



State of Wyoming
Department of Workforce Services
Office of the Director
122 West 25th Street • Herschler Building, 2E
Cheyenne, WY 82002



Director Kathy Emmons

Governor Dave Freudenthal

September 24, 2004

U.S. Department of Labor
Employment and Training Administration
Attn: Esther Johnson, Office of Performance and Technology
200 Constitution Avenue, NW
Room S-5206
Washington, D.C. 20210

Dear Ms. Johnson:

On behalf of the State of Wyoming, Department of Workforce Services, I submit the enclosed three (3) copies of Wyoming's Workforce Investment Act Title IB Annual Report Narrative for Program Year 2003.

This report contains a narrative of our activities for the period, as well as appropriate tables outlining our services, outputs, and performance outcomes. You will also find it to contain a listing of the members of Wyoming's Workforce Investment Board, officially known as the Wyoming Workforce Development Council.

Copies of this report will be forwarded to you, our Regional Office in Dallas, and our liaison in Denver, in electronic format.

Please contact me, or my Assistant Administrator, Jacques Robertson at (307)-777-8780, jrober1@state.wy.us, should you have questions regarding this report.

Sincerely,

David A. Griffin
Administrator

KE:JR:tp

Enclosures

cc: Kathy Emmons, Director
Jacques Robertson, Assistant Administrator

WIA.AR@dol.gov

October 1, 2004

Program Year 2003



STATE OF WYOMING

Department of Workforce Services Workforce Investment Act, Title IB Annual Report



Workforce Investment Act Title IB activities in Wyoming—Program Year 2003

Vision

The vision of the Department of Workforce Services is to link human and economic development for Wyoming's future.

The Wyoming Department of Workforce Services continues to work toward its goal of truly integrating the many program services for which it has administrative responsibility. This concept of common purpose and goals for varied programs provides a significantly more meaningful impact for Wyoming's businesses, citizens and economy. A listing of these programs can be found at the end of this report.

Program Year 2003, which essentially includes the timeframe July 1, 2003 through June 30, 2004, was a very productive period for Workforce Investment Act Title IB (employment and training) services in Wyoming. During this time, over 1,800 residents were provided with training and other services to assist in meeting employment goals through Workforce Investment Act resources.

At an average investment of \$3,315 per client served in this time period, the six month earnings gain after completing services reveals a significant improvement in wages paid: Adult participants earned an average of \$3,762 in the two quarters after receiving services compared to the two quarters before services, Dislocated Workers were earning 106 percent of their previous wages, and Youth were earning \$5,005 more, similar to Adult participants.

Mission

The Department of Workforce Services will build a workforce to meet the changing demands of Wyoming's businesses, citizens and economy.

Services in Wyoming . . .

Referrals to WIA services are made when job seekers are unsuccessful in finding employment after receiving basic services. Wyoming's basic services are provided to customers at Workforce Centers throughout the State. Centers advertised 29,793 total new job openings in PY 2003. These openings were made available to 61,020 job seekers; 32,912 of which entered employment.

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Case Studies: Tying Business, Government and Community Together

Wyoming's Workforce Centers engage in reciprocal referral with other federal and state agencies, including the Department of Veterans Affairs (VA). Workforce Centers assess aptitude and interests of individuals to determine service needs.

An example of this type of partnership recently occurred as the Casper Workforce Center worked in concert with the Veterans Administration and Vocational Rehabilitation (VAVR), getting two individuals into work evaluation situations prior to becoming fully enrolled in VR. The case manager investigated employment opportunities within local government agencies and was able to place the individuals in self-sufficient government employment. One of these individuals was placed in a position with the Wyoming Department of Family Services (DFS), which is located on the top floor of the Casper Workforce Center. The co-location of VAVR, the Casper Workforce Center and DFS expedites the referral process and makes it a true one-stop for clients.

In another example, assessments helped determine an individual's eligibility for VAVR services, as well as the GI Bill. These additional services helped this person to return to school full-time. During the course of services, the case

manager learned that the client has spinal bifida, a condition directly connected to Agent Orange exposure during the father's service in Vietnam. This type of staff knowledge and guidance opens doors to many more options and provides hope to citizens who seek to improve themselves.

In Gillette, a customer, retired from the Army after 23 years, was unable to obtain employment. After assessments and an interview, the individual was enrolled in the WIA program and sent to training. After obtaining a certification, Manpower (a temporary employment agency and partner) placed the job seeker in the coal-mine industry, at \$17.08/hr. Soon after, the coal mine hired this client permanently at 19.80/hr.

...We are an integral part of the fabric of the ...community with friends and working relationship helping to tie the business, government and public service community together.
Casper Workforce Center

Case Study in partnerships: SCOPE-ing out the Future

SCOPE is a community project initially developed through the Sheridan and Johnson Counties Youth Partnership Council. Its purpose is to assist high school dropouts, ages 16-21, in attaining self-sufficiency in work and life by earning their General Education Diploma and improving their job and life skills. This program provides an opportunity to connect these youth with post-secondary education and employment opportunities.

Currently the funding sources utilized are the Workforce Investment Act (WIA), Adult Basic Education (ABE) / GED, TANF and funding from the Sheridan Community Education Foundation (SCEF) – **Project Youth**. The SCEF was awarded the Wyoming 21st Century State Incentive Grant comprised of State Incentive Grant, 21st Century Community Learning Centers Award, Wyoming Tobacco-Free Schools of Excellence Funds and Governor's Portion of Safe and Drug Free Schools Grant funding. WIA, ABE/GED & TANF funding pays for GED testing and fees, GED instruction and tutoring, a stipend for the participant and specific presentations within the curricula as necessary. The SCEF funding covers rent in the Whitney Community Vocational Center, equipment, supplies, curricula, and scholarships for non-WIA eligible individuals.

The Sheridan Workforce Center accepted the lead role for the

pilot session in the spring of 2002. Since its inception it has grown to involve numerous community partners including: the **City of Sheridan** through leadership and community involvement, **Healthy Communities Healthy Youth** in life skills presentations, the **Department of Family Services** in life skills presentations, **participants** contribute feedback and additional referrals, **Sheridan College** provides a tour, job skills, career research presentations, the **University of Wyoming Cooperative Extension**, Sheridan County Office's Cent\$ible Nutrition program enhances life skills and basic financial management skills presentations, **Family Planning of the Big Horns** in life skills presentations, **Sheridan County Community Health** in life skills presentations, and very notably the business community is involved and provides donations, incentives, job shadows, and work experience sites.

SCOPE was presented to the National Conference of the Commission on Adult Basic Education in Portland, Oregon April 26, 2003. The presentation, which provided strategies and ideas for setting up a similar program in other communities, was well received by those attending. The presentation, *SCOPE - Focusing on the Future: Equipping Youth at Risk* was selected from 350 presenter applications.

Case Study: Public Assistance to Self-Sufficiency



Julie's (pseudonym) employment history had been in the food industry, as a prep and line cook. The most she had ever earned was \$7.25 per hour, an insufficient wage to support Julie, her disabled husband, and young son. She had been dependant on public assistance, but sought employment that would allow her to provide for her family. Her life had not been easy. She had not attended school since 1980. Her ability assessment scores revealed her basic skills were well below the 8.9 grade level. Julie's local Workforce Center contacted the local college's ABE/GED program, which assisted Julie in increasing her skills to exceed those at the diploma level.

After reviewing both her interest and aptitude tests, it was agreed that she would attend Certified Nursing Assistant classes at a local nursing home. She passed the class and State board examination. She worked for the nursing home for 6 months, until she was offered a better job at another care center. Julie is now earning \$10.00 per hour and receives full benefits for herself and her family.

Julie stops by her Workforce Center occasionally, and commends the staff for the services she received. She no longer depends on food stamp assistance, and no longer requires Medicaid. She is very proud of her accomplishments!

Case Study: Excel-erating with Diesel Technology

After being laid off from a job in the oilfield, John (pseudonym) entered a Workforce Center. John, a 25-year-old ex-felon, with a family of four, lacked his high school diploma and possessed no other skills to use to earn a self-sufficient wage. John was approved for the Dislocated Worker Program and was assisted in obtaining his GED. Through assessment, and conversations between John and his Workforce Center case manager, it was determined that John would be an ideal candidate for the Diesel Technology program, offered through the local community college. John received his GED in May of 2003 and received his Diesel Technology Certificate in December of 2003. Today, John is working as a Diesel Engine mechanic for a local shop, earning \$15.00 per hour, 60 to 70 hours per week.

Case Study: KEYS to Success

In September 2003, the Cody Workforce Center began its first KEYS class (Knowledgeable, Employable Youth = Success). This program is designed to serve high school dropouts, assisting them in obtaining General Education Diplomas (GED), life skills and employment skills. These skills prepare individuals to enter the job market and increase their chances for success. The KEYS program is a partnership between the **Cody Boys & Girls Club**—which furnishes the facilities where classes are held; **Northwest College** Adult Basic Education—which provides GED instruction; **Department of Family Services**—which provides the life skills instructor; and the **Cody Workforce Center**—which provides the coordinator and case manager for the program. Screening for the program began in early August. One of the first applicants was a young lady, Kacie, who was a month away from giving birth to her first child. The Cody Workforce Center and partners felt Kacie would have a better chance of finding self-sufficient employment by obtaining the skills offered in the KEYS program. Kacie was accepted into the program. **Story continued on page 4**

For Program Year 2003, Wyoming negotiated the following sets of performance measures for each of the four funding streams.

	Goal	Actual	% of Goal Attained
Adult			
Entered Employment	81%	83.7%	103%
6 Month Job Retention	81%	89.2%	110%
Earnings Gain	\$3475	\$3762	108%
Employment Credential Rate	49%	60.6%	124%
Dislocated Workers			
Entered Employment	83%	88.2%	106%
6 Month Job Retention	88%	94.3%	107%
Earnings Gain	95%	106.1%	112%
Employment Credential Rate	57%	63.6%	112%
Older Youth			
Entered Employment	83%	82.8%	99.8%
6 Month Job Retention	84%	90.1%	107%
Earnings Gain	\$3100	\$5005	161%
Employment Credential Rate	50%	53.4%	107%
Younger Youth			
Skill Attainment	72%	58.8%	82%
Diploma/Equivalent	56%	55.2	99%
Retention Rate	68%	78%	115%



KEYS to Success Cont.

Kacie's daughter was born 3 days into the program. A week later, Kacie returned to the program. Kacie excelled in the KEYS program, her determination and maturity made her a leader with her classmates. Kacie received high scores on the pre-GED test, however, old feelings of inadequacies and not being able to succeed seemed to return. Kacie did not show up to take the GED test. Fortunately, Kacie had established a relationship with her peers and case manager and maintained contact.

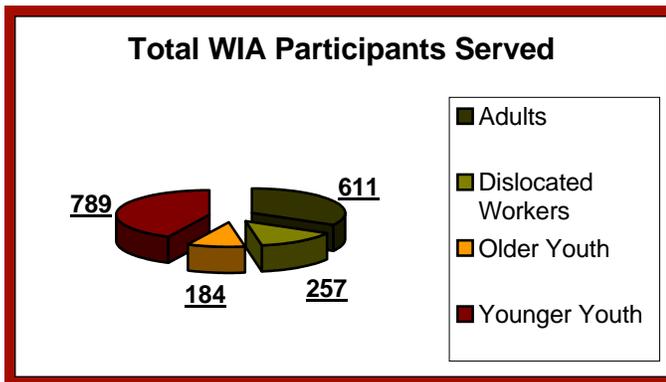
Kacie attended the KEYS graduation and began going to job interviews. During this time, her Workforce Center case manager encouraged her to take the GED exam. Finally, persistence paid off when Kacie agreed to take the test. She passed the test and received her GED. With GED in hand, Kacie became employed at the Holiday Inn as a desk clerk. Over the next several months, Kacie had to adjust to being a working mother, learning to dress professionally, learning new employment skills and adjusting to a new work environment. In February, Kacie received a promotion and was moved into the office. By July, Kacie was working full time and received a raise.

The raise and full time employment status has assisted Kacie in renting her own house. Kacie is now looking forward to long-term employment at the Holiday Inn and is interested in furthering her education at the local college. Her new self-confidence and stability attests to the success of partnership, determination and encouragement of all those involved.



Kacie behind her desk at the Holiday Inn.

Program Year 2003: WIA Title IB Cost Analysis



	Expenditures	Expenditure Percentage
Adult	\$2,377,119	85.68%
Dislocated Worker	\$961,633	68.18%
Youth	\$2,760,270	76.45%

During the period covered by this report, Wyoming has continued to support the federal shift in focus from 'obligating' funds to expending funds. This federal shift, accompanied with decreased allocations to Wyoming in formula funds, has resulted in a range of new strategies; areas changed include changes in local funding strategies down to the level of selecting services. Program year 2003 expenditures were \$300,000 less than those in the previous year; services were provided to 200 fewer participants, and expenditures per participant were reduced by \$100.

In PY03, Wyoming expended 85.69% of its allocated Adult title I-B funds, an 8.8% increase in Adult expenditures compared to the 76.89% expenditure rate in PY 2002. In addition, Wyoming expended 76.45% of its Youth funds in PY 2003, compared to 67.16% in PY 2002, an increase of 9.29%, compared to the PY 2002 Youth expenditure rate. The total percentage expended for all PY 2003 Title I-B funding sources was 76.43%, a 6.5% increase over PY 2002. Wyoming is committed to using a year's funds during that year, to the extent possible.

Wyoming expended \$2,837 per youth registrant in PY 2003, compared to \$2,337 in PY 2002. This is an increase of \$500 spent on each Youth participant. Wyoming realized a 8.5% increase in Older Youth Employment Retention, from 81.6% in PY 2002 to 90.1% in PY 2003. Wyoming continues to shift its focus from in-school youth to out-of-school youth in anticipation of WIA reauthorization, and in alignment with recent federal policy guidance. In addition, Wyoming expended \$3,891 per Adult participant, in PY 2003; an increase of \$635 compared to PY 2002. Wyoming realized a 12.4% increase in Adult Employment Retention; from 76.8% in PY 2002 to 89.2% in PY 2003. It is anticipated that efficiencies will be found as experience grows.

Please see page 9 for Wyoming's WIA Financial Statement



Pioneering the Way Towards Self-Sufficiency

Integration and partnership... in a rapidly changing environment, offers performance advantages... firm boundaries are not static, but shift along an efficient frontier shaped by the evolution of organizational offerings.

Child, J. & McGrath, R. (2001).
Organizations unfettered: organizational form in an information intensive economy

Wyoming realizes the need to scan and assess the environment for matching opportunities with organizational capabilities and customer needs.

Fourteen new statewide community-partnership projects, created to help workers who are struggling to earn a livable wage, are ready to assist potential participants. The Employment and Training for Self-Sufficiency projects, funded by the Wyoming Department of Workforce Services, are two-year training programs targeting three critical workforce development areas:

Wage Disparity -- This program provides free education or training to women, to enter into positions or professions considered non-traditional, or typically held by males.

The programs will enable women with current income at or below 185 percent of the Federal Poverty Level to achieve a livable wage of at least 220 percent of Federal Poverty Level (FPL) after training.

Vocational Training -- This program provides free vocational training that enables families with a current income between 100 percent and 185 percent of FPL to achieve a livable wage of 220 percent FPL after training.

Adult Basic Education -- This program provides free Adult Basic Education Skills to obtain a GED certificate, improve literacy levels, obtain or enhance current employment, enter and complete college, or achieve citizenship.

“Workforce Services believes that a family must earn at least 220 percent of Federal Poverty Level to provide a true livable wage – income that allows the family to supply all the ba-

sics, plus cover emergencies such as car repairs or unexpected medical bills, and be truly self-sufficient,” explains Glenna Campagnaro, Administrator for Workforce Service’s Business Training and Outreach Division in Cheyenne. “Federal Poverty Level is set by the U.S. Department of Health and Human Services and is used to determine eligibility for public assistance programs. For example, in 2004, a family of four with an annual gross income less than \$18,500 is living below the Federal Poverty Level and is eligible for federal assistance, including our Self-Sufficiency training programs.”

New Frontiers

The development of strategies to guide organizational activities is key. Guidance is accomplished through the effective co-alignment of organizational resources with environmental conditions

Bourgeois, L (1980). Strategy and

A skilled workforce is critical to economic vitality. Today’s ever-changing environment and information revolution pose the greatest challenge facing today’s workforce, necessitating continual skills upgrade and competition in obtaining human resources.

Wyoming operates under the following philosophy: “until we meet

the needs of businesses, we can’t meet the needs of our job-seekers”. Taking a theme from the movie *Field of Dreams*, if we “build it, they will come”; if we build a workforce that meets the specific needs and provides the employer with the specific skills needed for a job, employers will be more likely to hire individuals. This also attracts businesses from out-of-state who seek a skilled workforce.

Servicing the needs of the States’ businesses and employers provides more job opportunities to our job-seekers and assures them a better chance of success in finding employment. In essence, we aren’t training individuals and hoping there is a job waiting for them at the end of their training. Instead, we are finding the job and training them so they have a

job at the end of training.

In his book *Hot Management*, Tulgan explains, the worldwide business environment has become one of unpredictable resource needs. In order to respond to the changing needs of businesses there must be continual communication and establishment of working relationships between the Department of Workforce Services and the business community. One way the Department of Workforce Services

Continued on page 6



New Frontiers Cont.



accomplishes this is through the Workforce Development Training Fund programs.

The Workforce Development Training Fund (WDTF) was created during the 1997 General Session of the Wyoming State Legislature. The program is funded through interest from the Unemployment Insurance Trust Fund and through General Fund dollars.

The intent of WDTF is to:

- Support Wyoming employers and Wyoming workers
- Be accountable with established indicators and measurements
- Foster economic development in Wyoming
- Strengthen Wyoming businesses
- Develop the workforce
- Keep workers in the state
- Provide training beyond what would normally occur
- Help employers see the need for training their workers and encourage them to invest in training

There are two major types of grants provided through WDTF:

1. Business Training Grants provide

opportunities for Wyoming's new or current businesses to create new jobs or to complete necessary skill upgrades to stay competitive in today's economy.

Business Training Grants include:

- Grants for Existing Positions – Wyoming's tool for businesses to complete necessary skill upgrades to stay competitive in today's economy.
- Grants for New Positions – Wyoming's business recruitment and expansion tool.

Businesses apply for these grants through an application process. Beginning July 1, 2004, the program reopened with new rules, an improved application process and stronger program accountability. The new program is business-driven, more efficient and ensures more accountability from the businesses awarded grants.

2. Pre-Hire Economic Development Grants provide pre-employment, industry-specific skill training to develop a workforce for a businesses) or industry when there is a shortage of skilled workers.

Pre-Hire Training Grants include:

- Pre-Hire Economic Development Grants – Wyoming's tool to develop an industry-specific workforce pool for a business(es) or industry committed to expanding or locating in Wyoming when

there is a shortage of workers.

Training entities apply for these grants through a demand-driven application process when a new or expanding business or industry has a need. The application must be prepared by the training entity in collaboration with the local workforce center, economic development entity and the business(es) or industry in need.

- Pre-Hire Skill Training Grants – Wyoming's tool to provide industry-specific skill training to develop a workforce for a business (es) or industry when there is a shortage of skilled workers.

Training entities respond to a Request for Proposal (RFP). Proposals must document the need for the training and demonstrate that the training curriculum and trainee screening and selection plan will meet the need.

This section of WDTF was previously administered as High-Demand/High-Growth Occupation Grants. The new program (described above) will reopen early in 2005 with new rules, an improved application and RFP process, and stronger program accountability.

Special points of interest:

- Wyoming added 3,300 jobs—an increase of 1.3 percent—since December 2002
- Wyoming has ranked No. 5 in job growth since December 2002, ahead of all surrounding states

- Per capita income increased in Wyoming 3.1 percent in 2002, ranking 21st in growth in the U.S.
- Wages in Wyoming's financial services sector increased 13.2 percent in the first quarter of 2003

Information for this Special Points of Interest section provided by,

Wyoming Business Council, Dec. 31, 2003 Quarterly Economic Report

www.wyomingworkforce.org



Trails Leading to Success

The Department of Workforce Services is using new information-technology-based tools to accomplish the goals of the organization. DWS has incorporated a notification/reminder system into the Wyoming Job Network (WJN), which assists career advisors in posting services, writing case notes, printing agreements and invoices, and keeping other vital information. This has significantly reduced the number of cases which must be exited, because no services were provided for a period over 90 days (soft-exit). In PY 2002, there were 287 soft exits. The reminder was put in place in April 2004. Since its inception, there have been a total of 22 soft exits.

Wyoming uses Mathematica to validate information for several of our Employment Services programs, including Wagner-Peyser and TAA. In PY 2003, Wyoming began using DART and Mathematica software for Wyoming's WIA program. Wyoming completed WIA data validation for PY 2002 in March of 2003, using Mathematica software. Wyoming began using DART to generate WIA quarterly reports in June, 2004. DART is also being used to generate Wyoming's WIA PY 2003 Annual Report.

Wyoming began participating in the national Wage Record Information System (WRIS), beginning August 2004. Participation in the WRIS system has enabled Wyoming to access UI wage records of other WRIS states for the PY 2003 report. This has helped to resolve the challenges Wyoming faced with accessing and reporting out-of-

state UI wage record data in our performance measures. From information gathered from the State of Wyoming, Department of Administration and Information, Economic Analysis Division; U.S. Bureau of Census Graphics; U.S. Bureau of the Census and Wyoming Department of Administration

The use of WRIS data has increased reported wages for PY 2003 Earnings Change: 29% for Adult; 2% for Dislocated Workers (DLW); 10% for Older Youth. WRIS data increased our reported Entered Employment Rates: .7% in Adult; .9% in DLW ; 1.5% in Older Youth. In Employment Retention, WRIS data increased our reported Employment Retention Rate: 1% in Adult; 1.7% in DLW; 1.9% in Older Youth and 4.6% in Younger Youth.

and Information, Economic Analysis Division, it is estimated that 7,640 of Wyoming's 501,242 residents work in other states. The wages for these individuals were inaccessible for WIA reporting until the state adopted WRIS.

Wyoming transitioned the TANF Work program component into the Department of Workforce Services in the Fall of 2003. Previously, Wyoming contracted TANF Work program case management out to an independent contractor. Workforce Center staff

were trained in the TANF Work program to assume case management, an integration effort to streamline services. TANF case management in the Workforce Centers began in November 2003.

TANF allows states to enforce time limits more restrictive than the federal sixty-month time limits. The State of Wyoming has chosen to enforce greater restrictions in its program. The TANF program in Wyoming is the Personal Opportunities With Employment Responsibilities (POWER) program. Under Wyoming statute 42-4-103 Wyoming five-year time limits may be calculated by counting up to thirty-six months of cash assistance prior to January 31, 1997 (when Wyoming began implementing POWER).

“POWER is a time limited Pay-After-Performance program which assures individuals with dependant child (ren) or couples with a dependant child (ren) in common are working on a plan to become self-sufficient. Each family member has a responsibility to be working throughout the performance period toward the family's self-sufficiency goal” (Wyoming Department of Family Services, n.d.).

In order to receive cash assistance/POWER, each adult, minor parent or teenager, not in school, must develop and sign an Individual Responsibility Certificate of Understanding . POWER recipients must cooperate in child support collection, schooling for their minor children, job search and employment. POWER is a “work first” program.

Challenges for Wyoming

- Wyoming is the most rapidly aging state in the nation.
- The median age in Wyoming in 2000 was 36 years.
- Between 1990 and 2000, Wyoming's population under age 18 decreased by

4.9 percent while the population over age 65 increased 22 percent.

- Wyoming was the only state to experience a net loss in the percent of the population with adults 25 and older holding a bachelor's degree.

- From 1989 to 2002, Wyoming experienced a net loss of 1,722 residents with a bachelor's degree.

Information provided by www.postsecondary.org, April 2003; State of Wyoming, Department of Administration and Information, Economic Analysis Division; U.S. Bureau of the Census Graphics; U.S. Bureau of the Census and Wyoming Department of Administration and Information, Economic Analysis.



Future Opportunities and Strategies

Joblessness fell in 19 of Wyoming's 23 counties. The state's jobless rate fell from four-point-four percent in April 2002 to four percent in April 2003, while the national rate was nearly 6 percent

[Http://www.kgwn.tv/news/headlines/344226.html](http://www.kgwn.tv/news/headlines/344226.html)

During the America's Job Link conference in Las Vegas, NV (August, 2004), John Humphry, Regional Administrator USDOL, stated "Building and Returning a Qualified and Productive Workforce is Essential". We must know where the jobs are and the skills and competencies required. There needs to be focus on high growth jobs.

In Wyoming, there are challenges to accomplishing these goals: there are fewer entry-level youth workers; there are difficulties in retaining workers; there are untapped labor pools. In addition, we are seeing an increase in the need to transition workers from declining demand employment into higher demand and higher paying jobs.

The Wyoming Department of Workforce Services, having recently celebrated its second anniversary, continues to evolve in meeting its mission of building a workforce to meet the changing demands of Wyoming's business, citizens and economy. The Department, with its many partners, will be developing tools to assist Wyoming in focusing resources toward sustaining and growing industries which are vital

to the State's future. As this effort develops, it will be coupled with the Wyoming Workforce Development Council (Wyoming's Workforce Investment Board) efforts on improving workforce information.

These tools will provide service consumers with critical information, and will assist in better decision-making. It is hoped that businesses will find substantial benefit through better knowledge of available skills and opportunities to adapt those skills. It is also anticipated that Wyoming's labor force will have improved information and specific skill-building opportunities which will maximize earning power and enhance self-sufficiency career decisions.

One example is a planned alignment with public education. A big step in this direction is the emerging partnership in developing a jointly delivered version of Jobs for America's Graduates (JAG). This important program will serve the State through focusing efforts on youth and young adults who are at greatest risk of delaying or failing to connect with the workforce or advanced education.

Another example is the improvement of data capture and dissemination systems. Currently, many workforce programs are being aligned to have a common look and feel in terms of purpose, delivery, and outcome(s). This effort, which should be substantially completed in the coming year, should serve to enhance ease-of-use for Wyoming's varied consumer groups,

including those delivering services.

For services offered through the Workforce Investment Act, these changes will ultimately result in a much improved service focus and outcome. This effort will improve productivity, profitability, stability in the labor force, and reduced demand for ancillary social services.

"In Wyoming, a lot of our people are leaving the state to find better jobs elsewhere," Enzi said. "We know that we have to create the kind of good jobs with good futures that will keep our people in Wyoming. To do that, Wyoming needs workers with skills the new, global economy calls for."

Senator Mike Enzi

Courtesy of the Casper Star Tribune 9/13/04

Wyoming is in the process of identifying where high growth and demand jobs will be in the year 2012. The Department of Workforce Services is taking steps to train the state's workforce to meet the needs of this growing demand. Wyoming projects high growth and demand in the areas of education, healthcare, leisure and hospitality, construction and government industries.

Why Have All The Workers Gone?

Special points of interest:

- Food prep and serving occupations pay an average of \$6.73 an hour in Wyoming and \$7.33 an hour in Colorado
- Average pay for construction and extraction jobs in Wyoming is \$14.98 an hour compared to \$15.94 an hour in Colorado

- Registered nurses earn \$12.19 an hour in Wyoming while their Colorado colleagues earn \$23.47 an hour.
- Wyoming's average annual pay ranks 42nd in the nation at \$28,975, while cost of living ranks 25th

- Wyoming has the highest percentage in the U.S. of poor working families with some college education

Information provided by Wyoming 2004-Just the Facts, Wyoming Economic Analysis Division; Wyoming Kids Count in Wyoming 2003 Factbook, WY Children's Action Alliance; U. S. Dept. of Labor, Bureau of Labor Statistics



PY 2003 WIA Financial Statement

WIA Financial Statement

Period: Youth 4/1/2003-3/31/2004
 Adult and Dislocated Worker 7/1/2003-6/30/2004

Operating Results

Fund Sources	Funds Available	Expenditures	Expended Percentage	Unliquidated Obligations	Total Obligation	Obligation Percentage
Local Adults	\$ 2,774,279	\$ 2,377,119	85.68%	\$ 120	\$2,377,239	85.69%
Local Dislocated Worker	\$ 1,410,387	\$ 961,633	68.18%	\$ 90	\$ 961,723	68.19%
Local Youth In-School	\$ 2,738,511	\$ 1,685,114		\$ 460,194	\$2,145,309	
Local Youth Out of School	\$ 872,145	\$ 1,075,157		\$ 564	\$1,075,721	
Total Youth	\$ 3,610,656	\$ 2,760,270	76.45%	\$ 460,758	\$3,221,030	89.21%
Rapid Response	\$ 25,000	\$ 12,248	48.99%	\$ -	\$ 12,248	48.99%
Statewide Activities	\$ 1,225,724	\$ 802,918	65.51%	\$ 8,700	\$ 811,618	66.22%
Total All Fund Sources	\$ 9,046,046	\$ 6,914,188	76.43%	\$ 469,668	\$7,383,856	81.63%

*Local funds include local administration

Cost per Registrant Analysis

	Expenditures	Number of Registrants	Cost per Registrant
Local Adult Funds	\$ 2,377,119	611	\$ 3,891
Local Dislocated Worker	\$ 961,633	257	\$ 3,742
Local Youth	\$ 2,760,270	973	\$ 2,837

**The WIA Financial Statement includes program and other associated costs.



Tables A-D

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Customers Surveyed	Number of Customers Eligible for The Survey
Program Participants	75.0	78.3	462.0	777.0
Employers	75.0	76.7	933.0	1613.0

Table B - Adult Programs At-A-Glance

	Negotiated	Actual Performance Level	
Entered Employment Rate	81.0	83.7	221 264
Employment Retention Rate	81.0	89.2	257 288
Earnings Change in Six Months	\$3,475	\$3,762	\$869,006 231
Employment and Credential Rate	49.0	60.6	169 279

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	85.3	29	83.3	30	77.8	14	84.6	11
		34		36		18		13
Employment Retention Rate	80.0	20	87.5	28	93.3	14	66.7	6
		25		32		15		9
Earnings Change in Six Months	\$7,179	\$122,043	\$1,486	\$40,115	\$5,279	\$52,788	\$136	\$545
		17		27		10		4
Employment and Credential Rate	61.5	16	69.0	20	66.7	10	70.0	7
		26		29		15		10

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	85.1	177	78.6	44
		208		56
Employment Retention Rate	90.1	210	85.5	47
		233		55
Earnings Change in Six Months	\$4,459	\$816,076	\$1,103	\$52,930
		183		48

Tables E-H



Table E - Dislocated Worker Programs Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	88.2	97
			110
Employment Retention Rate	88.0	94.3	116
			123
Earnings Change in Six Months	95.0	106.1	\$960,810
			\$905,937
Employment and Credential Rate	57.0	63.6	56
			88

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced	
Entered Employment Rate	85.7	12	100.0	5	100.0	6	62.5	5
		14		5		6		8
Employment Retention Rate	83.3	10	100.0	4	100.0	6	100.0	8
		12		4		6		8
Earnings Change in Six Months	59.7	\$48,689	47.8	\$11,600	75.7	\$26,056	326.6	\$18,916
		\$81,575		\$24,279		\$34,417		\$5,791
Employment and Credential Rate	76.9	10	100.0	4	83.3	5	42.9	3
		13		4		6		7

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	87.6	78	90.5	19
		89		21
Employment Retention Rate	94.3	99	94.4	17
		105		18
Earnings Change in Six Months	113.7	\$786,765	81.3	\$174,045
		\$691,880		\$214,057

Table H - Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83	82.8	53
			64
Employment Retention Rate	84	90.1	73
			81
Earnings Change in Six Months	\$3,100	\$5,005	\$320,323
			64
Credential Rate	50	53.4	47
			88



Tables I-L

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	100.0	8 8	100.0	1 1	77.8	7 9	87.9
Employment Retention Rate	78.6	11 14	100.0	2 2	78.6	11 14	88.9	64 72
Earnings Change in Six Months	\$2,270	\$18,163 8	\$5,533	\$11,066 2	\$3,373	\$30,361 9	\$5,144	\$288,065 56
Employment and Credential Rate	66.7	6 9	100.0	1 1	56.3	9 16	53.8	42 78

Table J - Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	72.0	58.8	493 838
Diploma or Equivalent Attainment Rate	56.0	55.2	107 194
Retention Rate	68.0	78.0	135 173

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	63.8	37 58	52.9	163 308	54.3
Diploma or Equivalent Attainment Rate	63.6	7 11	67.2	39 58	30.4	21 69
Retention Rate	66.7	8 12	79.6	39 49	78.7	48 61

Table L - Other Reported Information

	12 Month 75 Retention Rate		12 Month Earnings Change (Adults and Older Youth) or 12 Month Earnings Replacement (Dislocated Worker)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	73.2	188 257	\$3,415	\$792,265 232	2.71	6 221	\$3,639	\$804,215 221	50.85
Dislocated Worker	75.4	104 138	92.8	\$1,037,496 \$1,117,556	4.12	4 97	\$4,675	\$453,469 97	52.56	41 78
Older Youth	72.3	60 83	\$4,049	\$291,533 72	0.00	0 53	\$2,683	\$126,098 47		



Tables M-N

Table M - Participation Levels

	Total Participants Served	Total Exiters
Adults	611	406
Dislocated Workers	257	117
Older Youth	184	114
Younger Youth	789	452

Table N- Cost of Program Activities

	Program Activity	Total Federal Spending
Local Adults		\$ 2,202,824
Local Dislocated Workers		958,209
Local Youth		2,707,998
Rapid Response		12,248
Statewide Required Activities		786,617
Statewide Allowable Activities	Senior Citizens Employment & Training 16,300 Total Statewide Allowable Activities	16,300
	Total of All Federal Spending Listed Above	\$ 6,684,196



Table O

Table O - Local Performance (Include This Chart for Each Local Area In The State)

Local Area Name <u>State of Wyoming</u>	Total Participants Served	Adults	611	
		Dislocated Workers	257	
		Older Youth	184	
		Younger Youth	789	
ETA Assigned # <u>56005</u>	Total Exiters	Adults	406	
		Dislocated Workers	117	
		Older Youth	114	
		Younger Youth	452	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75.0	78.3	
	Employers	75.0	76.7	
Entered Employment Rate	Adults	81.0	83.7	
	Dislocated Workers	83.0	88.2	
	Older Youth	83.0	82.8	
Retention Rate	Adults	81.0	89.2	
	Dislocated Workers	88.0	94.3	
	Older Youth	84.0	90.1	
	Younger Youth	68.0	78.0	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$3,762	
	Dislocated Workers	95.0	106.1	
	Older Youth	\$3,100	\$5,005	
Credential/Diploma Rate	Adults	49.0	60.6	
	Dislocated Workers	57.0	63.6	
	Older Youth	50.0	53.4	
	Younger Youth	56.0	55.2	
Skill Attainment Rate	Younger Youth	72.0	58.8	
Description of Other State Indicators of Performance (WIA §136(d)(1)) (Insert additional rows if there are more than two Other State Indicators of Performance)				
NONE				
Overall Status of Performance		Not Met	Met	Exceeded
		0	3	14

Note: Wyoming has met all 17 Core Performance Measures. Wyoming exceeded the negotiated level in 14 of the 17 performance measures.

**Wyoming is considered one local area and the Wyoming Workforce Development Council (WWDC) serves as the state and local workforce investment board.



Workforce Investment Board

Wyoming is a single state workforce investment area and the Wyoming Workforce Development Council (WWDC) serves as the state and local workforce investment board. Former Governor Jim Geringer created the WWDC by Executive Order 1998-1 and reconstituted the WWDC to meet the requirements of the Workforce Investment Act of 1998 (WIA). The Wyoming State Youth Workforce Development Council serves as the local youth council in Wyoming. These councils continue, under Governor Dave Freudenthal, to provide a workforce development system that serves the needs of all Wyoming residents.

Wyoming Workforce Development Council

Mr. Alan "Rocky" Anderson
International Brotherhood of Electrical Workers
Representation: Labor
Training Director
845 Donegal
Casper, WY 82609
Term Expires: 8/15/2006

Dr. Trent Blankenship
Department of Education
Superintendent
Hathaway Building, Second Floor
Cheyenne, WY 82002
Representation: Ex-Officio, Wyoming Department of Education
Term Expires: 1/1/2007
Designee: Teri Wigert

Mr. John Boreczky
Byan Systems Inc.
President & CEO
P.O. Box 1384
Lusk, WY 82225
Representation: Private Sector- Manufacturing
Term Expires: 8/15/2006
Designee: Judy Martin

Mr. Bruce Brown
Devil's Tower Forest Products
Chief Financial Officer
PO Box 23
Devils Tower, WY 82714
Representation: Private Sector- Manufacturing
Term Expires: 8/15/2007
Designee: Connie Lindmier

Sen. Larry Caller
Wyoming State Senate
State Senator
607 Granite Drive
Rock Springs, WY 82901
Representation: State Senator and Private Sector
Term Expires: 3/1/2005

Dr. Ray Fleming Dinneen
Fleming and Associates

Sen. Cale Case
Wyoming State Senate
State Senator
787 South 4th
Lander, WY 82520
Representation: State Senator and Private Sector
Term Expires: 3/1/2005

Ms. Kathy Emmons
Department of Workforce Services
Director
Herschler Bldg, 2E
Cheyenne, WY 82002
Representation: Ex-Officio, Director, Department of Workforce Services
Term Expires: 1/1/2007
Designee: Jim Elias

Mr. Jim Engel
Clarion Inns
General Manager
P.O. Box 84
Rozet, WY 82727
Representation: Private Sector-Lodging
Term Expires: 8/15/2005

Mr. Ron Fabrizius
Star Tech Corp.
President
27 Country Acres
Riverton, WY 82501
Representation: Private Sector- Manufacturing, Youth Council Chair
Term Expires: 8/15/2004

Mr. Tucker Fagan
Wyoming Business Council
Chief Executive Officer
214 West 15th St
Cheyenne, WY 82002
Representation: Designee-Fagan
Term Expires: 1/1/2007
Designee: Peter Reis

VISION

The WWDC's vision of Wyoming is, a state with a strong economy, where the people are educated, economically self-sufficient, have increasing economic opportunity, and a high quality of life today and in the future.

MISSION

The WWDC mission is to bring business, labor, and the public sector together to shape strategies to best meet the local workforce and employer needs, in order to create and sustain a more robust economy, demanding higher skilled, higher paid workers



Wyoming Workforce Development Council Cont.

Dr. Ray Fleming Dinneen

Fleming and Associates
Psychologist
1001 W. 31st St
Cheyenne, 82001
Representation: Private Sector and CBO's
Term Expires: 8/15/2006

Gov. Dave Freudenthal

State of Wyoming
Governor
Capitol Building
Cheyenne, WY 82002
Representation: Ex-Officio, Governor
Term Expires: 1/1/2007

Mr. Jim Gear

Southern WY Pipe Trades
Business Manager
5130 Roundtop Dr
Cheyenne, WY 82009
Representation: Labor and Veterans
Term Expires: 8/15/2006

Dr. Richard Gilliland

Wyoming Community College Commission
Director
2020 Carey Ave., 8th Floor
Cheyenne, WY 82002
Representation: Ex-Officio, Wyoming
Community College Commission
Term Expires: 1/1/2007
Designee: Ed Boenisch

Mr. Jeff Heilbrun

Teton Pines
General Manager
P.O. Box 14090
Jackson, WY 83002
Representation: Private Sector-Lodging
Term Expires: 8/15/2006
Designee: Nancy Riddle

Rep. Becket Hinckley

Wyoming State House
State Representative
2756 Olive Dr
Cheyenne, WY 82001

Dr. John Jackson

University of Wyoming
Professor
2215 Mountain Shadow Lane
Laramie, WY 82070
Representation: Wyoming Business Council and University of Wyoming
Term Expires: 8/15/2005
Designee: Dr. Anne Alexander

Mr. Ron Johnson

Pacific NW Regional Council of Carpenters
Business Manager
624 East A Street
Casper, WY 82601
Representation: Labor
Term Expires: 8/15/2005

Mr. Rodger McDaniel

Department of Family Services
Director
Hathaway Bldg., 3rd Floor
Cheyenne, WY 82002
Representation: Ex-Officio, Wyoming Department of Family Services
Term Expires: 1/1/2007
Designee: Tony Lewis

Dr. JoAnne McFarland

Central Wyoming College
Community College President
2660 Peck Ave
Riverton, WY 82501
Representation: Ex-Officio, Wyoming
Community College President
Term Expires: 1/1/2007
Designee: J.D. Rottweiler

Mr. Bret Pizzato

FMC
Engineer
930 D St
Rock Springs, WY 82901
Representation: Private Sector-Mining,
Youth Council Vice-Chair
Term Expires: 8/15/2004
Designee: Cidine Skavdahl

Ms. Cynthia Pomeroy

Department of Employment
Director
1510 East Pershing
Cheyenne, WY 82002
Representation: Ex-Officio, Wyoming Department of Employment
Term Expires: 1/1/2007
Designee: Charlie Rando

Rep. Tony Ross

Wyoming State House
State Representative
614 Bonanza Trail
Cheyenne, WY 82009
Representation: State Representative and
Private Sector
Term Expires: 3/1/2005

Mr. Leonard Scoleri

Oregon Trail Bank
President & CEO
P.O. Box 219
Guernsey, WY 82214
Representation: Private Sector-Banking
Term Expires: 8/15/2007

Mr. Dave Scriven

Western States Mining Consultants
President & CEO
6911 Casper Mountain Road
Casper, WY 82601
Representation: Private Sector-Mining
Term Expires: 8/15/2005
Designee: Eldon D. Strid, P.E.

Mr. Phil Van Horn

Wyoming Student Loan Corporation
President & CEO
3639 Dover Road
Cheyenne, WY 82001
Representation: Private Sector-Financial
Services
Term Expires: 8/15/2007
Designee: Val Rodekohr

Mr. Charles Ware

Wyoming Contractors Association
Executive Vice President
518 Andra Ct
Cheyenne, WY 82009
Representation: Private Sector-
Contractors
Term Expires: 8/15/2004



Wyoming State Youth Workforce Development Council

Senator James Anderson
Wyoming State Senate
Box 1448
Glenrock WY 82637
307-436-9618
Representation: State Senator and Private Sector
Term Expires: 08/15/2005
Designee: Pamala Anderson

Mr. Joe Coyne
CANDO
P.O. Box 593
Douglas WY 82633
307-358-6520
Representation: Economic Development
Term Expires: 08/15/2004
Designee: Erin Alspach

Ms. Christie DeGrendele
YWCA
P.O. Box 1667
Rock Springs WY 82902
307-875-3830
Representation: Community Based Organizations
Term Expires: 08/15/2004
Designee: Jean Wade

Mr. Joel Dvorak
Natrona County School District #1
970 North Glenn Road
Casper WY 82601
307-577-0253
Representation: Education
Term Expires: 08/15/2004

Mr. Ron Fabrizio
Star Tech Corp.
27 Country Acres
Riverton WY 82501
307-856-2050

Mr. Ron Fabrizio
Star Tech Corp.
27 Country Acres
Riverton WY 82501
307-856-2050
Representation: Private Sector-Manufacturing
Term Expires: 08/15/2004

Mr. Skip Gillium
Casper College
3803 E. 19th Street
Casper WY 82609
307-268-2540
Representation: Community Colleges
Term Expires: 08/15/2005
Designee: Janet deVries

Mr. Jeff Hollsinger
Volunteers of America
P.O. Box 6291
Sheridan WY 82801
307-674-0475
Representation: Juvenile Justice
Term Expires: 08/15/2005
Designee: Debby Lynch

Mr. Bret Pizzato
FMC
930 "D" Street
Rock Springs WY 82901
307-872-2286
Representation: Private Sector-Mining
Term Expires: 08/15/2004
Designee: Cidine Skavdahl

Mr. Stan Reib
First Baptist Church of Powell
502 College Drive
Powell WY 82435
307-754-3639
Representation: Faith Based Community
Term Expires: 08/15/2004

Ms. Sarah Renneisen
413 E. Ole Maverick
Cheyenne WY 82009
307-778-7621
Representation: Youth
Term Expires: 08/15/2004

Ms. Elaine Roth
Department of Workforce Services
1901 Energy Court
Gillette WY 82718
307-682-2672
Representation: Workforce centers
Term Expires: 01/01/2007
Designee: Jacques Robertson

Wyoming Workforce Alliance

The Wyoming Business Council, Wyoming Community College Commission and the Wyoming Department of Workforce Services have formed a partnership to address workforce development issues at a state level.

The Wyoming Workforce Alliance (WWA) was formed in the Fall of 2002 to improve the access to short-term training, develop the competencies and work-readiness skills that Wyoming's workers need to obtain employment and advance in today's job market, and respond to employer's need for qualified employees to successfully operate their businesses.

This partnership is key to the mission of each agency in four major ways. The partnership will help to facilitate economic growth throughout Wyoming. The partnership will provide coordination among system colleges, and it will show that the Community College System is essential to Wyoming's civic and economic health. Finally, the partnership will enable the delivery of comprehensive and effective services that build a workforce to meet the changing demands of Wyoming's diverse businesses, citizens and economy.



Riverton Meeting, January 29, 2003

Information obtained from <http://training.wy.edu>



Commitment to Providing Quality Services

The Department of Workforce Services (DWS) is Wyoming's newest state agency, dedicated to developing a demand-driven workforce that is responsive to Wyoming's businesses, citizens, and economy.

Kathy Emmons is the director of DWS, which maintains a statewide network of workforce centers to deliver business services, vocational rehabilitation services, and employment and training programs for businesses, jobseekers, older workers, veterans, youth, persons with disabilities, and our partners.

The Department of Workforce Services is committed to providing quality service, which involves developing a sense of ownership, working in tandem with partners and customers in order to define a strategic vision for change, and identifying how the vision relates to individuals.

Cross-education and training of state personnel in all programs has resulted in more accurate assessments and referral of clients to partner agencies and services. This effort both inside and outside the agency allows for substantial increase in efficiency and effectiveness in all services provided to our common clients.

Programs Provided by the Department Of Workforce Services

The Department of Workforce Services (DWS) is responsible for administering the following programs: Wagner-Peyser Act, Workforce Investment Act Title IB and Adult Education, Temporary Assistance to Needy Families (TANF) Work and Employment and Training for Self-Sufficiency programs, Vocational Rehabilitation services, Veterans Employment Services, Senior Community Service Employment programs (CSCEP), Trade Adjustment Act, Food Stamp Employments and Training, Alien Labor Certification, Work Opportunity Tax and Welfare-to-Work Tax Credits, Wyoming Workforce Development Training Funds, the Business Enterprise program, and Disability Determination Services, among others.

Equal Employment Opportunity Employer

The Wyoming Department of Workforce Services is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities

STATE OF WYOMING

122 West 25th Street
Herschler Building 2-E
Cheyenne WY 82002

Phone: 307-777-8650
Fax: 307-777-7106

www.wyomingworkforce.org

Special thanks to those who contributed to this report (listed in alphabetical order): *Glenna Campagnaro, Administrator of the Business, Training and Outreach (BTO) Division; Brian Clark, DWS Monitoring and Quality Assurance Lead; Craig Dutcher, Information Technology Specialist; Kathy Emmons, DWS Director; David Griffin, Employment Services Administrator; Christie Husted, WIA Performance Analyst; Kellie Moreno, Program Consultant; Dona Owen, Program Consultant; Linda Paakkonen, Program Consultant and Equal Opportunity Officer; Jacques Robertson, DWS, Employment Services Assistant Administrator; Barbara Rohr, DWS, BTO, Communications Manager; Wyoming's Workforce Centers*

WIA Annual Report Data

State Name: WY

Program Year: 2003

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	75	78.3	462	777	777	59.5
Employers	75	76.7	933	1,613	1,613	57.8

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	81	83.7	221
			264
Employment Retention Rate	81	89.2	257
			288
Earnings Change in Six Month	3,475	3,762	869,006
			231
Employment and Credential Rate	49	60.6	169
			279

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	85.3	29	83.3	30	77.8	14	84.6	11
		34		36		18		13
Employment Retention Rate	80	20	87.5	28	93.3	14	66.7	6
		25		32		15		9
Earnings Change in Six Months	7,179	122,043	1,486	40,115	5,279	52,788	136	545
		17		27		10		4
Employment and Credential Rate	61.5	16	69	20	66.7	10	70	7
		26		29		15		10

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	85.1	177	78.6	44
		208		56
Employment Retention Rate	90.1	210	85.5	47
		233		55
Earnings Change in Six Months	4,459	816,076	1,103	52,930
		183		48

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level		Actual Performance Level	
	Entered Employment Rate	83	88.2	97
Employment Retention Rate	88	94.3	116	123
Earnings Replacement in Six Months	95	106.1	960,810	905,937
Employment and Credential Rate	57	63.6	56	88

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	85.7	12	100	5	100	6	62.5
		14		5		6		8
Employment Retention Rate	83.3	10	100	4	100	6	100	8
		12		4		6		8
Earnings Replacement Rate	59.7	48,689	47.8	11,600	75.7	26,056	326.6	18,916
		81,575		24,279		34,417		5,791
Employment And Credential Rate	76.9	10	100	4	83.3	5	42.9	3
		13		4		6		7

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
Entered Employment Rate	87.6	78	90.5	19
		89		21
Employment Retention Rate	94.3	99	94.4	17
		105		18
Earnings Replacement Rate	113.7	786,765	81.3	174,045
		691,880		214,057

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83	82.8	53
			64
Employment Retention Rate	84	90.1	73
			81
Earnings Change in Six Months	3,100	5,005	320,323
			64
Credential Rate	50	53.4	47
			88

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	100	8 8	100	1 1	77.8	7 9	87.9
Employment Retention Rate	78.6	11 14	100	2 2	78.6	11 14	88.9	64 72
Earnings Change in Six Months	2,270	18,163 8	5,533	11,066 2	3,373	30,361 9	5,144	288,065 56
Credential Rate	66.7	6 9	100	1 1	56.3	9 16	53.8	42 78

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	72	58.8	493 838
Diploma or Equivalent Attainment Rate	56	55.2	107 194
Retention Rate	68	78	135 173

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	63.8	37	52.9	163	54.3	102
		58		308		188
Diploma or Equivalent Attainment Rate	63.6	7	67.2	39	30.4	21
		11		58		69
Retention Rate	66.7	8	79.6	39	78.7	48
		12		49		61

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	73.2	188	3,415	792,265	2.7	6	3,639	804,215	50.8	90
		257		232		221		221		177
Dislocated Workers	75.4	104	92.8	1,037,496	4.1	4	4,675	453,469	52.6	41
		138		1,117,556		97		97		78
Older Youth	72.3	60	4,049	291,533	0	0	2,683	126,098		
		83		72		53		47		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	611	406
Dislocated Workers	257	117
Older Youth	184	114
Younger Youth	789	452

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$2,202,824.00
Local Dislocated Workers		\$958,209.00
Local Youth		\$2,707,998.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$12,248.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$786,617.00
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	\$16,300.00
	Youth Activities	
Total of All Federal Spending Listed Above		\$6,684,196.00

WIA Annual Report Data

State Name: WY

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Wyoming Workforce Investment Board	Total Participants Served	Adults	611
		Dislocated Workers	257
		Older Youth	184
		Younger Youth	789
	Total Exiters	Adults	406
		Dislocated Workers	117
		Older Youth	114
		Younger Youth	452

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	78.3	
	Employers	75	76.7	
Entered Employment Rate	Adults	81	83.7	
	Dislocated Workers	83	88.2	
	Older Youth	83	82.8	
Retention Rate	Adults	81	89.2	
	Dislocated Workers	88	94.3	
	Older Youth	84	90.1	
	Younger Youth	68	78	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,475	3,762	
	Dislocated Workers	95	106.1	
	Older Youth (\$)	3,100	5,005	
Credential / Diploma Rate	Adults	49	60.6	
	Dislocated Workers	57	63.6	
	Older Youth	50	53.4	
	Younger Youth	56	55.2	
Skill Attainment Rate	Younger Youth	72	58.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14