



DEC - 7 2012

The Honorable Matthew Mead
Governor of Wyoming
State Capitol Building
Room 124
Cheyenne, Wyoming 82002

Dear Governor Mead:

This letter provides approval of Wyoming's State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including W-P Agricultural Outreach Plan, plans for coordination with Trade Adjustment Assistance (TAA), and Title V of the Older Americans Act. The Employment and Training Administration (ETA) received the State Integrated Workforce Plan on September 14, 2012. This letter also addresses Wyoming's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1 issued on August 8, 2012 provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Wyoming State Integrated Workforce Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the *State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act, and Department of Labor Workforce Programs* (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), Title V of the Older Americans Act and corresponding regulations, TEGL No. 21-11, and the corresponding Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822), and WIA section 501 (20 USC 9271) which pertains to State Unified Plans, that ETA is approving those portions of the Wyoming State Integrated Workforce Plan that relate to Title I of WIA, the Wagner-Peyser Act, and TAA for Program Years 2012-2016, July 1, 2012 through June 30, 2017. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013. The Senior Community Service Employment Program (SCSEP) State Plan has been reviewed by both ETA and the Administration on Aging, and is approved for Program Years 2012-2015, July 1, 2012 through June 30, 2016. The State is eligible to receive WIA formula allotments for Adult, Dislocated

Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. As required by TEGs No. 21-11 and 38-11 dated June 18, 2012, negotiations must be completed by December 31, 2012 for PY 2012. Once the final goals are established, the Regional Administrator's letter advising the State of the PY 2012 WIA and W-P final performance goals constitutes a modification to the State Workforce Plan. ETA will incorporate Wyoming's final performance goals for PY 2012 into the Regional and National Office copies of the State Integrated Workforce Plan. Please include these final PY 2012 goals in the State's official copy of the State Workforce Plan.

Waivers

As part of Wyoming's State Integrated Workforce Plan, the State submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The State's requests for waivers are written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.

The State requested a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The State is granted this waiver through June 30, 2017. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs.

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

The State requested a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted this waiver through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and

employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. Workforce Investment Act Standardized Record Data system (WIASRD) item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

The State requested a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State is granted this waiver through June 30, 2017. Under the waiver, the State is allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

The approved waivers are incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and are incorporated into the State Integrated Workforce Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and with the approved State Plan. In addition, as described in TEGP No. 29-11, the State should address the impact these waivers have had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. We encourage your efforts in exploring the adoption of the American Job Center brand. We are available to provide technical assistance. If you have any questions related to the issues discussed above, please contact Jesus Morales, the Federal Project Officer for Wyoming, at (972) 850-4616 or Morales.Jesus@dol.gov.

Sincerely,



Jane Oates
Assistant Secretary

Enclosures

cc: Joseph Juarez, Regional Administrator, ETA Dallas Regional Office
Jesus Morales, Federal Project Officer for Wyoming

Fleck, Heather - ETA

Subject: FW: Wyoming's Five-Year Integrated Workforce Plan

From: Brian Clark [mailto:brian.clark@wyo.gov]

Sent: Friday, September 14, 2012 1:13 PM

To: WIA.PLAN

Cc: Joan Evans; Lisa Osvoild; Tobi Wickham; Jeanette Pickinpaugh; Stephanie Pyle; Michael Griffin; Hayley Douglass; Brad Westby; Nicole Novotny; Juarez, Joseph - ETA; Morales, Jesus - ETA; Regalado, Juan - ETA

Subject: Wyoming's Five-Year Integrated Workforce Plan

In accordance with instructions contained in TEGL 21-11, dated 27 March 2012, please find attached Wyoming's Integrated Workforce Plan for Program Years 2012 - 2016. With this e-mail, you should receive the following attachments.

1. The main plan document (PY 2012 Integrated Workforce Plan for ETA Submission)
2. Attachment A, Agricultural Outreach Plan
3. Attachment B, Program Administration Designees and Signatures
4. Attachment C, Economic and Workforce Information Analysis
5. Public Comments Document
6. Section III, Assurances and Attachments (PDF document containing Governor Matt Mead's Signature)
7. Wyoming's WIA Policy Manual
8. Wyoming's WIA Procedures Manual
9. PY12 Adult Budget Spreadsheet
10. PY12 Dislocated Worker Budget Spreadsheet (PY12 DW Budget-1-1)
11. PY12 Youth Budget Spreadsheet (WIA PY12 Youth Budget - 03_21_12)
12. Data Confidentiality Review Results
13. DWS Confidentiality Policy
14. Wyoming's Approved Training Provider Policy
15. Experience Work's feedback for SCSEP Plan
16. Luis Esparza's letter containing Motivation, Education, and Training's (MET) feedback for Attachment A.

Please let me know if you do not receive any of these documents, or if you have any questions pertaining to this plan.

Thank you.

Brian

Brian G. Clark
Planning Coordinator
WY Dept. of Workforce Services
Employment & Training
851 Werner Court, Suite 121
Casper, WY 82601
PH: 307-233-4657

started meeting with select employers to promote its welding program, and is developing a brochure that would be included with business representative materials for employers.

• **WIA Single-Area States Only – Additional WIA Title I**

Requirements: *In states where there is only one local workforce investment area, the Governor serves as both the state and local chief elected official. In such cases, the state must submit with its State Operational Plan any information required in the local plan. Therefore, states with a single workforce area should also include in their State Operational Plan:*

- *Any comments from the public comment period that represent disagreement with the Plan [WIA Sections 118(c)(3), 112(b)(9), 20 CFR 661.220(d), .350(a)(8)].*

No specific comments were received that indicated public disagreement with the plan

- *The entity responsible for the disbursal of grant funds, as determined by the Governor, if different from that used by the state [WIA Section 118(b)(8), 20 CFR 661.350(a)(9)].*

DWS is responsible for disbursing all grant funds covered by this plan.

- *The type and availability of WIA title I youth activities, including an identification of successful providers of such activities [WIA Section 118(b)(6), 20 CFR 661.350(a)(7)].*

DWS youth activities are described in other sections of this plan, particularly in Services to Target Populations. These activities will be undertaken locally and statewide. No other services are planned at the local level.

- **(Optional) WIA Waiver Requests:** *States can request waivers as part of their Operational Plan submission. To do so, they must attach a waiver plan, as required by 20 CFR 661.420(c), that includes the following information for each waiver requested:*

- *Statutory and/or regulatory requirements for which a waiver is requested.*
- *A description of the actions the state or local area has undertaken to remove state or local statutory or regulatory barriers.*
- *A description of the goals of the waiver, how those goals relate to Integrated Workforce Plan goals, and expected programmatic outcomes if the waiver is granted.*
- *A description of individuals impacted by the waiver.*
- *A description of the processes used to monitor implementation, provide notice to any local workforce investment board affected by the waiver, provide affected local workforce investment boards an opportunity to comment on the waiver request, and ensure meaningful public comment, including comment from business and labor.*

The Department of Workforce Services has been operating with three waivers pertaining to its WIA Program. The department is requesting that these waivers remain in place for this plan period. The waivers being requested are Transfer of WIA Funds between Adult and Dislocated Worker Programs, Subsequent Eligibility Determination of Eligible Training Providers, and Performance Measures Required under Title I of the Workforce Investment Act. Each waiver request is defined according to the description required by this plan.

Transfer of WIA funds between Adult and Dislocated Worker Programs

The Wyoming Department of Workforce Services (DWS), the state entity responsible for administering the Workforce Investment Act (WIA), is requesting to eliminate the 20 percent limitation on transferring WIA funds between the adult and dislocated worker programs. Approval of this waiver will enable DWS to transfer up to 50 percent of funds between the adult and dislocated worker programs, as needs for these programs, within the state.

This waiver request follows the format identified in WIA Section 189(i)(4)(B), (29USCA section 2939(i)(4)(B) and WIA Regulations at 20 CFR section 661.420 (C).

Statutory and/or regulatory requirements for which the waiver is requested: WIA section 133(b)(4) (29 USC A section (i)(4)(B) and WIA Regulations 20 CFR section 667.140 provide that the approval of the Governor and State Workforce Investment Board may transfer up to 20 percent of a program year allocation from adult employment and training activities and up to 20 percent of a program year allocation of dislocated worker employment and training activities between the two programs.

Wyoming implemented WIA in 2001 and uses a state-developed regional allocation process to distribute adult and dislocated worker funds to the areas of the state that have a need for these funds. The allocation process formula takes into account the size of the workforce, number of unemployed individuals and the number of businesses in each of the six regions as compared to the state as a whole. (NOTE: This regional allocation process pertains to the Wyoming at Work fiscal module. It is not to be confused with the concept of intrastate regions in ETA's planning guidance for the Local Areas portion of Section II, State Operational Plan, Overview of the Workforce System.)

One of DWS' goals continues to be the alignment of existing services in an innovative manner to impact Wyoming businesses. The key strategies to achieve this goal are:

1. Develop a service delivery model that integrates all divisions, facilities, outreach offices, communications training and cross-education;

2. Create a communication system and brand identity that unifies the agency internally and externally;
3. Adopt an agency-wide customer service philosophy, culture and training program;
4. Reinvent our programs and program policies to serve the agency mission and vision, and Wyoming. Increase emphasis on business services and economic development;

A description of the actions the state or local area has undertaken to remove state or local statutory or regulatory barriers: There are no state or local statutory or regulatory barriers to implementing this waiver. Upon notification of the approval of this waiver, the department will continue necessary policies to comply with the terms of the waiver.

A description of the goals of the waiver, how those goals relate to Integrated Workforce Plan goals, and expected programmatic outcomes if the waiver is granted.

- Increase the department and board's ability to respond to changes within the state and regions;
- Increase business collaboration between industry need and worker training;
- Increase accountability at the state, regional and local levels;
- Provide greater flexibility to the department and board in designing and delivering WIA programs and services.

Wyoming, like other states, is subject to fluctuations in the economy, particularly because of its heavy reliance on the energy industry. The term "boom-bust economy" is often used to describe Wyoming. Because of this DWS' need to serve dislocated workers through its WIA program ebbs and flows with the boom-bust economy. For example, Wyoming's dislocated worker participant population was up during PY 2010, on the tail end of the recession. In other years, however, there was a much greater need to serve adult participants. This waiver provides much more flexibility to the state to determine the use of available funding, for the benefit of its population.

A description of individuals impacted by the waiver: Approval of this waiver will impact Wyoming's businesses, job seekers, and workforce center staff. The following are additional impacts of approval of this waiver:

- Wyoming businesses will benefit due to the department's ability to design appropriate programs based on regional and state needs;
- Increased utilization by both adults and dislocated workers as appropriate, resulting in more job seekers being served.

A description of the processes used to monitor implementation of the waiver, provide notice to any local workforce investment board affected by the waiver, provide affected local workforce investment boards an opportunity to comment on the waiver request, and ensure meaningful public comment, including comment from business and labor sectors:

DWS has a pro-active fiscal and program monitoring system that tracks program costs and measures the results of job seekers using the Wyoming Workforce System. DWS has developed a tracking system that measures the results of businesses using the Wyoming Workforce System. The Department continually reviews and analyzes performance reports and compares performance against established goals. DWS will monitor progress on this waiver by reviewing monthly expenditure, enrollment and performance reports generated by our automated management information system. The Wyoming Workforce Development Council and the general public are being provided with the opportunity to comment regarding the waiver, before this Integrated Workforce Plan is submitted to the Employment and Training Administration. The WWDC is already aware of the waiver, but will have further opportunity to comment on it. The general public will be given the opportunity during the public comment period for the plan.

Subsequent Eligibility Determination of Eligible Training Providers

The Wyoming Department of Workforce Services (DWS), the state entity responsible for administering the Workforce Investment Act (WIA), is requesting to postpone the implementation of the subsequent eligibility process for Eligible Training Providers as described in the Workforce Investment Act, Section 122(e)(5) and WIA Regulations 663.530 until June 30, 2010.

Statutory and/or regulatory requirements for which the waiver is requested: This waiver affects the time limit pertaining to the period of initial eligibility of WIA approved training providers (20 CFR 663.530).

A description of the actions the state or local area has undertaken to remove state or local statutory or regulatory barriers: There are no state or local statutory barriers to implementing the requested waiver.

A description of the goals of the waiver, how those goals relate to Integrated Workforce Plan goals, and expected programmatic outcomes if the waiver is granted: Wyoming requests this waiver to better determine the most effective and efficient method of collecting the training provider's performance data as well as alleviate our provider's concerns with the types and amount of information being requested.

A description of individuals impacted by the waiver: Many of Wyoming's training providers expressed strong concerns with the implementation of the subsequent eligibility requirements. The concerns include the following.

- Confidentiality;
- Excessive administrative burden and costs associated with tracking all students;
- Cost and time involved in developing a reporting system which will gather information relating to wages and/or placement of those individuals participating in their programs.

Previously, this waiver provided Wyoming with the opportunity to complete the design of its Eligible Training Provider website. This website is being made available to all participants, training providers and service providers and will allow them to view training information, eligibility status and on-line application submission.

Continuance of this waiver will help retain the providers currently offering training services to our participants, while encouraging the increase of new providers. The requirement to collect and maintain year-to-year program performance data in order to retain WIA approved-provider approved-program status generated considerable negative feedback, both in Wyoming and other states. Wyoming providers felt the cost of doing this significantly exceeded the benefits that were derived from WIA-approval status. They also expressed concern regarding the confidentiality of data that was being collected in compliance with this requirement. These concerns caused some providers to withdraw from the program, and others to consider following suit. Also, the requirement added significant workload to the Workforce Development Council, which is charged with determining provider and program eligibility from year to year, and to E&T division staff, who were responsible for enforcing the requirement and working directly with the providers. Limited staffing would make it increasingly difficult over time to maintain the necessary effort of monitoring subsequent eligibility for all providers and programs, as more and more training providers become potentially available to partner with the E&T division and the council.

The waiver has reduced the administrative workload and costs experienced by the Workforce Development Council, E&T division staff, and training providers. Feedback regarding the change continues to be positive. Training providers are continuing to partner with the council and the E&T division, which in turn is offering more training options to participants. Providers still must comply with rigorous initial application requirements which tend to weed out organizations and programs lacking the commitment necessary to providing quality training.

A description of the processes used to monitor implementation of the waiver, provide notice to any local workforce investment board affected by the waiver, provide affected local workforce investment boards an opportunity to comment on the waiver request, and ensure meaningful public comment, including comment from business and labor:

Opportunities for comment regarding the request of this waiver were provided to the state's Workforce Development Council. They will also had that opportunity again, before this Integrated Workforce Plan was submitted to ETA. The general public had the opportunity to comment regarding the waiver during the public comment period scheduled for the plan.

With regard to monitoring, the Quality Assurance Division does not specifically monitor training providers or programs yet. However, it does monitor case documentation for completeness and accuracy, and costs pertaining to goals that are set for individual worker clients, including training. Also, DWS and the Workforce Development Council continued to focus on quality training programs that will benefit Wyoming's workers and employers. DWS' industry partnerships provide feedback regarding existing training programs and providers. Also, they help the agency focus on opportunities that have the greatest potential for enabling workers obtain gainful, long-lasting employment. One-Stop and other workforce centers monitor feedback from participating workers regarding classes, ease of scheduling, costs, accessibility, success in coordinating with providers, and other factors. Most workforce centers also schedule regular meetings with local training providers, and otherwise stay in touch, to discuss challenges and existing problems. Feedback is also received from members of the Workforce Development Council regarding programs and providers.

Performance Measures Required Under Title I of the Workforce Investment Act

The Wyoming Department of Workforce Services (DWS), the state entity responsible for administering the Workforce Investment Act (WIA) is again requesting authorization to replace the original indicators of performance for employment and training activities, required by ETA, with the common performance measures set forth by the U.S. Department of Labor in Training and Employment Guidance Letter (TEGL) 17-05.

Statutory and/or regulatory requirements for which the waiver is requested: The State of Wyoming is seeking a waiver of the 17 indicators of performance for employment and training activities (15 core and two customer satisfaction), required under Section 136(b) of the Workforce Investment Act, and 20 CFR 660.100. The state desires to continue reporting the common performance measures set forth by the ETA in TEGL 17-05, which are the three adult common measures for the WIA adult and WIA dislocated worker programs and the three youth common measures for the WIA youth program, to ETA for a total of nine measures. Wyoming continues to integrate and coordinate program services and considers the reporting of only common measures as a tool to further this effort. Thus far, this waiver has enabled Wyoming's workforce development system to rely on the common performance measures while reducing redundancy and confusion, as well as the added burden of reporting the 15 core and two customer satisfaction measures.

Although the Department of Workforce Services does not report customer satisfaction to ETA, it does continue to collect and analyze customer satisfaction data. This is done through the use of customer response cards that are provided to customers at the workforce centers. Information on the completed cards is analyzed by the E&T Division.

Citations: WIA §136(b), §189(i)(4), §129, §134, §168, 20 CFR WIA Final Rules §652.3, §660.100, §661.400, §661.410, §661.420, §661.100

Background

For a number of years Wyoming worked to coordinate services and performance reporting between programs and agencies for the benefit of its customers and state government. The common measures have enabled the state to simplify and streamline its performance accountability system, in accordance with provisions of the Workforce Investment Act. Wyoming found that adding the new common measures to the 15 core WIA measures made it difficult for staff to keep track of performance goals and requirements. This in turn made it more difficult to focus on serving customers according to their needs.

A description of the actions the state or local area has undertaken to remove state or local statutory or regulatory barriers: No state or local barriers exist that would prohibit Wyoming from choosing the common measures over the 17 existing WIA measures. Most of the integration and collaboration barriers encountered by the state of Wyoming, over time, had been federally imposed, making it difficult at times for coordination to occur between state agencies and programs. The state worked around many of those existing barriers through the agreement process. Also, Wyoming aggressively implemented the One Stop system, and a common management information system, for WIA and the Labor Exchange (LE) to bring services to its customers. Other actions included cross training of LE and WIA staff, implementation of a common LE and WIA case management system, and the further development of services to serve the needs of WIA and Wagner-Peyser business partners and service providers. We believe this waiver will continue to allow Wyoming to streamline services and enhance benefits to all of its customers.

A description of the goals of the waiver, how those goals relate to Integrated Workforce Plan goals, and expected programmatic outcomes if the waiver is granted: There are numerous benefits to be gained from the waiver:

- A simplified and streamlined performance measurement system, which is not only more cost effective, but is more transparent to business partners and service providers;
- A more demand-driven system, governed by a business-led State Workforce Investment Board, the Wyoming Workforce Development Council (WWDC). The 17 measures required in TEGE 17-05 are difficult for staff to manage and for WIB members to understand and monitor.
- Integrated system-wide common performance accountability. This also allows for more complete integration with the Trade Act programs, which uses common measures. To continue Wyoming's successful integration of services in the One-Stop centers, we need to utilize common goals as much as possible;
- Reduced paperwork and labor costs associated with performance data collection. This also makes it easier for the state to design, implement, and track other measures deemed as useful as management tools.
- Provision of clear and understandable information to Congressional and legislative leaders and the general public concerning the use of public funds and return on investment.
- A more useful program management tool;
- Customer-driven outcomes instead of program-driven outcomes;
- Better service coordination and information sharing among programs;
- An opportunity for the state to better implement ETA's Youth Vision which includes a youth program focused on out-of-school populations, with increased accountability for employment and/or increased secondary and post-secondary education outcomes.

A description of individuals impacted by the waiver: Approval of this waiver will positively impact all customers of the workforce investment system by allowing streamlined service delivery while improving program management and performance. It is expected that Wyoming will be able to concentrate more on the provision of customer services to adults, dislocated workers, youth, and business and training providers.

A description of the processes used to monitor implementation of the waiver, provide notice to any local workforce investment board affected by the waiver, provide affected local workforce investment boards an opportunity to comment on the waiver request, and ensure meaningful public comment, including comment from business and labor:

Monitor the Progress in Implementing the Waiver

The Wyoming Department of Workforce Services (DWS) administers WIA and Wagner-Peyser programs in the state. The state is served by a single workforce investment board, the Wyoming Workforce Development Council.

Wyoming will continue to monitor the implementation and impact of the waiver, and its progress toward expected outcomes through its Employment and Training Division and the Workforce Development Council. State oversight and evaluation will make effective use of reporting, state and local monitoring, and other means to identify and address obstacles. The state will review applicable policies and procedures and modify them accordingly. The state also will report to ETA on its experience with the waiver through the quarterly reporting process and its annual ETA 9090 and 9091 reports at the end of the program year.

Provide Notice to any Local Board Affected by the Waiver

Opportunities for comment regarding the request of this waiver were provided to the state's Workforce Development Council. The council will have another opportunity to comment before this Integrated Workforce Plan is submitted to ETA. The general public will have the opportunity to comment regarding the waiver during the public comment period scheduled for the plan.

- Trade Adjustment Assistance (TAA): States must describe how TAA will coordinate with WIA/W-P to provide seamless services to participants and address how the state:

DWS workforce center personnel are trained to provide TAA services. However, the lack of petitions and certified workers hinders staff ability to put into practice the training they have received.

A TAA module has been added to the Wyoming at Work system, which will facilitate coordination between TAA, W-P, and the WIA program. All TAA-certified workers will also be enrolled in WIA as dislocated workers so that services can be coordinated. An agency planning form, which gives workforce specialists the opportunity to specify how each benefit and service will be paid, reduces the possibility for duplication of payments. It also facilitates seamless service.

- Provides early intervention (e.g. rapid response) to worker groups on whose behalf a TAA petition has been filed [WIA Sections 112(b)(17)(A)(ii), 134(a)(2)(A), 20 CFR 665.300-.340].

Since the enactment of the original Trade Act, Wyoming's TAA activity has ebbed and flowed from a high of more than 100 certified petitions to a current low of no certified Wyoming petitions. The state remains proactive in helping parties file petitions, as desired. Local staff members are ready to assist employers and others who may want to file in the One Stop Centers and other workforce centers. The potential of TAA certification is pursued during rapid response activities. Rapid response teams are organized by the local workforce center and tailored to each community and situation needs. The teams consist of agency and community members. In addition, the program manager works to assure that local workforce center personnel are trained in TAA activities, although it is challenging for them to maintain an edge in the absence of program activity, except in those few cases where Wyoming has acted as the agent state. Program management is readily available to answer all questions regarding the program, and assist where needed.

During rapid response, immediate contact is made to schedule an initial meeting with the employer, representatives of the affected workers, and the local community to determine