

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY17 Adjusted Base	FY18 Recommended	% Change Over FY17	FY19 Recommended	% Change Over FY18
GPR	43,814,500	57,188,300	30.5	45,299,800	-20.8
PR-F	211,462,200	203,537,500	-3.7	203,210,100	-0.2
PR-O	3,348,200	3,143,000	-6.1	3,148,600	0.2
PR-S	73,801,600	72,328,000	-2.0	72,371,200	0.1
SEG-O	30,176,700	24,786,000	-17.9	24,795,100	0.0
TOTAL	362,603,200	360,982,800	-0.4	348,824,800	-3.4

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY17 Adjusted Base	FY18 Recommended	FTE Change Over FY17	FY19 Recommended	FTE Change Over FY18
GPR	148.87	150.87	2.00	150.82	-0.05
PR-F	1,183.13	1,176.13	-7.00	1,166.18	-9.95
PR-O	8.90	8.90	0.00	8.90	0.00
PR-S	231.35	228.35	-3.00	209.35	-19.00
SEG-O	67.30	66.80	-0.50	66.80	0.00
TOTAL	1,639.55	1,631.05	-8.50	1,602.05	-29.00

AGENCY DESCRIPTION

The department is led by a secretary who is appointed by the Governor with the advice and consent of the Senate. The department's programs are administered by the Office of the Secretary and the following six divisions: Equal Rights, Unemployment Insurance, Vocational Rehabilitation, Worker's Compensation, Employment and Training, and Administrative Services.

The department's functions include:

- Developing and maintaining systems for unemployment insurance, worker's compensation and other income maintenance benefit payments to help minimize the effects of decreased or irregular purchasing power of workers due to unemployment or work-related injury or illness, and to promote self-sufficiency.
- Assisting employers looking for workers and people looking for jobs. Developing training opportunities to improve job skills of Wisconsin residents in order to help business and industry meet skilled workforce needs. Providing leadership among the state agencies on the development of employment and training policy and planning. Coordinating local planning for, and effective delivery of, labor exchange and employment and training program services throughout the state's one-stop job center system.

Workforce Development

- Providing programs, services, assessment and training to people with disabilities to develop skills needed to obtain employment.
- Promoting compliance with laws and codes designed to protect the public from discrimination in employment, housing and public accommodations, and to assure adherence to fair labor standards.

MISSION

The mission of the department is to advance Wisconsin's economy and business climate by empowering and supporting the workforce.

PROGRAMS, GOALS, OBJECTIVES AND ACTIVITIES

Note: Objectives and activities have been modified.

Program 1: Workforce Development

Goal: Provide job applicants with access to available jobs in Wisconsin.

Objective/Activity: Increase employers' access to available labor pools and job seekers' access to available jobs by increasing the number of job orders posted on www.JobCenterofWisconsin.com.

Goal: Provide high school students with school-based and work-based instruction to assist them to directly enter the workforce with occupational skills needed by Wisconsin employers.

Objective/Activity: Increase the employability of high school graduates through youth apprenticeship.

Goal: Prepare individuals for skilled occupations through apprenticeship participation that combines on-the-job training, under the supervision of experienced journey workers, with related classroom instruction.

Objective/Activity: Improve access to quality training and family-supporting careers by increasing the number of new apprenticeship contracts each year through new program development and program expansion.

Goal: Maintain the efficiency of worker's compensation programs.

Objective/Activity: Monitor promptness of first indemnity payment of worker's compensation injury claims to ensure compliance with the performance standard that 80 percent of first indemnity payments are issued within 14 days of injury, as set forth under DWD 80.02(3)(a), Wis. Admin. Code.

Goal: Provide employer-funded temporary economic assistance to Wisconsin's eligible unemployed workers and stabilize Wisconsin's economy by paying unemployment insurance benefits as quickly as possible.

Objective/Activity: First payment promptness for paying intrastate worker claims for unemployment insurance will meet or exceed the federal standard established by the secretary of the U.S. Department of Labor.

Program 5: Vocational Rehabilitation Services

Goal: Obtain, maintain and improve employment for people with disabilities by working with vocational rehabilitation consumers, employers and other partners.

Objective/Activity: Provide high-quality employment preparation, assistive technology and placement services to eligible individuals and improve employment outcomes for people with disabilities.

Workforce Development

PERFORMANCE MEASURES

2015 AND 2016 GOALS AND ACTUALS

Prog. No.	Performance Measure ¹	Goal 2015	Actual 2015	Goal 2016	Actual 2016
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	191,000	329,586	305,500	384,600
1.	Number of students enrolled in Youth Apprenticeship program.	1,950	2,521	2,532	3,047
1.	Number of new registered apprentice contracts.	3,200	3,027	3,300	2,729
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury. ¹	80%	83%	80%	82%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87%	86.5%	87%	87.7% ²
5.	Number of employment outcomes for job seekers with disabilities.	3,600	4,644	3,700	4,715

Note: Based on fiscal year.

¹The timeliness measure of the worker's compensation performance measure has been modified since the last biennium. There was a slight change to the associated goals.

²The performance period for this goal was April 2015 through March 2016.

Workforce Development

2017, 2018 AND 2019 GOALS

Prog. No.	Performance Measure	Goal 2017 ¹	Goal 2018	Goal 2019
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	385,000	404,000	424,200
1.	Number of students enrolled in Youth Apprenticeship program.	3,400	3,500	3,600
1.	Number of new registered apprentice contracts.	3,000	3,100	3,200
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury. ²	80%	80%	80%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87%	87%	87%
5.	Number of employment outcomes for job seekers with disabilities.	3,800	3,825	3,850

Note: Based on fiscal year.

¹Goals for 2017 have been revised.

²The worker's compensation performance measure has been revised.

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Wisconsin Fast Forward
2. Wisconsin Fast Forward Reentry Initiatives
3. Early College Credit
4. Equal Rights Statutory Compromise Offers
5. Worker's Compensation Positions
6. Transfer the Wisconsin Agricultural Education and Workforce Development Council
7. Worker's Compensation Transfer
8. Unemployment Insurance Social Impact Bond Feasibility Study
9. Information Technology Purchasing Consolidation - Vacant Position Transfer
10. Human Resources Shared Services Program
11. State Controller's Office Staffing
12. Worker Injury Supplemental Fund Reestimate
13. Federal Programs Reestimates
14. Standard Budget Adjustments

Workforce Development

Table 1
Department Budget Summary by Funding Source (in thousands of dollars)

	ACTUAL FY16	ADJUSTED BASE FY17	AGENCY REQUEST FY18	AGENCY REQUEST FY19	GOVERNOR'S RECOMMENDATION FY18	GOVERNOR'S RECOMMENDATION FY19
GENERAL PURPOSE REVENUE	\$66,964.7	\$43,814.5	\$43,542.7	\$43,542.7	\$57,188.3	\$45,299.8
State Operations	9,596.6	11,922.7	11,824.4	11,824.4	11,769.7	11,778.0
Local Assistance	0.0	0.0	0.0	0.0	1,150.3	1,753.5
Aids to Ind. & Org.	57,368.1	31,891.8	31,718.3	31,718.3	44,268.3	31,768.3
FEDERAL REVENUE (1)	\$220,433.7	\$211,462.2	\$203,242.7	\$202,824.3	\$203,537.5	\$203,210.1
State Operations	129,448.3	131,070.9	122,203.4	122,203.4	122,498.2	122,589.2
Aids to Ind. & Org.	90,985.4	80,391.3	81,039.3	80,620.9	81,039.3	80,620.9
PROGRAM REVENUE (2)	\$63,643.7	\$77,149.8	\$76,160.1	\$76,160.1	\$75,471.0	\$75,519.8
State Operations	63,213.1	76,709.9	75,720.2	75,720.2	75,031.1	75,079.9
Aids to Ind. & Org.	430.6	439.9	439.9	439.9	439.9	439.9
SEGREGATED REVENUE (3)	\$17,651.1	\$30,176.7	\$24,822.7	\$24,822.7	\$24,786.0	\$24,795.1
State Operations	12,544.3	14,046.8	13,962.7	13,962.7	13,926.0	13,935.1
Aids to Ind. & Org.	5,106.8	16,129.9	10,860.0	10,860.0	10,860.0	10,860.0
TOTALS - ANNUAL	\$368,693.2	\$362,603.2	\$347,768.2	\$347,349.8	\$360,982.8	\$348,824.8
State Operations	214,802.3	233,750.3	223,710.7	223,710.7	223,225.0	223,382.2
Local Assistance	0.0	0.0	0.0	0.0	1,150.3	1,753.5
Aids to Ind. & Org.	153,890.9	128,852.9	124,057.5	123,639.1	136,607.5	123,689.1

(1) Includes Program Revenue-Federal and Segregated Revenue-Federal

(2) Includes Program Revenue-Service and Program Revenue-Other

(3) Includes Segregated Revenue-Service, Segregated Revenue-Other and Segregated Revenue-Local

Workforce Development

**Table 2
Department Position Summary by Funding Source (in FTE positions) (4)**

	ADJUSTED BASE FY17	AGENCY REQUEST FY18	AGENCY REQUEST FY19	GOVERNOR'S RECOMMENDATION FY18	GOVERNOR'S RECOMMENDATION FY19
GENERAL PURPOSE REVENUE	148.87	148.87	148.87	150.87	150.82
State Operations	80.70	80.70	80.70	82.70	82.65
Aids to Ind. & Org.	68.17	68.17	68.17	68.17	68.17
FEDERAL REVENUE (1)	1,183.13	1,183.13	1,175.13	1,176.13	1,166.18
State Operations	907.74	907.74	907.74	900.74	899.74
Aids to Ind. & Org.	275.39	275.39	267.39	275.39	266.44
PROGRAM REVENUE (2)	240.25	240.25	240.25	237.25	218.25
SEGREGATED REVENUE (3)	67.30	67.30	67.30	66.80	66.80
TOTALS - ANNUAL	1,639.55	1,639.55	1,631.55	1,631.05	1,602.05
State Operations	1,295.99	1,295.99	1,295.99	1,287.49	1,267.44
Aids to Ind. & Org.	343.56	343.56	335.56	343.56	334.61

(1) Includes Program Revenue-Federal and Segregated Revenue-Federal

(2) Includes Program Revenue-Service and Program Revenue-Other

(3) Includes Segregated Revenue-Service, Segregated Revenue-Other and Segregated Revenue-Local

(4) All positions are State Operations unless otherwise specified

Workforce Development

Table 3
Department Budget Summary by Program (in thousands of dollars)

	ACTUAL FY16	ADJUSTED BASE FY17	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY18	FY19	FY18	FY19
1. Workforce development	\$288,970.4	\$270,601.8	\$254,996.2	\$254,996.2	\$268,210.8	\$256,471.2
5. Vocational rehabilitation services	\$79,722.8	\$92,001.4	\$92,772.0	\$92,353.6	\$92,772.0	\$92,353.6
TOTALS	\$368,693.2	\$362,603.2	\$347,768.2	\$347,349.8	\$360,982.8	\$348,824.8

Table 4
Department Position Summary by Program (in FTE positions) (4)

	ADJUSTED BASE FY17	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY18	FY19	FY18	FY19
1. Workforce development	1,302.54	1,302.54	1,302.54	1,294.04	1,273.04
5. Vocational rehabilitation services	337.01	337.01	329.01	337.01	329.01
TOTALS	1,639.55	1,639.55	1,631.55	1,631.05	1,602.05

(4) All positions are State Operations unless otherwise specified

Workforce Development

1. Wisconsin Fast Forward

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	11,500,000	2.00	0	2.00
PR-F	0	0.00	0	0.00	0	-2.00	0	-2.00
TOTAL	0	0.00	0	0.00	11,500,000	0.00	0	0.00

The Governor recommends expanding the Wisconsin Fast Forward grant program by specifying that the following projects or programs are eligible for awards under the program: (a) registered apprenticeship, (b) training for teachers, (c) transcribed credit and dual enrollment, (d) internship programs, and (e) employee resource networks. To support this expansion, the Governor recommends providing \$5,000,000 in FY18 for workforce training grants and 2.0 FTE positions for administration. The Governor also recommends providing \$5,000,000 one-time funding in FY18 for grants to technical colleges to support collaborative projects among technical colleges, school districts and businesses and \$1,500,000 one-time funding in FY18 for grants to community-based organizations for public-private partnerships to create and implement nursing training programs to assist middle and high school students obtaining nursing credentials. The Governor further recommends deleting 2.0 FTE positions within the department to offset the increase in program administration positions.

2. Wisconsin Fast Forward Reentry Initiatives

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	1,050,000	0.00	50,000	0.00
TOTAL	0	0.00	0	0.00	1,050,000	0.00	50,000	0.00

The Governor recommends providing funding to expand the mobile classroom program to provide job skills training for inmates at correctional facilities who are preparing for reentry into the workforce. The Governor also recommends the department repurpose 1.0 FTE position to employ an apprenticeship coordinator to expand and streamline apprenticeship opportunities for inmates in correctional facilities. See Department of Corrections, Item #7. These items are part of the Wisconsin Works for Everyone initiative.

Workforce Development

3. Early College Credit

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	1,150,300	0.00	1,753,500	0.00
TOTAL	0	0.00	0	0.00	1,150,300	0.00	1,753,500	0.00

The Governor recommends reforming the Course Options and Youth Options programs to simplify credit attainment for pupils and school districts through a new Early College Credit program. Specifically, the Governor recommends: (a) restoring the part-time open enrollment program; (b) creating a new program that governs all situations in which a high school student may take a college course for credit; (c) enhancing the affordability of college credit attainment by limiting per-credit charges; (d) clearly delineating the responsibility for credit costs; and (e) providing significant state investment to expand participation and offerings for Early College Credit. The Governor further recommends that the department administer reimbursements to school districts for the state share of credit costs. See Department of Public Instruction, Item #10; and University of Wisconsin System, Item #7.

4. Equal Rights Statutory Compromise Offers

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	10,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	10,000	0.00	0	0.00

The Governor recommends allocating funding to establish statutory compromise offers for equal rights appeals.

Workforce Development

5. Worker's Compensation Positions

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	0	0.00	0	0.00	0	-5.00	0	-5.00
SEG-O	0	0.00	0	0.00	0	5.00	0	5.00
TOTAL	0	0.00	0	0.00	0	0.00	0	0.00

The Governor recommends creating 5.0 FTE positions to address an increase in workload and to maintain customer service levels within the worker's compensation division. The Governor also recommends deleting 5.0 FTE positions within the department to offset the increase in position authority.

6. Transfer the Wisconsin Agricultural Education and Workforce Development Council

The Governor recommends transferring the Wisconsin Agricultural Education and Workforce Development Council from the Department of Agriculture, Trade and Consumer Protection to the department. See Department of Agriculture, Trade and Consumer Protection, Item #6.

7. Worker's Compensation Transfer

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	0	0.00	0	0.00	0	-5.50	0	-5.50
TOTAL	0	0.00	0	0.00	0	-5.50	0	-5.50

The Governor recommends transferring the remaining positions associated with worker's compensation hearing functions from the department to the Department of Administration. See Department of Administration, Item #32.

8. Unemployment Insurance Social Impact Bond Feasibility Study

The Governor recommends repurposing \$50,000 to conduct a feasibility study regarding the use of a social impact bond model to fund a program to assist unemployment insurance claimants receiving insurance benefits with relocation to areas with enhanced employment opportunities. This item is part of the Wisconsin Works for Everyone initiative.

Workforce Development

9. Information Technology Purchasing Consolidation - Vacant Position Transfer

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-S	0	0.00	0	0.00	-76,600	-1.00	-76,600	-1.00
TOTAL	0	0.00	0	0.00	-76,600	-1.00	-76,600	-1.00

The Governor recommends transferring vacant information technology positions from the department to the Department of Administration to strengthen information technology and services procurement and purchasing. Additional staffing at the Department of Administration will ensure that individual agency information technology purchases are made in a way that considers technologies and products already in use across the enterprise and maximizes single, integrated solutions whenever possible. See Department of Administration, Item #9.

10. Human Resources Shared Services Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	0	0.00	0	-0.05
PR-F	0	0.00	0	0.00	0	0.00	0	-1.95
PR-S	0	0.00	0	0.00	-86,500	-1.00	-86,500	-20.00
TOTAL	0	0.00	0	0.00	-86,500	-1.00	-86,500	-22.00

The Governor recommends creating a human resources shared services program within the Division of Personnel Management at the Department of Administration to consolidate human resources, payroll and benefits functions of most executive branch agencies. Agency staff related to these functions will become Department of Administration employees beginning on July 1, 2018. However, 1.0 FTE vacant position will be reallocated from Department of Workforce Development in FY18 to begin the transition toward a shared services model. See Department of Administration, Item #4.

Workforce Development

11. State Controller's Office Staffing

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-S	0	0.00	0	0.00	-78,300	-1.00	-78,300	-1.00
TOTAL	0	0.00	0	0.00	-78,300	-1.00	-78,300	-1.00

The Governor recommends transferring a position from the department to the Department of Administration to better align staffing with workload changes resulting from the enterprise resource planning system. See Department of Administration, Item #6.

12. Worker Injury Supplemental Fund Reestimate

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	-5,269,900	0.00	-5,269,900	0.00	-5,269,900	0.00	-5,269,900	0.00
TOTAL	-5,269,900	0.00	-5,269,900	0.00	-5,269,900	0.00	-5,269,900	0.00

The Governor recommends adjusting the department's expenditure authority based on reestimates of funding.

13. Federal Programs Reestimates

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	-4,181,500	0.00	-4,181,500	0.00	-4,181,500	0.00	-4,181,500	0.00
TOTAL	-4,181,500	0.00	-4,181,500	0.00	-4,181,500	0.00	-4,181,500	0.00

The Governor recommends adjusting the department's expenditure authority based on reestimates of federal program revenue.

Workforce Development

14. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	-271,800	0.00	-271,800	0.00	-336,500	0.00	-318,200	0.00
PR-F	-4,038,000	0.00	-4,456,400	-8.00	-3,743,200	0.00	-4,070,600	-8.00
PR-O	14,100	0.00	14,100	0.00	-205,200	0.00	-199,600	0.00
PR-S	-1,003,800	0.00	-1,003,800	0.00	-1,232,200	0.00	-1,189,000	0.00
SEG-O	-84,100	0.00	-84,100	0.00	-120,800	0.00	-111,700	0.00
TOTAL	-5,383,600	0.00	-5,802,000	-8.00	-5,637,900	0.00	-5,889,100	-8.00

The Governor recommends adjusting the department's base budget for: (a) turnover reduction (-\$2,434,000 in each year); (b) removal of noncontinuing elements from the base (-\$418,400 and -8.0 FTE positions in FY19); (c) full funding for continuing position salaries and fringe benefits (-\$3,103,800 in each year); (d) overtime (\$154,200 in each year); (e) full funding of lease and directed move costs (-\$254,300 in FY18 and -\$87,100 in FY19); and (f) minor transfers within the same alpha appropriation.