

Wyoming Workforce Development Council
Minutes November 15 -16 2007
Lander Wyoming

Call to order – Dave Scriven, Chairman called the meeting to order at 1:00 p.m.

Attendance:

Council: Dave Scriven, Joan Evans, Jerimiah Rieman, John Hastert, Katie Long, Amy Bishop, Peter Reis, Alan Shotts, Christie DeGrendele, Curtis Biggs, Laurie Latta, John H. Jackson, Gary W. Child, Daniel K. Zwonitzer, Rocky Anderson, Leonard Scoleri, Bill Pannell, Jon Conrad, Jim D. Engel, Cale Case, Ray Fleming Dinneen.

Staff: John Basse, Angie Buchanan, Burl Gies, Les Brimhall, Margo LaHiff

Others: Dave McNulty, Lynne McAuliffe, Scott Goetz, Wendy Tyson, Mark Harris, Billie Kirkham, Gary Collins, Sandy Barton

Welcome & Introductions – Chairman Scriven welcomed all to the 4th quarter meeting. Opening remarks included that we are hearing conversation daily about workforce situations in Wyoming and this Council is in charge of fixing it. He is aware that Director Evans has the very same conversation daily. We are all in it together.

Approval of Agenda: Mr. Anderson provided a letter for Council and requested time to discuss the matter at open discussion regarding vocational training grant legislation.

ACTION: Mr. Engel made the motion to approve the agenda with the addition requested. Rocky Anderson seconded the motion. Motion was approved.

Approval of September Meeting minutes – change Page 10 – discussion on Hathaway Bill - 4th bullet point should read *“Statistics indicate 25% of high school graduates go to college.”*

ACTION: Mr. Anderson made the motion to approve the minutes as corrected. Mr. Scoleri seconded the motion. Minutes were approved with correction.

Council Profiles:

Senator Cale Case – Welcomed Council to Lander. It is a special place to him as he born about four blocks from the Inn at Lander. He still lives in the same house which was built in late 30's. He attended the University of Wyoming and studied economics. He thought he would like go to law school to stay in Wyoming. He found he liked economics classes so much he received a doctorate in resource and regulatory economics at one of the top schools known for this in the world. When he was close to finishing his doctorate, he had to decide what to do once he graduated. He looked at a program in Florida to work toward a law degree in economics. As he was looking at this he received a job offer in Illinois. He decided to take the job and it ended up being one of the luckiest years of his life. He worked for the public commission agency which was a 500 person agency. He worked in state government for more than three years. Because he was director of policy & research at time of deregulating AT&T and had worked at Mountain Bell for a summer he found out he did not like what lawyers had to do. Senator Case shared that in his opinion, being an attorney was a terrible way to make a living. Soon after making the decision to avoid becoming a lawyer he received a phone call that his mom had had a heart attack and he decided to come home. By that time, his dad was in 80's so he decided to stay and live with his dad. He stayed in Wyoming and worked as a consultant for a company in Chicago. He did international work, worked in environmental and regulatory fields in fifteen countries. Latin America was one of them, there was a revolution going on in ideology and privatizing private investments and countries were exploding. He was able to work out of Lander and visited many companies such as Panama, Chili, India, Sweden, and Egypt. While in Egypt he was able to go to Tanzania. After Tanzania was attacked, the work was shut down. He then got the idea to get try to get elected to legislature. That was 17 years ago. During his first year in the capital, he had the opportunity to sit next to Clarene Law and found he really liked her. They sat together often and became good friends. He asked her to help start a hotel in Lander and became partners. With his wife, Clarene and two friends from high school the first building was erected in 1996 and has grown to where The Inn at Lander is today with the newest addition to the complex being the restaurant. This is not what he had planned as he headed out to life, but it is a good fit with politics and allows a flexible schedule. His wife is from Hudson, and being a small community, Senator Case's mother was Shirley's teacher. Shirley brought him two daughters and they have a twelve year old son. He has been on the Council four years as a reluctant member. He is a skeptic and does not really believe in government however he values most the workforce elements that help people improve their lives and that that subsidizes businesses and gives them an edge above other businesses. He stated he was delighted Council was there and hoped to make the Council's stay enjoyable.

Margo LaHiff: Margo thanked Council for the opportunity to be included in Council profiles. Margo was born in Nebraska and raised in Wyoming. She is very glad she was born a girl as her dad wanted to name her Harry and with a maiden name of Heyne (high-knee) it would have been a sad day if she was a boy and had to carry the name of Harry Heyne..... She shared with Council that at age three she had open heart surgery in Denver Colorado. The surgery was so long ago, there was no such thing as a heart lung machine and her body was cooled down in a "cooler".....maybe a morgue drawer back then??? The hospital bill in 1957 for ten days was \$898. She attended high school in Cheyenne, college at LCCC and extension classes from the University of Wyoming. She worked 8 years as a server at Little America of which six of the years were a second job during college and the first four years of marriage. She worked at the US Bankruptcy Court for five years and then as a legal assistant for an attorney for 24 years before coming to the State of Wyoming. She has been married for 31 years, has two sons and a daughter-in-law, Josh the oldest of the two boys just graduated from Pacific University with an Optometry degree and is back practicing in Cheyenne and Matt who is finishing up a double degree in biology and botany. She is grateful for the opportunity to serve the state, and work with people at the department. Margo thanked Council for the chance to get to know them and be included in the great things they are doing for the State of Wyoming and their communities.

Chairman Scriven thanked Senator Case and Ms. LaHiff.

Local Update: Mr. Geis introduced Michele Whiteman from the Wind River Reservation. Ms. Whiteman works as a payroll secretary for the casino. Wind River Casino employees 304 workers of which 81% are enrolled in the Northern Arapahoe Tribe, 10% are non-native. They are planning a grand opening of the new casino April 1, 2008 which currently has 500 machines, they will be adding 200 more. They will have a non-smoking area with 55 machines, restaurant & deli and retail store. The new casino will have an employee lounge, locker room. They are planning to bring bingo back to old casino. The new casino is just above the hill from the old casino. There will be five to seven gaming tables, the old tables from the old casino will be moved up. They are expecting to add 80 – 100 employees after it opens. The old casino has been opened since the beginning of the 90's. The casino is helping the tribe; it is a big opportunity for employment. They are talking of future plans to open a new hotel and a day care center for employees and getting Wind River Transportation to add transportation to the casino or maybe have their own bus line as it is hard for employees to get from home to work. Turnover rate is a challenge. Some don't make it the first 90 days. There are 400 applicants waiting to get on the casino. Another challenge is getting application and gaming licenses. The casino is working with youth and trying to amend laws to allow youth under 18 to work at the casino. They currently have high school students working but can't have underage people on the floors so they have them in the store and restaurants. They start at \$7.50 per hour and by law they can only work four hours so they work weekends. There is much shift work, they mainly work with the schedules of the student because of all the activities that kids have. Other wages begin at \$8.50 starting wage for employees with a GED diploma. Gamblers come from all over the state. Staff works with people getting GED's and with teachers that are helping kids obtain GED's. The casino has a new employee monthly training for procedures and policies. They encourage a conference about gambling addiction and ask that all employees attend. Revenues from the casino are put back into to the tribe to help as necessary. People come from all over to visit the casino – they have even had vouchers for people from Minnesota. It has been a fabulous success and is alcohol free. The casino is owned by the Northern Arapahoe Tribe. There are some socio-economic problems many employees have trouble with alcohol and gambling. The people who have alcohol problems start drinking and don't show up for work. Employees can gamble, the rule is they cannot gamble one hour before or one hour after their shift

Mr. Geis from the Workforce Center shared community information. Fremont County has only 3.1% unemployment rate. Lander has a great business park that is growing. Fremont County has a hard time filling skilled jobs. They need all they can get in the area of carpenters, electricians etc. Housing on the reservation is growing. Some multi-family units and single family units have been built but they still have a great need for housing. He feels the county is in a boom mode and they are hoping that growth is from more than energy industries. He welcomed Council to Fremont County.

Mr. Goetz, of the Fremont County Chamber of Commerce welcomed Council to Lander and invited all to get out and see the business park. There are at least two businesses started and three more businesses thinking of joining in the park. As far as workforce and housing in the county they are seeing same type of issues as the entire state is facing. They are taking advantage of H2B workers. Manufacturing businesses work with H2B workers. He thanked the people here that have helped with solving problems. The largest private employer is Broads Foundry with 30 – 40 employees. The hospital is the largest employer in Lander. Land Sea Credit Union and Fremont County Title are moving into the business park. The new museum should be opened by spring. NOLS is a great draw for people to the county. NOLS has been great for the community as employees are staying and living in the community and a significant portion of the tourism for the county. NOLS administration talked about leaving the county – the alumni, who

are mostly from back east, told them if they did they would no longer support them, they really like the community life and the area of Fremont County for the program.

After the economic crash came with US Steel moving out and the natural gas going down, Fremont County started a local economic development commission which brought a reassessment of what they already had and how to build back up. Because Fremont County is reasonable to live non-profit companies came, such as the National Wildlife Association. A lot of people came for amenities and inexpensive housing. Now it's much more expensive in Lander than any surrounding areas. A Catholic University is coming to Lander which should have some impact they are looking at college being 20 miles out of town to include a monastery. There are fifteen staff members who are raising millions of dollars to build a campus.

Ms. McAuliffe shared a report on the Community College. They have a flyer advertisement and partner with DWS in a strong partnership locally and statewide. Most classes last 6 – 8 weeks and they have 14 – 16 college credit programs. They are currently working on a child development assistance program and customer service program which are offered across the state. The college has enrolled 320 people in the class in Fremont County alone. They are looking at customer service training, such as a super host, which would be a one day training, with two hour segments. All seven community colleges are looking at this program which could help retail, etc. They offer CDL training in conjunction with McMurray and they are now looking at oil safety programs. The college has also introduced an electrical apprenticeship program which currently has 26 students. Along with seven colleges they are looking at leadership classes to insure no matter where you are companies get consistent manager training. They utilize a strong partnership with NOLS and place about 200 NOLS students through that campus. There are cabins for people to live in during the trainings and classes.

Open Discussion Mr. Anderson shared brochures regarding the apprenticeship advertising campaign and a DVD with commercial spots they have developed. Brochures were distributed to workforce centers and all high schools throughout the state. They have asked for an extension of the grant and commercials will run to January. Mr. Anderson reported that they have many more people that are interested in program. Commercials show both genders participating which have really helped the program. There are currently six females enrolled. All the advertisements indicate information is at www.wyomingtrades.org. There are currently 150 apprentices which is approximately double from two years ago. TV ads are running throughout the state and they have a few more applicants from Michigan, but unfortunately there is nowhere to live so they go back home. Rocky will keep us updated. They are attempting to track all people who request information so we can see how much it has helped. He thanked Council for their assistance. Not long ago there were only 300 people enrolled in apprenticeships around the whole state now in electrical alone they have 150. It definitely helps to have a license they are more employable and able to work year round. JATC has permission to include a dorm but they are thinking they need to relocate to have a dorm to allow more room. They would like to see the program grow to a program like a community college so they can live there too.

Chairman Scriven reminded Council the reason for open discussion is because there may be subjects on people's minds that never show up on the agenda.

Mr. Reis: Wyoming Business Council (WBC) has set up a Happy Jack calendar linked to WBC web. People can sign on as a guest to be able to view it. This is an attempt to get a central calendar of events that happen statewide so we don't have conflicts like at the summit. It will sit on front of Website and list meetings by business topics. Businesses can join just need e-mail and password. If you want your own website there is a cost.

Ms. Latta, as chairman of collaboration committee invited Council to give ideas for speakers or themes for the Summit if anyone has thoughts to share.

Mr. Scoleri stated we need to concentrate on the number of youth leaving the state, there is some degree they just can't find a job but recently Casper Tribune showed 25% of our youth stay in state and 75% leave.

Dr. Jackson: UW put together a good summary of graduates who receive offers from outside the state. As he looked at the offers to graduates of last year, the offers from WY were much less in income than from out of state. The number of jobs available in Wyoming, do not come close to matching the number of graduates. We should feel good about the fact that our university trains graduates to be prepared to leave the state and work somewhere else over other graduates.

Mr. Schott: Only a portion of counselor time is spent on career counseling, they spend equal amount of time talking about trades, associate degrees, community colleges besides BS degrees. Cody spends a lot of time talking about options. Industries in Cody are tourist driven, the business community is a service industry. Mr. Schott reported that he introduces students to the work experience program. 80 students work in the community daily. Any experience is

very important for a career, this generation thinks differently than we did. Cody works with Northwest College in a training program which trains youth and employers on how they think and how this generation works. Workers today have grown up with technology. Mr. Anderson stated Casper College is introducing a program over a five year plan. All classes taught will have some type of community volunteer work that ties to the class to help students understand how it all ties together. They already have 45 classes set up to do this.

[Chairman Scriven reminded Council to lobby with their legislators to put and create wealth into the state and to commit resources to the state.](#)

Mr. Anderson advised Council to review the letter provided and attached hereto which Senator Hastert has submitted to legislative service office. Mr. Anderson requested Council to talk with their respective legislators. It is necessary to obtain 2/3 introductory vote in a budget year.

A talking piece will be sent to Council to take to legislators to explain and make sure they understand what is being requested.

ACTION: Mr. Anderson made the motion to adopt the letter submitted in support of legislation. Dr. Jackson seconded the motion. **Motion was approved.**

Chairman Scriven reminded that as Council people it is our responsibility to make sure the public knows what we are doing. Mr. Rieman put together a power point which is available to present to groups. It explains what the Council does, what DWS does. Council members have a huge responsibility to think in these terms – what can we do, we won't always have solutions but we can work on them. In his capacity as an officer at Rotary he was able to share in a success story. He was present at a senior advocate program presentation that was created to help seniors understand Medicare Part B which is a very complicated prescription assistance consisting of 42 plans to choose from. A woman trained herself to know what this was all about started a business and needed a way to train other people. She went into conjunction with Casper College to train people on how to help seniors. Casper Rotary Club financed the program and helped her get started. Every time she sees Mr. Scriven she thanks him for helping her provide this service – we need to see there is a return on our investment – if there is no return on our investment we don't need to be here. Mr. Scriven wants to hear lots of stories that show a return on our investment.

Mr. Engel shared Mr. Scriven's comment, right now we have the momentum to have direction and testimonials. Eleutian is a good example. They were brought to WDTF Pre-hire and Collaboration Committee. The program is phenomenal, beginning with two guys who went on mission to Korea and saw kids that are way ahead of us in education speaking 6 languages including English but they cannot communicate. Eleutian's program helps Koreans learn how to communicate. This business is in Tensleep and partnered with Powell Community College. Teachers have an opportunity to teach for extra money. They teach on-line from 10:00 p.m. to 5:00 a.m. Now they are in Worland, Lovell, Powell, Cowley. Eleutian's goal in the next 3 – 5 years is to be the largest employer in the state of Wyoming. This is a program that is not energy connected and is an 80 billion dollar market. They hope to have 400 teachers by June and 1000 teachers by end of 2008. They use Skype which is a free phone service on line, they are person to person with the student, DWS funded \$500,000 dollars in training dollars.

Meeting was adjourned at 2:50 p.m. to depart for Tour of Reservation schools and casino.

November 16, 2007

Meeting was called to order by Chairman Scriven at 8:00 a.m.

Chairman Scriven welcomed all back. He shared that he found the reservation interesting. There are many challenges there but they are handling it well. He was glad to hear they are preserving the language.

DWS Update – Ms. Evans reported on the Statewide Career Readiness Certificate. Laramie and Campbell Counties in Wyoming are currently doing local career readiness programs, there are 18 other states doing career readiness. This is a great opportunity to take efforts of community colleges to take initiatives statewide to work with industries. Governor endorsed the concept then DWS has met with college presidents. The colleges are receptive to the program. Director Evans presented the information to training coordinators at the colleges, then presidents. Overall they had no negative responses and they have come together on the concept and are now putting together a team to plan together. As this moves forward, Council will be kept posted. Getting businesses on board and educating them as to what it is about will be key. [Mr. Brown suggested we have business people on the committee, we appreciate business input and they help educate us too.](#) Chairman Scriven suggested someone from Council be on the committee also. [Mr. Brown volunteered to be on the committee to represent business and Council.](#)

Director Evans report that the budget hearing with the Governor went well. At the meetings with directors it was suggested state departments look at re-tooling and doing different things with the funds they have rather than adding staff and resources to the budget. Most of DWS' requests revolve around federal funding. Our hearing with the appropriations committee is the first week in January. The Governor is recommending WDTF have the same amount appropriated for 2009 and 2010. If in 2010 if we run short again, we will ask for a supplemental budget at that time and show this is a pattern.

DWS just hired a trainer, Christopher Chai. He is a dynamic individual who will work with field staff and all employees to assess what training is needed.

DWS and the Council will be involved in a Driving Transformation Forum hosted by U.S. DOL in December. In correspondence from Asst. Secretary Emily DeRocco global economy is putting demands on states. We were asked to address a shared national vision of workforce system, which is always being discussed at the national level. This is a good opportunity to step back and see how and where we are going.

Leadership is working on ways to effectively communicate with field staff across the state. Leadership has started publishing weekly workforce newsletters to communicate to staff what is being thought about. When they see that we are working on career readiness they have already heard about it. Director Evans report that approximately a month ago, she sat down and wrote down everything we are working on and put down what division of the agency is responsible for each project then leadership discussed status whether the projects were still what we want to do.

Last few months Mr. Rieman has had her on a rigorous schedule of touring the state to meet with all legislators and distributing literature to be sure they know what we do. They thoroughly enjoyed every visit, legislators have asked wonderful questions and they have had great conversations.

Director Evans reported on Sector Strategy approach which is an initiative that states are seeing success with. The idea is to build teams around industries that are in the state and determine what kind of support they need in regard to workforce. Pamela Downing will be the lead person on this approach. We usually work for individual businesses rather than a specific industry that would benefit many businesses. With Sector Strategy we would have strategies in place to answer health, construction, technology, energy etc. This is a good way to involve businesses and to meet their needs.

We are keeping tabs on local newspapers, as we see businesses closing; we have been calling to see what we can do. Director Evans reported that DWS needs to give opportunity for folks to say what their struggles are. The department has been thinking of holding town hall meetings around the state. The department is seeing a need for solutions. Ms. Latta stated town hall meetings might be more beneficial in small communities that do not have a workforce center. The larger communities with centers usually are more informed.

Mr. Reis suggested we look at a way to prepare packages for businesses so they know who to contact for help as they need it.

Committee Reports:

Executive Committee Report: Chairman Scriven: The Council is having a Strategic Planning Workshop April 2 – 4 in Saratoga. This will consist of Wednesday night dinner, all day Thursday and be done by Friday noon. The Council always has so many things to talk about that we need to get away. He feels this is important and wants the event to be worthwhile and members to walk away with ideas, direction and focus on what the Council needs to do. We have to stay relevant. [We will bring in an outside facilitator and get together before the meeting to discuss what we can do, what kind of activities, etc.](#) We will be at a resort setting and he would like a lot of activity, hands on, dialog, team building, and yet be enjoyable. If anyone has anything they would like to have the workshop covers please contact those on the Executive Committee. [We will have a schedule and agenda at the February meeting.](#) In order to have this Council go where we want it to – we need a plan.

Director Scriven stated the cost of Strategic Planning meeting would be approximately \$20,000 and Chairman Scriven asked for a motion. This would pay for all travel, lodging, facilitators, dinner etc.

ACTION: Mr. Engel made the motion to approve \$20,000 for Saratoga Strategic Planning Workshop to be held April 2 – 4. Ms. Latta seconded the motion. Discussion: Mr. Brown would like to see a more firm number to be able to vote on. Chairman Scriven stated we will have a better number when we come back in February. Mr. Scoleri noted the Executive Council can make this decision but the 15% Committee knows what funds are available. Mr. Rieman reported the issue was discussed at the 15% Committee before this was brought up. Mr. Pannell called for question.
Motion carried.

15% Committee: Ms. Fleming Dinneen directed Council to Tab 5 which includes the quarterly report. Ms. Buchanan is with us today, she will talk us through the details. Director Evans thanked Ms. Buchanan for all her efforts over the past few months with all the changes the agency has had. Ms. Buchanan is our new Assistant Administrator and replaced Edie Phillips.

Mr. Rieman asked that before we go into report he wanted to update Council as to what was happening with federal dollars in WIA. Earlier a motion was made to take back \$355 million from states that have been used for workforce. Under law we have three years to spend the money and states can obligate or spend it. They felt states were not spending the money even if it was obligated. They feel it is just being put in coffers to be used later. There has been much discussion and the president did veto the initial request only to be amended. Ultimately, we will probably lose \$245 million in workforce budget across the United States. Right now we have completely spent all 2005 monies and most of the 2006 has been obligated but there is a potential that the obligated funds could be taken back. Still some legal ramifications going on, we have 3 years to spend it but it could be taken back. Question is: Can we spend the obligated monies before they take it back? Congress is trying to resolve the appropriations before the end of Dec.

Mr. Rieman thanked Ms. Fleming Dinneen for allowing him to interrupt. Council was asked to turn to front page which shows July 1 – Aug 31 of this year. We are working on Sept 1 – Sept 30 and they will be available at the next meeting. Only 2 months are shown here. Line items 1-9 are allowable activities of the department. Council charges show on line 10. As you go further down you can see what's set aside for this year such as Job Corp, Fremont County BOCES, Summit - \$125,000 these would not fall into the rescission that may happen.

Chairman Scriven stated Line item 14 shows a reserve of \$172,000. We have done a few things to increase the total to \$382,000. This includes bringing back the monies that were not spent for Workforce Innovative Solutions and the Career Guidance funds that were not spent.

There is \$41,000 left to Fremont County School District to complete their obligations and their contract ends in June – if money is not spent then we will pull it back. Looking into planning 2006 Summit – all monies have been spent. They were paid after August 31 and approximately \$8,000 will be returned to discretionary funds. Apprenticeship contract has been extended through January 31, 2008 to be sure their monies are totally spent due to timelines of the advertising.

Latina Youth Conference funds have been expended. Monies for Innovative Workforce Solutions contract need to be spent as soon as possible. We have not paid any out yet but should start seeing them come in. Page 3 shows a breakdown of activities lines 1 – 14 to show detail of where monies were actually spent. Page 4 indicates the Council budget and where things are budgeted, spent and the % spent to date. Some are high – 113% we are looking at why perhaps the line items were budgeted lower than they should have been. [In February we will come back with more accurate figures and report with more detail.](#) In-state travel is larger because we were billed for the 2007 Summit travel after the time it should have been to the budget last year.

Statewide Cost allocation indicates all the charges for Auditor's office, WHIN, and Governor's office go into line item and then it's allocated out. [Financial request list will be in the packet each time so Council is aware of what they are.](#)

ACTION: Mr. Brown made the motion to approve budget, Mr. Reis seconded the motion. **Motion was approved.**

Travel Review: Tab 5 – This was reviewed last meeting. [15% committee will review this yearly and make recommendations if necessary.](#)

Internal and External Request chart. [Mr. Rieman will send a new copy to Council.](#) All committees at bottom can be sent to the 15% Committee. The 15% Committee can then send the request on to Executive Committee or full Council for approval. The Executive Committee does have authority to approve things without full consent of the Council.

Ms. Fleming Dinneen queried that if 15% Committee has discussion, and it goes to Council, and Council has further question does it have to go back to 15% Committee again? Chairman Scriven stated he would like to see a breakout session with committee then bring recommendations brought back to Council and decide right away.

Ms. DeGrendele asked for clarification. If a request goes to 15% Committee and they deny the request does it stop there? Mr. Rieman stated it still goes to full Council with recommendations from 15% Committee.

Request of ServeWyoming: Mr. Rieman introduced Rachel Chadderdon from ServeWyoming. Ms. Chadderdon has been involved with several projects with DWS and is now involved with a Torrington project to look at community and

map out needs in the community. She is working with our SCSEP manager and has also worked with the National Governor's Association Policy Academy on the Civic Engagement of Older Workers. She works with senior workers who want to volunteer and be involved. We are looking at how we can help keep this labor market in our department Ms. Chadderdon came to department as to how she can get money to match other monies in order to move forward with her project. The department looked at it and how it could assist in Ms. Chadderdon's project. We are looking at the possibility of an office space in our Casper office. The department does not have money to support her project financially so we are looking at other ways to help. Then Rachel came to the Council to request funding. 15% Committee wanted her to tie the request to one or two projects in her program that would in turn tie to activities to what is going on with the department.

Ms. Chadderdon: Presented to Council - Volunteer Wyoming. This program was just launched in October. ServeWyoming web site has information to what other projects they are working on.

ServeWyoming – is one of 53 governor appointed service commissions in the states. They provide funding to states that have to go through the Governor's office. The Americorp program has 18 commissioners appointed by the Governor. They are meeting today and tomorrow regarding making grants for Americorp. They are attempting to match \$125,000 dollar for dollar. There are currently three programs; Americorp, Learn and Serve & Senior Corp. Americorp program people can be awarded up to \$4725 to allow them to obtain training. Since 1994 there have been 1000 people eligible and have received 3.1 million dollars. They are required to promote ethics of service and volunteers in the state. They have started pilot communities, Pinedale, Torrington, Casper, Douglas, Glenrock, Sheridan. These communities are the pilots to try to get senior workers connected with their skills in volunteer type jobs or non-paying jobs.

They have a data based website they are marketing. They want people to register themselves, list their talents, geographic locations, times they are available. ServeWyoming is trying to find someone to come and volunteer to write a business plan. 840 are already listed on the website. Director Evans queried how the site is maintained. Ms. Chadderdon stated a person is dedicated to this site, it is checked for quality to make sure listings are correct.

ACTION: Mr. Biggs made the motion to approve \$10,000 for ServeWyoming. Ms. Latta seconded the motion. Chairman Scriven queried 15% Committee as to why they pushed to full Council. Ms. Fleming Dinneen wanted Council to be aware how ServeWyoming relates to DWS so Council could make an informed decision. 15% Committee's recommendation is to approve the \$10,000 request. **Motion passed.**

Youth Council Report: Mr. Biggs: Career Guidance – Next Step: Mr. Biggs guided Council to Tab 6 and supplied an updated version of the Career Guidance Pamphlets to review. He suggested to Council that any funding left over from projects around state is put toward training to train people to work with kids. Discussion has revolved around the NCDA - National Career Development Association (NCDA) which is an organization that is most recognized in nation. There is a step process in the training. Step one includes 11 topics and is held in Branson, MO in March. This is a three day training which would have a \$13,650 total cost. Step 2 is a follow up to training. We would need to break down who would like to develop training material specific to WY, which would not solely be for an individual. This would allow any one of the trainers would be available to all around state: 5 people could do 2 trainings. People would get credit for obtaining certification. We could send 6 people. It is important to get people excited and we would want them to do more visits at high schools, visit youth in towns etc. The trainers could be at Fall & Spring school conferences and do a workshop which would be put in ahead of time with talking points. Mr. Pannell and Mr. Biggs have checked with NCDA and the conference people are open to having a workshop on career development issues. Other places to share information with youth would be with the Wyoming Association of Career Technical Education and the Summit.

Council would cover travel in the state of Wyoming up to \$2,000 which should cover the committee travel 1-2 times a year.

Total requested for the project is \$40,650 handout provided by Mr. Biggs. Timeline would be to develop contact in December; then in January and February prepare meeting for travel to Branson in March; April and May plan who is doing what – when – then be ready at the Summit to do press release. Keep up with audiences and youth to be sure they are getting what they need. This is to help students to be aware of what it takes to get a job.

Mr. Pannell shared that this is a two stage implementation. Need to first find six leaders that fit these qualifications, the next step is using this group to come up with common career development that train teachers, administrators, etc to actually sit down with the kids in every school. Part of the career counseling problem is the lack of knowledge of what career counseling is. This would be a 2 – 3 year process.

Mr. Schott stated schools do present career info to 8th graders. He queried who the end audience is, who is the customer? Teachers, counselors will be trained but what is their incentive to do this? Their plates are already full.

Mr. Rieman commented that DWS career counselors would be involved. It would seem that if we could get this information to teachers they could bring it into schools and be able to coordinate into their daily teaching schedules. Teachers have to step up and say that I am going to take this into my classroom.

Ms. Fleming Dinneen asked what Youth Council needs from Council to do this.

Mr. Biggs stated they need approval of \$40,650 to get started which includes selecting trainers to attend the training and come back to discuss what is best for Wyoming. The training begins in March.

ACTION: Mr. Scoleri made the motion to move the request to the 15% Committee to receive a full budget request with detail for further review and recommendation. Ms. Long seconded the motion. **Motion passed.**

Mr. Pannell suggested Council appoint the Youth Council to select the people to be trainers.

ACTION: Mr. Scoleri made the motion to have Youth Council select people to be trainers. Ms. Latta seconded the motion. **Motion passed.**

Youth Report: Mr. Biggs: A full report with numbers and measures will be out in May. All questions from last year's report will be on the new report. Several trainings have been performed regarding common measures of WIA. All youth staff was formally trained as to what is exactly needed and why. Also webinars were made available. State wide exposure was given at the State School Conference as to DWS services that are available. He also had the opportunity to speak at the Wyoming Assoc. of Career & Tech Ed. He is doing Jump Start, a financial literacy conference for youth this fall. He has had good response from schools there are already over 300 students attending conference.

Transitions have happened in the division of VR. It is moving the youth on IEP's into the workforce after completion of high school. This has boosted in last 3 months, Clay Dokken with the Vocational Rehabilitation Division has really pushing this program.

Chance Pollo, the world class welder from Wyoming left 4 days ago to go to compete at the International Competition in Japan. He competes Nov. 16, 2007. Mr. Biggs talked with Chance, he was calm and ready to compete. He has traveled all over the United States obtaining additional training. There is no age limit in the world competition, Chance is 21, and Mr. Biggs stated Chance has been teaching his teachers things they did not know.

Latina Youth Conference Report: Kristen and Jerimiah Rieman, and Mr. Biggs attended the conference on October 12. There was a fantastic turnout. The speaker came from school establishments in Los Angeles, CA from a strong Latina culture. She gave a story on equal rights and felt there was a need for the Latino culture to be treated more respectfully in school systems. The HBO special program titled Walk Out was a program the speaker started. She covered social and workforce career issues at conference. ClimbWyoming staff was in attendance and also enjoyed the conference.

Collaborations Committee: Mr. Engel reported and directed Council to Tab 7 which contains information on the final budget information from the Summit of 2007. It is our responsibility as Council members to get business people to attend the conference. Chairman Scriven requested Council take the suggestion one step farther. [Chairman Scriven requests all Council members to write down lists of people they think would benefit from participation at the Summit. At the next meeting all members are to bring a prospect list. We will then make up an engraved invitation to send out.](#) We DO need business people. Laurie Latta asked Council to make a commitment and ask them personally.

Chairman Scriven stated we have to go to work personally to invite these people. He wants to keep this our agenda, not someone else's agenda. We have good representation in our members to get people here. Director Evans stated DWS field staff could also come up with prospects

Communications Committee: Mr. Engel has been in contact with DOE Research & Planning and DOE and the Subcommittee is working very well together. The WDTF Pre-Hire program is in the process of targeting specific businesses with a post card. Eleutian is a huge testimonial to the program. Council discussed equal distribution and we want to be sure the fund is helping all that it can in an equitable manner. More study will be done on this issue.

NWCCD follow-up on CBJT grant Proposal Mr. Rieman reported on the request submitted at the September meeting. NWCCD requested a letter of commitment for their application for the community based job training grant with DOL. Council requested that they come back with information as to their exact application would entail. The project abstract is attached in Tab 9. They are not here today as it is so far for them to travel, but we should be hearing whether they were awarded the grant in the next couple of weeks.

Job Corp Update: Ms. Barton shared material that showed job corps around region and what trainings are available in other states. Meetings have been set up with DWS to determine what kinds of jobs are in Wyoming now and what may be in 2011– 2014. We need to be innovative yet base it on data. We now have DWS & DOE data. She has also met with WindRiver Reservation to be sure we are getting correct data there also. Ms. Barton is drafting a career and tech training presentation so people can see what will actually be offered at the Job Corp center. They will be including training for energy industries, Homeland Security, health care, hospitality and lodging, construction, renewable resources, roustabout, medical billing and coding, financing business, accounting. They are only allowed 4 – 8 pathways for the center and they match up with pathways that Job Corp has too. Once finalized, they will need industry leaders that can join forces rather than re-creating the wheel. They are meeting with post-secondary schools and will have 300 slots of training to give to students coming in. Some can be given to post-secondary educators – like CNA's, the center will need transportation to the colleges. They hope to have a draft completed by second week of December.

Mr. Rieman queried whether Ms. Barton is seeing differences in what DWS is asking for in training as to what the reservation is requesting. Ms. Barton indicated they are asking for the same types of training. There is success with energy training discussion but at this time it is not in the job corp package. However they are coming up with innovative ways of packaging energy renewal training with welding. It is very expensive and the energy industry will have to come to the table to fund the area. Encana will develop the curriculum, environmental studies, and reclamation, along with the others. Fremont County will introduce this program into the high school next year to see how it will work.

The age group served is 16- 24 years and they are economically challenged. The plan is to set up Job Corp training to meet Wyoming's specific needs so they can be placed immediately with a job in Wyoming. The attendees must get to be self-sufficient. Career Readiness will also be part of this.

Committee Breakouts: Chairman Scriven stated this part of the Council is two-fold. So much of our work is done over the phone. It is nice once in awhile to be face to face to discuss strategies and to get to know your committee members and everyone here should be on a committee. Hopefully this will help us all to be more involved as it can take time to figure out what we are here for. We come in with a two year appointment if we are not appointed again it is difficult to make a difference. This is an opportunity to get right in there to get going! [Mr. Scoleri suggested we have this breakout at the beginning of the meeting so they have a chance to discuss items before committee meetings.](#)

Chairman Scriven announced the Executive Committee will meet at the end of the meeting to set a date to meet in Cheyenne.

Wrap Up: Chairman Scriven: Committee breakouts appeared to make progress and are a good idea! We'll look at putting them first.

Next meeting is in Cheyenne February 14, 15.

ACTION: Mr. Engel made the motion to adjourn. Mr. Jackson seconded the meeting. Motion passed.
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Meeting was adjourned at 12:15 p.m.