacek and other members of the Wisconsin Agricultural Education and Workforce Development Council joined for a council meeting at the Department of Agriculture, Trade, and Consumer Protection.

PROGRAMS, GOALS, OBJECTIVES, AND ACTIVITIES

as Outlined in DWD's 2023-25 Biennial Budget Request

PROGRAM 1: WORKFORCE DEVELOPMENT

Goal: Prepare individuals for employment and family-supporting careers through participation in career counseling, job placement services, and on-the-job training programs such as registered apprenticeship.

Objective/Activity: Improve access to quality training and family-supporting careers by increasing the number of new apprenticeship contracts each year through new program development and program expansion.

Goal: Develop a qualified and committed workforce, provide opportunities to teens in career exploration and work experiences while they obtain a high school diploma.

Objective/Activity: Increase the employment opportunities for high school graduates through youth apprenticeship.

Goal: Provide temporary economic assistance to Wisconsin's eligible unemployed workers and stabilize Wisconsin's economy by paying unemployment insurance benefits as quickly and accurately as possible.

Objective/Activity: Meet or exceed the federal standard established by the secretary of the U.S. Department of Labor for first payment promptness for intrastate worker unemployment insurance claims.

Objective/Activity: Meet or exceed the federal standard established by the secretary of the U.S. Department of Labor for promptness in lower authority unemployment insurance appeals decisions (i.e., decisions issued by the department).

Goal: Provide cost-effective and timely resolution of civil rights complaints.

Objective/Activity: Encourage participation in the Equal Rights Division mediation program to provide a timely and mutually agreeable resolution of civil rights complaints, without the cost and uncertainty of litigation.

Goal: Maintain the efficiency of Worker's Compensation Programs.

Objective/Activity: Proactively and constructively engage with insurance carriers and self-insured employers to collect the funding needed to administer Worker's Compensation programs.

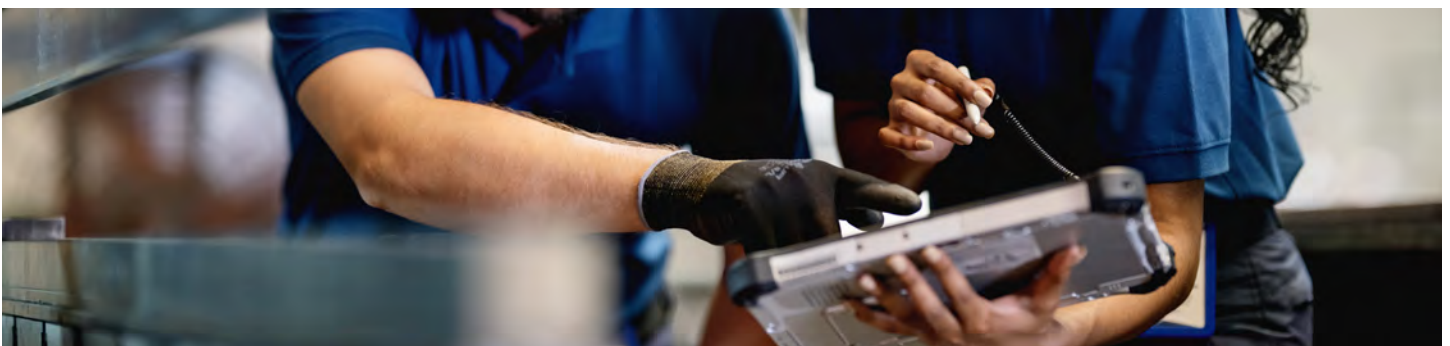
PROGRAM 5: VOCATIONAL REHABILITATION SERVICES

Goal: Obtain, maintain, and improve employment for people with disabilities through department staff working with vocational rehabilitation consumers, employers, and other partners.

Objective/Activity: Facilitate enrollment in recognized postsecondary employment, education, and training programs for participants to obtain measurable skill gains, defined by the U.S. Department of Education as documented progress in academic, technical, occupational, or on-the-job training programs.

Objective/Activity: Facilitate enrollment in training and/or education programs that enable participants to obtain a recognized postsecondary credential or a secondary school diploma (or equivalent).

Objective/Activity: Provide high-quality employment preparation, assistive technology and placement services to eligible individuals, and improve employment outcomes for people with disabilities.



PERFORMANCE MEASURES

2023 AND 2024 GOALS WITH ACTUALS

PROGRAM NUMBER	PERFORMANCE MEASURE	2023		2024	
		GOAL	ACTUAL	GOAL	ACTUAL
1.	Number of new jobs posted on JobCenterofWisconsin.com .	396,900	414,189	476,280	312,597
1.	Number of students enrolled in Youth Apprenticeship program.	5,050	8,223	5,150	9,913
1.	Number of new registered apprentice contracts.	3,9101	4,623	3,988	4,727
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury	80%	79%	80%	80%
1.	Federal payment metric for intrastate unemployment insurance first payment	87%	85%	87%	85.8%
5.	Number of employment outcomes for job seekers with disabilities	3,200	3,124	3,200	3,071
5.	Percentage of participants with disabilities who are in an education or training program and achieve measurable skills gains.	48.8%	50.8%	50.8%	63.1%
5.	Percentage of participants with disabilities who are enrolled in an education or training program and attain a recognized post-secondary credential or a secondary diploma (or recognized equivalent).	29%	42%	33%	40%

Notes: Based on fiscal year.



2025, 2026, AND 2027 GOALS

PROGRAM NUMBER	PERFORMANCE MEASURE	GOAL		
		2025	2026	2027
1.	Number of new jobs posted on JobCenterofWisconsin.com .	571,536	N/A	N/A
1.	Number of students enrolled in Youth Apprenticeship program.	5,000	5,100	5,200
1.	Number of new registered apprentice contracts.	10,100	10,300	10,500
1.	Percentage of intrastate unemployment insurance first payments made within 14 days after the week ending date of the first compensable week in the benefit year. ^{3,4}	87%	87%	87%
1.	Average age of pending unemployment insurance lower authority appeals. ^{1,4}	30 days	30 days	30 days
1.	Percentage of Equal Rights Division (ERD) hearings that participate in the ERD mediation program. ¹	51%	53%	55%
1.	Percentage of annual general assessment invoices paid by insurance carriers and self-insured employers within 60 days of invoice date. ¹	80%	82%	84%
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury. ²	80%	N/A	N/A
5.	Percentage of participants with disabilities in an education or training program who achieve measurable skill gains. ⁴	62%	62%	62%
5.	Percentage of participants with disabilities enrolled in an education or training program who attain a recognized postsecondary credential or a secondary school diploma (or recognized equivalent). ⁴	41%	41%	41%
5.	Percentage of vocational rehabilitation consumers employed two quarters after exit. ^{1,4}	57%	57%	57%
5.	Number of employment outcomes for job seekers with disabilities. ^{2,4}	3,200	N/A	N/A

Note: Based on fiscal year.

¹ Reflects new objective/activity and corresponding performance measures for the 2025-27 biennium.

² Discontinued measure beginning in the 2025-27 biennium.

³ Measure remains the same, but the description has been revised.

⁴ Measure is consistent with a federal performance measure, and performance measure goals reflect federally determined targets.



UPDATE ON NONSTANDARD AND/OR FLEXTIME SCHEDULES

Consistent with the findings of the Legislature and highlighted in Wis. Stat. s. 230.215(1)(1), the Department of Workforce Development (DWD) supports employment practices that provide flexibility in scheduling because those practices “often result in increased worker productivity, reduced absenteeism, improved employee morale and a more economical and efficient use of energy, highways and other transit systems.” At the same time, promoting workforce participation through flexible work hours and locations provides DWD with a means of addressing the labor market quantity challenge. DWD recognizes that traditional full-time, in-person work patterns fall short of meeting the needs of many potentially productive workers who, when offered some flexibility in their work schedules, can participate in the workforce. To capture the benefits of flexible work schedules and reach a greater pool of workers across the state, DWD has instituted policies that allow the use of nonstandard work schedules when the positions’ roles can be performed with such flexibility.

In addition, flexible and remote work arrangement are key to retaining DWD staff. The department conducts the employee stay survey interviews identify why employees stay with DWD. In the most recent interviews, respondents identified the ability to work remotely as a key factor in their decision to stay at DWD and in their respective positions. Staff longevity reduces the need for costly recruitment, maintains the institutional knowledge, and allows opportunities for solid, longer-term relationship building across programs and with external stakeholders.

DWD is pleased to report on its success in developing and creating flexible-time work schedules, additional permanent part-time positions, and other alternative work patterns. Ultimately, the remote work agreements and flexible work schedules have resulted in operational and cost-effective efficiencies. DWD anticipates continuing to provide flexibility to its staff while effectively delivering quality services to its customers and maintaining its effective operational needs.



NOTES

¹ The Workforce Solutions Initiative is being supported, in whole or in part, by federal award number SLFRP0135 awarded to the Department of Workforce Development via the Wisconsin Department of Administration by the U.S. Department of the Treasury.

² The Registered Apprenticeship (RA) program is supported by the U.S. Department of Labor. A total of 34% of the RA program is financed with federal funds, and 66% is funded by other sources.

³ The Office of Veteran Employment Services (OVES) is supported by the U.S. Department of Labor. A total of 100% of OVES is financed with federal funds.

⁴ The Division of Vocational Rehabilitation (DVR) is supported by the U.S. Department of Education. A total of 78.7% of DVR is financed with federal funds, and 21.3% is funded by other sources.

⁵ Wisconsin Hospital Association (2025). Worker's Compensation. <https://www.wha.org/advocacy/key-issues/w/worker-s-compensation>

⁶ Administration of the Unemployment Insurance Program is supported by the U.S. Department of Labor. A total of 82% the UI Administration Program is financed with federal funds, and 18% is funded by other sources.

⁷ The Division of Employment and Training (DET) is supported by the U.S. Department of Labor. A total of 84% of Employment and Training Administration is financed with federal funds, and 16% is funded by other sources.

⁸ The Jobs for Veterans State Grants (JVSG) Program is supported by the U.S. Department of Labor. A total of 100% of the JVSG Grant is financed with federal funds.

⁹ The Wagner-Peyser Grant is supported by the U.S. Department of Labor. A total of 100% of the Wagner-Peyser Grant is financed with federal funds.

¹⁰ The Bureau of Workforce Information and Technical Support (BWITS) is supported by the U.S. Department of Labor. A total of 91% of BWITS is financed with federal funds, and 9% is funded by other sources.

¹¹ The Navigator Grant is supported by the U.S. Department of Labor. A total of 100% of the Navigator Grant is financed with federal funds.

¹² The Career Pathways Grant is supported by the U.S. Department of Education. A total of 100% of the Career Pathways Grant is financed with federal funds.

¹³ The Project SEACH program is supported by the U.S. Department of Education. A total of 73.2% of the Project SEARCH program is financed with federal funds, and 26.8% is funded by other sources.

¹⁴ The Pre-employment Transition Services (Pre-ETS) program is supported by the U.S. Department of Education. A total of 78.7% the Pre-ETS program is financed with federal funds, and 21.3% is funded by other sources.

STATE OF WISCONSIN



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