

Joint Executive Committee
WOW Works Workforce Development Board



AGENDA

Date: Thursday, June 4, 2026

Time: 8:00 am – 9:00 am

Location: Virtual via Teams

Meeting ID: 259 312 560 313 510 Passcode: oA7SG6DJ

Audio Only: 1.414.435.2078 Conference ID: 742 089 501#

#	ITEM	TIME	ACTION
1.	Call to Order and Introductions <i>Dawn Schicker, Chair</i>	8:00 am	☐
2.	Review and Approval of Meeting Minutes <i>Dawn Schicker, Chair</i>	8:05 am	☒
3.	WOW Labor Market Update and Trends <i>Tom Walsh, Labor Market Economist, Wisconsin Department of Workforce Development</i>	8:10 am	☐
4.	Executive Director Report <i>Analiese Smith, WDB Director</i>	8:35 am	☐
5.	Review and Approval of Draft Fiscal Year 2026-2027 Budget <i>Analiese Smith, WDB Director</i>	8:50 am	☒
6.	Other Business <i>Dawn Schicker, Chair</i>	8:55 am	☐

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WOW Works Workforce Development Board



MINUTES

Date: Thursday, June 5, 2025

Location: Virtual via Teams

Members Present: Nate Butt, Jim Heinrich, Tom Hostad, Christine Howard, Dawn Schicker, Jeff Schleif, Mike Schwab, Kate Weiland-Moores

Others Present: Analiese Smith, Beth Norris, Cindy Simons, Tom Walsh

Ms. Schicker called the meeting to order at 8:01 am.

Board members provided brief introductions and information on their current roles and organizations.

Review and Approval of Meeting Minutes

Mr. Schwab moved to approve the minutes as presented. Mr. Hostad seconded. The motion carried unanimously.

Overview of Joint Executive Committee

Ms. Smith provided context regarding the role of the Joint Executive Committee.

Review and Approval of Draft FY 2025 Budget

Mr. Hostad requested that the review and approval of the FY 2025 Budget be taken out of order. With none opposed, Ms. Smith presented the budget. Decreases to WIOA funds were discussed as well as additional grants that will be used. Mr. Schleif moved to approve the budget as presented. Ms. Weiland-Moores seconded. The motion carried unanimously.

WOW Labor Market Update and Trends

Mr. Walsh provided updates regarding labor market and trends and shared the County Workforce Profiles created in 2025. The committee asked several questions including regarding the connection of this information to individuals who work in education, the impact of early-career individuals emigrating out of Wisconsin, and the changing workforce needs in healthcare due to the aging population. The committee thanked Mr. Walsh for the information.

Executive Director Report

Ms. Smith discussed the report and highlighted key events from the past year in addition to several items that will be undertaken in the upcoming year. There was discussion around WIOA reauthorization and decreased funding and historical ways the state mitigated the effects of reduced funding through performance incentives

for high-performing boards like WOW. Ms. Smith reviewed past and upcoming monitoring and procurement activities and a discussion of the new OSO model was highlighted.

With no other business, the meeting adjourned at 9:03 am.

Respectfully submitted by:

A handwritten signature in black ink, appearing to read "Analiese Smith". The signature is written in a cursive, flowing style with a horizontal line extending from the end.

Analiese Smith

MEMO

TO: WOW Workforce Development Board Joint Executive Committee
FROM: Analiese Smith, WDB Director
DATE: May 29, 2026
SUBJECT: Executive Report

Strategic Leadership

- **Legislative Update.** Federal legislation continues under the Workforce Innovation and Opportunity Act (WIOA), which still is waiting on federal reappropriation. While there is typically bi-partisan support for workforce legislation, we do not expect any movement until after the midterms. Key improvements for any legislation would include a focus on local discernment and flexibility, increased efficiency in data collection and state policy, and increased local funding. PY2026 funding continues to decrease so WOW continues to educate partners and stakeholders about the local return on investment the state and federal government sees from the investment in the WOW region.

A key data point shared was:

WOW WDB's metrics show that investments that come to local boards are investments well spent. In PY2025, WOW WDB's annual Adult and Dislocated Worker Program allocation was approximately \$578,000. Recent program outcomes show that participants exiting these programs were in unsubsidized employment at a rate over 80%. Those individuals earned an estimated \$8.1 million in wages in their first year after exit – generating roughly \$1.85 million in federal tax revenue.

Workforce Pell will also begin July 1, 2026. Rules are just being published and we are working with our local service provider and education partners to fully understand how we can leverage this opportunity for WOW residents for short-term training opportunities.

State Updates.

- AB 280 has been enacted into law and is now 2025 Wisconsin Act 78. It expands the business development tax credit related to workforce housing and childcare investments.
- State is reviewing waivers available, per [TEGL 05-25](#). WWDA and WOW made recommendations to the state which were received.
- **WWDA Update.** The Wisconsin Workforce Development Association is an association of Wisconsin's 11 Workforce Development Boards. Efforts this past year focused on providing an annual conference, TDCON; working collaboratively with the state on the implementation of a

new case management system, MyOneFlow; increasing our communication and storytelling efforts, supporting advancements in apprenticeship, and supporting Boards with technical assistance.

Stakeholder Engagement

- **Partner Updates.** With the retirement of the previous One-Stop-Operator (OSO), WOW WDB (WDA 3) worked with WDAs 1 & 2 to co-create a new model that focused on a facilitator OSO that allows us to meet the requirements of the law with a fractional, contracted OSO. Quarterly OSO-facilitated partner meetings occur for partners in WDAs 1, 2, and 3. This model is being explored as a Promising Practice by the state and other WDBs. WOW continues to offer monthly partner leadership and business services meetings for WOW-specific efforts. Engagement remains consistently high.
- **JobPod.** A JobPod was added at the Muskego Library as an innovative way for residents to connect with workforce resources. We are exploring adding additional JobPods at several libraries in Washington and Ozaukee Counties.
- **Economic Development Partner Support.** M7 connected Vantage Data Centers with WOW WDB regarding the data center being constructed in Port Washington. WOW WDB and FCI have engaged in several conversations to understand Vantage's long-term employment needs.

Programmatic Updates & Talent Experience

- **Performance.** WDA 3 continues to have strong performance. Attached is a recent letter submitted to Forward Careers on behalf of WOW WDB.

PY2024 – Final Adjusted Scores	Q2 Employed	Q4 Employed	Median Earnings	Credential	Skill Gain
Adult	Met	Exceeded	Exceeded	Exceeded	Met
Dislocated Worker	Exceeded	Met	Exceeded	Exceeded	Met
Youth	Exceeded	Met	Exceeded	Met	Met

- **AJC Traffic.** Identifying traffic is increasingly complex due to virtual services, partners meeting with customers in the field or at offices outside of the American Job Center.

	Q1 Jul - Sept	Q2 Oct - Dec	Q3 Jan - Mar	Apr – May	Total YTD
Waukesha AJC Visitors	931	658	929	593	3,111
Identify as LEP	6	1	10	1	18
Identify as needing accommodation	0	17	8	1	26

- **Closure of West Bend DWD Job Service Resource Room.** Job Service has decided to not renew the lease for the West Bend Resource Room effective July 1. This change will reduce the number of Resource Rooms in the WOW region to one, located in Waukesha. Stakeholder considerations raised during discussions after learning about the decision to close have included (1) access to services for residents in Washington and Ozaukee counties, especially those for whom transportation or technology is a barrier; (2) potential impacts on partner agencies related to communication and just-in-time customer support; (3) system capacity during periods of increased layoffs or unemployment and; (4) referrals and outreach generated through walk-in customers. Job Service has indicated that it plans to prioritize service delivery through individual meetings for unemployment insurance claimants with higher barriers or needs (Reemployment Services) and staffing of the Waukesha Resource Room. Job Service has also indicated an intent to continue and prioritize service availability through libraries in Ozaukee and Washington counties as a third priority and may occur in conjunction with scheduled Reemployment Service appointments. WOWWDB will continue to engage with DWD Job Service and monitor the impacts of these service changes while working collaboratively to reduce potential impacts to customers in the WOW region.

Board & System Governance

- **Monitoring.** WOW was monitored by the state of Wisconsin, the Department of Labor (WIOA Youth), and the Department of Corrections. All monitorings have been concluded. WOW received several promising practices and Forward Careers was continually called out for their excellent case notes and services provided.
- **Board Certification.** The board was recertified this year and is in compliance.
- **Local and Regional Plans.** No updates were required to the local or regional plans. Attestations were completed reflecting no changes.
- **MOU.** The partner MOU negotiations have concluded in the local area. Several partners from the state wished to decrease their support of the shared costs and WOW WDB is working with other partners to determine what the resulting impacts will be in PY26.

WOW WIOA Title 1 Program Outcomes and Demographics

The following quarterly performance analysis report reflects comprehensive performance and demographic information for the board's WIOA Title 1 programs administered through the service provider, Forward Careers, Inc.

CLIENTS

Fiscal Year July 1, 2025 - June 30, 2026

Reporting Period: Quarter 1, 2 & 3, July 1, 2025 – March 31, 2026

**FORWARD
CAREERS**
DEVELOPING A THRIVING WORKFORCE

WOWWORKS
Workforce Development Board

HIGHLIGHTS

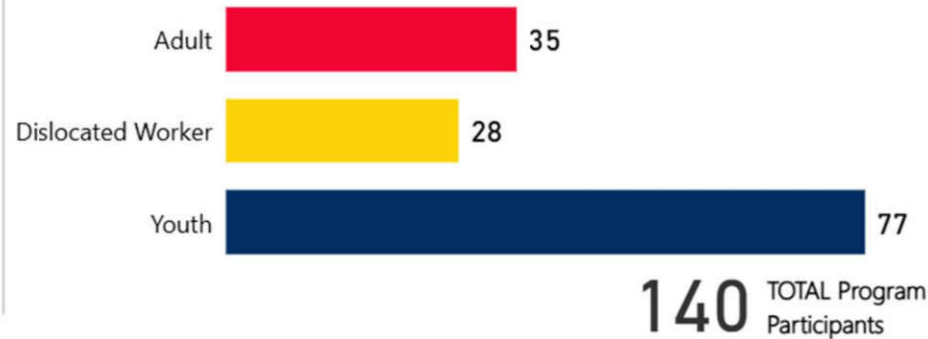
134 Active Clients

44 Program Year Exits

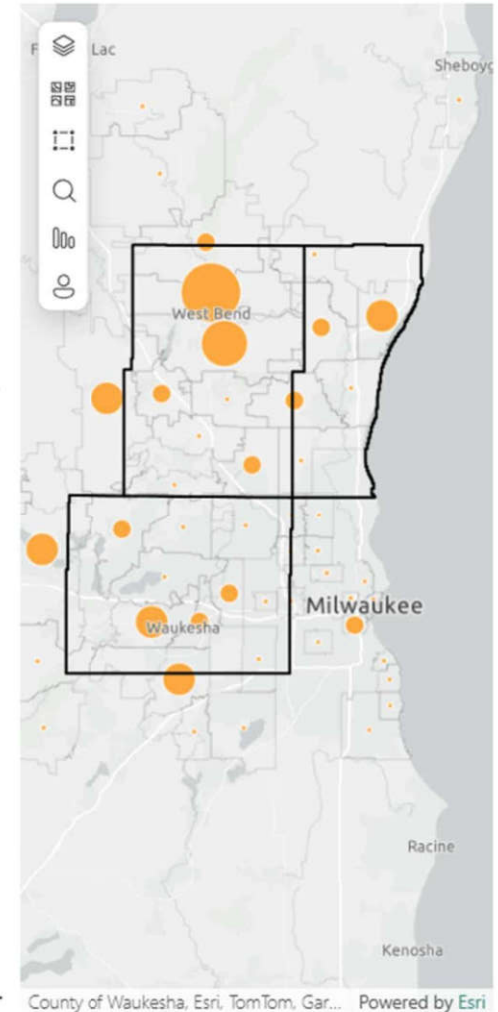
24 Placements into employment

74 Individuals Enrolled Since 7.1.25

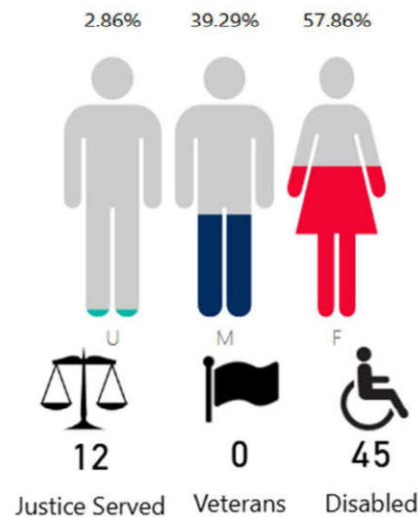
CLIENTS PER PROGRAM



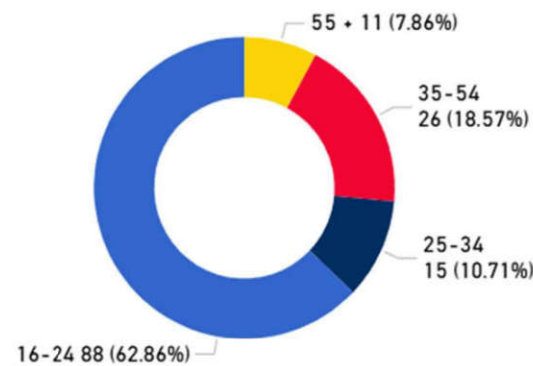
CLIENT LOCATION



GROUPS SERVED



AGE RANGE



RACE



*All dashboards reflect current fiscal year participants including carry-ins.

PROGRAM OUTCOMES

Fiscal Year July 1, 2025 - June 30, 2026

Reporting Period: Quarter 1, 2 & 3, July 1, 2025 – March 31, 2026

**FORWARD
CAREERS**
DEVELOPING A THRIVING WORKFORCE

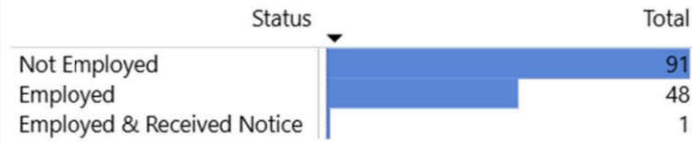
WOWORKS
Workforce Development Board

WIOA Out of School Youth

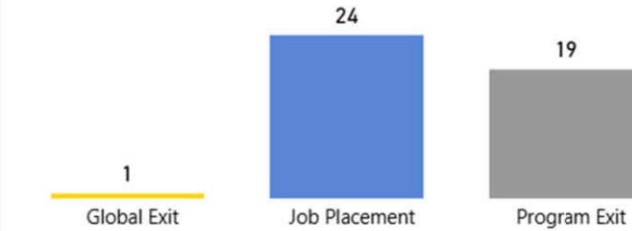
“ Ivana, a recent high school graduate, was enrolled into the WIOA Out-of-School Youth (OSY) Program through Forward Careers, Inc. to explore new career options and identify a degree path. She was working at Genco Industries full-time, and while she enjoyed her job, she felt it was not the best fit for her skills and interests. She had always been interested in Early Childhood Education and wanted assistance with connecting with a job within that field and possibly taking courses at WCTC for an Early Childhood Certification. With support from the WIOA OSY Program, Ivanna received career exploration aligned with her interests and strengths, guidance toward stable & growth-oriented roles, Work Experience in the field of Childcare, and an offer for a full-time Teaching Assistant position with Primrose.

Ivana acquired a daycare position with Primrose School of Brookfield. She successfully interviewed and secured a full-time Work Experience opportunity at Primrose as an assistant teacher, earning \$15.00/hr. This opportunity has enabled her to begin to be self-sufficient and gain valuable work experience in the field of Childcare. Ivana loves her position with the school and has since been hired as a regular, full-time employee. She looks forward to eventually beginning an Early Childhood degree program. However, at this time she does not wish to pursue a credential and would rather continue to work and thrive each day at Primrose.

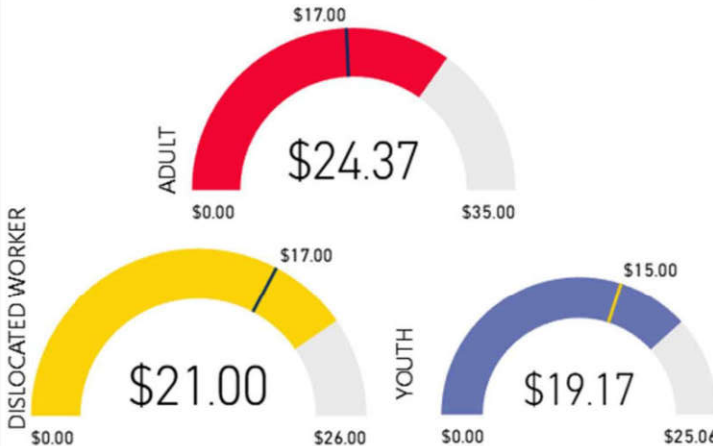
EMPLOYMENT STATUS UPON ENROLLMENT



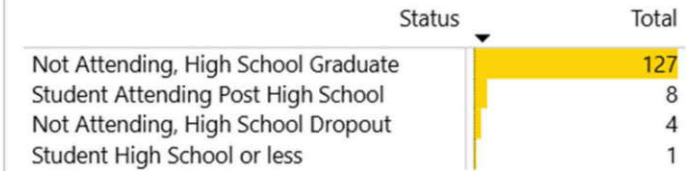
PROGRAM EXIT TYPE



AVERAGE HOURLY WAGE UPON PLACEMENT



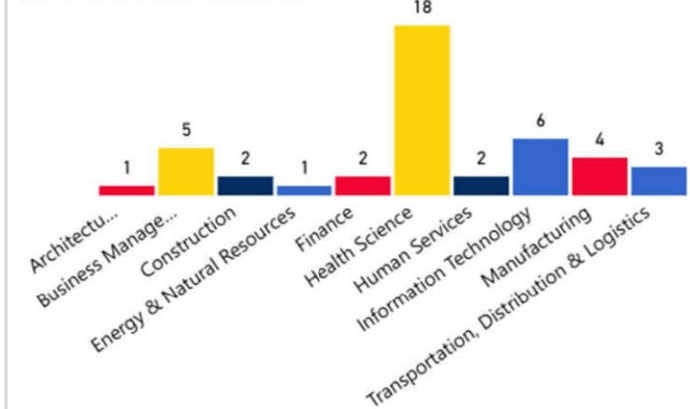
EDUCATION STATUS UPON ENROLLMENT



WORKFORCE TRAINING ACTIVITIES



ITA OCCUPATIONS



*All dashboards reflect current fiscal year participants including carry-ins.

BUSINESSES

Fiscal Year July 1, 2025 - June 30, 2026

Reporting Period: Quarter 1, 2 & 3, July 1, 2025 – March 31, 2026

**FORWARD
CAREERS**
DEVELOPING A THRIVING WORKFORCE

WOWORKS
Waukesha Ozaukee Washington
Workforce Development Board

ON-THE-JOB TRAINING (OJT)



INCUMBENT WORKER TRAININGS



WORK EXPERIENCE/ INTERNSHIPS



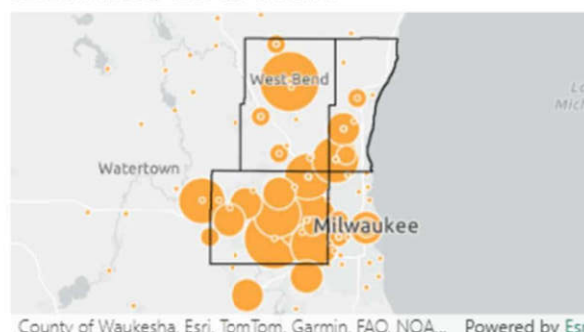
BUSINESS BY INDUSTRY SECTOR



BUSINESS EVENT OUTCOMES



BUSINESS LOCATION



Rapid Response

On February 5, 2026, TJ Hale, a manufacturing company located in Menomonee Falls, abruptly shut down. This unexpected closure has left 64 employees without jobs. In response to this shut down, Forward Careers is launching an information session for those affected by TJ Hale's closure under the Rapid Response program.

The event on February 23, 2026, provided guidance on unemployment benefits, training opportunities, job search support, and other resources to help these workers take their next steps in the workforce. Attendees learned about options for unemployment insurance and pensions, resources for veterans, and WIOA benefits such as career planning and funds for training.

*All dashboards reflect current fiscal year participants including carry-ins.

WOW WORKFORCE DEVELOPMENT BOARD GUIDING JOB SEEKERS. GROWING BUSINESSES.



WOW Workforce Development Board serves **businesses and job seekers** in **Waukesha, Ozaukee, and Washington Counties** acting as the convener, collaborator, and navigator of the local workforce system.



JOB SEEKER IMPACT

WOW helps job seekers identify, train for, and begin careers in high-demand fields through programs focused for youth, adults, veterans, and justice impacted individuals.



BUSINESS IMPACT

WOW supports businesses by assisting with recruitment, training, and layoff-related needs to strengthen their workforce.



LOCAL DECISION MAKING

Local boards drive results by responding to regional workforce needs with speed, relevance, and community partnerships. WOW Workforce Development Board is one of Wisconsin's 11 regional boards.

ADDRESSING DEMAND FOR WORKERS

3,373
 job seeker
 visits to the
 Waukesha
 American Job
 Center in
 2025

64 on-site
 recruitment
 events & 12
 partner job
 fairs

18 business
 learning &
 networking
 events

FROM INVESTMENT TO IMPACT

180 Adults & Dislocated
 Workers Employed

\$6,700,000
 Wages Earned

Over \$1,400,000
 Returned in Estimated
 Federal Tax Revenue



THE POWER OF LOCAL INSIGHT

Over 200 local
 strategic stakeholder
 relationships
 providing input



WOW Board Members
 represent companies
 from 18 driving
 industries,
 organizations, and
 educational institutions

Regional
 sector
 strategies
 for driving
 industries



LEARN MORE



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LINKEDIN

MEMBER OF
WWDA
WISCONSIN WORKFORCE DEVELOPMENT ASSOCIATION
 WORKFORCE DEVELOPMENT EXPERTS

May 30, 2026

Dear Ms. Simons,

On behalf of the WOW Workforce Development Board, I would like to thank you for your organization's continued success in operating programs for WOW WDB.

Forward Careers, Inc. continues to meet or exceed negotiated WIOA performance levels, and WDA 3 continues to be a high-performing region compared to others in the state. As participant counts decline, it becomes even more important that each individual served receives high-quality support that leads to meaningful employment outcomes, and we appreciate FCI's commitment to ensuring that job seekers and businesses are continually set up for success.

State and federal monitoring reviews continue to reflect the high quality of service delivery provided by FCI. Reviewers consistently note strong case management practices, thorough and detailed case notes, customer-centered service delivery, and above-average results in helping participants secure employment, training opportunities, and work experiences. In addition to the typical state monitoring, FCI was also monitored for WIOA-Youth and Windows to Work. The monitor from the Department of Labor was especially complimentary and WDA 3 received no federal Findings or Areas of Concern.

Customer feedback remains equally strong. During the past year, customer service survey results continued to be positive with several respondents specifically recognized individual FCI team members for their professionalism and commitment to helping customers achieve their goals.

Beyond direct service delivery, the willingness of the FCI team to contribute to the broader workforce system is greatly appreciated. Whether providing technical feedback to other workforce boards and state partners, proactively monitoring policy and regulatory changes, identifying opportunities to strengthen programs, or collaborating on new funding opportunities with WOW, FCI consistently demonstrates a commitment to continuous improvement and partnership.

Thank you for your continued efforts to serve the job seekers and businesses of Waukesha, Ozaukee, and Washington Counties.

Sincerely,



Analiese Smith
Board Director

cc: WOWWDB, CLEO, and Joint Executive Committee

MEMO

TO: Joint Executive Committee
FROM: Analiese Smith, WDB Director
DATE: May 28, 2026
SUBJECT: Review and Approval of Draft Fiscal Year 2026-2027 Budget

Based on Fiscal Year (FY) 2026-2027 Workforce Innovation and Opportunity Act (WIOA) and Windows to Work estimates, below is the proposed draft budget for the WOW Workforce Development Board.

FUNDING ALLOCATIONS

WIOA Adult, Dislocated Worker, and Youth

Official WIOA allocations for FY 2026-2027 were released by the U.S. Department of Labor through Training and Employment Guidance Letter No. 10-25 on April 28, 2026. The allocations to Wisconsin were **decreased** as follows from the previous FY: Adult – 0.53%, Dislocated Worker – 9.77%, and Youth **increased** – 1.22%.

Wisconsin's Allocation	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-2025	FY 2025-2026	FY 2026-2027
Adult	\$7,944,787	\$10,403,176	\$9,438,464	\$8,644,415	\$7,779,974	\$7,451,034	\$7,411,760
Dislocated Worker	\$11,212,132	\$11,939,631	\$10,874,839	\$9,973,277	\$9,834,563	\$8,853,181	\$7,988,502
Youth	\$9,204,676	\$12,040,412	\$10,957,464	\$10,018,152	\$9,016,337	\$8,942,740	9,051,847
Total	\$28,361,595	\$34,383,219	\$31,270,767	\$28,635,844	\$26,630,874	\$25,246,955	\$24,452,109

Listed below are the formulas used to determine state allocations.

Adult and Youth Formula Factors:

- The average number of unemployed individuals for areas of substantial unemployment (ASUs) for the 12-month period of 7/1/24 – 6/30/25;
- The number of excess unemployed individuals or excess unemployed individuals in ASUs (depending on which is higher) averages for the 12-month period of 7/1/24 – 6/30/25; and
- The number of economically disadvantaged adults ages 22-72 (for the adult formula) or youth ages 16-21, excluding college students not in the workforce and military (for the youth formula) (data used in the tabulations were collected between 1/1/2016 – 12/31/2020 from ACS Data).

Dislocated Worker Formula Factors:

- The number of unemployed, averaged for the 12-month period of 10/1/24 – 9/30/25;
- The number of excess unemployed, averaged for the 12-month period of 10/1/24 – 9/30/25; and
- The number of long-term unemployed (15 weeks or more), averaged for the 12-month period of 10/1/24 – 9/30/25.

The below information is based on the WOW Workforce Development Board's allocation figures provided by the Wisconsin Department of Workforce Development. PY 2026 has not yet been received so all numbers are estimates.

WOW's Allocation	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2024-25**	FY 2025-2026	FY 2026-2027
Adult	\$241,487	\$388,319	\$288,668	\$264,175	\$214,155	\$237,950	\$214,155	\$198,814
Dislocated Worker	\$291,030	\$405,240	\$295,860	\$325,868	\$306,116	\$340,129	\$282,307	\$276,532
Youth	\$275,727	\$449,006	\$341,837	\$308,757	\$251,755	\$279,728	\$261,546	\$245,913
Admin.*	\$89,805	\$138,063	\$102,926	\$99,866	\$85,781			
Total	\$898,049	\$1,380,628	\$1,029,291	\$998,664	\$857,807	\$857,807	\$758,008	\$721,259

*Administration is limited to 10% of the Adult, Dislocated Worker, and Youth allocations. Beginning in FY25-26 Administration funding is included with program allocations.

**Starting in PY25 Administration is combined with program allocations. FY 24-25 Funds adjusted to provide a YOY comparison.

Boards may carry-over funds from their current fiscal year allocation into the following fiscal year. WOW budgets for a minimum of 20% of funds to be carried over.

WIOA Rapid Response Annual Allotment:

Workforce Development Boards receive annual allotments for ongoing Rapid Response activities. Final allocations have not been received so funding is anticipated to include a 4% decrease.

WOW's Allocation	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26	FY2026-27
Rapid Response Annual Allotment	\$67,009	\$47,140	\$37,786	\$45,381	\$43,213	\$41,052	\$39,600

Windows to Work Annual Contract:

The Wisconsin Department of Corrections has been contracting with Workforce Development Boards since 2011 for the Windows to Work program. In 2023 the decision was made to focus on providing services to released individuals as opposed to providing services prior to release. This year, the program is changing the internal requirements for enrollment and an anticipated increase in enrollment is expected. For this reason, WOW is expecting our allocation to increase.

WOW's Allocation	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25	FY2025-26	FY2026-27
Windows to Work	\$90,250	\$93,250	\$83,750	\$50,000	\$53,000	\$50,000	\$71,500

GRANTS

Rapid Response: Dislocation Grants and Additional Assistance Grants

The Wisconsin Department of Workforce Development utilizes reserved funding from the Department of Labor to provide incident-specific additional assistance for larger dislocations through Dislocation Grants and Additional Assistance Grants. The WOW Workforce Development Board will pursue these funds as appropriate.

Skills 2 Build

The Department of Labor awarded competitively procured funds to support workforce development to support the development of the workforce necessary to meet the demands of the Bi-partisan Infrastructure Law. WOW Works received a contract from Employ Milwaukee, Inc (WDA 2) for \$153,851 to support careers in advanced manufacturing.

Human Centered Design

Through recently passed Congressionally directed funding, the Department of Labor is granting 6 Workforce Development Boards in Wisconsin a grant to increase capacity to improve processes focused on customers. This grant will cover staff training and the implementation of a three-year project to improve the customer experience. WOW Workforce Development Board is receiving \$413,104 for efforts from 1/1/2025-9/30/2027.

PROPOSED FY 2026-27 BUDGET

Attached for your review and action is the proposed draft budget for the WOW Workforce Development Board.

ACTION: Review and determine approval and recommendation of the draft FY 2026-2027 budget.

[illegible]