Department of Workforce Services
Business Training and Support

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Why Are We Here Today?

- Share information about training grant opportunities through DWS
  - Workforce Development Training Fund (WDTF)
  - Apprenticeship State Expansion grant (ASE)
- Provide a better understanding of the funding opportunities available for businesses in Wyoming
What We Do

- Work directly with Wyoming businesses, community colleges/training entities, economic development agencies, and other community partners across the state
- Educate about available funding through various grants
- Assist businesses with training grant from application to reimbursement
- Provide technical assistance in the establishment of Registered Apprenticeship programs
OVERVIEW

Workforce Development Training Fund (W DTF)

5 available grant options

✔ Business Training Grants
✔ Pre-Hire Grant
✔ Pre-Obligation Grant
✔ Internship Grant
✔ Apprenticeship Grant
BUSINESS TRAINING GRANTS

For Wyoming Businesses
✓ Reimbursement model
✓ Government Entities are not eligible to participate; other than county hospitals
✓ Covered Services Include:
  - Tuition/Registration (required)
  - Class Materials/Fees
  - Travel Expenses
✓ Lodging & Meals no longer included
✓ Purpose is to either correct employee’s skill deficiency or upgrade current skill level and that training is a direct relationship to their occupation
✓ Training is not normally provided by the business
✓ Funding limits:
  ✓ $1,000 / $1,500 per trainee per SFY; based on preferred industry
  ✓ $10,000 per month and $50,000 per SFY per business
PRE-HIRE Economic Development GRANTS

For Wyoming-based Training Entities
- Operate in conjunction with economic development needs in area
- Reimbursement model
- Government Entities are not eligible to participate
- Allowable Expenses Include:
  - Tuition/Registration
  - Class Fees
  - Travel
  - Instructor Wages & Fringe Benefits

- Purpose is to provide pre-employment, industry specific skill training to develop a workforce where there is a shortage of skilled workers.
Pre-Obligation Grants

Available to Economic Development Entities in collaboration with new or expanding businesses
- Reimbursement model
- Government Entities are not eligible to participate
- Obligated Funds not to exceed 200 trainees multiplied by the maximum amount allotted per trainee and industry
  - $1,000 per trainee per state fiscal year
  - $1,500 per trainee in a preferred industry per state fiscal year
- Funds will be accessed through either a Pre-Hire Grant and / or Business Training grants
- Purpose is to incentivize business recruitment and expansion by pre-obligating funds
INTERNERSHIP GRANTS
For Wyoming-based Businesses
Preference points for businesses in preferred industries defined by the Wyoming Workforce Development Council (WWDC)

Reimbursement up to $12/hour for 1040 hours/state fiscal year = $12,480

Internships per Business
- One internship for businesses with 1-8 employees, and
- Up to two internships for businesses with 9-49 employees, and
- Up to three internships for businesses 50+ employees.

Required structured learning experience

Two funding sources available based on Intern eligibility:
- WIOA / VR
- WDTF
Available to Registered Apprenticeship Sponsors and Related Instruction Providers
● Reimbursement of costs associated with the related instruction (RI) component of registered apprenticeship program (RAP)
● Government Entities are eligible to participate
● Covered Services Include:
  ○ Tuition/Registration
  ○ Class Fees
  ○ Travel
  ○ Instructor Wages and Fringe Benefits
● Purpose is to assist businesses with the costs of training apprentices in their trade or profession
Apprenticeships in Wyoming

- There are numerous apprenticeship programs which assist Wyoming in meeting our need for a skilled workforce.

- Apprenticeships are a unique flexible training program which utilizes job related technical training and on-the-job learning experiences to produce a tailored workforce for employers.

- Apprenticeships enable trainees to gain a license or certificate to practice in their craft. Training is done with combining hands on experience with an employer with aligned classroom instruction.
How Can Registered Apprenticeship Programs Assist Businesses in Wyoming?

- Recruitment and development of a highly skilled workforce that you can customize
- Increasing business productivity, and reducing employee turnover with 94% of apprentices continuing employment after completing an apprenticeship
- Vet workers and retain talent
- Invest in your community
What are the Major Components of a Wyoming Registered Apprenticeship Program?

A registered apprenticeship program is made up of five key components.

1. It must be industry led
2. Includes structured on-the-job training
3. Related classroom instruction
4. Wage progression
5. Lead to an industry or nationally recognized credential upon completion.
Apprenticeship State Expansion (ASE) In Wyoming

- To develop new apprenticeships while working with established programs to ensure their apprentices are accounted for
- Expanding Youth Apprenticeship opportunities
- $641K federal grant received for a three year performance period from 2019-2022
ASE STRATEGIC PLAN  KEY THEMES

Increase the understanding and knowledge of apprenticeships.

Create a plan for expanding a youth apprenticeship pipeline.

Look for non-traditional ways the formal education component of the apprenticeship can be delivered.

Focus on key populations for apprenticeship expansion for both workplaces and potential apprentices.
ASE DIRECT COLLABORATION WITH OFFICE OF APPRENTICESHIP

What is our role?

✔ Work with employers to increase understanding of apprenticeship programs
✔ Referrals to the Office of Apprenticeship
✔ Connect Registered Programs to the Workforce Development Training Fund (WDTF)
✔ Tracking apprentice enrollment
ASE ON THE JOB REIMBURSEMENT

✔ Reimbursement Method
- Participant data
- Employer submits paystubs
- DWS issues one time reimbursement per apprentice
Getting the Word Out!

**WDTF & ASE OUTREACH**
- Campaign to raise awareness of grant funding available for businesses
- The importance of apprenticeships as a critical workforce development pathway option
- Connects with strategic plan

**MULTIMEDIA APPROACH**
- Flyers and Mailers
- Digital Ad Development
- Statewide Methodology
- Video Development
QUESTIONS?
WE ARE HERE TO HELP.

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