



State of Wisconsin W-2 Hiring Report

Fiscal Year 2019

Hiring Report Covering Primarily the hiring of certified W-2 employees in Wisconsin State Government from July 1, 2018 through June 30, 2019.

Division of Personnel Management

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STATE OF WISCONSIN DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Joel Brennan, Secretary
Malika Evanco, Division Administrator

Date: September 30, 2019
To: State Agency Heads
From: Malika Evanco, Administrator
Subject: Fiscal Year (FY) 2019 W-2 Hiring Report

I am pleased to forward the Fiscal Year 2019 report on employment of customers of the Wisconsin Works (W-2) program. Included in this report are the number of W-2 job seekers employed by each state agency and the classification of each position filled from July 1, 2018 through June 30, 2019.

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 customers of the Wisconsin Works (W-2) program. The Division of Personnel Management, Bureau of Equity and Inclusion (DPM/BEI) reviews each agency's W-2 plan and results during 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 law and is, therefore, always included in the report.

The goals of the W-2 employment program are to ensure that W-2 customers are:

- (1) employed in state service in the same ratio as 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) EMPLOYMENT 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 case load receiving aid in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. In fiscal year 2018, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 5,614; whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,125,673 or a ratio of 0.19%. DPM has set a standard for state agencies to hire two percent of its permanent classified positions for fiscal year 2019 from W-2 participants.

GOAL ACHIEVEMENT - FISCAL YEAR 2019

Collectively the State of Wisconsin government has achieved the W-2 hiring goal of two percent for fiscal year

2019. Of the 3,869 original hires for permanent classified positions in all state agencies, 325, or 8.40 percent new hires were W-2 participants. Each state agency has a part in contributing to the overall achievement of the W-2 program.

In the following pages, we have summarized the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system, wisc.jobs.

RESOURCES AVAILABLE TO ASSIST AGENCIES TO ACHIEVE W-2 GOALS

Together with DCF, DPM provides resources and support to agencies to recruit, assess, certify, and retain W-2 customers. DPM encourages agencies to use the W-2 Certification hiring process. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use W-2 as a special qualification for filling a vacant position under general certification rules to increase the number of W-2 customer applicants during the certification process.

Agencies use the following options to assist in increasing the number of W-2 customers applicants:

- request a W-2 certification list (this list contains only individuals currently eligible for W-2 services);
- plan W-2 hiring events;
- connect with WorkSmart Network;
- give workshops and informational sessions at W-2 program locations;
- request additional W-2 applicants on the certification list; and
- attend job fairs at W-2 program locations.

For more information, state agencies should contact:

- W-2 certification method and the hiring process: DPM Bureau of Merit, Recruitment and Selection by sending an email to ESC@wisconsin.gov or calling (608) 266-1731
- W-2 planning, strategy and this report: DPM/BEI by sending an email to DOADPMBEI@wisconsin.gov or calling (608) 266-3017; TTY: Call Relay 711.
- W-2 program in the State of Wisconsin: DCF by sending an email to bwf_co@wisconsin.gov.

Permanent W-2 Hires Report Number of Agency New Original Hires for FY2019	
<i>Department</i>	<i>Number of W-2 New Original Hires</i>
Administration, Department of	5
Children and Families, Department of	12
Corrections, Department of	148
Health Services, Department of	97
Military Affairs, Department of	2
Natural Resources, Department of	4
Public Defender, Office of State	3
Public Instructions, Department of	1
Revenue, Department of	3
Safety and Professional Services, Department of	1
Transportation, Department of	25
Veterans Affairs, Department of	13
Workforce Development, Department of	11
Total New Hires	325

Note: No other agencies reported W-2 hires for FY2019

Permanent W-2 Hires Report Number of Hires by Classification for FY2019	
Class Title	Total
00162 - FINANCIAL SPECIALIST-SENIOR	1
01100 - REVENUE TAX SPECIALIST	2
03740 - HEALTH CARE SUPERVISOR	1
04361 - RISK MANAGEMENT SPECIALIST	1
07570 - HUMAN SERVICES AREA COORDINATOR	1
09471 - PROGRAM AND POLICY ANALYST	1
16000 - OFFICE ASSOCIATE	4
16160 - OFFICE OPERATIONS ASSOCIATE	17
16410 - PROGRAM ASSISTANT-ADV-CONF	1
16470 - OPERATIONS PROGRAM ASSOCIATE	1
18401 - LEGAL SECRETARY	2

Class Titles Continued	Total
18900 - OFFENDER RECORDS ASSOCIATE	1
19033 - EMPLOYMENT SECURITY ASSISTANT 3	3
19302 - TRANSPORTATION CUST REP-SENIOR	4
21312 - PAYROLL AND BENEFITS SPECIALIST-ADVANCED	1
23002 - MEDICAL PROGRAM ASSISTANT ASSOCIATE	2
23690 - LICENSE/PERMIT PROGRAM ASSOCIATE	3
25104 - TRANSPORTATION TECHNICIAN-ADVANCED	1
35101 - HEALTH INFORMATION TECHNICIAN 1	1
38101 - NURSING ASSISTANT 1	1
38102 - NURSING ASSISTANT 2	7
38103 - NURSING ASSISTANT 3	2
38302 - NURSE CLINICIAN 2	10
38500 - LICENSED PRACTICAL NURSE	2
38501 - RESIDENT CARE TECHNICIAN – ENTRY	1
38502 - RESIDENT CARE TECHNICIAN – OBJ	41
38503 - RESIDENT CARE TECHNICIAN – ADV	3
38581 - RESIDENT CARE SUPERVISOR	2
48260 - EMPLOYMENT & TRAINING SPECIALIST	1
48501 - UNEMPLOYMENT BENEFIT SPECIALIST	3
49501 - PROBATION AND PAROLE AGENT	9
50201 - TREATMENT SPECIALIST 1	6
50672 - CLIENT SERVICES SPECIALIST-OBJ	1
50863 - SOCIAL WORKER-SENIOR	1
51401 - SOCIAL WORKER-CORRECTIONS	2
52961 - INITIAL ASSESSMENT SPECIALIST	3
52980 - INITIAL ASSESSMENT SUPERVISOR	1
53760 - YOUTH COUNSELOR	5
54200 - INCOME MAINTENANCE SPECIALST	8
54301 - CHILD CARE SUBSIDY SPECIALIST	3
55361 - AIR MANAGEMENT SPECIALIST	1
55882 - WATER SUPPLY SPECIALIST-SENIOR	1
55971 - WATER RESOURCES MGT SPEC	1

Class Titles Continued	Total
58200 – TEACHER	1
59520 - PUBLIC INSTRUCTION SUPERVISOR	1
66001 - PSYCHIATRIC CARE TECHNICIAN	13
66002 - PSYCHIATRIC CARE TECHNICIAN – ADV	3
66100 - CORRECTIONS COMMUNICATION OPERATOR	4
66500 - CORRECTIONAL OFFICER	88
66503 - CORRECTIONAL SERGEANT	4
66601 - FIRE/CRASH RESCUE SPECIALIST	1
67671 - REVENUE FIELD AGENT	1
75401 - DMV CUSTOMER SERVICE REPRESENTATIVE	20
76126 - FACILITIES REPAIR WORKER-ADVANCED	1
81600 - LAW ENFORCEMENT DISPATCHER	4
84202 - CORRECTIONS FOOD SERVICE LEADER 2	10
84801 - FOOD SERVICE ASSISTANT 1	3
84802 - FOOD SERVICE ASSISTANT 2	3
86501 - LAUNDRY WORKER	1
89161 – CUSTODIAN	3
90770 - FORESTRY TECHNICIAN-ADV	1
Totals New Hires	325