



# Wyoming Workforce Development Council Meeting Summary

September 15-16, 2016

## The Inn At Lander, Lander, Wyoming

### Council Members Present

Jim Rose	Michael Von Flatern	Rocky Anderson
John Walsh	Brenda Birkle	Del McOmie
Keith Zabka	John Cox	Jim Engel
Shawn Reese	Kevin Kershisnik	Felix Carrizales
Stacy Strasser	Shannon Buller	Scott Norris
Ray Fleming Dinneen	Fabian Lobera	

### Council Members Absent

Governor Matthew Mead	Robert M. McKim	Jillian Balow
Randal Six	Larry Barttelbort	Steve Corsi

### Council Members Designees Present

Laurel Ballard	Guy Jackson
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Others Present Laura Jeffrey, DOL, Veterans Training Services, Director; Mike Griffin, DWS; Chris Wiederspahn, DWS; Hayley McKee, DWS; Tom Gallagher, DWS; Tony Glover, DWS; Laurie Knowlton, DWS; Deanna Crofts, DWS; Angie Buchanan, DWS; RJ Glantz, DWS.

### 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

Michael Von Flatern moved to approve the agenda. Del McOmie seconded the motion, and it carried.

### Approval of the May Minutes

Michael Von Flatern moved to approve the minutes. John Walsh seconded the motion. Changes requested are on Page 2, second paragraph, second sentence, change "that Council" to "the Council", Page 3, under Tour 23, 4<sup>th</sup> sentence, change "Fed Catchpole" to "Fred Catchpole".

Motion carried with amendments.

### Wyoming Grown

R.J. Glantz provided a history and information regarding Wyoming Grown and said that of all 18-year-olds working in Wyoming in any given year only 40% are still working in Wyoming 10 years later. Mr. Glantz continued by stating



that employers need a strong workforce with the right skills and infrastructure. He stated that a robust workforce equals strong businesses which equals a strong Wyoming economy.

Mr. Glantz informed the Council that Wyoming Grown utilizes the Agency's statewide network of employment specialists and works hand in hand with participants to connect them with job opportunities with Wyoming businesses. He provided a brief tour of the website and discussed the options available on that site. He said that initially Wyoming Grown had 200 people immediately enroll in the program and that currently there are 182 active participants. Mr. Glantz also said that the top states from which the program is recruiting are Colorado, Texas, California, North Carolina, and New York and that people are enrolling from 6 foreign countries as well.

He said that next steps for the program are to grow social media presence, target in-demand fields, work with young professional groups, and integrate with the Governor's Energy Strategy. Mr. Glantz concluded by letting the Council know that they can help by encouraging employers in their communities to post jobs on Wyoming at Work and refer people to [wyominggrown.org](http://wyominggrown.org).

### **Tour**

The Council toured Eagle Bronze, Inc. in Lander.

### **Council's Budget**

Angie Buchanan provided a brief overview of the budget and went on to discuss that on page 1, at the top right side, it shows the Program Year 2014 and 2015 carry forward amount which is \$466,748. She informed the Council that this is three-year money so the 2014 money will be available until 2017, and anything that isn't spent for 2014 or 2015 will carry forward. She continued by advising that in Program Year 2016 there is \$377,000 which is based on July allotments for WIOA with another allotment being expected in October in the amount of \$355,000.

Ms. Buchanan continued by explaining that the top 8 items on the budget are non-discretionary funds which are required by WIOA Rules. She said that in the past there was funding available, but that funding has fluctuated between 5% to 15% over the past several years and that DWS has assisted by covering some of the costs for the one-stop system. She then stated that funding is at 15% again which means that 15% of youth money, dislocated worker money, and adult money allocated by WIOA is provided to the Council and that is detailed on page 5. Ms. Buchanan said that item number 10 is the actual Council budget and it shows that for the 2 month period the Council is over what was projected. She continued to explain that this is due to the fact that Summit was in June, timesheets are a month behind and that all staff time for Summit is reflected in the budget in July. She said that the set aside for the 2016 Summit set at \$15,000 did not cover the costs.

Chairman Jim Engel explained that there was a shortfall due to the fact that the Summit did not realize the amount of sponsorships expected and that the Council may want to increase the set aside by \$11,000 to \$26,000.

Angie Buchanan continued by explaining that item number 17 is the reserve fund which could be used if the Council has projects it wants to fund and that the amount will go up with the next allotment in October. Ms. Buchanan said the next section is the WIOA Adult, Youth, Dislocated Worker, Rapid Response funding and that those amounts include all funding for 2014, 2015, 2016. She said that on page 2 there is a breakout by object code with a description.

Michael Von Flatern moved to approve the budget with the increase of \$11,000 to the 2016 Summit line item. Keith Zabka seconded the motion and it carried.



Chairman Jim Engel discussed whether the Council should host the 2017 Safety and Workforce Summit.

Shannon Buller moved to host the 2017 Safety and Workforce Summit. John Walsh seconded the motion.

Discussion included setting aside \$15,000 for the 2017 Safety and Workforce Summit.

The motion was amended to include \$15,000 and it carried.

#### **Lander/Riverton Workforce Center Update**

Deanna Crofts said that in Riverton, in August the Workforce Center saw 2,259 people come through the door for staff-assisted services and that compares to 1,845 in August 2015. She also said that Lander had 975 individuals served compared to 667 in August 2016. Ms. Crofts continued saying that in Riverton in 2015 there were staff assisted services for 20,000 with Lander assisting 8,294 for the same period and year to date services have been provided to 16,000 in Riverton and about 5,500 in Lander.

Ms. Crofts said the unemployment rate in Fremont County for July 2016 was 7.1 and in July 2015 for comparison was 5.4. The State of Wyoming is currently 5.7 and the U.S. is at 4.9. She said that Fremont Counties is one of the higher counties on the unemployment side. She provided some quick facts from census.gov for the area to include Fremont, Hot Springs and the Wind River Indian Reservation that included the population estimate for Fremont County being about 40,000 individuals and civilian labor force. Of that particular census, 21% of the individuals in the community are American Indian, and 75% are Caucasian.

She concluded by saying that number of job orders written year to date in Riverton is 1,100 and in Lander year to date are at 561.

#### **Fremont County Workforce Advisory Group (WAG)**

Kathy Vincent stated that under WIOA Adult Education has been charged with preparing individuals for college or the workforce while still helping them get their high school equivalency certificate. She said that under WIOA there are to be close partnerships with the Department of Workforce Services, the Department of Vocational Rehabilitation, Adult Education, and employers. Ms. Vincent said that about a year and a half ago, the state director for Adult Education asked that regional directors set up workforce advisory groups to include those four key members. Ms. Vincent advised that the establishment of the workforce advisory group in her area was challenging, but she felt it was on track.

Rocky Anderson moved to recess the meeting. Michael Von Flatern seconded the motion and it carried.

**The meeting recessed at 4:08 p.m.**

**The meeting reconvened at 8:01 a.m. September 16**

#### **Update From WIOA Unified Plan - Economic Conditions**

Tom Gallagher began the discussion related to crude oil price, United States dollar per barrel, from January 2005 to July 2016 and continued by discussion natural gas Henry Hub Spot price for the same time period. He continued discussion the Powered River Basin Coal, U.S. Dollar per ton figure on slide 6 of his presentation. Mr. Gallagher explained slide 7 regarding employees on nonfarm payrolls by state for July 2015 compared to July 2015. He continued with slide 9 addressing the not seasonally adjusted employee payroll net change and percent change by state July 2015 to July 2016, Over-the-year percentage change for total wages, average monthly employment, and average monthly wage across all industries in Wyoming by year and quarter followed by the same data for private



support for mining activities, and education & health services. Mr. Gallagher then discussed the number of unique unemployment Insurance claimant with continued claims, number of hires, both hires & exits, and total hires in mining in Wyoming Q3 2008 to Q1 2016 and the same data for retail trade. He continued with discussion of slides 16 – 18 regarding seasonally adjusted Unemployment rates by state for July 2016 and July 2016 as well as the over the year percentage point change in unemployment rates by state, July 2015 to July 2016. He concluded by talking about Wyoming unemployment rates by county for July 2015, July 2016 and the over the year percentage point change in Wyoming unemployment rates by county from July 2015 to July 2016.

### **Career Pathways & Apprenticeship Services Committee**

Dr. Rose said that the Career Pathways and Apprenticeship Service Committee would like to see WAGs develop into a catalyst to involving more local participation. He also said that the Committee would like to explore how the various members of the Committee can engage in their own communities. Dr. Rose said that the ultimate product would be to figure out how we can help individuals move in a fairly direct path from being underemployed or unemployed, inadequately prepared for the skills and training they may need to achieve if they're going to get a good job and so Career Pathways basically puts people into a mode of moving forward in terms of their own education and their own preparation.

The structure we have talked about, this is open to the committee, but I would hope what we do is we hear from those WAGs as a, we could be a liaison, but ultimately bring to this Council the kinds of ideas and initiatives and places where the Council may need to provide sanction for funding or policy changes or for things we can do, but I think it has to grow from the grassroots and come through the, hopefully, at least some ideas. Dr. Rose suggested that maybe there is a way money can be put forward if an idea were to come forward.

Jim Engel advised that if the Committee were to recommend a dollar amount after visiting with Research and Planning then the Council could consider setting aside some funds for anything that may come up.

### **Sector Strategies Committee**

Kevin Kershisnik explained that the Sector Strategies Committee has 3 goals; the first is to understand the business competitiveness of the workforce and identify target industries. The second is to develop a strategic enhancement of training of new businesses and industries to promote a diversified economy. The third goal is the coordination with the Career Pathways and Apprenticeship Service committee. It makes sense to work together, maybe with the WAGs with the communities to pull these together. The four sectors the Committee discussed supporting are healthcare, energy (adding value to the minerals industry), technology, and the trades.

### **WIOA Compliance and Finance Committee**

#### **Policies 1 - 3**

Keith Zabka explained that Policy Number 1 changed the name from Finance & Compliance Committee to WIOA Compliance and Finance Committee.

Mr. Zabka then discussed that in Policy Number 2 the Council's use of the state plane or commercial charter air service was clarified that it is to be explored when a Member will have to travel 3 hours or more travel by motor vehicle and the airplane would have to be at least 75% full.

He then explained that Policy Number 3 deals with the Council's position on Eligible Training Provider Application review – that it gives an avenue for applicants to challenge the ruling.



John Walsh moved to accept Policy Numbers 1 – 3 as provided. Keith Zabka seconded the motion and it carried.

### **Council's Operating Rules**

After discussion regarding Chairperson, Vice Chairperson, and Council member terms, the Council's Bylaws will be tabled pending discussion with Governor Mead.

### **POWER Dislocated Worker Grant**

Chris Wiederspahn explained that the POWER grant application was drafted and will serve individuals impacted by the coal industry who visit a Workforce Center in the.

Keith Zabka made the motion to approve, seconded by Del McOmie. Motion carried.

### **Department's ETPL Policy & Procedure and Eligible Training Provider Agreement and General Provisions**

Chris Wiederspahn discussed the changes required by the Workforce Innovation and Opportunity Act to include that each program and each provider must be approved, Registered Apprenticeships are automatically on the list because they are vetted through DOL, Performance Measures will have to be followed by the training providers and changes to the Eligible Training Provider Agreement and General Provisions have been reviewed by the Attorney General's office.

Keith Zabka made a motion to approve the Department's ETPL Policy and Procedure and the Eligible Training Provider Agreement and General Provisions. John Walsh seconded the motion and it carried.

### **Department of Workforce Services**

Director John Cox thanked the Wyoming Workforce Development Council for the different perspectives each member brings to the table and the work that has been done. He continued by telling the Council that he has priorities for the Department which are internal culture, external customer service, and fiscal discipline. Director Cox stated that things are going well but there is room to improve.

### **An Applied Workforce Outcomes Evaluation in Wyoming**

Tom Gallagher discussed the Workforce Data Quality Initiative grant activity, purpose, goals. He continued to discuss the purpose of the Hathaway Student Scholarship Program Longitudinal Study and Education Accountability Data Systems. Mr. Gallagher provided a report overview to include the methodology behind the report, How state research offices track and measure returns on training and education investments, factors affecting education outcomes to include age, gender, changes in the Hathaway program, changes in the educational infrastructure itself. Then discussed the organization of student records into graduation finance strategies, transforming graduation financing strategies into outcomes analysis and comparing outcomes in the labor market for Hathaway financing to control groups who financed their graduation by other means. Discussed the Hathaway content that Hathaway incentives are not a constant over time and that it is not an expectation that Hathaway impact to be a constant over time.

### **Wind River Job Corps**

Julie Gassner thanked the Council for inviting her to present. She explained that doors opened on August 4 to 7 students who have all graduated and are employed or have gone to college and continued by stating that the participants are doing what Job Corps is all about. She said that Job Corps prepares young adults for successful futures that lead them to productive careers. The Riverton Job Corps center is centered on energy and construction



trades and its full population will be 300 individuals. Ms. Gassner continued by explaining that there are around 196 students with students arriving every week. She stated that programs can be as short as 8 ½ months and Job Corps currently has program offerings in heavy equipment, truck driving, mechanic, carpentry, building construction technologies, electrical program, welding, office administration and accounting, transportation communications union, and petroleum.

Julie said that students come from all over the United States with 41% from Wyoming, 19% from Utah, 20% from Colorado, 12% from Montana, and 8% from other states with students identifying as: 30% American Indian, 10% Hispanic, 49% white, 6% black, 3% Asian, 1% pacific islander. The original plan was to have 50% male, 50% females and that currently, they are at 60%/40%. Ms. Gassner said that Job Corps serves 16-24-year-olds, that 17% of the population is 16 or 17 years old and the Center has the ability to house 260 students, 40 of which can be nonresidential. She continued by stating that the 40% includes students who have children at home.

Ms. Gassner stated that when at full capacity the center will have 117 employees; there are 97 as of today. She continued by explaining that key management and instructor positions are full. She said that employees are from Fremont County and turnover is in security and residential due to the fact these positions are shift work.

She said that student retention in the first 30 days is strong – they are losing students at the 120-day mark. And the Center’s retention rate is 19% of students are leaving with Job Corps goal being 16%.

The Center is looking at ways to get a single parent dorm that would include child care facilities.

#### **Open Discussion and Public Comment**

Deanna Crofts invited the Council to visit the Workforce Centers. Mayor McOmie thanked the Council for coming to Lander

Keith Zabka made a motion to adjourn, John Walsh seconded. Motion carried.

Meeting adjourned at 12:01 p.m.