

MINUTES
WYOMING WORKFORCE DEVELOPMENT COUNCIL

November 8 & 9, 2006
Wyoming Law Enforcement Academy
Douglas, Wyoming

Council: Charles Ware, Ray Fleming Dinneen, Kathy Emmons, Rocky Anderson; Bruce Brown, Cale Case, Jim Engel, Joan K. Evans, Tucker Fagan, John Jackson, Walt Nolte, James Rose, Leonard Scoleri, Dave Scriven, Wendy Tyson, Phil VanHorn, Tim Wells, Teri Wigert, Terry Williams

DWS Staff: Jerimiah Rieman, Glenna Campagnaro, Pamela Downing, Dave Griffin, Margo LaHiff, Cassie Scott

Others: Peter Reis, Dave McNulty, Elaine Roth, Greg Chocas, Steve Elledge, Sherri Mullinix, Bill Pannell

Call to order: Chairman Ware hammered the meeting to order at 1:01 p.m.

Welcome was given by Chairman Ware to council and attendees. He introduced Mr. Chuck Bayne from the Wyoming Law Enforcement Academy (WLEA) and thanked him for the opportunity to use the facilities. Mr. Bayne also welcomed the council and attendees to the facility and shared with council how the facility is managed. He stated that this is a different facility than from Little America, etc. Officers attending the WLEA envelope ideals they are under rules, which may seem silly to outside visitors. However, people who come in may never have had rules and regulations like there are here. Rules and regulations used at the WLEA are used by all who are at the facility.

Approval of Agenda:

ACTION: Mr. Anderson made the motion to approve the agenda with the request that we add discussion on the Hathaway Scholarship. Chairman Ware agreed to add the discussion to the agenda. Chairman Ware requested council to consider what sub-committees they want to serve on. Mr. Wells restated the motion to approve the agenda with the additions. Mr. Scoleri seconded the amended motion. Motion carried.

Council Profiles:

Leonard Scoleri was raised in Southern Colorado. His father was a third generation steel mill worker and wanted to see Leonard go to college. His brother is a fourth generation steel mill worker. Leonard received his bachelors degree from CSU-Pueblo and completed a graduate program in banking at CU. The first company he first worked for was retail. He then moved to Cheyenne where he met his wife of 32 years. He has now lived in Wyoming so long he considers himself a Wyomingite. He began working in Wyoming at the First National Bank, now Wells Fargo in Cheyenne. It is the oldest bank in Wyoming being chartered in 1882. He was promoted to line officer and then worked for American Bank Corporation. He was part of a team (operations manager) that started three banks and then moved to Guernsey to run the Oregon Trail Bank – now two more branches have been added, one in Chugwater and one in Cheyenne. He loves Wyoming where the outdoors has much to give. He still remembers his first pack trip when he was seven and some of the most beautiful country is in the Wind River Mountains.

Dave Scriven was on the 1963 state football team championship at Natrona High School in Casper. He was raised in Wyoming but born in Nebraska. He attended Colorado School of Mines on a football scholarship and received his degree in mining engineering which from the Colorado School of Mines, which is equivalent to masters in mining engineering. Colorado School of Mines used to be strictly a mineral based college which has now diversified. He chose mining as a degree due to a summer job sinking a shaft in West Virginia where he found it interesting to be underground. He started his career in the copper mine industry in Arizona, he then moved to the banking industry in Denver. He remained in that career for two years then went to work for Mobile Oil. He spent his career there in three areas of interest, all energy related, uranium, oil shale and coal mining. His biggest focus was on coal gasification. He was on a task force to make coal gasification into unleaded gasoline. In the early 80's he worked with uranium mine and a task force came together in Denver where they equated cost to produce unleaded gas was prohibitive. The oil shale business tanked. Colorado has the largest oil field, it is oil shale which takes heat to extract the oil and the cost of the production is not cost effective. There are approximately three trillion barrels of shale oil in Colorado field. At this time he got out of the oil company and became a consultant. During this transition, he had a paper route. He was in his late 30's, was a professional engineer by trade and every morning he got up and delivered 400 Rocky Mountain Newspapers to make a living. He delivered all 400 papers in an hour. He had his billing set up on computer, his customers were not used to this and if people didn't pay he'd put a lien on their house! He was a no nonsense business man. Since those days his career is better. He moved to Wyoming in 1988, primarily chasing reclamation work in Gas Hills, Shirley Basin, and Glenrock. Currently his business consists mostly of the trona and uranium mines in Converse County which are on the verge of being big business. Yellowcake has gone from \$8.00 pound to \$50.00 pound. On the private side he does volunteer work and believes one has to give back to communities. He learned about volunteering in the Army, if you want to have a say on what goes on is

to volunteer. We sit on this council to help guide workforce, he has served as assistant governor for the Rotary Club. He wants to make a difference.

Approval of Minutes

ACTION: Mr. Anderson made the motion to approve the minutes as written. Mr. Wells seconded the motion. Motion carried.

Hathaway Scholarship Discussion: Concerns of Council:

- There is much concern across the state regarding the need for workers.
- The Hathaway Scholarship does not address the needs of what we need to keep people in Wyoming.
- It is great for students to have the opportunity to go to college – but there are many people who will not go to college.
- Mr. Rose – significant number of students that are interested in vocational training.
- Most of our junior colleges have significant offerings in vocational training.
- Challenges: how does it address a student who doesn't take advantage of the scholarship immediately and who goes to college two years after graduation or a 28 year old that decides to go to school.
- One area we need to look at in terms of use is the scholarship being opened up to training centers like WyoTech – no reason that students should be excluded because of a career path.
- We should broaden horizons to allow more students to access the funds.
- It is a work in progress – it was designed to help students obtain degrees in all facets.
- Mr. Jackson – a huge area that has not been addressed by the scholarship is for people who want to be trained after high school.
- Maybe need a study to see who is providing what across the state – what needs to be added for scholarship opportunities and then go back to legislature to ask for more.
- We know there needs to be some evaluation as to what training we have, where is the training, and where are the gaps.
- Maybe this group could make a recommendation to this legislature.
- Bill right now is fairly attainable – but it could be limited in the future with what the Hathaway Scholarship needs are, with requirement for high level math classes Council is concerned that this will spur higher drop-out rates. Parents are saying – you can't go this track to train in vocational classes because then you won't qualify for the scholarship
- Mr. Jackson – hates to see kids stuck in a channel at 17 or 18 years old. He sees students in college that should never be there – we need to build a system that has versatility. We need opportunities to derail and come back.
- Define how to expand the program and install safety measures.

Chairman Ware suggested council table this discussion to a time when we can spend more time on this and come up with an action piece to take to the Governor or legislature. The bill is a work in progress. Chairman Ware queried council whether we are in agreement – should council step into making a recommendation to legislature and/or governor? Council agreed – maybe give this project to the legislative committee.

Law Enforcement Update: Update was given to council by Mr. Dave Harris, Director of WLEA.

- The facility is made up of 55 acres established in 1957 by Mr. Jack Nemo.
- Mr. Nemo approached Wyoming Peace Officers Association to establish training for law enforcement in Wyoming and received \$100.00.
- The first class graduated in 1958 after 100 credit hours and they worked in conjunction with UW.
- In 1971 the academy outgrew what UW could offer and the program moved to State Fairgrounds in Douglas and increased requirements to 200 credit hours to complete training.
- In the Mid 70's and early 80's the organization, Peace Officers Standard Training (POST) was formed which oversaw all training.
- In 1980 funds were appropriated to Academy to put 97000 square foot facility with dorms in.
- The training now includes a 13 week course consisting of 520 hours.
- They have a shooting range and a driving range for emergency vehicles.
- They have three basic training programs per year.
- The academy also trains other staff involved in office and classes for dispatchers.
- WLEA caters to the strengths of students who now have tremendous knowledge in electronic devices.
- WLEA provides students with principles, theories, then put the students in an environment to use the learning to test their understanding.
- They have reality/scenario based training – many students have never been in a physical confrontation.

- They also offer advanced training for the 1,700 peace officers in the state and offer outreach training, depending on the demand the academy will travel to train the students.
- In 2003 WLEA worked with Homeland Securities to provide training for mass destruction.
- WLEA has advisory boards consisting of chiefs, sheriffs and meet twice a year to decide what needs to be done for future advanced training.
- Drugs are a big issue as is underage and binge drinking.
- There has been a decrease of 10.7% in officers trained in 2006.
- In 2005 Wyoming had 1,700 officers and now there are 1,400. We decreased number in training due to officers coming into the state who are already training and some of the communities are doing their own training
- Economic boom is one of the issues being faced by communities.
- The communities cannot compete with wages at the mines, trained officers earn approximately \$2,500.00 a month and can't compete with the larger wages.
- Retention communications officers have to have 40 CE hours every two years.
- The cost of a 13 week course is \$5,500.00 and WLEA can't charge for this.
- Eastern Wyoming College is a partner with WLEA and they give college credit for the training.
- Thirty-six students is the maximum trained at a time.

Tour of Wyoming Law Enforcement Academy.

Local Update: Mr. Joe Coyne, Executive Director – Converse Area New Development Organization (CANDO) gave council the local update.

- Much of community workforce is tethered to other communities. A lot of people being trained and then working at Gillette. Douglas doesn't want to be a bedroom community.
- Douglas has added more than 300 workers and jobs since last year – about 4.9% growth this year as compared to last year.
- DWS and the council are doing a good job in recruiting workers, including the trip recruiting people from Michigan. Allows people to go to Gillette from Michigan and keeping people in the Douglas community.
- Number one priority is worker recruitment. People are needed in the communities around the state other than the boom cities. We do want jobs that help with the tax base needed to create hospitals, police departments etc.
- A new business making airplanes is beginning along I-25 and includes 90 acres
- Douglas has a verbal commitment from a company in Canada to build plane parts, another lead is a company to build propellers.
- Douglas is looking to build a workforce that will allow long term companies to come in. Douglas is requesting help to fix the problem of housing. In 2004 Douglas built nine homes, in 2005 35 homes, in 2006 40 – 42 homes. They now have dozens of homes in comparison to what they had.
- Mr. Coyne asked this council how to work with local economic agencies to build homes.
- Price range of home - \$150,000.00 - \$185,000.00 is the price range that is moving.
- Looking at larger homes, with more than two bedrooms.
- One Development is on Brown Field which is in the 3rd year. All that is under construction is sold. Another partnership is building north – which is looking at approximately three dozen homes in a lower price range than what is being built currently.
- There are many subdivisions within the county and lots are pre-sold but not being built on which is due partially to no water or sewer system in place. They don't want a septic – they want city infrastructure.
- Douglas anticipates future growth. Converse County has some of the last remaining Uranium mines in the country – they are not closed – many claims are filed and being researched – maybe late 2007 or early 2008 – we'll see Uranium mining.
- All employers in Douglas struggle to give benefits to their employees. Maybe need help in legislation to help small businesses get together as one combined large business to apply as a group for insurance etc.
- A possible plant centered on wind energy is being discussed for Douglas. Wind production is 40% in the mountain range by Douglas – the norm is 25% to have a profit making wind energy plant. They are discussing hundreds of wind towers.

Chairman Ware asked council to take a few minutes to discuss housing issues. Thoughts were:

- Public dollars should be used to build public infrastructure that will be available forever.
- Is part of the problem that builders can't afford to build because of lack of goods and workers?
- Does it have to do with infrastructure costs? The builder has to front the infrastructure such as sewer, water, roads.
- Communities should set infrastructure up with funding from public dollars.

- Transfer the risk from the home builder to the public dollar – whether it is state or county taxes etc.
- Mr. Fagan stated that we help communities with the state assistance – it has to be 95% help from the state – 5% from the communities.
- Mr. Coyne suggested the funds double what is given municipalities and counties and let them decide how to spend it. The communities have smart people. Trust them. Keep them accountable but trust them, let them decide how to use it. Mr. Scriven suggested if that happens, have a requirement to prove monies are used to make business ready communities.

Workforce Development Training Funds Report: Report was given by Mrs. Campagnaro, Administrator of Business Training and Outreach. Council tasked Department of Workforce Services to do a marketing program that tasked local workforce offices to meet with local businesses one on one. Thanks to the people in the centers! Our report shows the plan had a lot of success. Mrs. Campagnaro requested council to look at Page 3 of the supplied report. There are three ways to look at the effort to see if successful – look at web-site hits – on first chart by October the website hits were up 888. Number of applications shown on Chart 2 doubled from the previous number of applications. The third test is to measure the number of contacts. Chart 3 shows this. [Council queried what industry made the hits.](#) [Mrs. Campagnaro will get this information for the council.](#)

Mrs. Campagnaro also shared that the WDTF brochure was taken when meeting with businesses and left so they had follow-up information. Postcards were mailed to all businesses statewide. If the growth is steady like it has been, all monies will be used. Survey was on-line to ask questions about their contact with WDTF to see how businesses found out about the training fund. All reports are on the internet site for council to review. Mark Hawkins will update the reports as they change. The businesses listed in bad standing are companies that owe WDTF monies. Some of these are really old many on the list were inherited.

The training fund requires existing position trainees must still be employed by the company 90 days after training. If they are not employed, the entire grant has to be paid back. [Council requested an aging report on the past-due accounts.](#) [Mr. Brown to work with Mrs. Campagnaro to get the type of report from WDTF funds and a recommendation – aging report on a regular meeting basis.](#)

ACTION: Mr. Scoleri made the motion that council's recommendation to Department is that we see an aging report by 30 days, 60 days, 90 days then over 180 days for all debts in bad standing at each meeting. [Motion was withdrawn by Mr. Scoleri so long as Mrs. Campagnaro works with the three to prepare a report for council.](#)

Discussion: Mr. Fagan stated the numbers have to mean something and that we need to do something at the end of each of the aging period. Mrs. Campagnaro reported the companies don't even go on the aging list until it's past the DWS 180 day and attorney letters have been sent out. Ms. Emmons asked council to keep in mind that technically this is not within the purview of the council because it's not in the WIA requirements. The Department does not have legal staff that can pursue bad debt, the department asks the Attorney General's office to do it and they can refuse to do it. Mrs. Campagnaro asked the Attorney General's Office if we could turn over the bad debt to a collection agency and they advised us not to.

[Mrs. Campagnaro asked Mr. Scriven, Mr. Scoleri, and Mr. Brown for their assistance and expertise to prepare an adequate report for council.](#)

Quality Child Care Project Update: Mrs. Campagnaro presented documents to council indicating the project updates and a report on Quality Assessment. Twenty-four town hall meetings were held around the state. During the meetings a survey was requested to be completed by the attendees. There were different surveys depending on the attendee. Community needs assessments for child care have also been developed and if council would like a report, they are available. The assessments will be on the internet and available for council to review. The assessments indicated communities need child care and the quality of care needs improvement. Some of the highlights on the report are shown on Page 2 which is a chart by county and the mid-point of the anticipated un-met demand for childcare. Converse County assessment indicates that 271 people expressed a need for child care that they cannot get. Quality Assessment report on Page 3 shows child care providers with both home providers and centers. Overall scores of all dimensions of home providers is 70-80% which is good. Safety is the biggest issue. With the centers safety issues show concern of 55-67%.

Mrs. Campagnaro reported on the components needed for building facilities

- We are asking for monies specifically charged to child care businesses so they don't have to compete with other businesses that go to WBC for funding for their buildings.
- Mr. Fagan stated that to be honest with legislators – we don't know what it will cost. We will need to let history happen.

- Ms. Emmons stated to council that we have to have a proposed budget for the entire project. Sen. Scott – asked for a proposed budget.
- Professional service grants would be very specific to this industry. This is a voluntary program. They would contact us and we would help them build a plan to create a quality child care center.
- Scholarships for families could be for learning environment materials, could be playground equipment, could be staff for raises, training etc.
- If bachelor degree people are going to work at a child care center, they need to be paid appropriately.
- Support child care businesses so they can increase quality.
- There is a sliding scale process per family. Scholarships would pay the center on behalf of the child \$3200+/- to allow the center to increase their quality.
- Mr. Anderson queried what the general per hour per child fee was? It is \$2.50.

Chairman Ware asked if DWS required anything from council. Yes, it is important to support this from your local communities. It has been found that if child care is not available, people cannot go to work. If people are supportive of this be sure to let your legislators know. This issue has become fairly divisional issue – but workforce can't be there unless there is childcare. [Council asked for a list of legislators that need to be contacted as to this issue and the legislative committees we need to look at.](#)

Workforce Analysis for Future Investment Presentation: Presentation was given by Mrs. Downing, Assistant Administrator for Business Training and Outreach. This project was requested by the Governor to see what issues are facing around the state. The Department contracted with Wadley Donovan Group to prepare the study. The Wadley Donovan Group traveled the state and approximately 70 businesses were invited to attend meetings in each community. This Council contributed \$5,250.00 for this project. It was difficult to include each county because we did not receive enough information from each county. In the future it might be necessary to look at trying to connect the regions with similar issues. We hit our goal in every region. Survey details shown on the report are an overview of the study – the final report will have more detail. The information is available on the Department website. The Wadley Donovan Group had technicians who looked at whether they are really under-employed, or if they just say they are. Turnover and absenteeism numbers are the highest that The Wadley Donovan Group has ever seen. [Council requested Mrs. Downing check the turnover and absenteeism chart to determine if this is really correct.](#) Mr. Scriven queried that if there is really a 40% turnover rate do we need more money in training? Ms. Emmons stated this is one reason this report was done. Mrs. Downing drew attention to Page 12 to Sales Volume loss and reported this is the first time The Wadley Donovan Group has done this type of study, so they do not have any other states to compare this to. It brought out the question of, how can you have high turnover yet have good work ethic and productivity? Perhaps core workers in a company are very high in productivity and ethic and employers are looking at their core with the turnover part not being involved in the answers from the employers. Basic skills indicate a 3 satisfactory on a 5 point scale. As the state was traveled, it was heard at most meetings that businesses are happy with their core workforce but need more workers. They are not able to attract workers for the reasons that have been talked about here – housing, day care etc. Businesses are willing to put their workers into rehabilitation but there is nowhere to send them. Unless the whole state performs drug testing, drug users know who is not testing and they jump from job to job. Smaller towns believe we need to pay more to attract workers. The final report will be out about December 15. It will be in greater detail. Mr. Anderson reported he attended the Casper meeting and it was really informative.

WIA Annual Report - Program Year 2005 Update: Presented by Mr. Griffin, Administrator of Employment Services. He directed council to Tab 4 which indicates federal funded programs and the WIA annual report. These figures include the whole division. The labor exchange report is for 7/1/05 – 6/30/06. During this time 46,227 people registered as jobseekers. 45,000 received help from DWS employees. 70% of individuals entered employment in some point in the one year time period. 77% of individuals of the 70% hired were retained in employment, but not necessarily in the job they began with. Everyone involved showed a wage increase by \$150.00. The department worked with 4,000 employers during year and listed 3,000 jobs. The biggest industries listing jobs were construction, retail trade, health care, social services and accommodation services. During that time WIA assisted 1,300 individuals and exited 750 individuals. Of the 15 required measures we exceeded in 13 of them, being low in youth because not enough individuals were served and not enough students received a diploma. Part of this is because the manner we measure results keep changing. Chairman Ware queried how this report compared to the last report. Mr. Griffin stated the 1,300 served is down 12% from the prior year which he contributes to the Federal dollars we receive. We are down 12% in Federal funding.

Wyoming at Work: Mr. Griffin reported the old system known as WJN went offline last week. The new MIS system is scheduled to be online November 13 at 8:00 a.m. It was developed by Geographic Solutions out of Florida. They have built 36 other such systems. Mr. Griffin thanked all staff in starting this project two years ago, finding out what the fundamental needs were, beginning the RFP, getting bids, working with this contractor who is also building a financial system for the Department also. Geographic Solution has never done a financial system that attaches to this type of

program before. It will allow us to be able to manage the classroom agreements and interface with the auditor's office to make payments, etc. It has a real strong labor market information piece to it, it is Federal information, what wages are being paid now in comparison to wages a year ago. It will be a benefit to our Department as well as workers and employers. The program has report capacity to get ad hoc reports faster than we have ever been able to before. Council can view this site at www.wyomingatwork.com. Job seekers can create their own file, create their own resumes, register in 25 minutes, look for jobs, spider jobs in public domain and they won't be restricted to jobs captured in our system. Individuals can send e-mails to employers, staff, etc. from this system. It allows the job seeker to schedule appointments to manage themselves or obtain help from our employers. Assessments can be done to determine what kind of job would be best suited to the employee. Employers will be able to better match skills in this system than in the WJN. This allows employers and employees to see what skills are needed. It will pull up individuals looking for a specific job and the employer can do a match to see how many of the skills the seeker has. Employers can review resumes of the job seekers on this site. Case management facilitation is much greater. We can create profiles stating what kind of jobs the business needs, list what attributes the business has allowing seekers to look at the company also. Messages are sent to the job seeker and the employer when a match is found. Ms. Emmons stated that we have never been able to track employees and whether they really got jobs in what they are trained for. This program will allow us to do this, and is specific to Wyoming. This program was created with \$1.3 million and will do more than what some states paid multiple millions to do less than what this will do. Mr. Engel queried whether there was a place that employees can post their resume without their employer knowing, Mr. Griffin stated yes. All information that was contained in the WJN program is being transferred and verified to the new MIS system people. [Chairman Ware requested DWS to keep council updated as this system progresses.](#)

ACTION: Motion to adjourn was made by Mr. Engel and seconded by Mr. Anderson. Meeting was adjourned at 5:35 p.m.

November 9, 2006

Chairman Ware called the meeting to order at 8:01 a.m. and welcomed all back. Chairman Ware announced changes to the agenda with Communication and Legislative Committees switching. Ms. Emmons introduced Ms. Linda Alley, from the local workforce center. Ms. Alley reported to council that the local office receives approximately 400-450 calls and walk in customers a month at the Workforce Center in Douglas.

15% Committee Quarterly Report: Report was presented to council by Ms. Ray Fleming Dinneen. Ms. Fleming Dinneen thanked Ms. Edith Phillips for coming from Casper to all of our meetings.. Ms. Phillips reported to council that this is the first report for the first quarter of 2006 budget which was approved previously. Discretionary items have been changed pursuant to the directions at the last council meeting in Pinedale. Ms. Phillips directed council to Line 12, page 1 showing the items approved by council were updated which include figures for the Latina Youth Conference, Workforce Analysis for Future Investment contribution, 2007 Summit changes and the \$2,000.00 approved for the Ed Barlow presentation at the WEDA Conference. The amount for the August NGA meeting in Jackson is still forthcoming. As soon as we receive the information it will be added to the budget. Line 16 of \$326,000.00 represents discretionary monies available. Page 2 shows more detail of the expenses for the quarter. Chairman Ware queried where we are in our three year funding cycle. Ms. Phillips stated this is reported on Page 5. Ms. Phillips explained 2005 funds will expire in 2008 the way we roll funding back and should be spent in the next quarter. [Chairman Ware stated the concept of rolling of funds back is a real concern for Emily DeRocco. Many people in Congress do not understand that the roll back is for three years and they look at it like it is not being spent and we don't need it.](#) Chairman Ware questioned Ms. Emmons as to whether the executive office has sufficient staff at this time to handle this board and DWS staff. Ms. Emmons believes that Mr. Rieman is capable of handling the matters that concern council and staff. Ms. Emmons stated that when she started with the department, there were five staff members working with council and she cut it down to one. Ms. Emmons does not feel there are two workloads. Mr. Rieman is very competent and able to handle the work. Ms. Phillips directed council to Page 4 of the report in regard to the discretionary fund analysis. This page reflects same information on the summary page. This indicates the initial funds that were available and what has been deducted from it. Payment for the Summit 2006 will be paid this month. We have \$150,000.00 for the RFP career guidance and Ms. Phillips will report as we progress with the action on these funds. All committed funds have already been subtracted from the balance.

ACTION: Mr. Van Horn made the motion to approve the budget, Mr. Brown seconded the motion. Motion carried.

Chairman Ware thanked committee for the budget report and stated his appreciation as this did not exist when he started as chairman.

Council discussed ideas on utilizing discretionary funds:

- Help out with recruiting outside the state – we have national press which has been positive and it's working.
- Encourage to use monies to make a difference with what we need for workforce in Wyoming

- Carbon County did not go on the third recruiting trip because Rawlins has no housing. It is not a positive experience when you have no housing to place recruits.
- Sweetwater County did not go the third time because of housing. You have to have the whole package in place – without it – it won't work.
- A company Mrs. Evans is familiar with has tried to fill fifteen positions in the insurance field and when asked if he had posted on the website – he answered no – because there are no people in Wyoming – he did not understand that the site is hit by people from all over the country.
- After Ms. Emmons' story on national TV the Department site had 98,000 hits, the second day 89,000. It really makes a difference. Up from 18,000 hits a day from six months ago. Our monthly average now is 35,000 hits
- Ford asked if we would come to Chicago and be part of their job fair. Campbell County has put a lot of effort into this activity
- We struggle with people getting the idea that we are only looking for trades – we do have more needs.
- Maybe introduce something targeting another group outside the energy group.
- Get the message out that there is work via internet also
- List more information on the Wyoming general website which would take them to jobs opportunity information. Ms. Emmons stated that we are already working with A & I to get this done.
- Ms. Wigert suggested the 16 career cluster booklets are so popular Department of Education is inundated with calls for copies of the brochures – fact is – the only amount that could be printed were only those for schools and this council and congressional committees.
- [There was a request for a couple hundred at each workforce center – but there is no funding available for another print.](#)
- [Would the council consider funding another print?](#) Mr. Scoleri is totally in favor of this – it is working toward keeping our youth in the state.

Chairman Ware – suggested council table this issue until after the Legislative Committee meetings then see if there are other ideas of where to spend monies.

Collaboration Committee - Report presented by Mr. Scriven, Mr. Reis, Mr. Fagan & Mr. Rieman.

2007 Summit Vision: Mr. Scriven directed council to Tab 6. The summit will be May 31, 2006 in Jackson at the Snow King Lodge. This next year, will be more of a teaching summit so people leave with real tools to use, then it is planned to have follow up meetings to see progress and share questions. There will be breakout sessions and then a few months later, meetings will be with the same speakers at regional points to see if the tools are working and to report on effectiveness and how successful they have been. Mr. Rieman talked to council regarding the vision of the summit. The committee suggests we change from Governor's Summit on Workforce Development to the Governor's Summit on Workforce Solutions. The Community Colleges, particularly Mr. Kelly Schramm has been a great help in working with planning the follow-up meetings. Ms. Fleming Dinneen would like to have some of the reserve in the Summit budget used for the follow-up meetings. Mr. Reis suggested we look for a key-note speaker that's solution oriented. This speaker will set the tone for the summit. We want this to be as powerful or more than the last summit.

Mr. Scriven presented the draft agenda – it is mostly workshops – how do we solve the problems? The change in the name should be a good drawing card. The budget was increased from \$75,000.00 to \$125,000.00 with projected registration and booth fees to be approximately \$170,000.00.

Council thoughts on agenda:

- Have a reputable builder who has built a successful sub-division – to discuss problems and issues that surround putting a housing development together, maybe someone from another state so they are not biased.
- Have county, municipalities at the Summit so they can also see what solutions might be. Name it – “Nuts and Bolts of Extreme Makeover”
- Have roundtable discussions for communities that have viable situations that are working they can share ideas.
- Gives a chance for communities to talk to each about workforce issues and how they have succeeded.
- Discuss checkerboard issues across the state – of property surrounding the railroad tracks. 1860 sections of land – 10 miles on either side of the railroad – belong to the railroad or BLM – makes land locked property. If communities can get to a point to show that they are land locked – the community can take the issue to the railroad or BLM to find a solution. Sen. Case reported the State Land Investment Board looking at this issue.
- \$20,000.00 for keynote speaker might not be enough.
- Key to summit is the post meetings – don't short-side the follow up meetings.
- Committee is looking at community colleges to provide facilitators so we don't spend as much on facilitators.
- Make sure the post meetings are productive.
- Consider “like” regions meeting together that are similar in size and need.
- Small communities don't want to know what the large cities are doing – they are not applicable.

- Council should develop the “regions” in regard to the post meetings from the summit.
- Should we inflate the registration so the post meetings are included? Committee is hoping the registration includes the post-meeting fees.
- [Chairman Ware wants collaboration committee to come back with new regions for approval of council of the split.](#)

Approval of Summit Agenda:

ACTION: Mr. Engel made the motion to approve the preliminary Summit agenda for 2007. Mr. Jackson seconded the motion. Motion carried.

ACTION: Mr. Jackson made the motion to change Summit title to the Governor’s Summit on Workforce Solutions. Mr. Scoleri seconded the motion. Motion carried.

Approval of Budget:

Summit Budget Discussion:

- Chairman Ware is very supportive of council moving to \$125,000.00 to put this together.
- Mr. Van Horn requested the committee to consider registration fee again – thinks it is not enough – please reconsider to cover food costs.
- Mr. Rieman is contracting with University of Wyoming to work with the Snow King and has asked that the room rate be kept under \$100.00 per room.

ACTION: Mr. Van Horn made the motion to accept the preliminary budget as presented. Mrs. Evans seconded the motion. Motion carried.

Legislative Committee Report: Report was presented to council by Mr. Brown.

Workforce Housing: Mr. Fagan discussed the Workforce Housing bill last year was voted down 49 to 11 in the house and in the senate 5 to 0. Their concern was what is proper use of taxpayer money?

- Have a handout for LSO that is a model business ready community proposal with a way to work with communities, all communities are different, tell the state what your problems are and what solutions you think would work and take it to WBC.
- Focus here is that taxpayer money goes to road, sewer, water that only comes to the housing development
- There is discussion that eventually the inside part of the development will be annexed and the city/county will own that property too.
- Legislature is working on this. This bill has a land trust included – it has been successful in Jackson – city owns the property
- There is a housing problem in every community in the state. The communities don’t have the money to do the work – we need state funding.
- Can a county be considered as a community? Yes – fiscal impact? Is there a number – going to just guess a number to begin with. Tucker – figures \$25-30 million.
- Are improvement districts able to qualify for help? Usually septic system developments are ruled out.
- [Mr. Fagan will ask at the next meeting](#) – upon signature of the governor, queries have to go to the Attorney General’s office, you are not allowed to go to the legislators to ask what they really meant.

Career Advancement Accounts: Chairman Ware reported Wyoming is one of six states that is a recipient of \$1.5 million a year for two years to be used for training. The student or employee get the funds and get to do what training they want. To avoid problems with WIA and government guidelines, Ms. Emmons suggested:

- Set up accounts and the participant indicates what training they would like.
- The state determines if it’s appropriate.
- Gave a \$3,000.00 cap which is outside the cost of what it really takes to have the training
- Perhaps have a requirement to include an average of an award of \$3,000.00 per year per applicant.
- DWS to report to the employer with the amount of money available to provide training for your people.

Hathaway Support Discussion: Mr. Anderson reported to council. He believes the fund should be opened up to many more possibilities. Council discussion:

- Ask legislative committee to look at what we can do to broaden opportunities.
- Maybe direct staff – council will write a formal letter saying that we are in support of what types of the things to be put in to the Hathaway Bill – letter would need to go to Superintendent McBride for referral.
- Mr. Van Horn understands the rational of the Hathaway discussions – believed the intent was to actually spur on and enhance a college prep curriculum in high school.

- Believe legislature knew it would not be all things for all people.
- It's been heard that the Hathaway Scholarship was only helping people who want to go to college.
- It does not address the needs of workforce – it leaves out the technical students.
- This program came out of the process in Louisiana – the Taylor Plan – we adopted it.
- Wyoming does not have the critical mass – there is a bigger crimp in our education because of our critical mass.
- Need to be clear of the difference in training and education.
- there is a need for incentive for training
- View Hathaway scholarship is an investment in our greatest asset which is our people.
- Look at legislation like the nursing loan program – it is very successful – the state loans the money to the student – if they stay in Wyoming and work for four years after the degree is earned the loan is forgiven.
- Sen. Case stated the Hathaway program is still evolving – does not concur that legislators are rigid on this, there are legislators that are talking about changing it over time. As funds come available – there are legislators that feel this should not be a restricted program – maybe someday with continued wealth it can benefit all people in Wyoming – because we live in this state we should be able to benefit at all levels. There is opportunity to re-evaluate the terms of the program.

Reauthorization of Perkins Act: Report by Ms. Wigert - Education Legislation was successful.

Career Technical Education (CTE) replaces Vocational Education.

- Wyoming received 4.5 million for CTE with the new law it is expected to remain the same
- Reauthorized through 2012.
- Districts receiving funds will have to focus on program improvement.
- Money comes to state under 2 titles: 4.2 is basic state grant and balance is Tech Prep.
- Distribution of funding remains same – 15% stays at state level – 85% goes to community and colleges.
- State determines secondary and post-secondary – currently 65% go to secondary schools and 35% goes to community colleges.
- Still need to decide how to split between the units.
- Use of Perkins funds remained the same – transition to new law begins right now – July 1 of 2007 is the beginning we have to craft Wyoming transition years. Department of Education is in the process of preparing this.
- Accountability – two areas most notable are new local requirement for performance targets and we must use “valid and reliable” measures.
- We will have to set baselines to allow districts to continue to receive funds.
- There are six indicators for secondary schools to meet: Academic which is tied to no child left behind. Technical/industry standards when possible, attainment of a diploma, or GED, graduation rates, placement in post-secondary military or employment.
- There are five indicators for post-secondary schools; must track placement in the military or apprenticeship, high skill high wage or high demand occupations.
- All programs have to meet all three of the skills. Department of Education will be responsible for accountability. Every two years negotiations with sub-recipients will take place regarding how districts will receive funds.
- Improvement plans will be necessary if a district fails to meet 90% of their performance level on an indicator.
- Now the use of funds eliminates the restriction on preparation for careers requiring a baccalaureate degree and it does not affect funding. If a student is interested in construction there is no reason to prevent the student from moving into this transition.
- Congress is not discussion more money – they are talking about changing the philosophy to include beyond the four year degree.
- There are requirements for local districts that have to be met to receive funding. This has to be shown in their accountability. One of biggest changes is law of programs of study – equated this to the 16 career clusters in Wyoming – the programs of study have to be aligned for secondary and post-secondary. A program cannot be in a district unless it links to a post-secondary program – if they do – they do not get funding.
- Programs of study need to build on Tech Prep – two plus two which is two classes in secondary link to two classes in post-secondary and has to build on the career clusters and career pathways.
- As we help locals in programs of study – there will be consultation with the schools and Department of Education. Tech prep is one of the set-asides in the new law.
- Timeline – roll out November 14 – January 12. Writing and input process- January 29 – 30. Input through April 16. Submit transitional plan to OVAE. Then work on how to implement the five year plan.
- [This act is linked in WIA which is linked to Perkins. What is required: we must show how post secondary programs are linked to our workforce centers, we are encouraged to work with WWDC as we write to this component, someone from Department of Workforce Services will work with Department of Education – to indicate coordination without duplication and address drop-outs.](#)

- No child left behind has placed a lot of restraints on Career Technical Education (CTE) because schools are focused on getting science, math, reading skills to higher levels.
- NAEP scores show if you put students in an additional math class it does not help them learn better math. You need to take something in the abstract and do that, it clicks.
- In Wyoming we created the Hathaway program – which is all about core academics – does nothing for the CTE.

Study on Strategic Planning for CTE:

- Why take on a study? Because of two movements and the reason it's taken on is because of a lawsuit for funding education – just finished in the first part of the year. The way Education is being funded has been corrected for the most part.
- CTE is a “work in progress” – more rigor in applying academics to relevant tasks – form relationships with teacher/student.
- Determined best route to change or prepare plan at state level is to find a better way to integrate academics and CTE.
- Need to decide how to infuse the two areas better.
- A strategic plan will be developed – with the help of MPR Associates an outside contractor. A state advisory committee has been appointed which is a small group, Ms. Fleming Dinneen is on the committee – other membership – local superintendent, local school board member, classroom teacher, instructor from community college, and high school principal.
- Mr. Wells is concerned the plan is leaving out apprenticeship programs.
- The intent is to have the academic and CTE piece given as choices in the education track. Focus in the high schools to allow choices so they know they don't have to go the Hathaway program track only.
- [Ms. Wigert will make sure MPR Associates has a phone interview with Mr. Wells or Mr. Anderson to discuss apprenticeship programs.](#)
- Strategic plan is to move education into multiple pathways to the workforce, college and careers.
- There may be policy considerations that come from this – and possible legislation action.
- Some obstacles: postsecondary articulation, teacher certification, prep and professional development, assessment, and implications for school finance.
- How can people who are already professionals be certified to teach at community college and also be certified to get the credits to count to teach high school?
- [Chairman Ware directed council to form a committee to work with Ms. Wigert on this](#) drawing from their own experiences – concrete testing – applied math and chemistry – need to implement it immediately. All kids need a robust rigorous curriculum – but probably need high level of academics – no matter where they go.
- Still need a high level science, math – etc.
- Casper College has hired a person full time to work with high schools to prepare kids.

Data and Communication Committee Report – presented by Mr. Engel.

Workforce Report: Mr. Engel asked council if they would like to see a workforce report for the next Summit? He asked council if they preferred the very detailed report as was done in 2006 or the short, concise report as done for the 2004 Summit. Council agreed the short, concise report is better. Mr. Engel was grateful to council for comments that the smaller report is a better use of the information. If a Summit is going to be done every year need to be cognizant of the cost of production of the workforce report.

Mr. Engel directed council to Tab 7 which lists actual comments that came from consumers regarding the Workforce Report. Consumers wanted to see data so he believes it necessary to go back to the short report, committee will go with the short version for the 2007 Workforce Report. Chairman Ware queried who the audience is. Mr. Engel stated the larger report was more for employers and federal agency the new focus the committee is looking at is toward youth ages 18 – 24 including information that will also be used by employers. The report will show some history of Wyoming but will go to more high tech information. The report's audience is going to be the higher tech people.

Mr. Engel suggested the Career Cluster project could be adopted by the communications committee and queried whether council could adopt the career cluster books to distribute and reprint. Mr. Pannell reported the Department of Education has already tapped into next year's money to prepare the current print. It is \$45,000.00 to reprint 5,000 packets. Ms. Emmons reminded council that LMI funds cannot be used to fund this project, the monies would have to come out of the discretionary funds if we support the reprint. The 2006 Career Cluster reprint would be for our own use at workforce centers.

[Chairman Ware recommends the 15% committee meet on this request within the next ten days and by Thanksgiving have a decision as to whether we will fund the project for the Department. There may be other constituents that might want](#)

copies, colleges, etc. If other agencies want copies perhaps we need to send out a request and place one big order for re-print. Chairman Ware recommendation – 15% look at it and maybe come up with funds to reprint 5,000 for the council to use. Mr. Nolte suggested it's cheaper to print more at a time. It is \$94,000.00 for 12,000. Chairman Ware wants to keep it at 5,000 reprinted for now.

Career Clusters Report: Ms. Wigert reported on the Career Clusters package. It is being presented as an 8th grade planner which constitutes requirements in the Hathaway plan. Mr. Reis, Mr. Jacques Robertson, Mr. Kelly Schramm, Mr. Pannell and UW were all included in the discussion over a year's time that culminated this cluster packet. The next set is due to come out October 2007. The next year will be just an update from the educational side – to determine the pathways of demand and highest wage. There is a need to align careers to specific pathways and it may be necessary to add a column to meet Perkins law requirements. Mr. Robertson has submitted this career cluster for a national award.

Latina Youth Conference Report: Report presented by Mr. Rieman. Mr. Rieman directed council to Tab 9. Several thank you's have been received from students. Mr. Rieman and his wife, Mrs. Kristen Rieman, attended the Latina Youth Conference banquet and sat with several young ladies. A particular comment of note was that they would not have been there without support from sponsors. One mentioned that this gave them something to do tonight. Another stated this was the fanciest dinner she'd ever been too. They had the opportunity to meet high school girls who helped plan the conference. The speaker was a young lady from Chicago who gave a very powerful speech about choices of going to school instead of staying home to raise a family. Mr. Rieman believes the girls get a lot out of this and recommends that council approve this support every year. There were 110 young ladies there from across the state such as Laramie County, Detention Home, Gear Up, Greybull, Rawlins, Sheridan, Casper, Green River, Jackson, Rock Springs. This conference is starting to become more well known as a statewide project.

Hulett Career Guidance Update: presented by Mrs. Theresa Brown, Curriculum Director and Principal for Alternative High School in Crook County. Students have built a transportable room for their furniture business for shows and advertisement. Furniture is placed in stores on consignment and the students prepare marketing plans and decide how to put it out in the public for sale. The program has to be self sustaining. They have named their business, "Devils Tower Log Furniture." They do business plans, time cards and all the students in the program learn how to do it all. They can't pick and choose what part of the business they do. This fits right into the grant Hulett received from WWDC, GearUP program in community colleges, Pike's Peak Grant, which they have tied together. When the kids go to incidental inclusion they receive back packs, high powered calculators, pencil sets and a water bottle. They obtain 45 hours of career development in the math class. They use the Wyoming self-sufficiency calculator to decide where they want to live. Through the grant kids visited Eastern Wyoming College. In Crook County 80% of students do not travel outside 100 miles from home after high school. Alternative High School now has two teachers in the career tech education program. They receive all of Pike's Peak monies. With this they start in 6th grade with a 20 hour program. They have work ethic classes, learning how to be responsible at work in the 8th and 9th grade and 25 – 35 hours learning in 10th & 11th. This includes questions such as where are you going and why. Pike financial teaches about banking and credit, which is included in business and math classes. In May Hulett will have a job career fair, learning how to dress for success, interview, and write resumes. Students in the 11th and 12th graders will be there.

Mr. Van Horn queried what the college attendance from Crook County is. Mrs. Brown stated it varies, it was 80% two years ago of which only 10% of them are still in college. 70% of the students probably need to go to a technical school. The administrators and teachers want to help students make the right choice so they are not overwhelmed with something that is not right for them. Hulett employers like how the students work but they are working on learning basic skills.

[Website - http://devilstowerfurniture.com](http://devilstowerfurniture.com).

Taskforce and Committee Realignment:

Ms. Emmons requested Mr. Nolte or Mr. Rose be on Collaborative Committee because of summit planning.

Chairman Ware announced to council:

- We are going to include Youth Council to sit on this table but working on their issues to report to council.
- We need three council members and asked for suggestions from council and asked council to think geographical and then contact Jeremiah with suggestions.
- Mr. Williams suggested someone with housing expertise - like WCDE.
- Mr. Pannell suggested Mr. Paul Ulrich.
- Chairman Ware humbly stated that we are not gender balanced and reminded all to be thinking of female candidates.
- Mr. Engle reminded council stay private sector and state sector balanced.
- Maybe a female school superintendent, female mayor, female leader in municipalities.
- Ms. Lori Latta in Pinedale is a community development person in Pinedale and is a very dynamic person.

Committee Realignment:

Data & Communications: - remove Ms. Wigert

Collaboration – add: Mr. Nolte, Mrs. Evans; remove: Mr. Anderson

Youth Council - TBD

Legislative - add Ms. Wigert

Leave all other committees as they are.

Mr. Rieman to provide council e-mail of new list of all council member with contact information and term limits.

Future Project Development and Training – Chairman Ware requested council to think of specific projects for the council to take on like WBC's guide to programs – does council want something like this for Workforce?

Suggestions for projects that would expend funds:

- NAWB has built a program for training workforce boards – we'd have to do it under WIA – we can look at these programs.
- Recruiting spend money on ads in regional areas– Lincoln, Denver, Michigan, Chicago in order to recruit people or steer them to website in response to national publicity – help the severe crunch in employment – in all facets – insurance, health, etc.
- DWS has received funding to do some analysis of what markets are good, to develop market information and to purchase media buys. Department staff is working on cost. We should use the funds received from legislature first. Ms. Emmons stated that by next meeting we should have a report on this to tell where we are with this.
- Recruiting is being done by the economic development groups – there are other pockets in the state that don't have the money to recruit – it's competitive.
- We all need people – as a council we can say we represent the state – in its entirety.
- Design a marketing effort for young people who have moved out of state and get them back. At some point they might be ready to move back to Wyoming.
- Maybe this can tie into the new website that is being started on Monday (Wyomingatwork.com).
- Challenge is getting information to these people. One consideration is to develop information and distribute it to the colleges to send to their alumni.
- Classes have class reunions – maybe pass out in materials at the class reunion – secretaries at high schools could do this.
- We need to use funds to recruit new or bring old back home. Mr. Scoleri and DWS to come up with plan to expand program as much as possible – take plan to 15% committee and go from there.
- Mr. Anderson requested training for the council regarding guidance as to how to review RFPs and other tasks the council does.

Awards Recognition: Wyoming Contractors Association (WCA) received the CURT Award. WCA has a goal of recruiting 20,000 into construction by 2009. There are only two training centers for this and Chairman Ware would like to get 300 people a year to train in welding, metal steel erection, construction, and CDL. This is quite a compliment for a little company to receive this award.

Mrs. Teresa Brown reported to council in closing that in Moorcroft the high school has a house construction class and the students are building two houses, of which one is for the new principal in Hulett.

Mr. Engel suggested that at the 2007 Summit that Hulett have a bedroom set or furniture to auction off at the summit to show collaboration etc.

Ms. Emmons stated she would like to highlight all four career guidance grantees at Summit regarding what they've done.

Chairman Ware announced he will miss the February council meeting and Vice-Chair Ms. Fleming Dinneen will preside.

ACTION: Motion to Adjourn was made by Mr. Scoleri, second was by Mr. Jackson. Meeting was adjourned at 11:50 a.m. Next meeting is February 22-23, 2007 in Cheyenne.