

PURPOSE

Creating new opportunities for current and future generations of Wyomingites by **ADDING VALUE** to Wyoming's core industries and **LEVERAGING** them to **ACTIVATE** new economic sectors

VISION

Realize diverse, broad and lasting growth so that Wyoming can prosper no matter the economic climate or status of individual sectors

ADD VALUE

TO CORE INDUSTRIES

natural resources | tourism and outdoor recreation | agriculture

- Drive **innovation** to create new markets for Wyoming extracted and grown goods
- Increase access to domestic and international **export markets** for core industries
- Foster **startups** in core industries
- **Recruit** companies and offices that employ highly-skilled and highly-educated workforce in core sectors
- Use Wyoming's advantages in tourism and outdoor recreation to attract **workforce**
- Encourage development of new **technology** to create new expansion opportunities
- Transform **disruption** into new economic opportunity

ACTIVATE

NEW ECONOMIC SECTORS

healthcare | financial, scientific and professional services | digital and technology | arts and culture | advanced manufacturing

- Create a vibrant community of **startups** and **investors** and **capital**
- Develop a culture of **innovation** that attracts transformative companies and people to Wyoming
- Help existing knowledge, creative and advanced manufacturing businesses **expand**
- **Market** Wyoming's knowledge, creative, and advanced manufacturing economy
- **Recruit** companies in new sectors
- Invest in **amenities** like downtowns, connectivity and recreation that draw and retain knowledge, creative and advanced manufacturing workforce

LEVERAGE

LOCAL ECONOMIC DEVELOPMENT

- Foster a culture of regional **connectedness** among communities
- Empower communities to **sustainably** develop their unique economies
- Work with partners to develop effective approaches to economic and community development in **rural communities**

PARTNERSHIPS

- **Coordinate** inter-agency plans and programming
- **Align** advisory and ad-hoc boards
- Increase **communication** across partnerships
- Increase alignment and **clarity** of roles and shared objectives

INVESTMENTS AND SERVICES

- Revise **programs** to create **investments** with expected and measured return
- Develop **services** that clearly meet the needs of business, industry and partners
- Regularly review **performance** and adjust the portfolio and budget accordingly

EXPERTISE

- **Leverage industrial expertise** to add value core industries and activate new ones
- Increase functional **expertise** in key areas of economic development: innovation, supply chain, start-ups, workforce, amenities, infrastructure, business recruiting, finance

WHO WE SERVE

businesses

provide individualized support, connection and tools that help businesses grow and thrive in changing markets and economies

entrepreneurs and startups

cultivate and provide the culture, networking opportunities and resources that help entrepreneurs start and grow businesses in Wyoming

industry

develop and provide connections to resources and enablers like workforce, innovation, research and training that help target industries expand

communities

deliver accessible services, tools, opportunities and amenities that enable growth of local economies and participation in global economies

CURRENT AND FUTURE GENERATIONS OF WYOMINGITES

FINANCE & PROFESSIONAL JOBS FOR WYOMING'S FUTURE

Important Skill Clusters & Occupations

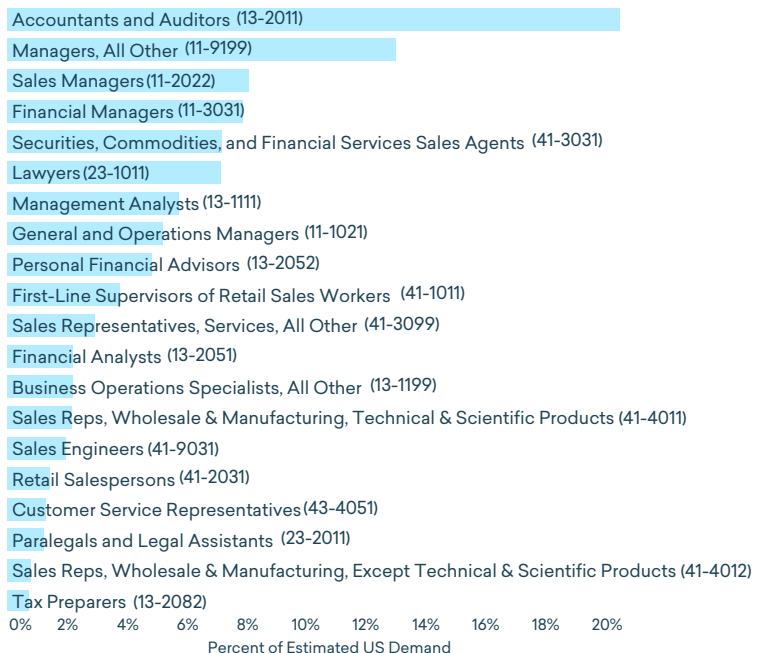
Top Skill Cluster Roles



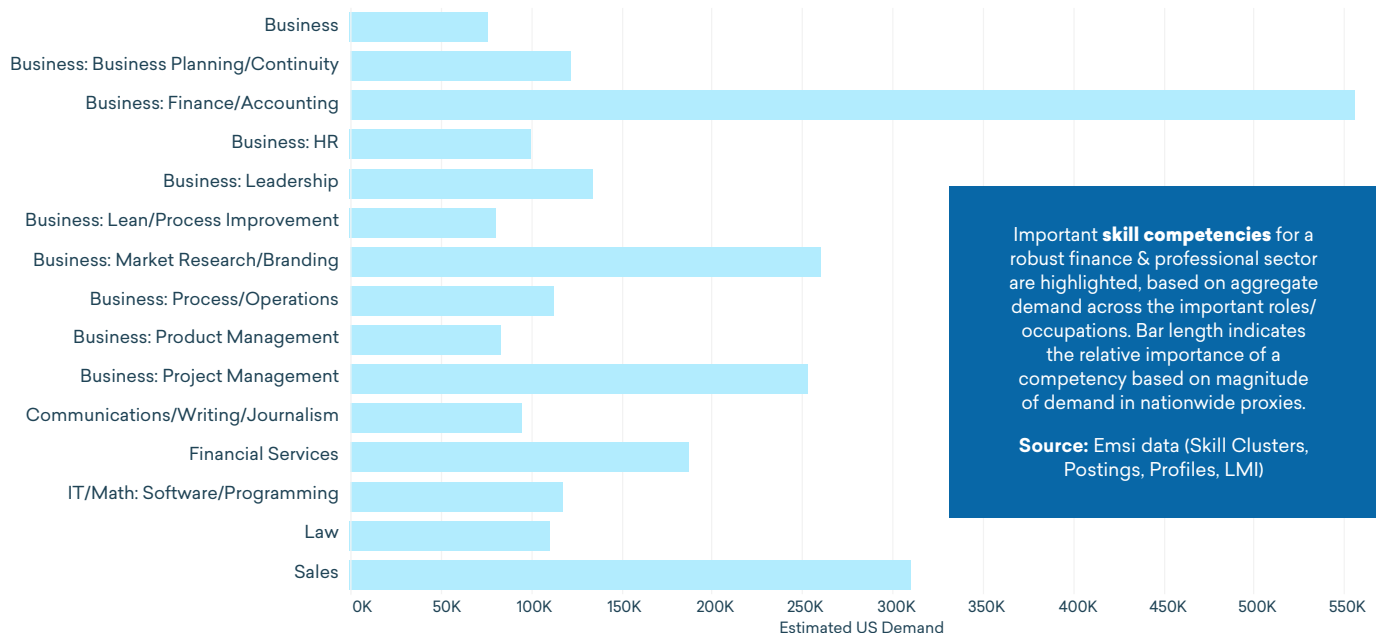
Important **roles** for developing Wyoming's finance & professional sector were identified from skill clusters based on analysis of job postings data. Demand was based on a nationwide review of representative industries, and indicates the relative importance of different roles. Roles are related to different **occupations** that were aggregated to describe needs in terms of BLS standard **occupations** (SOCs).

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

Top Occupations in Skill Cluster Roles



Important Competencies



Important **skill competencies** for a robust finance & professional sector are highlighted, based on aggregate demand across the important roles/occupations. Bar length indicates the relative importance of a competency based on magnitude of demand in nationwide proxies.

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

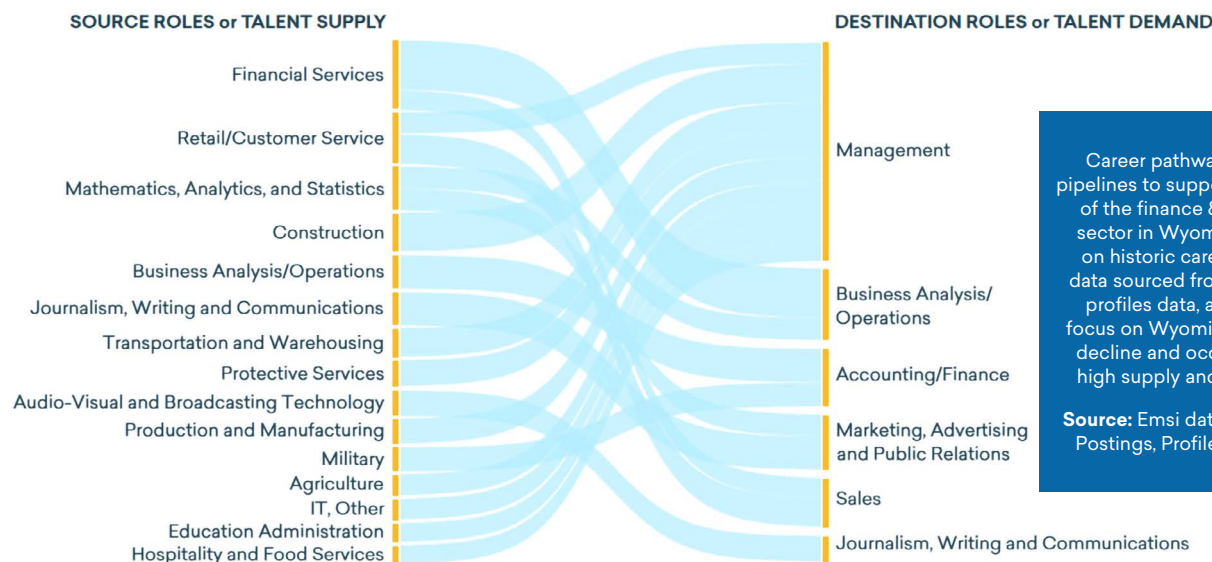
Educational Resources & Needs

Important Occupations (SOCs) for Development of the Finance & Professional Sector	No. of Programs (WY)	Current Annual Gap (WY)	Typical Edu- cation Level (US)
Accountants and Auditors (13-2011)	4	123	Bachelor's
Lawyers (23-1011)	6	-16	Doctoral or Professional
Managers, All Other (11-9199)	33	-102	Bachelor's
Sales Managers (11-2022)	9	10	Bachelor's
Financial Managers (11-3031)	4	28	Bachelor's
Securities, Commodities & Financial Services Sales Agents (41-3031)	1	18	Bachelor's
Marketing Managers (11-2021)	8	5	Bachelor's
Computer Occupations, All Other (15-1199)	27	-2	Bachelor's
Management Analysts (13-1111)	9	37	Bachelor's
General and Operations Managers (11-1021)	15	126	Bachelor's
Personal Financial Advisors (13-2052)	1	22	Bachelor's
First-Line Supervisors of Retail Sales Workers (41-1011)	2	211	Some College
Computer and Information Systems Managers (11-3021)	12	11	Bachelor's
Sales Representatives, Services, All Other (41-3099)	1	70	Bachelor's
Paralegals and Legal Assistants (23-2011)	1	39	Bachelor's
Financial Analysts (13-2051)	3	8	Bachelor's
Business Operations Specialists, All Other (13-1199)	17	46	Bachelor's
Sales Reps, Wholesale & Manufacturing, Technical & Scientific Products (41-4011)	0	16	Bachelor's
Sales Engineers (41-9031)	1	11	Bachelor's
Market Research Analysts and Marketing Specialists (13-1161)	12	13	Bachelor's

Important Occupations for a robust finance & professional sector were ranked and mapped to existing higher education programs in Wyoming. Shading indicates important areas with few existing programs available in the state. The Current Annual Gap (WY) indicates estimated number of annual openings in excess of annual supply (completions) for each occupation in Wyoming*, and Typical Education Level indicates typical educational expectations for hiring in the occupation.

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI, *Program Demand Gap Analysis)

Talent Sources & Retraining Pathways



Career pathways and talent pipelines to support development of the finance & professional sector in Wyoming are based on historic career transitions data sourced from professional profiles data, and refined to focus on Wyoming industries in decline and occupations with high supply and low demand.

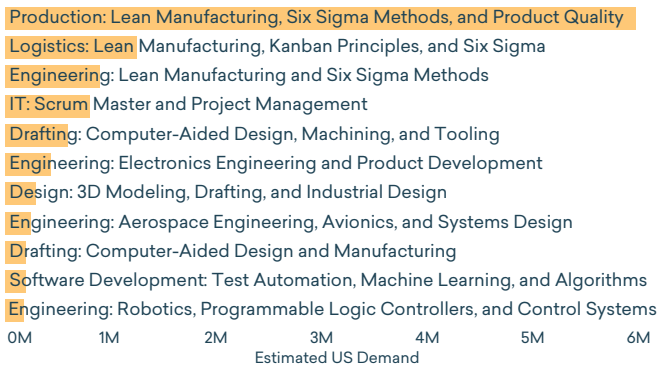
Source: Emsi data (Skill Clusters, Postings, Profiles, LMI, PDGA)



ADVANCED MANUFACTURING JOBS FOR WYOMING'S FUTURE

Important Skill Clusters & Occupations

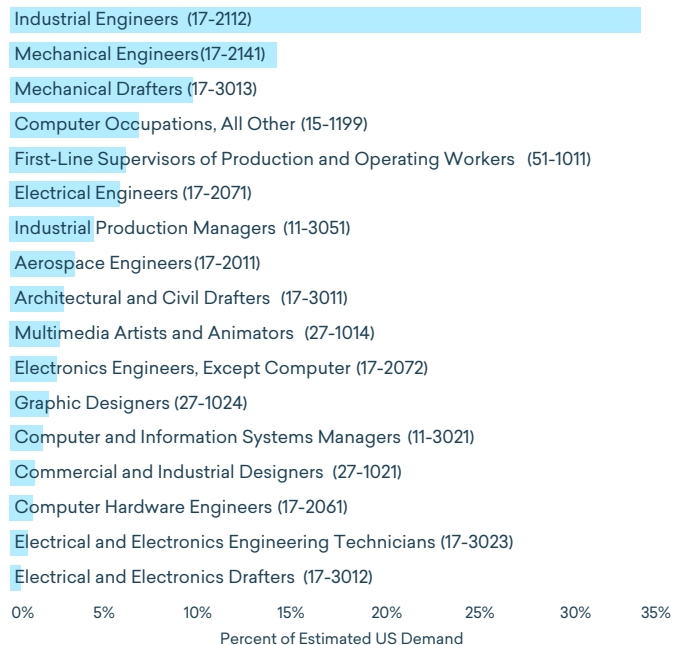
Top Skill Cluster Roles



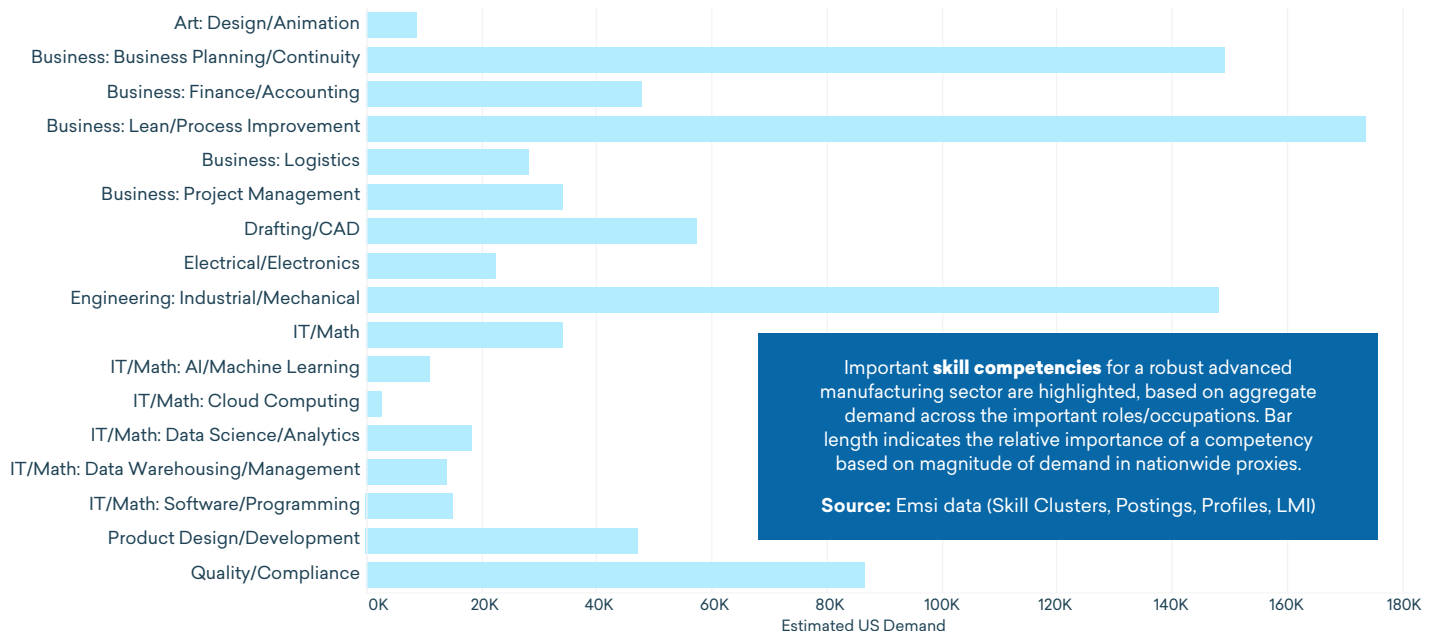
Important **roles** for developing Wyoming's advanced manufacturing sector were identified from skill clusters based on analysis of job postings data. Demand was based on a nationwide review of representative industries, and indicates the relative importance of different roles. Roles are related to different **occupations** that were aggregated to describe needs in terms of BLS standard **occupations** (SOCS).

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Top Occupations in Skill Cluster Roles



Important Competencies



Important **skill competencies** for a robust advanced manufacturing sector are highlighted, based on aggregate demand across the important roles/occupations. Bar length indicates the relative importance of a competency based on magnitude of demand in nationwide proxies.

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

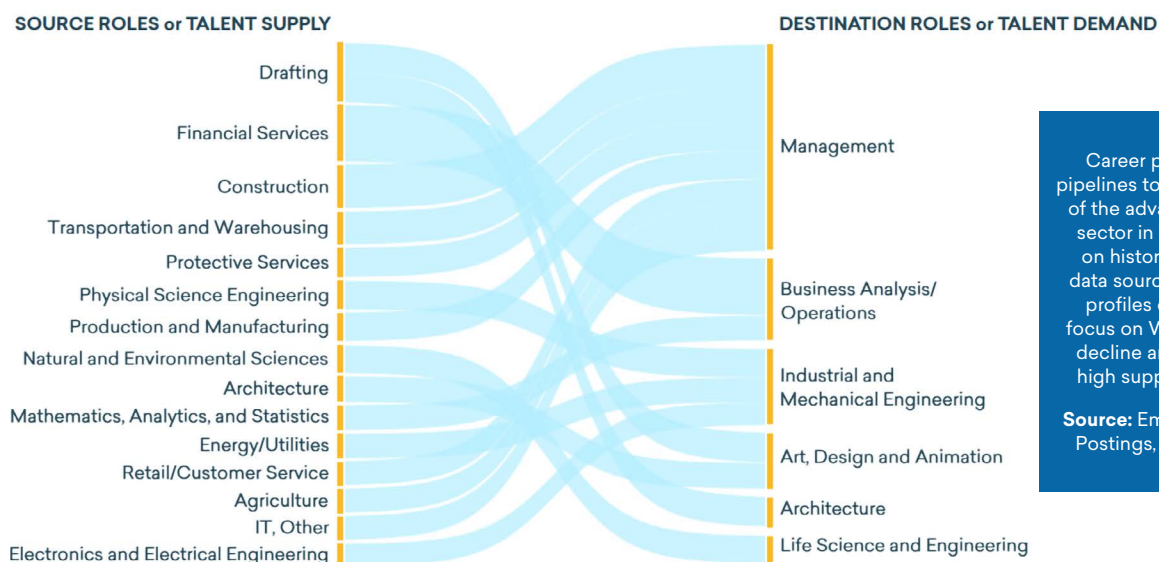
Educational Resources & Needs

Important Occupations (SOCs) for Development of the Advanced manufacturing Sector	No. of Programs (WY)	Current Annual Gap (WY)	Typical Edu- cation Level (US)
Industrial Engineers (17-2112)	2	10	Bachelor's
Chemists (19-2031)	3	-2	Bachelor's
Mechanical Engineers (17-2141)	3	-1	Bachelor's
Mechanical Drafters (17-3013)	3	4	Bachelor's
Architectural and Civil Drafters (17-3011)	3	16	Bachelor's
Computer Occupations, All Other (15-1199)	27	-2	Bachelor's
Architects, Except Landscape and Naval (17-1011)	0	6	Bachelor's
Chemical Engineers (17-2041)	4	-1	Bachelor's
First-Line Supervisors of Production & Operating Workers (51-1011)	2	90	High School
Electrical Engineers (17-2071)	3	5	Bachelor's
Management Analysts (13-1111)	9	37	Bachelor's
Chemical Technicians (19-4031)	2	15	Bachelor's
Industrial Production Managers (11-3051)	7	12	Bachelor's
Managers, All Other (11-9199)	33	-102	Bachelor's
Medical Scientists, Except Epidemiologists (19-1042)	11	1	Doctoral or Professional
Environmental Engineers (17-2081)	9	5	Bachelor's
Purchasing Managers (11-3061)	1	3	Bachelor's
Maintenance and Repair Workers, General (49-9071)	11	72	High School
Aerospace Engineers (17-2011)	3	-1	Bachelor's
Logisticians (13-1081)	0	21	Bachelor's

Important Occupations for a robust advanced manufacturing sector were ranked and mapped to existing higher education programs in Wyoming. Shading indicates important areas with few existing programs available in the state. The Current Annual Gap (WY) indicates estimated number of annual openings in excess of annual supply (completions) for each occupation in Wyoming*, and Typical Education Level indicates typical educational expectations for hiring in the occupation.

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Talent Sources & Retraining Pathways



Career pathways and talent pipelines to support development of the advanced manufacturing sector in Wyoming are based on historic career transitions data sourced from professional profiles data, and refined to focus on Wyoming industries in decline and occupations with high supply and low demand.

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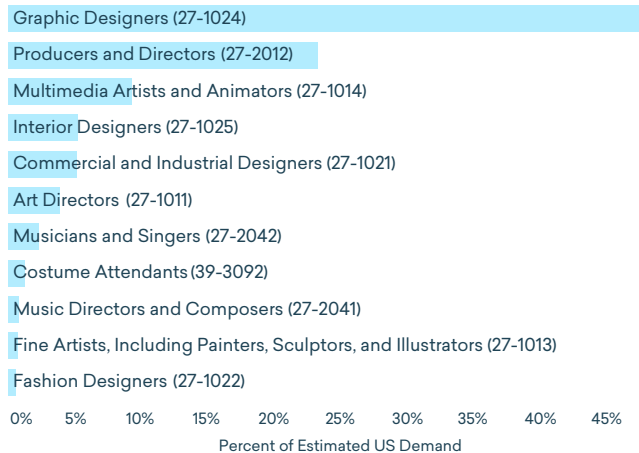
ARTS & CULTURE JOBS FOR WYOMING'S FUTURE

Important Skill Clusters & Occupations

Top Skill Cluster Roles



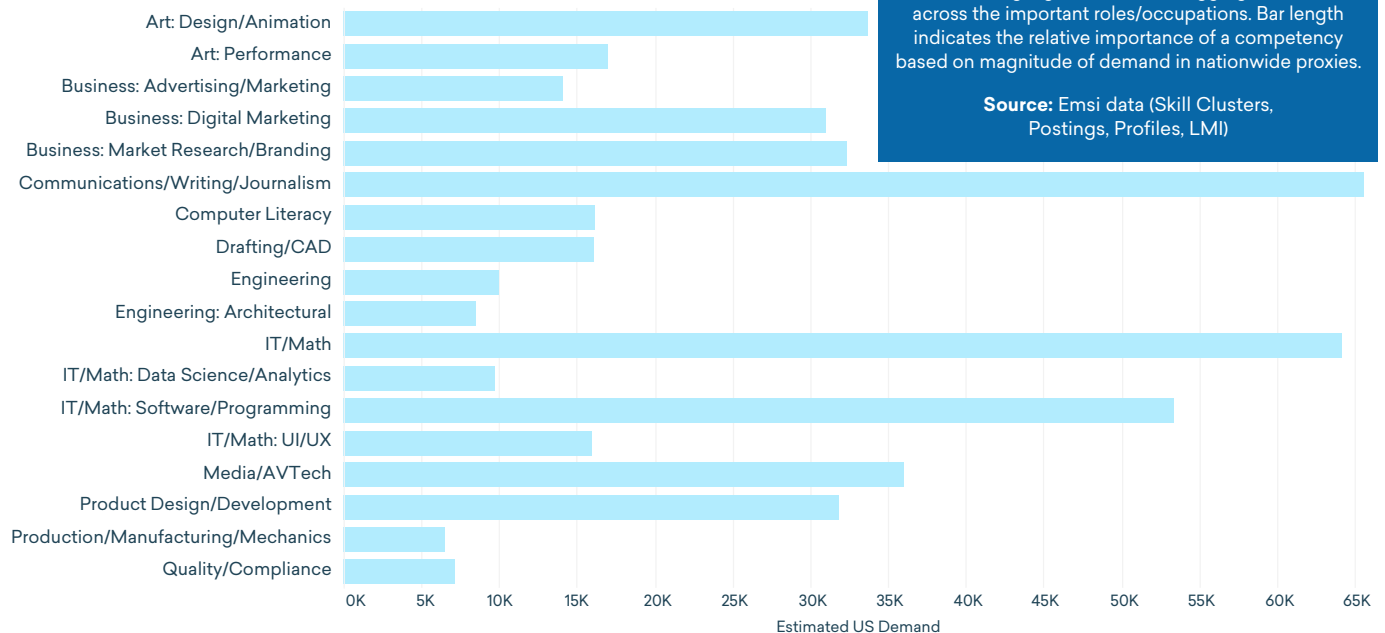
Top Occupations in Skill Cluster Roles



Important **roles** for developing Wyoming's arts & culture sector were identified from skill clusters based on analysis of job postings data. Demand was based on a nationwide review of representative industries, and indicates the relative importance of different roles. Roles are related to different **occupations** that were aggregated to describe needs in terms of BLS standard **occupations** (SOCS).

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

Important Competencies



Important **skill competencies** for a robust arts & culture sector are highlighted, based on aggregate demand across the important roles/occupations. Bar length indicates the relative importance of a competency based on magnitude of demand in nationwide proxies.

Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

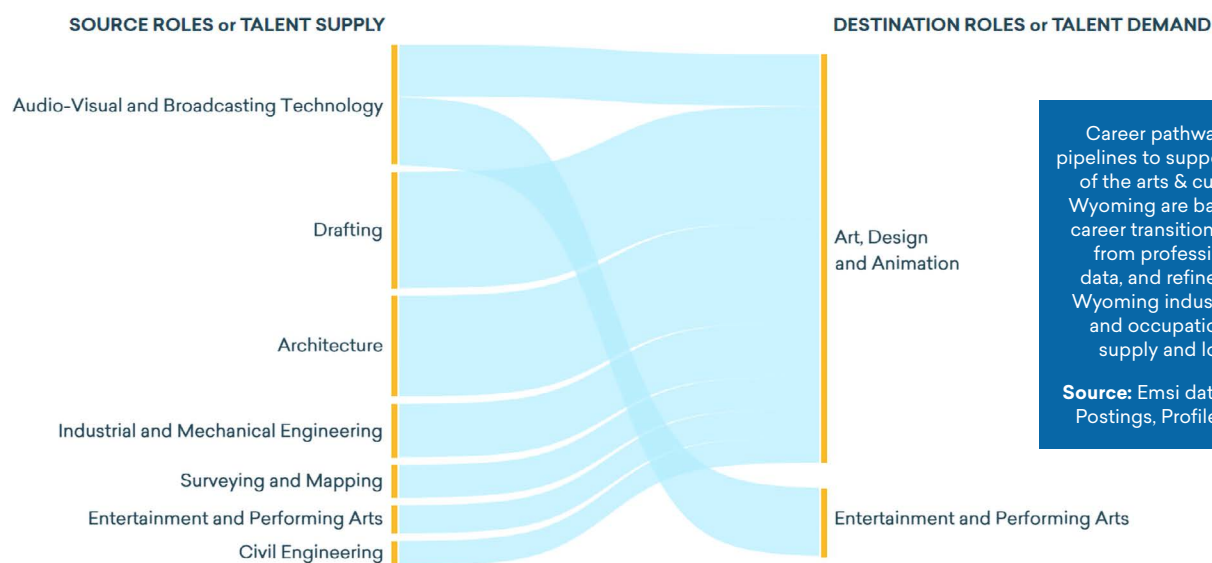
Educational Resources & Needs

Important Occupations (SOCs) for Development of the Arts & Culture Sector	No. of Programs (WY)	Current Annual Gap (WY)	Typical Edu- cation Level (US)
Graphic Designers (27-1024)	7	15	Bachelor's
Producers and Directors (27-2012)	10	4	Bachelor's
Multimedia Artists and Animators (27-1014)	6	2	Bachelor's
Interior Designers (27-1025)	0	6	Bachelor's
Commercial and Industrial Designers (27-1021)	6	6	Bachelor's
Art Directors (27-1011)	6	4	Bachelor's
Musicians and Singers (27-2042)	6	1	Bachelor's
Costume Attendants (39-3092)	2	1	Some College, No Degree
Music Directors and Composers (27-2041)	7	3	Bachelor's
Fine Artists, Including Painters, Sculptors, and Illustrators (27-1013)	4	4	Bachelor's
Fashion Designers (27-1022)	1	1	Bachelor's
Set and Exhibit Designers (27-1027)	6	2	Bachelor's
Dancers (27-2031)	4	2	Some College, No Degree
Makeup Artists, Theatrical and Performance (39-5091)	3	0	Some College, No Degree
Actors (27-2011)	3	3	Bachelor's
Models (41-9012)	0	1	Some College, No Degree
Craft Artists (27-1012)	3	4	Bachelor's

Important Occupations for a robust arts & culture sector were ranked and mapped to existing higher education programs in Wyoming. Shading indicates important areas with few existing programs available in the state. The Current Annual Gap (WY) indicates estimated number of annual openings in excess of annual supply (completions) for each occupation in Wyoming*, and Typical Education Level indicates typical educational expectations for hiring in the occupation.

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Talent Sources & Retraining Pathways



Career pathways and talent pipelines to support development of the arts & culture sector in Wyoming are based on historic career transitions data sourced from professional profiles data, and refined to focus on Wyoming industries in decline and occupations with high supply and low demand.

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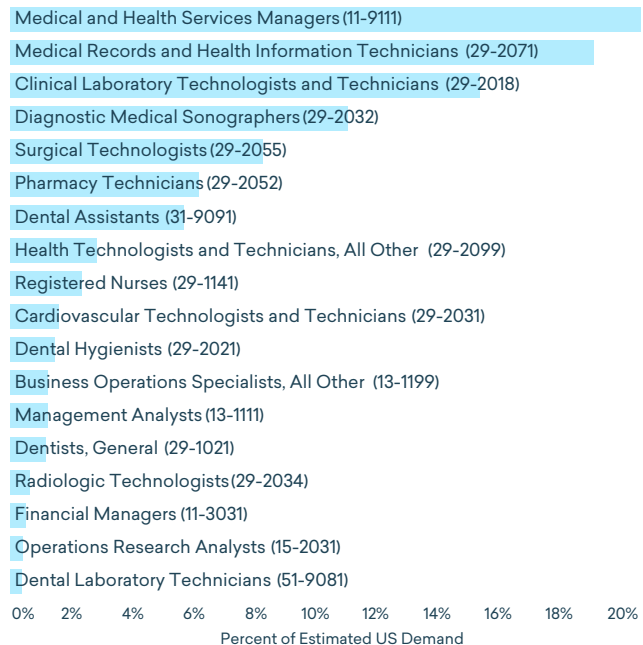
HEALTHCARE JOBS FOR WYOMING'S FUTURE

Important Skill Clusters & Occupations

Top Skill Cluster Roles



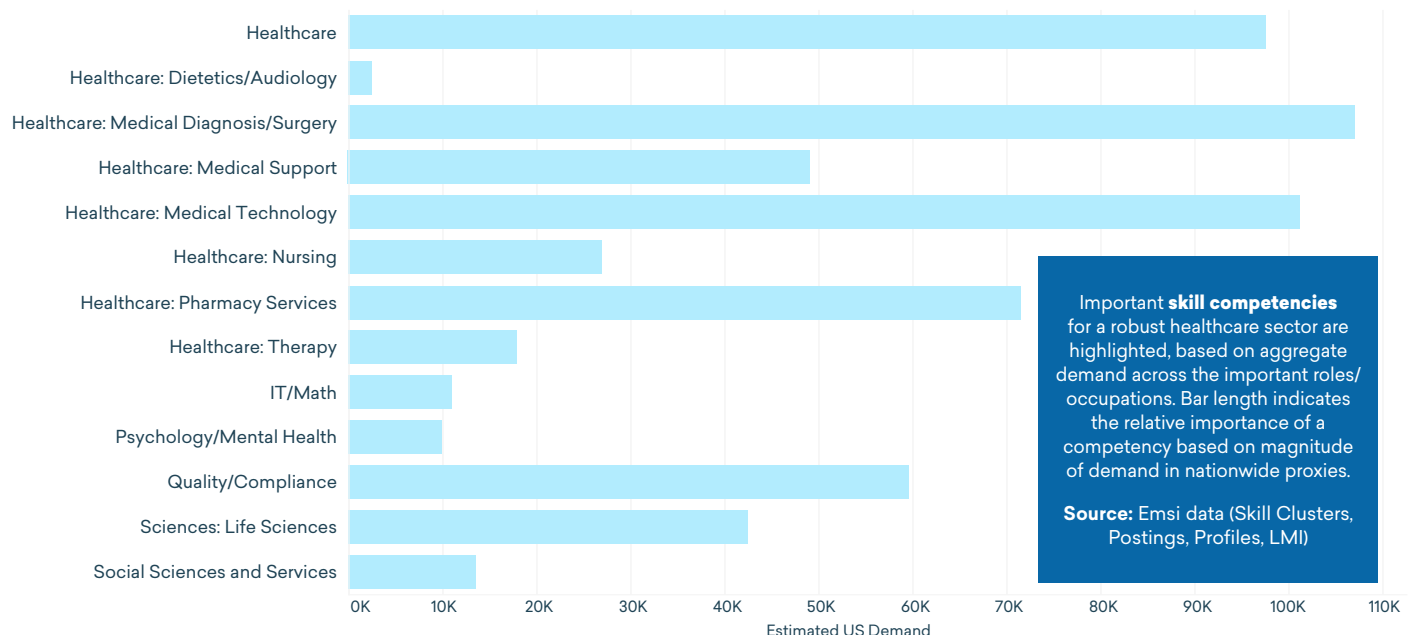
Top Occupations in Skill Cluster Roles



Important **roles** for developing Wyoming's healthcare sector were identified from skill clusters based on analysis of job postings data. Demand was based on a nationwide review of representative industries, and indicates the relative importance of different roles. Roles are related to different **occupations** that were aggregated to describe needs in terms of BLS standard **occupations** (SOCs).

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Important Competencies



Important **skill competencies** for a robust healthcare sector are highlighted, based on aggregate demand across the important roles/occupations. Bar length indicates the relative importance of a competency based on magnitude of demand in nationwide proxies.

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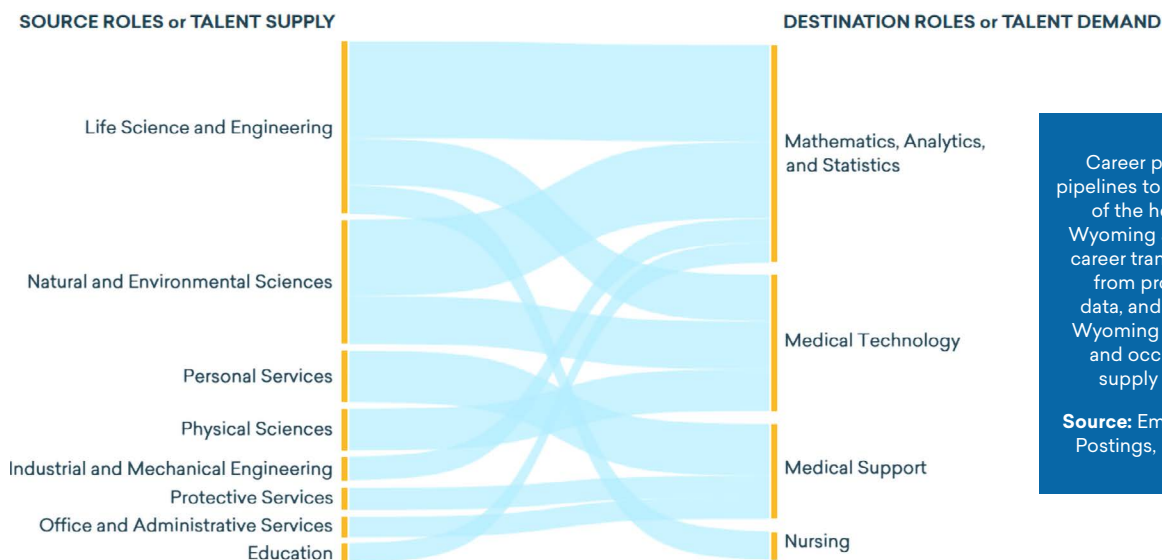
Educational Resources & Needs

Important Occupations (SOCs) for Development of the Healthcare Sector	No. of Programs (WY)	Current Annual Gap (WY)	Typical Education Level (US)
Medical and Health Services Managers (11-9111)	8	18	Bachelor's
Medical Records and Health Information Technicians (29-2071)	6	15	Some College
Clinical Laboratory Technologists and Technicians (29-2018)	8	19	Bachelor's
Diagnostic Medical Sonographers (29-2032)	2	0	Associate Degree
Surgical Technologists (29-2055)	3	11	Some College
Statisticians (15-2041)	8	-3	Bachelor's
Pharmacy Technicians (29-2052)	3	29	Some College
Phlebotomists (31-9097)	3	15	Some College
Health Technologists and Technicians, All Other (29-2099)	6	4	Some College
Dental Assistants (31-9091)	2	56	Some College
Medical Assistants (31-9092)	10	56	Some College
Registered Nurses (29-1141)	4	208	Bachelor's
Veterinary Technologists and Technicians (29-2056)	3	7	Some College
Cardiovascular Technologists and Technicians (29-2031)	1	3	Associate Degree
Dental Hygienists (29-2021)	1	-13	Associate Degree
Business Operations Specialists, All Other (13-1199)	17	46	Bachelor's
Management Analysts (13-1111)	9	37	Bachelor's
Dentists, General (29-1021)	1	15	Doctoral or Professional
Healthcare Support Workers, All Other (31-9099)	2	15	Some College
Computer and Information Research Scientists (15-1111)	6	0	Bachelor's

Important Occupations for a robust healthcare sector were ranked and mapped to existing higher education programs in Wyoming. Shading indicates important areas with few existing programs available in the state. The Current Annual Gap (WY) indicates estimated number of annual openings in excess of annual supply (completions) for each occupation in Wyoming*, and Typical Education Level indicates typical educational expectations for hiring in the occupation.

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Talent Sources & Retraining Pathways



Career pathways and talent pipelines to support development of the healthcare sector in Wyoming are based on historic career transitions data sourced from professional profiles data, and refined to focus on Wyoming industries in decline and occupations with high supply and low demand.

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DIGITAL & TECHNOLOGY JOBS FOR WYOMING'S FUTURE

Important Skill Clusters & Occupations

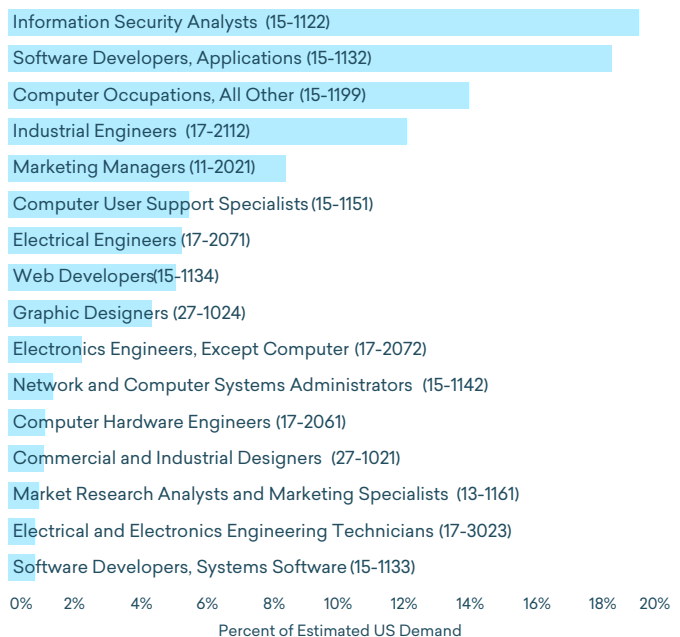
Top Skill Cluster Roles



Important **roles** for developing Wyoming's digital & technology sector were identified from skill clusters based on analysis of job postings data. Demand was based on a nationwide review of representative industries, and indicates the relative importance of different roles. Roles are related to different **occupations** that were aggregated to describe needs in terms of BLS standard **occupations** (SOCs).

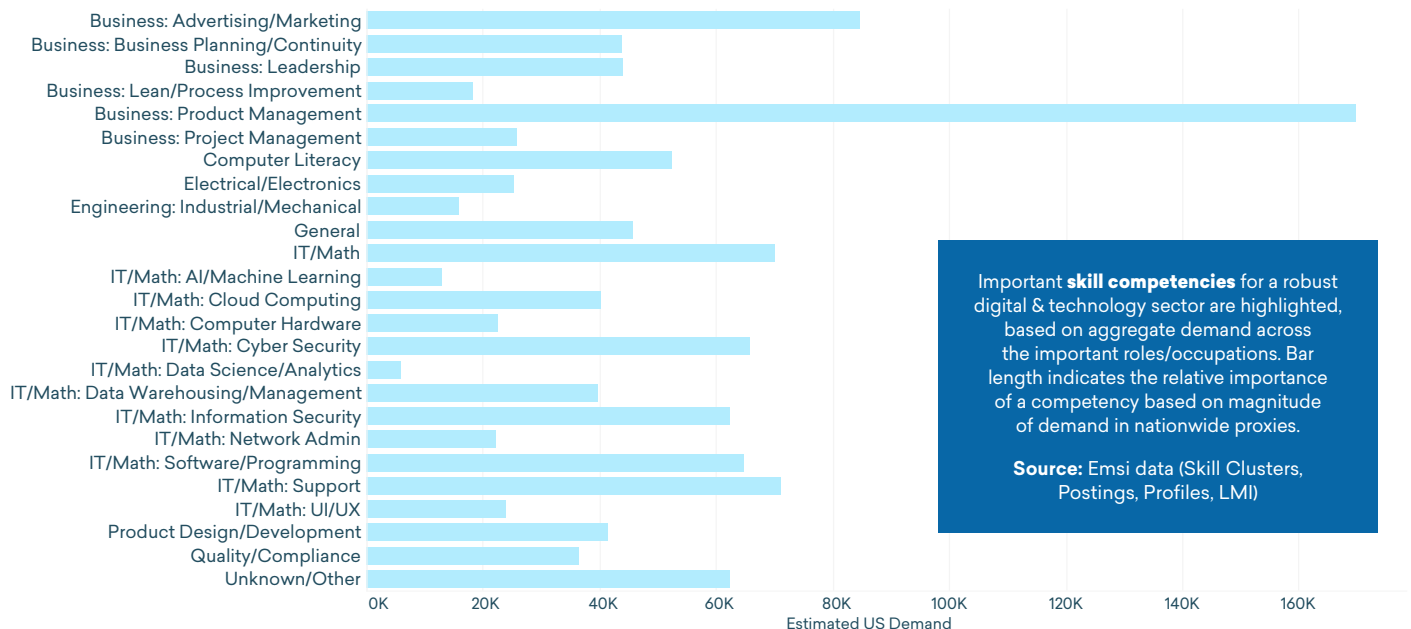
Source: Emsi data (Skill Clusters, Postings, Profiles, LMI)

Top Occupations in Skill Cluster Roles



Percent of Estimated US Demand

Important Competencies



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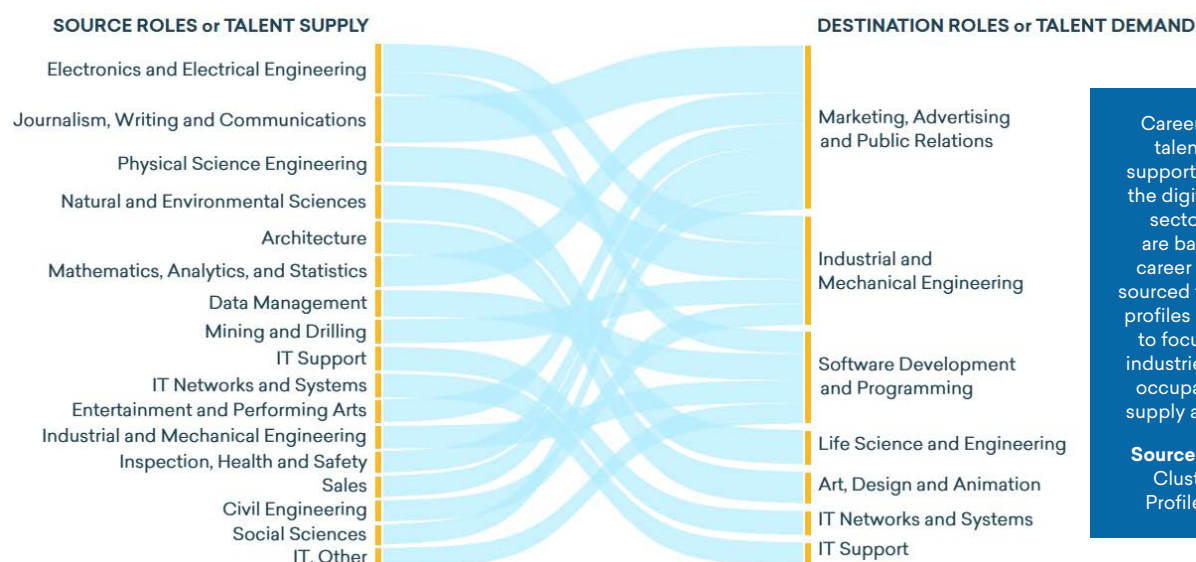
Educational Resources & Needs

Important Occupations (SOCs) for Development of the Digital & Technology Sector	No. of Programs (WY)	Current Annual Gap (WY)	Typical Edu- cation Level (US)
Computer and Information Research Scientists (15-1111)	6	0	Bachelor's
Database Administrators (15-1141)	6	8	Bachelor's
Information Security Analysts (15-1122)	7	3	Bachelor's
Software Developers, Applications (15-1132)	7	19	Bachelor's
Computer Occupations, All Other (15-1199)	27	-2	Bachelor's
Industrial Engineers (17-2112)	2	10	Bachelor's
Mechanical Drafters (17-3013)	3	4	Bachelor's
Statisticians (15-2041)	8	-3	Bachelor's
Marketing Managers (11-2021)	8	5	Bachelor's
Computer User Support Specialists (15-1151)	13	30	Bachelor's
Electrical Engineers (17-2071)	3	5	Bachelor's
Web Developers (15-1134)	8	9	Bachelor's
Architectural and Civil Drafters (17-3011)	3	16	Bachelor's
Medical Scientists, Except Epidemiologists (19-1042)	11	1	Doctoral or Professional
Graphic Designers (27-1024)	7	15	Bachelor's
Mechanical Engineers (17-2141)	3	-1	Bachelor's
Computer and Information Systems Managers (11-3021)	12	11	Bachelor's
Electronics Engineers, Except Computer (17-2072)	2	2	Bachelor's
Electrical and Electronics Drafters (17-3012)	3	2	Bachelor's
Biological Scientists, All Other (19-1029)	10	0	Bachelor's

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Talent Sources & Retraining Pathways



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House of ENDOW

ENDOW aims to promote broad, lasting economic growth at the state and local levels. ENDOW is an opportunity to take the reins and realize a future where our state can prosper no matter what the economic climate or trend in commodity prices.

We have envisioned the structure of ENDOW as a house. This visual representation is intended to help communicate our plans and guide our work. The aspirations and actions of our 20-Year Economic Diversification Strategy – detailed in the next section of this document – are organized around this structure.

Five Building Blocks serve as the foundation of ENDOW: Workforce and Education, Health and Quality of Life, Infrastructure, Entrepreneurial Ecosystem, and State Capabilities. These Building Blocks support and fuel the pillars of ENDOW: Advanced Manufacturing, Agriculture (Sustainable Harvest), Knowledge and Creative (Healthcare, Financial Services, Digital, Arts and Cultural), Natural Resources, and Tourism and Recreation.

It is these Engines that will create economic opportunity and job growth and shelter Wyoming from future economic volatility over time. The Building Blocks are absolutely essential for the next-generation engines to thrive and prosper. If we do not invest in them, Wyoming's economic engines, existing or prospective, will struggle, sputter or fail.

