



WORKFORCE DEVELOPMENT ACTIVITIES REPORT

2012-2013 ACADEMIC YEAR



Wyoming community Colleges are responsive to the workforce development needs of Wyoming's businesses and employees by providing a full spectrum of training and educational opportunities. This report highlights many of the efforts and successes of the colleges and demonstrates the willingness of the colleges to work together and partner with various agencies, communities and business owners to develop a strong and sustainable workforce for our state.

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Workforce Development Activities at Wyoming Community Colleges

2012-2013 Academic Year

Course Category	Credit Vocational Offerings				Credit Offerings			Non-Credit Offerings	
	Regular College Offerings				Organized Through Workforce Development Offices			Organized Through Workforce Development Offices	
	Number of Sections	Duplicated Headcount	Credit Hours Offered	Graduates from Vocational Programs	Count of Sections	Duplicated Headcount	Credit Hours Offered	Count of Sections	Duplicated Headcount
Agriculture, Food & Natural Resources	740	8,878	1,547	96	185	3,519	158.5	142	2,273
Architecture & Construction	320	2,770	1,772	74	69	374	203	12	133
Arts, A/V Technology & Communications	716	5,729	1,879	125	0	0	0	24	192
Business, Management & Administration	647	8,811	1,547	119	84	1,200	226	137	1,166
Education & Training	410	4,652	10,372	383	23	184	81	230	3,400
Finance	30	502	70	0	0	0	0	12	67
Government & Public Administration	4	29	12	0	0	0	0	1	12
Health Science	878	14,143	2,661	677	47	587	239	233	2,559
Hospitality & Tourism	167	2,182	332	54	0	0	0	11	131
Human Services	137	2,156	429	50	0	0	0	30	991
Information Technology	571	5,557	1,217	55	3	37	9	125	905
Law, Public Safety & Security	368	4,824	1,029	104	77	1,526	272	58	800
Manufacturing	705	6,865	1,915	261	235	2,334	387	293	2,296
Marketing, Sales & Service	31	463	97	7	3	32	16	4	26
Science, Technology, Engineering & Mathematics	413	4,840	1,311	73	0	0	0	9	239
Transportation, Distribution & Logistics	234	2,578	746	148	79	795	225	64	383
TOTAL	6,371	74,979	26,936	2,226	805	10,588	1,816.5	1,385	15,573

Workforce Training Partners 2012-2013 Academic Year	TOTAL ENROLLMENT *
Private Business	53,799
Mine Safety and Health Administration (MSHA)	4,063
State Agency (other than DWS or WBC)	3,388
Public School System	1,159
Wyoming Small Business Development Center	44
University of Wyoming-Manufacturing Works	167
Department of Workforce Services (DWS)	587
Small Business Administration (SBA)	89
Unemployed/Other/unidentified	2,932
Chamber of Commerce	145
Board of Cooperative Educational Services (BOCHES)	186
Other Higher-Education Entity	38
Economic Development (LOCAL)	96
Tribal Agencies	69
TOTAL	66,762
<small>*Represents headcount enrollment in workforce development classes offered in partnership with external agencies.</small>	

Industries Served Through Customized Training By 2 digit NAICS code * 2012-2013 Academic Year	Headcount enrollment in workforce development classes customized for specific industries
Mining/Extraction	4,216
Health Care & Social Assistance	1,609
Manufacturing	3,357
Public Administration	339
Finance & Insurance	55
Utilities	182
Education Services	1,874
Other Services (except Public Admin.)	57
Retail Trade	75
Agriculture, Forestry, Fishing and Hunting	1,721
Transportation & Warehousing	306
Construction	205
Real Estate, Rental & Leasing	20
Accommodations & Food Services	96
Administrative & Support & Waste Management & Remediation Services	0
Professional, Scientific, & Technical Services	347
Management of Companies & Enterprises	363
Arts, Entertainment & Recreation	296
Unemployed/other/undefined	4,439
Information	141
TOTAL	19,698
*North America Industry Classification System	

Highlights from the Colleges Summer 2012 through Spring 2013

CASPER COLLEGE

The Center for Training and Development (CTD) at Casper College provides customized training, scheduled classes, workshops, and conferences for businesses and organizations. Areas of concentration include QuickBooks, basic customer skills (including iPad classes), generational differences, MSHA and OSHA, and water quality.

CTD offered a fifth clinical medical assistant program with 20 graduating students, an IV Therapy class, and time was spent developing customized training for the City of Casper, which involved 'Secret Shopping'. CTD managed two conferences last year, the Math and Science Teachers' Conference and the WGA/TATE Conference.

CTD finished out the State Energy Sector Partnership grant for \$698,200. The grant provided funding for a public lecture series and technical training in energy efficient building practices and sustainable energy installation. We served a total of 242 people in nationally accredited training and had 303 attendees for the public lecture series throughout the grant period.

CTD offered:

- Two Employment and Training for Self-Sufficiency (ETSS) programs:
 - hair & nail technicians
 - dental assisting
- One Dads Making A Difference program
 - facilities maintenance technician

The Dad's program was in partnership with the Seton House and Habitat for Humanity as part of the community service portion of the program. These grant funded programs provided technical training, life skills classes, counseling, and job placement assistance to qualifying parenting adults who met federal poverty guidelines. This was the tenth year CTD offered ETSS programs and the third year for the Dads Making a Difference program.

CENTRAL WYOMING COLLEGE

In the Central Wyoming College 2012-2013 academic year, the Workforce and Community Education Department launched two exciting new projects while maintaining a variety of customized trainings designed for healthcare organizations, school districts, municipalities, tribal organizations, and local business entities.

The Second Wind Project, a workforce training program targeting 18-21 year old adults in need of employment training, began in the fall of 2012. Training sessions focused on specific job skills needed for employment in energy, facilities' maintenance, and customer service occupations.

Entrepreneur programming began in the summer of 2012 with specialized training designed for Wind River Reservation youth to enroll in dual credit classes designed to foster the "Entrepreneurial Mindset." Twenty one youth took advantage of the opportunity to earn college/high school credit while learning crucial skills to identify and implement business opportunities in Fremont County.

In January 2013, CWC launched its first “Innovation Institute”, a series designed to train business owners and executives in innovation strategies for their businesses. The program consisted of 5 training sessions with topic experts facilitating hands-on workshops to explore new ideas for products and services. The training sessions were supported by one-on-one consulting sessions from the Innovation Institute consultant bank to assist them with implementation of their ideas. A cohort of 11 participants in Riverton and 13 participants in Jackson were served.

The department served nearly 100 employees in industry safety trainings through partnerships with the Department of Workforce Services. 237 and 279 professionals were served in health care and public administration industries, respectively.

EASTERN WYOMING COLLEGE

Eastern Wyoming College’s Workforce Development department continued its efforts during the 2012-2013 Academic Year providing individuals and businesses with skills and training across our service area of Goshen, Platte, Niobrara, Converse, Weston, and Crook Counties.

While administering the ETSS (Entire EWC Service Area) and TANF (Goshen County only) grants the EWC Workforce Development Department provided short-term trainings leading to employment for Certified Nursing Assistant (C.N.A.), Welding, Commercial Driver’s License (C.D.L), Electrical Apprenticeship, and Heavy Equipment Operating. EWC partners with industry and the Wyoming Department of Workforce Services to promote our students through Employment Seminars, recruiting sessions, and an annual Job Expo.

Our Mobile Welding Lab was used within the Eastern Wyoming College service area, as well as for a partner in Montana to provide open enrollment courses, business and industry specific trainings, and to continue our partnership with the Wyoming Department of Corrections to provide Plate Welding training for inmates. The lab continues to be a great tool to reach a diverse audience.

The department finished its partnership with the WY Quality Counts! grant program to deliver Business and Leadership classes to Child Care workers earning STARS credit across the service area. These low-cost trainings allowed the intended audience to earn their STARS credits locally through the use of on-site trainings and the WEN network.

Many additional trainings were completed across a wide range of topics as the Eastern Wyoming College Workforce Development staff continues to strive to meet the needs of our service area in a cost-effective way.

LARAMIE COUNTY COMMUNITY COLLEGE

A number of initiatives were key to workforce development support in the 2012-2013 academic year from Laramie County Community Colleges Workforce and Community Development division. This highlights just a few of these initiatives.

First, Laramie County Community College’s Distance Learning and Technologies office and Workforce and Community Development partnered with the Wyoming Department of Health to develop online distance learning training to be delivered to over 700 employees. This training was developed in several tiers to support several different types of positions. It contained training for over sixty policies. The design of this training was a true partnership effort between all involved.

A second highlight from the 2012-2013 academic year was the partnership effort between three Wyoming Community Colleges and the Wyoming Refinery Safety Alliance (WRSA) to design a comprehensive training program that supported the development of workers for the refinery industry in Wyoming. A primary focus of this training was safety. The program was grounded in curriculum from the Center for Advanced Process Technology and customized by all involved for Wyoming. The curriculum was then supported by grant funding from the Wyoming Department of Workforce Services business training funds. This inclusive partnership between education, industry and workforce development resulted in an accelerated training program launched in the 2013-2014 fiscal year. Details of the performance results from this training will be reported next year.

Again, this report just highlights two of the many Workforce activities from LCCC in 2012-2013.

Northwest College

The Center for Training & Development at Northwest College continues to provide training and education to the workforce and businesses in our service district through open enrollment classes, customized training and online offerings. Through the combination of all programs and delivery methods a total of 3,545 attendees were served during the 2012-13 Academic year.

There was a strong focus to offer a variety of business and workforce classes to assist businesses and their employees to develop skills to be more effective, productive and successful. The programs are kept current and relevant to meet the needs of our workforce community. Management, leadership and business classes were delivered in multiple-class series format: Business Boot Camp; Management Meets Leadership; and Profit Mastery.

Additional business development offerings included a Social Media Strategy workshop, computer application classes, and marketing sessions. Classes were also held which provided CEUs to our healthcare workers. We offered our semi-annual MSHA classes and ServSafe to support those industry needs. The CTD partnered with Motivation Education and Training (MET) to offer higher wage job skills training to low wage agricultural workers. MET classes included CNA, CPR/First Aid, Pipe & Plate Welding and a Welding Certification.

Customized training was provided for several area businesses and organizations including classes for leadership training and other targeted-needs topics. Continuing customized training partnerships have been forged. Customized training has created opportunities to work within each of our area communities to develop related open enrollment courses which are specific to the business and industry needs of each community.

In response to community request, conferences were held. These events included the Spring Roundup Ag Symposium, Temple Grandin Autism and Temple Grandin Animal Welfare sessions, Drought Risk Management and RoboRumble.

NORTHERN WYOMING COMMUNITY COLLEGE DISTRICT

Through partnerships with local Chambers of Commerce, employers, the State of Wyoming, local nonprofits, the Veterans Administration, the Federal Government, and community members, NWCCD Center for Workforce and Community Education has trained 1913 individuals in a variety of workforce development and community education classes and programs.

We offered a variety of soft skills, technical and personal enrichment classes. New offerings include a series of Business of Arts classes, the AIR (Advantage in Retail) Institute, Pinterest Inspired Saturdays, Inventory Management training and the 2nd Annual Beading in the Big Horns Retreat.

We continue to work with local Chambers providing customer service trainings and other business-forward trainings. We partnered with the Kuehne Foundation offering foundational training to veterans. We are growing internal partnerships within the College – this past year we offered a series of non-credit farrier trainings, a Women’s Retreat at our mountain campus, and eight CNA training.

Grant funding was a key focus this past year and continues to be a primary focus. We received a grant from the Wyoming Community Foundation to partner with Gillette Abuse Refuge Foundation to help with training their participants in critical skills to help them toward safe, positive independence. We received a grant from AACC for their Plus 50 programming which allows us to not only offer programming to the Plus 50 audience but also develop a new Universal Care Aid program to help care for the older population. We successfully completed our SESP –Green Construction grant surpassing our identified goal of 270 by 15.

WESTERN WYOMING COMMUNITY COLLEGE

Western Wyoming Community College continues to grow and develop new programs. WWCC, in partnership with Sweetwater County, was awarded \$1 million last spring from the Wyoming Business Council for the construction of a Workforce Training Center. The building, now 60% complete, is scheduled to be completed in January 2014. This 7,500 square foot facility will provide both lab and classroom space for additional training.

New training programs developed and implemented this past year include EMT, Silica Awareness, Asbestos Awareness and Globally Harmonized System (GHS). The GHS program is the updated Hazardous Communication standard from OSHA. WWCC continues to be focused on hands-on learning by implementing company specific training for oil and gas, mining, automotive and health industries.

The Workforce Development Department demonstrates building partnerships through activities like hosting the Wyoming Workforce and Safety Summit, The Wyoming High School State Speech and Debate Tournament, Custodial Day and the Red Desert Trauma Conference. Western also completed another CDL Training program for students in the Dad’s Making a Difference program. Serving over 5600 students through the Workforce Development last year, WWCC continues to offer industrial applications training, as well as industry needed safety training, to all of our industry partners.

STATE FUNDED WORKFORCE TUITION PROGRAMS

Teacher Shortage Loan Repayment Program

TSLRP began in 2005 to address Wyoming's shortage of math, science, special education and foreign language teachers through the University of Wyoming. The program was expanded, in 2009, to assist those seeking an additional endorsement to teach Reading and English as a second language.

- Awarded and tracked \$239,000 in student loans.
- Served 36 students at the University of Wyoming in 2012-2013 and 193 students since 2005.
- Since 2005 the program has assisted 54 math teachers, 44 science teachers, 73 special education teachers and 16 foreign language teachers, 4 Reading Teachers and 2 English as a Second Language Teachers with tuition and fees in return these teachers have agreed to work in Wyoming to repay their loans.

Wyoming Investment in Nursing Program

The WyIN program addresses Wyoming's nursing shortages through six community colleges & the University of Wyoming.

- Awarded and tracked \$728,008 in student loans.
- Served 184 students in 2012-2013.
- Added or maintained 21 full time & 3 part time WyIN funded nursing educator positions to the six community colleges with nursing programs.
- Expanded training capacity for students at all six colleges as well as students at the University of Wyoming to 905 students for the state, up from 548 in 2003.
- Since 2003 the program has assisted 1,069 nursing students with Wyoming Investment in Nursing Loans. At the time the report was published 35% of those students had repaid their loan by working in the state and 13% were currently employed and working towards full repayment.

CONTACT INFORMATION

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Center for Training & Development at Central Wyoming College

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Workforce Training and Community Education Department at Eastern Wyoming College

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307.532.8323

Laramie County Community College Business Training and Development

www.lccc.wy.edu/bt/

307.778.4381

Rocky Mountain Industrial Training Center at LCCC

www.lccc.wy.edu/bt/rmitc.php

307.432.1637

Center for Training & Development at Northwest College

www.northwestcollege.edu/Wfdev/

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Northern Wyoming Community College District

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