



WISCONSIN DEPARTMENT OF **WORKFORCE DEVELOPMENT**

ANNUAL REPORT 2024



CONTENTS

1	Who We Are and What We Do
2	Secretary's Office Overview
3	Delivering Historic Results
4	Advancing Workers, Employers, and Job Seekers <ul style="list-style-type: none">Early Childhood Workforce OutreachWinning with Wisconsin's WorkforceWisconsin ApprenticeshipDisability Employment<ul style="list-style-type: none">• Project SEARCH• Career Pathways Advancement Initiative
9	Leading, Collaborating, and Innovating <ul style="list-style-type: none">Workforce Solutions InitiativeGovernor's Task Force on Workforce and Artificial IntelligenceGovernor's Task Force on the Healthcare WorkforceWisconsin Fast Forward
14	Division Updates <ul style="list-style-type: none">Administrative ServicesEmployment and TrainingEqual RightsUnemployment InsuranceVocational RehabilitationWorker's Compensation
20	Notes

Dec. 31, 2024

The Honorable Tony Evers
Governor of the State of Wisconsin
115 East, State Capitol Building
Madison, WI 53702

Dear Gov. Evers:

On behalf of the Wisconsin Department of Workforce Development (DWD), I am honored to share news of a record-breaking year, marked by important progress for Wisconsin's workers, employers, and job seekers.

From a seven-month streak of record high employment levels to a record high number of nonfarm jobs, throughout the year DWD and its partners efficiently delivered effective and inclusive workforce services to the people of Wisconsin.

Highlights of this collaboration among employers, labor, government, educational institutions, and other partners included:

- Record high employment of 3,073,900 in November 2024, record high nonfarm jobs totaling 3,047,300 in August 2024, and continued low unemployment of 2.9% through much of the year, according to U.S. Bureau of Labor Statistics preliminary estimates.
- Record highs of 17,089 Registered Apprentices with 3,020 employers participating in 2024 and 9,932 Youth Apprentices with a record 6,727 employer sponsors during the 2023-2024 school year.¹
- A total of \$998,394 recovered in wages and penalties owed to workers, as of Dec. 1, 2024.
- The Uninsured Employers Fund, collected from illegally uninsured employers by the DWD Worker's Compensation Division, reached the \$111 million milestone over the life of the program.
- Worker's compensation insurance rates covering on-the-job injuries dropped for the ninth year in a row, which will save employers some \$206 million on policies.
- Record high disability employment for the second consecutive year, with 189,194 working-age individuals with disabilities employed.²
- Unemployment insurance field investigations resulting in the identification of 1,477 misclassified workers and the assessment of over \$400,500 in UI taxes and interest.^{3, 4}
- A continued focus on the workforce of the future through leadership of the Governor's Task Force on Workforce and Artificial Intelligence and support for the Governor's Task Force on the Healthcare Workforce.⁵

In the spirit of service to the people of Wisconsin, we look forward to continued collaboration, innovation, and achievement in the year to come.

Sincerely,



Secretary-designee, Amy Pechacek
Department of Workforce Development

WHO WE ARE AND WHAT WE DO



Ruchelle Elliot was among the first cohort of the nation's first respiratory therapist registered apprentices, a pilot program with DWD, UW Health, and Madison College. The program is one of a growing number of healthcare sector apprenticeships in Wisconsin aimed at filling critical workforce shortages.

MISSION

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.

VISION

DWD envisions a thriving Wisconsin economy in which:

- All workers are treated fairly, with dignity and respect;
- Employers, government, educational 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.



Mid-State Technical College welcomed Gov. Tony Evers, DWD Deputy Secretary Pamela McGillivray, Wisconsin Department of Administration Assistant Deputy Secretary Diana Maas, Wisconsin Economic Development Corporation representatives, and other supporters to open the AMETA Center for manufacturing education. It was made possible with land donated by Wayne Bushman, a \$9 million Workforce Innovation Grant, and the backing of over 125 partners.

ABOUT DWD

DWD is a state agency charged with building and strengthening Wisconsin's workforce in the 21st century and beyond.

The department's primary responsibilities include providing job services, training, and employment assistance to people looking for work, while aiding employers in their search for the necessary workers to fill current job openings.

DWD offers a wide variety of employment programs that help connect employers and job seekers, secure jobs for people with disabilities, and support individuals with low incomes or long-term unemployment in achieving lasting employment. The department promotes employment in the state through Wisconsin Job Centers, links youth with jobs of tomorrow, protects and enforces worker's rights, processes unemployment claims, and ensures worker's compensation claims are paid in accordance with the law.

Left to right: U.S. Department of Commerce Secretary Gina M. Raimondo was in Milwaukee to discuss bringing an additional million women into the construction field, joined by Gov. Tony Evers, DWD Secretary Amy Pechacek, and cement mason Kilah Engelke.





AMY PECHACEK, SECRETARY

53
TOTAL NUMBER OF
LOCATIONS

1,600+*
FULL-TIME
EQUIVALENT POSITIONS

\$550+ million*
BUDGET

\$335+ million*
ACTIVE FEDERAL GRANTS

\$20+ million*
GRANT FUNDS AWARDED

**As of November 2024*

SECRETARY'S OFFICE OVERVIEW

Office of Legislative Affairs

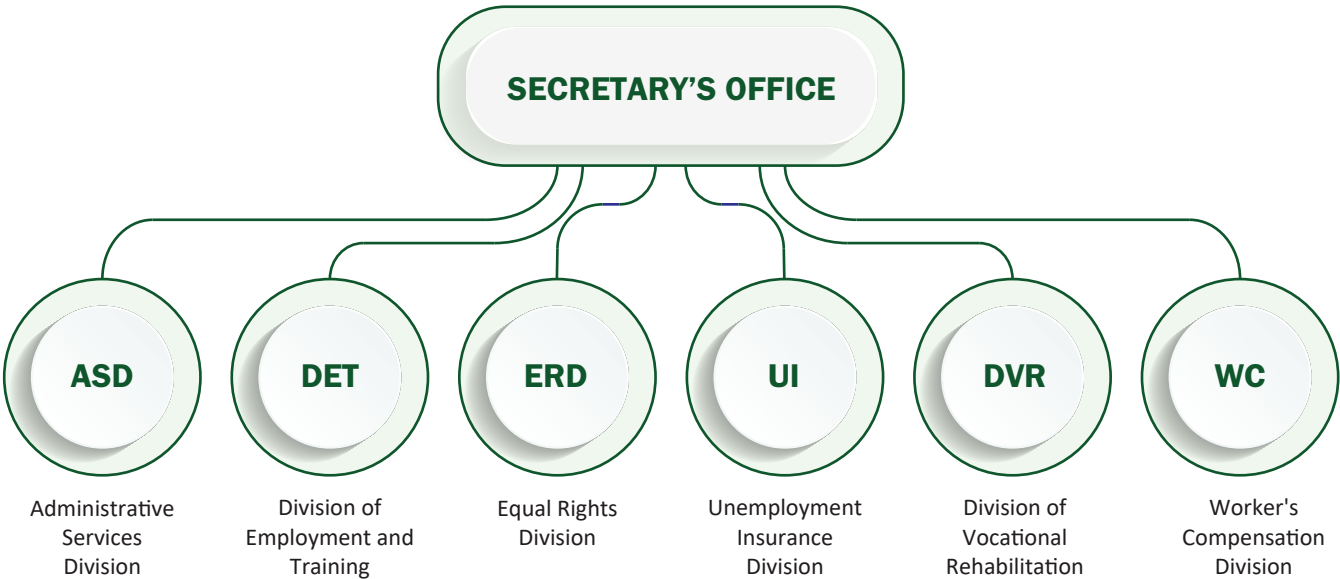
The Office of Legislative Affairs is responsible for building and maintaining relationships with the state's legislature, Congressional delegation, and Tribal nations. These relationships are essential for DWD to fulfill its mission. The office consists of a legislative director and deputy legislative director. It serves as the primary point of contact between DWD and lawmakers and monitors legislation affecting DWD programs and services. Additionally, the office supports DWD's councils and committees and handles constituent inquiries.

Office of Communications

The Office of Communications shares department information and responds to requests for information from the news media in an accurate, timely, and comprehensive fashion. The office also works with the divisions to build awareness of the many programs, innovations, achievements, and issues related to DWD.

Office of Legal Counsel

The Office of Legal Counsel provides legal advice to the Office of the Secretary and the department's program managers, acts as legal custodian for public records, and oversees rulemaking for the department. The office also represents the department before administrative tribunals and acts as the department's litigation contact with the Department of Justice.



DELIVERING HISTORIC RESULTS

From all-time high employment and continued low unemployment to record participation in key workforce programming, DWD delivered historic results in 2024. Highlights include:



All-time high **3,073,900**
employment in November 2024



All-time high **3,047,300**
nonfarm jobs in August 2024

UNEMPLOYMENT RATE

Low throughout the year, with a **2.9%**
unemployment rate August-November



\$998,394 in recovered lost wages
collected on behalf of Wisconsin workers
(as of Dec. 1, 2024)



Record **17,089** Registered Apprentices
enrolled, with record **3,020** employer
participants *(as of November 2024)*



Record **9,932** Youth Apprentices
enrolled during the 2023-24 school year,
with record **6,727** employer sponsors




Uninsured Employers Fund, collections
from illegally uninsured employers, totaled
\$111 million *(Since the program began)*



Record high **189,194**
working-age individuals with
disabilities employed
(Reported in 2024 based on ACS 2023 data)

ADVANCING WORKERS, EMPLOYERS, AND JOB SEEKERS REACHING OUT TO EXPAND CRITICAL EARLY CHILDHOOD WORKFORCE



Know Your Employees. Grow Your Employees.

EARLY CHILDHOOD EDUCATOR
APPRENTICESHIP

GET STARTED

**STATE OF WISCONSIN
DWD**
Department of Workforce Development

**WISCONSIN
APPRENTICESHIP**

This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL), Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of DOL. DOL makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

Early childhood educators are the backbone of Wisconsin's communities and its economy. But currently, two-thirds of the state's childcare providers report staffing shortages that are leading to closed classrooms, longer waitlists, reduced hours, and fewer children served.

To address these challenges, DWD is working on early childhood educator workforce development solutions in partnership with the Wisconsin Department of Children and Families (DCF) through Congressionally Directed Spending funds allocated in 2024. Over the life of the three-year grant, the goal is to sign 225 new Registered Apprentices.⁶

DWD is expanding career pathways by developing and promoting apprenticeship programs in the early childhood care and educational sectors to attract and retain more talent. DCF is expanding supports for entrepreneurs to pursue state licensure to open childcare businesses.

DWD's early childhood educator campaign, launched in August 2024, was the first outreach effort for this initiative. It ran on DWD's digital platforms and featured digital ads and radio spots in the Milwaukee and Madison markets. The campaign exceeded industry standards on all social media platforms and resulted in five new employer sponsors and 21 new apprentices.

GOAL

To sign **225** new
**EARLY CHILDHOOD
EDUCATOR**
Registered Apprentices
over the next
three years

ADVANCING WORKERS, EMPLOYERS, AND JOB SEEKERS WINNING WITH WISCONSIN'S WORKFORCE

In 2024, DWD continued its statewide series of Winning with Wisconsin's Workforce events, organized and implemented in partnership with the state's 11 regional workforce development boards. The events offer employers an opportunity to connect with statewide and local resources to help meet business needs and drive economic success. The events also bring together professionals from various industries to discuss the challenges and opportunities in Wisconsin's workforce, make connections, and gain valuable insights to help employers in today's competitive job market.⁷

Speakers at this year's 20 events included leaders of the local workforce development boards, DWD officials, top local employers, and workforce resource experts covering topics such as artificial intelligence, strategies to empower and employ young workers, and initiatives to help gain and retain skilled employees.



A Winning with Wisconsin South Central Wisconsin event explored "AI in Practice," featuring a presentation from DWD Secretary Amy Pechacek and a panel discussion featuring Mark Greene of Account Pilot, Dan White of Filament Games, Gina Greenwood of UW Health, and Israel Squires of Midpoint Consulting.



A Southeastern Wisconsin forum in Sturtevant included a lively panel discussion with representatives from Microsoft, Johnson Financial Group, MKE Tech Hub Coalition, CCB Technology, Waukesha County Technical College, and Gateway Technical College. After the discussion, attendees, including Michele Carter, DWD Division of Employment & Training administrator, were led by a robot on a tour of the Gateway Technical College SC Johnson iMET Center's computer integrated lab.



DWD Secretary Amy Pechacek joined employers and workforce leaders in Wausau, hosted by the North Central Wisconsin Workforce Development Board. The event showcased the vital role of apprenticeship and youth training programs and featured annual awards of excellence given to outstanding local workforce program participants and employers.



The Bay Area Workforce Development Board and UW-Green Bay hosted an event in October that featured speakers DWD Assistant Deputy Secretary Jennifer Sereno, Lauren Almon Dietz of SkillUp Coalition, and Matthew Walz of CAEL.



Employ Milwaukee hosted an event at Nō Studios, where Meredith Dressel, DWD Division of Vocational Rehabilitation administrator, presented the Governor's Task Force on Workforce and Artificial Intelligence recommendations. Then, basketball legend and entrepreneur Sidney Moncrief and Debbie Allen of DNA Network, joined a panel discussion led by Employ Milwaukee's Jeff McAlister.

ADVANCING WORKERS, EMPLOYERS, AND JOB SEEKERS

WISCONSIN APPRENTICESHIP



Gov. Evers congratulated the first group of teacher apprentices and their sponsoring employer school districts, Appleton, Elmbrook, Greendale, and Wauwatosa, at a signing ceremony in November.



The first cohort of six respiratory therapist registered apprentices were joined by DWD Bureau of Apprenticeship Standards Director David Polk (far left), and DWD Assistant Deputy Secretary Jennifer Sereno (far right) in August.

Wisconsin Apprenticeship continues to support employers in meeting industry demands, while allowing job seekers to earn a living wage during their training. The program achieved news records in 2024 with 17,089 Registered Apprentices and 3,020 employers participating.^{1,8}

Exciting new programs added this year include:

- A teacher registered apprenticeship pilot, providing a solution to Wisconsin's need for more teachers. This new program signed eight apprentices for the 2024-2025 school year across four school districts, in collaboration with the Wisconsin Department of Public Instruction, Wisconsin Technical College System, and Lakeland College.
- The nation's first respiratory therapist registered apprenticeship program pilot with UW Health and Madison College. Through the three-year program, participants earn an associate degree and meet rigorous standards including taking board examinations to become licensed registered respiratory therapists. This program follows other recent registered apprenticeship programs in the growing healthcare sector.

Youth Apprenticeship Setting Records, Adding Program Options

Youth Apprenticeship programs also set another participation record, with nearly 10,000 participants and 6,727 employer sponsors in the 2023-2024 school year. This total, 9,932 apprentices, is 19% higher than the previous record set during the 2022-2023 school year. In 2024, the program added four more occupational pathways – law enforcement, fire protection, project management, and barbering/cosmetology. High school juniors and seniors can now explore 83 occupational pathways in 16 program areas through youth apprenticeship programs.

With a passion for creating things and working with her hands, Zoe Zielinski knew that she wanted to be a welder. Zoe completed her welding youth apprenticeship at Elkhorn Area High School and SPX FLOW, a global industrial manufacturer with a plant in Delavan. During her senior year in 2023-2024, Zoe trained alongside skilled welders, kickstarting her career in the manufacturing field. SPX FLOW recognized her dedication to the profession, too, offering her a full-time position after she graduated.



Zoe Zielinski (left) and Jennifer Sereno, DWD assistant deputy secretary

Germany Connection

DWD hosted a webinar in November highlighting a unique collaboration among apprenticeship leaders from Wisconsin and Germany. The event builds on a series of visits between Wisconsin and Germany that started in 2018. This year, leaders from DWD, Milwaukee Area Technical College, and UW-Milwaukee traveled to the German cities of Bonn, Koblenz, and Berlin for visits organized by the German Office for International Cooperation in Vocational Education and Training.



ADVANCING WORKERS, EMPLOYERS, AND JOB SEEKERS DISABILITY EMPLOYMENT



Project SEARCH graduates from Children's Wisconsin in Milwaukee pose for a photo with DWD Secretary Amy Pechacek (far right).



Project SEARCH interns from Mercy Medical Center in Oshkosh celebrate their graduation from the program.

Project SEARCH Grad Plays Vital Role in Healthcare Field

"This job is awesome sauce!" It's a remark frequently heard by co-workers of Tad Larson, a part-time employee at Marshfield Clinic and graduate of the Project SEARCH program.⁹

Tad has a job in the emergency room and urgent care unit at the health system's hospital in Marshfield, Wis. There, he stocks blanket warmers and precaution supplies (gloves, gowns, masks), keeps up with emptying the linen bags throughout the department, turns over patient beds, cleans toys that pediatric patients use, and sanitizes touchpoints. It's an important job to keep a healthcare organization running.

Tad was hired at the hospital after completing an internship there and graduating from the Project SEARCH program in March 2024.

Project SEARCH is a nationwide program that prepares young people with significant disabilities for competitive integrated employment. It is facilitated in Wisconsin by DWD's Division of Vocational Rehabilitation, along with high schools and local employers across the state who collaboratively help qualified interns acquire marketable, competitive, and transferable skills that lead to employment.

During their internships, students like Tad report to a host business daily to learn employability skills in the classroom and hands-on job skills. Interns complete multiple 10-week rotations, usually participating in three to four internships during the year to maximize their exposure to different career paths. The goal upon program completion is for students to obtain competitive placements at the host business or companies in the community, based on the skills and experience learned during their participation in Project SEARCH.

During his time at Project SEARCH, Tad interned in the gastroenterology department and the emergency room and urgent care unit, where he now works. His favorite part of the job? Cleaning patient carts and seeing how many he can get deep cleaned by the end of the month.

"Tad's positive attitude and hard work ethic are admired by his colleagues," said Katie Allen, Tad's supervisor.

Tad's success in Project SEARCH resulted from a collaborative effort between the staff at Marshfield High School, DWD's Division of Vocational Rehabilitation, the Project SEARCH instructor, and the Marshfield Clinic Project SEARCH site's service provider, Opportunity Development Center (ODC).

"The collaborative and supportive approach from all the partners of the Project SEARCH program helped to make it a successful and seamless transition for interns," said Anne Dick, Project SEARCH instructor and coordinator from Marshfield Schools. "The interns learn transferrable, marketable career skills that carry them into the future to achieve their employment goals. They develop self-awareness, self-advocacy, independence, and confidence while developing new connections in their community."

A national program developed at Cincinnati Children's Hospital Medical Center in 1996, Project SEARCH has provided workforce training to over 1,800 Wisconsin residents its statewide launch in 2008. Information and a list of Project SEARCH sites is available online:

<https://dwd.wisconsin.gov/dvr/programs/project-search>.



Tad Larson on the job at Marshfield Clinic

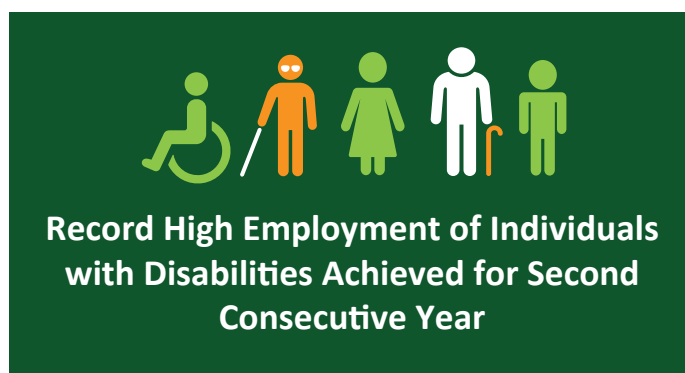
ADVANCING WORKERS, EMPLOYERS, AND JOB SEEKERS DISABILITY EMPLOYMENT

Career Pathways Advancement Initiative

State and federal efforts to connect people with disabilities to meaningful career opportunities achieved a new milestone in Wisconsin, setting a record high for the number of working-age individuals employed, according to the latest data from the U.S. Census Bureau.

Wisconsin achieved a record high of 189,194 working-age individuals with disabilities employed in 2023, according to data from the American Community Survey (ACS) released by the U.S. Census Bureau. This marks the second consecutive year of record-high employment for workers with disabilities in Wisconsin.

The achievement, celebrated in October at Madison College by DWD and officials from the U.S. Department of Education, follows years of investments in the Career Pathways Advancement Initiative (CPA), which has received \$20.1 million in Disability Innovation Fund grants since 2021.²



The grant was designed to help individuals with disabilities advance in one of four in-demand career pathways: construction, healthcare, information technology, and manufacturing. A career pathway is a roadmap that can include a series of jobs that help a person advance in their career, including training and education that can occur in steps.

Entering the fourth year of the grant, 1,000 individuals with disabilities have successfully been enrolled in the Career Pathways Advancement Initiative. Individuals enrolled can receive financial assistance for training, assistive technology, work supplies, and other qualified expenses.

Wisconsin was one of eight states to receive a CPA grant from the U.S. Department of Education.

Additionally, the Division of Vocational Rehabilitation used CPA grant funding to partner with the UW-Stout Vocational Rehabilitation Institute to conduct four training symposiums for Wisconsin employers that hire employees within the four identified career pathways. These sessions presented information to the employers for successfully hiring and retaining employees with disabilities and provided insight about disability accommodations. The symposiums drew more than 500 employer attendees.

Information about Career Pathways Advancement Initiative is available online:
<https://dwd.wisconsin.gov/dvr/career-pathways/career-advancement-initiative.htm>.

DWD and its partners gathered at Madison College in October to celebrate the Career Pathways Advancement Initiative. Participants toured Madison College's state-of-the-art Surgical Technology and Health Simulation Center as part of the visit. Left to right: Tim Tansey, professor at UW-Madison; Danté Allen, commissioner of the Rehabilitation Services Administration; Paul Manriquez, assistant state superintendent of the Wisconsin Department of Public Instruction, Division of Learning Support; Cindy Marten, deputy secretary of the U.S. Department of Education; Amy Pechacek, DWD secretary; and Nathan Richards, program instructor at Madison College.



LEADING, COLLABORATING, AND INNOVATING 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.¹⁰ These programs combined have delivered workforce training and supportive services to 18,000 Wisconsin residents since they began.



Left to right: Chaplain Carrie Kreps Wegenast, chaplain, Tyson Foods; Dave Morack, chair, Waupaca County Board; Sam Ridders, deputy secretary and chief operating officer, Wisconsin Economic Development Corporation; Kellie Diedrick, vice president, ThedaCare Waupaca, New London and interim Shawano; Jennifer Sereno, DWD assistant deputy secretary; Jess Betts-Nelson, senior community development manager, Feonix-Mobility Rising; Valerie Lefler, executive director and founder, Feonix-Mobility Rising; and Jeff Mikorski, executive director, Waupaca County Economic Development Corp.

Workforce Innovation Grants

The \$128 million Workforce Innovation Grant 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.

One successful program in the Waupaca area is helping solve a lack of transportation to jobs, which is a barrier to employment. Through the Workforce Innovation Grant program, the Waupaca County Economic Development Corporation's Catch-a-Ride program hit a milestone with 10,000 workforce rides this summer. Forward-thinking leaders in Waupaca County launched the Catch-a-Ride service with help from Feonix-Mobility Rising and Make the Ride Happen, as well as employers including Tyson Foods, ThedaCare, and Waupaca Foundry.

The ride share system offers a 24/7 call center and mobile app so employees and employers can arrange for transportation. The program extends across county lines and builds on all available transportation options with a small fleet of vehicles, volunteers, and existing local taxi companies.

WORKFORCE INNOVATION GRANTS by the Numbers



9,552

WORKERS ENROLLED IN
SECTORAL JOB TRAINING PROGRAMS

5,596

WORKERS COMPLETING
SECTORAL JOB TRAINING PROGRAMS

476

YOUTH IN SUMMER EMPLOYMENT PROGRAMS

Worker Advancement Initiative

Administered by DWD and managed by Wisconsin's 11 workforce development boards, the \$20 million Worker Advancement Initiative served Wisconsin residents whose employment was negatively impacted by the pandemic, as well as those who were not attached to or not successful in the labor market prior to the pandemic. The initiative offered subsidized employment and skills training opportunities with local employers. When the program concluded in September 2024, it served more than 4,472 program participants statewide.

One participant, Delorean J., had been working as a lab technician, when the company he worked for closed. Looking for a change, he signed up for credentialed construction training, which included a paid stipend while he learned. Delorean successfully completed his training, and he was then eligible for a paid work experience at a construction firm. There he was paired with experienced tradespeople to gain hands-on learning and experience. He was later promoted to site safety manager role.



**Delorean J. (left) and James Methu
of Gilbane Construction**

Worker Connection Program

The \$10 million Worker Connection Program supports individuals working to re-engage in the workforce post-pandemic. Operating in 11 Wisconsin counties in the Milwaukee and Green Bay areas, the program matches job seekers with training and work opportunities in sectors with higher wages and demand. As part of the career navigation process, participants go through a guided discovery process that identifies a client's interests, skills, abilities, and any conditions of work. Targeted employment sectors include transportation, distribution and logistics, business and professional services, and information technology.



**Julio Diez shifted to a truck driver/heavy equipment
operator career through Worker Connection**

As of September 2024, Worker Connection served more than 1,000 participants this year, and 3,500 people through the life of the program.

Julio Diez was one participant. Diez built a successful career as an industrial welder, but despite his skills he faced seasonal layoffs every year. So Diez decided to make a major shift — transitioning to truck driving, a field that would offer him more stability and flexibility.

To help achieve this goal, he met with a Workforce Innovation and Opportunity Act (WIOA) career services specialist who put him in touch with a Worker Connection career navigator to help create a training pathway. Worker Connection covered his tuition for a commercial driver's license (CDL), while WIOA provided additional supportive funding.

Diez excelled in his coursework, earning his Class A CDL with hazmat, tanker, and triple trailer endorsements. But he didn't stop there — he also took heavy equipment operator training.

Thanks to his hard work and determination, as well as the integrated services that made his training possible, Diez has achieved his goal of building a new career. He is now working full-time and his dual expertise positions him to thrive in a growing industry with high demand for skilled workers.

"It's a great program. It genuinely changed my life," said Diez of the Worker Connection Program. A few months into his new role, he couldn't be happier with the direction his life is headed, saying simply, "Life is so good."

**Worker
Connection
served more than
3,500 participants
to date**

**Worker
Advancement
Initiative
served over
4,472
participants**

LEADING, COLLABORATING, AND INNOVATING GOVERNOR'S TASK FORCE ON WORKFORCE & ARTIFICIAL INTELLIGENCE

Preparing Wisconsin's Workforce for the Future

Artificial Intelligence (AI) technologies are profoundly shaping the nature of work, altering the skills workers need for success, changing the competitive landscape for employers, and forcing educational and workforce development systems to overhaul their offerings to sustain a thriving economy.

In August 2023, Gov. Tony Evers launched the Governor's Task Force on Workforce and Artificial Intelligence to explore the impact of AI on Wisconsin's workforce and develop strategies to address the challenges and opportunities posed by emerging technologies. The task force completed its work in July 2024, providing recommendations aimed at preparing the state for the future of work in an increasingly AI-driven economy.⁵

Chaired by DWD Secretary Amy Pechacek, the task force brought together a diverse group of stakeholders, including business leaders, educators, labor representatives, and policymakers, to examine how AI and automation will reshape the state's industries and labor market. Key priorities included workforce training, reskilling programs, and ensuring equitable access to job opportunities. The task force also emphasized the importance of fostering innovation and collaboration between employers, educational institutions, and workers to ensure that AI adoption benefits both the economy and the people of Wisconsin.

The task force published its advisory action plan, which assessed the current and future impact of AI on Wisconsin's labor market. The plan included policy recommendations in the areas of education, government, workforce development, and economic development, with a strong emphasis on increasing investments in education and training, particularly for workers in industries most affected by AI and automation.

The advisory action plan is available online: <https://dwd.wisconsin.gov/ai-taskforce>.



Department of Administration Secretary Kathy Blumenfeld (left), DWD Secretary Amy Pechacek, and task force members toured Oshkosh Corp. global headquarters.



Task force members got a close-up look at AI and technology in agriculture at the Agriculture Center of Excellence, a working dairy farm and learning laboratory run by Northcentral Technical College in Wausau.

LEADING, COLLABORATING, AND INNOVATING GOVERNOR'S TASK FORCE ON THE HEALTHCARE WORKFORCE

Solutions to Address Worker Shortages

Making up nearly 15% of the state's workforce and expected to expand, the health care sector is an integral component of Wisconsin's workforce, but Wisconsin faces a potential deficit of health care workers at every level, including an estimated shortfall of 20,000 nurses by 2040.

At the end of January 2024, Gov. Evers signed the executive order to create a task force to tackle the healthcare workforce challenge.

Lt. Gov. Sara Rodriguez, who is a nurse and public health professional, led the Governor's Task Force on the Healthcare Workforce, which focused on ways to increase the pipeline of homegrown talent while attracting and retaining additional qualified workers.⁵

Amy Pechacek, DWD secretary, and Kirsten Johnson, secretary of the Department of Health Services, served as co-vice chairs, alongside a wide range of stakeholders from state and local government, tribal nations, and health care organizations, labor, patient advocacy groups, higher education, and more.

The task force adopted 10 recommendations with 26 action items representing a variety of policies and programs to address various industry issues. The recommendations, presented to Gov. Evers on Sept. 1, address three broad categories: education and training, recruitment and retention, and regulatory policy including new policies and programs, modifications to existing programs, and necessary changes to state statutes.

The recommendations are available online: <https://dhs.wisconsin.gov/hc-workforce>.



Left to right: Joyce Mallory, community engagement manager, Heroes for Healthcare; Dr. Amy Domeyer-Klenske, associate professor of OBGYN, UW-Madison, chair, Wisconsin Section of American College of Obstetricians and Gynecologists; Danielle Williams, manager, DWD Division of Employment & Training; DWD Secretary Amy Pechacek; and Heather Schimmers, president, Gundersen Health System.



Left to right: Rick Abrams, president and CEO, Wisconsin Health Care Association/Wisconsin Center for Assisted Living; John Raymond Sr., MD, president and CEO, Medical College of Wisconsin; and Laura Gould, CNA, Gundersen Lutheran Medical Center.

LEADING, COLLABORATING, AND INNOVATING WISCONSIN FAST FORWARD

The Wisconsin Fast Forward (WFF) program provides innovative talent development solutions driven by employers to train and retain highly skilled workers. During the 2024 state fiscal year (July 1, 2023-June 30, 2024), DWD awarded training grants totaling \$5.25 million. The WFF standard grant program awards funds to Wisconsin businesses to reimburse costs associated with occupational training that will, in turn, qualify workers for full-time employment, higher level employment, or increased wages. The grants cover training costs for current employees, as well as new workers who are unemployed or underemployed.

The WFF expanded grant program reimburses school districts for the costs of technical education equipment used in vocational training for advanced manufacturing fields. The grant program helps students transition from high school into the workforce through supporting technical education and reduces higher education costs through dual enrollment credits and technical endorsements on high school diplomas.

In addition, Regional Career and Technical Education Grants were provided to school districts in Kenosha, Racine, Walworth, and Milwaukee counties in 2024 through a 2020 donation by the IKEA US Community Foundation. These grants fund career and technical education training equipment, infrastructure, and renovations to address the state's skilled worker shortage.

Industry Sectors Worker Training (Standard) Grants

Award Recipients (February and March 2024)	Award Amount	County
---	--------------	--------

2,133 Workers Trained

Access Community Health Centers Inc.	\$52,800	Dane
Bob Frise Enterprises LLC	\$114,848	La Crosse
City of Portage Fire Department	\$57,005	Columbia
Diamond Discs International LLC	\$49,965	Milwaukee
Goetsch's Welding & Machine Inc.	\$38,527	Marathon
JX Enterprises	\$372,544	Waukesha
Lippert	\$400,000	Eau Claire
Madison Metropolitan School District	\$291,298	Dane
Mayo Clinic Health System Northwest WI	\$350,710	Eau Claire
Meriter Foundation Inc.	\$93,478	Dane
Newcap Inc.	\$31,094	Brown
Oakwood Lutheran Senior Ministries	\$85,755	Dane
Palermo Villa Inc.	\$203,788	Milwaukee
PendaForm	\$347,736	Columbia
QuadGraphics	\$399,080	Waukesha
Southwest WI Technical College (SWTC)	\$100,437	Grant
SSM Health Care of Wisconsin	\$278,354	Dane
The Broaster Co LLC	\$61,024	Rock
Torrance Casting	\$45,555	La Crosse
TriEnda LLC	\$271,016	Columbia
WB Manufacturing LLC	\$139,015	Clark
WI Automotive & Truck Education Association	\$190,171	Marathon

★ Awards Granted **22** Total Awarded **\$3,974,200**

Technical Education Equipment (Expanded) Grants

Award Recipients (February 2024)	Award Amount
----------------------------------	--------------

2,927 Students Impacted

Chilton School District	\$17,235
East Troy School District	\$29,103
Fort Atkinson School District	\$10,011
Hartford School District	\$14,166
Jefferson School District	\$48,210
Lomira School District	\$24,751
Milton School District	\$19,615
Monroe School District	\$50,000
Muskego-Norway School District	\$37,997
Nekoosa School District	\$14,425
Prairie du Chien School District	\$50,000
Pulaski School District	\$50,000
St. Croix School District, Hammond	\$50,000
Wausau School District	\$12,062
West Bend School District	\$7,367
Whitehall School District	\$50,000
Wittenberg-Birnamwood School District	\$10,164

★ Awards Granted **17** Total Awarded **\$495,106**

Regional Career and Technical Education Grants

Award Recipients (July 2024)	Award Amount
------------------------------	--------------

2,000 Students Impacted

Elkhorn Area School District	\$24,541.97
Kenosha Unified School District No. 1	\$30,000
Lake Geneva-Genoa City Union H.S. District	\$5,329.75
Milwaukee Public School District	\$29,654.25
Oak Creek-Franklin Joint School District	\$26,820
School District of South Milwaukee	\$29,789.20
Wauwatosa School District	\$29,995.51
Williams Bay School District	\$30,000

★ Awards Granted **8** Total Awarded **\$206,131**

Funding Worker Training



Bell Ambulance, the state's largest ambulance provider, successfully trained 132 cadets in partnership with Lake Country Fire and Rescue using a \$172,940 Wisconsin Fast Forward Industry Sectors Worker Training Grant. The training readied cadets to take the National Emergency Medical Technician exam and become licensed.

DIVISION UPDATES

ADMINISTRATIVE SERVICES

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. It also processed over 1.2 million pieces of mail during 2024.

Throughout the year, ASD completed 44 information technology projects as it supported numerous technology improvements throughout the department, resulting in efficiencies that benefit our stakeholders, including:

- **Unemployment Insurance** – Advanced modernization efforts and updated the UI Benefits Claimant Portal to increase access to persons with disabilities.
- **Equal Rights Division** – Introduced the Substance Abuse Prevention Program information for companies working on public works or utility projects.
- **Division of Employment & Training** – Updated the Job Center of Wisconsin portal.

Additionally, ASD created and implemented dashboards and reports providing DWD's divisions with more financial and performance information and increased accessibility to data and visualizations.

MyWisconsin ID Customer Single Sign-on

Several Wisconsin state agencies are using MyWisconsin ID, which connects State of Wisconsin customers to the applications and tools they need in a single sign-on format. The platform was implemented at DWD for the Equal Rights Case Portal and the Worker's Compensation Insurers Program.

An FAQ about the program is available online: <https://dwd.wi.gov/er/tech/mywisconsinID-faq.htm>.

Employee Engagement Sees Continuous Growth

Employee engagement – the level of satisfaction and commitment that an employee feels for their organization and the work it does – matters. The higher the engagement, the more likely staff will remain with an organization, recommend colleagues to open positions, perform at a higher level, report fewer sick days, and be safer on the job as they serve the people of Wisconsin.

The 2024 Employee Engagement Survey achieved an impressive 84% participation rate, up 14 percentage points from 2023, and results showed continued growth in many areas of engagement including job satisfaction and feeling safe and supported at DWD.

Based on engagement and "stay" survey results, ASD offers year-round development opportunities and activities including more than 32 training courses with more than 700 staff members participating, length-of-service and public service recognition events, and numerous health, safety, and wellness opportunities.

DWD Supports Take Your Child to Work Day

In April, DWD welcomed Gov. Tony Evers to help celebrate Take Your Child to Work Day in Madison. DWD hosted Junior Job Fairs in both Madison and Appleton to share what a parent or mentor does during the workday and explore careers.



Gov. Tony Evers congratulated Cynthia Zwald on 50 years of state service working for the people of Wisconsin. Cynthia is a vocational rehabilitation counselor for DWD Division of Vocational Rehabilitation.



Annual Public Service Week was celebrated with service recognition events, an ice cream social where leaders served staff, and virtual events.



Take Your Child to Work Day participants

EMPLOYMENT AND TRAINING

The Division of Employment and Training (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 state apprenticeship programs.¹⁸

Grant Impacting Workers Affected by Substance Use Disorder and Those Who Assist Them

In 2024, work on the \$5 million Support to Communities: Fostering Opioid Recovery through Workforce Development grant concluded with the Fox Valley, North Central, Northwest, West Central, and Southwest Wisconsin workforce development boards.¹¹ Through this effort, each board partner provided 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. This program enrolled 836 participants, 401 more participants than expected – a 92% increase over projections.

Take Robert Knaack's experience. He struggled with substance use disorder for years, facing incarceration, difficulty maintaining employment, and a lack of long-term health and stability. However, his life changed while in prison when he connected with several programs, and upon release, he continued seeking help to rebuild his life.

Knaack enrolled in the Support to Communities program, which provided tuition support, counseling, guidance on applying to college, and job search skills. He earned a degree in substance use disorder counseling and is now the CEO of a faith-based recovery center for men.



Robert Knaack with his family

Division Highlights

- The Job Center of Wisconsin continued to expand its services in 2024 by connecting with more customers at more locations:¹²
 - Two new mobile career labs were added to an existing lab, offering job services on wheels to meet needs throughout the state.
 - Employment plays a crucial role in preventing recidivism. The new job lab at the Richards Street Parole and Probation Center in Milwaukee – the first at a Wisconsin Department of Corrections probation and parole office – serves as a transitional resource for individuals reentering our communities after incarceration, with specialized support for veterans and individuals with disabilities.
 - During Workforce Development Month in September, 16 Job Centers across the state hosted open house events, recognizing the importance of partnerships between job seekers, employers, and community-based organizations.
- This year, a record 22 employers of all sizes across the state received recognition through DWD's 2024 Vets Ready Employer Initiative.¹³ The award recognizes Wisconsin employers that have gone above and beyond to hire and support veterans and their families. The award is administered by the DWD Office of Veteran Employment Services (OVES) and Wisconsin Department of Veterans Affairs, Wisconsin Department of Disabled American Veterans, Wisconsin Veterans Chamber of Commerce, and the American Legion Department of Wisconsin.
- The Council on Workforce Investment (CWI), Wisconsin's federally required workforce board that works closely with DWD to craft comprehensive workforce development strategy, launched a public dashboard available online: <https://cwi.wisconsin.gov/dashboard>.



The first job lab at a Milwaukee probation and parole office helps individuals prepare and find work.



47,878

PEOPLE USED RESOURCE ROOMS

61

EVENTS HELD

921

PEOPLE SERVED AT CORRECTIONS FACILITIES

113

MOBILE JOB LAB VISITS

11,080

EVENT ATTENDEES

1,153

PEOPLE SERVED AT LIBRARIES

EQUAL RIGHTS

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 family and medical leave, wage and hour rights, employment of minors, business closures, and laws that prohibit discrimination in employment, housing, and public accommodations.

DWD Raises Awareness of Younger Workers' Rights

Gov. Evers proclaimed April 2024 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. 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 stakeholders to offer nine events around the state, reaching more than 1,000 people.



The Equal Rights Division also added 15 new videos to the Welcome to the Workforce video library, including a recording of a panel discussion featuring representatives from the U.S. Department of Labor, the Wisconsin Department of Public Instruction, the Equal Rights Division, and DWD's Youth Apprenticeship program. The video library is available online: <https://dwd.wisconsin.gov/er/laborstandards/welcome-to-the-workforce.htm>.

Worker Misclassification Outreach

Worker misclassification occurs when an employer treats individuals as independent contractors when they are employees, resulting in an unfair competitive advantage by avoiding paying taxes and benefits. The practice disproportionately impacts underrepresented communities and results in millions of dollars in losses to state government and taxpayers. DWD launched an English and Spanish language outreach campaign to raise awareness of worker misclassification, including billboards, digital displays, social media ads, and a new webpage, <https://dwd.wi.gov/misclassification>, which generated thousands of unique visitors from its inception in October 2023 to December 2024.

Recovered Lost Wages This Year

Lost wages recovered by the Equal Rights Division, the vast majority of which are small awards collected on behalf of individual Wisconsin workers, reached \$998,394 by Dec. 1, 2024. A research portal was expanded in 2024 to include this lost wages data. In addition to the lost wages report, the division added a report illustrating the number of work permits issued to minors. Both reports are updated monthly.

Substance Abuse Prevention Portal Launched

The Equal Rights Division launched an online, searchable database of substance abuse prevention policies for all contractors and subcontractors who perform public works projects in Wisconsin. The portal was designed to help contracting entities identify which employers have a plan in place before contracting them for public works and public utility projects. The database allows contractors who perform public works projects to affirm they meet the requirements under the law, with the option to upload their substance abuse prevention plans online. Municipalities, state agencies, contracting entities, the public, and other stakeholders may then search the database to verify a contractor's legally required substance abuse prevention plans. The portal is available online: <https://dwd.wisconsin.gov/ersubstance>.

EQUAL RIGHTS DIVISION

2024 KEY METRICS

29,719

WORK PERMITS ISSUED
STATEWIDE

55%

OF ALL COMPLAINTS
FILED ONLINE

\$998,394

IN WAGES RECOVERED
STATEWIDE
(January-November)

60%

OF MEDIATIONS
SUCCESSFULLY RESOLVED

UNEMPLOYMENT INSURANCE

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 Unemployment Insurance program is financed by federal and state taxes paid by employers who are subject to federal and state UI laws.¹⁴ In 1932, Wisconsin was the first state to enact a UI law to mitigate the adverse effects of the Great Depression.

UI Hosts US Department of Labor and Stakeholders

The UI Division hosted José Javier Rodríguez, U.S. Department of Labor assistant secretary of Employment and Training, for a roundtable discussion in October in Racine County. The discussion with DWD Secretary Amy Pechacek and division leadership, federal partners, business leaders, labor representatives, and nonprofits centered on improving the customer experience and access. Participants discussed topics like internal process improvements, claimant-focused improvements, the division's new identity verification process, and engagement efforts.

"We're excited to celebrate what Wisconsin has already done with these funds to make benefits more accessible, by translating materials, stepping up outreach to migrant workers and other communities that face barriers, making forms and web applications easier to use for workers and employers interacting with the system," said Assistant Secretary Rodríguez. "Making the application forms easier helps workers get benefits but it also helps make sure payments only go to those who are eligible."

Employer Portal Upgrades Planned

Staff across the UI Division worked throughout 2024 to detail requirements, review designs, and assist vendors to create a new, modern unemployment insurance employer portal. The new employer portal will retain existing functionality while incorporating features employers need to maintain efficiency and flexibility. Planned for release in two phases in 2025, the new employer portal will include secure messaging, online form requests, detailed claims tracking with due dates, and enhanced account access capabilities.¹⁵

Dashboard with County and Industry Claims Data Launched

The public now has access to user-friendly data for unemployment insurance claims by Wisconsin county and by industry. The dashboards allow users to interact with dynamic maps or fields based on the North American Industry Classification System (NAICS) code associated with claimants' separating employer. The new displays build upon the publicly available resources on claims, allowing for more detailed analysis and identification of trends.¹⁶

Claimant Video Resources Added

In 2024, the UI Division updated and created new "how to" videos for claimants. The videos provide screen-by-screen overviews of common unemployment insurance topics, and are available in English and Spanish. The videos received more than 6,500 views in the first four months they were available.

New Resource for Community Partners Assisting Claimants

The UI Division created a community partner toolkit as a resource for nonprofits and other community partners who serve people who may need assistance with the unemployment insurance process, such as those with limited English proficiency, disabilities, limited internet, or other access needs. Since launching in 2023, the toolkit has been viewed almost 2,500 times. In September 2024, the toolkit's Desk Guide and Outreach Handout were translated to Burmese, Rohingya, and Vietnamese, in addition to English and Spanish.¹⁷



Left to right: Andrew Stettner, director of UI modernization, U.S. Department of Labor Employment and Training Administration (ETA); Brittany Stich, director of Investing in America's Workforce, U.S. Department of Labor ETA; José Javier Rodríguez, assistant secretary, U.S. Department of Labor ETA; Amy Pechacek, DWD secretary; Jim Chiolino, administrator, DWD Unemployment Insurance Division



VOCATIONAL REHABILITATION

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.¹⁸

State Agency Collaboration Supports Higher Employment Rates for Residents with Disabilities, According to Study

DWD, the Department of Health Services (DHS), and the Department of Public Instruction (DPI) recently published the 2024 Competitive Integrated Employment Report. The report highlights how collaboration among the three agencies is contributing to higher employment rates for Wisconsin residents with disabilities in competitive integrated employment (CIE) settings.

Competitive integrated employment helps individuals with disabilities secure and maintain jobs in environments alongside people without disabilities. It also ensures they earn a competitive wage with opportunities for advancement.

Findings in the report state that young adults ages 16 to 22 with the most significant disabilities have the highest rates of employment when connected to DVR services. In contrast, individuals between the ages of 25 and 44 with the most significant disabilities who did not access employment supports through DVR experienced disparities in their employment outcomes. The clear takeaway is that individuals 25 to 44 can better achieve competitive integrated employment with earlier transition planning – connecting with outside agencies like DVR and employment supports while they are still in high school.

The three agencies forged a new partnership in 2017 following the passage of Wisconsin Act 178, which required collaborative development of a joint plan and annual report to increase competitive integrated employment (CIE) opportunities for individuals with disabilities. The report is available online: <https://dwd.wisconsin.gov/dvr/partners/cie/act-178.htm>.

Career Pathways Advancement Initiative

Federal officials from the U.S. Department of Education and Rehabilitation Services Administration joined DWD Secretary Amy Pechacek, students, and other designees at Madison College in October to acknowledge and celebrate years of investments in the Career Pathways Advancement Initiative. The initiative has received more than \$20 million in Disability Innovation Fund grants since 2021 for implementing employment programs for individuals with disabilities. For more about the program, see page 8.

Key Metrics

In state fiscal year 2024 (July 1, 2023-June 30, 2024), the Division of Vocational Rehabilitation helped 3,071 Wisconsin residents with disabilities achieve DVR case closures. DVR successfully closes a case once the consumer has maintained employment for at least 90 days in a position they agree meets their chosen career goal.

DVR OUTCOMES DATA	SFY 2023	SFY 2024
Applicants for DVR Services	11,563	13,625
Average Hourly Wage	\$15.65	\$16.15
Average Hours per Week	24.54	24.00
Eligibility Determinations Completed	10,243	12,354



Left to right: Danté Allen, commissioner, Rehabilitation Services Administration; Cindy Marten, deputy secretary, U.S. Department of Education; and Glenna Wright-Gallo, assistant secretary, Office of Special Education and Rehabilitative Services, listened to a student and DIF grant recipient during a roundtable in October at Madison College.

CAREER PATHWAYS ADVANCEMENT by the Numbers*

1,000 DVR CONSUMERS ENROLLED IN CAREER PATHWAYS ADVANCEMENT INITIATIVE

- Healthcare – 56%
- Information Technology – 25%
- Manufacturing – 10%
- Construction – 9%

918 PARTICIPANTS HAVE STARTED A TRAINING PROGRAM

40% OF PARTICIPANTS ARE CO-ENROLLED IN ANOTHER WORKFORCE INNOVATION AND OPPORTUNITY ACT PROGRAM

50% OF PARTICIPANTS HAVE OBTAINED A MEASURABLE SKILL GAIN, SUCH AS A REPORT CARD OR OTHER MILESTONE THAT SHOWS PROGRESS IN A TRAINING OR EDUCATIONAL PROGRAM.



*As of November 2024

WORKER'S COMPENSATION

The Worker's Compensation 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. The Worker's Compensation Guiding Principle is: 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.

Voluntary Worker's Compensation Poster Created

In 2024, Worker's Compensation created and released a voluntary poster for employers to display their worker's compensation insurance claims information. The poster, Notice to Injured Workers and Employers, provides both employees and employers information on the claims filing process in case of a workplace injury. The poster is accessible with several translations online: <https://dwd.wisconsin.gov/eworkboard>.



Uninsured Employers Fund Reaches \$111 Million Milestone

The Uninsured Employers Fund, collected from illegally uninsured employers by the DWD Worker's Compensation Division, reached a milestone \$111 million collected since the fund was established in 1990. It pays worker's compensation benefits on valid claims filed by employees injured while working for illegally uninsured Wisconsin employers.

Insurance Rates Covering On-the-Job Injuries Dropped Ninth Year in a Row

Wisconsin companies started paying 10.5% less in worker's compensation insurance rates this fall, marking the ninth year in a row that worker's compensation insurance premiums have declined in Wisconsin. The latest reduction in premiums is expected to save Wisconsin employers some \$206 million on policies beginning Oct. 1. The rates are adjusted annually by a committee of actuaries from members of the Wisconsin Compensation Rating Bureau. This independent body examines and selects the methodology and trends that produce the proposed rate adjustment, which is then reviewed and approved by the Wisconsin Commissioner of Insurance. While the overall rate level decreased by 10.5%, the actual rates that inform premium amounts vary by employer, based on factors such as injury risk exposure.

Program Increases Safety and Reduces Costs of Construction Projects

Wisconsin is an attractive state for many multi-million-dollar construction projects. Ensuring that everyone on site is covered under an active worker's compensation insurance policy can be incredibly complex for the owner, the contractor, and the state. Worker's Compensation provides an alternative – the Wrap-up Program. By enrolling in the program, anyone who enters the work site will be covered under the owner's insurance policy. Worker's Compensation then takes regular oversight on the project, ensuring a considerably safer space. This increases safety, while state oversight significantly reduces costs for the owner. Wisconsin currently has four such projects.

Dispute Resolution Workshops Draw Record Attendance

A record-breaking 358 attendees from across the nation participated in a virtual workshop hosted by the Dispute Resolution Section of the Claims Management Bureau in April. Attendees represented 111 different entities including insurance companies, claim handling organizations, employers, medical providers, law firms, and state agencies. A November virtual workshop drew similar numbers, with 343 attendees from 32 states and 114 entities. The success of these workshops is a testament to Worker's Compensation's ongoing commitment to outreach and education.



DWD Secretary Amy Pechacek (second from left) presented a certificate of appreciation to Jill Joswiak, who retired after 29 years of volunteer service on the Self-Insurers Council, including 16 years as chairperson. Also pictured: Jeff Kratz (left) and Jens Emerson (right). Not pictured: Jill Eitland

NOTES

¹ The Registered Apprenticeship Program is supported by the U.S. Department of Labor. A total of 65% of the Registered Apprenticeship Program is financed with federal funds, and 35% is funded by other sources.

² The Career Pathways Advancement Initiative is supported by the U.S. Department of Education. A total of 100% of the Career Pathways Advancement Initiative is financed with federal funds.

³ The UI Administration Program is supported by the U.S. Department of Labor. A total of 100% of the UI Administration Program is financed with federal funds.

⁴ Worker Misclassification efforts are supported through an Equity Grant from the U.S. Department of Labor. A total of 100% of the Equity Grant is financed with federal funds.

⁵ The Governor's Task Force on Workforce and Artificial Intelligence and the Governor's Task Force on the Healthcare Workforce were supported through WIOA Title I funding from the U.S. Department of Labor. A total of 100% of WIOA Title I is financed with federal funds.

⁶ This workforce product was funded in whole with a \$5 million grant awarded by the U.S. Department of Labor's Employment and Training Administration.

⁷ Winning with Wisconsin's Workforce was supported through WIOA Title I funding from the U.S. Department of Labor. A total of 100% of WIOA Title I is financed with federal funds.

⁸ The Apprenticeship Expansion Grant is supported by the U.S. Department of Labor. A total of 100% of the Apprenticeship Expansion Grant is financed with federal funds.

⁹ The Project SEARCH program is supported by the U.S. Department of Education. A total of 93% of the Project SEARCH program is financed with federal funds, and 7% is funded by other sources.

¹⁰ This project 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.

¹¹ The Support to Communities is funded by the U.S. Department of Labor's Employment and Training Administration.

¹² The Job Service Program is supported by the U.S. Department of Labor. A total of 100% of the Job Service Program is financed with federal funds.

¹³ The Vets Ready Program is supported by the U.S. Department of Labor. A total of 100% of the Vets Ready Program is financed with federal funds.

¹⁴ The UI Administration Program is supported by the U.S. Department of Labor. A total of 100% of the UI Administration Program is financed with federal funds.

¹⁵ The UI Modernization project is supported by federal funds awarded by the U.S. Department of Labor and by the U.S. Department of the Treasury (as awarded to the Department of Workforce Development via the Wisconsin Department of Administration). A total of 100% of the UI Modernization project is financed with federal funds.

¹⁶ The Equity Grant is supported by the U.S. Department of Labor. A total of 100% of the Equity Grant is financed with federal funds.

¹⁷ The Tiger Team grant is supported by the U.S. Department of Labor. A total of 100% of the Tiger Team grant is financed with federal funds.

¹⁸ The Wisconsin Vocational Rehabilitation Program is supported by the U.S. Department of Education. The Wisconsin Vocational Rehabilitation Program receives 78.7% of its funding from the U.S. Department of Education and a required 21.3% match from State of Wisconsin General Purpose Revenues.



U.S. Department of Labor Acting Secretary Julie Su and U.S. Environmental Protection Agency Office of Water Senior Advisor Zachary Schafer joined DWD Secretary Amy Pechacek, Milwaukee Mayor Cavalier Johnson, and others in Milwaukee for a discussion on how the Biden-Harris administration's infrastructure investments are expanding access to good jobs in Wisconsin.

STATE OF WISCONSIN



Department of Workforce Development

201 E. Washington Ave.

Madison, WI 53703

608-266-3131 | dwd.wisconsin.gov



[YouTube.com/WIWorkforce](https://www.youtube.com/WIWorkforce)



[X.com/WIWorkforce](https://twitter.com/WIWorkforce)



[Facebook.com/WIWorkforce](https://www.facebook.com/WIWorkforce)



[LinkedIn.com/company/WIWorkforce](https://www.linkedin.com/company/WIWorkforce)