

Navigating Rivers of **OPPORTUNITY**

2011 Governor's Summit on
Workforce Solutions



June 9-10, 2011
Central Wyoming College in Riverton, WY



Welcome



Welcome to the seventh annual Governor's Summit on Workforce Solutions. This year's theme, "Navigating Rivers of Opportunity," reflects not only the reality of today's economy but also the optimism of Wyoming's business community.



As you listen to this year's speakers and attend the variety of workshops, you'll receive timely tips and suggestions on helping your organization survive and thrive during these challenging times. You'll, no doubt, notice a prevailing spirit that mirrors Wyoming's history of perseverance and resourcefulness.



Key duties of the Wyoming Workforce Development Council include developing a comprehensive and coordinated workforce development system for our state, as well as strengthening collaboration among education and training institutions, economic development programs, and businesses. This Summit is an integral part of that responsibility. Our goal for the Summit is that you learn innovative ways to improve the competitiveness

of your business and have opportunities to network and share successful business concepts with fellow participants.

Wyoming is still a state where people come together, roll up their sleeves and figure out how to tackle any challenges that come our way. We hope this Summit provides a springboard for you and your business, and we look forward to meeting you over the next two days.

Matthew H. Mead
Governor,
State of Wyoming

Jon R. Conrad
Chairman,
Wyoming Workforce
Development Council

Joan K. Evans
Director,
Wyoming Department
of Workforce Services



Featured Speakers



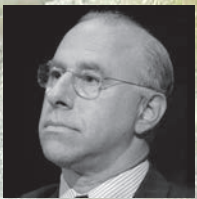
Herman Boone

To emphasize the importance of a prepared workforce, the Council has invited Herman Boone to be the keynote speaker for the 2011 Summit. In 1971, Herman Boone faced the challenge of a lifetime, and his inspirational story was captured in the Disney film, *Remember the Titans*, starring Academy Award-winner Denzel Washington. In 1971, racial tensions ran high in Alexandria, VA, as three schools were newly integrated to form the T.C. Williams High School. It was from this union that the Titan football team was created. The former rivalries between the schools coupled with the strain between the black and white players resulted in a team that was far from united. Boone is now retired but continues to motivate and inspire audiences with presentations on respect, teamwork, community involvement and importance of character, among others.



Steve Szilagyi

Steve Szilagyi was named Senior Vice President of Distribution in February 2006. He is responsible for the operation of 14 regional distribution centers and 15 flat-bed distribution centers serving all Lowe's stores. Szilagyi began his career at Lowe's in 2001 as Regional Director of Distribution and was named Vice President of Distribution in 2002. He has more than 20 years of experience in retail and consumer products distribution. Szilagyi earned a Bachelor's Degree in Materials and Logistics Management from Michigan State University.



Harry Holzer

Harry J. Holzer is a Professor of Public Policy at Georgetown University and an Institute Fellow at the Urban Institute in Washington, DC. He is a former Chief Economist for the U.S. Department of Labor and a former Professor of Economics at Michigan State University. He received his A.B. from Harvard in 1978 and his Ph.D. in Economics from Harvard in 1983. He is a Senior Affiliate of the National Poverty Center at the University of Michigan and a Research Affiliate of the Institute for Research on Poverty at the University of Wisconsin-Madison. He is also a Nonresident Senior Fellow with the Brookings Metropolitan Policy Program and a member of the editorial board at the *Journal of Policy Analysis and Management*.

Agenda

Thursday, June 9th

- 8:00am – 10:00am: Exhibitor Setup - Intertribal Education & Community Center
- 9:00am – 12:00pm: Registration - Robert A. Peck Art Center Building
- 11:30am – 12:30pm: Kick-off Lunch - Robert A. Peck Gallery
 - Welcome Remarks
- 12:30pm – 1:45pm: Keynote Address: Herman Boone - Robert A. Peck Theater
- 1:45pm – 2:00pm: Break
- 2:00pm – 2:45pm: Kim Green - Robert A. Peck Theater
- 2:45pm – 3:00 pm: Break
- 3:00pm – 4:00pm Workshops - Intertribal Education & Community Center*
- 4:00pm – 4:15pm Break
- 4:15 pm – 5:15pm: Workshops - Intertribal Education & Community Center*
- 5:15pm – 5:30pm: Make Your Way to the Robert A. Peck Gallery
- 5:30pm: Dinner - Robert A. Peck Gallery
 - Address by Steve Szilagyi, Awards Presentation
 - Robert A. Peck Theater

Friday, June 10th

- 7:30am – 8:15am: Breakfast - Robert A. Peck Gallery
- 8:15am – 8:30am: Break
- 8:30am – 9:30am: Harry Holzer - Robert A. Peck Theater
- 9:30am – 9:45am: Break
- 9:45am – 10:45am: Anja Bendel - Robert A. Peck Theater
- 10:45am – 11:00am: Break
- 11:00am – 12:00pm: Workshops - Intertribal Education & Community Center*
- 12:00pm – 12:15pm: Make Your Way to the Robert A. Peck Art Center Gallery
- 12:15pm: Joan Evans, Update on Department of Workforce Services *
- Governor's Address - Theater
- Lunch - Robert A. Peck Gallery

* See page 5 for details.

Sessions at a Glance

Time	Session	Speaker	Location
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Thursday, June 9th

12:30pm - 1:45pm	Remember the Titans: Lessons in Diversity	Herman Boone	Theater
2:00pm - 2:45pm	Career & Technical Education and Training	Kim Green	Theater
3:00 - 4:00pm	A. Ideas for Expanding the Workforce	Dr. John Jackson	Room 116
	B. Supporting Working Mothers	Kate Schulz	Room 107
	C. How OSHA Consultation can Help Employers Save Money and Protect their Employees	JD Danni	Room 105
	D. Fremont County Job Corps	Sandy Barton	Room 125
	E. Fremont Co. Employers' Panel: Untapped Workforce	Cindy Keele	Room 106
4:15pm - 5:15pm	A. Ideas for Expanding the Workforce	Dr. John Jackson	Room 116
	B. Supporting Working Mothers	Kate Schulz	Room 107
	C. How OSHA Consultation can Help Employers Save Money and Protect their Employees	JD Danni	Room 105
	D. Fremont County Job Corps	Sandy Barton	Room 125
	E. Fremont Co. Employers' Panel: Untapped Workforce	Cindy Keele	Room 106
5:30pm	Evening Address	Steve Szilagyi	Theater
	Awards Presentation	Joan Evans, Jon Conrad	Theater

Friday, June 10th

8:30am - 9:30am	The Future of the Labor Market and the Policies that Impact Demand	Harry Holzer	Theater
9:45am - 10:45am	Economic Impacts and Opportunities of the Niobrara Shale Oil & Gas Development	Anja Bendel	Theater
11:00am - 12:00pm	A. Building Capacity with a Diverse Workforce: Lowe's Outreach Training Model with the BLN/DWS	Lynn Kirkbride	Room 125
	B. Unemployment Insurance 101	Wendy Tyson	Room 105
	C. Career Readiness Certificate: Save Time and Money Finding the Right Employees	Rob Black	Room 106
	D. From Charge to Litigation: Understanding the Administrative Process	Cherie Doak	Room 116
	E. Workforce Development Training Fund	Laurie Timm	Room 107
12:15pm	Update on Department of Workforce Services	Joan Evans	Theater
	A Message from the Governor	Gov. Matt Mead	Theater

Session Descriptions

Thursday Workshops

Thursday, 12:30–1:45pm; Theater

Remember the Titans: Lessons in Diversity, Herman Boone

In 1971, racial tensions ran high at TC Williams High School in Alexandria, Virginia, as three schools merged to form a newly integrated one. Out of this experience the story of Remember the Titans emerged and an undefeated football team was born. Through hard work and inspiring his coaching staff and players, TC Williams High School won the state championship that year. Today, Boone is retired but continues to motivate and inspire audiences with his presentation on respect, teamwork and community involvement.

Thursday, 2:00–2:45pm; Theater

Career and Technical Education, Four Year Degrees Aren't the Only Avenues to Success,

Kim Green

Executive Director of the National Association of State Directors of Career and Technical Education - Value of Career and Technical Education/Training. 4 year degrees aren't the only avenues to achieve success

3:00–4:00pm and 4:15–5:15pm; Room 116

Ideas for Expanding the Workforce, Dr. John Jackson

3:00–4:00 pm and 4:15–5:15pm; Room 107

Supporting Working Mothers, Kate Schulz

The current Federal law and Wyoming's Joint Resolution supporting lactation in the workplace will be discussed. Attendees will learn what they can do in their own places of employment to comply with the law and will be provided information on good, better and best practices. The U.S. Surgeon General's Call to Action will also be reviewed and the importance of policy along with sample policies will be provided.

3:00–4:00pm and 4:15–5:15pm; Room 105

How OSHA Consultation can Help Employers Save Money and Protect their Employees,

JD Danni

An overview of Wyoming's OSHA and its agencies; Compliance, Consultation, and Risk Management. It will emphasize the importance of a safe work environment and how Consultation and Risk Management services can help an employer develop, maintain, and promote a safety culture within their business.

3:00–4:00pm and 4:15–5:15pm; Room 125

Fremont County Job Corps, Sandy Barton

The new \$40 million Wyoming Wind River Job Corps, a workforce training facility that will serve more than 300 students per year, will be discussed by a panel of education, workforce, tribal and job corps experts and the effects it will have for Wyoming's workforce. Panel members include Randy Teeuwen, EnCana Oil & Gas; David McDonald, Devon Energy; Jon Conrad, FMC; Edward Wadda, Eastern Shoshone Tribal Liaison; Sandy Barton, Fremont County BOCES; William "Gove" Akers, Collbran Job Corps Center.

3:00–4:00pm and 4:15–5:15pm; Room 106

Fremont County Employers' Panel; Untapped Workforce, Cindy Keele

Hear from a panel of Fremont County employers about the qualified workforce they have found through people with disabilities. Understand what it is like to employ this talented, often overlooked, segment of the workforce.

Awards Dinner & Banquet

5:30pm; Robert A. Peck Gallery - Dinner

Following Dinner; Evening Address, Steve Szilagyi, and Award Presentation - Theater

Friday Workshops

8:30–9:30am; Theater

The Future of the Labor Market and the Policies that Impact Demand, Harry Holzer

The Future of the Labor Market: Demand v. Supply for Middle- and High-Skill Jobs (Recession v. Long-Term). Effective Policies to Meet Demand: The Ideal v. the Reality; Promising Approaches and Proven Results; Differing Populations. How to Move Forward: State and Federal/Foundation Roles.

9:45–10:45am; Theater

Economic Impacts & Opportunities of the Niobrara Shale Oil & Gas Development;

Anja Bendel

With increased activity in exploration for oil in the Niobrara shale in southeast Wyoming, Bendel will compare and contrast this exploration with other areas of the state and of the country, look at potential economic and workforce impacts, and discuss activities and initiatives that communities and the region are undertaking to be alert and prepared.

11:00am–12:00pm; Room 125

Building Capacity with a Diverse Workforce: Lowe's Outreach Training Model with the BLN/DWS, Lynn Kirkbride

Do you wish for a trained and qualified workforce that is eager to come to work everyday? Do you struggle with turnover and its associated rising costs? As a follow-up to Steve Szilagyi presentation, hear about the innovative training program that Lowe's Cheyenne Distribution Center has put into place with the help of the WY Business Leadership Network.

11:00am–12:00pm; Room 105

Unemployment Insurance 101, Wendy Tyson

The Great Recession raised Wyoming's unemployment insurance (UI) rate in December 2009 to 7.5 percent, more than double the December 2008 rate of 3.4 percent. In March 2011, Wyoming's UI rate was 6.2 percent. What does this mean to you as an employer? Learn about the benefits of Wyoming's UI tax structure and how a state's UI Trust Fund balance can affect Federal taxes.

11:00am–12:00pm; Room 106

Career Readiness Certificate: Save Time and Money Finding the Right Employees, Rob Black

Finding the right employees is much easier for employers who understand the benefits of candidates who possess a Wyoming Career Readiness Certificate. Learn how this nationwide program can help you reduce recruiting and interviewing time, cut down on turnover and save you the costs of training and re-training employees.

11:00am–12:00pm; Room 116

From Charge to Litigation: Understanding the Administrative Process, Cherie Doak

When faced with allegations of employment discrimination, participation in the administrative process can be an overwhelming and befuddling experience. This session will discuss each stage of the administrative process from a charge's inception to litigation, including settlement opportunities, the impact of "cause-findings," conciliation, and the agency's limitations in making an aggrieved employee "whole."

11:00am–12:00pm; Room 107

Workforce Development Training Fund, Laurie Timm

Laurie will be discussing the Workforce Development Training Fund grants program. The program may be utilized by any Wyoming business to financially assist in training employees.

12:15pm–12:45pm; Theater

Update on Department of Workforce Services, Joan Evans

A Message from the Governor, Gov. Matt Mead

A Special Thank You

The Wyoming Workforce Development Council wishes to recognize the following students for their hand in making this year's Summit a great success:

Culinary Students

- Chris Floreani
- Robin Baldry
- Cooper Tremblay
- Jenny Hansen
- Sarai Martinez
- Samantha McKee
- Aaron Fowler
- Alicia Baughman
- Matt Mueller

Event Planning & Management Students

- Roberta Oldman
- Virginia Revere
- Cheryl Marrow
- Emily Surrell
- Katie Appleby
- Walter Womack
- Bernita Enos
- Ivora James
- Melinda Whiteman

Workforce Awards

Innovation in the Workplace Award

One award will be presented to an employer that is committed to investing in the development and well-being of employees and Wyoming's workforce. Employers should demonstrate practices that improve the workplace, such as employee retention, best practices, employee training, career development, work-life balance policies, and encouraging diversity in the workplace. These improvements also include generational diversity, market competitive wages and benefits, and addressing child care and workforce housing needs. Eligible candidates are Wyoming employers.

The following are nominees for this award:

- St. John's Living Center; *Jackson*
- Handel Information Technologies, Inc.; *Laramie*
- Banner Health; *Wheatland*
- Northern Production Company; *Gillette*

Workforce Partnership Award

One award will be presented to a project that has demonstrated a unique collaboration between businesses and community organizations that include, but are not limited to, the workforce system, economic development and education that results in addressing a workforce issue. Eligible candidates are projects that involved a business(es) and community organizations that address a workforce issue in Wyoming. Eligible candidates are Wyoming employers.

The following are nominees for this award:

- Wind River Indian Reservation Tribal Employment Rights Office, HEO/CDL Program; *Fort Washakie*
- Peabody Powder River Operations, Maintenance Development Program; *Gillette*
- Central Wyoming College, Energy Industry Workforce Development Partnership in Environment, Health and Safety; *Riverton*
- Dr. Kristen Benson, Health Industry Partnership; *Riverton*
- CollegeAmerica, Cheyenne Externship Program; *Cheyenne*

Outstanding Individual Performance Award

This award recognizes individuals who have made significant contributions to the workforce development profession through the development or enhancement of public or private workforce systems, or the building of strategic alliances and partnerships. To be eligible for this

award, all nominees need to have contributed to put together resources for high quality, measurable and effective workforce development practices. They may work in private or public sector, whether a manager (i.e. human resource manager, trainer, CEO, government staff, support personnel, or front-line worker), board member, educator or private trainer. Eligible candidates are Wyoming employers.

The following are nominees for this award:

- Bill Mixer; *Casper*
- Fran VanHouten; *Jackson*
- Lori Ridgway; *Riverton*
- Lynne McAuliffe; *Riverton*

Outstanding Investment in Younger Workers

This award recognizes exemplary employers who are committed to investing in younger workers. Employers should demonstrate that they provide opportunities for younger workers to grow and succeed, connect with them in their community, provide for a work and life balance and intentionally embed younger worker friendly practices into their framework. Eligible candidates are Wyoming employers.

The following are nominees for this award:

- Central Wyoming College, Ken Colovich; *Lander*
- Landscape by Holcomb, Mike Holcomb; *Gillette*
- The Pedal House Bicycle Shop, Dewey Gallegos; *Laramie*

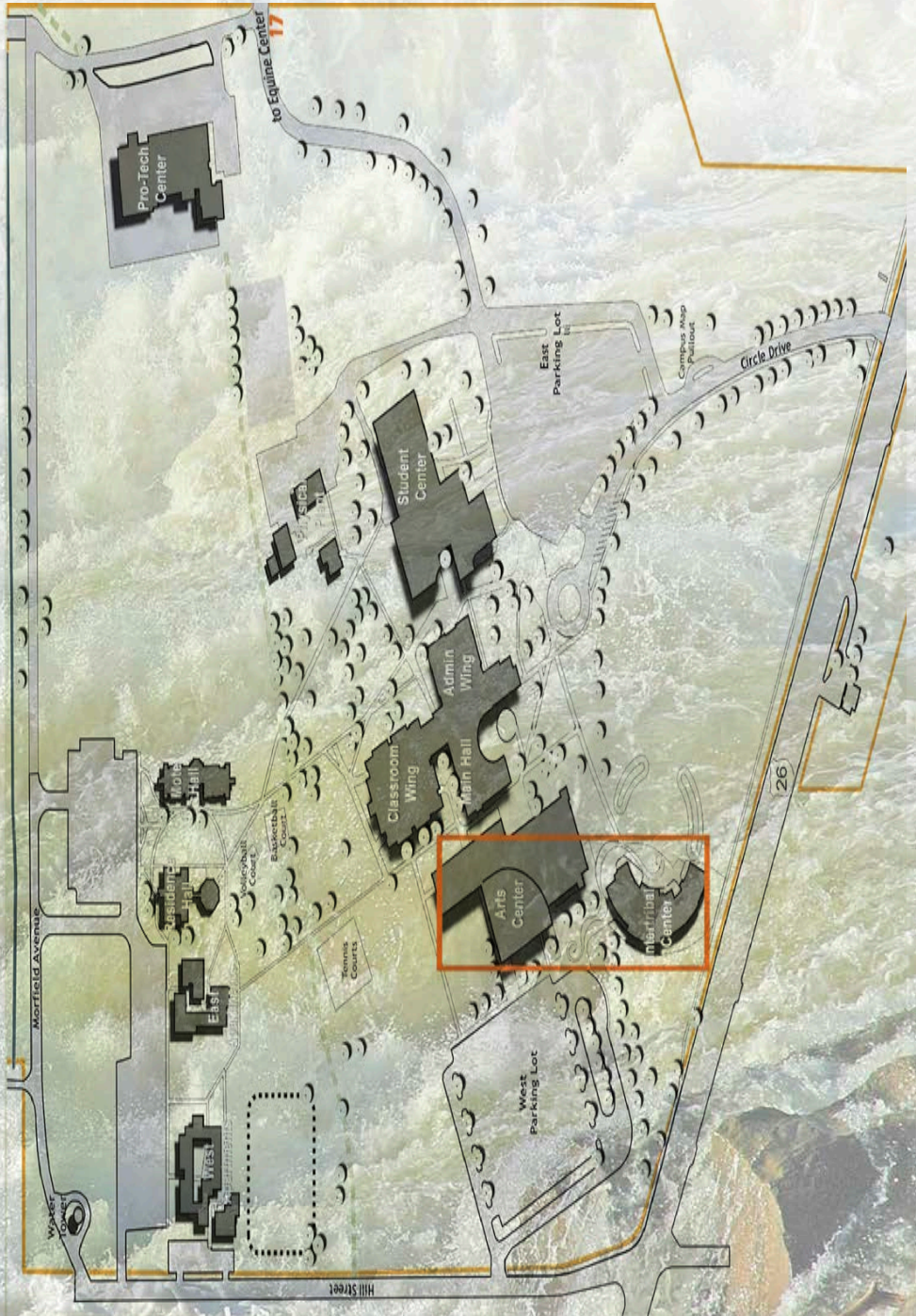
Outstanding Investment in Older Workers

This award recognizes exemplary employers who are committed to hiring, training and retaining older workers. Employers should demonstrate that they provide opportunities for older workers such as offering part-time work, flexible schedules, seasonal employment, a wide variety of jobs, multiple shifts, cross-training, a team environment, employee assistance and work-life programs, care management, long-term care insurance, and a pleasant work environment. Eligible candidates are Wyoming employers.

The following nominee for this award is:

- Home Depot; *Gillette*

Venue Map





Wyoming Workforce Development Council
122 W. 25th Street, Herschler Building., 2-East, Cheyenne, WY 82002

wyowdc.org