THE DEPARTMENT OF WORKFORCE SERVICES

Workforce Development Training Fund
Apprenticeship State Expansion

[Wyoming Workforce Services logo]
WHY ARE WE HERE TODAY?

- Provide information about the training grants available through the Department of Workforce Services.
  - Highlight individual grant information and new rules
    - Workforce Development Training Fund (WDTF)
  - Highlight grant information and new reimbursement for apprentices participating in a Registered Apprenticeship Programs (RAP)
    - Apprenticeship State Expansion Grant (ASE)
WHAT WE DO

- Work directly with Wyoming businesses, community colleges/training entities, economic development agencies, and other community partners across the state
- Educate about available funding through various grants
- Assist businesses with training grant from application to reimbursement
- Provide technical assistance in the establishment of Registered Apprenticeship programs
WORKFORCE DEVELOPMENT TRAINING FUND
OVERVIEW

Workforce Development Training Fund (WDTF)

5 available grant options

✔ Business Training Grants
✔ Pre-Hire Grant
✔ Pre-Obligation Grant
✔ Internship Grant
✔ Apprenticeship Grant
BUSINESS TRAINING GRANTS

For Wyoming Businesses
Reimbursement model

Government entities are not eligible to participate, other than county and memorial hospitals and emergency medical service providers

Covered services include:
- Tuition/registration
- Class fees
- Travel
- Instructor wages & fringe benefits

Purpose is to either correct employee’s skill deficiency or upgrade current skill level, and that training is a direct relationship to the employee’s occupation

New funding limits just approved:
- $4,000 ($5,000 for preferred industry) per trainee per SFY
- No monthly limit for the business and $200,000 per SFY
PRE-HIRE Economic Development GRANTS for Wyoming-based Training Entities
Operate in conjunction with economic development needs in the area

Reimbursement model

Government entities are not eligible to participate, other than county and memorial hospitals and emergency medical service providers

Allowable expenses include:

○ Tuition/registration
○ Class fees
○ Travel
○ Instructor wages & fringe benefits

Purpose is to provide pre-employment, industry specific skill training to develop a workforce where there is a shortage of skilled workers.
Pre-Obligation Grants

Available to Economic Development Entities in collaboration with new or expanding businesses
● Reimbursement model
● Government entities are not eligible to participate, other than county and memorial hospitals and emergency medical service providers
● Obligated funds not to exceed the equivalent of 200 trainees multiplied by the maximum amount allotted per trainee and industry
● Funds will be accessed through either a Pre-Hire Grant and/or Business Training Grants
● Purpose is to incentivize business recruitment and expansion by pre-obligating funds
INTERNERSHIP GRANTS
For Wyoming-based Businesses
• Preference for businesses in preferred industries defined by the Wyoming Workforce Development Council (WWDC)

• Reimbursement up to $25/hour for 1,040 hours/state fiscal year. Wages have to be supported by industry standards

• Business can host up to 6 internships per SFY, as long as they have the means to sufficiently support that number of interns

• Required structured learning experience
Available to Registered Apprenticeship Sponsors and Related Instruction Providers
• Reimbursement of costs associated with the Related Technical Instruction (RTI) component of Registered Apprenticeship Program (RAP)
• Government entities are eligible to participate
• Covered services include:
  ○ Tuition/registration
  ○ Class fees
  ○ Travel
  ○ Instructor wages and fringe benefits
• Purpose is to assist businesses with the costs of training apprentices in their trade or profession
APPRENTICESHIP STATE EXPANSION (ASE)
APPRENTICESHIPS IN WYOMING

- Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.

- Apprenticeships enable trainees to gain a license or certificate to practice in their craft. Training is done with combining hands-on experience with an employer with aligned classroom instruction.
FIVE KEY COMPONENTS OF A REGISTERED APPRENTICESHIP PROGRAM

1. **Industry led** - Mentorship providing apprentices with the support of a skilled worker to assist and enhance critical hands-on learning

2. **Includes structured on-the-job learning** - Develops skilled workers through structured learning in a work setting

3. **Related classroom instruction** - Improves job-related skills through education in a classroom setting

4. **Wage progression** - Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.

5. **Credentials** - Offers a portable, nationally-recognized credential to be issued at the completion of the program.
HOW CAN REGISTERED APPRENTICESHIP PROGRAMS HELP WYOMING BUSINESSES?

➔ Recruit and develop a diverse and highly-skilled workforce within a specific industry.
➔ Increasing business productivity
➔ Reduce employee turnover with 92% of apprentices continuing employment after completing an apprenticeship.
  ○ Vet workers and retain talent
➔ Customizable Training
  ○ Create Flexible training options to benefit both the apprentice and employer.
➔ Invest in your community
APPRENTICESHIP STATE EXPANSION (ASE) IN WYOMING

- To develop *new* apprenticeships while working with established programs to ensure their apprentices are accounted for

- Grant modification approved- Reimbursement increased from $300 to $1,000 per apprentice

- $641K federal grant received for a three-year performance period from 2019-2022
ASE DIRECT COLLABORATION WITH OFFICE OF APPRENTICESHIP

✔ Work with employers to increase understanding of apprenticeship programs

✔ Provide technical assistance: occupational work plans from apprenticeship.gov & assisting in the development of standards

✔ Referrals to the Wyoming Office of Apprenticeship (OA)

✔ Connect employers with other workforce programs and funding opportunities
QUESTIONS?
WE ARE HERE TO HELP

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