



State of Wisconsin W-2 Hiring Report

Fiscal Year 2024

An overview of the hiring of Wisconsin Works (W-2) participants in the Wisconsin State Government from July 1, 2023, through June 30, 2024.

Division of Personnel Management

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STATE OF WISCONSIN DEPARTMENT OF ADMINISTRATION

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Date: September 30, 2024
To: State Agency Heads
From: Jen Fogel, Administrator
Subject: W-2 Hiring Report Fiscal Year (FY) 2024

This report details the Fiscal Year 2024 state agency hiring of participants of the Wisconsin Works (W-2) program. This report includes the number of W-2 participants hired by each state agency and the classification (class) of each position filled with a W-2 participant from July 1, 2023, through June 30, 2024.

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 (W-2) program¹. The Division of Personnel Management, Bureau of Equity and Inclusion (DPM/BEI) reviews each agency's W-2 plan and results during regular monitoring visits. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 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 W-2 employment program are to ensure that W-2 participants are:

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

WISCONSIN WORKS (W-2) HIRING PROGRAM STANDARDS

State agencies with more than 100 full-time equivalent positions are required to develop and implement a plan to hire W-2 participants [Wis. [Stats 230.147](#)]. The W-2 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 2023, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 3,586, whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,105,599, or a ratio of 0.12%. The Division of Personnel Management (DPM) had set a goal for state agencies to hire 0.2% of its permanent classified positions from W-2 participants for the fiscal year 2024.

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 2024.

Table of Contents

Introduction	3
Reporting History.....	3
Calculation and Achievements	4
Resources Available to Assist Agencies in Achieving W-2 Goals	4
Conclusion	5
Table 1: Calculation Method 1 – W-2 Hires by Agency	6
Table 2: Calculation Method 1 – W-2 Hires by Job Group	7
Table 3: Calculation Method 1 – W-2 Hires by Class Title	7
Table 4: Calculation Method 2 – W-2 Hires by Agency	8
Table 5: Calculation Method 2 – W-2 Hires by Job Group	9
Table 6: Calculation Method 2 – W-2 Hires by Class Title.....	9
Appendix	10
Table 7: Appendix 1	10

Introduction

This report contains information on new original hires of W-2 participants by agency and identifies those agencies that achieved the hiring goal. It includes detailed information regarding the number and percentage of W-2 hires by job group and class titles for each agency included in the calculation for this report.

Reporting History

As follows is a history of how the reporting and method of calculating report outcomes has evolved.

- Prior to the FY 2021 report, W-2 hiring reports focused on candidates who were both hired and determined *eligible* for W-2 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 W-2 hiring goal (Calculation Method 2).
- Furthermore, Calculation Method 2 counts individuals who were receiving qualified W-2 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.
- Beginning with this report, the reported data includes hires made in FY 2024 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 W-2 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 4,650 New Original Hires for permanent classified positions in all state agencies, 121, or 2.60%, of the new hires were eligible for W-2 programs during fiscal year 2024.

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 W-2 reports beginning in FY 2026. Starting in FY 2022, and through the FY 2026 report, both calculation methods are reported.

Using Calculation Method 2, of the 4,650 New Original Hires for permanent classified positions in all state agencies, four, or 0.09%, of the new hires were W-2 participants at the time they were certified.

Calculation and Achievements

The following pages summarize the W-2 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 W-2 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 W-2 hires in FY 2024 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 Revenue and the Department of Transportation met the 0.2% goal set forth by DPM. None of the other 18 large (100+) agencies met the goal. However, 17 of the large agencies would have met the goal with a single W-2 hire. There were no W-2 hires at small agencies (less than 100 positions); however, those 13 agencies combined only made a total of 22 hires in FY 2024.

Tables 2 and 5 show the volume and proportion of W-2 hires by job group in FY 2024, 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 W-2 hires by class title, using Calculation Method 1 and Calculation Method 2, respectively.

Resources Available to Assist Agencies in Achieving W-2 Goals

DPM and DCF provide resources and support to agencies to aid in achieving the W-2 hiring goals. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use W-2 as a unique qualification for filling a vacant position under general certification rules to increase the number of W-2 participant candidates during the certification process.

Agencies are encouraged to use the following additional options to assist in increasing the number of W-2 hires:

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

See below for contacts where state agencies may obtain more information:

- W-2 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, W-2 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.
- W-2 program in the State of Wisconsin: DCF by emailing BWF_co@wisconsin.gov.

Conclusion

DPM/BEI will report agency progress on W-2 hiring annually. The 0.2% W-2 hiring goal shall continue to be reevaluated based upon applicable workforce data and adjusted accordingly. DPM/BEI will continue to partner with state agencies to develop and implement effective W-2 hiring plans to achieve the annual W-2 hiring goals.

Table 1: Calculation Method 1 – W-2 Hires by Agency

New Original Hires of W-2 Participants by Agency: Fiscal Year 2024, Sorted by Large and Small Agencies

Department/Agency	# Employees*	# Hires	# W-2 Hires	% of Hires
Administration	1,318	107	0	0%
Agriculture, Trade & Cons Prot	577	55	0	0%
Children & Families	761	68	2	2.94%
Commissioner of Insurance	129	9	0	0%
Corrections	8,891	1,998	23	1.15%
Employee Trust Funds	266	23	0	0%
Financial Institutions	127	26	0	0%
Health Services	6,170	1,192	70	5.87%
Historical Society	157	23	0	0%
Justice	690	51	0	0%
Military Affairs	531	79	3	3.80%
Natural Resources	2,233	137	0	0%
Public Defender	240	21	0	0%
Public Instruction	607	66	2	3.03%
Public Service Commission	133	16	0	0%
Revenue	1,085	150	8	5.33%
Safety & Professional Services	213	25	0	0%
Transportation	3,002	299	7	2.34%
Veterans Affairs	629	94	1	1.06%
Workforce Development	1,425	189	5	2.65%
Large Agency (100+ employees) Total	29,184	4,628	121	2.61%
Bd for People w/ Dvlpmntl Disab	7	0	0	0%
Bd of Commissioners of Public Lands	8	1	0	0%
Bd on Aging & Long-Term Care	43	7	0	0%
Child Abuse & Neglect Prevention Bd	7	0	0	0%
Educational Communications Board	40	2	0	0%
Elections Commission	31	3	0	0%
Employment Relations Commission	5	0	0	0%
Ethics Commission	6	1	0	0%
Higher Educational Aids Board	9	1	0	0%
Labor & Industry Review Comm	13	0	0	0%
Secretary of State	1	0	0	0%
Tourism	23	6	0	0%
WI Technical College System Bd	47	1	0	0%
Small Agency (< 100 positions) Total	240	22	0	0%
Grand Total	29,424	4,650	121	2.60%

*Data relative to current number of employees 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 2: Calculation Method 1 – W-2 Hires by Job Group

W-2 Hires By Job Group: FY 2024 Sorted by Count of Hires, Most to Least

Job Group	#	%
Social Services Professionals	47	38.84%
Personal Care	20	16.53%
Admin Support	14	11.57%
Health Care Technicians	9	7.44%
Public Safety	8	6.61%
Fiscal	8	6.61%
Production Laborers	3	2.48%
Education and Training	3	2.48%
Admin Support - Fiscal	2	1.65%
Mech Equip-Maintenance Rep	2	1.65%
Food Production	2	1.65%
Program Specialist	1	0.83%
Financial Supervisors	1	0.83%
Business Supervisors	1	0.83%
Grand Total	121	100%

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

W-2 Hires by Class Title: FY 2024 Sorted by Count of Hires, Most to Least

Class Title	#
INCOME MAINT SPEC	31
RESIDENT CARE TECH-OBJ	18
PROBATION AND PAROLE AGENT	8
DMV CUSTOMER SERVICE REP	6
REVENUE AGENT	6
CORR OFFICER	4
PSYCHIATRIC CARE TECH-ADV	4
CUSTODIAN	3
OFFICE OPERATIONS ASSOCIATE	3
RESIDENT CARE TECH-ADV	2
PROPERTY ASSESSMENT SPEC	2
FINANCIAL SPECIALIST	2
PSYCHIATRIC CARE TECH	2
HEALTH SERVICES SPECIALIST	2
VOC REHAB COUNSELOR-IN TRNG	2
EMPLMT SECURITY ASST 3	1
OPERATIONS PROGRAM ASSOCIATE	1
FINANCIAL PROGRAM SUPERVISOR	1
CORR SERGEANT	1
PROGRAM SUPPORT SUPERVISOR-DOC	1

COOK 2	1
FACILITIES MAIN SPEC-ADV	1
TREATMENT SPECIALIST 1	1
TEACHER	1
YOUTH COUNSELOR	1
CORR FOOD SERVICE LEADER 2	1
CADET SPECIALIST OBJ	1
EDUCATION CONSULTANT	1
MEDICAL PROGRAM ASST-ASSOC	1
EMPLMT TRNG SPECIALIST	1
MIL AFFAIRS SEC OFFICER	1
FACILITIES REPAIR WORKER	1
NURSING ASSISTANT 3	1
SCHOOL ADMIN CONSULTANT	1
OFFENDER RECORDS ASSOC	1
CHAPLAIN	1
DENTAL ASSISTANT	1
INITIAL ASSESS SPEC	1
YOUTH COUNSELOR ADVANCED	1
INVENTORY CONTROL COORDINATOR	1
LICENSED PRACTICAL NURSE	1

Table 4: Calculation Method 2 – W-2 Hires by Agency

New Original Hires of W-2 Participants by Agency: FY 2024, Sorted by Large and Small Agencies

Department/Agency	# Employees*	# Hires	# W-2 Hires	% of Hires	Goal Met?
Administration	1,318	107	0	0%	-
Agriculture, Trade & Cons Prot	577	55	0	0%	-
Children & Families	761	68	0	0%	-
Commissioner of Insurance	129	9	0	0%	-
Corrections	8,891	1,998	0	0%	-
Employee Trust Funds	266	23	0	0%	-
Financial Institutions	127	26	0	0%	-
Health Services	6,170	1,192	2	0.17%	-
Historical Society	157	23	0	0%	-
Justice	690	51	0	0%	-
Military Affairs	531	79	0	0%	-
Natural Resources	2,233	137	0	0%	-
Public Defender	240	21	0	0%	-
Public Instruction	607	66	0	0%	-
Public Service Commission	133	16	0	0%	-
Revenue	1,085	150	1	0.67%	✓
Safety & Professional Services	213	25	0	0%	-
Transportation	3,002	299	1	0.34%	✓
Veterans Affairs	629	94	0	0%	-
Workforce Development	1,425	189	0	0%	-
Large Agency (100+ employees) Total	29,184	4,628	4	0.09%	-
Bd for People w/ Dvlpmntl Disab	7	0	0	0%	-
Bd of Commissioners of Public Lands	8	1	0	0%	-
Bd on Aging & Long-Term Care	43	7	0	0%	-
Child Abuse & Neglect Prevention Bd	7	0	0	0%	-
Educational Communications Board	40	2	0	0%	-
Elections Commission	31	3	0	0%	-
Employment Relations Commission	5	0	0	0%	-
Ethics Commission	6	1	0	0%	-
Higher Educational Aids Board	9	1	0	0%	-
Labor & Industry Review Comm	13	0	0	0%	-
Secretary of State	1	0	0	0%	-
Tourism	23	6	0	0%	-
WI Technical College System Bd	47	1	0	0%	-
Small agency (< 100 positions) Total	240	22	0	0%	-
Grand Total	29,424	4,650	4	0.09%	-

*Data relative to current number of employees 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 – W-2 Hires by Job Group

W-2 Hires by Job Group and Class Title: FY 2024 Sorted by Count of Hires, Most to Least

Job Group	#	%
Admin Support	2	50.0%
Social Services Professionals	1	25%
Fiscal	1	25%
Grand Total	4	100%

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

W-2 Hires By Class Title: FY 2024 Sorted by Count of Hires, Most to Least

Class Title	#
DMV CUSTOMER SERVICE REP	1
INCOME MAINT SPEC	1
OFFICE OPERATIONS ASSOCIATE	1
REVENUE AGENT	1

Appendix

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

Table 7: Appendix 1

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 2024 who were eligible for qualifying W-2 programs during or prior to FY 2024.	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 2024 who were receiving qualified W-2 aid or benefits at the time of certification during or prior to FY 2024.
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 2024, regardless of when a candidate applied and was certified. Both calculation methods include persons who applied or were certified during or prior to FY 2024 and were hired in FY 2024. As an example, a candidate who was certified in May 2023, but not hired until July 2023, would be included in the FY 2024 report.