

Wyoming Next Generation Sector Partnership
Academy Action Steps and Post-Academy Progress

July 2024

Overview

The Wyoming Next Gen Academy was held in April 2024, and was attended by 5 regional teams: Albany/Laramie, Big Horn Basin, Northeast, Southwest, and Tri-County. In addition, Converse/Natrona was represented by its industry champion, the CEO of the region's hospital. Each team identified and committed to specific actions to be taken after the Academy, working with their Next Gen coach. This is an update of progress since March 2023 (the date of the previous Academy), with team plans for post-Academy 2024.

Albany/Laramie

The two-county High Altitude Manufacturing Partnership (HAMP) continues to meet regularly and work closely with Laramie County Community College (LCCC) and local schools to promote manufacturing careers and educate more students in manufacturing fields. At the Academy, they specifically committed to securing a fiscal agent to house HAMP finances, complete a website to enhance HAMP's visibility and communication, and expand participation in upcoming career fairs and other educational activities.

Since the Academy, they have had local students (juniors and sophomores) tour the College, especially the CNC lab, and learn about their educational options. HiViz, Avvid, and Ancient Elements have all offered tours. And, they are working on setting up a trade day at a local high school, perhaps during manufacturing week, as well as looking into expanding internships. They have received a quote from Crux on the website, including updating the HAMP logo. Sean Schaub of Manufacturing Works is working with Gustave of Avvid to develop a new website. Mandy of HiViz met with Brittany Ashby from "The Align Team" and they have agreed to house HAMP funds.

They had 275 people attend the grand opening of the Advanced Manufacturing and Materials Center at LCCC, an effort informed and supported by HAMP, followed by a 3rd printing camp and a family night, attended by 51 people. The first class started with 11 students, with the idea to keep the class small for now to ensure the curriculum is on target and equipment is functioning well. The AMMC facility is broken down into 3 functions: educational/student, community (concept forge area of AMMC), and industry (customized training for employers).

At present, the Partnership is planning a Trade Day at a Cheyenne High School or the Advanced Manufacturing and Materials Center at LCCC on October 6. The Partnership is collaborating to hire interns from the Center's program. Development of the website continues. The Partnership is also looking into the potential of a pre-hire grant to help fund tuition.

The next meeting of the Partnership was held September 25. At this meeting, they confirmed several events for Manufacturing Week, which took place in September/October:

- Sept. 28th: Business After Hours at LCCC-Albany Campus 5:30-7PM
- Oct. 3rd: Laramie City Council Meeting proclamation 6:30PM
- Oct. 6th: AMMC block party at LCCC, Cheyenne 11AM-2PM
- Oct. 18th: Trades Day at LCCC Cheyenne
- Oct. 19th: Possible Whiting High School tours, still waiting on confirmation
- Oct. 20th: tours for Laramie High School from 8AM-11:00AM

In addition, there will be specific training at the AMMC at LCCC for students at the alternative high school in Cheyenne. Juniors and Seniors in Triumph in Cheyenne are taking a manufacturing exploration class, 16 weeks total: 4 weeks in AMMC, 4 in welding, 4 electrical, 4 in diesel, so they have some ideas of moving into a trade and some basic certifications. Align, the nonprofit organization that was going to house their funds, was going to charge \$1500 – so they are looking for a new sponsor.

AMMC has started its second Bootcamp, will be receiving funding from Wyoming Works for students, will be installing a new smart manufacturing simulator, has certification programs moving forward, and will be launching a credit program in Fall 2024 for fully-certified machinists.

HAMP now has a first draft of their new web site: <https://highaltitudemfg.org/>.

Also, two individuals from Aavid Corporation in Laramie and HAMP attended the Sector Partnership Leadership Training at Front Range Community College.

Their next meeting was held on November 16 at Laramie County Community College. At the meeting, they did a walkthrough of their new website (<https://highaltitudemfg.org/>), and ideas for how to roll it out, including press releases, adding employer logos, etc. LCCC is working on getting a Smart Simulator for the AMMC which will further expand their capabilities for training students. They also discussed the possibility of hosting a lunch and learn in the Spring and possible topics, with AI as a potential topic. Finally, they also discussed the possible need for other industry leaders to step up to help lead the partnership. Typically, in a Next Gen Partnership, leadership is changed periodically as no one industry leader should have to carry that burden on their own. A strategic planning meeting/leadership training will be held with potential new industry champions, perhaps in May.

The regular HAMP meeting was held on January 18, with report on SmartSim which will be installed in January, with a bootcamp starting this week with 14 students involved. Woodward Manufacturing from Northern Colorado has provided a \$50,000 pilot grant for kids to do a certificate before graduating high school, with a credit program launching in the fall.

In a new development, two conveners/business champions have been identified to organize a health care sector partnership based in Laramie County. They were referred to John Melville by Jen Davis in the Governors' Office via The Health Care Task Force. They are Amy Speiker of Banner and Tracy Woodhouse Brosius of HealthWorks. They met with John Melville in December, and worked with him to plan a launch. On February 29, The Laramie County Health Sector Partnership was successfully launched with approximately 20 senior health care organization executives, at which industry champions committed to four shared priorities for action. Over a two-day period, March 21-22, four Action Teams met and agreed on 90-day deliverables (early wins) to complete before the next quarterly meeting in June.

At the April 2024 Academy, the HAMP team committed to the following actions:

1) Engage with Albany County School District:

- a) Engage with Perkins Managers Meetings: Mary
- b) Meet with Ms. Mobley: Mary
- c) Meet with new superintendent: Mandy & (Industry Partner) & Sean (Manufacturing Works)

Asks from Superintendent:

- 1) HAMP to be invited to Career Day (Month)
- 2) CTE Contacts at the school
- 3) Counselors, Teachers – Bus Tour
- 4) Representative from ACSD on HAMP

2) Encourage more Industry Participation in HAMP

- a) List of industry partners from Sean: Mandy, Beth & Brian
- b) Develop a marketing package that explains the benefits of Next Gen: Brian & input from the team; Mary will send current information.
- c) Physically meet with industry partners: Brian

3) Hold quarterly Lunch & Learns

- a) Generate a list of topics of interest (Examples: Process Control, Advanced Manufacturing, Tools, Prototyping, Customer Training, etc.): Mary & Team
- b) Alternate venues based on interest: Mary

4) Recruit new manufacturers into HAMP

- a) Get Database from Rocky: Brian, Mary & Mandy
- b) Develop a list of the new manufacturers.

5) Provide a Manufacturing Day

- a) Collaborate with Dave Curry to offer activities during a Manufacturing Month: Adam (LCCC)
- b) Food trucks, simulations, etc.

6) Provide bus tours to manufacturers for students May & October

- a) Generate an email list of manufactures & choose first four: Mary, Seth, Adam, Lindsey, Christy and Dave

Post Academy, HAMP met on June 20. Action items from this meeting include getting more testimonials from HAMP employers for the marketing package, creating a survey to get ideas for future “lunch and learn” topics, and meeting with the Albany County Superintendent of Schools in July. Also, HAMP is working on getting additional manufacturers signed up for student site visit bus tours for October and making a plan for Manufacturing Day/Month. Finally, AMMC is moving to its next phase, offering credit courses starting in the Fall (10 of the 16 spots have been filled thus far). They are hoping to add additive manufacturing and robotics courses by 2026.

In July, two industry champions and Mary Orr met with Superintendent Goldhardt of Albany County School District. He agreed to communicate with all the junior and high school principals that he wants all counselors to go on a tour of manufacturers in October. He is also interested in sending a busload of kids to the Northern Colorado NOCOM event to help show students the career options available to them in manufacturing.

Post Academy, the Laramie County Health Care Sector Partnership’s action teams have been working on deliverables for the upcoming June 5 quarterly meeting. These include talent preparation and retention, and care coordination. The Partnership is now working on the next set of deliverables for a fall 2024 meeting.

Big Horn Basin

Christi Greaham, director of Center for Training and Development at Northwest College stepped forward to be a new convener for the Big Horn Basin region. She agreed to work with Cody Mayor Matt Hall to explore the possibility of launching a new hospitality partnership. She also agreed to explore the possibility of a construction partnership, and subsequently other industries (i.e., health care, manufacturing). Christi and Mayor Hall are working with John Melville to plan a gathering of local leaders in August/September interested in launching a hospitality partnership after the busy season in the Fall.

On August 29, Greaham and Hall hosted a meeting of the convening team, which now includes Rebekah Burns of the Powell Chamber and others. Working with John Melville, the group identified key industry champions to invite to an October 25 launch meeting, and are currently doing individual outreach to each invitee. John Melville prepared a project description and invitation letter for their use.

On October 25, Big Horn Basin successfully launched a new Next Gen sector partnership: The Big Horn Basin Experience Industry Sector Partnership. On November 27, the Partnership held its second meeting, choosing a set of initial actions to pursue: developing a list of “experiences”/itineraries to promote, potential branding/promotional strategies, and collaboration around a new Ambassador training program. The Partnership reviewed strategy

with John Melville in December, and plans to reconvene to review these deliverables on January 23, 2024.

The Partnership held their next meeting on January 31, and reviewed lists/itineraries created by two industry champions, as well as heard from local and state tourism agency representatives, and explored ways of working together to advance the industry. As a next step, they are working with local organizations (like Chambers) to identify additional businesses and assets that could be included in an archive from which people could construct customized itineraries to more fully experience the region. They submitted a grant request to WWDC on March 15.

At the Academy, Rebekah Burns focused on strategies to better engage businesses in the partnership. She connected with the Northeast team and they spoke about connecting and supporting the two efforts if the Northeast team launches. Their tourism connection is called Black (Hills) to Yellow (stone) and they have many of the same people moving through the region.

The Partnership has applied for funding from WWDC, and is working with Council staff to adapt the proposal to meet federal funding guidelines. The Partnership submitted a revised proposal in July.

Converse/Natrona

Jeff McCarty of Casper College agreed to become the new convener for the Converse/Natrona region, focusing on launching a new health care sector partnership. Shantel Moore, Director of Human Resources at Banner Wyoming Medical Center and Anna Kinder, Executive Director, Casper Natrona County Health Department agreed to be the employer co-chairs for the new partnership. After the Academy, they moved quickly to create an invitation list of the top health care leaders in the region, culminating in a launch meeting on June 1 with more than 30 participants. Industry champions chose shared priorities, were organized into Action Teams, and met June 24 to decide on their first deliverables (early wins).

In July and August, the Convening Team working with Action Team members is organizing for two Fall events: one on October 25 for local youth and one on November 18 for local adults. Both will be held at Casper College, with opportunities to hear from industry leaders and employees in key occupations about their experiences, as well as visit laboratories and classrooms to get an overview of specific health care career programs. The next meeting of the full Partnership is scheduled for September 19, where commitments will be secured for the two events as well as plans made for the next Partnership deliverables. John Melville will facilitate.

Prior to the Partnership meeting on September 18, Shantel Moore left her position with Banner. Her CEO, Lance Porter stepped up to assume her role as industry champion and convener. At the Partnership meeting, volunteers stepped forward to help forward to help with the two Career Clinics to be held in October and November, and decided to prioritize the expansion of the Casper College nursing program by 50% within one year, which will require a

mix of facilities, faculty, and funding. They also prioritized working with Casper College on their new master plan to ensure a major expansion in the health sciences facilities and programs.

On October 25, the Career Clinic for high school students was held. It was attended by 142 students, 37 more than the highest total to date. On November 18, the career clinic for adult learners was also held. In December, conveners met with John Melville to discuss next steps for the Partnership.

Jeff McCarty of Casper College left Wyoming for another position, so the remaining convener and industry champion is working with John Melville to identify a replacement convener from Casper College, as well as plan for the next meeting of the Partnership.

Lance Porter, Banner Central Wyoming CEO, is working with Casper College leaders to identify and secure a new person to join the convening team, with the intention of reconvening the Partnership in April. Lance Porter will be attending the Next Gen Academy in April, and will reach out to Casper College to invite the Next Gen designee.

At the Academy, Lance Porter spoke with other Next Gen health care partnership champions and public partners, including Yvonne Myers, who founded the Northern Colorado Health Sector Partnership. He committed to expanding participation of the “right” industry partners, and to solidify a public partner support team. He has gotten a commitment from Casper College for a top executive who can commit to the Partnership.

Post Academy, Lance Porter and Anna Kinder met with John Melville to develop a plan to conduct a re-launch on June 18. Prior to the meeting, a new dean at Casper College agreed to join the convening team. The convening team has scheduled a follow-up Partnership meeting for August 6 to focus on implementation of next steps in career awareness building and talent development.

Fremont County

The regional team identified and confirmed a new convener (Tracy Rue, former business owner and executive director of the Lander Economic Development Association). The team committed to re-launching their health care sector partnership, and subsequently held a community meeting to solicit interest and identify issues that the partnership could help address. They are now collecting and organizing health care access and capacity data in advance of a second community meeting, at which they anticipate organizing action teams around shared priorities.

Unfortunately, Tracy Rue has dropped off as a convener. John Melville is working with Fabian Lobera and Paula Kihn to explore a new path forward. He is also working with Fabian Lobera to explore the possibility of launching a hospitality/experience sector partnership like the one in the Big Horn Basin.

Northeast

The Northeast region confirmed a new convening team and committed to launching a manufacturing sector partnership. The new convening team is Kendra Anderson of Transform Gillette (based at Gillette Community College District) and Mike Stober, Vice President of Operations at Energy Capital Economic Development. Both agreed to work with John Melville to recruit industry co-chairs, identify attendees, and host a launch meeting. However, in September Kendra Anderson left Transform Gillette, so John Melville is exploring other possibilities with the remaining and perhaps new conveners, including the launch of a health sector partnership.

In October, potential health care employer champions/conveners were identified and an initial discussion was held with John Melville to explain the Next Gen approach. In addition, Ivy Castleberry is working with John Melville to explore additional possibilities for a manufacturing partnership. In November, Mike Stober committed to exploring new possibilities for a convening team for manufacturing/carbon capture, and top executives from Volunteers for America agreed to consider becoming industry champions/conveners for a health care partnership.

Exploratory calls have been held with two potential lead industry champions in health care, and Mike Stober and Dana Miller have confirmed that they will serve as the new convening team for the Northeast. Working with John Melville and a local industry champion (Matt Shahan, CEO of the region's hospital), they are developing an invitation list and have set a tentative launch date for the Fall.

Dana Miller also discovered that a construction partnership that had a Next Gen launch meeting in 2019 is actually still operating, led by a core of industry champions. Lead champions Jason Tystad and Serena Tays have confirmed that their Next Gen beginning has been a key to their sustained success, as they first met key educational partners at the launch meeting. They attended the April 25 Next Gen Academy to share their story.

In addition, the Northeast conveners have identified potential industry champions for a new hospitality/experience industry partnership. Both will be attending the upcoming April Next Gen Academy as part of the Northeast regional team.

At the April Academy, the Northeast team identified 3 priorities related to potential launches in health care and hospitality/experience:

Area: There was some discussion on whether the NE/Central teams should launch as a regional health care initiative. There was agreement that they would explore blending efforts with the understanding that the needs of industry will ultimately influence the configuration of the partnership.

Engage Partners: Specifically, they will identify who they want to approach, why their participation is needed/sought, what they are asking of that person/org, and how they are going approach them - to include who's reaching out, getting speaking points down so the value of joining the effort is well articulated and the ask is clear. This will be done for industry champions, industry leaders, conveners/co-conveners, partners, and backbone support.

Landscape: They need to do a high-level landscape analysis of demand to better understand how to scope the partnership and drive engagement with leaders in the segments they decide to include.

Post Academy, the conveners are working with the health care industry champions to confirm their commitment to be co-chairs, and to set up a launch in Fall 2024. Potential co-chairs are having a planning meeting on July 31. Also, in July, John Melville conducted a public partner orientation session to get key players ready for potential Fall launches.

One of the industry champions from Gillette also attended the Central Wyoming Health Sector Partnership relaunch to learn the Next Gen approach. The conveners are also consulting with potential industry champion in hospitality for a potential launch in Fall 2024, after the busy season.

Sheridan/Johnson

The New West Manufacturing Partnership focused on executing Manufacturing Day on October 6th. They have 10 manufacturers participating and one of those is doing a community barbeque to get people to turn out. As a result, there was an increase in attendance this year. Craftco hosted a BBQ lunch for participants. Once new sector partnership leadership meets they will develop their plan for 2024 and if they want to apply for any funding.

Southwest Wyoming

The regional team spent most of their time at the Academy planning for the launch of a new hospitality partnership, but is also committed to continuing and expanding their manufacturing partnership.

The existing Southwest Wyoming Manufacturing Partnership (SWMP) meets regularly, getting results in terms of building awareness of careers among local high school students as well as expanding manufacturing programs at Western Wyoming Community College. One of the SWMP's most significant achievements is the creation of the Powerline Pre-Apprentice Program, which provides hands-on training for powerline skills. The program is a collaboration between the SWMP and Western Wyoming Community College (WWCC), with funding from the Wyoming Workforce Development Council. The program has been instrumental in providing the manufacturing industry with skilled workers who are job-ready and able to meet the industry's needs.

In addition to the Powerline Program, SWMP has created initiatives that focus on education and workforce development at all levels. The partnership supported a Manufacturing Day event for high school students, where they can learn about the industries in southwest Wyoming and participate in hands-on activities. The SWMP has also worked with WWCC to create a pathway for students to earn an associate degree in operational technology, with courses that align with the skills needed by regional manufacturers. SWMP has also worked with local economic development agencies to promote the manufacturing industry and attract businesses to the region.

SWMP held an executive committee meeting on September 21, and a full Partnership workshop on November 3, which John Melville helped plan and facilitate. A set of specific commitments to advance the SWMP agenda emerged from this session. The Partnership’s Executive Committee plans to meet again on January 25 to follow-up on the SWMP action agenda. A subsequent Executive Leadership Meeting was held in January to solidify and follow-up on volunteer commitments.

SWMP has scheduled a meeting for March to consider options for staff support to sustain the Partnership over the long term.

Also at the Academy, two hospitality industry leaders agreed to spearhead the effort to explore interest and ultimately launch a hospitality sector partnership: Dan Burau, owner of Firewater Public House, and Don McGee of the PEG Hospitality Group. After the Academy, Burau hosted an exploratory meeting with local leaders interested in helping support a new hospitality partnership, and both are now working on individual outreach to prepare for a launch. They are exploring the potential of a new Carbon County-Albany County configuration for the potential partnership.

At the April Academy, the Southwest Team decided on the following actions:

Priority	To Do Steps
Identify and Execute Further Funding (Point Person: Joe)	<ol style="list-style-type: none"> 1. Golf Tournament (in progress) 2. Look into Wyoming Workforce Development Council \$15K funding opportunity. 3. Document Funding Plan (ongoing)
Create Further Awareness Opportunities (Note: This work will be flushed out at the upcoming regional workshop.) (Point Persons: Ryan, Katie, others?)	<ol style="list-style-type: none"> 1. Further efforts with existing Career Fair Student Prep activities 2. Identify additional ways to connect with schools, other industry partners and the local Workforce Services offices. 3. Identify additional ways to engage students at career fairs. (Identify and meet their individual needs and interests.) 4. Community awareness <ol style="list-style-type: none"> a. Identify additional champions. b. Bring in Workforce Services case managers (see Katie for contacts)

	<ul style="list-style-type: none"> c. Create or share handouts that Workforce Services offices can provide their clients. d. Provide industry workforce needs survey results to Katie at the Workforce Services office. e. Identify and execute ways to “get in front of kids”
Enhance Community Engagement (Point Person: Needs to be identified)	<ol style="list-style-type: none"> 1. Create and deliver a SWMP event as part of another local event (such as the River Festival or National High School rodeo). Note: This will be flushed out at upcoming regional workshop. 2. Golf Tournament (in progress) 3. Continue existing business visit efforts (one visit to each business who wants to participate) 4. Identify ways to broaden the audience 5. Review industry workforce survey. (Identify ways to execute results.) 6. Share information with all in education (including groups like bus drivers, service staff, etc.) 7. Provide mentorship opportunities for educators
Hire Coordinators (Point Person: Needs to be identified)	<ol style="list-style-type: none"> 1. Hire a Next Gen Coordinator 2. Hire a School District Coordinator
Utilize Career Mapping and Identifying the Horizon (Point Person: Ryan?) “Hope to those who don’t have it”	<ol style="list-style-type: none"> 1. Utilize Mark Perma’s Career Tree (pathway) documents 2. Create Framework for connecting Career Trees with Career Fair Prep 3. Connect these efforts with the new Department of Workforce Services “A Day in the Life”

Since the Academy, WWCC has submitted their new application for Phase III of the WIP projects. The submitted projects were for the second year of the substation and are on track for kick-off in August. Powerline and fiber optics are still going as well. They have doubled since they started with 15 students enrolled. They are on track to double that with 2 Cohorts of 15 students each. All the students who completed Cohort 1 are employed within the state of Wyoming. In the 2nd Cohort, they had approximately 8 who graduated with certificates and received job offers in the state of Wyoming.

Ryan Bledsoe is also leading a group on “Innovative Educational Content”, which is ramping up on their career maps.

SWMP’s Executive Committee also met on July 18 to continue moving forward on their agenda items.

In addition, a small group from Uinta County opted to explore the potential for Next Gen Partnerships in their part of the region. They concluded with the following action steps:

Goal: Start a Construction (may include mining) Sector Partnership for Uinta County.

Mike Williams has been speaking with a variety of industry and public partners about starting a Construction Sector Partnership and has organized a meeting to recruit champions on May 1, 2024. Currently Clyde Kofoed is the only industry champion, however, he is excited about the sector model and is ready to bring more industry partners to the table. Candi DeCoite is a great advocate for her students and sees the sector partnership as a way to connect them with meaningful employment. She hopes to participate in the launch and establishment of the sector partnership but needs to gain the support of her supervisor, Doug Rigby the Curriculum Director for the school district. Amy with the Uinta BOCES #1 Education Center is also a strong supporter of the sector partnership model and has helped Mike organize the champions meeting on May 1. It was agreed that a construction launch meeting would be held in Fall 2024, after the industry's busy season.

Tri-County Region

The region secured new conveners and new industry champion, and made the commitment to re-launch the Tri-County Health Care Alliance. The new conveners are Brayden Connour with Goshen Economic Development and Lisa Johnson, consultant to Goshen Economic Development. The new industry champion is Essie McCall with Volunteers of America. Former convener Callie Allred of Eastern Wyoming College remains engaged assisting the convening team.

At the Next Gen Academy, the team committed to: communicate the value of the partnership using current labor market data to update talking points; confirm that talent development, patient marketing/education, and care coordination are still shared industry priorities (through surveys, focus groups, and local/regional meetings); engage industry partners by understanding needs, demonstrating value, and regular communication, regional and county meetings, and quarterly reports on progress toward priorities and objectives identified by the Healthcare Sector.

The team applied for a Next Gen Support Grant to help underwrite professional and administrative capacity to implement these actions, submitting their application on September 7. The application was reviewed by the WWDC Sector Strategies and Career Pathways Committee at their October meeting, and then the Strategic Performance and Finance Committee, and then to the whole Council at its November meeting. Having been approved, the Alliance will put together a communications and meeting schedule to begin implementation in 2024. The Alliance contractually retained a local consulting firm on January 31, and currently working on next steps.

At the April Academy, the Tri-County team committed to the following actions:

- Update the industry directory (Lisa Johnson)
- Update Support Partner directory (Shawna)
- Survey industry needs (Lisa Johnson and Braden)
- Identify and ask champions (Lisa Johnson)

- Schedule next meetings (Lisa Johnson)
- Connect regional healthcare industry voice to state/Governor initiatives (Zack, Kayla Green)
- Coordinate support/public partners with immediate industry needs (Amber Holden)
- Identify other financial supports to stand up industry-led solutions (Amber Holden)

Current progress is as follows:

- *Analyze the collected data to identify the current state of workforce development in the healthcare industry.* Survey developed and distributed to 27 healthcare providers across 3 counties. Conducted follow-up calls to increase participation. Supplemented with phone interviews. Currently analyzing survey results and labor market data from Lightcast to prepare presentation to the regional working group.