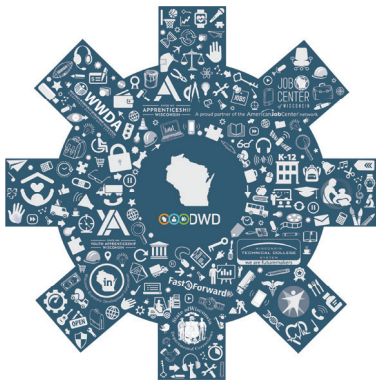




Workforce Innovation and Opportunity Act



WISCONSIN **WIOA** ANNUAL REPORT

Program Year 2021 | July 1, 2021 – June 30, 2022



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Tony Evers, Governor
Amy Pechacek, Secretary-designee

November 29, 2022

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 2021 (PY2021). PY2021 brought innovative and creative workforce development strategies, addressing challenges caused by COVID-19. This new approach allowed DWD to generate new solutions and improve current ones to better serve Wisconsin job seekers and employers.

Under Governor 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 high labor force participation, low unemployment, and the ability to adapt in an ever-changing economy.

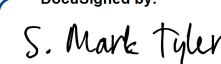
Successful programs and services allow DWD to identify, propagate, and scale practices to the regional and state level to continuously improve the workforce system.

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

Sincerely,

DocuSigned by:

C88A3A9F37D0468...

Amy Pechacek
Secretary-designee
Department of Workforce Development

DocuSigned by:

60C98037D1C5496...

S. Mark Tyler
Chair
Governor's Council on Workforce Investment

Introduction

The Wisconsin Department of Workforce Development (DWD) and the Governor's Council on Workforce Investment (CWI) present our annual Workforce Innovation and Opportunity Act (WIOA) report for Program Year 2021 (PY2021). Wisconsin has had an unprecedented economic recovery following the pandemic by implementing innovative strategies to add jobs and growing the workforce. DWD implemented innovative and dynamic workforce development strategies over the past year to address the record economic disruption caused by COVID-19. Wisconsin's statewide unemployment rate is 3.2%. That is lower than the national rate of 3.5% and approaching pre-pandemic levels.

DWD is the state agency in Wisconsin responsible for administering WIOA Titles I and III programs. DWD also oversees other workforce development programs including Vocational Rehabilitation, Unemployment Insurance, Registered Apprenticeship, and others. The CWI is a federally-mandated council that advises the Governor on ways to develop Wisconsin's workforce. Under strategic direction from Gov. Tony Evers and the 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 (USDOL) on performance progress for WIOA Title I programs (Adult, Dislocated Worker, and Youth) and WIOA Title III Wagner-Peyser Employment Service as described in TEGL 5-18. This report provides information on the state's Combined State Plan strategic vision and goals progress, performance data on the core common performance measures, status of state evaluation efforts and improvement activities, and workforce development system participant information for the period of July 1, 2021 through June 31, 2022.

The participant data provided in this annual 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 USDOL on Sept. 27, 2022.

Workforce Solutions Initiatives

During PY2021, Gov. Evers invested over \$150 million into solutions to address the state's workforce needs using American Rescue Plan Act funding. Three distinct grant programs were launched:

Worker Advancement Initiative (WAI) is a \$20 million investment in work-based learning and/or wage-subsidized occupational skills training for individuals who experienced negative economic impacts related to the COVID-19 pandemic. Funds were awarded to each of Wisconsin's 11 local workforce development boards (WDBs). Since its inception on Oct. 1, 2021 this program has seen significant co-enrollment with WIOA Title I programs. DWD's Division of Employment and Training (DET) used this pilot project to

collect data on increased participant success when receiving "wage-replacement" supportive services while engaged in training. This innovative pilot ensures participant success by providing wage-replacement subsidies to individuals engaged in work-based or classroom learning opportunities. The project realizes greater flexibility than more traditional workforce funding and offers opportunities for co-enrollment and braided funding. To-date this project has served over 1,000 individuals statewide.

Workforce Innovation Grants (WIG) is a \$130 million investment in various innovative strategies to address local workforce and economic concerns. These grants funded 27 unique projects addressing shortages of workers in healthcare, childcare, education, advanced manufacturing, skilled trades, and more; as well as housing shortages for low-income workers; transportation solutions for low-income workers; access to affordable and high-quality childcare for workers; and entrepreneurial skills training. While these projects are still in the early stages of implementation, DET anticipates learning many lessons about innovative workforce strategies that can be implemented system-wide in the future.

Worker Connection (WC) is a \$10 million investment in workforce system navigation assistance and outreach to populations that are historically disconnected from workforce services. The program has realized early successes in connecting individuals with myriad workforce services and helping them to navigate the various types of assistance available to them.

Wisconsin Apprenticeship

The cumulative total for all those in Wisconsin's Registered Apprenticeship program during 2022 rose above 15,000 – a level not seen in two decades. achieved more than 15,000 active participating apprentices in the 2022 calendar year. This milestone was made possible through more than 200 apprenticeship programs which include both traditional and emerging sectors.

Traditional sectors such as plumbing, carpentry, construction, and electricity continue to be strong supporters of apprenticeship and have the greatest number of people working as apprentices. However, apprenticeship continues to evolve and change to meet the needs of employers beyond the traditional sectors. In 2022, Wisconsin had 126 active apprentices in the emerging sectors of IT, healthcare, transportation, finance, and agriculture. This number is up from 2021, which had 80 apprentices in these sectors. Apprenticeship expects these non-traditional programs to continue to expand based on the workforce quantity challenge.

Many Registered Apprentices started their training in the state's Youth Apprenticeship program which also had record levels of participation – both apprentices (6,412) and employers (4,478) both apprentices (6,412) and employers (4,478). The bridge from youth apprenticeship to registered apprenticeship is key for many young people embarking on their career path.

DWD Partnerships to Support Justice-Involved Job Seekers

DWD takes pride in its collaboration with the Wisconsin Department of Corrections (DOC) to engage individuals in their care before they are released and to connect them with our job seeker services after release. DWD equally value(s) its partnerships with the 11 local Workforce Development Boards (WDB) and the Wisconsin Technical College System (WTCS) who help make engaging with and training justice-involved individuals possible.

At the foundation of DWD's work with DOC, local WDBs, and WTCS are the Jobs Labs DWD maintains in DOC facilities. These Job Labs function similarly to the job centers DWD operates in communities around the state. The state recognized that it needed to place additional focus on reaching "harder to serve" populations to meet employers' workforce needs. Among the targeted groups, DWD identified the need to engage justice-involved individuals in advance of their release from DOC care to start of re-establish connections to the workforce, so they are best prepared to return to their communities.

DWD identified and implemented several strategies for preparing justice-involved individuals for employment upon release, including:

- Development of a pre-apprenticeship programming in correctional institutions.
- Incorporation of employment/training programs in juvenile justice institutions.
- Expansion of registered apprenticeship opportunities within correctional institutions.
- Development of strategies to increase employer education and awareness.
- Increasing employer collaboration with apprenticeships, workforce training, and placements of justice-involved individuals.
- Creation of Job Labs within DOC facilities to provide job readiness, career assessment, and job service programming for soon to be released justice-involved individuals.

In the fall of 2018, DWD opened its first Job Lab at Oakhill Correctional Institution. Since then, DWD has opened 10 more Job Labs in DOC facilities around the state. Ten of the Job Labs are classroom style rooms within correctional facilities and one, at New Lisbon Correctional Institution, is a mobile lab. In state fiscal year 2022, DWD and DOC collaborated to assist nearly 525 persons in DOC care through Job Labs.

WIOA Combined State Plan

Wisconsin's WIOA Combined State Plan for PY2020-2023 envisions a results-driven workforce development system providing the opportunity for Wisconsin's current and future workforce and businesses to sustain economic viability for individual and family self-sufficiency.

Wisconsin will create a workforce development system that shall respond to:

1. Employers' needs around skills, knowledge and ability, as well as changes in industries and sectors.

2. The needs of workers and job seekers, whether through new skill acquisition or through resources to overcome barriers to employment per WIOA Section 3.
3. Alignment of Combined State Plan activities with education and regional economic strategies that will aid in providing access to self-sufficiency.
4. The quantity challenge by connecting those not participating in the workforce to the programs and services needed for them to become ready to participate.
5. Create opportunity for the current and future workforce by addressing systemic inequities within public workforce programs to deliver services equitably.

During PY2021, the WIOA Joint Operations Structure continued to bring leadership and staff from the Departments of Corrections, Children and Families, and Health Services into cross-agency workgroups. Five overarching principles inform the development of the practices and the implementation of the WIOA Combined State Plan:

- Focus on traditionally marginalized populations.
- Family-centered employment approaches in workforce development.
- Inclusivity.
- Ongoing research and collaboration.
- Evidence-based practice and decision making.

WIOA Committees

The WIOA partner committee structure has three leadership committees:

- *WIOA Executive Committee*: is the executive governing body over the development and implementation of the WIOA Combined State Plan. The members of the committee are the Combined State Plan partner agency secretaries.
- *WIOA Management Committee*: provides overall direction on WIOA Combined State Plan activities. The members of the committee are program division administrators.
- *WIOA Operations Committee*: operationalizes the vision for how Wisconsin's Combined State Plan core and partner programs organize and prioritize activities to ensure teams are empowered to carry out those activities. The members of the committee are the bureau directors.

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 CWI, also referred to as the Council, is tasked with aligning 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. Due to an administrative change, the CWI was reconstituted in 2019 under Executive Order #6.

Council, Committee Structure, and Responsibilities

The Governor appoints members of the Council 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.
- Empowers individuals of all backgrounds to pursue and retain good paying careers.

The Council is currently comprised of an Executive Committee and three standing committees which provide a formalized structure for workforce members and stakeholders to actively participate in the maintenance, support, and refinement of the system's activities:

- *Growing Workforce Opportunities 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 will focus on initiatives related to career pathways, early childhood education, and entrepreneurship.
- *Employment Training Infrastructure 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 will be centered around work-based learning and employer engagement with the workforce system.
- *WIOA Compliance and Resource Alignment Committee*: This committee will assist the Governor in carrying out his federally mandated WIOA responsibilities while ensuring ongoing alignment of resources across sectors. In addition, this committee also oversees two areas of focus in the 2022 – 2026 CWI Strategic Plan:
 - Focus Area #3 – Workforce: 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.

- 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.

PY2021 Overview

In PY2021, responding to workforce challenges exacerbated by the pandemic, the CWI developed and unanimously approved its 2022-2026 Strategic Plan to meet the demand for skilled workers and sustain Wisconsin's robust recovery from the economic slump at the height of the pandemic. After nearly a year of research, discussions, and development, the Council crafted a strategic plan that focuses on four key priorities related to education, employers, workforce, and organization and resource alignment. The final product is the result of the collaboration of experts from the private sector (represented by the business members of the Council), education (k12 and higher ed), and the workforce development system. It is the Council's intention that the plan will lay the foundation for continuing enhancements to benefit Wisconsin businesses and workers.

The CWI also intends to maintain the 2022 – 2026 Strategic Plan as a living document for use in continuing to shape and advance Wisconsin's workforce policies, strategies, and desired outcomes. Review and updates to the plan will be a standing agenda item at Council meetings throughout the course of the plan; and the recommendations may evolve over the next four years to ensure they reflect input from key stakeholders and incorporate new strategies to meet the state's ever-changing workforce and economic development landscape.

WIOA Title I Programs

PY2021 WIOA Funding Overview

Wisconsin received over \$34.3 million in WIOA Title I formula funding from USDOL in PY2021. The Youth program was allocated \$12,040,412 (35%), \$10,403,176 (30%) for the Adult program, and \$11,939,634 (35%) for the Dislocated Worker program. This represented a 30.81% increase in Youth, 30.94% increase in Adult, and 6.49% increase in Dislocated Worker funding from PY2020.

Wisconsin's 11 local Workforce Development Boards (local WDBs) were allocated 85% of the PY2021 Youth and Adult formula funds and 60% of the Dislocated Worker formula funds for the administration and implementation of their respective local programs. Of the total funding, 15% 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." The state used additional assistance grants to supplement a local WDB's formula funding, increasing the local WBD's capacity to provide Dislocated Worker program services to workers laid off from larger dislocation events.

PY2021 Monitoring Highlights

The Bureau of Workforce Training conducted annual monitoring of WIOA Title I programs, managed by the 11 local WDBs, July 2021 through June 2022. Due to COVID-19, monitoring was conducted virtually for 10 of the 11 boards. All monitoring included a comprehensive review for program, fiscal, and civil rights/equal opportunity compliance.

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 State Plan, the WIOA Local Plan, Equal Opportunity and Nondiscrimination policies, and program guidelines, including overall compliance with:

- 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.
- Nondiscrimination and Equal Opportunity provisions contained in Section 188 of WIOA and regulations 29 CFR & 38 applicable to employment and service delivery.

Local WDBs receive reports summarizing their reviews and are required to respond to any findings and areas of concern. An executive summary is prepared and 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 PY2021 annual monitoring of the 11 local WDBs:

- 16 Findings.
- Six Areas of Concern.
- One Positive Practices.

Dislocated Worker

The Dislocated Worker program assists workers impacted by job loss to get back to work as quickly as possible by overcoming barriers to employment such as difficulty transferring specialized skills to other occupations or industries or a decline in market demand for certain skills.

Rapid Response

DWD's Division of Employment and Training (DET) and its state and local partners, including the 11 local Rapid Response Teams, use 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 PY2021, 80 new dislocation events were recorded in RRETS, including 28 events from layoff notices that covered a total of 2,466 workers. The majority of the 80 new events came from two industries: approximately 24% were from the manufacturing industry (19 events) and 14% from the accommodations and food service industry (11 events).

Rapid Response Video Series: During PY21, DET completed the development of six rapid response videos to assist with a standardized approach to remote provision of rapid response services. These videos provide information about the American Job Center system, Unemployment Insurance, the Dislocated Worker program, and Rapid Response services, as well as job search tips and available tools. DET also launched a revised job loss resources webpage. It ~~that~~ serves as a landing page for the video series and makes available myriad other resources to individuals experiencing job loss.

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. During PY2021, DET awarded a total of \$750,000 in Annual Allotment grants:

- *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 PY2020, DET provided a total of \$750,000 in Annual Allotment grants. Awards ranged from \$31,360 to \$134,188.

Due to the strength of Wisconsin's economy, and the availability of pandemic-related non-WIOA funding, local WDBs did not need to access Dislocation or Additional Assistance grants to provide Rapid Response services in PY2021.

National Dislocated Worker Grants: During PY21, DET administered four National Dislocated Worker Grants (NDWGs), two of which were closed out during the program year. A total of 771 individuals were served through these grants.

- *Trade and Economic Transition National Dislocated Worker Grant:* On Sept. 26, 2018, DET was awarded a grant of \$2 million to serve workers dislocated from the retail sector. Six local WDBs applied for and received funding under this grant. The grant ended September 30, 2021. Over the life of this grant, 390 participants received services including occupational skills training for high-wage jobs in rapidly growing industries and expanded supportive services.
- *COVID-19 Disaster Recovery National Dislocated Worker Grant:* On May 1, 2020, after submitting an emergency application, DET received a \$999,000 COVID-19 Disaster Recovery grant. This grant funded temporary disaster-relief jobs focused on providing humanitarian assistance. These jobs expanded the capacity of non-profit charitable organizations to provide aid to community members affected directly or indirectly by impacts of COVID-19. The grant funds also were utilized by local public health departments to educate community members about the threat of COVID-19 and encourage proper safety measures to minimize spread of the virus.

The grant's three project operators were the local WDBs for Southeastern, Milwaukee, and South Central areas, covering 10 of Wisconsin's 72 counties. DET connected on a quarterly basis with Wisconsin Emergency Management to avoid duplication of efforts and to ensure that disaster relief employment funded by the grant appropriately responded to the affected areas' needs. This grant ended on June 30, 2022. During PY2021, 21 participants were served under this grant.

- *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 provides 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. During PY2021, 376 participants were served under this grant.

Following a USDOL monitoring of this grant in January 2022, DET requested and was approved for a no-cost extension of the grant through Sept. 30, 2023. DET also initiated the process to launch a statewide outreach effort to increase public awareness of the grant and increase participant enrollments.

- *Support to Communities: Fostering Opioid Recovery through Workforce Development National Dislocated Worker Grant:* On Aug. 28, 2020, DET received a \$5,000,000 Support to Communities: Fostering Opioid Recovery through Workforce Development grant. Five local WDBs serve as 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. These subgrantees are the Fox Valley, North Central, Northwest, West Central, and Southwest WDBs. The subgrantees have convened local Support to Communities Councils that engage employers in the implementation of innovative approaches to addressing 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. During PY2021, 324 participants were served under this grant.

Wagner-Peyser Program Coordination

The Wagner-Peyser program provides career services to job seekers and recruitment assistance to businesses. This includes in-person and virtual job search assistance, workshops for job seekers, job fairs, and various recruiting events.

At the beginning of PY2021, Wisconsin's economy was showing signs of recovery from the high unemployment caused by the COVID-19 pandemic. The unemployment rate dropped year-over-year from 7%, down to 3.8% by July 2021. The downward trend continued through 2021 and into 2022, with Wisconsin dropping to a historic low of 2.8% in March 2022.

Business Services

Wisconsin selected Employer Penetration and Repeat Customer Business as the two pilot measures. At the conclusion of PY2021, Wisconsin had three full program years of data to include in calculating the Repeat Business measure.

Program Year 2021 metrics:

- Employer Penetration rate: 8.1%.
- Repeat Business Customer rate: 39.6%.
- Job Center of Wisconsin (JCW) job postings: 307,943 (representing 500,823 job openings).
- JobCenterofWisconsin.com received over 1.3 million visits during PY2021 as well.

The increased employer demand for workers that started in PY2020 continued throughout PY2021. Job postings on Job Center of Wisconsin increased over 17% between July 2021 and June 2022. The average daily number of job postings on JCW was approximately 116,000 at the end of PY2021. The program year started with a daily average of about 96,000. Over 6,200 employers posted a total of 140,722 job openings in PY2021.

Job Service has continued to provide business services both virtually and in-person using its virtual job fair platform alongside its reintroduction of in-person services. Over 850 employers and 4,300 job seekers have participated in 159 large and small recruitment events since the virtual job fair service was launched. DWD had 274 employers engage in-person job fairs as well. Both the virtual and in-person events have been held in partnership with local WIOA core partners as well as local school districts.

Additionally, Title III is working to integrate Wisconsin Division of Vocational Rehabilitation (DVR) and Title I business services representation into its new, standing Business Services Committee. This committee will act as a hub to share information about Business Service events and attendance, as well as employer needs and trends.

Job Seekers

DWD's Job Service call center fielded 61,825 calls, including 2,396 Spanish language calls, during PY2020. The call center continues to experience more than 2,000 calls per month above the pre-pandemic average. During the first quarter of CY2022 (Q3 PY2021), new registrants on the Job Center of Wisconsin (JCW) website declined by about 2,400 compared to Q4 PY2020. Overall, JCW registrations are down compared to pre-pandemic levels. Wisconsin's unemployment rate has hovered around 2.8 – 2.9% over these months, which may be contributing to the decline.

Wisconsin continues to provide services that job seekers can access from the comfort of their homes. Wisconsin job seekers can now login to JCW, view upcoming workshops, register, and attend virtually. JCW also retains a library of previous workshops for on-demand viewing. Recent workshop topics include transferable skills, discouraged job seekers, re-entry, and soft

skills. In PY2021, DWD provided 274 online workshops to over 10,000 job seekers, with an average online workshop attendance of 37. As the unemployment rate in Wisconsin has dropped to 3.2%, Wisconsin has seen decreased attendance at online workshops.

Re-Employment Services

In Wisconsin, the Re-employment Services and Eligibility Assessment (RESEA) program is administered by DWD's Bureau of Job Service (BJS). During PY2021, DWD provided re-employment services through both in-person and self-scheduled tele-sessions. In PY2021, RESEA staff served 16,592 participants, about 80% of which were served virtually.

Migrant Seasonal Farmworker Services

In Wisconsin, both federal and state laws direct services provided to Migrant and Seasonal Farmworkers (MSFW). BJS provides staff to help MSFW employers 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.

The beginning of PY2021 saw the continued impact of COVID-19 on the health and safety of Migrant and Seasonal Farmworkers. DWD collaborated with health care partners and other agencies providing services to MSFWs, to support onsite vaccine clinics where MSFWs live and work.

DWD, in consultation with the Wisconsin Department of Health Services and interested stakeholders, promulgated emergency rules under the State's Administrative Code that provide extra protections from COVID-19 for migrant workers living in migrant labor camps. Housing provided under the H-2A worker visa program is also covered by these emergency rules.

As required in federal regulations, staff members 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. We also provide services in person through the job centers, Job Center of Wisconsin website, and bilingual call centers. We currently have four 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 their visa, they 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 we are able to report, they are not able to contribute to Wagner-Peyser performance measures.

Program highlights for PY2021:

- 3,517 MSFW outreach contacts
- 227 migrant labor camps certified (including housing for H-2A workers) (2022 calendar year)
- 40 migrant labor contractors certified (2022 calendar year)

- 54 agents of migrant labor contractors
- Foreign Labor Certification (FLC) program runs from October 1, 2021, to September 30, 2022
 - 162 H-2A applications received and processed
 - 2642 H-2A workers requested; 2,614 H-2A workers approved

Job Center Innovations

Wisconsin continues to innovate in PY2021. DWD set up virtual job centers via JobCenterofWisconsin.com where incarcerated individuals can access online job search, resume, and other job seeker tools. DWD partnered with the Wisconsin Department of Corrections (DOC) to share data and grant limited access to persons currently incarcerated in 11 correctional facilities, as well as one juvenile correctional facility. DWD also has three Mobile Training Classrooms, which are parked inside the perimeter fence at medium security prisons to deliver training in high-demand fields, including: CNC operator, welding, and mechatronics training. DWD also launched administrative setup of its new "eGain" system, that will allow job seekers to chat virtually with Title III staff through JobCenterofWisconsin.com.

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 the organization of job fairs and hiring events and facilitate employer workshops that highlight the value veterans bring to the workforce.

The Disabled Veteran Outreach Program (DVOP) staff provide services to veterans identified to have significant barriers to employment. Wisconsin job center staff use a triage tool to determine the needs of veterans at registration. Once the registration process identifies a veteran with significant barrier to employment, the veteran is referred to DVOP staff for individualized career services. The DVOP completes a comprehensive assessment, develops an individualized employment plan, and conducts necessary follow-up using a case managed approach to assist the veteran in gaining employment. Once the veteran is job-ready, the LVER works to match the veteran with an employer.

DWD's OVES established a Memorandum of Understanding (MOU) with the Wisconsin Department of Veterans Affairs and the Wisconsin Department of Corrections (DOC) to ensure the provision of employment, training, and benefits are provided to incarcerated veterans prior to their release or upon placement in DOC community supervision. Once eligible veterans are identified by DOC, OVES DVOP staff visit correctional facilities and provide assessment and individualized career services. OVES DVOPs also work jointly with staff of DOLVETs Homeless Veteran Reintegration Program and provide individualized career services and assist these veterans enter the workforce. DVOPs work with the county veteran service offices in all 72

counties to identify veterans needed assistance. These OVES staff work with community groups in their assigned areas to provide employment assistance and services.

During PY2021, 915 veterans with a significant barrier to employment received career services by DVOP staff within Wisconsin job centers and affiliated offices. This group included:

- 789 male veterans
- 126 female veterans
- 717 unemployed veterans
- 474 veterans with a disability
- 444 veterans with low income
- 94 veterans who were formerly incarcerated
- 169 veterans with long-term unemployment (27 weeks or more)

OVES achieved the following performance by the end of PY2021:

- 70.4% of veterans were employed in the 2nd quarter after completing the program.
- 64.1% of veterans were employed in the 4th quarter after completing the program.
- The median earnings for the 2nd quarter after completing the program was \$9,606.

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 were 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. Based on scores, businesses could receive a gold or silver recognition. Awardees receive recognition from DWD during the month of November each year and employers are identified as VET Ready on JobCenterofWisconsin.com.

Reentry Initiatives

In partnership with the Wisconsin Department of Corrections (DOC), DWD brings job services to several Wisconsin correctional facilities. With the installation of job labs in correctional facilities, persons can receive case management, career counseling, job search and resume assistance, and attend workshops. Job Service staff spends 10-15 hours per week providing services onsite or virtually. DWD also provides program services through the Bureau of Apprenticeship Standards, WIOA Title I, the Office of Veteran Employment Services, and the Division of Vocational Rehabilitation.

OVES staff regularly receive notices of veterans who will be released within 90 days back to their community, at which point, a DVOP contacts the institution to begin the case management process for the veteran. By meeting with the veteran prior to release, DWD staff can prepare them for the workforce with assistance in job searches and connecting them with local resources that could assist in wrap around services.

DWD and DOC successfully implemented job labs at the following correctional facilities:

Oakhill Correctional Institution	Milwaukee Women's Correctional Center
Taycheedah Correctional Institution	Robert E. Ellsworth Correctional Center
Racine Youthful Offender Correctional Center	New Lisbon Correctional Institution
Prairie du Chien Correctional Institution	Chippewa Valley Correctional Treatment Facility
Racine Correctional Institution	Kettle Moraine Correctional Institution
Jackson Correctional Institution	

DWD currently has registered apprenticeship opportunities in correctional facilities, and continues to expand these efforts into additional facilities and different occupations. Using strategic planning sessions, DWD and DOC are ensuring career pathways include higher education, exploring additional industries, and creating new apprenticeship programs in the institutions to meet employer and trainee needs. Pell Grants are now available to incarcerated individuals, increasing opportunities to train persons job skills they need post-release.

Mobile Training Labs: To make training more accessible to persons in correctional facilities, DWD provided funding for DOC to purchase four mobile training labs. These labs allow DOC to customize training materials based on local labor market needs. DWD used Wisconsin Fast Forward funds to launch mobile training labs, which are regularly used for computer numerical control training classes at Racine Correctional Institution. The first of the two new mobile labs focuses on welding, and is located at Taycheedah Correctional Institution and shared with Kettle Moraine Correctional Institution. The second is an industrial maintenance lab that will be located at Jackson Correctional and shared with New Lisbon Correctional. Racine Youthful Offender Correctional Center also received a mobile mechatronics training lab and partnered with Gateway Technical College for credentialing.

Evaluation and Related Research Projects

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. 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 is 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 Comprehensive Employment Planning Toolkit (CEPT) application available through the Division of Employment and Training's Application (DET APPs) portal. From July 1, 2022 – Dec. 31, 2022, staff working in WDAs 5, 6, 7, and 9 on the TAA, JVSG, and Title I programs are piloting the use of the CEPT. Note: CEPT includes the following tools: Employment Plan, Action Steps List, Self-sufficiency, Budget, Community Resources Search, and links to career exploration and Labor Market Information (LMI) data through [WisConomy](#). This evaluation includes collecting customer and staff feedback, as well as data on use of CEPT. The aim of this evaluation is to answer the following research question: does CEPT improve employment planning, participation in action steps, and use of self-sufficiency, budget, community, career exploration, and labor market information (LMI) resources? Results will inform use of CEPT in WIOA Title 1 and partner program in the future.

Assessing effectiveness of services: The Title I program assessed the effectiveness of services delivered by the Dislocated Worker and Trade Adjustment Assistance (TAA) Act Program based on employment and earnings outcomes. The evaluation utilized the DET's Outcomes Universe with assistance from DWD's Bureau of Workforce Information and Technical Support (BWITS).

There were concerns regarding an appropriate comparison group to determine effectiveness. A literature review revealed that other research has been conducted with a more appropriate comparison group, showing TAA is related to improved employment outcomes (e.g., [Hyman, 2018](#)), finding both work-based learning and employment-related services influenced employment outcomes. Given more recent literature recommends a more appropriate comparison group, Wisconsin WIOA Titles I, III, and IV staff partnered and conducted subsequent internal data analysis with a subset of individuals who could benefit from employment and training services. More specifically, analysis focused on teenagers with disabilities and their parents who received Wisconsin Promoting Readiness of Minors in Supplemental Security Income (PROMISE).

Data analyses revealed youth and parents who received Division of Vocational Rehabilitation (DVR) (WIOA Title IV), or DET (WIOA Title I and III) services had higher employment rates and wages than those who did not connect to these services. More specifically, DVR (WIOA Title IV) services were associated with higher employment rates, and PROMISE services were related to improved wages. WIOA Title I and III services were associated with even higher employment rates and wages. 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 services, case management, and youth apprenticeship opportunities had the greatest increases in employment rates and wages. This study was presented to local field staff and workforce partners as part of Beyond Performance Fridays.

DWD is working with University of Wisconsin – Madison researchers on an article for submission to a peer reviewed research journal, so the study results can be shared publicly to a broader audience. Overall, the study showed that WIOA Title I, III, and IV services together resulted better employment outcomes than those that did not receive services, providing evidence for continued collaboration. Based on these research findings, WIOA Title programs and partners can work together to set targets to increase observed co-enrollment using Wisconsin [workforce co-enrollment reports](#). Wisconsin's Workforce Data Integration System (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 Title training programs predict employment outcomes.

Support to Communities Evaluation: National evaluator (Abt Associates Inc., in partnership with MDRC) is evaluating Wisconsin's Support to Communities 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. The period of performance for this evaluation is five years and began September 2020, so it will be complete Aug. 31, 2025. This study is currently in the implementation study phase.

Worker Connection Evaluation: Worker Connection is funded with American Rescue Plan Act (ARPA) funds but is piloting strategies that may be adapted by WIOA Title 1 programs, depending on the results. Specifically, Worker Connection is piloting the use of targeted outreach, one-on-one career navigation service, and work advance training. Wisconsin received consultation from [Data Labs: Roadmap to Recovery](#) for assistance in the evaluation of Wisconsin's Worker Connection program. In partnership with the Beeck Center for Social Impact + Innovation, the Worker Connection team developed processes to track progress, evaluate success, and advance Worker Connection's mission. Worker Connection is also partnering with University of Wisconsin Center for Education Research, University of Wisconsin – Institute for Research on Poverty, and University of Wisconsin – Stout Vocational Rehabilitation Services to conduct a process evaluation. The evaluation will identify the key outreach, career navigation, and training services that lead to improved employment outcomes. It aims to develop a fidelity model for replication and sustainment of improved employment and training services, including WIOA Title I.

Career Pathways Advancement Evaluation: Wisconsin's Career Pathways Advancement Initiative is funded by the Rehabilitation Services Administration (RSA) Disability Initiative Fund (DIF). Wisconsin's initiative goal is to use career pathways for career advancement, improve employment outcomes for people with disabilities, and connect vocational rehabilitation (VR) consumers high quality, high demand, local jobs. In addition, the grant aims to increase the number of people with disabilities who connect to trainings manufacturing, construction, digital technology, and health care career pathways.

Career Pathways project evaluation will go beyond Division of Vocational Rehabilitation (WIOA Title IV) consumer services and outcomes to include WIOA Title partners (including Title I). This evaluation includes co-enrollment across WIOA Title partners, to encourage coordination of career pathways services and increase inclusivity of people with disabilities. Further, researchers will determine if these strategies lead to increases in health care, digital technology, construction, and manufacturing jobs; increases in measurable skills gains (MSGs); increases in credentials, wages, hours worked per week, and employer benefits; and decreases in public benefits.

Coleridge Data Challenge and USDOL 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, stay rates, and reemployment trends by industry, occupation, demographics, and location to improve data tracking. Although these projects rely on UI data, the information will inform how boards, businesses, and service providers provide career and training supports to job seekers and workforce supports to employers. The Coleridge Data Challenge includes the implementation of an Applied Data Analytics class in the spring of 2023 where different WIOA Title partners will access and analyze these data to answer workforce relevant question to improve workforce development services consistent with unemployment trends.

The UI Equity grant includes partnering with UW-Madison Institute Research on Poverty (IRP) will work with DWD staff to analyze the data 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 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. Match data from DWD and the Midwest Data Collaborative to administrative data from other Wisconsin agencies and public benefit programs collected in IRP's Wisconsin Administrative Data Core (WADC). Analyses with these matched data will be used to further understand inequities in benefit pursuit and receipt, and potential obstacles and delays in the UI claims processes. Importantly, the additional administrative data can also be used to identify differences in characteristics between claimants and eligible non-claimants.
3. 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.
4. 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, in order to ensure effective, efficient, and equitable unemployment to reemployment services for all.

Local Statistical Adjustment Model (LSAM) Evaluation Consultation: Wisconsin developed a local WIOA Local Statistical Adjustment Model (LSAM). In the past, Wisconsin used the federal version statistical adjustment model with statewide coefficients to make local performance

predictions, but statewide trends were poor predictors of local performance in some areas of the state. The local model allows for improved predictions and performance monitoring. DWD plans to provide local areas with quarterly performance updates, so local boards can regularly monitor performance, reducing the chance for unexpected changes in local performance targets.

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 informed by the WIOA State Plan and many of the above projects are listed on the current evidence plan. In the future, the WDIS website will provide employment and training dashboards, so WDBs and the public can make data-informed decisions based on evidence.

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 Identity Insight data matching tool is in implementation and aims to match data from different data sources, including DWD-Division of Employment and Training (DET), DWD-Division of Vocational Rehabilitation (DVR), and DWD-Unemployment Insurance (UI).

Labor market information research and reports: Wisconsin continues to provide updated Labor Market Information (LMI) on [WisConomy](#). [New tools](#) include Registered Nurse Supply and Demand Forecasts, 2021 QCEW Master Report, Affirmative Action Reports, 2021 County Profiles, Wisconsin Recovery Report 2021-2023, Job Openings & Labor Turnover Survey (JOLTS), and Nurse Survey Review 2021. Further, WisConomy developed a [Career Clusters dashboard](#) that connects users to occupations in the WisConomy's Skill Explorer application. As employers look to hire a more diverse, inclusive, and equitable workforce, they can use [WisConomy's Affirmative Action dashboard](#), which provides median earnings by demographic from the American Community Survey (ACS) both statewide and by county.

RESEA evaluation: In Wisconsin, the Re-employment Services and Eligibility Assessment (RESEA) program is administered by the Bureau of Job Service (WIOA Title III Wagner-Peyser). Job Service contracted an outside evaluator, Actus Policy Research, LLC, to conduct a confirmatory impact, exploratory, and process/implementation analysis. The research study aims to confirm the RESEA program increases participation in employment and training services, improves employment outcomes, and reduces duration of Unemployment Insurance (UI) benefit receipt and amount of benefits collected. Further data analysis will explore if an additional RESEA session enhances program impacts and if program effects vary by region, participant characteristics, and/or online assessment scores. The researchers are also implementing a process analysis with an aim to learn if RESEA services are implemented consistently across regions and across participant groups, and if any observed differences are associated with different outcomes. Random assignment started April 2022. Researchers completed their first annual evaluation report, and have determined random assignment is indeed random, and

enrollment numbers are projected to be sufficient to detect differences between groups. [Previous Wisconsin Reemployment and Eligibility Assessment \(REA\) research was published in 2019.](#)

Title IV Evaluation: Wisconsin's WIOA Title IV, Division Vocational Rehabilitation (DVR), continues to engage in evaluation activities in data partnership with the 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. See most recent data available on the [CIE website](#).

DVR continues to use findings from both a youth data analysis conducted in partnership with the University of Wisconsin – Madison Rehabilitation Psychology and Education program and their most recent [Comprehensive Statewide Needs Assessment \(CSNA\)](#), conducted in partnership with San Diego University, to inform practice and continued evaluation. The CSNA included a data analysis; surveys of staff, partners, and customers (both consumers and businesses); and interviews. DVR is using the results of both the youth data analysis and CSNA to identify ways to improve measurable skills gains, consumer employment outcomes, and improved job matches through good customer service. DVR is also doing follow-up analysis based on CSNA findings, using DVR data to look at trends around rapid engagement and CIE outcomes, specifically for high school students and consumers who receive supportive employment and self-employment services.

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 (VRTAC-TC), provided recommendations on improved outreach and 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. As Wisconsin engages in conversations on how to better link education, training, and employment services with outcomes data, partners from the various relevant state agencies continue to meet and share findings from different evidence gathering activities and explore ways to link the [Wisconsin student longitudinal data system \(SLDS\)](#) and the longitudinal workforce database (LWD). Wisconsin's Title II partners report findings publicly on the [Wisconsin Technical College System \(WTCS\) Action Research webpage](#). Research briefs include findings on equity, changes since COVID-19, measurable skills gains, career pathways, and more.

Customer Satisfaction

DWD's Division of Employment and Training (DET) coordinated monitoring team continued a WIOA Title I participant satisfaction survey, which was implemented in PY2019 for annual 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. DET sent reminders to local WDBs and participants to improve response rates. The survey was emailed to 4,618 participants

statewide and 748 participants responded for an average statewide response rate of 16%. The response rate within each of the 11 local workforce development areas ranged from 9% to 26%.

The results of each area's participant survey, including both statistical and qualitative feedback and comments, were shared and discussed with each local WDB during annual monitoring. These discussions created the opportunity for highlighting both local strengths and areas of improvement. The DET monitoring team retained the participant satisfaction survey as a component of PY2022 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 workforce development areas (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 areas at the end of PY2021 for the purposes of certification for the next three-year certification cycle.

WIOA Title III partnered with an external vendor to complete an in-depth "Wisconsin Job Center Perception Study" in December 2021. The goals were to understand the current level of awareness of JobCenterofWisconsin.com services, how these services differ among job seekers by demographic segment, to gauge the attitudes and perceptions of job seekers about JobCenterofWisconsin.com, and to increase effectiveness in DWD's outreach to job seekers via JobCenterofWisconsin.com. The study generated 1,402 responses and established key findings in job seeker employment status, job search trends, JobCenterofWisconsin.com service awareness, people no longer seeking employment, and general communication. Wisconsin hopes to use these Key Findings to inform its JCW Modernization project moving into PY2022.

Performance Measurement and Reporting

The core programs all report on common indicators, using the federal definitions. The six primary indicators of performance are: Employment Rate in 2nd Quarter, Employment Rate in 4th Quarter, Median Earnings in 2nd Quarter, 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 Effectiveness in Serving Employers indicators for reporting in PY2021. The selected indicators and PY2021 results were:

- Employer Penetration Rate: 8.1% (15,610 / 193,851)
- Repeat Business Customers: 39.6% (10,870 / 27,450)

On Sept. 14, 2022, the Office of Career, Technical, and Adult Education (OCTAE), Rehabilitation Services Administration (RSA), Education; Employment and Training Administration (ETA) labor agencies released a joint proposed rule that would implement the effectiveness in serving employers indicator. With the pilot completed, the Departments are engaging in this rulemaking that proposes to define in a standardized way the performance indicator for effectiveness in serving employers for the regulations implementing the jointly administered requirements governing WIOA's six core programs. Until the Departments finalize the indicator, states must continue to select two of these three approaches to report on this indicator.

Performance Accountability System

Wisconsin's Title I and III programs met or exceeded all 18 negotiated indicators of performance during PY2021 prior to adjusting actual performance using the Statistical Adjustment Model.

During PY2021, 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) facilitated the development and delivery of performance technical assistance and training. Training was delivered via the monthly webinar series "WIOA Performance Friday." The PAC maintained the WIOA Performance SharePoint site with information regarding performance levels, results, and training. In response to the programs that report on measurable skill gain and the common shortcomings discovered throughout the program year, members of the PAC developed and delivered targeted technical assistance to local workforce development boards and to the relevant programs.

Common Exit Policy

Wisconsin has a [common exit policy](#) for DET administered programs. The common exit will exit program participants at a common date when the participant has not received any services for 90 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
- Office of Veteran Services
- Trade Adjustment Assistance Act of 1974

Data Validation

Wisconsin's approach to data validation of performance information was set in PY2018. In PY2021, the [data validation policy](#) that applies to Titles I and III, was updated to include further clarification from TEGL 23-19 and a Data Validation by Element resource. The Trade Adjustment Assistance Act uses the Trade Adjustment Assistance Data Integrity (TAADI) report to ensure data quality. The Jobs for Veterans State Grant is in the process of developing data validation procedures along with other Title III partners based on TEGL 23-19. The current Title I and III policy ensures file samples provide a mix of participants to ensure maximum opportunities for data corrections before the participant enters performance cohort periods. The state's data validation activities are addressed between onsite reviews and desk reviews. The PAC will develop reports that identify potential issues of data quality.

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. The LSAM was constructed for Wisconsin by a team of experienced researchers, economists, and policy analysts using the baseline statistical adjustment model concepts from USDOL-ETA.

Title I Local Area Negotiated Levels of Performance

During August-September 2022, DWD successfully set local negotiated levels of performance for PY2022 and PY2023 with 11 local WDAs. DWD used LSAM as populated using historical DOL Participant Individual Record Layout (PIRL) participant data and economic data from the USDOL Bureau of Labor Statistics. The negotiation results are in Table 1, 2 and 3 in Appendix A.

Performance Results

During PY2021, Wisconsin Title I and Title III programs exceeded or met all 18 negotiated levels of performance. Wisconsin's PY2021 WIOA performance results for Title I Adult, Dislocated Worker, Youth, and Title III Wagner-Peyser Employment Service programs are explained in Appendix B.

Eligible Training Program List

Under the Workforce Innovation and Opportunity Act (WIOA), DET is required to maintain a list of training institutions and their programs of study that are eligible for Individual Training Accounts (ITAs). This list is referred to as Wisconsin's Eligible Training Programs List (ETPL) and serves as a mechanism to ensure informed customer choice for training options, as well as accountability and quality of training programs.

DET launched a new ETPL application on Dec. 2, 2019, which captures all the information required for federal reporting and is aligned with WIOA's ETPL requirements. WIOA Title I participants who began ITA-funded training prior to Dec. 2, 2019 were allowed to complete the training programs which were approved under the previous ETPL.

DET's PY2021 annual ETP performance report includes all training programs that had been published on Wisconsin's ETPL website from Dec. 2, 2019, to June 30, 2022.

PY2021 Annual Report Totals: 2,143 training programs and 3,146 WIOA Title I participants who attended one of those programs using an ITA

DET did not include any programs from its previous ETPL in the report for two reasons. First, the data from the previous version had not been regularly updated and did not meet the requirements outlined by WIOA. Second, when institutions apply to have their program(s) included on the new ETPL, the new system has no feasible way to connect that program(s) to the version of the same program(s) on the previous ETPL. As such, if DET included programs from the previous ETPL and the Title I participants enrolled in them, DET's report would have undoubtedly contained duplicates for a large number of programs and a significantly inflated number of participants.

Individual Training Accounts Expenditures by Program Year Details

- PY2019: \$514,939
DET completed a manual process to gather information of ITA expenditures from Dec. 1, 2019 to June 30, 2020.
- PY2020: \$4,003,308
DET Completed a manual process to gather information of ITA expenditures from July 1, 2020 to June 30, 2021.
- PY2021: \$3,805,985

WIOA Individual Training Accounts Costs

The WIOA ITA costs are the summation of the WIOA ITA funds expended by Wisconsin for all WIOA participants in each program of study. This was reported on the annual report and was calculated using the following steps:

- 1) Total the data element *Total Number of WIOA Participants served with an ITA for all programs*. A WIOA participant may have multiple ITAs but is only counted once per program.
- 2) Total the ITA dollars spent statewide during PY2021.
- 3) Calculate the *ITA Funds Received by Program* by dividing the number found in step 2 by the number found in step 1, and then multiply by the *Total Number of WIOA Participants served with an ITA in a single program*.

Promising Practices and Areas of Strength

During annual monitoring visits to the local WDBs, DET 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 PY2021 local WDB promising practices and areas of strength are highlighted in Appendix C.

Waivers

DWD has the following approved waivers, which were initially approved by the USDOL on Dec. 31, 2020, and extended on June 6, 2022, with the approval of Wisconsin's PY2022-PY2023 WIOA State Plan modification:

- *In-School Youth (ISY) Waiver:* Employment and Training Administration (ETA) approved the state's request to waive the requirement limiting ITAs to only out-school-youth (OSY), ages 16-24 through the end of PY2023. In addition to OSY, the state may use ITAs for ISY, ages **16-21**. Please note, that ETA aligned the ISY age for ITAs with the minimum age for working.
- *Youth Expenditure Requirement Waiver:* ETA approved through the end of PY2023, the state's request to waive the requirement that the state expend 75% of Governor's reserve youth funds and local formula youth funds on OSY. Wisconsin may lower the expenditure requirement of Governor's reserve and local area youth fund expenditure requirement to 50% for OSY.

Technical Assistance Needs

Wisconsin requests technical assistance on best practices related to braiding funds. Local workforce development areas (WDAs) have expressed concerns with how challenging this is. We would also like to request technical assistance on reporting for DE 1332, specifically the best method on how to determine if each training is accredited. Lastly, we request technical assistance on the performance measure on Effectiveness in Serving Employers.

Workforce System Challenges

The required data collection for enrolling an individual as a Wagner-Peyser participant is challenging for both staff and customers. It is difficult to explain in plain language the meaning of the required data elements and customers are frustrated by and wary of the invasiveness of the questions. Questions are often misunderstood or rushed through, resulting in unreliable data.

Looking Ahead: Priorities and Goals for PY2022

Wisconsin's workforce programs strive to implement culturally responsive and equitable policies and practices to reach and engage individuals that have barriers to employment. This requires regional coordination, strong partnerships, and innovative practices to create opportunities for individuals.

In PY2022, BWT will leverage lessons learned from ARPA-funded pilot programs to development and implement strategies to improve delivery of underutilized WIOA services including needs-related payments, supportive services, and work-based learning options.

BJS will continue to modernize its operations to better service customers throughout Wisconsin. Modernization efforts include updating the Job Center of Wisconsin (JCW) website, streamlining Migrant Seasonal Farmworker processes to eliminate redundancies; and updating the job center complaint process to make it easier for customers to file complaints.

OSI looks to continue grant management of multi-million-dollar investments to connect job seekers with in-demand careers. OSI will also continue to integrate and collaborate with partners to provide customer services to hard to serve populations.

The unemployment rate of veterans in Wisconsin's workforce and the number of veterans utilizing job center services has declined. The OVES will explore new more effective outreach activities in an effort to locate veterans with significant barriers to employment. OVES will continue to integrate virtual service delivery to reach rural areas of the state. DVOP staff will continue efforts to reach veterans with a justice related background to help them re-enter the workforce. OVES will provide supportive services necessary to assist veterans that complete Veteran Administration sponsored vocational rehabilitation training. DVOP staff will continue to reach out to community-based organizations within their workforce development areas. OVES staff will also reach out to veterans transitioning from military service to connect them with supportive services, training opportunities and jobs with the Wisconsin workforce.

Appendix A: Title I Local Negotiated Levels of Performance

During August-September 2022, DWD successfully set local negotiated levels of performance for PY2022 and PY2023 with 11 local workforce development areas. DWD used the Local Statistical Adjustment Model as populated using historical USDOL Participant Individual Record Layout (PIRL) participant data and economic data from the USDOL 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 (PY2022 and PY2023)

WDA	Q2 Unsubsidized Employment	Q4 Unsubsidized Employment	Median Earnings	Credential Attainment Rate	Measurable Skill Gain
1	70%	70%	\$6,100	69%	42%
2	69%	70%	\$4,900	68% (PY22) 70% (PY23)	41%
3	77%	80%	\$8,300	68%	79%
4	69%	70%	\$6,200	62%	51% (PY22) 55% (PY23)
5	77% (PY22) 78% (PY23)	74% (PY22) 75% (PY23)	\$6,800 (PY22) \$7,000 (PY23)	68% (PY22) 69% (PY23)	42% (PY22) 50% (PY23)
6	80%	76%	\$6,300	70%	50%
7	79%	70%	\$5,600	69%	56%
8	79%	71%	\$4,900	70%	55%
9	74%	79%	\$7,300	77%	69%
10	75%	72%	\$7,300	72%	79%
11	63%	70%	\$6,000	66%	55%

Table 2. Title I Dislocated Worker Local Area Negotiated Levels of Performance (PY2022 and PY2023)

WDA	Q2 Unsubsidized Employment	Q4 Unsubsidized Employment	Median Earnings	Credential Attainment Rate	Measurable Skill Gain
1	75%	72%	\$8,300	72%	51%
2	68%	76%	\$8,500	55%	37%
3	85%	82%	\$12,100	72%	72%
4	73%	79%	\$8,900	71%	55% (PY22) 58% (PY23)
5	81%	80%	\$8,500 (PY22) \$9,000 (PY23)	70%	60% (PY22) 65% (PY23)
6	78%	79%	\$9,200	66%	84%
7	88%	84%	\$10,400	75%	57%
8	86%	84%	\$8,800	69%	73%
9	89%	85%	\$8,800	86%	79%
10	81%	79%	\$9,600	70%	74%
11	72%	76%	\$8,100	74%	60%

Table 3. Title I Youth Local Area Negotiated Levels of Performance (PY2022 and PY2023)

WDA	Q2 Employment /Education	Q4 Employment /Education	Median Earnings	Credential Attainment Rate	Measurable Skill Gain
1	72%	74%	\$4,600	51% (PY22) 52% (PY23)	38% (PY22) 40% (PY23)
2	72%	70%	\$3,000	49%	40% (PY22) 45% (PY23)
3	87%	87%	\$5,700	65%	66%
4	76%	73%	\$3,800	40%	46%
5	75% (PY22) 76% (PY23)	75% (PY22) 76% (PY23)	\$4,500	57% (PY22) 58% (PY23)	40% (PY22) 45% (PY23)
6	68%	73%	\$3,600	60%	40%
7	76%	78%	\$3,000	56%	60%
8	74%	75%	\$4,400	54%	45%
9	65%	70%	\$2,300	45%	40%
10	76%	75%	\$3,600	65%	79%
11	67%	72%	\$3,400	50%	57%

Appendix B: Title I and III Negotiated Levels of Performance

During PY2021, Wisconsin Title I and Title III programs met or exceeded all 18 negotiated levels of performance. The following tables present a summary of Wisconsin's PY2021 WIOA performance for the Title I Adult, Dislocated Worker, Youth, and Title III Wagner-Peyser Employment Service programs. The negotiated level is the state's negotiated level of performance. The actual column is the state's actual performance level. The result is how the actual performance level compared to the negotiated level. The "denom." column is the size of the indicator's denominator to provide a scope of the size of the indicator.

Table 4. PY2021 WIOA Title I Adult Performance

Indicator	Negotiated	Actual	Result	Denom.
Q2 Employment	76.0%	75.2%	Met	1,107
Q4 Employment	75.0%	71.3%	Met	1,124
Median Earnings	\$5,800	\$7,826	Exceed	832
Credential Attainment Rate	65.0%	71.2%	Exceed	503
Measurable Skill Gain	40.0%	48.9%	Exceed	1,209

Table 5. PY2021 WIOA Title I Dislocated Worker Performance

Indicator	Negotiated	Actual	Result	Denom.
Q2 Employment	81.0%	79.9%	Met	715
Q4 Employment	80.0%	78.5%	Met	743
Median Earnings	\$8,000	\$9,357	Exceed	570
Credential Attainment Rate	68.0%	66.8%	Met	331
Measurable Skill Gain	45.0%	64.7%	Exceed	601

Table 6. PY2021 WIOA Title I Youth Performance

Indicator	Negotiated	Actual	Result	Denom.
Q2 Employment/Education	75.0%	80.7%	Exceed	730
Q4 Employment/Education	74.0%	75.7%	Exceed	649
Median Earnings	\$3,500	\$4,017	Exceed	589
Credential Attainment Rate	60.0%	56.7%	Met	423
Measurable Skill Gain	32.0%	48.3%	Exceed	875

* Statistically adjusted rate

Table 7. PY2021 Wagner-Peyser Performance

Indicator	Negotiated	Actual	Result	Denom.
Q2 Employment	71.0%	59.9%	Met	19,951
Q4 Employment	70.0%	65.9%	Met	28,178
Median Earnings	\$6,200	\$5,853	Met	11,950

Appendix C: Promising Practices and Areas of Strength

Southeastern Wisconsin Workforce Development Board (SE WI WDB – WDA #1): SEWWDB and its service provider are doing an excellent job with Selective Service registration compliance as part of the WIOA Title I-B eligibility determination process. Prior to monitoring, DWD-DET pulled a Business Intelligence report for a PIN-level review of Selective Service registration statuses. Based on the information in the report, and a review of select PINs and their case notes, there was no need to include any additional PINs in the file sample for review of Selective Service compliance. Career planners are sufficiently and correctly documenting Selective Service during the eligibility determination process.

Employ Milwaukee, Inc. (EMI – WDA #2): Employ Milwaukee uses a Youth High Poverty Area form for all Youth. By determining in which census tract a person lives, career planners can see if a person should be considered low income, which can result in people being determined eligible who otherwise might not have been.

Waukesha-Ozaukee-Washington Workforce Development Board (WOW – WDA #3): During PY2020, the regional one-stop operator coordinated a virtual partner fair for the purpose of educating the partners in the region on other partners' programs and services. The one-stop operator coordinated with Title III partners to utilize their virtual host vendor as the platform for the event, since most partners were working virtually due to COVID-19. Each partner program was asked to record videos describing their programs. Each partner program had a virtual "booth" that was staffed by a program representative, and other partner program staff could go in and out of the booths to learn more via live chat, the pre-recorded video, or by viewing program collateral materials. The variety of interaction available at this event likely enhanced the level of education and retention amongst the regional partners, and was an innovative way to continue to build on the goal of integrated service delivery in the region.

North Central Wisconsin Workforce Development Board (NCWDB – WDA #6): During review of seven Dislocated Worker files, DWD-DET monitors found the Dislocated Worker files had no eligibility compliance errors. Monitors attribute this to the Dislocated Worker Self-Attestation Form. The form was easy to read and spells out the requirements for each category clearly for the Career Planner and participant.

Northwest Wisconsin Workforce Investment Board (NWWIB – WDA #7): NWWIB held several innovative events in the area of social media outreach and engagement. In Spring 2020 they presented a series of workshops that taught customer-driven businesses how to improve their social media presence on Facebook, Instagram and Tik Tok. They also live-streamed a Get to Work! Information Session on Facebook, which featured representatives from Northwest Wisconsin CEP, Office of Veteran Employment Services, and Workforce Resource, Inc. (FSET/W2) Partners discussing what their programs have to offer and how job seekers can access services during COVID-19.

West Central Wisconsin Workforce Development Board (WCWWDB – WDA #8): WCWWDB continues to show strength in co-enrollment of participants with partner programs. Thirteen of the 21 reviewed files (62%) had a participant co-enrolled in either FoodShare Employment and Training (FSET), Collaboration of Wisconsin: Rural Investment in Community Healthcare (COW), Support to Communities, Vocational Rehabilitation, Wisconsin Works, or YouthBuild.

Western Wisconsin Workforce Development Board (WWWDB – WDA #9): WWWDB and its service provider are doing an excellent job with Selective Service registration compliance as part of the WIOA Title I-B eligibility determination process. Prior to monitoring, DWD-DET pulled a Business Intelligence report for a PIN-level review of Selective Service registration statuses. Based on the information in the report, and a review of select PINs and their case notes, there was no need to include any additional PINs in the file sample for review of Selective Service compliance. Career planners are sufficiently and correctly documenting Selective Service during the eligibility determination process.

Workforce Development Board of South Central Wisconsin (WDBSCW – WDA #10): WIOA service providers are teaming up with area businesses to create Career Snapshots -- which give individuals a glimpse into real jobs and the culture before applying for available positions posted by the employer. The Snapshots allow for Q&A with the employers and can be offered virtually or in person.

Southwest Wisconsin Development Board (SWWDB – WDA #11): DET monitors found no compliance errors related to exit dates, showing that the career planners have done due diligence to ensure the ASSET record is accurate in this area.

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