



State of Wisconsin

Written Hiring Reasons Report

Fiscal Year 2024

The State of Wisconsin Written Hiring Reasons Report summarizes the appointing authorities' reason for selecting persons appointed as hires, promotions, and project appointments for each state agency in Wisconsin state employment from July 1, 2023, through June 30, 2024.

Division of Personnel Management

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To: State Agency Heads, Equity and Inclusion Officers, and Human Resources Managers

From: Jen Fogel, Administrator
Division of Personnel Management

Subject: Written Hiring Reasons Report Fiscal Year (FY) 2024

The Division of Personnel Management (DPM) is required under s. [230.21\(1m\)\(b\)](#), [230.25\(1p\)](#), and [230.27\(2k\)](#), Wis. Stats., to prepare a report summarizing, for each agency, the appointing authority's reason(s) for selecting persons who were appointed as new hires, promotions, and project appointments when the new hire is being hired for an underutilized position and is not a part of the group the position is underutilized by. This document satisfies that requirement and serves as the Written Hiring Reasons Report for the Wisconsin state government for Fiscal Year 2024: July 1, 2023, through June 30, 2024. The information collected for this report is self-reported in PeopleSoft Recruiting Solutions by all state agencies. PeopleSoft Recruiting Solutions is comprised of two complementary applications, Candidate Gateway and Talent Acquisition Manager (TAM), which work in conjunction to provide enterprise recruiting functions.

State agencies are encouraged to use this information as a monitoring tool to evaluate their hiring of veterans, persons with disabilities, members of racial and ethnic minority groups, and women in classified and project appointments. This information may also assist agencies with recruitment and retention efforts.

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Introduction

The *Written Hiring Reasons Report* is an annual summary of the hiring data required by section s. [230.21\(1m\)\(b\)](#), [230.25\(1p\)](#) and [230.27\(2k\)](#), Wis. Stats. It captures the hiring selection, the affirmative action category, and the reason a person in an affirmative action (AA) category was not selected for an underutilized classification. The hiring data was extracted from PeopleSoft Recruiting Solutions, which is comprised of two complementary applications: Candidate Gateway and Talent Acquisition Manager (TAM). The two applications work in conjunction to support enterprise recruiting functions.

The hiring and promotion data of selected candidates are captured in the following categories for this report:

- Veterans, or spouses of veterans, as defined in s. [230.03\(14\)](#), Wis. Stats.
- A person who was eligible to participate in Disabled Expanded Certification (DEC).¹
- Positions in underutilized job groups for racial and ethnic minorities.
- Positions in underutilized job groups for women.
- Non-veteran and not in an affirmative action group.
 - *Employees who did not disclose demographic data indicating whether they identified with an affirmative action category were considered non-veteran non-AA group hires.*

Note: An employee hired or promoted may identify in more than one category and count in each category that applies.

Agency appointing authorities are required to indicate one of the following reasons for selecting a candidate who would not serve affirmative action purposes over other applicants who would do so:

- The appointed candidate demonstrated greater knowledge of the key tasks required in the position.
- The appointed candidate had broader or more relevant experience performing the duties of the position.
- The appointed candidate had more advanced education and/or training for the position.
- The appointed candidate served in the (same) position or a similar position previously.

In this report, Tables 1, 2, and 3 show all hires, regardless of whether a written hiring reason was required. Tables 4, 5, and 6 are limited to the hires requiring a written hiring reason.

Every effort was made to extract written hiring reasons from the PeopleSoft TAM module for every circumstance in which information is required. Measures are being taken to increase the submission and accuracy of this data for future reports.

¹ Disabled Expanded Certification (DEC) – [Section 230.25\(1n\)](#), Wis. Stats., and [s. ER-MRS-12.06](#), Wis. Adm. Code, indicate that up to three names of persons with a disability can be certified. "To be eligible for certification under this section, a person shall have a permanent physical or mental impairment which substantially limits the major life activity of working. "Substantially limits" means significantly restricts the ability to perform a class or broad range of jobs compared to the average person with comparable training, skills, and abilities" [s. ER-MRS-12.06\(2\)](#), Wis. Adm. Code. Applicants are eligible for DEC when a qualified professional verifies the disability and eligibility for the program by completing the Disabled Expanded Certification Verification form (DOA-15521) and submitting it to the Bureau of Merit, Recruitment and Selection (BMRS) prior to certification. (For a copy of this form, see [https://dpm.wi.gov/PublishingImages/Pages/Forms/Disabled_Expanded_Certification_\(DOA-15521\).pdf](https://dpm.wi.gov/PublishingImages/Pages/Forms/Disabled_Expanded_Certification_(DOA-15521).pdf).) The verification will be valid for all positions for which the person applies for five years after the date BMRS receives the verification. See [s. ER-MRS-12.06\(3\)](#), Wis. Adm. Code. Persons who have a disability but are certified under the BAS certification provision without regard to their disability are not counted for purposes of this certification provision.

Key Findings

For FY 2024, state agencies reported 8,895 hires and promotions for permanent classified positions and 199 hires for project appointments. Of the 8,895 hires and promotions and 199 project appointments (Table 1):

- 809 (9.09%) employees hired/promoted identified as either veterans or veteran spouses², a proportional increase of 1.79% from the last fiscal year.
- 8 (0.09%) employees hired/promoted were verified as DEC eligible, which was unchanged from the previous fiscal year.
- 2,179 (24.50%) employees hired/promoted identified as racial/ethnic minorities, a proportional increase of 1.63% from the last fiscal year.
- 270 (3.04%) employees identified as racial/ethnic minorities were hired/promoted in underutilized positions, a proportional decrease of 0.18% from the last fiscal year.
- 4,888 (54.95%) employees hired/promoted identified as women, a proportional decrease of 2.00% from the last fiscal year.
- 1,827 (20.54%) employees identified as women were hired/promoted in underutilized positions, a proportional decrease of 7.60% from the last fiscal year.
- 6,249 (70.25%) employees hired/promoted identified as veterans, spouses of veterans, or affirmative action group members, a proportional decrease of 1.54% from the last fiscal year.
- 2,646 (29.75%) employees hired/promoted did not identify as veterans, spouses of veterans, or affirmative action group members, a proportional increase of 1.54% from the last fiscal year.

Hires and Promotions

Overview

For FY 2024, state agencies reported 8,895 hires and promotions for permanent classified positions and 199 hires for project appointments. In FY 2024, 5,895 permanent classified positions and 52 project positions were identified as underutilized for women and/or racial and ethnic minorities.

Of the 4,674 hires and promotions into permanent classified positions underutilized for women:

- 1,827 (39.09%) employees who identified as women were hired or promoted into positions underutilized for women.
- 2,847 (60.91%) employees who did not identify as women were hired or promoted into positions underutilized for women.

Of the 1,581 hires and promotions into permanent classified positions underutilized for racial and ethnic minorities:

- 270 (17.08%) employees who identified as racial and ethnic minorities were hired or promoted into positions underutilized for racial and ethnic minorities.
- 1,311 (82.92%) employees who did not identify as racial or ethnic minorities were hired or promoted into positions underutilized for racial and ethnic minorities.

² Veteran spouse includes “un-remarried spouse of a veteran who was killed in action,” “un-remarried spouse of a veteran who died of a service-connected disability,” and “spouse of a disabled veteran whose disability is at least 70 percent.” [Section 230.25\(1g\)](#), [Section 230.25\(1m\)\(c\)](#), and [Section 230.25\(1m\)\(d\)](#), Wis. Stats.

Of the 5,895 hires and promotions into permanent classified positions underutilized for women and/or racial and ethnic minorities:

- 3,840 (65.14%) employees who identified as women and/or racial or ethnic minorities were hired or promoted into positions underutilized for women and/or racial and ethnic minorities.
- 2,055 (34.86%) employees who did not identify as women and/or racial or ethnic minorities were hired or promoted into positions underutilized for women and/or racial and ethnic minorities.

Of the 51 hires into project positions underutilized for women:

- 34 (66.67%) employees who identified as women were hired into positions underutilized for women.
- 17 (33.33%) employees who did not identify as women were hired into positions underutilized for women.

Of the 18 hires into project positions underutilized for racial and ethnic minorities:

- 0 (0.00%) employees who identified as racial and ethnic minorities were hired into positions underutilized for racial and ethnic minorities.
- 18 (100.00%) employees who did not identify as racial or ethnic minorities were hired into positions underutilized for racial and ethnic minorities.

Of the 52 hires into project positions underutilized for women and/or racial and ethnic minorities:

- 38 (73.08%) employees who identified as women and racial and ethnic minorities were hired.
- 14 (26.92%) employees who did not identify as women and/or racial or ethnic minorities were hired into positions underutilized for women and/or racial and ethnic minorities.

In FY 2024, 2,299 (25.28%) hires and promotions were made in underutilized job groups and did not meet an affirmative action objective (thus requiring a documented written hiring reason per statute).

Table 1: Hires and Promotions for Wisconsin State Agencies

Affirmative Action Category	Permanent Classified Positions		Project Positions	
	#	%	#	%
Total Hires & Promotions ^{ab}	8,895		199	
Veteran or Veteran Spouse ^c	809	9.09%	12	6.03%
Persons Verified as DEC Eligible	8	0.09%	2	1.01%
Racial/Ethnic Minority	2,179	24.50%	44	22.11%
Racial/Ethnic Minority Hired in Job Groups Underutilized for Racial/Ethnic Minorities	270	3.04%	0	0.00%
Women	4,888	54.95%	135	67.84%
Women Hired in Job Groups Underutilized for Women	1,827	20.54%	34	17.09%
Veteran and AA Group Hires	6,249	70.25%	155	77.89%
Non-Veteran Non-AA Group Hires	2,646	29.75%	44	22.11%

^a An employee hired or promoted may identify in more than one category and count in each category that applies.

^b Project positions are only hires. Movement into a project position cannot be promotional.

^c Veteran spouse includes “un-remarried spouse of a veteran who was killed in action,” “un-remarried spouse of a veteran who died of a service-connected disability,” and “spouse of a disabled veteran whose disability is at least 70 percent.” [Section 230.25\(1g\)](#), [Section 230.25\(1m\)\(c\)](#), and Section [230.25\(1m\)\(d\)](#), Wis. Stats.

By Agency

The total number of hires and promotions by agencies for permanent classified and project appointments are represented in Tables 2 and 3.

Table 2: Permanent Classified Appointments for Wisconsin State Agencies

Agency*	Hires and Promotions												
	Total Hires	Total Veteran & AA Group Hires†		Veterans & Spouses of Veterans		Persons Verified as DEC Eligible		Racial/Ethnic Minorities		Women		Total Non-Veteran & Non-AA Group Hires‡	
	#	#	%	#	%	#	%	#	%	#	%	#	%
BCPL	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
BOALTC	10	8	80.00%	0	0.00%	0	0.00%	2	20.00%	7	70.00%	2	20.00%
DATCP	95	62	65.26%	3	3.16%	0	0.00%	13	13.68%	54	56.84%	33	34.74%
DCF	127	110	86.61%	6	4.72%	1	0.79%	49	38.58%	103	81.10%	17	13.39%
DFI	41	29	70.73%	1	2.44%	0	0.00%	9	21.95%	25	60.98%	12	29.27%
DHS	2304	1843	79.99%	158	6.86%	1	0.04%	825	35.81%	1490	64.67%	461	20.01%
DMA	119	81	68.07%	42	35.29%	0	0.00%	16	13.45%	43	36.13%	38	31.93%
DNR	361	188	52.08%	20	5.54%	0	0.00%	17	4.71%	165	45.71%	173	47.92%
DOA	233	160	68.67%	22	9.44%	0	0.00%	29	12.45%	133	57.08%	73	31.33%
DOC	3529	2338	66.25%	401	11.36%	2	0.06%	802	22.73%	1688	47.83%	1191	33.75%
DOJ	144	107	74.31%	8	5.56%	0	0.00%	28	19.44%	87	60.42%	37	25.69%
DOR	259	166	64.09%	14	5.41%	1	0.39%	63	24.32%	129	49.81%	93	35.91%
DOT	745	431	57.85%	60	8.05%	0	0.00%	125	16.78%	334	44.83%	314	42.15%
DPI	120	104	86.67%	5	4.17%	0	0.00%	20	16.67%	93	77.50%	16	13.33%
DSPS	50	30	60.00%	2	4.00%	1	2.00%	7	14.00%	25	50.00%	20	40.00%
DVA	151	117	77.48%	20	13.25%	0	0.00%	27	17.88%	101	66.89%	34	22.52%
DWD	384	313	81.51%	34	8.85%	1	0.26%	110	28.65%	274	71.35%	71	18.49%
ECB	3	2	66.67%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%
ELE	7	6	85.71%	2	28.57%	0	0.00%	3	42.86%	4	57.14%	1	14.29%
ETF	52	40	76.92%	2	3.85%	1	1.92%	8	15.38%	37	71.15%	12	23.08%
ETH	2	1	50.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%
HEAB	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
OCI	27	16	59.26%	1	3.70%	0	0.00%	5	18.52%	14	51.85%	11	40.74%
OSPD	48	41	85.42%	2	4.17%	0	0.00%	10	20.83%	36	75.00%	7	14.58%
PSC	33	19	57.58%	2	6.06%	0	0.00%	8	24.24%	11	33.33%	14	42.42%
TOUR	8	7	87.50%	0	0.00%	0	0.00%	0	0.00%	7	87.50%	1	12.50%
WHS	35	24	68.57%	1	2.86%	0	0.00%	3	8.57%	22	62.86%	11	31.43%
WTCSB	5	4	80.00%	1	20.00%	0	0.00%	0	0.00%	3	60.00%	1	20.00%
Total	8895	6249	70.25%	809	9.09%	8	0.09%	2179	24.50%	4888	54.95%	2646	29.75%

*Agencies with no new permanent appointments were BPDD, CANPB, LIRC, SOS, and WERC.

†Total veterans and AA group employee hires identified in one or more veteran and/or AA groups.

‡Total non-Veterans and non-AA group employee hires.

† + ‡ = Total Hires.

Table 3: Project Appointments for Wisconsin State Agencies

Agency*	Project Appointments												
	Total Hires	Total Veteran & AA Group Hires†		Veterans & Spouses of Veterans		Persons with Disabilities		Racial/Ethnic Minorities		Women		Total Non-Veteran & Non-AA Group Hires‡	
	#	#	%	#	%	#	%	#	%	#	%	#	%
BOALTC	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
DATCP	5	3	60.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	2	40.00%
DCF	3	3	100.00%	1	33.33%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
DHS	8	7	87.50%	2	25.00%	0	0.00%	4	50.00%	5	62.50%	1	12.50%
DMA	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
DNR	22	12	54.55%	1	4.55%	0	0.00%	2	9.09%	12	54.55%	10	45.45%
DOA	9	8	88.89%	0	0.00%	0	0.00%	1	11.11%	8	88.89%	1	11.11%
DOC	2	2	100.00%	0	0.00%	0	0.00%	1	50.00%	2	100.00%	0	0.00%
DOJ	18	14	77.78%	1	5.56%	0	0.00%	4	22.22%	13	72.22%	4	22.22%
DOR	13	9	69.23%	1	7.69%	1	7.69%	4	30.77%	4	30.77%	4	30.77%
DOT	19	16	84.21%	1	5.26%	0	0.00%	4	21.05%	13	68.42%	3	15.79%
DPI	12	10	83.33%	1	8.33%	0	0.00%	3	25.00%	9	75.00%	2	16.67%
DSPS	22	19	86.36%	0	0.00%	1	4.55%	5	22.73%	19	86.36%	3	13.64%
DVA	3	2	66.67%	2	66.67%	0	0.00%	1	33.33%	0	0.00%	1	33.33%
ETF	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
OSPD	38	30	78.95%	2	5.26%	0	0.00%	12	31.58%	25	65.79%	8	21.05%
PSC	13	9	69.23%	0	0.00%	0	0.00%	1	7.69%	9	69.23%	4	30.77%
TOUR	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
WHS	3	2	66.67%	0	0.00%	0	0.00%	1	33.33%	2	66.67%	1	33.33%
Total	199	155	77.89%	12	6.03%	2	1.01%	44	22.11%	135	67.84%	44	22.11%

*Agencies with no new project appointments were BCPL, BPDD, CANPB, DFI, DWD, ECB, ELE, ETH, HEAB, LIRC, OCI, SOS, WERC, and WTCSB.

†Total veterans and AA group employee hires identified in one or more veteran and/or AA groups.

‡Total non-veterans and non-AA group employee hires.

† + ‡ = Total Hires.

Written Hiring Reasons

For FY 2024, state agencies reported the number of employees hired or promoted to fill underutilized positions who did not identify as a veteran or a member of an affirmative action group and the associated required written hiring reason provided. Among the 2,282 employees in the non-veteran and non-affirmative action group hired or promoted into permanent classified positions and the 17 employees hired into project positions (Table 4):

- 1,263 employees were hired or promoted in permanent classified positions, and three were hired for project positions because they demonstrated greater knowledge of key tasks required in the position.
- 530 employees were hired or promoted in permanent classified positions, and eight were hired for project positions because they had broader or more relevant experience performing the duties of the position.
- 379 employees were hired or promoted in permanent classified positions, and four were hired for project positions because they served in the same or similar position previously.
- 110 employees were hired or promoted in permanent classified positions, and two were hired for project positions because they had more advanced education and/or training for the position.

Table 4: Basis for Hiring Decisions for Wisconsin State Agencies

Written Hiring Reason	Permanent Classified Positions		Project Positions	
	#	%	#	%
Total Hires	8,895		199	
Total Veteran and AA Group Hires	6,249	70.25%	155	77.89%
Total Non-Veteran Non-Affirmative Action Group Hires & Promotions	2,646	29.75%	44	22.11%
Total Non-Veteran Non-Affirmative Action Group Hires & Promotions where a WHR is required	2,282	25.65%	17	8.54%
The selected person demonstrated greater knowledge of the key tasks required in this position.	1,263	55.35%	3	17.65%
The selected person had broader or more relevant experience performing the duties of this position.	530	23.23%	8	47.06%
The selected person had more advanced education and or training for this position.	110	4.82%	2	11.76%
The selected person served in this position or a similar position previously.	379	16.61%	4	23.53%

Of the 2,282 hires and promotions into permanent classified positions that did not meet an affirmative action objective:

- 1,470 (64.42%) were only underutilized for women.
- 634 (27.78%) were only underutilized for minorities.
- 178 (7.80%) were underutilized for women and minorities.

Of the 17 hires into project positions that did not meet an affirmative action objective:

- 10 (58.82%) were only underutilized for women.

- 1 (5.89%) were only underutilized for minorities.
- 6 (35.29%) were underutilized for women and minorities.

The 2,299 hires and promotions in underutilized job groups that did not meet an affirmative action objective are listed by agency in Table 5 for Permanent Classified and for Project Appointments in Table 6. The tables also identify the hiring reasons provided by the agency.

Table 5: Written Hiring Reasons for Non-Veteran and Non-AA Group Hires & Promotions by Agency – Permanent Appointments

Agency*	Total	Selected person demonstrated greater knowledge of the key tasks required in this position		Selected person had broader or more relevant experience performing the duties of this position		Selected person had more advanced education and/or training for this position		Selected person served in this position or a similar position previously	
		#	%	#	%	#	%	#	%
BCPL	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
DATCP	42	8	19.05%	16	38.10%	7	16.67%	11	26.19%
DCF	8	1	12.50%	4	50.00%	0	0.00%	3	37.50%
DFI	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
DHS	368	192	52.17%	78	21.20%	13	3.53%	85	23.10%
DMA	32	9	28.13%	5	15.63%	2	6.25%	16	50.00%
DNR	147	53	36.05%	77	52.38%	2	1.36%	15	10.20%
DOA	57	20	35.09%	21	36.84%	2	3.51%	14	24.56%
DOC	1409	908	64.44%	216	15.33%	77	5.46%	208	14.76%
DOJ	7	1	14.29%	4	57.14%	2	28.57%	0	0.00%
DOR	4	3	75.00%	1	25.00%	0	0.00%	0	0.00%
DOT	112	38	33.93%	65	58.04%	1	0.89%	8	7.14%
DPI	22	8	36.36%	8	36.36%	0	0.00%	6	27.27%
DSPS	4	0	0.00%	4	100.00%	0	0.00%	0	0.00%
DVA	38	13	34.21%	13	34.21%	2	5.26%	10	26.32%
DWD	11	1	9.09%	10	90.91%	0	0.00%	0	0.00%
ECB	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
ETF	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
OSPD	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%
PSC	8	2	25.00%	3	37.50%	1	12.50%	2	25.00%
WHS	4	0	0.00%	3	75.00%	0	0.00%	1	25.00%
WTCSB	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Total	2282	1263	55.35%	530	23.23%	110	4.82%	379	16.61%

*Agencies with no new permanent appointments of people in Non-Veteran and Non-AA Groups into underutilized positions were BOALTC, BPDD, CANPB, ELE, ETH, HEAB, LIRC, OCI, SOS, TOUR, and WERC.

Table 6: Written Hiring Reasons for Non-Veteran and Non-AA Group Hires by Agency – Project Appointments

Agency*	Total	Selected person demonstrated greater knowledge of the key tasks required in this position		Selected person had broader or more relevant experience performing the duties of this position		Selected person had more advanced education and/or training for this position		Selected person served in this position or a similar position previously	
		#	%	#	%	#	%	#	%
DATCP	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
DCF	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
DNR	5	1	20.00%	3	60.00%	0	0.00%	1	20.00%
DOJ	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
DOR	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
DOT	3	1	33.33%	2	66.67%	0	0.00%	0	0.00%
DPI	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
OSPD	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
PSC	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%
WHS	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Total	17	3	17.65%	8	47.06%	2	11.76%	4	23.53%

*Agencies with no new project appointments of people in Non-Veteran and Non-AA Groups into underutilized positions were BCPL, BOALTC, BPDD, CANPB, DFI, DHS, DMA, DOA, DOC, DSPS, DVA, DWD, ECB, ELE, ETF, ETH, HEAB, LIRC, OCI, SOS, TOUR, WERC, and WTCBSB.

State Agency Abbreviations Key

BCPL	Board of Commissioner of Public Lands
BOALTC	Board on Aging and Long-Term Care
BPDD	Board for People with Developmental Disabilities
CANPB	Child Abuse and Neglect Prevention Board
DATCP	Department of Agriculture, Trade and Consumer Protection
DCF	Department of Children and Families
DFI	Department of Financial Institutions
DHS	Department of Health Services
DMA	Department of Military Affairs
DNR	Department of Natural Resources
DOA	Department of Administration
DOC	Department of Corrections
DOJ	Department of Justice
DOR	Department of Revenue
DOT	Department of Transportation
DPI	Department of Public Instruction
DSPS	Department of Safety and Professional Services
DVA	Department of Veterans Affairs
DWD	Department of Workforce Development
ECB	Educational Communications Board
ELE	Elections Commission
ETF	Employee Trust Funds
ETH	Ethics Commission
HEAB	Higher Educational Aids Board
LIRC	Labor and Industry Review Commission
OCI	Office of the Commissioner of Insurance
OSPD	Wisconsin State Public Defenders Office
PSC	Public Service Commission
SOS	Secretary of State
TOUR	Department of Tourism
WERC	Wisconsin Employment Relations Commission
WHS	Wisconsin Historical Society
WTCSB	Wisconsin Technical College System Board