

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY23 Adjusted Base	FY24 Recommended	% Change Over FY23	FY25 Recommended	% Change Over FY24
GPR	55,107,500	295,483,800	436.2	79,469,100	-73.1
PR-F	209,806,100	239,281,400	14.0	226,586,300	-5.3
PR-S	76,064,700	75,512,400	-0.7	75,534,100	0.0
PR-O	2,983,700	2,900,900	-2.8	2,900,900	0.0
SEG-O	26,451,200	97,259,600	267.7	209,137,400	115.0
TOTAL	370,413,200	710,438,100	91.8	593,627,800	-16.4

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY23 Adjusted Base	FY24 Recommended	FTE Change Over FY23	FY25 Recommended	FTE Change Over FY24
GPR	151.03	168.45	17.42	168.45	0.00
PR-F	1,237.97	1,177.55	-60.42	1,168.55	-9.00
PR-S	208.75	209.75	1.00	209.75	0.00
PR-O	3.90	3.90	0.00	3.90	0.00
SEG-O	72.80	117.80	45.00	270.80	153.00
TOTAL	1,674.45	1,677.45	3.00	1,821.45	144.00

AGENCY DESCRIPTION

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

The department's functions include:

- Developing and maintaining systems for unemployment insurance and worker's compensation payments to help minimize the effects of decreased or irregular purchasing power of workers due to unemployment or work-related injury or illness, and to promote self-sufficiency.

Workforce Development

- Assisting employers looking for workers and people looking for jobs. Developing training opportunities to improve job skills of Wisconsin residents in order to help business and industry meet skilled workforce needs. Providing leadership among the state agencies on the development of employment and training policy and planning. Coordinating local planning for, and effective delivery of, labor exchange and employment and training program services throughout the state's one-stop job center system.
- Providing programs, services, assessment and training to people with disabilities to develop skills needed to obtain employment.
- Promoting compliance with laws and codes designed to protect the public from discrimination in employment, housing and public accommodations, and to assure adherence to fair labor standards.

MISSION

The mission of the department is to efficiently deliver effective and inclusive services to meet Wisconsin's diverse workforce needs, and advocate for the protection and economic advancement of all Wisconsin workers, employers and job seekers.

PROGRAMS, GOALS, OBJECTIVES AND ACTIVITIES

Note: Objectives and activities have been modified.

Program 1: Workforce Development

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

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

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

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

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

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

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

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

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

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

Workforce Development

Program 5: Vocational Rehabilitation Services

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

Objective/Activity: Facilitate enrollment in recognized postsecondary employment, education and training programs for participants to obtain measurable skill gains defined by the U.S. Department of Education as documented progress in academic, technical, occupational or on-the-job training programs.

Objective/Activity: Facilitate enrollment in training programs, education or academic services that enable participants to obtain a recognized postsecondary credential or a secondary school diploma (or equivalent).

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

PERFORMANCE MEASURES

2021 AND 2022 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2021	Actual 2021	Goal 2022	Actual 2022
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	360,000	373,550	378,000	451,941
1.	Number of students enrolled in Youth Apprenticeship program.	4,850	5,417	4,950	6,409
1.	Number of new registered apprentice contracts.	3,312 ¹	3,178	3,242 ¹	3,834
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury.	80%	77%	80%	77%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87%	55%	87%	81%
5.	Number of employment outcomes for job seekers with disabilities.	3,100	3,095	3,100	3,446

Note: Based on fiscal year.

¹Goals for 2021 and 2022 have been revised.

Workforce Development

2023, 2024 AND 2025 GOALS

Prog. No.	Performance Measure	Goal 2023	Goal 2024	Goal 2025
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	396,900	476,280	571,536
1.	Number of students enrolled in Youth Apprenticeship program.	5,050	5,150	5,255
1.	Number of new registered apprentice contracts.	3,910 ¹	3,988	4,068
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury.	80%	80%	80%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87%	87%	87%
5.	Percentage of participants with disabilities who are in an education or training program and achieve measurable skill gains. ^{2, 4}	48.8%	50.8%	50.8%
5.	Percentage of participants with disabilities who are enrolled in an education or training program and attain a recognized postsecondary credential or a secondary school diploma (or recognized equivalent). ^{3, 4}	29%	33%	33%
5.	Number of employment outcomes for job seekers with disabilities.	3,200	3,200	3,200

Note: Based on fiscal year.

¹Goal for 2023 has been revised.

²Includes participants who are enrolled in on-the-job training programs and customized trainings.

³Excludes participants who are enrolled in on-the-job training programs and customized trainings.

⁴Reflects new performance measures that correspond to two new objectives/activities for the 2023-25 biennium.

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Paid Family and Medical Leave
2. Family Medical and Leave Expansion
3. Workforce Innovation Grants Program
4. Worker Advancement Initiative
5. Expanding Veteran Employment
6. Correctional Institution Job Centers
7. Registered Apprenticeship Expansion for Information Technology Careers
8. Registered Apprenticeship Expansion for Health Care Careers
9. Job and Business Development Program
10. Youth Services
11. Green Jobs Corps
12. Clean Energy Training and Reemployment Program
13. Wisconsin Fast Forward
14. Job Center Staffing
15. Vocational Rehabilitation Self-Employment Clients
16. Worker Misclassification Compliance
17. Substance Abuse Prevention on Public Works Projects
18. Minimum Wage
19. Prevailing Wage
20. Local Employment Regulations
21. Project Labor Agreements
22. Right to Work
23. Employment Discrimination
24. Job Applicant Conviction History
25. Migrant Seasonal Farm Worker Program
26. Migrant Labor Contractor and Camp Fees
27. Unemployment Insurance Benefit Eligibility for Certain Individuals
28. Worker's Compensation Appropriation Change
29. Work Injury Supplemental Benefits Fund Appropriation
30. Agency Equity Officer
31. Agency Tribal Liaison
32. State Operations Adjustments
33. Federal Reestimates
34. Standard Budget Adjustments

ITEMS NOT APPROVED

35. Employment of Minors Work Permit System Appropriation and Fees

Workforce Development

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

	ACTUAL FY22	ADJUSTED BASE FY23	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY24	FY25	FY24	FY25
GENERAL PURPOSE REVENUE	\$42,104.0	\$55,107.5	\$55,529.1	\$55,529.1	\$295,483.8	\$79,469.1
State Operations	11,395.0	13,285.4	13,418.1	13,418.1	47,740.6	31,725.9
Local Assistance	6,953.5	8,400.9	8,400.9	8,400.9	212,800.9	12,800.9
Aids to Ind. & Org.	23,755.4	33,421.2	33,710.1	33,710.1	34,942.3	34,942.3
FEDERAL REVENUE (1)	\$270,239.8	\$209,806.1	\$239,966.0	\$227,270.9	\$239,281.4	\$226,586.3
State Operations	183,947.1	141,004.7	164,587.2	152,320.6	164,108.0	151,841.4
Aids to Ind. & Org.	86,292.7	68,801.4	75,378.8	74,950.3	75,173.4	74,744.9
PROGRAM REVENUE (2)	\$139,285.1	\$79,048.4	\$78,902.1	\$78,902.1	\$78,413.3	\$78,435.0
State Operations	138,970.1	78,608.5	78,462.2	78,462.2	77,973.4	77,995.1
Aids to Ind. & Org.	315.1	439.9	439.9	439.9	439.9	439.9
SEGREGATED REVENUE (3)	\$22,319.9	\$26,451.2	\$31,555.8	\$31,555.8	\$97,259.6	\$209,137.4
State Operations	13,229.5	15,591.2	20,695.8	20,695.8	86,399.6	198,277.4
Aids to Ind. & Org.	9,090.4	10,860.0	10,860.0	10,860.0	10,860.0	10,860.0
TOTALS - ANNUAL	\$473,948.8	\$370,413.2	\$405,953.0	\$393,257.9	\$710,438.1	\$593,627.8
State Operations	347,541.7	248,489.8	277,163.3	264,896.7	376,221.6	459,839.8
Local Assistance	6,953.5	8,400.9	8,400.9	8,400.9	212,800.9	12,800.9
Aids to Ind. & Org.	119,453.6	113,522.5	120,388.8	119,960.3	121,415.6	120,987.1

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

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

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

Workforce Development

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

	ADJUSTED BASE FY23	AGENCY REQUEST FY24	FY25	GOVERNOR'S RECOMMENDATION FY24	FY25
GENERAL PURPOSE REVENUE	151.03	151.03	151.03	168.45	168.45
State Operations	82.65	82.65	82.65	99.65	99.65
Aids to Ind. & Org.	68.38	68.38	68.38	68.80	68.80
FEDERAL REVENUE (1)	1,237.97	1,175.97	1,166.97	1,177.55	1,168.55
State Operations	898.53	891.53	885.53	893.11	887.11
Aids to Ind. & Org.	339.44	284.44	281.44	284.44	281.44
PROGRAM REVENUE (2)	212.65	212.65	212.65	213.65	213.65
State Operations	212.65	212.65	212.65	213.65	213.65
SEGREGATED REVENUE (3)	72.80	72.80	72.80	117.80	270.80
State Operations	72.80	72.80	72.80	117.80	270.80
TOTALS - ANNUAL	1,674.45	1,612.45	1,603.45	1,677.45	1,821.45
State Operations	1,266.63	1,259.63	1,253.63	1,324.21	1,471.21
Aids to Ind. & Org.	407.82	352.82	349.82	353.24	350.24

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

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

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

Workforce Development

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

	ACTUAL FY22	ADJUSTED BASE FY23	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY24	FY25	FY24	FY25
1. Workforce development	\$387,875.3	\$276,874.4	\$306,634.2	\$293,939.1	\$545,319.9	\$316,631.8
5. Vocational rehabilitation services	\$86,073.5	\$93,538.8	\$99,318.8	\$99,318.8	\$99,350.4	\$99,350.4
6. Family and medical leave insurance program	\$0.0	\$0.0	\$0.0	\$0.0	\$65,767.8	\$177,645.6
TOTALS	\$473,948.8	\$370,413.2	\$405,953.0	\$393,257.9	\$710,438.1	\$593,627.8

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

	ADJUSTED BASE FY23	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY24	FY25	FY24	FY25
1. Workforce development	1,334.44	1,272.44	1,263.44	1,290.44	1,281.44
5. Vocational rehabilitation services	340.01	340.01	340.01	342.01	342.01
6. Family and medical leave insurance program	0.00	0.00	0.00	45.00	198.00
TOTALS	1,674.45	1,612.45	1,603.45	1,677.45	1,821.45

Workforce Development

1. Paid Family and Medical Leave

Source of Funds	Agency Request				Governor's Recommendations			
	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions
SEG-O	0	0.00	0	0.00	65,767,800	45.00	177,645,600	198.00
TOTAL	0	0.00	0	0.00	65,767,800	45.00	177,645,600	198.00

The Governor recommends the creation of a paid family and medical leave program that provides 12 weeks of benefits for qualified (under current and proposed family and medical leave provisions) employed and self-employed individuals. The Governor's proposal specifies that benefits will first be paid beginning January 1, 2025, and that employers with at least 50 employees are required to participate in the program. The Governor also recommends the creation of a paid family and medical leave trust fund that: (a) is administered by the department; (b) is fiscally supported by an initial transfer from the general fund and ongoing payroll contributions shared equally by employers and employees; and (c) pays benefits and funds program administration. The Governor further recommends that employers with in-house paid family and medical leave programs for employees be exempt from payroll contribution requirements and program participation, so long as benefits provided to employees are at least as generous as those provided under the state program. See Item #2. Finally, the Governor recommends providing position and expenditure authority to implement and administer this program and to pay benefits to qualified individuals.

2. Family Medical and Leave Expansion

The Governor recommends expanding current state family and medical leave laws to include the following provisions: (a) permit leave to be taken to care for a grandparent, grandchild or sibling with a serious health condition; (b) expand the definition of "qualifying exigency" to include deployment of a spouse or child and an unforeseen or unexpected closure of a school or child care facility; (c) expand the definition of "serious health condition" to include medical quarantine to allow workers to take leave when under a medical quarantine, or caring for someone under quarantine, regardless of whether the person is exhibiting symptoms; (d) reduce the number of hours an employee is required to work before qualifying from 1,000 hours to 680 hours; and (e) extend the statute of limitations for filing a complaint regarding related law violations to 300 days, instead of 30 days. See Item #1.

Workforce Development

3. Workforce Innovation Grants Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	200,000,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	200,000,000	0.00	0	0.00

The Governor recommends providing funding for the Workforce Innovation Grants Program to encourage the development of long-term solutions to help businesses find qualified workers as well as assisting individuals in obtaining family-sustaining jobs. The Governor also recommends allocating \$100 million GPR of the total program funding to address health care industry labor and workforce challenges.

4. Worker Advancement Initiative

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	15,500,000	0.00	11,000,000	0.00
TOTAL	0	0.00	0	0.00	15,500,000	0.00	11,000,000	0.00

The Governor recommends providing state funding for the continuation of the Worker Advancement Initiative, which provides grants to local workforce development boards to assist individuals whose previous employment was negatively affected by the pandemic as well as individuals who were not successfully employed prior to the COVID-19 pandemic. The Governor also recommends providing \$5 million GPR to technical colleges and nursing schools to reduce barriers to graduation and assist students in becoming career ready. The Governor further recommends providing \$4.5 million GPR to fund a pilot program to effectively reach and serve population groups underserved and disconnected from the labor force.

5. Expanding Veteran Employment

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	450,000	0.00	450,000	0.00
TOTAL	0	0.00	0	0.00	450,000	0.00	450,000	0.00

The Governor recommends expanding training and technical assistance support for employers by promoting outreach services and on-the-job learning services for veterans transitioning into civilian life.

Workforce Development

6. Correctional Institution Job Centers

Source of Funds	Agency Request				Governor's Recommendations			
	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions
GPR	0	0.00	0	0.00	379,800	6.00	506,400	6.00
TOTAL	0	0.00	0	0.00	379,800	6.00	506,400	6.00

The Governor recommends increasing correctional institution job center staffing to better assist incarcerated individuals in finding and maintaining employment once released from prison.

7. Registered Apprenticeship Expansion for Information Technology Careers

Source of Funds	Agency Request				Governor's Recommendations			
	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions
GPR	0	0.00	0	0.00	9,000,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	9,000,000	0.00	0	0.00

The Governor recommends providing funding to expand registered apprenticeship within the information technology sector in southeast Wisconsin.

8. Registered Apprenticeship Expansion for Health Care Careers

Source of Funds	Agency Request				Governor's Recommendations			
	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions	FY24 Dollars	FY24 Positions	FY25 Dollars	FY25 Positions
GPR	0	0.00	0	0.00	801,400	1.00	135,200	1.00
TOTAL	0	0.00	0	0.00	801,400	1.00	135,200	1.00

The Governor recommends providing position and expenditure authority to conduct outreach to stakeholders and partners to develop new apprenticeship pathways related to health care. The Governor also recommends providing one-time funding to support curriculum development for new health care apprenticeship programs. The Governor further recommends providing one-time funding to evaluate and implement one-year apprenticeships for licensed practical nurses at state-operated facilities.

Workforce Development

9. Job and Business Development Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	200,600	0.00	200,600	0.00
TOTAL	0	0.00	0	0.00	200,600	0.00	200,600	0.00

The Governor recommends providing funding to supplement federal employment demonstration projects that support community action agencies and organizations.

10. Youth Services

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	4,400,000	0.00	4,400,000	0.00
TOTAL	0	0.00	0	0.00	4,400,000	0.00	4,400,000	0.00

The Governor recommends expanding workforce and training services through local workforce development boards for youth, to provide greater in-school and out-of-school workforce services for those who would not otherwise qualify for services under current federal Workforce Innovation and Opportunity Act guidelines.

11. Green Jobs Corps

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	2,000,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	2,000,000	0.00	0	0.00

The Governor recommends providing funding to establish a young adult Green Jobs Corps pilot program in southeast Wisconsin and award grants or contracts with region-based partners.

Workforce Development

12. Clean Energy Training and Reemployment Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	5,000,000	0.00	5,000,000	0.00
TOTAL	0	0.00	0	0.00	5,000,000	0.00	5,000,000	0.00

The Governor recommends providing funding to establish a clean energy and reemployment program that will connect workers with employers and utilize apprenticeship and technical college programs to deliver training around clean energy jobs.

13. Wisconsin Fast Forward

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	1,000,000	0.00	1,000,000	0.00
TOTAL	0	0.00	0	0.00	1,000,000	0.00	1,000,000	0.00

The Governor recommends providing additional funding in Wisconsin Fast Forward to award training grants for green jobs to encourage individuals to follow conservation and environmental career paths and achieve competencies in such workforce subjects.

14. Job Center Staffing

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	304,200	3.00	405,600	3.00
TOTAL	0	0.00	0	0.00	304,200	3.00	405,600	3.00

The Governor recommends providing additional job center staffing to assist more individuals in obtaining meaningful employment.

Workforce Development

15. Vocational Rehabilitation Self-Employment Clients

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	0	0.42	0	0.42
PR-F	0	0.00	0	0.00	0	1.58	0	1.58
TOTAL	0	0.00	0	0.00	0	2.00	0	2.00

The Governor recommends creating position authority to provide dedicated staff for vocational rehabilitation self-employment clients.

16. Worker Misclassification Compliance

The Governor recommends strengthening current law regarding the misclassification of workers, as recommended by the Governor's Joint Task Force on Misclassification and Payroll Fraud, including: (a) requiring the creation and posting of notices regarding misclassification laws; (b) including application and premium fraud as part of insurance fraud detection; (c) creating requirements for insurers and self-insured employers to report premium and application fraud to the department; (d) removing restrictions on the types of employers subject to worker misclassification penalties under current unemployment insurance law, and removing caps on penalties; and (e) increasing penalties for employers with repeat violations of worker's compensation laws due to misclassification and failure to insure.

17. Substance Abuse Prevention on Public Works Projects

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	214,700	3.00	286,200	3.00
TOTAL	0	0.00	0	0.00	214,700	3.00	286,200	3.00

The Governor recommends providing additional position authority and related funding to conduct outreach and investigations related to state law prohibitions on workers possessing, distributing, delivering or being under the influence of alcohol and drugs on public works or utility projects.

18. Minimum Wage

The Governor recommends increasing the statutory minimum wage for general workers to \$8.25 on or after the effective date of the budget bill and prior to January 1, 2025; then \$9.25 on or after January 1, 2025; then \$10.25 on or after January 1, 2026; then \$10.25 plus the change in the consumer price index for each year thereafter. The Governor also recommends that other statutory minimum wage rates applicable to certain employment sectors be increased at a proportionately similar rate as the general minimum wage rate. The Governor further recommends the creation of a task force to study options for achieving a statewide minimum wage of \$15 per hour, which will consist of five gubernatorial appointees, and one appointee of each of the Senate majority leader, Senate minority leader, speaker of the Assembly and Assembly minority leader.

Workforce Development

19. Prevailing Wage

The Governor recommends requiring employers conducting projects of public works, both state and local, to pay workers the hourly wage and benefits paid to the majority of workers in the project's area.

20. Local Employment Regulations

The Governor recommends repealing the prohibitions on local governments enacting ordinances regarding: (a) minimum family and medical leave requirements; (b) wage claims and collections; (c) employee hours and overtime (including scheduling of work hours or shifts); (d) required employment benefits; and (e) solicitation of a prospective employee's salary history.

21. Project Labor Agreements

The Governor recommends repealing the provisions of 2017 Wisconsin Act 3, which prohibited agreements such as collective bargaining agreements, project labor agreements or community workforce agreements between governments and labor organizations on public works projects.

22. Right to Work

The Governor recommends repealing the prohibition on contracts between labor unions and employers that specify the employer may only hire unionized workers. The Governor also recommends repealing the prohibitions on the following as a condition of obtaining or continuing employment: (a) refraining or resigning from membership or affiliation with a labor organization; (b) becoming or remaining a member of a labor organization; (c) paying dues or other amounts to a labor organization; and (d) paying a third party amounts in place of dues to a labor organization.

23. Employment Discrimination

The Governor recommends expanding the definition of employment discrimination to specify that employers cannot discriminate based upon gender identity and expression. The Governor also recommends modifying current law to allow the department or an individual, who is alleged or was found to have been discriminated against or subjected to unfair honesty or genetic testing, to bring an action in circuit court to recover compensatory and punitive damages caused by the act of discrimination, unfair honesty testing or unfair genetic testing in addition to or in lieu of filing an administrative complaint. The Governor further recommends prohibiting certain conduct related to requesting or requiring compensation information of current and prospective employees, prohibiting discrimination against employees who choose to disclose information on compensation, discussing employee compensation with others, and asking for details regarding compensation.

24. Job Applicant Conviction History

The Governor recommends establishing that requesting an applicant for employment to supply information regarding his or her conviction record, or otherwise considering the record, prior to selection for an interview constitutes employment discrimination. See Department of Justice, Item #30.

Workforce Development

25. Migrant Seasonal Farm Worker Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	451,600	3.00	282,000	3.00
TOTAL	0	0.00	0	0.00	451,600	3.00	282,000	3.00

The Governor recommends providing additional position authority and related funding to perform housing inspections, provide greater outreach to migrant workers at camps and community locations, develop outreach plans, conduct prevailing wage and practice surveys, and investigate complaints and potential violations of state law. The Governor also recommends providing one-time funding to streamline application and certification processes for camp and housing operators.

26. Migrant Labor Contractor and Camp Fees

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-O	22,200	0.00	22,200	0.00	22,200	0.00	22,200	0.00
TOTAL	22,200	0.00	22,200	0.00	22,200	0.00	22,200	0.00

The Governor recommends modifying the department's auxiliary services appropriation to include revenues generated from migrant labor camp and migrant labor contractor regulation.

27. Unemployment Insurance Benefit Eligibility for Certain Individuals

The Governor recommends: (a) repealing the prohibition on Social Security Disability Insurance (SSDI) recipients from receiving unemployment benefits; (b) repealing the requirement that individuals notify the department of enrollment in SSDI; and (c) treating SSDI payments similar to pensions when determining deductions from unemployment benefits.

28. Worker's Compensation Appropriation Change

The Governor recommends modifying the worker's compensation uninsured employers fund; payments appropriation in order for the department to account for continuing segregated revenue balances and expenditures.

Workforce Development

29. Work Injury Supplemental Benefits Fund Appropriation

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00
TOTAL	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00

The Governor recommends creating a new appropriation to account for special assessments related to insurer reimbursements.

30. Agency Equity Officer

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-S	0	0.00	0	0.00	76,100	1.00	97,800	1.00
TOTAL	0	0.00	0	0.00	76,100	1.00	97,800	1.00

The Governor recommends creating a new agency equity officer position within the Office of the Secretary. The agency equity officer will collaborate with the Chief Equity Officer within the Department of Administration and agency equity officers within other agencies to identify opportunities to advance equity in government operations, including determining how current government practices and policies impact communities of color and individuals with disabilities. See Department of Administration, Item #15; Department of Agriculture, Trade and Consumer Protection, Item #30; Department of Children and Families, Item #35; Department of Corrections, Item #33; Department of Financial Institutions, Item #8; Department of Health Services, Item #120; Department of Justice, Item #33; Department of Military Affairs, Item #19; Department of Natural Resources, Item #76; Department of Public Instruction, Item #54; Department of Revenue, Item #53; Department of Safety and Professional Services, Item #29; Department of Tourism, Item #9; Department of Transportation, Item #60; Department of Veterans Affairs, Item #14; Office of the Commissioner of Insurance, Item #29; and Public Service Commission, Item #21.

31. Agency Tribal Liaison

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	64,700	1.00	86,300	1.00
TOTAL	0	0.00	0	0.00	64,700	1.00	86,300	1.00

The Governor recommends creating a position that will be dedicated to working with tribal nations in the state. The position will coordinate with the Department of Administration's Director of Native American Affairs. See Department of Administration, Item #44; Department of Agriculture, Trade and Consumer Protection, Item #31; Department of Corrections, Item #34; Department of Justice, Item #34; Department of Tourism, Item #10; and Public Service Commission, Item #22.

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32. State Operations Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	117,400	0.00	117,400	0.00
TOTAL	0	0.00	0	0.00	117,400	0.00	117,400	0.00

The Governor recommends adjusting expenditure authority in certain state operations appropriations to reflect increased supplies and services costs related to the provision of current programmatic requirements.

33. Federal Reestimates

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	26,066,800	0.00	14,743,100	0.00	26,066,800	0.00	14,743,100	0.00
TOTAL	26,066,800	0.00	14,743,100	0.00	26,066,800	0.00	14,743,100	0.00

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

34. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY24		FY25		FY24		FY25	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	421,600	0.00	421,600	0.00	491,900	0.00	491,900	0.00
PR-F	4,093,100	-62.00	2,721,700	-71.00	3,408,500	-62.00	2,037,100	-71.00
PR-S	-270,700	0.00	-270,700	0.00	-628,400	0.00	-628,400	0.00
PR-O	31,700	0.00	31,700	0.00	-105,000	0.00	-105,000	0.00
SEG-O	104,600	0.00	104,600	0.00	40,600	0.00	40,600	0.00
TOTAL	4,380,300	-62.00	3,008,900	-71.00	3,207,600	-62.00	1,836,200	-71.00

The Governor recommends adjusting the department's base budget for: (a) turnover reduction (-\$2,773,400 in each year); (b) removal of noncontinuing elements from the base (-\$2,661,400 and -62.0 FTE positions in FY24 and -\$4,032,800 and -71.0 FTE positions in FY25); (c) full funding of continuing position salaries and fringe benefits (\$9,661,500 in each year); (d) overtime (\$153,600 in each year); and (e) full funding of lease and directed moves costs (-\$1,172,700 in each year).

Workforce Development

ITEMS NOT APPROVED

The following requests are not included in the Governor's budget recommendations for the Department of Workforce Development.

Decision Item	Source of Funds	FY24		FY25	
		Dollars	Positions	Dollars	Positions
35. Employment of Minors Work Permit System Appropriation and Fees	PR-O	70,500	0.00	70,500	0.00
TOTAL OF ITEMS NOT APPROVED	PR-O	70,500	0.00	70,500	0.00