



# Workforce Services Recruitment and Employment Programs

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**What is the State doing  
to help Industries recruit and  
employ workers?**

**Recruit/Employ/Retain**



# Workforce Centers

The Employment & Training Division helps to build a workforce to meet the changing demands of Wyoming's diverse businesses, citizens and economy. Employment & Training administers a number of important programs, including the Wagner-Peyser Program, Workforce Innovation & Opportunity Act, the Veterans Employment and Training Program, the Work Opportunity Tax Credit Program and the Migrant Seasonal Farm Worker Program among others.

The Employment & Training Division provides programs and services throughout our 18 Workforce Centers across the state.



# Wyoming Workforce Development Council

<https://wyowdc.wyo.gov/>

- **34 leaders across the state, hand-selected by governor**
- **Serve on a voluntary basis for four years, participating in quarterly meetings and on sub-committees**
- **Members bring unique experience from fields including business and industry, organized labor, state legislature, education, social service agencies, and more**



## 12 PARTNERSHIPS ACROSS 9 WYOMING REGIONS

launched since 2018, faster than any other state

### Next Generation Sector Partnerships

#### Manufacturing

- ✓ New intro manufacturing LOCC class
- ✓ Plant tours for students and counselors
- ✓ City & Chamber outreach
- ✓ Business mentorships
- ✓ New best practices round table
- ✓ Local buy-supplier connections
- ✓ Community college partnerships on curriculum
- ✓ Manufacturing festival
- ✓ New manufacturing operator program
- ✓ SW Wyoming marketing for potential employees



#### Construction & Trades

- ✓ Outreach to local students to build awareness of construction careers
- ✓ Internship Day at Casper College
- ✓ Dual enrollment program in the skilled trades
- ✓ Plant tours
- ✓ New referral system for high school students
- ✓ First-ever construction industry-specific job fair
- ✓ New construction technician program
- ✓ Bus tour of construction sites

#### Healthcare

- ✓ Healthcare camp for high school and middle school students
- ✓ Directory of local healthcare resources
- ✓ New adult education project management course at Eastern Wyoming College
- ✓ Unified health care assessment
- ✓ Healthcare career days
- ✓ Collaboration with Fremont County CNA Association



#### Financial & Insurance

- ✓ "Live Gillette, Love Gillette" initiative
- ✓ Relationships with high schools and college on curriculum, help attract students, provide internships, create financial certifications



#### Hospitality

- ✓ "Experience Cheyenne" training program
- ✓ Hospitality jobs website



**200+**  
BUSINESS LEADERS  
participated in industry  
sector launches in  
2018 & 2019



**150+**  
PUBLIC PARTNERS  
involved with the industry  
sector partnerships



**25+**  
INDUSTRY LED INITIATIVES  
Spanning workforce,  
education, and  
economic development



Learn more at  
<https://wywfdc.com>

Find us on Facebook at:  
Wyoming Workforce Development Council

Wyoming  
**WORKFORCE  
DEVELOPMENT  
COUNCIL**





# Workforce Development Training Fund (WDTF) Program

## 5 available grant options

- ✓ Business Training Grants
- ✓ Pre-Hire Grants
- ✓ Pre-Obligation Grants
- ✓ Internship Grants
- ✓ Apprenticeship Grants

\* Grant amounts recently increased.





# Business Training Grants



To either correct employee's skill deficiency or upgrade current skill level and that training is a direct relationship to their occupation.

## **Covered Services Include:**

- Tuition/Registration (required)
- Class Materials/Fees
- Travel Expenses

## **New Funding limits:**

- \$4,000 / \$5,000 per trainee per SFY; based on preferred industry
- \$200,000 per SFY per business





# Pre-Hire Economic Development Grants

**Provides funding to obtain trained workers for a new or expanding business, in addition to now providing training funds to replace lost workers.**

- **Emergency medical service providers are now eligible**

In FY 2021, the Workforce Development Training Fund approved 2 applications totaling \$390,887. As a result of this funding, 208 individuals received training to support the healthcare industry.







# 2020 UW Pre-Hire Grant

## University of Wyoming College of Engineering and Applied Science

Five online modules for Wyoming residents to train for a future career in the Construction Sector.

<http://www.uwyo.edu/civil/construction-training/index.html>



College of Engineering  
and Applied Science



Spring 2021



### Construction Workforce Training



These classes are made available in part by a Workforce Development Training Fund Pre-Hire Grant through the Department of Workforce Services.  
\*Delivered Online via Zoom

#### Spring Course Schedule

**Module 1 (8 hrs)**  
Construction Site Management

- Step 1: FEB 3 | 1-5 pm mandatory zoom attendance
- Step 2: FEB 10 | assignments & evaluation due

**Module 2 (8 hrs)**  
Construction Plan Reading

- Step 1: FEB 17 | 1-5 pm mandatory zoom attendance
- Step 2: FEB 24 | assignments & evaluation due

**Module 3 (8 hrs)**  
Estimating, Bidding, & Contracts

- Step 1: MARCH 3 | 1-5 pm mandatory zoom attendance
- Step 2: MARCH 10 | assignments & evaluation due

**Module 4 (8 hrs)**  
Facility Management

- Step 1: MARCH 17 | 1-5 pm mandatory zoom attendance
- Step 2: MARCH 24 | assignments & evaluation due

**Module 5 (8 hrs)**  
Construction Scheduling

- Step 1: MARCH 31 | 1-5 pm mandatory zoom attendance
- Step 2: APRIL 7 | assignments & evaluation due

#### Who Will Benefit?

- Wyoming Construction Companies and their workers
- Wyoming residents, who would like to obtain training for a future career in the Construction Sector

#### What Will You Earn?

- Certificate of Completion after the successful completion of steps 1 & 2 of each module
- Certificate of Accomplishment after the completion of all five modules



Awarded by the Civil, Architectural, and Construction Management Department at UW.

Register for one or all five course modules!  
For more information, visit:  
<https://www.uwyo.edu/civil/construction-training/index.html>

Questions?  
Contact Francois Jacobs  
[fjacobs@uwyo.edu](mailto:fjacobs@uwyo.edu) (307)766-2392



# Pre-Obligation Grant

Available to economic development entities in collaboration with new or expanding businesses.

**Obligated Funds not to exceed the equivalent of 200 trainees multiplied by the maximum amount allotted per trainee and industry.**

- **\$4,000 per trainee per state fiscal year.**
- **\$5,000 per trainee in a preferred industry per state fiscal year.**

Funds accessed through either a Pre-Hire Grant or Business Training grants



# Preferred Industries for Pre-Obligation Grants

- Construction
- Finance and Insurance
- Healthcare and Social Assistance
- Manufacturing
- Technology
- Hospitality and Tourism



# Internship Grant

The Internship Grant provides funding to Wyoming businesses to provide structured learning experiences to individuals to enhance their work skills, knowledge, and abilities.

## Increased wage reimbursement:

- **Up to \$25/hour per industry standard**
- **Up to 1040 hours per SFY.**
- **Up to 6 Internships based on Industry need and ability to support.**

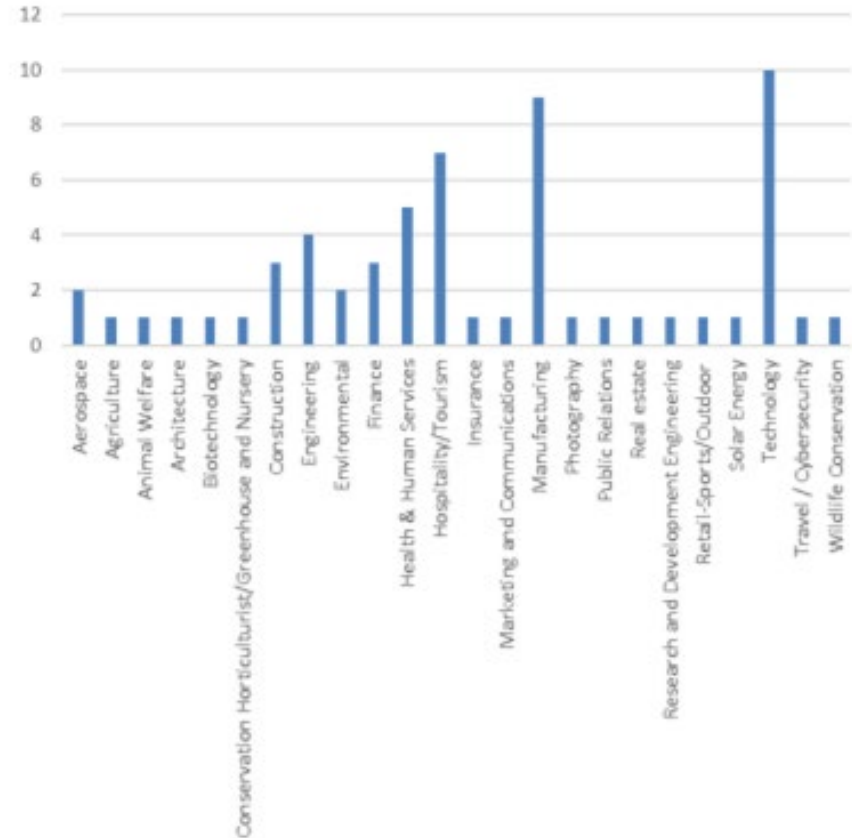




# Internship Grant

In FY 2021, the Workforce Development Training Fund approved **60 Internship Grants for a total of \$823,108.60.**

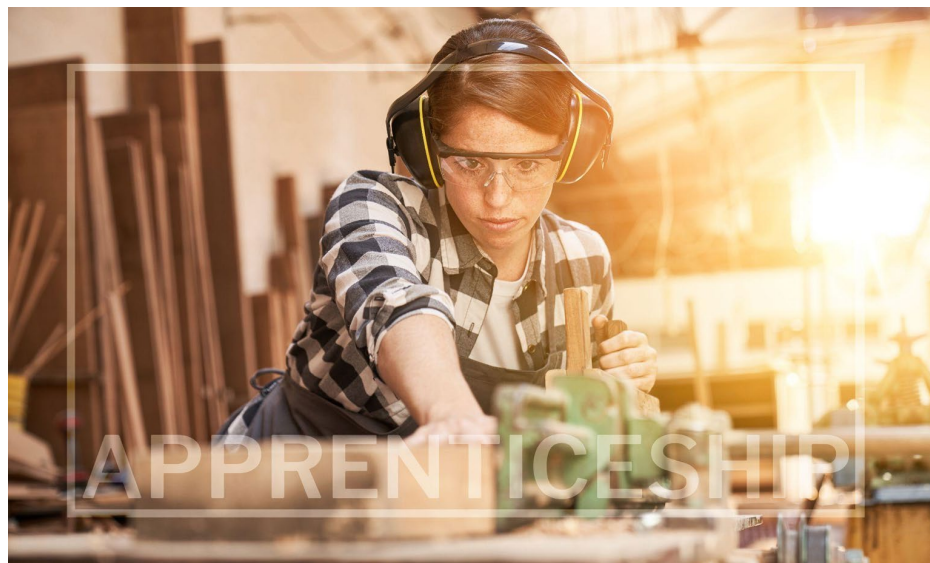
This grant option served **101 interns** in **24 different industries.**





# Apprenticeship Grants

Available to Wyoming-based Registered Apprenticeship Programs and its related technical Instruction Providers to assist with the cost of the related instruction of the registered apprenticeship program.



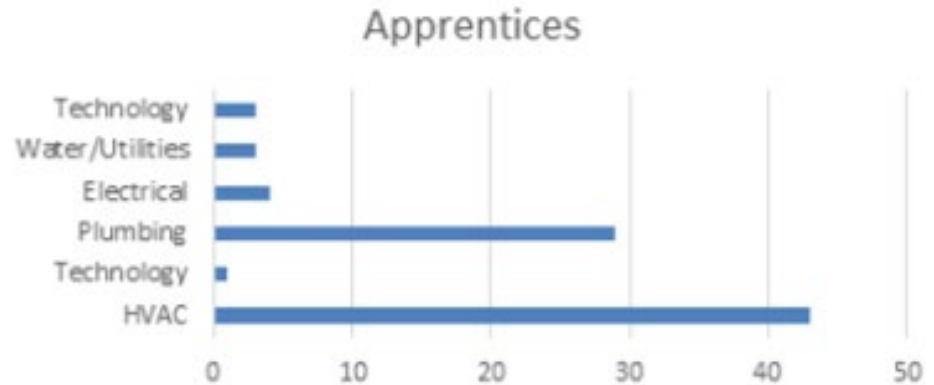
**Performance measures are now  
more flexible for each specific  
apprenticeship program and its  
specific needs.**



# Apprenticeship Grants

In FY 2021, the Workforce Development Training Fund approved 6 Apprenticeship Grant applications totaling \$154,838.

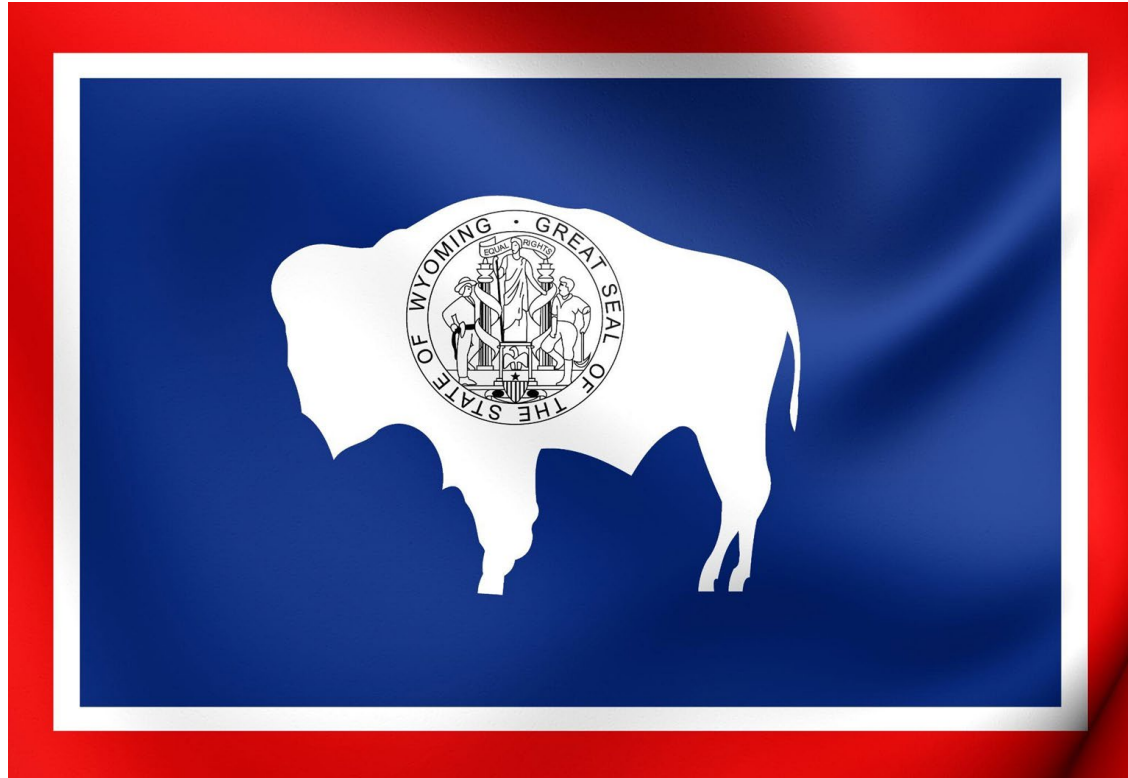
As a result of this training, **83 apprentices** received related instruction to support **5 major industries.**







# Additional resources to help you develop your Wyoming Workforce





W Y O M I N G  
I N N O V A T I O N  
*partnership*



# Wyoming Innovations Partnership (WIP) at

<https://www.uwyo.edu/wip/>

- Strategically **develop the academic and skill development pathways** that will advance the state, and its workforce, through collaboration and efficient use of state-wide resources;
- Support and **train entrepreneurs, facilitate new business starts, and support small business** retention, succession and expansion;
- Partner with **economic development organizations to recruit, expand, and relocate new businesses** to Wyoming;
- Provide the support **infrastructure to allow for research** to develop Wyoming-based commodities; and
- Develop **business partnerships and attract private funding** (matching programs, sponsored research, apprenticeships, internships, etc.).

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Business Occupational

# Outlook Tool Sets

Identify educational and business opportunities in Wyoming using publicly available tool sets.

[Learn more](#)[Use tools](#)

# Wyoming's BOOTS Initiative

- Announced 3/14/2020
- Education
- Career
- Business

**boots.wyo.gov**



**Questions?**  
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