

WORKFORCE DEVELOPMENT

TRAINING FUND

Moving Wyoming Businesses Forward



Annual Report

2009



The Department of Workforce Services has helped my family by giving the JATC pre-hire grants to make school affordable, and making it easier to learn electrical knowledge for my future use. ~ **Gabe, Gillette**

As a divorced mother of three with little schooling, I believed that my ability to support my family was impossible. Thanks to the Department of Workforce Services I was able to get help obtaining tools and books for schooling. Now my family's future is brighter. Thank you. ~ **Jessica, Moorcroft**

I feel that the pre-hire grant from the Department of Workforce Services is a great opportunity. The money that I saved on books alone has helped me with many tools of the trade. ~ **Marshall, Cheyenne**

First I would like to say thanks; the pre-hire training grant has helped me change my life to make a better future for me and my family. Without your grants I couldn't afford to better my life. ~ **Brandon, Cheyenne**

The textbooks provided by the Department of Workforce Services have been invaluable to me. As an electrical apprentice it has save me a significant amount of money and prevented potential hardship. I am very appreciative of the program. ~ **Ross, Lander**

I have greatly appreciated all the help. It helps pay for our books and tools. It really helps me get through the school not having to worry about buying all my books and paying for the classes. ~ **Jon, Casper**

The Department of Workforce Services has really helped out my situation because I am only 19 and can't afford to spend \$500 to \$600 dollars just for books. I really appreciate their help very much. ~ **Casey, Gillette**

I have a great deal of personal debt and it helps so much to not have to worry about electrical school fees. I would not be in this program without the financial assistance provided by the Department of Workforce Services. ~ **Eric, Casper**

I would like to say that the Department of Workforce Services pre-hire training grant program has been a nice assistance with books and tuition. This has also been a great enabler in helping myself and others to educate themselves and live a better, more productive life. Thank you. ~ **Shane, Laramie**

Thank you for helping me get the schooling needed to become an electrician. I am looking forward to being able to continue to improve the quality of the electrical standards in Wyoming. ~ **Jeremiah, Cheyenne**

I would have not been able to jump start my career without the help of the Department of Workforce Services' aid. I now have a great career and future ahead of me as a female "Journeyman" wireman. ~ **Sarah, Cheyenne**

I would like to extend my deepest thank you to the Department of Workforce Services for the grant to attend the Wyoming Electrical Apprenticeship program. It has given me the chance to gain a solid career to provide for my family. It also has given me the knowledge of electricity. ~ **Thurman, Casper**

I joined the career straight out of high school. Without the grants that you provided it would have been very strenuous to afford the school while I was working. Thank you very much. ~ **Wyatt, Ranchester**

Overview

The Workforce Development Training Fund is a state funded business training and outreach program comprised of three subprograms. The largest program, Business Training Grants, provides grant funding for new or existing employee training which directly contributes to workforce development at the business and individual levels. Another program, Pre-Hire Economic Development Grants, focuses on supplying trained workers to resolve industry shortages. The third program, Pre-Obligation of Workforce Development Training Funds, allows economic development entities to set aside funding for business expansion or to entice a business to relocate to Wyoming.

The Workforce Development Training Fund is funded through an appropriation of State General Funds by the Wyoming State Legislature and interest earned from the Unemployment Insurance Trust Fund. The Workforce Development Training Fund's total operating budget for the 2009-2010 biennium was \$7,456,024.



Business Training Grants

Business Training Grants for Existing Positions can provide up to \$2,000 per trainee per fiscal year for established Wyoming businesses with existing employees who need a skill upgrade or retraining in their current occupations.

Business Training Grants for New Positions can provide up to \$4,000 per trainee per fiscal year, depending on the employee's full-time status and wage amount. Grants for New Positions were developed to assist Wyoming businesses in two ways: Wyoming Business Expansion or New Business Recruitment.

In Fiscal Year 2009, the Workforce Development Training Fund approved \$2,381,806.77 in Business Training Grants for Wyoming businesses.

A total of 382 businesses applied for funding for 2,961 individuals at an average grant amount per individual of \$712.44 on 1,429 applications. Of the 1,429 applications, 254 were denied and 58 were cancelled by the respective business.

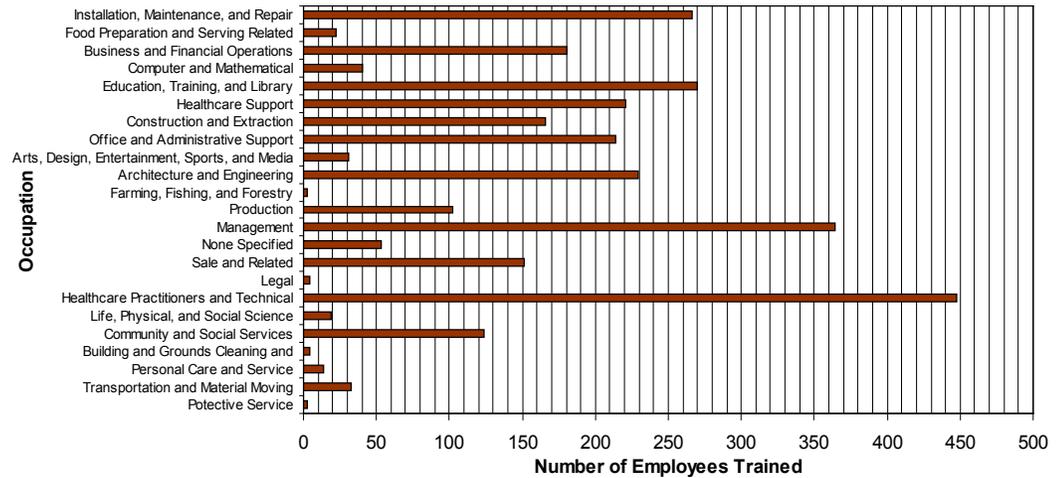
As a result of the structure of the Pre-Obligation of Workforce Development Training Funds, any funding requested by

economic development entities is utilized through Business Training Grants for New Positions or Pre-Hire Economic Development Grants. The data for the Pre-Obligation program are incorporated, in part, into the data above.

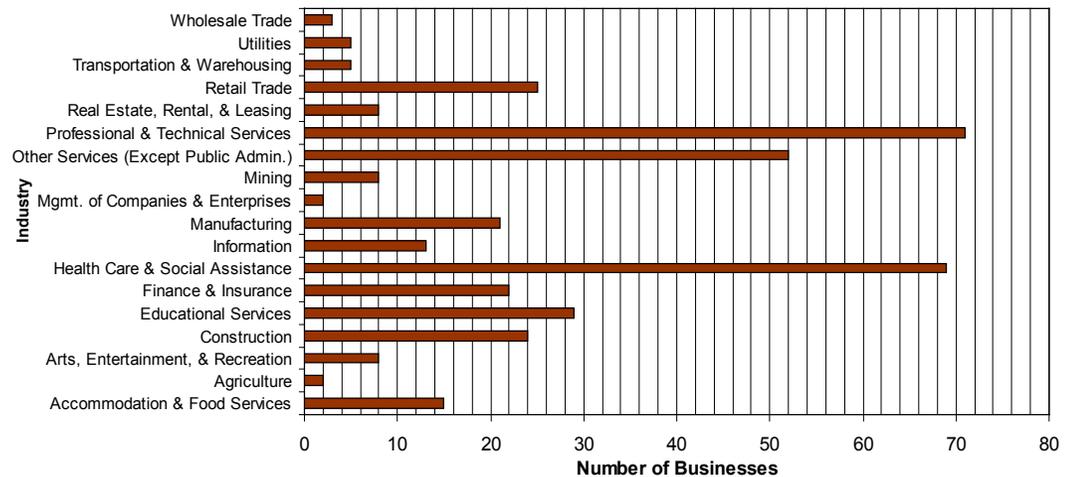
Use of Business Training Grants positively impacts all industries and occupations in the state.



Business Training Grants By Occupation



Business Training Grants By Industry



Pre-Hire Economic Development Grants

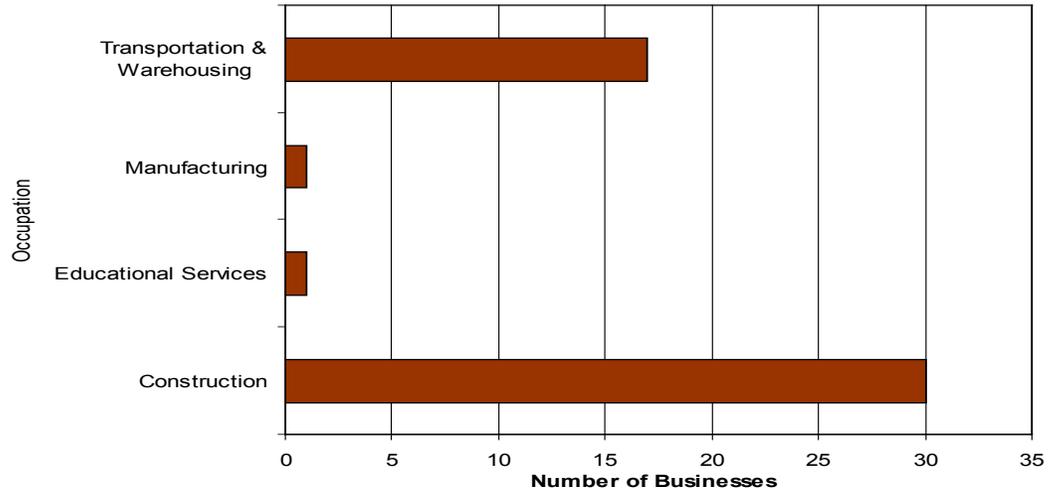
The Department of Workforce Services recognizes the importance of an educated, skilled workforce in promoting Wyoming's economic growth. To foster this growth, it is the intent of the Department of Workforce Services to assist employers through the use of the Pre-Hire Economic Development Grant Program. The Pre-Hire Economic Development Grant Program is designed to train skilled workers in a particular business or industry.

In Fiscal Year 2009, the Workforce Development Training Fund approved 4 applications totaling \$744,755 to train 288 individuals to become employed in four occupations for 49 businesses at an average trainee cost of \$3,010.96.

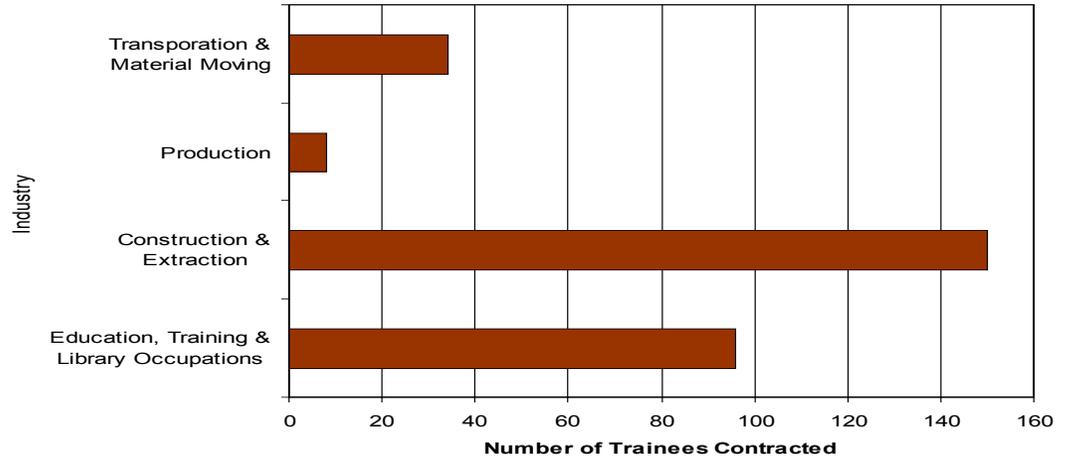
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Pre-Hire Economic Development Grants By Occupation



Pre-Hire Economic Development Grants By Industry



Success Stories

CODY LABORATORIES, INC.

Cody Laboratories, based in Cody, Wyoming, has been manufacturing prescription drugs since July 2000. They have been involved in the Workforce Development Training Fund program for years, using it as a vehicle to make training more affordable and accessible to their employees.

Cody Laboratories applies online with ease and has the process down to a routine. Comfortable with the forms and clearly understanding the documents needed, to them the process of applying is pretty painless. Relationships developed with the Department of Workforce Services' staff members have also helped improve the process.

For the June 2009 fiscal year, Cody Laboratories held two classes for three staff members. Currently they have three classes and four staff members training. Prior to 2009, over 18 staff members were trained through the program.

Cody Laboratories appreciates that the program is a relatively straight forward, user-friendly program. As a small business,

the grants serve as a supplemental source of funding allowing them to allocate more money on staff training. The training programs make training more affordable.

For businesses that have not applied, Cody Laboratories advises them to read the instructions and call with questions. Understanding how the program works and avoiding challenges with the system will prevent the process from being difficult to work through. They encourage business to embrace willingness to apply because it is a great opportunity.

Cody Laboratories plans on using the fund in the future.

"Since Wyoming doesn't have the population we don't have the ability, other than in the Cheyenne area or Laramie, to offer convenient training opportunities. The training fund allows us as a business to get a lot more opportunities."

Patrick Borer, Cody Laboratories, Inc.



Jorgensen Associates, P.C., located in Jackson, Wyoming, has been providing a broad range of civil engineering, land use planning, and land surveying services to the greater Yellowstone area since 1974. They began utilizing the Workforce Development Training Fund after a business partner had referred them to the program.

Because of the grants available to Wyoming businesses, Jorgensen Associates employees have benefited by being able to participate in training conferences both in-state and throughout the country. "These training opportunities have enhanced the technical skills of our employees as well as contributed to the productivity of the firm, adding greater value to our clients". Grants have also contributed to the costs associated with hiring and training of new employees. Since they began utilizing these funds in 2008, more than 10 employees have benefited from advanced skills training. "This funding resource provides opportunities to our staff that may otherwise not have been available to them, especially during these economic times. We feel the grants have benefited our firm by enhancing the skills of our employees, this, in turn, enables us to offer our clients with the expertise they deserve."

Jorgensen Associates works closely with the Department of Workforce Services' helpful staff throughout the application process, ensuring a successful outcome. Jorgensen Associates plans are to continue to utilize the funds into the future.

"When it comes to applying for grants, we have found the staff at the Wyoming Department of Workforce Services to be very helpful and readily available to answer any of our questions."



Wyoming Electrical Joint Apprenticeship and Training Committee (WEJATC)



is a statewide training program designed to train apprentice electricians. Apprentices are assigned to electrical contractors around the state for on-the-job training and also are required to attend four years of schooling in Casper, Wyoming. At the completion of the program the apprentice becomes a journeyman electrician.

The WEJATC initially heard about the Pre-Hire Economic

Development Grants program from one the electrical contractors that utilized the apprenticeship program. The training funds by WEJATC have allowed them to offset the apprentice's cost of instructors and curriculum.

WEJATC has had approximately 160 apprentices complete the program that have benefited from the grant and currently have 116 apprentices in various years of the program. The program has made recruitment and retention of apprentices easier. It reduces the financial strain on trainees and assists them in pursuing a great career that will benefit themselves, their families, and the state of Wyoming with good wages, health benefits, and retirement plans.

WEJATC hopes to continue to make use of the programs to benefit their trainees as long as they fit the needs of the state and their training needs as it has been an immense benefit to their apprentices.

"I believe it is as crucial, if not more crucial, in the current economic climate to provide training that will benefit both the residents of the state and the employers that utilize the residents that complete training. The state of Wyoming benefits immensely by having citizens that are self-reliant with good jobs."

Rocky Anderson, WEJATC



Benchmarks

The Workforce Development Training Fund was established to:

- Be accountable and yield measurable benefits;
- Foster economic development in Wyoming;
- Strengthen Wyoming businesses;
- Support Wyoming employers and workers in Wyoming;
- Provide training beyond what would normally occur;
- Encourage employers to invest in training their workers;
- Support keeping Wyoming workers in the state;
- Promote wage progression for workers after training.

Looking Forward

The Workforce Development Training Fund would like to work more closely with our Research and Planning office to reassess the effectiveness of each of the programs and provide recommendations on program improvement based upon the results of the reassessment.

Partnerships

The Workforce Development Training Fund is proud to partner with Wyoming's Community Colleges, Economic Development Entities, Private Training Entities, Wyoming Businesses, Administration and Information - Economic Analysis Division, Research and Planning office and the Workforce Centers across the state.

Recommendations

The primary reasons that a Business Training Grant may be denied include: noncompliance with Unemployment Insurance, Workers' Compensation and/or the Secretary of State and tardiness in submission of applications. To combat denial, the Workforce Development Training Fund recommends that a plan to educate the public about the programs and the requirements associated with the programs be implemented in Fiscal Year 2010.



Workforce Development Training Fund

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