

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY25 Adjusted Base	FY26 Recommended	% Change Over FY25	FY27 Recommended	% Change Over FY26
GPR	61,045,900	239,444,700	292.2	95,328,200	-60.2
PR-F	233,207,200	236,771,900	1.5	252,065,000	6.5
PR-S	77,120,000	77,931,800	1.1	77,931,800	0.0
PR-O	2,897,200	2,904,500	0.3	2,904,500	0.0
SEG-O	26,897,400	34,167,300	27.0	34,501,900	1.0
TOTAL	401,167,700	591,220,200	47.4	462,731,400	-21.7

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY25 Adjusted Base	FY26 Recommended	FTE Change Over FY25	FY27 Recommended	FTE Change Over FY26
GPR	151.02	191.67	40.65	192.67	1.00
PR-F	1,163.82	1,147.67	-16.15	1,145.67	-2.00
PR-S	206.21	206.21	0.00	206.21	0.00
PR-O	3.90	3.90	0.00	3.90	0.00
SEG-O	72.80	75.80	3.00	75.80	0.00
TOTAL	1,597.75	1,625.25	27.50	1,624.25	-1.00

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: Goals, objectives and activities have been modified.

Program 1: Workforce Development

Goal: Prepare individuals for employment and family supporting careers through participation in career counseling, job placement services and on-the-job training programs, such as registered apprenticeship.

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: Develop a qualified and committed workforce, and provide opportunities and work experiences to teens in career exploration prior to graduation from high school.

Objective/Activity: Increase the employment opportunities for high school graduates through youth apprenticeship.

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

Objective/Activity: Meet or exceed the U.S. Department of Labor's standard for first payment promptness for intrastate worker unemployment insurance claims.

Workforce Development

Objective/Activity: Meet or exceed the U.S. Department of Labor's standard for promptness in lower authority unemployment insurance appeals decisions (i.e., decisions issued by the department).

Goal: Provide cost-effective and timely resolution of civil rights complaints.

Objective/Activity: Encourage participation in the Equal Rights Division mediation program to provide a timely and mutually agreeable resolution of civil rights complaints.

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

Objective/Activity: Proactively and constructively engage with insurance carriers and self-insured employers to collect the funding needed to administer worker's compensation programs.

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 programs 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

2023 AND 2024 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2023	Actual 2023	Goal 2024	Actual 2024
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	396,900	414,189	476,280	312,597
1.	Number of students enrolled in Youth Apprenticeship program.	5,050	8,223	5,150	9,913
1.	Number of new registered apprentice contracts.	3,910	4,623	3,988	4,901 ¹
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury.	80%	80.0%	80%	80.0%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87%	85.0%	87%	85.8%
5.	Percentage of participants with disabilities in an education or training program who achieve measurable skill gains.	48.8%	60.3%	50.8%	61.8% ¹

Workforce Development

Prog. No.	Performance Measure	Goal 2023	Actual 2023	Goal 2024	Actual 2024
5.	Percentage of participants with disabilities enrolled in an education or training program who attain a recognized postsecondary credential or a secondary school diploma (or recognized equivalent).	29%	39.8%	33%	40.8%
5.	Number of employment outcomes for job seekers with disabilities.	3,200	3,124	3,200	3,071

Note: Based on fiscal year.

¹Reflects data as of July 29, 2024.

2025, 2026 AND 2027 GOALS

Prog. No.	Performance Measure ¹	Goal 2025	Goal 2026	Goal 2027
1.	Number of new jobs posted on www.JobCenterofWisconsin.com. ²	571,536	N/A	N/A
1.	Number of new registered apprentice contracts.	5,000	5,100	5,200
1.	Number of students enrolled in Youth Apprenticeship program.	10,100	10,300	10,500
1.	Percentage of intrastate unemployment insurance first payments made within 14 days after the week ending date of the first compensable week in the benefit year. ^{3,4}	87%	87%	87%
1.	Average age of pending unemployment insurance lower authority appeals. ⁴	30 days	30 days	30 days
1.	Percentage of Equal Rights Division (ERD) hearings that participate in the ERD mediation program.	51%	53%	55%
1.	Percentage of annual general assessment invoices paid by insurance carriers and self-insured employers within 60 days of invoice date.	80%	82%	84%
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury. ²	80%	N/A	N/A
5.	Percentage of participants with disabilities in an education or training program who achieve measurable skill gains. ⁴	62%	62%	62%

Workforce Development

Prog. No.	Performance Measure¹	Goal 2025	Goal 2026	Goal 2027
5.	Percentage of participants with disabilities enrolled in an education or training program who attain a recognized postsecondary credential or a secondary school diploma (or recognized equivalent). ^{3,4}	41%	41%	41%
5.	Percentage of vocational rehabilitation consumers employed two quarters after exit. ⁴	57%	57%	57%
5.	Number of employment outcomes for job seekers with disabilities. ²	3,200	N/A	N/A

Note: Based on fiscal year.

¹Performance measures and goals have been revised for 2025.

²Discontinued measure beginning in the upcoming biennium.

³Measure remains the same, but the description has been revised.

⁴Measure is consistent with a federal performance measure, and performance measure goals reflect federally determined targets.

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Workforce Innovation Grant Continuation and Expansion
2. Workforce Advancement Program
3. Registered Apprenticeship
4. Wisconsin Fast Forward
5. Career Navigators
6. Youth Apprenticeship Appropriation
7. Paid Family and Medical Leave
8. Vocational Rehabilitation Increases
9. Correctional Institution Job Centers
10. Employer Hotline for Hiring Justice-Involved Individuals
11. Migrant Seasonal Farm Worker Protection
12. Housing Discrimination Prevention
13. Unemployment Insurance Benefit Eligibility
14. Worker Classification
15. Equal Rights Operations
16. Worker Schedules
17. Wage Information in Job Postings
18. Penalties for Noncompliance with Wage Payment
19. Prevailing Wage
20. Local Employment Regulations
21. Project Labor Agreements
22. Right to Work
23. Employment Discrimination
24. Job Applicant Conviction History
25. Minimum Wage
26. Bureau of Workforce Information and Technology Support
27. Early College Credit Program Grants
28. Worker's Compensation Operations Appropriations
29. Work Injury Supplemental Benefits Fund Appropriation
30. State Operations Adjustments
31. Agency Tribal Liaison
32. Federal Reestimates
33. Standard Budget Adjustments

ITEMS NOT APPROVED

34. Uninsured Employers Fund Appropriation Change

Workforce Development

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

	ACTUAL FY24	ADJUSTED BASE FY25	AGENCY REQUEST FY26	AGENCY REQUEST FY27	GOVERNOR'S RECOMMENDATION FY26	GOVERNOR'S RECOMMENDATION FY27
GENERAL PURPOSE REVENUE	\$56,438.6	\$61,045.9	\$64,690.4	\$66,117.8	\$239,444.7	\$95,328.2
State Operations	12,873.6	13,995.4	14,594.1	14,594.1	175,278.8	24,998.0
Local Assistance	9,541.2	9,900.9	9,900.9	9,900.9	10,424.4	10,548.4
Aids to Ind. & Org.	34,023.8	37,149.6	40,195.4	41,622.8	53,741.5	59,781.8
FEDERAL REVENUE (1)	\$278,263.9	\$233,207.2	\$236,380.4	\$231,397.1	\$236,771.9	\$252,065.0
State Operations	194,764.5	156,789.6	165,147.3	167,309.1	165,770.6	188,208.8
Aids to Ind. & Org.	83,499.4	76,417.6	71,233.1	64,088.0	71,001.3	63,856.2
PROGRAM REVENUE (2)	\$55,367.6	\$80,017.2	\$80,836.3	\$80,836.3	\$80,836.3	\$80,836.3
State Operations	54,965.7	79,577.3	80,396.4	80,396.4	80,396.4	80,396.4
Aids to Ind. & Org.	401.9	439.9	439.9	439.9	439.9	439.9
SEGREGATED REVENUE (3)	\$23,173.5	\$26,897.4	\$33,711.6	\$34,046.2	\$34,167.3	\$34,501.9
State Operations	15,231.9	16,037.4	22,851.6	23,186.2	23,307.3	23,641.9
Aids to Ind. & Org.	7,941.6	10,860.0	10,860.0	10,860.0	10,860.0	10,860.0
TOTALS - ANNUAL	\$413,243.6	\$401,167.7	\$415,618.7	\$412,397.4	\$591,220.2	\$462,731.4
State Operations	277,835.6	266,399.7	282,989.4	285,485.8	444,753.1	317,245.1
Local Assistance	9,541.2	9,900.9	9,900.9	9,900.9	10,424.4	10,548.4
Aids to Ind. & Org.	125,866.8	124,867.1	122,728.4	117,010.7	136,042.7	134,937.9

(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 FY25	AGENCY REQUEST FY26	FY27	GOVERNOR'S RECOMMENDATION FY26	FY27
GENERAL PURPOSE REVENUE	151.02	151.02	151.02	191.67	192.67
State Operations	82.65	82.65	82.65	122.15	123.15
Aids to Ind. & Org.	68.37	68.37	68.37	69.52	69.52
FEDERAL REVENUE (1)	1,163.82	1,142.82	1,140.82	1,147.67	1,145.67
State Operations	885.38	884.38	884.38	892.18	892.18
Aids to Ind. & Org.	278.44	258.44	256.44	255.49	253.49
PROGRAM REVENUE (2)	210.11	210.11	210.11	210.11	210.11
State Operations	210.11	210.11	210.11	210.11	210.11
SEGREGATED REVENUE (3)	72.80	72.80	72.80	75.80	75.80
State Operations	72.80	72.80	72.80	75.80	75.80
TOTALS - ANNUAL	1,597.75	1,576.75	1,574.75	1,625.25	1,624.25
State Operations	1,250.94	1,249.94	1,249.94	1,300.24	1,301.24
Aids to Ind. & Org.	346.81	326.81	324.81	325.01	323.01

(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 FY24	ADJUSTED BASE FY25	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY26	FY27	FY26	FY27
1. Workforce development	\$295,590.0	\$299,808.3	\$294,401.2	\$288,547.7	\$463,357.9	\$309,258.4
5. Vocational rehabilitation services	\$117,653.6	\$101,359.4	\$121,217.5	\$123,849.7	\$127,862.3	\$153,473.0
TOTALS	\$413,243.6	\$401,167.7	\$415,618.7	\$412,397.4	\$591,220.2	\$462,731.4

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

	ADJUSTED BASE FY25	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY26	FY27	FY26	FY27
1. Workforce development	1,256.75	1,239.75	1,237.75	1,283.25	1,282.25
5. Vocational rehabilitation services	341.00	337.00	337.00	342.00	342.00
TOTALS	1,597.75	1,576.75	1,574.75	1,625.25	1,624.25

Workforce Development

1. Workforce Innovation Grant Continuation and Expansion

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	140,163,800	2.00	211,600	2.00
TOTAL	0	0.00	0	0.00	140,163,800	2.00	211,600	2.00

The Governor recommends providing funding to establish an ongoing workforce innovation grant fund. The workforce innovation grant fund would allow eligible entities to apply for funding to support locally driven solutions to known workforce challenges. The Governor also recommends specifying that in FY26, \$15 million GPR and \$25 million GPR must be allocated to artificial intelligence-related workforce challenges and health care workforce challenges, respectively. The Governor further recommends providing position and expenditure authority for general program operations to support and provide continuous improvements and oversight to the program.

2. Workforce Advancement Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	15,000,000	0.00	5,105,800	1.00
TOTAL	0	0.00	0	0.00	15,000,000	0.00	5,105,800	1.00

The Governor recommends providing funding and position authority for the establishment of an ongoing Wisconsin Worker Advancement Program. This program aims to build upon the foundation of the federally supported Worker Advancement Initiative by continuing to engage in outreach efforts to reach population groups underserved and disconnected from the labor force.

3. Registered Apprenticeship

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	2,932,700	6.50	2,665,200	6.50
TOTAL	0	0.00	0	0.00	2,932,700	6.50	2,665,200	6.50

The Governor recommends providing funding and position authority for expansion of the state registered apprenticeship program, including for: (a) artificial intelligence apprenticeship support (\$350,800 GPR in FY26 and \$449,400 GPR in FY27 and 5.5 FTE GPR positions in each year); (b) on-the-job health care training (\$2,250,000 GPR in FY26 and \$1,500,000 GPR in FY27); (c) bridging pathways between youth and registered apprenticeship (\$250,000 GPR in each year); and (d) apprenticeship infrastructure (\$81,900 GPR in FY26 and \$465,800 GPR in FY27 and 1.0 FTE GPR position in each year).

Workforce Development

4. Wisconsin Fast Forward

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	3,700,000	0.00	1,700,000	0.00
TOTAL	0	0.00	0	0.00	3,700,000	0.00	1,700,000	0.00

The Governor recommends providing funding for job training support through Wisconsin Fast Forward, including: (a) \$2,000,000 GPR in FY26 for green jobs training; (b) \$1,000,000 GPR in each year for incentives for school districts to hire teacher apprentices; (c) \$500,000 GPR in each year for grants to support health care industry training; and (d) \$200,000 GPR in each year for technical education equipment grants, which may help school districts prepare students for a future that includes artificial intelligence. The Governor also recommends that the department employ the Wisconsin Fast Forward program to address workforce challenges around artificial intelligence.

5. Career Navigators

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	710,600	11.00	910,800	11.00
TOTAL	0	0.00	0	0.00	710,600	11.00	910,800	11.00

The Governor recommends providing position and expenditure authority to ensure that each workforce development area in the state has a dedicated employment and training specialist position to serve in the role of a "career navigator" and expand upon the success of the Wisconsin Career Connection pilot program.

6. Youth Apprenticeship Appropriation

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	3,689,200	0.00	7,600,000	0.00
TOTAL	0	0.00	0	0.00	3,689,200	0.00	7,600,000	0.00

The Governor recommends increasing expenditure authority for local youth apprenticeship grants, which reflects the change to a sum sufficient appropriation and allows grant awards to fully match demand without restricting program participation.

Workforce Development

7. Paid Family and Medical Leave

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	0	0.00	0	0.00	103,600	1.00	103,600	1.00
TOTAL	0	0.00	0	0.00	103,600	1.00	103,600	1.00

The Governor recommends requiring that all private and local government employers with 50 or more employees offer eight weeks of paid family and medical leave income replacement benefits in certain circumstances. Minimum benefits would be 90 percent of income for income less than 50 percent of the statewide median income, plus 50 percent of income for the marginal income over 50 percent of the statewide median income. The Governor also recommends providing position and expenditure authority within the department's Equal Rights Division to ensure compliance with worker's rights laws, including the newly required paid family and medical leave benefits. See Department of Administration, Item #21.

8. Vocational Rehabilitation Increases

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	3,220,000	0.00	4,647,400	0.00	9,576,900	1.15	13,706,400	1.15
PR-F	11,897,400	0.00	17,171,400	0.00	12,185,300	3.85	37,735,700	3.85
TOTAL	15,117,400	0.00	21,818,800	0.00	21,762,200	5.00	51,442,100	5.00

The Governor recommends providing expenditure and position authority to reflect the availability of federal vocational rehabilitation program funding and to maintain and enhance current levels of access to employment services for people with disabilities who are seeking jobs.

9. Correctional Institution Job Centers

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	839,800	13.00	1,076,400	13.00
TOTAL	0	0.00	0	0.00	839,800	13.00	1,076,400	13.00

The Governor recommends providing positions and related funding to create permanent employment and training specialists for existing correctional institution job centers to better assist incarcerated individuals in finding and maintaining employment once released from prison. See Department of Corrections, Item #17.

Workforce Development

10. Employer Hotline for Hiring Justice-Involved Individuals

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	64,000	1.00	82,800	1.00
TOTAL	0	0.00	0	0.00	64,000	1.00	82,800	1.00

The Governor recommends providing position and expenditure authority for an employment and training specialist position to staff a hotline to provide employers with information about state and federal incentives and programs related to employing justice-involved individuals, as required by 2023 Wisconsin Act 228.

11. Migrant Seasonal Farm Worker Protection

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	843,500	1.00	111,300	1.00
PR-F	0	0.00	0	0.00	0	0.00	0	0.00
PR-O	35,000	0.00	35,000	0.00	35,000	0.00	35,000	0.00
TOTAL	35,000	0.00	35,000	0.00	878,500	1.00	146,300	1.00

The Governor recommends providing position and expenditure authority 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 for an online platform to streamline application and certification processes for camp and housing operators, and making other technical changes to ensure programmatic efficiency. The Governor further recommends transferring the Migrant Seasonal Farm Worker program from the Division of Employment and Training to the Equal Rights Division.

12. Housing Discrimination Prevention

The Governor recommends modifying current law related to open housing prohibitions on discrimination to include receipt of rental or housing assistance. See Department of Administration, Item #11.

Workforce Development

13. Unemployment Insurance Benefit Eligibility

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	-250,000	0.00	-250,000	0.00
TOTAL	0	0.00	0	0.00	-250,000	0.00	-250,000	0.00

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.

14. Worker Classification

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	0	0.00	0	0.00	455,700	3.00	455,700	3.00
TOTAL	0	0.00	0	0.00	455,700	3.00	455,700	3.00

The Governor recommends providing position and expenditure authority supported by the program integrity fund to enhance the department's capacity to address misclassification issues by increasing staffing resources and conducting more audits and investigations to identify and resolve unlawful classification practices. The Governor also recommends strengthening current law regarding the misclassification of workers, 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.

Workforce Development

15. Equal Rights Operations

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	64,600	1.00	82,800	1.00
TOTAL	0	0.00	0	0.00	64,600	1.00	82,800	1.00

The Governor recommends providing position and expenditure authority to support the Equal Rights Division's operations, which encompass providing expertise on state worker protection laws; ensuring compliance with antidiscrimination laws in employment, housing and public accommodations; enforcing regulations related to minimum wage, overtime, wage payment, minor employment, worker classification, family and medical leave, and substance abuse prevention on public works projects; and delivering training and outreach, including guidance on identifying and reporting human trafficking.

16. Worker Schedules

The Governor recommends provisions to improve predictability in worker schedules and breaks, including: (a) providing that employees have the right to request and receive changes to the employee's work schedule if related to the employee's serious health condition, responsibilities as a caregiver, enrollment in education or training programs, or where the employee's part-time schedule conflicts with other employment; (b) requiring employers of employees in retail, food service and cleaning occupations to provide employees with a written copy of the employee's work schedule on or before the employee's first day of work and provide notice to the employee at least 14 days in advance of a change to that work schedule by the employer; (c) granting the department rule-making and enforcement authority related to these rights; and (d) requiring breaks for covered employees after they have worked a certain number of hours.

17. Wage Information in Job Postings

The Governor recommends requiring pay be included in job postings, enhancing transparency for job applicants and employees.

18. Penalties for Noncompliance with Wage Payment

The Governor recommends establishing mandatory penalties for noncompliance with wage payment requirements, including: (a) permitting employees to recover liquidated damages of 100 percent of wages due if the matter is filed in court, regardless of whether the employee first filed with the Equal Rights Division; and (b) requiring that if there is a finding that an employer has failed to pay wages due, employees are presumptively entitled to an award of liquidated damages, and the employer may rebut this presumption by showing its failure to pay was in good faith with a reasonable basis to believe it was complying with the law.

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.

Workforce Development

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 their conviction record, or otherwise considering the record, prior to selection for an interview constitutes employment discrimination.

25. Minimum Wage

The Governor recommends creating a task force to study minimum wage and ensure all Wisconsinites earn a living wage.

Workforce Development

26. Bureau of Workforce Information and Technology Support

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	245,700	3.00	317,700	3.00
TOTAL	0	0.00	0	0.00	245,700	3.00	317,700	3.00

The Governor recommends providing position and expenditure authority to increase the Bureau of Workforce Information and Technology Support's capacity to continue labor market analysis, conduct data integration and collection, share workforce data, and focus on understanding artificial intelligence's workforce impact.

27. Early College Credit Program Grants

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	323,500	0.00	447,500	0.00
TOTAL	0	0.00	0	0.00	323,500	0.00	447,500	0.00

The Governor recommends providing additional funding for the Early College Credit Program to encourage and support high school students to take one or more courses at a higher education institution. See Department of Public Instruction, Item #39.

28. Worker's Compensation Operations Appropriations

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	1,255,100	0.00	1,589,700	0.00	1,255,100	0.00	1,589,700	0.00
TOTAL	1,255,100	0.00	1,589,700	0.00	1,255,100	0.00	1,589,700	0.00

The Governor recommends modifying structures for worker's compensation administration appropriations to allow the department to accurately reflect all expenditures and billings, and account for supporting revenues. Specifically: (a) the department's primary worker's compensation operations appropriation and secondary, smaller appropriations will be combined into a single sum sufficient appropriation; and (b) the statutory transfer from worker's compensation operations to the Labor and Industry Review Commission will be eliminated, and the commission will instead use an annual SEG appropriation that permits the commission to fund expenses up to the statutory limits directly from the fund.

Workforce Development

29. Work Injury Supplemental Benefits Fund Appropriation

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	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. State Operations Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	258,900	0.00	258,900	0.00	258,900	0.00	258,900	0.00
PR-S	749,400	0.00	749,400	0.00	749,400	0.00	749,400	0.00
PR-O	4,600	0.00	4,600	0.00	4,600	0.00	4,600	0.00
SEG-O	458,400	0.00	458,400	0.00	458,400	0.00	458,400	0.00
TOTAL	1,471,300	0.00	1,471,300	0.00	1,471,300	0.00	1,471,300	0.00

The Governor recommends providing additional funding for supplies and services costs including contractual services costs; data processing; mail, postage and freight; and internal services.

31. Agency Tribal Liaison

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	70,000	1.00	89,500	1.00
TOTAL	0	0.00	0	0.00	70,000	1.00	89,500	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 #45; Department of Agriculture, Trade and Consumer Protection, Item #38; Department of Corrections, Item #42; Department of Justice, Item #14; Department of Natural Resources, Item #74; Department of Tourism, Item #9; and Public Service Commission, Item #17.

Workforce Development

32. Federal Reestimates

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	-11,499,300	0.00	-21,050,400	0.00	-11,499,300	0.00	-21,050,400	0.00
TOTAL	-11,499,300	0.00	-21,050,400	0.00	-11,499,300	0.00	-21,050,400	0.00

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

33. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY26		FY27		FY26		FY27	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	165,600	0.00	165,600	0.00	165,600	0.00	165,600	0.00
PR-F	2,775,100	-21.00	2,068,900	-23.00	2,775,100	-21.00	2,068,900	-23.00
PR-S	62,400	0.00	62,400	0.00	62,400	0.00	62,400	0.00
PR-O	-32,300	0.00	-32,300	0.00	-32,300	0.00	-32,300	0.00
SEG-O	100,700	0.00	100,700	0.00	100,700	0.00	100,700	0.00
TOTAL	3,071,500	-21.00	2,365,300	-23.00	3,071,500	-21.00	2,365,300	-23.00

The Governor recommends adjusting the department's base budget for: (a) turnover reduction (-\$3,016,200 in each year); (b) removal of noncontinuing elements from the base (-\$959,500 and -21.0 FTE positions in FY26 and -\$1,665,700 and -23.0 FTE positions in FY27); (c) full funding of continuing position salaries and fringe benefits (\$8,064,000 in each year); (d) overtime (\$154,200 in each year); (e) full funding of lease and directed moves costs (-\$1,171,000 in each year); and (f) minor transfers within the same alpha appropriation.

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	FY26		FY27	
		Dollars	Positions	Dollars	Positions
34. Uninsured Employers Fund Appropriation Change	SEG-O	0	0.00	0	0.00
TOTAL OF ITEMS NOT APPROVED	SEG-O	0	0.00	0	0.00

