

# Wyoming Adult Education Profile for 2024-25

*Workforce Innovation & Opportunity Act (WIOA)*

*Title II-Adult Education & Family Literacy*



## Learn More, Earn More: Education That Fuels Economic Growth

Wyoming's Adult Education (AE) programs are grant funded service providers with accountability to the U.S. Dept. of Education's Office of Career, Technical and Adult Education. In Wyoming, AE annually serves approximately 2,000 students in both synchronous and asynchronous classroom models across even the most remote regions of the State. The primary reason for enrollment in AE is workforce preparation to fill in-demand jobs in Wyoming.

### Largest Wyoming High School

Adult Education programs graduate more students than the largest K-12 school district. 70.34% of students complete within the first year of enrollment.

### Integrated Education & Training (IET) Models

Dual/Concurrent IET's are producing graduates credentialed in healthcare, manufacturing, education, business, hospitality, transportation and more. WYDOC launched the first IET pre-apprenticeship in plumbing.

### High Credential Attainment

Wyoming's Adult Education program have credential attainment rates at nearly 85% of qualified students.

### Advancing Artificial Intelligence

Wyoming's Adult Education programs have incorporated virtual reality job shadows allowing people in rural, remote or underserved areas to explore real workplaces without needing to travel. Integrating AI technologies into Adult Education classrooms has begun to include adaptive academic supports, digital literacy skills, and interactive AI tools that simulate online tasks like job applications.

### Cost Per Student

According to the Education Data Initiative (August 2025), the average cost per student enrolled in Wyoming's public -school system is \$20,159 while the average cost per student in Adult Education is \$1,024.

### Economic Impact of IET's

Students who complete an IET, earn an average of \$5,000/quarter more than high school graduates; thus increasing consumer spending & tax revenues with a positive impact upon local economies.

### Addressing Workforce Needs

High credential attainment rates indicates a trained workforce and helps to diversify Wyoming industries, attract new business & investment, lowers unemployment, stems the 'brain drain', and produces a better quality of life.

### Strengthening Workforce Pipelines

Virtual Reality job shadows and Artificial Intelligence are crucial to the nation because they expand access to career pathways, strengthen the workforce pipeline, improve training quality, lower costs, and help the U.S. remain globally competitive.

## Unlocking Wyoming's Potential Through Adult Education

Wyoming's Adult Education system is unique in nature and not available through any other source in the State. AE is designed for adult learners with diverse life circumstances, workforce needs, and educational backgrounds, making it fundamentally different from traditional K-12 programming in both purpose and delivery. Unlike K-12 students, adult learners are often balancing employment, family responsibilities, financial pressures, and urgent workforce goals. As a result, Wyoming AE provides flexible, targeted, workforce-aligned services that

specialize in supporting adults with barriers. Adult Education is competency-based learning which combines foundational skills, workforce preparation and occupational trainings along identified career tracks. Instruction is tailored to adult life experiences and incorporates adult learning theory. Self-direction, practical application, and relevance drive Adult Education curriculum in ways fundamentally different from youth-centered pedagogy.



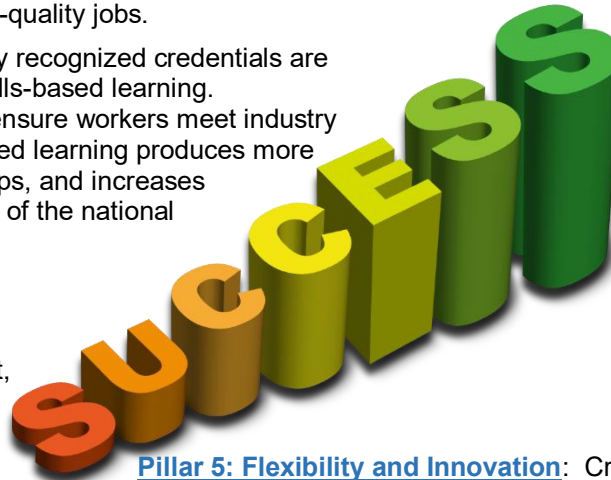
## Driving the Future: Innovative Planning Aligned with All 5 Pillars of America's Talent Strategy

Wyoming's Adult Education programs are closely aligned with the five pillars of America's Talent Strategy which emphasize education, skills development, workforce readiness and economic growth.

**Pillar 1: Industry Driven Strategies:** Career pathways, IET, digital learning, and employer-led upskilling all advance America's Talent Strategy by creating a modern, agile, equitable, and employer-driven workforce system that prepares more people for high-demand, high-quality jobs.

**Pillar 2: Worker Mobility:** Industry recognized credentials are key to the nation's shift towards skills-based learning. Competency-based assessments ensure workers meet industry performance standards. Work-based learning produces more job-ready workers, reduces skill gaps, and increases employment outcomes—key pillars of the national strategy.

**Pillar 3: Integrated Systems:** Streamlined intakes, reduced duplication, one-stop service delivery, shared case management, and braided funding all advance America's Talent Strategy by creating a modern, efficient, coordinated workforce system that expands access, strengthens employer-aligned training pathways, and improves outcomes for jobseekers and businesses.



**Pillar 4: Accountability:** High AE employment outcomes, especially for IET completers, along with strong WIOA co-enrollment and credential attainment rates, directly advance America's Talent Strategy by demonstrating a coordinated, skills-based, employer-aligned workforce system that delivers real results for workers, employers, and the national economy.

**Pillar 5: Flexibility and Innovation:** Creative pilot projects, integrated case management, co-enrollments, and barrier-removal strategies advance America's Talent Strategy by building a modern, inclusive, coordinated workforce system that increases participation, improves outcomes, and strengthens national competitiveness.

## The WIOA Walls of Support

Together, the four WIOA core partners, Titles I, II, III, and IV, form the walls of Wyoming's workforce system, each contributing distinct services while collaborating to provide participants a seamless, coordinated experience. By sharing assessments, referrals, and case management, partners reduce duplication, shorten wait times, and connect individuals to the right mix of education, training, employment, and support services. Braided funding and aligned service plans remove barriers and provide access to foundational skills, industry training, job placement, and disability support. The core partners create a unified network that delivers personalized career pathways, improves outcomes, and helps participants achieve long-term success, with Wyoming consistently leading the nation in co-enrollment rates.

### Title IV: Vocational Rehabilitation

- Employment services for individuals with disabilities
- Vocational assessment & career planning
- Access to assistive technology & accommodations
- Training & education support
- Employer engagement and job placement

  
75 co-enrolled

### Title I: Adults, Youth, Dislocated Workers

- Career & training services
- Job seeker support
- Work-based learning & employer engagement
- Funding for training & skill development
- Youth workforce development
- Direct link to employment opportunities

  
402 co-enrolled

### Title III: Wagner-Peyser

- Front-door employment services
- Real-time labor market access
- Employer services & recruitment support
- Universal access to workforce services
- Rapid response & layoff assistance
- Job-readiness & reemployment services

  
597 co-enrolled

### Title II: Adult Education-2,324 enrollments

- Provides academic foundational skills
- Unique, student-centered career pathways tracks with stackable credentials & digital badges
- Advancing digital literacy and AI
- Partnerships to promote in-demand industries/occupations
- Career services, career navigators / counselors encourage work experience placements.

  
2,324 enrollments

## A National Standout: Wyoming's Adult Education Leads the Way

Wyoming's Adult Education programs stand as a national benchmark, regularly ranking among the country's best for literacy, numeracy, and workforce readiness outcomes. Our state's dedication to delivering high-quality instruction and personalized support empowers adult learners to gain the skills needed to succeed in a rapidly evolving economy. These top-tier results highlight Wyoming's leadership in expanding economic opportunity, closing skill gaps, and strengthening the long-term prosperity of our communities.

### **WIOA Co-Enrollments (Nation's Highest)**

1

- Participants are receiving a full spectrum of career related services.
- Strong alignment between education and workforce training.
- Faster and more efficient service delivery leads to quicker entry into workforce
- Reducing skills gaps for WY employers
- Increased economic mobility for WY residents

### **Credential Attainment & Employed in the 2<sup>nd</sup> Quarter After Exit**

2

- Participants with higher credentials fill critical workforce shortages.
- Higher credentials equate to higher earning power.
- Strengthening pathways to advanced training.
- Training is leading to employment; thereby supporting employers with a reliable talent pipeline.
- Employed participants are boosting household incomes and local spending.

### **Measurable Skill Gains (MSG) & Employed in the 4<sup>th</sup> Quarter After Exit**

3

- Higher MSG rates means faster skill development for Wyoming's workforce.
- Consistent progress towards filling in-demand occupations.
- Long-term workforce attachments strengthening Wyoming's tax base
- Employment measures point to reducing turnover for Wyoming employers.
- Employment measures signals success in training and in career pathways systems.

## A Lifeline at Risk

Adult Education is a lifeline at risk because it provides essential skills, pathways to employment, and opportunities for economic mobility, yet it operates on stagnant funding that cannot keep pace with rising demand or costs. For many Wyoming adults, it is the only accessible route to a high school credential, English language learning, digital literacy, and the foundational skills needed for job training and participation in the modern workforce. This system is facing increasing

challenges as federal resources lag behind inflation, as staffing shortages intensify, and workforce expectations become more complex.

At the federal level, the "One Big Beautiful Bill" does not include funding for Adult Education—supported by the House but not the Senate—putting Wyoming at risk of losing critical funds at the very moment enrollments are increasing and employers urgently need skilled workers.

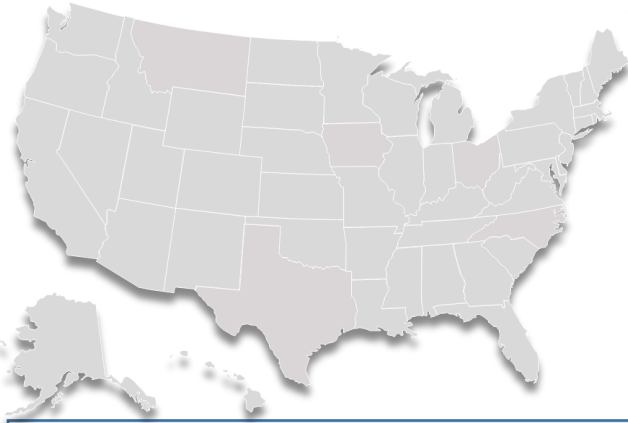
State appropriations have also not kept pace with expanding needs, remaining below pre-COVID levels despite growth in digital skills, soft skills, college prep, and stackable-credentialled pathways such as Integrated Education and Training. As a result, Adult Education programs in Wyoming and nationwide face mounting pressures while being asked to serve more students with more intensive services but fewer real dollars. Without additional investment, Wyoming's Adult Education system will face program cuts, reduced capacity, and a diminished ability to support employers, prepare residents for in-demand occupations, and sustain the state's workforce pipeline.





## The Force Behind a Skilled America

Adult Education drives skill development, unlocks opportunity, and powers the nation's workforce, making it the engine behind a skilled and resilient America.



### In the most recent fiscal year.....

- 1,260,000 learners were served
- 91,475 students earned a secondary credential
- 112,047 incarcerated individuals in 'pre-release' were served
- 60,226 students in an IET earned an industry recognized credential
- 10,456 students participated in family literacy programs
- 12,274 students participated in workplace literacy programs
- Over 320,000 youth ages 16-24 enrolled in Adult Education
- 24% of students with non-U.S. based schooling were internationally trained professionals

## Adult Education-Where Real Change Happens for Real People!



"I'm interested in the coding and gaming industry," Bryce Olson stated as he was doing his Career Exploration component in his HiSET high school equivalency classes in

Sundance. Janet Cole Lake, his instructor in the College and Career Readiness Center of Eastern Wyoming College, had to admit that she thought that that career was probably a long reach.

While taking classes, Bryce was also developing video games. The part-time hours of the HiSET prep course allowed him to work on game production outside of class. "In class, we studied the concepts

that are needed for everyday life, things that are useable. In public school I was always prodded to get better grades, which wasn't important to me. But with the HiSET program, we shrank it down to the important things that I knew I'd need."

Olson graduated with the HiSET class of 2024 in Sundance. He was working at the local hardware store and was continuing to code on the side when one of the games that he co-wrote caught the attention of a company who bought the game. Then it caught the attention of Rockstar Games, one of the biggest gaming companies in the world and creator of well-known games like Grand Theft Auto. Fast forward, Bryce is now on the payroll for Rockstar! "I didn't tell my family right away that I'd quit at the hardware store, until I could prove that this was a real job!" One of the projects that Bryce has been working on is Grand Theft Auto VI, which will launch this year.

## Celebrating 24-25 Achievements

**Student of the Year:** Adolfo Dominguez (LCCC-Cheyenne) entered the English as a Second Language program two years ago as a motivated and determined student. His goal was to master the English language and earn the credentials needed to enter the health profession here in the United States. Adolfo quickly progressed through his ESL classes and then completed his high school equivalency. Today, he is on track to earn his first stackable health-related credential.



**High School Equivalency Honors** - This year the AE program in Wyoming awarded top honors to Molly Maxwell (Northwest College) for earning the State's highest scores on high school equivalency tests. The scores she earned were at College and Career Readiness levels and mark some of the nation's highest scores.

**Educator of the Year**-Carol Bourland (Uinta B.O.C.E.S. #1-Evanston) has worked in Adult Education for over 16 years. Under Carol's mentorship, her students excel in their academic endeavors as confidence levels rise. Carol's classroom dedication sees approximately 92% of all students successfully complete their programs of study.

**The National COABE SAAEF Fellowship** was awarded to Casper College's Rochelle Hampton for advocacy work in national AE initiatives. Through this fellowship she learned how to work with policymakers, the media, and local communities to create lasting change for Adult Education, both locally and across the country.