



# **Workforce Optimization**

Jump Start Evanston

Fall Workshop 2023



# Add together out loud

. 1000

. 40

. 1000

. 30

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. 20

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. 10

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**What was your answer ?**

**. 4100**



# Department of Workforce Services

- [\*\*BUSINESS TRAINING AND SUPPORT UNIT\*\*](#) Connects employers with professional development opportunities to increase employee skill attainment.
- [\*\*COMMUNICATIONS\*\*](#) Provides information, education, and data on the Wyoming Workforce, and handles all media inquiries and public records requests for the department.
- [\*\*DISABILITY DETERMINATION\*\*](#) Determines whether claimants are eligible for Social Security disability benefits.
- [\*\*EMPLOYMENT TAX\*\*](#) Responsible for the Audit and Compliance functions of both the Unemployment Insurance and Workers' Compensation programs.
- [\*\*LABOR STANDARDS\*\*](#) Enforces all labor laws created for the protection of Wyoming workers.
- [\*\*OSHA\*\*](#) Ensures that all of Wyoming's businesses are safe places to work.
- [\*\*RESEARCH & PLANNING\*\*](#) Collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards.
- [\*\*STATE MINE INSPECTOR'S OFFICE\*\*](#) Information about certifications, inspections, rules, and training related to the mining industry.
- [\*\*UNEMPLOYMENT INSURANCE\*\*](#) Assists employers with all unemployment insurance and tax concerns, and serves those who need and are eligible for unemployment insurance benefits.
- [\*\*WORKERS' COMPENSATION\*\*](#) Find information about reporting an injury in the workplace, getting disability benefits, and other related subjects.
- [\*\*VOCATIONAL REHABILITATION\*\*](#) Committed to helping people with disabilities establish and reach vocational goals that help them become productive working citizens.
- [\*\*WORKFORCE CENTER & PROGRAM OPERATIONS\*\*](#) Responsible for the employment and human services aspects of DWS.



# Who are we ????

## Evanston Workforce Center

- Employment and Training Division
  - We administer a number of programs, for job seekers and employers including the Wagner-Peyser Program, Workforce Innovation & Opportunity Act, the Veterans Employment and Training Program, the Work Opportunity Tax Credit Program and the Migrant Seasonal Farm Worker Program, **Business Services**, Federal Bonding, Power, RESEA, WIN, Dads Making a Difference .....



# Business Services

- Employee Recruitment & Screening
- Veterans Services
- Existing & New Employee Training
- Work Opportunity Tax Incentives
- Federal Bonding
- Reduction-In-Force/Business Closing Services
- Wyoming At Work
- Labor Market Analysis
- Work Experience WEX
- Apprenticeships and Internships
- On the Job Training
- Workforce Development Training Funds



# Wyoming @ Work aka H.I.R.E. WYO

is a regional job board for Wyoming that is provided as a free public service by the Wyoming Department of Workforce Services, for Employers and Job Seekers

**Job Seekers:** Complete set of employment tools. Search jobs, create résumés, find education and training, Virtual recruiter

## **Employers :**

- Recruitment Services
  - Find candidates, Post job openings, Virtual recruiter
- Education Services
  - Workforce development Training Funds
- Labor Market Services
  - Labor Market Facts, Employment and Wage Data, Area Profile
- Staff Provided Services



# Workforce Development Training Funds

The Workforce Development Training Fund (WDTF) is a unique Wyoming-based program connecting employers with professional development opportunities to increase employee skill attainment.







# Business Training Grants

- Business Training Grants are available to Wyoming businesses to correct an employee's skill deficiency or upgrade their skill level in their current occupations.
- Funding Limits:
  - \$2000 per trainee per fiscal year,
  - \$3000 per trainee per fiscal year for **preferred industries**
  - \$75,000 per business per fiscal year



# Preferred Industries

- Construction
- Finance and Insurance
- Healthcare and Social Assistance
- Manufacturing
- Technology
- Hospitality and Tourism



# Pre-Hire and Pre-Obligation Grants

- The Pre-Hire Economic Development Grant Program is available to train potential employees for a new or expanding business that is unable to recruit workers with a specific skill set. Applications are completed through a partnering of four entities that contribute separate needs or services to the program:
  - A training entity that can deliver the training, certificate or skills the business requires;
  - A business, group of businesses or an industry with a need for workers;
  - The local or regional economic development entity that will work within the local or regional economic network to provide assistance; and
  - The local Workforce Center, which will assist in the recruitment of potential skilled workers, along with placement of trained participants.



# Internship Grants

- This funding aims to provide Wyoming businesses the opportunity to offer structured learning experiences to individuals through internships that enhance an individual's work skills, knowledge and abilities. Government entities, except Wyoming County and Memorial Hospitals and emergency medical service providers, are not eligible to participate.

## An internship should provide the following:

- A practical learning experience or project given by a designated supervisor
- An opportunity to observe, contribute, and rotate through the different parts of the department/organization
- Career connections, mentorship, and networking opportunities within the organization/industry
- Training, either "formal" or on-the-job, along with constructive, ongoing feedback for personal and professional development



# Apprenticeship Grants

The purpose of this funding is to develop an industry-specific, Wyoming workforce for business, businesses, or industries and to assist Wyoming Registered Apprenticeship Programs with the costs and expenses of implementing the program and training the apprentices.

Apprenticeship Grants are available to Wyoming-based Sponsor(s) with U.S. DOL Office of Registered Apprenticeship Programs and Related Instruction Providers associated with a Wyoming-based Sponsor. Only the formal related instruction component for the apprenticeship programs is eligible for funding consideration.



# WyHealthTrain Grant

- Beginning in the spring 2024 semester, newly enrolled students in a healthcare career pathway *may be eligible for up to \$10,000* toward the cost of completing a qualified healthcare program within a 2-year timeframe. Preference will be given to those enrolled in a Nursing Pathway or Behavioral Health Pathway, but other healthcare career pathways are also eligible.
- Contact the WyHealthTrain Grant team at [dws-wyhealthtrain@wyo.gov](mailto:dws-wyhealthtrain@wyo.gov), or call **307-777-5327**



# Business Training and Support Unit

- <https://dws.wyo.gov/>
- Upcoming Q&A sessions are:
- **9/21/23, Thursday, 2 pm** (To register, please [click here](#))
- **10/26/23, Thursday, 2 pm** (To register, please [click here](#))
- To view previously recorded meetings, please [click here](#).



# Work Opportunity Tax Credit

- The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.
- WOTC helps targeted workers move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers while participating employers are able to reduce their income tax liability.





# WOTC Target Groups

- **Veteran Target Groups**

- Veterans receiving SNAP benefits
- Disabled Veterans
- Unemployed Veterans

- **Non-Veteran target Groups**

- Ex-felons
- Designated Community Residents
- Vocational Rehabilitation referrals
- Supplemental Security Income recipients
- SNAP recipients
- TANF recipients
- Long Term Family Assistance recipients
- Long Term Unemployed recipients



# WEX Work Experience

- A work experience or WEX is a work and training program for youth, that have met our eligibility criteria for WIOA.
  - We meet with them and discuss their work interests.
  - We then contact employers in our community about placing a youth to work at their business for up to 400 hours of training/work.
  - We set up interviews with the youth and if you feel they would be a good fit you would contact Evanston Workforce Center.
  - We would then write up an agreement for reimbursement to the employer of 100% of the wages including 7.65 % FICA and your current workers comp rate.



# Helpful Websites

- <https://www.boots.wyo.gov/>
- <https://www.onetonline.org>
- <https://chat.openai.com/>