

**State Fiscal Year 2023 Annual Report  
Comparison between FY2017- FY2023  
Interview Cycles and Trends**

**July 2022 – June 2023**

**Wisconsin WIOA Career Interview Project  
University of Wisconsin-Whitewater**

**Submitted October 31, 2023**



**University of Wisconsin  
Whitewater**

Center for Inclusive  
Transition, Education  
and Employment

## Executive Summary

University of Wisconsin-Whitewater is contracted by the Wisconsin Department of Workforce Development, Division of Vocational Rehabilitation to provide career interviews to every subminimum wage earner in Wisconsin, as required by the Workforce Innovation and Opportunity Act of 2014. State Fiscal Year 2023 (FY23) was the sixth consecutive interview cycle by the UW-Whitewater team. The Wisconsin WIOA Career Interview Project interviewer team completed **3,136 interviews of 2,969 unique individuals during FY23**, all of which were conducted remotely.

Most respondents received annual interviews (82%) rather than initial or second initial interviews, which are required for workers in their first year of 14c certified employment. The majority of those interviewed were male (57%). Seventy-five percent of all respondents have a legal guardian.

Most workers demonstrated expressive (85%) and receptive (87%) communication strategies to allow them to engage in the career interview discussions. As some workers were able to use expressive communication (12%) and receptive (11%) communication strategies. There was an increase this cycle to 73% (formerly 61%) of those who reported receiving training that helped them develop self-advocacy, self-determination, and/or peer mentoring skills or opportunities, while the remainder stated no training or were unsure of training received.

Interviews for the entire FY23 cycle were conducted remotely. Interviews were conducted by phone or video call such as WebEx and Zoom meeting platforms, based on technology and computer access for the 14c employers and 14c employees. The challenges of remote interviews for 14c employers and their staff, including internet connectivity issues, were less significant this cycle as the mode of communicating was well known by most staff and employees. With continued remote interviews, there was more frequently another person with the 14c employee in the interview space/location. Interviewers oriented 14c employees to using equipment and redirecting attention to the interview, and continuing to offer the interviews at a location and time convenient for them due to all these circumstances.

In pre-pandemic years (prior to implementation of virtual meetings), nearly 90% of interviews were done without a guest. This year, about three-fourths (74%) of interviews did not have a guest. The guest was usually 14c employer staff, or when the interview took place at the employee's home, support staff or family members were present. Interviews occurring at the employee's home were mostly due to a medical leave with an interview deadline approaching.

While most interviews only had the subminimum wage workers in the room, when others were present (26%), they were most frequently site staff and family members, including guardians who are related. Of those who had a guest at an interview, 27% had a guest with a high level of participation. Remote interviews did affect the style of interview more than past years, as group interviews occurred only 51% of the time. Group size varied from 2 to 5 individuals. Forty-eight percent of interviews were independent or individual interviews because technology only allowed one person at a time.

Workforce Development Area (WDA) 5 and WDA 8 had the most completed interviews (15% and 14% respectively), followed closely by WDA 4 (13%), which is similar to past years. The fewest completed interviews were in WDA 6, with only 1% of total interviews and WDA 2 (3%). For those unfamiliar with the state, WDA 2 has the highest population of the state (Milwaukee metropolitan region), whereas WDA 6 is a sparsely populated region in the north.

**The following data is self-reported by subminimum wage employees. While interviewers do their best to collect the most accurate responses possible, self-reported answers can be influenced by many factors and may not always be factual.**

UW-Whitewater's professional interviewers adapted their style of questioning and flow of discussion based upon the communication styles and topics of interest among those interviewed to best engage the individual or group and elicit their responses. Most respondents reported attending and completing secondary education (84%). Please note that this captures respondents who received a high school diploma, a certificate of completion, or a certificate of attendance. Additionally, GED/HSED recipients are included in the post-secondary education category. Very few respondents pursued any post-secondary education, with close to 10% taking any courses or beginning an undergraduate program after exiting high school. Those who began or completed some additional education report diverse areas of study.

About a third (34%) of respondents reported past DVR experience, although only 8% reported current involvement with DVR and another 37% were unable to report their experience with DVR.

Manufacturing activities were the most reported activities at 14c certified employer sites, followed by cleaning and service industry (office) work. Around 16% were working in the community with or without supports. However, those who did report community employment and/or volunteering had more diversity in the type of activities in these settings compared to 14c certified employment. About 77% had historical vocational activity. Workers reported greater diversity in their historical work experiences and work-related activities compared to their current activities (see data beginning on page 17).

The majority of respondents reported that their goal was to continue working and reported a diverse array of interests and strategies to pursue employment, including community-based prevocational services and volunteering, in addition to community employment. It should be noted that current, historical, and future vocational experiences, as well as skills and goals, are not mutually exclusive responses and may include responses from the same person across one or more categories.

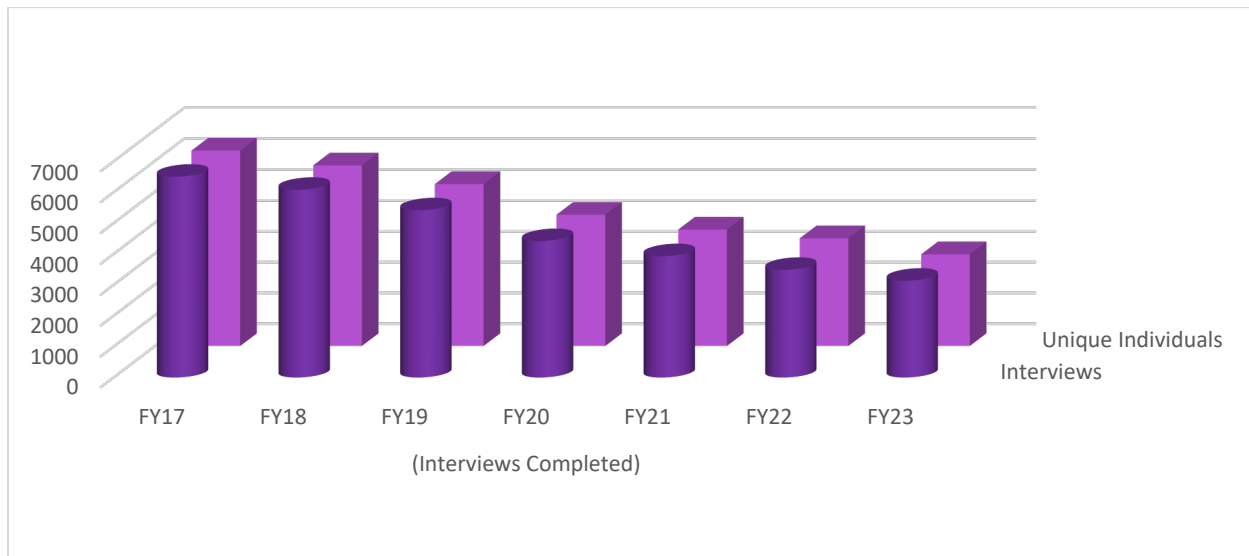
The CITEE team continues to follow the Department of Labor (DOL) guidance and update procedures to follow the most up to date information.

## Interview Trends from FY17 through FY23

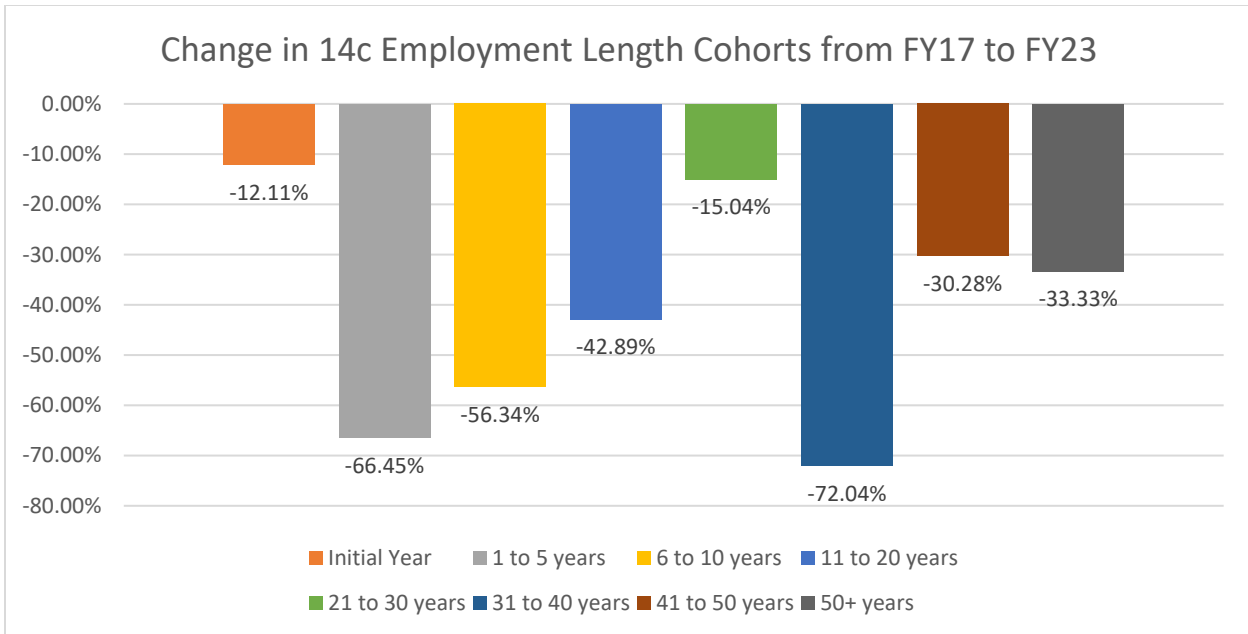
Comparing state fiscal years 2016-2017 (FY17), 2017-2018 (FY18), 2018-2019 (FY19), 2019-2020 (FY20), 2020-2021 (FY21), 2021-2022 (FY22), and 2022-2023 (FY23) demonstrates many consistent responses across interview cycles. A few differences and highlights are noted below.

There was a reduction in the number of total interviews (both annual and the two required interviews for new employees) from 6,505 in FY17 to 3,136 in FY23. The overall unique number of 14c workers also decreased from 6,330 in FY17 to nearly half that of FY17 in FY23. These changes likely result from multiple factors. Total Interviews and total Unique Individuals for each fiscal year are displayed in the table below and a steady decrease is apparent in both interviews and unique individuals working at 14c locations.

### Interview Count/Unique Individuals Count by Fiscal Year



Across interview cycles, the most stable age cohort is those working between 6 and 20 years under the 14c certificate. In comparing all cycles, there has been an attrition of workers at the oldest end of the spectrum, whether through retirement or decline in health. The data on new entrants in their initial year of 14c employment continue to fluctuate.

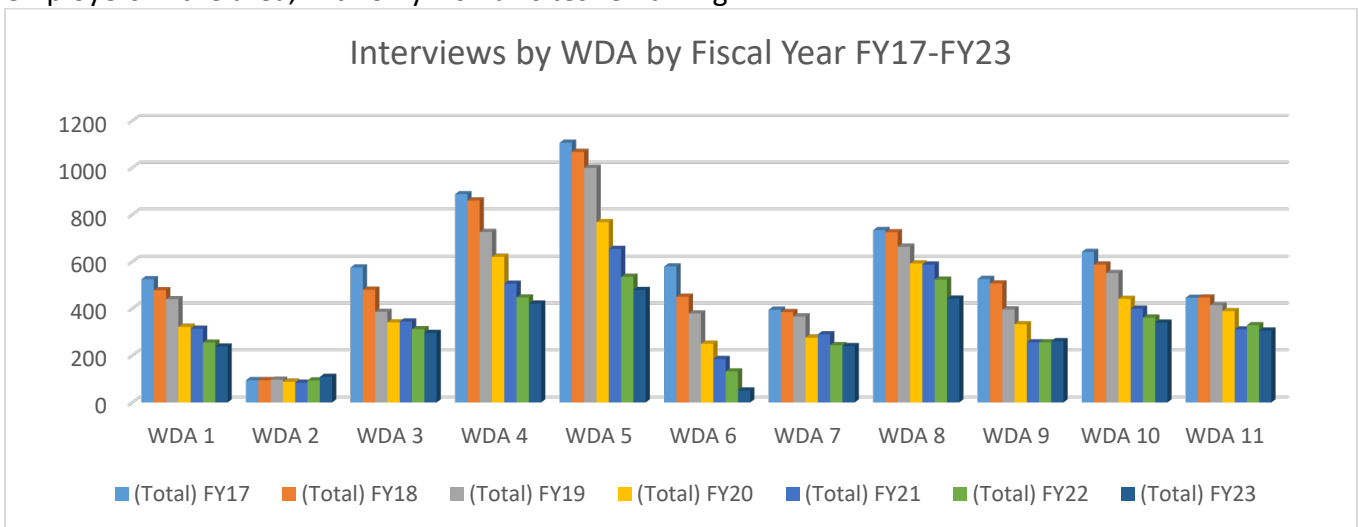


### Date of Hire (DOH)

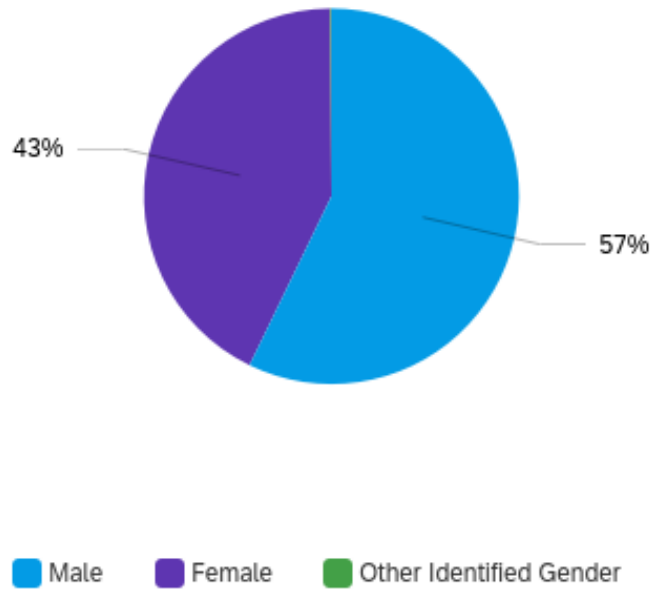
Each year prior to the current fiscal year, fewer people in 14c employment report being in their first five years of 14c employment. This could signal that new entrants are exploring community employment in tandem with their 14c employment at higher rates than employees who have been at their 14c employer for more than five years. There has been, overall, a 66% reduction of employees in the 1-5 year employment range since FY17.

### WDA counts

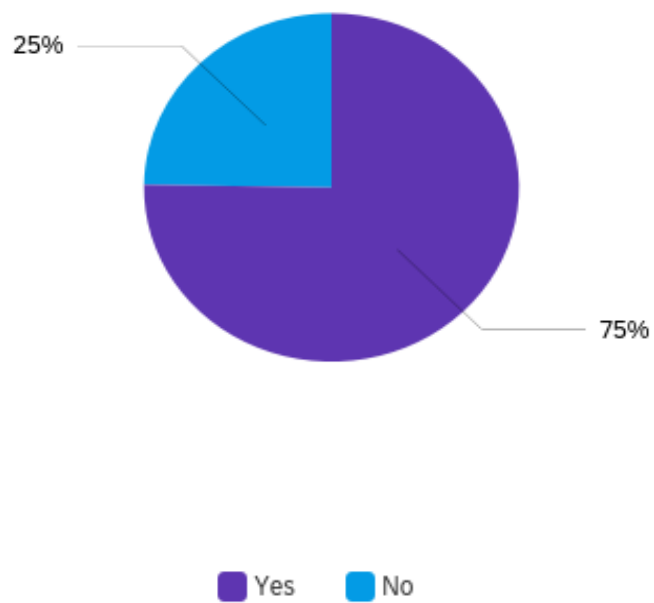
The number of interviews by Workforce Development Area (WDA) was mostly consistent again, with a downward trend for nearly all WDAs. WDA 6 had the largest reduction in the number of interviews with more than 90% from FY17 to FY23. This represents the end of 14c employment at several large employers in the area, with only 2 small sites remaining.



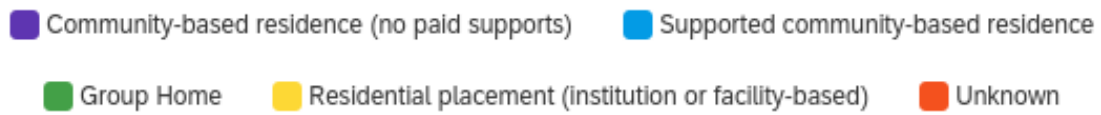
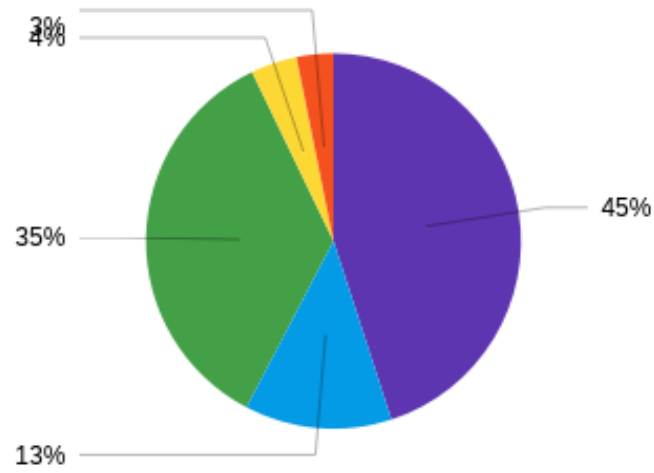
The following pages include graphics from the FY23 cycle.  
Gender



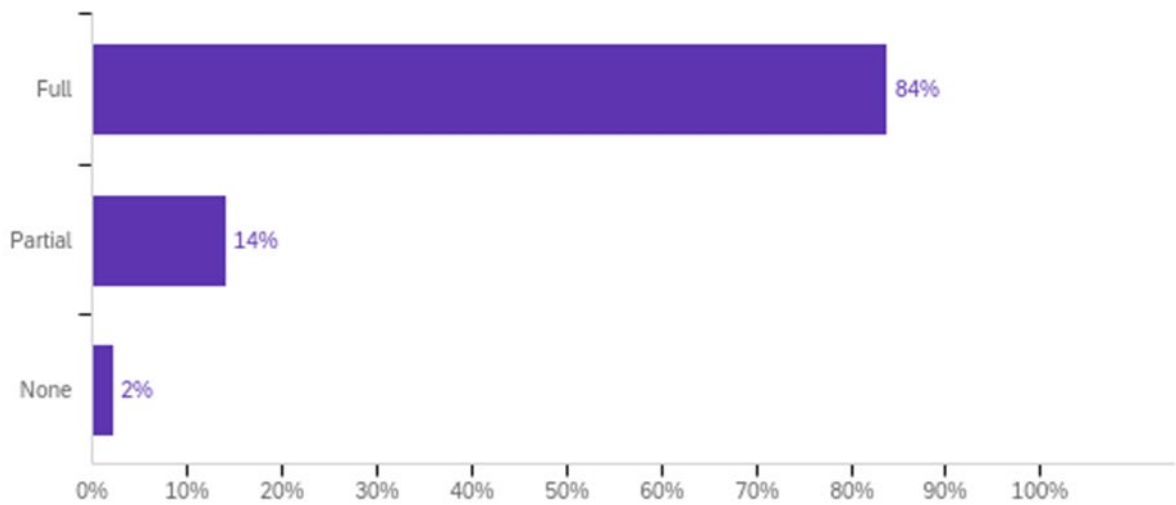
Guardianship



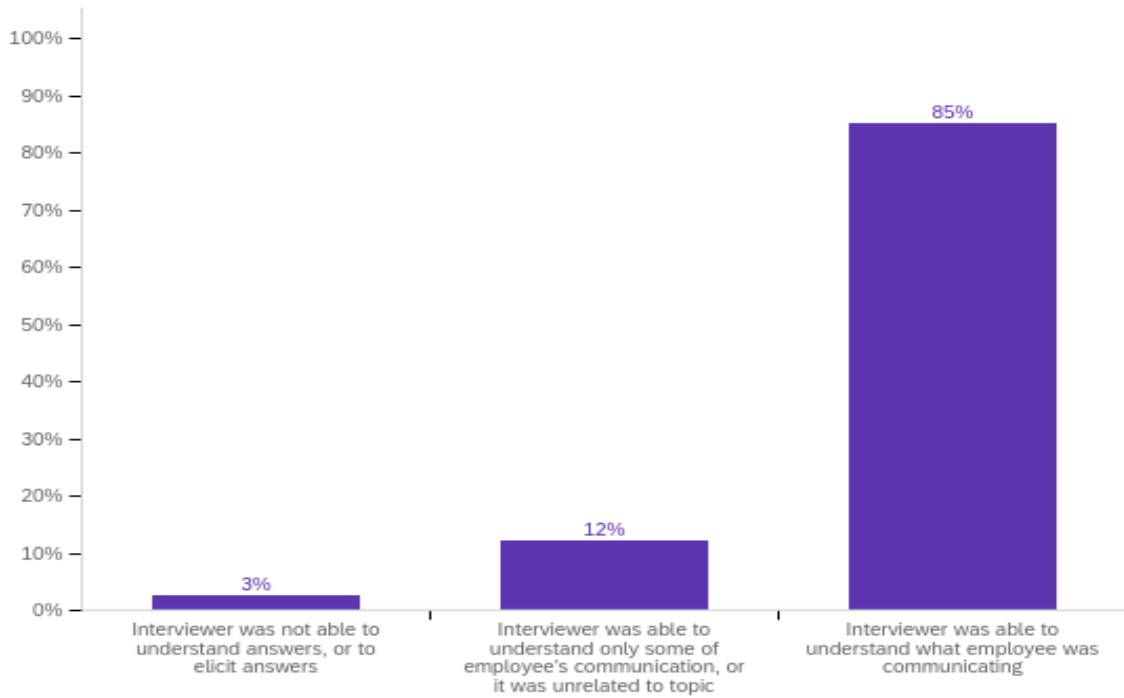
## Residence



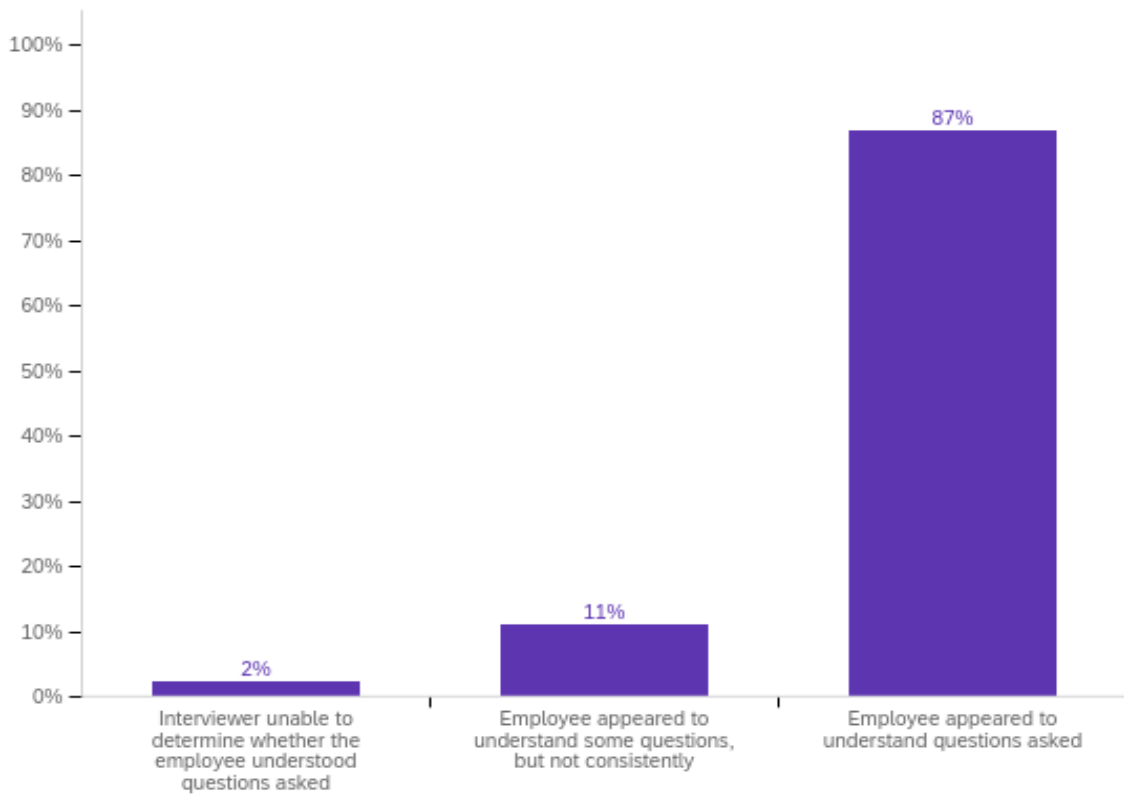
## Overall communication



## Expressive communication

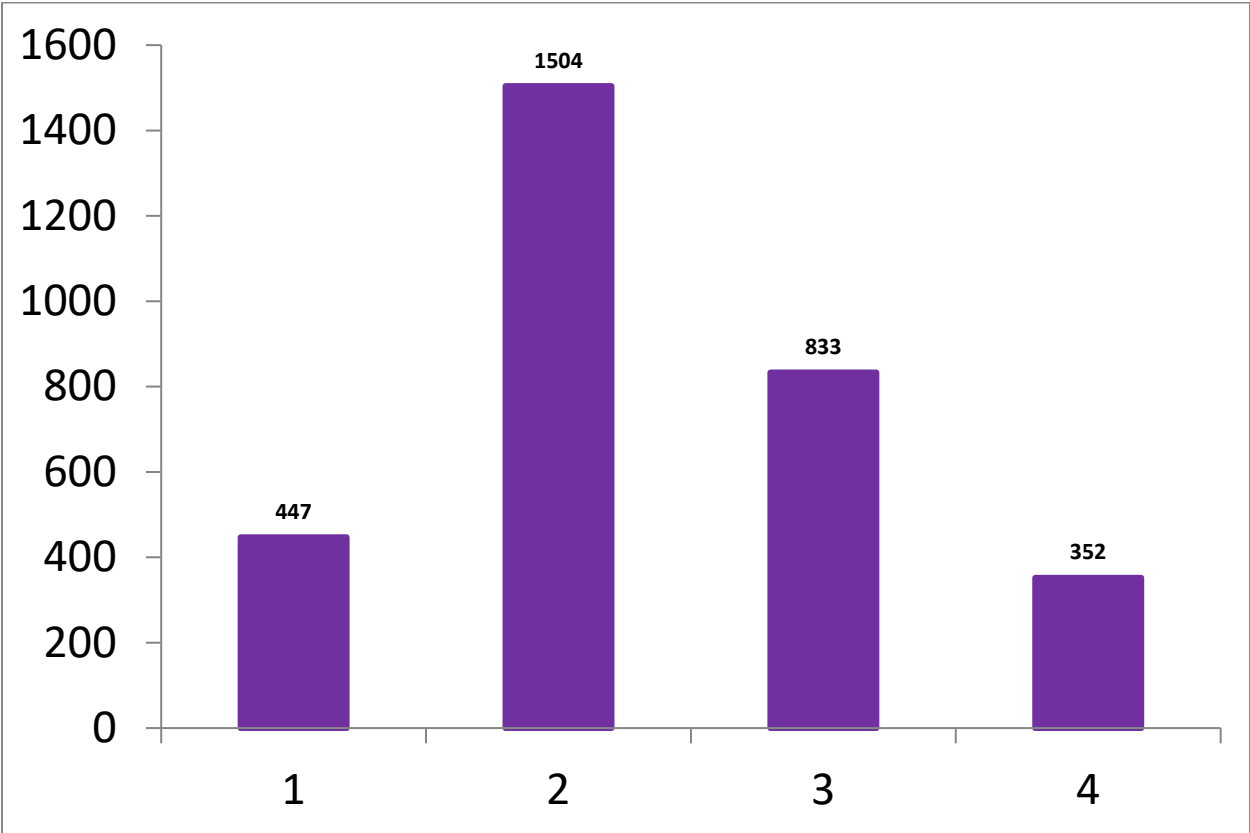


## Receptive communication

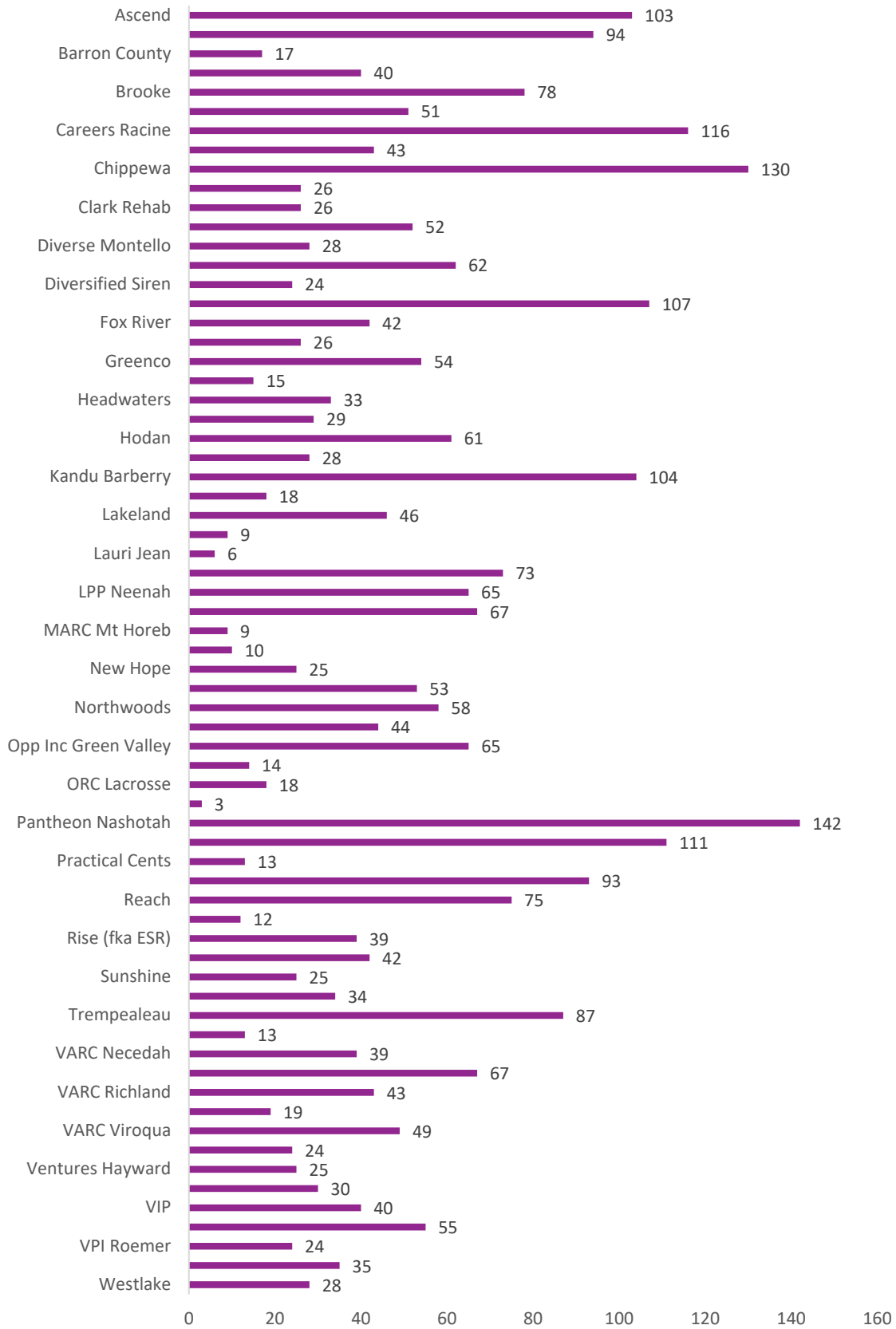




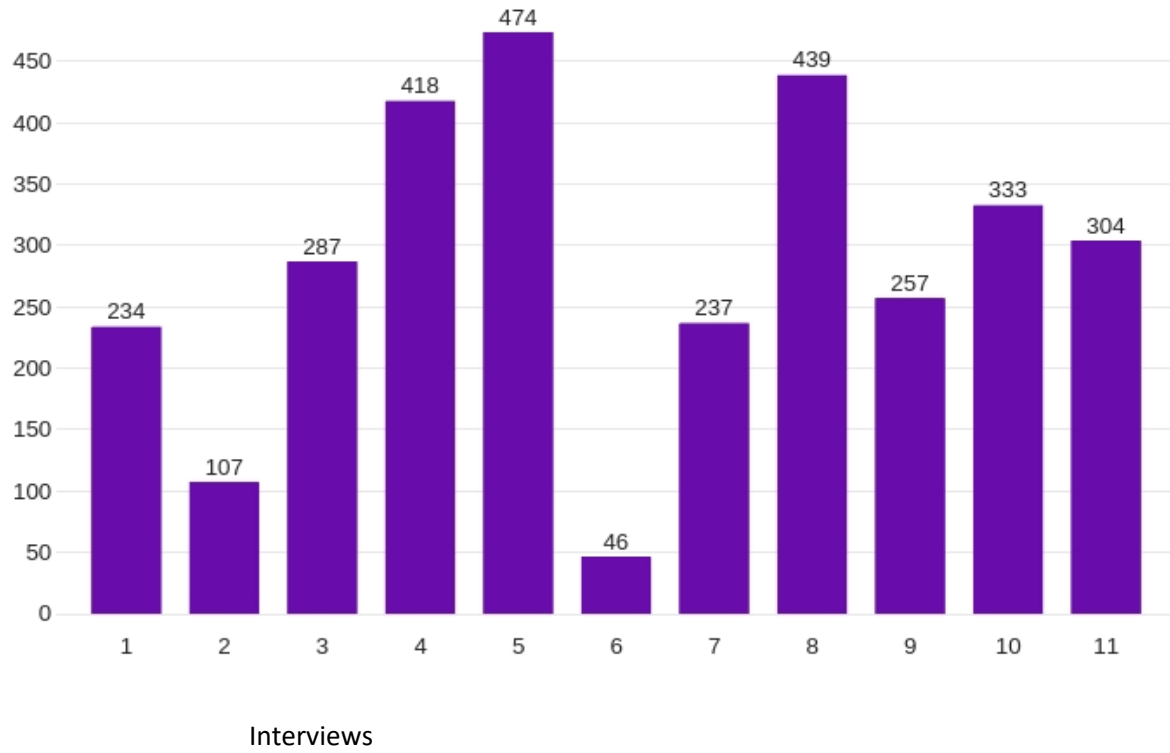
**Interviews by Quarter**



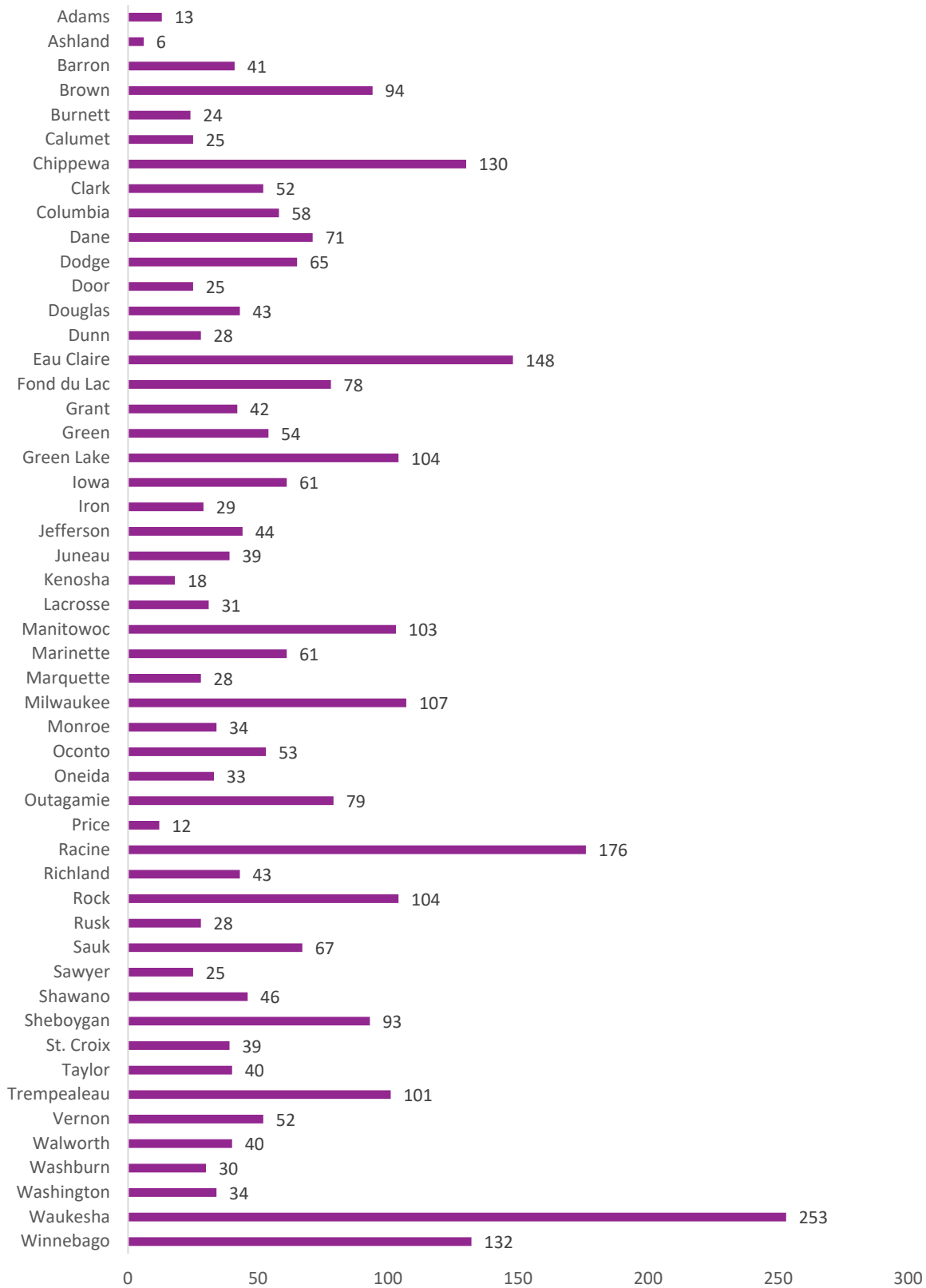
## Interviews by Primary Employer



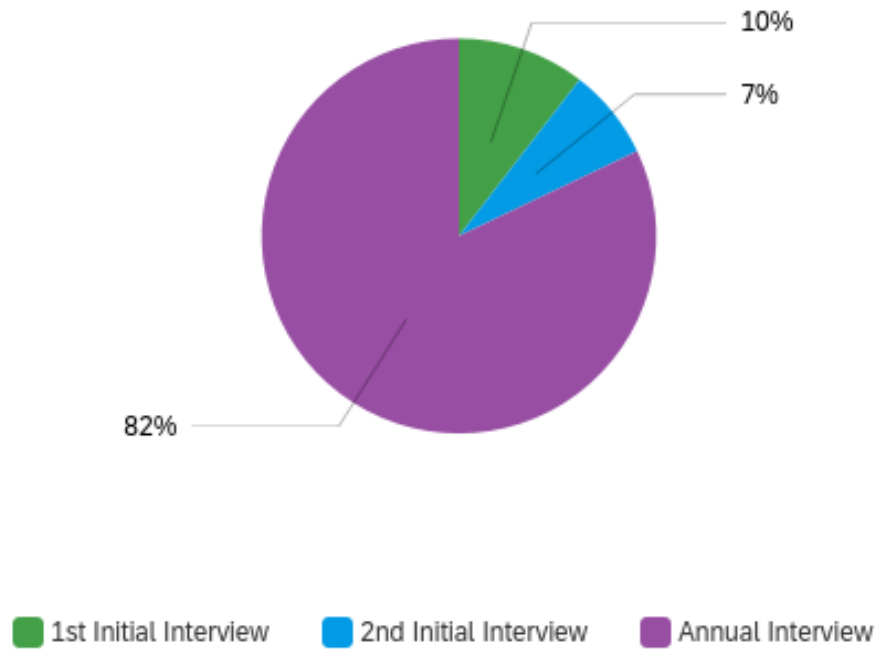
## Interviews by Workforce Development Area (WDA)



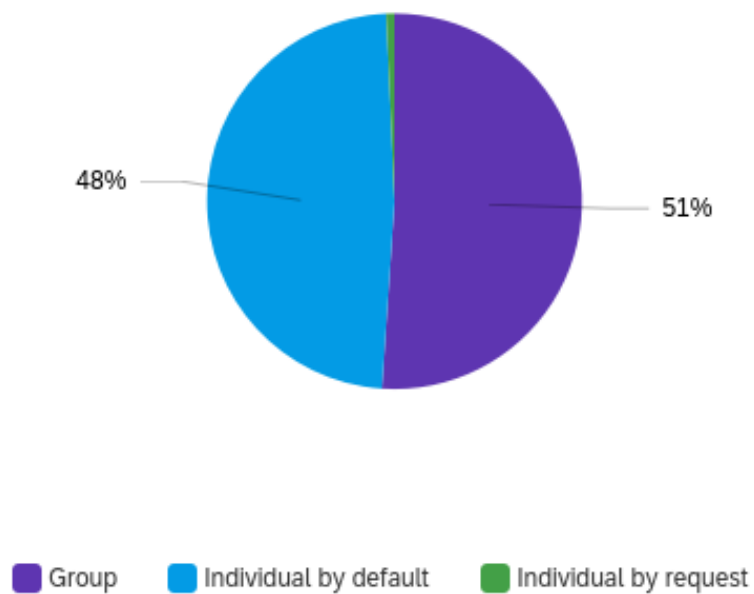
## Interviews by County



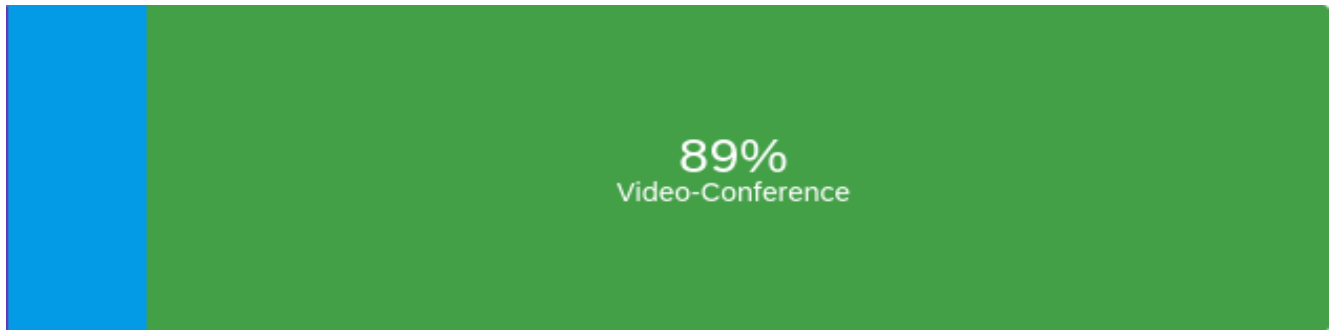
## Interview Type



## Interview style

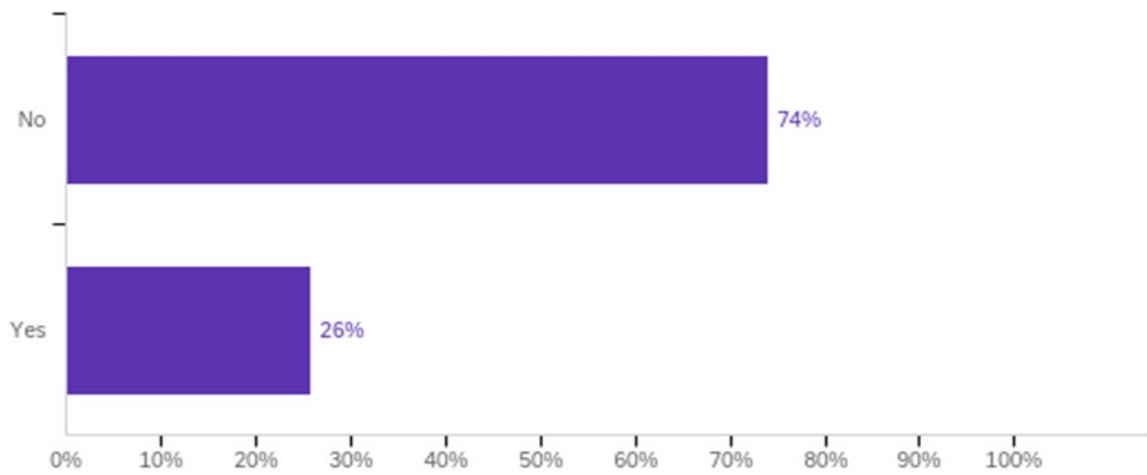


## Interview Location

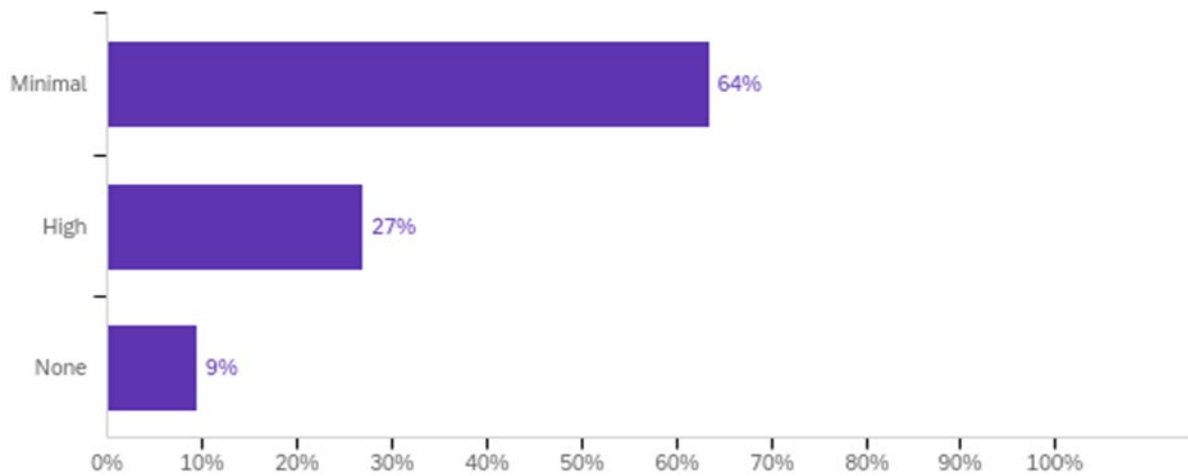


**In-Person**   **Phone**   **Video-Conference**

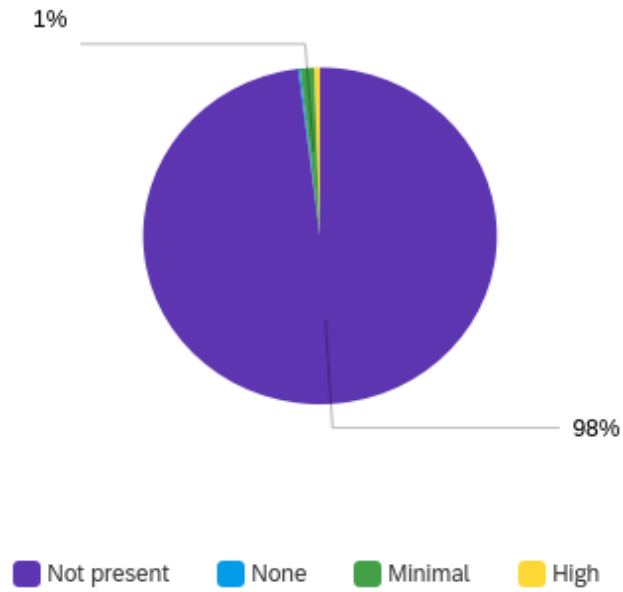
## Guests Present



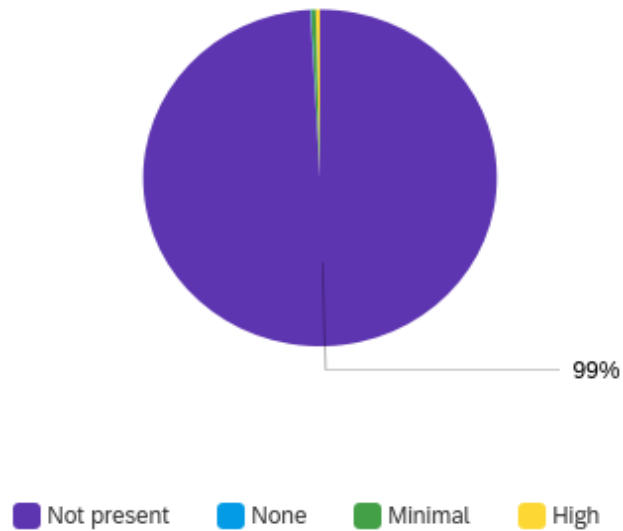
## Guest Participation



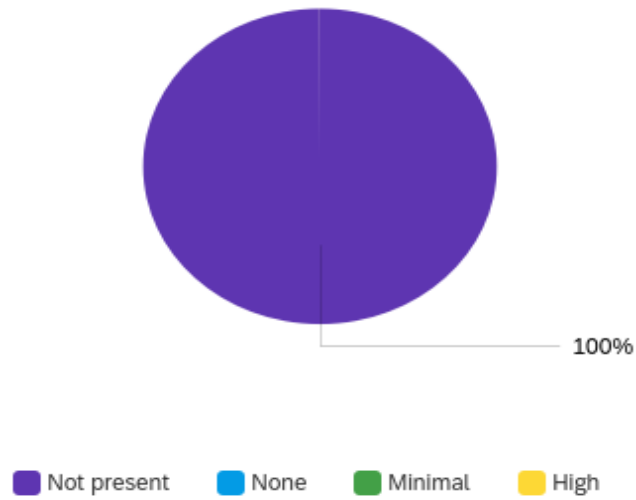
**Members of employee's family (including a family member who is a legal guardian) present at interview**



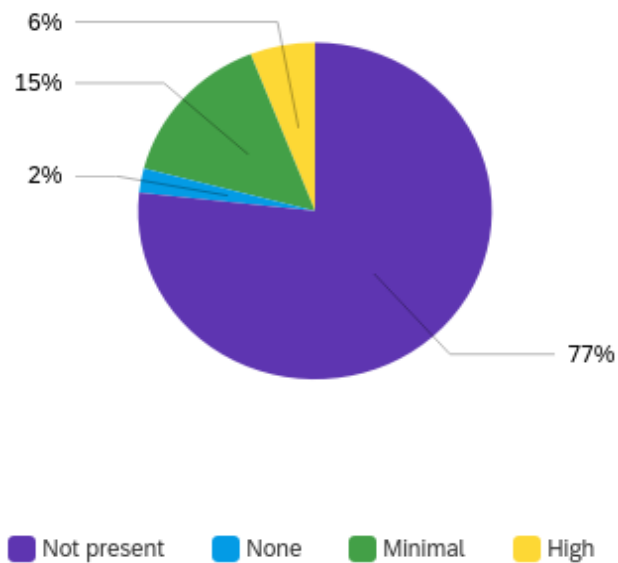
**The employee's guardian (unrelated, including corporate or court-appointed) present at interview**



**A representative of the employee's IRIS agency, MCO, or other long-term care agency is present**

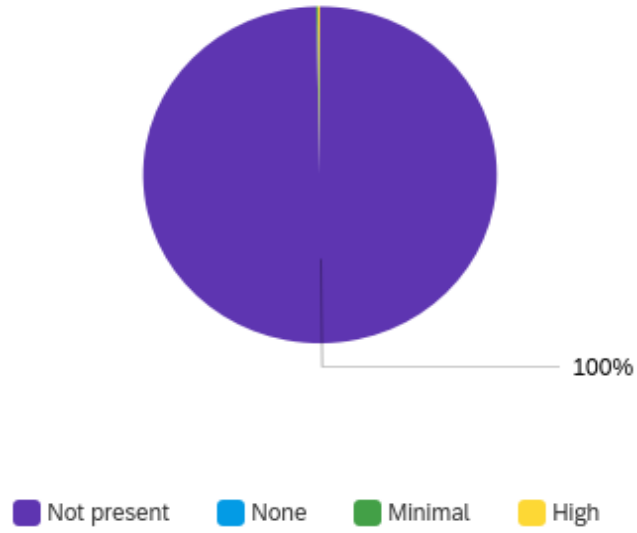


**A 14(c) agency staff member is present (must be requested/approved in advance)**

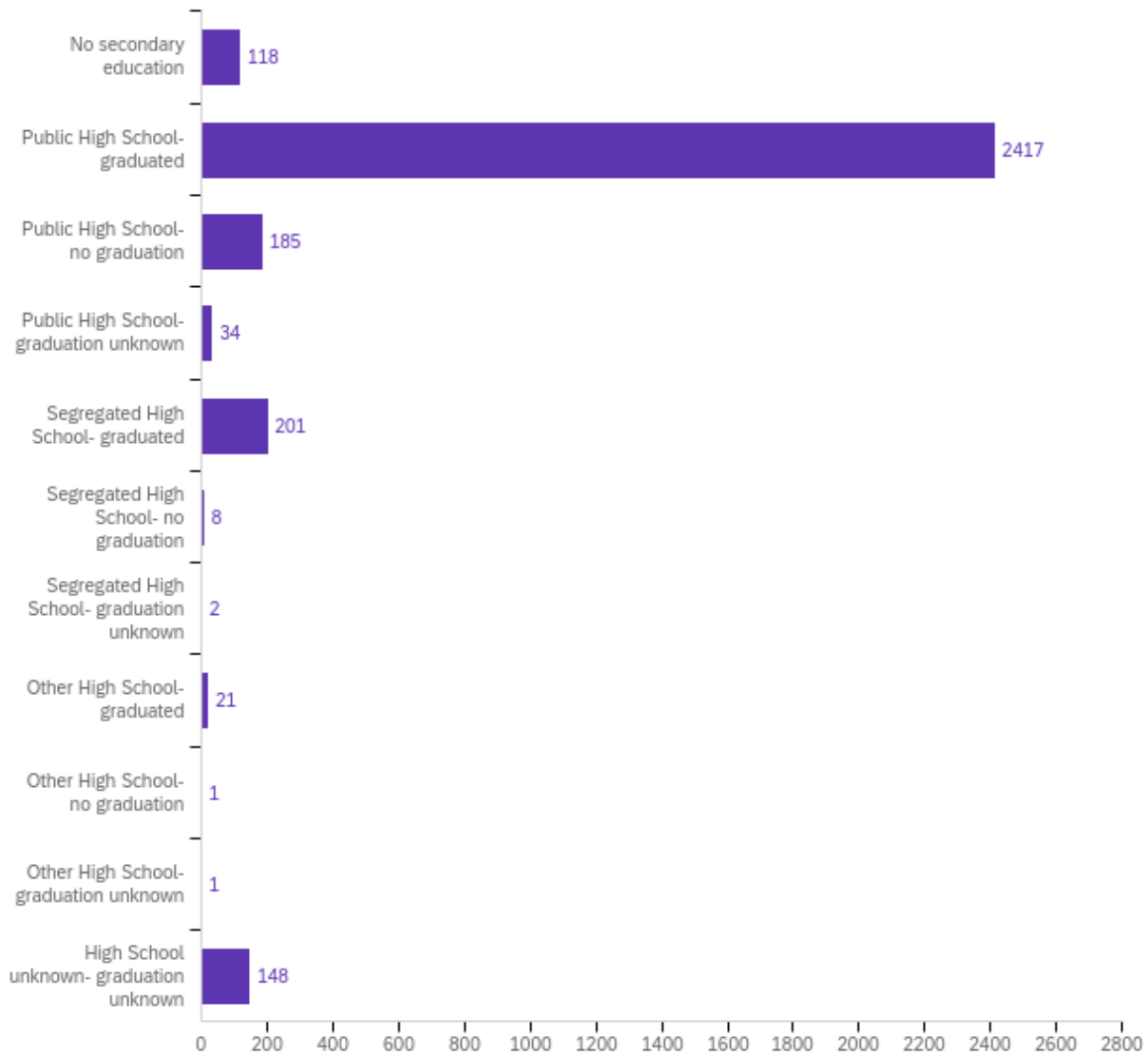




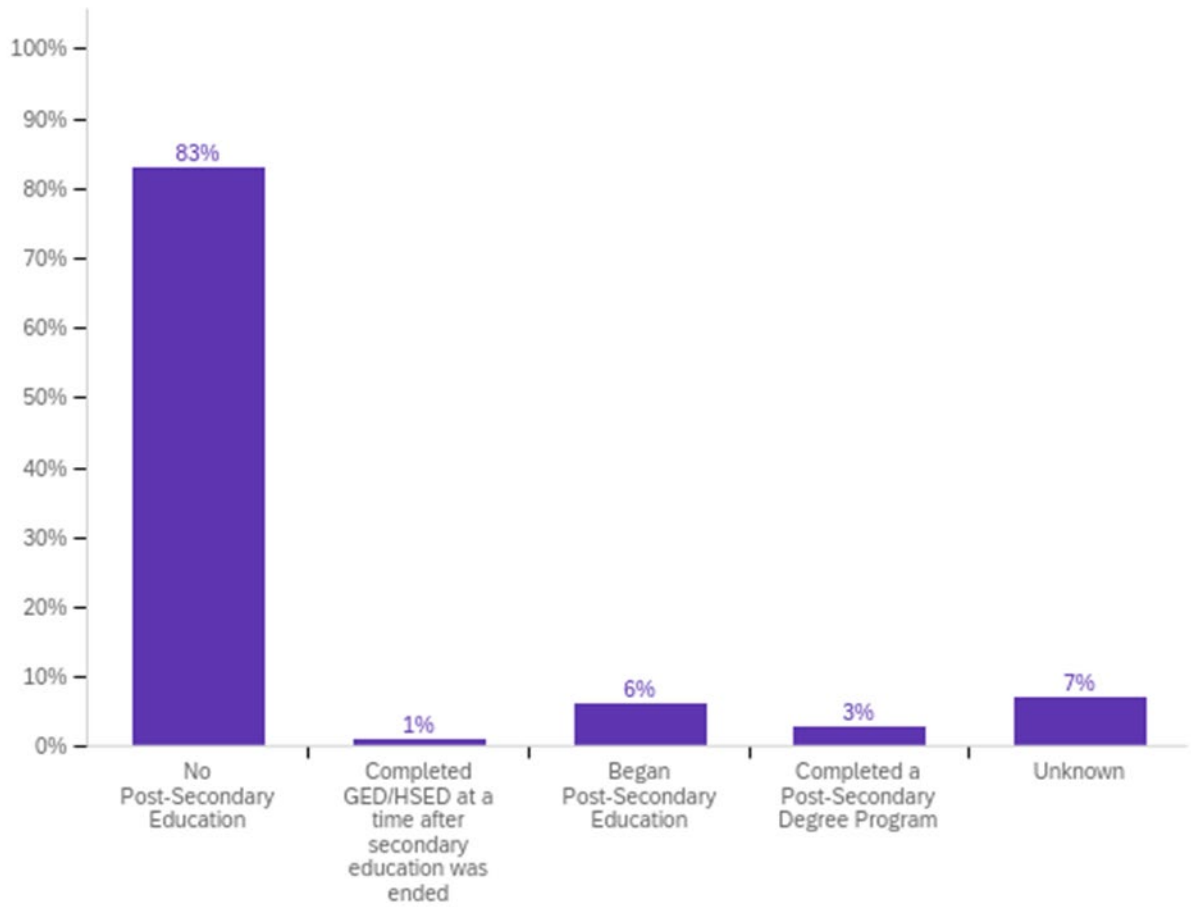
Another individual is present (i.e. group home staff, mentor, etc.)



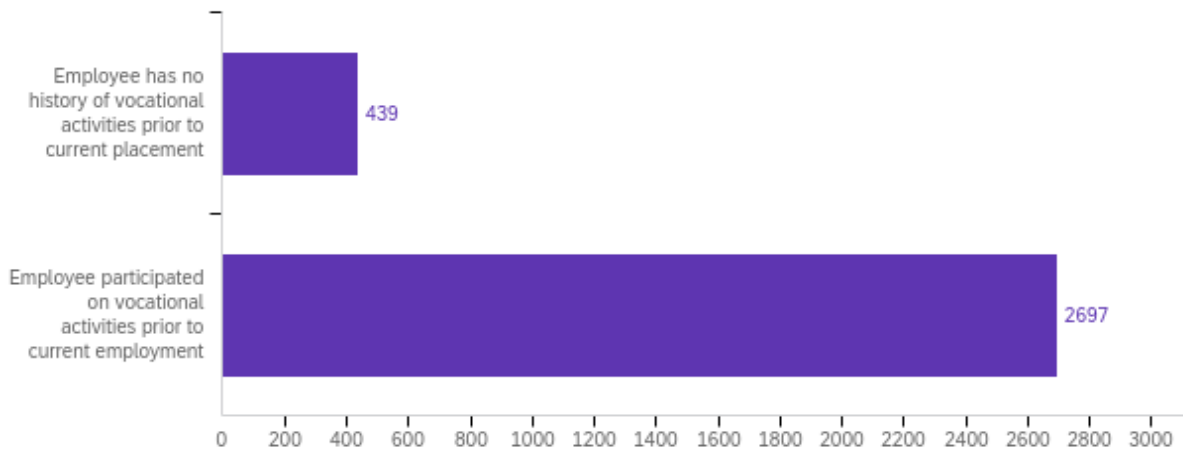
## Secondary Education Type



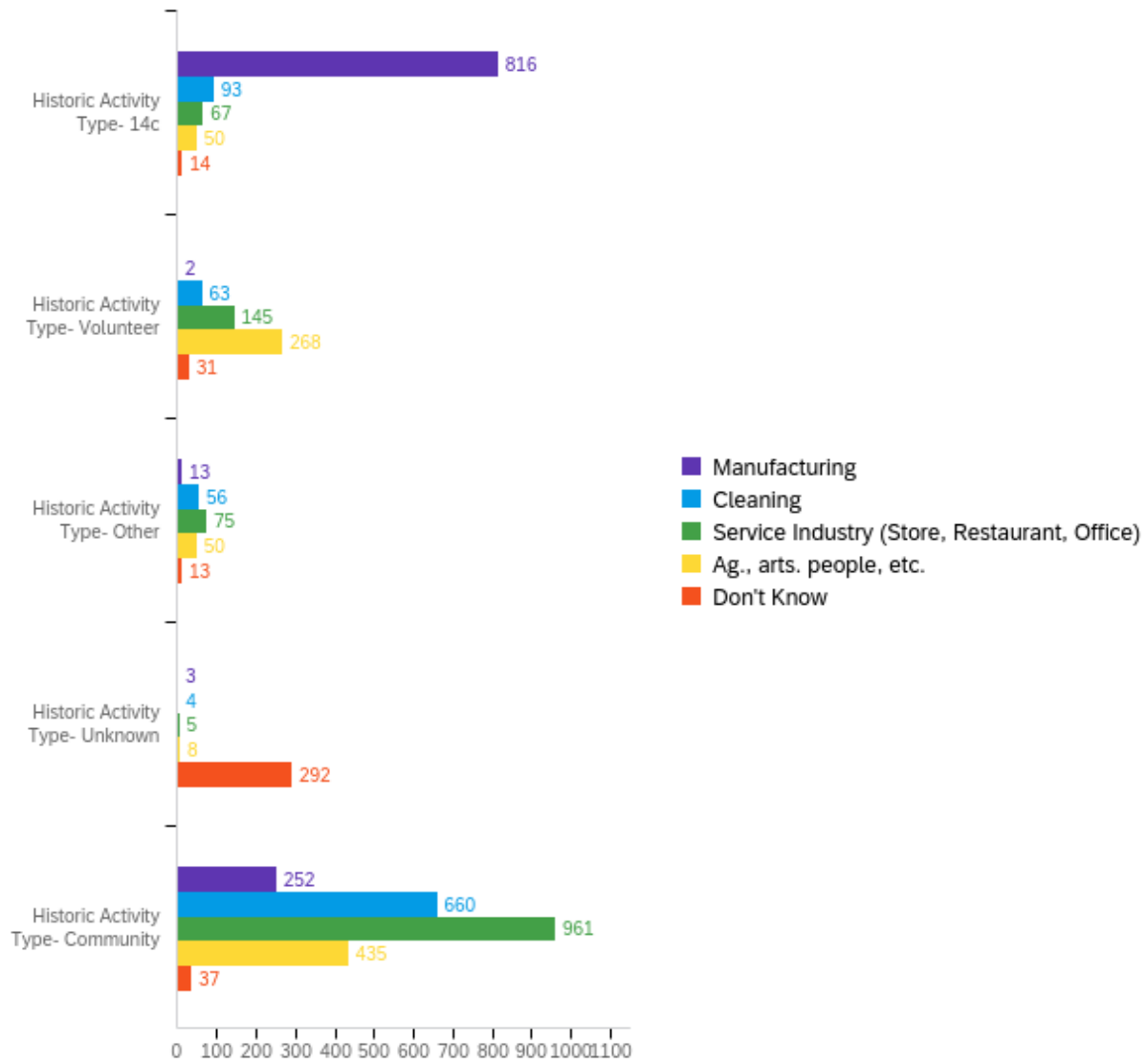
## Post-Secondary Education



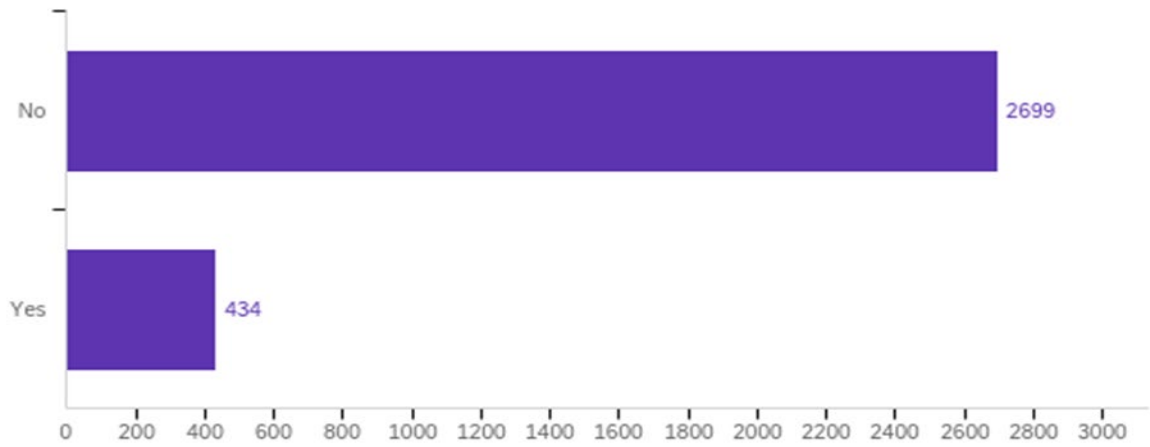
## Any Historic Vocational Activities



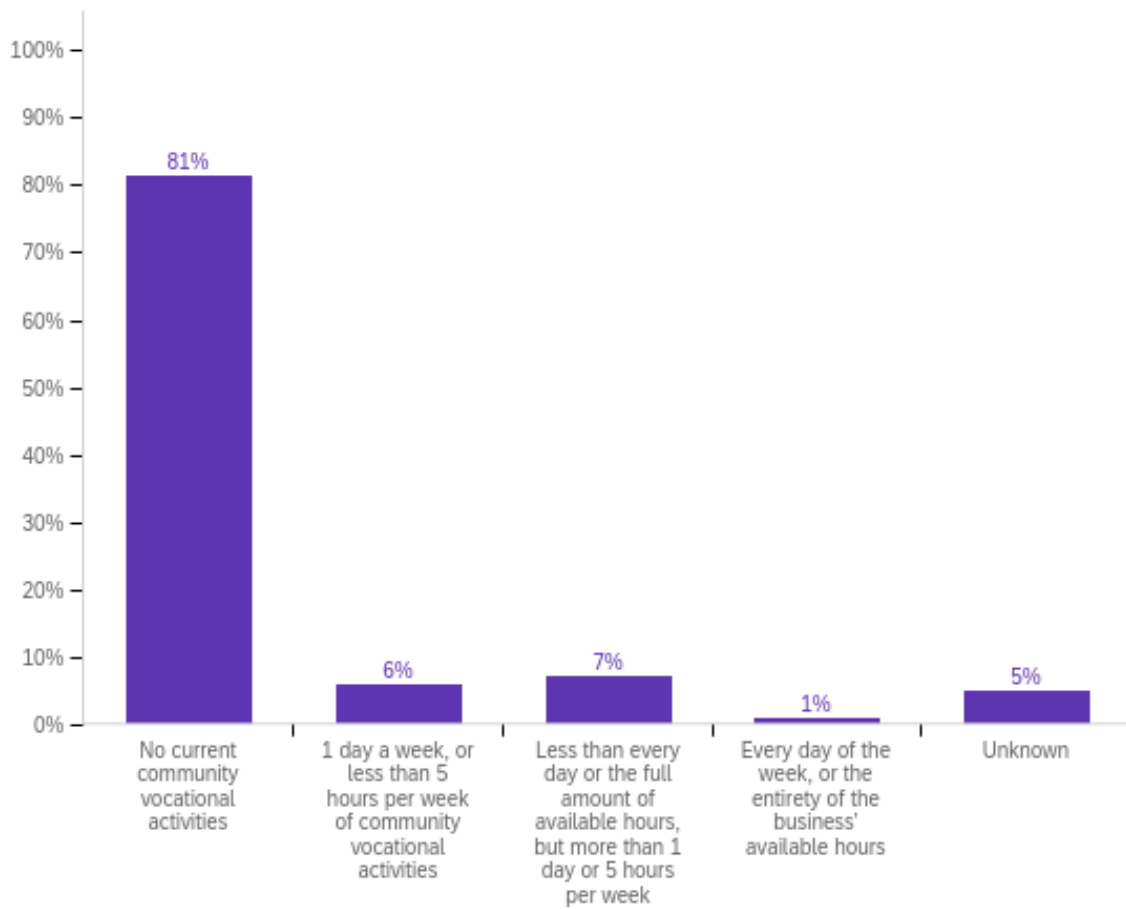
## Historic Vocational Activities



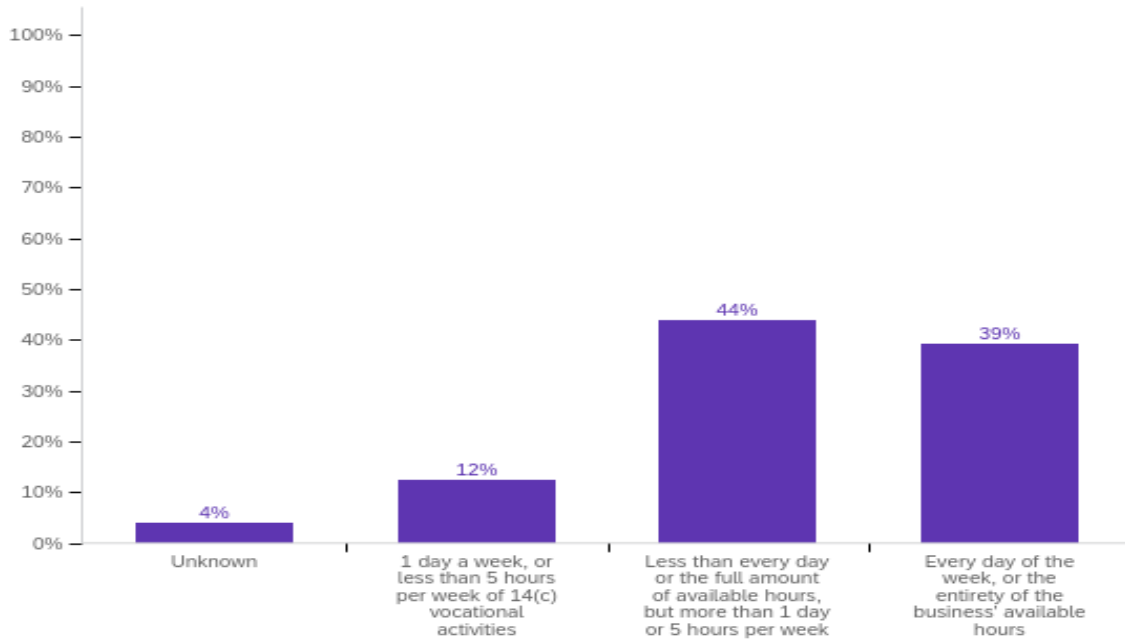
## Current Community Hours



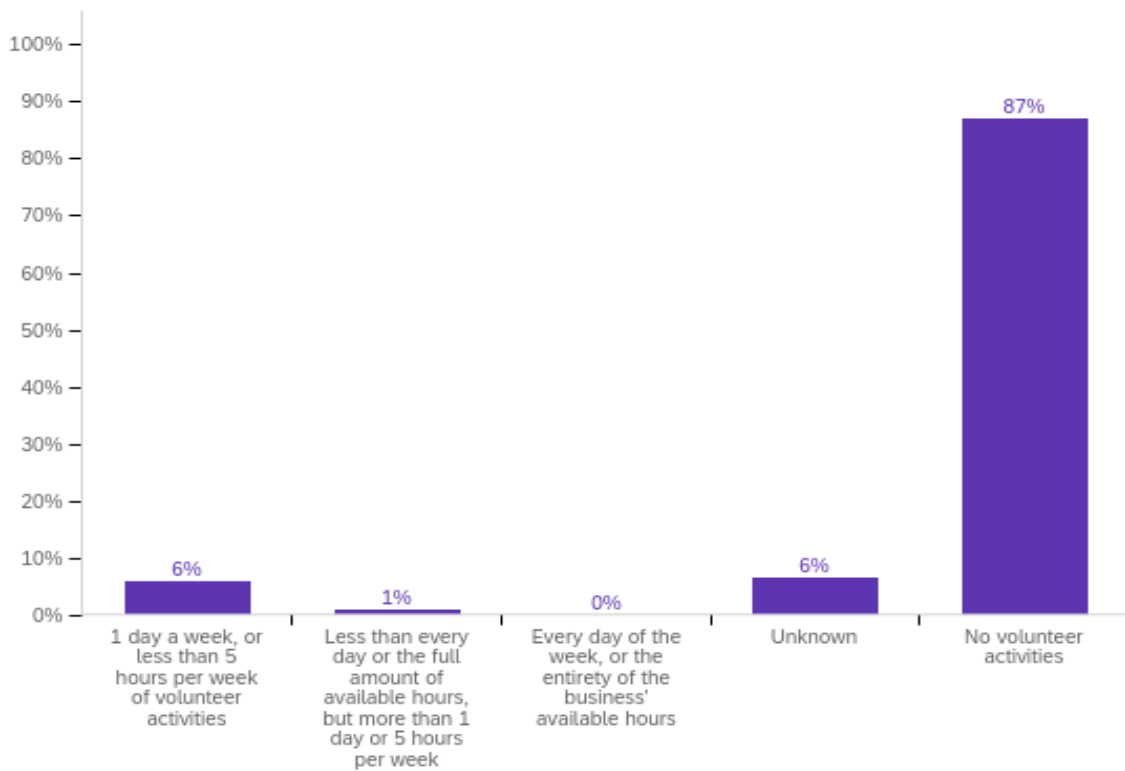
## Current Community Hours



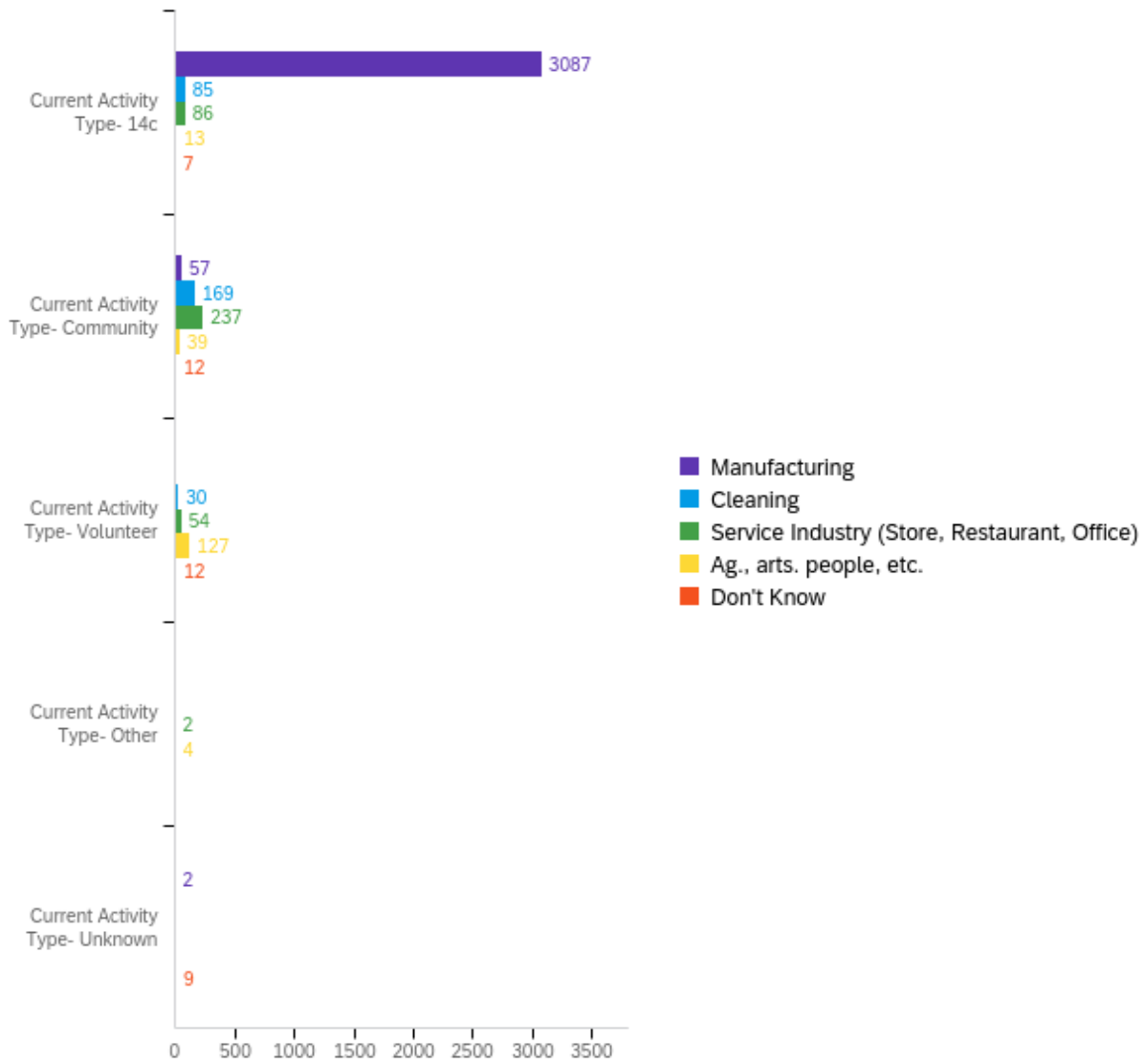
## Current 14c Hours



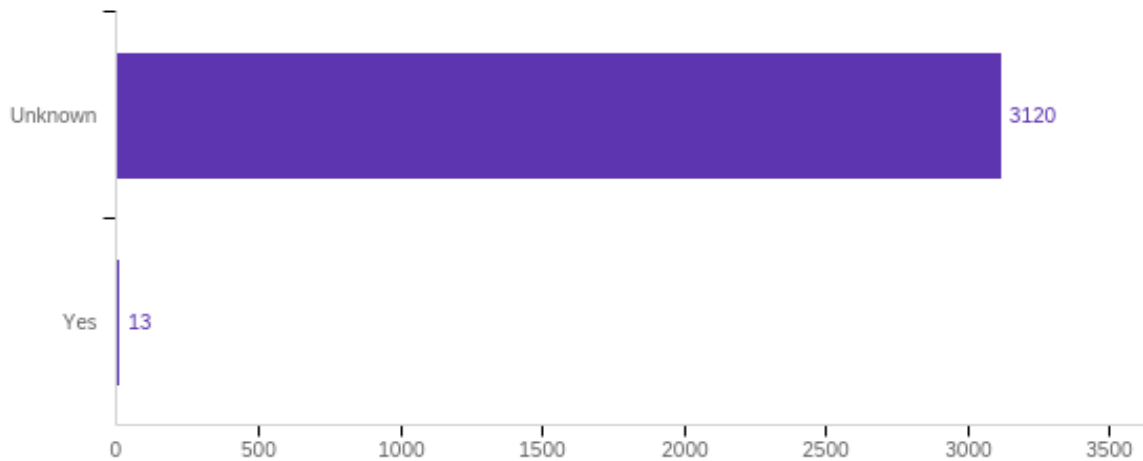
## Current Volunteer Hours



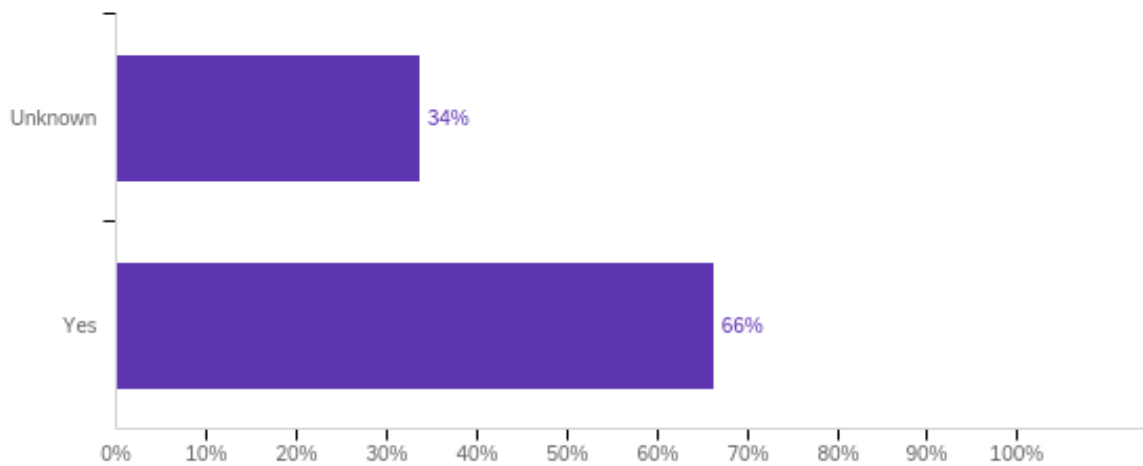
## Current Vocational Activities



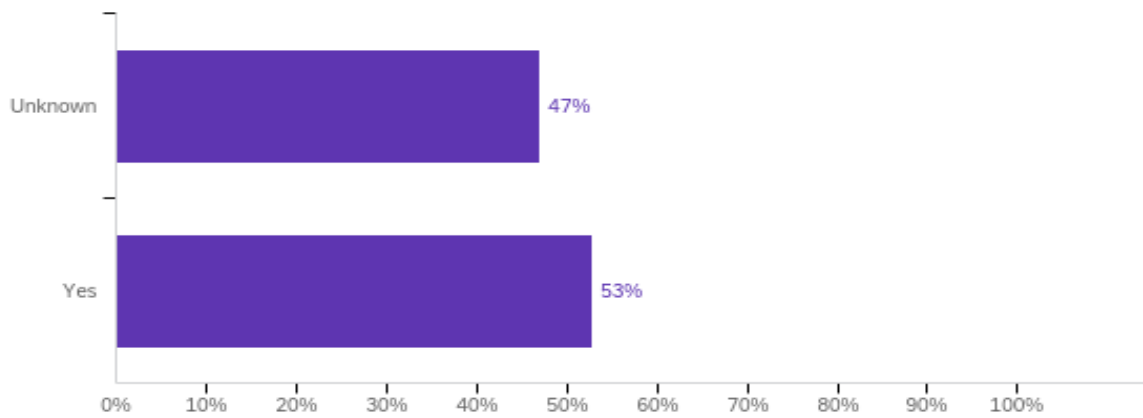
**Participated in post-secondary activities within the last year.**



**Participated in site-based classes(outside of specific work activities) within the last year**

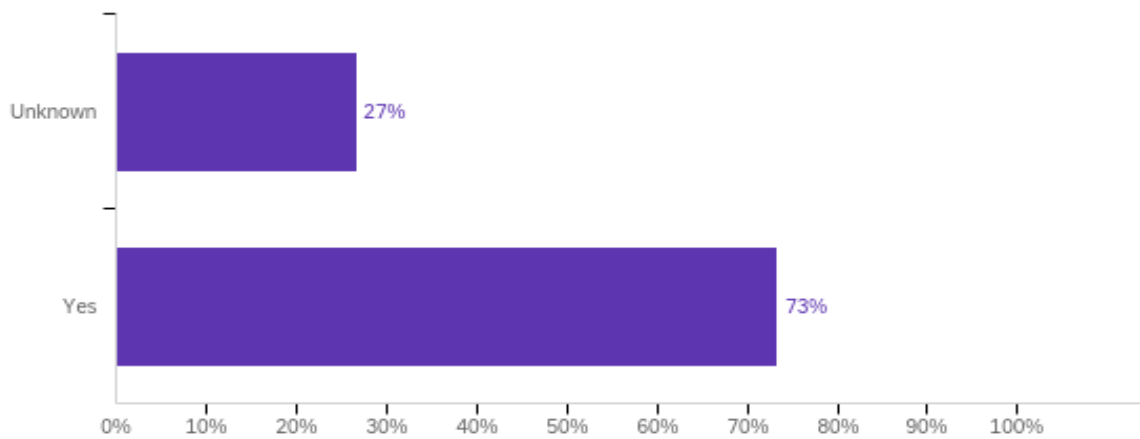


**Participated in daily living skills or other community activities within the last year**

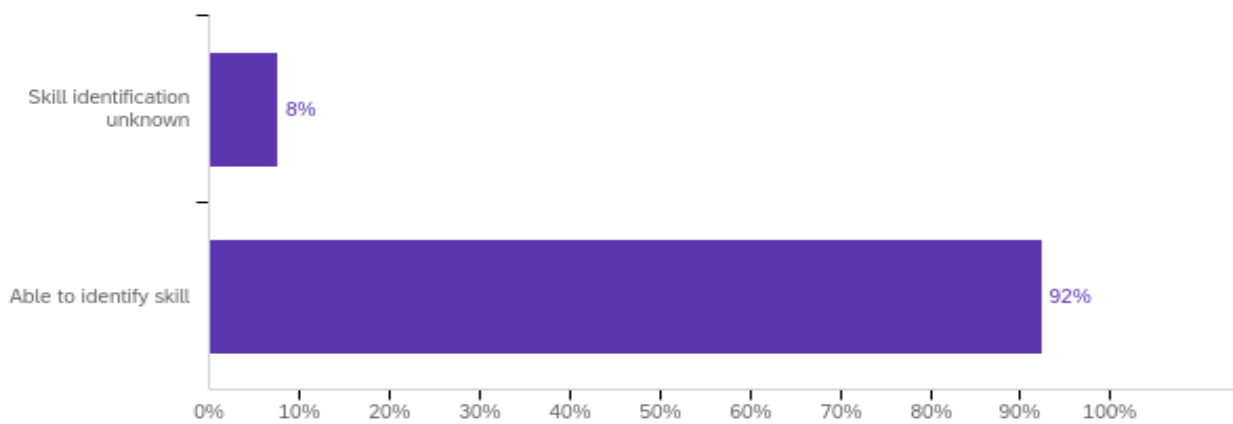




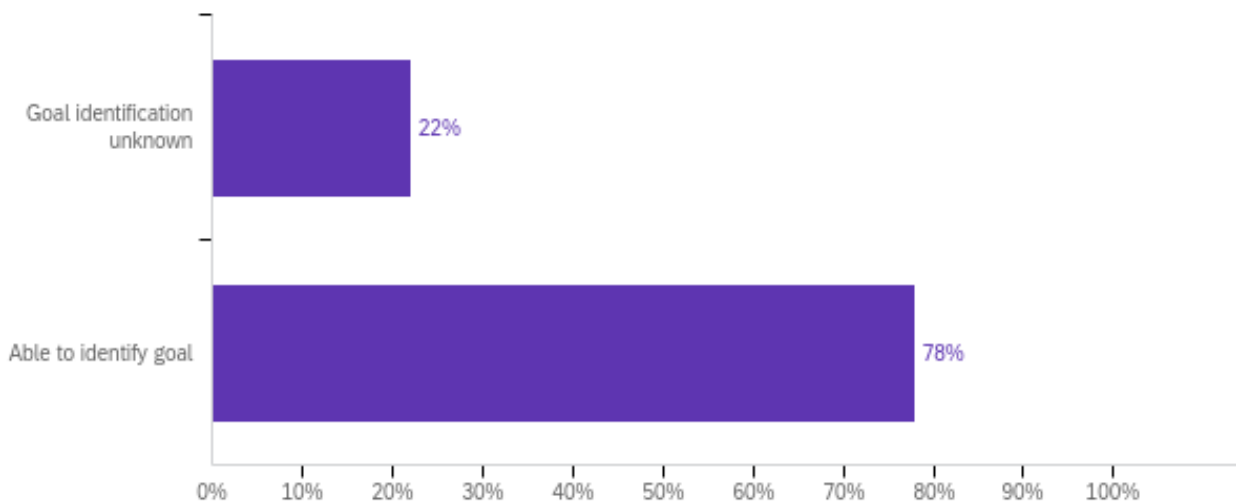
## Received training in self-advocacy/self-determination or peer mentoring within the last year



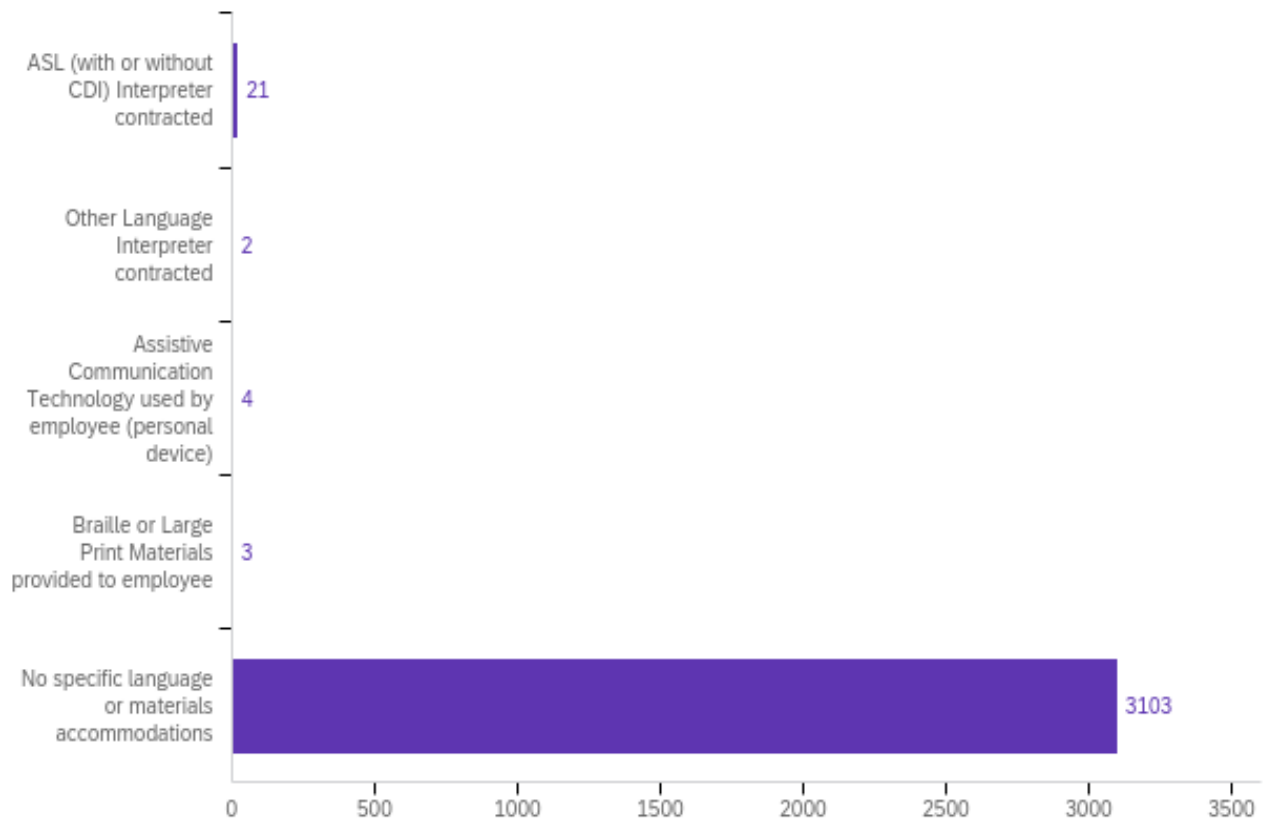
## Skill Identification



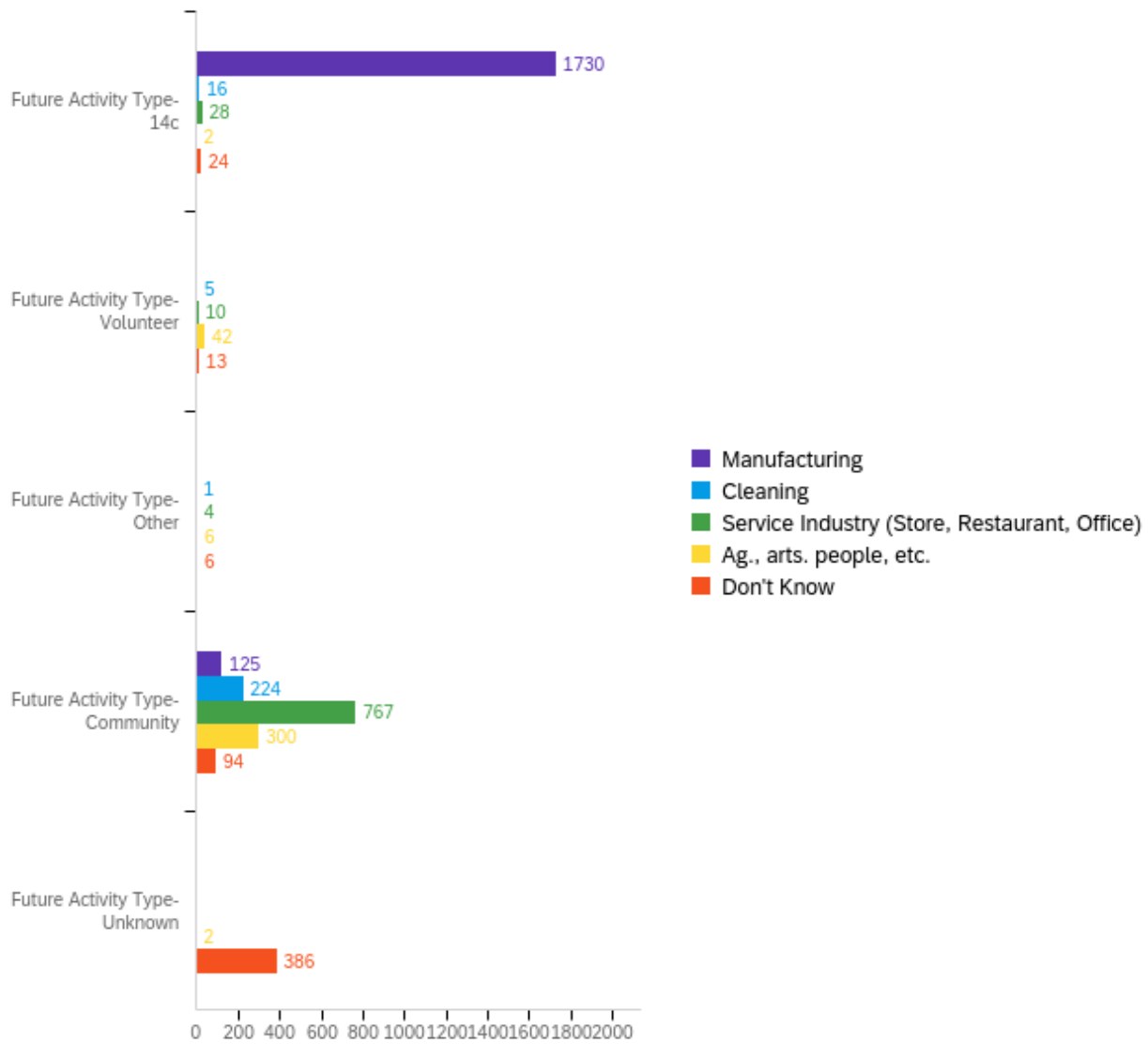
## Goal Identification



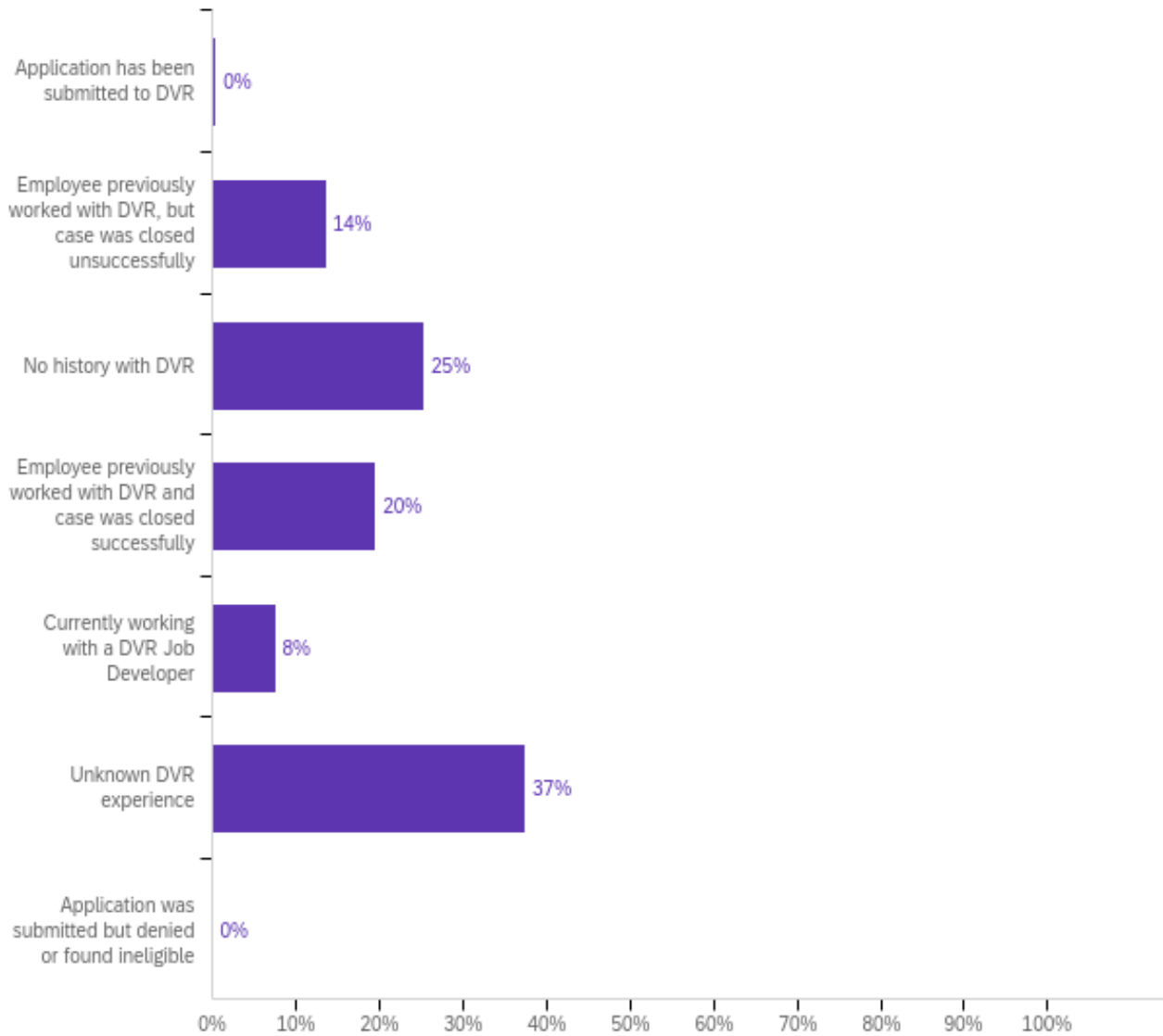
## Accommodations Used



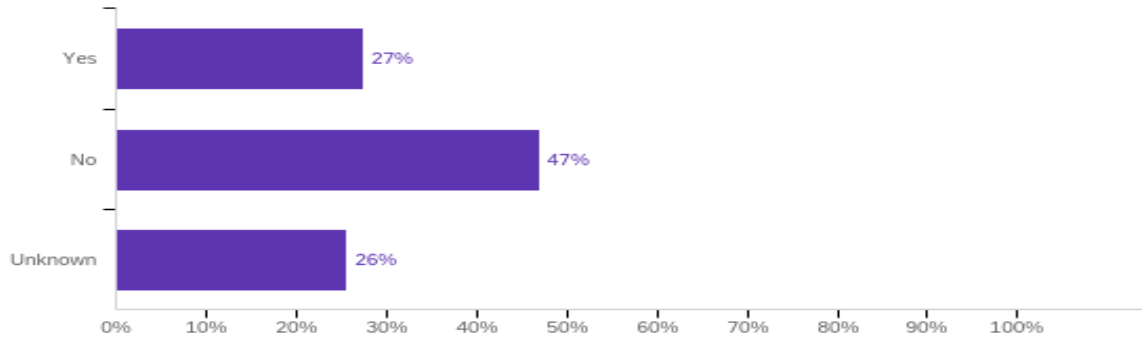
## Future Vocational Activities



## DVR Experience



## DVR Assistance Interest?



## Employment Assistance Needs

