

**State Fiscal Year 2018 Annual Report  
Comparison FY2017 and FY2018 Interview Cycles**

**July 2017 – June 2018**

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

**Submitted October 31, 2018**



University of Wisconsin  
**Whitewater**

Inclusive Transition,  
Education and  
Employment Projects

## **Executive Summary**

University of Wisconsin-Whitewater is contracted by the Wisconsin Department of Workforce Development, Division of Vocational Rehabilitation to provide career interviews to every subminimum wage earner in Wisconsin as required by the Workforce Innovation and Opportunity Act of 2014. The Wisconsin WIOA Career Interview Project interviewer team completed 6,081 interviews during the State Fiscal Year 2018 (FY18).

### **Interview Characteristics and Demographics**

Most respondents received annual interviews (87%) and not initial or second initial interviews, which are required for workers in their first year of 14c certified employment. The majority (85%) of respondents interviewed were between 25 and 64 years old during this interview cycle, with 24% of those respondents between 25 and 34 years old. The majority of those interviewed were male (58%). Seventy-four percent of respondents have a legal guardian.

Forty-three percent of respondents began employment under a 14c certificate before turning 25 years old. Most respondents (91%) have been employed under a 14c certificate for more than one year. Nearly one quarter of respondents (21%) have been at a 14c employer for 21 or more years. The most common length of 14c certified employment (calculated based upon the end of the interview cycle) is 1 to 5 years (28%). This may not reflect the entire length of 14c employment at a 14c certified employer because of varying definitions of employment, variations in record-keeping strategies between employers, and employees who left and returned to 14c employment.

Most workers demonstrated expressive (83%) and receptive (85%) communication strategies to allow them to engage in the career interview discussions. A small number of workers were able to use some expressive communication (13%) and receptive (12%) communication strategies. Only 36% reported receiving training that helped them develop self-advocacy, self-determination, or peer mentoring skills or opportunities, and 31% stated no training received. Forty-two percent demonstrated basic levels of self-determination and 38% thoroughly demonstrated these skills. Similarly, 41% presented a basic level demonstration of self-advocacy and 39% provided thorough demonstrations. Only 4% of respondents were unable to demonstrate self-determination or self-advocacy and 16% were unable to demonstrate either skill.

Nearly all (95%) of the interviews were completed in a small group, which typically consisted of five employees. Most interviews only had the subminimum wage workers in the room, but when others were present (30%), they were most frequently site staff and family members, including guardians who are related. Of those attendees who were present, 45% did not participate and 42% minimally participated in the interview discussion. Only 3.7% of all interviews had a guest with a high level of participation.

Workforce Development Area (WDA) 5 had the most completed interviews (18%), followed by WDA 4 (14%) and WDA 8 (12%). The fewest completed interviews were in WDA 2, with only 1.5% of total interviews and WDA 7 (6%).

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

UW-Whitewater's professional interviewers engaged in semi-structured discussions, with both closed and open-ended questions, along with follow up and clarifying questions based upon provided responses and comprehension. Interviewers adapted their style of questioning and flow of discussion based upon the communication styles and topics of interest among those interviewed to best engage the individual or group and elicit their responses.

Most respondents reported attending and completing secondary education (80%). It should be noted that this captures respondents who received a high school diploma, a certificate of completion, or a certificate of attendance. Additionally, GED/HSED recipients are included in the post-secondary education category. Very few respondents pursued any post-secondary education, with less than 9% taking any courses or beginning an undergraduate program after exiting high school. Those who began or completed some additional education report diverse areas of study.

One third (33%) of respondents reported past DVR experience, although only 9% reported current involvement with DVR and another 23% were unable to report their experience with DVR.

Assembly and production activities were the most reported activities at 14c certified employer sites, followed by cleaning, and clerical work. Around 16% were working in the community with or without supports. However, those who did report community employment and/or volunteering had more diversity in the type of activities in these settings compared to 14c certified employment. Seventy percent had historical vocational activity. Workers reported greater diversity in their historical work experiences and work-related activities compared to their current activities. (See data beginning on page number 15).

The majority of respondents reported that their goal was to continue working (86%) and reported a diverse array of interests and strategies to pursue employment, including community-based prevocational services and volunteering, in addition to community employment. It should be noted that current, historical, and future vocational experiences, as well as skills and goals, are not mutually exclusive responses and may include responses from the same person across one or more categories.

### **Comparison FY17 to FY18 Interview Cycles**

Comparing state fiscal year 2017 (FY17) to FY18 demonstrates many consistent responses across interview cycles. Future reports will include trends across interview cycles. A few differences and highlights are noted below. (See data beginning page number 19).

There was a reduction in the number of total interviews (both annual and the two required interviews for new workers) from 6,505 in FY17 to 6,081 in FY18, with the overall unique number of 14c workers also decreasing from 6,330 in FY17 to 5,849 in FY18. There were 5,474 unique individuals were interviewed in both FY17 and FY18, which reflects that 856 individuals left their subminimum wage employment after FY17, and 375 individuals either began subminimum wage employment or returned

after an absence. These changes result from multiple factors, including the ending of services at several 14c employment sites, some sites working to transition workers to retirement or day services, and a movement to community employment.

The number of annual interviews went slightly down from 91% in FY17 to 87% in FY18. The number of initial or second initial interviews went up from FY17 to FY18 by 5% (an increase of 254 interviews). This can be partially attributed to the limited timespan of interviews for FY17 (all except 155 were conducted between February and May of 2017), which led to some second interviews being completed at the beginning of FY18.

During both FY17 and FY18, the majority of interviews were conducted in small group interviews, with a slight decrease by 6% in the number of individual interviews from FY17 to FY18. The reduction in individual interviews can largely be attributed to the procedure change to allow group interviews partway through FY17 interviews, compared to the full interview cycle in FY18, as well as scheduling efficiencies resulting in fewer employees needing special interview times.

The workers' ages at the date of hire was under age 21 in both interview cycles, with most workers employed under the 14c certificate between 1 and 20 years. Guardianship status was consistent across cycles with 74% of 14c workers having a legal guardian. Guest attendance dropped from FY17 to FY18, down to 30% from 43%.

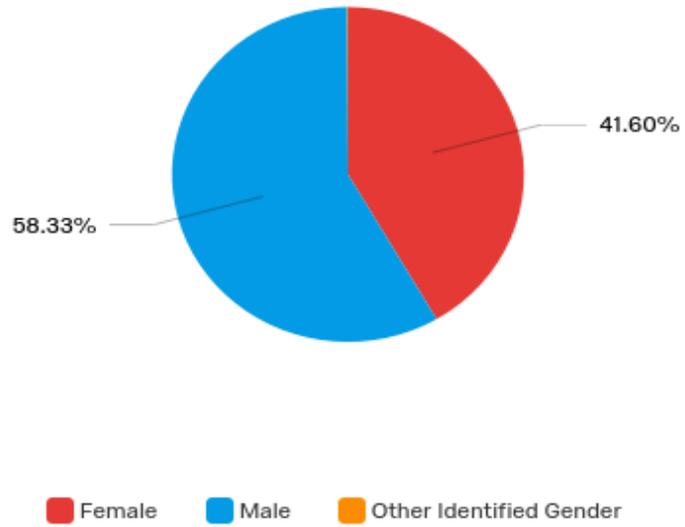
The number of interviews by Workforce Development Area (WDA) was mostly consistent. WDA 6 had the largest reduction in the number of interviews with 129 fewer in FY18 than FY17. WDA 3 had 95 fewer in FY18 than FY17. This coincides with Washington County having the largest reduction in the number of interviews and Wood County with the second largest reduction in interviews. One 14c certified employer in Washington County had a reduction of 54 interviews from FY17 to FY18 due to transition of workers to community employment, and in Wood County, there was a reduction in two 14c certified employer locations.

Reported history with DVR services was consistent from FY17 to FY18. However, those who reported having no history of DVR services decreased by 7% from FY17 to FY18. Additional comparisons of DVR history by variables are included, but it is too early to predict any trends related to these sub-categories of workers. No comparison across interview cycles is possible for postsecondary education or participation in self-advocacy, self-determination, or peer mentoring due to reporting method changes between cycles.

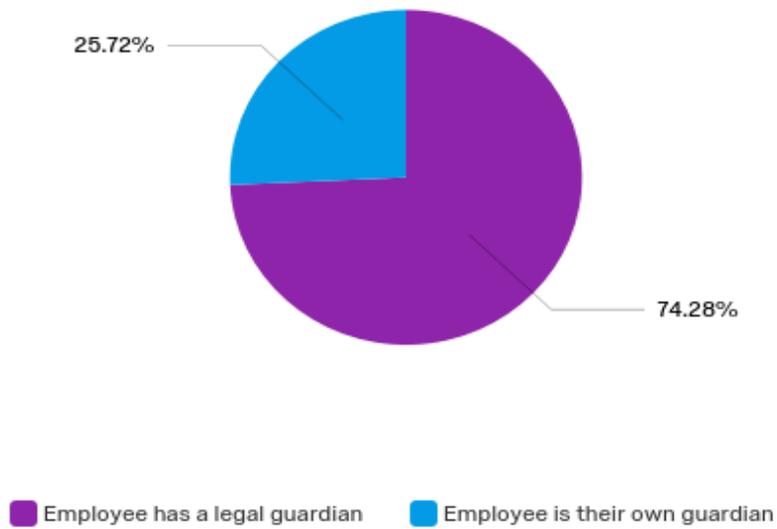
The following pages include infographics of the key question areas detailed in the contract. Raw data was provided in the required Excel spreadsheet.

## Respondent Demographics

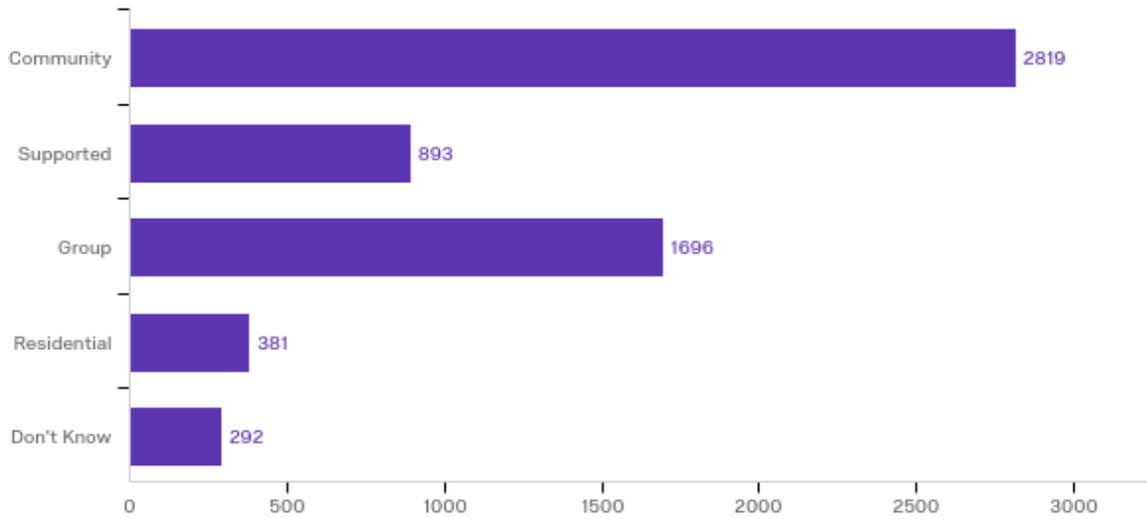
### Employee Gender



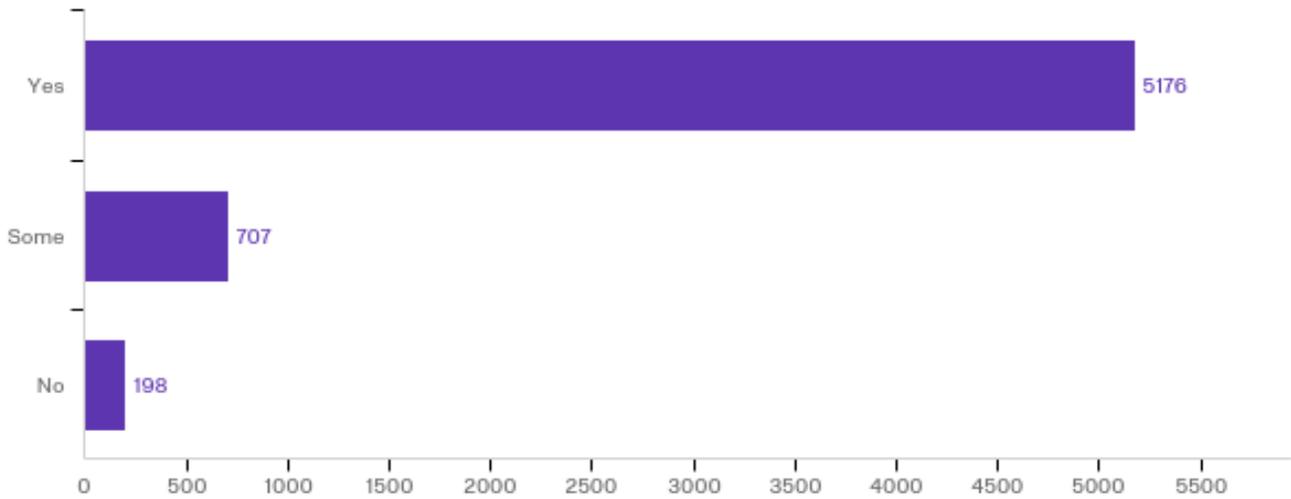
### Employee Guardianship Status



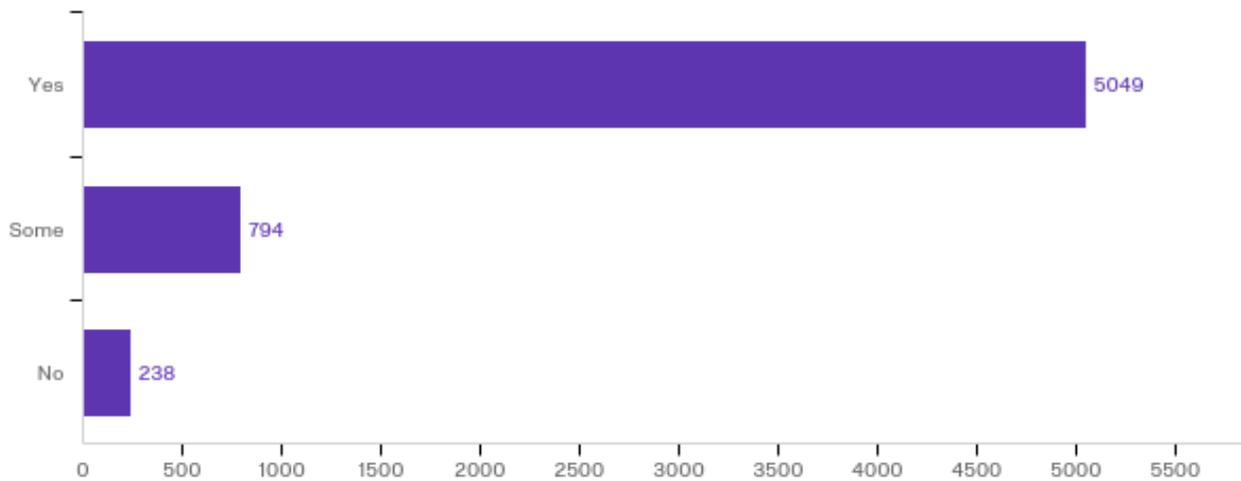
## Residential Status



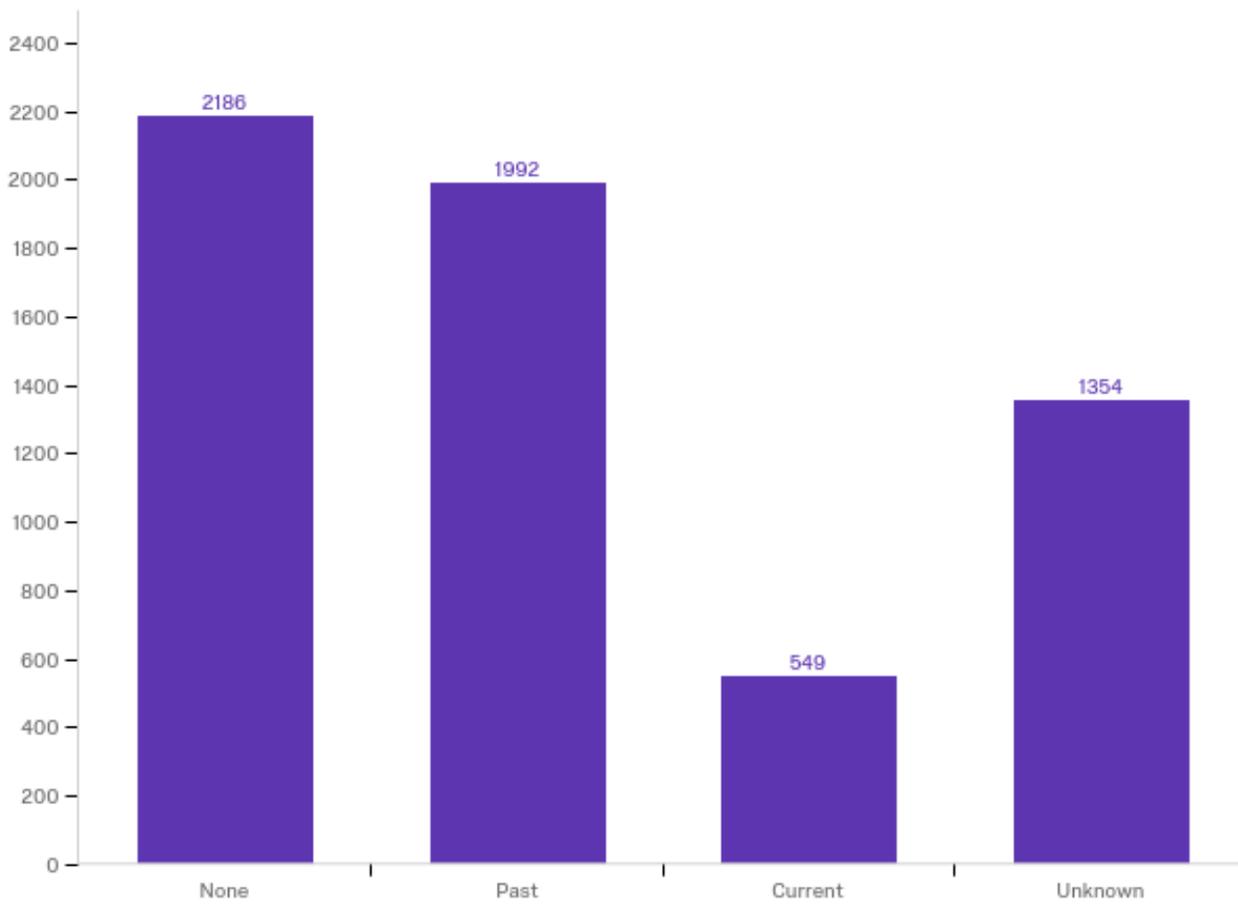
## Receptive Communication (based on observations during interview)



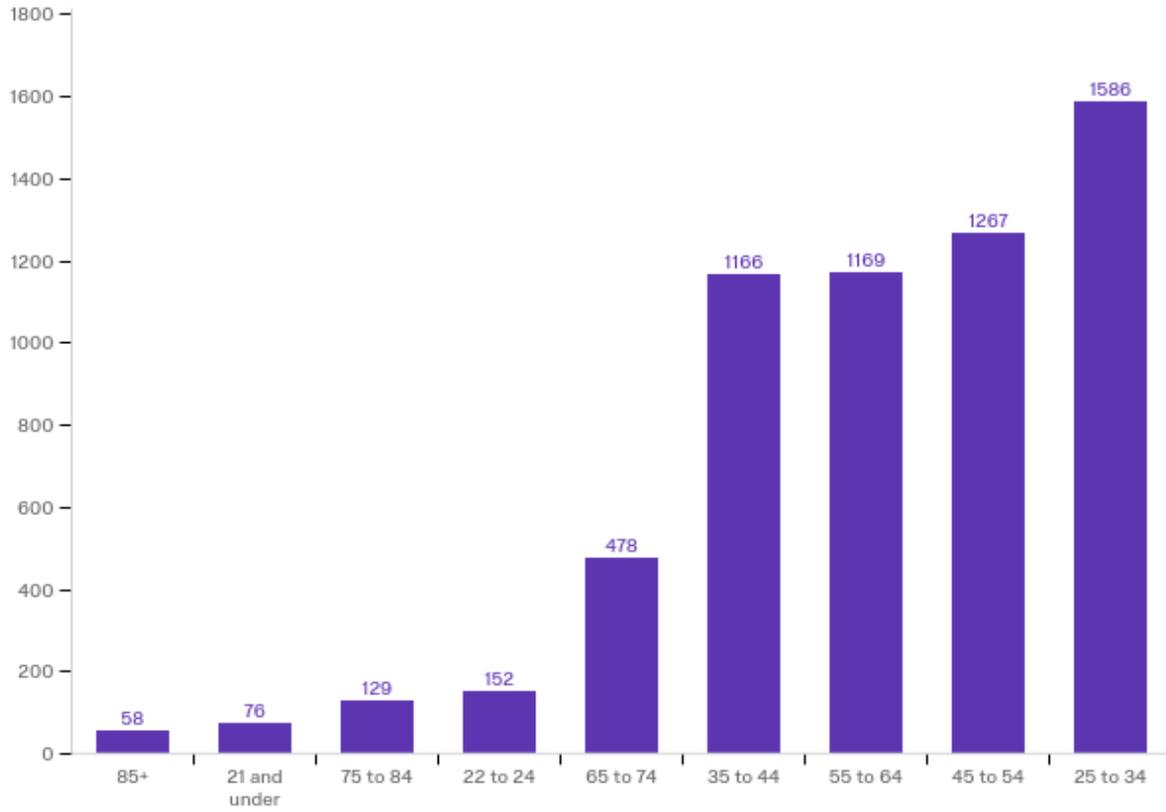
## Expressive Communication (based on observations during interview)



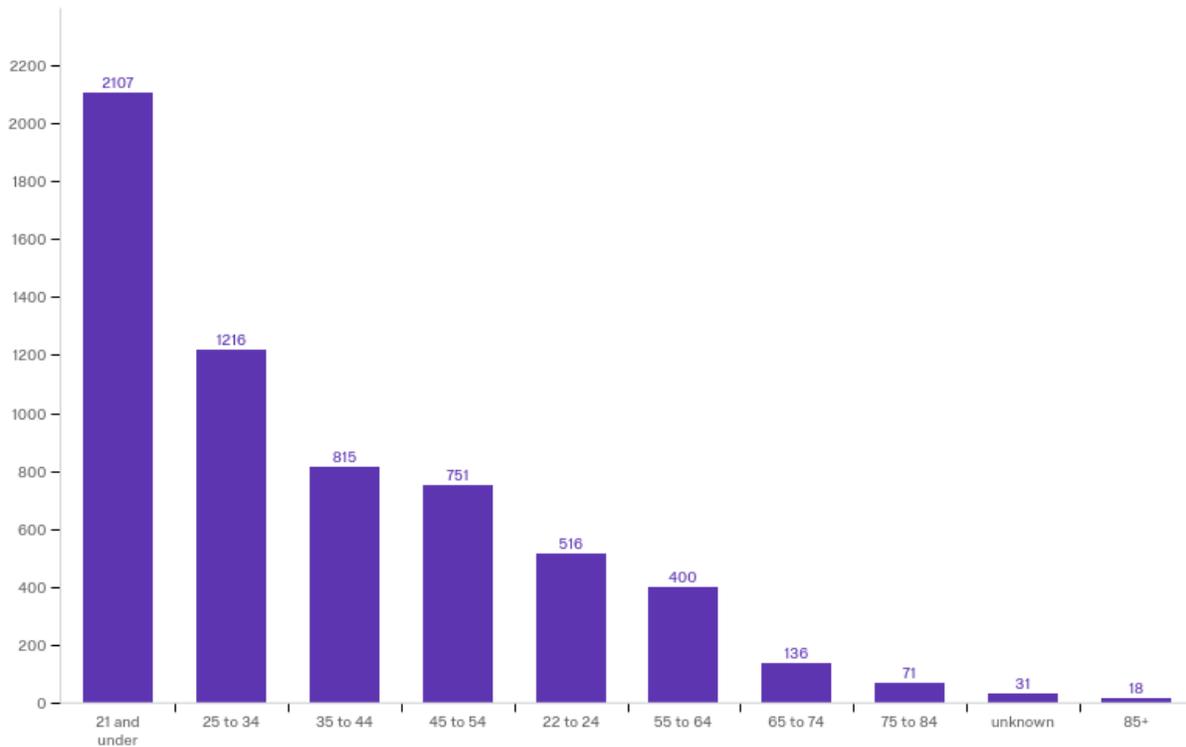
## Reported History of DVR Services



### Age during FY18 interview Cycle by Age Bracket

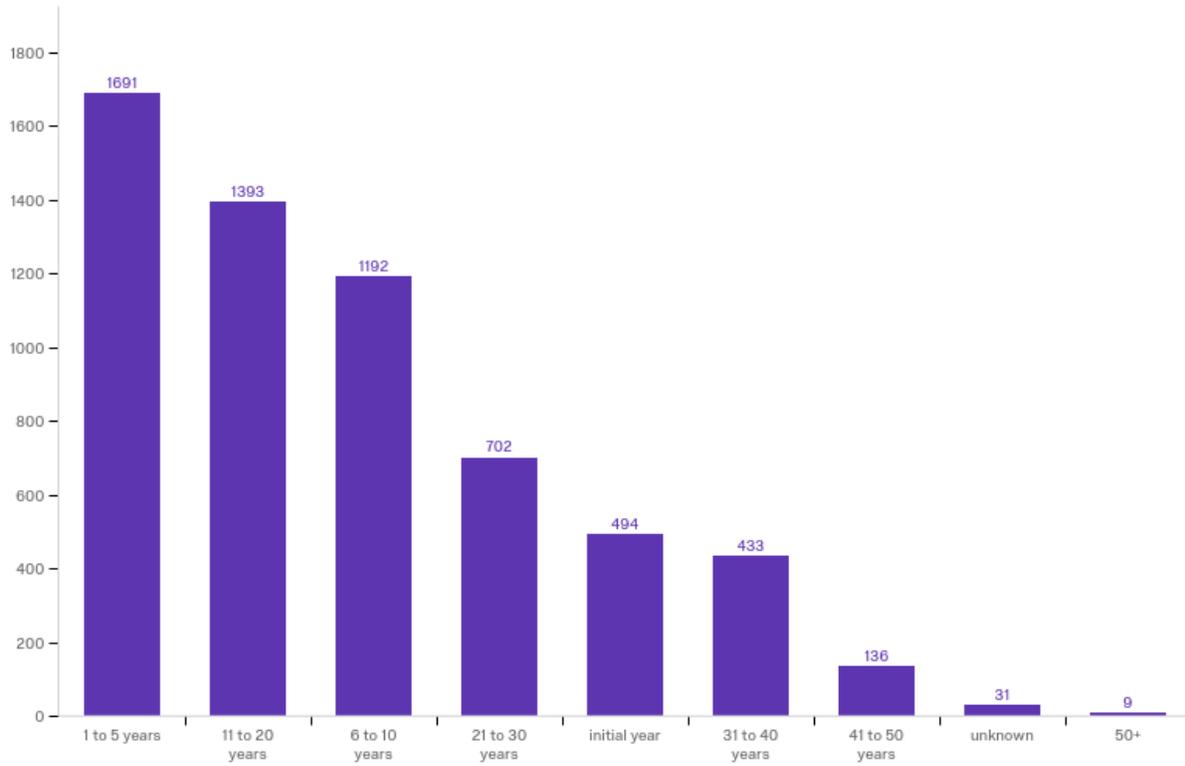


### Age at Date of Hire by 14c Employer by Age Bracket



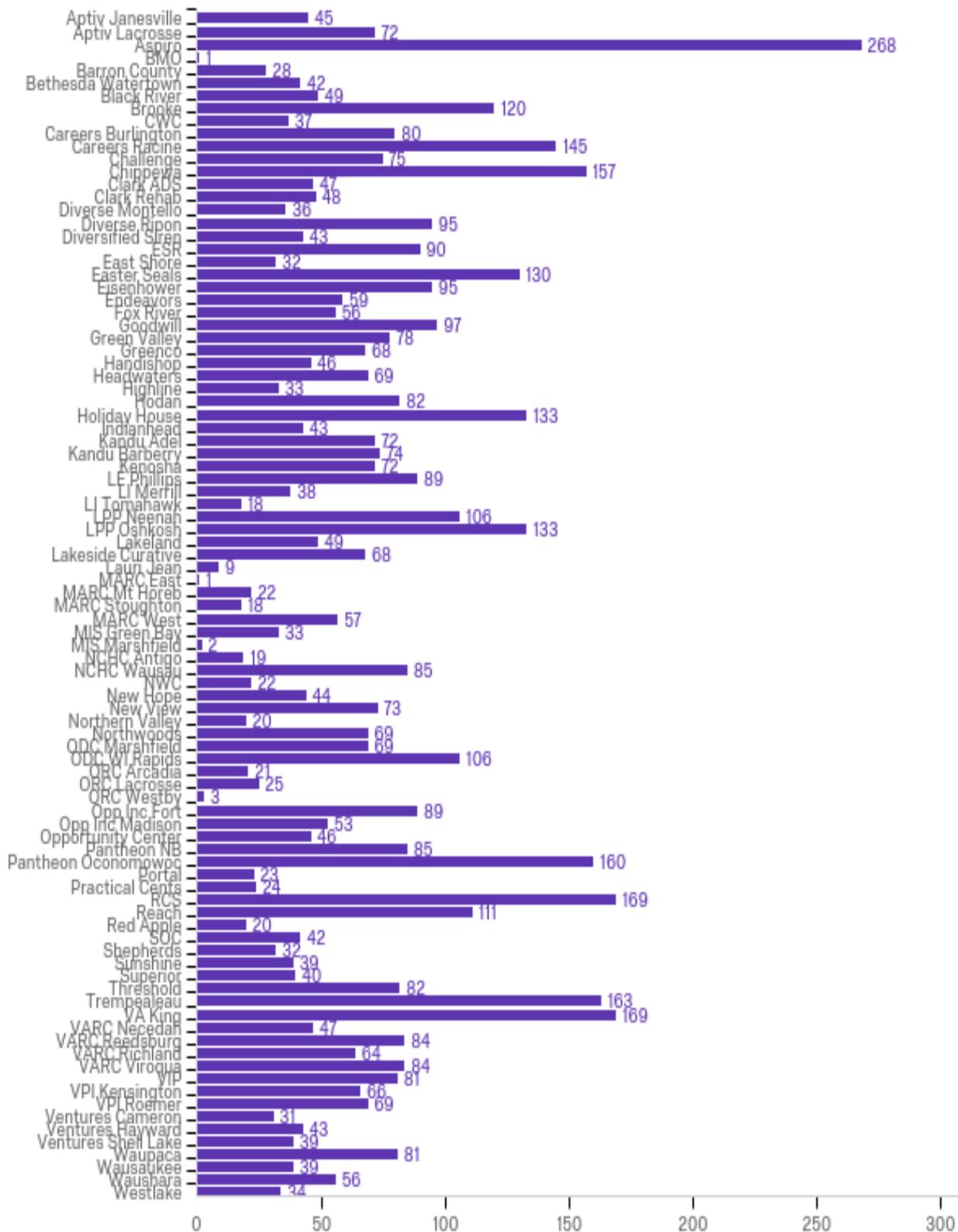
Note: Due to reporting discrepancies, the numbers do not total 6081 people interviewed.

### Length of Time at 14c Employer by Age Bracket (most to least frequent)

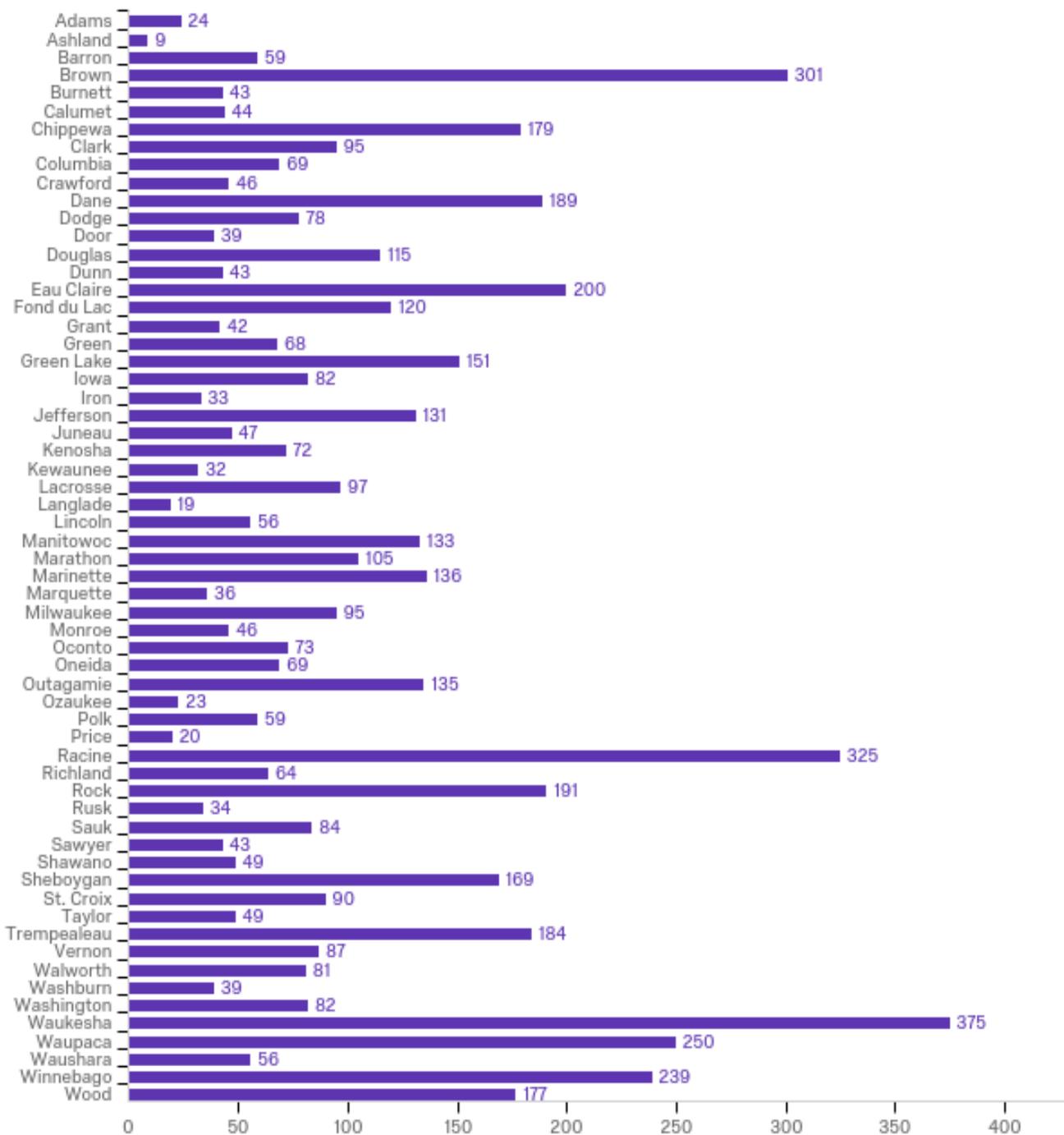


# Interview Event Demographics

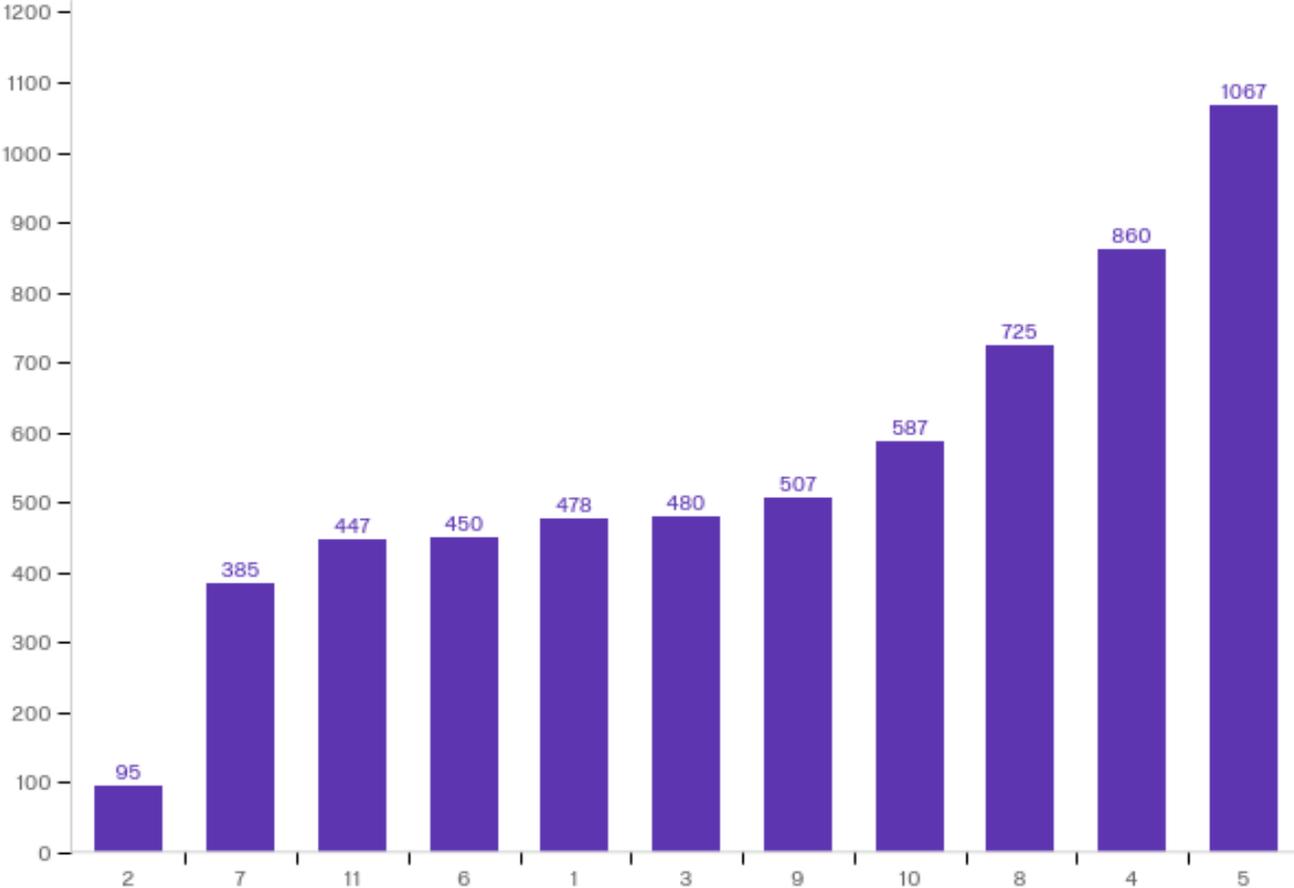
## Interviews by Site



## County of 14c Employment

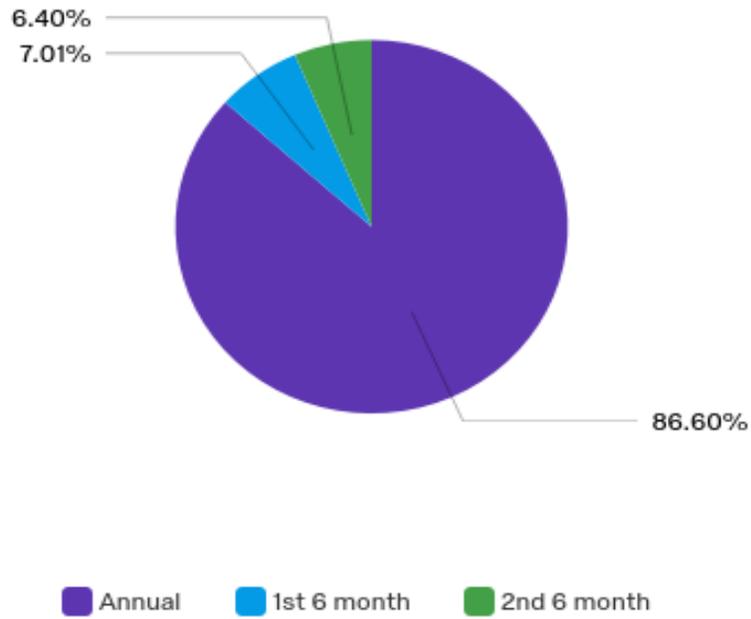


# Number of Interviews by WDA

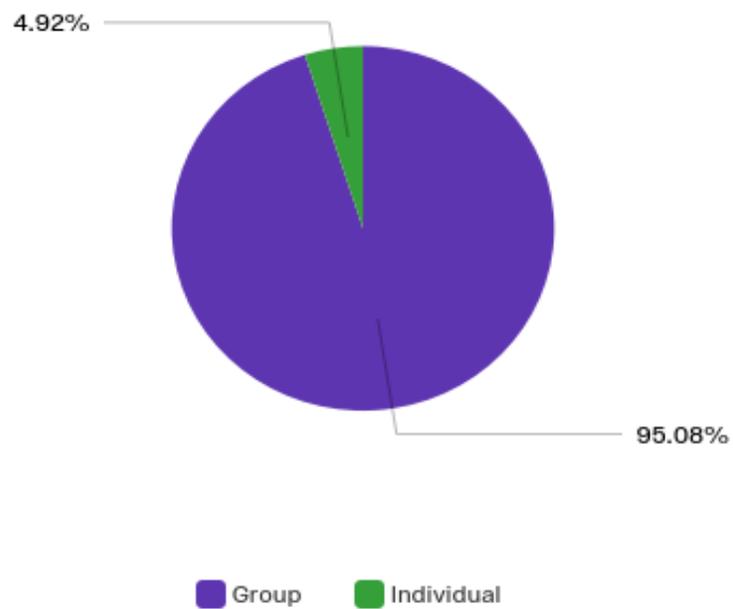


## Characteristics of Interviews

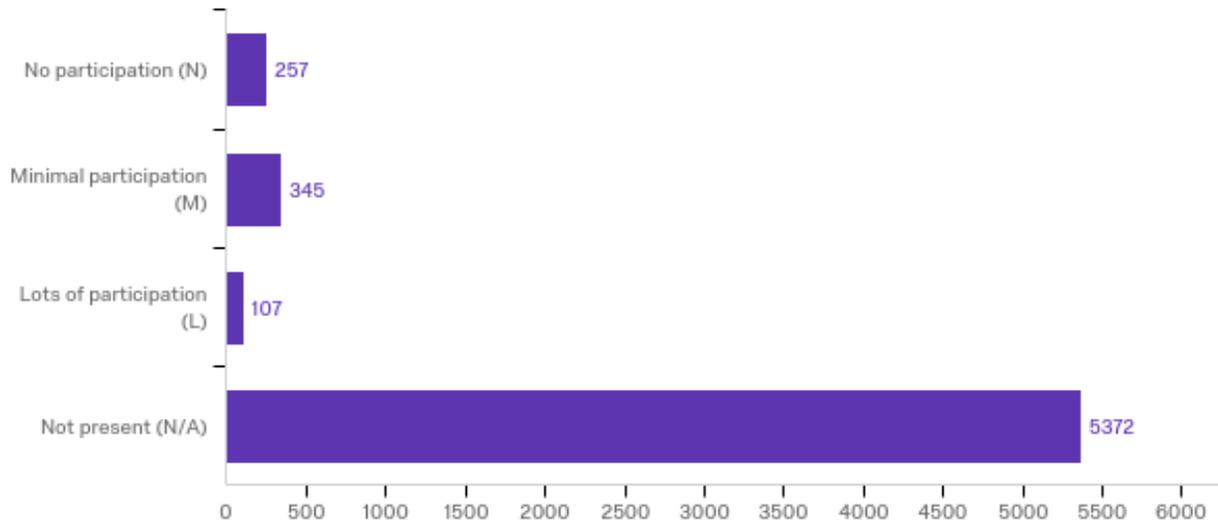
### Interview Type



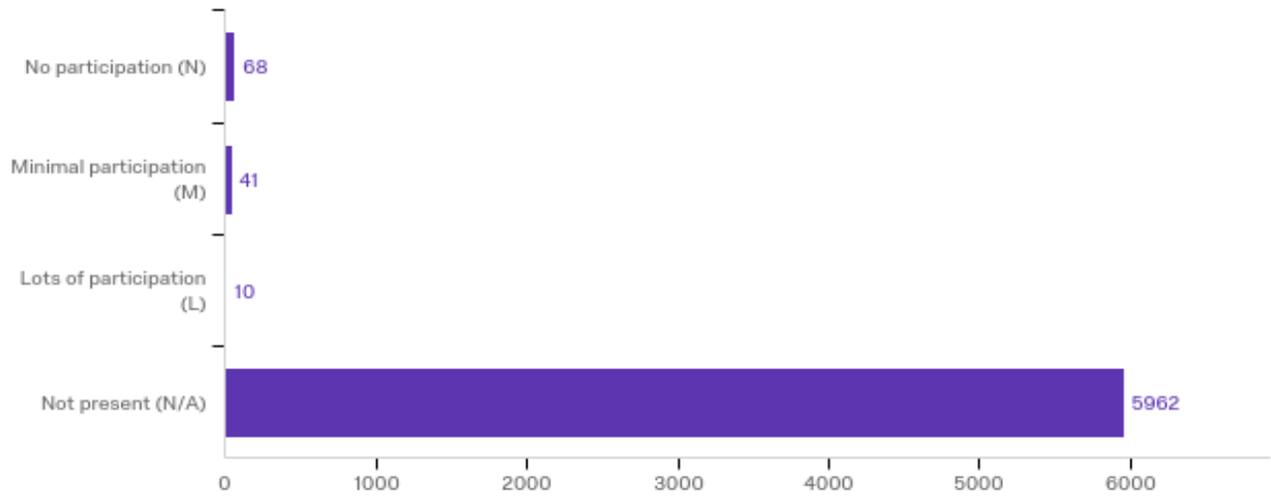
### Interview Style



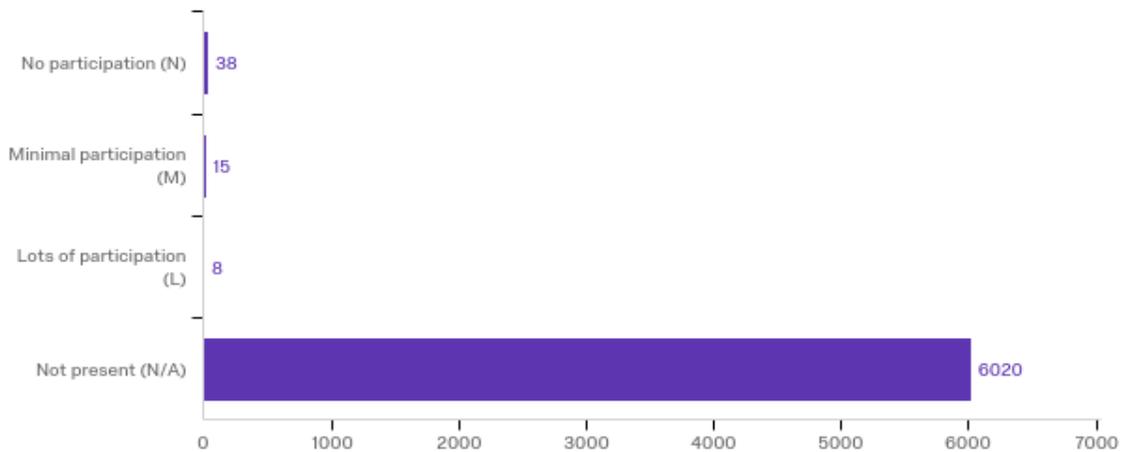
### Others Present- Family



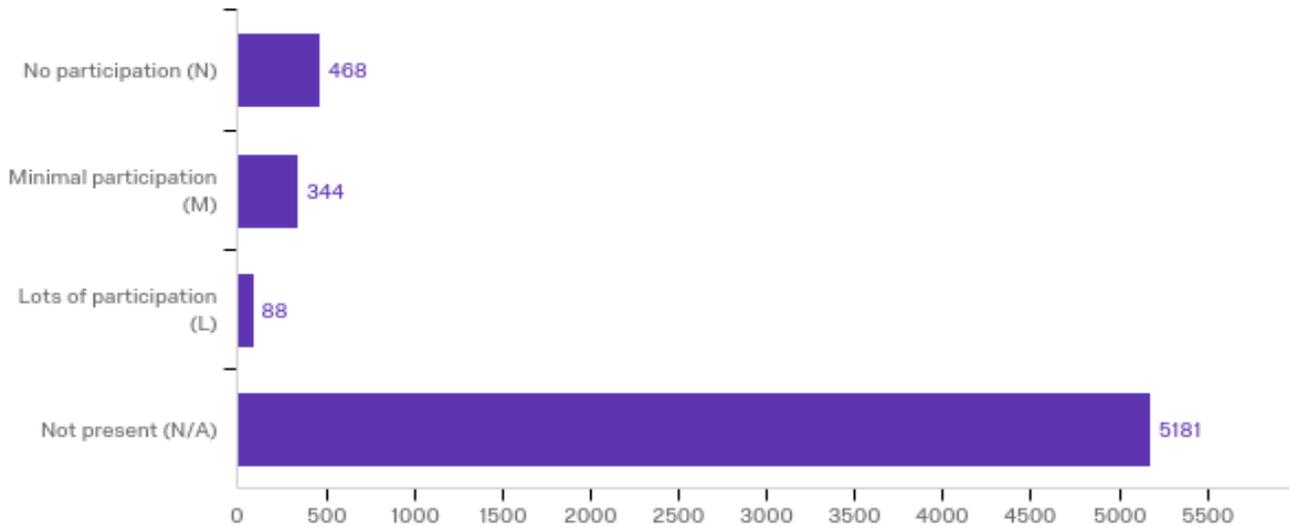
### Others Present- Unrelated Guardian



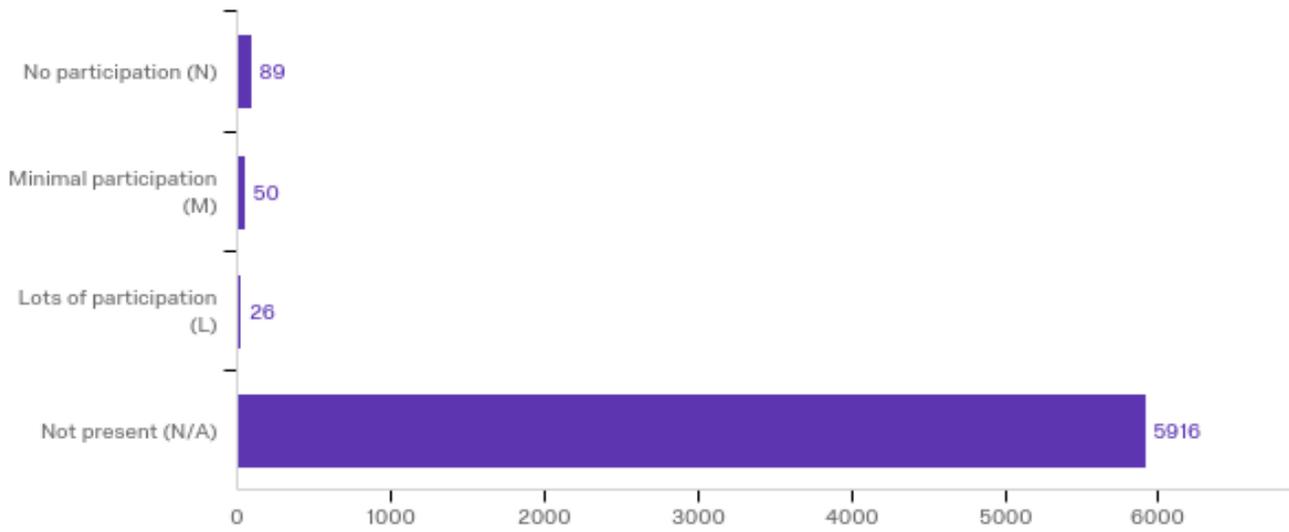
### Others Present- IRIS/MCO



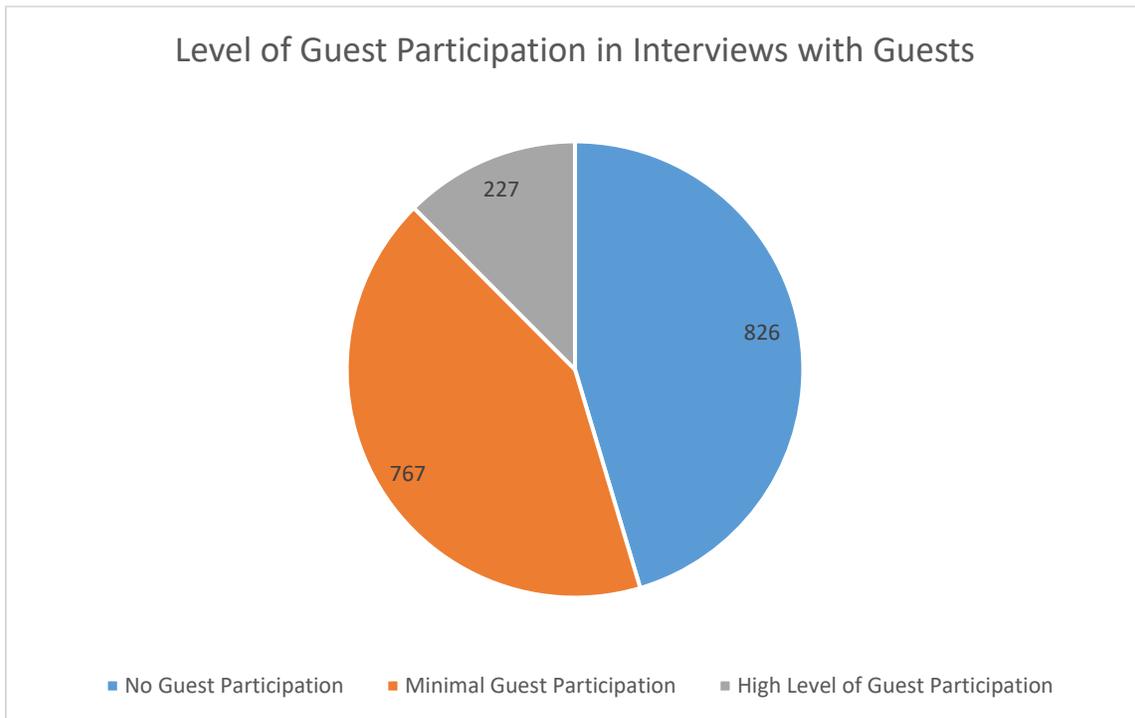
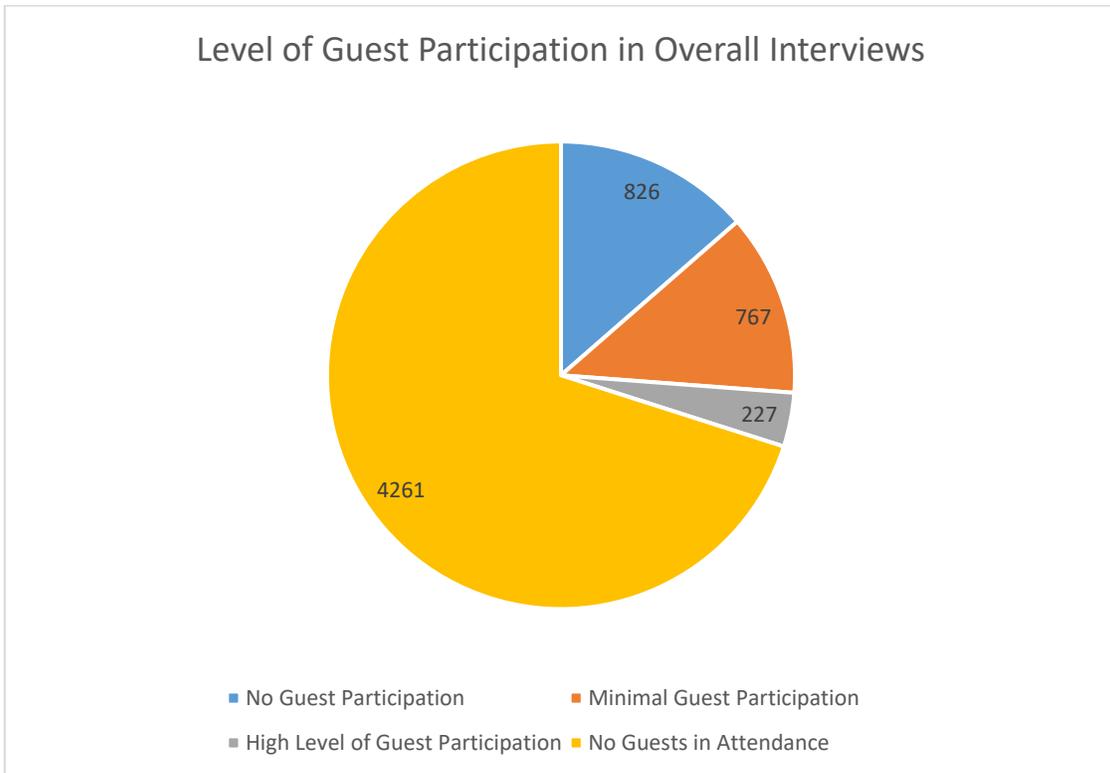
## Others Present- Site Staff



## Others Present- Other

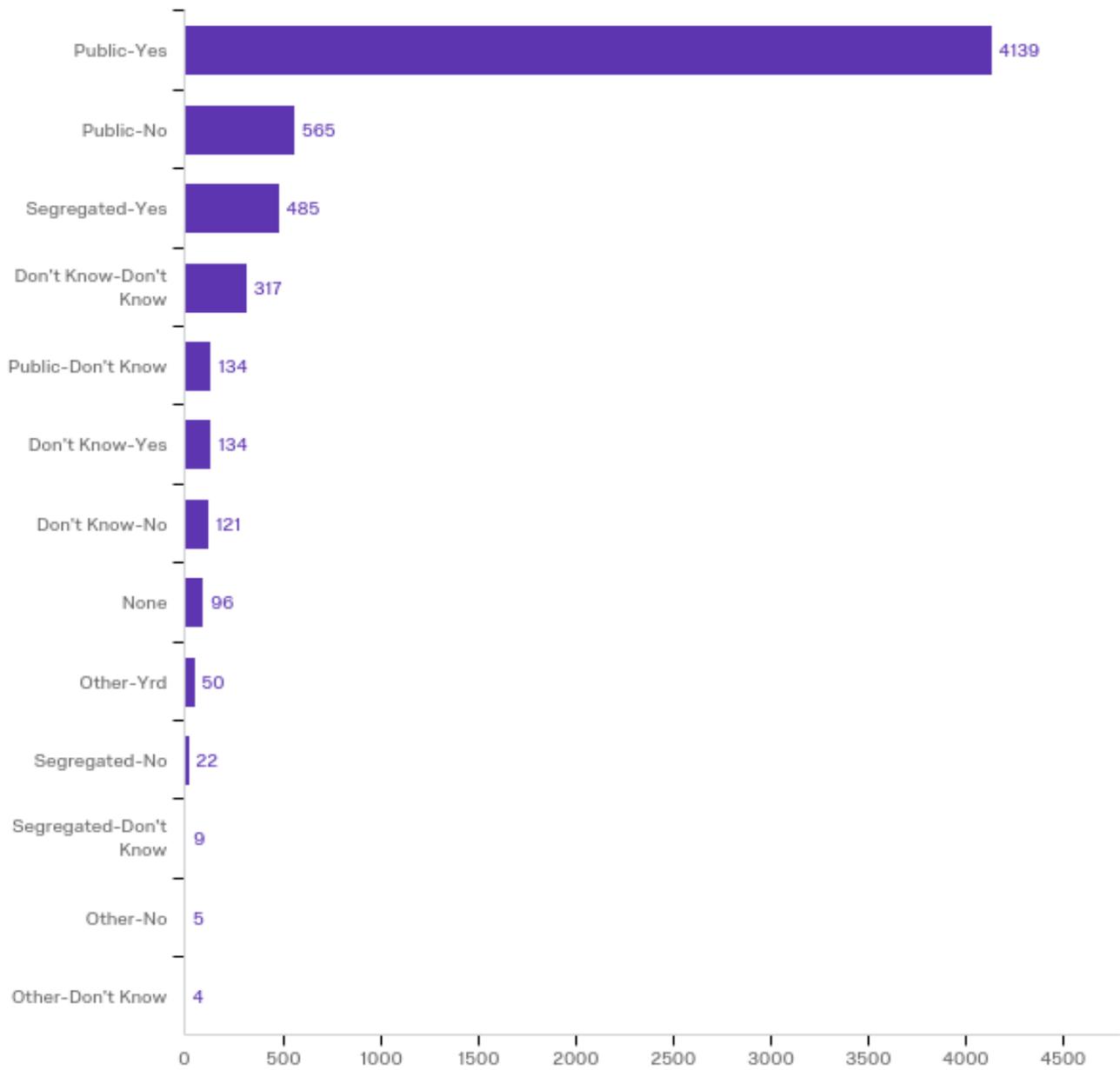


## Attendee/Invited Guest Participation Level

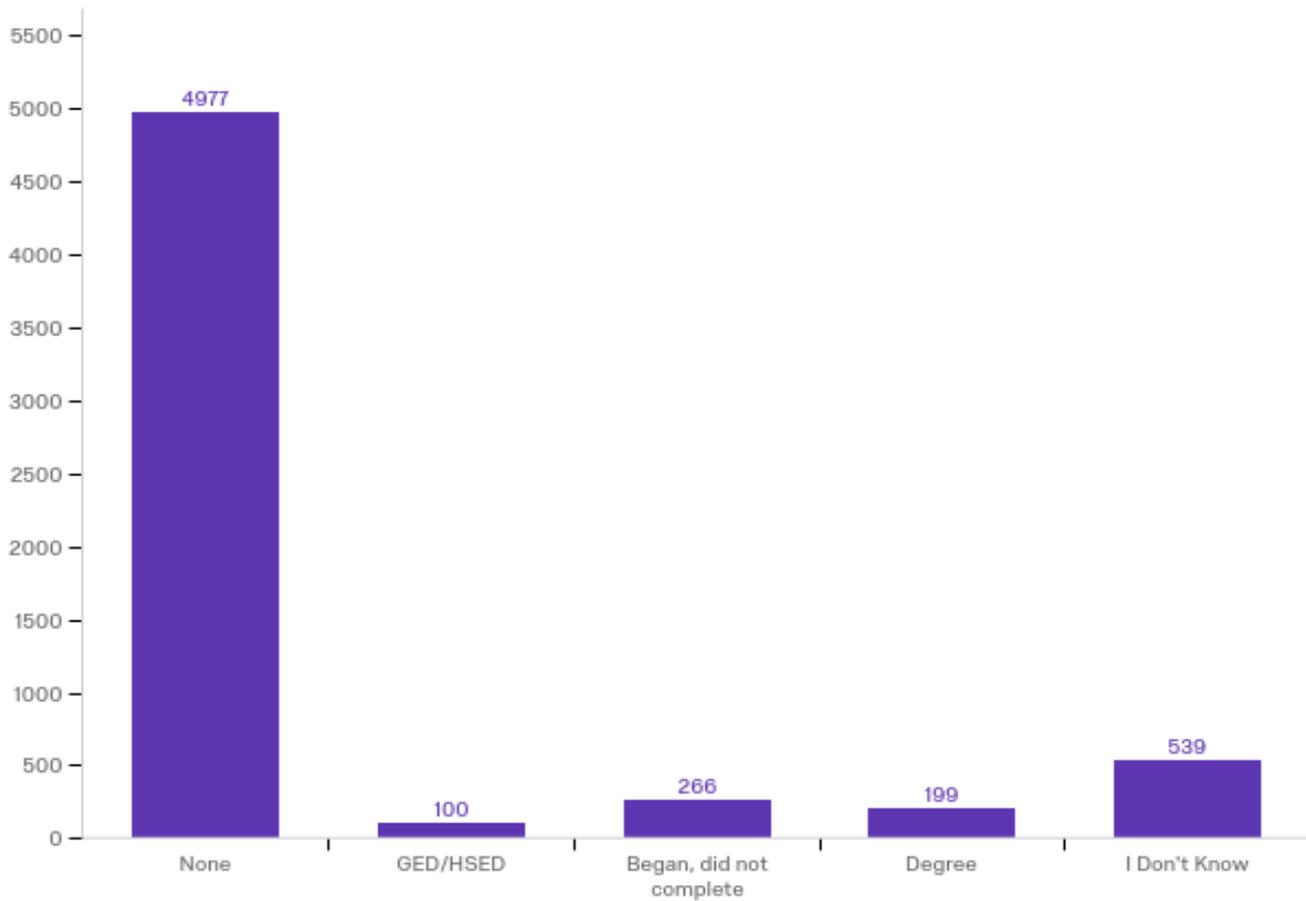


# Interview Responses

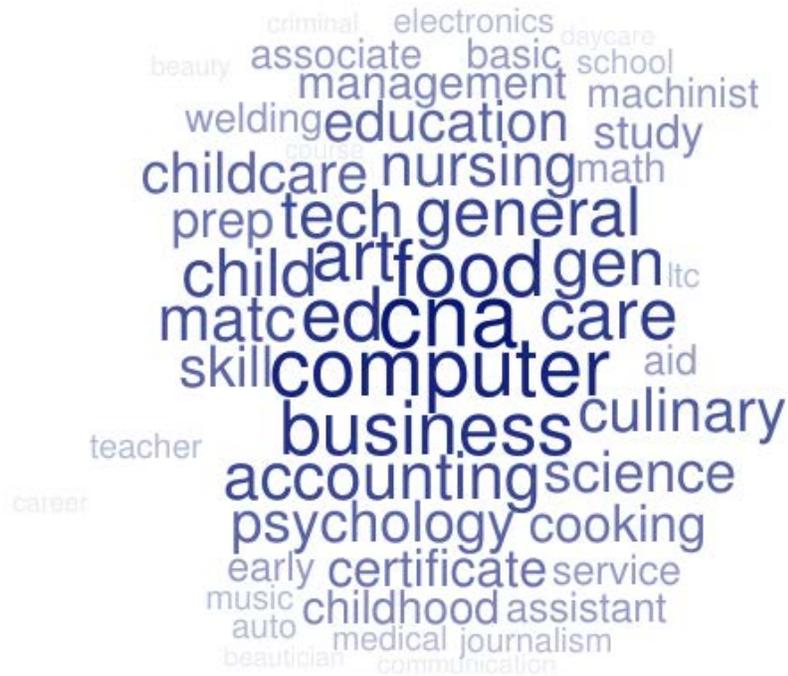
## Secondary Education (Type of School – Completion Status)



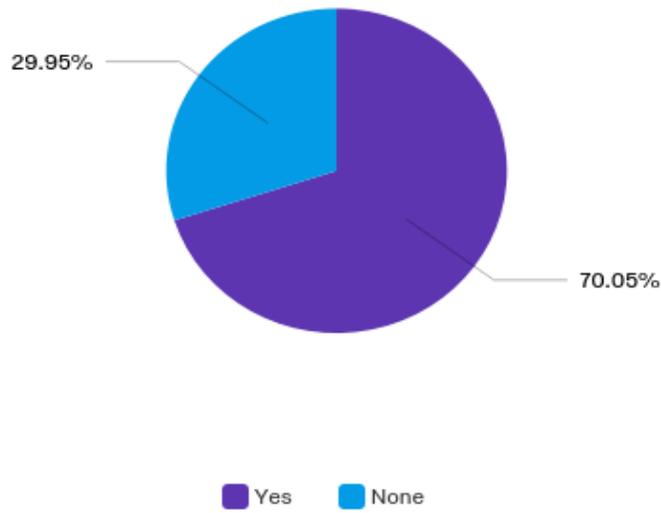
## Post-Secondary Education



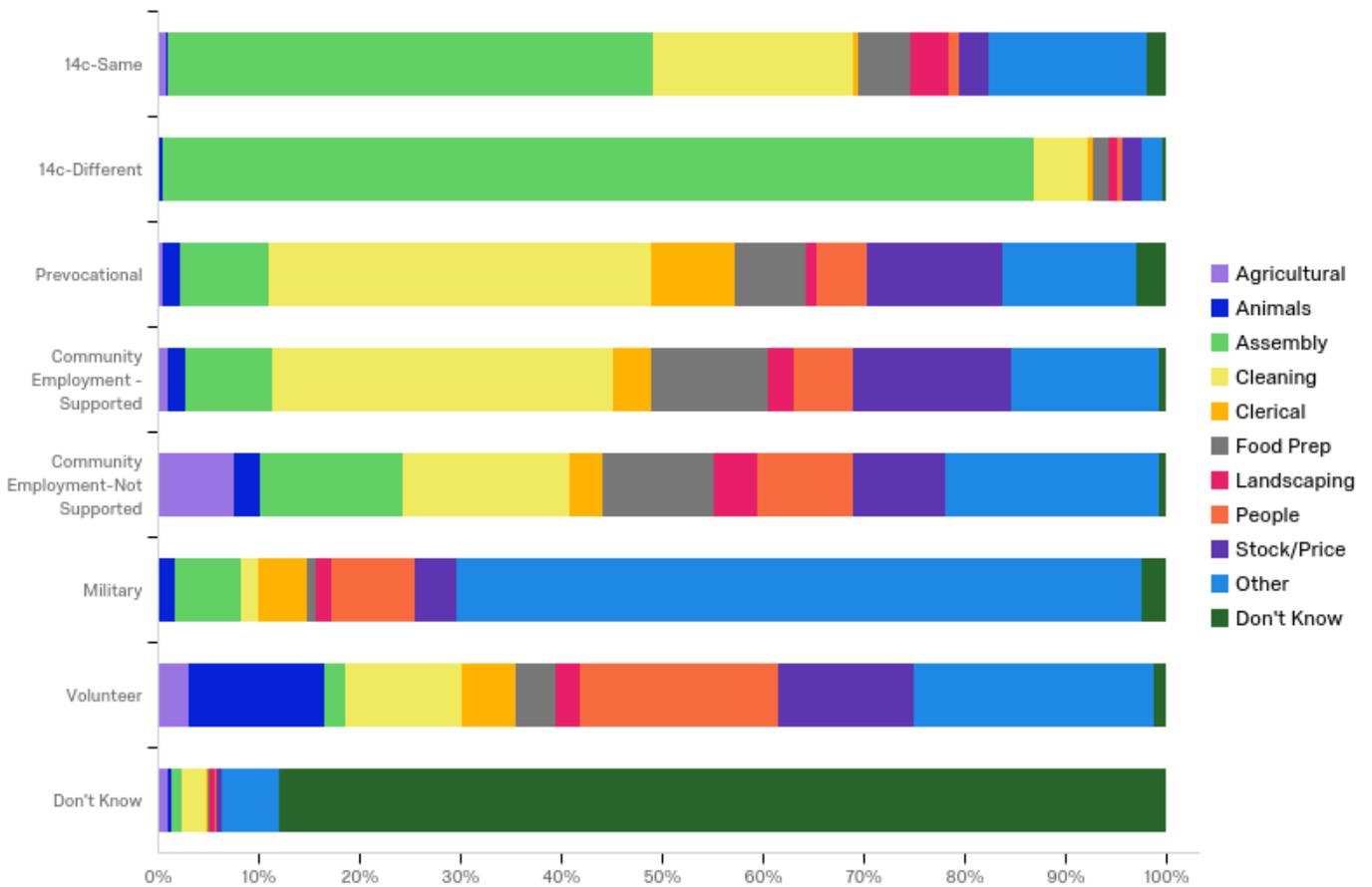
## Major (Post-Secondary Education)



## Historic Vocational Activities

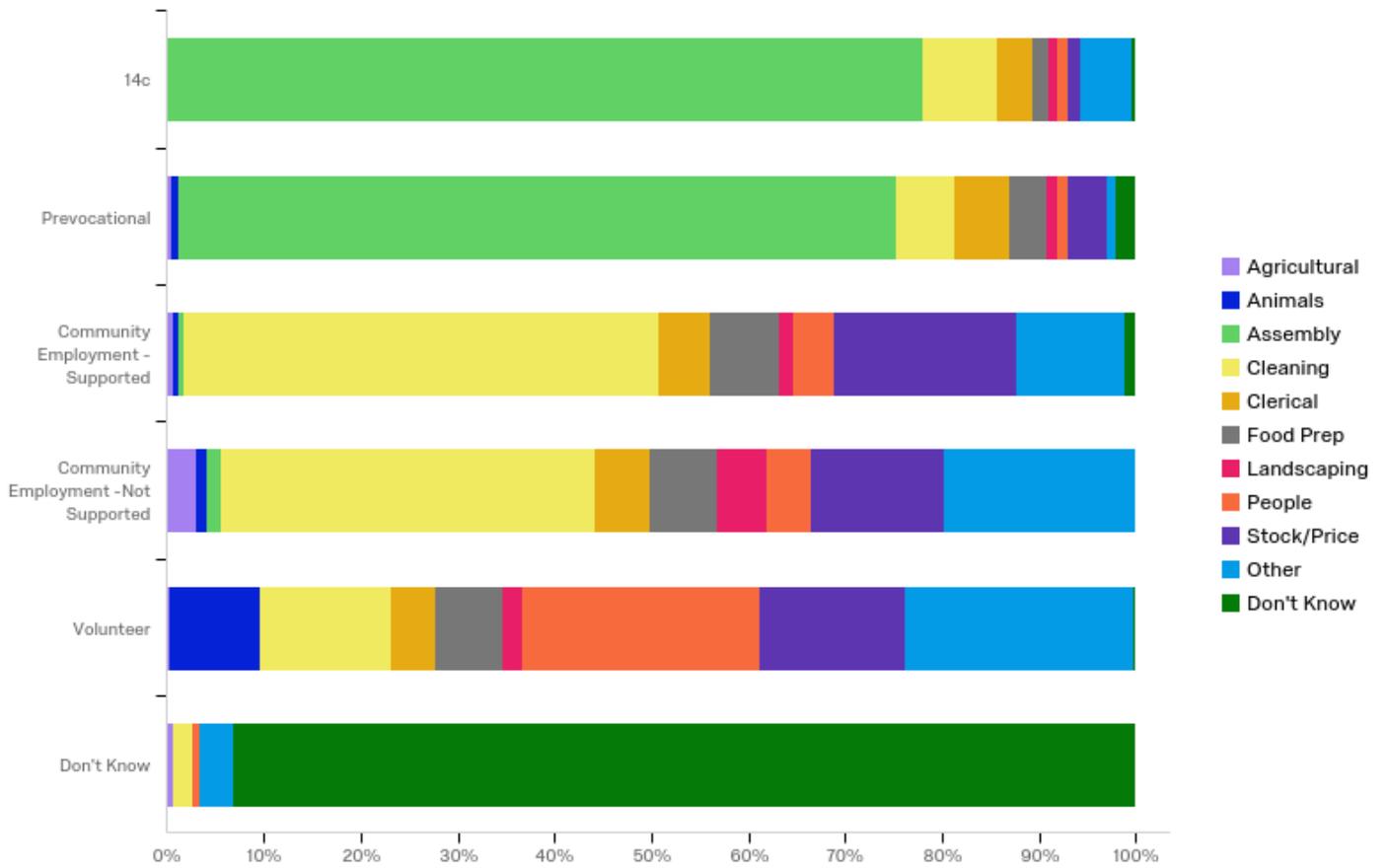


## Historic Vocational Activities by Type



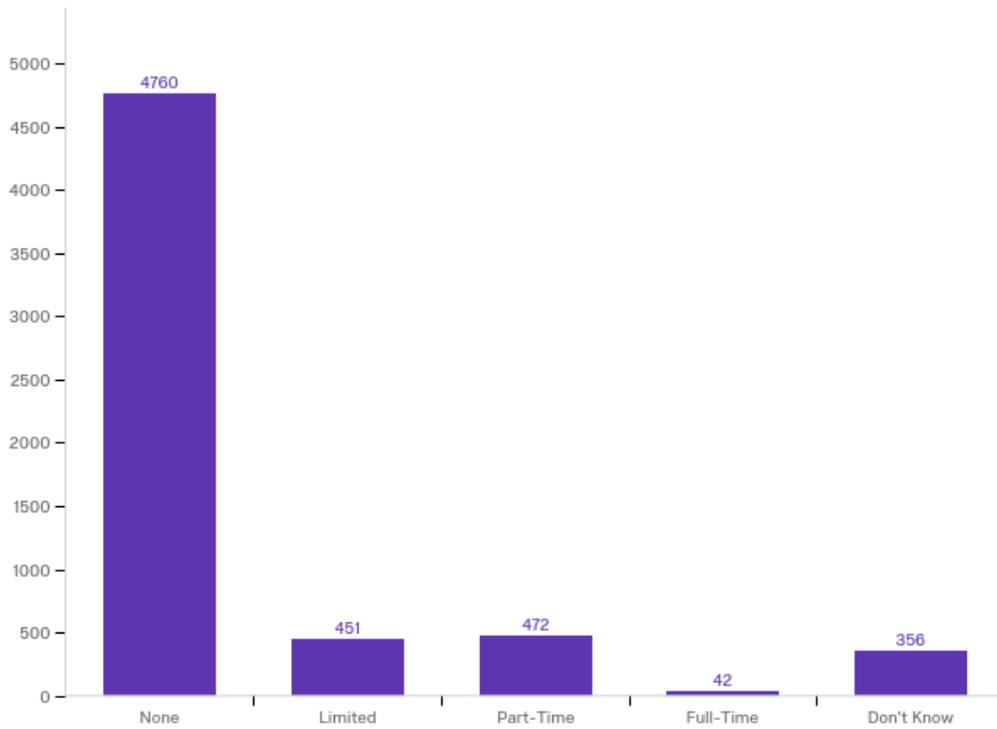
Note: Data has been normalized to percentage for easier comparison within and across settings and categories

## Current Vocational Activities

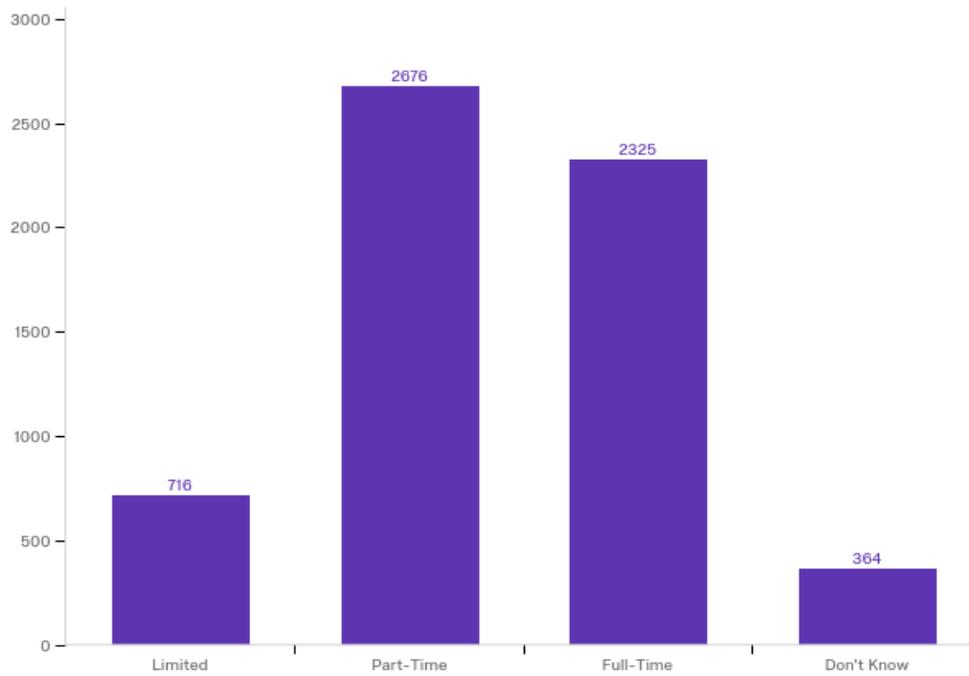


Note: Data has been normalized to percentage for easier comparison within and across settings and categories

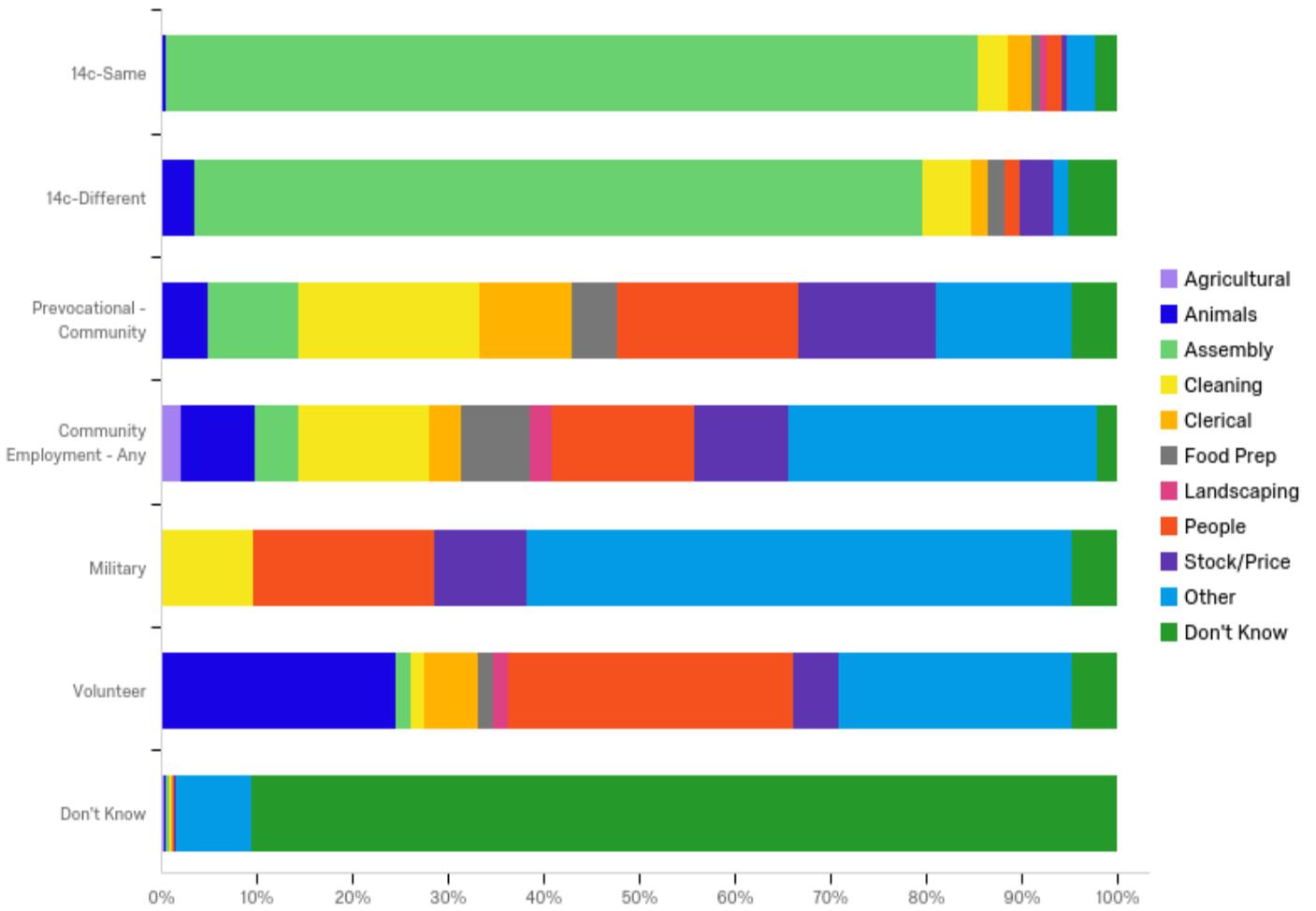
## Current Community Hours



## Current 14c Hours

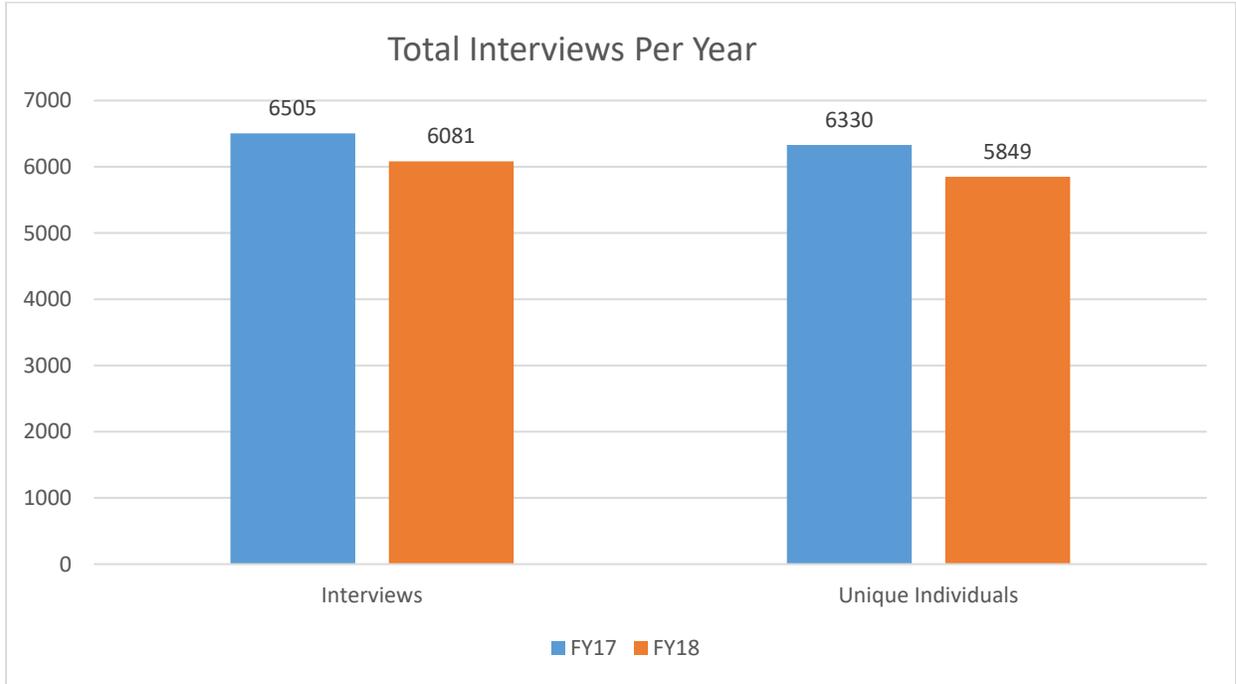


## Future Vocational Activities

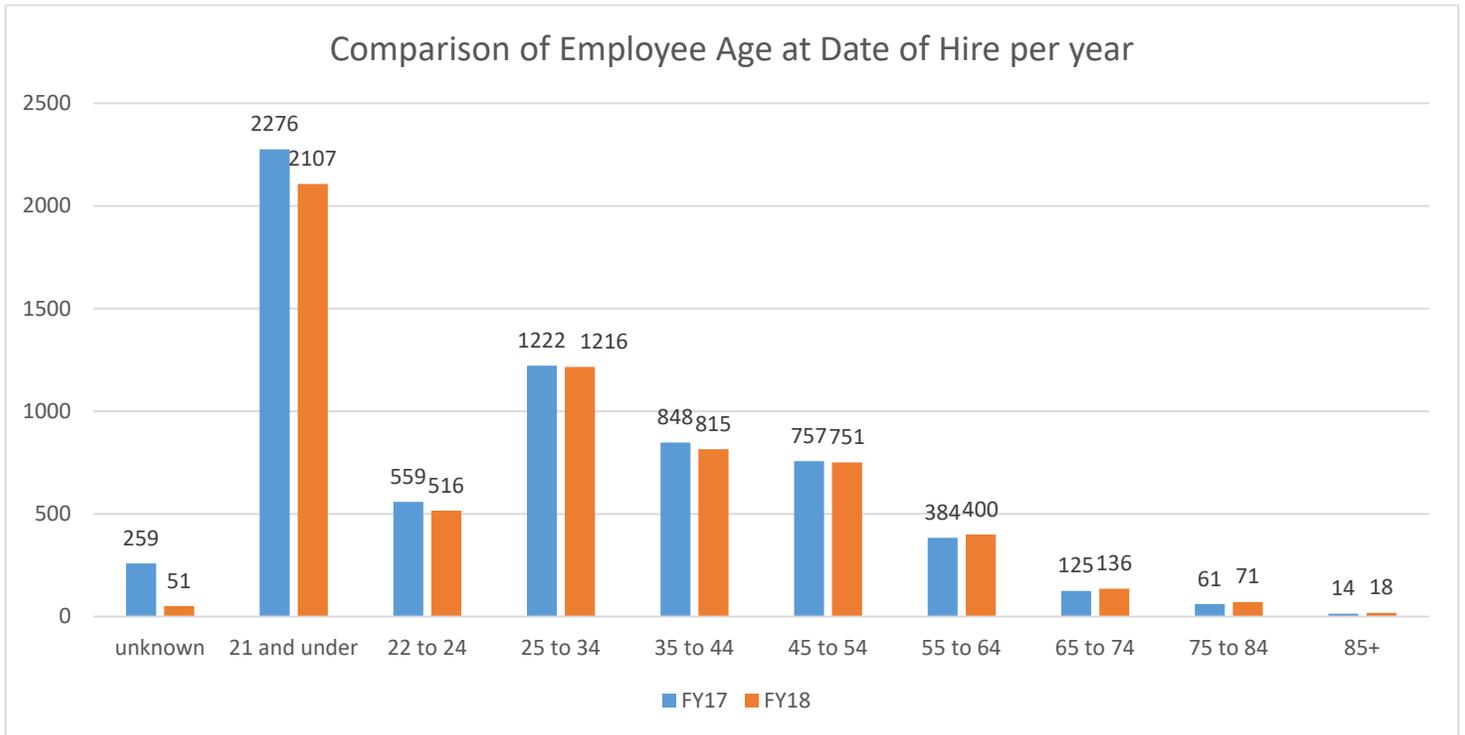


Note: Data has been normalized to percentage for easier comparison within and across settings and categories

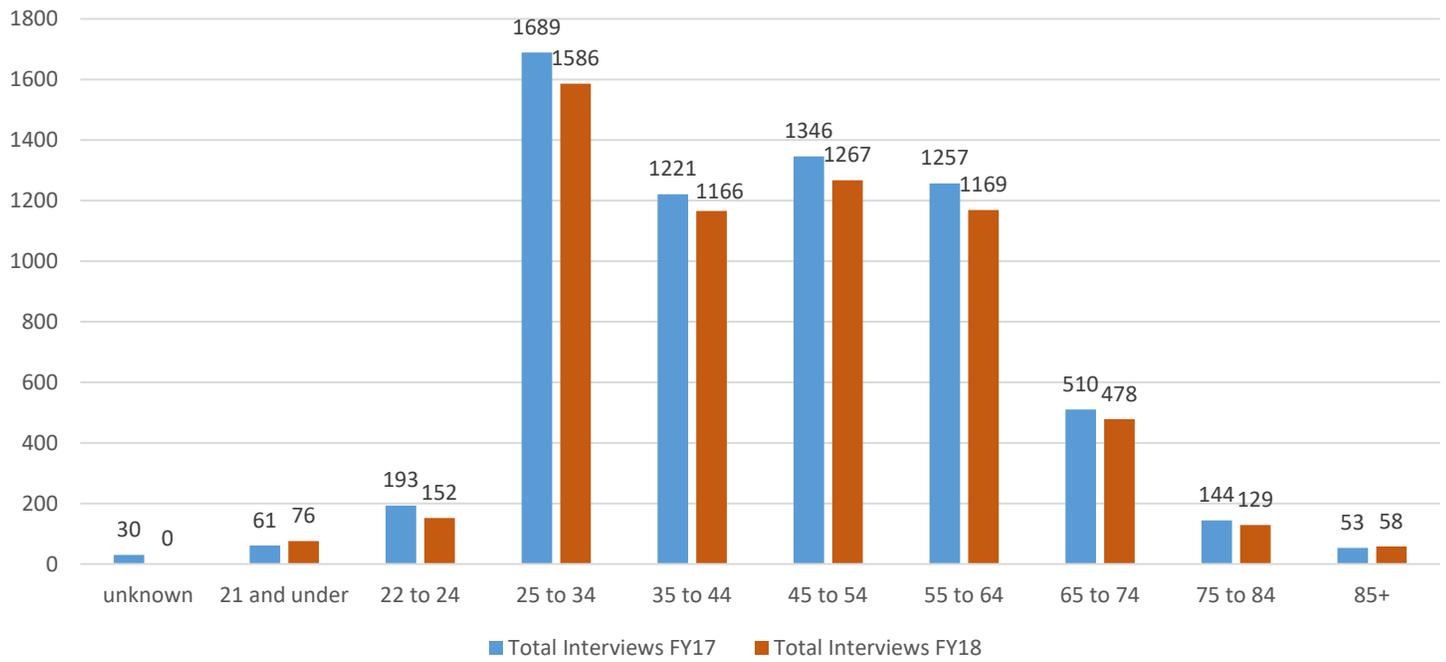
## Comparisons across FY17 and FY18 Interview Cycles



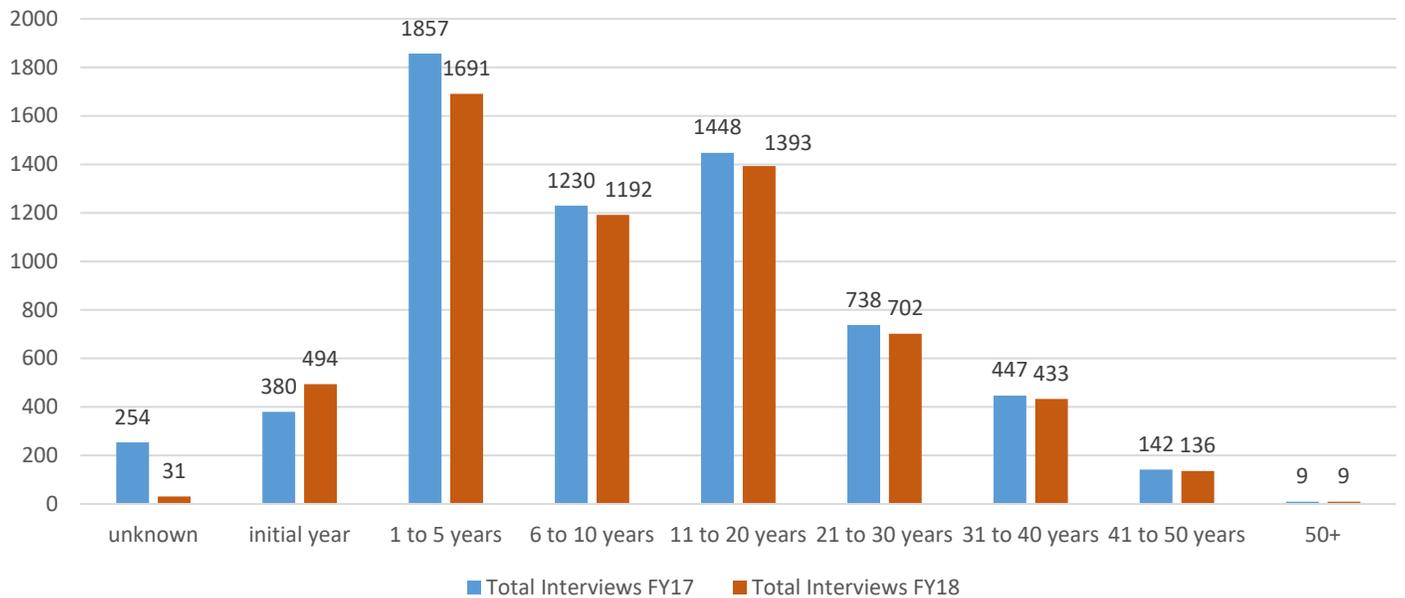
## Respondent Demographics by Year



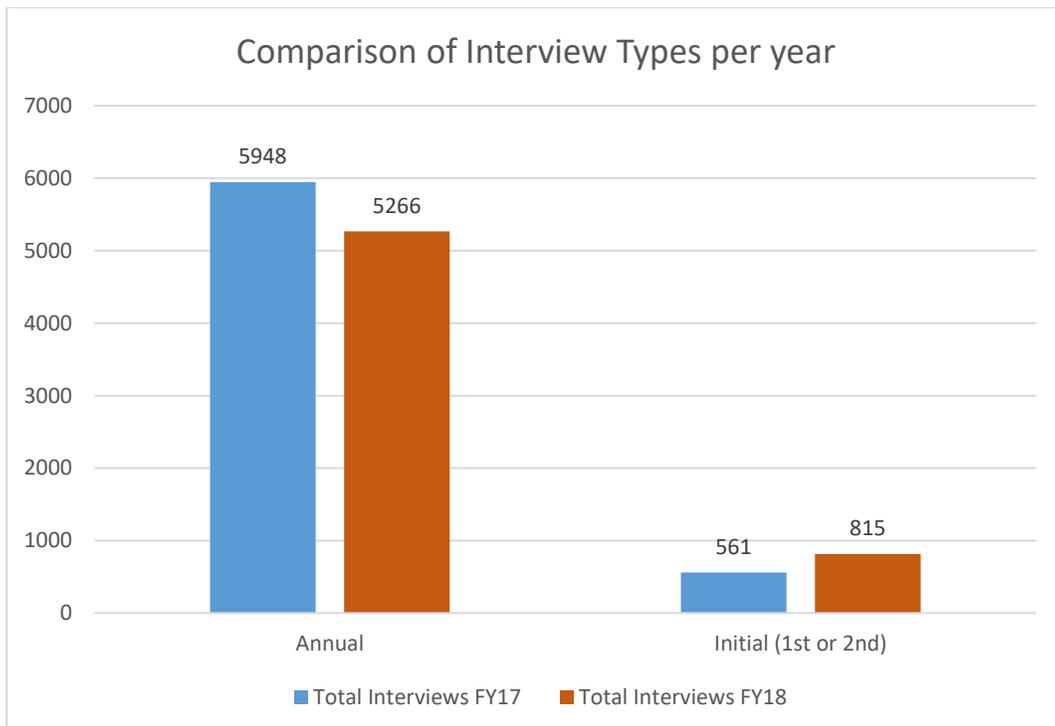
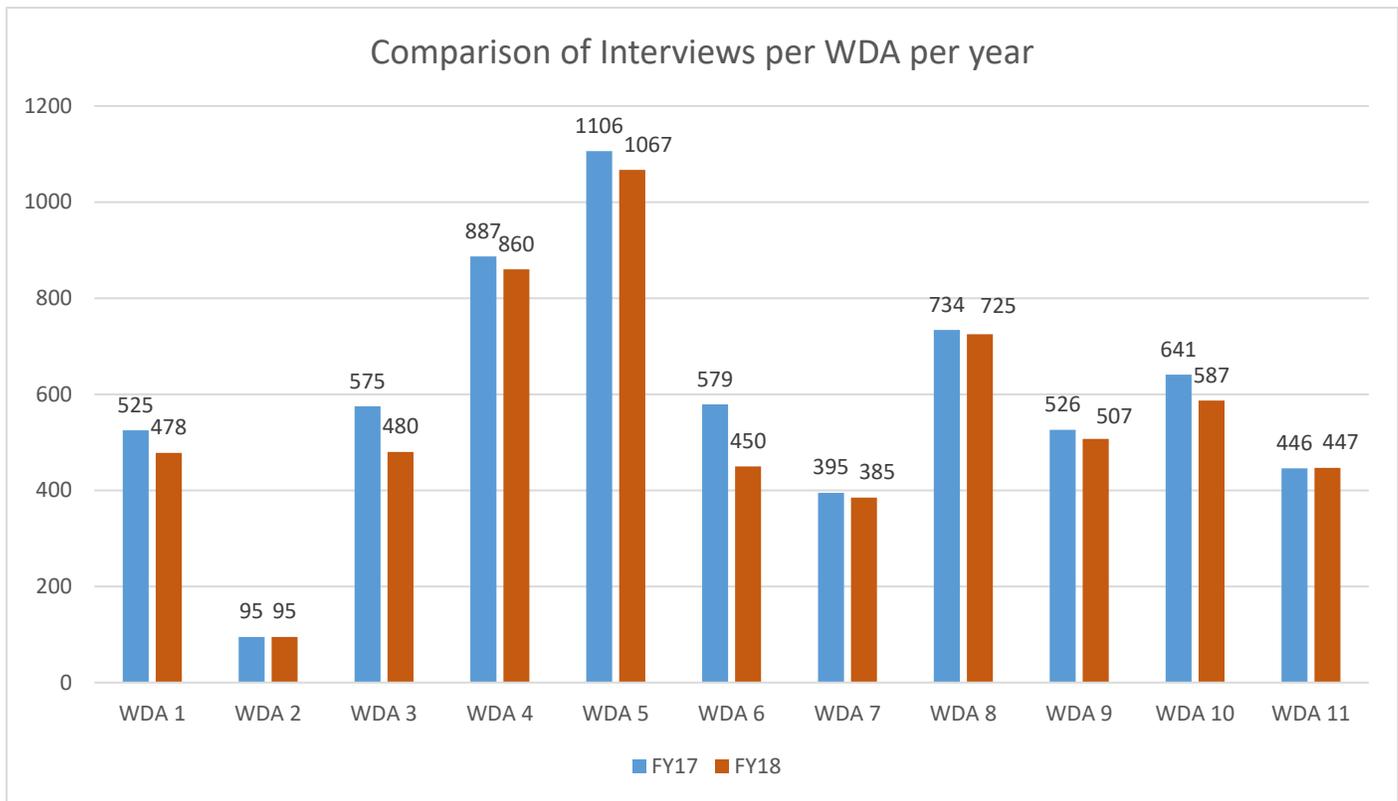
Comparison of Employee Age at Time of Interview per year

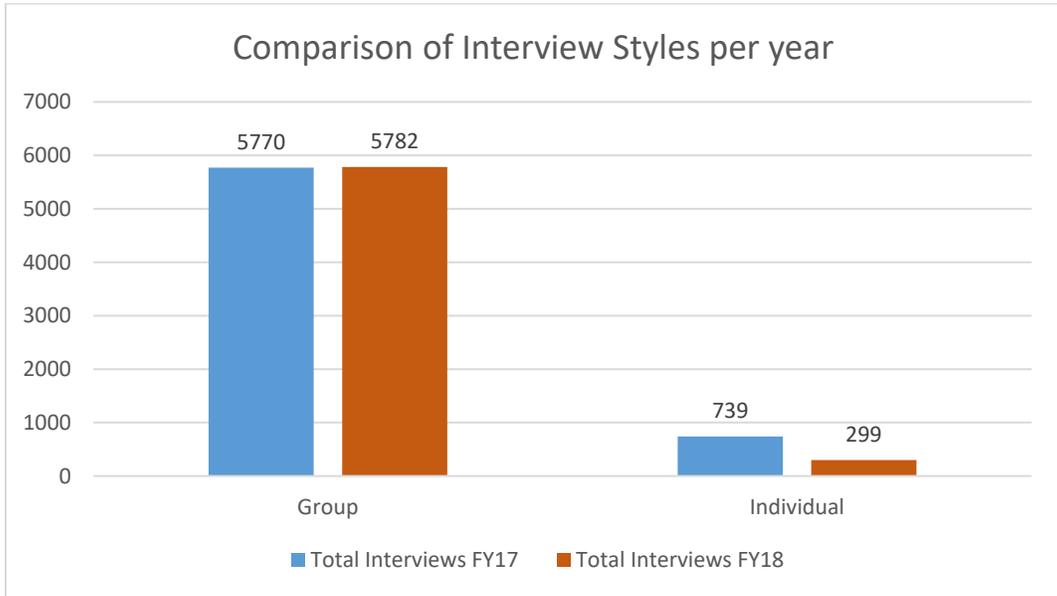


Comparison of Length of 14c Employment per year

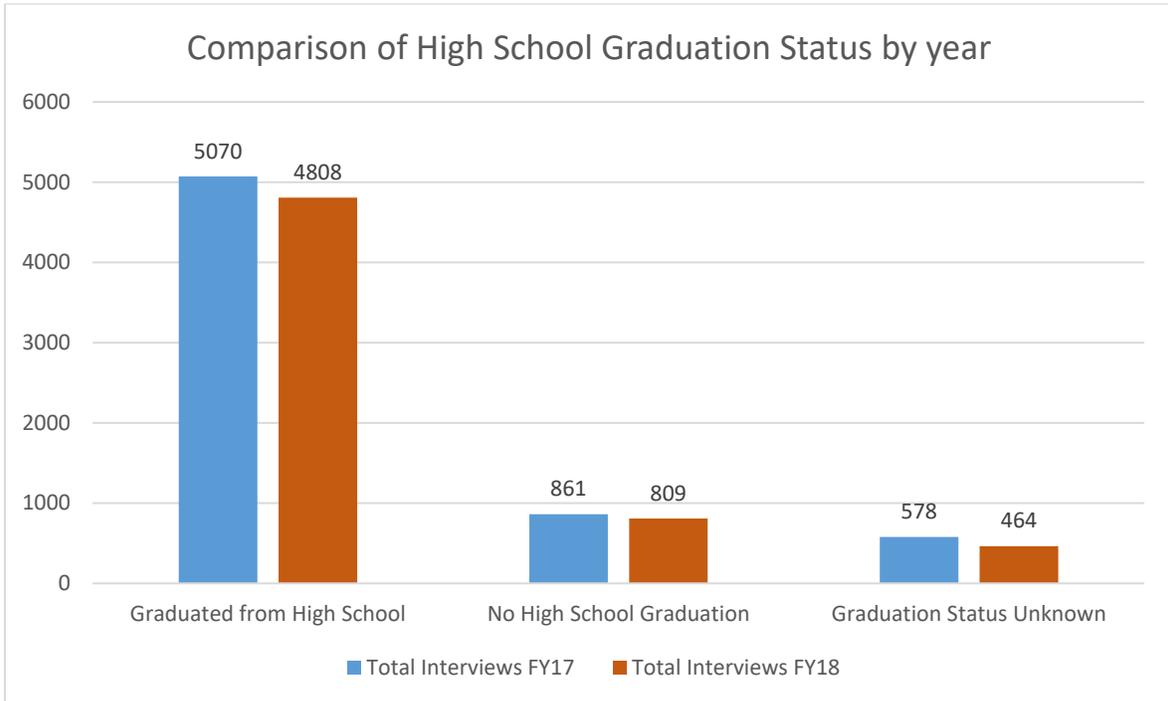


## Interview Event Demographics by Year

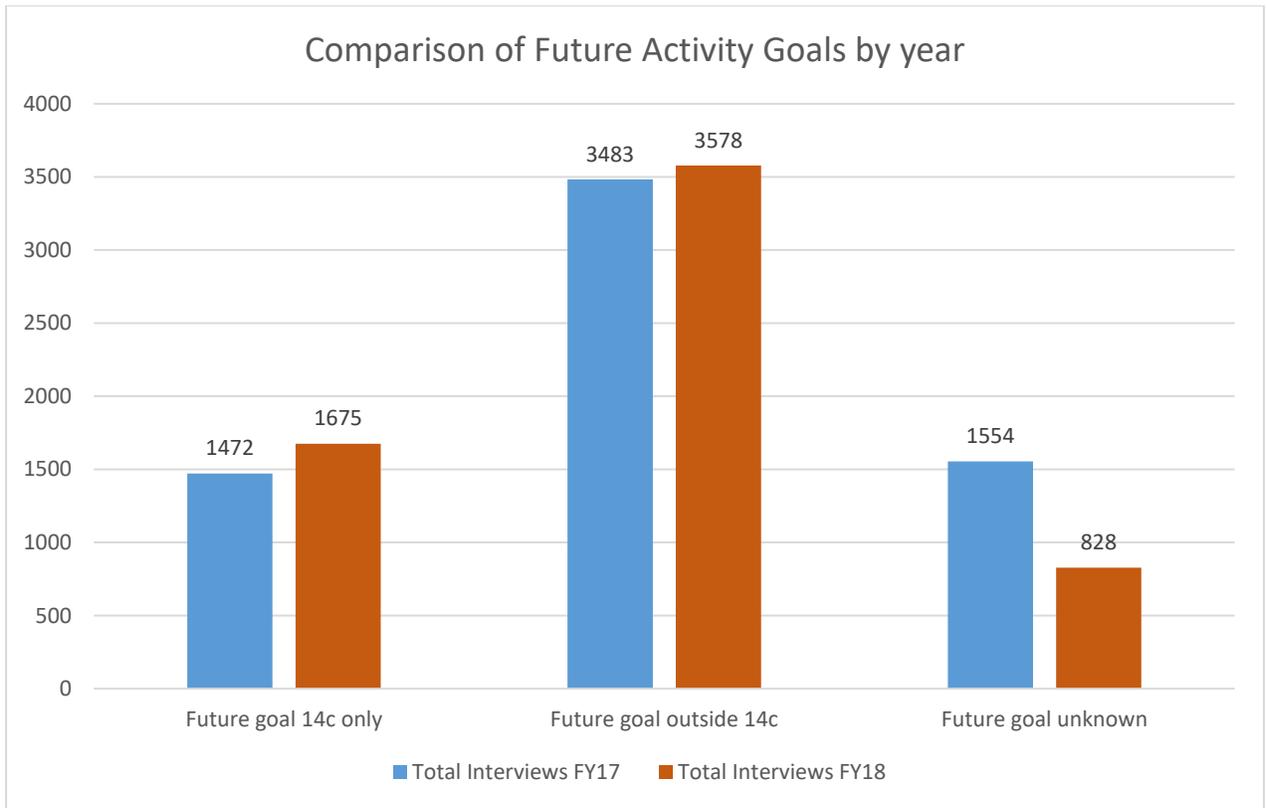




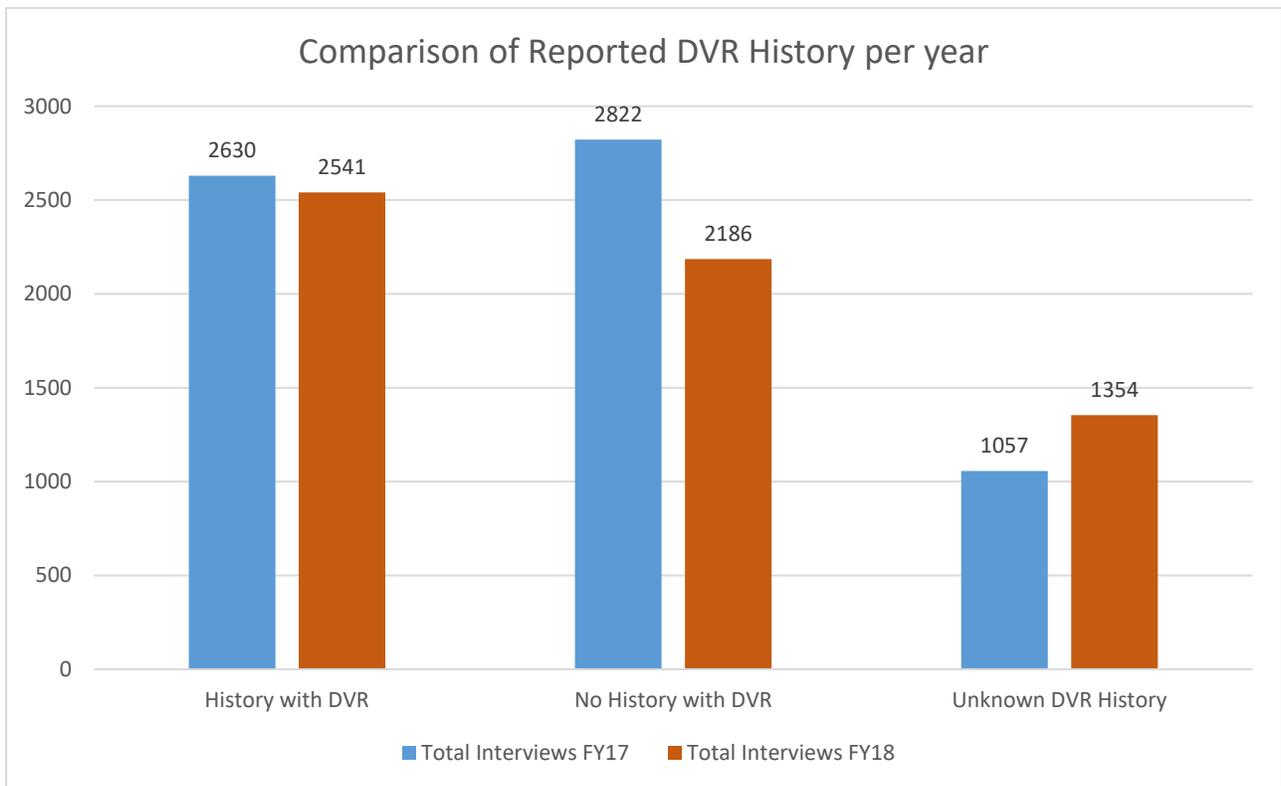
## Interview Responses by Year



Note: Data are graduation status reported by workers

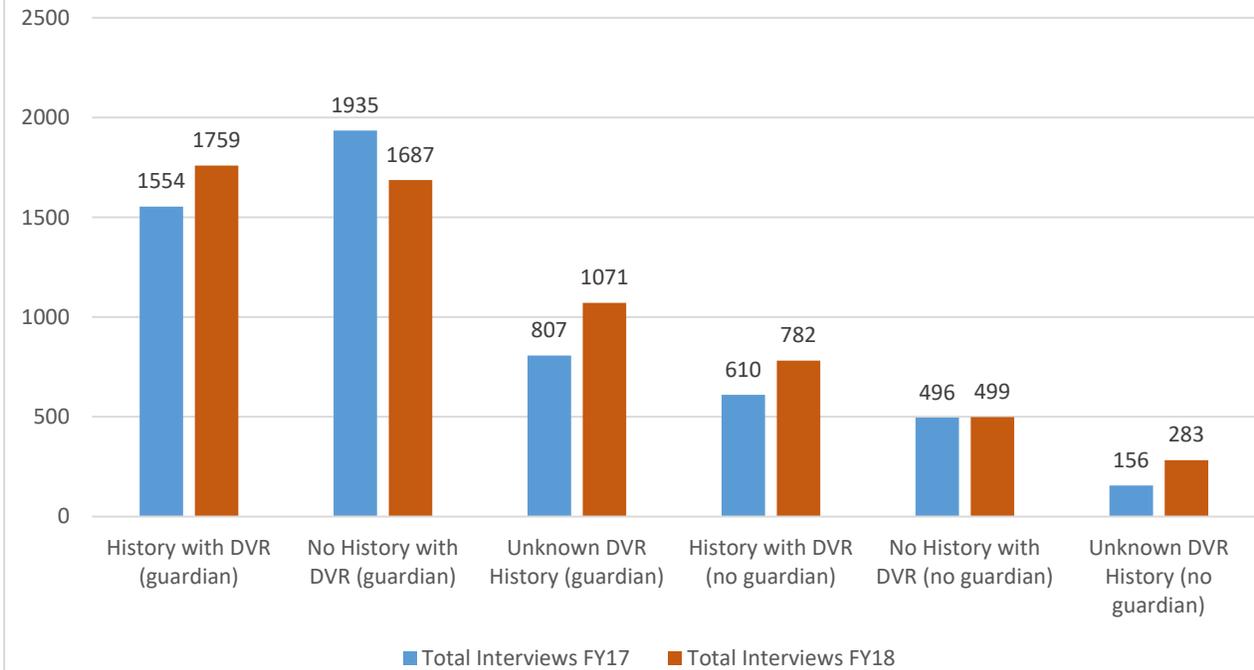


Note: Future goal outside of 14c employment includes responses for workers who want to both continue 14c employment and pursue other, non-14c employment activities

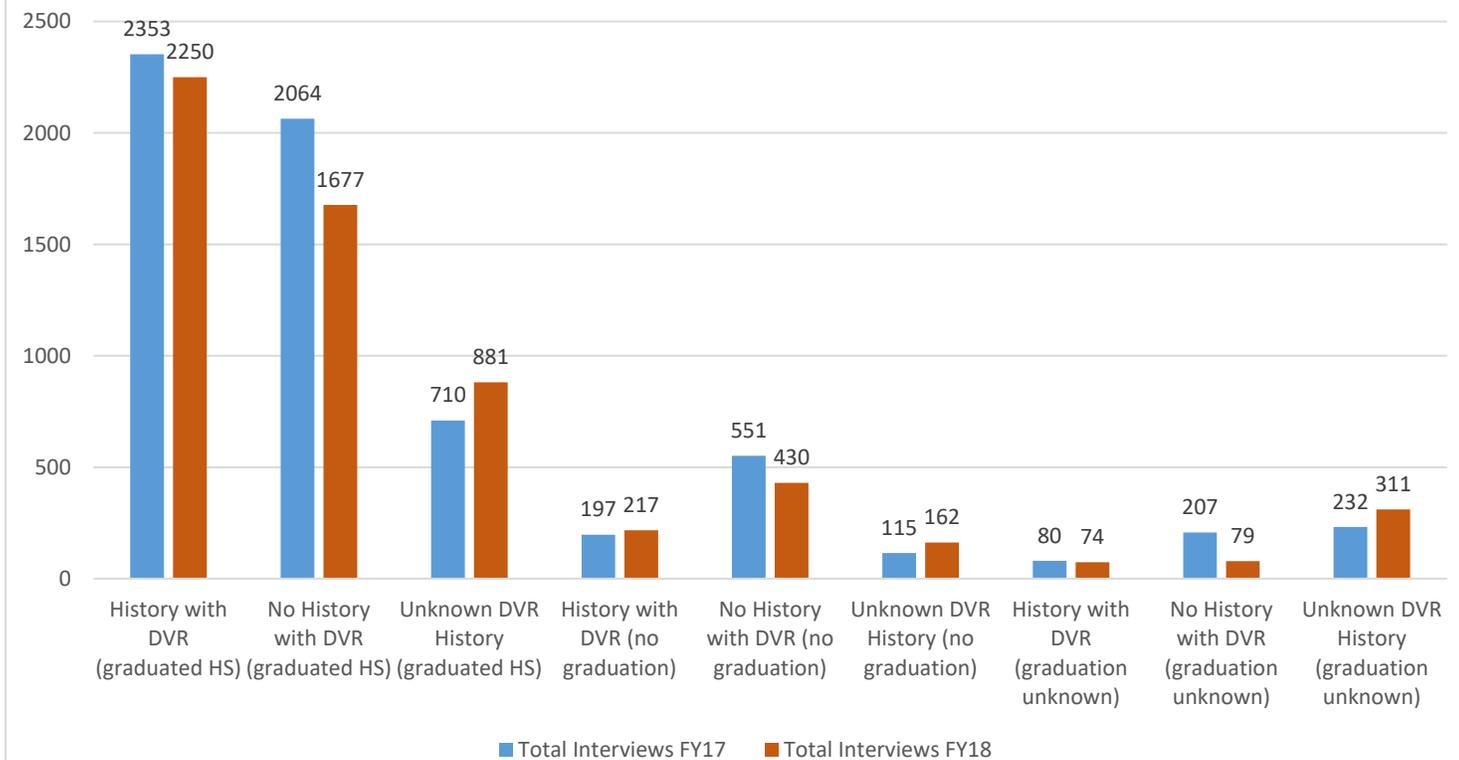


Note: History with DVR includes responses of current DVR activity as well as historical. This is partially due to data changes from FY17 to FY18.

### Comparison of Reported DVR History by Guardianship Status



### Comparison of Reported DVR History by High School Completion Status



Comparison of Reported DVR History by residence type by year

