

**Workforce Innovation and Opportunity Act
(WIOA)**

**Wyoming Annual Narrative Report
Program Year 2024
(July 1, 2024 to June 30, 2025)**



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Executive Summary

The Wyoming Department of Workforce Services (DWS), in partnership with its dedicated collaborators, presents the Program Year (PY) 2024 WIOA Annual Narrative Report. This comprehensive report details significant achievements and impactful initiatives across the six core programs: Title I (Adult, Dislocated Worker, and Youth), Title II (Adult Education), Title III (Wagner-Peyser), and Title IV (Vocational Rehabilitation).

In PY24, DWS remained committed to refining a comprehensive strategy for the state's workforce development system. As a single-area state, Wyoming strategically integrates and oversees five of the six core WIOA programs while maintaining a close collaborative relationship with the Wyoming Community College Commission, which administers the Adult Education and Family Literacy Act. This integrated approach allows for a unified vision for workforce development.

A core component of this strategic vision is ensuring that every community—regardless of rural or remote location—has reliable access to employment and training resources. This year, American Job Centers (AJCs) demonstrated exceptional commitment to this vision by expanding services beyond traditional office locations, deepening employer engagement, and strengthening partner relationships.

Wyoming Workforce Development Council (WWDC)

The foundational framework guiding Wyoming's initiatives is rooted in the strategic mission, vision, and goals established by the Wyoming Workforce Development Council (WWDC). These collectively aim to cultivate a dynamic and thriving economic landscape within the state.

Vision: We envision a Wyoming where every employee and job seeker has an opportunity to secure purposeful and rewarding work and where employers can access a prepared workforce to help grow the state's economy.

Mission: To take a lead role in supporting a workforce system that meets the current and future needs of Wyoming.

WIOA Waivers

Wyoming operated without waivers during the current program year. The state has actively reviewed Training and Employment Notice (TEN) 25-24 to identify strategies for enhancing labor force participation rates and productivity, with the ultimate goal of fostering increased prosperity for American workers.

Effectiveness in Serving Employers

Wyoming continues to prioritize the needs of employers in key industries, including construction, manufacturing, trades, logistics, natural resources, healthcare, and hospitality. The state measures effectiveness through a combination of employer satisfaction surveys (detailed in the Customer Satisfaction section below), retention rates, and the successful execution of industry-driven solutions.

Key accomplishments in serving employers this year included:

- **Targeted Recruitment:** DWS assisted specialized manufacturers, such as Centennial Woods in Laramie, in filling all open positions through bespoke recruitment strategies.
- **Apprenticeship Development:** The state partnered with Austin Engineering in Casper to launch an in-house welding apprenticeship, directly addressing critical skill gaps and creating a sustainable talent pipeline.
- **Rapid Response:** As detailed in later sections, DWS supported 47 employers facing layoffs, providing immediate transition assistance to 915 affected employees.

Program Evaluations

Title I Programs: Advancing Economic Mobility

The PY24 evaluation of Wyoming's WIOA Title I programs, conducted by the Northern Illinois University-Workforce Policy Lab (NIU-WPL), demonstrates strong effectiveness in connecting participants to training and securing labor-market attachment. This report fulfills WIOA's statutory requirements while aligning the state's workforce strategy with the national vision articulated in *America's Talent Strategy: Building the Workforce for the Golden Age*.

Key Achievements:

- **Strong Program Completion:** The overall completion rate for training participants was 80.4%, with 996 participants trained through Eligible Training Providers (ETPs). This rate notably exceeds the 70% Workforce Pell benchmark.
- **Consistent Employment Outcomes:** Post-exit employment rates were robust, reaching 85.1% in the second quarter and remaining at 82.9% in the fourth quarter.
- **High-Value Pathways:** High-demand sectors, such as Healthcare Practitioners (median earnings \$59,643) and Transportation (median earnings \$47,766), delivered family-sustaining wages.
- **Success with Barriered Populations:** Justice-involved individuals and those experiencing homelessness demonstrated strong post-exit earnings and labor market attachment. Notably, single parents in healthcare pathways achieved a 100% employment rate.

Strategic Recommendations:

The evaluation identified opportunities to modernize metrics by integrating living-wage benchmarks to measure true economic self-sufficiency. Recommendations include adopting

the MIT Living Wage Calculator benchmark (\$43,971/year) and promoting stackable credentials to ensure short-term training leads to higher wages.

Title IV Vocational Rehabilitation (VR): Modernization and Security

In January 2025, the Division of Vocational Rehabilitation (VR) successfully completed the Rehabilitation Services Administration (RSA) correction action plan. This evidence-based review led to the strategic re-engineering of critical program components:

- **Policy Modernization:** Operational documentation was audited and standardized to ensure consistent federal compliance.
- **Data Integrity:** New mandatory protocols for eligibility and service tracking were institutionalized.
- **Quality Assurance (QA):** A performance-driven QA process now offers regular reviews, with findings directly informing staff professional development.

Title II Adult Education (AE) Evaluation

Wyoming's Adult Education program uses a comprehensive evaluation system that incorporates quarterly local reports, annual self-assessments against WIOA's 13 key considerations, and biennial state monitoring. In PY24, enhanced coordination with VR increased co-enrollment to 37.44%. Formalized contracts have facilitated improved data sharing and expanded Work Experience opportunities.

Publicly Available Reports:

Wyoming maintains an electronic public listing of completed evaluations, including the 2024 & 2025 Wyoming Workforce Annual Reports, Title I Evaluation Reports, and the In-Demand Industry List.

Customer Satisfaction

DWS evaluates satisfaction annually through a comprehensive survey of individuals, employers, and other stakeholders, integrating quantitative ratings with open-ended feedback. The PY24 survey was administered electronically from May 1 to May 15, 2025.

Employer Feedback

- **Satisfaction:** 67.98% of employers are "Satisfied" or "Very Satisfied" with AJC staff.
- **Value:** 73.7% agree that DWS services are valuable.
- **Credibility:** Over 70% of respondents view DWS as a credible information source.
- **Feedback:** Qualitative feedback highlighted a need to enhance online platforms (HireWyo) for better usability and to provide comprehensive staff training.

Individual Feedback

- **Credibility:** 78% of respondents view DWS as a credible information source.

- **VR Specifics:** A separate VR survey indicated 88% of respondents were highly satisfied with services and staff.
- **Response to Feedback:** To address concerns about program clarity, an evaluation team was formed to simplify WIOA policies and procedures. Outreach materials were expanded to include a "Virtual Training Series" and orientation videos.

State Strategies and Capacity Building

The WWDC's four strategic goals drive strategies focused on alignment, industry engagement, and modernization.

Enhancing Access and Distinct Image

AJCs demonstrated innovation in expanding their regional reach to ensure equitable access across Wyoming's vast rural geography.

- **Rural Outreach:** Staff in Rawlins, Gillette, and Sheridan conducted structured outreach to remote communities (Baggs, Dixon, Crook County), ensuring residents can access programs without traveling excessive distances.
- **Community Integration:** Jackson staff provided bi-weekly services at the Star Valley Community Complex, covering an 86-mile service area.
- **Partner Collaboration:** The Laramie AJC successfully piloted a collaboration with Express Employment Professionals, streamlining employer engagement and reducing duplication of effort.

Serving Priority Populations

- **Justice-Involved Individuals:** The Justice-Involved Sub-Workforce Group collaborates with the Wyoming Business Council to align second-chance hiring. The Career Compass (CCP) program works inside correctional facilities to begin career planning before release.
- **Veterans:** JVSG staff increased visibility through participation in the inaugural Wyoming Veterans Service Symposium and assembled "Welcome Home" folders for returning National Guard soldiers.
- **Youth:** The WIOA Youth Program continues to build the next generation of the workforce. For example, the Albany County "RYSE" program achieved a state-high 81.25% Measurable Skill Gains rate, while the Uinta County "BOOST" program maintained a 92% graduation rate.

Apprenticeship State Expansion

The Business Training and Support Unit (BTSU) secured over \$989,000 in State Apprenticeship Expansion Formula (SAEF) grants. These funds supported the launch of Wyapprenticeships.com, a dedicated hub for registered programs, and the development of

self-paced online pre-apprenticeship pathways in Construction, Manufacturing, and Healthcare.

Capacity Building in Vocational Rehabilitation

VR focused on transition-age clients and staff retention. The division launched a new Virtual Reality platform where 1,150 Pre-ETS explorers completed 3,424 job simulations. Additionally, a dedicated Vendor Portal was created to centralize policies for Community Rehabilitation Programs (CRPs).

Performance Accountability

Wyoming employs a rigorous Data Integrity and Validation Strategy. This involves Quarterly Data Reviews, where a random sample of 5% of participant files are monitored against TEGL guidance. The state enforces a strict error rate threshold of no more than 6% overall.

Performance deficiencies on the primary indicators of performance

During this program year, DVR's accountability efforts focused on achieving Key Performance Indicators (KPIs) while simultaneously strengthening data integrity. DVR continued to track progress toward primary indicators, analyzing both successes and challenges. When data discrepancies were identified in system reports, DVR took immediate action, coordinating closely with federal partners and the vendor to investigate root causes and implement corrections. To further these efforts, the state has engaged the Vocational Rehabilitation Technical Assistance Center (VR TAC) for intensive technical assistance. This partnership is designed to refine data validation practices, ensure full compliance with federal policies, and enhance the overall accuracy of reported outcomes.

For Title I, the programs did not meet at least 90% of the goal for a few of the measures. This was in employment rate in the second quarter after exit for the WIOA Dislocated Worker and Youth Programs, fourth quarter after exit in the Adult, Dislocated Worker and Youth Programs, and Measureable Skill Gains for the Adult and Dislocated Worker programs. Wyoming continues to transition to its new MIS, which may account for some of the deficiency in the measurable skill gains rates, as one-stop staff and reporting staff are still adapting to the new system. Wyoming is looking at the employment rate for Q2 and Q4 after exit as an opportunity to evaluate its exit and follow-up policies and procedures to potentially provide additional support to help WIOA exiters gain sustainable employment.

Program Year 2024 Performance Indicator Attainment

Program	Metric	Emp. Q2 Post-Exit	Emp. Q4 Post-Exit	Median Earnings	Credenti al Rate	Measurable Skill Gains
Adult	Neg. Rate	75.4%	78.0%	\$8,200	73.4%	81.5%
	Actual	74.3%	65.2%	\$19,643	67.7%	61.0%
	% of Goal	98.54%	83.59%	239.55%	92.23%	74.85%
Dislocated Worker	Neg. Rate	87.2%	83.8%	\$13,000	76.1%	83.0%
	Actual	77.6%	69.2%	\$18,336	72.7%	52.5%
	% of Goal	88.99%	82.58%	141.05%	95.53%	63.25%
Youth	Neg. Rate	74.4%	75.8%	\$3,643	56.6%	73.0%
	Actual	64.4%	60.4%	\$7,248	62.90%	72.3%
	% of Goal	86.56%	79.68%	198.96%	111.13%	99.04%
Wagner-Peyser	Neg. Rate	64.7%	61.9%	\$6,000	N/A	N/A
	Actual	66.1%	62.0%	\$7,489	N/A	N/A
	% of Goal	102.16%	100.16%	124.82%	N/A	N/A
Adult Education	Neg. Rate	59%	65%	\$4000	70%	59%
	Actual	60.68%	60.35%	\$5,233	84.13%	71.42%
	% of Goal	102.85%	92.85%	130.83%	120.19%	121.05%
Vocational Rehab	Neg. Rate	50.2%	47.3%	\$5,960	30.0%	40.0%
	Actual	40.6%	40.3%	\$5,828	25.9%	39.3%
	% of Goal	80.9%	85.2%	97.8%	86.3%	98.3%

Note on Exits: Wyoming utilizes a "Common Exit" policy. A participant is exited when they have not received qualifying services from any DOL-administered program for 90 consecutive days.

Activities from Statewide Governor's Reserve Funds



Wyoming
WORKFORCE DEVELOPMENT
COUNCIL

Healthcare

- Laramie County Healthcare
- Tri-County Healthcare
- Central Wyoming Healthcare
- North East Wyoming Healthcare (launching)

Hospitality & Tourism

- Big Horn Basin Hospitality & Tourism
- North East Hospitality & Tourism (launching)

Manufacturing

- Southwest Manufacturing
- High Altitude Manufacturing

Construction

- Laramie County Construction

NextGen Sector Partnerships

The WWDC strategically allocated Governor's Reserve funds to support Next Generation Sector Partnerships. These partnerships conducted extensive youth outreach to highlight career pathways in pillar industries: Manufacturing, Construction, Hospitality, and Healthcare. Additionally, a grant was awarded to *LIFT Wyoming* to support youth leadership development and combat out-migration. LIFT Wyoming is a platform dedicated to empowering high school students to learn about professional opportunities and develop leadership skills for their future careers.

Rapid Response Activities

In PY24, DWS conducted 47 Rapid Response events for 47 employers, impacting 915 employees.

- **Layoff to Launchpad:** These virtual sessions provided statewide access to UI guidance and retraining resources.
- **Layoff Aversion:** Staff proactively monitored market signals and promoted the Short-term Compensation (STC) program as an alternative to layoffs.

Wagner-Peyser Activities

Wagner-Peyser services provided universal access to job seekers. In rural centers like Cody/Powell, staff assisted over 100 individuals in a single quarter with transition services.

- **RESEA:** The Reemployment Services and Eligibility Assessments program served approximately 40 new UI claimants weekly, utilizing podcast episodes like "Red Flags of Scam Job Postings" to provide accessible guidance.

National Dislocated Worker Grants (NDWGs)

DWS continued the "QUEST" program under the Disaster Recovery NDWG. This grant aligns with WWDC's target industries and assists those who are long-term unemployed or underemployed due to the pandemic.

State Best Practices and Technical Assistance Needs

Challenges and Technical Assistance Needs

While Wyoming's workforce system continues to advance, several challenges remain where technical assistance or federal clarification would be beneficial:

- **Federal Guidance:** Unclear or outdated guidance regarding WIOA reauthorization and statutory language complicates planning.
- **MIS Transition:** The new Management Information System has limited functionality for work-based learning, requiring manual tracking.
- **Economic Volatility:** Multiple layoffs in key industries have increased demand for Dislocated Worker services despite declining funding.
- **Rural Delivery:** Geographic isolation creates barriers to equitable service delivery. Specific to Adult Education, challenges include difficulty gathering enough individuals for specialized training and a lack of transportation.

Despite these hurdles, Wyoming remains dedicated to innovation, utilizing technology and strategic partnerships to bridge gaps and build a resilient workforce.

Success Stories

POWER Program Success Stories

Casper AJC: From "No Hope" to Higher Education

A participant entered the POWER Program in September 2024, expressing a profound lack of hope. She had endured a devastating series of challenges, including an undiagnosed illness and loss of her fiancé, the end of a relationship, and the sole responsibility of raising two young children (one month and six years old). Lacking a high school equivalency, she initially felt overwhelmed by her circumstances.

The participant enrolled in the Adult Education Program to pursue her HiSET. During periods of depression, she considered leaving the program, citing a "mental block" when facing adversity. Case managers provided crucial encouragement and connected her with counseling services for her family. Recognizing her need for deeper support, staff facilitated a

referral to the Division of Vocational Rehabilitation (VR).

Through this coordinated support system, the participant successfully completed her HiSET. Today, she is enrolled in her first semester of college, advocating for herself in court regarding child custody, and has developed a renewed sense of purpose. Her journey from hopelessness to self-advocacy demonstrates the transformative impact of integrated support services.

Cody AJC: Crisis Stabilization and Career Growth

A participant relocating from California to Wyoming found herself in an immediate crisis when her travel companions were arrested, leaving her stranded. Pregnant and raising a six-year-old alone, she lived in a motel for several months to ensure her safety.

Determined to achieve self-sufficiency, she secured a vehicle by performing odd jobs for a local farmer. She then partnered with VR to pursue a Certified Nursing Assistant (CNA) certification, which she successfully completed. While VR assists with the documentation required for her licensure, she has secured full-time employment as a bank teller. The POWER program provided essential support by assisting with appropriate work attire. The participant credits the combined support of POWER and VR for stabilizing her life and enabling her to pursue professional growth.

Work Initiative Network (WIN) Success Stories

Laramie AJC: Mental Health and Career Focus

Upon enrollment in the WIN program, a participant faced significant mental health challenges and uncertainty about his future. WIN staff facilitated an immediate co-enrollment with VR, connecting him to counseling services that proved pivotal. With consistent case management and access to supportive services for training assistance, he regained focus.

He has since secured employment, established regular child support payments, and is working toward becoming an auto mechanic. His progress has positively influenced his family; his daughter is now scheduled to begin cosmetology classes.

Torrington AJC: Securing a CDL for Family Stability

A participant engaged with the WIN program while struggling to meet child support obligations through irregular employment. His goal was to obtain a Commercial Driver's License (CDL) to secure a promised promotion with his current employer. The AJC collaborated to enroll him in the CDL program at Eastern Wyoming College. When financial stress threatened his progress, the AJC provided supportive services, allowing him to focus on his education. He successfully completed the training, obtained his license, and started in a full-time truck driving position, earning a consistent and higher wage than ever before.

Wagner-Peyser (WP) Success Stories

Cheyenne AJC: Family Stabilization

Collaborative efforts between POWER and Wagner-Peyser case management teams supported a single mother of two who had been unemployed since December 2024. A "Family Stabilization Plan" was developed, focusing on job readiness. Wagner-Peyser staff assisted in identifying her professional skills, crafting a competitive resume, and targeting employment opportunities. Within months, she secured full-time employment with Magpul at \$16 per hour, providing critical financial stability for her household.

Cody AJC: Grants for Growth & Digital Literacy

Grants for Growth: The Cody AJC, in partnership with Manufacturing Works, the Small Business Administration, the Wyoming Business Council, the Wyoming Grant Management Office, the Cody Chamber of Commerce, Forward Cody, and the Powell Economic Partnership, hosted the region's first "Grants for Growth" event. This initiative attracted diverse representation from manufacturing and software development and generated new interest in apprenticeships for gunsmithing and electrical trades.

Digital Literacy: To address the digital divide, the Cody AJC launched a bi-weekly workshop teaching community members to use mobile devices and computers for job searches. This initiative has facilitated multiple job placements and is now expanding to the Worland and Powell locations.

Reemployment Services and Eligibility Assessments (RESEA)

Torrington AJC: Veteran Success

A National Guard veteran and dislocated worker engaged with RESEA after three months of unemployment. Through focused support, including resume assistance and interview coaching, she transitioned into the WIOA program. She successfully completed CDL training, obtained her license, and is now leveraging her new credentials to seek full-time employment.

Cody AJC: Career Reinvention at 63

A 63-year-old drilling supervisor with 47 years of experience became a dislocated worker following a business closure. Despite having no high school diploma, his extensive supervisory expertise was a significant asset. Through RESEA, he identified a CDL as a strategic credential to enhance his competitiveness. He was referred to WIOA and is currently pursuing this certification at Northwest College.

Senior Community Service Employment Program (SCSEP)

Lander AJC: Unsubsidized Placement

In early 2025, a job seeker accessing Wagner-Peyser services was identified as eligible for SCSEP. The enrollment process was initiated immediately. Within two months of entering the

program, the participant leveraged her training to secure an unsubsidized position as a job coach with Vocational Rehabilitation, where she remains successfully employed.

Jobs for Veterans State Grants (JVSG)

Rock Springs: Housing and Employment

A homeless veteran living on the street was engaged by a Disabled Veterans Outreach Program (DVOP) specialist. Over three weeks, the specialist built trust and connected him with Volunteers of America (VOA) for housing support. Once housing was stabilized, the veteran's focus shifted to employment. He interviewed for a position on October 5 and was hired as a stock person by October 7, demonstrating how rapid stability measures can lead to immediate workforce outcomes.

Sheridan: Transitional Housing to Career

A veteran overcoming chronic homelessness and substance abuse moved into Veteran Transitional Housing. Through collaboration between the DVOP and VA staff, he was co-enrolled in supportive services for resume development. He secured employment, earning \$19.50 per hour, and has been referred to the HUD-VASH program to transition into permanent housing.

Cody: Overcoming Barriers

A justice-involved veteran struggled with employment gaps. With consistent coaching on time management and professional presentation, he successfully enrolled in Northwest College. He currently maintains a 'B' average, effectively balancing his education with personal responsibilities.

WIOA Title I Success Stories

Cody: Overcoming Homelessness

A 22-year-old participant living in a group home used WIOA resources to complete training at the Mountain West Truck Driving School. He is now gainfully employed with a regional farm, using this experience as a foundation for a future career in logistics.

Cody: Immigrant Workforce Integration

A single father and immigrant overcame financial struggles to attend the SAGE Trucking program in Billings. After excelling in the training, he secured full-time employment with Ryan Brothers Trucking Company in Powell, achieving economic stability.

Torrington: Collaborative Housing and Training

A participant residing in a halfway house aimed to become an over-the-road truck driver to solve both her employment and housing needs. Through a partnership between WIOA, VR, and Eastern Wyoming College (EWC), she was supported with lodging in Torrington during the

intensive driving portion of her training. She successfully obtained her CDL and secured full-time employment, achieving her goal of self-sufficiency.

WIOA Youth Success Stories

Worland: Youth Growth

A 17-year-old high school dropout enrolled in WIOA with no work experience. After earning her HiSET with Adult Education support, she was placed in a Work Experience (WEX) at the Greybull Library. The placement transformed her confidence and skill set; she now assists with children's programs and customer service, noting that she feels "prepared for employment—and for life."

Gillette: QUEST Grant Support

A participant referred through the Career Compass program faced barriers, including prior incarceration and homelessness. He secured a job as a roustabout driver but lacked funds for mandatory safety gear. The WIOA QUEST Grant provided the necessary fire-retardant clothing and steel-toed boots. By April 2025, he had earned a promotion to supervisor, achieving financial security and stable housing.

Promising Practices

Vocational Rehabilitation

Career Pathways and Sector Strategies

VR is expanding Pre-Employment Transition Services (Pre-ETS) through Transition Navigators who engage students in mapping foundational skills to high-demand occupations.

- **Virtual Reality:** VR technology is being integrated to allow students—particularly in rural areas—to explore career paths and pre-apprenticeship skills in a simulated environment. By leveraging virtual reality technology, WYDVR engaged 1,150 active Pre-ETS explorers, facilitating 3,424 job exploration simulations across diverse career pathways.
- **Work-Based Learning (WBL):** Programs like the Fremont County Pathways Program (Tribal partnership) and Goshen County Blazer Pathways provide direct industry access.

Business Engagement

VR employs a dual-strategy approach:

- **Micro Level:** Direct outreach to individual businesses to educate on ADA compliance and disability etiquette.
- **Macro Level:** Engagement with high-level groups (WWDC, Chambers) to drive systemic change. Recently, a presentation to the WWDC led to a partnership with the Gillette city government to develop disability-related employment training.

Community Partnerships

- Driven by the Disability Innovation Fund Project, WYDVR has substantially expanded its partnerships with the two Centers for Independent Living (CILs). By integrating CIL presence directly into schools, WYDVR bridges the gap between high school and adulthood. This approach simplifies system navigation for students and ensures a seamless hand-off to lifelong independent living services.
- WYDVR has significantly increased accessibility for transition students by deploying on-demand virtual mental health services statewide. Through the Nivati platform, students can now select their preferred counselors and schedule sessions outside of standard clinic hours. By collaborating closely with mental health agencies, schools, and participants, WYDVR ensures that high-quality, effective support is available specifically when students need it.

Adult Education

Career Pathways Strategic Plan

In PY 2024, Adult Education mandated that all providers create a Career Pathways Strategic Plan. This initiative aligned services with WIOA's 13 considerations and fostered deeper partnerships between colleges, employers, and workforce agencies.

Integrated Education and Training (IET)

IET programs have been expanded to allow participants to "earn while they learn," addressing skill gaps in healthcare, transportation, and trades.

Current IET Offerings:

IET Area of Study	Career Pathway Track	Locations
Certified Nursing Assistant	Healthcare	Evanston, Jackson, Cheyenne, Gillette
Clinical Medical Assistant	Healthcare	Cheyenne, Evanston, Laramie
Phlebotomy	Healthcare	Laramie
Pharmacy Tech	Healthcare	Evanston
Medical Billing & Coding	Healthcare	Evanston
Commercial Driver's License	Transportation & Logistics	Cheyenne, Evanston, Gillette

Plumbing Pre-Apprenticeship	Architecture & Construction	Torrington (Dept. of Corrections)
Customer Service	Business Admin	Riverton
Hospitality & Culinary	Hospitality	Riverton

Spotlight: Plumbing Pre-Apprenticeship

Run by the Wyoming Department of Corrections in Torrington, this program offers inmates the opportunity to complete a plumbing pre-apprenticeship while incarcerated. Participants gain hands-on experience installing systems and troubleshooting while learning blueprint reading and safety codes. Upon release, these individuals are positioned for placement into apprenticeship programs, directly addressing the state's skilled trade shortage.