



State of Wisconsin W-2 Hiring Report

Fiscal Year 2020

Hiring Report Covering Primarily the hiring of certified W-2 employees in Wisconsin State Government from July 2, 2019 through June 30, 2020.

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, 2020
To: State Agency Heads
From: Malika Evanco, Administrator
Subject: Fiscal Year (FY) 2020 W-2 Hiring Report

I am pleased to share the Fiscal Year 2020 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, 2019 through June 30, 2020.

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 2019, according to the Department of Children and Families (DCF), the average monthly caseload for the state was 5,012; whereas the civilian labor force provided by the Department of Workforce Development (DWD) was 3,095,003 or a ratio of 0.16%. DPM has set a standard for state agencies to hire two percent of its permanent classified positions for fiscal year 2020 from W-2 participants.

GOAL ACHIEVEMENT - FISCAL YEAR 2020

Collectively, the State of Wisconsin government has achieved the W-2 hiring goal of two percent for fiscal year 2020. Of the 3,130 New Original Hires for permanent classified positions in all state agencies, 236, or 7.53 percent new hires were W-2 participants. Each state agency has a part in contributing to the overall achievement of the W-2 program. Of the agencies that did not meet the percentage requirement, most had such a low number of total New Original Hires that it would require less than 1.0FTE to reach the 2% threshold.

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

The Department of Personnel Management (DPM) and the Department of Children and Families (DCF) provided resources and support to agencies to use during 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 applications during the certification process.

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

- 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.
- Attend job fairs at W-2 program locations.

State agencies may contact the following for more information:

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

BEI will continue to monitor agency progress as it relates to W-2 hiring annually. As we move forward from the 2020 pandemic and reevaluate the 2% hiring threshold based upon applicable workforce data, we will assess the need to increase or decrease the percentage expectation and work with agencies to develop new W-2 hiring percentage standards.

New Original Permanent Classified Hires for Agencies with W-2 Hires for FY2020			
Department/Agency	New Original Hires	W-2 New Original Hires	% of W-2 Hires
All State Agencies	3130	236	7.53
Administration	107	3	2.8
Agriculture, Trade & Consumer Protection	59	4	6.77
Children and Families	55	4	7.27
Corrections	1400	144	10.29
Elections Commission	3	1	33.33
Health Services	491	37	7.54
Military Affairs	72	2	2.78
Natural Resources <i>(total 2.54 W-2 hires to reach 2%)</i>	127	1	0.79
Public Defender	19	1	5.26
Public Instruction <i>(total 1.08 W-2 hires to reach 2%)</i>	54	1	1.85
Revenue	99	4	4.04
Safety and Professional Services	47	2	4.26
Transportation	258	15	5.81
Veterans Affairs	88	9	10.23
Workforce Development	96	8	8.33

Note: No other agencies reported W-2 hires for FY2020

New Original Permanent Classified Hires for Agencies without W-2 Hires for FY2020			
Department/Agency	New Original Hires	W-2 New Original Hires	# of W-2 hires needed to reach 2%
Board for People with Developmental Disabilities	1	0	0.02
Board of Commissioners of Public Lands	0	0	0
Board on Aging and Long-Term Care	2	0	0.04
Education Communications Board	5	0	0.1
Employee Trust Funds	17	0	0.34
Employee Relations Commission	2	0	0.04
Ethics Commission	0	0	0
Financial Institutions	24	0	0.48
Historical Society	16	0	0.32
Justice <i>(number of W-2 hires needed is above 1.0FTE)</i>	64	0	1.28
Labor and Industry Review Commission	1	0	0.02
Office of Commissioner of Insurance	2	0	0.04
Public Service Commission	18	0	0.36
Tourism	2	0	0.04
WI Technical College System Board	1	0	0.02

***State Fair Park Board hired 909 individuals but did not have any New Original Hires into Permanent Classified positions.**

Number of W-2 Hires by Classification for FY2020	
Class Code-Description	Total
00163 – Financial Specialist-Advanced	1
01441 – Revenue Agent	1
01541 – Revenue Auditor 1	1
07210 – Executive Staff Assistant	1
07300 – Community Services Associate	1
07421 – Elections Specialist-Entry	1
07862 – Agriculture Program Specialist-Senior	1
13462 – IS Technical Services-Senior	1
14572 - Training and Development Specialist – Senior	2
16160 – Office Operations Associate	7
18401 – Legal Secretary	1
18900 – Offender Records Associate	1
19033 – Employment Security Assistant 3	4
19302 – Transportation Customer Representative-Senior	5
23690 – License/Permit Program Associate	2
24262 – Conslt-Bldg Systems-Senior	1
38102 – Nursing Assistant 2	7
38302 – Nurse Clinician 2	1
38500 – Licensed Practical Nurse	1
38501 – Resident Care Technician-Entry	1
38502 – Resident Care Technician-Objective	9
38503 – Resident Care Technician-Advanced	2
48501 – Unemployment Benefit Specialist	2
49501 – Probation and Parole Agent	9
50201 – Treatment Specialist 1	3
52961 – Initial Assessment Specialist	3
53760 – Youth Counselor	4
54200 – Income Maintenance Specialist	2
58200 – Teacher	1
59102 – Educational Assistant-Objective	1
59490 – School Administration Consultant	1

65502 – Military Affairs Security Officer	1
66001 – Psychiatric Care Technician	11
66002 – Psychiatric Care Technician-Advanced	7
66100 – Corrections Communication Operator	3
66500 – Correctional Officer	111
66503 – Correctional Sergeant	3
67571 – Revenue Agent	2
74800 – Consumer Complaint Program Associate	1
75401 – DMV Customer Service Representative	10
76102 – Facilities Maintenance Specialist-Advanced	1
80300 – Aircraft Pilot	1
84202 – Corrections Food Service Leader 2	3
84203 – Corrections Food Service Leader 3	1
84401 – Cook 1	1
84802 – Food Service Assistant 2	2
Totals New Hires	236