



**Welcome** to the team of business and industry leaders who are dedicated to promoting Southwest Wyoming manufacturing, technology and workforce development.

Visit our website

*This Issue  
Sponsored By:*



## SOUTHWEST WYOMING MANUFACTURING PARTNERSHIP

### OUR MISSION AND GOALS INCLUDE:

**Awareness** of career opportunities.

**Alignment** of education and skill development for career paths.

**Planning** for what is needed now for future opportunities.

**Results** for how to measure success.



**Greetings!**

Welcome to the SWMP newsletter!

Send info or questions to  
[swmpnewsletter@gmail.com](mailto:swmpnewsletter@gmail.com)

[swmppartnership.org](http://swmppartnership.org)



# UPCOMING EVENTS



Janet Lewis  
Executive Director  
American Red Cross of Wyoming



JANUARY 24, 2023 12:00PM-1:30PM  
WESTERN WYOMING COMMUNITY COLLEGE #3650

## Active Threat Preparedness Program

EDUCATION FOR HR PROFESSIONALS & SMALL BUSINESS OWNERS

*This community-based program is aimed at increasing the level of preparedness for man-made, mass casualty events. Using nationally recognized guidance, this customized non-certified training helps prepare individuals to survive such incidents and support lay responders to effectively treat those around them who may have been injured. Participants learn to identify warning signs of potentially violent behavior, recognize when an active threat event is occurring, and respond appropriately. The Red Cross is empowering communities to effectively prepare for, respond to, and recover from an event that may include mass casualties.*

Register at <https://highdeserthr.shrm.org/events>





Save the Date

CAREER  
FAIR

**When:** Wednesday, February 15, 2023  
Time to be determined

**Where:** Pinedale High School  
101 Hennick Street, Pinedale

**Contact:** Robin Schamber  
rschamber@sub1.org

in partnership with



Sublette **BOCES**



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***Registration is open for the UW SPRING Job Fairs!***



**· UW BIG JOB FAIR**

Tues., February 14, 2023 / 10 am – 2 pm / University of Wyoming Conference Center

**· UW STEM JOB FAIR**

Wed., February 15, 2023 / 10 am – 3 pm / University of Wyoming Conference Center and Marian H. Rochelle Gateway Center

For additional information and TO REGISTER, log in to [Handshake](#)

**\*\*If you do not already have an account set up in Handshake, please click on the following link to get started in the system:**

<https://app.joinhandshake.com/login?>

[school\\_approval\\_token=4tivwtgUSOtNdMp2iHdkfbNHnNofpPFm\\_IBsj4WxOgsFnEceiaa3Jw](https://app.joinhandshake.com/login?school_approval_token=4tivwtgUSOtNdMp2iHdkfbNHnNofpPFm_IBsj4WxOgsFnEceiaa3Jw)

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# SAVE THE DATE

Wyoming  
**WORKFORCE  
DEVELOPMENT**  
COUNCIL



**March 23, 2023**  
LANDER, WY

Next Gen is a national network of over 100 industry partnerships across 25 states, including Wyoming:

[WWW.NEXTGENSECTORPARTNERSHIPS.COM](http://WWW.NEXTGENSECTORPARTNERSHIPS.COM)



**Save the Date for the 2023 NextGen Sector Partnership Academy!**

Each regional team will meet with a NextGen facilitator and develop its NextGen Action Plan, which could include:

- Helping your existing sector partnerships seize new opportunities.
- Growing your team of community partners and industry champions.
- Launching a new sector partnership.



## Career & Transfer Fair



**Western Wyoming Community College** is hosting its annual Career and Transfer fair on **Wednesday, March 29<sup>th</sup>** 10:00 a.m. to 2:00 p.m.



**The Atrium on Western's Campus**  
March 29, 2023  
10:00 a.m. to 2:00 p.m.

We are now taking applications for employer booths. This is a unique opportunity to find excellent candidates for your business.

**Click Here!**

**Click the link to reserve your booth!**

Please let us know who you are, how many chairs to provide, and if you need an outlet.



# WHAT'S NEW

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## Focus on Education: SWCSD #2



### Ms. Crowder is Building Resilient Students

Yolanda Crowder has been at Harrison Elementary (Green River) for three years. She has been an outstanding addition to our staff and a blessing for our students. Since her time at Harrison Elementary Ms. Crowder has implemented a number of interventions to address the social and emotional needs of our students. She introduced and laid the foundation of the Zones of Regulation curriculum which continues to grow and expand each school year. Students are learning to “own their zone”, recognize their own dysregulation and use their zones tools to help themselves get back to a regulated state or the green zone.

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Ms. Crowder has developed and launched a virtual calm corner for our students at Harrison Elementary. Not every classroom has the space for a physical calm corner but they can access a virtual calm corner through a google classroom. In addition, she is teaching a newly developed Special called Eagle Nest where all students are taught social/emotional lessons on a bi-weekly basis. These lessons include topics such as making friends and keeping friends, character education, size of my problem, bullying, conflict resolution skills, and Zones of Regulation as well as addressing any classroom needs that a grade level may be facing.



Ms. Crowder is a member of our school leadership team, school crisis team, and co-chairs our Behavior Intervention Team (BIT). She is instrumental in helping our families in need with our school backpack program as well as our Angel Tree program.

She is such a valuable member of the Harrison Elementary, Sweetwater School District #2, and our community. Her work behind the scenes is building a better, more resilient future for our youngest students and their families.

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On January 5 the U.S. Secretary of Commerce Gina Raimondo announced the decision of the Economic Development Administration (EDA) to award Western Wyoming Community College (Western) a \$3 million grant to help diversify the economy of Southwest Wyoming by boosting the region's healthcare workforce. The EDA's investments will be matched with more than \$5 million in state and local funds.

The grant will be funded under the Assistance to Coal Communities (ACC) initiative. EDA awards funds to assist communities severely impacted by the declining use of coal. Western submitted a grant in March 2022 to renovate and construct new educational spaces to support the creation of a Health Science wing on Western's main campus. This expansion is projected to add 10,450 square feet of new space and renovate 6,600 square feet of existing structure located on the main campus. Renovations would be on the campus's west side, which includes additional improvements for accessibility at its entrance. This is one of the largest grants awarded in history to the College.

"This is a competitive grant, and we are grateful for this federal support. This funding supports the creation of a state-of-the-art health science teaching facility to prepare our future health care workers in Southwest Wyoming." States Dr. Kim Dale, President of Western. "This building renovation and addition is a perfect complement to our award-winning nursing program."

"Economic Development Administration investments play a vital role in helping communities impacted by the downturn of the coal economy diversify and grow for the future," said Assistant Secretary of Commerce for Economic Development Alejandra Y. Castillo. "The project will expand the Western Wyoming Community College's capacity to meet critical demand for health sciences positions in its five-county service area."



Western's service area is the largest in the state, consisting of five counties: Carbon, Lincoln, Sublette, Sweetwater, and Uinta. In the past year, several counties the College serves broke ground on new construction sites for critical access hospitals. The demand for local healthcare positions was estimated to be 1,500 over ten years as outlined in employer letters supporting the grant.

The grant was supported by various southwest Wyoming community partners. Western appreciates submitted letters of endorsement by: Aspen Mountain Medical Center; Best Home Health and Hospice; Carbon County Public Health; Castle Rock Medical Center; Deer Trail Assisted Living; Evanston Regional Hospital; Hospice of Sweetwater County; Memorial Hospital of Sweetwater County; Rawlins Rehabilitation and Wellness (EmpRes Healthcare Management); Star Valley Health; Sweetwater County

With the urgent need for a trained health care workforce, Western anticipates breaking ground Spring of this year. The next steps are to coordinate the building renovation meetings with the EDA, State of Wyoming, and the internal College grant task force.

“The Biden-Harris Administration is committed to ensuring that our nation’s coal communities are provided with the resources they need to transition to new industries,” said Secretary of Commerce Gina Raimondo. “This EDA investment will result in greater educational and workforce opportunities for local students while helping to meet industry demand for skilled healthcare workers in the region.”

This project is funded under the Assistance to Coal Communities (ACC) initiative, through which EDA awards funds on a competitive basis to assist communities severely impacted by the declining use of coal. ACC projects support economic diversification, job creation, capital investment, workforce development, and re-employment opportunities.



When the Great Resignation began in mid-2021, like other businesses, Union experienced an increase in employees leaving the company. In 2022, that attrition peaked, leaving nearly 15% of available positions open.

Recognizing early on that more aggressive recruiting and hiring practices were necessary, Union changed course. As a result, while some businesses are still taking on water, struggling to stay fully staffed, Union has been able to right the ship; just 4% of positions are now open.

This rebound can mainly be attributed to an effort by Union’s Human Resource department, and other key personnel, to improve the company’s visibility and appeal to job seekers. Over the past year, for example, participation in career fairs across Wyoming, and Utah, were increased, resulting in the filling of two engineering positions that had been open for two years. Union also contracted an executive search company. That led to the hiring of a new department director.

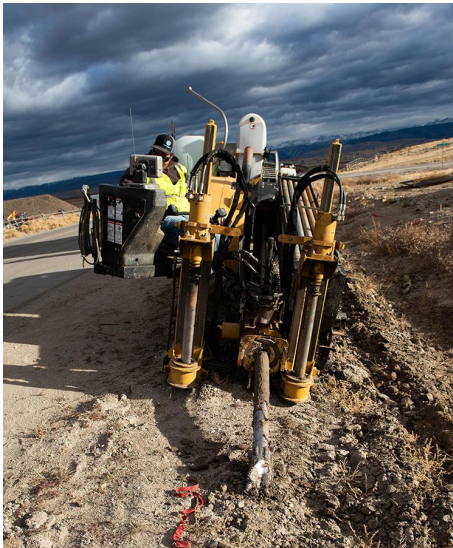
An internal employee referral program was also revived. When a position is posted on Union’s career web page, the post automatically goes out to Indeed, LinkedIn, and similar employment sites. The career page is being updated to add still more utility.







Union provides internet, wireless, and landline telephone service across Wyoming and adjacent areas in Colorado, Idaho, Montana, and Utah – covering a 122,000 square mile area. In 2022, as part of a nationwide effort to phase out 3G service and replace it with newer voice technology, the company began making major wireless network improvements.



Along with numerous other telecoms, Union has also been mandated by the Federal government to expedite the build of a new wireless network. On top of this, a major area of focus for Union is to provide high-speed internet service to remote communities in what are known as underserved areas.

These are all labor-intensive projects. Being virtually fully staffed allows Union to continue its push to meet these goals.

As a small, family-owned, Wyoming telecom based in Mountain View, to help retain its employees, Union offers a competitive benefits package, paid wellness days off, employee wellness programs, and other incentives. Union also offers something else that, the Great Resignation notwithstanding, its employees find attractive: it's a place where employees feel valued and are treated like family, where everybody knows your name. Internal promotions are the norm, continuing education is encouraged, and cross-company movement is supported. It's a place to make a career and call home.



FCCLA is a co-curricular program through Family and Consumer Sciences education in public and private schools through grade 12. FCCLA is the only national Career and Technical Student Organization with the family as its central focus. The purpose of FCCLA is to promote personal growth and leadership development; focusing on the multiple roles of the family member, wage earner, and community leader. Members develop skills through character development, creative and critical thinking, interpersonal communication, practical knowledge, and career preparation.

FCCLA's career pathways guide student to potential careers and build real world skills by developing projects, participating in Competitive Events, and engaging with youth leaders from round the nation! The career pathways include: Human Services, Hospitality and Tourism, Education and Training, and Visual Arts and Design. The annual State Convention is held each spring in Cheyenne. This is the opportunity for students to compete in Career Pathway competitions, participate in workshops and other leadership development opportunities, elect



student leadership for the organization, and build networking connections.

If you are interested in learning more about FCCLA, or if you would like to lead a workshop for students that emphasizes one of the career pathways, please contact Angela Sweep, Wyoming state FCCLA advisor. [Angsweep98@gmail.com](mailto:Angsweep98@gmail.com) You can also learn more about FCCLA by visiting the [FCCLA webpage](#).

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**Joe Uriarte**  
*Associate Professor,  
Instrumentation & Electrical*

## Highlights

Joe Uriarte earned his Bachelor of Science from the University of Wyoming in 2004, and Joe has earned multiple Associate of Applied Science degrees in Industrial Maintenance; Mine Maintenance; Plant Operations; and Engineering Technology from Western Wyoming Community College. Joe worked out in the local mining and natural gas industries before coming to Western.

In addition, Joe has earned multiple certifications including: Natural Gas Compression Using Reciprocating Compressors - Petroleum Institute for Continuing Education; Basic Product Training - Ariel Corporation; Gas Engine Technology - Waukesha Engine Dresser, Inc.; Compressor Mechanics School - Ariel Corporation; Divider Block Lubrication Systems - CC Technology; Electrical Safety for Utilities - AVO Training Institute; Engine System Manager - Waukesha Engine Dresser, Inc.; and Fiber Optics Association CFOT & CFOS/S/T.



Explore the Wyoming Department of Workforce Services website for current job openings or to post an opening within your company.



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Thank you to our Sponsor



# genesisalkali

EST. 1948

# 75<sup>YEARS</sup>

Genesis Alkali is the Western Hemisphere's largest natural soda ash producer. Our talented workforce of more than 1,000 employees located primarily in Green River operates the world's largest natural soda ash mine and production site and is the leader in natural soda ash mining and processing technologies.



In 2023 Genesis Alkali will be celebrating two significant milestones: the expansion of our Granger facility, a next generation soda ash manufacturing operation, and the company's 75<sup>th</sup> anniversary. Granger will be among the lowest cost soda ash manufacturing operations in the world using our patented Alkaline brine-based processing technology. Genesis Alkali is proud of employing several generations of reliable, hard working employees over many decades. We are determined to maintain a culture of safety as a core value, support the State of Wyoming and our local communities, and continue to deliver soda ash and sodium specialty products to our customers around the world.

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Learn more at [alkali.genesisenergy.com](http://alkali.genesisenergy.com)

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*Friendly Reminder . . . .*

**What is our Purpose and How do we Get There?**

***Purpose:***

**Improve outcomes for our students and those seeking career changes**

· **Business, Educators, Government Services and the Community working together to improve**



- **Awareness** of career opportunities
- **Alignment** of education and skill development for career paths
- **Planning** for what is needed now and for future opportunities
- **Results** for how to measure success
- **Awareness**
  - Increase awareness of career opportunities within our community
  - Students, Educators, Counselors, Government Agencies, Parents and the Community
  - Engagement events and opportunities
  - Career Fairs,
  - Jr. High and High School events
  - Mentoring and job shadowing etc.
  - Engagement & Dialog with the stakeholders
- **Alignment to better prepare our students for careers in our community and beyond**
  - Direct from high school including career technical training
  - Secondary education, certificate programs, two-year degrees, CTE
  - University alignment (pathways and career paths)
- **Planning**
  - What is needed now,
  - Where will the opportunities be
  - What will we do to prepare and fill the pipeline?
  - Promotion, Communication processes, Scholarships, etc.
  - Measurements; Create metrics such as % Secondary Education, % successful career changes
- **Membership**
  - **Southwest Wyoming: Carbon, Fremont, Sublette, Sweetwater, Uinta, Lincoln**

**Membership:**

**Core Business Champions:** Fred von Ahrens, Ron Wild, Craig Rood, Matt McQueen, Carl Lembke, Lauren Schoenfeld, Kim Dale, Kelly McGovern, Craig Barringer, Joan Evans, Jed Vigil, Marty Carollo

**Core Co-Conveners:** Bridget Stewart, Lacey Bluemel, Tosha Garner



Rock Springs, Wyoming  
Phone: 307-251-3980

Get In Touch