

WISCONSIN ACT 178



Increasing Competitive Integrated Employment Outcomes



STATE FISCAL YEAR
2025 ANNUAL REPORT



WISCONSIN DEPARTMENT
of HEALTH SERVICES

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



WISCONSIN DEPARTMENT OF
Public Instruction



CONTENTS

EXECUTIVE SUMMARY.....	1
ANNUAL REPORT	2
PERFORMANCE IMPROVEMENT.....	3
AGENCY-SPECIFIC CIE ACTIVITIES - STATE FISCAL YEARS 2025-26	7
BARRIERS TO IMPLEMENTATION	11
CIE DATA ON COMMON INDIVIDUALS.....	13
CIE OUTCOME DATA.....	15
DATA ANALYSIS	18
BETTER TOGETHER	19
INDIVIDUALS WITH DISABILITIES SERVED	20
APPENDICES.....	21

EXECUTIVE SUMMARY

PURPOSE

The purpose of this report is to satisfy reporting requirements outlined in 2017 Wisconsin Act 178, including the responsibility of the Department of Workforce Development's Division of Vocational Rehabilitation (DWD-DVR), Department of Health Services (DHS), and the Department of Public Instruction (DPI) to report on the implementation of a collaborative competitive integrated employment (CIE) plan and CIE outcomes to date. Published annually, this report indicates what progress the three agencies have made in implementing the CIE plan and provides the most recent CIE data available.



ANNUAL REPORT

PERFORMANCE IMPROVEMENT

CROSS AGENCY ACHIEVEMENTS TO DATE

The following information highlights achievements in state fiscal year (SFY) 2025, beginning July 1, 2024, and ending June 30, 2025. Department-specific data in the report is based on the most recently completed data, which begins July 1, 2022, and ends June 30, 2024.

The target population in this report relates to working-age individuals (ages 14-64) with disabilities who have Individualized Education Programs (IEPs) with DPI or are receiving services through DHS Division of Medicaid Services (DMS) Long-Term Care (LTC) programs for adults, DHS Children's Long-Term Support (CLTS), DHS Division of Care and Treatment Services (DCTS), Individual Placement and Support (IPS), DWD-DVR, or Youth Apprenticeship (YA).

This report details the work the three departments have completed or started to fulfill for the requirements of 2017 Wisconsin Act 178.

1. Increase awareness that work is possible for individuals with disabilities by promoting CIE opportunities using targeted outreach and education.

A. Analyze baseline employment data of individuals with disabilities to address identified disparities in outcomes or service delivery.

- Shared targeted data to build awareness with the following collaborators: Wisconsin Career Readiness Summit, Wisconsin Statewide Transition Conference, Direct Service Provider Network Conference, DHS External Employment Workgroup, Employment First Conference, and Association of People Supporting Employment First (APSE) Listen and Learn.
- Initiated conversations with Milwaukee Public Schools (MPS) to identify service delivery barriers with DWD-DVR, DPI Special Education Leadership, and MPS. The goal is to increase the level of DVR referrals in Milwaukee County for youth with disabilities.

B. Educate employers, school staff, families, advocacy organizations, and self-advocacy organizations that CIE is possible with collaboration and relationship building.

- The "Pathways in Progress: Mapping Transition Gaps into Solutions" event was held in February 2025. This event brought together special education and DVR transition staff to discuss the importance of collaboration and engaging youth in the transition process, specifically when to refer to DVR. Attendees discussed collaboration and youth engagement best practices and identified next steps. See more details under 2.F.
- The Transition Action Guide (TAG) has been shared as best practice on collaboration and coordination of transition services at training and outreach, events as well as a resource to resolve potential misinterpretations at the local level regarding DVR payments.

C. Annually review and update the [CIE website](#).

- The CIE Service Provider Capacity and Quality Workgroup reviewed the CIE website and made recommendations to update information.
- The workgroup added new success stories to the [CIE Stories and Videos](#) page and a new direct link to the [DHS Individual Placement and Supports \(IPS\)](#) page from the CIE homepage.



2. Align state and local service delivery systems and strengthen coordination to increase CIE opportunities for individuals with disabilities.

- A. Develop joint CIE guiding principles for future CIE plans.
- The CIE workgroup developed joint CIE guiding principles and included them in the CIE SFY 2026-27 Plan.
- B. Publish a web-based Adult Technical Assistance Guide (Adult TAG).
- The Adult TAG is scheduled for completion by fall 2025 and will be published as a web-based tool.
- C. Finalize and implement a strategic five-year plan to broaden access to IPS including implementing three new IPS sites in each year of the joint plan.
- IPS trainers adapted a strategic five-year plan into an annual work plan including three goals with objectives and related activities:
 - ▶ Increase access to IPS by expanding to more counties and populations in Wisconsin by providing training, building partnerships within government entities (including DVR, DMS, DLTC, and DPI), and cultivating relationships with new populations to expand and ensure equitable access.
 - ▶ Support sustainability and assist in increasing fidelity to the IPS model by providing training and technical assistance using the state and international community of practices and cultivating partnerships to ensure alignment with best practices. Many trainings are coordinated in partnership with DCTS and DVR staff.
 - ▶ Increase awareness and knowledge of IPS throughout Wisconsin by communicating benefits of supported employment through presentations and educational materials in partnership with DCTS and DVR staff.
 - In 2024, 20 of Wisconsin's 72 counties provided IPS. Eight vocational agencies expressed interest in implementing IPS, which would expand IPS into 12 new counties and increase services in three existing counties. In the first half of 2025, one additional county began providing IPS with a vocational agency already offering IPS services, and six vocational agencies in 10 new counties are working toward implementing the model.
- D. As a result of the supported employment lean value stream mapping process completed in 2022, operationalize interagency sharing of supported employment assessments, and other information that supports individual employment outcomes.
- The CIE Service Provider Capacity and Quality Workgroup began gathering the data required to perform an analysis of service provider costs to provide supported employment services to DVR and DHS Individuals. This analysis will inform future fee schedule considerations.
- E. Collaborate with the Wisconsin Non-Driver Advisory Committee (WiNDAC) to brainstorm transportation solutions for individuals working in CIE.
- The CIE workgroup did not pursue further activity with WiNDAC in year two of this plan.



- F. Continue to develop and provide joint training to educate interagency partners and stakeholders to increase knowledge of CIE.
- DHS contracted with Employment Resources, Inc. to develop a training on the Partners with Business model of on-the-job support.
 - As part of their contracted services, Employment Resources, Inc. provides access to the Think Possible web-based training required by CLTS support and service coordinators. This training is free and open to the public. Since its inception, nearly 1,300 individuals have taken and passed the course, with 294 in the most recent year achieving an average test score of 93 percent.
 - APSE delivered employment services training to three service provider cohorts, with 51 total individuals attending.
 - The Wisconsin Community on Transition (WiCoT), in collaboration with the Transition Improvement Grant, hosted a County Community on Transition (CCoT) capacity building event in November 2024. The event featured the newly developed Community Transition Innovation Tool (CTIP) and provided content to increase local collaboration among CCoT teams. Event attendees included 135 participants representing 35 counties from across the state. Additionally, 41 CCoT facilitators participated in a preparatory virtual meeting prior to the event. Feedback indicates a solid foundation for continued growth and collaboration, with a focus on actionable activities and action plan development.
- G. Investigate and identify innovative strategies and solutions to address service provider capacity gaps.
- The CIE Service Provider Capacity and Quality (SPCQ) workgroup reviewed the CIE website and made recommendations to update information. Information was updated per the workgroup recommendations.
 - The CIE SPCQ workgroup identified strategies to outreach to other provider industries (e.g., direct care, mental health, youth justice, unhoused, etc.) to gauge interest in providing employment services to our CIE target group.
- H. Create a roadmap for future 2024-25 CIE-Management Information System (MIS) data development work to add additional data elements. The current CIE-MIS now has robust enough data to start performing target analyses to understand what works to improve employment outcomes. Continuing to add data will help provide a more complete picture of individuals working toward or in CIE.
- The CIE data integration workgroup identified future CIE-MIS project phases and estimated costs through state fiscal year 2026.
 - The agencies updated data sharing agreements during the reporting period to add DPI as a full data partner for the CIE-MIS. Before state fiscal year 2025, DPI provided CIE eligibility information. Going forward, DPI is now a full data partner providing other valuable information including service and exit data.
 - Workgroups continue to perform exploratory data analyses to better understand performance metrics to identify key metrics that could have goals assigned and monitored.
 - During the reporting period, the CIE workgroup continued exploring the development of key performance indicators and building a data system to support reporting on these indicators. The workgroup is considering developing a public facing dashboard and supporting infographics for CIE data.
- I. Migrate CIE-MIS data from the current Oracle and BusinessObjects infrastructure to the newer Statistical Analysis System (SAS) analytics infrastructure at DHS.
- Migration to SAS Analytics is complete and the new CIE-MIS system was used to generate the information for this CIE annual report for the first time.
 - Costs for the CIE-MIS are allocated across the partnering agencies differently than in the past. CIE workgroup members developed a new cost allocation model to divide costs based on the number of CIE-eligible participants provided by each partner agency, factoring in that DPI is now a full data partner and agrees to share costs with DWD-DVR and DHS.

- J. Provide career counseling, including career pathways, and promote the opportunity to pursue technical employment opportunities.

- As of May 15, 2025, DWD-DVR has enrolled 1,071 individuals in the Career Pathways Advancement (CPA) Initiative. CPA enrollees participate in training in one of four career pathways – construction, manufacturing, healthcare, or information technology.
- As of May 15, 2025, 170 individuals who participated in CPA have exited DVR successfully employed. These individuals earn an average wage of \$21 per hour and work an average of 30 hours per week. Services to individuals enrolled in CPA include training, assistive technology, vocational guidance and counseling, work related supplies, and job placement services. The CPA grant has one year remaining and will end Sept. 30, 2026.



3. Prepare students for careers by participating in K-12 career pathways that include a sequence of career and technical education (CTE) courses and work-based learning experiences while connecting them to support services both during and after high school.

- A. Promote work-based learning experiences for students with disabilities including youth apprenticeships, co-ops, temporary work experiences, Project SEARCH, and integrated school-based enterprises.
- The CIE workgroup presented at the Wisconsin Career Readiness Summit in August 2024. The presentation focused on strategies and resources to include students with IEPs in CTE coursework and experiences.
 - The CIE workgroup presented to [Family Voices of Wisconsin](#) in March 2025. This presentation focused on employment for students with disabilities and the importance of interagency collaboration to increase CIE outcomes.
- B. Train educators and practitioners who typically do not interact with students with disabilities about supporting students with disabilities to reach their employment goals.
- The CIE workgroup presented during a webinar with CTE coordinators and other educators in February 2025. This webinar focused on tools for engaging youth with disabilities in work-based learning opportunities. This presentation served as a follow-up to the Career Readiness Summit with content based on feedback the CIE workgroup received at that event.
 - In the 2024-25 school year, DPI in collaboration with the Transition Improvement Grant updated the [Career and Life Readiness Course](#). Developed with interagency support and feedback from several CIE partners, DPI created this course to ensure students with disabilities graduate from high school career and life ready. The overall objectives of the professional learning module are to gain a deeper understanding of career and life readiness; recognize and identify equity gaps; gain insights into creating best practice environments; connect students to outside agencies; learn how to utilize data, tools, and resources to improve outcomes; and increase participation in career and life readiness activities for students with disabilities.
 - The [Wisconsin Career Readiness Standards \(WCRS\)](#) were mapped to several statewide and national initiatives including the 2023-25 Joint CIE Plan. The CIE workgroup sees this set of standards as a foundational resource for the preparation of students with disabilities for CIE.

C. Encourage the inclusion of students with disabilities in career planning and discovery experiences before they enter high school through training and technical assistance to school staff. The [DPI Career Based Learning Experience Types](#) document provides examples of career planning and discovery experiences.

- In collaboration with the CIE workgroup, staff from the Transition Improvement Grant are scheduled to host two communities of practice with middle school special education teachers. The content focuses on supporting middle school teachers to engage students with IEPs in the academic and career planning process in developing robust transition plans.
- During the reporting period, members of the CIE workgroup presented about the WCRS as a tool for designing and implementing pre-employment transition services (Pre-ETS).
- Members of the CIE workgroup participate in the DPI Career Readiness Leadership Team. This team focuses on preparing content for the Wisconsin Career Readiness Summit, including strategies and supports for students with IEPs.

D. Showcase examples of collaboration between transition stakeholders representing all three agencies.

- The CIE workgroup collaborated with the Down Syndrome Association of Wisconsin (DSAW) to develop and showcase stories of successful collaboration between transition partners that result in successful CIE outcomes. All the stories are linked on the [CIE website](#).
- Communications staff from each department collaborated to feature three success stories on their public social media accounts in SFY 2025.
- CESA 8 created and shared a five-video series that demonstrated ways students with IEPs thrive in Youth Apprenticeship. These videos included examples of cross-agency collaboration leading to these successes. Staff from CESA 8 and a Business Services Consultant from DVR co-presented these stories at the Statewide Transition Conference held in February 2025. The presentation will be repeated at the Wisconsin Career Readiness Summit in August 2025.



AGENCY-SPECIFIC CIE ACTIVITIES - STATE FISCAL YEARS 2025-26

1. DWD-DVR Activities

A. Improve quality employment outcomes for individuals served by DVR by increasing the average wage earned per hour.

- Average rehabilitation wages for all individuals with closed DVR cases increased from \$15.63/hour in state fiscal year (SFY) 2023 to \$16.15/hour in SFY 2024 and \$16.98/hour through June 9, 2025.
- Similarly, average rehabilitation wages for individuals with closed supported employment cases increased from \$11.63/hour in SFY 2023 to \$12.28/hour in SFY 2024 and \$12.60 through June 9, 2025.
- Likewise, median rehabilitation wages for individuals with closed non-supported employment cases increased from \$16.89/hour in SFY 2023 to \$17.20/hour in SFY 2024 and \$18.04/hour through June 9, 2025.

B. Focus on equitable experiences for individuals served by DVR by increasing the participation of underrepresented groups in new individualized plans for employment (IPEs), education and training services, pre-employment transition services (Pre-ETS), and in achieving successful employment outcomes.

- Since SFY 2023, DVR has experienced some success in increasing engagement with underrepresented populations. DVR is required by federal law to collect demographic data on race and Hispanic or Non-Hispanic ethnicity. The information below is based on this data.
- From SFY 2023 through SFY 2025 as of June 6, 2025 (SFY 2025 ends on June 30, 2025), DVR saw an increase in the percentage of total new IPEs developed for Black/African American individuals (+1%) and individuals reporting Hispanic ethnicity (+2%). Other racial groups remained consistent from SFY 2023 through June 6, 2025.
- The total number of individuals who received education and training services through DVR increased by 84% from SFY 2023 through June 6, 2025. During that period, all racial and ethnic groups served by DVR saw an increase in the number of individuals receiving these services. The proportion of Black/African American individuals receiving DVR education and training services increased by 2% between SFY 2023 and June 6, 2025, from 14% of all individuals served to 16%, and self-identified Hispanic individuals saw an increase of 0.5%, from 8.8% to 9.3% over the same period. In SFY 2023, individuals representing racial and ethnic minority groups made up 25% those receiving education and training services through DVR; by June 6, 2025, that figure had risen to 29%.
- DVR set a goal to increase the percentage of youth from underrepresented populations engaged in Pre-ETS. From SFY 2023 through June 6, 2025, individuals who identified as belonging to a racial or ethnic minority group who received a Pre-ETS service increased from 22% to 23%. Individuals identifying with Hispanic ethnicity experienced a 1.6% increase with engagement in Pre-ETS from SFY 2023 to June 6, 2025.
- The percentage of DVR Individuals who were successfully employed at the time of DVR case closure remained steady for most racial and ethnic groups between SFY 2023 and June 6, 2025. American Indian/Alaska Native individuals saw a slight increase of 0.6% during this time frame.



C. Increase the number of individuals achieving measurable skills gains (MSGs) through participation in training programs that lead to quality employment outcomes. Examples of training programs include Project SEARCH, on-the-job training programs, vocational training programs, and technical diploma training programs.

- DVR achieved the following MSG rates in prior program years, showing steady increases each year: SFY 2022, 54.5%; SFY 2023, 60.3%; SFY 2024, 63.1%.
- As of May 13, 2025, DVR has achieved an MSG rate of 43.8%. DVR expects the final SFY 2025 MSG rate to meet or exceed the SFY 2024 rate.

2. DHS Activities

DIVISION OF MEDICAID SERVICES (DMS) FOR ADULTS

- A. Publish DMS CIE data.
 - DMS has CIE data in the approval process and will publish it on the [DHS Employment Initiative](#) webpage once approved.
- B. Develop and Publish DMS CIE Trainings.
 - DMS published one CIE training during the reporting period, and another is in development.
 - ▶ [Competitive Integrated Employment for Individuals with Physical Disabilities](#)
 - ▶ Partners with Business
- C. Update Family Care Service Definitions for 2025 Waiver Renewal.
 - DHS has updated all employment and daytime service definitions for the 2025 Family Care Waiver.

DMS CHILDREN'S LONG TERM SUPPORT SERVICES

- A. Continue to support county waiver agency staff in CIE.
 - The Think Possible training continues to teach CIE principles to county waiver agency staff in support and service coordinator roles across the state. During the reporting period, 51 county agencies used the training with 294 individuals passing the exam with an average score of 93%. The top five scoring counties included Milwaukee, Waukesha, Dane, Rock, and Fond du Lac.
 - Utilization of the Discovery and Career Planning service has steadily increased, with a 57% increase in the number of individuals using the service over the past year.
- B. Publish myths versus facts impact on benefits when transitioning or while working.
 - The Youth Transition Planning Tool launched during the reporting period and has been accessed more than 2,000 times. This tool allows youth or family members to enter an age, graduation plans, and comfort with transition into a short web-based form, [Family Transition Planning Tool - Before Age 18](#), which generates an individualized, age-appropriate outline of next steps in the transition process.
- C. CIE data to identify and target gaps in employment.
 - The youth-specific CIE data infographic developed during the last reporting period was successful in drawing attention to the improved outcomes for youth co-enrolled with DWD-DVR. The infographic has been used in several CIE team presentations and webinars, including annual Career and Technical Education (CTE) teacher and CLTS provider trainings and provider network functions.

DCTS BEHAVIORAL HEALTH

- A. Begin working with Forward Health field representatives to assist counties, providers, and other partners on billing practices for IPS.
 - IPS trainers presented the newly developed training and supporting materials to all Forward Health field representatives. These resources were created in consultation with and approval by DMS and DWD-DVR. During the reporting period, IPS staff began delivering the training to local providers, counties, and regional area administration.
- B. Create outline for IPS data report using new data fields.
 - The Program Participation System (PPS) update has been delayed at this time.
 - DCTS explored options to better track IPS participation in DCTS data systems, which has proved challenging with the current system. As plans for an updated system are explored, new options and ideas will continue to be discussed.

C. Increase average fidelity scores across IPS sites.

- The average fidelity score in 2023 was 105 of a possible 125 points with eight sites reviewed. In 2024, 10 fidelity reviews were completed using the original IPS fidelity score. In addition, one program was evaluated using the new IPS fidelity scale for young adults which includes 10 additional points related to education goals. The average score for the adult programs increased to 111, and the youth score was 161 out of 175 possible points.

3. DPI Activities

A. Commit to investing in the Transition Improvement Grant (TIG) to provide training and resources to the field that promote increased CIE outcomes for students with disabilities.

- The DPI-funded 10 full-time staff members as part of the TIG, which provides technical assistance and continuous improvement coaching to improve transition services and post-school outcomes of students with IEPs. TIG staff conducted several activities in 2025 promoting CIE for students with disabilities including a focus group between educators and DVR counselors at the Wisconsin Statewide Transition Conference and data digs with the three largest school districts in Wisconsin to evaluate the impact of transition services on post-school outcomes.

B. Coordinate the Wisconsin Community on Transition (WiCoT) to support local engagement of transition stakeholders in County Communities on Transition (CCoTs).

- The DPI transition and graduation consultant co-facilitates WiCoT to support local engagement of transition stakeholders in CCoTs. In the 2024-25 school year, the WiCoT hosted an in-person capacity building event for local CCoTs in October 2024 rolling out the Wisconsin [Community Transition Innovation Planning Tool](#) (CTIP).

C. Collaborate with Career and Technical Education partners to increase engagement of students with IEPs in career pathways, Youth Apprenticeship, and academic and career Planning.

- The DPI transition and graduation consultant collaborated monthly with the DPI career readiness leadership team and was a part of rolling out the [Wisconsin Career Readiness Standards](#) (WCRS). The career readiness leadership team is in the process of designing a series of presentations for the Wisconsin Career Readiness Summit in August 2025.



BARRIERS TO IMPLEMENTATION

2017 Wisconsin Act 178 requires the departments to set targeted outcomes to increase CIE. The previous section highlighted different ways the departments are working together to create best practices to provide CIE services for working-age individuals with disabilities jointly served by the departments. As the departments worked together to implement the plan, the following barriers have been identified and considered when creating the 2026-27 CIE Joint Plan.

1. Evolving Labor Force

- A. More individuals, including those with disabilities, are moving to a hybrid model that includes both in-office and remote work. This can create issues with access to transportation, social integration, and establishing accommodations for the individual's work location. Changes in the economy, access to supplies, and reduction of workers in some industries are creating uncertainty in the workforce.

2. System Challenges on Data Integration

- A. Obtaining data-sharing agreements is a complex and time-consuming process. Additional data needs will require new data sharing agreements. The data sharing agreement process can delay the forward progress of CIE-MIS.
- B. Cross-agency collaboration requires additional time to complete tasks because each partner agency has its own priorities that don't always align with the CIE initiative's priorities. The partners have been effective at working collaboratively but sometimes need additional time to support the effort due to competing priorities within their own agency.
- C. Lack of a dedicated budget to operate and expand the CIE-MIS is a challenge because the partnering agencies must find funding sources to meet the obligations of Act 178 as an unfunded mandate.
- D. As the agencies expand to include new sources of individuals considered CIE-eligible, matching those individuals to existing data will pose an ongoing challenge because each agency collects varying levels of detail about a person's identity. For example, some agencies only collect a name and date of birth, while others collect expanded information such as identification numbers, addresses, or phone numbers. Although the challenge exists, the current solution has been successful in matching CIE-eligible individuals across agencies.
- E. Some individuals referred by partnering agencies do not report a Social Security number. A Social Security number is the only way to match individuals to Unemployment Insurance wage data, which is used to calculate median wages provided in this report. In previous years, our algorithm to find a Social Security number for individuals who did not provide one inflated our results. The CIE data workgroup determined it would be better to change the algorithm to be more conservative as to not overreport earnings moving forward.



3. Service Provider Capacity Issues

- A. Shared providers use different service definitions and payment structures.
- B. Gaps exist in service provider capacity, workforce training, consistency in quality, and access to CIE programs statewide.
- C. Service implementation at the state level (DVR) vs. local level (MCO/ICA) is challenging in some areas due to service provider capacity.
- D. The statewide caregiver shortage impacts the ability of individuals with disabilities to work in CIE.

4. Expectations and Misconceptions about CIE

- A. People with disabilities and their families have differing levels of understanding about how employment impacts benefits, as well as the advantages of CIE.
- B. Employers need greater awareness and education about the skills, talents, and potential that individuals with disabilities bring to the workplace.
- C. The growth of Artificial Intelligence (AI) in the workforce may affect employment opportunities for individuals with disabilities, including aspects such as job searching, interviews, training, and resume screening.

5. Interagency Communication and Coordination

- A. The complexity of interagency policy and procedures has created challenges in workflow, including redundancies, leading to delays in data analysis, cost estimates, and document review and approval.
- B. Competing priorities and the distribution of tasks of CIE workgroup members create challenges in implementing and sustaining CIE joint strategies.



CIE DATA ON COMMON INDIVIDUALS

Disclaimer: This report is based on the most recent data available from each department. With the evolution in data collection and sharing, limitations may exist in comparing data between this and future reports, which may pull from other data sources, improving data validity. Therefore, future reports may show differences in demographic data when compared to previous state fiscal years as data errors are corrected and individuals self-report different information.

DHS-LTC (Family Care, IRIS, Partnership, PACE, Children’s Long-Term Care Services) collects race and ethnicity data from multiple systems within the organization. DHS-LTC CIE data are only collected from a subset of all possible DHS race and ethnicity data.

CIE-ELIGIBLE INDIVIDUALS BY AGENCY

Note: The counts below represent unique counts of individuals identified as CIE eligible by each agency. A person is only counted once for each state fiscal year within the agency but can be included within multiple agencies’ totals. A person is determined to be CIE eligible if served by the agency and their age is between 14 and 64 years old during the state fiscal year. DPI only maintains data on youth up to age 21. Data is retrieved from each agency quarterly. If a person dies within a quarter, the person is still counted within that quarter if the person is alive for at least one day within the quarter.

COUNT OF CIE-ELIGIBLE INDIVIDUALS BY AGENCY*			
STATE FISCAL YEAR	DHS-LTC CIE ELIGIBLE	DWD-DVR CIE ELIGIBLE	DPI CIE ELIGIBLE
2022 (2021-2022)	59,351	22,517	37,631
2023 (2022-2023)	60,875	22,691	37,266
2024 (2023-2024)	63,339	25,247	37,040

**Individual identifying information was processed through a matching program to arrive at the distinct count of common individuals.*

COMMON INDIVIDUALS BY STATE FISCAL YEAR

Each agency provides Personally Identifiable Information (PII) for individuals considered CIE eligible. PII is any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, otherwise known as an identity for a person. The PII is collected by various agency systems, and the information varies from system to system, which creates differences in how a person’s identity is reported. A person’s information may be different between agencies due to entry errors, the person self-reporting the information differently to the differing agencies, or the information changing over time.

The first step in determining unique counts of individuals is to match and link the varying PII provided by each agency. The information is matched using a matching tool and grouped together to form unique person identities. Each unique identity is then assigned a unique person identifier which is used to determine distinct counts of individuals.

Once each agency’s unique person identities are assigned a uniform person identifier within the CIE management information system (CIE-MIS), the new identifier can be used to determine when an individual is served by one or more partnering agencies. The common individual counts represent when a person is served by one or more agencies depending upon the measurement. When providing counts by demographics, such as age, race/ethnicity, and gender, if the information varies between agencies, demographic information from the agency system that collected it most recently is used.

Note: The counts below represent unique counts of individuals served. A person is only counted once for each state fiscal year, although they may receive services from multiple agencies within the year. For example, a youth may be a student, receiving DVR services, and a participant in long-term care at the same time.

INDIVIDUALS SERVED BY ANY AGENCY ¹			
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS		
2022 (2021-2022)	103,000		
2023 (2022-2023)	103,600		
2024 (2023-2024)	107,224		

INDIVIDUALS SERVED BY ANY AGENCY BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years Old	11,844	11,999	12,385
16 – 17	16,998	17,513	17,681
18 – 21	15,120	14,680	14,724
22 – 24 ³	4,125	4,237	4,552
25 – 50	28,359	28,978	31,107
51 – 64	26,554	26,193	26,775
Total Individuals	103,000	103,600	107,224

INDIVIDUALS SERVED BY ANY AGENCY BY GENDER			
GENDER ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	44,479	44,670	46,618
Male	58,428	58,793	60,425
Not Reported	93	137	181
Total Individuals	103,000	103,600	107,224

INDIVIDUALS SERVED BY ANY AGENCY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁵	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	1,459	1,406	1,559
Asian	2,014	2,101	2,310
Black	19,819	19,503	19,967
Hispanic or Latino	9,605	10,059	10,629
Native Hawaiian or Pacific Islander	57	54	69
White	65,150	65,336	67,187
Multi-race	4,603	4,830	5,119
Not Reported	293	311	384
Total Individuals	103,000	103,600	107,224

¹Agency is defined as Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services, Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR), and Department of Public Instruction (DPI) special education. A person is counted as served in the fiscal year if they are CIE eligible and served by any of the above agencies within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth dates. Each agency collects birth dates separately – the date used for the calculation is the date reported most recently across all agencies.

³DPI youth are no longer included in the CIE eligible counts after age 21 as they exit the school system.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵DHS-LTC and DPI collect race and ethnicity in a combined field. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories. For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

Note: Individuals may be served by multiple state agencies in the same state fiscal year (common individuals). Appendices A, B, C, and D provide unique overall counts by demographics for common individuals.

CIE OUTCOME DATA

OUTCOMES BY AGENCY

Disclaimer: This report is based on the most recent data available from each agency. With the evolution in data collection and sharing, limitations may exist in comparing data between this and future reports.

Note: Individuals can be served across multiple state agencies. For example, a youth may be a student, receiving DVR services, and a participant in long-term care or behavioral health services at the same time. For this reason, one individual may be counted in multiple programs in the data below. The data for each agency is the most recent full data set available in state fiscal year (SFY), calendar year (CY), or federal fiscal year (FFY).

The following table provides data by state agency, and includes:

1. The number of working age individuals with disabilities who received publicly funded services outside the home by the state agency for the period specified.
2. The number of working age individuals with disabilities who received publicly funded services outside the home and were working in CIE for the period specified.
3. The median number of hours worked per week for individuals working in CIE who are served by the state agency.
4. Median wages per hour for individuals working in CIE who are served by the state agency.

Note: Appendices E through K provide median wage information by demographics for individuals.



AGENCY	NUMBER OF WORKING AGE INDIVIDUALS SERVED IN THE COMMUNITY BY PROGRAM	NUMBER IN CIE	MEDIAN HOURS WORKED PER WEEK (IF AVAILABLE)	MEDIAN WAGES PER HOUR (IF AVAILABLE)
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Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services:

DHS LTC Services utilizes DHS Wage Collection System. DHS LTC has a data sharing agreement with DWD for the unemployment wage data. DHS DMS continues to work to validate the wages earned, hours worked, and employer data received from the MCOs and ICAs. DHS LTC data represents data reported by the MCOs and ICAs for SFY 2023-2024. For the DHS LTC data, working age is defined as 18-64 years old. DHS CLTS is not reporting wage and hourly data for CLTS participants aged 14-18 in this table as Unemployment Insurance sources for competitive employment reports on quarterly earned wages and employer of record only. Median quarterly wages for 14 to 21-year-olds is reported on page 29, in Appendix H.

DHS – LTC	56,649	7,807	12	\$11.40
DHS – CLTS	7,438	1,653	(See Appendix H)	(See Appendix H)

Department of Health Services (DHS) Division of Care and Treatment Services (DCTS): Overall numbers are calculated from Wisconsin's 2023 Mental Health National Outcome Measures: Substance Abuse and Mental Health Services Administration (SAMHSA) Uniform Reporting System report¹ for participants aged 18+. Wisconsin's Individual Placement and Support (IPS) program numbers for 2024 are reported to the IPS Reporting System.

DHS - DCTS	53,994	15,820	-	-
IPS	1,260	694 ²	-	-

Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR): Numbers are pulled from DVR's case management system, Integrated Rehabilitation Information System (IRIS). Number of individuals served by DVR include individuals that had an active case at some point during the state fiscal year. The number in CIE includes individuals that had a closed case with an employment recorded. Hours worked per week and hourly wage are captured at the time the case closes.

DWD-DVR	25,247	2,946	20	\$14.50
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Department of Workforce Development (DWD) Youth Apprenticeship (YA): Numbers are pulled from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. Report "YA-01 Year-End Report", data pulled as of 4/14/2025 for FY 2023-2024. Of the 9,938 youth with a YA, 547 self-identified as having an Individual Education Program (IEP). Average wages for all YAs were \$14.22 per hour, and \$13.85 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.

DWD-YA	547	547	-	\$13.85
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Department of Public Instruction (DPI): Number of students with Individualized Education Programs (IEPs) ages 14 to 21 in the 2023-24 school year per the CIE MIS Joint Data System. Data for students working in CIE was pulled from the CIE-MIS Unemployment Information as the employment data DPI collects is gathered from the Indicator 14 Post School Outcome survey. The survey format includes only a sample of former students with IEPs. Accessing CIE-MIS employment data for students with IEPs provides more comprehensive employment data for CIE-eligible students being served by DPI. 2024 Indicator 14 Survey data is summarized on the next page with information on wages and hours worked.

DPI	37,040	7,702 ³	see next page	see next page
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¹ <https://www.samhsa.gov/data/sites/default/files/reports/rpt53156/Wisconsin.pdf>

² Due to the manner of data collection for "Number in CIE" in IPS, this number may be duplicative. DCTS took the total number of individuals working in Quarter 1 of 2024 and added "New Job Starts" for quarters 2-4 for the total number of those employed for the year. A person could be counted twice if they changed jobs throughout the year.

³ Number in CIE for DPI reduced this year due to more stringent matching rules applied to UI data matching, starting in 2024 for youth who do not have a social security number. The new rules are more conservative and likely result in undermatching to wage data, but more likely to result in a correct match.

2024 DPI OUTCOME DATA

Competitive Integrated Employment Data¹

The setting, wage, and hours worked data from the 2024 Wisconsin Statewide Indicator 14 Survey are summarized below. This survey focuses on youth with disabilities who exited high school with a diploma, a certificate of attendance, reached maximum age of eligibility for services, or dropped out of high school during the 2022-23 school year and have been out of school for one year. The employment portion of the Wisconsin Statewide Indicator 14 Survey assesses competitive and other employment, job setting, wages, and benefits within one year of leaving high school.

5,246 of 7,438 (71%) exiters responded to the survey. Note this data set represents only a portion of the students identified as working in CIE in the table on the previous page.

Of the 3,330 respondents who are or have been employed:

- 97% (3,245) of respondents are employed in a community setting, self-employed or work in a family business or in military.
- 1% (18) of employed respondents are employed in a sheltered workshop or community rehabilitation program.

82% (3,142) work 20 hours or more per week. Of the employed respondents:

- 54% (1,794) work 35 hours or more per week.
- 28% (936) work 20 to 34 hours per week.

94% (3,142) of those employed earn minimum wage or greater.

- 3% (107) earn the current minimum wage.
- 6% (200) earn between current minimum wage and \$10 per hour.
- 40% (1,270) earn between \$10 and \$15 per hour.
- 45% (1,423) earn above \$15 per hour.
- 4% (142) didn't know or preferred not to answer.

¹Source: <https://www.indicator14wi.org/documents/2023/Wisconsin%20Summary%20Report%202023.pdf>





DATA ANALYSIS

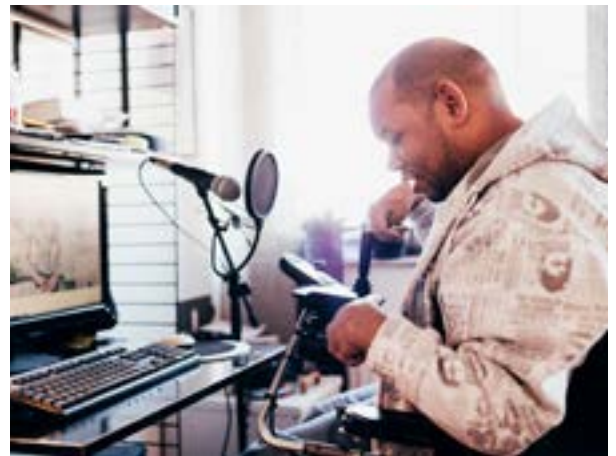
BETTER TOGETHER

Overall, the percentage of individuals co-enrolled with DWD-DVR is slightly lower than pre-COVID numbers. It is important to note that program enrollment for LTC and CLTS has increased over time. DVR's numbers have also increased which shows that DVR has had the capacity to serve more individuals over time. In previous reports, we see evidence that co-enrollment with DVR increases CIE. This indicates that DVR could target outreach to improve CIE outcomes for individuals co-enrolled with LTC, CLTS, and DPI. This information could be used in setting performance targets moving forward.

SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-LTC	PERCENT CO-ENROLLED
2018	6,055	45,800	13.22%
2019	6,366	48,070	13.24%
2020	6,789	49,907	13.60%
2021	6,478	51,753	12.52%
2022	7,003	54,575	12.83%
2023	7,004	55,056	12.72%
2024	7,249	56,649	12.80%



SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-CLTS	PERCENT CO-ENROLLED
2018	598	2,776	21.54%
2019	763	3,394	22.48%
2020	762	3,802	20.04%
2021	831	4,627	17.96%
2022	973	5,392	18.05%
2023	1,159	6,482	17.88%
2024	1,440	7,438	19.36%



SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-DPI	PERCENT CO-ENROLLED
2018	5,205	36,826	14.13%
2019	5,367	36,991	14.51%
2020	4,750	37,033	12.83%
2021	4,178	37,875	11.03%
2022	4,294	37,631	11.41%
2023	4,528	37,266	12.15%
2024	4,817	37,040	13.00%



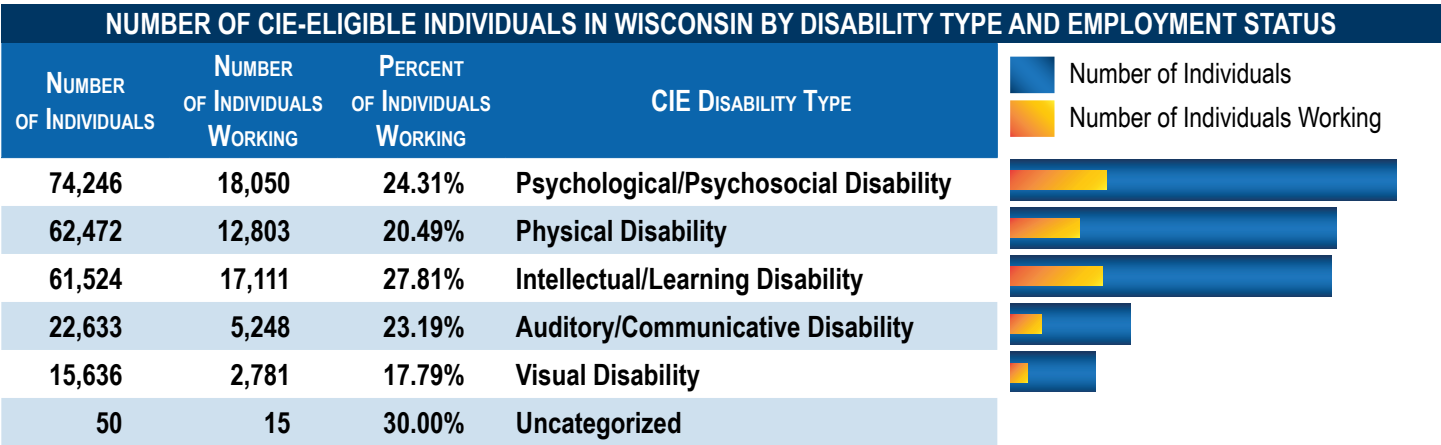
INDIVIDUALS WITH DISABILITIES SERVED

Each partnering agency collects disability information in varying formats which can make reporting difficult. To compensate, six CIE disability categories were created in the CIE-MIS to allow for uniform reporting. The six categories are:

- Auditory/Communicative
- Intellectual/Learning
- Physical
- Psychological/Psychosocial
- Visual
- Uncategorized

Starting in SFY 2024, the various disability information provided by each data partner is now mapped into one of the above CIE disability categories. There are a small number of disabilities reported by partners that did not cleanly map to a category and report under the “Uncategorized” CIE disability category. CIE disability breakdown by age, race, and gender can also be found in the report appendices. CIE disability data cannot be reported for state fiscal years prior to 2024 because the information was not provided by the partner agencies until 2024. Moving forward, these CIE disability categories will continue to be used by the departments for reporting to allow for trend analysis.

It is important to note that individuals can have co-occurring disabilities. The chart below shows the count of individuals identified as having each CIE disability category. **An individual may be counted in more than one category if they have co-occurring disabilities.**





APPENDICES

COMMON INDIVIDUALS

- A: DHS-LTC AND DPI
- B: DHS-LTC AND DWD-DVR
- C: DPI AND DWD-DVR
- D: DHS-LTC, DPI, AND DWD-DVR

CIE MEDIAN WAGE & HOUR OUTCOMES

- E: SERVED BY ANY AGENCY – MEDIAN QUARTERLY WAGE
- F: DHS-LTC – WAGE/HOUR OUTCOMES
- G: DHS-LTC – MEDIAN QUARTERLY WAGE
- H: DHS-CLTS – MEDIAN QUARTERLY WAGE
- I: DPI – MEDIAN QUARTERLY WAGE
- J: DWD-DVR – WAGE/HOUR OUTCOMES
- K: DWD-DVR – MEDIAN QUARTERLY WAGE

CIE DISABILITY TYPE

- L: AUDITORY/COMMUNICATIVE DISABILITY
- M: INTELLECTUAL/LEARNING DISABILITY
- N: PHYSICAL DISABILITY
- O: PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY
- P: VISUAL DISABILITY
- Q: UNCATEGORIZED DISABILITY

DEFINITIONS

APPENDIX A:

COMMON INDIVIDUALS – DHS-LTC AND DPI

Note: The tables below represent unique counts of individuals when the person is served by both DHS-LTC and DPI. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI¹			
	STATE FISCAL YEAR	NUMBER OF INDIVIDUALS	
	2022 (2021-2022)	4,756	
	2023 (2022-2023)	5,210	
	2024 (2023-2024)	5,664	
COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY AGE RANGE			
AGE RANGE²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less than 16 Years	1,106	1,203	1,425
16 – 17	1,596	1,939	2,122
18 – 21	2,052	2,064	2,117
22 – 24	*	*	*
Total Individuals	4,756	5,210	5,664
COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY GENDER			
GENDER³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	1,661	1,848	1,971
Male	3,095	3,362	3,693
Total Individuals	4,756	5,210	5,664
COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY RACE/ETHNICITY			
RACE/ETHNICITY⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	25	25	27
Asian	112	118	139
Black	352	391	454
Hispanic or Latino	584	638	748
Native Hawaiian or Pacific Islander	*	*	*
White	3,275	3,576	3,783
Multi-race	406	461	511
Total Individuals	4,756	5,210	5,664

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DHS-LTC and DPI special education within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX B:

COMMON INDIVIDUALS – DHS-LTC AND DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by both DHS-LTC and DWD-DVR. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR ¹			
STATE FISCAL YEAR ¹	NUMBER OF INDIVIDUALS		
2022 (2021-2022)	7,651		
2023 (2022-2023)	7,805		
2024 (2023-2024)	8,283		

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	90	107	154
16 - 17	448	562	709
18 - 21	2,085	2,151	2,302
22 - 24	1,011	1,024	980
25 - 50	2,968	2,960	3,091
51 - 64	1,049	1,001	1,047
Total Individuals	7,651	7,805	8,283

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	2,990	3,049	3,306
Male	4,661	4,756	4,977
Total Individuals	7,651	7,805	8,283

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	48	53	58
Asian	146	143	157
Black	891	965	1,055
Hispanic or Latino	559	595	680
Native Hawaiian or Pacific Islander	*	*	*
White	5,508	5,544	5,768
Multi-race	493	501	561
Total Individuals	7,651	7,805	8,283

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DHS LTC and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX C:

COMMON INDIVIDUALS – DPI AND DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by both DPI and DWD-DVR. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR ¹			
	STATE FISCAL YEAR		NUMBER OF INDIVIDUALS
	2022 (2021-2022)		4,294
	2023 (2022-2023)		4,528
	2024 (2023-2024)		4,817

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less than 16 Years	163	207	225
16 – 17	1,381	1,525	1,731
18 – 21	2,749	2,792	2,861
22 – 24	*	*	*
Total Individuals	4,294	4,528	4,817

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	1,495	1,641	1,670
Male	2,799	2,887	3,146
Not Reported	*	*	*
Total Individuals	4,294	4,528	4,817

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	35	39	37
Asian	108	123	133
Black	416	473	507
Hispanic or Latino	521	548	646
Native Hawaiian or Pacific Islander	*	*	*
White	2,885	2,992	3,108
Multi-race	325	351	384
Total Individuals	4,294	4,528	4,817

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DPI special education and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX D:

COMMON INDIVIDUALS – DHS-LTC, DPI, AND DWD-DVR

Note: The table below represents unique counts of individuals when the person is served by all three agencies (DHS-LTC, DPI, DWD-DVR). An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR ¹			
STATE FISCAL YEAR		NUMBER OF INDIVIDUALS	
2022 (2021-2022)		1,668	
2023 (2022-2023)		1,787	
2024 (2023-2024)		1,974	
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less than 16 Years	63	86	120
16 – 17	410	499	614
18 – 21	1,194	1,198	1,240
22 – 24	N/A	N/A	N/A
Total Individuals	1,668	1,787	1,974
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	585	619	652
Male	1,083	1,168	1,322
Total Individuals	1,668	1,787	1,974
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	*	*	*
Asian	45	45	51
Black	116	113	146
Hispanic or Latino	179	191	222
Native Hawaiian or Pacific Islander	*	*	*
White	1,179	1,288	1,380
Multi-race	138	139	164
Total Individuals	1,668	1,787	1,974

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from DHS-LTC, DPI special education, and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX E:

CIE MEDIAN QUARTERLY WAGE – SERVED BY ANY AGENCY

Note: The tables below represent unique counts of individuals when the person is served by one or more agencies. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC						
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS ¹ (#)		MEDIAN QUARTERLY WAGE ² (WAGE)			
2022 (2021-2022)	26,727		\$1,429.50			
2023 (2022-2023)	25,902		\$1,559.36			
2024 (2023-2024)	26,434		\$1,646.66			

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Less Than 16 Years	491	\$595.50	437	\$548.90	436	\$489.42
16 – 17	4,933	\$967.04	4,545	\$1,055.35	3,835	\$1,011.55
18 – 21	7,164	\$1,386.76	6,730	\$1,498.00	6,677	\$1,529.44
22 – 24	1,867	\$1,600.00	1,922	\$1,754.34	2,083	\$1,713.52
25 – 50	8,823	\$1,693.00	9,045	\$1,812.00	9,908	\$1,917.62
51 – 64	3,449	\$1,985.12	3,223	\$2,057.51	3,495	\$2,205.50
Totals	26,727	\$1,429.50	25,902	\$1,559.36	26,434	\$1,646.66

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER						
GENDER ⁴	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Female	11,063	\$1,369.27	10,745	\$1,472.80	11,215	\$1,608.71
Male	15,602	\$1,472.12	15,085	\$1,620.02	15,119	\$1,668.92
Not Reported	62	\$1,875.85	72	\$2,223.71	100	\$2,424.67
Totals	26,727	\$1,429.50	25,902	\$1,559.36	26,434	\$1,646.66

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	347	\$1,805.04	330	\$2,005.30	381	\$2,401.72
Asian, Native Hawaiian, or Pacific Islander	434	\$1,614.50	438	\$1,729.97	432	\$1,740.00
Black	4,152	\$1,285.13	3,798	\$1,498.00	3,604	\$1,747.41
Hispanic or Latino	2,182	\$1,374.32	2,171	\$1,635.01	2,252	\$1,677.00
White	18,124	\$1,474.21	17,614	\$1,562.44	18,187	\$1,618.75
Multi-race	1,373	\$1,214.88	1,441	\$1,372.64	1,445	\$1,516.21
Not Reported	115	\$2,609.63	110	\$3,185.61	133	\$2,850.59
Totals	26,727	\$1,429.50	25,902	\$1,559.36	26,434	\$1,646.66

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by any agency within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX F:

CIE OUTCOME – DHS-LTC

Note: The tables below represent unique counts of individuals when the person is served by DHS-LTC. An individual on is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC ¹									
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)			MEDIAN HOURS WORKED PER WEEK (HOURS/WEEK)			MEDIAN HOURLY WAGE (WAGE)		
2022 (2021-2022)	6,508			13			\$10.00		
2023 (2022-2023)	7,100			13			\$10.55		
2024 (2023-2024)	7,807			12			\$11.40		
MEDIAN HOURS WORKED AND HOURLY WAGE BY AGE RANGE									
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
18 – 21	787	13	\$10.00	764	12	\$11.25	884	12	\$12.00
22 – 24	843	13	\$10.00	916	13	\$11.00	959	12	\$12.00
25 – 50	4,000	13.5	\$10.00	4,426	13	\$10.50	4,872	12.5	\$11.25
51 – 64	878	12	\$9.93	994	12	\$10.25	1,092	12	\$11.00
Totals	6,508	13	\$10.00	7,100	13	\$10.55	7,807	12	\$11.40
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER									
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
Female	2,489	12	\$10.00	2,735	12	\$10.60	3,068	12	\$11.63
Male	4,019	14	\$10.00	4,365	14	\$10.52	4,739	13	\$11.22
Totals	6,508	13	\$10.00	7,100	13	\$10.55	7,807	12	\$11.40
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY									
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
American Indian or Alaska Native	42	15	\$9.00	42	15	\$10.00	47	12	\$10.00
Asian, Native Hawaiian, or Pacific Islander	99	13.5	\$10.00	113	12	\$11.50	130	12	\$12.05
Black	417	16	\$10.00	473	16	\$11.00	522	15	\$12.00
Hispanic or Latino	276	12.5	\$10.00	322	14	\$11.00	394	13	\$11.82
White	5,366	12.5	\$10.00	5,804	12	\$10.50	6,326	12	\$11.25
Multi-race	298	13	\$10.00	337	14.5	\$11.00	380	15	\$12.00
Not Reported	*	*	*	*	*	*	*	*	*
Totals	6,508	13	\$10.00	7,100	13	\$10.55	7,807	12	\$11.40

¹A person is counted as served in the fiscal year if the individual was CIE eligible and a wage record was reported to DHS-LTC by a MCO or ICA within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX G:

CIE MEDIAN QUARTERLY WAGE – DHS-LTC

Note: The tables below represent unique counts of individuals when the person is served by DHS-LTC. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC						
STATE FISCAL YEAR			NUMBER OF INDIVIDUALS ¹ (#)		MEDIAN QUARTERLY WAGE ² (WAGE)	
2022 (2021-2022)			9,208		\$1,298.60	
2023 (2022-2023)			9,659		\$1,400.00	
2024 (2023-2024)			10,104		\$1,455.00	
MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
18 – 21	1,136	\$998.73	1,205	\$1,084.42	1,347	\$1,121.67
22 – 24	1,081	\$1,272.50	1,164	\$1,428.15	1,198	\$1,339.33
25 – 50	5,302	\$1,367.08	5,628	\$1,475.44	5,876	\$1,547.10
51 – 64 ⁴	1,689	\$1,314.12	1,662	\$1,384.88	1,683	\$1,521.96
Totals	9,208	\$1,298.60	9,659	\$1,400.00	10,104	\$1,455.00
MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁵	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Female	3,759	\$1,237.17	3,968	\$1,320.30	4,190	\$1,396.50
Male	5,449	\$1,335.52	5,691	\$1,460.24	5,914	\$1,496.26
Totals	9,208	\$1,298.60	9,659	\$1,400.00	10,104	\$1,455.00
MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁶	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	60	\$1,166.56	61	\$1,379.43	60	\$1,370.36
Asian, Native Hawaiian, or Pacific Islander	149	\$1,463.89	170	\$1,435.28	173	\$1,477.29
Black	1,381	\$1,486.80	1,407	\$1,629.13	1,372	\$1,876.60
Hispanic or Latino	466	\$1,221.00	507	\$1,458.64	583	\$1,422.68
White	6,700	\$1,270.00	7,014	\$1,366.96	7,390	\$1,400.70
Multi-race	440	\$1,299.13	489	\$1,376.77	513	\$1,627.48
Not Reported	*	*	*	*	*	*
Totals	9,208	\$1,298.60	9,659	\$1,400.00	10,104	\$1,455.00

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DHS-LTC within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

⁵Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁶Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX H:

CIE MEDIAN QUARTERLY WAGE – DHS-CLTS

Note: The tables below represent unique counts of individuals when the person is served by DHS-CLTS. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-CLTS ¹						
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)		MEDIAN QUARTERLY WAGE ² (WAGE)			
2022 (2021-2022)	1,036		\$738.61			
2023 (2022-2023)	1,355		\$830.10			
2024 (2023-2024)	1,653		\$877.12			

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Less than 16 Years	216	\$520.59	268	\$492.95	321	\$485.75
16 – 17	483	\$664.30	658	\$806.56	760	\$823.60
18 – 21	335	\$999.39	426	\$1,114.78	561	\$1,162.33
22 – 24	*	*	*	*	*	*
Totals	1,036	\$738.61	1,355	\$830.10	1,653	\$877.12

MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁴	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Female	426	\$693.50	584	\$874.74	706	\$913.92
Male	610	\$760.10	771	\$795.84	947	\$860.94
Totals	1,036	\$738.61	1,355	\$830.10	1,653	\$877.12

MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	*	*	*	*	*	*
Asian, Native Hawaiian, or Pacific Islander	*	*	*	*	*	*
Black	57	\$552.96	74	\$661.75	91	\$530.19
Hispanic or Latino	114	\$828.27	138	\$968.44	182	\$910.55
White	760	\$726.77	987	\$822.25	1,185	\$894.53
Multi-race	88	\$786.42	136	\$813.35	161	\$873.23
Not Reported	*	*	*	*	*	*
Totals	1,036	\$738.61	1,355	\$830.10	1,653	\$877.12

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DHS-CLTS within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX I:

CIE MEDIAN QUARTERLY WAGE – DPI

Note: The tables below represent unique counts of individuals when the person is served by DPI. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DPI ¹						
STATE FISCAL YEAR			NUMBER OF INDIVIDUALS (#)		MEDIAN QUARTERLY WAGE ² (WAGE)	
2022 (2021-2022)			9,781		\$1,064.51	
2023 (2022-2023)			8,805		\$1,174.46	
2024 (2023-2024)			7,702		\$1,155.03	
MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Less than 16 Years	367	\$623.10	297	\$547.60	282	\$493.50
16 – 17	4,707	\$974.07	4,249	\$1,060.16	3,462	\$1,009.60
18 – 21	4,706	\$1,216.49	4,259	\$1,317.38	3,958	\$1,340.79
22 – 24	*	*	N/A	N/A	N/A	N/A
Totals	9,781	\$1,064.51	8,805	\$1,174.46	7,702	\$1,155.03
MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁴	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Female	3,512	\$958.89	3,168	\$1,035.00	2,750	\$1,049.99
Male	6,269	\$1,143.87	5,637	\$1,269.95	4,951	\$1,225.66
Not Reported	N/A	N/A	N/A	N/A	*	*
Totals	9,781	\$1,064.51	8,805	\$1,174.46	7,702	\$1,155.03
MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	133	\$1,102.50	112	\$1,246.93	96	\$1,597.14
Asian, Native Hawaiian, or Pacific Islander	162	\$1,266.34	142	\$1,208.26	129	\$1,071.75
Black	1,583	\$869.13	1,249	\$984.36	990	\$1,055.69
Hispanic or Latino	1,165	\$1,118.84	1,039	\$1,290.96	904	\$1,251.94
White	6,063	\$1,116.12	5,600	\$1,189.93	5,001	\$1,167.43
Multi-race	675	\$1,000.70	663	\$1,162.67	582	\$1,046.09
Totals	9,781	\$1,064.51	8,805	\$1,174.46	7,702	\$1,155.03

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DPI within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX J:

CIE WAGE/HOUR OUTCOME – DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by DWD-DVR. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DWD-DVR¹									
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)			MEDIAN HOURS WORKED PER WEEK (HOURS/WEEK)			MEDIAN HOURLY WAGE (WAGE)		
2022 (2021-2022)	3,318			20			\$12.00		
2023 (2022-2023)	2,996			20			\$13.75		
2024 (2023-2024)	2,946			20			\$14.50		
MEDIAN HOURS WORKED AND HOURLY WAGE BY AGE RANGE									
AGE RANGE²	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
18 – 21	752	20	\$11.25	654	20	\$13.00	689	20	\$13.55
22 – 24	453	20	\$11.70	482	20	\$12.50	427	20	\$13.50
25 – 50	1,430	20	\$12.50	1,280	20	\$14.00	1,243	20	\$15.00
51 – 64³	683	24	\$13.73	580	25	\$15.00	587	25	\$16.00
Totals	3,318	20	\$12.00	2,996	20	\$13.75	2,946	20	\$14.50
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER									
GENDER⁴	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
Female	1,376	20	\$12.00	1,207	20	\$14.00	1,214	20	\$14.62
Male	1,936	20	\$12.09	1,781	20	\$13.50	1,704	20	\$14.40
Not Reported	*	*	*	*	*	*	28	25	\$14.00
Totals	3,318	20	\$12.00	2,996	20	\$13.75	2,946	20	\$14.50
COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY									
RACE/ETHNICITY⁵	STATE FISCAL YEAR 2022 (2021-2022)			STATE FISCAL YEAR 2023 (2022-2023)			STATE FISCAL YEAR 2024 (2023-2024)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
American Indian or Alaska Native	51	40	\$15.00	34	34.5	\$14.43	29	40	\$15.75
Asian, Native Hawaiian, or Pacific Islander	55	20	\$14.00	69	24	\$14.00	60	20	\$15.00
Black	301	21.5	\$13.00	297	24	\$14.00	257	20.5	\$15.00
Hispanic or Latino	215	20	\$11.47	240	20	\$13.00	259	20	\$14.00
White	2,568	20	\$12.00	2,213	20	\$13.50	2,166	20	\$14.50
Multi-race	113	20	\$11.75	120	20	\$12.90	150	20	\$13.80
Not Reported	*	*	*	23	30	\$16.50	25	40	\$17.86
Totals	3,318	20	\$12.00	2,996	20	\$13.75	2,946	20	\$14.50

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person had a DVR closed case with an employment recorded within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX K:

CIE MEDIAN QUARTERLY WAGE – DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by DWD-DVR. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DWD-DVR¹						
STATE FISCAL YEAR			NUMBER OF INDIVIDUALS (#)		MEDIAN QUARTERLY WAGE² (WAGE)	
2022 (2021-2022)			3,000		\$2,412.19	
2023 (2022-2023)			2,701		\$2,646.90	
2024 (2023-2024)			2,669		\$2,625.83	
MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE³	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
18 – 21	671	\$2,353.46	562	\$2,459.20	623	\$2,433.76
22 – 24	406	\$2,027.40	431	\$1,984.99	391	\$2,013.49
25 – 50	1,316	\$2,331.00	1,191	\$2,703.35	1,129	\$2,706.31
51 – 64	607	\$2,998.50	517	\$3,700.80	526	\$3,388.45
Totals	3,000	\$2,412.19	2,701	\$2,646.90	2,669	\$2,625.83
MEDIAN QUARTERLY WAGE BY GENDER						
GENDER⁴	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
Female	1,248	\$2,317.99	1,089	\$2,706.30	1,088	\$2,652.48
Male	1,747	\$2,483.38	1,605	\$2,609.09	1,556	\$2,606.48
Not Reported	*	*	*	*	*	*
Totals	3,000	\$2,412.19	2,701	\$2,646.90	2,669	\$2,625.83
MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY⁵	STATE FISCAL YEAR 2022 (2021-2022)		STATE FISCAL YEAR 2023 (2022-2023)		STATE FISCAL YEAR 2024 (2023-2024)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	45	\$4,375.68	30	\$3,422.01	29	\$4,085.81
Asian, Native Hawaiian, or Pacific Islander	48	\$2,111.26	60	\$3,172.81	52	\$3,126.34
Black	278	\$2,571.24	265	\$2,986.46	227	\$2,719.89
Hispanic or Latino	190	\$2,346.50	212	\$2,722.50	227	\$2,403.91
White	2,323	\$2,414.47	2,003	\$2,600.58	1976	\$2,606.07
Multi-race	104	\$1,874.02	113	\$2,195.00	134	\$2,398.92
Not Reported	*	*	*	*	*	*
Totals	3,000	\$2,412.19	2,701	\$2,646.90	2,669	\$2,625.83

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DWD-DVR within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals. DVR Individuals may have worked before connecting with VR. Some individuals opt-out of providing social security numbers to DVR. UI wage records are not counted in DVR counts for anyone that does not provide a social security number to DVR, because UI wage records can only be matched using a social security number.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX L:

CIE DISABILITY TYPE - AUDITORY/COMMUNICATIVE DISABILITY

Note: The tables below represent unique counts of individuals identified with an auditory/communicative disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY ¹			
STATE FISCAL YEAR		NUMBER OF INDIVIDUALS	
2022 (2021-2022)		N/A	
2023 (2022-2023)		N/A	
2024 (2023-2024)		22,633	
COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	N/A	N/A	693
16 - 17	N/A	N/A	1,274
18 - 21	N/A	N/A	2,251
22 - 24	N/A	N/A	1,176
25 - 50	N/A	N/A	8,864
51 - 64	N/A	N/A	8,375
Total Individuals	N/A	N/A	22,633
COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	N/A	N/A	11,496
Male	N/A	N/A	11,126
Not Reported	N/A	N/A	*
Total Individuals	N/A	N/A	22,633
COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	N/A	N/A	238
Asian	N/A	N/A	551
Black	N/A	N/A	3,301
Hispanic or Latino	N/A	N/A	1,538
Native Hawaiian or Pacific Islander	N/A	N/A	*
White	N/A	N/A	16,041
Multi-race	N/A	N/A	887
Not Reported	N/A	N/A	58
Total Individuals	N/A	N/A	22,633

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX M:

CIE DISABILITY TYPE - INTELLECTUAL/LEARNING DISABILITY

Note: The tables below represent unique counts of individuals identified with an intellectual/learning disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY¹			
STATE FISCAL YEAR		NUMBER OF INDIVIDUALS	
2022 (2021-2022)		N/A	
2023 (2022-2023)		N/A	
2024 (2023-2024)		61,524	
COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY AGE RANGE			
AGE RANGE²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	N/A	N/A	7,729
16 - 17	N/A	N/A	10,913
18 - 21	N/A	N/A	10,892
22 - 24	N/A	N/A	3,943
25 - 50	N/A	N/A	20,575
51 - 64	N/A	N/A	7,472
Total Individuals	N/A	N/A	61,524
COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY GENDER			
GENDER³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	N/A	N/A	24,705
Male	N/A	N/A	36,730
Not Reported	N/A	N/A	89
Total Individuals	N/A	N/A	61,524
COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	N/A	N/A	758
Asian	N/A	N/A	1,408
Black	N/A	N/A	7,712
Hispanic or Latino	N/A	N/A	6,501
Native Hawaiian or Pacific Islander	N/A	N/A	36
White	N/A	N/A	41,722
Multi-race	N/A	N/A	3,263
Not Reported	N/A	N/A	124
Total Individuals	N/A	N/A	61,524

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX N:

CIE DISABILITY TYPE - PHYSICAL DISABILITY

Note: The tables below represent unique counts of individuals identified with an intellectual/learning disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY ¹			
STATE FISCAL YEAR		NUMBER OF INDIVIDUALS	
2022 (2021-2022)		N/A	
2023 (2022-2023)		N/A	
2024 (2023-2024)		62,472	
COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	N/A	N/A	1,949
16 - 17	N/A	N/A	2,225
18 - 21	N/A	N/A	4,161
22 - 24	N/A	N/A	2,899
25 - 50	N/A	N/A	25,723
51 - 64	N/A	N/A	25,515
Total Individuals	N/A	N/A	62,472
COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	N/A	N/A	30,327
Male	N/A	N/A	32,104
Not Reported	N/A	N/A	41
Total Individuals	N/A	N/A	62,472
COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	N/A	N/A	759
Asian	N/A	N/A	1,372
Black	N/A	N/A	13,331
Hispanic or Latino	N/A	N/A	4,061
Native Hawaiian or Pacific Islander	N/A	N/A	40
White	N/A	N/A	40,392
Multi-race	N/A	N/A	2,256
Not Reported	N/A	N/A	261
Total Individuals	N/A	N/A	62,472

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX O:

CIE DISABILITY TYPE - PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY

Note: The The tables below represent unique counts of individuals identified with a psychological/psychosocial disability. An individual on is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY ¹			
STATE FISCAL YEAR		NUMBER OF INDIVIDUALS	
2022 (2021-2022)		N/A	
2023 (2022-2023)		N/A	
2024 (2023-2024)		74,246	
COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	N/A	N/A	6,746
16 - 17	N/A	N/A	10,003
18 - 21	N/A	N/A	9,482
22 - 24	N/A	N/A	3,289
25 - 50	N/A	N/A	23,326
51 - 64	N/A	N/A	21,400
Total Individuals	N/A	N/A	74,246
COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	N/A	N/A	32,955
Male	N/A	N/A	41,137
Not Reported	N/A	N/A	154
Total Individuals	N/A	N/A	74,246
COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	N/A	N/A	1,056
Asian	N/A	N/A	1,206
Black	N/A	N/A	13,871
Hispanic or Latino	N/A	N/A	6,311
Native Hawaiian or Pacific Islander	N/A	N/A	41
White	N/A	N/A	47,853
Multi-race	N/A	N/A	3,659
Not Reported	N/A	N/A	249
Total Individuals	N/A	N/A	74,246

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX P:

CIE DISABILITY TYPE - VISUAL DISABILITY

Note: The tables below represent unique counts of individuals identified with a visual disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY ¹			
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS		
2022 (2021-2022)	N/A		
2023 (2022-2023)	N/A		
2024 (2023-2024)	15,636		

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY AGE RANGE			
AGE RANGE ²	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Less Than 16 Years	N/A	N/A	113
16 - 17	N/A	N/A	325
18 - 21	N/A	N/A	1,052
22 - 24	N/A	N/A	706
25 - 50	N/A	N/A	5,855
51 - 64	N/A	N/A	7,585
Total Individuals	N/A	N/A	15,636

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY GENDER			
GENDER ³	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
Female	N/A	N/A	7,996
Male	N/A	N/A	7,638
Not Reported	N/A	N/A	*
Total Individuals	N/A	N/A	15,636

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	STATE FISCAL YEAR 2022 (2021-2022)	STATE FISCAL YEAR 2023 (2022-2023)	STATE FISCAL YEAR 2024 (2023-2024)
American Indian or Alaska Native	N/A	N/A	168
Asian	N/A	N/A	378
Black	N/A	N/A	2,917
Hispanic or Latino	N/A	N/A	894
Native Hawaiian or Pacific Islander	N/A	N/A	*
White	N/A	N/A	10,738
Multi-race	N/A	N/A	504
Not Reported	N/A	N/A	28
Total Individuals	N/A	N/A	15,636

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX Q:

CIE DISABILITY TYPE - UNCATEGORIZED DISABILITY

Note: The tables below represent unique counts of individuals identified with a disability that could not be categorized into one of the five CIE disability types. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A UNCATEGORIZED DISABILITY DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2022 (2021-2022)	N/A
2023 (2022-2023)	N/A
2024 (2023-2024)	50

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have a disability that could not be categorized into one of the five disability categories defined in the CIE-MIS.

DEFINITIONS

ADULT LONG-TERM CARE WAIVERS

Medicaid programs for adults with disabilities and frail elders that provide long-term care services. Long-Term Care Waivers in Wisconsin include Family Care, Family Care Partnership and Include, Respect, I Self-Direct (IRIS).

BEST PRACTICES

A procedure that has been shown by research and experience to produce optimal results, and that is established or proposed as a standard suitable for widespread adoption.

CHILDREN'S LONG TERM SUPPORTS WAIVER

A Medicaid long-term care program for children with special needs. The program funds a wide array of community supports and services, including supports for employment.

COMMON INDIVIDUALS

In this document, individuals who are simultaneously served by more than one Department are referred to as common individuals.

COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

Employment consisting of work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage (or the customary wage), or if self-employment yields income, comparable to person without disabilities doing similar tasks; the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community; where the employee with a disability interacts with other individuals who do not have disabilities, and are not in supervisory roles, and; the job presents opportunities for advancement. The Workforce Innovation and Opportunity Act (WIOA) amended the Rehabilitation Act Title IV in 2014 to include this definition.

COMPETITIVE INTEGRATED EMPLOYMENT MANAGEMENT INFORMATION SYSTEM (CIE-MIS)

The CIE MIS is a computerized information-processing system designed to support the activities necessary to meet the requirements for security, privacy compliance, and cross agency data analysis as required by Act 178.

COUNTY COMMUNITY ON TRANSITION (CCoT)

A regional community that meets regularly to identify issues, barriers, supports, and solutions in assisting students with disabilities in successful transition based on student post-secondary goals related to training or education, employment, and independent living. The keys to CCoT success are sharing the workload, establishing effective communication, and creating new relationships to better work together.

COUNTY WAIVER AGENCY (CWA)

An agency responsible for operating the Children's Long-Term Support (CLTS) Waiver Program. Each county has at least one CWA.

FAMILY CARE

A Medicaid long-term care program for frail elders and adults with disabilities. The program provides a wide range of health and long-term care services.

INCLUDE, RESPECT, I SELF-DIRECT (IRIS)

A Medicaid Home and Community-Based Services (HCBS) waiver for adults choosing to self-direct their long-term support needs.

IRIS CONSULTING AGENCY (ICA)

An agency that assists participants and legal representatives in identifying immediate and long-term care needs, developing options to meet those needs, and accessing identified supports and services.

LONG-TERM CARE

Any service or support that an individual may need due to a disability, aging, or a chronic illness that limits the person's ability to complete activities that are part of daily life. These activities include bathing, getting dressed, making meals, going to work, and paying bills.

MANAGED CARE ORGANIZATION (MCO)

An organization that operates the Family Care and Family Care partnership program(s) and provides or coordinates services in the Family Care benefit package. MCOs receive a monthly payment per person to manage care for their members, who may be living in their own homes, in group living situations, or in nursing facilities.

PARTICIPANT PERFORMANCE SYSTEM (PPS)

Counties and Tribes with Coordinated Service Team initiatives are required to report data for children enrolled in the areas of education, juvenile justice involvement, living environment, and Child Adolescent Needs and Strengths Comprehensive scores. This data is entered on a regular basis into the web-based Program Participation System (PPS) data collection system.

PAY FOR PERFORMANCE

Also known as “value-based purchasing”, pay for performance (P4P) is a payment model in the healthcare industry that offers financial incentives to physicians, hospitals, medical groups, and other healthcare providers for meeting certain performance measures.

PERSONALLY IDENTIFIABLE INFORMATION (PII)

Any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, or otherwise known as an identity for a person.

PERSON-CENTERED PLANNING

An ongoing problem-solving process used to help individuals with disabilities plan for their futures. In person-centered planning, the treatment team focuses on identifying what the individual wants to do and assists the individual in developing skills and managing limitations or barriers.

STATISTICAL ANALYSIS SYSTEM (SAS)

Statistical Software suite developed by SAS Institute for data management, advanced analytics, multivariate analysis, business intelligence, criminal investigation, and predictive analytics. SAS’ analytical software is built upon artificial intelligence and utilizes machine learning, deep learning and generative AI to manage and model data. The software is widely used in industries such as finance, insurance, health care and education.

STATEWIDE TRANSITION ACTION AND RESOURCE TEAM (START)

A DVR team whose members take the lead on issues related to transition-aged youth in their respective areas. START members are a resource for other staff within their Workforce Development Area (WDA) related to services to transition-aged youth.

TRANSITION IMPROVEMENT GRANT (TIG)

The TIG is a discretionary project of the DPI Special Education team which provides support for continuous improvement and technical assistance in order to change adult practices and district policy. The TIG spectrum of support is designed to positively impact the graduation rates and post school outcomes for all students with Individualized Education Programs (IEPs) with an increased focus on closing gaps in access and achievement for students of color.

TRANSITION-AGE YOUTH

Individuals between the ages of 14 and 21.

WISCONSIN CAREER ADVANCEMENT INITIATIVE

The Wisconsin Career Advancement Initiative project will create capacity for enhancing career pathways outcomes and impacts for Vocational Rehabilitation (VR) individuals. The project aims to improve partner collaboration, train VR and partner staff, implement evidence-based decision making, and provide outreach and support to VR individuals to increase the participation of working-age adults with disabilities in Wisconsin Career Pathways.

WISCONSIN COMMUNITY ON TRANSITION (WiCoT)

A group of key stakeholders that meets to share best practices and impact policies/outcomes for youth with disabilities transitioning to adult life.

WORK INCENTIVE BENEFITS COUNSELING (WIBC)

A process involving an individualized benefits analysis designed to help a member or participant understand the impact of income from employment on their disability benefits, including Medicaid acute/primary and long-term care benefits.

WISCONSIN NON-DRIVER ADVISORY COMMITTEE (WiNDAC)

The Wisconsin Department of Transportation (WisDOT) formed the Wisconsin Non-Driver Advisory Committee (WiNDAC) in spring 2020 as an advisory forum to discuss transportation mobility, safety, and access for Wisconsin’s non-driving populations. Non-driving populations can include aging adults, students, low-income individuals, those with physical, mental, or intellectual/developmental disabilities, and those who prefer not to drive.

STATE OF WISCONSIN



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**WISCONSIN DEPARTMENT
of HEALTH SERVICES**



**WISCONSIN DEPARTMENT OF
Public Instruction**