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Program Year 2004



STATE OF WYOMING

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



Workforce Investment Act Title IB Activities in Wyoming— Program Year 2004

Vision

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

The Department of Workforce Services was created with the purpose of organizing, coordinating and streamlining various state and federal employment and training services in Wyoming. Since its inception in July 2002, the Department of Workforce Services has consolidated and aligned numerous state and federal programs to devise a more streamlined approach to service delivery.

Today, the Department of Workforce Services is working toward its goal of implementing a high growth and demand driven approach with the many program services for which it has administrative responsibility. This concept of common purpose and goals for varied programs has a significant impact on Wyoming's businesses, citizens and economy. *(A list of these programs is provided in the subsequent sections of this report).*

Wyoming realizes no organization can function without a firm grasp on the environment in which it operates; nor can an organization survive without the ability to foresee changes in the environment that will affect the organization and the services it provides. With an emphasis on data and information driven decision-making, the Department of Workforce Services strives to maximize its current resources, and continues to identify ways to respond to new challenges and possibilities in its environment.

The Department's positive relationships with employers, community and job seekers are considered its most valuable resources. A three-year business plan has been developed to maximize these resources. This three-year plan assists the department with its transformation into a demand-driven organization; learning what businesses need and meeting those needs. This transformation has required new organizational structure, and the revision of the organization's mission and vision statements, goals and strategies.

Mission

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

...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

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Looking to the Horizon: Three-Year Business Plan



The Department of Workforce Services has been a national leader in the provision of individual services, and looks to refocus the department's emphasis towards businesses.

In creating the new organizational structure, the agency reduced overhead and created a more efficient service delivery model comprised of three divisions: Business Training and Outreach (BTO), Employment Services (ES), and Vocational Rehabilitation (VR).

The following three goals have emerged as the department's priorities for the next three years:

Become an agency that has aligned existing services in an innovative manner to impact Wyoming businesses.

- Develop a service delivery model that integrates all divisions, facilities, outreach offices, communications, training, and cross-education.
- Create a communication system and brand identity that unifies the agency internally and externally
- Adopt an agency-wide customer service philosophy, culture and training program.
- Reinvent our programs and program policy to serve the agency mission and vision. Increase emphasis on business services and economic development.

Utilize data to support a demand driven organization.

- Create an Information Technology (IT) infrastructure that supports the agency's mission
- Develop strategies to target resources toward Wyoming's needs (current and projected).
- Create program management systems that support a high level of program and business intelligence.

Adopt an "Employer of Choice" philosophy.

- Commit to a team-based management philosophy
- Establish and implement an organizational structure that allows for a successful service delivery model.
- Provide role clarification for divisions and individuals throughout the agency.
- Commit to common training across the agency (project management, leadership, customer service), as well as division/program-specific technical training.
- Develop DWS-specific personnel policies and job descriptions that serve the mission and clearly communicate roles and responsibilities
- Create a training and hiring system that builds a philosophy of innovation, leadership, commitment, passion and teamwork

Information provided by Department of Workforce Services Business Plan, *Vision 2005*; Feb. 2005.

Image provided by <http://www.schneiderart.com/images/horizon.jpg>

Outlook for PY 05: Top Five for 2005

To move toward the Department's goals, the Employment Services Division has identified the following strategies as its top priorities for 2005.

1. Re-Engineered Service Delivery Model

- Programs have traditionally focused on the job seeker. The result of this focus has left business and economic development as a secondary focus. The focus must be redirected on a delivery system that builds a workforce to meet the changing demands of Wyoming's businesses, citizens and economy.

2. Management Information System

- New products and tools must be developed in order to reinvent programs and develop a new service delivery model, which emphasizes business services and economic development.
 - A new Management Information System is being obtained to capture and report services provided to both businesses and job seekers. The data will be used to drive future direction of programs and services.

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Outlook for PY 05: Top Five for 2005 cont.

3. Resource Targeting Strategies

- Developing a business level of service model that will fold into the current service delivery model;
- Using program data that will assist in the development of strategies that will ensure resources are targeted to Wyoming's needs;
- Using results of survey data and workforce studies to drive the use of resources; and
- Targeting training resources to specific business needs driven by data

4. Role Clarification

- As the new service delivery model is developed and implemented, career paths of staff within the Business Services and Employment Specialist tracks will be reviewed for potential movement between the two.

5. Staff Training

- Training will be an important part of the pre-implementation and implementation phases of the program delivery strategies.

DWS is committed to facilitating the growth of businesses throughout Wyoming. Whether in start-up, expansion or reduction mode, Workforce Services has the means by which to help business move in the right direction. Among the services offered to businesses are:

- Alien Labor Certification
- Apprenticeship Utilization Program
- Business Expansion/Relocation
- Employee Recruitment & Screening
- Federal Bonding
- Labor Market Information
- Reduction-In-Force/Business Closing Services
- Veterans Services
- Vocational Rehabilitation
- Workforce Development Training Fund Program
- Work Opportunity Tax Incentives

For more information on these programs, visit www.wyomingworkforce.org

Assuring Wyoming's Expansion Today isn't a Workforce Bust Tomorrow . . .



As overall activity has increased in Wyoming, we have not been able to meet our needs with qualified [employees]...we need an infusion of new...employees in the industry. We also need to ensure they are well trained and know the job requirements.

Jeff Johnson of EnCana USA

The current natural gas expansion has dramatically increased orders for gas processing units, which J.W. Williams manufactures, a subsidiary of Flint Industries. The units remove both solid and liquid material from natural gas after it is extracted from the ground so it may be transported in pipelines. The company expects 2005 to be a record year and has asked the Department of Workforce Services (DWS) to assist with recruiting a workforce.

Several initial meetings were held with company officials and included administrative as well as local office DWS staff. The Casper Workforce Center subsequently developed marketing materials and information for J.W. Williams, which are used statewide by all Workforce Centers to assist in the recruitment of employees.

In addition, the DWS regional managers toured the

J.W. Williams facility, to better understand how the company works and to more effectively assist with recruitment.

Increased demand has also driven the need for qualified workers in Wyoming's oil and gas industry itself. This demand has led to new opportunities for young people to work, live and earn a self-sufficient wage in Wyoming.

Oil and gas industry leaders have indicated a demand for over 5,000 trained, qualified, and drug free workers in the Rocky Mountain Region over the next five years. The Rocky Mountain Oil and Gas Training Program located in Casper was created to address this demand through intensive, industry-driven training.

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Assuring Wyoming's Expansion Today isn't a Workforce Bust Tomorrow cont....



Industry came together to support this training. From recruitment through to placement on the job, we are beginning to realize success in the placement of trained... individuals.

Jeff Johnson of EnCana USA

A collaborative partnership of leaders in Wyoming's oil and gas industry, including; the Rocky Mountain Health Safety and Environment Council; the Wyoming Contractors Association's McMurry Regional Training Center; the U.S. Department of Labor's Veterans Employment and Training Service; the Wyoming Department of Workforce Services; and the Wyoming Business Council has assisted with the development and implementation of various oil and gas industry training programs.

The drilling training program located at the Wyoming Contractors Association's McMurry Regional Training Center currently has a waiting list. The first two classes graduated in early March 2005. Graduates were immediately hired for jobs in the oil and gas industry.

Trevor Francis of Wheatland graduated in the first class after recently being discharged from the U.S. Army. Prior to his training, Francis was planning to move out of state. After being placed with Caza Drilling's Rig #42 on behalf of EnCana USA in the Jonah Field, he expects to stay in Wyoming while earning a competitive wage.

Information provided by Wyoming Department of Workforce Services, *Navigator*; April 2005

The Department of Workforce Services statewide network of representatives is recruiting potential program participants for training programs. "The Department of Workforce Services is committed to creating opportunities for the development of Wyoming's workforce in careers that pay a competitive wage. We are working closely with the training program to secure additional funding opportunities through the U.S. Department of Labor. The funds would assist us in offering innovative business solutions to meet the industry's demand for qualified workers."

Kathy Emmons,
Director of the Department of Workforce Services

For Program Year 2004, Wyoming negotiated the following sets of performance measures for each of the four funding streams.

	Goal	Actual	% of Goal Attained
Adult			
Entered Employment	82%	92.02%	112%
6 Month Job Retention	82%	91.38%	111%
Earnings Gain	\$3475	\$4868	140%
Employment Credential Rate	50%	69.61%	139%
Dislocated Workers			
Entered Employment	84%	94.66%	113%
6 Month Job Retention	89%	94.23%	106%
Earnings Gain	96%	113.46%	118%
Employment Credential Rate	58%	67.68%	117%
Older Youth			
Entered Employment	84%	88.57%	105%
6 Month Job Retention	85%	89.02%	105%
Earnings Gain	\$3200	\$3434.10	107%
Employment Credential Rate	51%	54.17%	106%
Younger Youth			
Skill Attainment	73%	71.22%	98%
Diploma/Equivalent	57%	72.03%	126%
Retention Rate	69%	76.1%	110%

In PY 2003, Wyoming was among the top ten highest performing states in WIA negotiated Adult Employment Retention, Dislocated Worker Employment Retention, Older Youth Entered Employment, Older Youth Employment Retention, Older Youth Earnings Change, and Younger Youth Employment Retention measures.

<http://www.doleta.gov/performance/pro.cfm>



Employment and Training for Self-Sufficiency



Fourteen new, statewide community-partnership projects created to help workers who are struggling to earn a livable wage are ready to screen 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.

Facilities: Central Wyoming College Foundation, Riverton; and Our Families Our Future, Cheyenne

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.

Facilities: Campbell County Higher Education Foundation, Gillette; Healing Kids Inc., Cheyenne; and Lifelong Learning Center, Evanston

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.

Facilities: Casper College, Casper; Central Wyoming College, Riverton; Eastern Wyoming College, Torrington; Laramie County Community College, Cheyenne, and Laramie; Lifelong Learning Center, Evanston; Sheridan College, Gillette Campus; Northwest College, Powell; and Western Wyoming Community College, Rock Springs

“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 basics, 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 the by 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 Federal Poverty Level and is eligible for federal assistance, including our Self-Sufficiency training programs.”

Information provided by the State of Wyoming Department of Workforce Services Business Training and Outreach Division September 7, 2004 press release

Bridging the Gaps So Clients Don’t “Fall Through the Cracks”

The Wyoming 2000 census report revealed that a startling 38% of single mothers live at or below the Federal poverty level.

Information provided by Department of Workforce Services *Navigator*, April 2005 edition

The Customized Training Department at Central Wyoming College (CWC), in Riverton launched a new “wage disparity project”, in partnership with the Department of Workforce Services. This new project at CWC is a pilot venture that allows the college the opportunity to address wage disparity issues by training women in the lucrative field of Information Technology.

The grant provided by DWS will allow students to learn the skills and qualifications to earn much higher salaries than earned previously. By working together with technology companies, students will have job opportunities waiting for them upon completion of the program

Participants are carefully selected through an extensive screening and application process. The process was developed by meeting with employers in the industry to develop the selection criteria for prospective employees. Several companies agreed to mentor the project as partner companies: Wyoming.com; Shoshone Information Technology

Corporation and PerTech. The local Workforce Centers and the Department of Family Services were then consulted in order to better understand the unique needs and criteria for selecting successful applications. With over 100 applicants to choose from, the field was narrowed by skills testing, assessments and personal interviews.

Carrie Galgerud is one such participant. She entered into candidacy for Central Wyoming College’s Wage Disparity Program, after a long uphill battle to get her life back on track. Carrie had been through the school of “Hard Knox”, as a single

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Bridging the Gaps continued...



mother dependent upon public assistance. She had recently had her hours cut, when new owners took over. When she entered the Riverton Workforce Center, she was being threatened with shut off of utilities and was behind on rent. The Riverton Case Manager contacted the Low Income Energy Assistance Program and the Salvation Army Energy Share Program, but found that Carrie fell through the cracks. The Riverton case manager informed Carrie of the new Wage Disparity program being offered at CWC. Together, Carrie and the case manager decided education and training were the way to get Carrie back on her feet and on the road to self-sufficiency.

However, the case manager realized Carrie needed assistance immediately, while she waited for acceptance into the Wage Disparity Program. The case manager used WIA funds, through Needs Related Financial Assistance, to assist Carrie in easing her financial burden. In addition, Carrie was referred to the Even Start Program, to assist her in child care and help her attain her General Education Diploma (GED).

Assessment revealed Carrie's interest in computer training. Carrie has been attending computer training through the Wage Disparity Program for the past five months. Completion of the program will give her the ability to achieve her goals; with computers needed in almost all aspects of employment. The positive aspects of the job will be the pay, opportunities, and the self-esteem she gains from her successful completion, employment and self-sufficiency.

She feels \$10 per hour will be the wage she will shoot for when she graduates. She is expects to be making \$16 in two to three years. She believes her financial obligations will be met once she completes the program.

.Information provided by Department of Workforce Services *Navigator*, April 2005 edition: Riverton Workforce Center

CLIMBing Their Way to Self-Sufficiency

"Because of the unique collaboration between the public and private sector partners involved, we can provide an effective program that equips women with the training they need to increase their wages and helps employers find skilled workers"

Ray Fleming Dinneen, Executive Director of Our Families Our Future

The CLIMB Wyoming programs train income eligible single mothers in non-traditional careers and demand occupations such as construction crafts and short distance truck driving. The program is offered under the Department of Workforce Services Wage Disparity initiative by Our Families Our Future in Cheyenne, Casper, and Gillette. The CLIMB Wyoming programs help single mothers on their to path to self-sufficiency by training and placing women in higher paying careers. The high wages and growth of Wyoming's construction industry provide a good opportunity for women to move into better paying jobs while bringing more trained workers into the workforce.



From what we have seen, high quality resumes are being produced by these participants. We believe that the materials and guidance we provide at the Workforce Center play a major role in the success of this process.

Gillette Workforce Center

Each CLIMB Wyoming program is employer driven to meet the needs of various non-traditional sectors such as construction, carpentry, welding and truck driving. At the end of each program, participants are placed in jobs with local employers who put their skills to work.

With skills in hand, these individuals can access Workforce Services resume workshops, such as the one designed by the Gillette Workforce Center. Workforce Center Employment Specialists put together a packet for Our Families Our Future participants. The packet includes a *Job Hunters Handbook*, resume worksheet, sample resumes, internet information on what constitutes a quality resume, power word guide sheets, various types of truck driving job descriptions, and cover letter samples. A disk is also included so that clients may save their resumes.

The Gillette Workforce Center has had three groups of the CLIMB Wyoming participants participate in resume workshops and use the resource room computers to complete their resumes. It is estimated that the Gillette Workforce Center has served 25 participants in the 3 workshops.

"The single mothers who complete our program are consistently doubling their income"

Ray Flemming Dinneen, Executive Director of Our Families Our Future.

Information Provided by the Department of Workforce Services, *Navigator*, April 2005 edition; Gillette Workforce Center



TURNing the Key to Success



Lenora came into the Casper Workforce Center requesting assistance in obtaining employment. Her skills and experience were limited (delivery experience and general labor). Her highest rate of pay was \$6.75 per hour. This wage was not sufficient to support a husband and two small children. With little family income, Lenora and her family were dependent upon food stamps and the state's Title 19 Insurance.

Assessing Lenora's interest and aptitude, it became clear that Lenora was not looking for traditional employment. Her interest and aptitude were in welding, machine tooling and reading blue prints—a traditionally male dominated industry.

The Casper Workforce Center assisted Lenora with enrolling in Casper College's Machine Tool Technology program. Lenora excelled in her studies and graduated with honors in May of 2004. "Lenora is not afraid to get dirty, not afraid to work, fits right into the work environment. There is not job that she will not try, she will not settle for anything that is not done correctly", says Casper College Welding/Machine Tool Technology Instructor, Darin Miller.

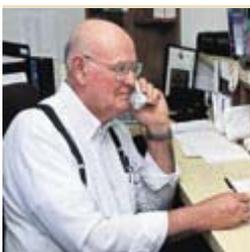
Lenora is now employed at TurnTec Technologies earning \$14.00 per hour, including full benefits. She loves her new career. She is no longer dependant upon public assistance and can afford childcare on her own.

Wyoming currently has the largest wage gap in the nation when it comes to the wage disparity that exists between men and women. Much of the disparity is attributed to the type of work available in Wyoming, such as in the gas and mining industries. These jobs tend to provide higher paying jobs held traditionally by men.

Information provided by Department of Workforce Services, *Navigator*, April 2005 edition

Information provided by the Casper Workforce Center

Retaining Skills in the Workforce

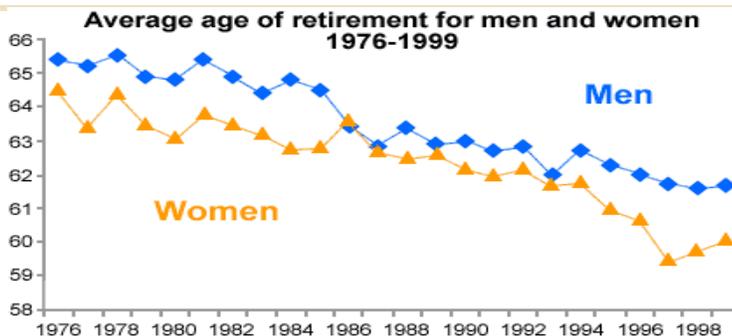


In 2004, 20.5 percent of Wyoming's population was over the age of 55, according to Wyoming Department of Administration and Information, Economic Analysis Division. During the next 30 years, for the first time in modern history, the older, retirement-age population will increase more quickly than the younger working-age population.

The U.S. Census reports the median age of the American population is the highest it has ever been. The share of the U.S. population age 65 or older could grow from 12 percent in 2000 to about 20 percent in 2030.

The Research and Policy Committee of the Committee for Economic Development in their 1999 report titled *New Opportunities for Older Workers* found a disturbing trend with tremendous economic implications. In coming decades, employers will face tight labor markets as fewer new workers enter the labor force. Encouraging older Americans to work longer and facilitating longer work lives will alleviate this economic burden. Just as important, it will expand options for the growing number of workers who are not ready to retire at today's average retirement age of 62. However, older Americans currently face barriers to work on several fronts, including financial disincentives to

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Provided by Northeast Wyoming Workforce Development Partnership
Workforce News, August 2005

IMPORTANT FACTS:

- Between 1990 and 2000, Wyoming's population under age 18 decreased 4.9 percent while the population over age 65 increased 22 percent.
- Wyoming is the most rapidly aging state in the nation.

Information provided by: 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 Division



Retaining Skills in the Workforce cont.

...There are, in fact, no discernible differences between the intrinsic abilities (measured as physical and mental ability and capacity to learn) of most older workers and those of their younger counterparts for most jobs today. Many older workers offer distinct advantages in terms of experience, company loyalty, and job flexibility.

Research and Policy Committee of the Committee for Economic Development, *New Opportunities for Older Workers*, 1999

work, workplace discrimination, and inadequate training. Ever-younger retirement ages have been, in part, a reflection of these barriers. Older workers' experiences in the job market indicate problems as well; unemployment becomes more persistent as workers age, and job opportunities are often limited. Very few older workers have the option to scale back employment in a long-held, career job (i.e., "phased retirement").

As a result of the imbalance of older workers to younger workers and the drain on skilled workers as older employees retire, greater attention is needed in keeping older workers in the workforce. The Rawlins Workforce Center has been successful in accomplishing this task.

Recently, the Rawlins Workforce Center served an individual under the Dislocated Worker Program. Joe (pseudonym), had entered the Workforce Center after being laid off from his long time job at the local sawmill. Joe was devastated by the lay off and felt that his age of 60 limited his employment options. Upon speaking with a Rawlins Employment Specialist, Joe decided to pursue his lifelong dream of becoming a writer. After assessments and interview, Joe was determined eligible for Workforce Investment Act training services. Joe entered the Journalism program at the local college. While attending college, Joe wrote articles for the college's newsletter and worked as an intern for the Daily Times Newspaper, in Rawlins. He completed his training with a 3.5 GPA and was hired by the Daily Times on a full-time basis.

Information provided by the Wyoming Workforce Development Council and the Department of Workforce Services, Workforce 2004 report; Rawlins Workforce Center; Northeast Wyoming Workforce Development Partnership Workforce News, August 2005; Research and Policy Committee of the Committee for Economic Development

Wyoming Workforce Services is #1 in Older Worker Program

Workforce Services ranks No. 1 in nation. The agency helped the highest percentage of low-income older workers.

In honoring the contributions of older workers to the nation's workforce and economy, the U.S. Department of Labor, Employment and Training Administration, announced the Wyoming Department of Workforce Services' Older Worker

Program, one of 68 Older Worker Programs in the country, placed first in the nation in serving the greatest percentage of low-income persons.

"Workforce Services' Older Worker Program places low-income persons 55 years of age and older and who have poor employment prospects into part-time community service positions," explains Edna Vajda, former manager of the agency's Older Worker Program. "We provide these trainees with additional skills and training in order to transition into unsubsidized employment."

The Department of Labor has allocated 67 Older Worker Program enrollee slots to the Wyoming Department of Workforce Services. The Department of Labor requires the Older Workers Program to serve 140 percent of that allocation, or 93 separate individuals, during the year. In 2003, the program served 228 percent -- 153 people -- and assisted them in acquiring training and job skills, Vajda says.

Wyoming's Older Worker Program also placed third in the nation for assisting low-income participants, 55 years of age and older, into unsubsidized employment. The Older Worker Program must assist in placing at least 20 percent, or 13 participants, into unsubsidized jobs. During this past year, Wyoming's Older Worker Program assisted over 55 percent, or 36 eligible individuals, into private or public sector unsubsidized jobs.

In the midst of labor and skill shortages, DWS recognizes a strong role for older workers in maintaining the economic stability of the State. Older workers provide a high level of experience, maturity and understanding to the workforce and communities to which they belong. Among the services offered by DWS and its partners to Wyoming's older workers are:

- Adult Basic Education
- Career Aptitude Testing
- Career Exploration Services
- General Educational Development Testing
- Senior Community Service Employment Program
- Social Security Disability Determination Services
- Veterans Services
- Vocational Rehabilitation

Information provided by the State of Wyoming Department of Workforce Services Business Training and Outreach Division September 22, 2004 press release

Above the National Standard



Wyoming is well above the national standard in high school equivalency testing, according to the 2002 Statistical Report of the American Council on Education (ACE). The Department of Workforce Services wrapped up their 2004 program year with its General Educational Development test-pass rate at 91 percent. Wyoming's GED (General Educational Development) passing rate of 91 percent is the third highest in the nation, according to the 2002 Statistical Report of the American Council on Education.

The state's pass rate has consistently been higher than the national average. The most recent data published by the American Council on Education (*2002 Statistical Report*) lists the national average pass rate at 70.6 percent.

According to ACE, approximately 600,000 adults take the GED test every year. Wyoming ABE/GED centers alone served more than 5,240 students in the 2004 program year. As the management body of the testing program, the Department of Workforce Services is pleased with the state's success rate.

"Our pass rate shows that Wyoming's GED students are committed to the improving their futures," says Shelli Stewart, Adult Basic Education/General Educational Development program manager for the state.

Students who need assistance preparing for the GED get this help through the Adult Basic Education program, which also provides learning opportunities beyond GED preparation, such as civics instruction. Adult basic education has been more than a personal growth experience for participants in Wyoming. It has also yielded significant results on the state's workforce. Of those ABE students whose stated goal was to acquire employment, 62 percent found jobs, compared to the national standard of 28 percent. Wyoming's Workforce Centers locations enjoy a strong partnership with the ABE/GED programs, often sharing space and cross-referrals.

"The Adult Basic Education program, which prepares students for the GED, provides literacy skills training that helps participants obtain, retain and advance in employment. It also prepares participants to enter post-secondary and vocational training opportunities that ultimately enhance their employment potential," explains Glenna Campagnaro, administrator of the department's Business Training and Outreach division. "These efforts have a positive effect on Wyoming's workforce."

Information obtained from February 4, 2005 press release at <http://wyomingworkforce.org/news/docs/ABE-GED-Report-2005-Jan-18.pdf>

Future Workforce



Graduating high school seniors often need direction in determining their career goals, and in establishing leadership skills through community involvement. The Rawlins Workforce Center assisted Jill (pseudonym), a graduating senior who wasn't sure if she wanted to go on to post secondary education. Her assessment indicated a high interest in the accounting field. Jill and the case manager developed an employment plan that included a work experience with an accounting firm. The plan allowed for the possibility of assisting her with college course work in the fall. She did very well on her work experience, and learned very quickly. She is still working there full time as an assistant accountant and loves her job.

The Department of Workforce Services encourages youth like Jill, to engage in community projects and leadership activities. For the past two years, the Rawlins Workforce Center and its youth clients have given back to the small community of 8,538 residents. With assistance from the Carbon County Action Committee Tripartite Board, the Rawlins Workforce Center and its clients were able to participate in the Christmas Community Project. WIA youth participants wrapped presents and put together food baskets for needy families with children. In the spring, Rawlins Workforce Center's youth planted flowers in different locations around town, such as the Senior Center, the nursing home, and low incomes apartment buildings.

Information provided by the Rawlins Workforce Center

DWS recognizes that our youth are our future, and are essential to the long-term stability of the State.

Whether in middle school, high school, college, and whether they are with or without a degree, DWS helps create a win-win situation for youth and Wyoming's economy. DWS is committed to providing Wyoming's parents and schools with resources and tools to help young people prepare to become productive members of the workforce. Among the services offered by DWS and its partners to Wyoming's youth are:

- Adult Basic Education
- Career Aptitude Testing
- Career Exploration Services
- Employment & Training for Self-Sufficiency
- General Educational Development Testing
- Labor Market Information
- Vocational Rehabilitation



Special Youth Programs



SCOPE (Sheridan/Johnson Counties Opportunity Project Education)

This program serves youth 16-21 years old who have dropped out of school and need to obtain a GED. It also provides job and life skills training. The program runs for 14 weeks in the fall and the spring. The youth meet Monday-Thursday, 9 a.m. to noon. GED classes are on Monday and Wednesdays with Job and Life Skills on Tuesday and Thursdays. The students receive a small stipend for attending each day and a bonus for obtaining their GED and completing the JOB and Life Skills classes. Community partners are utilized to do presentations on a variety of topics that include: personal finance; work ethics; job preparation including interviewing skills, dress for success; job hunting strategies and resume preparation; soft skills such as anger management, building health relationships and listening/communication skills; and Centsible Nutrition. The students who participated in the pilot program last spring enjoyed it and felt it was a needed program in the community.

- Kara Stroup's success story below provides a good example of SCOPE's Best Practices. SCOPE provides an avenue of educational achievement by allowing dropouts the opportunity to work towards their GED. The registrants receive many of the ten elements (tutoring; alternative secondary school services; summer employment, linked to academic and occupational learning; paid or unpaid work experiences; occupational skill training; leadership development; supportive services; adult mentoring; follow-up services for not less than 12 months after the completion of participation; and comprehensive guidance and counseling) through a variety of partners from the community.

Kara entered the SCOPE program as a soft spoken young mother. However, she blossomed as the semester progressed. The young mother began helping tutoring her peers and assumed the counselor role, helping them work through their own personal issues. While taking on the role of counselor, Kara studied hard for her GED and participated in the Community Connections project. She, along with her fellow SCOPE colleagues managed to raise \$108 for the Homeless Shelter at a car wash they held. During graduation from the program, Kara received the Most Outstanding SCOPE Scholar award for the spring 2004 semester.

Even though Kara contributed a great deal to the SCOPE program and to the success of her peers, Kara gained even more. This young soft spoken mother had changed by the time she completed the program. Kara's mother described her daughter's positive transformation by stating that Kara's self-esteem had sky-rocketed. The completion of the SCOPE program and attainment of her GED provided her with the confidence to enter college. Kara did enter college in the fall of 2004 and remains in college today. She has a full-time job, attends college, and manages to raise two children.

Kara utilizes EvenStart's services to enable her to achieve her educational goal of completing college. EvenStart and SCOPE partnered together in helping Kara complete her GED. EvenStart provided day care for her child and other parenting services while SCOPE provided training in job/life skills and GED instruction. EvenStart is one of the many programs that partners with SCOPE to enable the success of WIA's youth participants. These programs include: Sheridan College's ABE/GED program, Department of Workforce Services; Project Youth; Big Brothers Big Sisters; and many more. Without these community partnerships, SCOPE would not be a successful program.



Information provided by the Sheridan Workforce Center

PLEASE

The Casper Workforce Center has put together the PLEASE (Positive Leadership Experience And Skills Enhancement) program that runs for 10 weeks June through August. Work Experience youth are brought in from their jobs each Friday from 1:00-4:00 p.m. Each Friday a different partner is brought in to speak to the youth. The program begins appropriately with Job Day, provided by the Casper Workforce Center. Other days are Government at City Hall in the Council Chambers, Volunteer Day at the Life Steps Campus to help those who need to start their lives over after incarceration or other participating programs, Game Day at the Senior Citizens Center, Medical Day at the Wyoming Medical Center, College Day at Casper College, Trades Day at the MCMurry Training Center which includes computer training, building trades, heavy equipment training, welding and truck driver training, Military Day at the Wyoming National Guard Armory and CPR/First Aid Day at the University of Wyoming Outreach Center.



Success Credited to Union of Agencies and Community Partners



Two car accidents left Tiffany, age 19, partially disabled. The injuries she sustained limited her ability to stand for extended periods of time, and restricted her employment in jobs that required her to lift and/or bend. She had been actively looking for employment, but her lack of a high school diploma, along with her physical limitations, posed serious barriers to employment.



Tiffany turned to the Casper Workforce Center for job assistance. Tiffany and her case manager designed an employment plan that would assist Tiffany in receiving training, leading to self sufficiency. The Case Manager began searching for jobs that would fit Tiffany's needs, skills and interests. The Case Manager contacted the WESC Federal Credit Union, in Casper. The credit union was eager to meet Tiffany and participate in the WIA program. When WESC met with Tiffany, they were very interested in hiring her. However, she lacked the educational requirements for the position. The Case Manager, Tiffany and WESC entered into an agreement where Tiffany would be hired by WESC with the understanding that she complete her GED. Upon completion of her GED, WESC would give Tiffany a raise.

The Case Manager contacted the Adult Basic Education program to assist Tiffany. In April of 2004, she received her GED. She received her much anticipated and well deserved \$2/hr. raise, along with a promotion to Membership Coordinator.

Tiffany exemplifies the rewards of maintaining hope, determination, dedication, hard work and the benefits of program collaboration and partnerships. Tiffany's success has earned her consideration for a seat on the State Workforce Development Youth Council.

Information provided by the Casper Workforce Center

Local Businesses Are Pleased with Local Workforce Center's Services

Several clients from the Casper Workforce Center have been placed in On the Job Training (OJT) at Comtronix, a local business that sells and installs telephones, burglar, fire, and security systems. Bruce, one of the owners of Comtronix believes things are going well with WIA participants and appreciates the services the Casper Workforce Center has been providing them.



Recently, a select number of business customers and their workforce partners from around the country were invited to participate in a webinar and share their story of successful partnering between business and workforce services. The Department of Workforce Services was one of Wyoming's business partners who attended this webinar. The webinar was broadcast nationwide, with over 400 viewers.

The Cheyenne Workforce Center's Regional Manager, along with several WIA case managers, traveled to Washington, DC with Jerome Ziemann, Owner of Pioneer Printing in Cheyenne. The Cheyenne Workforce Center has worked closely with Mr. Ziemann to provide services ranging from hiring youth for work experiences to providing OJT's. The Cheyenne Workforce Center described its multiple partnership successes with viewers. These included, completing work experiences, transitioning into OJT's, working into a full-time position. The successful partnership between the local workforce centers and businesses helps companies become more productive. This is in addition to providing self-sufficient employment for Wyoming's WIA clients.

Special points of interest:

The State's monthly unemployment rates for 2004 indicate a decline compared to 2003. The average of the monthly unemployment rates in 2004 at 3.7 compares to the State's average of 4.4 percent in 2003. Further, Wyoming's 2004 unemployment rate continues to be below the national average unemployment rate, which appears to be at 5.5 percent.

Information obtained from:http://www.wyomingcda.com/PDFfiles/Database_12_2005/Executive_Summary.pdf



Projected High-Demand Occupations

In six years, Wyoming will need nearly 2,000 more RN's than may be available, and by 2012, the imbalance could top 3,500. Wyoming's supply-and-demand battle for nurses and other healthcare professionals is being fought on several fronts, including the University of Wyoming and the Wyoming Community College system, where nursing programs are a priority. The Wyoming Department of Workforce Services is another partner, retraining adult and dislocated workers all over the state for healthcare and other growth occupations with federal funds from the Workforce Investment Act (WIA)

Dept. of Workforce Services, Navigator, Sept. 2004.



File photo/WYOMING CONTRACTORS ASSOCIATION

Wyoming's construction industry will employ an estimated 20,490 workers in 2012 according to the Wyoming Department of Administration and Information, Economic Analysis Division

Dept. of Workforce Services, Navigator, Sept. 2004

Wyoming Long Term Employment Forecasts (Rollups): 2002 - 2012

<i>Industry Rollup</i>	<i>2002 Employment</i>	<i>2012 Employment</i>	<i>Employment Change</i>	<i>Annual Average Compound Rate of Change</i>
Agriculture, Forestry, Fishing and Hunting	2,405	2,566	161	0.7%
Mining	17,975	19,900	1,925	1.0%
Construction	19,808	25,936	6,128	2.7%
Manufacturing	9,550	9,727	177	0.2%
Wholesale Trade, Transportation, & Utilities	16,341	18,486	2,145	1.2%
Retail Trade	30,073	33,552	3,479	1.1%
Information	4,756	5,246	490	1.0%
Financial Activities	9,925	11,491	1,566	1.5%
Professional & Business Services	15,770	20,482	4,712	2.6%
Education & Health Care	50,317	58,849	8,532	1.6%
Leisure & Hospitality	31,479	36,671	5,192	1.5%
Other Services	7,964	8,987	1,023	1.2%
Government (Includes Postal Service)	23,259	25,505	2,246	0.9%
Total	239,622	277,398	37,776	1.5%

[Http://doe.state.wy.us/lmi/proj2004/Wyoming%20LT%20Rollups%202012.pdf](http://doe.state.wy.us/lmi/proj2004/Wyoming%20LT%20Rollups%202012.pdf)



According to the Bureau of Labor Statistics, computer systems analysts, database administrators, and computer scientists are expected to be among the fastest-growing occupations through 2012.

http://encarta.msn.com/encnet/departments/elearning/?article=good_news>1=6859



Workforce Services used federal funding to help Gary Norlin to train for a new career as a Registered Nurse. Nursing and other healthcare occupations are among Wyoming's fastest-growing jobs.

Information provided by Dept. Of Workforce Services, Navigator, Sept. 2004



No Wrong Door

DWS understands the importance of involving local community groups in the goal of linking human and economic development in Wyoming. From Chambers of Commerce and local foundations to various localized councils and associations, DWS shares the purpose of growing our communities. Among the services offered by DWS and its partners to Wyoming's community groups are:

- Adult Basic Education and General Educational Development Testing
- Apprenticeship Utilization Program
- Business Expansion/Relocation
- Career Aptitude Testing
- Career Exploration Services
- Employment & Training for Self-Sufficiency
- Food Stamp Employment & Training Program
- Vocational Rehabilitation Services
- Labor Market Information
- Reduction-In-Force/Business Closing Services
- Senior Community Service Employment Program
- Social Security Disability Determination Services
- Temporary Assistance for Needy Families Work Program
- Veterans Services

Cost Analysis

A total of 1,481 individuals were served with WIA Title I-B funds in PY 04. This is a decrease of 360 individuals served in PY 04, as compared to PY 03. This decrease has allowed the Department to target special need and hard to serve populations. Targeting these special populations and hard to serve individuals requires increased allocation of Title I-B funds to each participants employment plan. On average, an additional \$73 was spent in PY 04 on each Adult Title I-B participant as compared to PY 03; \$262 on average for each Youth Title I-B participant. The greatest increase in expenditure per individual was seen the Dislocated Worker Title I-B population. This group of individuals received an additional \$392 worth of WIA services, per individual.

According to the Department of Workforce Services, *Navigator* (Sept. 2004), "Workforce Services invested \$2.5 million in WIA participants funds into retraining some of Wyoming's most disadvantaged youth and adult workers for jobs including healthcare, construction, auto and diesel mechanics, truck drivers, and managers. All of those jobs appear on national lists of some of the fastest-growing occupations in Wyoming" This strategy appears to have paid off.

In PY 04, Wyoming increased performance in Adult Entered Employment by 8%, as compared to PY 03; Entered Employment for Public Assistance Recipients rose 8%; Entered Employment for Veterans rose 17%; Entered Employment for Individuals with Disabilities rose 15%; and Entered Employment for Older Individuals rose 15%. Wyoming also realized performance increases in Adult Earnings Change in PY 04, as compared to PY 03, demonstrating an Adult Earnings Change increase of \$1105 and Veterans Earnings Change increased \$3625.

Wyoming also increased performance in Dislocated Worker Entered Employment by 7%, as compared to PY 03: Entered Employment for Veterans rose 14%; Entered Employment for Displaced Homemakers rose 37%. Increases were also experienced in Dislocated Workers Earnings Replacement rate by 7%, as compared to PY 03: Veterans Earning Replacement rose 45%



PY 2004 WIA Financial Statement

WIA Financial Statement

Period: Youth 4/1/2004 - 3/31/2005
 Adult and Dislocated Worker 7/1/2004 - 6/30/2005

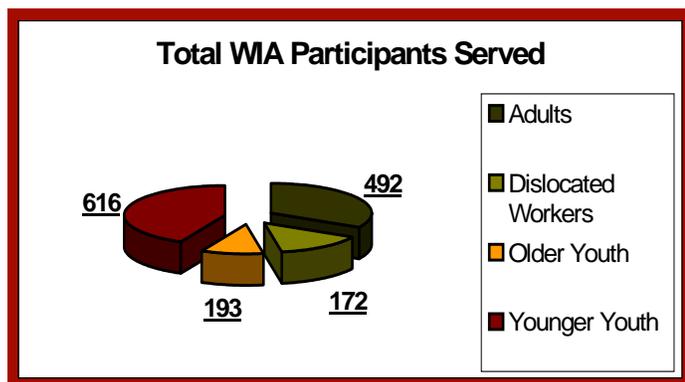
Operating Results

Fund Sources	Funds Available	Expenditures	Expended Percentage	Unliquidated Obligations	Total Obligation *	Obligation Percentage
Local Adults	\$ 2,426,844	\$ 1,966,308	81.02%	\$ 92,325	\$ 2,058,633	84.83%
Local Dislocated Worker	\$ 1,053,763	\$ 715,252	67.88%	\$ 10,550	\$ 725,802	68.88%
Local In-School Youth	\$ 2,068,725	\$ 1,347,886		\$ 121,814	\$ 1,469,700	
Local Out of School Youth	\$ 1,017,883	\$ 1,168,540		\$ 85,687	\$ 1,254,227	
Total Youth	\$ 3,086,607	\$ 2,516,426	81.53%	\$ 207,501	\$ 2,723,927	88.25%
Rapid Response	\$ 3,256	\$ 3,256	100.00%	\$ 0	\$ 3,256	100.00%
Statewide Activities	\$ 1,260,615	\$ 654,054	51.88%	\$ 4,200	\$ 658,254	52.22%
Total All Funds	\$ 7,831,086	\$ 5,855,296	74.77%	\$ 314,576	\$ 6,169,872	78.79%

*Local funds include local administration

Cost Per Registrant Analysis

	Expenditures	Number of Registrants	Cost per Registrant
Local Adult Funds	\$ 1,966,308	496	\$ 3,964
Local Dislocated Worker Funds	\$ 715,252	173	\$ 4,134
Local Youth Funds	\$ 2,516,426	812	\$ 3,099



	Expenditures	Expenditure Percentage
Adult	\$1,966,308	81.02%
Dislocated Worker	\$715,252	67.88%
Youth	2,516,426	81.53%

**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	76.0	79.4	344.0	938.0
Employers	76.0	74.8	770.0	1168.0

Table B - Adult Programs At-A-Glance

	Negotiated	Actual	
Entered Employment Rate	82.0	92.0	219
			238
Employment Retention Rate	82.0	91.4	297
			325
Earnings Change in Six Months	\$3,475	\$4,868	\$1,382,473
			284
Employment and Credential Rate	50.0	69.6	197
			283

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	92.9	13	100.0	19	94.1	16	100.0	12
		14		19		17		12
Employment Retention Rate	85.3	29	92.1	35	81.8	18	85.7	12
		34		38		22		14
Earnings Change in Six Months	\$4,017	\$104,454	\$5,111	\$158,448	\$2,002	\$34,037	-\$1,467	-\$14,669
		26		31		17		10
Employment and Credential Rate	72.2	13	69.6	16	73.3	11	64.3	9
		18		23		15		14

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	93.4	183	85.7	36
		196		42
Employment Retention Rate	92.8	245	85.2	52
		264		61
Earnings Change in Six Months	\$5,338	\$1,222,496	\$2,909	\$159,977
		229		55

In PY 04, Wyoming increased performance, as compared to PY 03, in Adult Entered Employment by 8%: Entered Employment for Public Assistance Recipients rose 8%; Entered Employment for Veterans rose 17%; Entered Employment for Individuals with Disabilities rose 15% and Entered Employment for Older Individuals rose 15%. Wyoming also realized performance increases in Adult Earnings Change in PY 04 as compared to PY 03: Adult Earnings Change increased \$1105; Veterans Earning Change increased \$3625.



Tables E-H

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

	Negotiated	Actual	
Entered Employment Rate	84.0	94.7	124 131
Employment Retention Rate	89.0	94.2	98 104
Earnings Change in Six Months	96.0	113.5	\$1,126,067 \$992,478
Employment and Credential Rate	58.0	67.7	67 99

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced	
Entered Employment Rate	100.0	16 16	90.0	9 10	80.0	8 10	100.0	11 11
Employment Retention Rate	94.1	16 17	100.0	6 6	77.8	7 9	88.9	8 9
Earnings Change in Six Months	104.8	\$186,286 \$177,838	141.5	\$50,657 \$35,788	68.7	\$54,832 \$79,857	698.7	\$98,271 \$14,064
Employment and Credential Rate	100.0	11 11	71.4	5 7	85.7	6 7	50.0	5 10

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	97.0	96 99	87.5	28 32
Employment Retention Rate	93.8	75 80	95.8	23 24
Earnings Change in Six Months	113.1	\$771,707 \$682,552	114.3	\$354,359 \$309,926

Table H - Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84	88.6	62 70
Employment Retention Rate	85	89.0	73 82
Earnings Change in Six Months	\$3,200	\$3,434	\$240,387 70
Credential Rate	51	54.2	52 96

In PY 04, Wyoming increased performance in Dislocated Worker Entered Employment by 7%, as compared to PY 03: Entered Employment for Veterans rose 14%; Entered Employment for Displaced Homemakers rose 37%. Wyoming also increased performance in Dislocated Workers Earning Replacement by 7%, as compared to PY 03: Veterans Earning Replacement rose 45%; Individuals with Disabilities rose 93%.



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	50.0	1 2	100.0	1 1	100.0	6 6	87.3
Employment Retention Rate	75.0	3 4	#DIV/0!	0 0	91.7	11 12	88.3	68 77
Earnings Change in Six Months	\$1,798	\$5,393 3	#DIV/0!	\$0 0	\$5,097	\$50,971 10	\$3,327	\$222,889 67
Employment and Credential Rate	50.0	2 4	100.0	1 1	69.2	9 13	50.6	43 85

Table J - Younger Youth Reults At-A-Glance

	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	73.0	71.2 396 556
Diploma or Equivalent Attainment Rate	57.0	72.0 103 143
Retention Rate	69.0	76.7 179 235

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	61.8	21 34	64.1	125 195	71.0
Diploma or Equivalent Attainment Rate	87.5	7 8	83.3	35 42	60.4	29 48
Retention Rate	77.8	7 9	74.6	50 67	81.6	84 103

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	78.5	241 307	\$4,355	\$1,106,056 254	0.00	0 204	\$4,836	\$914,037 189	66.67
Dislocated Worker	83.8	83 99	110.4	\$1,057,544 \$957,509	0.00	0 117	\$6,357	\$642,107 101	52.75	48 91
Older Youth	76.1	54 71	\$3,982	\$230,939 58	0.00	0 62	\$3,030	\$136,345 45		



Tables M-N

Table M - Participation Levels

	Total Participants Served	Total Exiters
Adults	496	314
Dislocated Workers	173	142
Older Youth	195	97
Younger Youth	617	344

Table N - Cost of Program Activities

Program Activities	Total Federal Spending
Local Adults	\$1,788,388
Local Dislocated Workers	650,533
Local Youth	2,288,794
Rapid Response	3,256
Statewide Required Activities	654,054
Statewide Allowable Activities	
Youth Activities	0
Total Statewide Allowable Activities	0
Total of All Federal Spending Listed Above	\$5,385,025



Table O

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

Local Area Name State of Wyoming	Total Participants Served	Adults	496
		Dislocated Workers	173
		Older Youth	195
		Younger Youth	617
ETA Assigned # 56005	Total Exiters	Adults	314
		Dislocated Workers	142
		Older Youth	97
		Younger Youth	344
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.0	79.4
	Employers	76.0	74.8
Entered Employment Rate	Adults	82.0	92.0
	Dislocated Workers	84.0	94.7
	Older Youth	84.0	88.6
Retention Rate	Adults	82.0	91.4
	Dislocated Workers	89.0	94.2
	Older Youth	85.0	89.0
	Younger Youth	69.0	76.7
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$4,868
	Dislocated Workers	96.0	113.5
	Older Youth	\$3,200	\$3,434
Credential/Diploma Rate	Adults	50.0	69.6
	Dislocated Workers	58.0	67.9
	Older Youth	51.0	54.2
	Younger Youth	57.0	72.0
Skill Attainment Rate	Younger Youth	73.0	71.2
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
		0	2
			Exceeded
			15

Note: Wyoming has met all 17 Core Performance Measures. Wyoming exceeded the negotiated level in 15 of the 17 performance measures.

**Wyoming is considered one local area. 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. 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

Mr. Jim McBride

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

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President & CEO
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Lusk, WY 82225
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Term Expires: 8/15/2006
Designee: Judy Martin

Mr. Bruce Brown

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

Sen. Cale Case

Wyoming State Senate
State Senator
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Representation: State Senator and Private Sector
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Sen. Ken Decaria

Wyoming State Senate
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Term Expires: 3/1/2007

Ms. Kathy Emmons

Department of Workforce Services
Director
Herschler Bldg, 2E
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Representation: Ex-Officio, Director, Department of Workforce Services
Term Expires: 1/1/2007
Designee: Jim Elias

Mr. Jim Engel

Clarion Inns
General Manager
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Ms. Joan Evans

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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
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State of Wyoming
Governor
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Designee: Nancy Riddle

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Community College President
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Wyoming State Youth Workforce Development Council

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Mr. Bret Pizzato

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Ms. Peggy Sanders

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Ms. Christina Wiederspahn

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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. 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, Apprenticeship Utilization Program 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

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