

**DRAFT PY2003 ANNUAL PERFORMANCE REPORT SECTION A  
(ACCOMPLISHMENTS)**

**KEY TO ACRONYMS:**

1. DWS = The Wyoming Department of Workforce Services
2. DOE = The Wyoming Department of Employment
3. R&P = Research and Planning
4. MOU = Memorandum of Understanding
5. ABE/GED = Adult Basic Education/General Educational Development
6. WHAM = Wyoming Hospitality Alliance Mentoring Program
7. QCEW = Quarterly Census of Employment and Wages
8. ANSWERES = A National and State Workforce Employment Research System
9. WDTF = Workforce Development Training Fund

**I. Continue to populate the ALMIS Database with State data. The three-part summary of accomplishments is included in A. through C. below.**

- A. The following measurable outcomes have been accomplished: DOE: R&P made the transition from ALMIS 1.1 to ALMIS 2.2. All core tables have been updated including license.dbf and licauth.dbf and have been submitted to the National Crosswalk Service Center.
- B. DOE: R&P transitioned from ALMIS 1.1 to 2.2 during December 2003. DOE: R&P submitted license data to the NCSC in June 2004.
- C. Actual aggregate expenditures were \$38,000.

**II. Produce and disseminate industry and occupational employment projections. The three-part summary of accomplishments is included in A. through C. below.**

- A. Due to interrupted access to One-Stop LMI funds brought about by the creation of DWS (the Wagner-Peyser Annual Funding Agreement is now made with DWS) DOE: R&P is currently behind schedule on the creation and dissemination of industry and occupational projections for the statewide 2003-2005 (short-term) and statewide 2002-2012 (long-term) periods (the PY2003 requirements). Work has been completed on statewide short-term 2003-2005 and long-term NAICS industry projections (see <http://doe.state.wy.us/lmi/out/TOC.htm>). Long- and short-term occupational projections for PY2003 have yet to be completed. These will be produced and disseminated by December 31, 2004. An article on short-term industry projections accuracy was developed and published in May 2004 (see <http://doe.state.wy.us/lmi/0504/toc.htm>)
- B. ETA notified DOE: R&P that DWS is to administer the PY2003 grant. R&P became aware of this in April of 2004 and discontinued work on PY2003 grant projects until an MOU between DOE: R&P and DWS could

be developed. The MOU was signed in June 2004. At this juncture the NAICS historical QCEW data has been created. Further, statewide short- and long-term NAICS industry projections have been completed. We have yet to produce short- and long-term occupational projections. The revised plan is to have long- and short-term occupational projections produced by December 31, 2004.

C. Actual aggregate expenditures were \$38,250.

**III. Provide occupational and career information products for public use. This section has two main activities. The three-part summary of accomplishments is included in numbers 1 through 3 under sections A. and B. below.**

A. Activity 1:

1. The customized staffing pattern matrix continues to be updated on a regular basis. Currently the database is being converted to a NAICS industry format.
2. DOE: R&P is on schedule with the development of the customized staffing pattern matrix. We recently published an article which demonstrates the concepts underlying customized staffing patterns and provides concrete examples of occupational distributions within industries (see <http://doe.state.wy.us/lmi/0304/a3.htm>). We will be providing training on the customized staffing pattern matrix during PY2004 in conjunction with ANSWERS when it becomes available to the general public. We specifically plan to target economic development professionals.
3. Actual aggregate expenditures were \$4,000.

B. Activity 2:

1. DOE: R&P is nearing completion of the community college report. The following briefly summarizes the chapter contents of the report:
  - The Foreword: A summary of who is involved with the project and its current status.
  - The Results in Brief: The highlights of what is contained in the publication.
  - Chapter 1: The economic context in which May 2002 graduates enter Wyoming's labor market (e.g., the unemployment rate, job growth, migration behavior).
  - Chapter 2: Chapter showing the interstate (10 states) wage records activity of community college graduates by age, gender, industry, and state.
  - Chapter 3: Results using exclusively Wyoming-based administrative data sources (e.g., Wage Records, student data). Describes the academic programs that graduates earned degrees in, their industry and occupational distribution in Wyoming, demographic profiles, and turnover behavior.

- Chapter 4: Performance results derived from survey data. Includes hourly wages, benefits offered to employees (graduates), hourly wage rates, employer satisfaction with the graduate, and employer satisfaction with the overall labor supply.
- Chapter 5: Comments from the colleges about the academic and economic niche they fill and the context in which they operate.
- Appendix A: Individual tables/figures for colleges.
- Appendix B: Two tables showing firm-level/graduate interactions.
- Appendix C: Project history, data sources, and data limitations.

The full-report can be viewed on DOE: R&P's website at (URL). In the future, it is the Community College Commission's intention to provide DOE: R&P with both graduate data and enrollment data from the National Student Clearinghouse. This will provide a complete accounting of community college graduates that continue their education at a four-year college or university.

2. DOE: R&P came very close to completing the project according to PY2003 planned milestones. This was the first year that R&P has conducted a graduate cohort study for all seven Wyoming community colleges. Initial differences in the total number of graduates being reported by the colleges to the National Student Clearing House and DOE: R&P caused a slowdown in work until Community College Commission staff rectified the differences. The published version of the study is currently at the printers and should be mailed during September 2004.
3. Actual aggregate expenditures were \$0 (Funded through monies leveraged via a Wyoming Community College Commission contract).

**IV. Provide public electronic access to the ALMIS Employer Database. The three-part summary of accomplishments is included in A. through C. below.**

- A. DOE: R&P continues to update the ALMIS database with employer data provided by InfoUSA on an ongoing basis. We recently entered into an updated contract with InfoUSA.
- B. R&P is on schedule to provide public access to the employer database as part of the ANSWERS system (See also VI (A) & (B) below).
- C. Actual aggregate expenditures were \$5,791.

**V. Provide information and support to State and local Workforce Investment Boards (WIBs) and provide other special demand information products and services. The three-part summary of accomplishments is included in numbers 1 through 3 under sections A. and B. below.**

A. Activity 1:

1. During this program year DOE: R&P completed work on WIA participant outcomes funded under separate ETA grant (see <http://doe.state.wy.us/lmi/0404/a1.htm> a larger report is forthcoming as a Research and Planning Occasional Paper). Outcomes of Wyoming community college graduates (utilizing both administrative and survey data) under contract with the Wyoming Community College Commission will be complete during September 2004. Work on the development of the database is moving forward on the WHAM project. Analysis will commence on this activity during Fall 2004 when a year's worth of wage records subsequent to program completion are available for analysis. DWS: Vocational Rehabilitation contractual Wage Records work has been completed (Spring 2004) and has been delivered to the analyst at Vocational Rehabilitation. The follow-up study of Nurses in Wyoming has been completed and delivered to the Wyoming State Board of Nursing (Spring 2004). We are in the process of establishing a MOU with the Department of Workforce Services for purposes of conducting WDTF participant outcomes. It is likely that these will be completed some time during Fall 2004. DOE: R&P is continuing efforts to establish a MOU with the Wyoming Business Council regarding the investment ready community grants and other related projects. Other projects not listed in the PY2003 grant application that were also completed during the grant year by DOE: R&P: Completed an ad hoc contract for the Casper College ABE/GED program using wage records and community college databases (see <http://doe.state.wy.us/lmi/0304/toc.htm> a larger report is forthcoming as an R&P Occasional Paper). Three articles that examine the concepts of employee turnover have been completed and published during the PY2003 grant cycle (see <http://doe.state.wy.us/lmi/1103/toc.htm>, <http://doe.state.wy.us/lmi/1203/toc.htm>, <http://doe.state.wy.us/lmi/0604/a2.htm>). An article is also forthcoming that examines the migration of community college graduate out of Wyoming and into border and other states. DOE: R&P has also recently updated the profile of employee demographics based upon Wage Record and Department of Transportation Driver's License data (see <http://doe.state.wy.us/lmi/wfdemog/toc3.htm>).
2. Published outcomes on WIA participants were completed according to planned milestones Spring 2004. Community College graduates study has been delayed slightly but will be complete during Summer 2004. We have yet to establish a WDTF MOU and so this work has yet to be completed. There is a good chance that the MOU will be in hand soon and that the work can be completed during Fall 2004, Vocational Rehab was completed and delivered during Spring 2004. The WHAM project is currently under way and should be completed during Fall 2004.
3. Actual aggregate expenditures were \$42,750.

B. Activity 2:

1. A number of outcomes were achieved according to plan. At least one outcome has yet to be accomplished. Work was completed on the UW SPG grant activities during this program year (Fall 2003). DOE: R&P historical benefits data and a customized R&P survey were utilized in this study effort (see full report at <http://wyominguninsured.state.wy.us/UWSPGReport.pdf>). An additional publication is forthcoming by DOE: R&P that focuses on the customized R&P survey of employer opinions regarding health insurance (September *TRENDS*). Testing and reporting on the Benefits Consortium Survey Instrument to the ETA Benefits Consortium was completed during Spring 2004. DOE: R&P has yet to produce the annual benefits publication (forthcoming Fall 2004). This publication should be completed during Fall 2004 (see <http://doe.state.wy.us/lmi/benefits/bentoc.htm> for historical benefits publications). The Wyoming Health Care Commission, as a spin off and follow-up to Department of Health SPG research activities, has recently contracted with R&P to conduct a three pronged examination of the small employer market via an analysis of R&P historical benefits data (part A) and focus group (part B) and mail survey (part C) investigations of employer willingness to participate in individual health care accounts for uninsured employees (report given to the Health Care Commission August 31, 2004 printed publication is forthcoming). Additional accomplishments include providing historical benefits data to Buck Consultants for their Report on the Employee Insurance Participation-Feasibility Study for the Joint Subcommittee on State Employees' Benefits (see <http://legisweb.state.wy.us/2003/interim/lab/Subcommittees/EmpBenefits/WYReptfinal.pdf>).
2. Several planned milestones have been met during the program year. DOE: R&P finished the existing MOU contract with the University of Wyoming for SPG products (Fall 2003). DOE: R&P also completed the testing of the Benefits Consortium instrument (Spring 2004). We have yet to produce the annual benefits publication but will do so during Fall 2004.
3. Actual aggregate expenditures were \$32,750.

**VI. Improve and deploy electronic State workforce information delivery systems. The three-part summary of accomplishments is included in A. through C. below.**

- A. The Wyoming Department of Employment's IT section is currently in the process of bringing Workforce Informer (to be know in Wyoming as A National and State Workforce Employment Research System or ANSWERS) on-line to the general public. DOE: R&P will provide ALMIS database maintenance and manage web-site content, functionality, and display. DOE: IT will provide maintenance and modification to the application and server hardware. As per Part B (IV) (E) of the PY2003

grant application our plan is to accomplish this during the PY2004 program year. The Department of Employment purchased the Informer product from NSR and is hosting the application and associated web servers in-house within the Information Technology Section. Hosting in-house has necessitated significant code and security modifications to NSR's Informer product in order to make it compatible with State Internet software policy and the integration of second-party (Cordia Pop Chart) graphical display software.

- B. DOE: IT and DOE: R&P are on target to bring ANSWERS on-line to the general public during PY2004 as planned.
- C. Actual aggregate expenditures were \$24,000.

**VII. Support State workforce information training activities. The three-part summary of accomplishments is included in A. through C. below.**

- A. Training materials relating to the use of ANSWERS (see VI (A) above) are currently under development by DOE: R&P.
- B. DOE: R&P is on schedule to provide ANSWERS training during PY2004 as per Part B (VII) (A) of the PY2003 grant application.
- C. Actual aggregate expenditures were \$0

Costs:

Item	Cost
I.	\$38,000
II.	\$38,250
III.A.	\$4,000
III.B.	\$0
IV.	\$5,791
V. A.	\$42,750
V. B.	\$32,750
VI.	\$24,000
VII.	\$0
Total	185,541

**APPENDIX**  
**Referencing Additional Occupational Analysis Projects**

1. Wyoming (OES) Wage Posters. A wage handout of each individual occupational group is available at <http://doe.state.wy.us/lmi/posters.htm>. Posters were sent to 230 middle and high schools. Done during PY2003.
2. Career Explorer Publication (see <http://doe.state.wy.us/lmi/0200exp/toc.htm>). Done during PY2003.
3. Outcomes evaluation on high school and community college graduates in the Wyoming Hospitality Alliance Mentoring (WHAM) program. In progress.
4. Beginning planning of research in conjunction with the Wyoming Healthcare Commission (see <http://www.wyominghealthcarecommission.org>). Studies to include the examination of supply and demand for occupations in healthcare industries. In progress.
5. Examination of licensed occupations in addition to the several nursing studies R&P has conducted (e.g., teachers). Done during PY2003.
6. Exploring growing and declining industries and their occupational staffing patterns. Yet to be started.
7. Negotiating with DWS to add ES applicant information and job openings (e.g., available occupations) information into Workforce Informer. MOU in place and project in process PY2003.

## **DRAFT PY2003 ANNUAL PERFORMANCE REPORT SECTION B (CUSTOMER SATISFACTION ASSESSMENT)**

It is impossible, at this time, to separate feedback from businesses, individuals, and the workforce development community. We are frequently contacted by individuals but these individuals are often representatives of either businesses or some segment of the workforce development community. Individual job-seekers are an untapped source of feedback. These individuals could at some point be specifically served to determine their satisfaction with Labor Market Information. An MOU has been established with DWS for purposes of populating the ALMIS database with Wagner-Peyser or Employment Services job-seeker data. Depending upon whether access to this proprietary job-seeker data could be ascertained from DWS, job-seekers could be surveyed to determine their satisfaction with Labor Market Information presented to them as part of their experience with One-Stop staff. Given the above, it is likely that the following customer satisfaction data primarily limited to those representing businesses, the workforce development community, and other public entities.

### 1. Analysis of Solicited and Unsolicited Qualitative Feedback:

For positive feedback comments see the attached Qualitative Feedback Matrix. As can be seen in the matrix, governmental and economic development entities are largely pleased with the product that we produce. Many comments come in reference to specialized projects. As such, it would appear that we are being very responsive to these two segments of the customer base. We have little feedback from private industry or individual job-seekers and may need to tap into these in the future to determine product usage and satisfaction with LMI products produced in Wyoming.

Negative feedback primarily centers on our Wyoming Labor Force Trends Publication. Both the Director of the Department of Employment and the Director of the Department of Workforce Services have complained that Trends is too complex. We have taken several steps to rectify this problem. First, we now include an outside reviewer to comment on the first draft of all Trends articles. Second, we have created a new Occasional Paper Publication to highlight more complex and technical articles. Third, we are taking steps to simplify the presentation of data in Trends (e.g., shorter articles with less methodological detail, typically only one article per issue).

### 2. Analysis of WebTrends hits on our Internet Site:

According to our WebTrends report, during the period of 9/5/2003 to 7/2/2004 (most current relevant data), R&P had 123,894 visits to our website (<http://doe.state.wy.us/lmi/>) from 75,989 unique visitors.

### 3. Solicitations by Outside Entities for Customized Research:



DOE: R&P believes that one of the best indicators of satisfaction with R&P LMI products is the number of outside entities that solicit R&P for research (paid research indicated below).

The following are a listing of paid contracts that R&P was involved in during PY2003 and includes links to published reports where possible. The list goes on to indicate additional contracts that have yet to be completed or are in the negotiations phase.

- A. Contract with the University of Wyoming (specifically the Center for Rural Health Research and Education, University of Wyoming) to provide benefits data for the Wyoming State Planning Grant Research Report to the SPG Task Force (see <http://wyominguninsured.state.wy.us/UWSPGReport.pdf>) This contract was completed Fall 2003 (paid customized research).
- B. Contract with the Campbell County Economic Development Corporation to provide worker commuting data between Campbell County Wyoming and other Wyoming counties. This contract was completed Fall 2003 (paid customized research).
- C. Benefits data provided to Buck Consultants relative to a contract with the Legislative Joint Subcommittee on State Employees' Benefits (see <http://legisweb.state.wy.us/2003/interim/lab/Subcommittees/EmpBenefits/WYReptfinal.pdf>. Provision of data was completed Fall 2003.
- D. Customized research examining access to employee benefits in Wyoming for the Wyoming Chamber of Commerce Executives (WCCE). Presentation made at the Business Day at the Legislature conference Spring 2004.
- E. Customized research on the labor supply of nurses in Wyoming prepared and presented to the Wyoming State Board of Nursing. Data subsequently presented to at the Wyoming Nursing Summit June 17th & 18th, 2004 University of Wyoming. This contract was completed Winter 2004 (paid customized research).
- F. Contract with the Wyoming Community College Commission to provide labor market outcomes and employer satisfaction measures for May 2002 community college graduates from all seven of Wyoming's community colleges. Research in progress. Contract scheduled for completion during September 2004 (paid customized research).
- G. Contract with DWS: Vocational Rehabilitation to conduct wage records based outcomes work has been completed (Spring 2004) and has been delivered to the analyst at Vocational Rehabilitation (paid customized research).
- H. Contract with the Wyoming State Board of Nursing to conduct a follow-up study of nurses in Wyoming has been completed and delivered to the Wyoming State Board of Nursing (Spring 2003) (paid customized research).
- I. Contract with the Wyoming Health Care Commission to provide a three pronged examination of the small employer market via an analysis of R&P historical benefits data (part A) and focus group (part B) and mail survey

(part C) investigations of employer willingness to participate in individual health care accounts for uninsured employees (report forthcoming during Fall 2004) (paid customized research).

### Qualitative Feedback Matrix

**By: Mark A. Harris, Sociologist, Ph.d.**

Audience	Specific Comment*	Comment Provided by	LMI Product	Date
DWS Staff relative to the Workforce Development Training Fund Applications (workforce development)	Thank you very much ... This will help us a lot. Thanks for your help.	Glenna Campagnaro DWS staff member	short-term occupational projections 2000-2004	8/26/03
State WIB relative to baby boomer driven labor shortages, and the situation with manufacturing employment (workforce development).	I really appreciate your assistance. I know it will be of great assistance to those that want the information. Thanks for all of the hard work. Thanks also for the information you gave at the Workforce Council. The data was very clear and helped them define what they need to do.	Cynthia Pomeroy WIB member and Director of DOE. Comments also from Tucker Fagan WIB member and Chief Executive Officer of the Wyoming Business Council (the State economic development entity).	Customized LMI presentation prepared for and presented to the WIB	8/25/03, 9/5/03, and 11/4/03
State WIB relative to industry projections (workforce development)	I...want to pass on to you all the wonderful comments about your presentation at the meeting. Everyone thought it was very good and your presentation was done in such a manner that everyone could understand it.	Cynthia Pomeroy WIB member and Director of DOE	Outlook 2010 presentation	8/25/03
State Youth Council (sub-entity of the WIB) Information requested by the Ron Fabrizius, Chair	Good work as always.	Cynthia Pomeroy WIB member Director of DOE	Customized LMI prepared and presented to the Youth Council and the WIB	9/23/03

relative to manufacturing in comparison to other states				
Buck Consultants contracted by the State Legislature (Joint Subcommittee on State Employees Benefits) to provide data on benefits for state employees (private consulting firm).	Thank you for your very prompt response. Thanks for the data. Thanks in advance for helping on these. Thanks again for all of your assistance. We're glad you found the questions helpful for future benefit survey preparation, especially given the tremendous assistance you all have provided to us!	Lisa Ramirez and Christopher Hulla of Buck Consultants	Customized data tables derived from Wyomings Benefits Survey	9/9/03 9/19/03, and 9/22/03
The Bureau of Labor Statistics (Federal Governmental Entity)	Let Tony (Glover) know that I was extremely impressed with his work. I think I'll also send this to our other LMI directors. Having read this analysis I think it is an excellent candidate for a potential Monthly Labor Review article. It is both conceptually informative and highly interesting. It also provides an excellent framework to the reader in envisioning the potential for utilizing wage record information.	John Gordon – BLS (Assistant Commissioner of the Dallas/KC Regional Offices) making comment to Rick Clayton - BLS	Customized research on nursing supply issues. BLS has been utilizing Tony Glover's methodological development on turnover to construct a national exportable system so that all states can calculate turnover from wage records	10/7/03
Campbell County Economic Development Corporation (local economic	I was very excited to see the depth of information that Tony (Glover) and Mark (Harris) proposed to me.	Susan Bigelow, Executive Director	Customized research examining Cambell County workers commuting into and out of Cambell County	9/24/03

development entity)				
Wyoming Community College Commission (State governmental entity, workforce development)	You are so helpful! I really appreciate it.	Andrea Bryant, Policy Analyst	Electronic Tables from the Study of Employment Outcomes of 2001 Graduates from Wyoming Community Colleges report. Data used in (see <a href="http://commission.wcc.edu/reports/CI%202003%20Report%20FINAL.pdf">http://commission.wcc.edu/reports/CI%202003%20Report%20FINAL.pdf</a> )	11/5/03
Cheyenne Chamber of Commerce (economic development entity)	Thank's for answering Larry's e-mail. Excellent customer service.	Cinthia Pomeroy, WIB member and Director of DOE	Instruction on the creation and interpretation of projected increase in worker turnover in Wyoming (see <a href="http://doe.state.wy.us/lmi/0703/a1.htm">http://doe.state.wy.us/lmi/0703/a1.htm</a> ).	10/1/03
Wyoming Department of Education (workforce development entity)	First let me say that you put out a great document on labor trends in Wyoming. When I was the superintendent of schools in Lander, I read and used the information quite often to drive home supporting points for our educational programs.	Tom Martin, Wyoming Career-Vocational Program Consultant	Wyoming Labor Force Trends	11/12/03
Conwave (private firm)	Thank you very much for your quick reply and guidance	Ed Marshall Hepner, Agent On Behalf of Conwave	Prevailing Wage Information for an Electronics Drafter	11/26/03
Wyoming Chamber of Commerce Executives (State level chamber organization). Business Day at the Legislature (business leaders from around the State).	Thank you so much for your participation in the Healthcare Panel ... I have received many favorable comments—you helped to make it a very successful event. The Wyoming Chamber of Commerce Executives would like to thank you for sharing your expertise ... we look forward to working with you again in the future. Mark did a fine job at the Chamber Business Day at the Legislature.	Chris Holden, Director of the Casper Chamber of Commerce, Candy ? WCCE, and Cinthia Pomeroy WIB member and DOE Director	Customized research examining access to employee benefits in Wyoming	12/29/03 2/25/04

Wyoming Health Care Commission (State Commission)	Deb Flemming, Director of Health was also impressed with the job you did at the Healthcare Commission and may want to have discussions at a later date about doing some collaborative [research] with her ...department.	Deb Flemming, Director of the Department of Health via Cinthia Pomeroy WIB member and DOE Director	Presentation to the Health Care Commission on capacities of Research and Plannig. Presentation subsequently led to a \$50,000 contract with the HCC	2/26/24
Wyoming Health Care Commission (State Commission)	Healthcare Commissioner George Bryce is very impressed with your writing in Trends. He would like to meet with you at some point.	Emily Quartermine Genoff Staff for the Wyoming Health Care Commission	Wyoming Labor Force Trends	1/28/04
Wyoming State Board of Nursing	You know we think you guys are awesome!	Cheryl Koski, Executive Director of the Wyoming State Board of Nursing	Customized research on the labor supply of nurses prepared and presented to the Wyoming State Board of Nursing	1/30/04
Wyoming Community College Commision (State governmental entity, workforce development)	Thank you for sending this to all of us! Your summary is very good and we really appreciate the update.	Andrea Bryant, Policy Analyst	Labor market outcomes and employer satifaction measures for May 2002 community college graduates of all seven of Wyoming's community colleges.	2/4/04
Department of Labor (Federal entity)	Thank you SO much! You're wonderful!	Jane Sutherland Department of Labor	Provision of turnover data for states participating in the Market Dynamics from Administrative Records (see <a href="http://doe.state.wy.us/lmi/w_r_research/MarketDynamics1202.pdf">http://doe.state.wy.us/lmi/w_r_research/MarketDynamics1202.pdf</a> )	2/13/04
McKee, Marburger, & Fagnant, PC (private firm)	Thanks for your help.	Sarah Sweeney, CPA	Provided occupational wage information.	3/4/04
Expeditors.com (private firm)	I was reading your article on turnover and found it quite interesting.	Sam Bokor	Provised diredtion and methodology on calculating annualized turnover.	3/23/04

Casper College ABE/GED staff (workforce development)	It was an absolute pleasure working with you on our data matching project. We hope we'll have another opportunity to work with you again.	Lisa Mixer Co-Director, Bev Potter Co-Director, and Rick Burgin Occupational & Adult Education Specialist	Customized labor market outcomes research for ABE/GED participants (see <a href="http://doe.state.wy.us/lmi/0304/a1.htm">http://doe.state.wy.us/lmi/0304/a1.htm</a> )	Winter, 2003
New Mexico Department of Labor Economic Reseach and Analysis (State LMI counterparts)	Actually, that was exactly what I was looking for. Thanks for the help	Michelle Doran	Assistance in developing methodology to calculate UI taxable wages from wage records	4/13/04
Student at Laramie County Community College	Thanks so much for getting back to me. It was a nice surprise to get such a quick response. I really appreciate the information you sent and just wanted to say thank you.	Jodi ?	Assisted with questions relative to Unemployment Insurance Claimants	4/14/04
Casper College (workforce development)	... thank you very much. I am sure this information will help us in our decision making process.	LeRoy Strausner, President	Labor market outcomes and employer satifaction measures for May 2002 community college graduates of all seven of Wyoming's community colleges.	4/285/04
Wheatland Area Development Corporation (economic development)	...thanks so much for the County Facts Sheets. They are very informative and nice to look at! Nice way to provide information at a glance.	Linda Fabian, Executive Director	County Facts Sheets (see <a href="http://doe.state.wy.us/lmi/CountyFactSheets/TOC_CtyFactSheets.htm">http://doe.state.wy.us/lmi/CountyFactSheets/TOC_CtyFactSheets.htm</a> )	5/04/04
Uinta County Economic Development (economic development)	Thank you. I didn't mean to cause so much work, especially with the amounts of information you produced for each county. I really appreciate your efforts in correcting the Fact Sheet	Joe Locurto, Director	County Facts Sheets (see <a href="http://doe.state.wy.us/lmi/CountyFactSheets/TOC_CtyFactSheets.htm">http://doe.state.wy.us/lmi/CountyFactSheets/TOC_CtyFactSheets.htm</a> ). Joe found a significant error in the Uinta County fact sheet.	5/04/04
Wyoming Lodging	You were great! I haven't compiled	Monica Miller, Executive	Customized presenation to facilitate co-	5/7/04

and Restaurant Association (WLRA), Wyoming Hospitality Aliance Mentoring program (WHAM) (workforce development)	the evaluations yet but it looks like on a scale of 1 (poor) to 5 (great) you got all 5's... I'll let you know the specifics when I've got them	Director of WLRA Education Foundation	operation in a program evaluation.	
Department of Labor, Employment and Training Administration (Federal granting entity)	In our opinion the review was a success as reflected by the enclosed report prepared by Mr. David Lipnicky of my staff	Mary Lou Loftgren, Division Chief, Workforce Investment	One-Stop LMI grant activities	5/6/04
Department of Workforce Services (DWS) (workforce development)	Just a quick note to let you all know how much we appreciated receiveing your county fact sheets. They are beautifully done and have a lot of useful information in them.	Barbara Hall, Employment Services Manager	County Facts Sheets	5/10/04
Laramie County Community College (workforce development)	Sara, you are a wonder! This looks great, I think I will be able to finish my reporting from this with no trouble	Ann Murray, Manager, Assessment and Improvement.	Customized research from the Community College Survey	5/26/04
Memorial Hospital of Sheridan County (publically owned hospital)	Thank you for your assistance over the phone. After our co	Ken Custis	Turnover tables for Wyoming	6/8/04
Department of Workforce Services (DWS) (workforce development)	Marnagers are using this to compare wages in their industry to understand under paid wages to employees or if they are in competition. Others are using it to convince their coporate	Tammy Maxtead	OES wage publication	6/30/04



	offices/district managers in other regions of Wyoming or States of the dynamics of the area in getting raises. Com applicants have been using them to negotiate raises. Creative. Most like the paper form because they can look at their leisure an come back to it any time and they like the tangible items.			
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\* Feedback comes in the form of e-mails and hand written comments. All comments are catalogued and documented in hardcopy format. Due to time limitation, comments have frequently been shortened.