

The Wyoming Workforce Development Council and Workforce Advisory Groups: A Partnership

Wyoming Workforce Development Council (WWDC)

The WWDC has been empowered by the U.S. Department of Labor via the Workforce Innovation and Opportunity Act (WIOA) law and Governor Mead to provide direction and guidance to promote workforce development in Wyoming. The WWDC is responsible for allocating resources to maximize return on investment and ensure optimal growth in Wyoming's workforce and economy. The WWDC regularly assesses Wyoming's employment needs, advises the Governor on performance goals and priorities to improve the State's workforce development system, and helps leaders who shape workforce development policy at the local level. Members of the WWDC represent a range of groups including business and industry, organized labor, state legislature, education, social service agencies and others who have a stake in employment and training issues.

The WWDC wears a number of hats, which include:

- The Strategist - Facilitating public/private partnerships, supporting sector strategies and career pathways, and fostering innovations;
- The Convener - Hosting critical statewide and community conversations to better align stakeholder resources;
- The Backbone - Serving as the recognized experts in workforce development to which a wide range of stakeholders are connected;
- The Leader - Ensuring vertical alignment between state and local level approaches, including policy development that supports innovation;
- The Customer Service Representative - In charge of a customer-focused system where employers and job seekers can turn to for solutions;
- The Motivator - Enforcing continuous improvement in system performance, evaluating success, and revising plans appropriately;
- The Data Work - Strategies are based on data-driven assessments of industry growth, employer needs and talent pool capacity; and
- The Caretaker - Ensuring grants management, including proper use of funds and program outcomes.

Workforce Advisory Groups (WAGs)

The WWDC developed Wyoming's WAG model with the intent of gathering community-based input in order to learn more about workforce needs within Wyoming's cities and towns. The model is unique for a rural state like Wyoming. The WWDC believes there are opportunities abound to strengthen Wyoming's workforce and economy together as a team. As a long-term goal, the WWDC would like to explore partnership possibilities surrounding sector partnerships and career pathway efforts.

WAG Structure

WAG Structure – Community Level

Prior to the WWDC's request for collaboration with the WAGs, many of these groups had been operating for many years- for some, even decades.

The WWDC encourages WAGs to populate at the community level as they wish. Membership should be based on the makeup of the community and who the WAG believes is most relevant to be involved in the conversation.

WAGs should consider maintaining a membership of public sector individuals with a focus on workforce, education (**K-12 and Community College** curriculum development) and community college representation; while any private sector representation should encompass individuals who serve a particular industry such as an industry association, or a broad group of businesses such as a Chamber of Commerce or the local Economic Development lead.

WAG Structure -- Regional level: Regional WAG Support Team

The Regional WAG Support Team will be the representation of its region (regions are based on [the community college framework](#)).

The required core membership of the Regional WAG Support Team follows:

- A representative of each community WAG
- Wyoming Department of Workforce Services Workforce Center Manager;
- Wyoming Business Council representative;
- Adult Education Director; and a
- **Wyoming Department of Workforce Services Vocational Rehabilitation Manager.**

The Regional WAG Support Team will provide information and feedback from the community WAGs to the Wyoming Workforce Advisory Group Support Team.

Wyoming Workforce Advisory Group Support Team

The WWDC has put a staff group in place to serve as a resource to WAGs. Individuals making up this team include staff from the Wyoming Department of Workforce Services, the Wyoming Business Council and the Wyoming Community College Commission. The Wyoming WAG Support Team will provide tools and information to support WAG efforts while gathering feedback and information from WAGs for the WWDC to learn from and consider.