

**Wisconsin Annual Performance Report on Employment and
Training Administration Deliverables
2024-2025**

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Annual Performance Report Employment and Training Administration (ETA) Deliverables 2024-2025

The purpose of this report to provide the Wisconsin Department of Workforce Development's (DWD) annual performance report on DWD's workforce and labor market information services provided by funding through the Workforce and Labor Market Information Grants to States (WIGS). The following deliverables and activities for Program Year 2024, as identified by ETA in TEGL 14-23, are reported here:

- i. Workforce Information Database (WID);
- ii. Industry and occupational employment projections;
- iii. Labor Market Information (LMI) training for service delivery; and
- iv. Annual economic analysis and other reports.

The work in this report was performed by DWD's Bureau of Workforce Information and Technical Support (BWITS), consisting of two sections: Labor Market Information (LMI) and the Office of Economic Advisors (OEA). BWITS met the deliverables during this past program year (July 1, 2024-June 30, 2025), on time and with thorough documentation, and using all required methods.

i. Workforce Information Database (WID)

BWITS assures the WID is updated with the latest data by BWITS staff within the bureau who are designated to load data into the WID. These staff members are trained each year by the Analyst Resource Center (ARC) on updates and management of the database. In addition, as BWITS adds data to the WID and develops new ways to access the data, BWITS staff provides trainings to LMI staff, as well as other staff in DWD, to assure they can use labor market information to the fullest. Additionally, the Chief Evaluation Officer located within BWITS continues to update 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.

During this last year, several modifications were incorporated into the WID and the timely delivery of updates and products was much improved. Specific improvements to the WID included:

- WID 3.0 schema was created and deployed to production database.
- LMI Automation continued development for increased data loading efficiency.
- Populated the WID with LMI program data according to Bureau of Labor Statistics-mandated deadlines and published the non-confidential data to the [WisConomy.com](https://wisconsin.wisconomy.com) website for public use.
- Updated and published non-confidential county occupation and wage estimates.
- Posted long-term projections to the WID.
- Career Cluster data work with new 14 Cluster structure.
- Made LMI wage and occupation data from the WID available to job seekers and employers on the Job Center of Wisconsin website.
- Continued to provide LMI data "widgets" for the Job Center of Wisconsin website which accesses and displays LMI data.
- Continued to update federal and state data to the WID including work with the ARC.
- Made up-to-date licensing information publicly available on WisConomy.com.

- Made enhancements to the Skill Explorer application that includes the integration of Projections and Occupational Employment and Wage Statistics (OEWS) data, Career Cluster integration, apprenticeship links, education resources, job center locator, and certification finder by occupation Standard Occupational Classification (SOC) code. The application had 216,374 unique views from August 2024 to June 2025.
- Continued to update and improve WisConomy.com, DWD's premier labor market information system access point. There were approximately 83,795 visitors to WisConomy webpages from July 2024 to June 2025. The count is lower compared to previous years due to a pause in collection during the transition to Google G4 analytics. On August 29, 2025, views for "/Default.aspx" dropped to around 6.4k, sharply decreasing from the expected around 12k. This decrease is most salient in views from the "United States", "Google" devices, and the "Chrome" browser, which decreased week over week from 12k to 6.4k, 8.2k to 3k, and 9.2k to 3.9k, respectively.

ii. Industry and occupational employment projections

- [Long-term statewide projections](#) were produced and disseminated. BWITS is completing long-term projections for the Workforce Development Areas (WDAs) within the same calendar year, as customer feedback indicates a preference for a consistent "vintage" to allow comparison between state and regional outlooks. BWITS first delivers the state-level projections, followed by the individual WDAs, because regional estimates are derived from and connected to the total state forecast. Delivering estimates nearly simultaneously ensures consistency between the strategic state and regional workforce and economic development plans required under the Workforce Innovation and Opportunity Act (WIOA).
- These long-term projections serve as critical inputs for numerous internal and external planning efforts. Having both sets of projections available enables partners, including WDAs, technical colleges, economic development organizations, and state programs to better coordinate cross-sector initiatives.
- All projections are available on WisConomy.com and can be customized in various formats upon request.

iii. LMI training for service delivery

LMI training for service delivery completed by BWITS staff, including regional specialists, economists, and researchers, included the following:

- Met with state boards of WDAs and their WIOA Title I providers to better understand their issues and needs, and to help maintain and build a strong relationship between DWD and Workforce Development Boards (WDBs) across the state.
- Met with over 430 primary customers throughout the WDAs including businesses, economic and workforce development, K-12 and postsecondary education, government, nonprofits, etc. to guide regional development through data-driven decision making.
- Completed over 967 tasks for customers and partners around the state in 2024, from small data requests to major research projects.
- Provided information at both the WDA and state levels on specific in-demand occupations to support educational and workforce training partners
- Updated Career Pathways reports and [dashboards](#) for occupations at both the state and WDA levels that continue to be used for career planning, workforce development programs, college course offerings and curriculum, and public query and use.

- Continued to partner with United Way on a program to help students secure in-demand occupations based on DWD data; graduates averaged significant income gains.
- Presented at the 2025 Biennial Apprenticeship Conference, and as a result, was invited to give additional Cooperative Educational Service Agency (CESA) regional presentations for Youth Apprenticeship.
- Helped government and nonprofit organizations throughout the state create their own data analytical and predictive dashboards for various purposes, including business attraction, talent attraction, economic health, and decision making.
- Continued to work with businesses, nonprofits, and government stakeholders to innovate projects to reduce workforce barriers. This not only helps activate a greater pool of potential labor force but will 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 Geographic Information Software (GIS) and expertise. Maps provided important data in an easy-to-understand format beneficial 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 healthcare data collaborative and analyzed the results of the Wisconsin Registered Nurse Survey (WRNS) and the Wisconsin Licensed Practical Nurse Survey (WLPNS).
- 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.
- Supplemented by alternative funding sources, 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.
- Continued 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.
- Supplemented by alternative funding sources, used 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.
- Supplemented by alternative funding sources, used 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 (associate's, bachelor's, or master's degree, vocational technical

certificate or license, or other credential), pre-employment transition services, and/or co-enrollment in WIOA Title I and Job Corps had higher wages two quarters after exit compared to youth who did not obtain a credential and/or receive these services (Hartman et al., 2025). Researchers also found that the wage growth estimates eight quarters after WIOA Title I career, training, and support services were higher than inflation and the cost of services (Purin & Zumbrunnen, 2025). 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 received training services have higher wages two and eight quarters after exit compared to participants who did not access training services. Training services associated with the highest wage increases were registered apprenticeship, work-based learning, youth apprenticeship, occupational/vocation training, and on-the-job training.

- Funded by alternative sources, continued to engage in a partnership with the Chicago Quantum Exchange (CQE) and the University of Chicago on the Quantum Crossroads Regional Innovation Engine, including partnerships across Illinois, Wisconsin, and Indiana. In Wisconsin, the University of Wisconsin-Madison leads this partnership with other Wisconsin education and industry partners, and government partners including DWD and the Wisconsin Economic Development Corporation (WEDC), providing input regarding workforce and economic development in the area of quantum technology.
- Funded by alternative sources, helped staff the Governor's Task Force on Workforce and Artificial Intelligence. Tasks included updating an analysis of AI's influence on the state and regional workforce and informing education, government, workforce, and economic development recommendations to better use AI to improve workforce opportunities across employers, workers, and underutilized talent pools. Completed the AI Workforce Action Plan that continues to inform workforce development activities.
- Funded by alternative sources, continued to provide evaluation consultation and technical assistance to DWD's Division of Vocational Rehabilitation's Career Pathways Advancement grant, the American Rescue Plan Act (ARPA)-funded Worker Connection Program, Wisconsin Reemployment Services and Eligibility Assessment (RESEA) evaluation, Wisconsin WIOA Title I evaluation activities, the National Technical Assistance Center on Transition: The Collaborative (NTACT:C), Worker Advancement Initiative (WAI) evaluation, and the Workforce Innovation Grants (WIG) evaluation.
- Supplemented by alternative funding sources, continued to support the Wisconsin's Local Statistical Adjustment Model (LSAM) and provide local and national consultation regarding this work.
- Funded by alternative sources, updated DWD's Workforce Data Integration System (WDIS) four-year learning agenda and annual evidence plan based on input from DWD's evaluation and data steward workgroups, leadership, and workforce partners.
- Presented LMI data and provided instruction on use of WisConomy.com to career counselors for local one-stop centers and the local Workforce Investment Boards, known in Wisconsin as Workforce Development Boards (WDBs) and other stakeholders.
- Acted as 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 (CWI) and responded to analytical questions about the state's economy and workforce – past, present, and future.

- Staff conducted over 65 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 American 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 findings from the 2024 Wisconsin Registered Nurse Survey (WRNS) and the 2025 Wisconsin Licensed Practical Nurse Survey (WLPNS), both conducted by the Wisconsin Department of Safety and Professional Services (DSPA) as part of the license renewal process. In accordance with Wis. Stat. s. 106.30, DWD compiles these data to help policymakers assess nurse supply, demand, and turnover; identify regional or specialty shortages; and understand barriers to entering the nursing profession in Wisconsin.
- Regional economists held regular meetings with the WDBs to provide updates on the local economy and training on how to find and use LMI data.
- Reported projection findings highlighting the distribution of detailed occupational employment across industries to identify in-demand occupations and support sector analysis. This information enables communities to allocate resources where they will have the greatest impact on job seekers, local businesses, and the broader community.
- Created a deep-dive report on truck driving as a prototype for in-depth reporting of hot jobs (most openings with salary above the state median). The report features industry/occupation trends as well as anticipated changes in training/skill needs.
- Conducted collaborative research 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 U.S. Department of Labor (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 Veteran Employment Services (OVES) 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 data analysis to help steer program participants into high-demand occupations.
- Provided expert testimony in Unemployment Insurance (UI) 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. DWD created GIS maps for the Youth Apprenticeship website, which guide students to local resources. DWD also recommended occupations/career pathways for youth apprenticeship to expand into unserved industry sectors. Plans are underway to implement programs in all unserved industries.
- Supplemented by alternative funding sources, partnered with German apprenticeship program researchers to co-write an article on using data to inform apprenticeship programs in Wisconsin and Germany, with specific mention on how Wisconsin uses labor market information to inform new and/or enhanced youth and registered apprenticeships in high-demand 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 the Bureau of 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 assisted 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 the Wisconsin Department of Administration Demographic Services with technical insight and skills to support development of new population projections.
- Presented LMI information at a wide range of events (virtually and in-person) requested by partners, employers, associations, and other groups. The training included explanations of the different types of data available and how to access the information on WisConomy.com.
- Continued a hybrid model of virtual and in-person meetings. This allows DWD to spare staff drive time when possible, increasing overall productivity, while still holding in-person meetings when that better serves the state and customer needs. DWD tracks productivity monthly, allowing the agency to show the success of the hybrid model. Many staff have chosen to remain either fully remote or remote/office hybrid. DWD continues 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 WID to DWD staff, local job center staff, partners such as education agencies, WDBs, local businesses, media personnel, and the general public. Training included an overview of available data, how the data was collected, how to access data, and examples of how the data can be used for policy making and business planning.
- Internally, cross-trained staff across programs, software packages, and areas of expertise to minimize coverage gaps and ensure continuity of knowledge and services.

iv. Annual economic analysis and other reports

BWITS completed the following annual economic analysis and other reports:

- Submitted the Annual Economic analysis under separate cover on October 1, 2025, to the Chicago Regional Office.
- Created [County Profile](#) reports and published them on WisConomy for public use in writing grants, site selections, and narrative of the local economy in each of Wisconsin's 72 counties. 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.
- Completed additional reports in 2024 (with some finalized in 2025) including: a labor supply and demand study projecting workforce shortages and future income tax implications for planning purposes; a legislative report based on the biannual survey of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) for workforce planning; and a research report on artificial intelligence, submitted to the Governor's Task Force on AI.
- Supplemented by alternative funding sources, updated evidence resources on the WDIS website, including: the WIOA Title I B Adult Program Return on Investment Report,

Education and Pre-Employment Transition Service Predictors of Wages for Transition Age Youth with Disabilities, Worker Connection Process Evaluation, and updated RESEA evaluation findings.

Recommendations or suggestions for improving the use of Workforce Information Grants to States (WIGS) funding

- Due to continued budget shortages in both WIGS and the Bureau of Labor Statistics, BWITS supplemented staffing needs with one-time ARPA State and Local Fiscal Recovery Funds (SLFRF) (terminates December 2025) and other alternative resources. The ARPA-SLFRF, in particular, funded positions that BWITS has been unable to fill due to a lack of sufficient WIGS funds. With the supplemental funding, staff were able to serve every area of the state as intended by WIGS, and new research projects like an updated labor demand/supply model have been completed. In addition, BWITS encourages staff to expand their skills through cross-training.
- Without the continued financial support for these positions, they will become vacant when the ARPA-SLFRF funds are terminated. Many of the projects outlined above, such as those related to workforce supply-demand, apprenticeship data-based decision-making, and the influence of AI on the workforce, will not be possible going forward if WIGS and DOL's Bureau of Labor Standards (BLS) funds available to the states are not increased, despite the increasing need and demand for workforce and labor market information.
- The added capacity with ARPA-SLFRF 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 BWITS' services. Continuation of the required resources will keep that capability and capacity intact.
- Many of the special research projects and new reports were either primarily conducted by or assisted by staff funded by ARPA-SLFRF. BWITS will not be able to maintain this level of research capacity on the forces and trends impacting the state's economy and workforce when the ARPA-SLFRF funding ends.
- As the importance of building the labor force continues to grow, DWD is hopeful that DOL will make sufficient resources available to the states through WIGS or other funding sources.

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