



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

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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!

Please enjoy the content and feel free to reach out with questions or to add any news items of your own!

Send info or questions to
swmpnewsletter@gmail.com



EXCITING NEWS!



Western Wyoming Community College will offer a new Powerline Technology Program starting Fall 2022. The program will provide students with real-world knowledge and skills to apply for apprentice powerline positions in the electrical powerline field.

Western sought the support of many statewide companies and agencies in creating this new lineman program. Local industry partners including Rocky Mountain Power, Union Wireless, statewide rural electricity providers, along with local and national union representatives, shared their input on what employers would be looking for when it came to learning outcomes.

The creation of the Powerline Technology program was the culmination of these informal discussions, researching best practices, touring the Rocky Mountain Power training facilities, as well as visiting Mitchell Tech in South Dakota to learn about their nationally recognized powerline program in place since the 1970s.

Western has developed a one-year certificate in Powerline Technology and an Associates of Applied Science (AAS) degree in Powerline Technology. The program has been approved by Western's Board of Trustees, the Wyoming Community College Commission, and the college regional accreditor, the Higher Learning Commission.



These programs will provide students with a quality, affordable education, with real-world knowledge and skills to maintain and repair distribution and transmission electrical power lines, and cable. Students will learn to operate applicable equipment and the use of powerline tools, with a strong emphasis on safety.

"I am excited that Western will launch the first Powerline Technology program in our State as an answer to our local and statewide industry needs. These are high-skill, high-pay, high-demand jobs right here in Wyoming, and we greatly appreciate the Governor's funding of this WIP

initiative," stated Dr. Kim Dale, President of Western Wyoming Community College.

The Wyoming Innovation Partnership (WIP) is an initiative spearheaded by Governor Mark Gordon as a collaborative effort to develop strategic programming between the state's higher education institutions. According to a press release from the Governor's office, the initiative focuses on workforce development in high-potential areas; supporting and training entrepreneurs and new business startups; a research and market analysis agenda aimed at technology transfer and commercialization; and developing outside revenue sources such as corporate partnerships to provide new opportunities for students.

To learn more about Western's new Lineman Programs, contact Carlton DeWick, Chair of the School of Manufacturing and Industrial Technology, at cdewick@westernwyoming.edu.

NEED TO INCREASE YOUR HIRING POOL?

Tips from:



Recruiting and retention will continue to be challenging throughout 2021 especially with the added challenges of new COVID-related policies, procedures, and government programs to contend with. Whatever the reason, workforce shortages are impacting all sectors of the economy and hiring managers are feeling the impact here locally.

Background Checks: Can you forgo background checks except for in positions where certain past behaviors could affect business proceedings? When it comes to background checks consider this: What are you getting...peace of mind or performance? Through analysis we find that employees in facilities that don't require background checks stay on their assignments longer, they are hired on the payroll by our clients more often, and they are fired less frequently. Could you be shortening your talent pipeline by not rethinking your background check policy?



Drug Screens: Barring federal contractor work, driving positions, and safety-sensitive positions, could you change your pre-employment drug screening policies? A notable number of employers have relaxed their drug screening standards. Not only are pre-employment drug screens a hefty investment, but they also increase time to hire and unnecessarily disqualify a much-needed percentage of your potential candidate pool.



Wages: Are you attracting and retaining the best talent? When is the last time you received local wage analysis data to determine how competitive your company is? Are you an employer of choice in the community? Data still shows that wages are still the number one reason job seekers want to work for their dream employer, and sentiment toward the quality of wages in most local markets remains high and on par with pre-pandemic levels. In response to a relatively strong demand for good and services and the increasingly tight labor market, implementing annual and merit-based pay increases, maintaining peak pay levels, and aligning pay rates will help you to attract and retain talent.

Bonuses: Is your bonus structured to support your business goals? Craft a well-structured bonus pay program that supports goals such as attendance, productivity, and tenure. These components drive success of the business!

Education: Are you missing out on skilled workers? Data shows that workers without a high school diploma or GED perform as well or better than more educated counterparts. It is an excellent recruiting strategy to open your candidate pool to a wider range of skilled and dedicated workers.

Are you still running short of qualified applicants to fill your openings? Have you considered the following:

- Remote Work
- Flexible Scheduling
- Job Sharing

Examples of employers who are easing job requirements and speeding up hiring procedures:

Darden Restaurants (Parent of Olive Garden): Apply for a job online and Interview in a restaurant within 5 minutes

Waste Management: Truck driver applications went from one hour to 3 minutes to complete

UPS: Reduced its two-week hiring process to less than 30 minutes. Applicants for roles such as driver's helper can answer questions online and get a conditional job offer in 10 minutes or less.

For more information, please visit [Elwood's Business Insights](#).



THE TANK CAR PEOPLE

Union Tank Car Company (UTLX) — a Marmon/Berkshire Hathaway Company — has been part of the Evanston community for more than 35 years. The Evanston facility in Union Center Business Park repairs tank and freight cars with industry-leading repair times.

As a company, UTLX has a rich history in the tank car industry with this year marking the 130th anniversary of their incorporation in 1891. In addition to their robust repair network, their company specializes in tank car leasing and manufacturing services.

“Here at the Union Tank Car Company repair shop in Evanston, we perform full-service repairs to tank and freight railcars,” said Riggen Moon, UTLX Plant Manager. “Our cars can arrive from across North America, but the majority come from the Western and Midwest regions of the U.S.”



“At our shop, we offer a wide range of repair services to provide a fully certified railcar back to our customers in 30 days or less. Our customers rely on us to ensure their tank cars are safe to travel to their destinations, in accordance with requirements from the Federal Railroad Administration (FRA), the Association of American Railroads (AAR) and the U.S. Department of Transportation (DOT).”

Mr. Moon drew a comparison between tank car repair and the automobile business. “Your car needs regular checkups and attention, such as when your tires need to be replaced or your oil is low. Sometimes you need to have part of your car repaired, such as a cracked windshield or chipped paint. There are also specific regulations that cars must meet in order to be safe for the road. Similarly, railcars require regular maintenance, occasional repairs, and need to follow industry regulations.”

The UTLX repair shop plays a vital role in keeping manufacturing and logistics rolling in Evanston and the nation. “Our team provides high-quality repair and maintenance services in a timely manner for our customers’ tank car fleets, which carry the commodities that the U.S. economy depends on,” said Mr. Moon. “The commodities that are transported in our tank cars are essential to the production of many everyday products, including pharmaceuticals, building materials, agricultural products, cleaning products, textiles, paints and inks, electronics, auto parts, and so much more.”

UTLX focuses on training and workforce development. In Evanston, they employ approximately 100 people, and plan to hire more employees in the coming years.

“Training and development are extremely important to UTLX,” said Mr. Moon. “We offer in-house training and certification to meet AAR and UTLX requirements. We have a specialized team that focuses on the training and development of new hires as well as experienced employees. We strive to have our employees certified within three months of employment, and we maximize their skills on the shop floor through experience, whether that be welding, valve rebuilding, or painting.”

“We value practicing safety, pursuing excellence, taking pride in workmanship, owning your responsibilities, and earning trust through your words and actions,” said Mr. Moon. “Together, we work as a team to create a shop environment that reflects these values.”



UTLX is always looking for new team members to join their Evanston repair shop! Check their website for the most current job openings: <https://www.utlx.com/employment-at-utlx/>

“The next time you see a freshly painted tank car rolling down the railroad, know that a lot of hard work and dedication goes into keeping it safely moving, and think of us at UTLX Evanston!” said Mr. Moon.

Local Business Champion Spotlight

Become a Business Champion for the Newsletter!



We showcase a different business or organization each month to provide our partners with information about what you are doing within the community. This is a great way to tell about a recent sponsorship, fundraising event, or what you have been doing throughout the year to make your community better tomorrow than it is today.

It's simple to sign up!

Send us a short write-up, 3-4 photos, your logo, and contact information.

Email us @ swmpnewsletter@gmail.com

-or call-

Jessica @ 307-389-1510



FOREVER FRONTIER

WYOMING IS WIDE OPEN WITH OPPORTUNITY

Wyoming is known to its citizens as a small town with long roads. See how that community atmosphere is fostering opportunities.

Follow along as Josh, Richard, and Rachel—three young adults eager to explore the opportunities available to them in their home state of Wyoming—travel across the territory to talk with business leaders, government officials, mental health professionals, craft beer distillers, and other inspiring Wyomingites. Fueled by the Wyoming Department of Education, Wyoming Workforce Development Council, the Daniels Fund, and Strada Education Network, the stories of these three young people and those of the inspiring professionals they meet show how blazing your own trail in pursuit of self-realization and success is as true of Wyoming today as it was when the state got its start.

If you're a parent, teacher, or student looking for educational resources that will help you dive deeper into the topics and themes in this documentary, check out our [viewing guide](#).

[Click here](#) to watch and enjoy this incredible documentary.



JOB OPPORTUNITIES

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



Thank you to our Sponsor



J.R. Simplot had the inherent ability to see possibilities where others saw obstacles, and the resolve to act on them—helping him turn a one-man farming operation into a global food and agribusiness enterprise. This foresight has driven the J.R. Simplot Company for more than 90 years and helped create a company culture where new ideas have a chance to grow and flourish.

J.R.'s ingenuity and determination set his company on its innovative course. His recipe for success: grab opportunity in even the most challenging environments, look at well-known problems for solutions that no one has thought of before, and work harder than anyone else. He had an easy method for judging the right opportunities: If it's not going to pay off for our customers, it's not going to pay off for us.



The J.R. Simplot Company now has major operations in six countries, and our efforts provide food for people around the world. Although J.R. Simplot will remain forever fixed as the founder, leader and inspiration of the company that bears his name, he would be the first to point out that scores of dedicated employees contributed mightily – and still do – to the success of the organization. Our Core Values – Passion for People, Spirit of Innovation, and Respect for Resources – are as relevant now as they were when J.R. began this journey almost 100 years ago. Today, the J.R. Simplot Company has an integrated portfolio that includes phosphate mining, fertilizer manufacturing, farming, ranching and cattle production, food processing and packaging plant, food service brands, and other enterprises related to agriculture. Simplot is based in Boise, Idaho with major operations in the U.S., Canada, Mexico, Australia, and China. The company distributes products to more than 40 countries worldwide.



Simplot's Rock Springs fertilizer plant is a key element to the company's efforts. It began production in 1986 and has been a committed and reliable employer in Sweetwater County, celebrating 35 years in 2021. With expansions done in 1996, 1999, 2014, and most recently in 2017 with the addition of a state-of-the-art Ammonia Processing Plant and tie-in package, Simplot has a significant impact on our local economy. There are 286 local residents currently employed and contracts held with additional companies for onsite services in

our community. The Rock Springs plant manufactures and distributes nitrogen and phosphate fertilizer products, anhydrous ammonia, fluoride, and super phosphoric acid to distribute throughout the world; primarily in North America and Australia.

Significant contributors to the facility's ongoing success include a focus on safety, environmental stewardship, community involvement, our highly skilled workforce, and commitment to our values. Today, Simplot is one of North America's major suppliers of crop nutrition. Our Mining and Manufacturing operations are key to this success, building a complementary distribution system to capitalize on our unique phosphate position to achieve Simplot's mission of "Bringing Earth's Resources to Life."



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



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Get In Touch

