



WORKFORCE DEVELOPMENT TRAINING FUND

ANNUAL REPORT

2020

Testimonials

"LCCC recognizes Apprenticeships as a powerful recruiting and staffing program for trades. We currently partner with multiple HVAC and Plumbing businesses to provide the related technical instruction (RTI) and have used apprenticeship funds to provide tuition and materials assistance to community members interested in the trades. This has allowed both the college and the program partners to expand their talent pool. We are very proud of our contributions to the workforce in our area and are appreciative of DWS for the grant opportunities!"

~ P Fletcher, Laramie County Community College

"DISA, LLC was fortunate enough to hire three quality engineer interns for the summer. When we posted an ad for an intern in May of 2020, within a few days, we had over 2 dozen quality applications. This was largely driven by the fact that many students had lost their internships due to circumstances related to Covid-19. All three interns we decided to bring on had prior internships that they lost between April and May of 2020 where the company they were going to intern for notified them that they were going to have to cancel the internship due to issues related to Covid-19. One chemical engineer intern was supposed to work for a trona company, the other chemical engineer was working for a research institute until he was let go, and the mechanical engineer intern was supposed to intern for a mechanical design firm in Texas. We cannot be more grateful for the opportunity the WDTF Internship Grant has provided us. We were not even planning on having an internship program this summer, but the grant provided the pathway to allow us to bring on three high quality engineering interns. The interns

played a pivotal role at Disa conducting R&D in order to achieve proof of concept for our patented technology's ability to remediate oil spills. They were extremely bright, creative, and hardworking and made a meaningful impact on our company's efforts. We plan to continue the internship program throughout the school year, which will hopefully evolve to the interns continuing to work at Disa upon graduation."

~ G Buckingham, CEO & President

"The Internship program has quickly becoming an incredible and indispensable tool in developing the earliest stage companies that grow into the primary employers that we need them to become in Wyoming. By allowing the entrepreneur to pivot from a mindset that where they alone are working on a problem, to one where they are leading a team to tackle the problem, startups are moving quicker through the most delicate early stages of existence. Interns are helping to validate initial concepts, research more into who target customers might be, and are providing critical second opinions and recommendations on how a nascent company might pivot to better suit their customers' needs and be more successful. Entrepreneurs are learning delegating and management skills at an earlier stage in their startup process, and are being stimulated to move faster because of the accountability of having an employee. We have deep gratitude to Director Cooley, and her entire team at Workforce Services, for creating this program and implementing it. It has certainly changed the landscape for startups in Wyoming for the better!"

~ F Schmechel, Assistant Director IMPACT 307

Overview

The Workforce Development Training Fund (WDTF) is a grant program that provides opportunities for Wyoming citizens and businesses to invest in increasing the skills of the workforce. The goal of the fund is to not only grow the skills of workers, but strengthen businesses operating in the state to create a more economically viable Wyoming. The fund is also an important tool used by economic development entities to entice new businesses to relocate, build and grow in Wyoming. Grant options include: Business Training Grants, Pre-Hire Grants, Pre-Obligation Grants, Apprenticeship Grants, and Internship Grants.

The Workforce Development Training Fund is funded through interest earned from the Unemployment Insurance Trust Fund and through an appropriation of State General Funds by the Wyoming State Legislature. The Workforce Development Training Fund's (WDTF) total operating budget for the 2019-2020 biennium was \$4,890,869. This report provides an overview of expenditures in Fiscal Year (FY) 2020.



Business Training Grants

WDTF introduced a new, web-based grant management system for the Business Training Grants that allows businesses to access the system through a Google platform, offers increased accessibility, ease of use and functionality for Wyoming businesses. This new grant system went live in October, 2019 and 284 businesses have created an account in the new grant system.

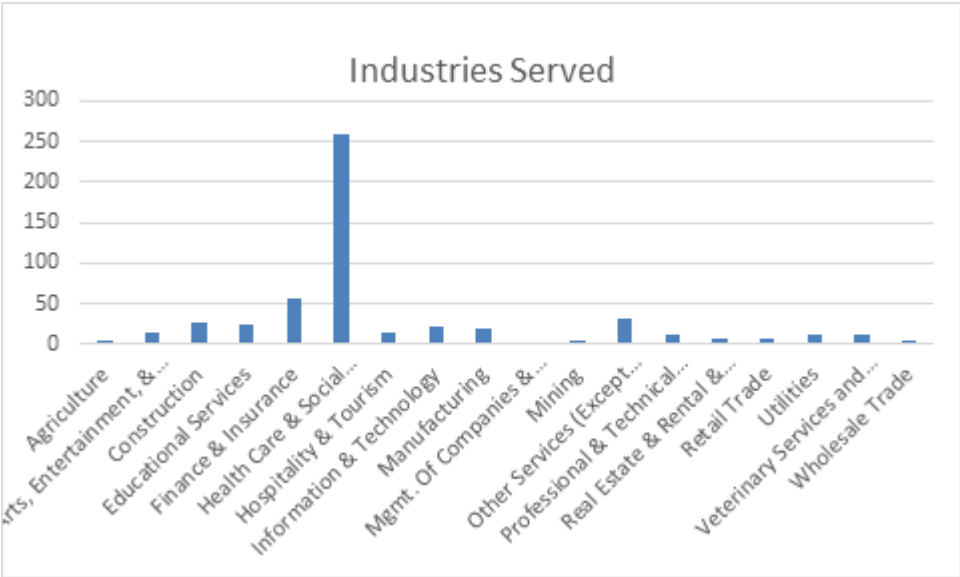
In early 2020, COVID-19 pandemic had a direct impact on the number of Business Training Grant applications and contracts. WDTF staff reviewed 677 applications, totaling \$934,959.00; but from February through May 2020, 161 applications were rescinded before they were able to go into contract and 89 of the applications that went into contract were cancelled. The number of applications decreased dramatically as training all over the country was cancelled. Fortunately, some training was able to take place as providers quickly moved to on-line learning. Many providers tried to reschedule their training to later in the spring and summer, but some contracts still needed to be



cancelled as it became clear that the training would not take place as anticipated. 44 applications were denied due to various reasons.

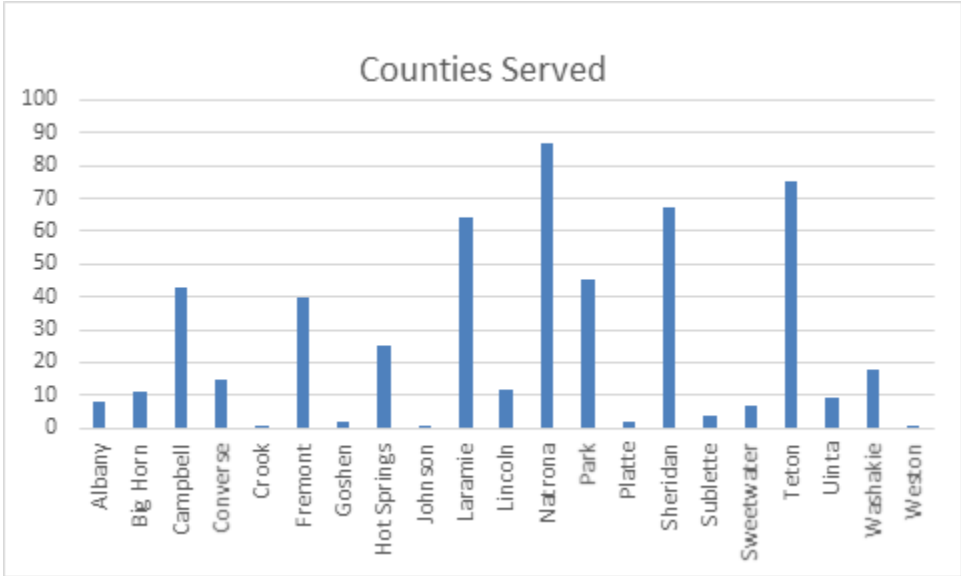
Business Training Grants

In FY 2020, the Workforce Development Training Fund Business Training Grants supported training for 155 Wyoming employers in 18 industry sectors.



Business Training Grants

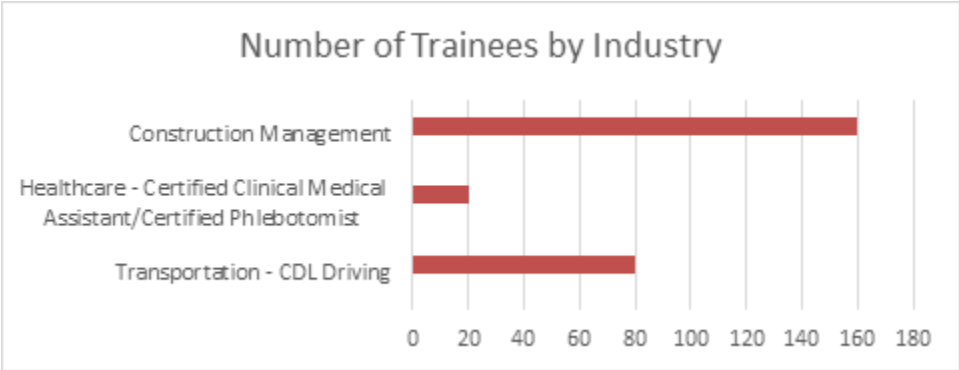
Business Training Grants were utilized by 21 counties.



In the new grant system, a total of 155 businesses applied for funding for 743 employees. Many businesses utilized the Business Training Grants repeatedly. The businesses consist of 101 private businesses, 45 not-for-profit organizations, and nine county hospitals across the state.

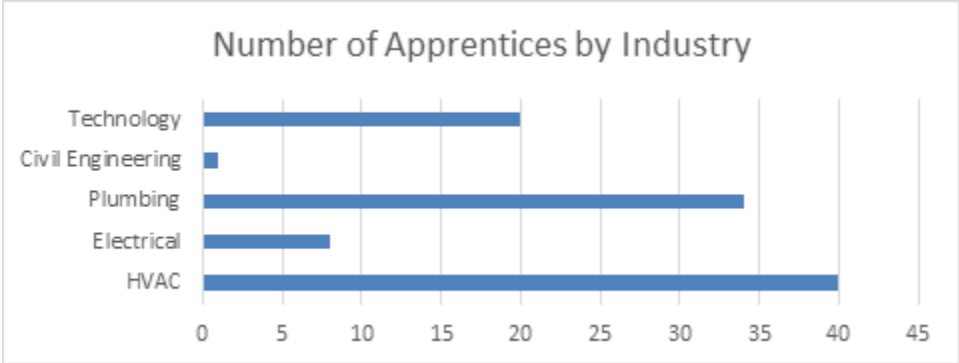
Pre-Hire Economic Development Grants

In FY 2020, the Workforce Development Training Fund approved four applications totaling \$797,116.10. As a result of this funding, 260 individuals received training at an average cost of \$3,066 to support three major industries.



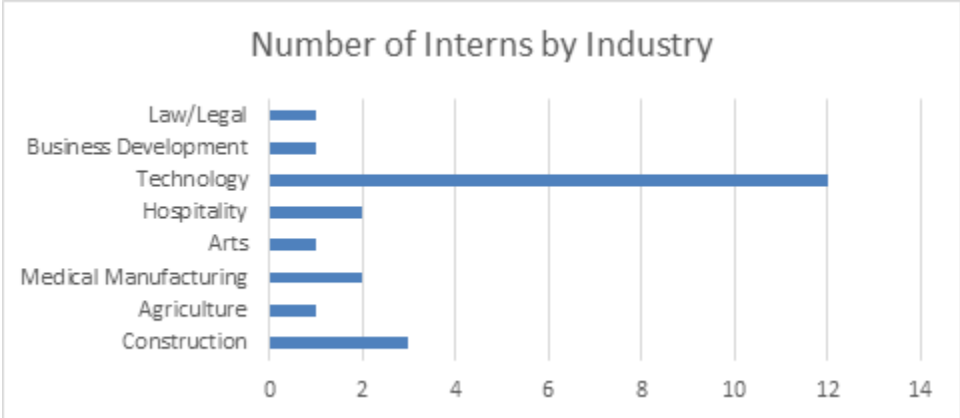
Apprenticeship Grants

In FY 2020, the Workforce Development Training Fund approved six Apprenticeship Grant applications totaling \$463,959.00. As a result of this training, 103 individuals received training at an average cost of \$4,504 to support five major industries.



Internship Grants

In FY 2020, the Workforce Development Training Fund launched a new option, Internship Grants, to Wyoming businesses for the opportunity to provide structured learning experiences to individuals to enhance their work skills, knowledge, and abilities. WDTF approved ten Internship Grant applications totaling \$249,634.00. Twenty-three individuals will receive training at an average cost of \$10,854 to support eight major industries.



Expenditures

Total WDTF funding expended, including operations, in SFY20 was \$2,662,945. The following amounts show expenditures for each Grant option:

- \$1,129,307 Business Training Grants;
- \$ 709,530 Pre-Hire Grants;
- \$ 183,280 Apprenticeship Grants;



Benchmarks

The Workforce Development Training Fund was established to:

- Foster economic development in Wyoming;
- Strengthen Wyoming businesses;
- Support Wyoming employers and workers;
- Provide training beyond what would normally occur;
- Encourage employers to invest in training their workers;
- Be accountable and yield measurable benefits;
- Support keeping Wyoming workers in the state;
- Promote wage progression for workers.

Partnerships

The Workforce Development Training Fund is proud to partner with Wyoming's community colleges, economic development entities, private training entities, Wyoming businesses, and the department's workforce centers across the state.