

**WYOMING WORKFORCE DEVELOPMENT COUNCIL MINUTES**  
**JUNE 14, 15, 2005**  
**BEEMAN-CASHMAN BLDG**  
**EVANSTON, WY**

**WWDC COUNCIL MEMBERS PRESENT:**

Chairman Charlie Ware  
John Boreczky  
Bruce Brown  
Sen. Cale Case  
Sen. Ken Decaria  
Ray Fleming Dinneen  
Kathy Emmons  
Jim Engel  
Tucker Fagan  
Kim A. Floyd (Designee for Jim Gear)  
Rep. John Hastert  
Jeff Heilbrun  
Dr. John Jackson  
Dr. JoAnne McFarland  
Erin Moore  
Charles Rando for Cynthia Pomeroy  
Ed Boenisch, (Designee for James Rose)  
Dave Scriven  
Phil Van Horn  
Tim Wells  
Terry Williams, (Designee for Rodger McDaniel)  
Rep. Dan Zwonitzer

**WWDC COUNCIL MEMBERS ABSENT:**

Sen. Jim Anderson  
Trent Blankenship  
Gov. Dave Freudenthal  
Bret Pizzato  
Leonard Scoleri

**OTHERS PRESENT:**

Betty Abbott  
LeAnn Carothers  
Billy Carter  
Christie DeGrendele  
Dr. Mark Harris  
Dave McNulty  
Matt Ollinger  
Pete Reis  
Dr. Ann A. Reyes  
Elaine Roth  
Peggy Rounds  
Ray Sarcletti  
Mike Seppala  
Bonnie Straw  
Ronald Wild

**DWS STAFF PRESENT:**

Margo LaHiff  
Edie Phillips

**Call to Order: June 14, 2005 1:15 p.m.** Chairman Ware hammered the meeting to order with hammer gavel and welcomed all to the Beeman-Cashman Building in Evanston Wyoming.

**I. Approval of Minutes:**

Chairman Ware entertained a motion to approve the minutes as written. John Jackson made the motion to approve minutes. Phil Van Horn requested correction to the minutes to add his name to those absent and to correct Page 2 Drilling School Report to read ....Chairman Ware to **begin** drilling.... Jeff Heilbrun seconded the motion.

***VOTE: The minutes of March 22, 23, 2005, Wyoming Workforce Development Council Meeting in Evanston, WY were approved as corrected.***

**I. New Business:**

**a. Staff Changes at DWS:**

Chairman Ware introduced council and new members. Chairman Ware welcomed and introduced our new member and DWS employee, Erin Moore as the new Policy Analyst for the Department of Workforce Services.

**b. Announcements – Chairman Ware:**

Chairman Ware reported that he visited Washington DC and picked up information to share with council regarding the Unified Plan necessitated by WIA. He announced he was able to tour the Mushroom Farm in Shoshoni and was impressed.

**II. Approval of Agenda:** Tucker Fagen made the motion to approve the agenda, Peggy Sanders seconded the motion.

***Vote: Agenda for June 14, 15, 2005 was approved.***

**III. Local Workforce and Economic Update – Presented by Peggy Rounds on behalf of Mike Seppala:**

Ms. Rounds reported that Evanston was approached by a new Graphics Company that produces cereal and pharmaceutical boxes. The company contacted WBC who worked with Evanston through collaboration with WBC, DWS, Chamber of Commerce and County offices. They scheduled to meet with the graphics company and discuss the benefits of the area. They discussed other businesses that moved to Wyoming and what has kept them here. They toured Evanston's business ready community and have decided to open their business in Evanston. The building will be 67,000 sq feet with plans to extend to 120,000 sq feet. They will begin with 18 employees and expand to 2 shifts, then up to 3 shifts. They make 13 – 15 million boxes a year and print in 7 different languages. Within 3 years they propose they will have 75 – 100 employees. Some of the wages will be \$30.00 per hour. The graphics company has very high paying professional jobs which will in turn benefit the community. The company is relocating from California and can continue to pay on the same wage scale because of the savings they will receive in taxes and Wyoming life. Their training is mostly in-house.

Kathy Emmons complimented the city of Evanston on this project. The city provided research regarding building, finances, training and workers compensation to present to the company.

Tucker Fagen noted that in Wyoming it's all personal. Companies relocating to Wyoming work face to face, people to people and you know the Governor personally.

Jeff Heilbrun noted that Wyoming was chosen because the CEO of the graphics company read in Forbes magazine that Wyoming was a friendly place to do business and looked on a map tracing I-80 and saw a nice web page on the internet showing the town of Evanston.

Evanston has a new industrial park that will extend the railroad. Being a business ready community has great benefits that attract new businesses. Mountain View has applied for a Business Ready Community grant to purchase 10 acres plus 1 foot surrounding the town to prepare an area to be ready for new business

Ms. Rounds reported that there were many small businesses coming into Sweetwater County. The boom in Evanston appears to be due to BOCES. Eleven months ago, BOCES moved into the BP/Amoco building and offered expanded services and offerings with outreach from the University of Wyoming, Utah

colleges by setting up vocational trainings through grants. BOCES is serving a large part of the community.

Chairman Ware asked about housing and zoning. Ms. Rounds reported the city just opened up a couple of more sub-divisions. There is a scarcity of residential homes available because of the growth. However, 25 new lots are now opening up. Jeff Heilbrun asked if the city had discussed multi-use living units. The city is just gathering information regarding that type of zoning and building. A Salt Lake City developer has called to see what is necessary to begin developments.

**IV. WDTF Report:** Kathy Emmons reported that 111 workers have been trained in Evanston and the report has been submitted to the governor by Kathy Emmons and Chairman Ware.

**V. Unified Plan Update:** Kathy Emmons reported the Unified Plan for the next 2 year period has been prepared. Due to Nicole Freeman's leaving, we contracted with Jonathan Downing to write the plan. The purpose of the report is to indicate how all the pieces fit together. We indicate how the Perkins Act, Colleges, ABE/GED, Wagner Peyser and Workforce all work together pulling resources to do what needs to be done. However, we only discuss WIA and Wagner Peyser as they have been put together by DWS. Until the bill is completely finished by the government, it is not know how it should specifically work.

The vision and goals of DWS and the Unified Plan should go hand in hand. We had to address all the issues in the Table of Contents of the bill or say why we do not. We have to update it every 2 years and should make changes as we go along. Jeff Heilbrun queried whether it was submitted for approval or for information. Kathy Emmons stated it was submitted for approval.

We have already submitted the Unified Plan, it has been returned for clarification, submitted again and we have verbal communication that it is approved and we are waiting for our letter of approval. Kathy Emmons further reported the Unified Plan was reviewed by the WWDC Executive Committee prior to its' submission. Chairman Ware stated that since Jonathan Downing was contracted to write the plan, they discussed it at length. Due to the short time to prepare and submit the plan, Kathy Emmons and Chairman Ware made the administrative decision to ask the Executive Committee to review and approve the Unified Plan prior to submission. Kathy Emmons noted The Department of Labor (DOL) does not deal in specific grants, they deal in strategic plans.

Jeff Heilbrun requested clarification about the Unified Plan – Where is it submitted, why and what can ramifications be?

Erin stated that the Unified Plan is submitted to the Department of Labor in Washington D.C. It is used to identify the direction the state would like to take in relation to WIA and what has been done. If we don't turn in a report it would affect our funding.

Chairman Ware asked council to take time to read the report – he stated that we are charged with overseeing this plan and we need to be sure we are doing what we have been charged to do. Chairman Ware shared information regarding what a strategic plan is.

The purpose is to be advisory to the Governor. It is to primarily define and delegate to DWS through a blend of expertise, ideas, recommendations, and implementation of the plan. Chairman Ware shared a hand-out of Key Phrases for Knowledge Based Strategic Governance with council.

Chairman Ware discussed that WWDC is to lead and not necessarily manage. He stated that we need to be strategically planning at every meeting and thinking about how this plays with the workforce in Wyoming and do we have the monies directed in the best interest of the state. He pointed out that the 4 elements discusses that we must be sensitive to member views. Our members are who we are here for. It is important to build relationships and communication can be non-verbal to share ideas through technology.

**VI. Methamphetamine Report – Dr. Ann Reyes:** Dr. Ann Reyes, Meth Initiative Coordinator for the Wyoming Department of Health, Abuse Division reported on the Wyoming Methamphetamine issues. Her slide presentation and report can be found at <http://wdh.state.wy.us> : **Substance Abuse Division, Wyoming Methamphetamine Initiative.** She reported on how drug use affects the Wyoming workplaces and the

economic impact it has on employers. Some common names used for meth are, speed, ice, chalk, jib, yabba yabba.... Production of Metamphetamines has been around since 1887 beginning in Germany. The draw to meth is that it lasts longer. Comparing affects of cocaine to meth is cocaine lasts 20 – 30 minutes and meth lasts 8 – 24 hours. The rate of addiction is fare more rapid than any other drug. If you use it, you will be addicted. Meth can be injected, smoked, snorted, orally, or in the form of a suppository.

- Short term effects experienced by users are pleasure, confidence, hyper-sexuality, sweating, lack of sleep, irritability.
- Long term effects are severe anxiety, disturbed sleep, hallucinations, and delusions.
- Continual use of meth causes cell death, and creates within the person a dementia not unlike Alzheimers. Dr. Reyes noted we could be seeing a whole group of 40 – 50 year olds.
- Meth most affects the reward pathway in the brain. Dr. Reyes reported that the brain looses the ability to work, it forgets about eating, sleeping, about survival of species, sexuality, thirst. All fundamental basic instincts are stopped by meth users. The brain thinks all these things are met, the only thing that they need is meth.

The State of State Report is also on line which includes data collected from all over, direct or indirect uses. The department is attempting to break it down by county and region. The report is the whole state. It indicates use is much higher in alternative high schools. Regular Ed high schools indicate 11% use and alternative high schools indicate 42% use.

Dr. Reyes stated we can never go to sleep on drug control. We need more treatment beds in Wyoming and more follow up therapy. Treatment is effective. Treatment is at least 135 days of total treatment, 9 – 12 months partial treatment, 24 months of continuum of care recovery support system. They must remain in contact with therapeutic environment.

Five ways that meth users cost employers is in absenteeism, loss of productivity, employee theft, insurance premiums are higher, and worker compensation is higher.

- VII. WYWDC Report:** Christie DeGrendele reported that WYWDC met June 14, 2005 9:00 – 12:00. Christie DeGrendele read to council the Vision and Mission of WYWDC. She reported that they have met by phone and will be meeting again by phone in August to set up workgroups. They discussed the CF & I report and will keep it in mind. She reported on the support of the council for the Wyoming Latina Youth Conference. Christie DeGrendele made a motion to council to support the Wyoming Latina Youth Conference in Cheyenne on October 14 and 15, 2005 with a contribution of \$3000.00.

Chairman Ware stated with the 15% set-aside committee, the council does not need to recommend appropriations. WWDC has funded this program for the last 2 years. Wyoming Latina Youth Conference is held in Cheyenne but benefits the entire state. The committees are developed to assist the entire council by making decisions for the good of the council without entire council approval. **No action on the motion was necessary.**

Chairman Ware thanked Christie for chairing WYWDC and reporting to the council.

- VIII. Correctional Facilities Training Report – Apprenticeship and Training Programs. Report by Betty Abbott:**

Betty Abbott introduced Bill Carter as the new Industries Manager. Ms. Abbott reported to council that there were 1787 men and 236 women incarcerated at this time. In 2004 Wyoming had 893 new intakes and 765 inmates were released in 2004. She reported that 75% of the male inmates are below 9<sup>th</sup> grade literacy and women have an average literacy of grade 9.2. Only 41.3 % have a high school or GED diploma. The majority of inmates test at an average IQ.

Wyoming Department of Corrections (WDOC) is attempting to provide the following opportunities to inmates: ABE/GED; English as a second language, Pre-release classes – what do you need when you leave, life skills, computer literacy, and Microsoft office support skills. She reported the inmates do not have internet access. Further, WDOC is offering: Auto CAD; A+ Computer Certification, Construction Education – carpentry, concrete & heavy equipment skills, culinary apprenticeships, and they hope to add Heavy Equipment Apprenticeships in the near future. In order to qualify for a heavy equipment position, hours have to have been spent running the equipment.

Ms. Abbot reported on the Wind River Mushroom plant as the first Prison Industries Enhancement (PIE) program. WDOC has partnerships with private employers. The plant is located on 140 acres in Shoshone Wyoming and they produce 60,000 pounds of mushrooms a week. Inmates built the warehouse and are now working the farm.

The benefits of a PIE program are 15% of the inmates gross wages go into a savings account. 20% of gross wages go to the inmate to pay restitution; 15% of the net wages go to a Victims Comp fund and the remaining earnings are distributed to pay child support or if no child support is due it is deposited into an industries account. WDOC terminates inmates that are not working like they are expected to. There are currently 35 – 40 inmates on payroll now.

WSP is located in Rawlins, WWC, the women's correctional facility has aquaculture and raise tilapia; WHCC in Newcastle would like to add industry training and the Wyoming Medium Correctional Institution has a large industry space and private industries are calling to set up PIE projects. The women at WWC would like to add carpentry to their industry.

The goal is to teach vocation and industry so inmates can make a livable wage upon release into communities. Rehabilitation of our inmates is a community effort where our businesses and state agencies need to work together.

She asked if DWS or WWDC could help with things like Job Fairs being set up within the correctional facilities to instruct how to apply for jobs, how to complete résumés, how to walk, talk, dress and let the inmates practice so they are ready upon release to apply and become employable citizens.

**Adjourned 5:00 p.m. to be continued at 8:00 a.m. March 23, 2005**

**March 23, 2005**

**Charles Ware called meeting to order 8:05 a.m.**

**IX. Jeff Heilbrun** announced he has been selected to serve on the Federal Reserve Economic Advisory Council for the 10<sup>th</sup> District, located in Kansas City KS. The 10<sup>th</sup> District is the largest geographic district in the United States. They meet twice a year regarding economic counsel. There are 8 on the committee. The purpose is to take business input using open market meetings regarding interest rates. One of the questions the board is asking is, what is the biggest impact/threat to workforce and businesses. He reported that it was health care, qualified workers and cost of real estate. The next meeting is scheduled for October and the question asked is "What does interest rate increases do to your business?" Congratulations to Jeff!

**X. Experience Modification Rates for Worker Compensation Proposed Rule Change**

Chairman Ware introduced Bill Cole from the Dept of Employment (DOE) in place of Cindy Pomeroy for the report. DOE is making changes to Workers Compensation rates. The goal is to be more equal by designing the ERP's to give more weight to frequency rather than to severity of the claims.

There are many changes proposed for Worker Compensation some of them are

- a. Calendar year will be changed to January 1, – December 30, in lieu of July 1 – June 30
- b. Manual premium will be used to determine which experience group the employee fits into
- c. 5 Employer Group – 3 year cumulative less than \$15,000.00 and 3 year cumulative over \$15,000.00.
- d. Less than \$15,000.00 manual premium will provide
  - i. loss free discount if employer has 0 claims during the rating period
  - ii. no discount if employer is not claim free and has up to 3 claims
  - iii. 10% debit or penalty if 4 or more claims during the 3 year rating period

The change from the current program is that if an employer has only 1 claim, they have no discount and if they have 2 claims in the rating period their premium increased by 20%. Employers feel Workman's Compensation may be taking away the safety discount. DOE is considering about giving credits if an employer is more safety conscious and promotes safety in the work place.

Mr. Cole continued that DOE is proposing to change the rate formula. It is a complicated way to figure the rates and is not employer friendly but it is designed to recognize and measure frequency and severity of the claims. With proposed program, 30% of the individual medical claim is included in the calculation. This will hopefully cause incentive for an employer to help employees return to work sooner and to reduce the frequency and severity of claims. Mr. Cole shared a handout titled: *Workers' Compensation Experience Modification Rate Proposed Changes and Possible Changes to the Safety Discount Program presentation*.

Council discussed concerns of the new proposals in comparison to large and small companies. Chairman Ware thanked Mr. Cole for his attendance and presentation.

More information can be obtained by calling Bill Cole at 777-6035 or Mike Todd at 777-3581.

<b>Agenda Item: Dedicate time next meeting to discuss Worker's Compensation changes</b>
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**XI. Assign Committees and Discuss, Prioritize and Assign Projects for 05 – 06**

Chairman Ware stated he wanted to keep all the committees WWDC already has in place and add Training Oversight Committee as an additional committee. Discussion was held by council as to whether that was already being done by the committees as they work on projects within the committees already formed.

The committees we have now are:

- Data & Communications, Jim Engel is chair
- Collaboration – Jeff Heilbrun is chair
- 15% Set-Aside – Ray Fleming-Dinneen is chair
- Ad hoc – Legislative – Bruce Brown is chair

Jeff Heilbrun gave overview of Collaboration Committee – Suggested a Summit again a year from now. Council will need to choose an activity, location and space to have the Summit.

Ray Fleming-Dinneen reported that the purpose of the 15% Set-Aside Committee is to review the budget on a regular basis. The committee would like to have a better system in place so when budget requests are made, the committee can decide without the whole council.

Jim Engel reported the committee was to be sure we communicate who and what we are to everyone outside the council. We need to expand on the 2004 book and be sure LMI is included. He stated that the Summit was successful in the past, more employers are now aware of workforce.

Jeff Heilbrun suggested that instead of the Collaboration committee working with DOE that perhaps Data and Communications would be the proper committee to work with Ms. Pomeroy in communicating what we have available.

Chairman Ware reported he and Kathy met with Teri Wigert of the Dept. of Education regarding career tec/vocational training in high schools. Kathy Emmons suggested that we use the professionals in career counseling from our one-stop centers to go to high schools and assist the counselors in training and giving career counseling to students. They would free up the counselors to concentrate on other issues within high schools and students would become more aware of what DWS has to offer. She suggested a committee work with DWS on going to schools and pilot a couple of districts to see if it works. JoAnne McFarland suggested the colleges work with DWS and have one career/job placement person have office hours on campus so students have immediate and individual access to information.

Much discussion was held regarding importance of meeting the employment market of the areas and ability to match trained workers with the market needs.

Cale Case queried how we are moving into the internet phase. Employers still want to use newspaper ads but many people just use the internet to look for work.

Kathy Emmons reported that our new Chief Information Officer (CIO), Michael Richardson was working on many new ideas and creating a new internet that will hopefully be very useful. Kathy indicated DWS' IT team is creating a new DWS internet that will be easily navigated. Tucker Fagen with Wyoming Business Council

(WBC) stated that because of the innovative ideas he has seen happening at DWS, WBC has partnered with DWS to work together with Michael Richardson.

**Agenda Item: Michael Richardson to speak about the new MIS system and Interface**

Further discussion was held regarding ways to communicate with future employees, employers, colleges, high schools, seniors and marketing and training for the jobs we have in our diverse communities throughout the state.

Discussion was held regarding the IST program being readied at LCCC in Cheyenne. John Boreczky reported that he would like to have more answers regarding the IST project. He has met with LCCC and they have hired an instructor and purchased instructions from IST but have not yet given any budget information regarding actual costs of equipment, rent to be charged. He would like to be able to be more informed on the project and how the monies have been allocated.

Council discussed issues to be reported on regarding IST.

- Budget
- Manpower
- Marketing
- Have a report at each council meeting for the next 2 years

Chairman Ware appointed a task force to further review the IST program: Sen. Case, Charles Ware, John Boreczky.

Council discussed the need for an Ad hoc Legislative Committee.

**Action Item: Council added Ad hoc Legislative Committee – Bruce Brown is appointed as chair.**

Erin Moore stated that the Committees will be meeting by phone conferences in lieu of in person and will then report to general council at the quarterly meetings.

Council discussed and Assigned Committees as per attached Exhibit A & B.

**Continued : Local Workforce and Economic Update – Presented by Mike Seppala:** Mr. Seppala continued with local report. He reported that Forbes Magazine estimates the population of Rock Springs area to be 60,000 by the end of the decade, population is now 19,874. Mr. Seppala believed there will be a 10% increase. He stated there are concerns with finding qualified workers for the type of employment in Evanston. There is a real problem with housing. It is difficult to draw workers if there is no housing available for families. Rock Springs average cost of a 3 bedroom, 2 bath house is \$142,000.00. Currently there is a 12% growth each year in cost. Evanston's average home is \$165,000.00. They only have 66 homes on the multi-list and 29 are already contracted. Big Piney's average home is averaged at \$250,000.00 and they only have 12 homes listed for sale. He stated oil and gas and the Trona mining are real positive influences for the Southwest area of Wyoming. Handouts were given regarding Outlook 2005 and County Growth Information.

## **XII. Committee Reports:**

### **A. 15% Set- Aside Committee Report: Ray Fleming-Dinneen:**

Kim Alexander and Edie Phillips were introduced to council. They shared with council the WIA 15% Budget and Expenditures handout for period 7/1/04 – 3/31/05. The 15% budget handout was explained by Ms. Alexander and Ms. Phillips. Discussion was held regarding the information and Dr. Sanders congratulated staff for their efforts and stated it was positive to be able to see the budget being prepared according to WIA guidelines. Ms. Phillips indicated this has been a tracking year and though we are not required to track at this level, we are doing so to provide information to council. Ms. Phillips stated there are discretionary funds from 2004 that have been rolled forward to the 2005 budget. She continued that the oldest money we have to spend is from 2003 and it must be allocated by 2006. Kathy Emmons pointed out on page 6 of the report that unexpended funds were much higher in the past, but it is our job to see the funds are spent wisely toward our means. DOL is beginning to track expenditures and will be expecting an analysis of expenses each year to

utilize funds. She suggested perhaps we pre-pay some Summit expenses for 2006. **Erin Moore will get the figures of cost of the 2004 Summit and report to council next meeting.**

**Action Item: Jeff Heilbrun moved to accept the Budget Report of 04/05 and Phil Van Horn seconded the motion. No Discussion – Motion was approved.**

Ms. Phillips presented council with 05/06 Budget. This is a projection based on historical information. We have carry-over funds and new monies that carry us through the 05/06 budget. Note is given to Attachment B of the handout – which includes the MIS system. It will provide information on labor market, labor exchange, case management for WIA programs, track fiscal associated with participants, report information on Federal programs and employment support. The majority of cost for the MIS system will be provided by the Reed Act. Note is given to Attachment A Item 3 regarding the Apprenticeship program. Representative Hastert reported the Apprenticeship Bill had a fiscal note that was omitted from the actual packet that was presented to legislature appropriations. Funding is needed for the Apprenticeship program. Erin Moore stated that we need to allow fiscal to move as of July 1, 2005 and suggested council approve items 1-11, with the thought that items 10 and 11 might change and that we review items 12 – 20 and vote on them at the September meeting.

**Action Item: Jeff Heilbrun moved to approve items 1 – 11 on the PY05 WIA 15% Proposed Budget and to allow \$3000.00 to be appropriated to the Latina Youth Conference. John Jackson seconded the motion. No discussion – Motion was approved.**

**Agenda Item: Items 12 – 20 to be reviewed and discussed at the September 2005 meeting.**

#### **B. Collaboration Committee Report – Jeff Heilbrun**

Mr. Heilbrun stated it was important to make a decision before the September meeting as to where and when to hold the next Summit meeting. It is only a year out and we need to make arrangements with the community in the next month or so. He suggested Casper, Jackson, Cheyenne, Laramie as possible locations. Council discussed areas and possibilities and importance of moving the Summit around the state as we go forward.

**Action Item: Jeff Heilbrun moved that the Executive Council make the decision as to location of the Summit. Tucker Fagen seconded the motion. No discussion – Motion was approved.**

#### **C. Data & Communications Report: Jim Engel**

Mr. Engel stated the importance of communicating with all colleges and public entities. He continued on the Summit issue and thought it imperative that we develop a new 2006 Summit Report that mimics the 2004 Summit Report. Mr. Engel commented that the employers he has been in contact with the report use it and it is a good communication indicating what DWS is about. Council discussed ideas for the next report.

Discussion was held regarding application for a Job Training Grant that is due July 3, 2005 concerning community colleges. The grant requires a letter of support for each college to apply.

**Note to Minutes from Chairman Ware: Due to time constraints Council directs DWS staff to prepare the letter of support and obtain approval of the letter from the Executive Committee and distribute as necessary without full council approval.**

LMI Grant – Tab 10 of packet – discussion was held by council regarding what to spend the discretionary funds on.

- Wadley Donovan Report – statewide labor force is all we have received. We could obtain localized reports regarding local skills, daycare, and workforce within 45 mile radius for different areas of the state. Each report is \$800.00.
- Career information available with colleges – can we make it better.
- Do a statewide wage survey for comparable jobs and job skills necessary for particular jobs.

Kathy Emmons stated it is important the decision is driven by council and that the material and packaging should be provided in a more employer/employee friendly manner.

Erin Moore will gather information together and schedule a phone conference with those that are interested.

**IX: Report from Dr. Mark Harris:**

Dr. Mark Harris of the Dept of Employment reported on the *Trends* publication. This publication is a report that looks at retention in employment. Are the individuals retained in the state? It is a comparison of participants in the state within the year and the entire market. The recent report indicates there is 60% retention after 2 years in Wyoming of employees that have been trained by workforce and 40% retention after 2 years of non-participants in workforce training.

Our goal is to retain labor in the state and it appears to be working. Council thanked Dr. Harris for attending and submitting a report.

**X: Closing**

Chairman Ware discussed Council meeting locations and possible dates for 2006. The plane is getting harder to schedule and we need to make our choices sooner to be able to reserve the 11 seat plane in the future.

2006 Locations:

February 2006	Laramie	Include a Home Basketball weekend
May or June 2006	Sundance	Bruce Brown to assist with Golf activity
September 2006	Pinedale	Jonah Field Tour
November 2006	Casper	

Senator Case reminded council that legislature begins February 10.

**Meeting Adjourned 12:10 p.m.**