

# Department of Workforce Services Business Training and Support



## Wyoming Department of Workforce Services Contacts

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## 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

## Overview

### Workforce Development Training Fund (WDTF)

- Five Available Grant Options
  - Business Training Grants
  - Pre-Hire Grant
  - Pre-Obligation Grant
  - Internship Grant
  - Apprenticeship Grant

## **Business Training Grants**

- Reimbursement model
- Government Entities are not eligible to participate; other than county hospitals
- Covered Services Include:
  - Tuition/Registration (*Required*)
  - Class Materials/Fees
  - Travel Expenses
- Lodging & Meals not provided
- Purpose is to either correct employee's skill deficiency or upgrade current skill level and that training is a direct relationship to their occupation
- Training is not normally provided by the business
- Funding limits:
  - \$1,000/\$1,500 per training per state fiscal year; based on preferred industry
  - \$10,000 per month and \$50,000 per state fiscal year per business

## **Pre-Hire Economic Development Grants**

- Operate in conjunction with economic development needs in area
- Reimbursement model
- Government Entities are not eligible to participate
- 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
- Obligated Funds not to exceed 200 trainees multiplied by the maximum amount allotted per trainee and industry
  - \$1,000 per trainee per state fiscal year
  - \$1,500 per trainee in a preferred industry per state fiscal year
- 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

## **Internship Grants**

- Preference points for businesses in preferred industries defined by the Wyoming Workforce Development Council (WWDC)
- Reimbursement up to \$12/hour for 1040 hours/state fiscal year = \$12,480
- Internships per Business
  - One internship for businesses with 1-8 employees, and
  - Up to two internships for businesses with 9-49 employees, and
  - Up to three internships for businesses 50+ employees.
- Required structured learning experience
- Two funding sources available based on Intern eligibility:
  - WIOA / VR
  - WDTF

## **Apprenticeship Grants**

- Reimbursement of costs associated with the related instruction (RI) 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)**

- job related technical training and on-the-job learning experiences to produce a tailored workforce for employers.
- 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.

### **How Can Registered Apprenticeship Programs Assist Businesses in Wyoming?**

- Recruitment and development of a highly skilled workforce that you can customize
- Increasing business productivity, and reducing employee turnover with 94% of apprentices continuing employment after completing an apprenticeship
- Vet workers and retain talent
- Invest in your community

## What are the Major Components of a Wyoming Registered Apprenticeship Program?

- A registered apprenticeship program is made up of five key components.
  - It must be industry led
  - Includes structured on-the-job training
  - Related classroom instruction
  - Wage progression
  - Lead to an industry or nationally recognized credential upon completion

## Apprenticeship State Expansion (ASE) In Wyoming

- To develop new apprenticeships while working with established programs to ensure their apprentices are accounted for
- \$641K federal grant received for a three-year performance period from 2019-2022

## ASE Direct Collaboration with Office of Apprenticeship

- What is our role?
  - Work with employers to increase understanding of apprenticeship programs
  - Referrals to the Office of Apprenticeship
  - Connect Registered Programs to the Workforce Development Training Fund (WDTF)
  - Tracking apprentice enrollment

## ASE on the Job Reimbursement

- Reimbursement Method
  - Participant data
  - Employer submits paystubs
  - DWS issues one time reimbursement per apprentice

## Getting the Word Out!

- WDTF & ASE Outreach
  - Campaign to raise awareness of grant funding available for businesses
  - The importance of apprenticeships as a critical workforce development pathway option
  - Connects with strategic plan
- Multimedia Approach
  - Flyers and Mailers
  - Digital Ad Development
  - Statewide Methodology
  - Video Development