

Wyoming Workforce Development Council
Minutes
September 20 – 21, 2007

Call to order: Dave Scriven, Chairman called meeting to order at 1:05 p.m.

Welcome and Introductions: Chairman Scriven started with welcoming Council and stated he is honored to have this position. He appreciates the opportunity to be Chair and thanked Charles Ware for the years of great leadership. Mr. Scriven has been on the Council since 2003 and during this time he realized it takes time to understand what the role of the Council is and what is needed to become effective. We have seen a lot of growth in the State since he started. Mr. Scriven indicated due to the leadership of Mr. Ware, this Council has been able accomplish a lot of work. On behalf of the Council, Mr. Scriven presented Mr. Ware with a token of appreciation, a gavel hammer mounted on a 2x4. Mr. Ware appreciated the award and thanked Council for their efforts over the years.

Council Present: Rocky Anderson, Jon Conrad, Christie DeGrendele, Joan Evans, Joe Juarez, Bob Jensen, Ray Fleming Dinneen, Katie Long, Bill Pannell, Gary Child, Amy Bishop, Dave Scriven, Charles Ware, Tim Wells, Kristin Wilson, Dan Zwonitzer, Jeremiah Rieman, Cale Case, Leonard Scoleri, Bruce Brown, Mark Herrmann, Tony Lewis, Curtis Biggs, Jim Engel.

Others Present: Joe Juarez, US DOL; Katie Kudlow, DWS; Elaine Roth, DWS; David Spencer, WBC; Erin Moore, DWS; Angie Buchanan, DWS; Margo LaHiff, DWS; John Mulane Jr., Crook County Commissioner; Mark Harris, DOE; Wendy Tyson, DOE; Tony Mireles, DWS; Bernie Carter, US DOL; Cynthia Green, US DOL

Approval of Agenda

ACTION: Motion to approve agenda was made by Mr. Engel, Seconded by Mr. Brown. **Motion carried**

Approval of Minutes –

ACTION: Mr. Anderson made the motion to approve minutes as written. Ms. Fleming Dinneen seconded the motion. **Motion carried.**

Council member profiles:

Jim Engel: Hails from Rozet. Owns businesses in Gillette. He was born in Sterling, Colorado and remembers I-25 being built. He started kindergarten six times, started 1st grade five times, only because his parents moved a lot. He spent summers with grandparents who had some of the largest farms in Northern Colorado, Sandberg feedlots. His grandfather always promised to send him to college, but he passed away when Jim was 8. He graduated from Upton High School in 1986 at age 15. (he could see people doing the math). He started calling auctions in South Dakota for estate or merchandise in 1988. He then decided to announce rodeos. He traveled 130,000 – 160,000 miles a year. In 1988 he was recognized as one of the outstanding men in America, being the youngest professional announcer at the National Finals Rodeo in Las Vegas, Nevada. He traveled to Myrtle Beach, to Sacramento, California, all the way to Hamburg, New York. New York was the last rodeo he handled professionally. He found himself driving by Niagra Falls taking pictures. Believed it was not right. He then contracted with Barrel Dobbs and Coffee, professional bull riders. Mr. Engel spoke about being drug free to youth at sessions in schools, he even brought a live Brahma buffalo, Pinky into auditoriums for assemblies. He still receives correspondence from students that were affected by their visits. Mr. Engle remembers that assemblies were always the most fun in high school. He met his wife in 1992, they dated nine years and were engaged for 2 years. They appeared to be very non-committal but now have beautiful children, a two year old and a one year old.

Bruce Brown: First introduced and welcomed staff from Crook County Medical Service – Patty Fiest, Cindy Heaton, Lily Backenbush, and John Osse from Crook County. Mr. Brown recently moved to Casper and until such time, he served on board at Crook County hospital. Mr. Brown stated he barely graduated high school, attended Black Hills State and played football. While in high school he became smitten with Ila. Her brothers thought he should ride bulls. People who know bull-riders, know they are more Engel's size. The brothers thought he should bull dog since he was not such a great bull-rider, Mr. Brown said he was afraid to tell people he could not ride a horse. At age 24, while in college, he met Theresa and three years later they were married. They traveled to Cheyenne Frontier Days which is a lot different than other rodeos. In Cheyenne they give the steers thirty feet head start where in other rodeos they only get about a six foot head start. While waiting to go, the horse starts charging in the stall. The energy at Frontier Days is nothing less than electric. On his ride, the horse went after the steer, probably going 90 miles an hour, "they" slid up on the steer, Mr. Brown's leg caught. While laying there, the steer picked him up, so he relaxed hoping the steer would let him down, with his face

under water and whatever else was there, he came up spitting and gagging. He won the high flying cowboy award that year which presented him with a ticket to fly anywhere in U.S. He flew to Phoenix, called Theresa and said let's move to Phoenix. While there, even though he had a degree from University of Wyoming he decided to enroll at Arizona State University and soon became an accountant and went to work at Ernst & Whinney. In 2002 he attended Leadership Wyoming and met many new people and had a world class coach to help him move forward. Mr. Brown stated family is the most important thing in his life. He has done a lot of crazy stuff like run for State Auditor. The moral of his story today is that he wants to help Wyoming be better, then he wants to help kids understand that if they leave Wyoming, they can still come back home. We need to remember not to get hung up about kids leaving the state, they do come back and realize what they have. Workforce Council shows we can train our kids and help them become successful. Mr. Brown is now general manager of Wyoming Contractor's Association at the McMurray Training Center. It is very fulfilling when someone comes back to see the instructors and thank them for the knowledge they shared. Mr. Brown ended with a warm welcome to Crook County.

Local Report: Crook County Health Services: Ms. Kudlock of the Newcastle Workforce Center gave a local update and introduced staff from Crook County Health Services.

- Crook County Health Services is the largest employer in Crook County.
- Facility is equipped with 15 beds for acute care.
- 32 bed nursing home and 3 clinics.
- Clinic has hospice, cardiac rehabilitation and service all of Crook County.
- Currently have 133 employees – 60 of them are LPN, RN, CNA.
- CAN's can be certified after a two week course.
- In last couple of years – RN, LPN, and CNA's have dropped by 22 employees.
- They now have to go and hire agency to provide staffing, costing them quarter of a million to service Upton.
- Most of staff is female they are now trying to talk males into joining the profession.
- CNA's should be praised. They do the jobs most people don't want - they really need blue collar workers.
- They are loosing people to the higher paying jobs – mines have better benefits.
- Need to be able to compete and look to our Council for help.
- Need medical records clerks, lab, office staff.
- Smaller community people want to move to larger places. They need to figure out how to bring them back.
- Hospital was able to use Career Training Accounts through DWS.
- It is because of Career Training Account funds that their staff has been able to obtain to training in Denver.
- They have used the funds for training nurses in coding.
- They current have four doctors, two are part time. One is retiring in the next five years.
- Have received a 15% growth every year in the last three years.
- More people are moving into the community – retired people from back east buying land and building.

Biggest obstacles are:

- CNA's are younger people who start in the summer then they move on to college to be an RN.
- They would like to see States reciprocate on licenses.
- Wages and housing are huge too, there is not even a place to rent.
- CNA's are paid \$9 an hour starting and up to \$12 with experience.

Mr. Case suggested starting with the Board of Nursing regarding the reciprocation of licensing.

Ms. Kudlock reported they are trying to get people started on a medical career path in high school and working in conjunction with the Eastern Wyoming College.

Open Discussion – Operating Rules: Mr. Rieman asked Council to look at page 2 numbers 7 & 8 on the Operating Rules document. All changes are in color to present the changes clearly to Council. Mr. Scriven stated that it sounds good to have a designee but it takes so long to figure out what is going on a designee would probably never know what is going on. He would like Council to decide on their own whether to have a designee or not.

ACTION: Mr. Engel made the motion to adopt the Operating Rules with the changes noted in color. Mr. Scoleri seconded the motion. Discussion: Mr. Anderson asked the reason for the proposed change on the last page, number 7 regarding "office of director", Mr. Rieman stated it is a mistake, the language was always "Office of the Director of DWS". **Motion carried.**

Strategic Planning Retreat: Mr. Scriven stated we had discussed this in the past. Mr. Rieman shared with Council that there have been no updates since 2005. It might be appropriate to look at mission, goals, strategies etc. to determine what we have still fits where we want to go as a whole and on our committees.

Discussion:

- Mr. Scoleri suggested we do it annually, and it should be done prior to a meeting.
- Mr. Rieman would like it to be a separate meeting outside of the Council meeting.
- Mr. Scriven suggested there be no other business. The sole purpose should be strategic planning and get together at an out of the way place (like Leonard's cabin during Elk Hunting season).
- Ms. Moore had a session in 2005, it wasn't a full session but it was at the meeting.
- Mr. Ware stated he had seen it done in Oregon, they came up with an awesome plan. Things are much different than they were 3 – 4 years ago.
- Mr. Scriven would like to see two half days. Should be able to do it in a day's session and an evening
- Mr. Rieman would like to see Committees break-out for a discussion of their goals and projects in the coming year.
- Mr. Ware stated other states break into long-term and short-term goals and incorporate timelines.

Mr. Scriven suggested that if Council is in agreement, he would take this to Executive Committee and they will plan a schedule on how we think the retreat should work, including identifying facilitators. Mr. Lindsay has done a nice job – perhaps we can contract with him and someone else outside of DWS or WWDC. [Executive Committee will report back with a plan at the November meeting.](#)

[Mr. Engel queried whether we could use the notes from the session in 2005 to see where we were and compare? Mr. Scriven stated we could do that. Council agreed to allow Executive Committee to come up with a plan/agenda and report back in November.](#)

Committee involvement: Mr. Scriven stated our work really happens in the committees. He would like to be sure that all understand what the committee Council members serve on know what the committee does.

Executive Committee: Joan Evans, Jim Engel, Bruce Brown, Dave Scriven, Ray Fleming Dinneen, Charles Ware, Teri Wigert, James Rose, Laurie Latta, Bob Jensen

Communications Committee: Cale Case, Gary Child, Jim Engel, John Jackson, Leonard Scoleri, Charles Ware

Collaboration Committee: Laurie Latta, Dave Scriven, Dan Zwonitzer, Bob Jensen, Walt Nolte, Jeff Heilbrun

Youth Council: Curtis Biggs, Christie DeGrendele, Mark Herrmann, Bryan Monteith, William Pannell, Katie Long, Jon Conrad

15% Committee: Ray Fleming Dinneen, Kristen Wilson, Bruce Brown, Leonard Scoleri, Rocky Anderson

Legislative Committee: Teri Wigert, Tim Wells, Cale Case, John Hastert; Bruce Brown; Amy Edmonds, James Rose, Daniel Zwonitzer

[Mr. Anderson – it is important to have a breakdown of what the duties are for each committee. It is in the manual; however, definitions are not very clearly stated.](#)

Mr. Scriven tabled the committee involvement report.

Other discussions Northern Wyoming Community College District has requested a letter of commitment from the Council. Mr. Rieman distributed a copy of the letter to Council:

- Council would work with the district to share a vision.
- Applying community based job grant and is seeking Council commitment.
- Council will leverage any and all labor market information possible in support of the request.

Discussion: Mr. Conrad asked for clarification of support

Ms. Roth stated:

- They are looking for a commitment to provide labor market information – very critical to decide skill demands and needs.
- Capacity building at colleges.
- As far as the energy industry we would also help identify constraints.
- Commitment to help identify strategies for building up.
- Shared vision in partnership and collaboration.
- Job training proposal to be able to show how WIA is an integral part of this proposal.

Mr. Scriven stated we should be involved in developing the shared vision.

- RFP is only a proposal – it is not a full vision.
- Council would be engaged in the process.
- Is it appropriate to only pick these schools? Mr. Rieman shared the RFP with all of the colleges in the state.
- Need to decide by Oct 10.
- Key thing is letters of support, the letter is just a first step, then follow up with helping partner
- [Mr. Wells asked for a copy of the initial vision or mission statement.](#)

- [NWCCD will provide a report at the November meeting on the proposal.](#)

Mr. Engel stated we only need to approve the request for the letter of commitment.

ACTION: Mr. Pannell made the motion to approve this letter. Mr. Conrad seconded the motion. **Motion carried.**

DWS Update: Ms. Evans: It is a pleasure to introduce Joe Juarez from US DOL. He is the Regional Manager for the State of Wyoming. Joining him in the state are Cynthia Green and Bernie Carter who are auditing our programs, with emphasis on youth programs.

Mr. Juarez: Thanked Director Evans for the opportunity to be here. He is looking forward to working with Ms. Evans and Mr. Rieman. Mr. Juarez shared with Council:

- It is our responsibility to provide the funds for training, etc.
- Appreciation of people who give their time – and to Mr. Scriven for “volunteering to chair”.
- Expressed appreciation to all who do this critical and important work.
- Mr. Ware during his time as chair developed a national reputation.
- This group knows how to have fun and how to work hard.
- Wyoming is known in the region and the country.
- There is a work shortage, not only in Wyoming but many other states.
- We are not just about DOL funding, it truly is about partnership.
- We cannot do it alone, whether we include colleges, HUD, US DOL, volunteers, churches the key is that we are talking communities:
 - Making sure citizens have health care.
 - Energy sector has skills to earn a decent living.
 - Strategic vision is critical to us.
 - How we fit into the communities – you cannot underplay that.
 - How about this community, that community – that is the right question.
 - Mr. Juarez shared he has been at this job over 30 years, if there is anything US DOL can do, let us know.

Thank you all for what you do. Wyoming may have a shortage in workers but there is no shortage of hospitality and efforts in working with US DOL.

Ms. Evans reported in March the Governor’s office asked what we felt our agency priorities and state priorities were. She directed Council to Tab 4 which shows the list DWS determined were priorities are.

Statutorily we must submit a strategic plan and annual report which need to support our budget for the next biennium. We will consider:

- We have some budget exceptions.
- We have meetings set up with legislators to discuss what changes we will be addressing.
- After discussing with community college presidents, we understand many people do not know what we do.
- We serve 30,000 people in Wyoming. It will be important to go out and talk about what we do. We need a good way to communicate this for field staff too.
- The strategic plan must be precise, simple but communicate what we do.
- Annual report measures the proponents in the strategic plan, how did we do?

Ms. Evans asked Council to review list 3 from their notebook. It is important for Council to know what is in the agency plan. DWS needs to know what the Council wants as a strategic plan.

- Connecting with business is always on our mind.
- One concept we are considering is to work with Community Colleges on a statewide career readiness certificate.
- LCCC and other colleges offer a career readiness certificate locally. Now they want to partner to go to the next level, such as WorkKeys and finding where we need to train people.
- As an agency DWS has the ability to bring businesses together to partner.

[Ms. Evans will up date at next meeting as to Governor’s perception of where he envisions DWS to move forward into the future.](#)

Mr. Rieman reported that DWS is in initial stages of implementing a sector strategy approach to target sectors in need of our support. We will begin by using administration to lead the effort but it would be driven by industry. We would partner with DOE, DWS, economic development agencies, industry, and more to craft solutions to solve issues the state is facing. We have identified five to industries to target and have already assigned administrators, they are:

- Energy – Tony Mireles

- Construction – Lisa Osvold
- Hospitality & Service – Jerimiah Rieman
- Technology – Glenna Campagnaro
- Health Care – Jim McIntosh

Ms. Evans will report back in November, we may even engage some of the Council to help on the teams.

WEDA Conference: Report by Ms. Evans:

- Message was somber, the speaker spoke to national shortage - labor shortage is not going a way.
- 2008 will bring nationally what we are facing already in Wyoming.
- States that are ready will have a competitive edge.
- Speaker messaged Wyoming is doing good things. Ms. Evans stated that we need to keep working.

Career Training Account: Report by Ms. Moore:

- A formal report will be shared with Council at a later date.
- There are only five states that are the pilots for this program.
- We have been fortunate in giving our dollars out.
- We have over half of our dollars expensed.
- We see no problems completing the program by June 2008.
- All five regions in Wyoming have stepped up.
- Evanston did not have any accounts out but they have stepped up.
- Some of the regions are already out of their dollars.
- There will be discussion as to future of the CTA, as of right now we only have one year.
- Companies from training in pre-hire positions to incumbent workers are taking advantage of these dollars.

Ms. Fleming Dinneen queried what percentage of training is accomplished through a Community College training compared to the individual training. Ms. Moore is working on a report that will indicate this and that it is a good combination. Ms. Moore will share the report with Council once it is prepared.

Mr. Ware queried what the dollar amount is that we have. Ms. Moore reported that the Federal funds are \$1.5 million. Of this \$75,000 can go toward fiscal. DWS had to match the Federal dollars, so the total is just a bit short of \$3 million.

Ms. Evans introduced Tony Miriles, DWS Administrator of Employment Services.

Mr. Mireles shared with Council the changes being made in field offices and ideas of how these offices will work in the community.

- Mr. Mireles is from New Mexico.
- He lived in Wyoming for 12 years and knows what horizontal snow is.
- He reported that he first looked at DWS strategic plans and determined where we needed to improve.
- Employers do not just want warm bodies, they wanted qualified people. Our goal needs to be that we provide candidates that the employer really needs. There has to be strategic or tactical view points to job placement and vision placed with it – this is where ES will head.
- Along with strategic vision is the ability to partner.
- By 2015 one out of four people in the U.S. will be 50 years old and more.
- We need to think about where we will find workforce.
- We are looking at partnering with DOC and setting up a program where our 23 workforce offices are partnering with probation and parole and work with the penitentiary to find out who and what they are dealing with. What are their talents, work skills – 500 – 600 released potential workers are released yearly.
- Other areas are state youth programs, we are going to establish a youth coordinator position – this person will be the go to person to explore different creative avenues and to think outside the box.
- ES is also looking at teaming up with Veteran's Commission. We will also have a state veteran's coordinator.

WDTF Report – Mr. Rieman directed Council to review Tab 4 which shows current information regarding WDTF. If have anyone has questions ask Ms. Evans or Mr. Rieman.

Legislative Committee Report: Presented to Council by Mr. Rieman and Ms. Evans. The Governor's Committee on Community Colleges report is included in your packet.

- They are long, please use own time to look over.

- At the first meeting DWS was asked what we felt the definition of workforce training was. We began with the idea that the commission was open to the agency
- We talked about strengths and weaknesses and took the approach to look to ourselves to improve
- It did not go well. We were not allowed to finish our presentation.
- We were literally fighting for our lives, fighting to keep from being pulled apart and being put in several different agencies
- Our priority is in workforce training.
- Ms. Moore, Mr. Rieman, Ms. Lisa Osvold and Ms. Evans attended the Commission on Community College meetings and tried to be available to answer any questions.
- By the end of the meetings we did a lot of education regarding our budget, on clients we serve.
- Perhaps we can consider co-location on campuses and connect with short and long term training needs.

Youth Council: Mr. Biggs reported on the Career Guidance Grants:

- Conference call was held Sept. 5, 2007 to go over highlights – successes and challenges – and what to do to sustain the program.

Riverton:

- Conducted tours giving students the ability to be on a job site and have real life exposure. Ms. Santee, coordinator at Riverton stated the tours were strengthening. DWS local staff really helped with coordination of businesses. The project was a challenge; she was the only coordinator and teamed with DWS. Ms. Santee would like to continue the grant having the next main focus be directed to energy and hospitality and agriculture.
- Of 200 seniors in the high school, 150 participated and finished career guidance program. Goal is to have 100% participation of the 200 students.
- Program was too full.
- They want to have tours then a career guidance course.

Jackson:

- Had a freshman advisory committee.
- All staff supported the program.
- The program helped students see options during school and after school.
- 2nd piece was creating a DVD and video project. It is a 132 minute video to be on the DWS site. It is a prep-tech promo video. Jackson will send it state wide. Challenge they have is that administration focuses on academic learning so their goal is to open the door to vocational education.
- They are looking at preparing a video for ESL in schools and having video in Spanish.

Hulett:

- No report .

Ms. Evans queried: Where do we go from here?

- Mr. Wells: Problem is that high school seniors are not aware there is anything but college after high school. His committee has been discussing holding a conference to explain the other side of workforce.
- Ms. Long stated that the mining association sponsored a summer class for teachers. Could people in the trades go and talk to the students personally and answer all questions to have all high schools in an area?
- Mr. Ware stated the purpose was to take one stop employees and have them in the high schools working as counselors do not have time to Council students on workforce and careers. One counselor to 400 students is not enough.
- We wanted to take someone and actually do career counseling.
- Ms. Evans asked how this ties into the career guides with Department of Education. What could we do to tie it together?
- Mr. Pannell stated some states have laws that limit what can be done in schools. [There might be a need to have a taskforce to produce legislation to create something that requires career counseling.](#)

Council discussed ideas to promote career guidance:

- Funds set aside for the RFP for career guidance still has approximately \$35,000 - \$40,000.
- There is training available to train people a career development facilitator. This would require sending a group of people to learn to become a trainer and bring them back to train. The training is in Phoenix, AZ. Maybe we could come up with a cut program that would work for Wyoming.
- Dynamic Works offers in-service training. Some are heavy on workforce center training, some are more general. 40 different courses - they will come and do a 3 day session. Dynamic Works would bring 40 trainers to Wyoming to train. Perhaps include training at the Summit, some at school improvement conference, some on-line. For 50 hours of professional development they would be trained career counselors.

- Ms. Fleming Dinneen queried whether we need a taskforce – career counselors are not necessarily career and technical counselors. There are barriers to overcome.
- Mr. Herrmann reported that businesses had a meeting in Gillette along with school staff. They are starting an energy academy. They will take four teachers and place them in a group to follow a set number of students starting with sophomores. Students will sign up for academy based on tech programs, engineering trade etc to fill the void the businesses have. The teachers will follow their group of students for three years.

Skills USA: Mr. Biggs attended the national competition in June. The competition was held in an area the size of 16 football fields for competition in machinery, auto body welding etc. The conference is huge! \$32,000,000 is sponsored from Toyota, tool industries, Avon. Endorsements and sponsorships are needed to be able to give the donations to allow the kids to perform. There is a reason sponsors give so much, these students are their future employees. The conference includes public speaking, writing because they are key in every industry. This year 57 students from Wyoming qualified and four of the eight national officers are Wyoming students. This conference shows kids want to be involved. The conference was covered by CNN and on the big screens. Toni Decklever is the Wyoming coordinator and available to talk to anyone about SKILLS USA, SKILLS USA has commitment from business community. Example is Toyota. They donate 50,000 front quarter panels with the same dent so students can compete in repairing the dent.

Mr. Pannell added that Wyoming joined the organization 10 years ago. They are now up to over 800 students participating from Wyoming. Chance Polo of Douglas, Wyoming qualified for world competition in welding. He competed in the national conference, then Houston and Scotland and now is very close to being the best welder in the world. Mr. Polo not only is excellent in welding, he is a great speaker also. He will receive a gubernatorial presentation on October 16 then goes to Japan to compete.

Bill Strickland – Mr. Scriven stated this discussion will be moved to the dinner meeting.

Career Guidance – Mr. Scriven stated we need to decide what to do with the remaining career guidance funds. Council discussed placing the funds into the Career Guidance project or move it back to discretionary funds.

ACTION: Mr. Scoleri made the motion to roll the Career Guidance funds Career back into the discretionary. Ms. Fleming Dinneen seconded the motion.

Discussion:

- Development of in-state career development certification.
- Building skills for career guidance amongst teachers, counselors, DWS.
- Link this with the career clusters.
- Propose money stays in career guidance – at next meeting maybe have a plan – to make a motion on something specific.
- Ms. Fleming Dinneen stated we need to run it through the financial committee Youth committee could submit their request.

AMENDED ACTION: Mr. Scoleri amended his motion to have the Youth Council come back with a formulated proposal to present to Council in November on how to spend the excess funding left in the Career Guidance RFP and that we keep the funds set aside for career guidance project. Mr. Wells seconded the amended motion. **All in favor.**

Communications Committee Report: Mr. Engel directed Council to Tab 6 of their packet.

- LMI grant was submitted and we approved this at the last meeting with budgets in place. Report shows in-state worker flow and out-of-state worker flow in rough form.
- Communications Committee spent time with research and planning – good info – but accurate data is really hard to gather.
- If you don't have a driver's license you can't be tracked.
- If an employee has a social security number (SSN) we can see them working in wage records but if they don't have a Wyoming drivers license we think they are not residents.
- It appears that many workers are coming from CO and CA.
- Some are ex-patriots they have a SSN from Wyoming and are working in the state but don't have a WY driver's license.
- Hope this report can help with recruiting.
- [More information will be given at the meeting in Lander.](#)
- [This will be updated every quarter.](#)

Collaboration Committee Report: Mr. Scriven reported:

- 2007 summit was a first class show. Speakers were tremendous. The breakout sessions were well received. Lots of positive comments, community colleges very positive.
- Jason Dorsey was in Riverton and will be in Gillette.
- Held regional meetings – Burlington had 45 people at the meeting – very positive and exciting.
- We have moved forward with the 2008 Summit and are requesting \$125,000.
- Evaluations of the 2007 Summit are in Council's packets for review.

Mr. Scriven asked for a motion to approve the 2008 Summit Budget.

ACTION: Mr. Engel made the motion to approve \$125,000 be set aside for the 2008 Summit. Mr. Conrad seconded the motion. Motion carried.

2008 Summit Discussion:

- Last summit was approximately \$117,000 to put on.
- Mr. Scriven challenged all Council to get more of their business people in their communities to come to the 2008 Summit. He asked Council to put together a prospect list who is in your community that would you like to see at the Summit. Who in your business community need to be at the Summit? Personally ask these people to come explain to them why they need to be there.
- Bill Schilling wants to team business alliance with us.
- 2008 Summit will be May 27 - 29, 2008 in Laramie, on the UW campus.
- The Wyoming Housing Alliance wants to partner with us to do housing conference in conjunction with us.
- Ms. Evans stated WEDA will be doing only two conferences instead of three so they can help support the participation to the Summit.
- Discussion has been held with Jason Dorsey to come back to do a young professional track and advertise to bring young professionals to the summit.
- Look at demographics from last Summit in Jackson. Most people came from that side of the state and very few from Casper. Cheyenne attendees were DWS people. We had a good group from Gillette, but we need to target people from all over the state.

Workforce Awareness RFP: Report by Mr. Rieman:

- RFP opened in late June.
- Received proposals from each region except southcentral (Casper).
- Received tow proposals from the western region that the Coollaboration Committee decided to approve.
 - Council handouts include Wyoming Career Ladder Initiative where business industry will lead by going into schools and try to recruit students in industry after students finish high school then go for additional training.
 - Mr. Rieman wants them to talk about drugs and drug testing and how it affects them for life.
 - The other one is a housing campaign similar to Jackson's to find affordable housing (The FACE of Workforce Housing).
 - Mr. Rose will be involved with the technical pieces and sit on the committee involved with this project.
- Proposal received from Riverton and Fremont County
 - They propose to do a housing review. They will go to business Council to obtain assistance with additional funding to help with shortages they have.
- LCCC submitted a proposal to develop links to workforce trainings, opportunities to develop a web base. Mr. Rieman reported that he suggested they go to the community college commissions to be included, so they have submitted another proposal.
- Collaboration committee reviewed another request that was submitted, for which it denied.

Council discussed whether to re–release \$45,000 additional funds to the two regions who did not receive an award. Council discussed not deviating from the original intent at the Summit.

ACTION: Ms. Fleming Dinneen made the motion to place the remaining \$45,000 from the monies set aside for the 2007 Summit Workforce Innovations RFP back into 15% funds. The 15% committee will work with the Collaboration Committee for a proposal of what to do with the \$45,000 to be presented to Council at the next meeting. Mr. Wells seconded the motion. **All in favor.**

Quarterly Report Mr. Rieman directed Council to the five page quarterly report included in the packet. This completes fiscal year for 2006:

- Items 1 – 9 are the projected allowable and required activities. It is projected that 100% of funds will be used.
- Line 11 Council charges only 68% of funds will be used. \$78,000 will fall into a carry over for planning year 2007
- SCSEP – training – rest of funds were put back to 15%.
- Apprenticeship promotion – Wyoming Buildings and Trade was awarded the RFP and is moving forward.
- Latina Conference: The conference is October 14, 2007, we are invited to the dinner. They set aside a table for WWDC and eight tickets to the concert the evening before the conference. Anyone wanting to attend, please contact Mr. Rieman.
- Page 3 shows how funds are used DWS accounting staff is working to add a line to see what is actually expended.
- \$11,000 will be pulled back because Big Horn School District did not use the funds.
- Funds set aside for travel for Council to see how funds were being used on the grants to school districts was not expensed so it will also come back.
- Second report carried over new funding.
- The activity that does not show up is the \$35,000 for the Job Corp implementation.
- Council reserves \$300,000+ discretionary funds.
- Report also indicates Council salaries, travel, supplies, etc.
- Printing costs are included to indicate what Council is responsible for.

Mr. Scriven noted there is nothing in the budget for a retreat. Mr. Scriven will take the suggestion to the 15% committee for consideration.

ACTION: Mr. Brown made the motion to approve the Quarterly report and budget as shown on the report. Mr. Scoleri seconded the motion. **All in favor.**

Travel Review: Ms. Fleming Dinneen reported that the review needs to be tabled until the November meeting to allow the 15% committee additional time to review the information. Council ideas on travel:

- Maybe look at putting money into developing jobs for youth.
- It is important to go out and see the areas and let the communities to see us, it is important to have meetings throughout the state, no matter how remote.
- Maybe only once a year go outside the boundaries, spend money wisely.
- Cheyenne meeting in February every year because legislature is there.
- Keep winter meetings on interstates.
- When meeting is in Casper everyone should drive and save the monies from flying.
- If we want to be effective and have private people that are able to afford to sit on this committee, we need to get them to the meetings.

Job Corps: Presented by Sandy Barton, Fremont County BOCES

- \$35,000 phase is now over now Job Corp is ready for the coordination phase.
- We currently send over 300 students from Wyoming into job corps in other states and they are not coming back – we are losing our youth.
- Laramie County and Natrona County are the largest counties placing students.
- Only two states don't have Job Corp, WY & NH.
- Started application in 2004, modeled it after Alaska Job Corp.
- Will service 300 students at a time.
- Will employ 115 – 120 people.
- Students have to be between 16 & 24 and economically challenged to eligible.
- Job Corp is full time, they live there, have chores, budgeting processes, and they have to be able to take care of themselves. They learn how to sew etc.
- Training will tie into community colleges and partner with the heavy equipment program in Fremont County and will work well with the medical training for CNA's also.
- When Job Corp comes to a state we get to choose what type of training is put on the site.
- Typical age is 17, with a 7th grade level education. Approximately 70% are minority; about 75% of them are high school dropouts.
- Average 5-8 months of training, while in Job Corp they do earn money.
- Received a 99 year lease for \$1 per year from City of Riverton who also gave a water tank to service the center.

WWDC has graciously given \$35,000. Ms. Barton requests an additional \$117,000.

15% Committee believes they could come up with \$50,000 15% and recommends to Council they approve an additional \$50,000.

ACTION: Mr. Scoleri made the motion to fund an additional \$50,000 to Wyoming Job Corps. Mr. Brown seconded the motion. **All in favor.**

Apprenticeship Taskforce – Mr. Anderson has worked with Mr. Rieman to prepare a bill and commended Mr. Rieman for a job well done. In the bill, we cannot address just apprenticeship but need to look at vocational training funding to be supported on a continual basis. Mr. Anderson requested Council review reports after dinner and has a discussion in the morning. Mr. Anderson is looking for support to carry the bill forward and for legislators who serve on Council to help support the request at the legislative session coming up.

Mr. Anderson reported apprenticeship advertising is continuing. They currently have four commercials. The one running in Gillette has spurred more people to his program he now has 6 females in his program for this year. Next step is to get information to high school counselors. It is going along well and stated his appreciation of the support from Council.

They are servicing 135 apprenticeships, about double from last year. Every web site that is used is getting many more hits because of the ads it is having a positive effect.

ACTION: Mr. Engel made the motion to adjourn. Mr. Ware seconded the motion. All in favor. **Council adjourned at 5:40 p.m.**

Call to order 8:10 a.m. – Mr. Scriven welcome Council back and thanked all for a good previous day.

Apprenticeship Report Continued: Report by Mr. Anderson. Mr. Pannell queried if this is geared toward short term training. Mr. Anderson reported:

- Currently they have only one year grant terms.
- This attempt is to set up a funding source so if someone is entering into a trade the student knows it will be available through the whole training.
- Trying to get legislature to pass a bill that provides this, with condition if they do not complete the course they repay the grant to the state.
- Statistics indicate 25% of high school graduates go to college and the other 75% do not and have no access to funding for continuing education.

Discussion:

Mr. Scriven gave history to new Council members. When Hathaway bill came out a few years ago, we as a Council supported the bill with the condition it include vocational tech training – we did not prevail. We need college grads but we also need vocational training.

Mr. Wells queried whether this in addition to DWS budget or whether it would stand alone. Mr. Anderson stated it would be a stand alone but it would be serviced through DWS.

Mr. Rieman reported to Council that Senator Hastert asked us to support the bill.

Representative Zwonitzer stated that if we want to make a push for additional training funds this is the year to propose it.

Senator Case stated he shares the vision and would have liked to see the Hathaway fund apply to any person at any time in their life, in a four year degree area. He supports the standing proposals for vocational training. We should use the Hathaway as a model. Senator Case will talk to Senator Hastert about it. Senator Case recommends Council support the bill.

ACTION: Mr. Wells made the motion to support the bill in concept, not as written but moving the bill through the Legislative Service Office with a re-write from Sen. Hastert, Sen. Case and Rep. Zwonitzer. Mr. Ware seconded the motion. **All in favor.**

(Senator Case addressed the Chairman with the comment that Rocky usually doesn't do anything very well – but this one is good.)

Mr. Anderson requested that we keep the Apprenticeship Taskforce committee together. Mr. Scriven indicated it is appropriate.

Ms. Evans thanked everyone for extending a great Wyoming welcome to the US DOL guests while they were here with us. Mr. Juarez, Ms. Green and Ms. Carter saw some progressive things. They are already asking for ideas on how they can support us on creativity.

Mr. Scriven turned the meeting over to Mr. Ware who introduced Pat Cassidy from NAWB to present Council training. This training was a request from Mr. Anderson last year.

Closing Remarks: Mr. Scriven thanked Mr. Cassidy for coming to Wyoming. Mr. Cassidy appreciated the opportunity to come to Wyoming.

Committee breakouts: Mr. Scriven stated that we are out of time for breakouts but want new members to be aware what the committees are.

- Legislative Committee – work with legislators and Mr. Rieman. This committee champions issues, prepare talking points to lobbyists to put forth issues to legislature.
- Communications Committee – Mr. Engel chairs the committee, their goal is to take information, raw data, research and make a user friendly format to help the general public understand. This committee puts together the report that is given out prior to the Summit which is an overview of workforce and what it stands for. LMI grants are discussed.
- Youth Committee - works with ways to better serve the youth population and to prepare them for workforce. Assist those in workforce and help them stay ready to work. With kids you have to think of ways to get them involved, help them with opportunities that they have after high school. The committee tries to respond to requests and needs of youth. An example is the Latina Youth conference.
- Collaboration Committee – role is to prepare for and work the Governor's Summit on Workforce Issues. The last two have been unbelievable. [Mr. Scriven requested Council to bring to November meeting prospects of businesses that each member is going to market to come to the next Summit](#)
- 15% Committee: Reviews the budget, discretionary fund and meet 2 times between meetings for an hour each. The committee reviews all internal and external requests to the Council and bring recommendation to the Council as a whole.
- Executive Committee – this at the discretion of the chair and made up primarily of business members.

[Mr. Rieman will look to see who is not on a committee and make sure they try to get on one that interests them.](#)

2008 meetings: Mr. Rieman suggested dates for 2008 meetings, asked Council to review the list, check schedules and e-mail their preference to him. He will announce the dates after everyone has responded.

ACTION: Mr. Engel made the motion to adjourn. Mr. Scoleri seconded the motion. **All in favor.**

Meeting adjourned 12:00 noon.