



State of Wisconsin Wisconsin Works (W-2) Hiring Report

Fiscal Year 2025

An overview of the hiring of Wisconsin Works (W-2) participants in the Wisconsin State Government from July 1, 2024, through June 30, 2025.

Division of Personnel Management

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STATE OF WISCONSIN

DEPARTMENT OF ADMINISTRATION

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Date: September 8, 2025

To: State Agency Heads

From: Jen Fogel, Administrator

Subject: Wisconsin Works (W-2) Hiring Report Fiscal Year (FY) 2025

This report details the Fiscal Year 2025 state agency hiring of participants of the Wisconsin Works program. This report includes the number of Wisconsin Works participants hired by each state agency and the classification (class) of each position filled from July 1, 2024, through June 30, 2025.

STATUTORY MANDATE

[Section 230.147](#) Wis. Stats. requires state agencies with 100 or more full-time equivalent (FTE) positions to annually prepare and implement a plan to hire participants of the Wisconsin Works program.¹ The Division of Personnel Management, Bureau of Equity and Inclusion (DPM/BEI) reviews each agency's Wisconsin Works plan and results during regular monitoring visits. Agencies with fewer than 100 FTE positions are encouraged to participate in the Wisconsin Works employment program. The State Fair Park Board is required to participate by state statute and is always included in the report.²

The goals of the State of Wisconsin's Wisconsin Works employment program are to ensure that Wisconsin Works participants are:

- 1) employed in state service in the same ratio or higher than the ratio of persons receiving Wisconsin Works to the state civilian labor force; and
- 2) enabled to become economically self-sufficient.

WISCONSIN WORKS HIRING PROGRAM STANDARDS

State agencies with more than 100 full-time equivalent positions are required to develop and implement a plan to hire Wisconsin Works participants [Wis. [Stats 230.147](#)]. The Wisconsin Works goal for the state is based on the ratio of the average caseload receiving aid or benefits in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. In the Fiscal Year 2024, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 3,583; whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,163,396 or a ratio of 0.11%. The Division of Personnel Management (DPM) had set a goal for state agencies to hire 0.2% of its permanent classified positions from Wisconsin Works participants for the Fiscal Year 2025.

¹ Note: The defined scope of the W-2 program includes persons who receive aid under [Section 49.19](#) Wis. Stats., or benefits under [Section 49.147 \(3\) to \(5\)](#), which consists of those that are enrolled in W-2 in the qualifying placements: W-2 Transitions (W-2T) or Community Service Jobs (CSJ), as determined by the Department of Children and Families.

² State Fair Park Board did not have any New Original Hires into Permanent Classified positions in FY 2025.

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Introduction

This report contains information on new original hires of Wisconsin Works participants by agency and identifies those agencies that achieved the hiring goal. It includes detailed information regarding the number and percentage of Wisconsin Works hires by job group and class titles for each agency included in the calculation for this report.

Reporting History

The following is a history of how reporting and method of calculating report outcomes have evolved.

- Prior to the FY 2021 report, Wisconsin Works hiring reports focused on candidates who were both hired and determined *eligible* for Wisconsin Works and/or Food Share during the fiscal year (Calculation Method 1).
- Upon thorough investigation and review of statutory language, beginning in FY 2021, the report shifted to focus only on hires from among candidates who were *enrolled* in W-2 Transitions (W-2T) or Community Service Jobs (CSJ) placements specifically, to determine whether or not a candidate's hire was counted toward meeting the Wisconsin Works hiring goal (Calculation Method 2).
- Furthermore, Calculation Method 2 counts individuals who were receiving qualified Wisconsin Works aid or benefits *at the time of certification*, instead of at any point during the fiscal year. Certification is the point in the civil service selection process where eligible applicants who have passed the initial assessment continue to the next step in the selection process, which typically results in being invited to an interview.
- The reported data includes hires made in Fiscal Year 2025 from among those candidates whose eligibility was established during or *prior to* the fiscal year start date. It was determined that previous reports excluded candidates who were hired during the fiscal year if the eligibility determination occurred in the previous fiscal year (applicable to Calculation Method 1 and 2).

Beginning in FY 2022, and through the FY 2026 report, both Wisconsin Works reporting calculation methods are reported. See Appendix 1 on page 11 for a tabular summary of the key differences between the two calculation methods. Some relevant details are provided here.

Calculation Method 1: the number of hires, by agency, who were eligible to receive aid from programs identified in [s. 49.19](#), or benefits under [s. 49.147 \(3\) to \(5\)](#) during the fiscal year. This calculation methodology was used exclusively for annual W-2 reports between FY 2006 and FY 2020.

Using Calculation Method 1, of the 3,632 New Original Hires for permanent classified positions in all state agencies, 114, or 3.14%, of the new hires were eligible for W-2 programs during Fiscal Year 2025.

Calculation Method 2: the number of hires, by agency, who were receiving aid from the programs identified in [s. 49.19](#), or benefits under [s. 49.147 \(3\) to \(5\)](#), which consists of those that are enrolled in W-2 in the qualifying placements, W-2T or CSJ, as determined by the Department of Children and Families at the time of certification. The current calculation methodology will be exclusively for annual Wisconsin Works reports beginning in FY 2027. Starting in FY 2022, and through the FY 2026 report, both calculation methods are reported.

Using Calculation Method 2, of the 3,632 New Original Hires for permanent classified positions in all state agencies, two, or 0.06%, of the new hires were W-2 participants at the time they were certified.

Calculation and Achievements

The following pages summarize the Wisconsin Works hiring data using Calculation Method 1 and Calculation Method 2 by state agency, job group, and class title. The dual reporting of Calculation Method 1 and 2 is for comparison purposes only as we transition this report to the single use of Calculation Method 2 in FY 2027. State agencies should consider only the conclusion from Calculation Method 2 to determine compliance with Wisconsin Works hiring. The data in this report is from the state employment application system (PeopleSoft.)

Tables 1 and 4 show each state agency's volume and proportion of Wisconsin Works hires in FY 2025 using Calculation Method 1 and Calculation Method 2, respectively. The number of current employees and the total number of new original hires is shown for additional context.

Using Calculation Method 2, only the Department of Health Services met the goal; none of the other 19 large (100+) agencies did so. However, 18 of the large agencies would have met the goal with a single Wisconsin Works hire. There were no Wisconsin Works hires at small agencies (less than 100 positions); however, those 13 agencies combined only made a total of 20 hires in FY 2025.

Tables 2 and 5 show the volume and proportion of Wisconsin Works hires by job group in FY 2025, using Calculation Method 1 and Calculation Method 2, respectively. A job group is a set of classes combined by DPM based on similarity in the nature of the work, required education, training, skills, responsibility, and pay range. Tables 3 and 6 show the volume of Wisconsin Works hires by class title, using Calculation Method 1 and Calculation Method 2, respectively.

Resources Available to Assist Agencies to Achieving Wisconsin Works Goals

DPM and DCF provide resources and support to agencies to aid in achieving the Wisconsin Works hiring goals. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use Wisconsin Works as a unique qualification for filling a vacant position under general certification rules to increase the number of Wisconsin Works participant applications during the certification process.

Agencies are encouraged to use the following additional options to assist in increasing the number of Wisconsin Works hires:

- Develop a Wisconsin Works hiring plan as part of the agency's EI Strategic Plan (required for agencies ≥ 100 FTE).
- Request Wisconsin Works certification lists, which contain only individuals eligible for Wisconsin Works services at the time of certification.
- Plan W-2 hiring events.
- Connect with [WorkSmart](#) Network.
- Give workshops and informational sessions at Wisconsin Works program locations.
- Attend job fairs at Wisconsin Works program locations.

Below are resources state agencies may contact for more information on the following:

- Wisconsin Works certification method and hiring process: DPM Bureau of Merit Recruitment and Selection by emailing DOADPMBMRS@wisconsin.gov or calling (608) 266-1731.
- Content of this report, Wisconsin Works hiring plan, EI Strategic Plan: DPM Bureau of Equity and Inclusion by emailing DOADPMBEI@wisconsin.gov or calling (608) 266-3017; TTY: Call Relay 711.
- Wisconsin Works program in the State of Wisconsin: DCF by emailing BWF_co@wisconsin.gov.

Conclusion

DPM/BEI will report agency progress on Wisconsin Works hiring annually. The 0.2% Wisconsin Works hiring goal shall continue to be reevaluated based upon applicable workforce data and adjusted accordingly.

Table 1: Calculation Method 1 – Wisconsin Works Hires by Agency

New Original Hires of Wisconsin Works Participants by Agency: FY 2025; Sorted by Large and Small Agencies

Department/Agency	# Employees*	# Hires	# W-2 Hires	% of Hires
Administration	1,325	105	0	0%
Agriculture, Trade & Cons Prot	584	57	2	3.51%
Children & Families	760	61	2	3.28%
Commissioner of Insurance	135	14	0	0%
Corrections	8,918	1,455	25	1.72%
Employee Trust Funds	275	18	1	5.56%
Financial Institutions	131	13	0	0%
Health Services	6,354	904	71	7.85%
Historical Society	156	16	0	0%
Justice	707	65	0	0%
Military Affairs	519	67	1	1.49%
Natural Resources	2,249	96	1	1.04%
Public Defender	242	15	0	0%
Public Instruction	594	32	0	0%
Public Service Commission	163	38	0	0%
Revenue	1,058	93	2	2.15%
Safety & Professional Services	223	21	0	0%
Transportation	3,037	257	4	1.56%
Veterans Affairs	643	154	2	1.30%
Workforce Development	1,428	131	3	2.29%
Large Agency (100+ employees) Total	29,501	3,612	114	3.16%
Bd for People w/ Dvlpmntl Disab	7	0	0	0%
Bd of Commissioners of Public Lands	7	0	0	0%
Bd on Aging & Long-Term Care	45	5	0	0%
Child Abuse & Neglect Prevention Bd	7	0	0	0%
Educational Communications Board	39	4	0	0%
Elections Commission	30	2	0	0%
Employment Relations Commission	5	0	0	0%
Ethics Commission	6	1	0	0%
Higher Educational Aids Board	9	0	0	0%
Labor & Industry Review Comm	13	0	0	0%
Secretary of State	1	0	0	0%
Tourism	28	5	0	0%
WI Technical College System Bd	47	3	0	0%
Small Agency (< 100 positions) Total	244	20	0	0%
Total	29,745	3,632	114	3.14%

*Data was extracted from PeopleSoft on 7/14/25 using 6/30/25 as the effective date. This count includes permanent, project permanent and seasonal employees, where HR Status = Active, & Pay Status = Active OR Leave with Pay, and is based on the distinct count of employee ID.

Table 2: Calculation Method 1 – Wisconsin Works Hires by Job Group

Wisconsin Works Hires by Job Group: FY 2025 Sorted by Count of Hires; Most to Least

Job Group	#
Social Services Professionals	37
Personal Care	24
Health Care Technicians	12
Food Production	9
Admin Support	7
Public Safety	6
Fiscal	4
Admin Support - Fiscal	2
Education and Training	2
Natural Science and Lab Tech	2
Production Laborers	2
Architecture and Engineers	1
Business Supervisors	1
Health Social Services Supv	1
Inspect Investigate and Comply	1
Mechanical and Maintenance Supv	1
Policy Planning and Research	1
Power Plant	1
Total	114

Table 3: Calculation Method 1 – W-2 Hires by Class Title

Wisconsin Works Hires by Class Title: FY 2025 Sorted by Count of Hires; Most to Least

Class Title	#
INCOME MAINT SPEC	28
RESIDENT CARE TECH-OBJ	19
PSYCHIATRIC CARE TECH-ADV	8
PROBATION AND PAROLE AGENT	5
RESIDENT CARE TECH-ADV	5
CORR FOOD SERVICE LEADER 2	4
YOUTH COUNSELOR	4
DMV CUSTOMER SERVICE REP	3
CUSTODIAN	2
EMPLMT SECURITY ASST 3	2
FINANCIAL SPECIALIST	2
TEACHER	2
COLLECTIONS SPECIALIST	1
CONTRACTS SPECIALIST-ADV	1
Class Title	#
COOK 2	1
CORR FOOD SERVICE LEADER 4	1
CORR OFFICER	1
CORR SERGEANT	1
CUSTODIAL SERVICES SUPV	1
DCF PROGRAM SUPERVISOR	1
DENTAL ASSISTANT	1

FOOD SERVICE ASSISTANT 1	1
FOOD SERVICE ASSISTANT 2	1
FOOD SERVICE ASSISTANT 3	1
GRAIN WEIGHING TECHNICIAN	1
HUMAN SERVICES PROG COOR-SEN	1
MEAT SAFETY INSPECTOR-ENTRY	1
MEDICAL ASSISTANT 2	1
NURSING ASSISTANT 3	1
OFFICE OPERATIONS ASSOCIATE	1
POWER PLANT OPERATOR-SENIOR	1
PROGRAM AND POLICY ANALYST-ADV	1
PROGRAM SUPPORT SUPERVISOR-DOC	1
RECREATION LEADER-SEN	1
REVENUE AUDITOR 1	1
SOCIAL WORKER	1
TAX REPRESENTATIVE 3	1
THERAPY ASSISTANT-OBJ	1
TRANSPORTATION SPECIALIST-SEN	1
TREATMENT SPECIALIST 1	1
TRUST FUNDS SPECIALIST	1
WILDLIFE TECHNICIAN-ADV	1
Total	114

Table 4: Calculation Method 2 – Wisconsin Works Hires by Agency

New Original Hires of Wisconsin Works Participants by Agency: FY 2025; Sorted by Large and Small Agencies

Department/Agency	# Employees*	# Hires	# W-2 Hires	% of Hires	Goal Met?
Administration	1,325	105	0	0%	-
Agriculture, Trade & Cons Prot	584	57	0	0%	-
Children & Families	760	61	0	0%	-
Commissioner of Insurance	135	14	0	0%	-
Corrections	8,918	1,455	0	0%	-
Employee Trust Funds	275	18	0	0%	-
Financial Institutions	131	13	0	0%	-
Department/Agency	# Employees*	# Hires	# W-2 Hires	% of Hires	Goal Met?
Health Services	6,354	904	2	0.22%	✓
Historical Society	156	16	0	0%	-
Justice	707	65	0	0%	-
Military Affairs	519	67	0	0%	-
Natural Resources	2,249	96	0	0%	-
Public Defender	242	15	0	0%	-
Public Instruction	594	32	0	0%	-
Public Service Commission	163	38	0	0%	-
Revenue	1,058	93	0	0%	-
Safety & Professional Services	223	21	0	0%	-
Transportation	3,037	257	0	0%	-
Veterans Affairs	643	154	0	0%	-
Workforce Development	1,428	131	0	0%	-
Large Agency (100+ employees) Total	29,501	3,612	2	0.06%	-
Bd for People w/ Dvlpmntl Disab	7	0	0	0%	-
Bd of Commissioners of Public Lands	7	0	0	0%	-
Bd on Aging & Long-Term Care	45	5	0	0%	-
Child Abuse & Neglect Prevention Bd	7	0	0	0%	-
Educational Communications Board	39	4	0	0%	-
Elections Commission	30	2	0	0%	-
Employment Relations Commission	5	0	0	0%	-
Ethics Commission	6	1	0	0%	-
Higher Educational Aids Board	9	0	0	0%	-
Labor & Industry Review Comm	13	0	0	0%	-
Secretary of State	1	0	0	0%	-
Tourism	28	5	0	0%	-
WI Technical College System Bd	47	3	0	0%	-
Small agency (< 100 positions) Total	244	20	0	0%	-
Total	29,745	3,632	2	0.06%	-

*Data was extracted from PeopleSoft on 7/15/24 using 6/30/24 as the effective date. This count includes permanent, project permanent and seasonal employees, where HR Status = Active, & Pay Status = Active OR Leave with Pay, and is based on the distinct count of employee ID.

Table 5: Calculation Method 2 – Wisconsin Works Hires by Job Group

W-2 Hires by Job Group and Class Title: FY 2025 Sorted by Count of Hires; Most to Least

Job Group	#
Social Services Professionals	2
Total	2

Table 6: Calculation Method 2 – W-2 Hires by Class Title

W-2 Hires by Class Title: FY 2025 Sorted by Count of Hires; Most to Least

Class Title	#
INCOME MAINT SPEC	2
Total	2

Appendix

This table outlines the differences between Calculation Method 1 and Calculation Method 2.

Table 7: Difference between Calculation Method 1 & Method 2

Differentiation Factor	Calculation Method 1	Calculation Method 2
W-2 Programs Included	W-2 and/or FoodShare with a dependent child	Programs specified in Section 49.19 Wis. Stats. or Section 49.147 (3) to (5) . Specifically, W-2 Transitions (W-2T) or Community Service Jobs (CSJ)
W-2 Participation	Eligible for qualifying W-2 programs	Enrolled in qualifying W-2 programs
Hiring Timeline	Eligible for qualifying W-2 programs at the time of certification & hired at any point during the same fiscal year for reports produced prior to FY 2021, FY 2022 and FY 2023 *Hires made in FY 2025 who were eligible for qualifying W-2 programs during or prior to FY 2025	Persons who were receiving qualified W-2 aid or benefits at the time of certification and hired during the same fiscal year for reports produced between FY 2021 and FY 2023 *Hires made in FY 2025 who were receiving qualified W-2 aid or benefits at the time of certification during or prior to FY 2025
Fiscal Year	Exclusively for reports produced FY 2006 – FY 2020, and in conjunction with Calculation Method 2 FY 2022-2026	Exclusively for FY 2021, and FY 2022-2026 in conjunction with Calculation Method 1

*This report includes hires made during FY 2025, regardless of when a candidate applied and was certified. Both calculation methods include persons who applied or were certified during or prior to FY 2025 and hired in FY 2025. As an example, a candidate who was certified in May 2024, but not hired until July 2024, would be included in the FY 2025 report.