

**State Fiscal Year 2019 Annual Report  
Trends Across FY2017, FY2018 and FY2019 Interview Cycles**

**July 2018 – June 2019**

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

**Submitted October 31, 2019**



University of Wisconsin  
**Whitewater**

Inclusive Transition,  
Education and  
Employment Projects

## 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. The Wisconsin WIOA Career Interview Project interviewer team completed 5417 interviews during the State Fiscal Year 2019 (FY19).

### Interview Characteristics and Demographics

Most respondents received annual interviews (89%) rather than initial or second initial interviews, which are required for workers in their first year of 14c certified employment. The majority (82%) of respondents interviewed were between 25 and 64 years old during this interview cycle, with 26% of those respondents between 25 and 34 years old. The majority of those interviewed were male (58%). Seventy-five percent of respondents have a legal guardian.

Forty-four percent of respondents began employment under a 14c certificate before turning 25 years old. Most respondents (85%) have been employed under a 14c certificate for more than one year. Nearly one quarter of respondents (21%) have been at a 14c employer for 21 or more years. The most common length of 14c certified employment (calculated based upon the end of the interview cycle) is 1 to 5 years (24%). This may not reflect the entire length of 14c employment at a 14c certified employer because of varying definitions of employment, variations in record-keeping strategies between employers, and employees who left and returned to 14c employment.

Most workers demonstrated expressive (85%) and receptive (86%) communication strategies to allow them to engage in the career interview discussions. A small number of workers were able to use some expressive communication (12%) and receptive (11%) communication strategies. Only 39% reported receiving training that helped them develop self-advocacy, self-determination, or peer mentoring skills or opportunities, and 34% stated no training received.

Nearly all (96%) of the interviews were completed in a small group, which typically consisted of five employees. Most interviews only had the subminimum wage workers in the room, but when others were present (16%), they were most frequently site staff and family members, including guardians who are related. Of those attendees who were present, 59% did not participate and 33% minimally participated in the interview discussion. Only 8% of all interviews had a guest with a high level of participation.

Workforce Development Area (WDA) 5 had the most completed interviews (18%), followed by WDA 4 (13%) and WDA 8 (12%). The fewest completed interviews were in WDA 2, with only 2% of total interviews and WDA 7 (7%).

**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 engaged in semi-structured discussions, with both closed and open-ended questions, along with follow up and clarifying questions based upon provided responses and comprehension. 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 (79%). It should be noted 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 less than 8% 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.

One third (44%) of respondents reported past DVR experience, although only 11% reported current involvement with DVR and another 19% were unable to report their experience with DVR.

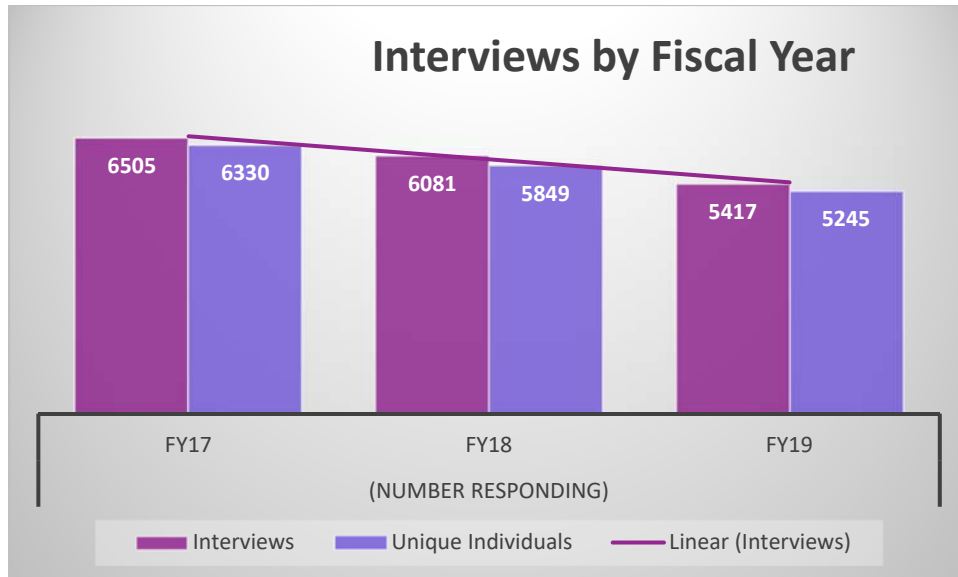
Manufacturing activities were the most reported activities at 14c certified employer sites, followed by cleaning. Around 17% were working in the community with or without supports. However, those who did report community employment and/or volunteering had more diversity in the type of activities in these settings compared to 14c certified employment. Eighty-six percent 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 number 25).

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.

## **Interview Trends from FY17, FY18, and FY19**

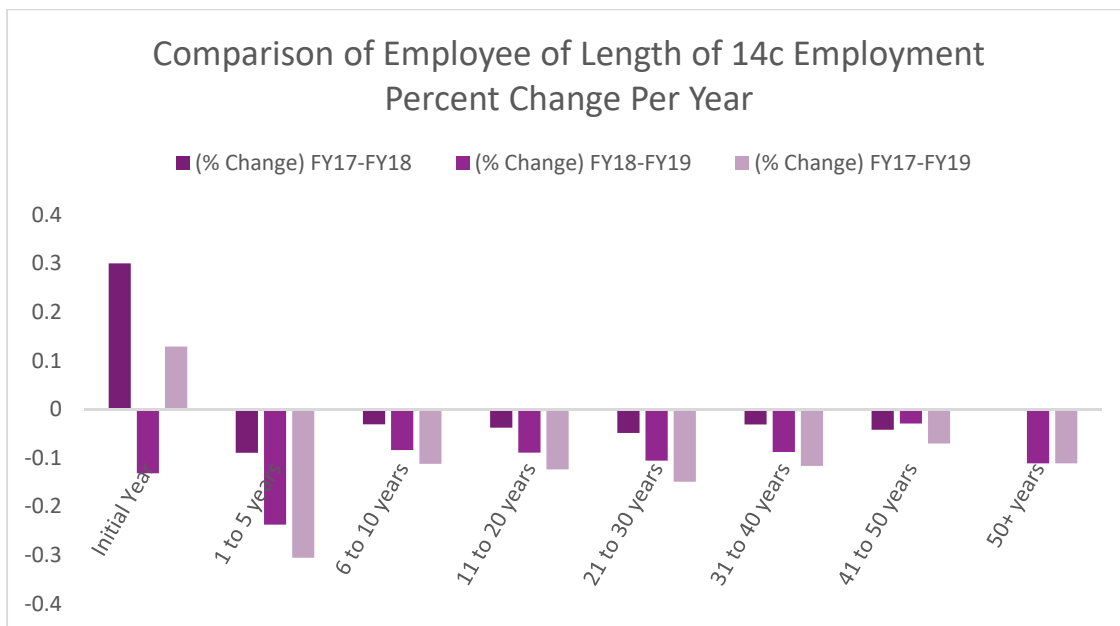
Comparing state fiscal years 2017 (FY17), 2018 (FY18) and 2019 (FY19) demonstrates many consistent responses across interview cycles. A few differences and highlights are noted below.

There was a reduction in the number of total interviews (both annual and the two required interviews for new workers) from 6,505 in FY17 to 6,081 in FY18, and 5,417 in FY19 with the overall unique number of 14c workers also decreasing from 6,330 in FY17 to 5,849 in FY18 to 5,245 in FY19. These changes likely result from multiple factors.

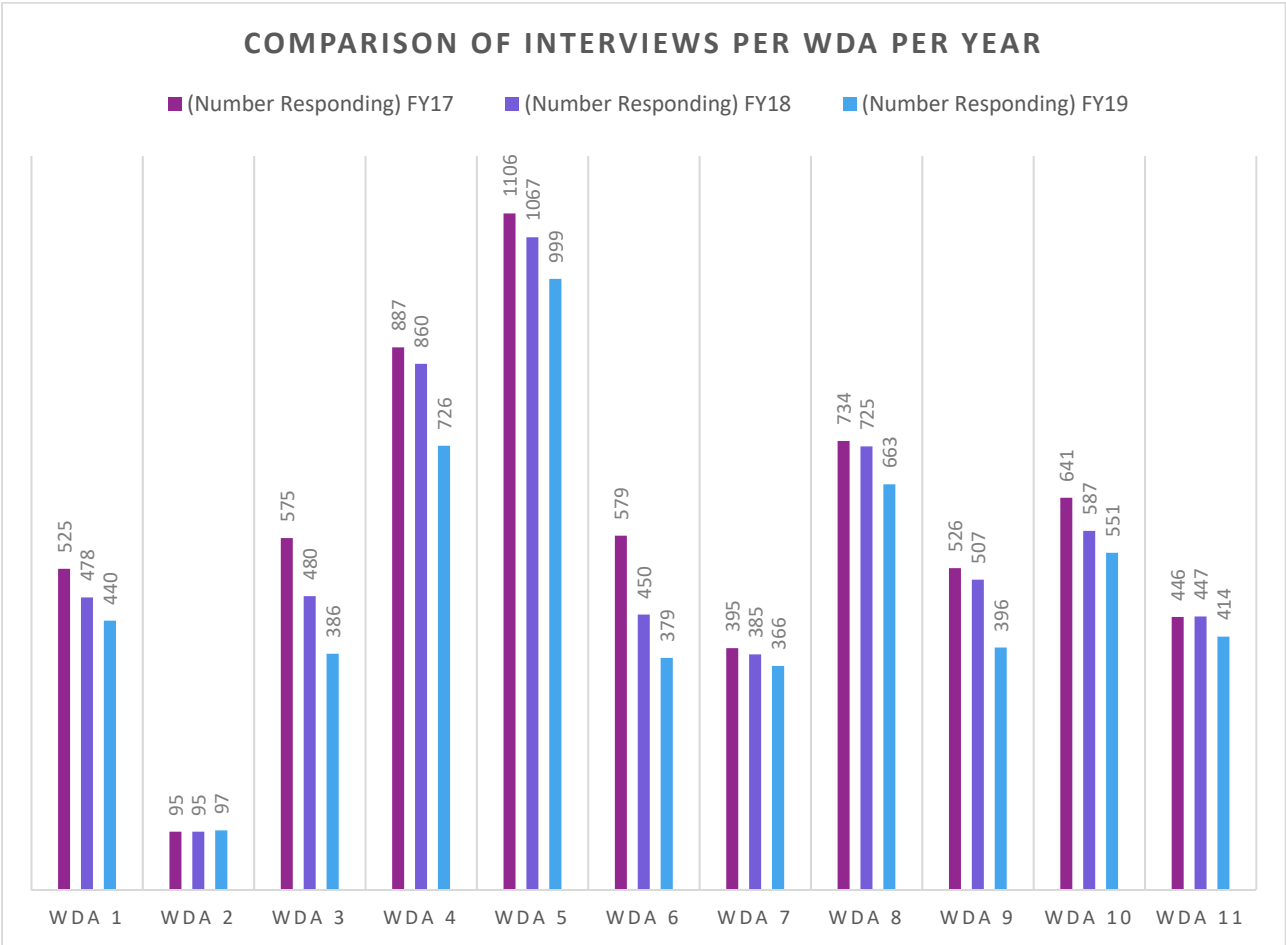


Across interview cycles, the most stable age cohort is those working between 5 and 20 years under the 14c certificate. In comparing all cycles, there has been an attrition of workers at the oldest end of the spectrum, whether through retirement or decline in health. The data on new entrants in their initial year of 14c employment continue to fluctuate. In the coming interview cycle, the project will be able to report new entrants who have never gone through the WI WIOA Career Interview process to help differentiate between those who leave and return 14c employment from those who are new to it.

Each year, fewer people in 14c employment report being employed for one to five years. 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.



The number of interviews by Workforce Development Area (WDA) was mostly consistent, with a trend of going down for nearly all WDAs. WDA 6 had the largest reduction in the number of interviews with 200 fewer in FY19 than FY17. WDA 3 had 189 fewer in FY19 than FY17. This coincides with Washington County having the largest reduction in the number of interviews and Wood County with the second largest reduction in interviews. One 14c certified employer in Washington County had a reduction of 54 interviews from FY17 to FY18 due to transition of workers to community employment, and in Wood County, there was a reduction in two more 14c certified employer locations.

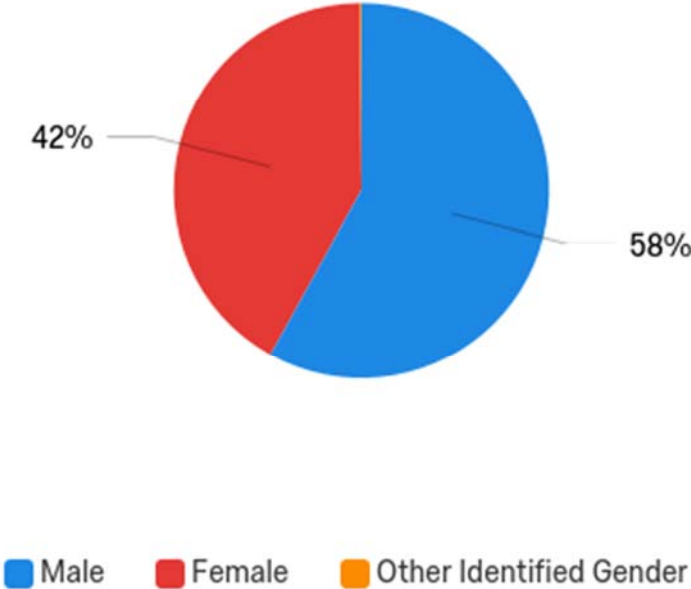


The following pages include graphics from the FY19 Interview Cycle data.

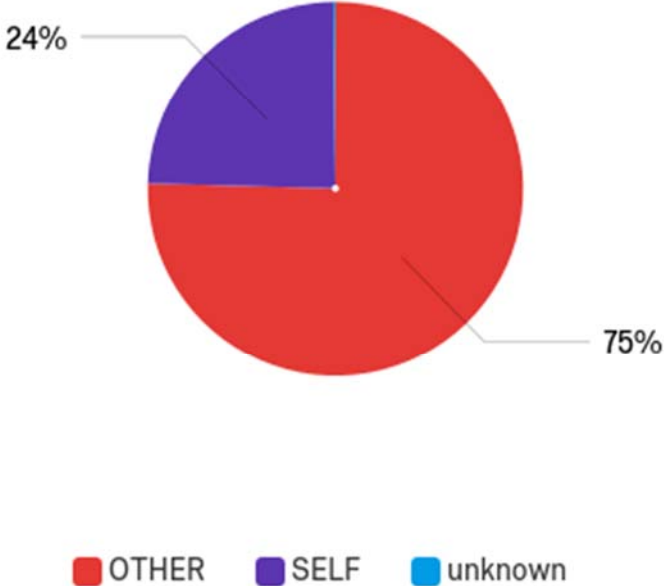
# Fiscal Year 2019 Annual Report

## Respondent Demographics

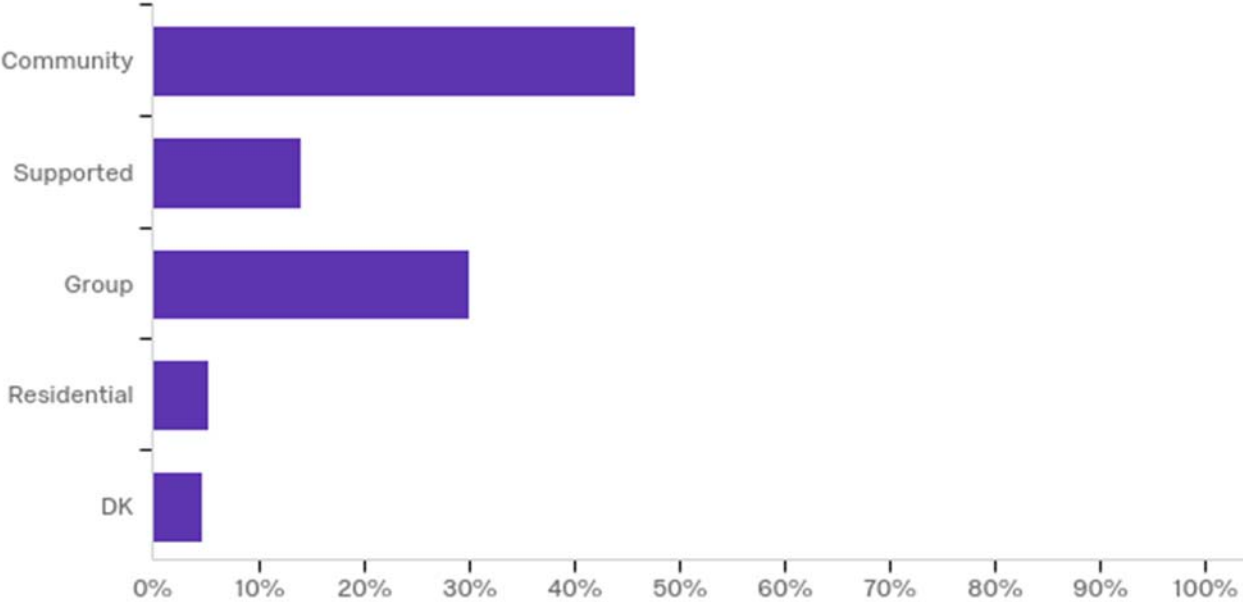
### Employee gender



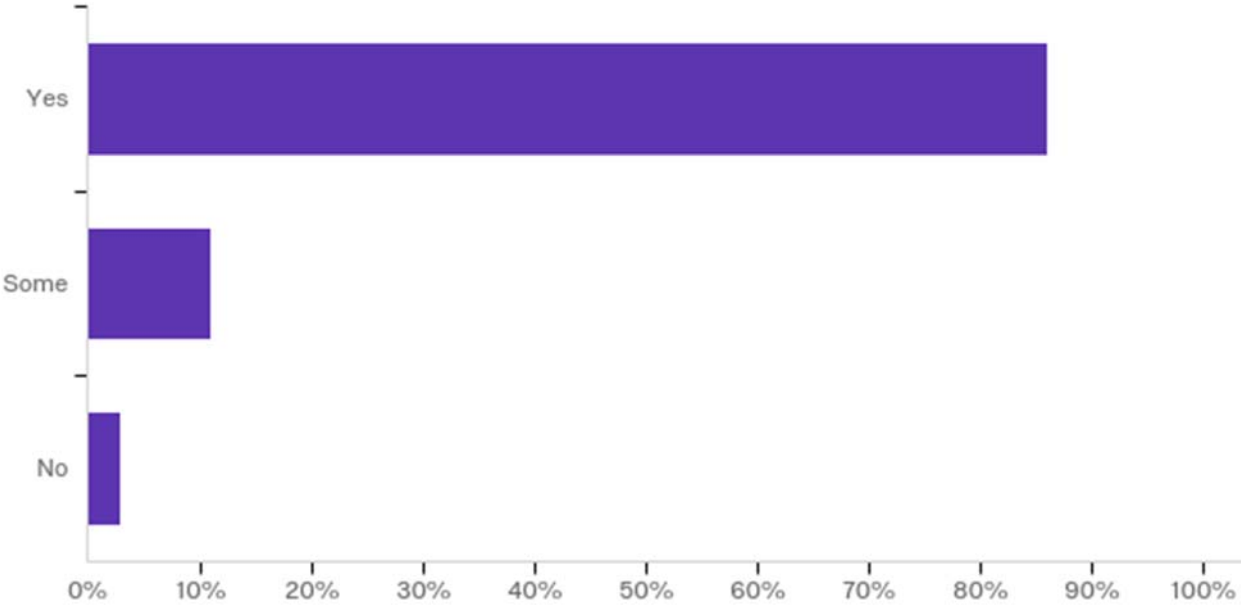
# Employee Guardianship



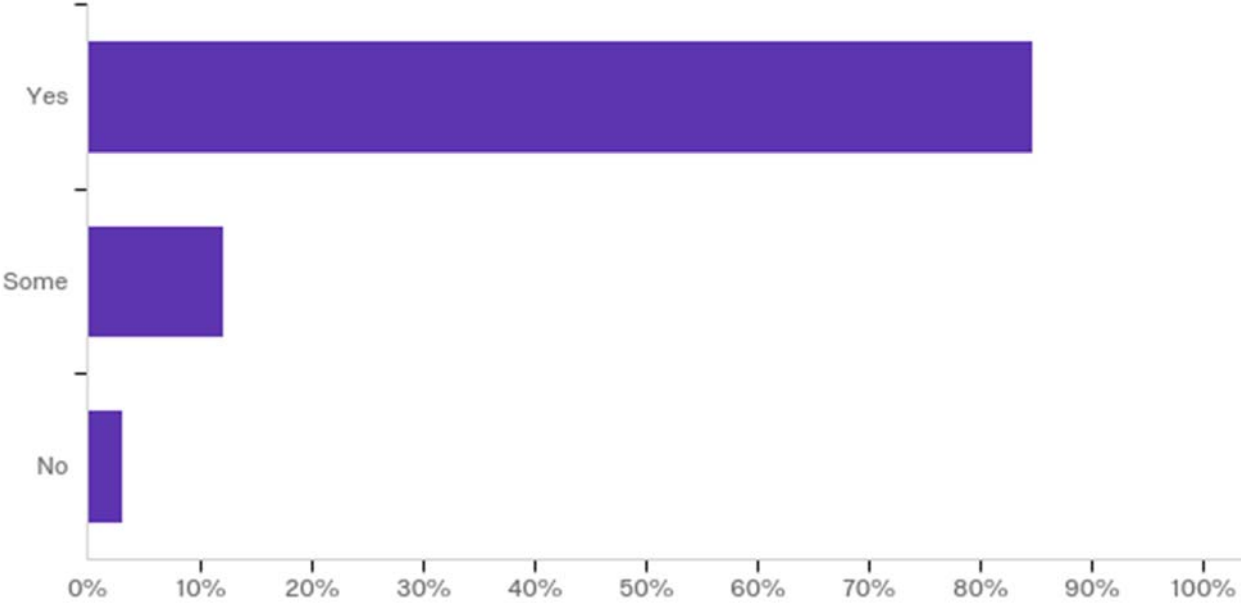
# Employee Residence status



**Receptive Communication (based on observation during interview)**

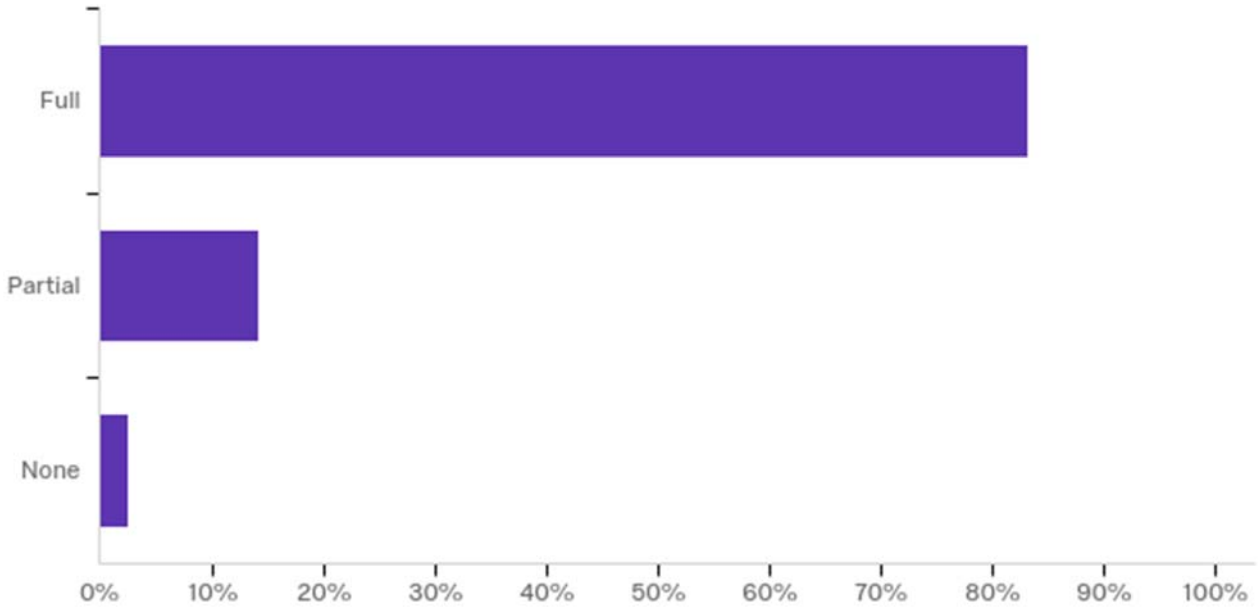


**Expressive Communication (based on observation during interview)**

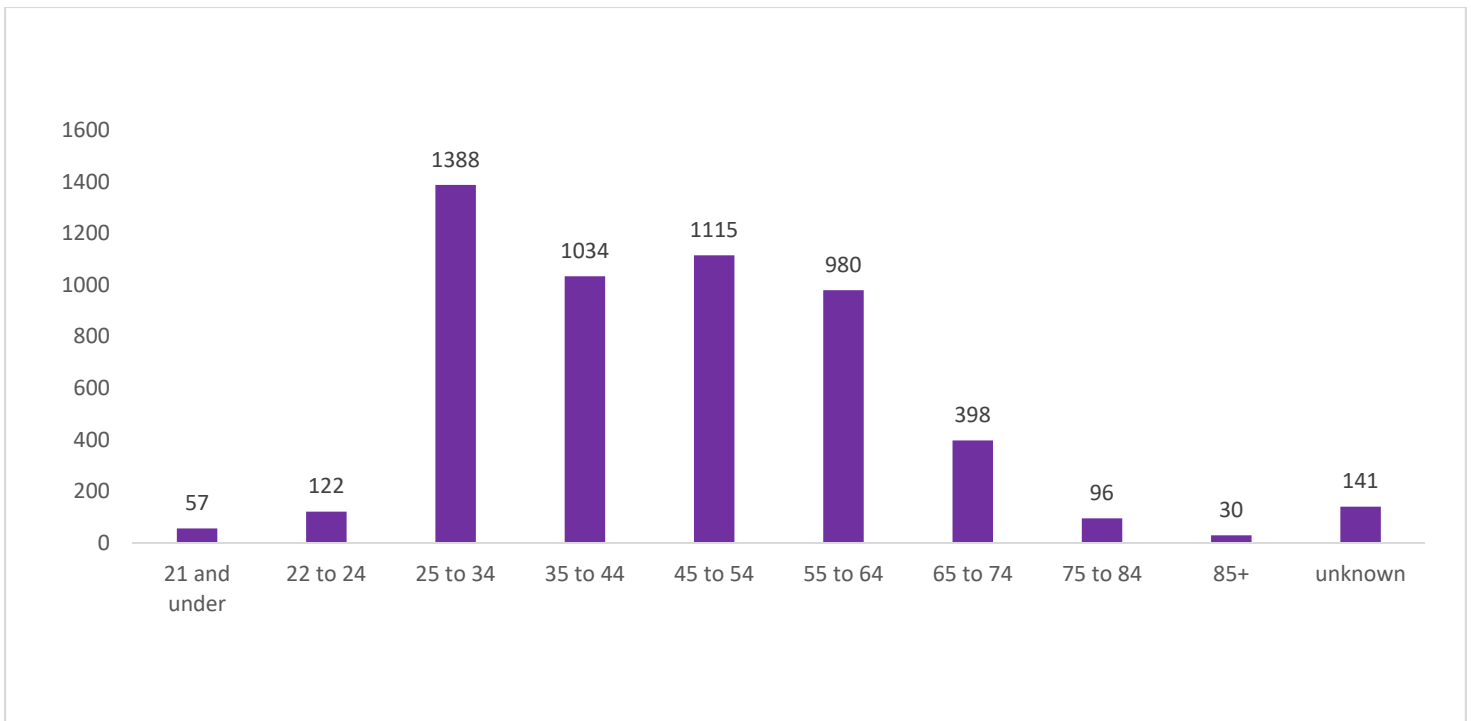




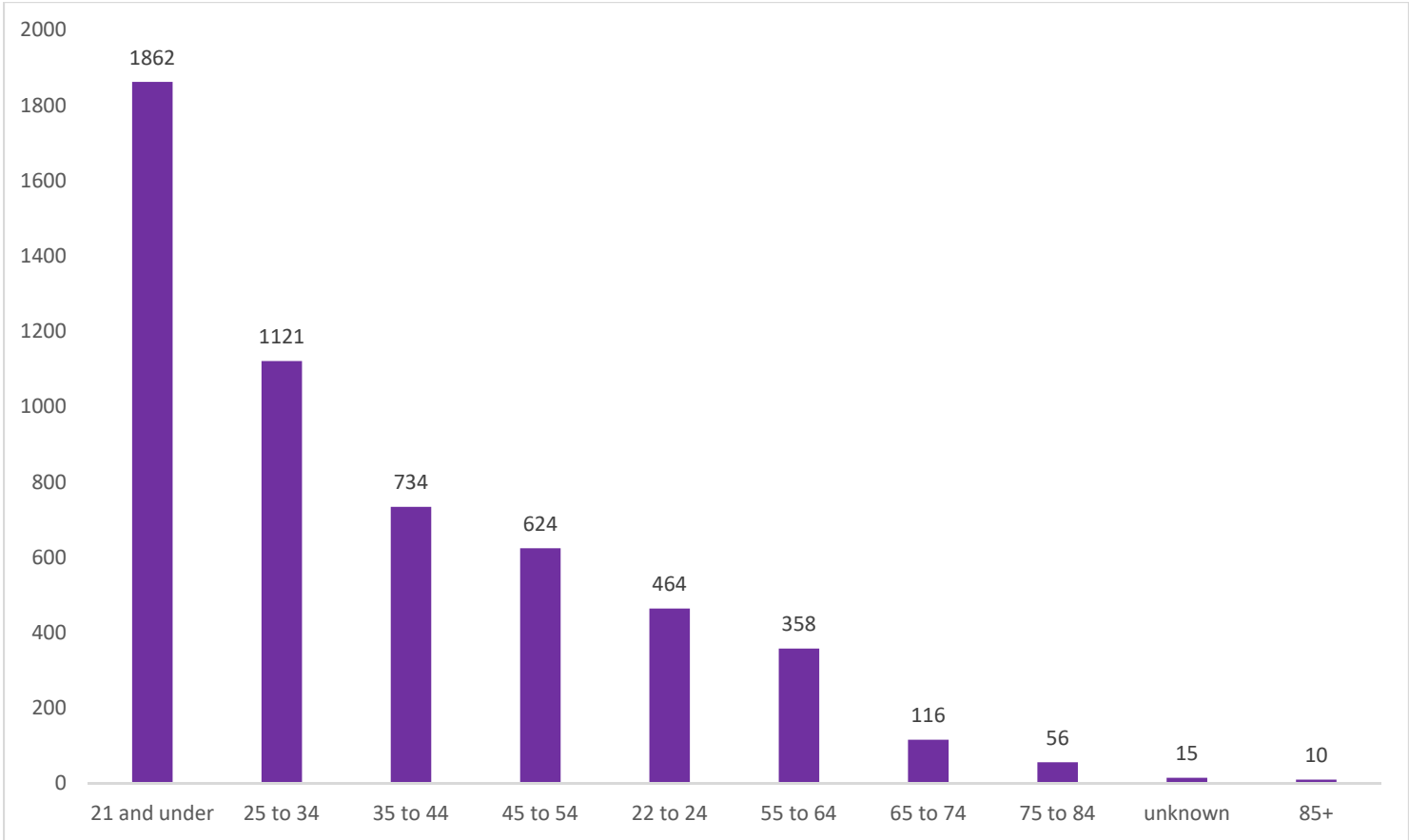
### Overall Communication (based on observation during interview)



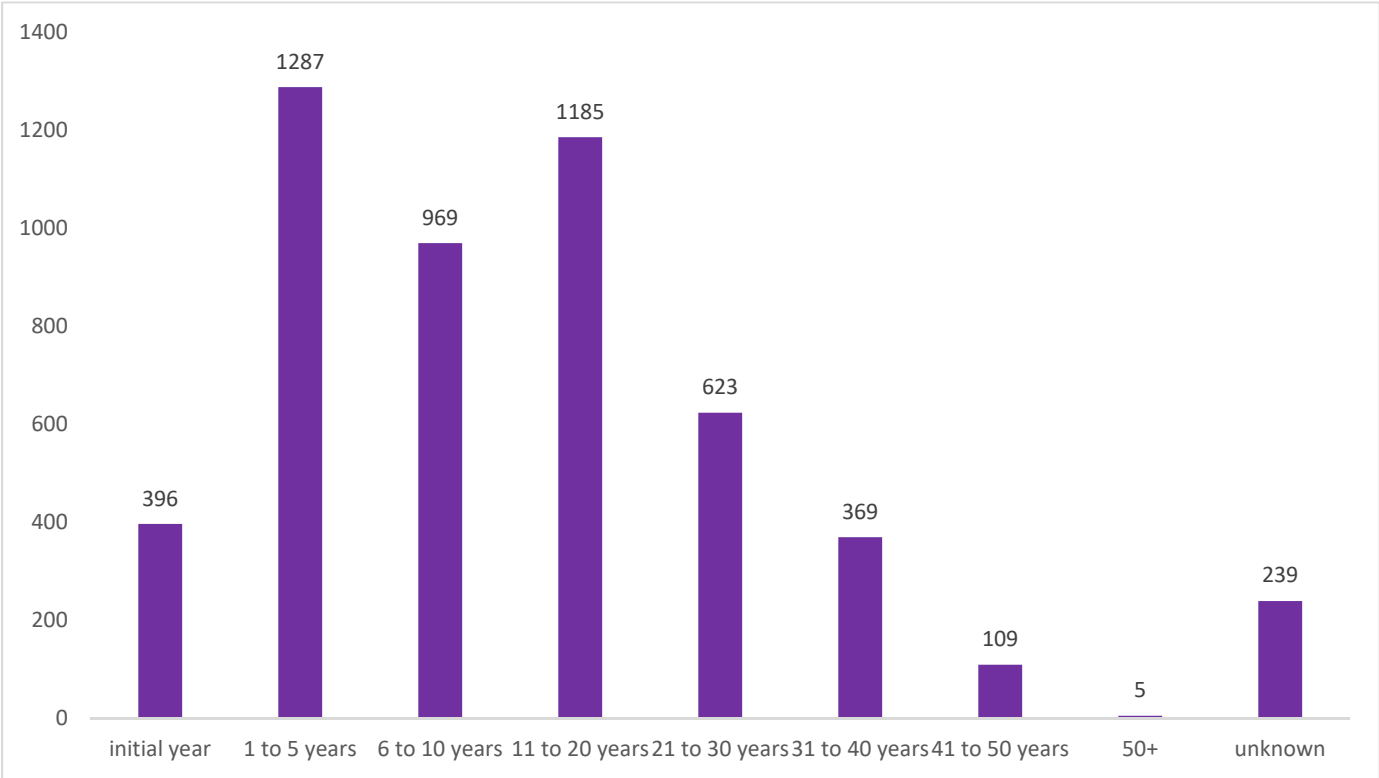
### Age Bracket during FY19



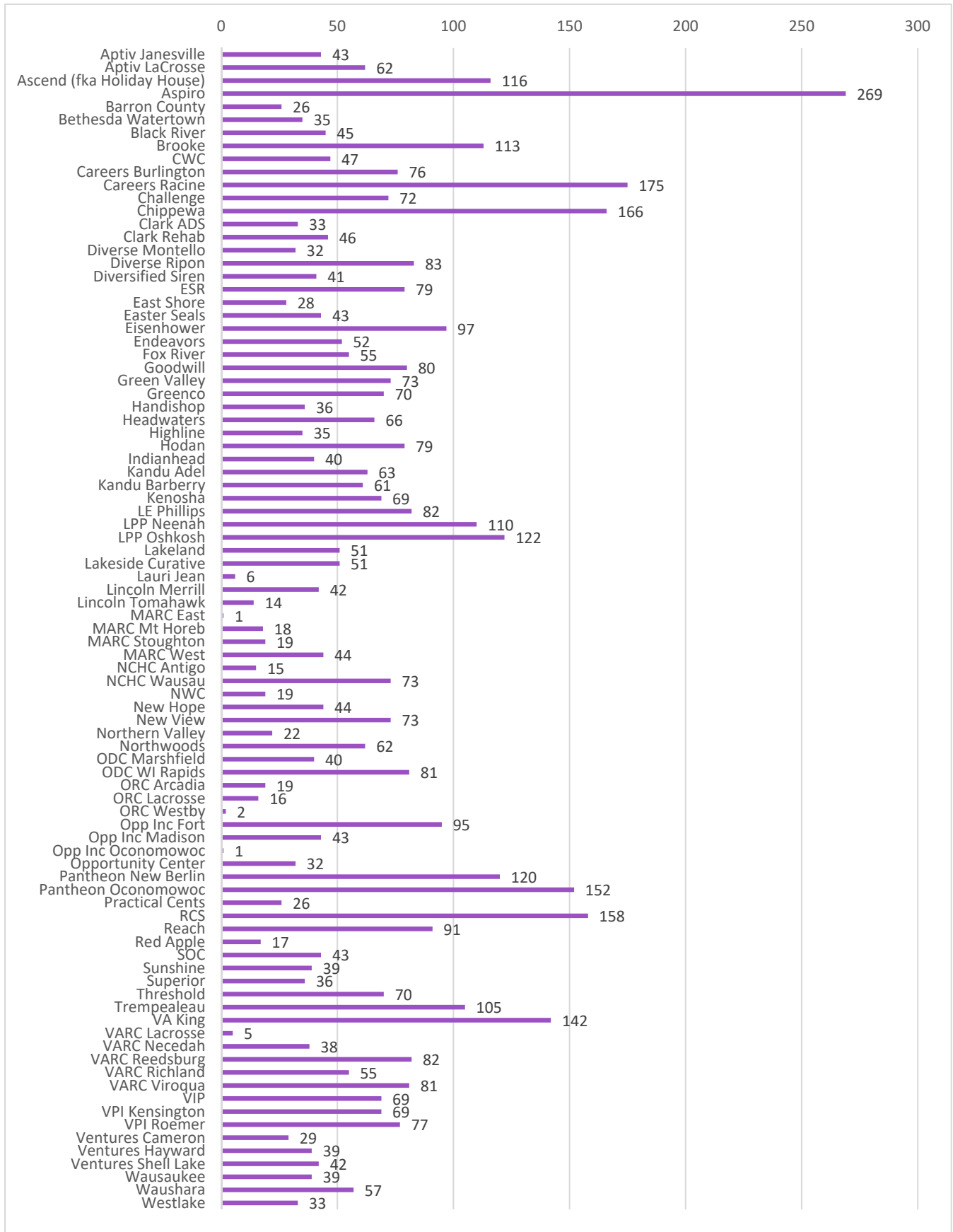
# Age at Date of Hire



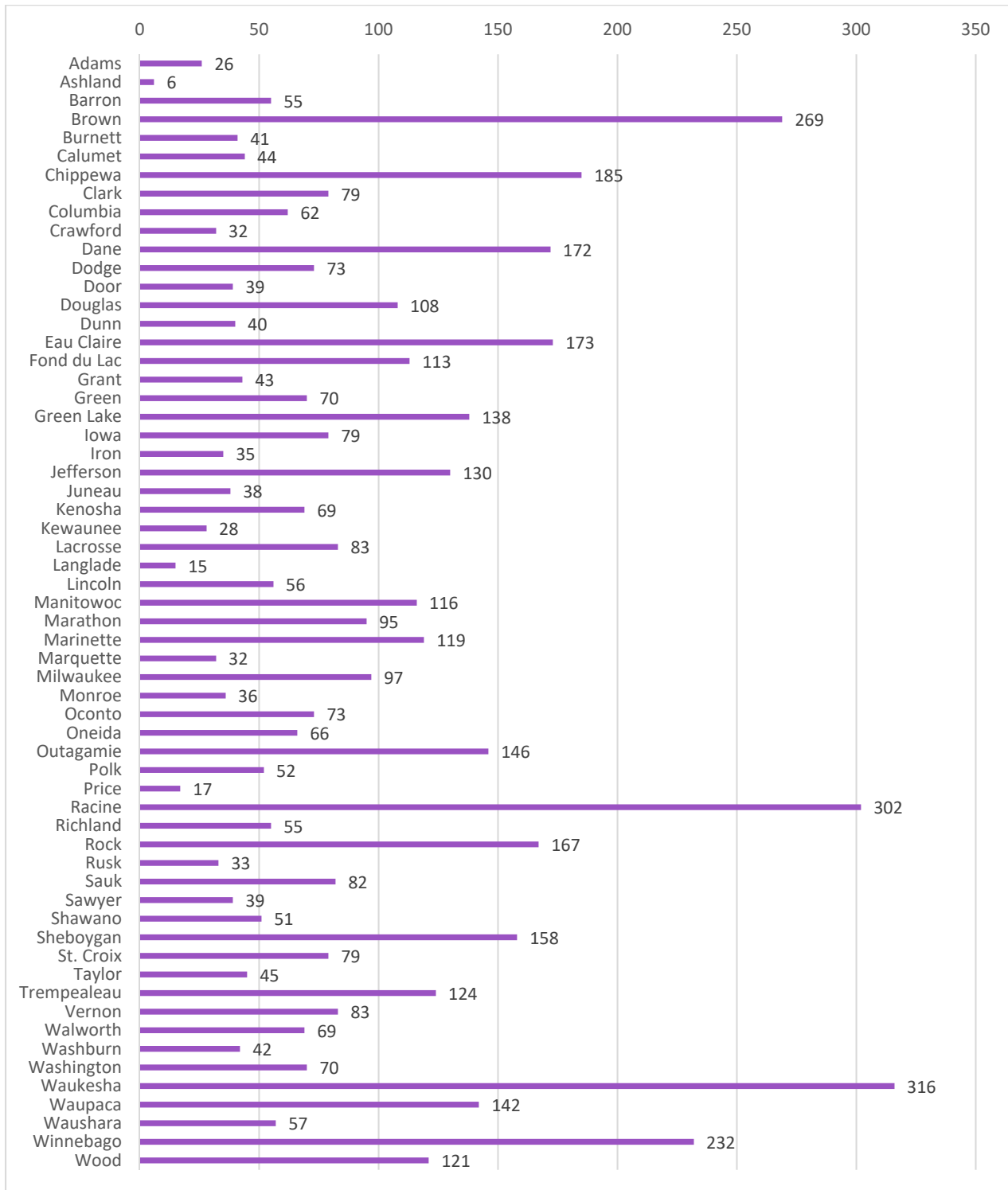
# Time at Employer Bracket



## FY19 Interviews by 14c Site



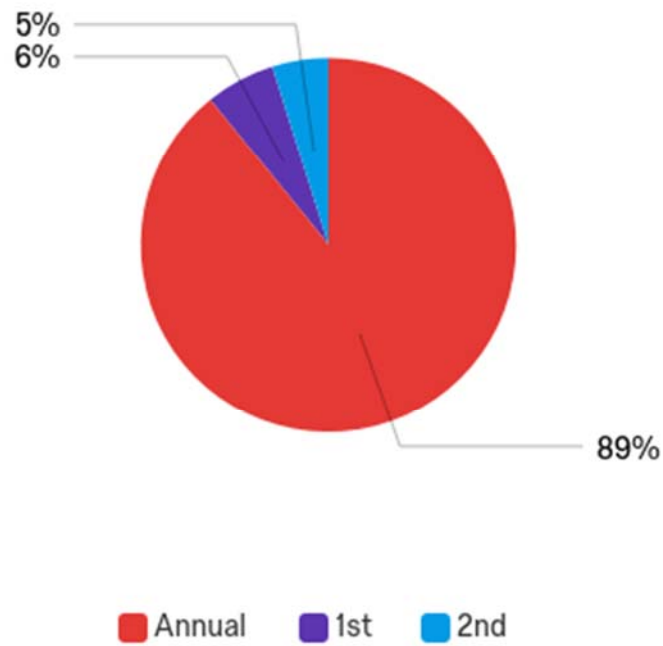
## FY19 Interviews by County



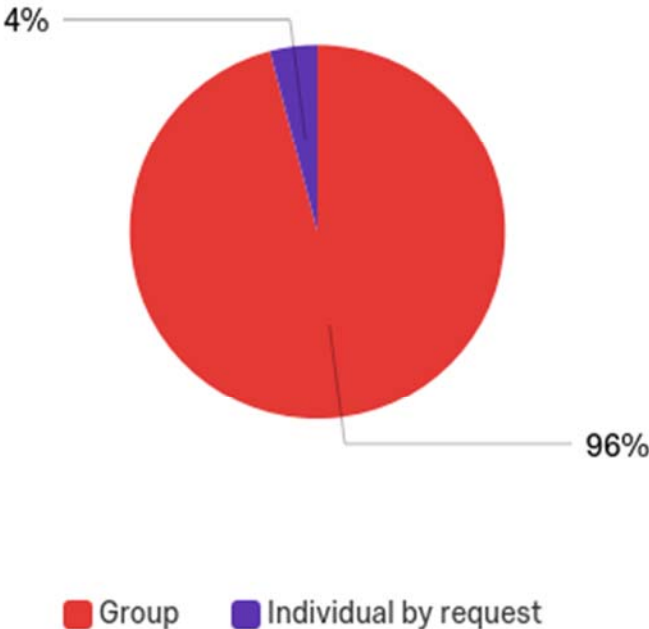
## Interviews by Workforce Development Areas (WDA)



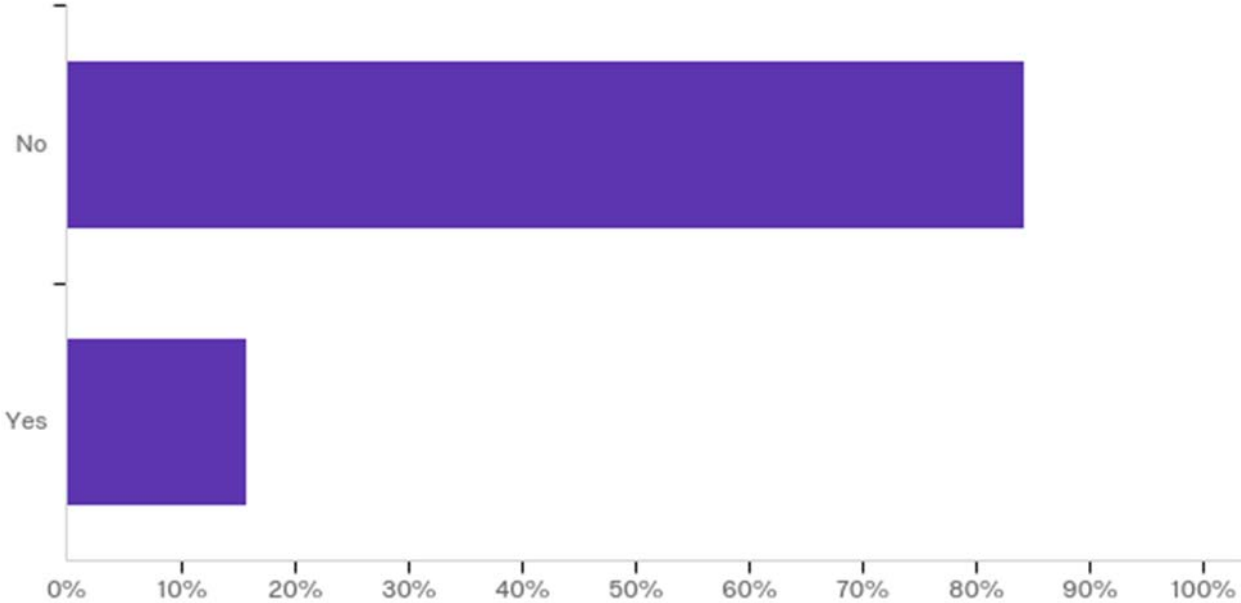
## Interview Type



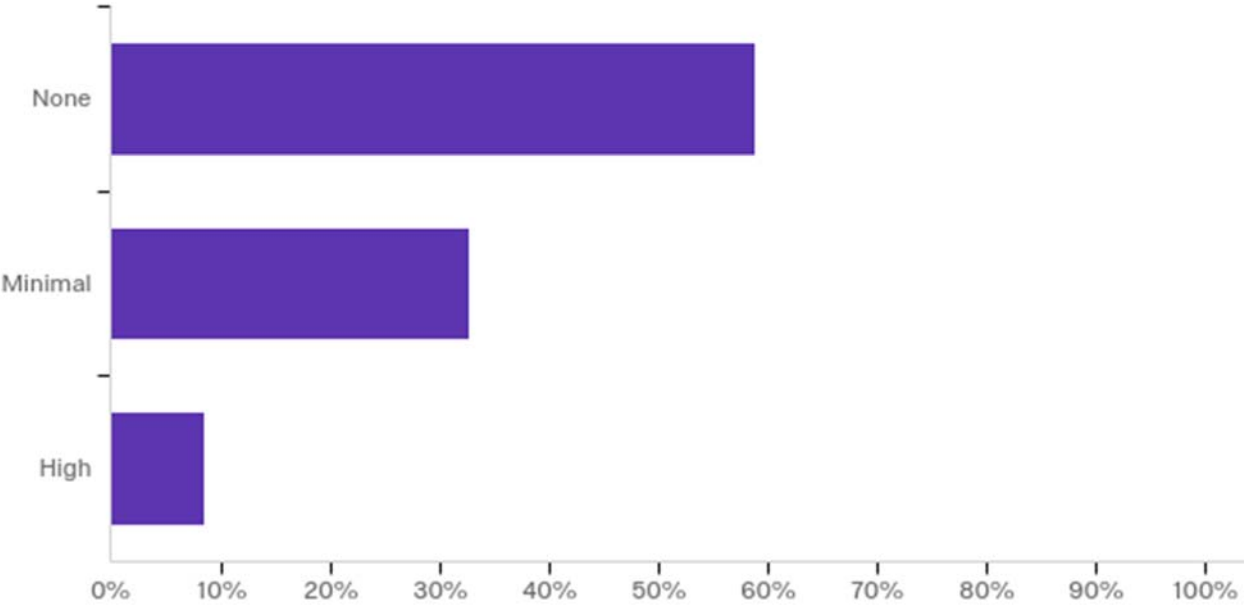
**Interview style**



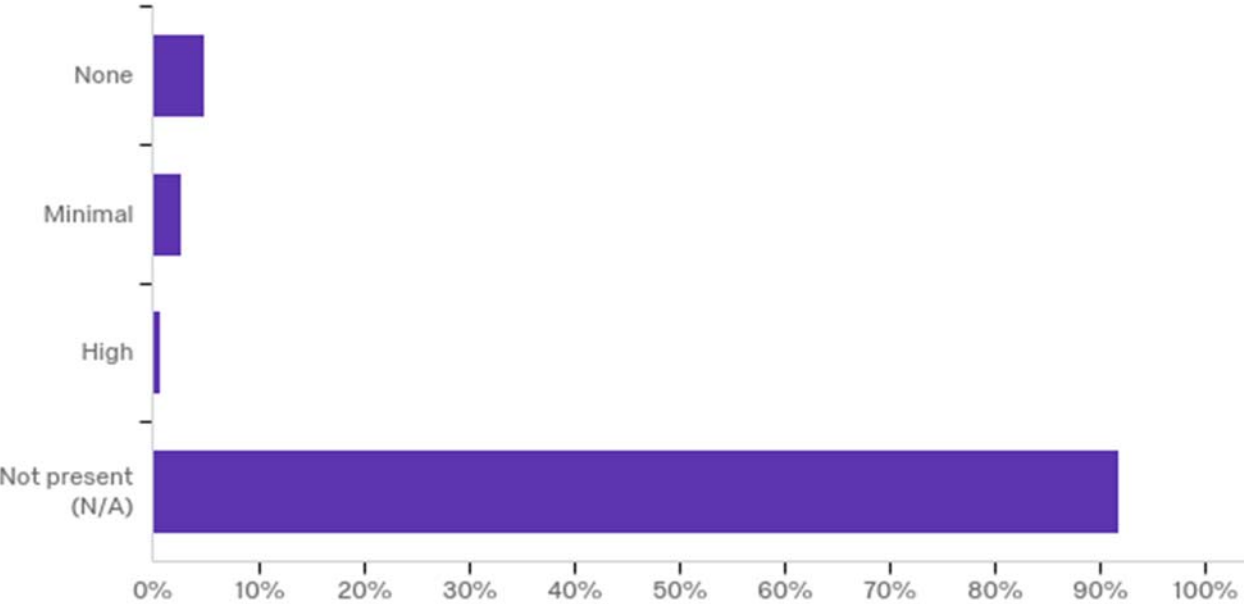
**Guests Present**



### Guest Participation

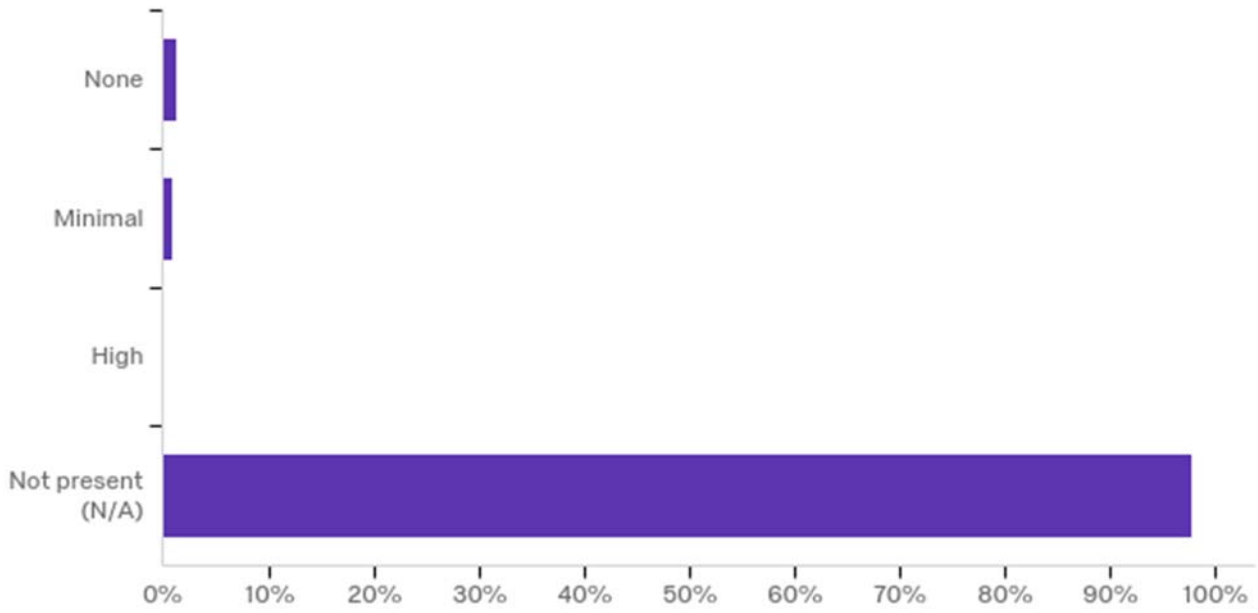


### Others Present- Family

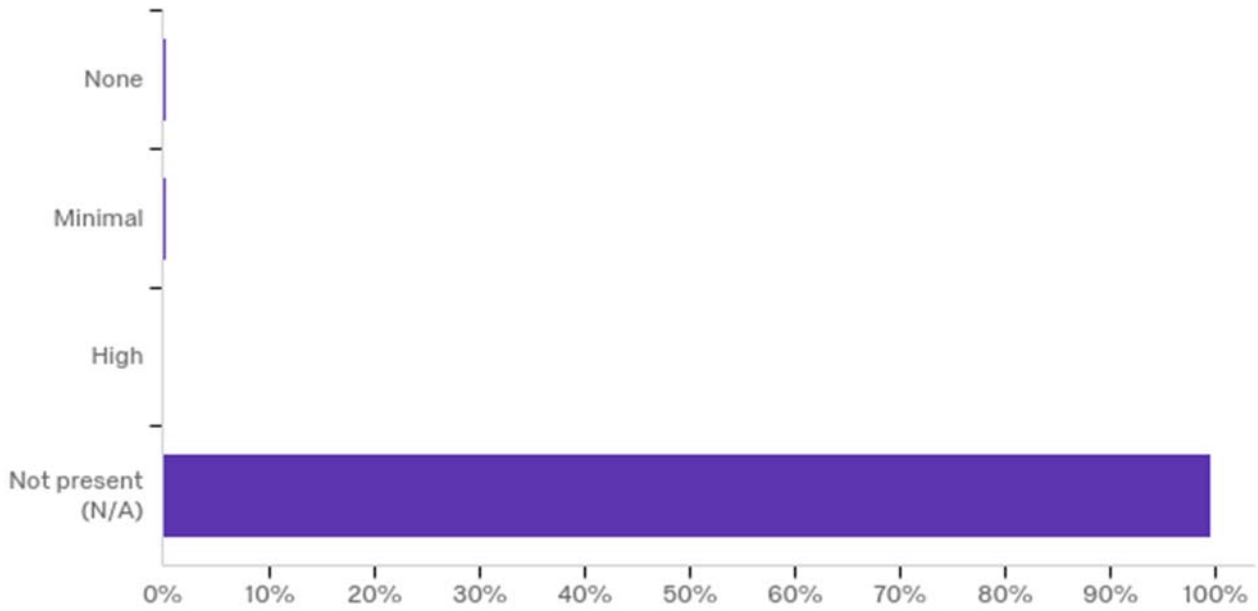




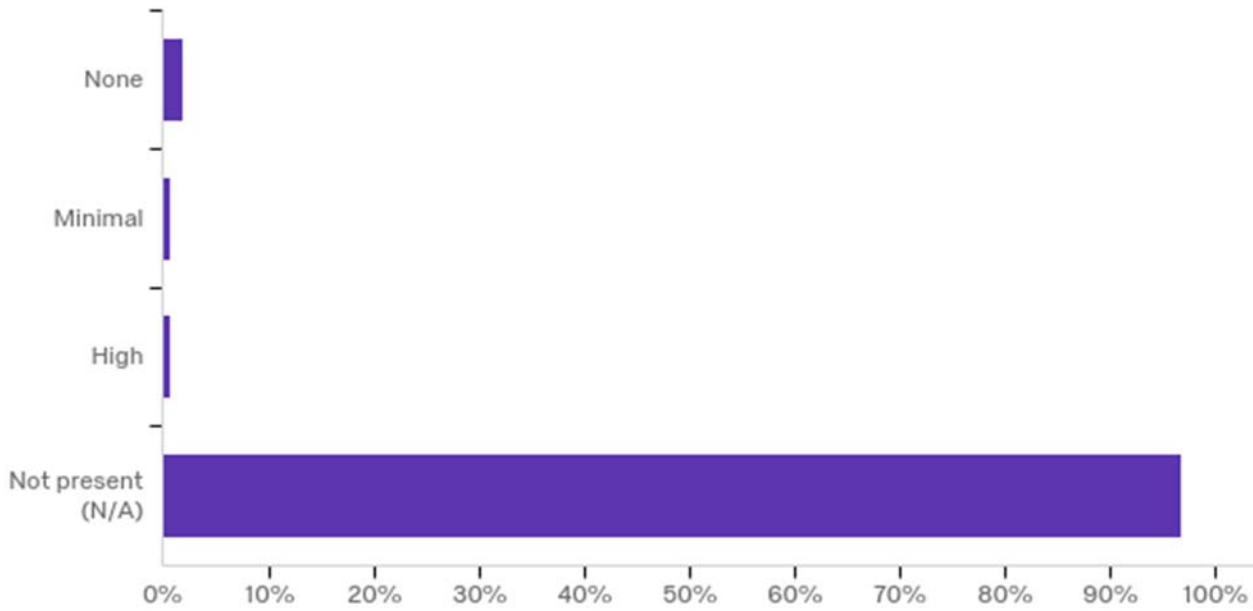
### Others Present- Unrelated Guardian



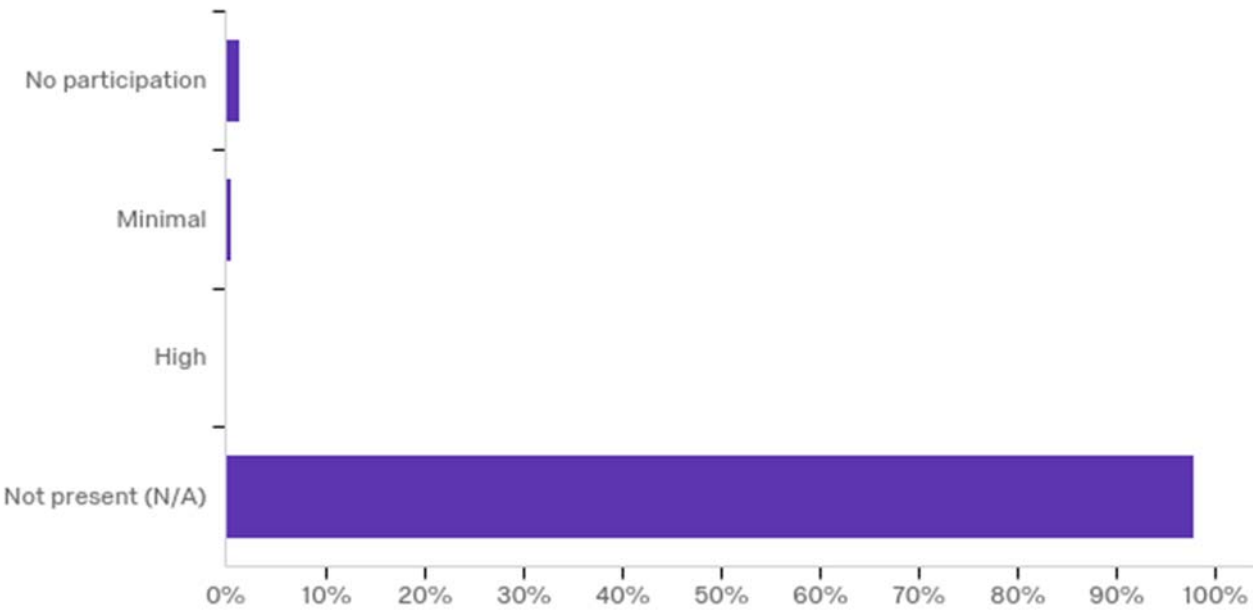
### Others Present- IRIS/MCO



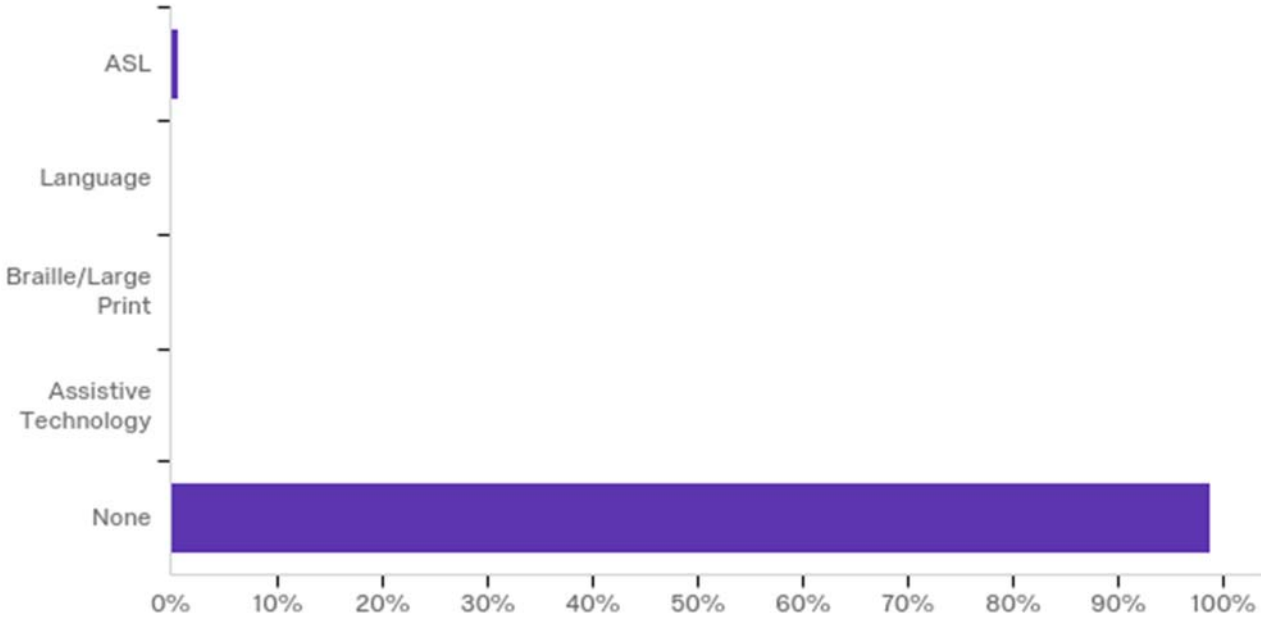
### Others Present- Site Staff



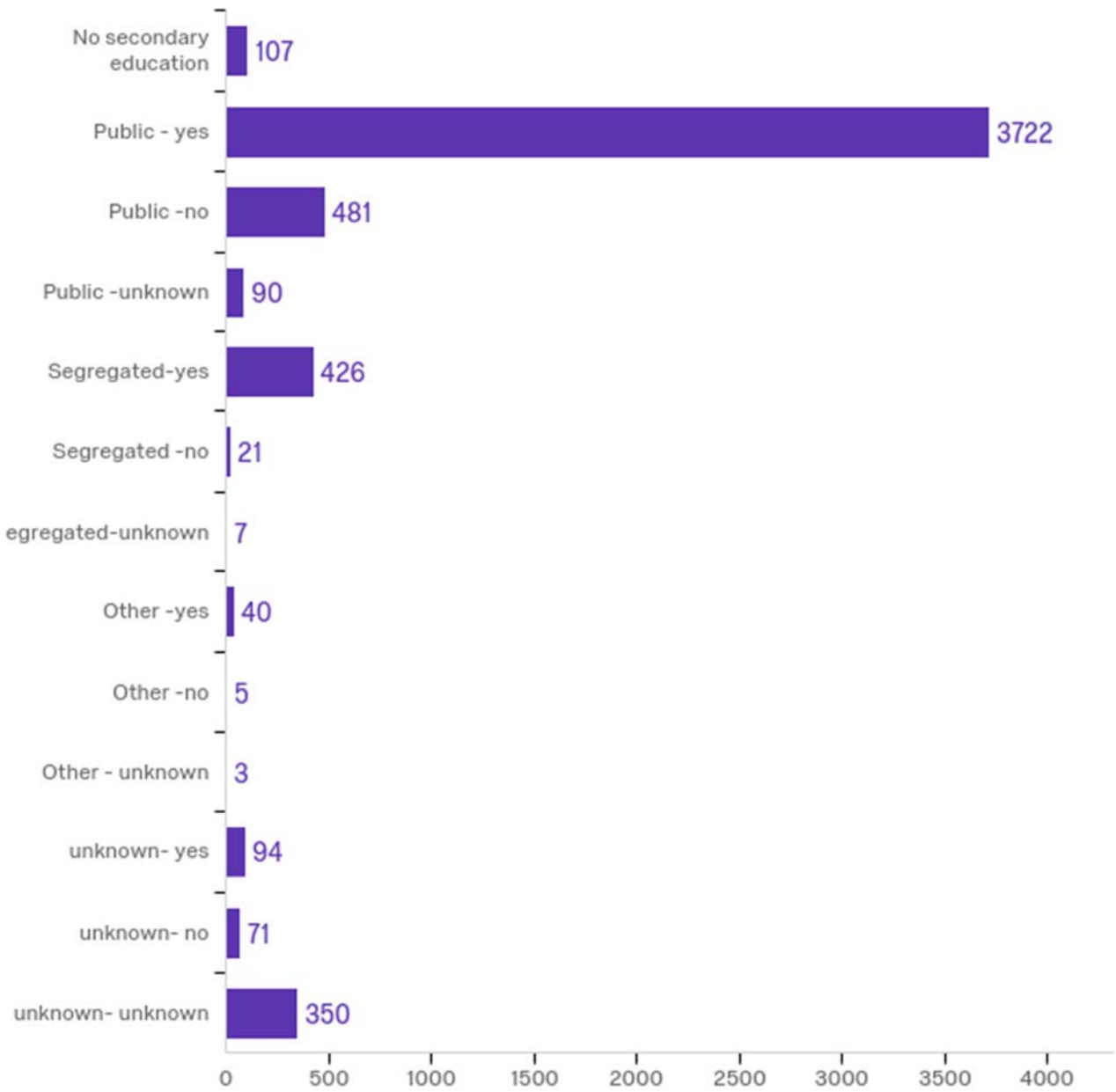
### Others Present- Other



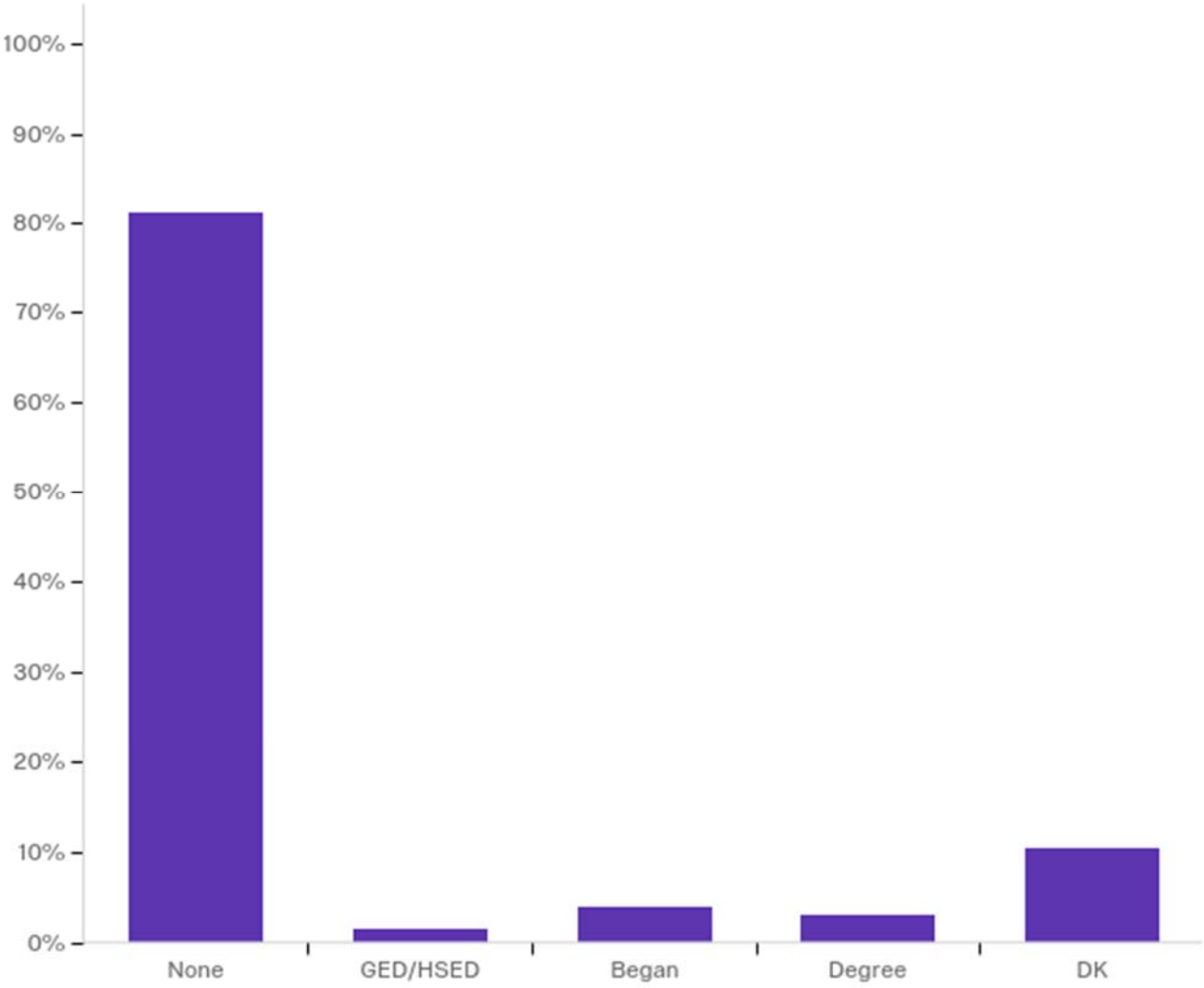
# Accommodations Used



### Secondary Education (Type of School-Completion Status)



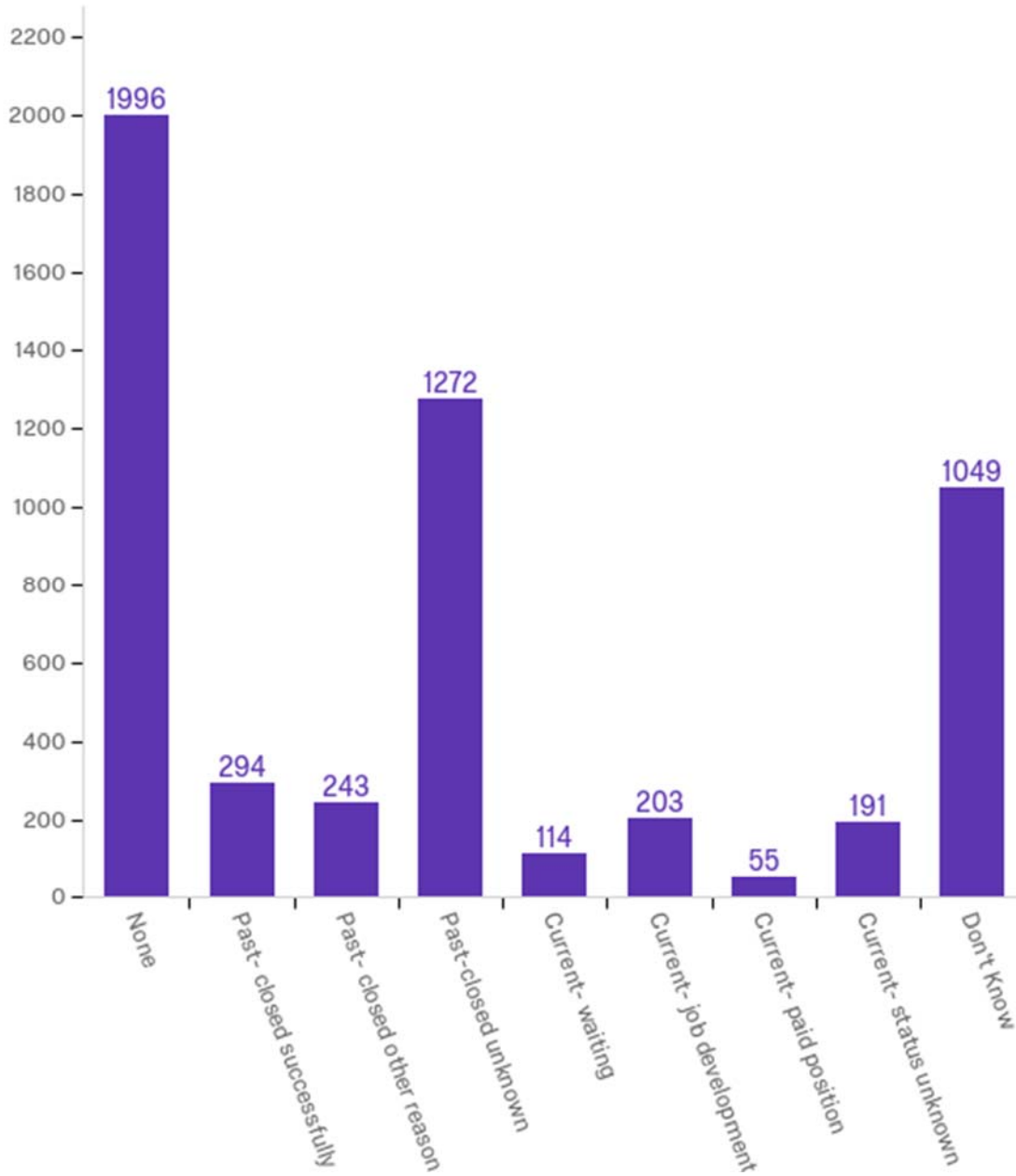
# Post-Secondary Education



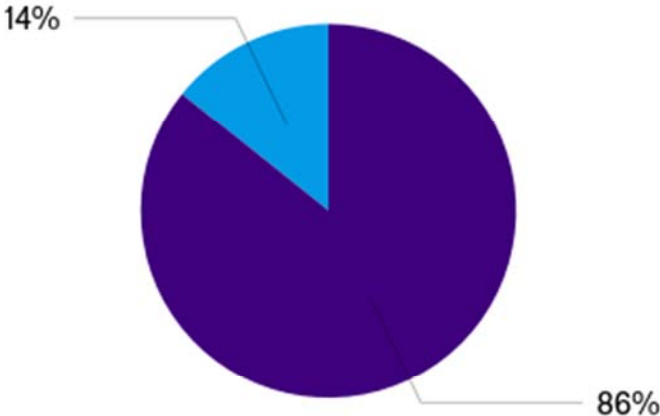
Note: Unknown responses were recorded as "DK" for "don't know"



## DVR Experience



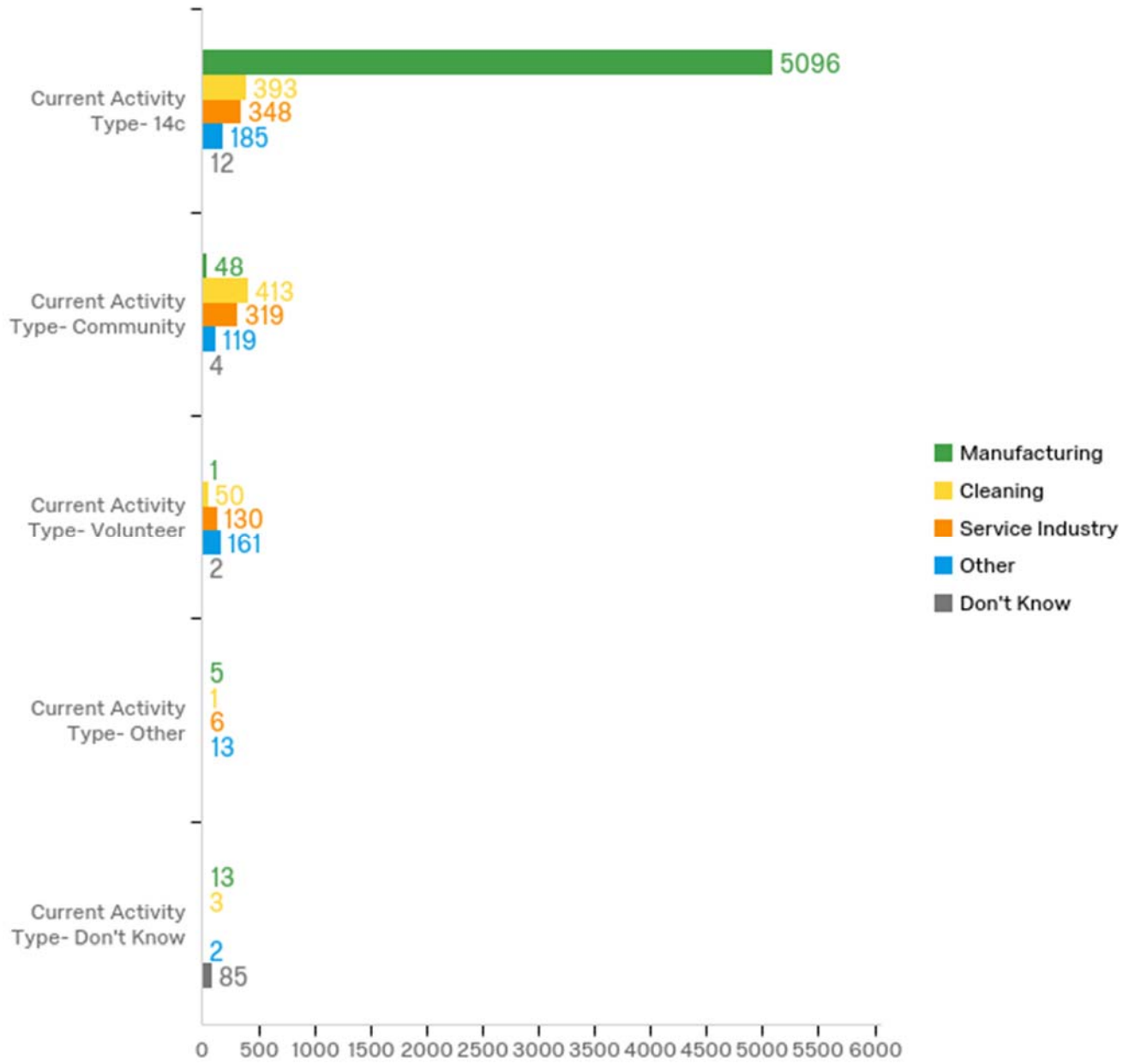
**Any Historic Vocational Activities**



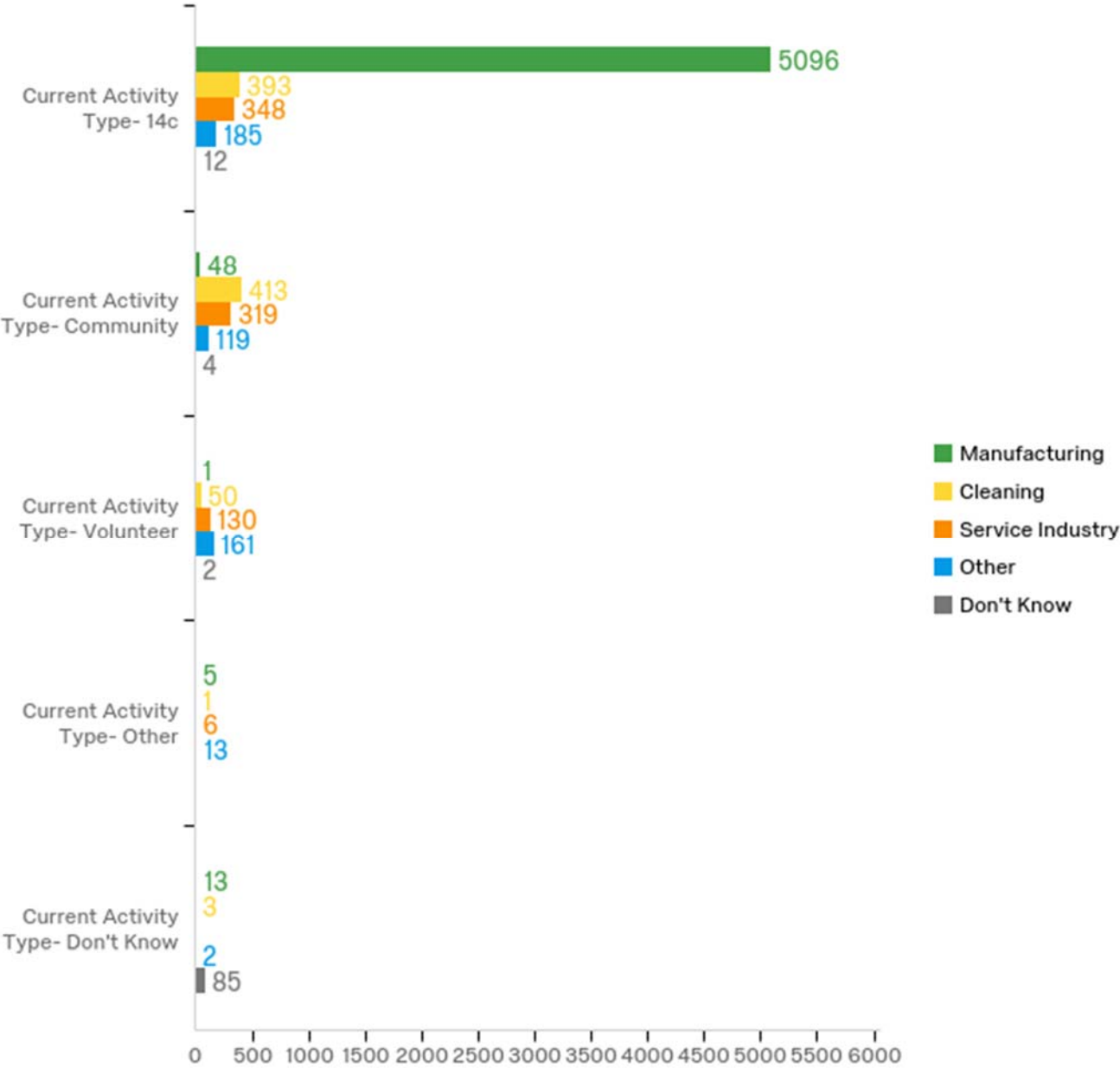
■ Historic Vocational Activities- Yes    ■ Historic Vocational Activities- None



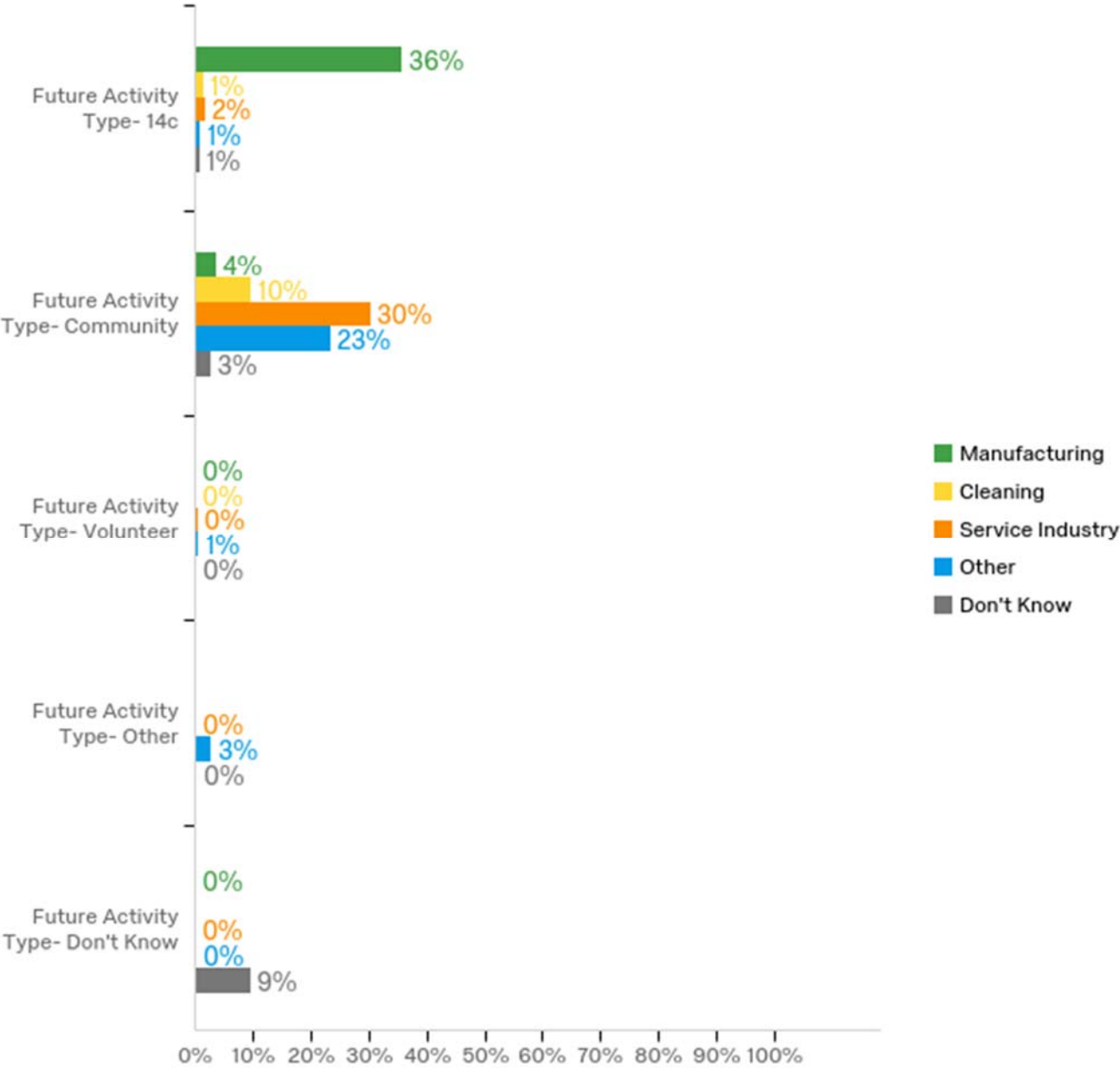
# Historic Vocational Activities



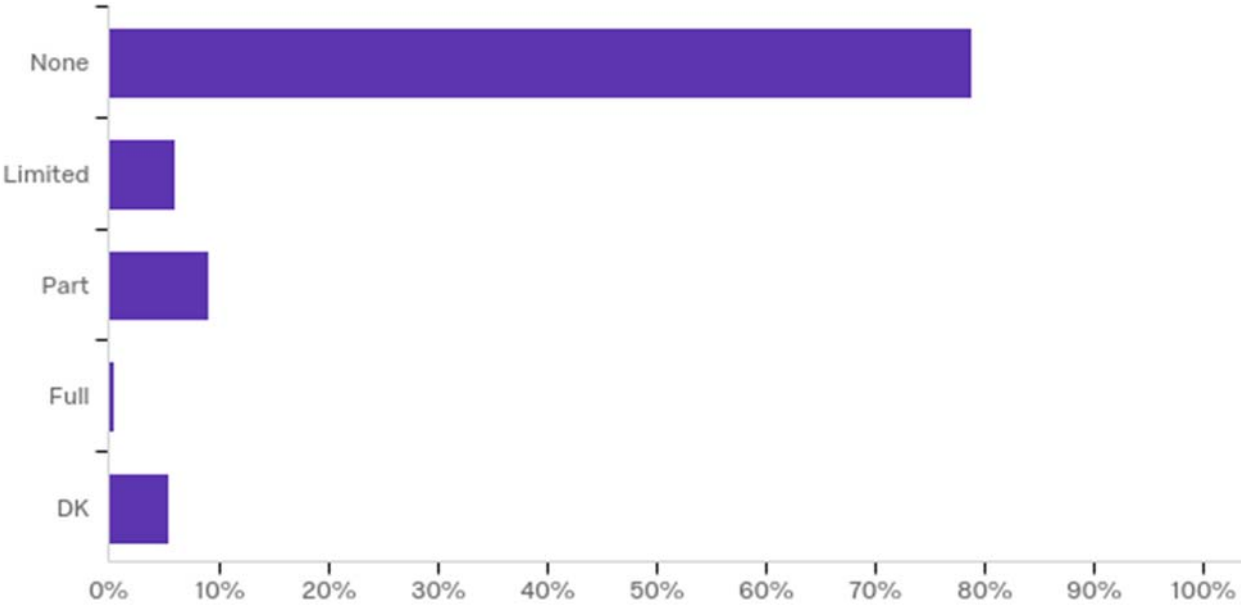
# Current Vocational Activities



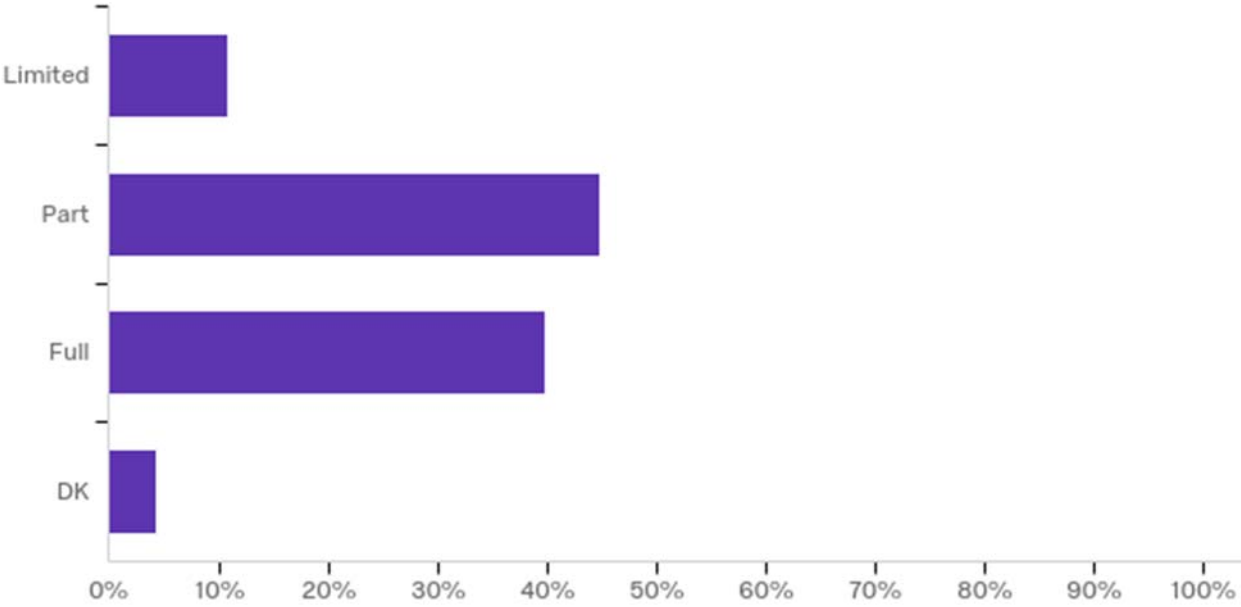
# Any Future Vocational Activities



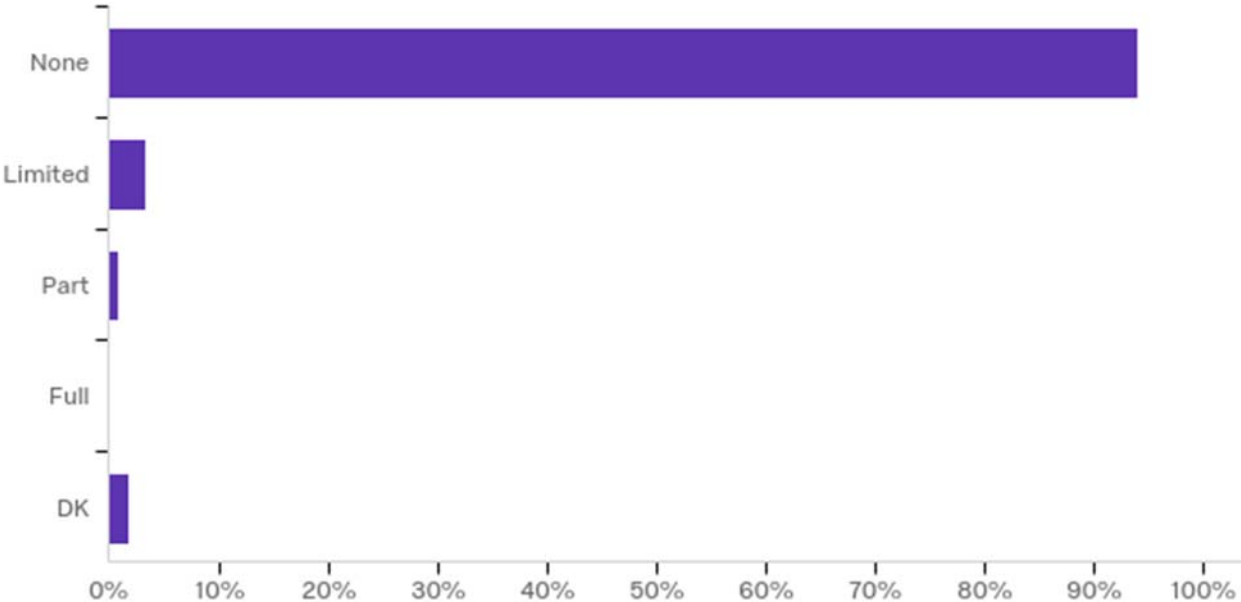
### Current Community Hours



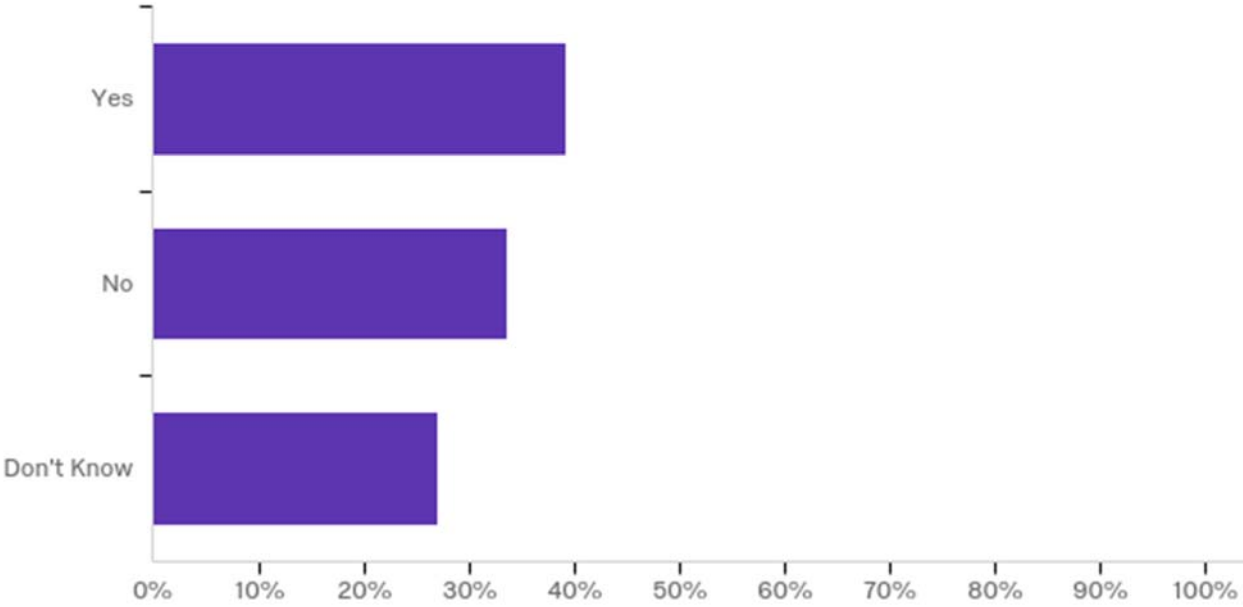
### Current 14c Hours



# Current Volunteer Hours



### Self-Advocacy/Determination/Peer Mentoring within the last year



# Interview Activity

