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(FORM UPDATED: 08/11/2010)

**WISCONSIN STATE LEGISLATURE ...
PUBLIC HEARING - COMMITTEE RECORDS**

2001-02

(session year)

Assembly

(Assembly, Senate or Joint)

Committee on ... Children and Families (AC-CF)

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Stefanie Rose (LRB) (May 2012)



SCOTT McCALLUM

**Governor
State of Wisconsin**

November 28, 2001

The Honorable Tommy G. Thompson
Secretary
U.S. Department of Health and Human Services
200 Independence Avenue, S.W.
Washington, D.C. 20201

Dear Secretary Thompson:

In the coming months the Temporary Assistance for Needy Families (TANF) block grant program will be reauthorized by Congress. I am writing to urge that your agency actively take the lead in pursuing a reauthorization package that continues to provide the flexibility and funding currently provided to states.

As you know, Wisconsin has used the flexibility and funding under TANF to move many families into unsubsidized employment. We have greatly expanded our program beyond cash assistance to reach out to the low income working poor families and provide services that will help them retain employment and increase family income. However, like many states in this time of economic insecurity, Wisconsin is seeing more families with needs that must be addressed through the TANF program. It is vital that reauthorization provides the necessary funding for states to continue to support families in their efforts to become independent of public assistance.

Wisconsin supports the position of the American Public Human Services Association (APHSA) regarding TANF reauthorization, which is reflected in its publication Crossroads: New Directions in Social Policy, with the following additions and modifications:

- Maintain the core elements of the program including no entitlement, time limits, and the focus on work.
- Make TANF a true block grant program. The Cash Management Act requirements had a chilling effect on states' ability to draw down and manage the TANF Block Grant.
- The Maintenance of Effort (MOE) requirements should not be increased for inflation. In addition, more flexibility should be provided in the use of MOE funds.
- Expand the undue hardship limit of 20 percent formula by linking it to the date that states implemented TANF. For example, Wisconsin came under the TANF program effective September 30, 1996 when the caseload was much higher. Computing the 20 percent based on the caseload as of that date would allow more "room" under the threshold.

- Maintain the caseload reduction credit.
- The all families and two-parent families work participation rates should be consistent.
- Diversion should remain an option for states. In Wisconsin, while an individual may be diverted from a cash benefit placement, thus allowing the saving of months of lifetime eligibility, he or she remains eligible for and may receive case management services to assist in obtaining and retaining employment.
- The definition of assistance should be expanded to allow the use of ongoing housing subsidies for working families to be exempt from the definition of assistance, similar to what occurs for child care and transportation.
- Data collection and the technology to support data collection are expensive. Block grant levels should reflect the fact that states have had to increase their spending in this area to meet the TANF reporting requirements.
- ACF should be directed to develop a streamlined and simplified data reporting system. In addition, imposing additional data reporting requirements through regulation, such as the TANF Annual Report, should not be allowed.
- Penalty language in 42 USC 609 should be modified. States are currently subject to "double jeopardy" as states can be subject to significant penalties first by imposition of federal penalties and second, by the requirement that state dollars used to replace the lost federal dollars do not count toward meeting the MOE requirements.

I look forward to working with you as we reauthorize the TANF program.

Sincerely,



Scott McCallum
Governor

SM/lmh
© 2003 TANF reauthorization

Temporary Assistance for Needy Families (TANF)

An Overview Presented to the
Assembly Children and Families Committee
January 17, 2002

Wisconsin Department of Workforce Development

What Will This Cover?

- What is TANF
- How Wisconsin Spends TANF
- How “welfare” spending has changed, and why that’s important.
- TANF successes and challenges
- What is TANF Reauthorization?
- What has DWD done to get ready for Reauthorization?
- Major TANF reauthorization issues: DWD and other perspectives

What is TANF?

- Federal block grant program created by Personal Responsibility and Work Opportunity Reconciliation Act of 1996-federal welfare reform law.
- Gives states block grant to create their own programs that seek to achieve four “purposes” of TANF.
- States must meet performance benchmarks and can be penalized or rewarded for performance.
- Program in place from 1996 through September 2002.
- Reauthorization set to take place before September 2002.

What is TANF to Wisconsin?

- \$317 million per year in block grant funds (State must maintain \$169 million “maintenance-of-effort”).
- Funding supports over 35 state programs spread across DWD, DHFS, DOC, Dept of Military Affairs.
- State programs support hundreds of local schools, literacy organizations, non-profits across the state.
- Hundreds of thousands served per year.

What Can TANF Funds Be Used For?

- To accomplish any of the four purposes of TANF (in brief):
 - 1. Provide assistance to needy families.
 - 2. End dependence of needy parents on government benefits by promoting job preparation, work and marriage.
 - 3. Prevent and reduce out-of-wedlock pregnancies.
 - 4. Encourage the formation and maintenance of two-parent families.

What is Important about the TANF Purposes?

- They afford states great flexibility to design and implement their own programs.
- The goals and purposes of TANF go far above and beyond welfare reform.
- The purposes are the centerpiece of the program; everything else revolves around them.

Achieving the Four Purposes
PURPOSE ONE: PROVIDE ASSISTANCE

- Provision of Kinship Care benefits.
- Provision of Caretaker Supplement benefits
- Provision of W-2 benefits.
- Support of the state Earned Income Tax Credit.
- Emergency Assistance payments

Achieving the Four Purposes
PURPOSE TWO: END DEPENDENCE

- Provision of W-2 services intended to encourage and support a parent moving into employment.
- Child Care Services
- Transportation Services
- Workforce Attachment and Advancement
- Other employment, training and education programs.

Achieving the Four Purposes
PURPOSE THREE: PREVENT AND REDUCE
OUT-OF-WEDLOCK BIRTHS

- Support of "Brighter Futures"-adolescent pregnancy prevention services.
- Community Youth Grants 1k - Boys + Girls Club
- Community Reinvestment

Achieving the Four Purposes
PURPOSE FOUR: FAMILY FORMATION

- Noncustodial parent programs
 - Children First
 - Workforce Attachment and Advancement
- Services to domestic violence victims
- Child Abuse and Neglect Prevention Services.
- Child welfare safety and prevention services.

How Has Welfare Spending Changed?

- Consider how we spent “welfare dollars” in 1996:
- TOTAL \$413 MILLION
 - \$307 MILLION CASH BENEFITS
 - \$31 MILLION WORKFORCE DEVELOPMENT
 - \$10 MILLION FAMILY STABILITY
 - \$64 MILLION CHILD CARE

How Has Welfare Spending Changed?

- What we spent on “welfare” services in 2000:
- TOTAL \$486 MILLION
 - \$60 MILLION CASH BENEFITS
 - \$97 MILLION WORKFORCE DEVELOPMENT
 - \$63 MILLION FAMILY STABILITY PROGRAMS
 - \$217 MILLION ON CHILD CARE
 - \$48 MILLION ON STATE EITC

What Does the Change in Welfare Spending Mean?

- Wisconsin has moved from serving the “welfare” population to helping low income families find, obtain and retain employment.
- Wisconsin has traded cash assistance for work supports.
- TANF reauthorization will affect hundreds of thousands of low income families in Wisconsin; not just W-2 participants.

Why is Understanding this Shift Important to TANF Reauthorization?

- This is Wisconsin’s approach, demonstrates that **state flexibility** is absolutely key.
- The need has moved from cash assistance to work supports to job retention and advancement, **THUS:**
- The same amount, if not more resources, are needed.
- Finally, the goals of TANF are being achieved.....it’s working!!!!

Wisconsin's Success Under TANF

- **Providing Assistance:**
 - More than 20,000 families receive TANF assistance every month.
- **Ending dependence:**
 - Cash assistance caseloads down
 - Poverty down
 - High Performance Bonus Award
- **Out-of-Wedlock Births**
 - Down 8 percentage points since 1992
- **Family Formation and Maintenance**
 - Over 5,000 served in SFY01

Remaining TANF Challenges:

- Job retention and advancement--need resources for child care, transportation.
- The recession--need resources for cash assistance, retraining.
- Purposes three and four need more attention.
- Complete full integration of TANF and other resources.
 - Food Stamps
 - Labor Programs
 - SSI

What is TANF Reauthorization?

- TANF scheduled to be reauthorized before 9/30/2002.
- Major players:
 - Congress/Administration
 - State Legislators (NCSL)
 - Governor's (States)-NGA
 - Interest Groups-Advocates, Researchers, Think Tanks
- The Bush Administration's proposal will come from the U.S. Department of Health and Human Services. (2/02)
 - Have already sponsored "listening sessions."
- Key Committees; have already started hearings:
 - Senate Health, Education, Labor and Pensions Committee.
 - House Ways and Means, subcommittee on Human Resources

What Has DWD Done to Get Ready for Reauthorization?

- Participated in National Governor's Association roundtables.
- Helped draft and endorsed American Public Human Services Association platform, "Crossroads".
- Sponsored statewide conference in 2001 with federal and state officials.
- Launched website with state TANF information; inviting feedback.
- Gov. McCallum letter
- What's next? Meetings, platform, media campaign.

Key TANF Reauthorization Issues to DWD:

- Funding Levels
- State Flexibility; resisting “set-asides”
- Maintaining “work first”
- State funding commitment (MOE)

Key TANF Reauthorization Issues to DWD: (continued)

- Performance measurement
- Serving the increasingly divergent TANF population.
 - Continued provision of work supports and the definition of “assistance”- housing, child care and transportation to the employed.
 - “Hardest to Serve” and time limits

Other Key TANF Reauthorization Issues:

- The "M" Word (*Marrigable*)
- Poverty Reduction as a TANF Purpose
- States have "too much" flexibility?
- Performance outcomes and the Caseload Reduction Credit
- The work first emphasis
- Time Limits

THANK YOU!!!

- DWD looks forward to working with you to help Wisconsin maintain its TANF programs.
- Contacts:
 - Kim Markham, Executive Assistant
 - Mary Rowin, Deputy Administrator in the Division of Workforce Solutions
 - Shawn Smith, Division of Workforce Solutions.



WHAT DOES TANF FUND IN WISCONSIN?

Budget for State Fiscal Years 2002 and 2003		
	2002	2003
Programs that Sustain Family Income		
Caretaker Supplement	\$20,145,000	\$19,796,000
Emergency Assistance	\$3,300,000	\$3,300,000
Kinship Care	\$24,852,600	\$24,852,600
Tax Credits for Low Income Working Families	\$51,244,500	\$52,200,000
Wisconsin Works (W-2) Cash Benefits	\$49,309,600	\$49,309,600
Targeted Programs		
Adolescent Pregnancy Prevention Services	\$1,816,500	\$1,816,500
AODA Programs	\$6,000,000	\$6,000,000
Burials	\$4,550,200	\$4,550,200
Child Care - Quality Improvement Programs	\$24,293,900	\$15,458,000
Child Care - Local Agency Pass Through	\$25,210,800	\$17,253,200
Child Welfare Safety Services	\$7,094,100	\$7,094,100
Child Welfare Prevention Services	\$1,489,600	\$1,489,600
Community Youth Grants	\$7,579,700	\$50,000
* Early Childhood Excellence	\$11,395,900	\$2,750,000
Employment Program for Noncustodial Parents (Children First)	\$1,140,000	\$1,140,000
English for Southeast Asian Children	\$100,000	\$100,000
Head Start Expansion	\$3,712,500	\$3,712,500
Legal Services	\$100,000	\$100,000
* Literacy Programs	\$1,425,800	\$800,000
Nutritional Programs	\$1,000,000	\$1,000,000
Pre-Natal Services	\$100,000	\$100,000
Services to Prevent Child Abuse and Neglect	\$340,000	\$340,000
Services for Domestic Violence Victims	\$1,000,000	\$1,000,000
State Food Stamps for Legal Immigrants	\$745,000	\$950,000
Support of One Stop Job Centers	\$1,756,700	\$1,756,700
Transfer to Social Services Block Grant	\$18,445,800	\$13,494,000
Volunteer Opportunities for Youth (Badger Challenge)	\$0	\$93,400
Special Services for Milwaukee		
Coordination with Milwaukee County Child Welfare Office	\$54,100	\$54,100
Service to TANF Children in Milwaukee Public Schools	\$1,410,000	\$1,410,000
Program Administration		
Fraud Prevention and Prosecution	\$661,400	\$661,400
State Administration	\$22,208,500	\$22,221,000
W-2 Agency Performance Incentives	\$12,820,800	\$0
Programs that Support Work		
Child Care (Wisconsin Shares)	\$274,500,000	\$305,550,000
Community Reinvestment Programs	\$23,618,900	\$5,539,700
Job Access Loans	\$600,000	\$600,000
Transportation	\$900,000	\$900,000
* W-2 Employment, Education, Training Services	\$112,880,700	\$99,221,600
* Workforce Advancement and Attachment	\$9,641,000	\$7,842,200
TOTAL	\$727,443,600	\$674,506,400



Crossroads

New Directions in **Social Policy**

Temporary Assistance for Needy Families

Program Summary and State Accomplishments

The American Public Human Services Association (APHSA) believes that the continued success of welfare reform in the states is contingent upon maintaining the present level of financial commitment, while providing states the flexibility that has proven so successful over the past five years. APHSA believes states should be afforded the opportunity to continue their work without tremendous change to the existing statute.

The creation of the Temporary Assistance for Needy Families Program (TANF) as part of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 marked the end of the federal cash entitlement under Aid to Families with Dependent Children (AFDC). The entitlement was replaced with a block grant for states to provide time-limited assistance, require work, and address a range of family formation goals. Under the law, states were guaranteed a fixed grant from the federal government to design TANF programs that met state goals and program goals, and in return, states were required to maintain a set level of state spending or face penalties. States have showed a high degree of vision in implementing the law, and have met or exceeded its various requirements. Since the law was enacted:

- Every state has met its maintenance of effort (MOE) requirement.
- Every state met its all-family work participation rate requirements in FY 1999.
- Every state increased the vehicle asset level above the prior AFDC limit for a family's primary auto even though the welfare law did not specify a vehicle asset level.
- Forty states raised the general resource limit for both applicants and recipients.
- Thirty states have implemented Individual Development Account programs that enable individuals to accrue assets for such purpose as a first home purchase, post-secondary education, business capitalization or car purchase.
- Thirty-eight states have implemented the Family Violence Option to support victims of domestic violence.

Challenges

It is critical that Congress and the Bush Administration recognize that while much success has been achieved, many challenges remain. Cash assistance caseloads have declined, but the number of families served with TANF funds and the need for transitional work supports have not. In order to address the goals of the welfare reform

act, states are also using TANF funds towards child care, teen pregnancy and out-of-wedlock birth prevention, education and training for noncustodial fathers, early childhood development, and other prevention and intervention services to fragile families. Therefore, APHSA proposes that Congress address the following issues during the reauthorization of the TANF program:

- Maintain current levels of federal and state support.
- Support state flexibility and innovations.
- Simplify and align related programs.

Recommendations

Maintain Current Level of Federal and State Support

APHSA believes the funding of the TANF block grant should be preserved at its current level for fiscal year (FY) 2003 through FY 2008 and should be increased annually by the rate of inflation. Similarly, the present state maintenance of effort (MOE) level should also be maintained with an increase for inflation.

In addition, APHSA supports:

- Renewing supplemental grants to states and addressing any inequities in allotments.
- Allowing states to carry over funds from one fiscal year to the other without limitation.
- Allowing states to draw down funds as a block grant and not on a matching or prorated basis.
- Permitting states to draw down prior year funds without expending additional state funds once they meet their maintenance-of-effort (MOE) level.
- Restoring the Social Services Block Grant (SSBG) to \$2.8 billion, the level set by the 1996 welfare reform law.
- Allowing states to apply the MOE "credit" in the subsequent year, rather than in the current fiscal year as present law requires.
- Strengthening the contingency fund by increasing its funding level, changing eligibility requirements to better reflect the need, and aligning the MOE requirement to that in the TANF block grant.

Support State Flexibility and Innovations

APHSA believes the current state flexibility in administering the program must be preserved and requests the following:

- Use unobligated TANF funds for any purpose allowable under the act.
- Removal of the "assistance" restriction placed in the regulations and specification that child care and transportation aid be considered "nonassistance" in all instances.
- Continuation of states' ability to transfer up to 30% of TANF funds into the Child Care and Development Block Grant (CCDBG) and restoration of their ability to transfer up to 10% of TANF funds into SSBG.

- Clarification of inconsistencies in the Tribal TANF Program that have created difficulties for both states and tribal groups in the implementation and expansion of the program.
- Addition of a new performance measure, aimed at reducing adolescent birth rates, to the Out-of-Wedlock Bonus.
- Application of the same work participation rates to two-parent and single-parent families.
- Replacement of current work participation rates with a measure of job placement, job retention and earning progression.

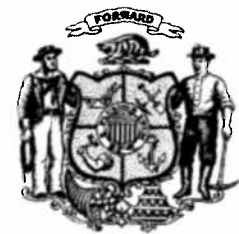
Simplify and Align Related Programs

To ensure that TANF achieves its goals, alignment with related programs is necessary. APHSA recommends that the following programs be aligned with TANF:

- **Food Stamps:** The Food Stamp Program has fallen far out of step with the current state and national priority of moving families toward self-sufficiency. APHSA will aggressively move an agenda of simplification, broadened eligibility, vehicle and resource exemption reform, and outcome-based evaluation.
- **Child Support:** APHSA believes that the child support system must be shifted from a system of cost recovery to income support in order to improve the self-sufficiency of families and directly benefit children. To accomplish this change, the following elements must be addressed: financing structures and mechanisms, adequate implementation timelines, funding for technology support, and state options for how child support payments should affect other state-administered programs.



WISCONSIN STATE LEGISLATURE





Wisconsin Works State Employment Team

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Jeanette Arthur
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DATE: December 2001

TO: State Agency Heads, University Chancellors, Wisconsin Works (W-2) Administrative Agencies, Workforce Development Boards, Job Center Contacts, Human and Social Service Agencies, and Indian Nations

FROM: Michelle Belitz, State Employment Specialist- Leadworker
Kathryn Moore, Executive Human Resource Specialist- Senior

SUBJECT: FY 2000 and FY 2001 W-2 SET Report

The attached FY 2000 and FY 2001 Wisconsin Works State Employment Team (W-2 SET) report provides information on W-2 SET involvement in facilitating employment and retention of W-2 and Food Stamp job-seekers with dependent children in State of Wisconsin jobs.

The report shows successes in hiring, retention, and training of job-seekers from the W-2 and Food Stamp programs. These successes would not have been possible without the partnerships that have been created and maintained among the W-2 SET, W-2 and Job Center agencies, state agencies, and community based organizations. When considering that both W-2 and Food Stamp participation has significantly declined in Wisconsin over the past three years, these accomplishments have an even greater meaning.

State agencies and campuses reported making a total of 124 permanent hires in FY 2000 and 206 in FY 2001. This is a 66% increase! In addition, they reported employing 46 limited term employment (LTE) and project hires in FY 2000 and 81 in FY 2001 for a 76% increase! State agencies reported a total of 24 job-seekers in Community Service Jobs (CSJ) each year.

To support the hiring efforts of state agencies, the State Employment Specialists (SES) provided one-on-one assistance in job counseling, retention, resume writing, test preparation, and interviewing skills to 45 job-seekers in FY 2000 and 46 in FY 2001. Of these individuals, 13 were hired into permanent state jobs in FY 2000 and 21 in FY 2001 for a 62% increase.

The W-2 SET performed a number of other services in FY 2000 and FY 2001 to increase hiring and retention in state agencies. For example, the team:

- Conducted a total of 137 "How to Get a State Job" workshops statewide and trained a total of 920 W-2, food stamp, Children First, and Division of Vocational Rehabilitation (DVR*) job-seekers



Wisconsin Works State Employment Team

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- Mailed 81,610 fliers to job-seekers advertising state permanent and LTE positions, workshops, job fairs, and other W-2 SET initiatives
- Coordinated three State of Wisconsin civil service job fairs at W-2 agencies
- Participated in 26 job fairs around Wisconsin
- Coordinated and administered 36 on-site state exams each year at three W-2 provider sites in Milwaukee County and increased the number of our test-takers by 100% from 150 to 300.
- Continued on-site state exams in Dane County and increased the number of test-takers by 104% from 152 to 310
- Reviewed six cooperative agreements with state agencies and universities
- Presented information about W-2 employment and team services to the State Human Resource Management Council, Affirmative Action Officers, W-2 case workers, Milwaukee Operations Managers, and state agency managers
- Created and delivered test preparation workshops in Milwaukee county to 239 job-seekers
- Continued the development and implementation of the Administrative Support Training and Experience Questionnaire (ASTEQ), an alternative testing method for W-2 and Food Stamp job-seekers for state jobs. A total of 29 hires were made and 14 different agencies requested ASTEQ hiring lists.
- Coordinated the first W-2 SET sponsored W-2 Recruitment and Retention conference in FY 2000 with over 100 participants.
- Published the first W-2 SET newsletter in FY 2000 and continued publication in FY 2001

For more information or to discuss mutual plans for recruiting and retaining customers in civil service employment, please contact one of the following:

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866-894-8527 Toll Free

Cc: DWS Regional Administrators and Job Service Directors

Attachment: FY 2000 and FY 2001 W-2 SET Report



FY 2000 and FY 2001
Wisconsin Works
State Employment Team (W-2 SET) Report



FY 2000 and FY 2001 Wisconsin Works State Employment Team Report

Background

In 1989, Governor Thompson issued AFDC Planning Standards to state agencies to assist them in meeting Aid to Families with Dependent Children (AFDC), now known as Wisconsin Works (W-2), hiring goals. Section 230.147 (1), Wisconsin Statutes, which is administered by the Department of Employment Relations (DER), requires state agencies with 100 or more full-time equivalent positions to develop a plan to employ W-2 job-seekers. Hiring goals are determined by the ratio of the average caseload receiving W-2 in the Wisconsin workforce to the civilian labor force. The State Employment Options (SEO) program, the State Employment Specialists (SES), and the W-2 State Employment Team (W-2 SET) were developed to assist each of the departments with the W-2 hiring plans.

In 1988 the Department of Health and Family Services (DHFS), contracted for services with the Department of Employment Relations (DER) to provide the SEO program. DHFS also contracted with the Dane County Private Industry Council, now known as the Workforce Development Board of South Central Wisconsin (WDBSCW) to provide SES services. In 1996, the Department of Workforce Development's, Division of Economic Support (DES), now known as the Division of Workforce Solutions (DWS) assumed both of these contracts and the W-2 SET was created. Following is an overview of the SEO and SES services.

State Employment Options (SEO) Program

SEO delivers the "How to Get A State Job" workshop to job-seekers in the W-2 program. When the W-2 program began in 1997, SEO expanded its services to include additional recruitment and outreach services to assist job-seekers to compete for state civil service positions. Job-seekers of the Food Stamp and Children First programs were added in 1997 and 1998.

State Employment Specialists (SES)

State Employment Specialists (SES) provide individual assistance to W-2 job-seekers and state supervisors participating in W-2 hiring efforts. Some of the individual SES services include: education on the civil service process, career guidance, resume writing, preparation for interviews, training, workshops, job referrals, and referrals to community resources.

Wisconsin Works State Employment Team (W-2 SET)

The mission of the W-2 SET is to exceed the statutory hiring goals for W-2 civil service hires statewide, and provide leadership to state and W-2 agencies in the development and implementation of strategies for recruitment, hiring and retention of W-2 job-seekers in state government.

DWD/DWS administers the W-2 and income maintenance programs, including Food Stamps, in Wisconsin. DWS continues to oversee the W-2 SET through the services contracts with DER and WDBSCW.

Following is the "FY 2000 and FY 2001 W-2 SET" report that provides a summary of the W-2 SET's accomplishments and involvement in facilitating employment and retention of W-2 and Food Stamp job-seekers with dependent children in State of Wisconsin jobs.



FY 2000 and FY 2001 Wisconsin Works State Employment Team Report

I. State Agency Report of Wisconsin Works (W-2*) Training Positions and W-2 Hires

Type of Employment	FY 2000	FY 2001
Community Service Job (CSJ*)	24	24
Limited Term Employment (LTE*)	45	81
Project*	1	1
Permanent*	124	206

II. State Employment Specialist (SES*) Services

In FY 2000, 150 new Wisconsin Works (W-2) job-seekers were referred to SES services and in FY 2001, 350 new W-2 job-seekers were referred to SES services. These job-seekers were referred from workshops, state exams, W-2 and state agencies, job fairs, and other programs and activities.

Below is a table that demonstrates the type of service received by the job-seekers that showed an interest in SES services. Beginning in early FY 2001, the SESs added a mailing list to the menu of services. This explains the increase in job-seekers served*, in the information only category, from 141 to 504. By remaining on the mailing list, job-seekers receive job announcements (permanent and LTE), exam notices, workshop notices, and other events.

Job-seekers that Accepted SES Services and Type of Service Received	FY 2000	FY 2001
Information Only*	141	504
Light Touch Service*	54	32
Full Service*	25	19
Job Referrals Only*	7	6
Intensive Case Management*	2	2
Termination Prevention Meetings**	7	19
TOTAL	236	582

***These people were served and counted in other positions.*

Below is a table that shows the number of agency requests for referrals to limited term employment (LTE) and project opportunities. On average, each SES refers 25 job-seekers to five job opportunities each year, which are approximately 375 referrals.

* A glossary of terms is available at the end of this report



FY 2000 and FY 2001 Wisconsin Works State Employment Team Report

SES Job Referral Activity

FY	Type of Referral	Description	Total Number Referred
2000	State agency request	10 agency LTE referral requests in 6 different state agencies	85
2001	State agency request	9 Agency LTE referral requests in 4 different state agencies	112

The table below illustrates the movement of job-seekers from a W-2 tier to employment or from one employment type to another.

Customer Progression Towards Self-Sufficiency

Transition Type	Total	
	FY 2000	FY 2001
CSJ Only	0	4
CSJ to LTE or Permanent	14	4
LTE Only	18	17
State Perm Only	13	21
TOTAL	45	46

III. State Employment Options (SEO*) Workshops

- In FY 2000 SEO conducted 60 "How to Get a State Job" workshops in 17 counties serving a total of 453 W-2, food stamp, Children First, and Division of Vocational Rehabilitation (DVR) job-seekers.
- In FY 2001 SEO conducted 77 workshops for 467 W-2, food stamp, Children First, and DVR job-seekers.
- SEO participates in Job Center job fairs in place of workshops when the W-2 agencies expect that there will be less than 10 job-seekers at a workshop.
- W-2 SET* also provides the "How to Get a State Job" workshop at ARC*, an alcohol and drug treatment program in Dane County. The SES provides job seeking skill training to those individuals who are ready to transition into the community. In FY 2001, three ARC participants were hired into permanent state jobs.

IV. Recruitment Initiatives

Mailings:

FY 2000:

- Sent a total of 13 recruitment mailings (job, workshop, exam, and targeted recruitment announcements); two in Milwaukee County, one in Eau Claire County, and ten in Dane County totaling 37,611 fliers.



FY 2000 and FY 2001 Wisconsin Works State Employment Team Report

- Assisted the federal post office with recruiting for mail clerk positions in Dane County by sending an announcement of the exam and test preparation workshop to 3,500 people.
- Assisted UW-Waukesha with recruiting for two custodial vacancies by sending announcements to two counties.
- Assisted UW-Milwaukee with recruiting for the Office Support pilot exam by sending the announcement to W-2 agencies and 200 Milwaukee customers on the W-2 SET mailing list. The targeted recruitment results showed that 20% of the Office Support register was W-2 customers.

FY 2001:

- Sent a total of 25 recruitment mailings in Dane, Milwaukee, and the counties surrounding Mauston for a total of 43,999 fliers.
- Assisted with recruitment efforts for the new Department of Correction's (DOC) facilities in Milwaukee and Redgranite, and the Department of Health and Family Service's (DHFS) Sandridge Secure Treatment Center in Mauston.

Job Fairs:

- Coordinated a government job fair at MAXIMUS in October 1999. Exhibitors included state and local government agencies.
- Participated in 11 job fairs around the state in FY 2000 and 15 in FY 2001. The job fairs include those at Job Centers, the Madison and Milwaukee newspapers, the Department of Correction's Second Chance, and W-2 agencies.
- Coordinated the government career fairs for W-2, food stamp, DVR, and unemployed job-seekers at the Dane County Job Center in 1999 and 2000. Government sectors that participated include state agencies, the city and county personnel offices, and many federal agencies including military recruiters. Approximately 500 job-seekers attended each career fair and plans are in place to make this an annual event.

On-Site Exams:

- Coordinated monthly on-site civil service exams at three W-2 agencies in Milwaukee and tested 150 job-seekers in FY 2000 and 300 in FY 2001. Exams included but were not limited to Office Support, Customer Service Representatives, Payroll and Benefits Specialists, and Food Service positions.
- Continued on-site exams in Dane County with eight exam dates in FY 2000 and 12 in FY 2001. The number of testers increased from 152 to 310.

V. Outreach Efforts

Conferences:

- Attended seven statewide employment and training conferences in FY 2000; staffed information booths at all of them and gave presentations on W-2 employment information at the Governor's Employment and Training Conference and the September 1999 Milwaukee W-2 Conference.
- Attended five statewide employment and training conferences in FY 2001; staffed information booths at all of them and gave presentations at the Governor's Employment



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and Training Conference and the Wisconsin Association of Black Public Sector Employees (WABPSE) Conference.

Cooperative Agreements*:

- There are a total of 24 cooperative agreements with state agencies, universities, and W-2 providers.
- During FY 2000 and 2001, we reviewed cooperative agreements with DHFS, UW-Madison, Public Service Commission (PSC), UW Madison, Department of Veterans Affairs (DVA), and the Department of Revenue (DOR).

Presentations:

- Delivered presentations to the State Human Resource Management Council (SHRMC); Affirmative Action Council; Department of Commerce administrators meeting; Stock-Bridge Munsee and Bad River Tribes; and the Milwaukee Resource Center Umbrella Group.
- Participated in the DOC's Second Chance workshops for ex-offenders.

VI. Milwaukee Initiatives

- Participated in recruitment initiatives at W-2 agencies and met individually with approximately 200 job-seekers to share information about state government jobs and services of the SESs.
- Conducted monthly "How to Get a State Job" workshops at the W-2 agencies.
- In FY 2000 we piloted the first test preparation workshops in Milwaukee at the Milwaukee Area Technical College (MATC*), the Milwaukee Department of Natural Resources (DNR), and MAXIMUS*. In FY 2001 we presented the test preparation workshops at three W-2 agencies every other month. A total of 112 individuals were trained in FY 2000 and 127 individuals in FY 2001.
- Proctored monthly on-site exams at Opportunities Industrialization Center (OIC*), MAXIMUS, and Employment Solutions*; and piloted one on-site exam at United Migrant Opportunity Services (UMOS*).
- Hired a W-2 Recruiter to work in the Milwaukee area. This position will be responsible for delivering the "How to Get a State Job" and test preparation workshops, and strengthening contacts between state and W-2 agencies.

VII. Administrative Support Training and Experience Questionnaire (ASTEQ*)

- Joint letter of support sent from the Secretary's of the Departments of Employment Relations (DER) and Workforce Development (DWD) to state agencies asking them to support the use of the ASTEQ in their agency.
- Marketed the ASTEQ to Dane County state agencies by participating in the SHRMC meetings and Affirmative Action Council meetings.
- Surveyed state agencies about their use of the ASTEQ and asked about satisfaction with the candidates and the process. Most agencies indicated that they were satisfied with the program and would like to use the ASTEQ outside of Dane County. The program is being evaluated prior to using it in additional parts of the state.



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- 14 ASTEQ hires were made in calendar year 1999 and 15 hires were made in calendar year 2000 for a total of 29 hires.
- 14 different agencies successfully used the ASTEQ

VIII. Special Initiatives

- In an effort to reach more state and local governments and W-2 agencies, with information about recruiting, hiring, and retaining W-2 customers in government jobs, the W-2 SET is providing additional outreach opportunities. In addition to the government career fairs in Madison and Milwaukee, the W-2 SET is beginning to coordinate additional conferences and roundtable discussions.

The W-2 SET conducted a W-2 Recruitment and Retention Conference with over 100 state, city, county, and W-2 personnel in attendance on June 21, 2000. Attendees heard about recruitment and retention strategies and success stories from the people who work with the job-seekers.

The workshops and networking sessions were designed to facilitate open discussions between W-2 and state agencies. In addition to the workshops, a very important conference goal was to recognize state agencies for participating in the state's program to employ W-2 customers.

- In FY 2000, the W-2 SET created and published their very first newsletter called "Bridges". The goal of "Bridges" is to reach out to W-2 and state agencies, W-2 job-seekers, and community based organizations. Each issue includes information about W-2 recruitment and hiring initiatives in state government, statewide resources available to assist job-seekers, success stories, and helpful tips for employment success. The first issue of "Bridges" was published in Spring 2000 and the second in Fall 2001, plans are in place to continue publishing the newsletter twice a year.



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Glossary of Terms

ARC	ARC is a program in Madison that serves female parents with alcohol and other drug abuse issues. They are transitioning from the correctional system into the community.
ASTEQ (Administrative Support Training and Experience Questionnaire)	The ASTEQ is a testing method administered by the Department of Employment Relations and the Department of Workforce Development for W-2 and Food Stamp customers with dependent children. It is used for job titles such as Clerical Assistant, Program Assistant, and Shipping and Mailing Clerk. It is currently restricted to positions in Dane County but recruitment of applicants is statewide.
CSJ (Community Service Job)	A W-2 work-readiness practice placement designed to improve the employability of participants by providing work experience and training in the public and private sectors.
Cooperative Agreement	Cooperative agreements lay out the responsibilities of the W-2 SET and the W-2 and state government agencies to recruit, hire and retain W-2 customers in state service.
DVR (Division of Vocational Rehabilitation)	DVR is a division in the Department of Workforce Development that provides training and employment services to people with disabilities.
Employment Solutions	Employment Solutions is one of the W-2 Providers in Milwaukee.
FEP (Financial Employment Planner)	The primary W-2 case manager for participants in W-2 employment positions. FEPs provide eligibility determination, job readiness screening, employability planning, and financial and employment case management services; make referrals to other public or private assistance programs or resources; and determine eligibility, as appropriate, for supportive services such as food stamps, Medicaid, Job Access Loans, child care, transportation, and Emergency Assistance.
Full Service	Full service refers to those job-seekers that received the full range of SES services on a one-to-one basis, and has chosen to have regular contact with a SES.
Information Only	Information only refers to those job-seekers that received notices about SEO/SES workshops and services, state exams, and other SET initiatives. These job-seekers remain on a mailing list to receive such notices on a regular basis.
Intensive Case Management	Intensive case management refers to those job-seekers that received (or required) a high level of service to accommodate problems, crises, or life/job skills counseling. Typically, customers who have received services of this type have required 2 or more hours of SES time per week over an extended period of time.



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Job Referrals Only	Job referrals only refers to job-seekers that have chosen to receive notices of job opportunities either non-permanent or permanent. Typically these job-seekers remain in the SES's resume referral bank.
Light Touch Services	Light touch services refers to those job-seekers who received limited or partial services, such as LTE referrals, job announcements, referrals to state exams, explaining the civil service process, and referrals to community resources. These job-seekers have chosen not to have regular contact with a SES but require some services from time to time.
Limited Term Employment (LTE)	LTEs are limited term employment opportunities in state government. They cannot work more than 1043 hours each year of appointment and do not receive benefits typical to permanent state employment.
MATC (Milwaukee Area Technical College)	MATC is a technical college that provides educational services on location at many of the W-2 Providers in Milwaukee.
MAXIMUS	MAXIMUS is one of the W-2 Providers in Milwaukee County.
OIC (Opportunities Industrialization Center)	OIC is one of the W-2 Providers in Milwaukee County.
Permanent	Permanent refers to people in permanent state jobs.
Project	A project position is a position which is normally funded for six or more consecutive months and which requires employment for 600 hours or more per 26 consecutive biweekly pay periods for a planned undertaking which is not a regular function of the agency and which has an established probable date of termination. No project position may exist for more than four years.
SEO (State Employment Options)	The SEO program conducts the "How to Get a State Job" workshop statewide and works with state agencies to facilitate permanent hires. The workshop is available to W-2 and Food Stamp customers with dependent children as well as other job center customers.
Served	This refers to W-2 and Food Stamp customers with dependent children in training or employed in state government who receive a variety of services offered by the SET. Services include but are not limited to: education on the civil service process, referrals to state jobs, resume writing and interview preparation, career and life skills counseling, and retention services.
SES (State Employment Specialist)	SES provides recruitment and retention services to W-2 and Food Stamp customers with dependent children interested in state employment.
W-2 SET (Wisconsin Works State Employment Team)	The W-2 SET is a team of professionals dedicated to the recruitment, hiring, and retention of W-2 and Food Stamp customers in state government.
UMOS (United Migrant Opportunity Services)	UMOS is one of the W-2 Providers in Milwaukee County.



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W-2 (Wisconsin Works)	Wisconsin's employment-based assistance program for low-income families with dependent children that replaced the Aid to Families with Dependent Children (AFDC) program.
W-2 T (W-2 Transition)	A W-2 placement intended to provide intensive services to improve the employability of participants with severe barriers. This placement is designed to assist the participant in moving up the employment ladder.