

WWDC Council Meeting February 14 – 15, 2008
Minutes
Laramie County Community College
Cheyenne Wyoming

Call to Order – Ms. Fleming-Dinneen called the meeting to order at 1:25 p.m.

Self Introductions: Ray Fleming-Dinneen, Joan Evans, Jeremiah Rieman, Pete Reis, Bob Jensen, Tony Lewis, Jim Rose, Katie Long, Leonard Scoleri, Rocky Anderson, Tim Wells, Christie DeGrendele, Lori Latta, Jim Engel, Charles Ware, Bruce Brown, Curtis Biggs, Jon Conrad, Mark Herrmann, John Jackson, Jim McBride, Walter Nolte, Kristin Wilson, Alan Shotts.

Staff: Mike Griffin, Andrea Hixon, Margo LaHiff

Others: Amy Bishop, WCCC; Dave McNulty, USDOL; Mark Harris, DOE; Wendy Tyson, DOE; Tom Ellsberry, A-Z Document; Karen Swindells, USDOL; Mike Broad, Wyoming Children's Action Alliance; Veronica Pederson, LCCC; Mary Ellen Tast, LCCC; Juliette Rule, DFS.

Profiles: Tony Lewis – He was born in the "Republic of Boulder" Colorado. He has two daughters. His wife works for the Public Service Commission. Work started in high school in construction. He worked for an excavation company and ran trucks and backhoes before he had a license to drive; his dream at that time was to build houses. He worked his way through college and at that point wanted to teach. From that he changed to journalism. He taught at college on an assistantship with University of Wyoming and worked at the Laramie newspaper for two years at same time. He then moved on to work at the State Bar as the communications director. He was promoted to the executive director for the State Bar and served as such for the next ten years. The year 2000 brought him to the Department of Family Services as the assistant director. He was appointed as director of Department of Family Services and has been in that capacity for the last year.

Jim Rose grew up in Lingle, Wyoming. His grandfather was a blacksmith who started a business in Lingle. Lingle was named after Jim's great uncle. He attended the University of Wyoming, majored in architecture and continued for a master's degree of architecture. He was an architect in Lander for eight years. He moved from Lander to Laramie and taught at the University of Wyoming for years. He was a professor and director of the architect program for the University. Following that, he was commissioned to be the administrator of a multi-campus community college in California. He returned to Wyoming three years ago to become the director of Wyoming Community College Commission. He believes he married well. His wife is an elementary music teacher and has stayed with him for 37 years. They have three children. One is employed as a social worker in Wellington for a non-profit organization named Matthew's House. They work with troubled teens. His son is a 4th year medical student in Washington State. His son will serve a residency at the Children's Hospital this next year. His youngest daughter is going to be doing oceanic research at Kingspoint, New York. She will train for three months then will be on a research team for three years.

Local Update: Tom Ellsberry, owner of a document shredder company. He started four years ago with his wife and son-in-law. They have six full time and four part time workers and are looking for more part-time workers. The company works with confidential information and they have found it difficult to find people with no criminal background or previous conviction of a drug felony. Ten out of twelve applicants have a drug or felony charge on their records. They administer drug tests randomly to employees in all locations with the exception of Casper. The Casper truck driver must have a CDL so they drug test all the employees that work in the Casper area.

They began their company in Cheyenne, added Laramie and now have a truck in Casper that works Douglas, Casper, and surrounding areas. Small companies cannot afford benefits and higher pay. There are various ways to use their service for confidential shredding, one time purge or monthly services. Once the service is ordered, the monthly customer is provided a locked bin. The key is given to a person of authority at the business. The company driver unlocks the bin and dumps the docs into a bin like a trash can. It is then locked. The driver takes the bin to the truck where it's weighed. The bin is unlocked and the truck moves the bin to the top and dumps the documents into a shredder. The documents are not even seen by the shredding company. When they dump, they do watch for certain things such as plastic and big metal clips. They recycle all they shred, the more contaminants they keep out, the better for the mills. The documents are shredded before they leave the premises and a certificate of destruction is given to the customer. The trucks go back to office; the paper is baled into 1600 – 1700 lbs bales which are sprayed with water which holds it together. When they have approximately 28 bales which constitutes a semi-truck load of

44,000 – 50,000 lbs they deliver to a mill who takes the shredded paper and makes paper towels, etc.

The employees have no benefits other than vacation and day care provisions. The owners have medical coverage through Veteran's Administration. They would like to offer medical and dental coverage but it is cost prohibitive to a small business owner. Mr. Jensen queried what makes the company unique to attract and retain employees. Mr. Ellsberry reported that it is a consistent job. Salary paid is \$11.00 - \$15.00 per hour. The wages were determined when Wal-Mart came in. They had to be able to compete with those wages. The only employee they have lost in three years was someone who really needed medical benefits.

Mr. Scoleri congratulated Mr. Ellsberry on being one of the great success stories in Wyoming. Mr. Scoleri stated it appears that small businesses have trouble getting benefits for employees. He suggested the only way to afford is to have a small trust. The Douglas Chamber is trying to put together a trust for small businesses and maybe the whole state should look at putting it together to make it easier for the small business owners. Mr. Reis suggested Mr. Ellsberry talk with Dixie Roberts and maybe the health commission to discuss solutions. Ms. Fleming-Dinneen queried whether it is appropriate to take the concerns of benefits to the legislator. Mr. Lewis shared he's been at the last health care commission meetings where they have been discussing this issues. [Mr. Rieman stated Senator Cale Case was looking at a small bill concerning health insurance for small businesses and he will look into this issue.](#)

Mr. Ellsberry shared they partner on a variety of things with DWS. They use Workforce Development Training Fund (WDTF) for on the job training program and use the resource rooms at the Workforce Center to hold classes for training which saves them the cost of renting facilities for training. As individuals come from other states for the consulting, Irene Larson from the Workforce Center takes an extra step to research their state's workforce center to obtain a list of people for them to contact to get help from their local state agency. They share their good fortune and developed a franchise company. After discussing options with attorneys they decided to develop a consulting company to teach people to start and run their own businesses. They come out of training with experience, business and marketing plans. They have already worked with six groups of people, of which the first five have started their own companies. Council thanked Mr. Ellsberry and congratulated him on his success.

Workforce Community Report: Amy Bishop shared with Council the Workforce Community report for all seven community colleges and handed out the annual report.

Career and Technical Training Grant Bill: Mr. Rieman submitted the Career and technical training grant bill to Council. Senators Hastert started working on this last year with the Council. We hope it will be in the Senate and receive the 20 votes needed to get into committee. Mr. Anderson thanked Mr. Rieman and Senator Hastert for their work.

WorkKeys Test: Mr. Rieman stated Laramie County Community College (LCCC) graciously offered to administer the test to Council. There are three choices to take which include applied mathematics, reading for information and locating information. The test indicates the ability to apply knowledge of the applicant. Usually a more experienced worker will have a higher score because they have more opportunities to use their knowledge. DWS is in the preliminary stages of working on a statewide Career Readiness Certificate (CRC). There are two in place now, Laramie County and Campbell County which certifies a level of preparedness. Seventeen other states have done this already. This is one test students can take before exiting high school. DWS has hired a new intern to work on the Career Readiness Certificate process.

Mr. Rieman shared that the career and technical training grant bill will contain an educational requirement such as a high school diploma or GED in addition to WorkKeys. Director Evans stated there is a remediation program to improve scores of the students. This test only gives an idea of what an individual is proficient in and could assist in placing training dollars.

LCCC hosted the WorkKeys test for council and a tour of the campus.

February 15, 2008: Call to order by Mr. Ware, Vice Chair at 8:03 a.m.

Self introductions were given with Mark Willis joining the meeting from WBC.

Approval of agenda: Mr. Anderson suggested committee breakout for only a half-hour. Vice-Chair Ware stated he will set for the breakouts for one-half hour and extend if necessary.

ACTION: Mr. Scoleri made the motion to approve the agenda with the time change for committee breakouts. Mr. Anderson seconded the motion. Motion carried.

Mr. Rieman welcomed all. Dave Scriven forwarded a letter to council. Mr. Rieman shared comments from Mr. Scriven. He reiterated his previous statement that the Council Retreat in April at Saratoga is a very important meeting for Council and that all members attend. He requested that all come with a well defined focus to make a difference in Wyoming. It is important to set to driving transformation. One point is the need for DWS and WWDC to have a closer relationship. Each council member will receive a questionnaire. Mr. Scriven asked that all give thought on ideas as to how to work with DWS and diversity and change the paradigm of DWS being a job center to a place where all can go for employment issues.

Update on DWS: Ms. Evans gave an update of DWS. We do not have a formalized manner of training employees, because of this it creates culture that might not be favorable. If we focus on this we are not focusing on the needs of clients. In December, DWS hired an organizational development person, Christopher Chai who is working on a plan for training and development within the department. DWS will be training managers and supervisors, working on leadership development which will be a voluntary program that staff can sign up for. We will have scheduled training. CRC will be a way to have a marker on work seekers and targeting businesses. Seventeen other states have adopted this. The three components of WorkKeys and scores from the tests will assist DWS and employers to better determine what a job seeker might be good at. WorkKeys is a product of ACT. There are two places in Wyoming with effort in supplying WorkKeys, Laramie County, and Campbell County. Ms. Evans stated that we, as an agency, want to take local initiatives and efforts to communities around state and educate businesses as to the benefit of the CRC. A stakeholder meeting was held in December. DWS has hired an intern who is a graduate student of the University of Wyoming. This person will be working with Director Evans and leadership to develop the CRC initiative in the state. We hope to have places available across the state in the next couple of months that individuals can take the Workkeys test. DWS has a bit of funds for testing fees which are \$45.00. The Department of Education is in favor of this, we are looking first at alternative high schools to get certified.

WDTF has been on hiatus since December. It is now reopened. Funding is in place once again as we have let the UI payments accumulate and WDTF is waiting for a decision on interim funding from legislature. WDTF will go back to look at rules process to assure that WDTF is being fair.

DWS' budget hearing with Joint Appropriations Committee (JAC) was successful. The agency is giving back nine positions that are vacant, and not funded, to reduce the size of government. This is a chance for the agency to look at vacant jobs and why the funding and position was going to be taken away. Problem with this is the funding was being used for another position. DWS submitted several exception requests to tidy up budget, re-shift ways of employment support funds. There are bills out that want us to cut our agency by 2% in next biennium and do more with less. Businesses are looking at this too there is no funding to pay for staff. Total budget for the agency is \$76 million of which about 83% is federally funded.

Strategic Planning Session in April: Mr. Rieman stated he is looking forward to this and trying to emphasize the strategic goals: 1) increase percentage of job seeker placement; 2) increase efficiency of training dollars – are they being placed and retained; 3) remove barriers for placement of workers into workforce for older workers, workers on the reservation, DOC.

Mr. Brown stated it is imperative that council can feel they are an active member from the beginning. When a member is in state government it is like working in a vacuum. Individuals from around the state working on the Council can look at what communities need. Does state government think of the practicality of what a community really needs? DWS is tied to Federal rules & regulations. Ms. Latta shared that as a new member, we have a sense of disenfranchisement, there needs to be a way to orient new members. As a council member we want to be valuable. Meetings should be times when council comes and talks about issues, to attack health, youth, housing etc. Meetings should be talking about how to help with the issues facing the workforce in the state. Mr. Rieman stated that he hopes to go on the road and meet one on one to give basic information to be sure members understand the council.

Rescission Report: Ms. Evans reported on the rescission DWS experienced this past year. DWS received at the beginning of January information for Department of Labor that based on the President's Appropriations Act there was a rescission of prior year funding of previous Workforce Investment Act 2005 and 2006 funds. Employment Services lost \$362,000 which included a \$208,000 retroactive rescission going back to 05' and 06' and an additional reduction for 2008 of \$154,000. DWS immediately implemented a hiring and travel freeze. DWS submitted a plan of three choices to the Governor to adhere to the rescission: 1) DWS would reduce force by 12 staff members if we did not

receive additional funding; 2) If DWS could get \$208,000 to cover monies that we would lose immediately we would reduce staff by three to four members; and, 3) we could get \$208,000 and \$156,000 DWS would not have to cut staff. DWS received \$208,000 from the Governor's reserve funds. Right now we have the budget to fund staff and hope to continue without reducing staff. It is important to us to not look at taking more participants, but to take from staffing. DWS had to look at reducing staff. Wyoming's rescission was based on what we had carried over. Last week, the President advocated that we no longer have WIA funding in his proposal, WIA funding would go to zero. He is trying to move dollars into Career Advancement Accounts (CAA). We are a pilot state for the CAA, and we were the only state that made this successful. Because of this, the federal funds are being taken away saying, because it doesn't work. President wants the funds for individuals, perhaps counseling individuals before they get the funding. Mr. Jensen stated this is political and we have to stay focused on what we are doing for the customers, how can we continue to move on and still service our customers?

Approval of Minutes:

ACTION: Mr. Anderson made the motion to approve the minutes. Mr. Scoleri seconded the motion. Motion carried.

Committee Breakouts

Mr. Rieman asked for list of members that do not have a state I.D. for use around the state. He will be sure that all members have a state I.D. to use for travel in the state for WWDC business.

Retreat Update: Mr. Rieman discussed car pooling to Saratoga if possible, draft agenda times and that he has finalized the contract with ALIGN to facilitate the meetings. A survey to get baseline information will be sent to all members prior to the retreat. After the strategic planning, ALIGN will take all back to prepare a plan to present to the executive committee. If the plan is approved by the Executive Committee, it will be presented to the Governor in May for his review

Mr. Rieman and Director Evans discussed alternate funding options. Council and the department need to be looking at other funding sources to continue on. Mr. Ware suggested we look at other states, some have a 501(c)(3) foundation as more grants are available to non-profit agencies. Ms. Latta suggested a public awareness piece to go with the new foundation. Council is interested in looking into the details of a 501(c)(3). Mr. Reis will bring WBC's 501(c)(3) to the retreat for council review. Mr. Anderson, Mr. Scoleri, and Mr. Reis will work at putting a proposed corporation document together for review at the retreat.

Ms. Fleming-Dinneen requested update of Career Training Accounts (CTA) and what the clients are doing to sustain their programs. Mr. Rieman reported the funds are being sunset December of 2008. Working with DOL is not very timely. The company wants to work with training people but now the funds might not be there to fund CTA. Employers want this training for their employees, it but it is hard, DOL says this training will not advance your employees, – but we know that it will really improve the workforce. DOL wants CTA's to be employee driven not employer driven.

Budget – 2008 Summit is moving along a report will be ready for the retreat. They have set aside \$20,000 which includes ALIGN and travel to Saratoga. Page 2 of Tab 2 gives council an idea of where we are with the budget and the various projects. Youth Council proposed a project of training all teachers at the state educators meeting. Council did not approve the project and based on discussions of council, the Youth Committee will re-do the request. Mr. Rieman explained budget codes of the report and asked for questions – there were none. Differences in this budget from last one include advertising, phone charges, equipment charges, travel, and subscriptions. The budget will be adjusted to be more specific to reflect the actual changes that have occurred in the last year. Mr. Ware thanked Mr. Rieman for the color copies, he is aware it is more expensive but it is easier to follow.

ACTION: Motion to approve the 15% Committee Quarterly Report was made by Mr. Scoleri and seconded by Mr. Reis. Motion Carried.

Jim McBride, superintendent of public instruction thanked council for helping break down silos. P16 council will help with alignment and this group will help the Department of Education revolutionize the vocational education and workforce issues. We have kids asking teachers why we need to know this, it is important to be able to tell them why. Department of Education had an audit on federal program dollars and Wyoming is spending funds more efficiently than any other state. By working together Dr. McBride stated he believes we are building a bright future for our kids.

Youth Council Report: – Mr. Biggs reported the big project they are looking at is Career Guidance. They are working with four schools and followed up with one school extensively. Mr. Biggs will bring a detailed report next time. They made good headway with this project, information for guidance and tech instructors was included but a data base is

needed for employers to get into schools to talk with youth on opportunities. We also need to keep students informed of opportunities. Riverton Career Guidance grantee reported they will come under the funds received. They have been doing two different tours and job shadowing. A report was shared with council for Fremont County BOCES regarding an energy course. They are working on other tours, criminal justice, Job Corp which will be a component under the homeland security tour. They also did a broadcasting tour in Casper and are working on an Ag tour. In Torrington and Cheyenne they will tour wind farms and also to look at the dairy. Students are able to job shadow, some areas are, health, oil gas, newspaper and utilities. This volunteer piece is beyond school. Currently there are 25 kids in job share and they figure five to six kids will go into the fields they are shadowing. Mr. Anderson said he knew of two other agencies doing the same thing, we should try to pool efforts to stop duplication of energy and time of staff. He suggested this council look at putting a web-site together to let others know what is going on.

[Ms. Wigert suggested the Department of Education take this responsibility.](#) They just completed a negotiated collaborative initiative over last 18 months to create a portal to access career planning. All options available to access career planning will be on Department of Education site. She stated it is incumbent on us to research what efforts are being done.

[Mr. Rieman will be sure all Council members have a copy of the Youth Council report.](#)

Job Corp update: The President's appropriation bill went out. The Job Corp initiative is at bottom. \$59 million was set aside for building job corps centers in New Hampshire and one in Iowa. Senator Enzi reported to Ms. Sandy Barton that our center is included but we are in the engineering piece. BOCES has signed the lease and a public signing With Senator Enzi will be held February 19, 2008 at 9:00 a.m. at the Fremont County BOCES.

Mr. Rieman shared with council the BOCES program is looking at an energy industry piece which is very expensive and labor intensive. Wyoming will be one of 2 states in the country to offer this piece. Louisiana is the other state. Other programs to be set up are listed on page 9 of the November minutes. Part of the program will include sustainability of wages and making sure that the people can get out of Job Corp. [Ms. Wigert would like to see how our monies are spent and how their monies are spent.](#) [Mr. Rieman will get the information to Ms. Wigert.](#)

Latina Youth Conference: A thank you letter and survey results were given to Council.

Collaborations Committee Report by Ms. Laurie Latta. Innovative workforce solution grant information was shared with Council. Mr. Reis is assisting with the Summit Report. They have contracted with Rick Tate as the keynote speaker and will speak to Human Resources in the 21st century sharing information that people leave because of managers, not organizations. Innovation Workforce Solutions will report, CRC is going to be discussed and we will be discussing providing a program of Community Colleges and working together as partners. Chris Thomas will be speaking to immigration. There will be a sub committee afternoon program with WBC and WWDC with a dinner that evening. WWDC will pay for parking passes. Information on award nominees is out, the application is on line. Ms. Latta stated it anyone was aware of speakers that could share with the state on health care, out of the box thinking, immigration or anything else to let her know. A separate budget is set up for the Summit expenses.

<p>ACTION: Ms. Latta made the motion that WWDC members be complimentary attendance paid out of the funds set aside for the 2008 Summit. Dr. Jackson seconded the motion. Motion carried.</p>

Mr. Rieman passed out WWDC note cards and save the date cards for council to encourage people to come to the conference. He reminded council that we want to make this conference for the people who are really out in the trenches working. Rooms have been secured at the Hilton, Holiday Inn, Hampton, Comfort, and Baymont and will be at state rate. The summit will be held at the UW Union. If there are no suggestions on speakers the committee will make the decisions. Mr. Biggs suggested talking with the person who owns the McDonalds in Gillette, Sheridan. He is hiring a lot of immigrants.

Communications Committee: Mr. Engel reported we are moving to where we will be in the future. The interstate commuting packet turned out really nice thanks to efforts from Mark Harris and Wendy Tyson. We want to keep this information updated as the population is growing by 15,000 a year. People are sleeping in cars along the road as they do not have money to buy a house and cannot find reasonable rent. Mr. Ware stated this has been well received and distributed. There were over 2,000 downloads just last quarter.

2008 Workforce Report will be out in conjunction with Research and Planning which include numbers and some fun reading. Mr. Rieman sent out a report on Upton which indicates their small school population was growing. They are

now back up to 120-130 in high school. The community got proactive, took old coal plant and railroad track in Gillette downtown and developed a business park. Mr. Engel thinks it would be good to show in a publication how a community stepped up to the plate to make it happen themselves indicating that businesses have come up with innovative ways to nurture growth. If council is aware of stories like this one, we need to get them to Mark Harris. Mr. Jensen stated the quality of workforce is important along with retention and the proactive things businesses are doing to retain employees. Wal-Mart, Allstate, and Unicover are examples of tremendous stories of hiring the right people on the front end. Keeping staff is more than just what is paid in wages.

Council discussed looking at partnering with Department of Corrections and the halfway houses to look at training individuals getting ready to go back into the workforce. Tony Mireles, ES Administrator shared with Council that they are looking at partnering with the juvenile social workers to start training. [Mr. Mireles will send the retention report to Mr. Engel.](#)

Legislative Committee Report: Mr. Brown reported that two bills went down yesterday. The Career and technical training grant bill only went down by one vote, which is pretty good! We will come back next year. HB20028 Community College 15 million dollar request was voted out. There are two bills left. Ms. Wigert directed council to Tab 8 which shows a fact sheet regarding moving Vocational Education into the 21st Century. Tab 8 lists the MPR's first steps which includes 10 essential policies to look at teacher re-adjustment. It may take closer to 10 years to get going. Page 16 first steps moved forward as a committee bill and the senate passed on the entire bill this morning. The bill augments and changes how we fund an existing state grant fund and would establish a steering committee comprised of people like this council and WDE program manager. The last bullet is most noteworthy to this Council which asks for WDE to create and demonstrate projects to be awarded to school districts. For districts to receive funding they would have to form partnerships with other high schools, post-secondary schools, apprenticeships, and industries. If they come to the table with no cohesive partnerships or programs that do not meet Wyoming's workforce needs then they would not receive the funds.

[Mr. Brown stated they would develop fact sheets on these bills for the council. He commented by showing attention to these bills, we are backing them. Mr. Rieman will forward updated progress of the bills.](#)

Director Evans reported on bill Senate File 85 which is the health care reform pilot project for this area. DWS has been working on project with DWS executive leadership team to look at population of clients working with state agencies (two or more) to determine how we can transition these people into workforce. It was decided we'd start a project called Job Assist. We have received funding from the Dept of Health and others. This position will be housed in DWS. Through Hank Gardner's help we have found the people who are receiving services from multiple agencies. The Job Assist program manager will help these people transition through the maze of state services. One barrier is often health insurance. Individuals receive state services and while on state services they have medical assistance. They generally end up being worse off out of the system. Senate File 85 addresses this issue. It would provide something in the meantime until they can get their own and targets 500 individuals in Laramie and Albany Counties. Page 6 of bill indicates if they are in the Job Assist program they are given priority. The Job Assist coordinator is a navigator to see how we get folks off services and into employment. The Bill provides funds set aside from the KidCare monies. [DWS will keep council posted on this bill.](#)

ACTION: Mr. Brown made the motion that Mr. Rieman track the bills and disseminate the information on bills through out the session and distribute information to the Council. Mr. Wells seconded the motion. Motion carried.

WIA Performance Measures: Ms. Erin Moore, ES Assistant Administrator made introductions of new staff. The Wagner Peyser/WIA Program Manager is Jeannette Pickenpaugh; the Monitoring Manager is Mark Hawkins; the Youth Coordinator is Mike Griffin, and ES Assistant Administrator, Debbie Stamm who oversees regional managers and field offices. Erin Moore is the Assistant Administrator for the ES Division. She oversees plans and programs for Wagner Peyser/WIA. WIA is the primary program that this council is concerned with which includes the Workforce Investment Program. Ms. Moore shared Performance Measures with Negotiated Levels and WIA quarterly report.

We have a new system "Wyoming at Work". We needed a program that included changes that DOL made to programs so we had to bring on new system. It has brought some good things, however when changed over a lot of errors occurred. All files have been gone through and we have fixed most of what was missing or were errors. She gave KUDOS to the ES staff that spent hours in clean-up. This cleanup will affect the numbers on this report which will help as we negotiate with DOL. Negotiation is mostly on the side of DOL. We are currently in PY 07; will start Youth PY08 in April; and PY08 Adults start in July 2008. Common measures are not enforced at this time because DOL did not give funding through WIA.

Ms. Moore shared that the hardest to serve are students that drop out. We don't want them to, but realistically some just drop out. We are going to do our best to serve these clients.

WIA Quarterly Report indicates total number of people ES is working with. The first column indicates the most current the second column is cumulative. First column may have duplicate numbers as they may be in the program for two quarters. The second one people are only counted once. If someone does not receive services for 90 days they exit from the program. This report is difficult to understand and if council has questions Ms. Moore asked they call her for further explanation.

Director Evans commented she is very pleased with ES and their drilling down on this. It may not sound exciting but staff has been diligent in finding out about the needs of people in Wyoming.

Driving Transformation: Pam Downing, Assistant Administrator for BTO reported she is really excited about this interesting topic the department is starting to look at. She attended a DOL Transformational forum in Chicago in December which supports a Sector Strategy approach involving employers from specific industry and insuring participants receive training to meet needs of sectors in the state. Sector strategies look at the needs and commonalities of employers in sectors. What curriculum can be build to fit needs bringing new solutions to employers focusing on specific factors? What are the sectors that contain higher paying positions to help people become self-sufficient? The idea is to bring experts to the table with businesses so experts can hear what works and what doesn't. Why can't I found workers? Maybe not paying them what they need. Maybe partnering with each other would be an idea. Getting employers to the table seems to help it's a win-win – helps the employers and the employees. Sector strategy is based on what is working. At this time the WIRED framework is successful so the Sector Strategy is based off this.

Sector strategy planning includes determining what the critical sectors are. What pays the highest wages to be self sufficient – who are the underemployed or unemployed. Who is already working to make a match for the employer and employer? Find what's already in place and build from there? Who is already involved? DOE, DWS, apprenticeship should be there, WBC could offer HR support. Sector strategy leaders should integrate streams and innovative approaches. Leaders should be whoever wants to be the person who brings it all together.

Sector strategy outcomes include businesses seeing increased retention, reduced time taken to replace vacancy, successful recruitment and earnings. Next steps include a joint planning meeting to create statewide policies and identifying sectors that are in Wyoming. Once sectors are identified then need to identify sector managers. DOL is all about regions; all their grants are built on their sector strategy. Then regional partners and businesses are identified and brought to the table. DWS is applying for a regional information grant which could allow access to at \$250,000 grant to start work in one sector.

Mr. Rieman suggested Council consider this in the strategic planning session. Mr. Rieman thanked Ms. Downing for doing the leg work to start the process.

ACTION: Mr. Wells made the motion to adjourn. Ms. Latta seconded the motion. Motion carried.

Meeting was adjourned at 12:30 p.m.