

Wisconsin Annual Performance Report on ETA Deliverables 2023-2024

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Annual Performance Report ETA Deliverables 2023-2024

The following deliverables and activities identified by ETA are reported here according to the TEGL:

1. Workforce Information Database (WIDb)
2. Industry and Occupational Employment Projections
3. Annual economic analysis and other reports
4. Customer consultations
5. Activities undertaken to meet customer needs
6. New tools and resources
7. License requirement(s) updates
8. Efforts to create and support partnerships and collaborations
9. Activities to leverage LMI-WI funding
10. Recommendations to ETA for changes and improvements to WIGS requirements
11. Brief overview of the required training
12. COVID/UI Assistance

The Bureau of Workforce Information and Technical Support (WITS), consisting of two sections, Labor Market Information (LMI) and the Office of Economic Advisors (OEA), is charged with the responsibility of meeting these deliverables. WITS met the deliverables during this past program year (July 1, 2023 - June 30, 2024), on time and of excellent quality.

Activities and Deliverables

1. Workforce Information Database (WIDb)

We assure the WIDb is updated with the latest data. We have staff within the bureau who are designated to enter data into the WIDb. These staff members are trained each year by the Analyst Resource Center (ARC) on updates and management of the database. In addition, as we add data to the WIDb and develop new ways to access the data, we provide trainings to our LMI staff as well as staff in other divisions in the department to assure they can utilize labor market information to the fullest. During this last year, several modifications were incorporated into the Workforce Information Database (WIDb) and the timely delivery of updates and products was much improved. Specific improvements included:

- Continued to streamline the WIDb data loading process.
- LMI Automation project to allow increased efficiency to load data through automation.
- Populated the WIDb with LMI program data according to BLS mandated deadlines and published the non-confidential data to the [WisConomy.com](https://www.wisconsin.gov/economy/wisconomy.com) web site.
- Updated and published non-confidential county occupation and wages estimates.
- Posted long-term projections to the WIDb.
- Posted short-term projections to the WIDb.
- Made available to the Job Center of Wisconsin web site, LMI wage and occupation data from the WIDb for Job Seekers and Employers.
- Continue to provide LMI data "widgets" for the Job Center of Wisconsin web site which accesses and displays LMI data.
- Continue to update federal and state data to the WIDb including work with ARC for the new WIDb 3.0 schema.
- Assisted the QCEW team and BITS team with the QCEW transition from EXPO to QUEST to update the WIDb data loading process.

2. [Produce and disseminate industry and occupational employment projections](#)

- **Long-term Projections:** Long-term statewide projections were produced and disseminated. We are completing long-term projections for the WDAs in the same calendar year as customer feedback is interested in having the same 'vintage' to compare the state with regional outlooks. Simultaneous delivery will also ensure consistency between WIOA strategic state and regional economic/workforce development plans. These Long-term projections are key inputs for many internal and external planning activities. Having both sets of long-term projections available allows partners (WDAs, technical colleges, economic development organizations, state programs, etc.) to better align cross-partnership initiatives.
- **Short-Term Projections:** During the program year, WITS produced statewide industry and occupational projections, and published them to WisConomy.com.
- All projections are available on our website and available for format customization upon request.

3. Annual economic analysis and other reports

- The Annual Economic analysis was submitted under separate cover on October 1, 2024, to the Chicago Regional Office.
- [County Profile](#) reports created by the Office of Economic Advisors are published on WisConomy for public use in writing grants, site selections and narrative of the local economy. This year the reports featured focused research on the impact of AI, personal income shifts and the aging demographic/workforce pipeline issue. The profiles are a popular resource for research and data analysis supporting business, economic, and workforce development activities at the regional level presented for each of the 72 Wisconsin counties.
- Other examples of reports in 2023 (some of which were finished in 2024) included a labor supply/demand study that projects workforce supply issues and future income tax for planning, a legislative report on the biannual survey of RNs and LPNs for workforce planning (biannual), and a research report on AI (submitted to the Governor's taskforce on AI).

4. Customer consultations and 5. Activities undertaken to meet customer needs

- WITS regional specialists meet with state boards of Workforce Development Areas and their Title 1 providers to better understand their issues and needs, and to help maintain and build a strong relationship between DWD and WDBs across the state.
- WITS regional specialists also regularly meet with over 430 primary customers throughout the Workforce Development Areas including businesses, economic and workforce development, K-12 and postsecondary education, government, nonprofits, etc. to guide the regions' development through data-driven decision making.
- WITS economists and researchers completed almost 1,030 tasks for customers and partners around the state in 2023, from small data requests to major research projects.
- Provided information by Workforce Development Area (WDA) about specific in-demand occupations in support with educational and workforce training partners.
- Developed Career Pathways reports and [dashboards](#) for various industries and occupations specific to WDAs and other geographic areas in the state.
- Continued to partner with United Way on a program to help students graduate in in-demand occupations based on DWD data – graduates averaged significant income gains.
- WITS data and information continues to be used for career planning, workforce

development programs, college course offerings and curriculum, and public query and use.

- Helped government and nonprofits throughout the state create their own data analytical and predictive dashboards for various purposes – business attraction, talent attraction, economic health, decision making.
- Continued to work with businesses, nonprofits, and government stakeholders to innovate projects that will reduce workforce barriers – not only does this help activate a greater pool of potential labor force – but it can also ease some of the workforce shortages faced by businesses around the state. These include broadband access, childcare access, transportation, housing access and assisting the justice involved.
- Created maps for a variety of customers statewide using GIS software and expertise, giving them important data in an easy-to-understand format, and highlighting geographic data that makes it readily useable for decision-making.
- Used input-output analysis software to assist customers in analyzing the impact of new and existing businesses, closures, community projects and even incorporating primary data to gauge the impact of community resources.
- Worked with the statewide health care data collaborative and analyzed the results of Registered Nurse (RN) and Licensed Practical Nurse (LPN) licensure surveys.
- Used the Business Intelligence (BI) universe and continued assessing the use of claims information from PROMIS (Program for Measuring Insured Unemployed Statistics) weekly files to enhance understanding of unemployment across geographies, demographics, and durations. Added Unemployment Insurance claim and UI wage data to the Coleridge Administrative Research Data Facility (ADRF). Building dashboards to track number of claims, UI claim stay rates, likelihood of claim, time to payment, duration of claim, time to re-employment, and financial distress by region, race, ethnicity, gender, age, disability, education level, occupation, and industry. The goal is to promote equity in unemployment insurance compensation.
- Created a new labor supply/demand model that will help the state predict workforce needs in the future, and focus attention on the need to attract, create, and retain talent.
- Continue to support regional and statewide efforts to attract, retain and create talent through data training for specific use in talent attraction, assistance with quality of life projects throughout the state, training on how to create talent pipelines, using projections to help regions build the appropriate passive or active talent community and consulting with businesses on attraction/retention strategies.
- Using DWD's Longitudinal Workforce Database (LWD) to build and expand co-enrollment reports to enhance collaboration across employment and training programs ([Hartman et al., 2024](#)). For example, using quarterly reports to track, assess, and make data-based decisions regarding co-enrollment between apprenticeship, Workforce Innovation and Opportunity Act (WIOA) Title IV (vocational rehabilitation), veteran's employment services, and WIOA Title I programs.
- Using DWD's LWD to research the influence of training services on employment outcomes. To date, researchers have found teenagers with disabilities and their parents who receive WIOA Title I, III, and/or IV and/or apprenticeship services had higher employment outcomes (rates and/or wages) than youth and parents who did not enroll in these programs. Further, youth and parents had higher wages when they received individualized career services and/or were enrolled in an apprenticeship program ([Hartman et al., 2024](#)). Additional research found that youth with disabilities who received WIOA Title IV services and obtained a credential (Associates, Bachelors, Masters, Vocational Technical Certificate or License, or other credential) and/or pre-employment transition services had higher wages two quarters after exit compared to

youth who did not obtain a credential and/or receive these services. Current research in the LWD includes analyzing data to determine if specific trainings provided through DWD services are related to improved employment rates and wages for a broader population of job seekers. Preliminary analysis indicates participants who had training services have higher wages two quarters after exit compared to participants who did not access training services.

- Engaged in a partnership with the Chicago Quantum Exchange (CQE) and the University of Chicago on the Quantum Crossroads Regional Innovation Engine, includes partnerships across Illinois and Wisconsin. In Wisconsin, the University of Wisconsin (UW) – Madison leads this partnership with other Wisconsin education and industry partners, and government partners (DWD and the Wisconsin Economic Development Corporation (WEDC)), providing input in regard to workforce and economic development in the area of quantum technology.
- Helped staff the [Governor's AI and Workforce Taskforce](#). Tasks included updating an analysis on AI's influence on the state and regional workforce, and informing education, government, workforce, and economic development recommendations to support workers and industry to better use AI to improve workforce opportunities across employers, workers, and underutilized talent pools.
- Continued to provide evaluation consultation and technical assistance to DWD's [DVR's Career Pathways Advancement grant](#), the ARPA funded [Worker Connection Program](#), Wisconsin RESEA evaluation, Wisconsin WIOA Title I evaluation activities, and the [National Technical Assistance Center on Transition: The Collaborative \(NTACT:C\)](#).
- Updated Wisconsin's Local Statistical Adjustment Model (LSAM) and provided local and national consultation regarding this work.
- Updated DWD's Workforce Data Integration System (WDIS) [annual evidence plan](#) based on DWD's [learning agenda](#) based on input from leadership and workforce partner research and evaluation priorities and learning questions.

6. New tools and resources

- Continued to update and improve our website, [WisConomy.com](#). WisConomy.com is DWD's premier labor market information system access point. There were approximately 122,196 visitors to WisConomy webpages from July 2023 – June 2024. The count is lower compared to previous years, due to a pause in collection while we transitioned to Google G4 analytics.
- Received LMI Institute Award for Best State LMI Product or Collaboration for Data Collection and Dissemination for [Visual Catalog Data Dashboards](#).
- Expanded [Career Pathways](#) and [Hot Jobs Resource](#) pages to help users navigate to additional resources, jobs, and education.
- [Skill Explorer](#) enhancement project expanding Career Clusters and Education search tools, adding new data elements and videos, and creating connections from WisConomy through interactive LMI dashboards.
- Built internal Rankings Dashboard and Economic Indicator Dashboard for economic analysis for our regional and chief economist.
- Built [Nurse Survey Report Dashboard](#) and resource page.
- [Toolkit page](#) with Pathways widget to jobs and resources.
- ONET Webservice/database update project to latest version.
- The Chief Evaluation Officer located within WITS helped to develop DWD's [Workforce Data Integration System \(WDIS\) website](#). The website provides information to support evidence-based decision-making in workforce systems and supports. The website

includes links to state and national data dashboards, evidence resources, DWD's learning agenda, evidence plan, and information about WDIS.

7. License requirement(s) updates

- Licensing information is up to date and available on WisConomy.com.
- Continued research to develop a licensing management application.

8. Efforts to create and support partnerships and collaborations

- Staff continues to present LMI data and provide instruction on use of WisConomy.com to career counselors for local one stop centers and the local Workforce Investment Boards (in Wisconsin, the local Boards are known as Workforce Development Boards – WDBs) and other stakeholders.
- Staff members were information liaisons, analysts, consultants, and advisors to the WDBs, conducting special research on a variety of topics.
- Served on various committees within the WDBs including industry sector, education and training, and executive leadership.
- Assisted the Governor's Council on Workforce Investment and responded to analytical questions about the state's economy and workforce – past, present, and future.
- Staff conducted over 70 presentations to various audiences across the state.
- Provided training to State Vocational Rehabilitation leadership and counseling staff.
- Provided training on LMI data to the Local Job Centers around the state.
- Assisted in the collection of primary data on workforce and economic conditions at the local and state level.
- Submitted a report to the Wisconsin Legislature summarizing the responses to the 2022 Registered Nurse and the 2023 Licensed Practical Nurse surveys that are administered by the Wisconsin Department of Safety and Professional Services (DSPS) as a requirement for license renewal. Per State Statute 106.30, the census of the nurses is conducted by DWD to assist policymakers in evaluating the supply of and demand for nurses and to determine whether there are any regional shortages of nurses or impediments to entering the nursing profession in Wisconsin.
- Each regional economist meets regularly with the Workforce Development Boards to provide training on the local economy and how to find and use LMI data.
- Reported on projections findings showing the share of detailed occupation employment totals in various industries for identification of in-demand occupations and sector analysis that enables communities to allocate resources where they will have the most impact on job seekers, local businesses, and the community.
- Created a deep dive report on truck driving as a prototype for in-depth reporting of hot jobs occupations (most openings with salary above the state median). The report features industry/occupation trends as well as anticipated changes and training/skill needs.
- Researched and collaborated on a variety of issues that impact Wisconsin's workforce, including opioid addiction, mental health, and other related barriers.
- Calculated the allocation of WIOA funds from the US DOL across the WDAs based on the requisite program distribution formulas.
- Provided data and analysis to update the WIOA state plan.
- Participated in community outreach activities to identify needs to better serve the business community of Wisconsin.

- Provided demographic and workforce characteristics to help existing Wisconsin businesses and new businesses considering expanding and locating in Wisconsin.
- Assisted the Office of Veterans Services with data and analysis needs.
- Provided data to the Rapid Response program to assist with re-employment of at-risk employees.
- Assisted the Dislocated Worker Program with analysis of data to help steer program participants into high-demand occupations.
- Provided expert testimony in Unemployment Insurance cases by delivering labor market information specific to the claimants' labor market areas – using LMI data, sources, and methodology to assist the judge in their eligibility determinations.
- Assisted the Wisconsin Youth Apprenticeship Program in identification of industries that may benefit from participation in the Apprenticeship Program, in addition to creating GIS maps for them featured on their website, which guide students to their resources on Youth Apprenticeship. We also recommended occupations/career pathways for youth apprenticeship to expand into unserved industry sectors. Plans are underway to implement programs in all unserved industries.
- Produced local wage information using the Local Employment and Wage Information System (LEWIS) software to meet the needs of internal customers, employers, and job seekers.
- Worked with UI to streamline the electronic data exchange between the two divisions.
- Worked with WDBs to identify industry trends for WDB funding decisions.
- Collaborated with Job Service to assess worker skill sets and highlight specific careers and related occupations using LMI data.
- Designed a new survey for the Migrant Seasonal Farmworker Program and will be assisting with analysis.
- Provided insight and analysis to the Minneapolis Federal Reserve Bank on current conditions and primary research in northern Wisconsin throughout the year.
- Assisted WI Department of Administration Demographic Services with technical insight and skills to support development of a new round of population projections.

9. Activities to leverage LMI-WI funding

- Due to continued budget shortages in both WIG and BLS, we have supplemented our staffing needs with short-term ARPA funding (sunsets December 2024). The ARPA positions hired covered unfilled standing positions, rebooting some of our capacity. Staff are now again able to serve every area of the state as intended, and new research projects like an updated labor demand/supply model have been completed. In addition, we are engaging staff to expand their skills through cross-training. Without the continued financial support for these positions, BWITS will revert to a skeleton crew, unable to do more than our basic mission. Many of the projects outlined above won't be possible in the future, without proper funding, despite the increasing need and demand.

10. Recommendations to ETA for changes and improvements to WIGS requirements

- Current WIG and BLS funding are insufficient to support BWITS mission on behalf US DOL. Increased funding to match current staffing levels and wages is needed retain BWITS talent with the necessary skills to continue providing the products and services

we are known for and is expected by customers.

- The added capacity with ARPA funding has allowed BWITS to expand and complete product and service delivery more quickly and expansively with the same depth of knowledge and expertise that attracts the rising demand for our services. Continuation of the required resources will keep that capability and capacity intact.
- Many of our special research projects and new reports were either primarily conducted by or assisted by ARPA staff. We won't be able to maintain this level of research capacity on the issues that impact the state's economy and workforce when the ARPA funding ends.
- As the importance of building the labor force continues to grow, we need innovative ways to educate and serve our customers.

11. Brief Overview of Required Training

- Presented LMI information at a wide range of events (virtually and in person) requested by partners, employers, associations, etc. The training included explanations of the different types of data available and how to access the information on WisConomy.com.
- Resumed our annual conference with workforce development stakeholders (WDA, educators, private businesses) to demonstrate the uses of our data and capabilities, including how we can assist with workforce, economic and community development. This was put on hold during Covid-19 and resumed in Fall of 2023. Agenda included local data, statewide outlook, LMI program updates, report on the labor supply/demand project mentioned above, and a discussion session.
- We have moved to a hybrid model of virtual and in-person meetings. This allows us to spare staff drive time where possible, increasing overall productivity, while still holding in-person meetings where that serves the state and customer needs better. We track productivity monthly, allowing us to show how well this model is working. Many staff have chosen to remain either fully remote or remote/office hybrid. We continue to bring staff together for in-person bureau-wide meetings and in-person section meetings around the state.
- Updated and delivered training on the data within the WIDb to DWD staff, local job center staff, partners such as education agencies, WDBs, local businesses, media personnel, and the general public. Training included the data that was available, how the data was collected, how to access the data, and examples of how the data can be used for policy making and business planning.
- Within WITS we continue to cross-train staff across programs, software packages, and areas of expertise to minimize coverage gaps and ensure continuity of knowledge and services.

12. COVID/UI Assistance

- As noted above, we provide expert testimony in Unemployment Insurance cases by providing labor market information specific to the claimants' labor market areas – using LMI data, sources, and methodology to assist the judge in their eligibility determinations. We continue to monitor the prevalence of remote work following the pandemic, research, and provide best practices for Wisconsin employers to remain competitive in a workforce environment that demands more flexible solutions.
- We continue to monitor the COED data system which gives the Wisconsin Unemployment Insurance system the most accurate and up-to-date economic data available so that DWD's Unemployment Insurance division can correctly determine if someone is eligible to collect unemployment insurance. This serves as a main

- component for UI determination, giving them an efficient means of providing fair service.
- We support UI's mission with extensive efforts to help job seekers identify in-demand occupations, and by supporting community efforts to direct resources in these areas, like helping United Way create granting programs for federal aid ineligible students in these fields. This gets job seekers off UI faster, with the added bonuses of supporting local businesses and improving overall community financial health. We are continuously monitoring the rapidly changing job market.
 - We also support UI through our efforts to improve the overall economy through direct work with businesses, economic and community development. During the pandemic, and its current more endemic stage, we have continued to assist our customers, including businesses, development organizations, and governments, to improve conditions in a variety of ways. We have guided local and state leadership and helped steer scarce resources to the most impactful areas. We have also served on crisis response committees and efforts throughout the state, lending data and economic expertise to efforts to blunt the economic impact of Covid-19. Our work keeps businesses and communities more economically vital, which improves the job market as well as keeps at least some workers from ending up on UI rolls.
 - We continue to analyze and disseminate UI data. Always useful, this data has become vitally important, when much of the LMI and economic data lacked the recency in the early days of the pandemic to be of use, as UI data were one of the few sources for tracking local economic trends. Statewide claims information from the ETA 203 report helped to provide some demographic insights on who was most impacted, while regional economists analyzed trends in initial and continued claims by county from data made publicly available by UI. However, mechanisms to share this data were few, and we helped get it into the hands of communities throughout the state via presentations and projects, giving our customers some local data to help guide their decision making when so little data at that level existed. Currently we are working with the PROMIS file data for deeper analysis of the UI data, with quicker and more efficient dissemination to the public, vital in data with a main strength of timeliness. We have revamped WIOA funding formulas using UI data as well, to help regions focus resources where need is most currently pressing.
 - We had created a special edition of our [County Profiles](#) publications to address the impacts of Covid-19 on the state economy and labor force, and to inform stakeholders of the altered employment landscape as the pandemic became more endemic. This allowed us to guide decisionmakers around the state through not only the near-term impacts, but to help them adapt their businesses, communities, and infrastructure to the enduring changes of where and how people work, brought about by the impacts of covid. The current version focuses more on barriers to workforce entry that have changed or been exacerbated in the wake of the pandemic. These include transportation, housing, childcare (many providers closed during the pandemic, and current providers struggle to remain open), and broadband access for remote work and education.