

October 1, 2006

Program Year 2005



Workforce Investment Act Title IB Activities in Wyoming-- Program Year 2005

Vision

The vision of the Department of Workforce Services is to link human and economic development for Wyoming's future.

The Department of Workforce Services was created with the purpose of organizing, coordinating and streamlining various state and federal employment and training services in Wyoming. Since its inception in July 2002, the Department of Workforce Services has consolidated and aligned numerous state and federal programs to devise a more streamlined approach to service delivery.

The Department of Workforce Services is working toward its goal of implementing a high growth and demand driven approach with the many program services for which it has administrative responsibility. This concept of common purpose and goals for varied programs has a significant impact on Wyoming's businesses, citizens and economy.

Wyoming realizes no organization can function without a firm grasp on the environment in which it operates; nor can an organization survive without the ability to foresee changes in the environment that will affect the organization and the services it provides. With an emphasis on data and information driven decision-making, the Department of Workforce Services strives to maximize its current resources and continues to identify ways to respond to new challenges and possibilities in its environment.

The Department's positive relationships with employers, community and job seekers are considered its most valuable resources. A three-year business plan was developed to maximize these resources. This three-year plan assists the Department with its transformation into a demand-driven organization; learning what businesses need and meeting those needs. This transformation has required new organizational structure, and the revision of the organization's mission and vision statements, goals and strategies.



SPIRIT OF WYOMING--This bronze cast of a cowboy on a rodeo horse sits behind the State Capitol Building.

STATE OF WYOMING

Department of Workforce Services Workforce Investment Act, Title IB Annual Report

Mission

The Department of Workforce Services will build a workforce to meet the changing demands of Wyoming's businesses, citizens and economy.

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A Message from the Director—Kathy Emmons



Welcome to the Program Year 2005 WIA Annual Report. Wyoming's WIA Title 1B programs have had an exciting year!

Our Employment Services Division administers the WIA Title 1B programs. One of the Division's successes this past year has been the identification of new strategies in their approach to business services.

As a result, the Division has adopted the Business Service Delivery Model which will revolutionize the Department's business interaction.

In addition to the implementation of the Business Service Delivery Model, the Employment Services Division will watch as their new management information system, Wyoming at Work, goes live on November 13th. This two-year effort will allow data collection and case management to be better streamlined for our clients.

While we are celebrating these successes, we are keeping our pulse on the state's challenges. Wyoming is in the midst of an economic boom. The state simply has more jobs than it has people to fill those vacancies. Our Department works diligently to move the small number of workers Wyoming has into better jobs as well as to locate workers from outside of our borders to fill the tremendous demand that our state faces.

On the following page, you'll see information that relates to Wyoming worker demand. Following that, you'll find discussions on the WIA Title 1B program year results, success stories as well as year-end data.

As we reported last year, the Department of Workforce Services is in its second year of the three-year business plan. This business plan called for the creation of a new organizational structure that reduced overhead and allowed for a more efficient service delivery model between the three divisions: Employment Services, Business Training and Outreach and Vocational Rehabilitation.

The following three goals have emerged as the Department's priorities through 2007:

Become an agency that has aligned existing services in an innovative manner to impact Wyoming businesses.

- Develop a service delivery model that integrates all divisions, facilities, outreach offices, communications, training and cross-education.
- Create a communication system and brand identity

that unifies the agency internally and externally.

- Adopt an agency-wide customer service philosophy, culture and training program.
- Reinvent our programs and program policy to serve the agency mission and vision. Increase emphasis on business services and economic development.

Utilize data to support a demand driven organization.

- Create an Information Technology (IT) infrastructure that supports the agency's mission.
- Develop strategies to target resources toward Wyoming's needs (current and projected).
- Create program management systems that support a high level of program and business intelligence.

Adopt an "Employer of Choice" philosophy.

- Commit to a team-based management philosophy.
- Establish and implement an organizational structure that allows for a successful service delivery model.
- Provide role clarification for divisions and individuals throughout the agency.
- Commit to common training across the agency (project management, leadership, customer service), as well as division/program-specific technical training.
- Develop Department-specific personnel policies and job descriptions that serve the mission and clearly communicate roles and responsibilities.
- Create a training and hiring system that builds a philosophy of innovation, leadership, commitment, passion and teamwork.

The Department relies on its partners to help accomplish these business goals. Our strategic partners include:

- *The Governor's Office*--Governor Dave Freudenthal has a clear vision for Wyoming's statewide workforce investment system. His vision is to grow, strengthen and diversify Wyoming's economy and industry base.

- *The Wyoming Business Council*--The Wyoming Business Council takes the lead in defining the direction that partner agencies, in Wyoming, will take to create and maintain a diversified and growing economy. The Business Council has the majority of state and federal programs focused on economic development.

- *The Wyoming Workforce Development Council*--Wyoming looks to the Workforce Development Council as a single point of origin for workforce policy, coordination and leveraging of resources and skills. The WWDC mission is to bring business, labor, and the public sector together to shape strategies to best meet workforce and employer needs, in order to create and sustain a higher-skill, high-wage economy.

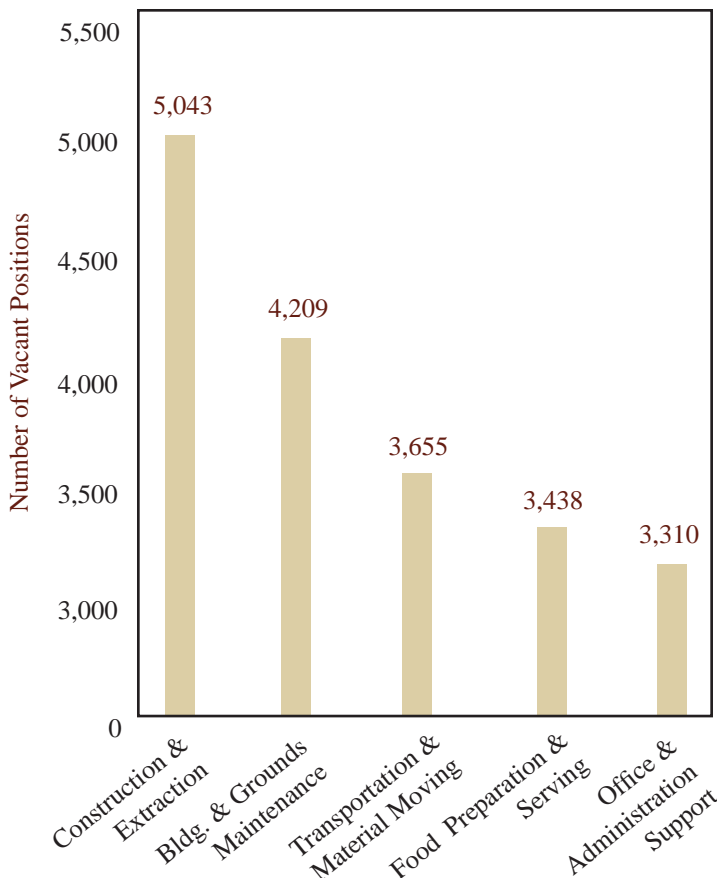
A Skilled and Productive Workforce for Wyoming's Businesses

Out of 22 occupational families, eight had vacancies of over 1,000 workers as listed by the Department of Workforce Services. Of the state's total employers, 29 percent are listing vacancies with the Department. From July 2004 to June 2005, the average salaries for the top five occupational families in highest demand are:

- Construction & Extraction: \$35,702
- Building & Grounds Cleaning & Maintenance: \$19,785
- Transportation & Material Moving: \$31,914
- Food Preparation & Serving: \$15,563
- Office & Administration Support: \$24,666

When comparing average salaries to the Wyoming Self-Sufficiency Standard released by the Governor's Office, the Construction & Extraction annual salary as well as the Transportation & Material Moving average annual salary are above the minimum amount needed for a single parent with and infant and a preschooler to survive in all counties except Teton County.

High Demand Occupations as Posted in the Department's Workforce Centers ²



Footnotes:

¹ Wyoming Self-Sufficiency Standard 2005

² Wyoming Department of Workforce Services

Two of the state's highest demand occupations (Construction & Extraction and Transportation & Material Moving) yield a self-sufficient wage for a single parent with an infant and a preschooler.¹

The Department's Workforce Centers post between 300 and 600 job vacancies at any given time in any given region.²

Wyoming has several programs to encourage the workers to move into these industries.

Occupational families with the fewest vacancies include:

- Legal
- Computers & Mathematics
- Life, Physical & Social Services

Over the next decade, identified skills gaps include, but are not limited to:

- Construction and Extraction related skills
- Healthcare Skills
- Truck Driver and Equipment Operator Skills
- Technology Skills
- Retail and Hospitality Skills
- Teachers
- Office and Management Skills
- Universally soft employability skills across all industries

Wyoming is a good place to live and work and is also one destined to be strong economically. However, with this economic strength come issues in labor shortages and rapid wage pressures.

Wyoming's labor market alone will not likely be sufficient to meet this economic expansion because of its low internal population growth and outward migration of skilled labor.

The Department of Workforce Services has accepted the challenge of overcoming the issues of labor shortages and rapid wage pressures.

Through its partnerships with the state's education system and other entities, the Department is working to assure that education and training match demand.

The Department is also using innovative ways to increase the state's labor force.

The Department of Workforce Services anticipates that focused training to emerging and re-emerging workforce populations, coupled with inward-migration, will be able to alleviate existing and future labor shortfalls that may develop.

Program Results

Implementation of Common Measures and A New Data System

Program Year 2005 marked the first year that common performance measures were used by various federal departments and the state and local organizations, including the Department of Workforce Services, which administer the programs of those departments.

The implementation of common performance measures is a continuation of the current administration's budget and performance initiative to improve program effectiveness.

Programs affected by the initiative are programs for veterans and workforce systems under the Department of Labor, and selected programs administered respectively under the Departments of Veterans Affairs, Education, Health and Human Services, Interior, and Housing and Urban Development.

According to the Training and Employment Guidance Letter 28-04, United States Department of Labor, Employment and Training Administration, dated April 15, 2005, "The value of implementing common measures is the ability to describe in a similar manner the core purposes of the workforce system – the number of people who found jobs; whether they stayed employed; and whether their earnings increase."

The Letter added, "Adoption of this system is geared to enable states and grantees to move away from the multiple sets of performance measures, and varying definitions and methodologies that have burdened them in recent years. Common performance measures can facilitate the integration of service delivery, reduce barriers to cooperation among programs, and enhance the ability to assess the effectiveness and impact of the workforce investment system."

The Letter also states, "The workforce system is also being transformed to a demand-driven system with strategic investments in workforce solutions that result in more individuals being trained for high-skill jobs in high-growth, high-demand industries."

With the implementation of common performance measures in PY 2005, the definitions of program participant and program exit have changed.

A program participant is defined as an individual who is determined eligible to participate in the program and receives a service funded by the program in either a physical location (One-Stop Career Center – Wyoming Workforce Center – or affiliate site) or remotely through electronic technologies.

If the participant receives services from multiple programs, then Wyoming uses the earliest date of service as the beginning of participation. Participation and exit dates are key in the calculation of performance.

The advent of common reporting measures, as well as the aging functionality of Wyoming's computer system, contributed to the Department's decision to adopt a new data collection and reporting system for WIA and other programs.

The new system, Wyoming at Work, which is designed jointly by the Department and the host company, Geographic Solutions, Inc. of Palm Harbor, Florida, will officially make its

debut in PY 2006.

However, the Department was able to convert its PY 2005 WIA data to the new system in time to produce this annual report and the related quarterly performance reports.

Wyoming at Work has excellent editing capabilities and contains the ability to generate common performance measure data, as well as a host of other types of reports that focus on case management.

The Department's administrators and staff look forward to using Wyoming at Work to accomplish the Department's mission: building a workforce that will meet the changing demands of Wyoming's businesses, citizens, and economy.

Program Results

The change in the participant definition does not appear to have affected participant totals significantly for PY 2005, compared to PY 2004. The reduced level of participation may have been affected more by Wyoming's robust economy.

Over time, the Department anticipates that participant counts will increase significantly due to the definition change. On the other hand, the change in the exit definition may have contributed somewhat to the 16.8 percent decrease in ex-its during the year because of the reliance on soft exits as the only method for ending a person's participation in WIA.

With regard to the actual performance indicators, the results of three common performance measures are given in this report for adult participants (including dislocated workers) and the results of two measures are being reported for youth participants.

These results are:

Adults

- Entered Employment
- Employment Retention
- Average Earnings

Youth

- Placement in Employment or Education
- Attainment of a Degree or Certificate

A third common youth measure, Literacy and Numeracy Gains – which measures youth progress in educational functioning levels – will be reportable in Wyoming beginning in PY 2006.

Also, the report provides data for the traditional WIA performance categories of adults, dislocated workers, older youth and younger youth, as well as other core indicators reported for previous years, as amended. The retention of these categories makes it possible to make some comparisons between PY 2005 and PY 2004 results.

When compared with PY 2004 results, the PY 2005 results exhibit some decreases in performance. To some extent, these may be attributed to the enhanced capability of the U.S. Department of Labor's Data Reporting and Validation System (DRVS) edits, which caused some records to be rejected as a result of bad data.

Program Results

Other factors include changes in the formulas for calculating respective performance measures, staffing changes in a key position, and possibly, some data conversion problems which still need to be addressed.

In PY 2005, the Department experienced considerable difficulty retaining staff in the position of customer satisfaction specialist, which is responsible for administering the WIA surveys to participants and employers.

While this does not totally explain performance reductions in the 20 percent range (see Table A), it does indicate the reason for the low number of completed surveys.

The Department will examine the survey results further to identify possible patterns in the responses, which may be used to improve performance in this area.

Significant performance reductions were identified in the rates for Older Youth Credentials (Table H.2) and Younger Youth Diploma and Equivalent (Table K). It is known these problems stem – in part – from the rejection of data by the DRVS edits, upon the recent conversion of the Department's data to the new system.

The Department plans to continue analyzing these rejected records, as well as looking further at the conversion process and case management practices, to determine possible remedies for increasing performance in these areas.

Other performance reporting problems have been noted in the areas of Placement in Non-traditional Employment and Entry Into Training-Related Unsubsidized Employment. (Table L).

These also will be analyzed to determine possible corrective action.

Cost Analysis

A total of 1,304 individuals were served with WIA Title IB funds in PY 2005. This is a 12 percent decrease compared to PY 2004.

However, an average of \$1,011 more was spent in PY 2005 on each Adult Title 1B participant, compared to PY 2004; \$2,138 more was spent in PY 2005 to serve each Dislocated Worker Title 1B participant, compared to PY 2004; and \$600 more was spent in PY 2005 to serve each Youth Title 1B participant, compared to PY 2004.

The Department is cognizant of the U.S. Department of Labor's directive for state workforce organizations to expend all monies they receive in an effort to provide quality service to their customers.

In this context, and with an increased emphasis on serving its business customers as well as program participants, the Department sought, and has received, co-funding from the State of Wyoming to better enable it to carry out its mission.

It is also noted that substantially increased demand for labor has increased focus on individuals who have more barriers to achieving successful career goals.

As well, education and training costs continue to rise at the provider level.

Workforce Challenges

- By 2030, Wyoming will have more people aged 65 years and older than people under 18 years old.¹
- Total employment by industry witnesses a 1.2 percent increase from 2002 to 2003.²
- Wyoming's August 2006 unemployment rate sat at 2.6 percent. The unemployment rate in three of Wyoming's counties in August 2006 sat below 2 percent.¹
- During any given month in 2004, there was an average 11,038 people in Wyoming that were unemployed.²
- In 2005, the Department of Workforce Services had 30,732 industry vacancies listed.³
- Construction and Extraction Occupations are expected to have the most new positions in 2012. Most of these new positions will require a high school diploma.¹
- The 2010 U.S. Census projection estimates Wyoming's population to increase by 13,357 people.⁴
- The average annual industry wage for all industries statewide is \$32,032.²
- Persons age 55 and over accounted for 15.1 percent of the total labor force in 2003. Projections suggest this age group will account for 19.2 percent of the labor force in 2015.³

Footnotes:

¹ U.S. Census Bureau

² Wyoming Department of Employment, Research and Planning

³ Wyoming Department of Workforce Services

⁴ U.S. Census Bureau, 2010 Population Projections

A WIA Success Story of an Adult...

Rufus Henson, a veteran, became unemployed at the end of the summer season 2005. He had been seasonally working for the City of Rawlins as a laborer. Prior to that he had worked in the Alaskan fishing industry as a deck boss and a skipper, from 1991 to 2005, but lost his occupation due to a downturn in that industry.

Rufus was interested in obtaining a Type-A Commercial Drivers License (CDL) and using it to find local, long term work with benefits.

This was a good choice, as there is high demand for oil-field truck drivers in Southern Wyoming. His career advisor, Leigh Nation, had recently been in touch with, and had written truck-driver job orders for J. H. Kaspar Oil, Inc., a local fuel provider company. She had also talked with company officials about the Workforce Investment Act.

Leigh suggested that Rufus apply there to obtain pre-approval status for employment, after he attended Sage Technical Services. He did apply, interview and did receive

the pre-approval status from J.H. Kaspar Oil, Inc.

Also, Rufus was accepted at Sage Technical Services, where he successfully completed the CDL training.

With Leigh's help, Rufus started his extended truck driver training with J.H. Kaspar Oil, Inc., through a WIA On-The-Job Training agreement, in March 2006. The result was a success story for both the employer and the WIA participant.

Rufus successfully completed the training and has received two raises. Company officials at J. H. Kaspar, Inc. appreciate Rufus' work and success with their customers.



A WIA Success Story of an Older Youth...

In June of 2005, Aynna Boyle was an 18-year-old recent graduate from high school, with a one-year-old daughter, few job skills and limited work experience. In order to make ends meet, she accepted food stamps as well as assistance to cover her housing and medical needs.

Aynna was interested in becoming a case worker for the Wyoming Department of Family Services, but couldn't afford to go to school at that time.

She was referred to the local workforce center by a counselor at the high school. Her career advisor at the workforce center, Laura Burnett, was able to help.

Laura coordinated with the Department of Family Services to create a WIA work experience opportunity for Aynna as a receptionist at the Department so she could get the feel of the environment and see if it was truly an atmosphere in which she wanted to work. Also, WIA funding was used to provide suitable work attire for Aynna, and to cover some of her family needs.

Aynna worked 400 hours, making \$7.09 per hour, to complete her work experience. She did such a great job that the Department hired her immediately thereafter, at



YOU'RE HIRED--Aynna Boyle is hired as an administrative specialist after successfully completing her WIA work experience opportunity.

\$7.50 per hour with benefits. Since then, Aynna has been promoted to the position of administrative specialist, received two pay raises and is gaining more independence. She was able to purchase a home and no longer relies on public assistance, except for child care assistance. In addition, she is well on her way in pursuing the career she desires.

A WIA Success Story of a Dislocated Worker...

Rebecca Stansell was fortunate to have survived Hurricane Katrina. She and her husband, Greg, fled to Wyoming due to the State's low unemployment rate and clean environment.

They lost everything in the storm except for the car they road out on. To make matters worse, her sister passed away two days after Katrina hit. When they reached Casper, the hotel they were staying at got them in touch with the Highland Park Church.

Highland Park Church was kind enough to pay for lodging until Rebecca and her husband found employment. The Church referred Rebecca and her husband to the Casper Workforce Center to assist them in finding employment.

After meeting with Rebecca, assessing her situation and skills, the case manager called a local company, Defense Technology, explaining Rebecca's situation to them and her skills in manufacturing. Rebecca interviewed the following day and was offered a job as a production assembly worker.

However, employment did not help their homeless situation and the loss of their belongings. The Casper Workforce Center teamed up with one of their local partners, Interfaith, to assist with support services which would enable Rebecca and her husband to get back on their feet quickly. Interfaith paid Rebecca's deposit while WIA assisted with her first two months of rent.

Rebecca and her husband were able to work, and instead of focusing their efforts on rent, they were able

to purchase items necessary for daily living.

Today, she is still employed with the same company and their homestead is more accommodating.

"If it was not for Theresa at the Casper Workforce Center," Rebecca said.

"I would not know where I would be today," she said.

She wishes to thank everyone who made their life easier.

After being through the worst time of her life, she never knew life could still be so good.



KATRINA SURVIVOR--Rebecca Stansell relocated to Wyoming after Hurricane Katrina ripped through her home.

A WIA Success Story of a Youth...

In partnership with a local high school, the Cody Workforce Center qualified Bill, a 16-year-old student who was legally blind, for a work experience in the WIA program.

Due to his disability Bill (pseudonym) was given the TABE test, at the school, after it was transcribed into Braille. The Workforce Center was then able to determine a grade level for him.

Prior to qualifying for WIA, Bill was working at a local pizza restaurant for school credit. He did receive assistance from a job coach. However, Bill's employer felt he was able to work on his own, without the job coach's assistance, and should be given the chance to earn a wage and learn how to handle employment earnings.

The school, Bill's parents and the employer felt this was an important step in order to prepare Bill for independent living as an adult.

Bill's supervisor at the restaurant was an exceptional role model and mentor. She was convinced that, with some assistance, Bill could learn skills that would allow

him to be more than a 'bus boy'.

After visiting with his mother, his career advisor arranged for the WIA program to purchase a "talking" kitchen scale and a unit money identifier that Bill could use to measure ingredients for making the pizzas, and to receive payment from customers.

Also, to help Bill gain leadership skills, the case manager arranged for him to meet with local bank officer to help him learn budgeting skills.

With the help of his supervisor and the WIA program, Bill continued making pizzas until he graduated from high school.

At that time his program was transferred to the Division of Vocational Rehabilitation within the Department of Workforce Services and that division has continued helping him prepare for independent living.

In September 2006, Bill enrolled at a local college where he is making even more progress toward reaching his goal of independence.

PY 2005 WIA Financial Statement

Period:

Youth 4/1/2005 - 3/31/2006

Adult and Dislocated Worker: 7/1/2005 - 6/30/2006

Fund Source	Funds Available	Expenditures	Expended Percentage	Unliquidated Obligations	Total Obligations*	Obligation Percentage
Local Adults	\$2,886,874	\$2,634,793	91.27%	\$86,813	\$2,721,607	94.28%
Local Dislocated Worker	\$542,851	\$514,345	94.75%	\$28,506	\$542,851	100.00%
Local In-School Youth	\$1,386,841	\$1,286,437		\$100,403	\$1,386,840	
Local Out of School Youth	\$1,162,520	\$1,162,520		\$0	\$1,162,520	
Total Youth	\$2,549,360	\$2,448,957	96.06%	\$100,403	\$2,549,361	100.00%
Rapid Response	\$2,000	\$1,882	94.08%	\$0	\$1,882	94.08%
Statewide Activities	\$1,146,221	\$1,002,605	87.47%	\$75,000	\$1,077,605	94.01%
Total All Funds	\$7,127,306	\$6,602,581	92.64%	\$290,722	\$6,893,304	96.72%

*Local funds include local administration

Cost Per Resigrant Analysis	Expenditures	Number of Registrants	Cost Per Registrant
Local Adult Funds	\$2,634,793	560	\$4,705
Local Dislocated Worker Funds	\$514,645	82	\$6,272
Local Youth Funds	\$2,448,957	662	\$3,699

Tables A-D

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level–American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Survey	Response Rate
Program Participants	80.0	57.0	165.0	483.0	483.0	34.0
Employers	76.0	53.0	454.0	700.0	700.0	65.0

Table B - Adult Programs At-A-Glance

	Negotiated	Actual	
Entered Employment Rate	87.0	83.1	147
			177
Employment Retention Rate	85.0	89.9	240
			267
Average Earnings	3,900.0	8,196.3	1,737,607
			212
Employment and Credential Rate	68.0	69.4	152
			219

Table C - Outcomes for Adult Special Populations

Report Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	90.9	10	57.1	8	83.3	5	66.7	8
		11		14		6		12
Employment Retention Rate	80.0	16	89.5	17	100.0	5	78.6	11
		20		19		5		14
Average Earnings Rate	4,496.0	71,936	9,865.5	128,252	6,253.0	18,759	3,228.2	32,282
		16		13		3		10
Employment and Credential Rate	69.6	16	57.1	8	66.7	4	61.5	8
		23		14		6		13

Table D - Other Outcome Information for the Adult Program

Report Information	Individuals who Received Training Services	Individuals who Only Received Core and Intensive Services
Entered Employment Rate	82.4	85.4
Employment Retention Rate	90.3	88.0
Average Earnings Rate	9,000.0	5,213.4

Tables E-H.1

Table E - Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	92.0	87.8	79
			90
Employment Retention Rate	92.0	89.9	116
			129
Average Earnings	200.0	8,734.9	890,961
			102
Employment and Credential Rate	66.0	65.4	53
			81

Table F - Outcomes for Dislocated Worker Special Populations

Report Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced	
Entered Employment Rate	85.7	6	100.0	5	86.7	13	75.0	9
		7		5		15		12
Employment Retention Rate	85.7	12	83.3	10	94.1	16	90.9	10
		14		12		17		11
Average Earnings Rate	9,155.4	100,709	7,964.0	71,676	3,249.7	42,246	6,407.6	44,853
		11		9		13		7
Employment and Credential Rate	42.9	3	20.0	1	46.7	7	69.2	9
		7		5		15		13

Table G - Other Outcome Information for the Dislocated Worker Program

Report Information	Individuals who Received Training Services		Individuals who Only Received Core and Intensive Services	
Entered Employment Rate	90.1	64	78.9	15
		71		19
Employment Retention Rate	91.4	96	83.3	20
		105		24
Average Earnings Rate	9,887.8	800,912	4,288.0	90,049
		81		21

Table H.1 - Youth (14 - 21) Program Results

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	68.4	212
			310
Attainment of Degree or Certificate	0.0	24.9	71
			285
Literacy and Numeracy Gains	0.0	0.0	0
			0

Tables H.2-K

Table H.2 - Older Youth (19 - 21) Program Results

Report Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.0	81.7	58
			71
Employment Retention Rate	91.0	83.6	61
			73
Average Earnings Rate	3,200.0	6,026.2	343,493
			57
Credential Rate	53.0	42.1	40
			95

Table I - Outcomes for Older Youth Special Populations

Report Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	66.7	4	0.0	0	83.3	5	82.5	52
		6		0		6		63
ERR Rate	100.0	3	100.0	2	90.0	9	82.0	50
		3		2		10		61
Six Month Earnings Increase Rate	5,859.0	17,577	8,882.0	17,764	4,363.6	39,272	5,753.7	264,668
		3		2		9		46
Credential Rate	50.0	3	0.0	0	50.0	4	38.8	33
		6		1		8		85

Table J - Younger Youth (14 - 18) Results

Report Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment rate	66.0	73.4	350
			477
Youth Diploma or Equivalent Rate	74.0	14.4	36
			250
Retention Rate	77.0	64.7	211
			326

Table K - Outcomes for Younger Youth Special Populations

Report Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	75.0	24	72.6	122	68.4	91
		32		168		133
Youth Diploma or Equivalent Rate	31.3	5	14.5	11	26.8	15
		16		76		56
Retention Rate	50.0	6	68.6	59	72.0	77
		12		86		107

Tables L-N

Table L - Other Reported Information

	12 Month Employment Retention Rate		12 Month Earnings Increase (Adults and Older Youth) or 12 Month Earnings Replacement (Dislocated Worker)		Placements for Participants in Non-traditional Employment		Wages at Entry into Employment for Individuals who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	84.2	235	9,648.0	2,132,198	0.0	0	4,457.3	539,330	0.0	0
		279		221		147		121		112
Dislocated Worker	87.4	111	926.6	1,249,689	0.0	0	5,243.7	325,110	0.0	0
		127		134,869		79		62		64
Older Youth	73.8	62	6,067.0	394,356	0.0	0	2,896.7	150,630		
		84		65		58		52		

Table M - Participation Levels

	Total Participants Served	Total Exiters
Total Adult Customers	642	367
Total Adult self-service only	0	0
WIA Adult	560	294
WIA Dislocated Worker	82	73
Total Youth (14 - 21)	662	379
Younger Youth (14 - 18)	528	292
Older Youth (19 - 21)	134	87
Out-of-School Youth	238	164
In-School	424	215

Table N - Cost of Program Activities

Program Activities	Total Federal Spending	
Local Adults	2074374.0000	
Local Dislocated Workers	404944.0000	
Local Youth	1863052.0000	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	1882.0000	
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	999605.0000	
	Program Activity Description	
Statewide Allowable Activities WIA Section 134(a)(3)	Youth	3000.0000
		0.0000
		0.0000
		0.0000
		0.0000
		0.0000
		0.0000
		0.0000
		0.0000
		0.0000
Total of All Federal Spending Listed Above	5346857.0000	

Tables O

Table O - Local Performance (Include this Chart for Each Local Area in the State)

Local Area Name: State of Wyoming	Total Participants Served	Adults	560
		Dislocated Workers	82
		Older Youth (19 - 21)	134
		Younger Youth (14 - 18)	528
ETS Assigned #: 56005	Total Exitters	Adults	294
		Dislocated Workers	73
		Older Youth (19 - 21)	87
		Younger Youth (14 - 18)	292
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0	57.0
	Employers	76.0	53.0
Entered Employment Rate	Adults	87.0	83.1
	Dislocated Workers	92.0	87.8
	Older Youth	85.0	81.7
Retention Rate	Adults	85.0	89.9
	Dislocated Workers	92.0	89.9
	Older Youth	91.0	83.6
	Younger Youth	77.0	64.7
Earnings Change/Earnings Replacement in Six Months	Adults	3,900	8,196
	Dislocated Workers	200	8,735
	Older Youth	3,200	6,026
Credential/Diploma Rate	Adults	68.0	69.4
	Dislocated Workers	66.0	65.4
	Older Youth	53.0	42.1
	Younger Youth	74.0	14.4
Skill Attainment Rate	Younger Youth	66.0	73.4
Placement in Employment or Education	Youth (14 - 21)	0.0	68.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	24.9
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0
Description of Other State Indicators of Performance (WIA 136 (d) (1)) (Insert additional rows if there are more than two Other State Indicators of Performance)		0.0	0.0
Overall Status of Performance	Not Met	Met	Exceeded
	4	7	6

Workforce Investment Board

Wyoming is a single state workforce investment area. The Wyoming Workforce Development Council (WWDC) serves as the state and local workforce investment board. Former Governor Jim Geringer created the WWDC by Executive Order 1998-1 and reconstituted the WWDC to meet the requirements of the Workforce Investment Act of 1998 (WIA). The Wyoming State Youth Workforce Development Council serves as the local youth council in Wyoming. These councils continue, under Governor Dave Freudenthal, to provide a workforce development system that serves the needs of all Wyoming residents.

Wyoming Workforce Development Council

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Designee: Ed Boenisch

Vision

The WWDC’s vision of Wyoming is a state with a strong economy, where the people are educated, economically self-sufficient, have increasing economic opportunity, and a high quality of life today and in the future.

Mission

The WWDC’s mission is to bring business, labor and the public sector together to shape strategies to best meet the local workforce and employer needs in order to create and sustain a more robust economy that demands higher skilled and higher paid workers.

Ms. Ray Dinneen Fleming

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Gov. Dave Freudenthal

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Wyoming State Youth Workforce Development Council

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Mr. Bill Pannel

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Wyoming Workforce Alliance

The Wyoming Business Council, Wyoming Community College Commission and the Wyoming Department of Workforce Services have formed a partnership to address workforce development issues at a state level.

The Wyoming Workforce Alliance (WWA) was formed in the Fall of 2002 to improve the access to short-term training, develop the competencies and work-readiness skills that Wyoming's workers need to obtain employment and advance in today's job market and respond to employer's need for qualified employees to successfully operate their businesses.

Commitment to Providing Quality Services

The Department of Workforce Services is Wyoming's newest state agency, dedicated to developing a demand-driven workforce that is responsive to Wyoming's businesses, citizens and economy. The Department of Workforce Services maintains a statewide network of workforce centers to deliver business services, vocational rehabilitation services and employment and training programs for businesses, jobseekers, older workers, veterans, youth, persons with disabilities and partners.

The Department of Workforce Services is committed to providing quality service, which involves developing a sense of ownership, working in tandem with partners and customers in order to define a strategic vision for change and identifying how the vision relates to individuals.

Cross-education and training of state personnel in all programs has resulted in more accurate assessments and referral of clients to partner agencies and services. This effort both inside and outside the agency allows for substantial increases in efficiency and effectiveness in all services provided to common clients.

Programs Provided by the Department of Workforce Services

The Department of Workforce Services is responsible for administering the following programs: Wagner-Peyser Act, Workforce Investment Act Title IB, Temporary Assistance to Needy Families (TANF) Work and Employment and Training for Self-Sufficiency programs, Vocational Rehabilitation services, Veterans Employment Services, Senior Community Service Employment programs (SCSEP), Trade Adjustment Act, Food Stamp Employments and Training, Alien Labor Certification, Work Opportunity Tax and Welfare-to-Work Tax Credits, Wyoming Workforce Development Training Funds, the Business Enterprise program, Disability Determination Services, Apprenticeship Utilization Program and others.

Equal Employment Opportunity Employer

The Wyoming Department of Workforce Services is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

**Wyoming Department of Workforce Services
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