

**VISION:** Wyoming's workforce development system will be fundamental in supporting robust regional and state economies and producing a high quality workforce valued by Wyoming employers.

**GOAL 1: Ensure Wyoming employers have access to a skilled, high quality workforce in today's changing economy**

1.1: Engage the business community and align education and workforce training opportunities with the needs of Wyoming employers.

1.2 Ensure training is predicated upon a labor market need utilizing employer feedback, labor market information and sector strategy input.

1.3 Expand efforts to recruit and retain workers.

Strategies:

The Wyoming Workforce Development Council Executive Committee shall focus on the state's most significant short and long-term workforce development priorities which should inform the full Board's priorities (1.1, 1.2, 1.3).

Create, foster and expand sector strategies based upon input provided by employers and data provided by Wyoming Research & Planning (R&P) (1.1, 1.2, 1.3).

A sector strategy subcommittee of the Workforce Development Council shall oversee sector strategy activities and identify new industries in need of sector strategies (1.1,1.2).

Organize and host the annual Wyoming Safety and Workforce Summit to further develop relationships with employers and furnish them with information related to the services of the workforce development system (1.1)

Quarterly supply and demand labor market information reports shall be provided to the Workforce Development Council (1.2)

Cultivate partnerships between sector strategies and apprenticeship programs (1.1).

Continue to strengthen the Wyoming Grown program with targeted marketing efforts to recruit Wyoming natives back to the State (1.3).

Work with economic development entities to develop practices that aim to retain workers (1.1, 1.3).

**GOAL 2: Ensure all Wyoming people who want to work have access to an open, streamlined and effective workforce development system**

2.1 Maximize core program coordination

2.2 Utilize career pathways as an umbrella model in one-stop centers.

2.3 Evaluate efforts to ensure that training and education requirements match the state's labor market needs

2.4 Work to reduce barriers to employment for underrepresented populations.

Strategies:

Develop a marketing plan to create awareness around services offered by one-stop centers (2.1, 2.2, 2.3, 2.4).

To ensure accountability and transparency of funding, core programs shall provide an annual joint report to the Workforce Development Council which demonstrates administrative-to-program costs and program performance to help the Council identify opportunities for fund allocation (2.1).

A career pathways subcommittee of the Workforce Development Council shall be formed to oversee the development of career pathways activities (2.1, 2.2).

Labor market analysis and the needs communicated by employers should inform ongoing one-stop system planning and development (2.2, 2.3).

Employer education efforts regarding the benefits of hiring underrepresented workforce populations should be expanded (2.4).

Continue to develop and enhance programs that incentivize the employment of underrepresented workforce populations (2.4).

Utilize integrated training and education programs as a way to more efficiently move adults in need of literacy skills or high school equivalency certificates into the workplace (2.4).

### **GOAL 3: Prepare all Wyoming youth to be both career and college ready**

3.1 Work with Governor's policy teams to enhance efforts to improve communication, coordination and collaboration in preparing youth for post-secondary studies or the world of work.

3.2 Incorporate a career pathways system as a model to better guide youth.

3.3 Incorporate pre-apprenticeship programs to offer youth unique opportunities to gain technical skills that are best learned on the job.

3.4 Disseminate information regarding future in-demand labor market needs.

#### Strategies

Promote career exploration through career pathways for youth for the attainment of educational, technical, and social skills that enhance career development (3.1, 3.2, 3.3, 3.4).

Work with education partners and stakeholders to develop assessment tools and information regarding career pathways to youth (3.1, 3.2).

Provide opportunities for employers and industry representatives to connect with youth (3.1, 3.3).

Develop pre-apprenticeship strategies with the Wyoming Office of Registered Apprenticeship to foster a future skilled talent pipeline (3.3).

Create a communication outreach method that targets youth, parents, educators and other stakeholders (3.1).

Utilizing labor market information and input from the business community, communicate future labor market needs to community colleges, apprenticeship programs and other training entities and stakeholders (3.4).