

WISCONSIN ACT 178

Improving Competitive Integrated Employment Outcomes



STATE FISCAL YEAR 2026 ANNUAL REPORT



WISCONSIN DEPARTMENT
of HEALTH SERVICES

STATE OF WISCONSIN



Department of Workforce Development

Vocational Rehabilitation



WISCONSIN DEPARTMENT OF
Public Instruction



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EXECUTIVE SUMMARY

PURPOSE

The purpose of this report is to satisfy reporting requirements outlined in 2017 Wisconsin Act 178, including the responsibility of the Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR), Department of Health Services (DHS), and the Department of Public Instruction (DPI). Collectively, the agencies report on the implementation of a collaborative, competitive integrated employment (CIE) plan and CIE outcomes to date. Published annually, this report outlines the progress the three agencies have made in implementing the CIE plan and provides the most recent CIE data available.



ANNUAL REPORT

PERFORMANCE IMPROVEMENT

CROSS AGENCY ACHIEVEMENTS TO DATE

The following information highlights achievements in state fiscal year (SFY) 2026, beginning July 1, 2025, and ending June 30, 2026. Department-specific data in the report is based on the most recently completed data, which begins July 1, 2023, and ends June 30, 2025.

The target population in this report relates to working-age individuals (ages 14-64) with disabilities who have Individualized Education Programs (IEPs) with DPI or are receiving services through DHS Division of Medicaid Services (DMS) Long-Term Care (LTC) programs for adults, DHS Children's Long-Term Support (CLTS), DHS Division of Care and Treatment Services (DCTS), Individual Placement and Support (IPS), DWD/DVR, or Youth Apprenticeship (YA).

This report details the work the three departments have completed or started to fulfill for the requirements of 2017 Wisconsin Act 178.

1. Increase awareness that work is possible for people with disabilities by promoting CIE opportunities using targeted outreach and education.

- A. The CIE Workgroup is developing an analysis of agency performance outcomes that set performance targets to increase CIE, including youth engagement.
- B. The CIE Workgroup has completed an initial analysis of disability-related data. This data revealed demographic disparities. This information will be shared with CIE leadership to guide further research and inform strategies to address identified disparities in outcomes and/or service delivery.

- C. The CIE Workgroup educates employers, families, advocacy and self-advocacy organizations, schools, Managed Care Organizations (MCOs), IRIS Consulting Agencies, and Aging and Disability Resource Center staff that CIE is possible with collaboration and relationship building. See the list of presentations and outreach below:

- Career Readiness Summit: Aug. 2025
- DSPN Conference: Oct. 1, 2025
- IPS Statewide Meeting: Oct. 8, 2025
- Transition Conference: Feb. 13, 2026
- Circles of Life Conference: May 14, 2026
- Employment First Conference: Adult Technical Assistance presentation, June 2-3, 2026



- D. The CIE Workgroup published the [Adult Technical Assistance Guide](#) (TAG) in February 2026. The purpose of the Adult TAG is to provide information to job seekers with disabilities seeking competitive integrated employment and was created to provide a resource to educate all partners on their roles and responsibilities in the employment process. This guide was created in collaboration between the DWD/DVR, and DHS Division of Medicaid Services (DMS) and Division of Care and Treatment Services (DCTS). The CIE Workgroup will also use the Adult TAG for education and outreach for a virtual regional training series for partners involved in providing employment supports for adults with disabilities. The regional trainings will be conducted in SFY 2027.
- E. The CIE Service Provider Capacity Workgroup is in the process of reviewing the [CIE website](#) and will make recommendations for updates.
- F. The CIE Data Integration Workgroup is in the process of adding service data to the CIE Management Information System (MIS) to measure the benefit of specific services on employment for people with disabilities. Further analysis will occur in 2027.

2. Align state and local service delivery systems and strengthen coordination to increase CIE opportunities for people with disabilities.

- A. The Individualized Placement Services (IPS) program staff created and implemented a strategic plan to broaden access to IPS. Implementation resources and workflow for counties and vocational agencies interested in adopting IPS were created to standardize the IPS site implementation process. Five new counties had conversations with the IPS team to learn about IPS implementation in 2025. IPS was implemented in a nine-county consortium with a DWD disaster relief grant (FORWRD) within a new population serving people affected by the opioid crisis. One current IPS vocational agency is interested in expanding into 20 counties, starting with two new counties in 2026. Another current vocational agency added another county to their service area. Ten new counties are currently in varying phases of implementing IPS.
- B. In 2027, the CIE Workgroup will explore the creation of a transportation resource page on the CIE website.
- C. To increase the quality of services that individuals receive, DVR is implementing qualification requirements for our service providers. These qualifications are primarily based on standards established by the Association of Community Rehabilitation Educators (ACRE) and align with the standards introduced by DHS for their provider community. DVR researched the available training options and shared those options with providers. Providers are also able to submit alternative training for review to ensure it meets standards. Providers must meet those standards by July 2027.
- D. DVR conducted surveys of its service provider community as part of the regularly scheduled periodic review of technical specifications. This information was used to inform the technical specification changes, implemented July 1, 2026.
- E. The workgroup held collaborative meetings with service providers and long-term support programs to discuss how to fill the service provider gap for Supported Employment services in several counties. CIE Workgroup members compared existing Children’s Long-Term Support (CLTS) providers to the DVR provider network to identify those that could possibly serve DVR job seekers and discovered a small overlap of shared providers. This creates an opportunity for service providers to serve more individuals and relieve service provider capacity issues. DVR plans to initiate this outreach to these providers in the coming year.
- F. The CIE Workgroup conducted outreach to non-IPS providers throughout the state to meet the need for expansion of IPS services where none exist. DVR staff worked with DVR service providers in Workforce Development Areas (WDA) 7 and 8 to discuss expanding their services to counties experiencing service capacity shortages. To assist service providers with increased transportation costs related to expansion, DVR approved additional funding through mileage reimbursement.
- G. A DVR policy analyst conducted initial research into a potential expansion of the Dane County Supported Employment Provider Coalition model to increase collaboration between partners who support individuals in CIE. This research revealed this model would not be effective outside of Dane County at this time.
- H. Following the roadmap for 2026-2027, CIE-MIS added more data components for further exploration:
 - Added functional screen employment and service data to the data set.
 - Continue to analyze employment rates over time for each agency and for those that are co-enrolled.
 - In the event additional data components from outside agencies are required, created a Data Sharing Agreement Execution Process Flow document to provide a roadmap for future data sharing agreements to follow.
- I. The CIE Data Integration Workgroup is exploring the addition of data from the DCTS to include this population in the CIE-MIS, making the data set more complete for those individuals participating in CIE.
- J. The CIE Workgroup collected feedback from attendees of the IPS Statewide meeting and the Statewide Transition Conference for suggestions of mental health resources to add to the [Youth Transition Action Guide](#) (TAG). Those suggestions will be considered for Youth TAG edits in SFY 2027.

3. Prepare students for careers by participating in K-12 career pathways that include a sequence of Career and Technical Education (CTE) courses and work-based learning experiences while connecting them to support services both during and after high school.

- A. The CIE Workgroup, in collaboration with the communication offices of the departments, published four quarterly success stories on our social media accounts. Those stories were also published on the [CIE webpage](#), and were shared during external CIE presentations.
- B. At the August 2025 Career Readiness Summit, the CIE Workgroup gave a presentation to CTE specialists about how to support students with disabilities in their employment goal efforts. The Transition Improvement Grant (TIG) includes a toolkit to support engagement of students with Individualized Education Programs (IEP) in CTE. TIG staff presented this toolkit at the National Alliance for Partnerships in Equity in April 2026. TIG staff will implement this toolkit with Wisconsin schools in the 2026-27 school year.
- C. The CIE Workgroup plans to present to school counselors on the impact of interagency collaboration and the importance of students connecting with DVR at their annual conference in November 2026.
- D. The CIE Workgroup has presented to the following audiences to showcase the benefits of collaboration. (See the list of presentations outlined in 1.C.)
- E. The Transforming to Thrive Grant (T-3) has established a relationship with the Department of Corrections, Division of Juvenile Corrections Type 1 secure facilities to provide DVR services to justice involved youth. The University of Wisconsin-Madison is conducting the research for justice involved youth with disabilities to increase CIE outcomes through the Transforming to Thrive Grant project.



AGENCY-SPECIFIC CIE ACTIVITIES

1. DWD-DVR Activities

- A. Improve quality employment outcomes for DVR participants by increasing the average wage earned per hour.
- Average rehabilitation wages for all individuals with closed DVR cases increased from \$15.63/hour in SFY 2023 to \$16.15/hr in SFY 2024, \$16.95/hr in SFY 2025, and to \$17.21/hr, as of April 24, 2026.
 - Similarly, average rehabilitation wages for individuals with closed supported employment cases increased from \$11.63/hr in SFY 2023 to \$12.28/hr in SFY 2024, \$12.58/hr in SFY 2025, and \$12.89/hr, as of April 24, 2026.
 - Likewise, median rehabilitation wages for individuals with closed non-supported employment cases increased from \$16.89/hr in SFY 2023 to \$17.20/hr in SFY 2024 to \$17.98/hr in SFY 2025 and \$18.23/hr as of April 24, 2026.
- B. Focus on equitable service delivery and service expenditures for underserved DVR individuals.
- From SFY 2025 through SFY 2026 as of May 1, 2026 (SFY 2026 ends June 30, 2026), DVR saw an increase in the percentage of new Individualized Employment Plans developed for Black/African American individuals (an increase of 0.5 percentage points from 16.0% to 16.5%) and individuals reporting Hispanic ethnicity (an increase of 1.3percentage points from 8.2% to 9.5%). There were also increases in the percentage of training and education services received by Black/African American and Hispanic individuals between SFY 2025 and SFY 2026 to date (May 1, 2026). Likewise, the proportion of individuals identifying as Black/African American and multiracial receiving Pre-Employment Transition Services increased by 1% between SFY 2025 and SFY 2026 to date. Finally, the proportion of individuals leaving DVR in employment who identify as multiracial and Hispanic also increased by 1.2% and 1.1%, respectively, between SFY 2025 and SFY 2026 to date.
- C. Increase the number of individuals achieving Measurable Skills Gains (MSG) through participation in training programs that lead to quality employment outcomes. Examples of training programs include on-the-job training programs, vocational training programs, post-secondary training programs, and Project SEARCH.
- DVR achieved the following MSG rates in prior program years, showing steady increases each year: 54.5% in SFY 2022; 60.3% in SFY 2023; 63.1% in SFY 2024; and 67.6% in SFY 2025.
 - As of April 24, 2026, DVR has achieved an MSG rate of 48.1%. DVR expects the final SFY 2026 MSG rate to meet or exceed the SFY 2025 rate.



2. DHS Activities

DIVISION OF MEDICAID SERVICES (DMS) FOR ADULT LONG-TERM SUPPORT PROGRAM

- A. Publish DMS SFY 2020-2025 CIE data.
 - DMS published SFY 2020-2024 [CIE data](#). DMS is in the process of finalizing the SFY 2025 data.
- B. Develop and publish new DMS CIE trainings.
 - DMS published new training in April of 2026 to increase the use of an innovative service model called Partners with Business. Training and outreach for this new CIE training took place in May 2026.
- C. Promote and increase the number of people participating in online and in-person DMS CIE trainings.
 - DMS and its partners continue to market trainings and conduct outreach through conference presentations. Overall, the DMS trainings continue to see an increase in enrollment, completion and satisfaction each quarter.
- D. Update IRIS Service Definitions for the 2026 Waiver Renewal.
 - The new IRIS Service definitions include clarity around Individual Supported Employment. This category was restructured to reflect extensive employment activities, including CIE Discovery. This service helps participants explore career options. This change can be found in the [IRIS Service Definition Manual](#).
- E. Collect and analyze service data on the six components of individual supported employment and the CIE exploration service in the Family Care and IRIS waivers.
 - DMS is reviewing the six components of individual supported employment and CIE exploration in both waivers. Through this process, DMS has clarified these service definitions, updated service codes, and created a new database to collect and analyze CIE data more efficiently.

DMS CHILDREN'S LONG-TERM SUPPORT PROGRAM

- A. Promote the Career Planning and Discovery option for individuals in CLTS to increase employment readiness in all Wisconsin counties.
 - CLTS staff continued to promote Career Planning and Discovery through professional conference presentations with CIE team.
 - CLTS staff presented on Discovery and Career Planning and Community Competitive Integrated Employment services during a CLTS teleconference attended by Support and Service Coordinators statewide.
 - CLTS staff promoted the Discovery and Career Planning and Community Competitive Employment services to CLTS providers in the CLTS Provider Bulletin Spring 2026.
- B. Target employment promotion to geographic areas and disability groups that are underrepresented given current CIE data. *Note: No geographic areas or disability groups have been identified as underrepresented based on CIE data. There is a noted drop in employment when any individual has a physical disability, alone or in combination with other potential disabilities. This pattern is true for CLTS participants as well as the whole CIE target population.*
 - As part of the CIE team, CLTS staff presented to Governor's Autism Council on Feb. 11, 2026.
 - CLTS staff and CIE team focused on increasing participation with DVR. CIE data shows clear improvement in employment outcomes when CLTS participants are partnered with DVR.



- C. Promote and train county Support and Service Coordinators on employment readiness using existing options (Career Planning and Discovery) and methods to engage with DVR and DPI to increase the percentage of youth who are accessing employment services.
- CLTS staff worked with DVR and CIE Service Provider Capacity Workgroup to encourage DVR vendors to become CLTS providers for employment services.
 - As part of the required training for all county Support and Service Coordinators, staff included Career Planning and Discovery and Community Competitive Integrated Employment in the Think Possible training update.

DCTS BEHAVIORAL HEALTH

- A. Continue training counties, providers, ForwardHealth field representatives, and other partners on IPS billing best practices.
- Provided training to ForwardHealth field representatives three times in 2025.
- B. Begin analyzing IPS data received from new IPS data survey for quarterly outcomes.
- Collected data to analyze and report out on findings (ongoing). Comparative data will not be available until the end of 2026 due to the addition of new analysis items in 2025. Created an annual survey for providers in 2026.
- C. Increase average fidelity scores across IPS sites.
- Fidelity scores gradually and significantly increased since initial IPS implementation. Average fidelity score in Wisconsin in 2012 was 77 out of 125. Since then, this score increased from “fair” (defined as a score of 74-99) to “good” (defined as a score of 100-114). In 2023, the average score was 104; in 2024 the average score was 111, and 2025, the average score 109.





3. DPI Activities

- A. Commit to investing in the Transition Improvement Grant (TIG) to provide training and resources to the field that promote increased CIE outcomes for students with disabilities.
- The TIG grant funded 10 full-time staff members, who provide technical assistance and continuous improvement coaching to improve transition services and post-school outcomes for students with IEPs. TIG staff conducted several activities in 2026 promoting CIE for students with disabilities, including providing coaching and support to more than 20 school districts to evaluate their transition planning practices and post-school outcomes. This support has had significant impact on graduation and dropout rates for students with IEPs. TIG-supported school districts recorded double the gains in graduation rates when compared to statewide trends among schools not receiving additional support through TIG. In addition, TIG provides direct support to five County Communities on Transition (CCoTs). TIG staff supported each group through strategic planning sessions that analyzed local employment data.
- B. Coordinate the Wisconsin Community on Transition (WiCoT) to support local engagement of transition stakeholders in CCoTs.
- The DPI Special Education Transition and Graduation consultant co-facilitates WiCoT to support local engagement of transition stakeholders in CCoTs. In the 2025-26 school year, the WiCoT organized a liaison program to local CCoTs in partnership with the Wisconsin Statewide Parent Engagement Initiative (WSPEI). The WiCoT also published a survey to seek input from youth with disabilities and their families on their transition experiences. The WiCoT plans to use the data to better inform supports to the field to ensure consistent delivery of transition services to students across Wisconsin.
- C. Collaborate with Career and Technical Education (CTE) partners to increase engagement of students with IEPs in Career Pathways, YA, and Academic and Career Planning.
- The DPI Special Education Transition and Graduation Consultant collaborated with TIG on a new toolkit to support engagement of youth with disabilities in CTE coursework and experiences. The toolkit was presented alongside school-based examples at the [National Alliance for Partnerships in Equity Summit](#) in April 2026. In addition, TIG facilitated a series of micro courses which later were updated and published as a full online course titled “Classroom Learning to Career Readiness.” This course supports educators to establish diverse teams to evaluate and deepen engagement of students with IEPs in CTE coursework and career pathways.
 - The Wisconsin Career Readiness Summit was held in August 2025 in collaboration with several members of DPI’s career readiness leadership team. Several sessions during the Summit focused on career development strategies for youth with IEPs, including presentations from TIG, Wisconsin Educational Opportunity Programs, and the Special Education Transition and Graduation consultant.



BARRIERS TO IMPLEMENTATION

2017 Wisconsin Act 178 requires the departments to set targeted outcomes to increase CIE. The previous section highlighted several ways the departments work together to successfully provide CIE services for working-age individuals with disabilities jointly served by the departments. The following barriers have been identified and considered by the departments through the development and implementation of this plan.

1. Shifts in the Economy

- A. Jobs and the skills required to do them are changing, and the number of available opportunities is decreasing nationwide. There has been a corresponding decrease in employment opportunities for people with disabilities. Changes in the economy, access to supplies, and reduction of workers in some industries are creating uncertainty in the workforce and impacting CIE efforts.

2. System Challenges in Data Integration

- A. Obtaining data-sharing and interagency billing agreements are a complex and time-consuming process. Additional data needs to continue to require new data-sharing agreements. The data sharing agreement and interagency billing agreement processes can delay the forward progress of CIE-MIS.
- B. Specific components of cross-agency collaboration require additional time to complete tasks because of conflicting priorities between partner agencies. Agencies work well together when implementing strategies, but delays occur when legal review and financial cost-sharing considerations arise.
- C. Act 178 does not carry an appropriation to fund its required activities. The lack of a dedicated budget to operate and expand the CIE-MIS limits the efficacy of the program because the partnering agencies must identify funding sources to meet the obligations of the Act. This requires complex financial arrangements for cost-sharing decisions and may strain the budgets of each partner.
- D. As we continue to add new groups of individuals considered eligible for CIE services, matching those individuals to existing data will continue to offer challenges. Each agency collects varying levels of demographic and personal information about the individuals they serve. For example, migration to the DHS Enterprise Data Warehouse has altered previously used identifiers, making it more difficult to obtain and match program participants to historical records.
- E. Available data relating to hourly wage and hours worked per week for CIE eligible individuals is limited. There is no single administrative system that collects the hourly wage, hours worked, and type of job for individuals. The CIE team has pulled in this information from agencies where it does exist (e.g., DVR-specific data). Unemployment Insurance (UI) quarterly gross wage is used as a proxy for determining employment across all CIE eligible individuals.

3. Service Provider Issues

- A. Shared providers use different service definitions and payment structures.
- B. Gaps exist in service provider capacity, workforce training, and consistency in quality.
- C. Service implementation at the state level (DVR) vs. local level (MCO/ICA/Behavioral Health Services) is challenging in some areas due to service provider capacity, including the ability for providers to pay employees a competitive wage. Unqualified applicants and lack of staff training leads to continuous turnover of staff, which worsens the quality of service and may create waitlists.
- D. The statewide caregiver shortage impacts the ability of individuals with disabilities to work in CIE.



4. Expectations and Misconceptions about CIE

- A. People with disabilities and their families may not understand the impact of employment on benefits like Medicaid, Social Security Disability Insurance, and Foodshare that are provided to the disabled individual, or the advantages of CIE for the individual.
- B. Employers need greater awareness and education about the skills, talents, and potential that individuals with disabilities bring to the workplace to encourage their inclusion.
- C. The growth of Artificial Intelligence (AI) in the workforce may affect employment opportunities for individuals with disabilities, including aspects such as job searching, interviews, training, and resume screening.



5. Interagency Communication and Coordination

- A. The complexity of interagency policy and procedures has created challenges in workflow, including redundancies, leading to delays in data analysis, cost estimates, and document review and approval.
- B. Competing priorities and the distribution of tasks of CIE Workgroup members create challenges in implementing and sustaining CIE joint strategies.
- C. The Wisconsin Joint Finance Committee refused to provide sufficient funding to DVR that was recommended by Gov. Evers during the 2025-2027 biennial budget process. As a result due to insufficient funding levels, DVR implemented an Order of Selection (waitlist) for eligible new DVR participants in December 2025. The waitlist placed DVR services for some individuals on hold; in the interim, individuals and other agency partners collaborated to provide services while they waited to be activated off the waitlist. After months of advocacy, in June 2026, the Joint Finance Committee approved additional funding that allowed DVR to begin removing individuals from the waitlist. An analysis of the impact of the waitlist on CIE outcomes will be available in future reports.

CIE DATA ON COMMON INDIVIDUALS

Disclaimer: *This report is based on the most recent data available from each department. As data collection and sharing evolves, there may be limitations to comparing data from this report with future reports, which may compile data from other sources and improve data validity. Future reports may show differences in demographic data when compared to previous state fiscal years as data errors are corrected and individuals self-report different information.*

DHS-LTC (Family Care, IRIS, Partnership, PACE, Children’s Long-Term Support Services) collects race and ethnicity data from multiple systems within the organization. DHS-LTC CIE data are only collected from a subset of all possible DHS race and ethnicity data.

CIE-ELIGIBLE INDIVIDUALS BY AGENCY

Note: *The counts below represent unique counts of individuals identified as CIE eligible by each agency. A person is determined to be CIE eligible if they were served by the agency and their age is between 14 and 64 years old during the state fiscal year. A person is only counted once for each state fiscal year within an agency but can be included within multiple agencies’ totals. DPI only maintains data on youth through age 21. Data is retrieved from each agency quarterly. If an individual dies during a quarter, they are still counted within that quarter if they were alive for at least one day during the time period.*

COUNT OF CIE-ELIGIBLE INDIVIDUALS BY AGENCY*			
STATE FISCAL YEAR	DHS-LTC CIE ELIGIBLE	DWD-DVR CIE ELIGIBLE	DPI CIE ELIGIBLE
2023 (2022-2023)	60,875	22,689	37,264
2024 (2023-2024)	63,337	25,246	37,039
2025 (2024-2025)	64,090	27,865	36,860

**Individual identifying information was processed through a matching program to arrive at the distinct count of common individuals.*

COMMON INDIVIDUALS BY STATE FISCAL YEAR

Each agency provides Personally Identifiable Information (PII) for individuals considered CIE eligible. PII is any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, otherwise known as an identity for a person. PII is collected by various agency systems, and varies from system to system, which creates differences in how a person’s identity is reported. PII differences between agencies may be caused by data entry errors, inconsistencies when an individual self-reports information to different agencies, or changes in information over time.

To determine unique individual counts, each agency matches and links PII it has collected. The information is matched using a matching tool and grouped to form unique person identities, which are then assigned to a unique person identifier used to determine distinct counts of individuals.

After an individual is assigned a uniform person identifier within the CIE management information system (CIE-MIS), the new identifier can be used to determine when an individual is served by one or more partnering agencies. An individual who is served by more than one agency is considered a common individual. If PII differs between agencies, the information that was collected most recently is used when tallying demographic counts based on identities like race, gender, and age.

Note: *The counts below represent unique counts of individuals served. A person is only counted once for each state fiscal year, although they may receive services from multiple agencies within the year. For example, a youth may be a student, a DVR individual, and a participant in long-term care at the same time.*

INDIVIDUALS SERVED BY ANY AGENCY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	103,585
2024 (2023-2024)	107,204
2025 (2024-2025)	109,572

INDIVIDUALS SERVED BY ANY AGENCY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years Old	11,994	12,384	12,487
16 – 17	17,510	17,672	17,738
18 – 21	14,673	14,717	15,285
22 – 24 ³	4,237	4,551	4,798
25 – 50	28,978	31,105	32,784
51 – 64	26,193	26,775	26,480
Total Individuals	103,585	107,204	109,572

INDIVIDUALS SERVED BY ANY AGENCY BY GENDER			
GENDER ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	44,678	46,619	47,574
Male	58,773	60,409	61,574
Not Reported	134	176	424
Total Individuals	103,585	107,204	109,572

INDIVIDUALS SERVED BY ANY AGENCY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁵	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	1,390	1,535	1,714
Asian	2,093	2,298	2,413
Black	19,463	19,900	19,976
Hispanic or Latino	10,114	10,715	11,177
Native Hawaiian or Pacific Islander	53	65	62
White	65,240	67,032	68,310
Multi-race	4,933	5,293	5,494
Not Reported	299	366	426
Total Individuals	103,585	107,204	109,572

¹Agency is defined as DHS LTC and Children’s Long-Term Support (CLTS) Program, DWD/DVR and DPI special education. A person is counted as served in the fiscal year if they are CIE eligible and served by any of the above agencies within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual’s birth dates. Each agency collects birth dates separately. The date used for the calculation is the date reported most recently across all agencies.

³DPI youth are no longer included in the CIE eligible counts after age 21 as they exit the school system.

⁴Each agency collects gender data separately. For purposes of this report, the gender identified is the gender reported most recently across all agencies.

⁵DHS-LTC and DPI collect race and ethnicity in a combined field. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of “not reported” are lower than the previous report and shift into the other race categories. For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

Note: Individuals may be served by multiple state agencies in the same state fiscal year (common individuals). Appendices A, B, C, and D provide unique overall counts by demographics for common individuals

CIE OUTCOME DATA

OUTCOMES BY AGENCY

Disclaimer: This report is based on the most recent data available from each agency. As data collection and sharing evolves, there may be limitations to comparing data from this report with future reports, which may compile data from other sources and improve data validity.

Note: Individuals can be served across multiple state agencies. For example, a youth may be a student, a DVR client, and a participant in long-term care or behavioral health services at the same time. For this reason, one individual may be counted in multiple programs in the data below. The data for each agency is the most recent full data set available in state fiscal year (SFY), calendar year (CY), or federal fiscal year (FFY).

The following table provides data by state agency, and includes:

1. The number of working age individuals with disabilities who received publicly funded services outside the home by the state agency for the period specified.
2. The number of working age individuals with disabilities who received publicly funded services outside the home and were working in CIE for the period specified.
3. The median number of hours worked per week for individuals working in CIE who are served by the state agency.
4. Median wages per hour for individuals working in CIE who are served by the state agency.

Additional note: Appendices E through K provide median wage information by demographics for individuals.

AGENCY	NUMBER OF WORKING AGE INDIVIDUALS SERVED IN THE COMMUNITY BY PROGRAM	NUMBER IN CIE	MEDIAN HOURS WORKED PER WEEK (IF AVAILABLE)	MEDIAN WAGES PER HOUR (IF AVAILABLE)
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DHS LTC and Children’s Long-Term Support (CLTS) Program: DHS LTC Services utilizes DHS Wage Collection System. DHS LTC has a data sharing agreement with DWD for the unemployment wage data. DHS DMS continues to work to validate the wages earned, hours worked, and employer data received from the MCOs and ICAs. DHS LTC data represents data reported by the MCOs and ICAs for SFY 2024-2025. For the DHS LTC data, working age is defined as 18-64 years old. DHS CLTS does not report wage and hourly data for CLTS participants aged 14-18 in this table, as UI sources for competitive employment reports on quarterly earned wages and employer of record only. Median quarterly wages for 14 – 21-year-olds is reported on page 45, in Appendix H.

DHS – LTC	56,794	7,976	12	\$12.00
DHS – CLTS	8,204	1,687	(See Appendix H)	(See Appendix H)

DHS Division of Care and Treatment Services (DCTS): Overall numbers are calculated from Wisconsin’s 2024 Mental Health National Outcome Measures: Substance Abuse and Mental Health Services Administration (SAMHSA) Uniform Reporting System report¹ for participants aged 18+. Wisconsin’s Individual Placement and Support (IPS) program numbers for 2025 are reported to the IPS Reporting System for individuals starting at age 14. The IPS median wage and hours worked were collected from four agencies in Quarter 1, three agencies in Quarters 2 and 3, and eight agencies in Quarter 4 for Calendar Year 2025.

DHS - DCTS	53,089	15,608	-	-
IPS	1,395	709 ²	17.8	\$14.07

DWD/DVR: Numbers are pulled from DVR’s case management system, Integrated Rehabilitation Information System (IRIS). The number of individuals served by DVR include individuals that had an active case at some point during the state fiscal year. The number in CIE includes individuals that had a closed case with an employment recorded. Hours worked per week, and hourly wages are captured at the time the case closes.

DWD-DVR	27,865	3,166	20	\$15.00
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DWD/DVR YA: Numbers are pulled from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. Report “YA-01 Year-End Report”, data pulled as of 3/16/2026 for FY 2024-2025. Of the 11,335 youth with a YA, 773 self-identified as having an Individual Education Program (IEP). Average wages for all YAs were \$14.77 per hour, and \$14.29 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.

AGENCY	NUMBER OF WORKING AGE INDIVIDUALS SERVED IN THE COMMUNITY BY PROGRAM	NUMBER IN CIE	MEDIAN HOURS WORKED PER WEEK (IF AVAILABLE)	MEDIAN WAGES PER HOUR (IF AVAILABLE)
DWD-YA	773	773	-	\$14.29

DPI: Number of students with Individualized Education Programs (IEPs) ages 14 to 21 in the 2024-25 school year per the CIE-MIS Joint Data System. Data for students working in CIE was pulled from the CIE-MIS Unemployment Information as the employment data DPI collects is gathered from the Indicator 14 Post School Outcome survey. The survey format includes only a sample of former students with IEPs. Accessing CIE-MIS employment data for students with IEPs provides more comprehensive employment data for CIE eligible students being served by DPI. 2025 Indicator 14 Survey data is summarized on the next page with information on wages and hours worked.

DPI	36,860	6,4263	See "2025 DPI Outcome Data"
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¹ <https://www.samhsa.gov/data/data-we-collect/urs-uniform-reporting-system/annual-report>

²Due to the manner of data collection for "Number in CIE" in IPS, this number may be duplicative. DCTS took the total number of individuals working in Quarter 1 of 2025 and added "New Job Starts" for quarters 2-4 for the total number of those employed for the year. A person could be counted twice if they changed jobs throughout the year.

³Number in CIE for DPI declined this year due to more stringent matching rules applied to UI data matching, starting in 2024 for youth who do not have a social security number. The new rules are more conservative and likely result in undermatching to wage data, but more likely to result in a correct match.

2025 DPI OUTCOME DATA

Competitive Integrated Employment Data¹

The setting, wage, and hours worked data from the 2025 Wisconsin Statewide Indicator 14 Survey are summarized below. This survey focuses on youth with disabilities who exited high school with a diploma, a certificate of attendance, reached maximum age of eligibility for services, or dropped out of high school during the 2023-24 school year. The employment portion of the Wisconsin Statewide Indicator 14 Survey assesses competitive and other employment, job setting, wages, and benefits within one year after leaving high school.

5,219 of 7,581 (69%) exiters responded to the survey. Note this data set represents only a portion of the students identified as working in CIE in the table on the previous page.

Of the 3,256 respondents who are or have been employed:

- 97% (3,162) of respondents are employed in a community setting, self-employed, or work in a family business or in military.
- 1% (23) of employed respondents are employed in a sheltered workshop or community rehabilitation program.

82% (2,660) work 20 hours or more per week. Of the respondents employed:

- 54% (1,746) work 35 hours or more per week.
- 28% (914) work 20 to 34 hours per week.

93% (3,044) of those employed earn minimum wage or greater.

- 3% (93) earn the current minimum wage.
- 5% (164) earn between current minimum wage and \$10.00 per hour.
- 39% (1,174) earn between \$10.00 and \$15.00 per hour.
- 49% (1,477) earn above \$15.00 per hour.
- 4% (136) Didn't know or preferred not to answer.

¹Source: <https://www.indicator14wi.org/documents/2025/2025%20Wisconsin%20Summary%20Report.pdf>



DATA ANALYSIS

BETTER TOGETHER

Overall, the percentage of individuals co-enrolled with DWD/DVR is slightly lower than pre-COVID numbers. It is important to note that program enrollment for LTC and CLTS has increased over time. DVR’s numbers have also increased, which shows that DVR has had the capacity to serve more individuals over time. In previous reports, we see evidence that co-enrollment with DVR increases CIE. This indicates that DVR could target outreach to improve CIE outcomes for individuals co-enrolled with LTC, CLTS, and DPI.

SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-LTC	PERCENT CO-ENROLLED
2018	6,055	45,800	13.22%
2019	6,367	48,070	13.25%
2020	6,790	49,907	13.61%
2021	6,479	51,753	12.52%
2022	7,004	54,575	12.83%
2023	7,006	55,056	12.73%
2024	7,251	56,647	12.80%
2025	7,584	56,794	13.35%



SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-CLTS	PERCENT CO-ENROLLED
2018	598	2,776	21.54%
2019	763	3,394	22.48%
2020	762	3,802	20.04%
2021	831	4,627	17.96%
2022	974	5,392	18.06%
2023	1,160	6,482	17.90%
2024	1,441	7,438	19.37%
2025	1,650	8,204	20.11%



SFY	NUMBER OF INDIVIDUALS CO-ENROLLED WITH DVR	TOTAL NUMBER OF CIE-ELIGIBLE INDIVIDUALS, DHS-DPI	PERCENT CO-ENROLLED
2018	5,207	36,826	14.14%
2019	5,367	36,990	14.51%
2020	4,751	37,032	12.83%
2021	4,179	37,873	11.03%
2022	4,297	37,629	11.42%
2023	4,533	37,264	12.16%
2024	4,824	37,039	13.02%
2025	4,992	36,860	13.54%



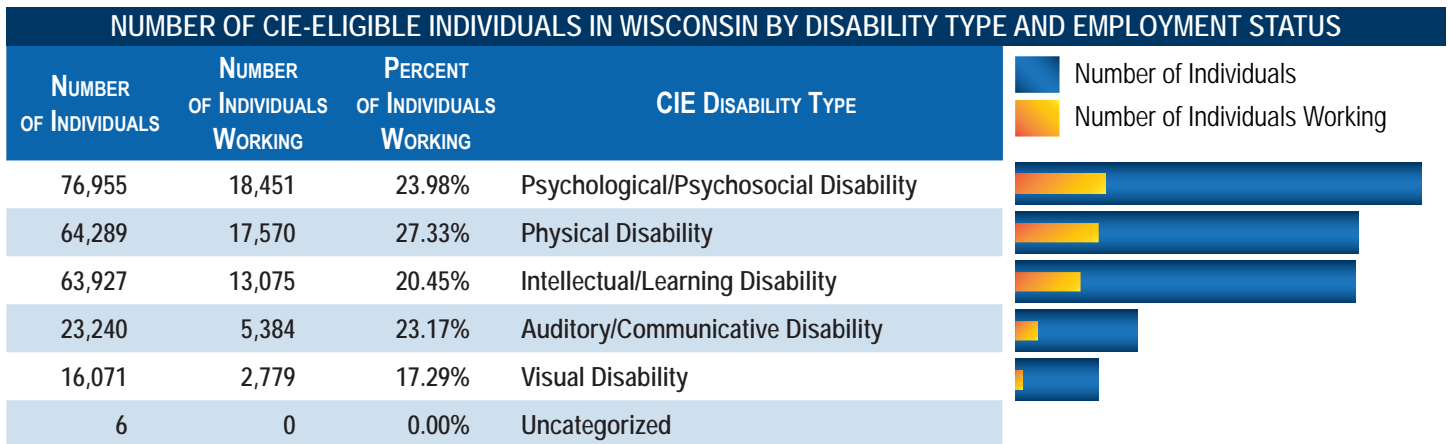
INDIVIDUALS WITH DISABILITIES SERVED

Each partnering agency collects disability information in varying formats which can make reporting difficult. To compensate, six CIE disability categories were created in the CIE-MIS to allow for uniform reporting. The six categories are:

- Auditory/Communicative
- Intellectual/Learning
- Physical
- Psychological/Psychosocial
- Visual
- Uncategorized

Starting in SFY 2024, the various disability information provided by each data partner is now mapped into one of the above CIE disability categories. There are a small number of disabilities reported by partners that did not cleanly map to a category and report under the “Uncategorized” CIE disability category. CIE disability breakdown by age, race, and gender can also be found in the report appendices. CIE disability data cannot be reported for state fiscal years prior to 2024 because the information was not provided by the partner agencies until 2024. Moving forward, these CIE disability categories will continue to be used by the departments for reporting to allow for trend analysis.

It is important to note that individuals can have co-occurring disabilities. The charts below show the count of individuals identified as having each CIE disability category. **An individual may be counted in more than one category if they have co-occurring disabilities.**





APPENDICES

COMMON INDIVIDUALS

- A: DHS-LTC AND DPI
- B: DHS-LTC AND DWD-DVR
- C: DPI AND DWD-DVR
- D: DHS-LTC, DPI, AND DWD-DVR

CIE MEDIAN WAGE & HOUR OUTCOMES

- E: SERVED BY ANY AGENCY – MEDIAN QUARTERLY WAGE
- F: DHS-LTC – WAGE/HOUR OUTCOMES
- G: DHS-LTC – MEDIAN QUARTERLY WAGE
- H: DHS-CLTS – MEDIAN QUARTERLY WAGE
- I: DPI – MEDIAN QUARTERLY WAGE
- J: DWD-DVR – WAGE/HOUR OUTCOMES
- K: DWD-DVR – MEDIAN QUARTERLY WAGE

CIE DISABILITY TYPE

- L: AUDITORY/COMMUNICATIVE DISABILITY
- M: INTELLECTUAL/LEARNING DISABILITY
- N: PHYSICAL DISABILITY
- O: PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY
- P: VISUAL DISABILITY
- Q: UNCATEGORIZED DISABILITY
- R: YOUTH APPRENTICESHIP

DEFINITIONS

APPENDIX A:

COMMON INDIVIDUALS – DHS-LTC AND DPI

Note: The tables below represent unique counts of individuals when the person is served by both DHS-LTC and DPI. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	5,217
2024 (2023-2024)	5,672
2025 (2024-2025)	6,037

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less than 16 Years	1,207	1,426	1,534
16 – 17	1,940	2,127	2,274
18 – 24	2,070	2,119	2,229
Total Individuals	5,217	5,672	6,037

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	1,853	1,976	2,093
Male	3,364	3,696	3,944
Total Individuals	5,217	5,672	6,037

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DPI BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	23	25	32
Asian, Native Hawaiian, or Pacific Islander	118	139	146
Black	391	452	492
Hispanic or Latino	645	758	836
White	3,566	3,768	3,941
Multi-race	474	530	590
Total Individuals	5,217	5,672	6,037

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DHS-LTC and DPI special education within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth dates separately. The date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender data separately. For purposes of this report, the gender identified is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX B:

COMMON INDIVIDUALS – DHS-LTC AND DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by both DHS-LTC and DWD-DVR. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR ¹	
STATE FISCAL YEAR ¹	NUMBER OF INDIVIDUALS
2023 (2022-2023)	7,807
2024 (2023-2024)	8,286
2025 (2024-2025)	8,745

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	107	154	170
16 - 17	562	709	786
18 - 21	2,152	2,304	2,426
22 - 24	1,024	980	1,028
25 - 50	2,961	3,092	3,278
51 - 64	1,001	1,047	1,057
Total Individuals	7,807	8,286	8,745

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	3,056	3,314	3,473
Male	4,751	4,972	5,272
Total Individuals	7,807	8,286	8,745

COMMON INDIVIDUALS SERVED BY BOTH DHS-LTC AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	52	57	58
Asian, Native Hawaiian, or Pacific Islander	147	162	169
Black	965	1,053	1,052
Hispanic or Latino	598	684	782
White	5,540	5,764	6,053
Multi-race	505	566	631
Total Individuals	7,807	8,286	8,745

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DHS LTC and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth dates separately. The date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender data separately. For purposes of this report, the gender identified is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

APPENDIX C:

COMMON INDIVIDUALS – DPI AND DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by both DPI and DWD-DVR. An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	4,533
2024 (2023-2024)	4,824
2025 (2024-2025)	4,991

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	208	225	249
16 - 17	1,526	1,736	1,876
18 - 24	2,799	2,863	2,866
Total Individuals	4,533	4,824	4,991

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	1,647	1,677	1,747
Male	2,886	3,147	3,244
Total Individuals	4,533	4,824	4,991

COMMON INDIVIDUALS SERVED BY BOTH DPI AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	38	36	40
Asian, Native Hawaiian, or Pacific Islander	125	137	142
Black	473	506	473
Hispanic or Latino	549	646	711
White	2,991	3,108	3,172
Multi-race	357	391	453
Total Individuals	4,533	4,824	4,991

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from both DPI special education and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth dates separately. The date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender data separately. For purposes of this report, the gender identified is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

APPENDIX D:

COMMON INDIVIDUALS – DHS-LTC, DPI, AND DWD-DVR

Note: The table below represents unique counts of individuals when the person is served by all three agencies (DHS-LTC, DPI, DWD-DVR). An individual is only counted once for each state fiscal year.

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	1,790
2024 (2023-2024)	1,976
2025 (2024-2025)	2,099

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less than 16 Years	63	86	120
16 – 17	410	499	614
18 – 21	1,194	1,198	1,240
22 – 24	N/A	N/A	N/A
Total Individuals	1,668	1,787	1,974

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	585	619	652
Male	1,083	1,168	1,322
Total Individuals	1,668	1,787	1,974

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	*	*	*
Asian	45	52	54
Black	113	145	136
Hispanic or Latino	192	222	255
Native Hawaiian or Pacific Islander	*	*	*
White	1,286	1,378	1,434
Multi-race	144	169	211
Total Individuals	1,790	1,976	2,099

¹A person is counted as served in the fiscal year if the individual was CIE eligible and received services from DHS-LTC, DPI special education, and DWD-DVR within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX E:

CIE MEDIAN QUARTERLY WAGE – SERVED BY ANY AGENCY

Note: The tables below represent unique counts of individuals when the person is served by one or more agencies. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC		
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS ¹ (#)	MEDIAN QUARTERLY WAGE ² (WAGE)
2023 (2022-2023)	25,901	\$1,559.37
2024 (2023-2024)	26,432	\$1,646.69
2025 (2024-2025)	26,147	\$1,658.28

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Less Than 16 Years	437	\$548.90	436	\$489.42	454
16 – 17	4,545	\$1,055.35	3,835	\$1,011.55	3,337	\$988.25
18 – 21	6,729	\$1,498.00	6,675	\$1,529.44	6,141	\$1,553.50
22 – 24	1,922	\$1,754.34	2,083	\$1,714.62	2,169	\$1,696.68
25 – 50	9,045	\$1,812.00	9,908	\$1,917.68	10,551	\$1,924.24
51 – 64	3,223	\$2,057.51	3,495	\$2,205.50	3,495	\$2,142.54
Totals	25,901	\$1,559.37	26,432	\$1,646.69	26,147	\$1,658.28

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER						
GENDER ⁴	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Female	10,751	\$1,472.66	11,217	\$1,608.92	11,293
Male	15,079	\$1,620.13	15,116	\$1,668.77	14,648	\$1,674.88
Not Reported	71	\$2,223.71	99	\$2,427.34	206	\$2,493.59
Totals	25,901	\$1,559.37	26,432	\$1,646.69	26,147	\$1,658.28

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	American Indian or Alaska Native	329	\$2,006.45	376	\$2,436.01	443
Asian, Native Hawaiian, or Pacific Islander	436	\$1,729.97	430	\$1,735.09	435	\$1,800.26
Black	3,795	\$1,498.54	3,598	\$1,749.04	3,362	\$1,811.82
Hispanic or Latino	2,183	\$1,634.31	2,267	\$1,667.22	2,267	\$1,761.48
White	17,599	\$1,562.57	18,162	\$1,620.00	18,045	\$1,619.15
Multi-race	1,452	\$1,370.46	1,468	\$1,512.04	1,440	\$1,514.14
Not Reported	107	\$3,257.08	131	\$2,856.70	155	\$2,835.94
Totals	25,901	\$1,559.37	26,432	\$1,646.69	26,147	\$1,658.28

¹A person is counted as served in the fiscal year if the individual was CIE eligible, and the person was reported by any agency within that state fiscal year.

²Median quarterly wage as reported on UI wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth dates separately. The date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender data separately. For purposes of this report, the gender identified is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX F:

CIE OUTCOME – DHS-LTC

Note: The tables below represent unique counts of individuals when the person is served by DHS-LTC. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC ¹			
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)	MEDIAN HOURS WORKED PER WEEK (HOURS/WEEK)	MEDIAN HOURLY WAGE (WAGE)
2023 (2022-2023)	7,100	13	\$10.55
2024 (2023-2024)	7,807	12	\$11.40
2025 (2024-2025)	7,976	12	\$12.00

MEDIAN HOURS WORKED AND HOURLY WAGE BY AGE RANGE									
AGE RANGE ²	SFY 2023 (2022-2023)			SFY 2024 (2023-2024)			SFY 2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
	18 – 21	764	12	\$11.25	884	12	\$12.00	892	11
22 – 24	916	13	\$11.00	959	12	\$12.00	992	12	\$12.00
25 – 50	4,426	13	\$10.50	4,872	12.5	\$11.25	5,006	12	\$12.00
51 – 64	994	12	\$10.25	1,092	12	\$11.00	1,086	12	\$12.00
Totals	7,100	13	\$10.55	7,807	12	\$11.40	7,976	12	\$12.00

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER									
GENDER ³	SFY 2023 (2022-2023)			SFY 2024 (2023-2024)			SFY 2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
	Female	2,734	12	\$10.61	3,070	12	\$11.67	3,085	12
Male	4,366	14	\$10.52	4,737	13	\$11.21	4,891	12	\$12.00
Totals	7,100	13	\$10.55	7,807	12	\$11.40	7,976	12	\$12.00

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY									
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)			SFY 2024 (2023-2024)			SFY 2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
	American Indian or Alaska Native	42	15	\$10.00	46	12	\$10.00	43	12
Asian, Native Hawaiian, or Pacific Islander	112	12	\$11.47	129	12	\$12.05	145	12	\$12.75
Black	473	16	\$11.00	521	15	\$12.00	561	15	\$12.50
Hispanic or Latino	324	14	\$11.00	396	13.5	\$11.82	439	12	\$12.23
White	5,801	12	\$10.50	6,320	12	\$11.25	6,366	12	\$12.00
Multi-race	339	14.25	\$11.00	387	15	\$12.00	413	13	\$12.00
Not Reported	9	12	\$11.00	8	12	\$12.50	9	13	\$12.50
Totals	7,100	13	\$10.55	7,807	12	\$11.40	7,976	12	\$12.00

¹A person is counted as served in the fiscal year if the individual was CIE eligible and a wage record was reported to DHS-LTC by a MCO or ICA within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX G:

CIE MEDIAN QUARTERLY WAGE – DHS-LTC

Note: The tables below represent unique counts of individuals when the person is served by DHS-LTC. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-LTC		
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS ¹ (#)	MEDIAN QUARTERLY WAGE ² (WAGE)
2023 (2022-2023)	9,660	\$1,400.00
2024 (2023-2024)	10,102	\$1,455.87
2025 (2024-2025)	9,854	\$1,394.74

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	18 – 21	1,206	\$1,085.34	1,347	\$1,123.38	1,313
22 – 24	1,164	\$1,428.15	1,198	\$1,342.84	1,195	\$1,345.80
25 – 50	5,628	\$1,475.44	5,874	\$1,547.10	5,785	\$1,482.27
51 – 64 ⁴	1,662	\$1,384.88	1,683	\$1,521.96	1,561	\$1,378.14
Totals	9,660	\$1,400.00	10,102	\$1,455.87	9,854	\$1,394.74

MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁵	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Female	3,968	\$1,321.77	4,191	\$1,397.22	4,046
Male	5,692	\$1,460.22	5,911	\$1,496.70	5,808	\$1,440.00
Totals	9,660	\$1,400.00	10,102	\$1,455.87	9,854	\$1,394.74

MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁶	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	American Indian or Alaska Native	61	\$1,379.43	59	\$1,372.30	64
Asian, Native Hawaiian, or Pacific Islander	169	\$1,422.87	172	\$1,472.19	187	\$1,460.35
Black	1,407	\$1,629.13	1,370	\$1,878.81	1,255	\$1,696.85
Hispanic or Latino	513	\$1,456.28	589	\$1,410.41	600	\$1,462.76
White	7,007	\$1,367.47	7,378	\$1,401.62	7,224	\$1,340.50
Multi-race	492	\$1,387.20	521	\$1,629.01	513	\$1,516.23
Not Reported	11	\$2,042.80	13	\$2,487.60	11	\$2,737.16
Totals	9,660	\$1,400.00	10,102	\$1,455.87	9,854	\$1,394.74

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DHS-LTC within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

⁵Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁶Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX H:

CIE MEDIAN QUARTERLY WAGE – DHS-CLTS

Note: The tables below represent unique counts of individuals when the person is served by DHS-CLTS. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DHS-CLTS ¹		
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)	MEDIAN QUARTERLY WAGE ² (WAGE)
2023 (2022-2023)	1,356	\$831.17
2024 (2023-2024)	1,653	\$877.12
2025 (2024-2025)	1,687	\$906.10

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Less than 16 Years	268	\$492.95	321	\$485.75	318
16 – 17	658	\$806.56	760	\$823.60	781	\$885.95
18 – 21	427	\$1,118.04	560	\$1,169.80	582	\$1,243.26
22 – 24	*	*	*	*	*	*
Totals	1,356	\$831.17	1,653	\$877.12	1,687	\$906.10

MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁴	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Female	587	\$874.26	707	\$910.67	751
Male	769	\$796.52	946	\$862.00	936	\$878.70
Totals	1,356	\$831.17	1,653	\$877.12	1,687	\$906.10

MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	American Indian or Alaska Native	*	*	*	*	*
Asian, Native Hawaiian, or Pacific Islander	*	*	*	*	*	*
Black	72	\$669.70	89	\$568.60	103	\$940.31
Hispanic or Latino	142	\$991.61	185	\$900.72	177	\$1,035.12
White	982	\$826.72	1,179	\$893.64	1,207	\$874.93
Multi-race	140	\$807.25	168	\$848.52	168	\$941.09
Not Reported	*	*	*	*	*	*
Totals	1,356	\$831.17	1,653	\$877.12	1,687	\$906.10

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DHS-CLTS within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX I:

CIE MEDIAN QUARTERLY WAGE – DPI

Note: The tables below represent unique counts of individuals when the person is served by DPI. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DPI ¹		
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)	MEDIAN QUARTERLY WAGE ² (WAGE)
2023 (2022-2023)	8,806	\$1,174.50
2024 (2023-2024)	7,702	\$1,155.03
2025 (2024-2025)	6,426	\$1,118.92

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	SFY		SFY		SFY	
	2023 (2022-2023)		2024 (2023-2024)		2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
Less than 16 Years	297	\$547.60	282	\$493.50	259	\$497.72
16 – 17	4,249	\$1,060.16	3,462	\$1,009.60	2,951	\$990.08
18 – 21	4,260	\$1,317.63	3,958	\$1,340.79	3,216	\$1,319.45
Totals	8,806	\$1,174.50	7,702	\$1,155.03	6,426	\$1,118.92

MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁴	SFY		SFY		SFY	
	2023 (2022-2023)		2024 (2023-2024)		2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
Female	3,172	\$1,035.46	2,751	\$1,049.75	2,340	\$1,020.27
Male	5,634	\$1,270.00	4,950	\$1,226.82	4,085	\$1,180.83
Not Reported	N/A	N/A	*	*	*	*
Totals	8,806	\$1,174.50	7,702	\$1,155.03	6,426	\$1,118.92

MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	SFY		SFY		SFY	
	2023 (2022-2023)		2024 (2023-2024)		2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
American Indian or Alaska Native	111	\$1,250.00	92	\$1,628.78	69	\$1,098.06
Asian, Native Hawaiian, or Pacific Islander	142	\$1,208.26	129	\$1,071.75	105	\$1,033.50
Black	1,246	\$984.70	987	\$1,056.04	700	\$1,118.67
Hispanic or Latino	1,044	\$1,291.08	911	\$1,242.82	765	\$1,224.31
White	5,595	\$1,190.00	4,991	\$1,170.00	4,290	\$1,123.96
Multi-race	668	\$1,154.20	592	\$1,036.61	497	\$947.43
Totals	8,806	\$1,174.50	7,702	\$1,155.03	6,426	\$1,118.92

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DPI within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low number of individuals.

APPENDIX J:

CIE WAGE/HOUR OUTCOME – DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by DWD-DVR. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DWD-DVR ¹			
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)	MEDIAN HOURS WORKED PER WEEK (HOURS/WEEK)	MEDIAN HOURLY WAGE (WAGE)
2023 (2022-2023)	2,996	20	\$13.75
2024 (2023-2024)	2,946	20	\$14.50
2025 (2024-2025)	3,166	20	\$15.00

MEDIAN HOURS WORKED AND HOURLY WAGE BY AGE RANGE									
AGE RANGE ²	SFY			SFY			SFY		
	2023 (2022-2023)			2024 (2023-2024)			2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
18 – 21	653	20	\$13.00	689	20	\$13.55	691	20	\$14.00
22 – 24	482	20	\$12.50	427	20	\$13.50	447	20	\$14.00
25 – 50	1,280	20	\$14.00	1,243	20	\$15.00	1,450	22	\$15.00
51 – 64 ³	581	25	\$15.00	587	25	\$16.00	578	30	\$16.00
Totals	2,996	20	\$13.75	2,946	20	\$14.50	3,166	20	\$15.00

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY GENDER									
GENDER ⁴	SFY			SFY			SFY		
	2023 (2022-2023)			2024 (2023-2024)			2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
Female	1,209	20	\$14.00	1,215	20	\$14.62	1,396	22	\$15.00
Male	1,780	20	\$13.50	1,703	20	\$14.35	1,750	20	\$15.00
Not Reported	*	*	*	28	25	\$14.00	*	*	*
Totals	2,996	20	\$13.75	2,946	20	\$14.50	3,166	20	\$15.00

COMMON INDIVIDUALS SERVED BY ALL AGENCIES DHS-LTC, DPI AND DWD-DVR BY RACE/ETHNICITY									
RACE/ETHNICITY ⁵	SFY			SFY			SFY		
	2023 (2022-2023)			2024 (2023-2024)			2025 (2024-2025)		
	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE	#	Hrs/Wk	WAGE
American Indian or Alaska Native	34	34.5	\$14.43	29	40	\$15.75	57	40	\$15.68
Asian, Native Hawaiian, or Pacific Islander	69	24	\$14.00	59	20	\$15.00	68	20	\$13.90
Black	297	24	\$14.00	257	20.5	\$15.00	305	24	\$15.00
Hispanic or Latino	240	20	\$13.00	260	20	\$14.00	261	22	\$15.00
White	2,213	20	\$13.50	2,166	20	\$14.50	2,316	20	\$15.00
Multi-race	120	20	\$12.90	151	20	\$13.80	135	20	\$14.00
Not Reported	23	30	\$16.50	24	40	\$17.95	24	30.5	\$16.75
Totals	2,996	20	\$13.75	2,946	20	\$14.50	3,166	20	\$15.00

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person had a DVR closed case with an employment recorded within that state fiscal year.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX K:

CIE MEDIAN QUARTERLY WAGE – DWD-DVR

Note: The tables below represent unique counts of individuals when the person is served by DWD-DVR. An individual is only counted once for each state fiscal year.

NUMBER OF WORKING AGE INDIVIDUALS SERVED BY DWD-DVR ¹		
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS (#)	MEDIAN QUARTERLY WAGE ² (WAGE)
2023 (2022-2023)	2,701	\$2,646.90
2024 (2023-2024)	2,669	\$2,623.75
2025 (2024-2025)	2,886	\$2,736.00

MEDIAN QUARTERLY WAGE BY AGE RANGE						
AGE RANGE ³	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	18 – 21	562	\$2,459.20	623	\$2,423.76	623
22 – 24	431	\$1,984.99	391	\$2,013.49	418	\$1,970.00
25 – 50	1,191	\$2,703.35	1,129	\$2,706.31	1,337	\$2,811.80
51 – 64	517	\$3,700.80	526	\$3,388.45	508	\$3,911.95
Totals	2,701	\$2,646.90	2,669	\$2,623.75	2,886	\$2,736.00

MEDIAN QUARTERLY WAGE BY GENDER						
GENDER ⁴	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	Female	1,091	\$2,699.06	1,088	\$2,649.42	1,266
Male	1,604	\$2,613.06	1,556	\$2,606.07	1,602	\$2,735.81
Not Reported	*	*	*	*	*	*
Totals	2,701	\$2,646.90	2,669	\$2,623.75	2,886	\$2,736.00

MEDIAN QUARTERLY WAGE BY RACE/ETHNICITY						
RACE/ETHNICITY ⁵	SFY 2023 (2022-2023)		SFY 2024 (2023-2024)		SFY 2025 (2024-2025)	
	#	WAGE	#	WAGE	#	WAGE
	American Indian or Alaska Native	30	\$3,422.01	29	\$4,085.81	49
Asian, Native Hawaiian, or Pacific Islander	60	\$3,172.81	51	\$3,215.18	54	\$2,193.34
Black	265	\$2,986.46	227	\$2,719.89	274	\$2,827.50
Hispanic or Latino	212	\$2,722.50	228	\$2,428.90	237	\$2,718.96
White	2,003	\$2,600.58	1,977	\$2,604.75	2,129	\$2,758.94
Multi-race	113	\$2,195.00	134	\$2,389.97	122	\$2,001.29
Not Reported	*	*	*	*	*	*
Totals	2,701	\$2,646.90	2,669	\$2,623.75	2,886	\$2,736.00

¹A person is counted as served in the fiscal year if the individual was CIE eligible and the person was reported by DWD-DVR within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible individuals. DVR Individuals may have worked before connecting with VR. Some individuals opt out of providing social security numbers to DVR. UI wage records are not counted in DVR counts for anyone that does not provide a social security number to DVR, because UI wage records can only be matched using a social security number.

³Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX L:

CIE DISABILITY TYPE - AUDITORY/COMMUNICATIVE DISABILITY

Note: The tables below represent unique counts of individuals identified with an auditory/communicative disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	23,742
2025 (2024-2025)	23,240

COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	N/A	753	696
16 - 17	N/A	1,528	1,149
18 - 21	N/A	2,362	2,431
22 - 24	N/A	1,223	1,320
25 - 50	N/A	9,173	9,282
51 - 64	N/A	8,703	8,362
Total Individuals	N/A	23,742	23,240

COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	N/A	12,048	11,785
Male	N/A	11,683	11,429
Not Reported	N/A	*	*
Total Individuals	N/A	23,472	23,240

COMMON INDIVIDUALS SERVED WITH AN AUDITORY/COMMUNICATIVE DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	N/A	245	267
Asian	N/A	576	581
Black	N/A	3,498	3,352
Hispanic or Latino	N/A	1,661	1,662
Native Hawaiian or Pacific Islander	N/A	18	16
White	N/A	16,721	16,321
Multi-race	N/A	967	981
Not Reported	N/A	56	60
Total Individuals	N/A	23,742	23,240

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX M:

CIE DISABILITY TYPE - INTELLECTUAL/LEARNING DISABILITY

Note: The tables below represent unique counts of individuals identified with an intellectual/learning disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	62,286
2025 (2024-2025)	64,289

COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	N/A	7,919	8,027
16 - 17	N/A	11,170	10,983
18 - 21	N/A	10,950	11,467
22 - 24	N/A	3,955	4,159
25 - 50	N/A	20,726	22,059
51 - 64	N/A	7,566	7,594
Total Individuals	N/A	62,286	64,289

COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	N/A	25,057	25,810
Male	N/A	37,144	38,283
Not Reported	N/A	85	196
Total Individuals	N/A	62,286	64,289

COMMON INDIVIDUALS SERVED WITH AN INTELLECTUAL/LEARNING DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	N/A	760	853
Asian	N/A	1,408	1,479
Black	N/A	7,793	7,991
Hispanic or Latino	N/A	6,645	6,949
Native Hawaiian or Pacific Islander	N/A	34	34
White	N/A	42,085	43,232
Multi-race	N/A	3,443	3,597
Not Reported	N/A	118	154
Total Individuals	N/A	62,286	64,289

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX N:

CIE DISABILITY TYPE - PHYSICAL DISABILITY

Note: The tables below represent unique counts of individuals identified with an intellectual/learning disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	63,505
2025 (2024-2025)	63,927

COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	N/A	2,072	2,094
16 - 17	N/A	2,531	2,334
18 - 21	N/A	4,403	4,637
22 - 24	N/A	2,966	3,049
25 - 50	N/A	25,964	26,650
51 - 64	N/A	25,569	25,163
Total Individuals	N/A	63,505	63,927

COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	N/A	30,747	30,942
Male	N/A	32,716	32,844
Not Reported	N/A	42	141
Total Individuals	N/A	63,505	63,927

COMMON INDIVIDUALS SERVED WITH A PHYSICAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	N/A	770	841
Asian	N/A	1,396	1,445
Black	N/A	13,449	13,290
Hispanic or Latino	N/A	4,227	4,424
Native Hawaiian or Pacific Islander	N/A	39	41
White	N/A	40,962	41,115
Multi-race	N/A	2,405	2,488
Not Reported	N/A	257	283
Total Individuals	N/A	63,505	63,927

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX O:

CIE DISABILITY TYPE - PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY

Note: The tables below represent unique counts of individuals identified with a psychological/psychosocial disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	75,532
2025 (2024-2025)	76,955

COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	N/A	6,991	6,760
16 - 17	N/A	10,347	10,031
18 - 21	N/A	9,623	10,288
22 - 24	N/A	3,339	3,621
25 - 50	N/A	23,627	24,940
51 - 64	N/A	21,605	21,315
Total Individuals	N/A	75,532	76,955

COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	N/A	33,476	34,175
Male	N/A	41,905	42,458
Not Reported	N/A	151	322
Total Individuals	N/A	75,532	76,955

COMMON INDIVIDUALS SERVED WITH A PSYCHOLOGICAL/PSYCHOSOCIAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	N/A	1,048	1,202
Asian	N/A	1,228	1,284
Black	N/A	14,082	14,116
Hispanic or Latino	N/A	6,522	6,790
Native Hawaiian or Pacific Islander	N/A	39	40
White	N/A	48,490	49,269
Multi-race	N/A	3,885	3,999
Not Reported	N/A	238	255
Total Individuals	N/A	75,532	76,955

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

APPENDIX P:

CIE DISABILITY TYPE - VISUAL DISABILITY

Note: The tables below represent unique counts of individuals identified with a visual disability. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	16,610
2025 (2024-2025)	16,071

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY AGE RANGE			
AGE RANGE ²	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Less Than 16 Years	N/A	116	106
16 - 17	N/A	497	266
18 - 21	N/A	1,119	1,126
22 - 24	N/A	739	756
25 - 50	N/A	6,206	6,207
51 - 64	N/A	7,933	7,610
Total Individuals	N/A	16,610	16,071

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY GENDER			
GENDER ³	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
Female	N/A	8,487	8,245
Male	N/A	8,121	7,821
Not Reported	N/A	*	*
Total Individuals	N/A	16,610	16,071

COMMON INDIVIDUALS SERVED WITH A VISUAL DISABILITY BY RACE/ETHNICITY			
RACE/ETHNICITY ⁴	SFY 2023 (2022-2023)	SFY 2024 (2023-2024)	SFY 2025 (2024-2025)
American Indian or Alaska Native	N/A	177	177
Asian, Native Hawaiian, or Pacific Islander	N/A	410	416
Black	N/A	3,105	2,975
Hispanic or Latino	N/A	978	975
White	N/A	11,349	10,948
Multi-race	N/A	562	544
Not Reported	N/A	29	36
Total Individuals	N/A	16,610	16,071

¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have more than one disability and is counted in each disability category.

²Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

APPENDIX Q:

CIE DISABILITY TYPE - UNCATEGORIZED DISABILITY

Note: The tables below represent unique counts of individuals identified with a disability that could not be categorized into one of the five CIE disability types. An individual is only counted once for each state fiscal year. This data was collected for the first time in state fiscal year 2024.

COMMON INDIVIDUALS SERVED WITH AN UNCATEGORIZED DISABILITY ¹	
STATE FISCAL YEAR	NUMBER OF INDIVIDUALS
2023 (2022-2023)	N/A
2024 (2023-2024)	43
2025 (2024-2025)	6

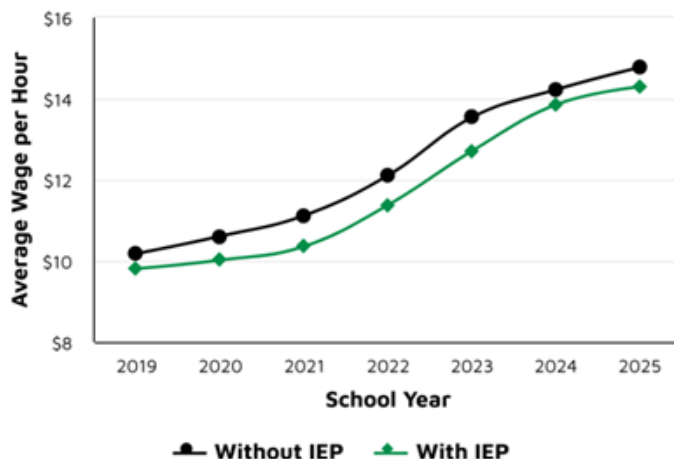
¹A person is counted as served in the fiscal year if the individual was CIE eligible by any agency within that state fiscal year. CIE-MIS disability information collection started in state fiscal year 2024 and is not available for previous years. An individual may have a disability that could not be categorized into one of the five disability categories defined in the CIE-MIS.

APPENDIX R:

YOUTH APPRENTICESHIP (YA)

Note: The table and graph below represent data from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. These data are from the DWD/DVR and the DPI. The table includes youth with and without individualized education programs (IEP). Findings indicate that youth with disabilities and an IEP can participate in a Youth Apprenticeship program; however, their wages remain slightly less than students in a Youth Apprenticeship program who do not have a disability and who do not have an IEP.

YOUTH APPRENTICESHIPS					
SCHOOL YEAR	COUNT OF YA	YA AVERAGE WAGE PER HOUR	COUNT OF YA WITH IEP	YA WITH IEP AVERAGE WAGE PER HOUR	PERCENT YA WITH IEP
2018-2019	5,088	\$10.18	262	\$9.81	5.1%
2019-2020	6,094	\$10.61	339	\$10.02	5.6%
2020-2021	5,426	\$11.12	296	\$10.36	5.5%
2021-2022	6,566	\$12.11	342	\$11.38	5.2%
2022-2023	8,304	\$13.54	415	\$12.71	5.0%
2023-2024	9,938	\$14.22	547	\$13.85	5.5%
2024-2025	11,335	\$14.77	773	\$14.29	6.8%



Average Wage per Hour
Average wage per hour for people registered in youth apprenticeship programs with and without individualized education programs (IEP).

DEFINITIONS

ADULT LONG-TERM CARE WAIVERS

Medicaid programs for adults with disabilities and frail elders that provide long-term care services. Long-Term Care Waivers in Wisconsin include Family Care, Family Care Partnership and Include, Respect, I Self-Direct (IRIS).

BEST PRACTICES

A procedure that has been shown by research and experience to produce optimal results, and that is established or proposed as a standard suitable for widespread adoption.

CHILDREN'S LONG-TERM SUPPORT PROGRAM

A Medicaid long-term care program for children with special needs. The program funds a wide array of community supports and services, including supports for employment.

COMMON INDIVIDUALS

In this document, individuals who are simultaneously served by more than one department are referred to as common individuals.

COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

Employment consisting of work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage (or the customary wage), or if self-employment yields income, comparable to a person without disabilities doing similar tasks. The worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community where the employee with a disability interacts with other individuals who do not have disabilities, and are not in supervisory roles, and; the job presents opportunities for advancement. The Workforce Innovation and Opportunity Act (WIOA) amended the Rehabilitation Act Title IV in 2014 to include this definition.

COMPETITIVE INTEGRATED EMPLOYMENT MANAGEMENT INFORMATION SYSTEM (CIE-MIS)

The CIE-MIS is a computerized information processing system designed to support the activities necessary to meet the requirements for security, privacy compliance, and cross agency data analysis as required by Act 178.

COUNTY COMMUNITY ON TRANSITION (CCoT)

A regional community that meets regularly to identify issues, barriers, supports, and solutions in assisting students with disabilities in successful transition based on student post-secondary goals related to training or education, employment, and independent living. The keys to CCoT success are sharing the workload, establishing effective communication, and creating new relationships to better work together.

COUNTY WAIVER AGENCY (CWA)

An agency responsible for operating the Children's Long-Term Support (CLTS) Program. Each county in Wisconsin has at least one CWA.

FAMILY CARE

A Medicaid long-term care program for frail elders and adults with disabilities. The program provides a wide range of health and long-term care services.

INCLUDE, RESPECT, I SELF-DIRECT (IRIS)

A Medicaid Home and Community-Based Services (HCBS) waiver for adults choosing to self-direct their long-term support needs.

IRIS CONSULTING AGENCY (ICA)

An agency that assists participants and legal representatives in identifying immediate and long-term care needs, developing options to meet those needs, and accessing identified supports and services.

LEAN VALUE MAPPING PROCESS

A lean-management method for documenting and analyzing the steps of the end-to-end process to identify and optimize efficiencies.

LONG-TERM CARE

Any service or support that an individual may need due to a disability, aging, or a chronic illness that limits the person's ability to complete activities that are part of daily life. These activities include bathing, getting dressed, making meals, going to work, and paying bills.

MANAGED CARE ORGANIZATION (MCO)

An organization that operates the Family Care and Family Care partnership program(s) and provides or coordinates services in the Family Care benefit package. MCOs receive a monthly payment per person to manage care for their members, who may be living in their own homes, in group living situations, or in nursing facilities.

PARTICIPANT PERFORMANCE SYSTEM (PPS)

Counties and Native American tribes with coordinated service team initiatives are required to report data for children enrolled in the areas of education, juvenile justice involvement, living environment, and Child Adolescent Needs and Strengths Comprehensive scores. This data is entered on a regular basis into the web-based Program Participation System (PPS) data collection system.

PAY FOR PERFORMANCE

Also known as “value-based purchasing,” pay for performance (P4P) is a payment model in the healthcare industry that offers financial incentives to physicians, hospitals, medical groups, and other healthcare providers for meeting certain performance measures.

PERSONALLY IDENTIFIABLE INFORMATION (PII)

Any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, or otherwise known as an identity for a person.

PERSON-CENTERED PLANNING

An ongoing problem-solving process used to help individuals with disabilities plan for their futures. In person-centered planning, the treatment team focuses on identifying what the individual wants to do and assists the individual in developing skills and managing limitations or barriers.

STATISTICAL ANALYSIS SYSTEM (SAS)

Statistical Software suite developed by SAS Institute for data management, advanced analytics, multivariate analysis, business intelligence, criminal investigation, and predictive analytics. The SAS analytical software is built upon artificial intelligence and utilizes machine learning, deep learning and generative AI to manage and model data. The software is widely used in industries such as finance, insurance, health care, and education.

STATEWIDE TRANSITION ACTION AND RESOURCE TEAM (START)

A DVR team whose members take the lead on issues related to transition-aged youth in their respective areas. START members are a resource for other staff within their Workforce Development Area (WDA) related to services for transition-aged youth.

TRANSITION IMPROVEMENT GRANT (TIG)

The TIG is a discretionary project of the DPI Special Education team which provides support for continuous improvement and technical assistance to change adult practices and district policy. The TIG spectrum of support is designed to positively impact the graduation rates and post-school outcomes for all students with Individualized Education Programs (IEPs) with an increased focus on closing gaps in access and achievement for students of color.

TRANSITION-AGE YOUTH

Individuals between the ages of 14 and 21.

WISCONSIN CAREER ADVANCEMENT INITIATIVE

The Wisconsin Career Advancement Initiative project will create capacity for enhancing career pathways outcomes and impacts for Vocational Rehabilitation (VR) individuals. The project aims to improve partner collaboration, train VR and partner staff, implement evidence-based decision making, and provide outreach and support to VR individuals to increase the participation of working-age adults with disabilities.

WISCONSIN COMMUNITY ON TRANSITION (WiCoT)

A group of key stakeholders that meets to share best practices and impact policies/outcomes for youth with disabilities transitioning to adult life.

WORK INCENTIVE BENEFITS COUNSELING (WIBC)

A process involving an individualized benefits analysis designed to help a member or participant understand the impact of income from employment on their disability benefits, including Medicaid acute/primary, and long-term care benefits.

WISCONSIN NON-DRIVER ADVISORY COMMITTEE (WiNDAC)

The Wisconsin Department of Transportation (WisDOT) formed WiNDAC in spring 2020 as an advisory forum to discuss transportation mobility, safety, and access for Wisconsin's non-driving populations. Non-driving populations can include aging adults, students, low-income individuals, those with physical, mental, or intellectual/developmental disabilities, and those who prefer not to drive.

STATE OF WISCONSIN



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WISCONSIN DEPARTMENT
of HEALTH SERVICES



WISCONSIN DEPARTMENT OF
Public Instruction