



W-2 Hiring Report

Fiscal Year 2012

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Mission Statement...

The Office of State Employment Relations (OSER) mission is to provide innovative human resources leadership and strategic direction to Wisconsin state government in order to maximize the quality and diversity of the state's workforce.

Vision Statement...

OSER's vision is to continuously improve the effectiveness and efficiency of the state's human resource system through communication, partnerships, and strategic application of best practices to Wisconsin state government.

W-2 HIRING REPORT

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July 1, 2011 to June 30, 2012



STATUTORY MANDATE

Section 230.147 Wis. Stats., requires state agencies with 100 or more full-time equivalent (FTE) positions to annually prepare and submit to the Office of State Employment Relations (OSER) plans to hire customers of the Wisconsin Works (W-2) program, and to report on achievement of program goals. Agencies with fewer than 100 FTE positions are encouraged to participate in the W-2 employment program. The State Fair Park Board is required to participate by state law and is, therefore, always included in the report.

The goals of the W-2 employment program are to ensure that W-2 customers are: (1) employed in state service in the same ratio as the ratio of persons receiving W-2 to the state civilian labor force; and (2) enabled to become economically self-sufficient.

WISCONSIN WORKS (W-2) EMPLOYMENT STANDARDS

State agencies with more than 100 full-time equivalent positions have a requirement to develop and implement a plan to hire W-2 participants [Wis. Stats 230.147]. The W-2 goal for the state is based on the ratio of the average case load receiving aid in the previous fiscal year to the average number of persons in the state civilian labor force in the preceding fiscal year. In fiscal year 2011, the average monthly caseload for the state was 17,414 (14,275 paid cases and 3,139 unpaid cases); whereas the civilian labor force provided by the Department of Workforce Development was 3,062,073. To ensure meeting the statutory requirement for the W-2 program, OSER has set a standard for state agencies meeting the statutory requirement to hire two percent of its permanent classified positions for fiscal year 2012.

GOAL ACHIEVEMENT - FISCAL YEAR 2012

Collectively the State of Wisconsin government has achieved the W-2 hiring goal of two percent for fiscal year 2012. Of the 3,304 new original hires for permanent classified positions in all state agencies, 157 (4.75 percent) new hires were W-2 participants. Each state agency has a part in contributing to the overall achievement of the W-2 program.

In the following pages, we have summarized the W-2 hiring data by state agency and by classification title. The data in this report is extracted from the state employment application system, Wisc.Jobs, and verified by the state agencies.



RESOURCES AVAILABLE TO ASSIST AGENCIES ACHIEVE W-2 GOALS

OSER encourages agencies to use the W-2 Certification in their hiring process. Together with the Department of Children and Families, OSER provides resources and support to agencies to recruit, test, certify, and retain W-2 customers. Under ER-MRS 27, Wis. Admin. Code (Exceptional Methods and Kinds of Employment), agencies may use W-2 as a special qualification for hiring a vacant position under general certification rule to increase the diversity of their applicants during the certification process. In addition, agencies have the option to select using only the W-2 certification during the hiring process. The W-2 certification contains only individuals currently eligible for W-2 services.

For **W-2 certification method** and the hiring process, state agencies should contact OSER Division of Merit Recruitment and Selection.

For **W-2 planning, strategy and report**, state agencies should contact OSER/DAA by sending an email to OSERAffirmativeActionGenrealInfo@wisconsin.gov, or calling (608) 266-5709 TTY: Call Relay 711.

For the management of the **W-2 program** in the State of Wisconsin, state agencies should contact the Department of Children and Families by sending an email to mailto:bwf_co@wisconsin.gov.

Permanent W-2 Hire Report	
Number of Agency New Original Hires for FY12	
Department	# of W-2 New Original Hires
Administration, Department of	1
Agriculture, Department of	0
Children and Families, Department of	3
Corrections, Department of	32
Employee Trust Funds, Department of	1
Financial Institutions, Department of	0
Health Services, Department of	51
Historical Society, Wisconsin	0
Insurance, Office of the Commissioner of	0
Justice, Department of	3
Military Affairs, Department of	0
Natural Resources, Department of	1
Public Defender, Department of	0
Public Instruction, Department of	2
Public Service Commission	0
Safety and Professional Services (formally Department of Regulations and Licensing)	0
Revenue, Department of	6
State Fair Park Board	0
State Treasurer, Office of	1
Transportation, Department of	8
University of Wisconsin Colleges and UW-Extension	0
University of Wisconsin – Eau Claire	0
University of Wisconsin – Green Bay	0
University of Wisconsin – LaCrosse	4
University of Wisconsin – Madison	6
University of Wisconsin – Milwaukee	4
University of Wisconsin – Oshkosh	3
University of Wisconsin – Parkside	0
University of Wisconsin – Platteville	0
University of Wisconsin – River Falls	0
University of Wisconsin – Stevens Point	3
University of Wisconsin – Stout	1
University of Wisconsin – Superior	0
University of Wisconsin – System Administration	1
University of Wisconsin – Whitewater	2
Veterans Affairs, Department of	7
Workforce Development, Department of	17
Total New Hires	157

Permanent W-2 Hires Report	
Number of Hires by Classification for FY 2012	
Class Title	Total
00102 - FINANCIAL SPECIALIST 2	2
00103 - FINANCIAL SPECIALIST 3	2
01500 - REVENUE AUDITOR	1
01571 - REVENUE FIELD AUDITOR	3
03740 - HEALTH CARE SUPERVISOR	1
07210 - EXECUTIVE STAFF ASSISTANT	1
08500 - UNIVERSITY SERVICES PROGRAM ASSOCIATE	1
09610 - BUDGET & POLICY ANALYST AGENCY	1
10402 - PURCHASING AGENT-OBJECTIVE	1
12101 - REVENUE CUSTOMER SERVICE REP ENTRY	1
13522 - INFORMATION SYSTEMS SUPERVISOR 2	1
16000 - OFFICE ASSOCIATE	1
16160 - OFFICE OPERATIONS ASSOCIATE	5
16310 - PROGRAM ASSISTANT-CONFIDENTIAL	1
18401 - LEGAL SECRETARY	2
18901 - OFFENDER RECORDS ASSISTANT 1	1
18902 - OFFENDER RECORDS ASSISTANT 2	1
19033 - EMPLOYMENT SECURITY ASSISTANT 3	5
19302 - TRANSPORTATION CUSTOMER REPRESENTATIVE SENIOR	1
20501 - INVENTORY CONTROL COORDINATOR	1
21310 - PAYROLL & BENEFITS SPECIALIST-CONFIDENTIAL	1
23002 - MEDICAL PROGRAM ASSISTANT ASSOCIATE	5
23900 - POLICE SERVICE ASSOCIATE	1
24060 - ACADEMIC DEPARTMENT ASSOCIATE	1
26520 - CIVIL ENGINEER-TRANSPORTATION SUPERVISOR	1
35671 - FORENSIC PROGRAM TECHNICIAN	1
35903 - RESPIRATORY THERAPIST 3	1
38101 - NURSING ASSISTANT 1	1
38101 - NURSING ASSISTANT 1	3
38102 - NURSING ASSISTANT 2	1
38302 - NURSE CLINICIAN 2	1
38500 - LICENSED PRACTICAL NURSE	5
38561 - RESIDENT CARE TECHNICIAN 1	21
39200 - DENTAL ASSISTANT	1
48071 - UNEMPLOYMENT TAX AND ACCOUNTNG SPECIALIST-ENTRY	1
48401 - UNEMPLOYMENT BENEFIT SPECIALIST 1	8
48461 - UNEMPLOYMENT INSURANCE COLLECTIONS SPECIALIST-ENTRY	1

Permanent W-2 Hires Report	
Number of Hires by Classification for FY 2012	
Class Title	Total
49000 - VOCATIONAL REHABILITATION PROGRAM ASSOCIATE	1
49430 - CORRECTIONS CENTER SUPERINTENDENT	1
50864 - SOCIAL WORKER-ADVANCED	1
51601 - OFFENDER CLASS SPECIALIST (A)	1
51802 - SOCIAL WORKER-CORRECTIONS (B)	2
52160 - PSYCHOLOGIST-LICENSED	1
53760 - YOUTH COUNSELOR	7
54201 - INCOME MAINTENANCE SPECIALIST 1	14
54303 - CHILD CARE SUBSIDY SPECIALIST-SENIOR	1
58200 – TEACHER	1
59900 - EDUCATION SPECIALIST	1
65200 - POLICE OFFICER	1
66160 - PSYCHIATRIC CARE TECHNICIAN	7
66503 - CORRECTIONAL SARGEANT	1
67571 - REVENUE AGENT - REVENUE FIELD AGENT	1
75361 - DIVISION OF MOTOR VEHICLE FIELD AGENT	4
75372 - DIVISION OF MOTOR VEHICLE FIELD AGENT - EXAMINER	1
76020 - BUILDINGS/GROUNDS SUPERVISOR	1
76101 - FACILITIES MAINTENANCE SPECIALIST	1
76102 - FACILITIES MAINTENANCE SPECIALIST-ADVANCED	1
76500 – PLUMBER	1
81500 - POLICE COMMUNICATIONS OPERATOR	1
84202 - CORRECTIONS FOOD SERVICE LEADER 2	1
84402 - COOK 2	1
84801 - FOOD SERVICE ASSISTANT 1	2
89161 - CUSTODIAN	14
99902 - OFFICE SUPPORT EXAM INTERMEDIATE LEVEL	1
Total W-2 Hires	157