



Wyoming Workforce Development Council Meeting Summary

November 3 - 4, 2016

Northern Wyoming Community College District Sheridan College

Sheridan, Wyoming

Council Members Present

Shannon Buller
Tony Haller
John Walsh
Keith Zabka
Jim Engel
Jim Rose
Ron Van Voast
Larry Barttelbort
Michael Von Flatern

Felix Carrizales
Katie Legerski
Ray Fleming Dinneen
Lisa Osvold
Leonard Scoleri
Fabian Lobera
Stacy Strasser
Brenda Birkle

Mark Madsen
Sid Gressette
Gary New
John Cox
Kevin Kershisnik
Rocky Anderson
Shawn Reese
Scott Norris

Council Members Absent

Governor Matthew Mead
Randal Six

Robert M. McKim
Steve Corsi

Jillian Balow

Council Members Designees

Present

Laurel Ballard

Others Present: Shelby Garrison, Department of Workforce Services; Pam Riendeau, Department of Workforce Services; Linda Orchard, Department of Workforce Services; Tobi Cates, Department of Workforce Services; Susan Bigelow, Northern Wyoming Community College District; Shari Peddicord, Northern Wyoming Community College District; Carmalee Rose, Department of Workforce Services; Michael Broad, Department of Labor, Registered Apprenticeships; Angie Buchanan, Department of Workforce Services; Laurie Knowlton, Department of Workforce Services

Call to Order Welcome and Introductions

Jim Engel, WWDC Chairman, called the meeting to order at 1:00 p.m. and welcomed all in attendance. All present introduced themselves.

Approval of Agenda

John Walsh moved to approve the agenda with the Blacktooth Brewing Company tour added. Katie Legerski seconded the motion, and it carried.

Approval of the September Minutes

Rocky Anderson moved to approve the meeting minutes from September in Lander. Keith Zabka seconded the motion, and it carried.

Registered Apprenticeships

Michael Broad provided a presentation titled *Registered Apprenticeship to Career Pathways* within which she discussed that registered apprenticeships are certified through the DOL, office of apprenticeship. She provided that through apprenticeship employees earn and learn, have the opportunity to earn college credit and a pathway to degrees, increases workforce skill, productivity and morale. Ms. Broad continued by saying that the benefits to employers are that Registered Apprenticeships help businesses develop highly skilled employees, reduce turnover rates, increase productivity and lower the cost of recruitment, provide a safer workplace, provide a stable and reliable pipeline of qualified workers, provide a systematic approach to training, allow for customized training, and increased knowledge. She also said that the benefits to employees are hands on career training, education, long-term career and greater earning potential, little no education debt, and a national credential. Ms. Broad said that Registered Apprenticeship benefits Veterans by streaming GI Bill benefits for apprentices, provides a tax free stipend in addition to wages and books and supplies funding. She said that Registered Apprenticeships are sponsored by employers, industry associations, joint labor-management organizations, institutions of higher education, community based organizations, community service organizations, and multiple employers and that there are Registered Apprenticeship opportunities through non-traditional Registered Apprenticeships such as health care, energy, advanced manufacturing, etc. She concluded by saying that there is an online toolkit at www.dol.gov/apprenticeship/toolkit.htm, a playbook at <http://www.doleta.gov/oa/federalresources/playbook.pdf>, and the career pathways [toolkit](#).

Sheridan Workforce Center Update

Linda Orchard referred to the handout provided at the meeting showing the unemployment rate for Sheridan in August was 4.0%, and that it dropped a little in September to 3.8%. Ms. Orchard stated that the September 2015 unemployment rate was 3.4% which is lower than the state average. She said that many new employers opened their doors in the Sheridan area and some built new buildings or expanded business operations.

Shelby Garrison provided information related to the SCOPE Program. She explained that SCOPE is a 12 week program with two semesters each year, and is a partnership between tutors, workforce specialists, local businesses, non-profits and city council. Ms. Garrison continued by stating that participants are paid a small stipend and receive three days of tutoring weekly, one day of work readiness development weekly and one day of life skills and leadership development weekly. Participants can earn their high school equivalency certificate (HSEC). Ms. Garrison also said that other services that can be provided are medical funding, testing fees, clothing, and services to prevent crisis. She concluded by stating of the 46 participants, 90% earned their HSEC, 85% entered gainful employment with self-sufficient wages and 24% have entered college, a training program or the military.

The meeting recessed at 2:53 p.m.

The meeting reconvened at 8:03 a.m. November 4, 2016

HUD – Unaccompanied Homeless Youth

Stacy Strasser discussed the definitions of homeless, how many children in grades K-12 who are considered homeless, the history of the Unaccompanied Student Initiative, goals of the Unaccompanied Student Initiative,

emergency housing, the host home program and funding, host home barriers, unaccompanied student residence initiatives, residence funding, residence barriers, and potential legislation.

Leonard Scoleri moved to approve the Council's support of the application for Youth Homelessness Demonstration Program provided by US Department of Housing and Urban Development. Brenda Birkle seconded the motion, and it carried.

Workforce Advisory Group (WAG) Discussion

Dr. Rose referred the Council to the Department of Labor's Workforce GPS site and the Career Pathways Toolkit, a resource that provides a concise global view of what career pathways and apprenticeship services is charged with. It also connects the dots to the Sector Strategies committee. It is intended to provide some sense about what Career Pathways and Sector Strategies Committees are trying to begin work on as we can't do career pathways unless we know what jobs we're preparing students for. And where we get now then to a specific approach is with workforce advisory groups.

It was determined that Sector Strategies will be concentrating on healthcare, value added energy, technology and trades, the Council will continue seeking technical assistance from the Department of Labor, the Council will determine a reporting mechanism, core membership structure, the lead will be the individual who has shown the desire to lead, and guidance for the WAGs. Council members will participate on WAGS in their respective regions and an elevator speech will be developed. The WAGS may be invited to the January meeting in Cheyenne with each WAG being asked 5 strategic questions.

WIOA Compliance and Finance Committee

Angie Buchanan explained the budget structure, budgeted amounts, reserves, projections and expenditures. Keith Zabka made a motion to approve the budget as presented. Leonard Scoleri seconded the motion, and the motion carried.

Department of Workforce Services

John Cox said that the Department has adopted a revised organizational structure to reflect a more traditional format and clarifies assignment and division of labor. He said that the new organization chart may be found on the website at wyomingworkforce.org

Director Cox also discussed that the Department will appear before the Joint Appropriations Committee in January and that he anticipates that the Governor not to recommend additional cuts. He continued by stating that as the Department prepares for the Joint Appropriations Committee additional cuts may be considered but that the budget is down to 13% general funds. Mr. Cox stated that much of the 13% constitutes matching funds for services.

Department of Education Skills Gap Analysis

Laurel Ballard said that her focus for the presentation will be on strengths and recommendations. Ms. Ballard provided an overview of K-12 and that about 30% of the students are considered in poverty; this is likely an underrepresentation as this is based on free and reduced count lunches in schools to calculate. She said that in Wyoming 13,000 students take at least 1 class in Career Technical Education but do not go into the concentrator which is a series or sequence of classes within a specific area. Ms. Ballard also said that 3,300 students take the concentrator or a series of classes within an area resulting in approximately 75% of students receiving a credential or certification. She indicated that Superintendent Balow is interested in moving forward the career/technical career

readiness education in the Wyoming K-12 system and that they have partnered with 16 other states all working on career readiness. Ms. Ballard said that the state of CTE across the US has been reviewed and it was found that there are 3 pillars around career readiness and that there is a need to look at employer engagement. She continued by saying that we need to identify how we can actively and sustainably engage the industry with the K-12 system and ensure we have strong career pathways so students can get credentialing that is of value so the industry also sees value.

Workforce Development Training Fund

Carmalee Rose stated that the total budget for the current biennium is just under \$3.8 million and that the program received just under \$1.5 million in General funds; the remainder is provided by state Unemployment Trust Fund Interest which is estimated at around \$116,000/month. Ms. Rose continued by stating that the program has moved to a monthly budget for Business Training Grants of \$110,000 in order to spread funding throughout biennium. She provided that the Pre-Hire program had a budget of \$750,000 and Pre-obligation was budgeted at \$250,000. Ms. Rose asked for feedback from Council on changes to the program and will conduct focus groups. Ms. Rose reviewed changes which have been implemented through policy and proposed changes to the program.

2017 Meeting Dates/Locations

This item was discussed briefly and tabled due to concerns with the proposed meeting dates and locations.

Open Discussion and Public Comment

Keith Zabka made a motion to adjourn, and it carried.

Meeting adjourned at 12:01 p.m.