

MEMORANDUM



Date: June 5, 2024
From: Maria Lauck, SWWDB Chairman
To: **SWWDB Members**

PRIVATE SECTOR

Name	Business/Organization	County
Mr. Jason Aarud	JM Aarud Mechanical	Rock
Mr. Ivan Collins	Rock County Central Labor Council	Rock
Mr. Geoff Fricke	Bank of New Glarus	Green
Mr. Kendal Garrison	Lactalis American Group	Lafayette
Mr. Waylon Gross	United Alloy	Rock
Mr. Keith Kruse	Tricor Insurance	All
Ms. Kimberly Lantta	First Mid Bank & Trust	Rock
Ms. Jill Liegel	Land's End	Iowa
Mr. Andrew Marcotte	Blain Supply	Rock-All
Mr. Troy Marx	Upland Hills Health	Iowa
Ms. Lisa Omen	Forward Services Corporation	All
Mr. Marc Perry	Community Action, Inc.	Rock
Ms. Amy Santas	Stoughton Trailer, LLC	Rock, Green Green, Iowa, Lafayette, Richland, Rock
Mr. Brian Toutant	Steamfitters #601	Green
Ms. Adrienne Weber	Sabrosura Foods	Green
Mr. Michael Williams	Bricklayers and Allied Craftworkers	All

PUBLIC SECTOR

Name	Organization	County
Ms. Heather Fifrick	SW Wisconsin Technical College	SW Counties
Ms. Linda Hendrickson	Unemployment Insurance Benefit Center	Dane
Ms. Ela Kakde	Wisconsin Economic Development Corporation	Grant
Mr. John Meyers	Iowa County Board Chair & CLEO	Iowa
Mr. James Otterstein	Rock County Economic Development Agency	Rock
Dr. Tracy Pierner	Blackhawk Technical College	Rock, Green
Mr. Dave Shaw	Bureau of Job Service	All
Ms. Andrea Simon	Division of Vocational Rehabilitation	All

RE: Southwest Wisconsin Workforce Development Board Meeting Notice

Wednesday, June 12, 2024, from 2:30 p.m. to 4:30 p.m.
Location: Blackhawk Technical College – Monroe Campus
Room 413/414, 210 4th Ave, Monroe, WI 53566
Please enter through the main entrance, Door MO-1.

The Southwest Wisconsin Workforce Development Board meeting is scheduled for Wednesday, June 12, 2024, at the time and place noted above. The agenda for the meeting is attached. An agenda packet will also be attached to the calendar invite.

In the interest of time, please direct questions regarding any of the agenda items or enclosures to Rhonda Suda at (608) 314-3300, Ext. 305 or r.suda@swwdb.org prior to the meeting.

If you are unable to attend the meeting, please contact Katie Gerhards at k.gerhards@swwdb.org or (608) 314-3300, Ext. 230 no later than **2:00 p.m., Tuesday, June 11, 2024.**

Southwest Wisconsin Workforce Development Board (SWWDB) is an Equal Opportunity Employer & Service Provider.

Auxiliary Aids and services are available to individuals with disabilities upon request. If you need this printed material interpreted to a language you understand or in a different format, or need assistance in using this service, please contact us.

For assistance, contact
SWWDB Equal Opportunity Officer
Ryan Schomber
1717 Center Ave.
Janesville, WI 53546
(608) 314-3300 Ext. 303
[Click Here to Email](#)

Deaf, hearing or speech-impaired callers may reach us by the Wisconsin Relay number 711.

Southwest Wisconsin Workforce Development Board, Inc.

Wednesday, June 12, 2024

2:30 p.m. to 4:30 p.m.

Location:

Blackhawk Technical College – Monroe Campus
Room 413/414, 210 4th Avenue, Monroe, WI 53566
Please enter through the main entrance, Door MO-1

All times are approximate.

● = Action required

AGENDA

2:30 p.m.

1. Welcome; Call to Order; Introduction of New Board Members and Guests

Please welcome new Board member Kimberly Lantta, VP Treasury Management Relationship Manager at First Mid Bank & Trust.

2:35 p.m.

● **2. Approval of Minutes of SWWDB Meeting**

Minutes of the March 13, 2024, SWWDB meeting are contained in [Enclosure 1](#).

Board approval of the meeting minutes is requested.

2:40 p.m.

● **3. Financial Reports**

Danielle Thousand will share the SWWDB financial statements representing a draft of the financial condition of the organization through March 31, 2024. The following reports are submitted for review and consideration:

- Balance Sheet – [Enclosure 2](#)
- Statement of Operations – [Enclosure 3](#)

Additionally, SWWDB receives grants and contracts throughout the year that either increase or reduce the originally approved fiscal year budget. Budget modifications for the current Program Year are listed in [Enclosure 4](#).

Approval of the Program Year (PY) 2023-24 financial statements and Budget Modifications for the period ending March 31, 2024, is requested.

2:50 p.m.

4. Old Business

A. None.

5. New Business

2:50 p.m.

A. Program Year (PY) 2023-24 WIOA Allocations

SWWDB administration has not received formal notification of Workforce Innovation and Opportunity Act (WIOA) Title 1 Program Year (PY) 2024-25 funding at the time of this

agenda’s publication. If award information is made available by the meeting, SWWDB administration will discuss the awards and seek approval to accept the awards.

The Department of Labor (DOL) released estimated state awards. Wisconsin received a 7% decrease in WIOA Title 1 funding. Based on initial estimates, WDA 11 will experience a 4% decrease in total WIOA funding, or approximately \$45,000.

As a reminder, SWWDB does reserve prior year funds to offset significant decreases. Going into PY 2024, which begins on July 1, 2024, approximately 90% of PY 2023-24 funds will be carried over.

3:00 p.m. ● **B. Program Year (PY) 2024-25 Budget**

While SWWDB has not received official Program Year (PY) 2024-25 funding information from state agencies for several programs, SWWDB administration has estimated the 2024-25 budget ([Enclosure 5](#)) based on last year’s revenues, verbal discussion with funding entities, and planned expenses. Rhonda Suda and Danielle Thousand will review the budget with Board members and answer questions.

Approval of the 2024-25 budget is requested.

3:30 p.m. **Break**

3:45 p.m. ● **C. One-Stop Operator Modification**

The One-Stop Operator in Southwest Wisconsin is responsible for coordinating services across Job Center Partners and is a required function under the Workforce Innovation and Opportunity Act (WIOA). Manpower Government Solutions is the One-Stop Operator in Southwest Wisconsin. Manpower received \$25,000 in 2023 to execute these functions.

Action is requested to award Manpower Government Solutions no more than \$25,000 to continue One-Stop Operator services in the Southwest Wisconsin Workforce Development Area.

3:55 p.m. ● **D. WIOA Title 1 Service Provider Contract**

SWWDB administration is proposing extending Manpower Government Solutions’ contract to deliver Workforce Innovation and Opportunity Act (WIOA) Title 1 Career, National Dislocated Worker Emergency Grants, and Youth Services through June 30, 2025. SWWDB will modify Manpower’s contract by no more than the amounts indicated below. The final Program Year (PY) 2024-25 modification award will be based on carry-over funding and final WIOA allocations for this program year.

Program	Approval Request	Planned Service Goals
Adult	\$155,000	155
D Worker / ERDWG (Co-enrollment)	\$120,000	120
Youth	\$240,000	110
Support to Communities	\$15,000	120*
Grand Total	\$530,000	

- represents total project enrollment goal from 9/1/2020 to 8/31/2024

Based on contract performance to date and planned PY 2024-25 activity, approval is requested to extend Manpower’s contract for one final year and provide no more than \$530,000 in funding.

4:05 p.m.

6. Committee Updates

A. Executive Committee

The Executive Committee met on May 9, 2024, to approve the 2024-2027 Workforce Innovation and Opportunity Act (WIOA) Local Plan for submission to the Department of Workforce Development (DWD). Minutes of this meeting are found in [Enclosure 6](#).

4:10 p.m.

7. Consent Agenda

SWWDB’s standard consent agenda includes policies and performance reports. These items can be approved in one action, rather than through the filing of multiple motions.

A. Approval of SWWDB Policies and Revisions

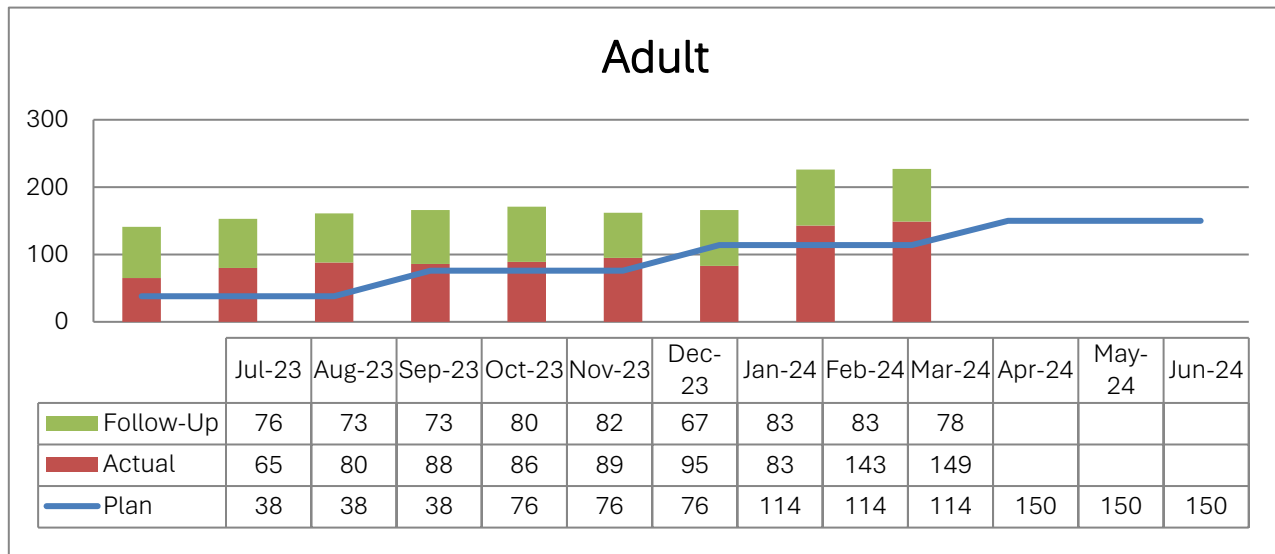
[Enclosure 7](#) includes one (1) revised policy:

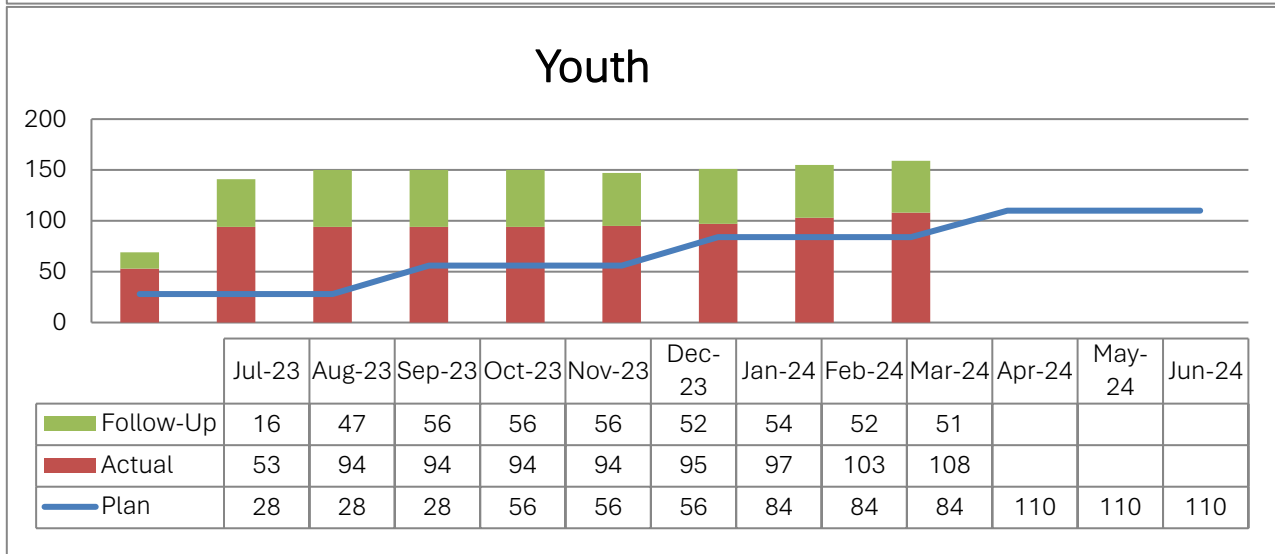
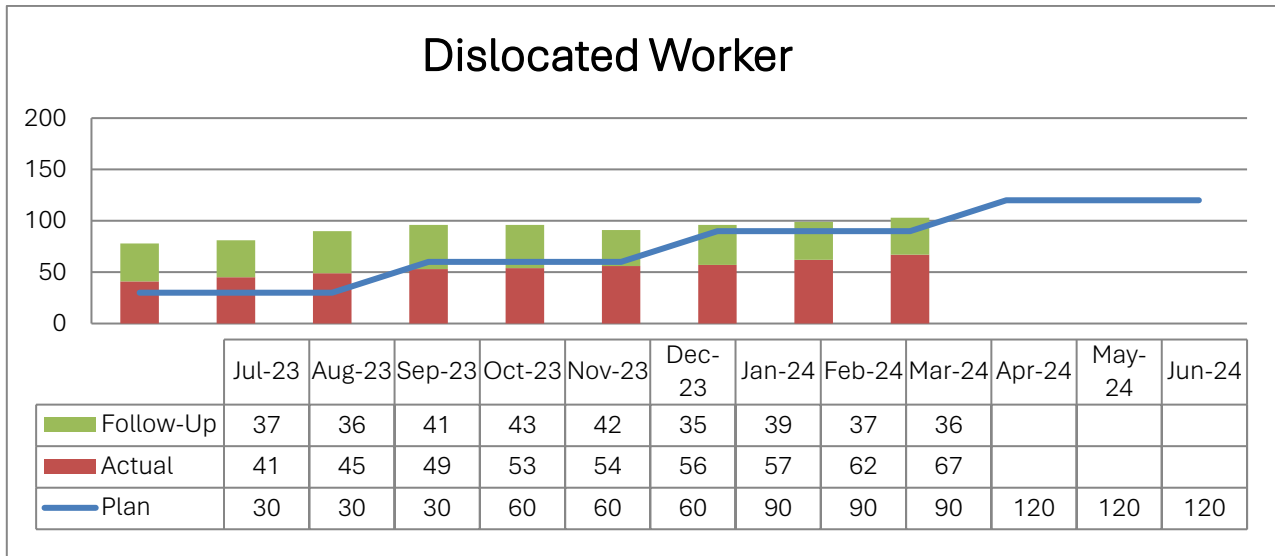
- B.403 Holiday Policy – seeking approval to include Juneteenth as an official SWWDB holiday.

B. Performance Reports

WIOA Planned Participation

The Workforce Innovation and Opportunity Act (WIOA) service provider contracts include participation goals. Failure to achieve the stated participation goals, within a 10% variance, requires a corrective action plan. Active and follow-up participants are considered when assessing participation. Manpower is on track to meet this year’s participation goals.





WIOA Performance Measures

WIOA requires performance accountability. The U.S. Department of Labor (DOL) holds state and local areas accountable through the application of performance measures. These performance indicators are an assessment of the effectiveness of the public workforce system at the state and local levels. Every “Titled” program within WIOA utilizes the same performance measures/indicators.

Table 1 shows WIOA Title 1 performance results that were provided by the Department of Workforce Development (DWD) for the period ending March 31, 2024. SWWDB is “exceeding” ten (10) measures, “meeting” four (4), and “failing” one (1).

Table 1

Program Measure	Cohort	PY23 Negotiated	PY23 Q3 Actual	PY23 90%
Adult Performance				
Q2 Unsubsidized Employment	47/68	63%	69.1%	56.7%
Q4 Unsubsidized Employment	44/63	70%	69.8%	63%
Median Earnings	47	\$6,000	\$6,566	\$5,400
Credential Attainment Rate	20/29	66%	69%	59.4%
Adult Measurable Skill Gain	36/67	55%	53.7%	49.5%
Dislocated Worker Performance				
Q2 Unsubsidized Employment	25/31	72%	80.6%	64.8%
Q4 Unsubsidized Employment	34/40	76%	85%	68.4%
Median Earnings	25	\$8,100	\$10,728	\$7,290
Credential Attainment Rate	10/25	74%	40%	66.6%
Measurable Skill Gain	29/45	60%	64.4%	54%
Youth Performance				
Q2 Unsub Employment/Entered Education	14/17	67%	82.4%	60.3%
Unsubsidized Employment/Entered Education	11/16	72%	68.8%	64.8%
Median Earnings	14	\$3,400	\$4,920	\$3,060
Credential Attainment Rate	5/11	50%	45.5%	45%
Measurable Skill Gain	91/98	57%	92.9%	51.3%
	Exceed		10	
	Meet		4	
	Fail		1	

Cohorts used for this quarter (rolling 4 quarters):

- Q2 Employment & Median Earnings – 4/1/2022 to 3/31/2023
- Q4 Employment & Credential Attainment – 10/1/2021 to 9/30/2022
- Measurable Skill Gain – 4/1/2023 to 3/31/2024

FoodShare Employment and Training

Able-bodied adults without dependents who receive FoodShare benefits are required to meet 80 hours of work requirements every month. Participating in the FoodShare Employment and Training (FSET) program provides one avenue individuals can use to comply with this requirement. Additionally, any FoodShare recipient who is 16-years old or older can volunteer for the FSET program and receive services.

Table 2 provides an overview of SWWDB’s compliance to the Service Level Agreement goals indicated in the contract held with the Department of Health Services.

Table 2

Service Level Agreement Goal 10/2022 to 9/2023	Plan	QTR 1	QTR 2	QTR 3	QTR 4
Average Monthly Enrollment to Referral Ratio	25%	23.96%	26.38%		
Component Participation	40%	73.72%	60.86%		
Education and Training Component	25%	44.44%	58.51%		
Contacting Referrals	95%	100%	100%		
Scheduling Appointments	95%	100%	99.82%		

Full Board approval to accept the consent agenda is requested.

8. Organizational Information & Recurring Business

4:15 p.m.

A. Rapid Response Activity/Updates

Upon notification of a company closing or a significant layoff, SWWDB organizes Rapid Response events with the employer to introduce the affected employees to the services available within the public workforce system and to answer questions relating to unemployment, retraining, local employment opportunities, etc. Table 3 provides an overview of layoff/closure activity since July 1, 2023.

No Board action is required.

Table 3

Program Year (PY) 2023-24					
Company Name	Layoff Date	Affected Employees	RR Sessions or Meetings Held	Attendance	Receiving Services in DW Program
Honeywell	7/31/2023	12	Event on held 7/11/2023.	12	0
Shine Medical Technologies	8/8/2023	52	No warning was provided to employees. Pay was provided in lieu of notice	Employer did not return calls.	0
Saputo Cheese Belmont, WI	11/11/2023	187 Lafayette Co.	12/1/2023 – Job Fair and Rapid Response sessions held.	62	0
Energizer	12/1/2023 Next layoff planned for July 1 (65)	172	Held 2 RR sessions on 2/8 Held Job Fair on 2/22, 16 employers. RR Session – June 13, 2024. Job Fair – June 20, 2024.	18 Employees 32 job seekers	6
NorthStar Medical Radioisotopes, LLC	10/11/2023	65	No response from employer	No response from employer	1
Saputo Cheese closing Lancaster, WI	May 10 th but now working through June	100 Lafayette Co.	Job Fair with 27 companies and RR session held May 2 nd	30	1

4:20 p.m.

B. Local Retention – Workforce Innovation and Opportunity Act (WIOA)

Provided below is information regarding local retention (defined as participants working within the local area post-program exit). Since July 1, 2022, 121 participants have exited Workforce Innovation and Opportunity Act (WIOA) programs. As of March 31, 2024, placement information indicates that of the 121 WIOA participants that exited in the program year, 92 (76%) are employed or going to school post-program exit. Of those, 84 (91%) are going to school or working in Wisconsin. Workforce Development Area (WDA) 11 employs 69 of these individuals, which represents 82% of those employed in Wisconsin.

No Board action is required.

4:25 p.m.

9. CEO’s Report

If time permits, Rhonda Suda will provide an overview of the Workforce Innovation and Opportunity Act (WIOA) Local Plan ([Enclosure 8](#)) that was provided to the Executive Committee on May 9, 2024.

4:30 p.m.

10. Chairperson’s Report

4:35 p.m.

11. Adjournment

The next SWWDB meeting is scheduled for Wednesday, September 11, 2024.

● **Action Requested**

All Times are Approximate

Southwest Wisconsin Workforce Development Board, Inc. Board Meeting

March 13, 2024
Meeting Minutes

The Southwest Wisconsin Workforce Development Board met on Wednesday, March 13, 2024, via video conference. Attendance was as follows:

Members Present: Ms. Maria Lauck, Chairperson
Mr. Jason Aarud
Mr. Ivan Collins
Ms. Heather Fifrick
Mr. Waylon Gross
Ms. Linda Hendrickson
Mr. Aaron Jach
Ms. Ela Kakde
Mr. Keith Kruse
Mr. Andrew Marcotte
Mr. Troy Marx
Ms. Lisa Omen
Mr. James Otterstein
Mr. Marc Perry
Dr. Tracy Pierner
Mr. Dave Shaw
Ms. Andrea Simon
Mr. Brian Toutant
Ms. Adrienne Weber

Members Excused: Mr. Geoff Fricke
Mr. Kendal Garrison
Ms. Jill Liegel
Mr. John Meyers
Ms. Amy Santas
Mr. Michael Williams

Staff Present: Ms. Gail Graham
Mr. Matt Riley
Ms. Rhonda Suda
Ms. Danielle Thousand
Mr. Jimmy Watson
Ms. Danielle Whitish

Other Guests: Ms. Bridgette Stoeckel, DWD
Mr. Matthew Walthius, Manpower

1. **Welcome; Call to Order; Introduction of New Board Members and Guests**

Ms. Lauck called the meeting to order at 2:32 p.m. and welcomed members, guests, and staff. Ms. Lauck welcomed new board member Marc Perry, Executive Director of Community Action, Inc.

2. **Approval of Minutes of SWWDB Meeting**

The minutes of the December 13, 2023, SWWDB meeting were presented for review and discussion. There was no discussion.

Motion made by Mr. Aarud, seconded by Ms. Omen to approve the minutes of the December 13, 2023, meeting. **Motion carried unanimously.**

3. **Financial Reports**

Board members were presented with the financial reports through December 31, 2023. The financial reports include the Balance Sheet, Statement of Operations, and 2023-24 Budget Modifications.

The Balance Sheet represents a draft of the financial statements through Quarter 2 (October 1 – December 31). As of December 31, 2023, revenues are exceeding expenditures by \$126,247.95. Ms.

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Thousand went over a few accounts that stood out. Account 1203 for Prepaid Corporate Insurances is very high because it includes all the 2024 prepaid insurance amounts. The vision, dental, and health insurance accounts are not showing up as those insurances are no longer prepaid. SWWDB now pays those in the month of coverage. Account 1251 Prepaid Customer Support includes gas cards for participants. Account 1540 the PAS Rewrite Project was finally able to launch. After years of programming, the new system went live for SWWDB on February 26. SWWDB still plans to roll it out to two other organizations. Account 3003 Accrued Vacation is use or lose by June 30, 2024. Account 3100 Unemployment Compensation is showing a negative number as of December 31, 2023. This is due to a prepaid, voluntary payment SWWDB made to bring down the 2024 unemployment insurance rate.

Ms. Thousand presented the Statement of Operations which through December 31, 2023, showed 57.78% revenue and 46.69% in expenditures, meaning revenues are exceeding expenditures. She explained the accounts that stood out beginning with 5300 Revenue Interest Income. This account is high at 147.55% due to the government raising the interest rate so SWWDB's bank account is now earning more interest. Account 6119 Fringes showing 208.85% spent is SWWDB's flexible spending offset account. It is showing a negative percentage as SWWDB must have an account to adjust for the balance of the flexible spending account for our participants throughout the year. Account 6171 Employee Tuition Reimbursement was left in the budget but there is currently no one utilizing that benefit which is why it is showing zero percent spent. Account 6257 Job Fair Expenses showing 140.50% spent includes expenses from the Saputo event in Belmont, WI on December 1, 2023. SWWDB was not aware of this event when budgeting therefore showing a very high percentage. Account 6260 Meeting Expense shows zero percent spent as SWWDB does not encumber many expenses when Board meetings are held virtually. Accounts 6272 and 6273 for IT Equipment show zero percent spent as well. SWWDB usually purchases equipment in the fourth quarter of the fiscal year. Account 6313 P.O. Box Rental shows zero percent spent due to SWWDB giving up the P.O. Box this year. The amended budget will remove this expense. Account 6420 Audit is showing 133.13% spent as of December 31, 2023. This is because the audit has already been completed and SWWDB added two major programs for this audit, making the audit now for four programs instead of two, causing a price increase. There is also a new FASB standard for leases which is an additional audit cost. Account 6708 Stipends at 133.92% spent includes Worker Advancement Initiative (WAI) stipends. This program is wrapping up the stipends programs early in the year so there should not be too much more additional costs there.

The Budget Modifications are provided to Board members at every meeting. It shows changes to the budget since the December meeting. The major changes since the last meeting include the Saputo Rapid Response Dislocation Grant. SWWDB was granted \$15,200 in additional funds to help with that population. Pathways Home 4 is a new grant SWWDB received with funding through December 2026. This \$686,097 is the initial distribution, SWWDB will receive additional funds as the years go on. SWWDB also received \$18,400 in one-time additional Foster Care / Independent Living funds. The \$3,825 for 2024 was to adjust budget to actual award amount as SWWDB budgeted conservatively. Lastly, the Western Wisconsin Workforce Board granted SWWDB \$4,000 for one stop operator monitoring to be completed later this year.

Motion made by Mr. Kruse seconded by Mr. Otterstein, to approve the Program Year (PY) 2023-24 financial statements for Quarter 2, including the Budget Modifications, as presented. **Motion carried unanimously.**

4. Program Year (PY) 2022-23 Form 990

Ms. Thousand presented Form 990, Return of Organization Exempt from Income Tax, to board members. Form 990 is the tax return form that 501(c)3 non-profit organizations prepare annually to report their

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activities for the year. The draft form was completed after the Program Year (PY) 2022-23 audit, which was received the day of the December 13, 2023, Board meeting but tabled until this meeting to give SWWDB staff time to review the draft. Wegner CPAs, LLP prepared Form 990 and SWWDB reviewed for accuracy. Ms. Thousand confirmed it is tied to SWWDB's audited financial statements. This form shows revenue exceeding expenditures by \$235,633 which is a very positive position for SWWDB to be in. Part III and Schedule O show SWWDB's story along with the number of people SWWDB served during the year. Part IX, the Statement of Functional Expenses, shows total expenses along with program and administrative costs. The schedule states SWWDB spent a total of \$7,158,283 in the past year with only \$463,879 being administrative costs. That means SWWDB has been providing services with over ninety percent of expenditures spent on the program side and our participants. It is always great to see administrative costs less than ten percent of total expenditures.

Mr. Otterstein asked Ms. Thousand to address Schedule I. Schedule I lists all the organizations SWWDB passes funds to. SWWDB currently passes WIOA funds through Manpower, Pathway Home 2 funds to Fox Valley Workforce Development Board, Northwest Wisconsin Workforce Investment Board, and West Central Workforce Development Board. SWWDB also passes through funds to Community Action, Inc. of Rock and Walworth Counties, but as it was not over \$5,000, it does not need to be reported on this schedule. For those that receive funds through SWWDB, a monitoring is conducted on their program and administrative services throughout the year. Over the year, SWWDB provided assistance to 2,624 participants and spent \$1,980,126 directly on those participants.

Motion made by Mr. Jach, seconded by Ms. Omen to approve the Fiscal Year (FY) 2022-23 Form 990 as presented. **Motion carried unanimously.**

5. Old Business

None.

6. New Business

A. **WIOA 2024-27 Local Workforce Development Plan**

The SWWDB team is working on the 2024-2027 Local Workforce Development Plan. The plan is due to the Department of Workforce Development (DWD) by May 15, 2024, and after a 30-day comment period. SWWDB administration will need to convene the Southwest Wisconsin Counties Consortium (SWCC) and the SWWDB Executive Committee to approve the plan before the next regularly scheduled meeting. Ms. Suda is thinking late April or early May.

Ms. Lauck asked if the local plan will be posted publicly. Ms. Suda said yes, it will be posted on the website and sent out to the county clerk's office, and possibly to newspapers. They will have 30 days for any comments.

B. **Workforce Needs Survey – Snapshot**

Ms. Suda provided an overview of the results of the 2023 Workforce Needs Survey. SWWDB did not get as good of a response as they did in the past. The survey will be completed again in two years. SWWDB plans to do extra work in outreach to get more responses and a better outcome. The results were enough to start a story but not enough to complete it. Below is a summary of the results:

The top responses for where employers are recruiting are referrals and social media. It takes employers an average of one (1) to three (3) months to fill a position. Newspapers advertisement is the least effective. The most common applicant skills that are missing include written

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communication and resume/cover letter skills. Most applicants today are focused on computer skills and social media with limited skills to communicate socially outside a screen. Common alternative hiring positions included interns, part time employees, independent contractors, and seasonal employees in that order. The most popular hiring barrier was low number applicants, followed by lack of technical occupational skills, lack of work experience, unwilling to accept offered wages, lack of education credentials, then criminal record and drug test being the least popular. The most common ways employers are attracting and retaining employees are hiring less qualified applicants and training on the job, increasing wages, offering overtime, offering flexible time, paid skills training, outsourcing work or purchasing services to another firm, then increasing automation in that order. Most employers strongly agree that their top workforce is productive, and they do not experience a lot of turnover. Less than 50% agree that the applicants possess the basic skills, only 32% can find the workforce they need, and only 26% say the applicants fulfill the necessary requirements for the job. The top employer workforce concerns are lack of qualified applicants, childcare, increased cost of labor, employee retention, aging workforce, housing and living costs for employees, and transportation issues especially in rural counties. 97% of employers provide training, and the most popular form of training is self-directed and online training. Other forms of training included technical college, commercial training, and college/university. 16% of employers sponsor apprenticeships and 29% want more information on apprenticeships. The most popular ways businesses are engaging with the future workforce are by career/job fairs, internships, job shadowing, student tours, youth apprenticeship, and inspire in that order. When employers were asked what they would like more information on they responded with on-the-job training grants, labor market information, incumbent worker training grants, apprenticeships, and labor law information. Employers are managing retirements by transitioning to part time, flexible work schedules, change in duties, and telecommunicating/working from home. They saw no value in increasing wages. The most common efforts made to capture knowledge when employees exit or retire included reviewing job descriptions/processes and procedures with retiring workers, have the retirees return as contract employees for trainings, job sharing, and provide mentoring programs as least common. Some employer comments were noting the shortage in construction labor, talent gap as a main issue, along with lack of adequate candidates, housing, and daycare in their area.

Ms. Lauck reminded board members the most important concept is to be aware. If any board members or colleagues know of any workforce or organization that needs training or knowledge of how SWWDB can help, reach out to Ms. Suda. Ms. Suda will send the survey results to board members. Mr. Marcotte offered to help with the next survey to increase participation.

7. Committee Updates

None.

8. Consent Agenda

The items on the consent agenda were presented to Board members for review and discussion. Ms. Suda briefly went over the two (2) revised policies and performance reports.

The C-701 Travel Expense Reimbursement Policy - Out of area travel guidance was updated. The Pathways Home 4 grant will require SWWDB to hire someone to serve the Dane County area. Since that county is not in our six-county area, SWWDB is updating the policy.

C-102 Cost Allocation Plan— Updated to reflect an indirect administrative cost pool. This administrative cost pool will be used by the administrative and finance staff to charge their time on projects that benefit all grants but can't be directly charged.

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The Performance Report included performance for two of SWWDB’s programs – WIOA and FSET. Manpower, who is providing WIOA services, is exceeding in Adult, Dislocated Worker, and Youth performance. This is much improved compared to this time last year. Manpower has had changes in management staff and provided adequate training to make this happen. For WIOA, the State of Wisconsin and DWD hold performance levels. This year, SWWDB is currently exceeding twelve goals, meeting one goal, and failing two goals. These goals are measured in the middle of year so still have the rest of the year to achieve a gain. Ms. Suda is confident SWWDB will hit the mark by the end of June.

The FSET group exceeded four measures and failed one in the first quarter. The first ratio goal is 25% and SWWDB’s number came in at 23.96%. The state lifted its waiver in October causing an influx of people and it was difficult to explain to new individuals coming in what their obligations were coming into program. This number already looks much better currently, and Ms. Suda predicts the percentage will be over 25% by the end of March.

Motion made by Mr. Collins, seconded by Mr. Otterstein to approve the items in the consent agenda as presented including revisions to policies C-701 Travel Expense Reimbursement Policy and C-102 Cost Allocation Plan and the Workforce Innovation and Opportunity Act (WIOA) and Foodshare Employment & Training (FSET) performance and participation reports. **Motion carried unanimously.**

9. Organizational Information & Recurring Business

A. Rapid Response Activity/Updates

Board members were provided with an overview of layoff/closure activity from July 1, 2023, (Table 1). This information is provided at every Board meeting per the Board’s request.

Table 1

Program Year (PY) 2023-24					
Company Name	Layoff Date	Affected Employees	RR Sessions or Meetings Held	Attendance	Receiving Services in DW Program
Honeywell	7/31/2023	12	Event on held 7/11/2023.	12	0
Shine Medical Technologies	8/8/2023	52	No warning provided to employees. Pay was provided in lieu of notice	Employer did not return calls.	
Saputo Cheese Belmont, WI	11/11/2023	187 Lafayette Co.	12/1/2023 – Job Fair and Rapid Response sessions held.	62	0
Energizer	12/1/2023	172	Held 2 RR sessions on 2/8 Held Job Fair on 2/22, 16 employers. Will be scheduling the June event in the next few weeks.	18 Employees 32 job seekers	4
NorthStar Medical Radioisotopes, LLC	10/11/2023	65	No response from employer		
Saputo Cheese Lancaster, WI	News article	100	Waiting for more details from employer. Still waiting on the closure date Will hold a RR/Job Fair similar to Belmont Event.		

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Mr. Gross asked Ms. Suda where Energizer was located. She answered Fennimore, the former Rayovac. Ms. Lauck expressed her gratitude to SWWDB for working with Energizer and businesses in small communities. It is extremely helpful when dislocated employees can access additional funds to help with different opportunities.

B. Local Retention – Workforce Innovation and Opportunity Act

Local retention is defined as participants working within the local area post-program exit. Since July 1, 2023, 92 participants have exited Workforce Innovation and Opportunity Act (WIOA) programs. As of December 31, 2023, placement information indicates that of the 92 WIOA participants that exited in the program year, 74 (80%) are employed or going to school post-program exit. Of those, 66 (89%) are going to school or working in Wisconsin. Workforce Development Area (WDA) 11 employs 57 of these individuals, which represents 86% of those employed in Wisconsin.

10. CEO's Report

A. 2024 Talent Development Conference

Ms. Suda congratulated Mr. Andrew Marcotte on being awarded the emerging leader for Forward Janesville. She reminded board members of the Talent Development Conference in April. Registration is still open if interested.

B. Recruiting

SWWDB currently has four (4) open positions: Re-entry Career Coach, two FoodShare Employment and Training (FSET) Specialists, and FSET Program Assistant.

11. Chairperson's Report

Ms. Lauck reminded board members that if they hear of a layoff or an entity shutting down, employees could still qualify for benefits and SWWDB can help with transition and resources.

She also extended her gratitude to Ms. Suda's staff and all their work on recent job fairs and outreach. SWWDB's help goes directly to people who need it, overcome barriers, and achieve goals.

Ms. Suda added the June board meeting will be face to face in a central location around 3 p.m.

12. Adjournment

Motion made by Mr. Aarud, seconded by Mr. Gross, to adjourn the meeting at 3:49 p.m. **Motion carried unanimously.**

General Ledger System

SOUTHWEST WISCONSIN WORKFORCE DEV
 For User: d.thousand
 Agency Balance Sheet

March 2024

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 Date: 5/14/2024
 Time: 2:02:51 PM

Account Description	Balance Amount	Totals
Assets:		
1000 CASH	\$1,178,046.64	
1100 GRANT CASH RECEIVABLE	\$768,690.51	
1202 PREPAID PLATTEVILLE RENT	\$2,387.00	
1203 PREPAID CORP. INSURANCES	\$22,805.92	
1207 PREPAID SUBSCRIPTIONS	\$28,696.67	
1220 PREPAID RENT OTHER	\$1,903.00	
1252 PREPAID FLEXIBLE SPENDING	\$248.00	
1310 PREPAID ROCK COUNTY RENT	\$4,145.85	
1500 AUTOMOBILE PURCHASE	\$25,708.38	
1501 ACCUMULATED DEPRECIATION	(\$203,959.97)	
1503 EQUIPMENT & FURNITURE	\$201,444.76	
1539 SOFTWARE PROJECT	\$36,405.00	
1540 PAS REWRITE PROJECT	\$78,549.25	
Total assets		<u>\$2,145,071.01</u>
Liabilities:		
3003 ACCRUED VACATION	\$53,131.84	
3004 ACCRUED PAYROLL	\$53,923.97	
3089 FLEX PLAN MEDICAL	\$3,043.21	
3100 UNEMPLOYMENT COMPENSATION	(\$240.02)	
3200 ACCOUNTS PAYABLE	\$300,246.74	
3220 OTHER ACCRUALS	\$12,728.40	
Total liabilities		<u>\$422,834.14</u>
Prior year fund balance	\$1,586,326.12	
Current fund balance	\$135,910.75	
Total liabilities and fund balance:		<u><u>\$2,145,071.01</u></u>

(Funds included: ALL)

General Ledger System

SOUTHWEST WISCONSIN WORKFORCE DEV

For User: d.thousand

Agency Statement of Operations

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Revenues

Account	-----Monthly-----			-----YTD-----			Annual estimated	Unrealized	Pct
	Estimated	Actual	Pct	Estimated	Actual				
5100 REVENUE	\$471,742.00	\$801,093.12	169.82%	\$4,245,678.00	\$4,210,602.72	\$5,660,905.00	\$1,450,302.28	74.38%	
5110 LEASED EMPLOYEE REVENUE	\$60,383.00	\$124,848.45	206.76%	\$543,447.00	\$551,295.03	\$724,600.00	\$173,304.97	76.08%	
5140 TICKET TO WORK REVENUE	\$5,431.00	\$0.00	0.00%	\$48,879.00	\$46,220.00	\$65,183.00	\$18,963.00	70.91%	
5150 BENEFIT ANALYSIS REVENUE	\$5,431.00	\$18,500.00	340.64%	\$48,879.00	\$66,300.00	\$65,183.00	(\$1,117.00)	101.71%	
5160 DONATIONS REVENUE	\$0.00	\$0.00	0.00%	\$0.00	\$500.00	\$0.00	(\$500.00)	0.00%	
5300 REVENUE INTEREST INCOME	\$1,255.00	\$4,959.43	395.17%	\$11,295.00	\$36,112.70	\$15,067.00	(\$21,045.70)	239.68%	
Total Revenues	\$544,242.00	\$949,401.00	174.44%	\$4,898,178.00	\$4,911,030.45	\$6,530,938.00	\$1,619,907.55	75.20%	

Expenditures

Account	-----Monthly-----			-----YTD-----			Annual budget	Unexpended	Pct
	Budget	Expenditures	Pct	Budget	Expenditures				
6100 SALARIES	\$237,107.00	\$401,044.09	169.14%	\$2,133,963.00	\$1,973,155.06	\$2,845,293.00	\$872,137.94	69.35%	
6110 P/R TAX FICA	\$18,138.00	\$25,457.91	140.36%	\$163,242.00	\$139,378.01	\$217,665.00	\$78,286.99	64.03%	
6119 FRINGES	\$83.00	\$980.30	1181.08%	\$747.00	\$3,068.78	\$1,000.00	(\$2,068.78)	306.88%	
6120 HEALTH INSURANCE	\$27,265.00	\$25,786.13	94.58%	\$245,385.00	\$217,060.91	\$327,186.00	\$110,125.09	66.34%	
6122 UNEMPLOYMENT INSURANCE	\$1,175.00	\$2,262.80	192.58%	\$10,575.00	\$7,744.89	\$14,101.00	\$6,356.11	54.92%	
6123 LIFE/DISABILITY INSURANCE	\$626.00	\$868.42	138.73%	\$5,634.00	\$6,143.35	\$7,518.00	\$1,374.65	81.72%	
6130 DENTAL INSURANCE	\$1,743.00	\$1,847.56	106.00%	\$15,687.00	\$15,327.19	\$20,924.00	\$5,596.81	73.25%	
6140 TRAVEL IN WDA	\$8,332.00	\$8,764.67	105.19%	\$74,988.00	\$53,490.83	\$99,985.00	\$46,494.17	53.50%	
6155 MEALS	\$833.00	\$87.26	10.48%	\$7,497.00	\$2,656.81	\$10,000.00	\$7,343.19	26.57%	
6156 LODGING	\$1,250.00	\$0.00	0.00%	\$11,250.00	\$5,844.04	\$15,000.00	\$9,155.96	38.96%	
6160 401(K)	\$9,166.00	\$12,864.14	140.35%	\$82,494.00	\$80,829.12	\$110,000.00	\$29,170.88	73.48%	
6170 STAFF TRAIN/DEVELOPMENT	\$1,250.00	\$0.00	0.00%	\$11,250.00	\$8,365.82	\$15,000.00	\$6,634.18	55.77%	
6171 EMPLOYEE TUITION REIMB.	\$83.00	\$0.00	0.00%	\$747.00	\$0.00	\$1,000.00	\$1,000.00	0.00%	
6172 DUES AND MEMBERSHIPS	\$1,166.00	\$1,700.00	145.80%	\$10,494.00	\$7,220.00	\$14,000.00	\$6,780.00	51.57%	
6250 OFFICE SUPPLIES	\$2,583.00	\$976.22	37.79%	\$23,247.00	\$17,942.17	\$31,000.00	\$13,057.83	57.88%	
6255 AUDIO/WISLINE	\$125.00	\$0.00	0.00%	\$1,125.00	\$208.81	\$1,500.00	\$1,291.19	13.92%	
6257 JOB FAIR EXPENSES	\$83.00	\$0.00	0.00%	\$747.00	\$1,405.00	\$1,000.00	(\$405.00)	140.50%	
6260 MEETING EXPENSE	\$0.00	\$0.00	0.00%	\$0.00	\$4,469.00	\$0.00	(\$4,469.00)	0.00%	
6261 EQUIPMENT UNDER \$5000	\$2,500.00	\$2,899.00	115.96%	\$22,500.00	\$18,529.89	\$30,000.00	\$11,470.11	61.77%	
6267 COPIER RENTAL	\$458.00	\$189.00	41.27%	\$4,122.00	\$1,551.00	\$5,500.00	\$3,949.00	28.20%	
6270 IT SOFTWARE	\$1,250.00	\$1,158.33	92.67%	\$11,250.00	\$10,424.97	\$15,000.00	\$4,575.03	69.50%	
6272 IT EQUIPMENT - NETWORK	\$333.00	\$0.00	0.00%	\$2,997.00	\$0.00	\$4,000.00	\$4,000.00	0.00%	

General Ledger System

SOUTHWEST WISCONSIN WORKFORCE DEV

For User: d.thousand

Agency Statement of Operations

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Expenditures		-----Monthly-----			-----YTD-----				
Account		Budget	Expenditures	Pct	Budget	Expenditures	Annual budget	Unexpended	Pct
6273	IT EQUIPMENT - OTHER	\$83.00	\$0.00	0.00%	\$747.00	\$0.00	\$1,000.00	\$1,000.00	0.00%
6274	LICENSES	\$1,250.00	\$690.00	55.20%	\$11,250.00	\$6,240.27	\$15,000.00	\$8,759.73	41.60%
6310	RENT	\$8,083.00	\$6,532.85	80.82%	\$72,747.00	\$73,816.11	\$97,000.00	\$23,183.89	76.10%
6311	STORAGE RENTAL	\$1,233.00	\$1,230.00	99.76%	\$11,097.00	\$11,040.00	\$14,800.00	\$3,760.00	74.59%
6312	CLEANING/JANITORIAL	\$416.00	\$500.00	120.19%	\$3,744.00	\$4,000.00	\$5,000.00	\$1,000.00	80.00%
6313	P.O. BOX RENTAL	\$33.00	\$0.00	0.00%	\$297.00	\$0.00	\$400.00	\$400.00	0.00%
6330	TELEPHONE	\$500.00	\$314.53	62.91%	\$4,500.00	\$2,831.78	\$6,000.00	\$3,168.22	47.20%
6331	GARBAGE REMOVAL	\$33.00	\$0.00	0.00%	\$297.00	\$189.80	\$400.00	\$210.20	47.45%
6340	POSTAGE	\$833.00	\$122.52	14.71%	\$7,497.00	\$6,764.79	\$10,000.00	\$3,235.21	67.65%
6341	SERVICE FEES	\$933.00	\$770.76	82.61%	\$8,397.00	\$7,603.29	\$11,200.00	\$3,596.71	67.89%
6342	SUBSCRIPTIONS	\$1,958.00	\$3,933.00	200.87%	\$17,622.00	\$17,890.06	\$23,500.00	\$5,609.94	76.13%
6343	BOARD	\$416.00	\$0.00	0.00%	\$3,744.00	\$579.46	\$5,000.00	\$4,420.54	11.59%
6351	CELL PHONE	\$1,708.00	\$1,633.37	95.63%	\$15,372.00	\$15,751.02	\$20,500.00	\$4,748.98	76.83%
6352	INTERNET	\$1,166.00	\$946.38	81.16%	\$10,494.00	\$8,467.42	\$14,000.00	\$5,532.58	60.48%
6353	NETWORK CONNECTIVITY	\$5,976.00	\$0.00	0.00%	\$53,784.00	\$55,620.00	\$71,720.00	\$16,100.00	77.55%
6370	ADVERTISING	\$416.00	\$0.00	0.00%	\$3,744.00	\$1,696.20	\$5,000.00	\$3,303.80	33.92%
6371	BACKGROUND CHECKS	\$33.00	\$31.00	93.94%	\$297.00	\$198.00	\$400.00	\$202.00	49.50%
6410	LEGAL	\$208.00	\$0.00	0.00%	\$1,872.00	\$0.00	\$2,500.00	\$2,500.00	0.00%
6420	AUDIT	\$1,333.00	\$1,885.00	141.41%	\$11,997.00	\$23,185.00	\$16,000.00	(\$7,185.00)	144.91%
6431	CONSULTANTS	\$416.00	\$0.00	0.00%	\$3,744.00	\$0.00	\$5,000.00	\$5,000.00	0.00%
6433	CONTRACTED SUPPORT	\$4,166.00	\$3,258.17	78.21%	\$37,494.00	\$29,230.15	\$50,000.00	\$20,769.85	58.46%
6503	WORKER'S COMPENSATION	\$1,208.00	\$2,320.24	192.07%	\$10,872.00	\$7,254.23	\$14,500.00	\$7,245.77	50.03%
6504	MULTI-PERIL	\$166.00	\$202.08	121.73%	\$1,494.00	\$1,233.50	\$2,000.00	\$766.50	61.68%
6507	CORPORATE INSURANCES	\$1,083.00	\$1,132.64	104.58%	\$9,747.00	\$9,968.60	\$13,000.00	\$3,031.40	76.68%
6580	DEPRECIATION	\$3,000.00	\$2,956.44	98.55%	\$27,000.00	\$28,139.65	\$36,000.00	\$7,860.35	78.17%
6602	COMPANY CAR INSURANCE	\$158.00	\$121.18	76.70%	\$1,422.00	\$1,043.82	\$1,900.00	\$856.18	54.94%
6603	COMPANY CAR GAS	\$60.00	\$0.00	0.00%	\$540.00	\$146.61	\$720.00	\$573.39	20.36%
6604	COMPANY CAR MAINTENANCE	\$166.00	\$0.00	0.00%	\$1,494.00	\$92.13	\$2,000.00	\$1,907.87	4.61%
6610	SUBCONTRACTOR EXPENSE	\$83,333.00	\$60,552.01	72.66%	\$749,997.00	\$743,569.95	\$1,000,000.00	\$256,430.05	74.36%
6701	PARTICIPANT SUPPORT	\$50,000.00	\$47,127.69	94.26%	\$450,000.00	\$326,550.18	\$600,000.00	\$273,449.82	54.43%
6703	ASSESSMENTS	\$1,666.00	\$3,360.00	201.68%	\$14,994.00	\$21,105.00	\$20,000.00	(\$1,105.00)	105.53%

General Ledger System

SOUTHWEST WISCONSIN WORKFORCE DEV

For User: d.thousand

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Expenditures

Account	-----Monthly-----			-----YTD-----			Annual budget	Unexpended	Pct
	Budget	Expenditures	Pct	Budget	Expenditures				
6707 INCUMBENT WORKER TRAININ	\$3,333.00	\$0.00	0.00%	\$29,997.00	\$0.00		\$40,000.00	\$40,000.00	0.00%
6708 STIPENDS	\$4,583.00	\$0.00	0.00%	\$41,247.00	\$74,042.00		\$55,000.00	(\$19,042.00)	134.62%
6709 INCENTIVES	\$2,500.00	\$0.00	0.00%	\$22,500.00	\$13,250.00		\$30,000.00	\$16,750.00	44.17%
6735 35% TRAINING	\$31,250.00	\$13,950.00	44.64%	\$281,250.00	\$382,684.19		\$375,000.00	(\$7,684.19)	102.05%
6736 35% TRAINING SUPPORT	\$46,250.00	\$32,379.49	70.01%	\$416,250.00	\$324,626.84		\$555,000.00	\$230,373.16	58.49%
6740 CUSTOMIZED TRAINING	\$473.00	\$0.00	0.00%	\$4,257.00	\$1,494.00		\$5,683.00	\$4,189.00	26.29%
Total Expenditures	\$575,971.00	\$672,835.18	116.82%	\$5,183,739.00	\$4,775,119.70		\$6,911,895.00	\$2,136,775.30	69.09%
Excess (Deficit)	(\$31,729.00)	\$276,565.82		(\$285,561.00)	\$135,910.75		(\$380,957.00)	(\$516,867.75)	

(Funds included: ALL)

SWWDB Budget Modifications Since the 3/13/2024 Board Meeting

Item	Admin	Program	Amount
2023.24 Budget - Approved Revenue	561,831	4,834,081	\$5,395,912
Changes to PY23 Funds (Adjust to Actual)			
WIOA PY22 DW - transfer #1 to WIOA Adult		(68,000)	(\$68,000)
WIOA PY22 Adult - transfer #1 from WIOA DW		68,000	\$68,000
Youth Apprenticeship - increase to max/participant allow	1,160	22,039	\$23,199
Winning w/ WI's Workforce - new 2024 award	1,500	13,500	\$15,000
FoodShare Employment & Training - mod of \$35k for staffing	3,500	31,500	\$35,000
Department of Corrections - reduce to projected grant spending expenditures	(1,400)	(12,600)	(\$14,000)
Rapid Response Energizer Dislocation Grant - new	514	5,139	\$5,653
Rapid Response Saputo Cheese Dislocation Grant - new	1,382	13,818	\$15,200
Pathway Home 4 - new	68,610	617,487	\$686,097
Foster Care / Independent Living - additional funds added	1,840	16,560	\$18,400
Foster Care / Independent Living - adjust to actual	383	3,443	\$3,825
Western WI Workforce Board - OSO Monitoring - new	-	4,000	\$4,000
Pathway Home 4 - Grant Management Services only	26,244	236,196	\$262,440
FoodShare Employment & Training - Adjust to actual award (Exhibit II)	3,365	30,285	\$33,650
Regional Planning Commission Contracts - not renewing for calendar year 2024 (estimated 1/1/24 - 6/30/24)	(32,250)		(\$32,250)
WISE - Adjust to Anticipated Award per Mtg w/ DHS 7.20.23	3,639	(1,761)	\$1,878
WIOA PY23 Admin - Adjust to Actual Award	8,517		\$8,517
WIOA PY23 Adult - Adjust to Actual Award		0	\$0
WIOA PY23 DW - Adjust to Actual Award		65,455	\$65,455
WIOA PY23 ISY - Adjust to Actual Award		2,240	\$2,240
WIOA PY23 OSY - Adjust to Actual Award		8,962	\$8,962
Department of Corrections - adjust to actual award	3	24	\$27
PDCI Job Center DOC - adjust to actual award	1,000	9,000	\$10,000
CESA 5/Dept of Public Instruction - adjust to actual	13	122	\$135
Rapid Response Annual Allotment - adjust to actual	1,053	9,475	\$10,528
QUEST (Quality jobs, Equity, Strategy & Training) - adjust to actual	5,265	47,388	\$52,653
Youth Apprenticeship - adjust to actual award, draft contract	(804)	(15,927)	(\$16,731)
Modified Revenues	655,364	5,940,426	6,595,790
Net Change	93,533	1,106,345	1,199,878
Changes to PY22 Funds (Affects Planned Reserve / Carryover) - for informational purposes only			
Department of Corrections - adjust to actual final/close out		3,222	\$3,222
Department of Corrections - PDCI Job Center adjust to actual final/close out (\$3,000 P.O. + \$1,991 direct pay)	300	4,691	\$4,991
Changes to PY23 That Don't Impact SWWDB's Bottom Line - for informational purposes only			
Community Action, Inc. of Rock & Walworth Counties - an FSET Third Party Program Provider (50% match grant pass through funding only shown at 100% contract value) for their Project Thrive Program	-	199,238	199,238

Southwest Wisconsin Workforce Development Board, Inc. Budget Summary

5/19/2024

* Requesting Approval at 6/12/24 Board Mtg	2023-24						reference only	2024-25		
	1	2	3	4	5	6	7	8	9	10
	Approved Budget *	P/Y Reserve Avail for Use	Budget Changes <i>known mods adj PR to estimated</i>	Budget w/Reserve	YTD as of 3/31/24	Projected as of 6/30/24 Modified Budget	Planned Reserve (PR) <i>grants >> fiscal year multi-year grants</i>	Proposed Budget <i>new revenues</i>	Planned + Proposed	# of Years of Grant
Revenues:										
Administration Funds	\$561,831	\$441,686	\$93,533	\$1,097,050	\$504,021	\$672,027	\$425,023	\$527,644	\$952,667	varies
WIOA Adult	\$310,190	\$382,421	\$56,145	\$748,756	\$306,424	\$438,565	\$310,191	\$279,172	\$589,363	2.00
WIOA In-School Youth	\$72,364	\$99,572	(\$53,481)	\$118,455	\$18,900	\$25,199	\$93,256	\$67,144	\$160,399	2.00
WIOA Out-of-School Youth	\$289,455	\$298,716	\$4,476	\$592,647	\$234,660	\$312,880	\$279,767	\$268,576	\$548,342	2.00
WIOA Dislocated Worker	\$241,320	\$252,075	(\$52,058)	\$441,337	\$85,921	\$134,561	\$306,776	\$276,098	\$582,875	2.00
WISE	\$356,296	\$0	\$48,346	\$404,642	\$300,571	\$404,642	\$0	\$354,535	\$354,535	1.00
DWD Set Aside Projects - DocuSign, Tech	\$480	\$0		\$480	\$0	\$0	\$480	\$480	\$960	1.00
Department of Corrections (inc PDCI JC)	\$141,223	\$0	(\$11,426)	\$129,797	\$97,348	\$129,797	(\$0)	\$150,247	\$150,247	1.00
Employment Recovery DWG	\$0	\$108,317	(\$46,729)	\$61,588	\$61,588	\$61,588	\$0	\$0	\$0	3.00
Foster Care / Independent Living	\$75,735	\$51,637	\$20,003	\$147,375	\$74,180	\$98,907	\$48,468	\$79,178	\$127,646	1.00
Opioid / Support to Communities	\$144,478	\$103,203	(\$60,000)	\$187,681	\$53,079	\$82,772	\$104,909	\$0	\$104,909	4.00
Opioid / STC - fee for service contract	\$0	\$4,525	(\$3,810)	\$715	\$715	\$715	(\$0)	\$0	(\$0)	1.08
Pathways Home 2	\$0	\$2,245,476		\$2,245,476	\$560,675	\$747,566	\$1,497,910	\$0	\$1,497,910	4.25
Pathways Home 4	\$0	\$0	\$853,683	\$853,683	\$40,049	\$80,581	\$773,102	\$0	\$773,102	3.50
Project Robust	\$0	\$0		\$0	\$0	\$0	\$0	\$315,000	\$315,000	3.00
QUEST	\$225,000	\$0	\$10,799	\$235,799	\$75,321	\$100,428	\$135,371	\$0	\$135,371	1.75
Rapid Response Annual Alotment	\$28,975	\$0	\$9,475	\$38,450	\$14,158	\$38,450	\$0	\$38,450	\$38,450	1.00
Rapid Response Dislocation Grant(s) - Saputo and Energizer	\$0	\$0	\$18,957	\$18,957	\$10,043	\$18,457	\$500	\$0	\$500	0.50
Dept. of Public Instruction - Pathways	\$19,238	\$0	\$122	\$19,360	\$0	\$19,360	\$0	\$19,360	\$19,360	1.00
Youth Apprenticeship	\$167,740	\$0	\$6,112	\$173,852	\$102,363	\$173,852	(\$0)	\$173,465	\$173,465	1.00
Worker Advancement Initiative (WAI)	\$0	\$372,349		\$372,349	\$232,321	\$327,349	\$45,000	\$0	\$45,000	3.00
Personnel Leasing	\$724,600	\$0	(\$37,609)	\$686,991	\$515,243	\$686,991	(\$0)	\$683,606	\$683,606	ongoing
Network Services/PAS	\$81,205	\$0		\$81,205	\$71,171	\$81,205	\$0	\$82,250	\$82,250	1.00
DVR/ETN/Ticket to Work/Benefit Analysis	\$130,366	\$0	\$10,284	\$140,650	\$101,268	\$140,650	\$0	\$135,024	\$135,024	fee for svc
FoodShare Employment & Training (FSET)	\$1,824,917	\$866,294	(\$222,215)	\$2,468,996	\$1,148,669	\$1,681,558	\$787,438	\$1,795,043	\$2,582,480	1.00
Winning with WI's Workforce Events	\$0	\$13,424	\$13,500	\$26,924	\$9,615	\$12,820	\$14,104	\$9,000	\$23,104	1.00
Donations	\$0	\$0	\$500	\$500	\$500	\$500	\$0	\$0	\$0	
Unearned Rev/Job Ctr/Job Fair/Work Today	\$500	\$0	\$4,000	\$4,500	\$292,229	\$4,500	\$0	\$4,000	\$4,000	
Total Revenue:	\$5,395,913	\$5,239,695	\$662,607	\$11,298,215	\$4,911,030	\$6,475,922	\$4,822,293	\$5,258,271	\$10,080,564	
Expenses:							Use PR & Proposed to Cover Exp	Projected vs Proposed	Exp % Change	
SWWDB Salaries	\$2,845,293		(\$214,420)		\$1,973,155	\$2,630,873		\$2,801,320	\$170,446	6.48%
SWWDB Fringe Benefits	\$699,393		(\$73,323)		\$469,552	\$626,070		\$684,779	\$58,710	9.38%
SWWDB Operational Expenses	\$168,220		\$6,918		\$115,546	\$175,138		\$194,106	\$18,968	10.83%
Travel Expenses	\$124,985		(\$42,329)		\$61,992	\$82,656		\$109,151	\$26,496	32.06%
Insurance	\$31,400		(\$5,400)		\$19,500	\$26,000		\$30,400	\$4,400	16.92%
Supplies	\$31,000		(\$7,077)		\$17,942	\$23,923		\$30,000	\$6,077	25.40%
Technology	\$138,220		(\$18,808)		\$95,484	\$119,412		\$132,750	\$13,338	11.17%
Rent	\$97,000		\$1,421		\$73,816	\$98,421		\$104,000	\$5,579	5.67%
Facilities / Utilities	\$34,200		(\$2,604)		\$23,697	\$31,596		\$35,400	\$3,804	12.04%
Telephone	\$26,500		(\$1,723)		\$18,583	\$24,777		\$32,000	\$7,223	29.15%
Equipment	\$35,000		(\$5,293)		\$18,530	\$29,707		\$35,000	\$5,293	17.82%
Participant Support	\$1,240,000		(\$250,375)		\$738,469	\$989,625		\$930,000	(\$59,625)	-6.03%
Participant Training	\$440,683		\$102,880		\$405,283	\$543,563		\$545,200	\$1,637	0.30%
Program Operators	\$1,000,000		(\$8,573)		\$743,570	\$991,427		\$845,000	(\$146,427)	-14.77%
Total Expenses:	\$6,911,894		(\$518,707)	\$0	\$4,775,120	\$6,393,187		\$6,509,106	\$115,919	1.81%
Net Position/Projected Carryover at End of FY	(\$1,515,981)				\$135,911	\$82,734		(\$1,250,836)		

PY2024 Budget Expenses
Based on March 2024 Expenses

Object Code	Category	Description	# Months Used			PY2024	
			3/31 Expense	Monthly Ave.	Annualized Exp		
6100	Salaries	Salaries	1,973,155.06	219,239.45	2,630,873.41	2,801,320	3% inc, PH4 & DOC positions
6110	Fringe	FICA Taxes	139,378.01	15,486.45	185,837.35	214,301	7.65% of wages
6119	Fringe	Fringes	3,068.78	340.98	4,091.71	1,000	
6120	Fringe	Health Insurance	217,060.91	24,117.88	289,414.55	318,356	with 10% increase
6122	Fringe	Unemployment Insurance	7,744.89	860.54	10,326.52	10,636	with 3% increase
6123	Fringe	Life/Disability Insurance	6,143.35	682.59	8,191.13	8,437	with 3% increase
6130	Fringe	Dental Insurance	15,327.19	1,703.02	20,436.25	21,049	with 3% increase
6140	Travel	Travel in WDA	53,490.83	5,943.43	71,321.11	89,151	with 25% increase for PH4
6155	Travel	Meals	2,656.81	295.20	3,542.41	10,000	per Travel policy or UG Conferences
6156	Travel	Lodging	5,844.04	649.34	7,792.05	10,000	WIOA Roundtable, NAWDP, sub monitoring
6160	Fringe	Staff Annuity / 401k	80,829.12	8,981.01	107,772.16	110,000	more in; those in at higher %
6170	Operational	Staff Train/Development	8,365.82	929.54	11,154.43	15,000	WIOA roundtable & NAWDP
6171	Fringe	Employee Tuition Reimb.	0.00	0.00	0.00	1,000	
6172	Operational	Dues & Memberships	7,220.00	802.22	9,626.67	14,000	
6250	Supplies	Office Supplies	17,942.17	1,993.57	23,922.89	30,000	more staff=more supplies; UG threshold increase
6255	Technology	Audio/Wisline	208.81	23.20	278.41	500	more via Teams
6256	Operational	Marketing Supplies	0.00	0.00	0.00	0	
6257	Operational	Job Fair Expenses	1,405.00	156.11	1,873.33	2,000	RR events & fairs
6260	Operational	Meeting Expense	4,469.00	496.56	5,958.67	3,000	
6261	Equipment	Equipment Under \$5,000	18,529.89	2,058.88	24,706.52	30,000	laptops & phones
6267	Operational	Copier Rental	1,551.00	172.33	2,068.00	5,000	
6270	Technology	IT Software	10,424.97	1,158.33	13,899.96	15,000	
6272	Equipment	IT Equipment - Network	0.00	0.00	4,000.00	4,000	Q4 renewals in prior years
6273	Equipment	IT Equipment - Other	0.00	0.00	1,000.00	1,000	Q4 renewals in prior years
6274	Operational	Licenses	6,240.27	693.36	8,320.36	15,000	Microsoft annual renewals now
6309	Facilities	Facilities	0.00	0.00	0.00	0	
6310	Rent	Rent	73,816.11	8,201.79	98,421.48	104,000	mo. leases less MP reimb 103,078
6311	Facilities	Storage Rental	11,040.00	1,226.67	14,720.00	15,000	Fox Den & server storage 14,760
6312	Facilities	Cleaning/Janitorial	4,000.00	444.44	5,333.33	6,000	
6313	Operational	PO Box Rental	0.00	0.00	0.00	0	gave up PO box
6317	Facilities	Moving Expense	0.00	0.00	0.00	0	only for RCJC move
6330	Phone	Telephone	2,831.78	314.64	3,775.71	6,000	
6331	Facilities	Garbage Removal	189.80	21.09	253.07	400	
6340	Operational	Postage	6,764.79	751.64	9,019.72	12,000	price increases
6341	Operational	Service Fees	7,603.29	844.81	10,137.72	11,200	low = big discount on PR software will expire
6342	Operational	Subscriptions	17,890.06	1,987.78	23,853.41	25,000	Transfr VR, IT
6343	Operational	Board	579.46	64.38	1,000.00	5,000	
6351	Phone	Cell Phone	15,751.02	1,750.11	21,001.36	26,000	more users/staff; still hiring

6352	Facilities	Internet	8,467.42	940.82	11,289.89	14,000	
6353	Technology	Network Connectivity	55,620.00	6,180.00	66,260.00	72,250	billed in July & January
6361	Technology	IT Telephone		0.00	0.00	0	
6370	Operational	Advertising	1,696.20	188.47	22,261.60	5,000	WIOA radio in Q4
6371	Operational	Background Checks	198.00	22.00	264.00	400	
6380	Operational	Marketing Printing	0.00	0.00	0.00	0	
6410	Operational	Legal	0.00	0.00	2,500.00	2,500	LE contract review; corp ins deductible
6420	Operational	Audit	23,185.00	2,576.11	23,185.00	20,000	major programs from 2 to 4; FASB lease
6431	Operational	Consultants	0.00	0.00	5,000.00	5,000	YA Salesforce edits
6433	Technology	Contracted Support	29,230.15	3,247.79	38,973.53	45,000	
6503	Insurance	Worker's Compensation	7,254.23	806.03	9,672.31	11,500	mod rate increase
6504	Insurance	Multi-Peril	1,233.50	137.06	1,644.67	2,000	
6507	Insurance	Corporate Insurances	9,968.60	1,107.62	13,291.47	15,000	D&O, ERISA, E&O, Prof, Cyber & Umbrella
6580	Operational	Depreciation	28,139.65	3,126.63	37,519.53	51,286	current+1/7th share PAS Rewrite
6602	Insurance	Company Car Insurance	1,043.82	115.98	1,391.76	1,900	
6603	Operational	Company Car Gas	146.61	16.29	195.48	720	
6604	Operational	Company Car Maintenance	92.13	10.24	1,200.00	2,000	lg fix in April
6610	Program Operator	Subcontractor Expense	743,569.95	82,618.88	991,426.60	845,000	missing PY23 PH2 sub; 1xWIOA, 3xPH2, 1xFSET
6701	Support	Participant Support	326,550.18	36,283.35	435,400.24	450,000	
6702	Training	Participant Training	0.00	0.00	0.00	0	
6703	Training	Assessments	21,105.00	2,345.00	28,140.00	30,000	
6707	Training	Incumbent Worker Training	0.00	0.00	0.00	20,000	PY23 fell through; try in PY24
6708	Support	Stipends	74,042.00	8,226.89	83,722.67	25,000	no more WAI, so just PH
6709	Support	Incentives	13,250.00	1,472.22	37,666.67	30,000	YA SBC & PH as no WAI
6735	Training	35% Training	382,684.19	42,520.47	510,245.59	490,000	PH2 in followup only &
6736	Support	35% Training Support	324,626.84	36,069.65	432,835.79	425,000	WIOA decreased allocation
6740	Training	Customized Training	1,494.00	166.00	5,177.00	5,200	YA mentor training
		Totals	4,775,119.70	530,568.86	6,393,187.48	6,509,106	

Total Expenses by Cost Category	3/31 Expense	Annualized Exp	PY2024
Salary	1,973,155.06	2,630,873.41	2,801,320
Fringe	469,552.25	626,069.67	684,779
Travel	61,991.68	82,655.57	109,151
Operational	115,546.28	175,137.92	194,106
Supplies	17,942.17	23,922.89	30,000
Technology	95,483.93	119,411.91	132,750
Equipment	18,529.89	29,706.52	35,000
Facilities	23,697.22	31,596.29	35,400
Rent	73,816.11	98,421.48	104,000
Phones	18,582.80	24,777.07	32,000
Insurance	19,500.15	26,000.20	30,400
Program Operator	743,569.95	991,426.60	845,000
Support	738,469.02	989,625.36	930,000
Training	405,283.19	543,562.59	545,200
Totals transfer to the Summary tab	4,775,119.70	6,393,187.48	6,509,106

PY2024 Revenues Before Carryover (New Funds / Awards)				
	Value of	Value of	Total	
Description of Funding Source	Admin	Program	Revenue	Notes
Bank Interest	48,150	0	48,150	Based on current year earnings annualized
CARPC Fiscal Services	0	0	0	Ended contract 12.31.23; services winding down, estimated to be nothing by the start of our new fiscal year
Department of Corrections / Windows to Work	16,694	150,247	166,941	Based on PY23 original contracts: base services \$86,941 including Boscobel + PDCI JC \$80,000
Dept. of Public Instruction - Pathways	2,151	19,360	21,511	Based on PY23 signed grant with CESA 5 / MadREP RCP Partners
DVR/Ticket to Work/Benefits Analysis	15,003	135,024	150,027	Based on current year projected activity
DWD Set Aside Projects - DocuSign	0	480	480	Based on max license reimbursement
Foster Care / Independent Living	8,798	79,178	87,975	Based on calendar year 2024 grant (regular only funds, no carryover or stimulus/additional funds)
FoodShare Employment & Training (FSET)	199,449	1,795,043	1,994,492	Five Year Summary; Year 1 Amount
Job Fairs & other WDA/Board activity	0	4,000	4,000	OSO monitoring
Network Services/PAS/User Fees	0	82,250	82,250	Based on current year projected activity
Pathways Home 2	0	0	0	No new grant; utilizing carryover funds
Pathways Home 4	0	0	0	No new grant; utilizing carryover funds
Personnel Leasing	51,454	683,606	735,060	Based on current year projected activity
Project Robust	35,000	315,000	350,000	letter from DOL for "Congressionally Directed Spending"
QUEST	0	0	0	No new grant; utilizing carryover funds & hoping for a no cost extension
Rapid Response Annual Alotment	4,272	38,450	42,722	Based on PY23's grant
Rapid Response Dislocation Grants	0	0	0	No new known grants at this time. Spending down Energizer's c/o yet.
Support to Communities / Opioid	0	0	0	No new grant; utilizing carryover funds
SWWRPC Fiscal Services	0	0	0	Ended contract 12.31.23; services winding down, estimated to be nothing by the start of our new fiscal year
Winning with WI's Workforce Events	1,000	9,000	10,000	
WIOA Adult	31,019	279,172	310,191	PY23 Allocation at hold harmless max 10% estimated reduction
WIOA DW	30,678	276,098	306,776	PY23 Allocation at hold harmless max 10% estimated reduction
WIOA In-School Youth	7,460	67,144	74,604	PY23 Allocation at hold harmless max 10% estimated reduction
WIOA Out-of-School Youth	29,842	268,576	298,417	PY23 Allocation at hold harmless max 10% estimated reduction
WISE / SCSEP	37,544	354,535	392,079	Based on PY23's original grant agreement
Worker Advancement Initiative	0	0	0	No new grant; utilizing carryover funds
Youth Apprenticeship	9,130	173,465	182,595	Requested \$199,309 in RFP; based on PY23 increased mod of 182,595
Donations	0	0	0	
Totals	527,644	4,730,627	5,258,271	

Southwest Wisconsin Counties Consortium Meeting

May 9, 2024
Meeting Minutes

The Southwest Wisconsin Workforce Development Board (SWWDB) Executive Committee meeting was held on Thursday, May 9, 2024, virtually via Microsoft Teams. Attendance was as follows:

Members Present:	Ms. Maria Lauck, Chairperson Mr. Keith Kruse Ms. Lisa Omen	Mr. James Otterstein Mr. Mike Williams
Members Absent:	Mr. John Meyers	
Staff Present:	Ms. Katie Gerhards Ms. Rhonda Suda	Ms. Danielle Thousand

The meeting of the Southwest Wisconsin Workforce Development Board (SWWDB) Executive Committee was called to order by Ms. Lauck at 10:00 a.m.

1. 2024-2027 Local Workforce Development Plan Review

A draft of the 2024-2027 Local Workforce Development Plan for Workforce Development Area (WDA) 11 was presented for review and discussion. It has been posted for a 30-day public review and comment period. No comments have been received to-date.

Ms. Suda stated that it is approximately 90 pages and went over some key sections with members. It was suggested that sections of the local plan could be pulled out and discussed in further detail at quarterly Board meetings.

Ms. Lauck asked if the slides would be available. Ms. Suda responded that they could be posted on SWWDB’s website.

Mr. Otterstein shared some comments on references, grammatical errors, and address updates. Some questions were also asked on unfamiliar programs. Overall, Mr. Otterstein congratulated SWWDB staff on a great job as a lot of work went into the local plan.

Ms. Omen added that the local plan is laid out very nicely. It is easy to read and there is a lot of good information.

Ms. Lauck appreciates the SWWDB team and all their efforts to create the 2024-2027 local plan.

Motion made by Mr. Williams, seconded by Ms. Omen, to approve WDA 11’s Local Workforce Development Plan, with proposed changes as discussed. **Motion carried unanimously.**

2. Adjournment

Motion made by Ms. Omen, seconded by Mr. Williams, to adjourn the meeting at 10:46 a.m. **Motion carried unanimously.**



HOLIDAY POLICY

B-403

Purpose.

Southwest Wisconsin Workforce Development Board (SWWDB) is committed to providing its employees with a comprehensive pay and benefits package comparable to other employers within its service area. Within its overall compensation philosophy, SWWDB shall provide its employees a specified number of paid holidays.

Policy.

SWWDB observes the following ~~ten (10)~~ eleven (11) holidays and is closed for business on the following days:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

Full-time employees who work 30 hours or more per week shall be paid for these holidays. Leased employees shall follow the holiday schedule of their supervisory agency (not SWWDB). However, if the contracting agency offers less than ~~10-11~~ 11 paid holidays, the leased employee will still receive the holiday benefit in the form of "floating" holidays. If the supervising agency does not mandate when the floating holiday must be used, the leased employee can request the day by following the steps outlined in the Holiday Procedure (B-403-1). Any full time employee working at least 30 hours but less than 40 hours per week shall have their holiday pay prorated based upon their approved schedule as indicated on the most recent Employment Status Form (B-310-A).

Full-time employees are eligible for a paid holiday as long they work their scheduled day before and after the holiday. Employees who are on an approved ~~leave~~ leave of absence (either paid or unpaid) are ~~also not eligible~~ eligible for holiday pay. ~~Under no circumstances will an employee receive vacation, bereavement, and/or sick pay for the same day; it would be holiday pay only.~~

If eligible employees work on a recognized holiday, they will receive holiday pay plus their wages at straight-time rate for the hours they worked on the holiday unless alternate arrangements are established prior to the holiday.



HOLIDAY POLICY

B-403

Whenever one of the designated holidays falls on a Saturday, the Friday immediately preceding the holiday shall become the paid holiday. If the designated holiday falls on a Sunday, the Monday immediately following the holiday shall become the official holiday. If the holiday falls on a Saturday or Sunday, and the preceding Friday or following Monday is also a holiday, the official holiday time will be designated by the Chief Executive Officer (CEO). The CEO will announce at least thirty (30) days prior to a weekend holiday how the holiday will be handled.

An employee may observe a special or religious holiday, provided that his/her work schedule can be accommodated without undue hardship to the organization and provided that the time off is charged to vacation or observed without pay.

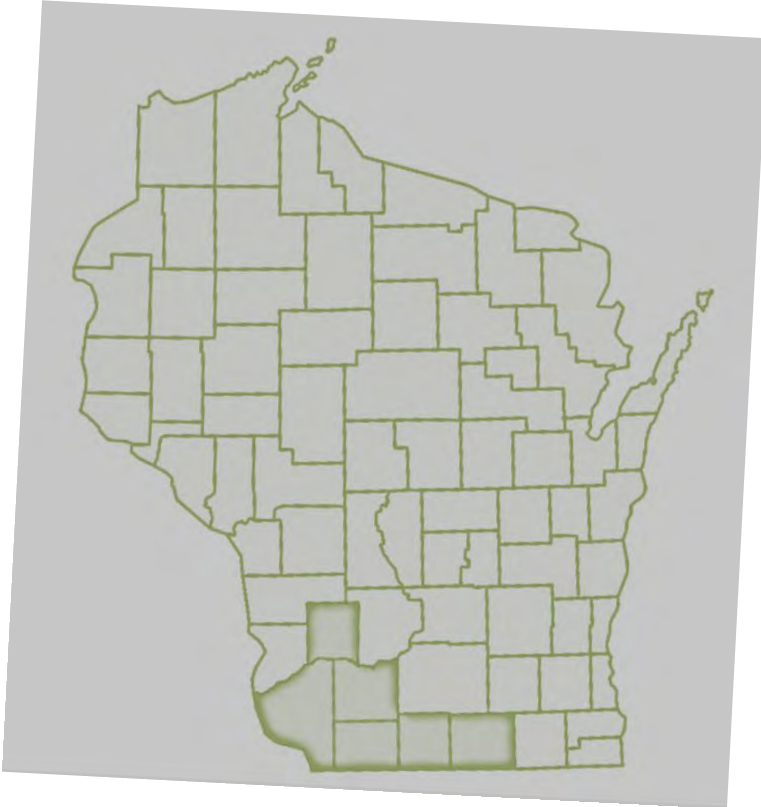
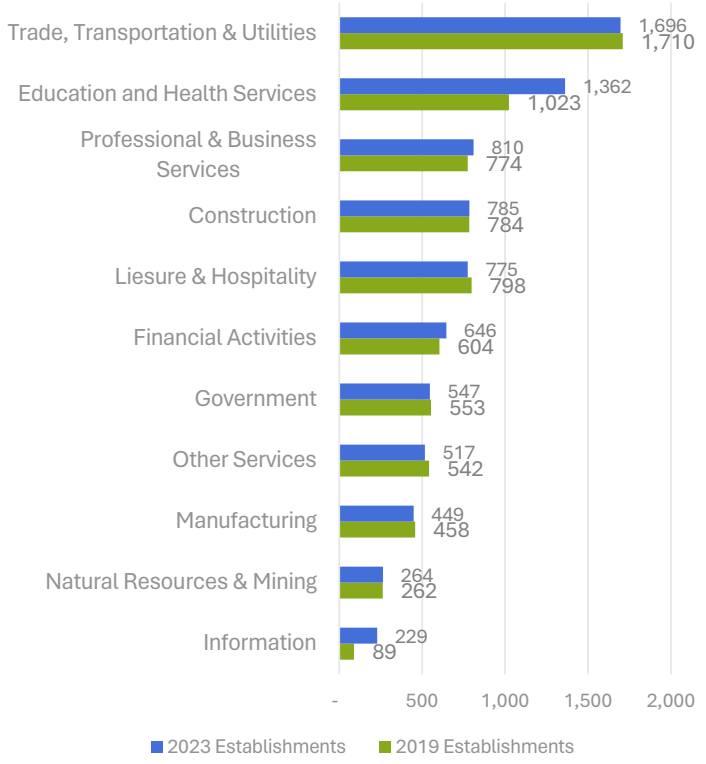
The SWWDB provides the CEO authority to implement this policy and the authority to adjust the stated schedule on a per holiday or per person basis when it is in the best interest of the organization to do so. The CEO shall ensure that procedures and systems are established and maintained to document and record all paid holidays used by employees. The Finance Manager, under the direction of and in consultation with the CEO, shall be operationally responsible for the documentation, accountability, and management of paid holiday time.

Reference:

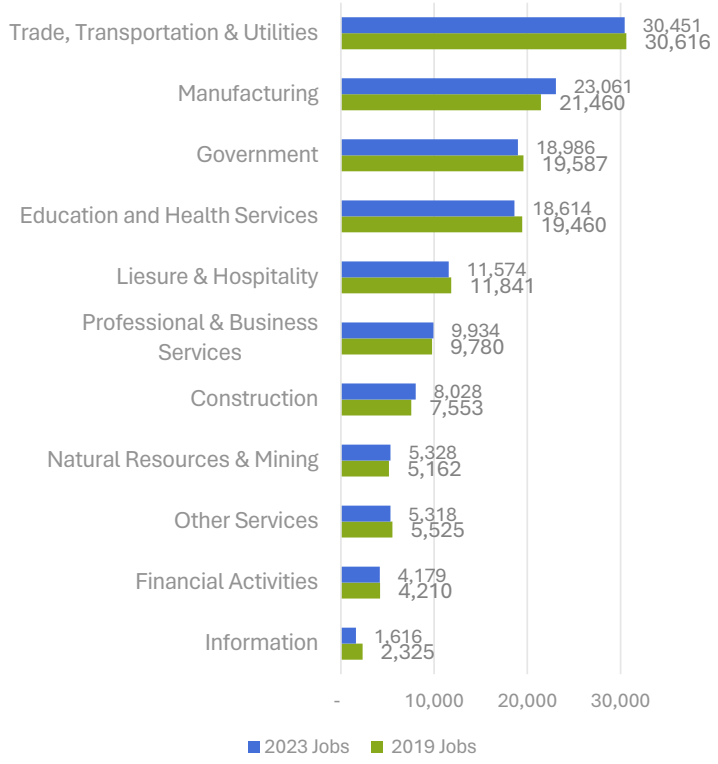
Policy Adopted: December 10, 2004

Policy Revised: **May 11, 2010; December 11, 2013; March 9, 2016; March 13, 2019; June 12, 2019;**
proposed change, 6/14/2024

Business Locations by Sector



Jobs by Sector



LOCAL WORKFORCE DEVELOPMENT PLAN

2024-2027



PLAN TOPICS

- Wisconsin Vision & Strategic Goals
- Local Labor Market
- Local Strategies
- Administrative Requirements



WISCONSIN VISION AND GOALS

Wisconsin's workforce development system will advance the competitiveness of workers, job seekers, and employers in the global economy by improving equity, economic opportunity, and sustainability.

Education Focus

Reinvigorate Wisconsin's **culture and value of education** and innovation to fuel ideas, businesses, people, and the next generation for future economic well-being and ensure that individuals from all backgrounds have access to the education, training, and support they need to achieve their full potential.

Employers Focus

Engage all employers to drive, build, and utilize Wisconsin's workforce development system.



Workforce Focus

Increase Wisconsin's **workforce participation** by promoting infrastructure to improve access to job opportunities, incentivize workforce participation, and by improving the sustainability of work for individuals and families.

Organization & Resource Alignment

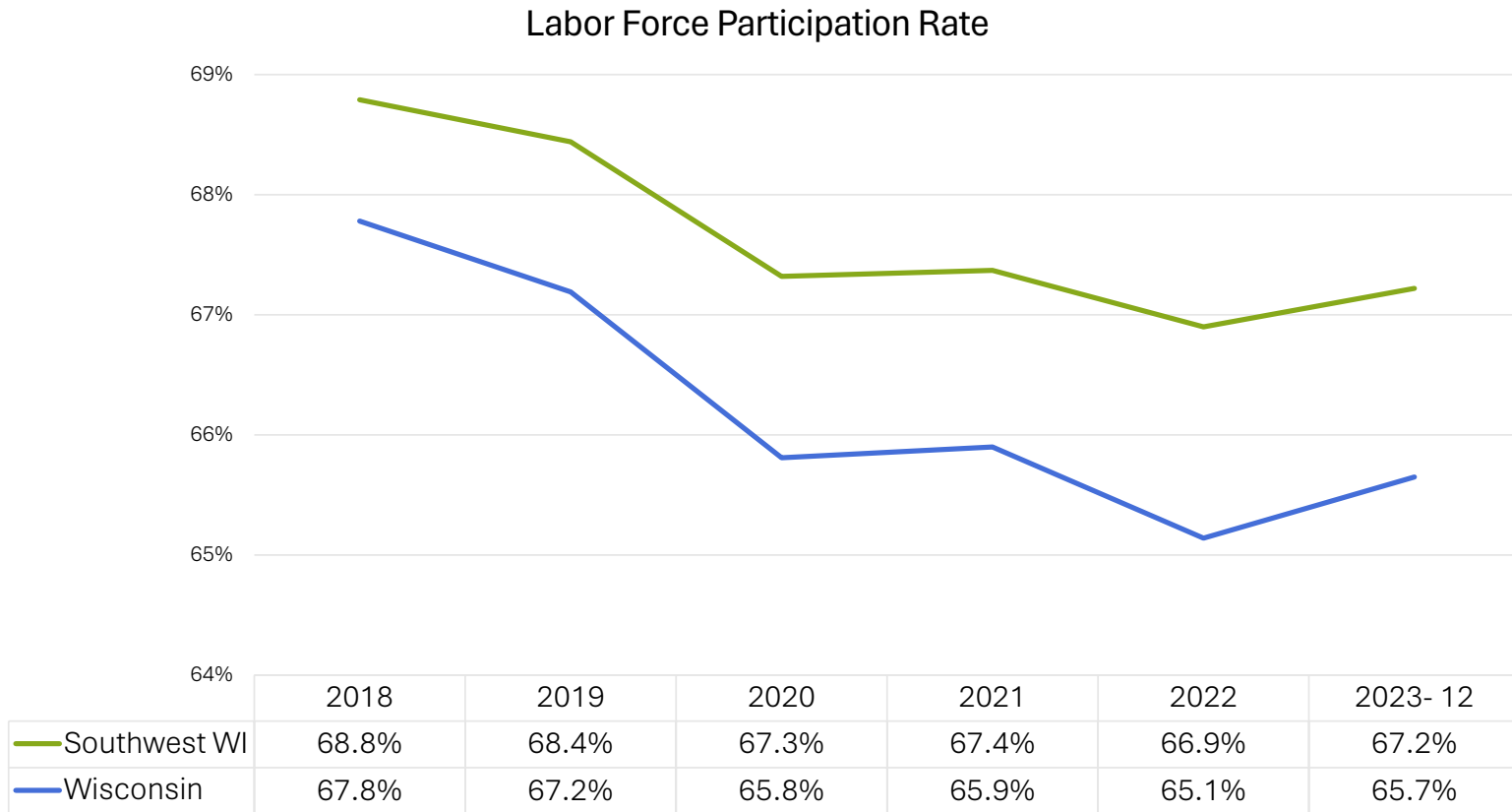
Increase Wisconsin's **workforce participation** by promoting infrastructure to **improve access** to job opportunities, incentivize workforce participation, and by improving the sustainability of work for individuals and families.

LABOR MARKET ANALYSIS

Broad Overview (2022 to 2030)			
<p>The area population in 2022 was 309,984 with seniors (age 65 and older) representing 19% of the population.</p> <p>By 2030, seniors will represent 22% of the population.</p>	<p> Working age population decreases by 2,959 (-1.51%)</p> <p>Where do we find 10,000+ workers?</p> <p>7,626 jobs due to growth  (+5.6%)</p>	<p>The labor force participation rate (LFPR) for the area, which compares the number of people in the labor force as a percentage of the civilian noninstitutional population, remains high at 66.3%, 2 points higher than the state's LFPR of 64.3%. LFPR expected to decrease as our population is aging.</p>	<p>SWWDB and partners coordinate activities and services through 3 committees and the one-stop operator.</p> <ul style="list-style-type: none"> 2 Job Centers 5 satellite offices

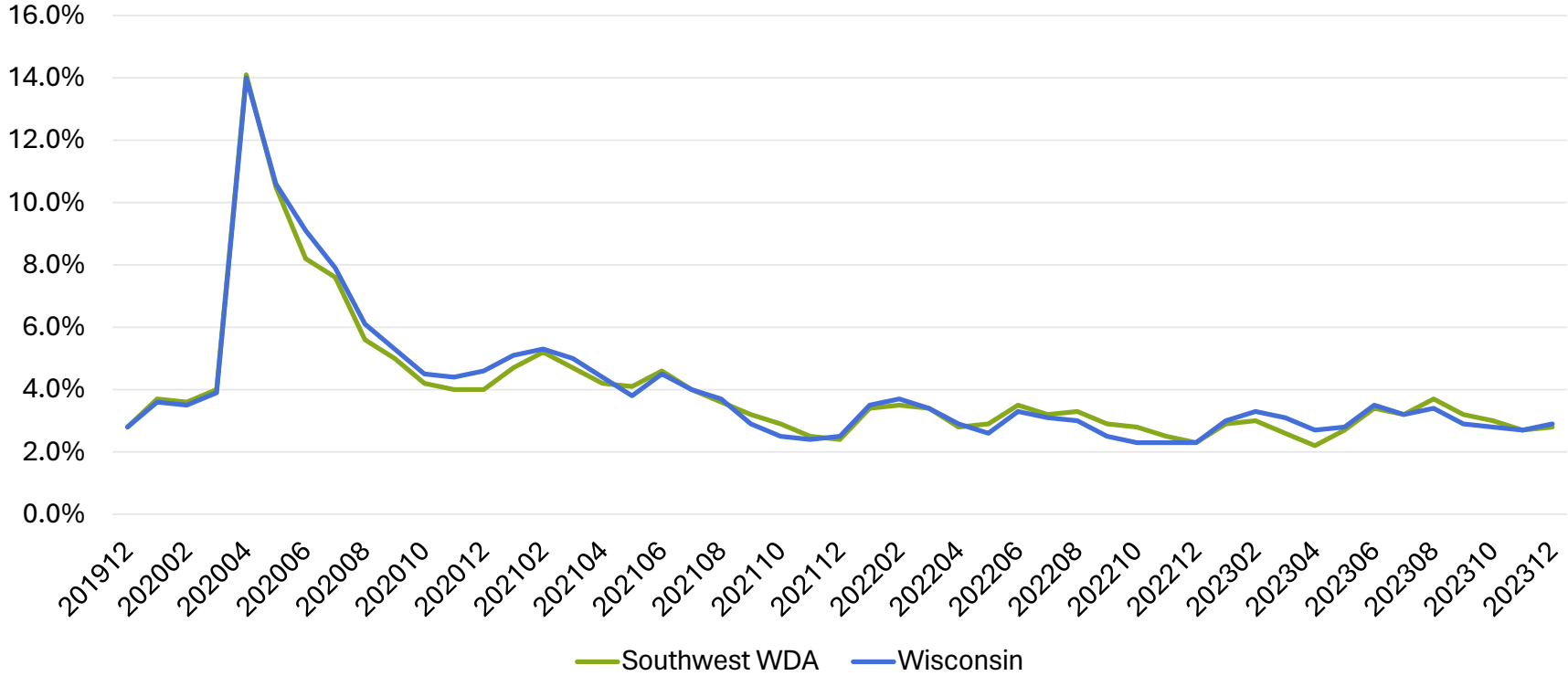


LABOR FORCE PARTICIPATION RATE

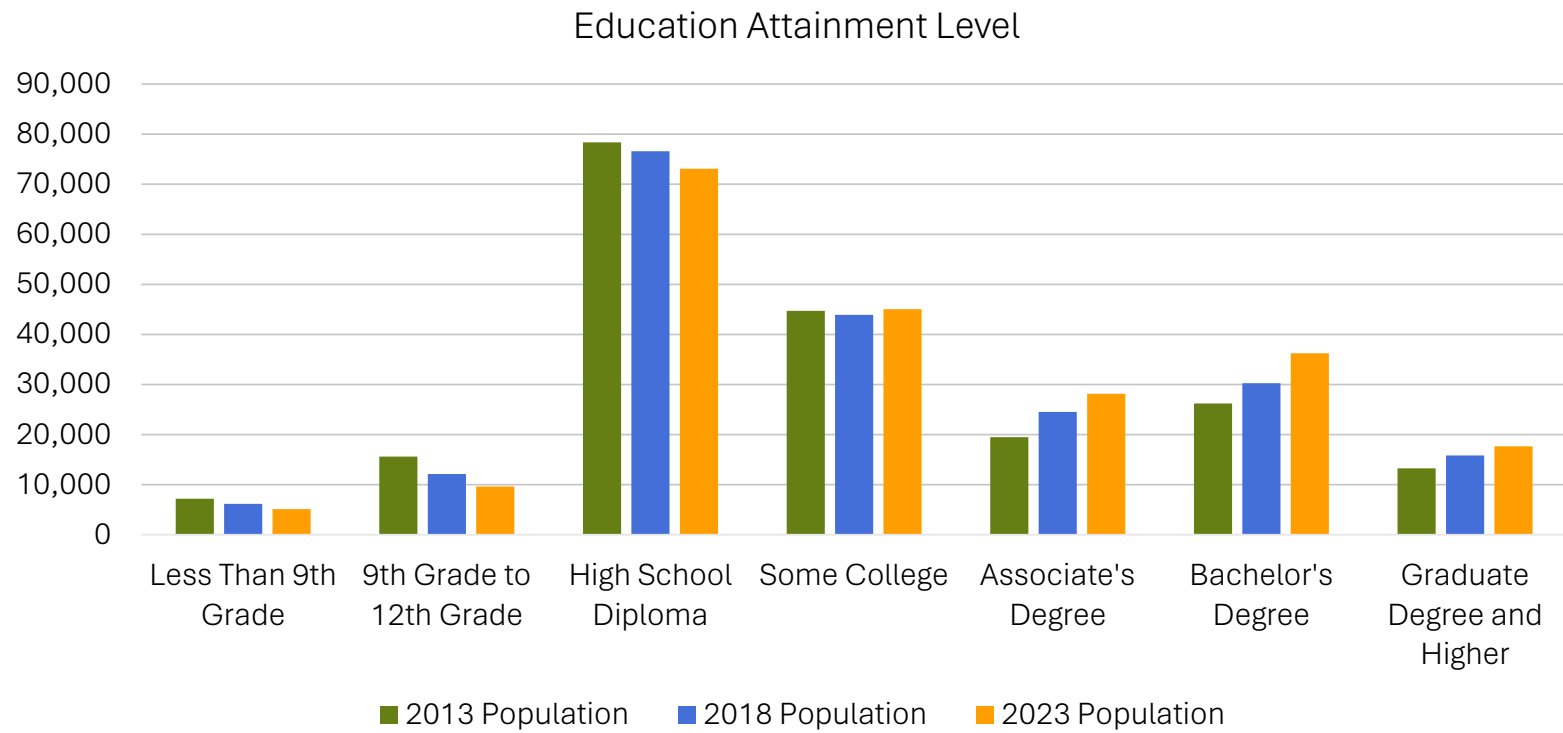


UNEMPLOYMENT

Unemployment Rate (12/2019 - 12/2023)



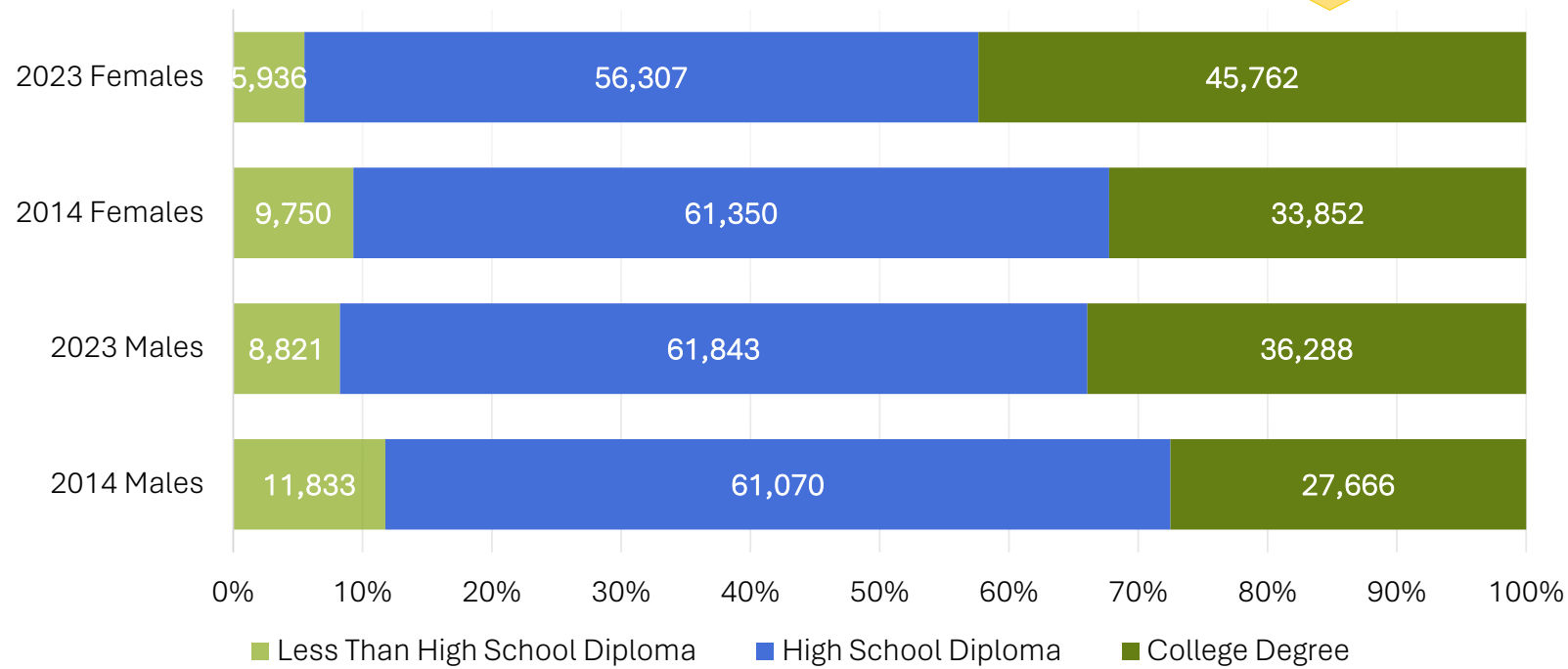
EDUCATION ATTAINMENT



EDUCATION ATTAINMENT

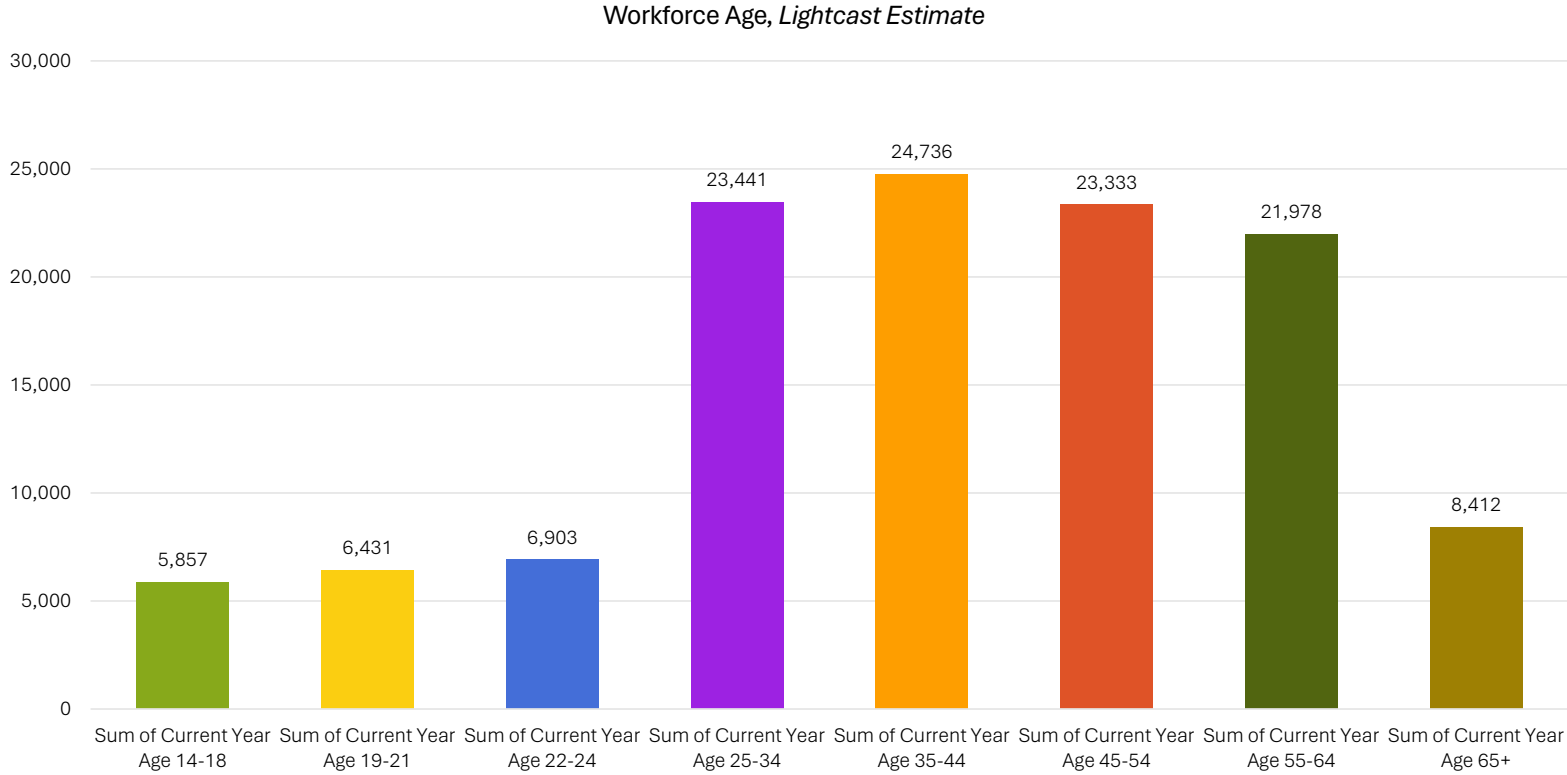
- Fewer high school drop-outs than in 2014
- Post-secondary attainment increasing for both men and women;
- More female college graduates than men.

EDUCATION ATTAINMENT BY SEX



RETIREMENTS

Approximately 30,400 workers will hit retirement age in the next 10 years, and there are only 19,200 in the pipeline to offset this exodus. (Lightcast, Occupation Table, 2024)



JOBS BY SUPERSECTOR – 2023 TO 2030

Supersector	Southwest Wisconsin (WDA 11)				Wisconsin
	2023 Jobs	2030 Jobs	Change	% Change	% Change
Manufacturing	23,055	25,751	2,709	11.8%	2.3%
Trade, Transportation & Utilities	30,451	31,630	1,179	3.9%	2.5%
Educational & Health Services	18,614	19,356	742	4.0%	5.8%
Professional & Business Services	9,934	10,654	720	7.3%	5.9%
Construction	8,028	8,473	445	5.5%	4.7%
Other Services	5,318	5,493	175	3.3%	1.2%
Natural Resources & Mining	5,326	5,463	136	2.6%	-0.4%
Leisure & Hospitality	11,574	11,700	126	1.1%	2.9%
Financial Activities	4,179	4,291	112	2.7%	3.3%
Government	18,986	18,856	-145	-0.8%	5.5%
Information	1,608	1,315	-293	-18.2%	4.6%
Grand Total	137,073	142,982	5,907	4.3%	3.8%

INDUSTRIES OFFERING MOST JOBS – TOP 20 (2023-2030)

Industry – 3 Digit	2023 Jobs	2030 Jobs	Change	% Change	WI % Change
903 - Local Government	15,663	15,707	44	0%	1%
722 - Food Services and Drinking Places	9,066	9,081	15	0%	1%
311 - Food Manufacturing	7,053	8,125	1,072	15%	9%
622 - Hospitals	6,667	7,203	536	8%	4%
238 - Specialty Trade Contractors	4,940	5,195	255	5%	4%
621 - Ambulatory Health Care Services	4,124	4,274	150	4%	9%
423 - Merchant Wholesalers, Durable Goods	4,264	4,148	(116)	- 3%	5%
561 - Administrative and Support Services	3,930	3,784	(146)	- 4%	3%
624 - Social Assistance	3,334	3,531	197	6%	10%
541 - Professional, Scientific, and Technical Services	3,273	3,518	245	7%	9%
336 - Transportation Equipment Manufacturing	2,863	3,433	570	20%	1%
445 - Food and Beverage Stores	3,275	3,400	125	4%	0%
623 - Nursing and Residential Care Facilities	3,110	3,194	84	3%	2%
458 - Clothing, Clothing Accessories, Shoe, & Jewelry Retail	2,320	3,006	686	30%	6%
112 - Animal Production and Aquaculture	3,107	2,969	(138)	-4%	6%
455 - General Merchandise Retailers	3,102	2,900	(202)	-7%	1%
332 - Fabricated Metal Product Manufacturing	2,624	2,885	261	10%	4%
484 - Truck Transportation	2,791	2,829	38	1%	0%
326 - Plastics and Rubber Products Manufacturing	2,336	2,790	454	19%	3%
551 - Management of Companies and Enterprises	2,163	2,595	432	20%	5%

DRIVER INDUSTRIES

- ✓ *Play a vital role in the regional economy*
- ✓ *Offering (often) high-paying jobs*
- ✓ *Support growth in other industries*
- ✓ *Export products & services*
- ✓ *Import \$\$*

Following industries below are elevated based on employment, earnings, and regional job concentration/specialization.



DRIVER INDUSTRIES

Industry	2023 Jobs	2022 Jobs	Change	% Change	Avg. Earnings	Emp. Concentration
Cheese Manufacturing	3,188	3,791	603	18.90%	\$69,369	65.3
Truck Trailer Manufacturing	1,064	1,389	324	30.50%	\$91,006	30.1
Corporate, Subsidiary, and Regional Managing Offices	2,080	2,519	440	21.10%	\$163,388	1.1
General Medical and Surgical Hospitals	6,666	7,314	648	9.70%	\$98,399	1.7
Motor Vehicle Body Manufacturing	747	931	184	24.70%	\$76,105	16
Plastics Packaging Film and Sheet (including Laminated) Manufacturing	511	756	245	48.00%	\$84,622	26
General Warehousing and Storage	1,622	2,408	786	48.40%	\$53,268	1.2
Fruit and Vegetable Canning	713	864	151	21.10%	\$93,210	15.3
All Other Plastics Product Manufacturing	1,484	1,771	287	19.40%	\$62,672	5.9
Specialty Canning	534	612	78	14.60%	\$91,830	52.2
Other Nonhazardous Waste Treatment and Disposal	206	307	101	49.10%	\$96,911	12.5
Powder Metallurgy Part Manufacturing	527	592	64	12.20%	\$68,552	75
Surface Active Agent Manufacturing	138	162	24	17.40%	\$125,466	35.7
Offices of Other Holding Companies	56	111	55	98.10%	\$217,824	0.8
Other Heavy and Civil Engineering Construction	123	152	29	24.00%	\$196,882	1.1
All Other Basic Organic Chemical Manufacturing	191	224	32	16.80%	\$117,189	5.6
Motorcycle, Bicycle, and Parts Manufacturing	363	355	-8	-2.20%	\$74,554	40.2
Electric Power Distribution	271	284	13	4.80%	\$158,829	1.5
Investment Banking and Securities Intermediation	123	150	28	22.70%	\$176,558	0.3
Other Engine Equipment Manufacturing	446	327	-119	-26.60%	\$120,186	11.3

HOT JOBS

- ✓ *jobs that pay above WDA's median wage (\$41,343)*
- ✓ *are expected to grow faster than average*
- ✓ *have the most projected openings*

DWD Defined the following as "Hot Jobs"



HOT JOBS

Occupation	2020 Jobs	Projected 2030	(2020-30)		Annual Openings	Median Wages	Education at Entry
			Growth	Exits & Transfers			
Heavy and Tractor-Trailer Truck Drivers	2,953	3,367	414	3,348	376	\$48,253	Postsecondary nondegree award
General and Operations Managers	1,087	1,657	571	1,178	175	\$100,716	Bachelor's degree
First-Line Supervisors of Retail Sales Workers	1,355	1,499	144	1,411	155	\$43,096	High school
Registered Nurses	2,628	2,739	112	1,417	153	\$78,020	Bachelor's degree
First-Line Supervisors of Production and Operating Workers	1,081	1,408	326	1,184	151	\$61,025	High school
Maintenance and Repair Workers, General	1,339	1,420	82	1,224	131	\$43,002	High school
Construction Laborers	1,237	1,339	102	1,092	119	\$42,495	No formal educational credential
Welders, Cutters, Solderers, and Brazers	787	1,019	232	892	112	\$49,575	High school
Industrial Machinery Mechanics	758	1,042	284	717	100	\$56,376	High school
Accountants and Auditors	878	1,047	170	754	92	\$68,846	Bachelor's degree
First-Line Supervisors of Construction Trades and Extraction Workers	616	878	262	648	91	\$71,298	High school
Electricians	647	822	176	645	82	\$69,279	High school
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	462	639	177	581	76	\$56,018	High school
Managers, All Other	768	905	137	613	75	\$75,908	Bachelor's degree
Human Resources Specialists	555	726	171	566	74	\$60,353	Bachelor's degree

EDUCATION JOBS – THE CHALLENGE

- ✓ *Career attraction and attrition challenges*
- ✓ *Staffing shortages, occupational exits, and early retirements are plentiful*
- ✓ *Only 60.6% of first-year teachers are still employed in the state after six years.*
- ✓ *79% of students who completed an educator preparation program became licensed; of these, only 68% became employed at a Wisconsin Public School.*
- ✓ *Median total compensation decreased by 19% between 2010 and 2022.*
- ✓ *71% of teachers are white females, which is not aligned with student demographics.*
- ✓ *Rural districts retain teachers at a greater rate than city districts.*

DPI , Educator Preparation Program Report and Workforce Analysis (2021-22)



HOT JOBS - EDUCATION

Occupation	2020 Jobs	Projected 2030	Annual Openings		Projected Openings	Median Wages	Education at Entry
			Growth	Exits & Transfers			
Elementary School Teachers, Except Special Education	1,526	1,565	39	117	1,036	\$56,888	Bachelor's degree
Postsecondary Teachers	1,403	1,226	(177)	110	1,029	\$71,247	Doctoral or professional
Middle School Teachers, Except Special and Career/Technical Education	859	798	(62)	59	536	\$57,029	Bachelor's degree
Secondary School Teachers, Except Special and Career/Technical Education	767	825	58	62	500	\$58,102	Bachelor's degree
Teachers and Instructors, All Other	204	173	(32)	25	209	\$47,315	Bachelor's degree
Librarians and Media Collections Specialists	153	158	4	16	146	\$52,617	Master's degree
Special Education Teachers, Kindergarten and Elementary School	100	189	89	21	117	\$53,331	Bachelor's degree
Special Education Teachers, Middle School	89	139	49	15	90	\$49,148	Bachelor's degree
Kindergarten Teachers, Except Special Education	110	73	(36)	11	80	\$50,376	Bachelor's degree
Instructional Coordinators	87	94	7	9	78	\$74,359	Master's degree
Special Education Teachers, Secondary School	76	95	20	9	62	\$59,457	Bachelor's degree
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	36	45	9	7	55	\$54,542	Bachelor's degree
Farm and Home Management Educators	15	45	30	8	37	\$44,762	Master's degree
Career/Technical Education Teachers, Secondary	64	61	(3)	5	37	\$59,480	Bachelor's degree
Special Education Teachers, All Other	11	24	13	3	15	\$69,235	Bachelor's degree
Special Education Teachers, Preschool	18	23	5	3	14	\$52,763	Bachelor's degree