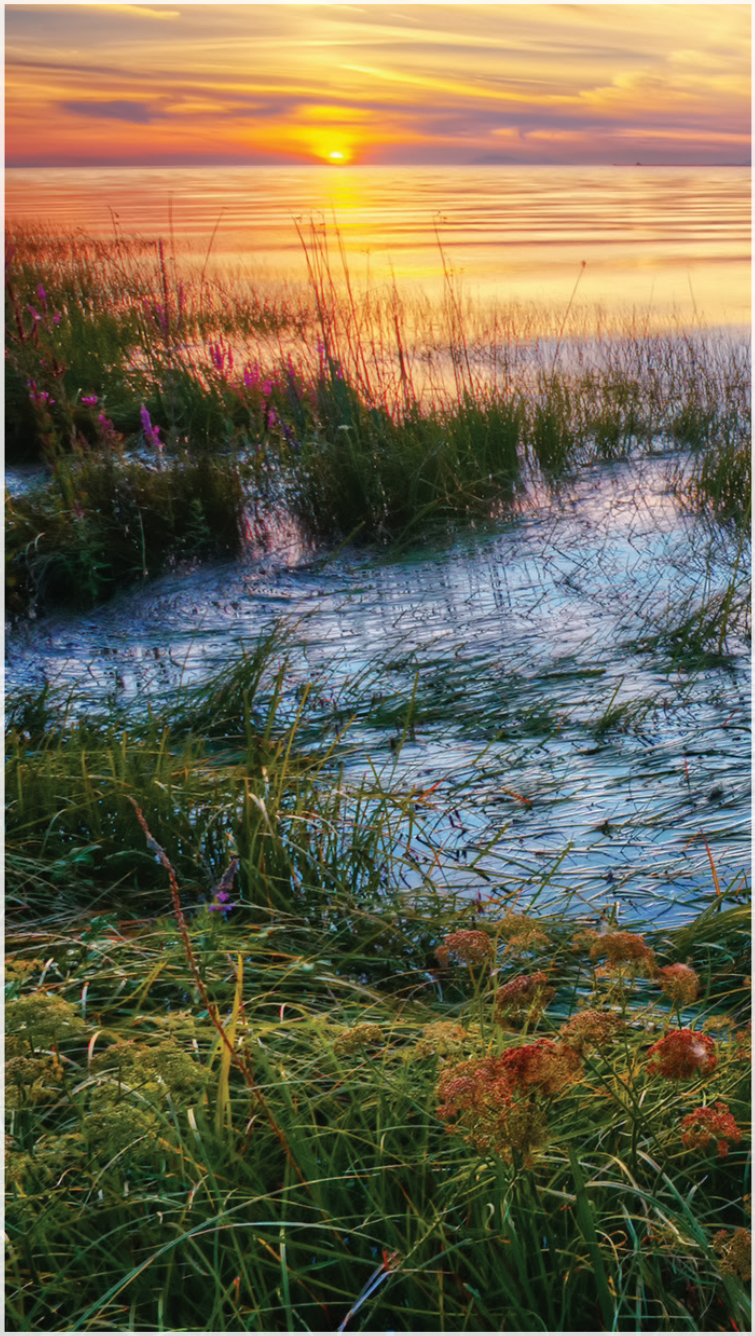
WISCONSIN DEPARTMENT OF
WORKFORCE DEVELOPMENT



Bad River Band of
Lake Superior Chippewa Indians

Forest County
Potawatomi Community

Ho-Chunk Nation

Lac Courte Oreilles Band of
Lake Superior Chippewa Indians

Lac du Flambeau Band of
Lake Superior Chippewa Indians

Menominee Indian Tribe of
Wisconsin

Oneida Nation of
Wisconsin

Red Cliff Band of
Lake Superior Chippewa Indians

Sokaogon Chippewa
Community

St. Croix Chippewa
Community

Stockbridge-Munsee Band of
Mohican Indians

2026
TRIBAL CONSULTATION

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- Worker's Compensation Division Overview
- Unemployment Insurance Division Overview
- Vocational Rehabilitation Overview
- Division of Employment and Training Overview
- DVR Tribal Liaison Staff Directory

Department of Workforce Development
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STATE OF WISCONSIN
DWD
Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary

Department of Workforce Development (DWD)
Tribal Consultation Meeting Agenda

Consultation information:

- Wednesday, July 29, 2026
- Lac du Flambeau, 418 Little Pines Rd, Lac du Flambeau, WI 54538

Agenda:

- 10:00 a.m. Welcome & Introductions – Secretary Amy Pechacek
- 10:15 a.m. DWD Agency Overview – Secretary Amy Pechacek
- 10:30 a.m. Discussion – Tribal Representatives and DWD Leaders
- 11:50 a.m. Summary and Next Steps – Julia Halopka, deputy legislative director and tribal liaison
- 12:00 p.m. Adjourn

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STATE OF WISCONSIN
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Department of Workforce Development (DWD)
Information for Wisconsin's Tribal Nations

Website:
DWD's Tribal Affairs website features various resources for the Tribes including:

- The Department's current Tribal Action Plan.
- An overview of workforce programs and services.
- Grant opportunities.
- Upcoming engagement opportunities.
- Contact information for DWD and its partners.

Visit dwd.wisconsin.gov/tribalaffairs to learn more.

Contact:
DWD's Deputy Legislative Director and Tribal Liaison, Julia Halopka, is here to help you navigate Wisconsin's workforce system. Julia can assist in connecting you with DWD's programs, services, and staff. Julia's contact information is below.

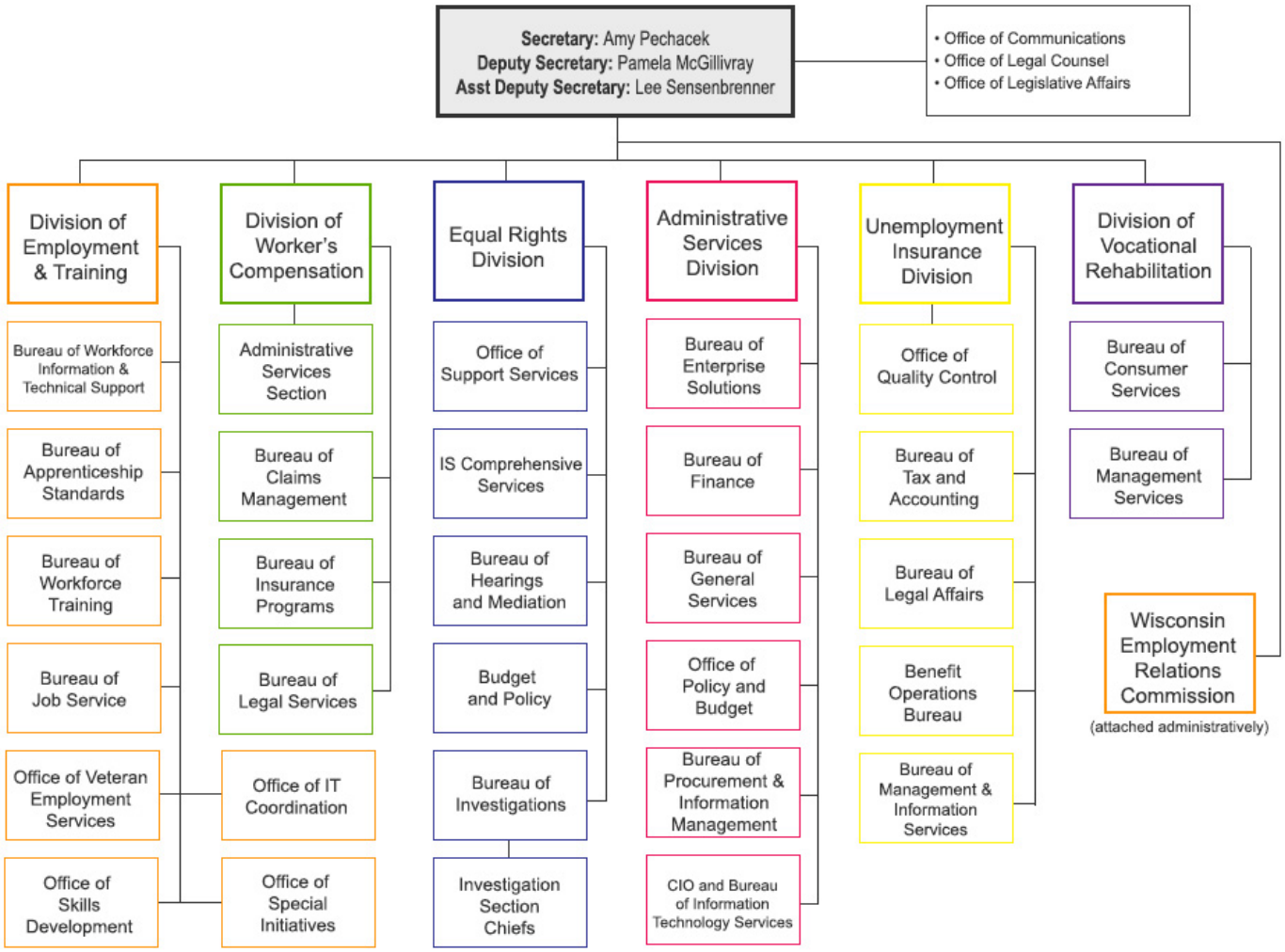
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STATE OF WISCONSIN
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Department of Workforce Development (DWD) Organization Chart



Department of Workforce Development Tribal Action Plan

Updated June 2026

The Wisconsin Department of Workforce Development (DWD) recognizes and appreciates the State of Wisconsin's unique legal relationship with the 11 federally recognized Tribal Nations with elected or appointed Tribal governments in the state. As affirmed by Gov. Tony Evers' Executive Order #18 of April 9, 2019, state and Tribal governments play key roles in efficiently delivering effective services to all the citizens of Wisconsin.

This action plan highlights mutually agreeable short- and long-term strategies to address issues of interest to Tribal Nations. DWD and the Tribal Nations headquartered in Wisconsin agree to collaborate on these strategies and provide staff support as required to successfully achieve these outcomes.

Each year, DWD hosts a Tribal Consultation to discuss this plan and provide updates. DWD's next Tribal Consultation is scheduled for July 29, 2026, in Lac du Flambeau.

Item 01	
Item Name	**Assist Tribal Nations with Addressing Workforce Challenges**
Responsible Party	DWD's Division of Employment and Training (DET)
In collaboration with	Tribal Leaders, Tribal Departments of Labor, Tribal Human Resources, Workforce Development Boards, Agency Tribal Liaisons
History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders and DWD reviewed important progress on workforce development collaborations and service delivery. At the same time, Tribal leaders expressed continued concerns about the workforce challenges they are experiencing. The issues included: • Employee recruitment and retention. Many Tribal enterprises are considered the employers of choice in their neighboring communities and beyond, however, they continue to face challenges with employee recruitment and retention. • Issues of job seeker work readiness, including a mismatch in skills and training, and the lack of soft skills. • Barriers to employment such as the lack of affordable housing, transportation, childcare, and broadband access. • Lack of data to demonstrate the economic impact the Tribes have on the state. • Challenges connecting younger generations with in-demand skills that will lead to rewarding, family-sustaining careers. • Issues with incarceration and substance use disorder rates in Tribal communities. • Lack of access to mental health care and lack of funding to support or expand existing mental health resources. In summary, while progress is being made, Wisconsin's Tribal Nations are experiencing uneven results in addressing workforce challenges in Tribal government and Tribal services, as well as in Tribal-owned businesses including gaming and hospitality sectors. The 2025 Consultation

	highlighted opportunities to collaborate to support DWD, Tribal communities, and Tribal employers. To help address the workforce issues raised, DWD's Division of Employment and Training will work closely with the local Workforce Development Boards, the technical colleges, and other state agencies to continue reducing workforce barriers and addressing workforce needs in Tribal communities.
Outcome/ Update	**Workforce Solutions Initiative** Gov. Tony Evers's investment of over $158 million in the Workforce Solutions Initiative continues to make an impact on the state's workforce. Through this funding, the administration is working to address the state's workforce needs, including the worker quantity shortage and barriers to entering the workforce among Tribal nations. DWD collaborates with the Tribes on the following Workforce Solutions Initiative programs: <u>Worker Advancement Initiative:</u> Through grants to local workforce development boards and community organizations, the Worker Advancement Initiative offers workforce resources, training programs, and supportive services to help workers overcome barriers to employment. To date, approximately 332 Tribal citizens have accessed over 1,596 training and supportive services through targeted outreach and opportunities created in collaboration with the local Workforce Development Boards across the state. <u>The Workforce Innovation Grant (WIG) Program</u> The WIG Program provided grants to regional organizations to develop and execute plans that address local workforce challenges. More specifically, grants supported the development of innovative, long-term solutions that helped businesses find qualified workers and empowered individuals to prepare for and access family-supporting careers. The following WIG programs are in collaboration with Tribes: • The Lac Courte Oreilles Band of Lake Superior Ojibwe (LCO) received $4.5 million and technical support to complete the construction of four miles of water and sewer infrastructure connected to Miskogiizhig Apartments, a 40-unit workforce housing complex. The project was completed December 2024, bolstering current and future development in the area. The water supply to the housing units created an opportunity for residents to live near the area’s second largest employer, Seven Winds Casino, as well as access to nearby tribal services like the LCO Community Health Center, the K-12 school, LCO Ojibwe University, LCO Vocational Rehabilitation Center, and the Tribal day care center, as well as nearby stores. The infrastructure project was also a catalyst for development of the LCO Community Health Center, which opened in spring 2025. The project was sized to ensure that the Tribe had the infrastructure necessary to support its broader economic vision for future growth, including supporting proposed housing developments, redevelopment and expansion of a closed service station site to support increased demand for recreational vehicle and truck fueling, and a business incubator for Tribal entrepreneurs.

- Chippewa Valley Technical College (CVTC) received funding and technical support to construct a 5,000 square-foot addition to the St. Croix Advanced Manufacturing Center in Hammond, WI. The new space was completed in 2024 and today serves as an advanced manufacturing training hub. Trainings hosted in this space include a mechatronics academy for high school students, plastic injection mold apprenticeships, and other programs. Through a partnership with Northwoods Technical College, CVTC is extending access to welding training by operating a 54-foot semi-trailer that serves as a mobile welding lab. Together, the training center and mobile lab extend access to training and employment advancement opportunities to St. Croix Tribal citizens. Over 4,169 individuals were trained in advanced manufacturing, over 2,100 employed adults were upskilled and 969individuals received metal manufacturing credentials throughout 3 manufacturing hubs, including St. Croix.
- UW Stevens Point received funding and technical support to expand forestry education and training programs. Menominee Nation Schools were included in this project as part of the effort to extend forestry awareness and education to high schools. More than 2,300 high school students received forestry education and career exposure.

The Worker Connection Program

The Worker Connection Program offers personalized navigation services to help job seekers and workers enhance their local career opportunities. Career Navigators within the program assist individuals in identifying their interests and work conditions, and guide them in exploring resources, training, and in-demand career paths available in their area. Building on the best practices and lessons learned from two pilot workforce development areas, DWD expanded the program across the state.

In January 2024, Worker Connection collaborated with the Bay Area Workforce Development board to initiate a partnership with Menominee Indian Tribe of Wisconsin and the College of the Menominee Nation. The group focused on resource coordination to address a local need for Certified Nursing Assistants. The partnership led to coordinating a Certified Nursing Assistant cohort training program for the Wolf River Community Based Residential Facility. Seven individuals completed the 8-week program, including a clinical rotation, and passed their final exam.

DWD provided an update on the Workforce Solutions Initiative during its virtual tribal check-in on June 29, 2026.

Tribal Colleges and WIOA-Funded Tuition Assistance

Nicolet College offers two programs that qualify for the Workforce Innovation and Opportunity Act (WIOA) funded tuition assistance and are listed on the state's Eligible Training Programs List that focus on tribal areas of study:

- Tribal Business Management, and
- Indigenous Ways of Knowing.

Veteran Outreach and Employment Services
DWD's Office of Veteran Employment Services (OVES) is committed to advancing employment opportunities for Wisconsin veterans through targeted business engagement and services for the veteran community. During the period of August 1, 2025, through June 1, 2026, OVES provided 93 services to 11 Tribal members.

In Workforce Development Area (WDA) 2 and 3, staff continue to maintain a relationship and regular contact with the Potawatomi Hotel & Casino (PHC) by regularly attending PHC hiring events and job fairs to provide outreach about OVES services. OVES regularly connects job seeking veterans to employment at PHC.

In WDA 5, OVES continued its collaboration with the three major Native American Nations within its district: Oneida, Menominee, and the Stockbridge-Munsee. OVES staff often engage with the Tribes through career fairs, Tribal Veterans Services, and by providing case management to Native American veterans with significant barriers to employment.

In WDA, 7 OVES collaborates with the Great Lakes Inter-Tribal Council who operates Tribal Vocational Rehabilitation services in Bayfield, Ashland, and Iron Counties.

OVES staff in WDA 8 and 9 regularly participate in hiring events with the Ho-Chunk Nation.

Additionally, OVES is participating in the American Indian Chamber of Commerce of Wisconsin Tribal Nation Toolbox Tours throughout the state.

Fostering Opioid Recovery Through Workforce Development (FORWD) Grant
DWD received a $4.3 million grant to serve 305 individuals directly impacted by the opioid crisis; the program has surpassed that goal, having served 383 individuals statewide to date. The program aims to help these individuals reintegrate into the workforce, providing them employment and training services to prepare them for self-sustaining employment critical to a stable recovery. Five boards are participating in FORWD and implementing the grant's programming:

- Employ Milwaukee, Inc.
- Fox Valley Workforce Development Board.
- Northwest Wisconsin Workforce Investment Board, in partnership with the North Central Wisconsin Workforce Development Board.
- West Central Wisconsin Workforce Development Board.
- Southwest Wisconsin Workforce Development Board.

The opioid crisis has disproportionately affected Native communities in Wisconsin. FORWD's service areas were selected, in part, to reach counties where significant Native populations are experiencing this impact.

In furtherance of that goal, during the first quarter of 2026, the Northwest Wisconsin Workforce Investment Board conducted targeted outreach to the Red Cliff, Bad River, and Lac Courte Oreilles Tribes—promoting the program's temporary disaster-relief employment positions and tuition

	assistance available to FORWD participants pursuing in-demand career pathways. The board is also working to establish Tribal partners as host sites for these positions, which would place grant-funded workers (such as peer recovery supporters and social service navigators) directly in Native communities. DWD will continue working with the participating boards to expand Tribal participation in FORWD through active outreach and meaningful engagement opportunities through the grant's end in fall of 2026. **WIOA Title 1 Programs** WIOA Title 1 programs (Adult, Dislocated Worker, and Youth Programs) help people find employment and may fund training when needed for an individual to gain or retain employment. • The Adult Program serves people who are least 18 years old and provide training and career services that require personalized attention from a career planner. • The Dislocated Worker Program serves individuals who have lost their jobs and who fit into one of the dislocated worker categories defined in WIOA. • The Youth Program serves in-school youth (ages 14-21) and out-of-school youth (ages 16-24) who need assistance with training or education to enter the workforce successfully. The focus is on young people with barriers to success. 152 individuals who self-identified as American Indian or Alaskan Native received WIOA Title I services between June 1, 2025, and May 31, 2026. **Job Service Outreach** Job service managers continue to work with Tribal communities to partner in engagement and outreach efforts with the goal of meeting constituents where they are at. For example, job services staff conducted targeted outreach to Tribal members in Wisconsin Rapids and the Superior area.
Resources	Workforce Solutions Initiative: dwd.wisconsin.gov/workforce-solutions Eligible Training Provider List: dwd.wisconsin.gov/ETPL Job Center of Wisconsin: jobcenterofwisconsin.com

Item 02	
Item Name	**Apprenticeships**
Responsible Party	DWD's Division of Employment and Training Bureau of Apprenticeship Standards (BAS)
In collaboration with	Tribal Leaders, Tribal Government Staff, and Tribal Employers
History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders expressed interest in sponsoring apprenticeships or expanding apprenticeship opportunities to engage more Tribal citizens.

	DWD's Bureau of Apprenticeship Standards (BAS) will meet with interested Tribes to provide information about Registered Apprenticeship, Youth Apprenticeship, and Certified Pre-Apprenticeship. Apprenticeship opportunities can help job seekers build the skills necessary for higher wage employment while helping employers find qualified applicants. DWD's Bureau of Apprenticeship can also support the Tribes in encouraging Tribal citizens to pursue diverse and expanding career pathways through apprenticeship programming.
Outcome/Update	On December 9, 2025, Trina Schofield, Ojibwe, attended the Native American Chamber of Commerce Banquet. This included networking with Tribal leaders, Native-owned businesses and organizations and learning more about economic development initiatives, including Forest County Potawatomi's acquisition of an electrical contracting company. On June 2, 2026, Trina delivered a presentation to incarcerated individuals in the Heavy Equipment apprenticeship program. It was an inclusive group of all backgrounds but hosted by the Native American Liaison at the Wisconsin Department of Transportation (WisDOT) and Daniel Webster, an Oneida Tribal citizen and Director of Diversity and Inclusion for the Walbec Group. In 2025, DWD's Bureau of Apprenticeship Standards (BAS) worked with the Federal Highway Administration, WisDOT's Tribal affairs program, and the Wisconsin Department of Corrections to run a Highway Construction Skills Training (HCST) Certified Pre-Apprenticeship (CPA) program at Sanger B. Correctional Institution just outside of Green Bay. Around half of that class were individuals that self-identified as Tribal members. All 10 participants graduated the program, and one was hired by the Walbec Group (a road construction company). So far in 2026, WisDOT has allocated more funding to their Tribal affairs program, so expanded this partnership to start a second class HCST CPA at the Kettle Moraine Correctional Institution (KMCI). KMCI is ideal institution to partner with as they have a staff member from Bay Area Workforce Development Board and an onsite Job Center. Three individuals from the Sokaogon Chippewa Community completed the HCST training on June 18, 2026. DWD Bureau of Apprenticeship Standards staff member, Mike Puminski met with Forest County Potawatomi to discuss the Early Childhood Educator apprenticeship program in Spring 2026. Mike also met with the Sokaogon Chippewa Community in Mole Lake about the Broadband Technician registered apprenticeship program. Both Forest County Potawatomi and Sokaogon Chippewa Community have a strong partnership with Nicolet College and are planning to use Nicolet for the related instruction. To date, the program status is still pending.
Resources	Apprenticeship Website: dwd.wisconsin.gov/apprenticeship

Item 03

Item Name	**Access to Resources**
Responsible Party	DWD
In collaboration with	Tribal Leaders, Tribal Government Staff, Agency Tribal Liaisons
History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders expressed an interest in learning more about workforce programs. DWD strives to increase the accessibility of programs for Tribal Nations at the statewide and regional level. DWD staff will share information about resources during the ongoing DWD and Tribal virtual check-ins between consultations. The department will continue to work with other agencies on how to streamline access to state services.
Outcome/ Update	**Department-wide Updates** Since June 11, 2025, DWD has hosted two virtual engagement opportunities for representatives of Wisconsin's Tribal Nations. These webinars have offered a space for DWD to provide updates on progress to its Tribal Action Plan, information about workforce programs, and answer questions. Webinar topics have included: • Apprenticeship; • Economic and labor market data; • Workforce Solutions Initiative; • Unemployment Insurance program; • Equal rights for Wisconsin workers; • Worker Connection program; • DVR Summer Youth program; and • Wisconsin Fast Forward grant program. In addition, DWD updated its Tribal Affairs webpage to highlight resources for Tribal nations in a more accessible format.
Resources	Tribal Affairs Website: dwd.wisconsin.gov/tribalaffairs

Item 04	
Item Name	**Investing in Tribal Youth**
Responsible Party	DWD
In collaboration with	Tribal Leaders, Tribal Government Staff, Local Workforce Development Boards

History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders emphasized the importance of serving the Tribal youth population to invest in the state's future workforce. The following youth resources and services were discussed: • Work-readiness courses; • Career counseling; and • Youth Apprenticeships. Participants emphasized the importance of culturally competent services and programs for Tribal youth. Tribal members who currently work with Tribal youth discussed the success and engagement in existing programs, the need to expand current programs, and the need to evaluate additional program opportunities. DWD will conduct outreach to the Tribes to outline current services available to Tribal youth. DWD's divisions will explore how to best increase their programs' accessibility to Tribal youth and improve overall cultural competency at the statewide and regional level.
Outcome/ Update	**Division of Vocational Rehabilitation** DWD's Division of Vocational Rehabilitation (DVR) offers work-based learning opportunities to eligible/potentially eligible students. Participation in the program is voluntary, and parental consent is required for all participants. Throughout 2024 and 2025, DVR worked in partnership with the Vocational Rehabilitation for Native Americans program offered by the Great Lakes Inter-Tribal Council. The focus of the collaboration was youth engagement and the Tribal summer youth program. In summer 2025, The Tribal summer youth program served 58 students. This included 37 students from Bad River, 7 students from Red Cliff, and 14 students from St. Croix. 58 students will participate during summer 2026, including 25 students from Bad River, 22 students from St. Croix, and 11 students from Red Cliff. By collaborating with Tribal partners, DVR can support comprehensive programs like these in Bad River, Red Cliff, and St. Croix, contributing to DWD's commitment to serve potentially eligible students in underserved areas, including Tribal communities. Some of the work sites have included Bad River Health and Wellness Clinic, Dental Clinic, Food Sovereignty, Legal Department; St. Croix Round Lake and Maple Plain Community Centers, and Elder Care; and Red Cliff Boys & Girls Club and Library. DWD provided an update on the Tribal summer youth program its virtual tribal check-in on June 29, 2026. **Youth Apprenticeship** A Youth Apprenticeship is a one- or two-year “earn while you learn” program for high school juniors and seniors consisting of work and related classroom instruction in a chosen occupation. Training is received on-the-job where the employer teaches the skills of the occupation. This is augmented by taking courses that are related to that occupation. Youth Apprenticeship (YA)

	opportunities are organized into 14 broad YA Program Areas. Within each Program Area are a number of more specific Occupational Pathways. Those Program Areas include agriculture, food, and natural resources; architecture and construction; finance; health sciences; hospitality and tourism; information technology; manufacturing, etc. Schools that are interested in offering the YA program, as well as interested employers and students, can find their local YA consortium by contacting the Department of Workforce Development YA staff at YA@dwd.wisconsin.gov, or by looking up your local consortium at dwd.wisconsin.gov/apprenticeship/contacts.
Resources	Tribal Affairs Website: dwd.wisconsin.gov/tribalaffairs Youth Apprenticeship Website: dwd.wisconsin.gov/apprenticeship/ya

Item 05	
Item Name	**Workforce Data**
Responsible Party	DWD Division of Employment and Training (DET)
In collaboration with	Tribal Leaders
History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders identified the need for labor and workforce data specific to Tribal Nations. Leaders noted that the data would help to communicate the impact tribes have on the Wisconsin economy and workforce. DWD's Division of Employment and Training includes regional labor market economists who are skilled in assembling and interpreting local data on workforce trends, wages, housing, transportation, and demographics for use in strategic planning and workforce recruitment and retention. The economists are available for Tribal meetings and may provide specific data to support the Tribes in community development and employment success. DWD's Tribal Liaison can facilitate these meetings.
Outcome/ Update	DWD's Bureau of Workforce Information and Technical Support presented an economic update and resources at the Sept. 24, 2025 virtual check-in with the Tribal Nations. Among the resources highlighted were the 2025 County Workforce Profiles. • DWD's **County Workforce Profiles** provide snapshots of the labor market for every Wisconsin county. Each profile includes analysis of population and population change, industry employment, occupational patterns within industries, labor force dynamics, and employment projections. The 2025 profiles feature a section on the impact of artificial intelligence. Tribal leaders are encouraged to explore the profiles on WisConomy. The profiles are also available on the Tribal Affairs website. The 2026 County Workforce Profiles will be released by the end of the year. To continue progress on this item, DWD's Tribal Liaison will connect with the Department's Bureau of Workforce Information and Technical Support to explore opportunities for data

	sharing with the tribes, while recognizing and maintaining data sovereignty. Additionally, DWD welcomes Nations to request personalized presentations on workforce and economic data.
Resources	Employment and Training Dashboard: dwd.wisconsin.gov/det/dashboard/main WisConomy Website: jobcenterofwisconsin.com/wisconomy Tribal Affairs Website: dwd.wisconsin.gov/tribalaffairs

Item 06	
Item Name	**Connections to Vocational Rehabilitation**
Responsible Party	DWD Division of Vocation Rehabilitation (DVR)
In collaboration with	Tribal Leaders, Tribal Government Staff, and Vocational Rehabilitation Services
History	At the June 11, 2025, DWD Tribal Consultation meeting, DVR leadership shared information about the division and Vocational Rehabilitation for Native Americans (VRNA) connections and collaboration on services offered. Both DVR and Tribal leaders expressed the need to keep supporting and enhancing this shared work. DWD will continue efforts to support and expand vocational rehabilitation connections, services, and relationships. DWD will assess the feasibility of continuing to expand DVR Summer Youth Services to other Tribes. In addition, DVR will expand efforts to incorporate culturally specific elements into its rehabilitation services to help counselors work with individuals on their needs related to their disability and intergenerational trauma.
Outcome/Update	In 2025, DVR offered self-employment training to Tribal Vocational Rehabilitation managers, staff, and DVR liaisons. Local DVR leadership presented information on the Job Explore program and other services to representatives from the Oneida Nation. GLITC, Lac Courte Oreilles, Oneida Nation, and DVR will sponsor DVR Liaisons' attendance at the 2026 Consortium of Administrators of Native American Rehabilitation (CANAR) event in Green Bay, Wisconsin. This event will help to improve DVR staff cultural competency and encourage successful outcomes for DVR consumers who are Native American. Local DVR leadership met with the Menominee Nation's vocational rehabilitation program on June 30, 2026, to discuss pre-ETS, opportunities for collaboration on cases, and strategies for DVR to build connections with tribal citizens.
Resources	DVR Website: dwd.wisconsin.gov/dvr

Item 07	
Item Name	**Improving Cultural Competency**
Responsible Party	DWD
In collaboration with	Governor's Office, Tribal Liaisons, Great Lakes Inter-Tribal Council (GLITC)
History	DWD recognizes the need to expand the department's cultural competencies to improve collaboration with the Tribes and best serve Tribal communities. DWD will evaluate how to best train and educate non-native staff to improve understanding of Tribal histories, cultures and customs, ways of working, shared and individual trauma experiences, Tribal languages, and Tribal services. DWD's Tribal Liaison can assist with these efforts in consultation with agencies' Tribal Liaisons, the Governor's Office, and the Great Lakes Inter-Tribal Council (GLITC).
Outcome/Update	DWD employees completed the "Tribal Basics for State Employees" training provided by the Department of Administration. DWD's Employee Engagement Team hosted a Native American Heritage Month webinar on Nov. 4, 2025. The webinar featured David O'Connor, citizen of the Bad River Band of Lake Superior Chippewa and Education Consultant - American Indian Studies Program at the Wisconsin Department of Public Instruction (DPI). During the webinar, David provided a brief overview of the histories, cultures, and tribal sovereignty of American Indian Nations and tribal communities of Wisconsin and the United States. He also highlighted accurate and authentic resources for learning more about Tribal Nations, communities, and people. 80 DWD staff members attended the training. Of those who responded to a post-event survey, 82% of participants reported that the presentation advanced their knowledge and understanding of the topic.
Resources	_ _

Item 08	
Item Name	**Resources for Justice-Involved Individuals**
Responsible Party	DWD Division of Employment and Training (DET), DWD Division of Vocational Rehabilitation (DVR), Local Workforce Development Boards
In collaboration with	Tribal Leaders, Tribal Governments, the Department of Corrections (DOC)

History	At the June 11, 2025, DWD Tribal Consultation meeting, Tribal leaders expressed the need for resources for adults and youth who are justice-involved. Incarceration and re-entry barriers significantly impact individuals' ability to obtain and maintain employment. Conversely, employment is key to combatting recidivism. DWD will conduct outreach to the Tribes to outline current services available to individuals that are justice-involved. As part of the department's increasing accessibility and improving cultural competency efforts, DWD will emphasize evaluating the expansion of these services to Tribal communities and how to cater to Tribal citizens' needs.
Outcome/Update	In 2017, DET identified strategies to prepare justice-involved individuals for employment when re-entering their community after release. A year later, in 2018, the first correctional job lab opened at Oakhill Correctional Institution in Oregon, WI. Since 2018, 15 correctional job labs have opened, including one mobile job lab. Two community job labs are located Division of Community Corrections locations in Milwaukee and Janesville. In 2025, the Wisconsin Department of Workforce Development (DWD) and the Wisconsin Department of Corrections (DOC) assisted 10,387 persons in DOC care through the correctional job labs.
Resources	_ _

Item 09	
Item Name	**DWD's Overall Engagement with Wisconsin's Tribes**
Responsible Party	DWD Secretary's Office
In collaboration with	Tribal Leaders
History	At the June 11, 2025, DWD Tribal Consultation meeting, attendees discussed opportunities to foster relationships and improve coordination between DWD and the Tribes. Increased collaboration would help to better serve Tribal job seekers, employers, and workers. DWD will provide engagement opportunities on a quarterly basis for Tribal leaders or their designees to receive updates on resources and opportunities, connect with technical assistance, and develop relationships that support deeper engagement. Additionally, the Secretary and Tribal Liaison strive to visit each of the Tribes over the course of the year. DWD is also interested in increasing Tribal representation on its various councils and boards to provide more opportunities for engagement and increase collaboration. The department will continue this discussion with Tribal leaders and communities to gauge interest and identify potential appointees.

Outcome/Update	Secretary Pechacek visited Ho-Chunk Nation on March 28, 2024, Menominee Nation on June 12, 2024, Red Cliff on June 25, 2024, Oneida Nation on July 12, 2024, and the Forest County Potawatomi on Aug. 29, 2024. The department held two virtual engagement opportunities in 2025. The March 26, 2025, event highlighted the Menominee Indian Tribe of Wisconsin's partnership with the Worker Connection program and the DVR summer youth employment program. The Sept. 24, 2025, event highlighted recent updates from the agency, recent labor market statistics and resources, and an overview of DWD's Wisconsin Fast Forward grant program. In recent years, several representatives from Native Nations have been appointed to serve on DWD councils. • Daniel Webster, who is the Director of Diversity and Inclusion for the Walbec Group and a member of the Oneida Nation, was appointed to Wisconsin's Apprenticeship Advisory Council at the end of 2023. He also participated in the department's virtual check-in on Feb. 29, 2024, to discuss his experience with apprenticeship. • Vanessa Miller, Food & Agriculture Area Manager for the Oneida Nation, was appointed to the Wisconsin Agricultural Education and Workforce Development Council in Spring 2025. • Kim Milek, Program Director for Vocational Rehabilitation for Native Americans at Great Lakes Inter-Tribal Council, Inc., was appointed to the Wisconsin Rehabilitation Council in November 2025. • Jeriah Rave, Executive Director of Personnel for the Ho-Chunk Nation, was appointed to the Governor's Council on Workforce Investment in January 2026. DWD is seeking applicants for other council and committee vacancies.
Resources	_ _

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STATE OF WISCONSIN
DWD
Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary

Department of Workforce Development (DWD)
Funding and Programs Available to Tribal Nations
(updated July 2026)

The 2021 Tribal Consultation Policy states: each agency shall create a list of programs and services available to Tribes, including an overview listed by agency division/bureau/section, contact information, and summary. Below are DWD programs and funding opportunities available to Tribal Nations.

Wisconsin Training for Resilient Advanced Industry Needs (WisTRAIN)	
Program Name:	Wisconsin Training for Resilient Advanced Industry Needs (WisTRAIN)
Program Type:	An employer-led **workforce training grant** program that helps employers fast-track their workforce growth and expertise. Focused on advanced manufacturing and artificial intelligence (AI), WisTRAIN grants fund employer-driven occupational training to help workers and employers adapt to the rapid evolution of technology in key industries and prepares Wisconsin's workforce for the fastest-growing technical occupations. $6.6 million in available funds.
Funding Cycle:	For consideration in the initial funding round, applications are due by 11:29pm Central Time on July 13, 2026. After July 13, 2026, if funds are available, applications may be accepted and reviewed on a rolling basis until all funds are awarded.
Description:	WisTRAIN grants are open to employers of any size operating in Wisconsin. Grant Amount: Up to $330,000 per grantee or consortium. Program Goals - This program gives employers the funding to train workers for the future. WisTRAIN grants aim to address industry shifts resulting from technological advances to: • Expand access to industry-recognized credentials; • Support digital equity and literacy; • Increase employer-education partnerships; and • Prepare workers for high-demand jobs while ensuring employers remain competitive in a rapidly changing economy.
Target Population:	WisTRAIN grants are available to employers statewide and support two high-growth and in-demand industries critical to Wisconsin's economic future: **Advanced Manufacturing** • Technologies: Robotics, digital twins, predictive maintenance, cyber-secure operational systems, and more • Demand: Skills shortages in data analytics, project management, and digital systems integration **Artificial Intelligence (AI)** • Applications: Healthcare, finance, logistics, agriculture, and manufacturing

	• Demand: Expertise in data analytics, human-AI collaboration, and cybersecurity
Program Requirements:	**Eligibility requirements include:** • Operating a business in Wisconsin or being part of a consortium of Wisconsin employers • Proposing training that supports occupations, technologies, or workforce needs related to advanced manufacturing, AI, or related emerging industries • Employing trainees in Wisconsin-based positions
Funding Stream(s):	U.S. Department of Labor (DOL) through an Industry-Driven Training Fund grant. A total of $7,300,000, or 100% of the program is financed with federal funds.
Lead DWD Division:	Employment and Training - Bureau of Workforce Training
Resources:	WisTRAIN website: dwd.wisconsin.gov/wistrain
DWD Contact:	WisTRAIN Grant Program Team: WisTRAIN@dwd.wisconsin.gov
Workforce Innovation Grants: Healthcare Employment, Access, and Rural Transformation (WIG: HEART)	
Program Name:	Workforce Innovation Grants: Healthcare Employment, Access, and Rural Transformation (WIG: HEART)
Program Type:	Competitive grants for innovative projects that develop transformational solutions to workforce challenges that impact the quality and availability of healthcare in Wisconsin's rural regions and communities across Wisconsin.
Funding Cycle:	The four-year program is scheduled to run from Oct. 30, 2026 to Sept. 1, 2030. The current application is for Year 1 of the grant, which will run from Oct. 30, 2026 to Sept. 1, 2027. All applications must be submitted through the WIG: HEART online application system, including all required exhibits by 3 p.m. Central Time on Monday, Aug. 17, 2026.
Description:	Grants support healthcare industry employers in finding workers and help workers prepare for and connect to better, higher-quality, and more family-sustaining jobs. Through this initiative, the Wisconsin Department of Workforce Development (DWD) will expand on the success of the Governor's $128 million Workforce Solutions Initiative grant program called the Workforce Innovation Grant (WIG) program. Up to $10 million will be available to non-profit organizations and governmental entities to support programs that will address key rural healthcare workforce challenges by bolstering workforce recruitment and retention, providing training and technical assistance for technology solutions, fostering collaboration, and developing appropriate care availability.
Target Population:	Eligible lead applicants must be 501(c)(3) non-profit organizations and/or governmental entities located in and serving a rural or semi-rural county on the target area map on page three of the Grant Program Announcement (GPA).
Program Requirements:	Organizations and entities may apply as lead applicants on more than one application when representing multiple project partnerships. The cumulative award amount for a lead applicant is capped at $10 million regardless of the number of applications it is party to or submits.

	• Grant funds must address key rural healthcare workforce challenges identified in the applicant's application materials. • Eligible applicants may apply for a minimum of $500,000 up to a maximum of $10 million across four years and submit all required exhibits. • Lead applicants and any subgrantees must comply with federal statutes, regulations, executive orders, and requirements as specified in the GPA. • Lead applicants must complete a Pre-Award Risk Assessment and Due Diligence Checklist to ensure compliance with state and federal laws and regulations.
Funding Stream(s):	Centers for Medicare & Medicaid Services (CMS) of the U.S. Department of Health and Human Services (HHS) through a subaward as part of a financial assistance award made to the State of Wisconsin Department of Health Services totaling $203,670,005.21 with 100 percent funded by CMS/HHS.
Lead DWD Division:	Employment and Training - Office of Skills Development
Resources:	WIG: HEART website: dwd.wisconsin.gov/det/heart
DWD Contact:	WIG: HEART Grant Program Team: HEARTGrant@dwd.wisconsin.gov
Registered Apprenticeship (RA)	
Program Name:	Registered Apprenticeship
Program Type:	Education for employment services, on-the-job learning reimbursement, supportive services reimbursement administered by DWD.
Funding Cycle:	Workforce Innovation and Opportunity Act (WIOA) funding is annual. Federal grants have periods of performance.
Description:	• To register apprenticeships in high-growth occupations including advanced manufacturing, biotechnology, financial services, healthcare, IT industries as well as expanding on existing programs. • To provide up to $600 reimbursement to apprentices for costs incurred during an apprenticeship for work-related clothing, boots, tools, transportation, housing, childcare, etc. • To provide up to $2,500 reimbursement per apprentice to the sponsor of the apprentice.
Target Population:	Anyone age 16 or above
Program Requirements:	Apprenticeships, credential attainment, occupational training
Funding Stream(s):	WIOA and U.S. Department of Labor (DOL) competitive grants
Lead DWD Division:	Employment and Training
Resources:	Apprenticeship website: dwd.wisconsin.gov/apprenticeship
DWD Contact:	David Polk, Bureau of Apprenticeship Standards Director, david.polk@dwd.wisconsin.gov
Youth Apprenticeship (YA)	
Program Name:	Youth Apprenticeship (YA)
Program Type:	Education for employment services coordinated locally by YA consortia.
Funding Cycle:	Annual

Description:	To provide grants to local school districts, partnerships, and/or consortiums for the implementation and coordination of local youth apprenticeship programs. YA programming provides hands-on instruction, while youth apprentices complete coursework that pertains to a specific career field.
Target Population:	High schoolers ages 16 to 18
Program Requirements:	Consortia must provide 50% matching funds up to $550 per student served.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	YA website: dwd.wi.gov/apprenticeship/ya
DWD Contact:	David Polk, Bureau of Apprenticeship Standards Director david.polk@dwd.wisconsin.gov
Apprenticeship Completion Award Program (ACAP)	
Program Name:	Apprenticeship Completion Award Program (ACAP)
Program Type:	Reimbursement
Funding Cycle:	Annual
Description:	The Apprenticeship Completion Award Program (ACAP) partially reimburses eligible apprentices or sponsors for partial reimbursement for the costs associated with a Wisconsin registered apprenticeship.
Target Population:	Apprentices and sponsors
Program Requirements:	When the apprentice is eligible, the party or parties that incurred the costs (the apprentice or the sponsor) can request reimbursement from the Bureau. To be eligible, the apprentice must meet either eligibility event: • Year One: the apprentice is active and in good standing at the one-year anniversary of their contract registration. • Completion: the apprentice successfully completes, and is currently employed in the program they were trained in. Public sector apprentices and sponsors, such as protective services, utilities, and more, are excluded from ACAP by law.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	Apprenticeship website: dwd.wisconsin.gov/apprenticeship
DWD Contact:	David Polk, Bureau of Apprenticeship Standards Director david.polk@dwd.wisconsin.gov
Vocational Rehabilitation to Native Americans with Disabilities	
Program Name:	Vocational Rehabilitation to Native Americans with Disabilities
Program Type:	Memorandum of Agreement (MOA) with the Great Lakes Inter-Tribal Council (GLITC)
Funding Cycle:	Annual

Description:	Joint DVR/GLITC responsibilities: • Outreach activities. • Increase Vocational Rehabilitation services to Native Americans. • Provide training and technical assistance. • Expand program evaluation services. • Improve GLITC American Indian Vocational Rehabilitation (AIVR) program automation and computer/technology support. • Provide counseling tool for AIVR staff. • Increase staff knowledge and use of rehabilitation technology. • Collaborate and coordinate trainings. • Quarterly management meetings. • Participate in meetings, conferences and training sessions.
Target Population:	AIVR Programs and staff
Program Requirements:	Outlined in MOA: dwd.wisconsin.gov/dvr/partners/agreements/pdf/glitc.pdf
Funding Stream(s):	Tribal Gaming Revenue
Lead DWD Division:	Vocational Rehabilitation
DWD Contact:	Meredith Dressel, DVR Administrator meredith.dressel@dwd.wisconsin.gov
Teacher Training and Recruitment	
Program Name:	Teacher Training and Recruitment
Program Type:	Grant
Funding Cycle:	Annual
Description:	The Teacher Training and Recruitment program is a state-funded annual grant program open to non-profit organizations that can demonstrate a critical need to recruit, train, and prepare individuals to teach in low-income or urban Wisconsin schools.
Target Population:	Nonprofit organizations
Program Requirements:	Funds may not be "passed through" or transferred from the grant award recipient to another entity or individual. Rather, awarded funds are used to reimburse grant award recipients for approved, eligible expenses.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	Wisconsin Fast Forward website: wisconsinfastforward.com/wff_standard
DWD Contact:	John Roos, Office of Skills Development Director John.Roos@dwd.wisconsin.gov
Career and Technical Education (CTE) Incentive Grants and Completion Awards	
Program Name:	Career and Technical Education (CTE) Incentive Grants and Completion Awards
Program Type:	Grant
Funding Cycle:	Annual

Description:	Grants from this program incentivize school districts to offer high-quality career and technical education programs that mitigate workforce shortages in key industries and occupations. The grants reimburse schools up to $1,000 for each recent graduate in the district earning an approved industry-recognized certification. Additionally, student completion awards of $500 per eligible certification are permitted for graduates who earned certifications in EMT, EMR, Fire Fighter I, Fire Fighter II, and/or Fire Inspector. District incentives are paid to the school, and student completion awards are paid directly to the graduates.
Target Population:	Students and schools
Program Requirements:	Schools must apply annually to the Department of Public Instruction (DPI) by submitting eligible claims for certifications earned by their graduates and providing supporting documentation for each certification.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	CTE Incentive Grants website: dwd.wisconsin.gov/det/cteincentive
DWD Contact:	John Keckhaver, Bureau of Apprenticeship Standards-YA Section Manager John.Keckhaver@dwd.wisconsin.gov
Technical Education Equipment Grants	
Program Name:	Technical Education Equipment Grants
Program Type:	Grant
Funding Cycle:	Annual
Description:	Help schools equip their technical education classes with CNC (computer numerical control) augers, lathes, mills, routers, and water jet cutters; also, robotic arms and PLC (programmable logic control) computers to operate them and other machines. The list of items for school equipment includes 3D metal printers and an array of welding equipment.
Target Population:	Students interested in advancement manufacturing careers
Program Requirements:	A school district grantee must provide matching funds at a 2:1 rate.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	Wisconsin Fast Forward website: wisconsinfastforward.com/wff_standard
DWD Contact:	John Roos, Office of Skills Development Director John.Roos@dwd.wisconsin.gov
Wisconsin Fast Forward (WFF)	
Program Name:	Wisconsin Fast Forward (WFF)
Program Type: (Grant/Contract)	State-funded grant program for industry sector training and internship development
Funding Cycle:	Annual

Description (Purpose):	Grants to businesses and to business/workforce stakeholder consortiums from all Wisconsin industry sectors to reimburse the costs of customized occupational training for unemployed, underemployed, and incumbent workers. Additionally, grants are provided to increase student internship participation.
Target Population:	Anyone age 16 or above
Program Requirements:	Visit the Wisconsin Fast Forward website for details concerning industry sector training and/or internship coordination opportunities.
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training
Resources:	Wisconsin Fast Forward website: WisconsinFastForward.com
DWD Contact:	John Roos, Office of Skills Development Director John.Roos@dwd.wisconsin.gov
Wisconsin Fast Forward (WFF) Commercial Driver License (CDL) training grants	
Program Name:	Wisconsin Fast Forward (WFF) Commercial Driver License (CDL) training grants
Program Type:	Grants for training providers to increase the number of people holding a Commercial Driver License (CDL) in Wisconsin.
Funding Cycle:	Release dates for state fiscal year (SFY) 2027 have not yet been determined.
Description:	The WFF Commercial Driver Training grant program reimburses the cost of training students for a CDL with awards of $10,000 to $30,000 and can be used to offset 50% of the training costs for each trainee, or $3,000, whichever is less. The goal of this program is to increase the number of Wisconsin residents across the state who obtain a CDL license, provide trainees with jobs providing a sustainable wage, and meet demands for one of the state's in-demand occupations.
Target Population:	This grant is open to CDL trainers who meet the following qualifications: • Trainer is listed on the federal Training Provider Registry. • Trainer operates in Wisconsin and trains Wisconsin residents. • Trainer provides training that meets federal Entry-Level Driver Training requirements.
Program Requirements:	Next grant round requirements have not yet been determined. Requirements will be included in SFY27 release information
Funding Stream(s):	General Purpose Revenue (GPR)
Lead DWD Division:	Employment and Training – Office of Skills Development
Resources:	Wisconsin Fast Forward website: WisconsinFastForward.com
DWD Contact:	John Roos, Office of Skills Development Director John.Roos@dwd.wisconsin.gov
Mobile Career Lab	
Program Name:	Mobile Career Lab
Program Type:	N/A
Funding Cycle:	N/A

Description:	The Mobile Career Lab, operated by employment and training specialists, delivers Job Center Services anywhere in Wisconsin. This new tool is equipped with computers and display screens that can be used as a classroom for training and employment workshops or as a resource room for resume and job application assistance.
Target Population:	Businesses and job seekers
Program Requirements:	To reserve the Mobile Career Lab for a recruitment or training event, job fair, as an employment resource, or for other workforce-related occasions, please fill out DWD's reservation form.
Funding Stream(s):	The Mobile Career Lab is funded in part by the federal Workforce Innovation and Opportunity Act and State of Wisconsin workforce funds.
Lead DWD Division/Bureau:	Employment and Training
Resources:	Mobile Career Lab reservation form: jobcenterofwisconsin.com/Presentation/Email/EmailDWD.aspx
DWD Contact:	Michele Carter, Employment and Training Administrator michele.carter1@dwd.wisconsin.gov
Rapid Response Annual Allotment Grants	
Program Name:	Rapid Response Annual Allotment Grants
Program Type:	Grants to Workforce Development Areas
Funding Cycle:	Annual (July 1 through June 30)
Description:	Funding for local rapid response teams so they can respond to business closures and workforce reductions resulting in permanent job loss. The goal of Rapid Response is to prevent or minimize the negative impacts of layoffs on employees, businesses/organizations, and communities.
Target Population:	Employees who are permanently laid off as a result of a facility closure or workforce reduction.
Program Requirements:	The local Rapid Response teams are required to comply with certain terms and conditions, including offering services based on the number of impacted employees associated with the dislocation event.
Funding Stream(s):	DOL formula grant
Lead DWD Division:	Employment and Training
DWD Contact:	Michele Carter, Employment and Training Administrator michele.carter1@dwd.wisconsin.gov
Workforce Innovation and Opportunity Act (WIOA) Title I Adult Program	
Program Name:	Workforce Innovation and Opportunity Act (WIOA) Title I Adult Program
Program Type:	Grants to Workforce Development Areas
Funding Cycle:	Annual (July 1 through June 30)

Description:	Funding for occupational skills training, supportive services, and other employment and training services focused on improving the economic outlook of eligible individuals by helping them gain the skills needed to become employable, find employment, and improve employment. Funding also supports business service activities to help employers connect with program participants to fill critical skills needs.
Target Population:	Individuals age 18+ who are legally authorized to work in the United States. Veterans and eligible spouses, individuals who are low-income, and individuals who are basic skills deficient receive priority of service.
Program Requirements:	Individuals must be determined eligible.
Funding Stream(s):	DOL formula grant
Lead DWD Division:	Employment and Training
DWD Contact:	Michele Carter, Employment and Training Administrator michele.carter1@dwd.wisconsin.gov
Workforce Innovation and Opportunity Act (WIOA) Title I Dislocated Worker Program	
Program Name:	Workforce Innovation and Opportunity Act (WIOA) Title I Dislocated Worker Program
Program Type:	Grants to Workforce Development Areas
Funding Cycle:	Annual (July 1 through June 30)
Description:	Funding for occupational skills training, supportive services, and other employment and training services focused on upskilling individuals who have become dislocated from employment to reduce the period of unemployment.
Target Population:	Individuals who meet the definition of a dislocated worker in at least one of six categories. (Individual/small group layoff, business closure/mass layoff, separating/separated members of the U.S. Armed Forces, self-employed but has become unemployed due to general economic conditions or natural disaster, displaced homemaker, and trailing military spouse).
Program Requirements:	Individuals must be determined eligible.
Funding Stream(s):	DOL formula grant
Lead DWD Division:	Employment and Training
DWD Contact:	Michele Carter, Employment and Training Administrator michele.carter1@dwd.wisconsin.gov
Workforce Innovation and Opportunity Act (WIOA) Title I Youth Program	
Program Name:	Workforce Innovation and Opportunity Act (WIOA) Title I Youth Program
Program Type:	Grants to Workforce Development Areas
Funding Cycle:	Annual (July 1 through June 30)
Description:	Funding for 14 program elements aimed at supporting the educational attainment and occupational skills development of youth and young adults. Program elements include tutoring, secondary school services, work experience, occupational skills training, education, leadership development, mentoring, financial literacy education, and more.

Target Population:	In-school youth ages 14-21 who are low-income and have at least one barrier to employment. Out-of-school youth ages 16-24 who have at least one barrier to employment.
Program Requirements:	Individuals must be determined eligible.
Funding Stream(s):	DOL formula grant
Lead DWD Division:	Employment and Training
DWD Contact:	Michele Carter, Employment and Training Administrator michele.carter1@dwd.wisconsin.gov
Vocational Rehabilitation Services for Adults and Youth with Disabilities	
Program Name:	Division of Vocational Rehabilitation
Program Type:	Employment services for potentially eligible students, eligible students, and eligible adults with disabilities.
Funding Cycle:	Annual Federal Funding and Biennial General Purpose Revenue (State)
Description:	Vocational Rehabilitation services are sensitive to individual cultural beliefs, strengths, resources, priorities, concerns, and abilities so each may engage in gainful employment. Support may include one or more of the following: • Vocational counseling; • Vocational evaluation and/or career exploration; • Pre-Employment Transition Services ○ Tribal Youth Programs • Job seeking skills; • Job development; • Transition from high school to post-secondary education or immediate employment; • Physical or technical aids needed to accommodate a disability in the workplace; • Tools and equipment; and • Other federally approved services needed to find, keep, or advance at a job.
Target Population:	Youth and Adults with Disabilities
Program Requirements:	A person is eligible for DVR if they have a disability that makes it hard to find, keep, or advance in a job and need DVR services to overcome disability limitations.
Funding Stream(s):	Federal and State
Lead DWD Division:	Vocational Rehabilitation
Resources:	DVR website: dwd.wisconsin.gov/dvr
DWD Contact:	Meredith Dressel, DVR Administrator meredith.dressel@dwd.wisconsin.gov

Department of Workforce Development
Secretary's Office
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STATE OF WISCONSIN
DWD
Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary

Department of Workforce Development (DWD)
Boards, Councils, and Committees
(updated June 2026)

GOVERNOR'S COUNCIL ON MIGRANT LABOR

Website: dwd.wisconsin.gov/jobservice/MSFW/migrant-labor-council-description

Description: The Council on Migrant Labor advises the Governor on issues affecting migrant seasonal farm workers. Duties of the Council include advising DWD on matters affecting migrant workers, ascertaining working conditions of migrants, ensuring coordination of federal and state statutes regarding migrant workers, and reviewing rules submitted by the Department. Members meet quarterly and meetings are open to the public.

Membership: The Governor's Council on Migrant Labor consists of six employer representatives, six migrant representatives, and four legislators. Members serve three-year terms and are appointed by the Governor, except for the legislative members. Legislative members must be appointed by their respective Caucus.

GOVERNOR'S COUNCIL ON WORKFORCE INVESTMENT

Website: cwi.wisconsin.gov

Description: The Governor's Council on Workforce Investment (CWI) is the federally mandated entity under the Workforce Innovation and Opportunity Act (WIOA) that assists the governor in developing innovative and dynamic approaches to develop Wisconsin's workforce. CWI is charged with aiding Wisconsin employers in finding the workers they need and providing resources to enable workers to access training for in-demand careers with the goal of moving Wisconsin's economy forward.

CWI works closely with DWD to craft a comprehensive workforce development strategy that anticipates employer labor needs while building and strengthening Wisconsin's workforce; supports the development of a highly skilled labor force; and empowers individuals to pursue and retain good paying careers. CWI also leverages the strong partnerships that exist within Wisconsin's workforce development system to lay the foundation for continuing enhancements that will benefit Wisconsin businesses and workers.

Membership: Members include a majority of business leaders, as well as state legislators and local elected officials, representatives from educational institutions, community-based organizations, and labor representatives from throughout the state.

HEALTH CARE PROVIDER ADVISORY COMMITTEE

Website: dwd.wisconsin.gov/wc/councils/wcac/hcpac/

Description: The Health Care Provider Advisory Committee (HCPAC) was created by 2005 Wisconsin Act 172 that went into effect on April 1, 2006. The purpose of the HCPAC is to update worker's compensation treatment guidelines that are to be considered by impartial health care services review

organizations in rendering opinions to resolve necessity of treatment disputes under Wis. Stats. s. 102.16(2m) and s. DWD 80.73 of the Wisconsin Administrative Code.

Membership: The HCPAC is comprised of health care experts to advise DWD on any contemplated rulemaking related to amending the worker's compensation treatment guidelines in ch. DWD 81 of the Wisconsin Administrative Code. Members are appointed by the DWD Secretary.

SELF-INSURERS COUNCIL

Website: dwd.wisconsin.gov/wc/councils/self-insured/

Description: The 1913 Wisconsin Statutes contained a provision that allowed the Department to exempt employers from their duty to purchase worker's compensation insurance if the employer could demonstrate that they had the financial ability to pay all claims arising from injuries occurring in their workplace. This provision created the self-insurance program, and subsequently the Self-Insurers Council (SIC). SIC plays an instrumental role in ensuring that those employers applying for self-insurance are financially viable. SIC also monitors, in conjunction with the Worker's Compensation Division, the financial status of employers that are approved for self-insurance.

Membership: The Self-Insurers Council is comprised of five members who represent self-insured employers. Members are appointed by the DWD Secretary.

UNEMPLOYMENT INSURANCE ADVISORY COUNCIL

Website: dwd.wisconsin.gov/uibola/uiac/

Description: The Unemployment Insurance Advisory Council (UIAC) was created to advise the Legislature and DWD on matters concerning Wisconsin's Unemployment Insurance (UI) program, and to recommend changes to improve the state's UI laws. Recommendations of the UIAC reflect interests of employers who pay contributions or reimburse benefit payments and workers who depend on unemployment benefits in times of economic hardship. The UIAC's diverse opinions, perspectives, and knowledge of the program are key to ensuring a balanced representation of the interests of both workers and employers is maintained in Wisconsin's UI program.

During each regular session of the legislature, the UIAC submits its recommendations with respect to amendments to Wisconsin Statutes Chapter 108 and reports its views on any pending bill relating to this chapter to the proper legislative committee. DWD presents to the UIAC proposals initiated by the department for changes in this chapter and seeks the council's concurrence with the proposals. DWD considers every proposal submitted by the UIAC for legislative or administrative action and reviews each legislative proposal for possible incorporation into departmental recommendations. Pursuant to Wis. Stats. s. 16.48, DWD prepares a biennial report for the UIAC regarding projections of UI operations including benefit payments, tax collections, borrowing or debt repayments/ and amounts of interest charges. The report also provides secretary's recommendations and an explanation for such recommendations, including specific proposed changes, if any, in the laws relating to unemployment insurance financing, benefits, and administration.

Membership: UIAC membership is comprised of five labor (employee) representatives, five management (employer) representatives, and one non-voting chairperson (Bureau of Legal Affairs Director).

WISCONSIN AGRICULTURAL EDUCATION AND WORKFORCE DEVELOPMENT COUNCIL

Website: dwd.wi.gov/waewdc

Description: The Wisconsin Agricultural Education and Workforce Development Council (WAEWDC) was created to increase the hiring and retention of well-qualified employees in industries related to agriculture, food, and natural resources; promote the coordination of educational systems to develop, train, and retrain employees for current and future careers related to agriculture, food, and natural resources; develop support for employment in fields related to agriculture, food, and natural resources; and recommend policies and other changes to improve the efficiency of the development and provision of agricultural education across educational systems.

In addition, WAEWDC advises state agencies on matters related to integrating agricultural education and workforce development systems, including the coordination of programs, exchange of information related to educational and workforce development needs, and monitoring and evaluation of programs. Annually, WAEWDC prepares a report that identifies the criteria for evaluating its activities, reports on the success of its activities, and includes reviews regarding the status of agricultural education programs in primary and secondary schools, the technical college system, and the University of Wisconsin System including UW-Extension.

Membership: WAEWDC is a function of DWD and consists of agency leaders or their designee from DWD, the Department of Agriculture, Trade, and Consumer Protection, Department of Public Instruction, Wisconsin Economic Development Corporation, and Department of Natural Resources; institutional leaders or their designee from the Wisconsin Technical College System, UW-System, and UW-Extension; K-12 administrators, teachers, guidance counselors, and other representatives from agricultural education entities; representatives from all facets of agricultural and natural resources industries and associations; and four legislators representing standing committees on education and agriculture.

WISCONSIN APPRENTICESHIP ADVISORY COUNCIL

Website: dwd.wisconsin.gov/apprenticeship/advisory-council.htm

Description: The Wisconsin Apprenticeship Advisory Council's (WAAC) mission is to advise the Department of Workforce Development on matters involving the Wisconsin Apprenticeship System, including the enactment of laws, rules, and standards.

All members of WAAC must be familiar with and involved in the apprenticeship system. Employee and employer members serve three-year terms and are nominated by statewide trade associations, employers or employer groups, the state labor organization, and community-based organizations in the apprenticeship system. Only designated members of the Council are authorized to vote. The Council meets at least four times a year or more often, as needed.

Membership: WAAC membership is comprised of nine employer representatives and nine employee representatives who are appointed by DWD's Secretary; one representative appointed by the State Superintendent of the Department of Public Instruction; one representative from the Wisconsin Technical College System appointed by the System's President; two public members appointed by the DWD Secretary; and the DWD Director of the Bureau of Apprenticeship Standards serves as the nonvoting chair.

WISCONSIN REHABILITATION COUNCIL

Website: dwd.wisconsin.gov/dvr/partners/wrc/

Description: The Wisconsin Rehabilitation Council (WRC) was re-created by Governor Tony Evers in 2023 under Executive Order #182. Its purpose is to advise and assist DWD's Division of Vocational Rehabilitation as required by Title I of the Rehabilitation Act of 1973 (as amended).

WRC works on behalf of Wisconsin residents with disabilities to review, analyze, and advise DVR regarding the performance of its responsibilities in providing quality services to people with disabilities. WRC endeavors to build partnerships among people with disabilities, providers of service, advocacy organizations, and other groups; reach out to people with disabilities throughout the state; hear and respond to concerns and issues raised by people with disabilities; and encourage trust and cooperation with DVR and advocacy organizations to optimize the use of scarce resources.

Membership: WRC members are appointed to staggered three-year terms by the Governor. The Administrator of DVR serves as an ex-officio member. Members of WRC consist of individuals with physical, cognitive, sensory, and mental disabilities; parents, family members, guardians, advocates, or authorized representatives of people with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves; and current or former DVR applicants or recipients.

WORKER'S COMPENSATION ADVISORY COUNCIL

Website: dwd.wisconsin.gov/wc/councils/wcac/

Description: The Wisconsin Worker's Compensation Advisory Council (WCAC) was created to advise the Department and Legislature on policy matters concerning the development and administration of the worker's compensation (WC) law, Wisconsin Statutes Chapter 102. One of the most important and enduring principles of the WCAC is maintaining the overall stability of the worker's compensation system without regard to partisan changes in the legislative or executive branches of government. The WCAC provides a vehicle for labor and management representatives to play a direct role in recommending changes in the worker's compensation law to the Legislature.

During each regular session of the legislature, the WCAC submits its recommendations with respect to amendments to Wisconsin Statutes Chapter 102 and reports its views on any pending bill relating to this chapter to the proper legislative committee. At the request of the chairpersons of the senate and assembly committees on labor, DWD schedules meetings with the WCAC and with the members of the senate and assembly committees on labor to review and discuss matters of legislative concern related to WC.

Membership: The composition of the WCAC is reflective of key players within the worker's compensation system. WCAC membership is comprised of five voting representatives from employees, five voting representatives from management, three non-voting representatives from the insurance industry, and one representative from DWD, who serves as chairperson. Members are appointed by the DWD Secretary.

Are you interested in serving on any of DWD's boards, councils, or committees?
Contact Julia Halopka, DWD deputy legislative director and tribal liaison to learn more.
You can reach Julia at julia.halopka@dwd.wisconsin.gov or 608-405-4573.

Additional Resources

- Equal Rights Division Overview
- Worker's Compensation Division Overview
- Unemployment Insurance Division Overview
- Vocational Rehabilitation Overview
- Division of Employment and Training Overview
- DVR Tribal Liaison Staff Directory

STATE OF WISCONSIN
DWD
Department of Workforce Development

Equal Rights

We make Wisconsin a better place to live and work by protecting the rights of workers and job seekers and engaging with employers to achieve compliance with the laws we administer.

Fair Labor Laws in Wisconsin

Provide protections for employees and job seekers while helping employers address and prevent discrimination.

For Employees
ERD enforces civil rights laws regarding discrimination, harassment, and retaliation; and labor standards laws regarding wages, hours, and working conditions.

For Employers
ERD helps minimize legal risk while creating a positive work environment.



Division Overview

The Equal Rights Division (ERD) enforces state laws regarding civil rights and labor standards for Wisconsin workers, job seekers, and businesses. We investigate and resolve complaints of discrimination in employment and housing and ensure compliance with wage and child labor laws.

The division also provides training, education, and outreach, helping business owners comply with labor laws, prevent discrimination in employment, and understand Wisconsin's Family and Medical Leave Act.

Questions?

dwd.wisconsin.gov/er
erinfo@dwd.wisconsin.gov
(414) 227-4384 (Milwaukee)
(608) 266-6860 (Madison)

Key Services and Functions

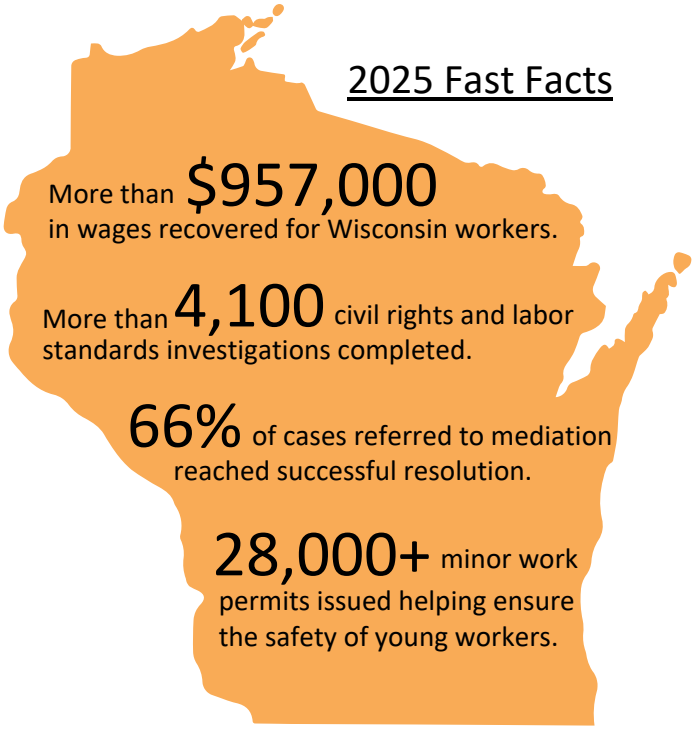
Discrimination Protection
Investigating, holding hearings, and awarding remedies in cases of discrimination based on protected classes.

Labor Standards Compliance
Enforcing Wisconsin labor standards laws including minimum wage, minor employment, overtime, break periods, and notice requirements for business closings.

Dispute Resolution
Providing free mediation services at all stages of the complaint process to resolve disputes efficiently.

Child Labor Law Enforcement
Protecting young workers by enforcing regulations that ensure the health and safety of working minors and requiring work permits for minors under 16.

Education and outreach
Providing resources and educational materials to workers and employers about their rights and responsibilities under Wisconsin law.



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Department of Workforce Development

Equal Rights

The Equal Rights Division enforces laws related to employment, including Wisconsin minimum wage and overtime laws, employment discrimination, and more. The division also accepts discrimination complaints for housing and public accommodations.

Wage Collection Process

When a wage complaint is submitted to the Equal Rights Division, an equal rights officer sends notice to the employer. The employer may choose to pay the claimed wages or dispute the claim. In cases of dispute, the parties have an opportunity to respond before a written determination of wages owed, if any, is issued. Both parties have the right to appeal the determination. If wages are owed, the division oversees the collection process. In 2025, the division collected $957,500 on behalf of Wisconsin workers.

Civil Rights Complaint Process

The division accepts discrimination complaints online and by mail. When a complaint is received, an equal rights officer investigates the complaint, gathering information from both parties. Once the investigation is complete, the officer issues a written determination of "probable cause" or "no probable cause" to believe the law was violated as alleged. In cases of "probable cause," the case is certified to a hearing before an administrative law judge (ALJ).

At a civil rights hearing, both parties present evidence before an ALJ. Following the hearing, the ALJ issues a written decision on whether discrimination occurred as alleged. When discrimination is found, the ALJ may award remedies, including but not limited to, backpay, reinstatement, and attorney's fees. In cases of housing or public accommodations discrimination, remedies may vary.

The division offers free mediation services conducted by an experienced ALJ at any stage of the complaint process.

Wisconsin Fair Employment Law

Wisconsin law prohibits employers, employment agencies, labor unions, and licensing agencies from discriminating in recruitment, hiring, job assignments, pay, training, layoffs, firings, and other employment related actions.

Wisconsin Fair Employment law includes legal protection based on:

- Age
- Arrest and/or Conviction Record
- Ancestry, Color, National Origin, or Race
- Creed
- Disability
- Genetic Testing
- Honesty Testing
- Marital Status
- Military Service
- Pregnancy or Childbirth
- Sex
- Sexual Orientation
- Use or nonuse of lawful products off the employer's premises during nonworking hours

Education and Outreach

The Equal Rights Division makes Wisconsin a better place to live and work by educating the public about their employment, housing, and public accommodations rights and responsibilities under the law.

Our Speakers Bureau is available to present on a variety of topics, including Wisconsin FMLA, workplace harassment, disability discrimination, housing, and other civil rights and labor standards topics.

Meet Our Bureaus

Bureau of Investigations
Responsible for enforcing state laws related to labor standards and investigating complaints of discrimination in employment and housing.

Bureau of Hearings and Mediation
Responsible for enforcing state laws related to civil rights through the administrative hearing process, which provides a cost-effective alternative to federal court. Assists parties in resolving complaints efficiently through its robust mediation program.

STATE OF WISCONSIN
DWD
Department of Workforce Development

Worker's Compensation

Making Wisconsin a better and safer place to live and work by ensuring that workers get the benefits for which they are eligible while protecting the rights of injured workers, employers, and insurers.

Worker's Compensation System

Provides crucial protection for employees while helping businesses manage workplace injuries.

Employees
Provides no-fault insurance to employees for work-related injuries or illnesses, ensuring wage replacement and medical benefits for injured workers.

Employers
Offers protection from lawsuits through a no-fault insurance system when workers are injured or get sick on the job.



Division Overview

The Worker's Compensation (WC) Division administers programs designed to advance worker protection by ensuring that injured workers receive prompt payment of required benefits from private insurance companies or self-insured employers.

The division also encourages vocational rehabilitation when appropriate and provides information to stakeholders and the public on Worker's Compensation law.

Questions?

dwd.wisconsin.gov/wc
dwddwc@dwd.wisconsin.gov
(608) 266-1340

Key Services and Functions

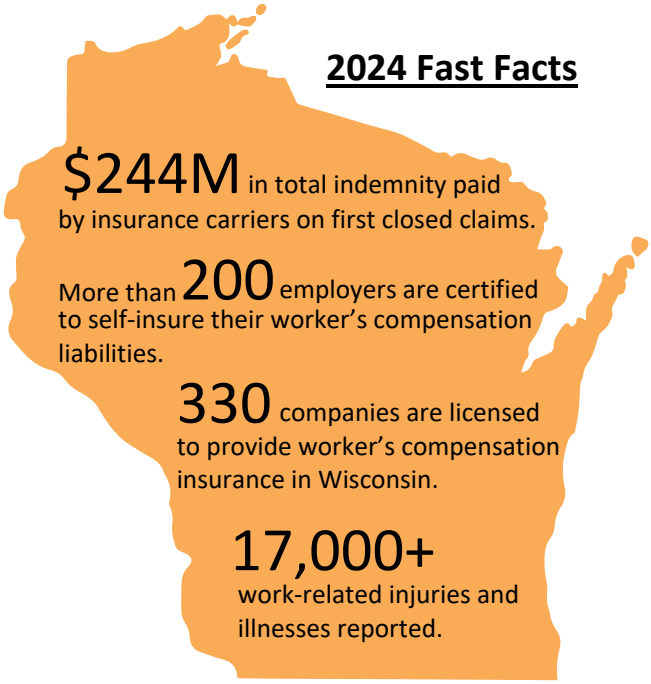
Claims Management
Ensuring injured employees receive medical treatment, wage replacement benefits, and vocational rehabilitation when eligible.

Employer Compliance
Monitoring and enforcing employer obligations to maintain proper insurance coverage.

Dispute Resolution
Managing the resolution of disputes between employees, employers, and insurance carriers, including formal hearings and mediations.

Self-Insurance Oversight
Certifying and monitoring self-insured employers who meet the financial criteria to manage their own claims.

Education and Outreach
Providing training and resources to employers, employees, medical providers, and insurers to ensure compliance and improve outcomes.



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Worker's Compensation

The Wisconsin Worker's Compensation Division partners with organizations, including Wisconsin Compensation Rating Bureau and the Office of the Commissioner of Insurance.

Worker's Compensation Special Funds

The Work Injury Supplemental Benefit Fund
The fund pays benefits to individuals or dependents under four different benefit programs:
Supplemental Benefit Fund; Children's Fund (additional death benefit for children);
Second Injury Fund (pre-existing disability, indemnity benefits); and
Barred Claims Fund.

The Uninsured Employers Fund
The fund was established in 1990 to pay worker's compensation benefits on valid claims filed by employees who are injured while working for illegally uninsured Wisconsin employers. It is funded through penalties assessed against employers for illegally operating a business without worker's compensation insurance. When a compensable claim is filed, the fund pays the injured employee worker's compensation benefits.

Councils and Committees

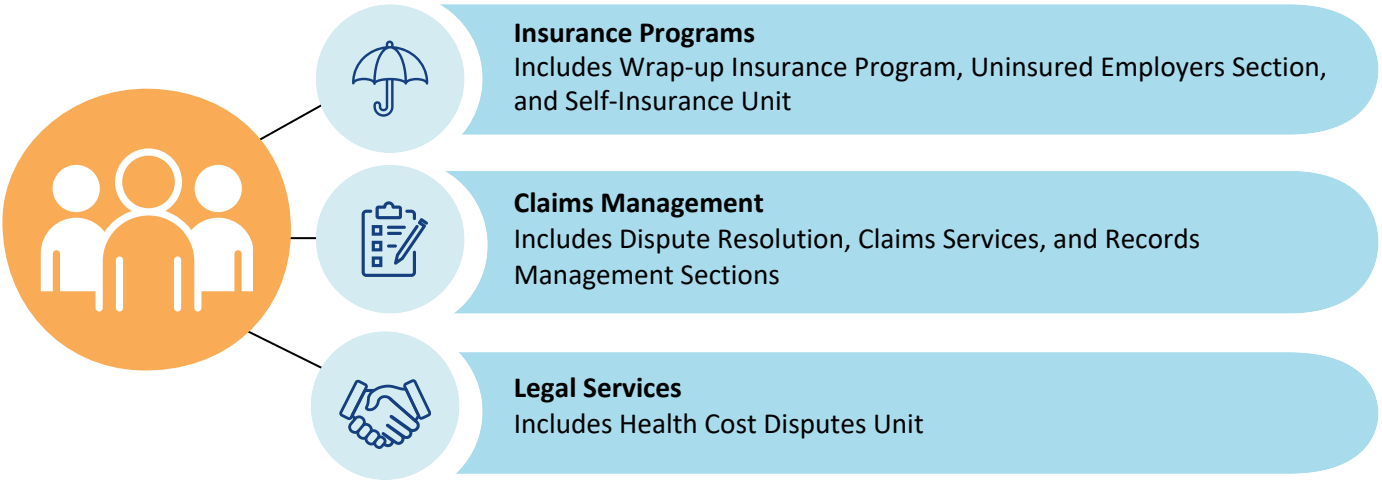
There are three panels that assist with and advise on the worker's compensation program.

Health Care Provider Advisory Committee
Establish guidelines for necessary treatment of employees with compensable worker's compensation injuries to prevent unnecessary treatment.

Self-Insurers Council
Assists and advises on the administration of the self-insurance program. Under the law, employers may be exempt from their duty to purchase worker's compensation insurance if they can demonstrate the financial ability to pay all claims arising from injuries occurring in the workplace.

Worker's Compensation Advisory Council
Comprised of and equal number of management and labor members, this council advises DWD and the Legislature on policy matters concerning the development and administration of worker's compensation law. An enduring value of the Council is maintaining the overall stability of the worker's compensation system. One of its main functions is to recommend worker's compensation law changes to the Legislature through the "agreed bill" process.

Meet Our Bureaus



Insurance Programs
Includes Wrap-up Insurance Program, Uninsured Employers Section, and Self-Insurance Unit

Claims Management
Includes Dispute Resolution, Claims Services, and Records Management Sections

Legal Services
Includes Health Cost Disputes Unit

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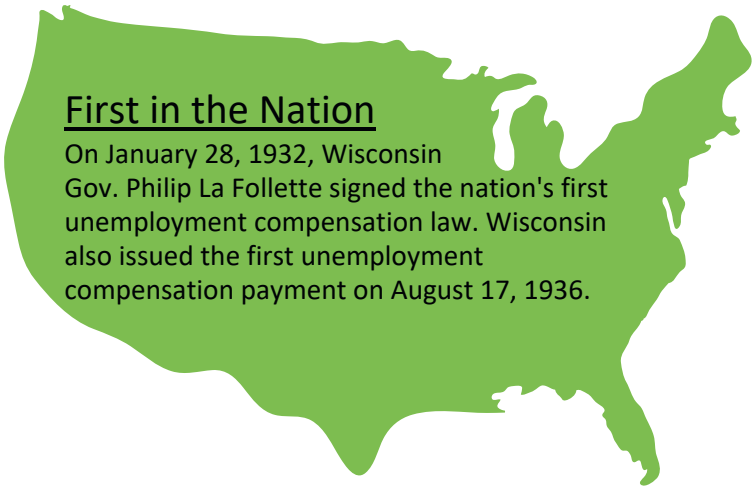
Unemployment Insurance

Making Wisconsin a better place to live and work by supporting an economy that works for everyone, including those who are out of work through no fault of their own, and employers who financially support the program.

Unemployment Insurance (UI)

Provides:

- Temporary economic assistance to individuals who find themselves unemployed through no fault of their own and who are actively seeking work; and
- Economic stability in the community during periods of economic downturn.



First in the Nation

On January 28, 1932, Wisconsin Gov. Philip La Follette signed the nation's first unemployment compensation law. Wisconsin also issued the first unemployment compensation payment on August 17, 1936.

Division Overview

UI administers programs to pay benefits to unemployed workers; collect employer taxes; resolve contested benefit claims and employer tax issues; detect unemployment fraud; and collect benefit overpayments and delinquent taxes.

Questions?

dwd.wisconsin.gov/ui

Choose the "Contact Us" button at the bottom of any DWD web page and follow the instructions to send a secure email to Unemployment Insurance.

(414) 435-7069 or (844) 910-3661 (Claimants)
(608) 261-6700 or (414) 438-7705 (Employers)

Key Services and Functions

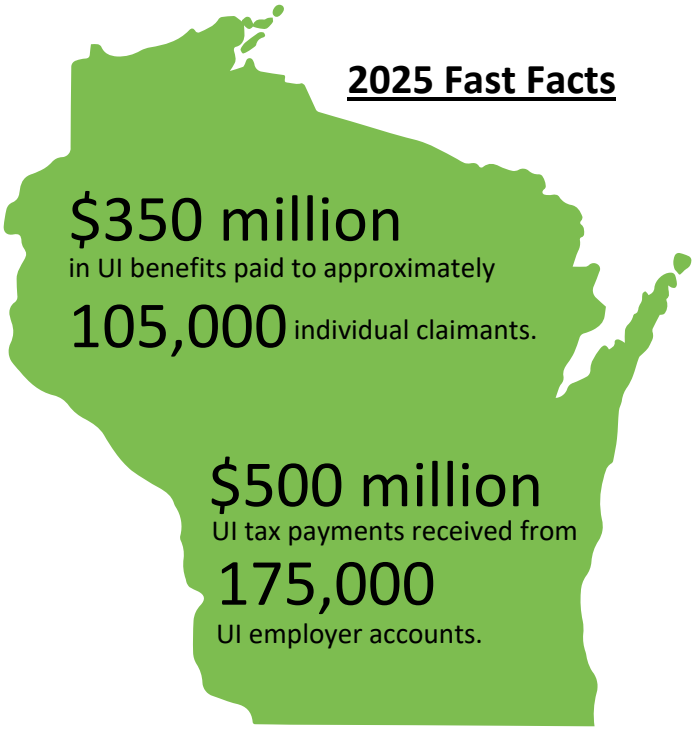
Benefits
Processes claims, adjudicates disputes, and ensures proper payment of benefits.

Taxes
Collects, controls, and accounts for flow of funds into and out of the UI program; establishes tax liability; maintains employer accounts; audits employers to promote and verify employer compliance with state laws, regulations, and policies; and collects unpaid employer taxes and benefit overpayments.

Appeals
Processes UI benefit and tax appeals.

Worker Classification
Investigates and educates employers on worker misclassification.

Fraud Prevention and Protection
Detects and prevents unemployment fraud to maintain the integrity of the UI program.



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Unemployment Insurance

The Unemployment Insurance Division manages the Work-Share program. Work-Share avoids layoffs, allowing employers to retain trained staff during times of reduced business activity and employees to maintain benefits and remain employed.



Unemployment Insurance Trust Fund

The UI Trust Fund holds employers' state UI taxes which finance regular state UI benefit payments. The UI Trust Fund functions as a reserve, expecting the payment of more state UI benefits to unemployed workers during times of economic downturn. The higher the UI Trust Fund balance, the less likely the state will need to borrow from the federal government during recessionary periods.

Meet Our Bureaus

Administrator's Office handles the development of strategic plans, operating budgets, system modernization, communications, and legislative and customer relations.

Office of Quality Control audits and provides statistically valid estimates of the accuracy of both benefit payments and decisions; and audits UI Tax operations to ensure accuracy and timeliness.

Benefit Operations Bureau processes claims; pays benefits; and adjudicates disputes.

Bureau of Tax and Accounting collects, controls, and accounts for flow of funds into and out of the UI program; establishes tax liability; maintains employer accounts; audits employers to promote and verify employer compliance with state laws, regulations, and policies; and collects unpaid employer taxes and benefit overpayments.

Bureau of Legal Affairs provides legal advice and services for the division; handles internal security; processes UI benefit and tax appeals; represents DWD in court and administrative proceedings; conducts research and analysis on UI laws and policies; investigates and educates employers on worker misclassification; and provides support to the Unemployment Insurance Advisory Council (UIAC).

Bureau of Management and Information Services handles project management; imaging and document management; business analysis and automation; information technology coordination; and telecom and data services.



Unemployment Insurance Advisory Council

Ensures interests of employers and employees are represented in Wisconsin's UI law. Comprised of an equal number of management and labor representatives, the Council's responsibilities are to advise the department in its administration of UI law; report its views on pending legislation affecting the UI program to legislative committees; and submit its recommended changes to Wisconsin's UI law to the Legislature.

STATE OF WISCONSIN
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Vocational Rehabilitation

Wisconsin's Department of Workforce Development, Division of Vocational Rehabilitation (DVR) is a federal/state program that offers individualized services to eligible individuals with disabilities (consumers) who want to work. The program also provides training and technical assistance to employers regarding disability employment issues.

Division Overview

DVR is a federal/state program designed to obtain, maintain, and advance employment for individuals with disabilities by working with DVR consumers, employers, and other partners.

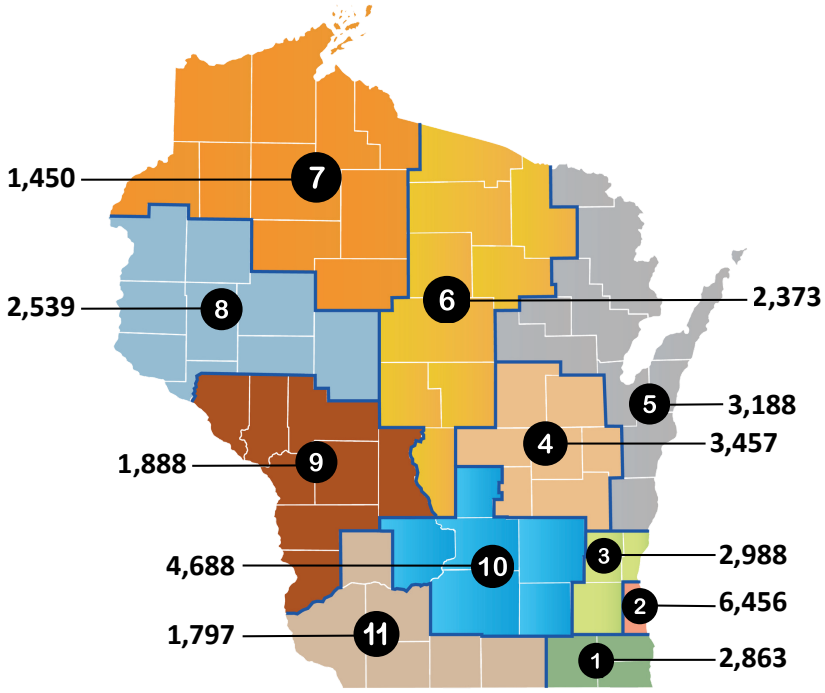
DVR receives 78.7% of its funding through a grant from the U.S. Department of Education. For federal fiscal year 2025 (FFY 2025), the total amount of grant funds awarded were $87,214,145, including $15,522,975 reserved for Pre-Employment Transition Services. The remaining 21.3% ($23,604,337) of the costs were funded by Wisconsin state appropriations.

Effective Dec. 2, 2025, DVR has implemented an Order of Selection (OOS) / waitlist for consumers due to insufficient resources.

Scan the code to learn more.

DVR Consumers by Workforce Development Area (WDA)

The following represents the Workforce Development Areas (WDAs) across the state of Wisconsin and the number of consumers DVR served from each WDA in FFY 2025.



33,687 Total DVR Consumers

Key Services, Bureaus, and Functions

DVR's work is conducted by team members located around the state. Over 330 DVR team members assist consumers and employers with their questions and concerns about the services and programs DVR can provide.

Bureau of Consumer Services (85% of DVR staff)

Coordinates and oversees field-based consumer services including:

- Internship / temporary work experiences
- Education necessary to achieve career goals
- Supported employment
- Vocational counseling
- Skills development

Bureau of Management Services (15% of DVR staff)

Coordinates and oversees internal processes, including:

- Employer information and support services
- Workforce recruitment assistance
- Labor pool assessment
- Training services

STATE OF WISCONSIN
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Vocational Rehabilitation

DVR partners with the Department of Health Services and the Department of Public Instruction to help ensure individuals with disabilities have access to competitive integrated employment opportunities. Across the state, DVR also partners with nearly 200 service providers and community organizations that focus on providing vocational support to individuals with disabilities seeking employment.

Division of Vocational Rehabilitation

DVR's mission is to obtain, maintain and improve employment for individuals with disabilities by working with consumers, employers and other partners.

Consumers
DVR provides individualized services to individuals with disabilities who want to work.

Employers
DVR's 12 statewide Business Services Consultants help connect Wisconsin employers to a more diverse, equitable, and inclusive business culture.

Councils and Committees



Wisconsin Rehabilitation Council
The Wisconsin Rehabilitation Council or WRC (formerly the State Rehabilitation Planning and Advisory Council) was officially established by executive order of the Governor in 1993. Its purpose is to advise and assist DVR with the preparation of applications, the Workforce Innovation and Opportunity Act (WIOA) State Plan, the agency's strategic plan as it relates to DVR, and amendments to the plans, reports, needs assessments, and evaluations required by Title IB of the Rehabilitation Act of 1973 (as amended).

Elected Committee of Blind Vendors (ECBV)
The Business Enterprise Program (BEP) was created by Congress with the enactment of the Randolph-Sheppard Act of 1936. The program was intended to enhance employment opportunities for trained, licensed blind persons. In tandem with the ECBV, DVR oversees the BEP program in Wisconsin, which is the state's priority program offering vending services in state and federally owned or leased facilities.

Fast Facts

Statewide, more than 759,000 individuals (or 13 percent of the state's population) identify as a person with a disability.*

- The number of consumers DVR serves has reached historic levels, totaling 33,855 in FFY 2025 compared to 31,736 in FFY 2024.**
- Of those consumers served in FFY 2025, 3,429 successfully maintained employment for at least 90 days.**
- The average hourly wage of DVR consumers who achieved their employment goals in 2025 was $17.04.**
- From Oct. 1, 2024, to Feb. 28, 2026, the cost of all DVR services to consumers was $72,006,195. Within the same time frame, the estimated annual earnings of DVR consumers with successfully closed cases were $83,715,335 – demonstrating that DVR services offer a significant investment into Wisconsin's workforce and economy. **

* US Census Bureau, 2024
**Numbers calculated internally at DVR, 2025-2026

Questions?

dwd.wisconsin.gov/dvr
dvr@dwd.wisconsin.gov
(800) 442-3477

STATE OF WISCONSIN
DWD
Department of Workforce Development

Employment and Training

We make Wisconsin a better place to live and work by facilitating innovative, diverse workforce solutions that maximize local resources and federal assets to tailor recruitment, training, incentive, and reimbursement strategies to strengthen our state's workers and employers.

Division Overview

The Division of Employment and Training oversees most workforce services administered by the Department of Workforce Development. Services include operating the state labor exchange system and the Job Center of Wisconsin, analyzing and distributing labor market information, monitoring migrant worker services, managing the Wisconsin Fast Forward grant program, facilitating federal Workforce Innovation and Opportunity Act (WIOA) services for adults and youth, and administering state apprenticeship programs.

Councils and Committees



Governor's Council on Workforce Investment (CWI)
Helps the governor develop innovative and dynamic approaches to develop Wisconsin's workforce.

Apprenticeship Advisory Council
Advises on matters involving the Wisconsin Apprenticeship system, including the laws, rules, and standards.

Governor's Council on Migrant Labor
Advises the governor on issues affecting Migrant Seasonal Farm Workers.

Wisconsin Agricultural Education and Workforce Development Council (WAEWDC)
Serves a key role in Wisconsin's agricultural economic and workforce development efforts.

Workforce Innovation Grants (WIG)

The Workforce Innovation Grant Program is an effort of DWD and the Wisconsin Economic Development Corporation (WEDC) that funds local, innovative solutions to workforce challenges.

The program has:

- Funded **26** projects across Wisconsin that implemented innovative solutions to improve child care, housing, transportation, and workforce training.
- Served over **118,000** Wisconsin residents.
- Assisted over **2,550** businesses.

Fast Facts

*2024-25 School Year

Apprenticeship 2025

18,524 Apprentices, 3,095 employers
11,344 youth apprentices, 7,447 employers*

Job Center of Wisconsin 2025

9,743 Employers registered on JCW
57,092 Customers

Wisconsin Fast Forward

468 Grants awarded since 2013
$53M Total awarded
30,000 Workers trained

Worker Advancement Initiative (WAI)

Funded through the American Rescue Plan, WAI grants serve Wisconsin residents whose employment was negatively impacted by the pandemic, as well as those who weren't attached to nor successful in the job market before the pandemic.

This program:

- Used **$30 million** through two rounds of funding.
- Operated statewide.
- Helped **5,579** Wisconsinites find or improve their employment.

Veterans Employment

- Wisconsin is ranked in the top five states in the nation for successfully helping veterans find employment.
- Twenty-five companies awarded Vets Ready Employer Initiative recognition for veteran hiring in 2025.

STATE OF WISCONSIN
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Department of Workforce Development

Employment and Training

Meet Our Bureaus

Bureau of Job Service (BJS)
Ensures that high-quality public labor exchange and targeted services are easily available to all job seekers and employers in Wisconsin.

Office of Veteran Employment Services (OVES)
Advances employment opportunities for Wisconsin veterans through targeted business services and commitment to the veteran community.

Bureau of Workforce Training (BWT)
Offers guidance and oversight for employment and training programs oriented to adult, youth, and dislocated workers.

Bureau of Apprenticeship Standards (BAS)
Develops, administers, and regulates apprenticeship programs to supply highly skilled workers for Wisconsin's workforce.

Bureau of Workforce Information & Technology Support (BWITS)
Collects and analyzes workforce information, projects employment, provides economic analysis, and offers consulting services to public and private organizations.

Office of Skills Development (OSD)
Helps develop innovative solutions at the local and regional level to meet area workforce needs and increase the economic capacity through Wisconsin Fast Forward and other training grant programs.

Office of IT Coordination (ITC)
Provides full information technology support, security, administration, and project management to DWD.

Questions?

Visit dwd.wisconsin.gov/det/contact for specific program area contact information.

dwd.wisconsin.gov/det
dwdDET@dwd.wisconsin.gov
(608) 266-3131

Key Services and Functions

Job Center of Wisconsin
Free, online portal and local job centers connecting job seekers with employment opportunities throughout the state. Resources include resume and job search assistance, information about training programs, and services for justice-involved individuals, job seekers with disabilities, and veterans.

Business Services
Services that connect employers to job seekers through the Job Center of Wisconsin, including posting jobs, hosting tailored recruitment events, and customized public resources that support and incentivize training and retention. All services are free of charge.

Wisconsin Apprenticeship
Programs in registered, youth, and certified pre-apprenticeship to help employers recruit, train, and retain a skilled workforce. Customizes plans for earn-while-you-learn work-based instruction, mentorship, and progressive wages that benefit employers and apprentices.

Wisconsin Fast Forward Grants
Competitive awards for businesses from all Wisconsin industry sectors that reimburse the costs of customized occupational training for unemployed, underemployed, and current workers, and school districts to purchase equipment to train the next generation of Wisconsin workers.

Veterans Employment Services
Programs that advance employment opportunities for Wisconsin veterans through case management and business engagement, providing support services to help veterans find and keep jobs.

Labor Market Information
Workforce information, employment projections, economic analysis, and consulting services to public and private organizations that include data tools, dashboards, and more through WisConomy.com.

Workforce Training
Expert guidance and oversight for employment and training services in the Workforce Innovation and Opportunity Act (WIOA) for adult, youth, and dislocated workers, employers, and other organizations.

Migrant Worker Services
Provides information to employers on the H-2A and H-2B visa programs that allow employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign workers to the U.S. to perform temporary or seasonal labor or services. The state's program conducts outreach to seasonal agricultural workers to provide information on workforce development-related services and other regional services.

Updated May 2026

TRIBAL LIAISON STAFF DIRECTORY[1]
Division of Vocational Rehabilitation
Department of Workforce Development

Statewide

Anna Eggebrecht **Director, BCS** 920-461-0026 **Anna.eggebrecht@dwd.wisconsin.gov**	**Katey Perkkio** **WDA 7 Director** **715-919-4450** **Katey.perkkio@dwd.wisconsin.gov**

DVR Tribal Liaisons

Bad River Band of Lake Superior Tribe of Chippewa Indians **McKenzie Anderson** 715-682-7239 **Mckenzie.anderson@dwd.wisconsin.gov**	**Forest County Potawatomi** **Natalia Graf** 715-365-2607 **Natalia.graf@dwd.wisconsin.gov**
Ho-Chunk Nation (Adams, Marathon, Portage and Wood County) **Melanie Kasun** 715-315-0178 **Melanie.kasun@dwd.wisconsin.gov**	**Ho-Chunk Nation (Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau & Vernon Counties)** **Patrick Ryan** 608-405-4051 **Patrick.ryan@dwd.wisconsin.gov**
Ho-Chunk Nation (Dane County) **Arlene Elias-Miller** **608-405-4434** **Arlene.eliasmiller@dwd.wisconsin.gov**	**Ho-Chunk Nation (Sauk County)** **Lisa Masciola** 608-355-2093 **Lisa.masciola@dwd.wisconsin.gov**
Lac Courte Oreilles Band of Lake Superior Chippewa Indians **Gadeen Taylor-Duke** 715-634-0601 **Gadeen.taylorduke@dwd.wisconsin.gov**	**Lac Du Flambeau Band of Lake Superior Chippewa Indians** **Deb Soulier-Ramsey** 715-365-2606 **Debra.soulierramsey@dwd.wisconsin.gov**
Menominee Indian Tribe of Wisconsin **Mikayla Hix** 920-404-6857 **Mikayla.hix@dwd.wisconsin.gov**	**Milwaukee Native American Services** **Amber Lindstrum** 414-389-6456 **Amber.lindstrum@dwd.wisconsin.gov**
Oneida Nation **Matt Maloney** 920-930-6538 **Matthew.maloney@dwd.wisconsin.gov**	**Red Cliff Band of Lake Superior Chippewa** **McKenzie Anderson** 715-682-7239 **Mckenzie.anderson@dwd.wisconsin.gov**
Sokaogon Chippewa Community Mole Lake Band of Lake Superior Chippewa **Natalia Graf** 715-365-2607 **Natalia.graf@dwd.wisconsin.gov**	**St. Croix Chippewa Indians of Wisconsin** **Gadeen Taylor-Duke** 715-634-0601 **Gadeen.taylorduke@dwd.wisconsin.gov**
Stockbridge-Munsee Community Band of Mohican Indians	

[1]

Mikayla Hix 920-404-6857 **Mikayla.hix@dwd.wisconsin.gov**	

STATE OF WISCONSIN

DWD

Department of Workforce Development

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Madison, WI 53703
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