



Federal Program Year 2014 State Fiscal Year 2015

KANSASWORKS Annual Report



State of Kansas
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Department of Commerce
Michael Copeland, Interim Secretary

KANSASWORKS State Board
Ken Daniel, Chair

Division of Workforce Services



Interim Secretary, Michael Copeland

The Kansas Department of Commerce, Workforce Services Division, in collaboration with a multitude of partners, is proud to present the Federal Program Year 2014 and State Fiscal Year 2015 annual report. The accompanying report reflects upon opportunities created for Kansans despite challenges encountered during the current economic conditions. Workforce Services focuses on collaborative and innovative initiatives to achieve the overall mission of the **KANSASWORKS** State Board, Local Workforce Investment Boards, workforce service professionals, state agency and community partners, which result in job creation and economic growth for Kansas.

Workforce Services professionals, along with our partners, continue to provide innovative approaches to ensure the Title I Workforce Investment Act (WIA) funds are used to produce effective programs resulting in a skill ready workforce. Kansas continues to enhance system needs for both job seekers and employers to supply access to a variety of services, WIA included.

Kansas is proud to be an associated partner with the America's Job Link Alliance (AJLA), which is the host of the **KANSASWORKS** system. AJLA consists of a consortium of workforce agencies dedicated to providing powerful, affordable workforce development systems. Collaborating and sharing resources allows AJLA to deliver its members the best possible return on investment while simultaneously providing a versatile system capable of a multitude of data and reporting venues. Kansas provides partners with a comprehensive foundation allowing employers, job seekers and workforce professionals to connect. Ultimately, the benefit for the partner results in aligned training with expanded job opportunities focused on a skilled workforce.

Because of these extended collaborative relationships, Workforce Services, along with our partners, provide the highest quality of services to Kansas businesses and individuals. Workforce Service's priority is to continue to provide these quality services, while implementing innovative approaches. Therefore, I am proud to present the following annual report to the United States Department of Labor on behalf of the Kansas Department of Commerce, State and Local Workforce Investment Boards and state agency and community partners.

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Introduction

Workforce Investment Act Services

The Workforce Investment Act of 1998 (WIA) provided the framework for a national workforce training and employment system designed to meet the needs of business and job candidates wishing to further their careers. The most important aspect of the law was its focus on providing easy access, information and services through a “One-Stop” system empowering customers to obtain training, education, and employment services at a single neighborhood location. This program is federally funded and is designed to serve targeted populations. The Workforce Innovation and Opportunity Act (WIOA) of 2014 replaces WIA and will require Commerce to partner with Adult Education, Vocational Rehabilitation, Wagner-Peyser and Local Workforce Development Boards to establish an integrated workforce system designed to meet the needs of job seekers most in need of services as well as employers. WIOA takes effect July 1, 2016.

Federally funded workforce services are delivered through workforce centers, some of which meet the definition of “one-stop” centers located across Kansas. The one-stop centers provide job candidates all necessary job search services in one location. As job seekers, Kansans may access various labor exchange and assessment services or if qualified may access intensive training and related services. Services for Kansas employers are available as well and include recruitment, assessment, testing and screening of qualified employees.

Partners in the centers include representatives from the Kansas Department for Children and Families for Vocational Rehabilitation programs and the with Unemployment Insurance information. In total, Kansas has 22 full- or part-time locations across the state delivering services to Kansas job candidates and employers.

Accessibility of Services to Kansans

Universal access is available to all employers and Kansans for labor exchange, labor recruitment, assessment, testing, and screening services. Qualified access to intensive training and related services is provided to eligible Kansans under the guidance and direction of the local workforce investment board. Specialized placement and job location assistance is available to targeted populations such as veterans, those displaced from work because of foreign competition and migrant and seasonal farm workers.

Statewide Roles

The Department of Commerce is responsible for administration of labor exchange, labor recruitment, general assessment, testing, and screening services for employers and job seekers. The Local Workforce Investment Board establishes policy, eligibility guidelines, and provides the designated administrative entity with any

guidance needed to ensure successful Workforce Investment Act (WIA) training program administration within the region. Commerce, the local board and/or its designated agents, and other partners work collaboratively within a one-stop environment to deliver these services to employers and jobseekers.

Workforce Services Mission and Vision

Workforce Services mission is to enhance economic prosperity for Kansans by assisting individuals to develop necessary skills to obtain/maintain employment and employers develop and maintain a qualified workforce.

The vision of the Workforce Services Division is to “provide workforce solutions to Kansas businesses and job seekers”. The division’s mission and vision are supported by the following core values or guiding principles:

- 1) Collaborate effectively with partners
- 2) Focus limited resources to maximize the impact on the Kansas Economy
- 3) Develop a sustainable workforce.

The Workforce Services Division links businesses, job candidates and educational institutions to ensure employers can find skilled workers. The division accomplishes this through partnerships with Local Workforce Investment Boards and other agencies. By collaborating with the Kansas Board of Regents, state universities as well as community and technical colleges have the flexibility to tailor curriculum to the needs of Kansas businesses. The result is an integrated, demand-driven statewide network in which workers receive job-specific training and Kansas businesses find the trained employees they need.

Employment services are provided to employers and job candidates electronically or through the Workforce Centers. These employer-driven services include recruiting skilled workers, screening and assessing job candidates and identifying individuals needing skill enhancement. The division has two main organizational units: Training Services and Employment Services. The strategic plan focuses on the following goals for this fiscal year:

- 1) Increase the effective use of **KANSASWORKS** with a focus on technology.
- 2) Develop and implement a division-wide staff-training program.
- 3) Increase deliverables (as defined by industry groups) to support the state’s critical industries.
- 4) Deliver a certified workforce to Kansas employers.
- 5) Encourage and collaborate with the **KANSASWORKS** State Board to increase their leadership role in advancing Kansas’ public workforce system.
- 6) Increase production in public postsecondary

system to align with Kansas critical industries.

Statewide Overview of Services

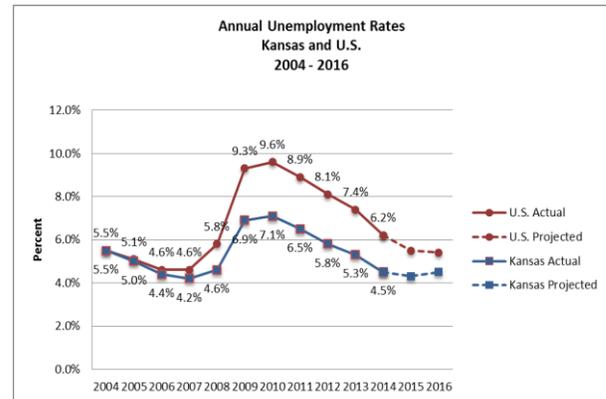
The Workforce Investment Act of 1998 (WIA) provides the framework for a national workforce preparation and employment system designed to meet the needs of business and job candidates wishing to further their careers. The most important aspect of the law is its focus on providing easy access, information and services through a “One-Stop” system empowering customers to obtain training, education, and employment services at a single neighborhood location. This program is federally funded and is designed to serve targeted populations.

WIA services continue to improve the skills of Kansas workers. Through workforce centers and the well-established One-Stop system, local workforce investment boards and their partner agencies provided services to 164,890 adult participants, 1,341 dislocated worker participants and 1,101 youth participants in fiscal year 2015. Of the 165,576 Adults who accessed services through the One Stop system, 159,354 were “self-serve.”

Local Boards and their partners, working through the One-Stop system, provided services to 160,725 total adult participants, with 159,942 Kansans receiving self-services either through workforce centers or electronically across the state. The Adult program provided 6,680 Kansans with service beyond the self-service level. The State served 1,336 Dislocated Worker participants, and 1,101 Youth participants received services.

The unemployment rate is a frequently cited economic statistic because it shows how many people want a job and cannot find one. The unemployment rate shows the percentage of the labor force that is unemployed and currently looking for a job. If the rate is high, there are a large number of people who want a job but are having difficulty finding one because of lack of demand for employees.

In 2014, Kansas recorded an average annual unemployment rate of 4.5 percent, down from 5.3 percent in 2013. This is the lowest annual unemployment rate since 2008 and marks the fourth straight year of improvement. Kansas’ rate continues to be significantly lower than the national unemployment rate, which fell to 6.2 percent in 2014, down from 7.4 percent in 2013. The chart below compares the unemployment rates for Kansas and the U.S. from 2004 to 2014, along with the projected rates for 2015 and 2016. The projected rate for Kansas is expected to level off as rates have reached pre-recession levels. The U.S. rate is projected to continue to decrease but remain higher than pre-recession levels in the next two years.

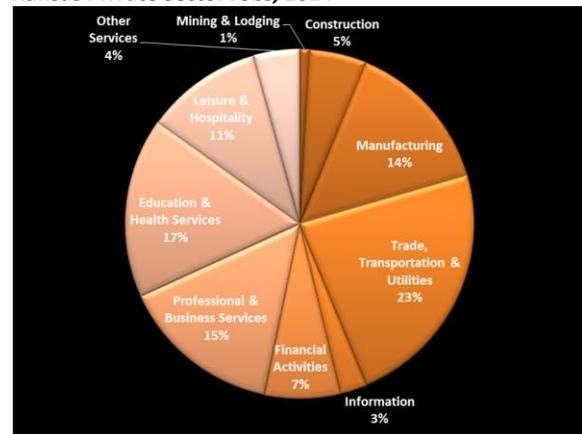


Source: KDOL Labor Market Information Services and the Bureau of Labor Statistics, Local Area Unemployment Statistics and Current Population Survey; Congressional Budget Office

Job growth was recorded in nine of the 11 major industries in Kansas during 2014. The professional and business services industry experienced the largest increase in 2014, gaining 5,900 jobs. This growth was throughout the industry, with a majority of the gains, 3,600 jobs, in administrative and support, and waste management and remediation services. Trade, transportation and utilities also experienced notable growth, adding 3,900 jobs. Gains were mostly in retail trade, 1,700 jobs added, and wholesale trade, 1,600 jobs gained. Construction gained 3,100 jobs, with 1,800 of the growth-taking place in specialty trade contractors.

Government was the only major industry to lose jobs over the year, with a slight decline of 400 jobs in 2014. Gains in local government were offset by losses at the state and federal levels. Job levels in mining and logging remained unchanged from 2013 to 2014. The following chart displays the percentage of private sector jobs by industry in 2014 for Kansas.

Kansas Private Sector Jobs, 2014



Source: KDOL Labor Market Information Services and the Bureau of Labor Statistics, Current Employment Statistics.

Adult Program Service Delivery

The state exceeded all of its negotiated levels of performance for the Adult measures. The Adult entered employment rate increased 2.5% over the previous program year, reflecting 80.9% in PY2014. The Adult employment retention rate increased .041% from the levels attained in PY2013, while Adult average earnings increased from \$29,075 to \$32,151 in annualized wages. Adults who received training services resulted in an entered employment rate of 80.9% while this cohort's employment retention rate was reported at 89.3%.

Adult Program Cost of Activities

For the WIA Adult program, the average cost per employment placement was \$1,090.88 while the cost of all WIA Adult services was \$22.90 per participant in PY2014.

Adult Program Results (Table B)

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	74	80.9
Employment Retention Rate	85.4	89.3
Six Months Average Earnings	\$14,000.00	\$16,075.72

Outcomes for Adult Special Populations (Table C)

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services	Veterans	Individuals With Disabilities	Older Individuals
Entered Employment Rate	77.67	68.55	59.7	68.54
Employment Retention Rate	85.9	82.88	82.69	88.45
Six Months Average Earnings	\$11,713.36	\$3,820,268.69	\$3,895,217.79	\$572,684.89

Other Outcome Information for Adult Program (Table D)

Reported Information	Individuals Who Only Received Core Services	Individuals Who Only Received Core and Intensive Services	Individuals Who Received Training Services
Entered Employment Rate	81.54	74.5	82.45
Employment Retention Rate	88.88	88.91	90.37
Six Months Average Earnings	\$16,053.38	\$36,039,848.80	\$6,655,317.21

Dislocated Worker Program Service Delivery

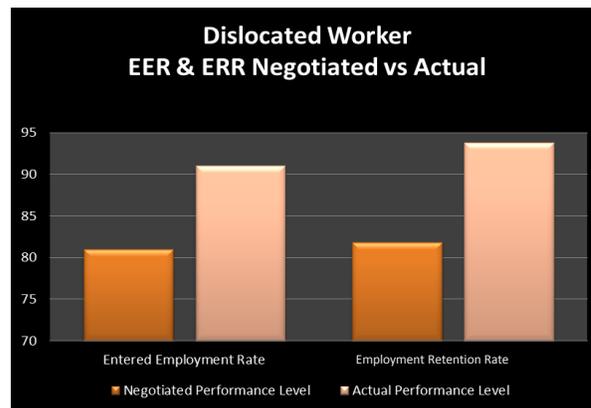
The state exceeded the negotiated performance standards for the Dislocated Worker entered employment rate, employment retention rate and the standard for the average earnings for PY2014/FY2015. For Dislocated Worker special populations, 100% of the standards of measures are reflected as met or exceeded and are reported as 57% and 43%, respectively. In addition, for Dislocated Workers who received training services, 29% met and 71% exceeded the measure. Of the Dislocated Workers who received training services, 93.82% were reported within the entered employment rate.

Dislocated Worker Cost of Activities

In the Dislocated Worker program, the average cost per participant was \$1,936.00.

Dislocated Worker Program Results (Table E)

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	81	81.83
Employment Retention Rate	91	93.82
Six Months Average Earnings	\$18,300.00	\$18,556.79



Outcomes for Dislocated Worker Special Populations (Table F)

Reported Information	Veterans	Individuals With Disabilities	Older Individuals	Displaced Homemakers
Entered Employment Rate	71.64	66.67	72	57.14
Employment Retention Rate	90.91	81.82	88.97	100
Six Months Average Earnings	\$20,101.90	\$1,588,050.21	\$213,958.14	\$2,483,772.05

Other Outcome Information for the Dislocated Worker Program (Table G)

Reported Information	Individuals Who Received Only Core Services	Individuals Who Only Received Core and Training Services	Individuals Who Received Training Services
Entered Employment Rate	81.88	74.88	85.75
Employment Retention Rate	92.7	93.42	94.44
Six Months Average Earnings	\$18,895.11	\$3,117,693.75	\$4,263,888.58

Youth Program Service Delivery

Local partners continue to provide youth with opportunities to finish their education and receive employment training. In each of the five local areas, WIA-eligible youth are assisted through programs affiliated with Kansas' public schools, community colleges, employer-operated training programs and programs located at the local youth providers' training sites. Kansas met all of its negotiated levels of performance for Youth measures.

For the year ending June 30, 2015 the state met all three youth common measures while serving 1,101 individuals. The negotiated performance level for Placement in Employment or Education remained the same as the previous year at 71% and 71.86% was achieved. The negotiated performance level for Attainment of Degree or Certificate increased from the previous year from 66% to 72% and 75.36% was achieved. The negotiated performance level for Literacy and Numeracy Gains remained the same as the previous year at 52.5% and 48.6% was achieved which is within the goal range.

Youth Program Cost of Activities

For WIA Youth Services, the cost per participant was \$3,703.86.

Youth (14 – 21) Program Results (Table H.1)

Reported Information	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education	71	71.86
		452
Attainment of Degree or Certificate	72	75.36
		474
Literacy and Numeracy Gains	52.5	48.6
		104
		214

Other Reported Information (Table L)

Reported Information	12 Mo. Employment Retention Rate	12 Mo. Earnings Change (Adults) Or 12 Mo. Earnings Replacement (Dislocated Workers)	Placements in Nontraditional Employment	Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment	Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services
Adults	90.14	2877 4926 \$4,617.13	518,728,996.17 4273	0.85	19 2240 \$7,432.34
Dislocated Workers	92.97	847 911 \$99.92	\$15,640,855.07 15652874.49	1.52	11 572 \$8,952.16
					\$16,574,127.39 2230 \$5,084,828.83
					47.07 241 512
					45.93 141 307

Participation Levels (Table M)

Reported Information	Total Participants Served	Total Exiters
Total Adults	165,572	161,192
Total Adults (self)	159,347	156,983
WIA Adults	164,886	160,767
WIA Dislocated Workers	1,342	722
Total Youth (14 - 21)	1,101	678
Younger Youth (14 - 18)	697	439
Older Youth (19 - 21)	404	239
Out-of-School Youth	582	340
In-School Youth	519	338

Cost of Program Activities (Table N)

Program Activity	Total Federal Spending
Local Adults	\$ 6,424,279
Local Dislocated Workers	\$ 2,783,882
Local Youth	\$ 4,813,005
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$ 699,025
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	\$ 1,079,927
Statewide Allowable Activities WIA Section 134(a)(3)	Activities specified in §134(a)(3)
	Local Area Incentives
	Oversight and Monitoring
	Registered Apprenticeship
Workforce Summit	\$ 67,027
Total of All Federal Spending Listed Above	\$ 15,800,118

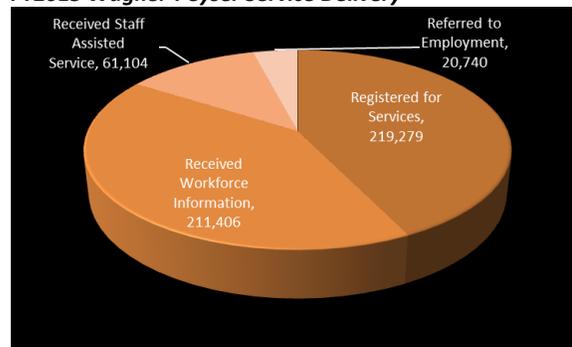
Wagner-Peyser Services

For Fiscal Year 2015, Kansas received \$5,924,673 from the U.S. Department of Labor to provide Wagner-Peyser services. The Wagner-Peyser Act establishes a national employment system to provide workforce services including assessment, testing, counseling, occupation and labor market information, referral to job openings, employment services for groups with special needs, and recruitment services and special technical services for employers. Customers seek services electronically or receive staff assistance by visiting a workforce center.

Although the Wagner-Peyser Act provides universal access to a full range of workforce services, it also mandates job search and placement services be provided specifically to unemployment insurance (UI) claimants. To focus resources on UI claimants most in need of assistance, the Worker Profiling Reemployment System (WPRS) identifies those with a greater than 50 percent probability of exhausting benefits prior to obtaining employment. It is the responsibility of Wagner-Peyser staff to schedule staff assisted reemployment services for identified claimants.

Category of Service	FY2012	FY2013	FY2014	FY2015
Registered for Services	187,874	214,477	211,561	219,279
Received Workforce Information	170,698	205,765	202,836	211,406
Received Staff Assisted Service	50,492	57,511	56,059	61,104
Referred to Employment	15,488	14,889	18,931	20,740
Entered Employment Rate	67.9%	64.8%	66.0%	68.9%
Employment Retention Rate (6 Mo)	84.4%	84.0%	84.5%	85.5%

FY2015 Wagner-Peyser Service Delivery



Statewide Oversight and Monitoring

As part of the ongoing responsibilities for the oversight of federal employment and training activities, the Kansas Department of Commerce (Commerce) conducts both desk and on-site monitoring reviews on a regularly scheduled basis. The Commerce’s Regulatory Compliance (CRC) unit is the administrative unit responsible for implementing employment and training reviews associated with the Workforce Investment Act using federal and/or state developed monitoring guides. The primary mission of the CRC unit is to review administrative policies, practices, standards and systems to ensure local areas are functioning and operating within the parameters established by federal and state legislation, regulations, and policy directives. The results of each CRC monitoring

effort are documented and compiled in a formal report. This report is disseminated to the appropriate administrative entities, and if necessary, responded to for corrective action. Specific activities subject to state monitoring may include, but are not limited to the following:

1. Allowable activities;
2. Targeting, selection, assessment methodology, and eligibility;
3. EEO and ADA compliance;
4. Fiscal accountability and internal controls, procurement, inventory control, and property management;
5. Complaint and grievance policies and procedures;
6. Management Information Systems (MIS), data sharing, maintenance, and validation;
7. Conflict of interest and nepotism;
8. Contracting, certifications (e.g. Local Workforce Investment Boards (Local Boards), service providers, etc.);
9. Program Fraud or Abuse;
10. Customer satisfaction and performance; and
11. Recordkeeping maintenance, security, and retention.

In addition to the above activities, CRC provided assistance toward conducting data validation of state reported participant information, which the United States Department of Labor (USDOL) uses. A performance audit of all the states conducted by the United States Office of Inspector General (OIG) found the accuracy of state reported performance outcomes could not be assured. To address these concerns, and to ensure the accuracy of data collected and reported on the Workforce Investment system, USDOL developed and mandated this data validation initiative. Finally, the CRC unit reviewed all independent financial audits conducted for all Local Areas towards ensuring compliance with OMB Circulars.

Statewide Waivers

Kansas submitted the State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), Wagner Peyser Act (WP) including the Agricultural Outreach Plan, plan for coordinating Trade Adjustment Assistance (TAA) and Title V of the Older Americans Act, as directed in TEGL 21-11 and TEGL No. 21-11 Change 1. The US Department of Labor Employment and Training Administration (ETA) approved the plan through June 30, 2017 and the accompanying waivers as outlined below. No new waivers were requested. This was action 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.

1) Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training (IWT).

The State was previously granted a waiver to permit local areas to conduct allowable statewide activities as defined under WIA section 134(a) (3) with local WIA formula funding, specifically incumbent worker training. The State was granted an extension of this waiver through June 30, 2017. Under this waiver, the State was permitted to allow local areas to use up to 15 percent of local Dislocated Worker funds and up to 5 percent of local Adult funds for incumbent worker training as part of a lay-off aversion strategy. Use of Adult funds was restricted to serving lower income adults under this waiver. ETA believes limiting incumbent worker training to the specified level and requiring it to be a part of layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, “Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010” and TEGL No. 30-09, “Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver” provide policy guidance related to implementation of this waiver.

2) Waiver of WIA Section 134(a) (1) (A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.

The State was previously granted a waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA section 134(a)(3), specifically incumbent worker training. The State was granted an extension of this waiver through June 30, 2017. Under this waiver, the State was permitted to use up to 20 percent of rapid response funds for incumbent worker training only as part of a lay-off aversion strategy. ETA believes limiting worker training to layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. The State is required to report performance outcomes for any incumbent workers served under this waiver in WIASRD, field 309. TEGL No. 26-09, Section 7A, “Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010” and TEGL No. 30-09, “Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver”

provide policy guidance related to implementation of this waiver.

3) 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 was previously granted 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 was granted an extension of 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.

4) Waiver of WIA Section 101(31) (B) to increase the employer reimbursement for on-the-job training.

The State was previously granted a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. The State was granted an extension of this waiver through June 30, 2017. Under the waiver, the following reimbursement amounts were permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

5) Waiver of the prohibition of 20 CFR 664.510 on the use of Individual Training Accounts for Older and out-of school youth.

The State was previously granted a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth programs participants. The State was granted an extension of this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older and out-of-school youth program participants. The State should ensure funds used for ITAs are tracked and reflected in the individual service strategies for these youth.

6) Waiver of WIA Section 123 that requires that providers of Youth program elements is selected on a competitive basis.

The State was previously granted a waiver of the requirement for competitive procurement of service

providers for three of the ten youth program elements: supportive services, follow-up services, and work experience. The State was granted an extension of this waiver through June 30, 2017. Under this waiver, the State was permitted to allow its One-Stop Career Centers or partner agencies to directly provide youth program elements. In utilizing this waiver, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies.

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

The State was previously granted a waiver allowing the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State was granted an extension of 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 Youth program. 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.

8) Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers.

The State was previously granted a waiver of the requirements to reduce the data collection burden for employers participating in WIA-funded incumbent worker training programs. The waiver permits the State to discontinue the collection of the following WIASRD elements: single parent (117), unemployment compensation eligible status at participation (118), low income (119), TANF (120), other public assistance (121), homeless individual and/or runaway (125), and offender (126). The State was granted an extension of this waiver through June 30, 2017.

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

The State was previously granted a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State was granted an extension of this waiver through June 30, 2017. Under the waiver, the State was 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.

In July 2014, the Workforce Innovation and Opportunity Act (WIOA) was signed into law and replaces the Workforce Investment Act. At this time, US Department of Labor has provided no indication waivers will be available or considered for WIOA implementation.

KANSASWORKS State Board

The KANSASWORKS State Board is the Governor’s principal private sector policy advisor on building a strong workforce development system that is aligned with state education policies and economic development goals. All of its members are appointed by the Governor and represent a diverse cross section of business, labor, education, vocational rehabilitation, economic development and general public.

The KANSASWORKS State Board is more than an advisory board to the governor and staff on workforce policy issues. The board ensures Kansas’ entire workforce system, covering many programs in multiple departments and agencies, meets employers’ needs for skilled workers and meets workers’ needs for career and economic advancement. The State Board convenes state, regional and local workforce system partners to enhance the capacity and performance of the workforce system align and improve the outcomes and effectiveness of public workforce investments and thereby promote economic growth.

The board engages workforce system representatives including businesses, education, vocational rehabilitation, economic development, labor and other stakeholders to achieve the strategic and operational vision and goals of the State Plan as well as the purpose of the Workforce Innovation and Opportunities Act (WIOA).

Workforce Alignment Committee

The Workforce Alignment Committee of KWSB meets as needed prior to the quarterly KANSASWORKS State Board meeting to review and form action recommendations to the Board on new and updated policies. The committee is staffed by the Workforce Services Division within the Department of Commerce. During the reporting period, the policy format has changed to clearly distinguish policy statements from statutory and regulatory requirements as well as process. As policies are drafted or updated, redundant process has been reduced across partner systems improving progress towards a strengthened single uniform workforce system for all.

Statewide Training and Technical Assistance

PY2014/FY2015 featured a focus on training with emphasis on Business Services platform. Significant changes have been incorporated in our state’s management information system to better serve employer’s needs. By offering training to bridge the gap for staff assisted services and create a user-friendly environment for employers, Kansas will be on the fast track to match individuals with the appropriate jobs and employers will have the technical resources available to more easily access viable job candidates.

Kansas strives to provide technical assistance for a variety of system and program related issues to a wide variety of customers on a daily basis. A technical assistance email box is readily available to staff to get real time solutions for real time problems. User groups comprised of the representatives from within the state’s five local workforce areas meet quarterly to discuss possible enhancements to the existing management information system. The current system was developed by America’s Job Link Alliance and the state of Kansas and continues to serve as a key resource for program management and client interaction. Kansas will continue to hold a leadership role in a multi-state consortium providing guidance for the AJLA model.

The KANSASWORKS Virtual Services equipment continues to prove to be a vital part of training and technical assistance processes. Staff have the ability to provide a virtual option for training and workshop by utilizing the capabilities of the system while reducing travel expenses and gaining face-to-face contact with clients. Staff have the ability to record webinars, training sessions and workshops using this technology, which is an added benefit for savings while being able to provide improved training initiatives.

Future training research is being completed to offer an interactive help option within the management information system to provide staff with a portal to technical assistance while working directly with a client.

WORKFORCE INNOVATION & OPPORTUNITIES ACT

THREE HALLMARKS OF EXCELLENCE

-  *The needs of businesses and workers drive workforce solutions and local boards are accountable to communities in which they are located.*
-  *One-Stop Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement.*
-  *The workforce system supports strong regional economies and plays an active role in community and workforce development.*

Local Level Overview, Success Stories and Performance

Local Area I (Kansas WorkforceONE)



Kansas WorkforceONE in Local Area I, serving 62-counties in Western Kansas, continued to dedicate its resources to the training of its citizens in high-demand occupations. In PY2014/FY2015, Kansas WorkforceONE trained 846 adults, dislocated workers and youth customers with an average job retention of over 94%; the impact to Local Area I businesses and communities is dramatic.

Kansas WorkforceONE One-Stop System Update

Through the deployment of the PY2014 One-Stop System strategic plan and objectives board committees worked with staff, partners and community stakeholders to improve services to employers, establish improved tools for gauging One-Stop customer satisfaction, increase workforce system placement measures, and increase awareness of workforce system services throughout our region. As a result Local Area I co-served more customers with Vocational Rehabilitation, Adult Education, and other community partners. Kansas WorkforceONE hosted two WIOA planning meetings in PY2014 and has expanded Board membership to include additional partner staff. As we move forward with the development of Local Area I’s WIOA plan, job seeker and employer surveys and focus groups will ensure that our concentration remains on developing a system that truly impacts our customers and communities.

Kansas WorkforceONE Offender Initiative

As Kansas WorkforceONE strives to meet the needs of employers in Western Kansas, it is critical that we assist incarcerated adults and youth obtain the skills necessary to secure and retain meaningful employment upon their release. In doing so, we have the opportunity to drastically improve the lives of our customers and their families, reduce recidivism and tax-payer burden, as well as provide an additional qualified applicant pool for Western Kansas employers. Kansas WorkforceONE has provided services to incarcerated adults and youth for over 15 years. Services are provided within correctional facilities in Hutchinson, Ellsworth, Stockton, Norton and Larned. Services are also provided to customers referred by the Northwest Community Corrections. In addition, Kansas WorkforceONE’s Youth Vision program operates within the Larned Juvenile Correctional Facility. Kansas WorkforceONE provided services to 111 incarcerated offenders in PY2014.

Kansas Work for Success Program

In May of 2013, Kansas WorkforceONE was awarded a grant through the Department for Children and Families to deliver the Kansas Work for Success Program in Salina and Hutchinson, Kansas. Work for Success assists fathers who are receiving government assistance and owe child support by providing services that will prepare them to find sustained employment, pay child support, and improve their family relationships. The program consists of elements including intensive work readiness training, Quenching the Father Thirst training, financial management training, relational skills training, family violence prevention, mentoring, and on-the-job training. Twenty-eight fathers completed the program in the first year of operation.

Disability Employment Initiative Launch

In April of 2015, Kansas WorkforceONE launched the Disability Employment Initiative in local area I. This initiative provides direct client services to adults with disabilities that are designed to overcome challenges in the pursuit of education and employment in order to become self-sufficient. In addition, this grant provides the opportunity to develop and deploy staff/partner training to improve program accessibility and customer service to our customers with disabilities.

Kansas YOUth Works

In PY2014 Kansas WorkforceONE developed youth workshops and services designed to promote local career opportunities for our youth, encourage our youth to remain or return to Western Kansas and prepare our youth for long-term success and good citizenship. The workshops can be offered in-person by staff or viewed on-line through the Kansas YOUth Works website. Workshops include: Job Search Tool Kit, Youth Financial Literacy, “How to Pay for College”, Social Media, Game of Real Life, College 101, Leadership, Career Success, and Other ways to Win (Career Exploration).

Local Area I Workforce Center Activity

Service	Amount	Customers Served
Kansas WORKReady! Assessments	705	705
Job Search Workshops-HD	21	154
Job Fairs	66	1,497
Financial Literacy Workshops	12	80
Career Success Workshops	77	403

Kansas WorkforceONE Testimonials and Successes

Employer Testimonials

“Our Company has been experiencing tremendous growth and we have struggled at times to keep up with customer demands. The Kansas WorkforceONE H1-B grant, by

defraying some of the costs associated with training new engineers on our products, helped us to justify the addition of non-budgeted positions and increase our ability to serve our customers. Thanks to Kansas WorkforceONE recruit and grant assistance, we were able to recruit some very talented engineers and improve our capabilities as well.”

Marvin Angleton

Technical Service Manager / Quality Control
BUNTING Magnetics Co – Newton, KS

“Salina Regional Health Center was facing employee layoffs due to changes in federal credential requirements for existing employees. “We are excited about the opportunity to divert a layoff by being able to provide the required education and certification at no cost to the employee. Additionally, with the Certification we are able to give them a salary increase. With the support and partnership with Local Area 1 these employees have been able to maintain employment, and increase their income.”

Annette Suppes, MBA, PHR

Salina Regional Health Center
Director, Human Resources

Kansas WorkforceONE and the Ellis County Economic Development assisted the company with additional funding to bring the individuals on board. We were able to further develop their welding skills by having them not only train alongside tenured company Welders but also under the direction of our Welding Supervisor, Greg Kroeger. At times it can be difficult to find the right candidate for such a position. The experience the program made available helped the company to fill our needs with individuals whom were qualified and had the want to grow in their abilities as well as help give back to the local community.”

Jenni Gottschalk, Recruiter

Sizewise

Kansas WorkforceONE’s assistance, combined with the strong local support of Ellis County Economic Development and the short-term Dane Hansen Welding Program through North Central Kansas Technical College, allowed Victor Aparicio and Trei Frier to earn positions at Sizewise/Wheelchairs of Kansas in 2014.

Job Seeker Success Stories

Meet Michael - Michael had been in and out of prisons his entire adult life. He had a very spotty work history never holding a self-sufficient, meaningful job. His normal was living in an institution and had become comfortable in a prison setting. Upon release from prison Michael did not have a place to live or a job.

Michael showed a good work ethic and received a recommendation from his prison work supervisor. With the help of a WIA case manager, his self- confidence was

strengthened, job retention training given, and transferable skills identified. His case manager also helped him develop a plan to avoid or cope with people, places, and things that have caused problems in the past. A structured living environment was needed out of prison. An On-the-Job training opportunity with an employer in a high demand occupation was utilized.

Michael began living in an Oxford House immediately upon release from prison. He lived there for several months. It was very beneficial in providing a structured living environment and support to stay drug free. Case Manager utilized WIA funding to help Michal secure a job as a CNC Machine Operator. He began work within two weeks from prison release. He has maintained the job for the past 6 months. The revolving prison cycle door has ended. Michael now has a new, positive outlook on his life.

Meet Ali - Ali was unemployed and came to the **KANSASWORKS** for job search assistance and to request WIA assistance. He had a CDL license but lacked driving experience. Ali was facing cultural and language barriers that he had to overcome.

Through a referral from the workforce center’s Wagner Peyser partner staff, Ali was enrolled as an Adult in the WIA Program. He participated in the CDL program offered at Hutchinson Community College and was referred to SWIFT trucking for employment.

Ali obtained his CDL license and is employed as an OTR (Over the Road) truck driver for SWIFT. The income Ali is making is enough to provide a stable home for his wife and two small children.

Meet Silver - Silver was a dislocated worker who was laid off from a local heating and air conditioning company due to lack of work. While he was on unemployment, he came in to **KANSASWORKS** to begin job searching with an employment specialist. He was struggling with finding work because of his felony record and the time he had spent in prison. In addition, while he had a high school diploma, he did not have any formal training for a career.

Silver's employment specialist enrolled him as a dislocated worker in the WIA Program. He attended both the Job Search Workshop and the Career Success Workshop. Following that, he participated in the 6-week CDL course offered at Seward County Community College. He obtained his license on his first try and started applying for trucking jobs in the area. His employment specialist referred him to Ford County Road & Bridge to apply for a CDL driver position.

His employment specialist worked with the county to identify skills Silver had as well as those he still needed to learn and they worked together to form an on-the-job

training contract. Silver participated in and successfully completed the OJT with Ford County. He has been very successful at his job and Ford County is very appreciative of the work the employment specialist and the WIA program did to connect this job seeker to them for employment.

Meet Adriana - Adriana received Respiratory Therapist training from [Seward County Community College](#) (Seward CCC), which is affiliated with the Kansas Department of Commerce's [Kansas Health Profession Opportunity Project](#) (KHPOP), a [Health Profession Opportunity Grants](#) (HPOG) project funded by the Office of Family Assistance.

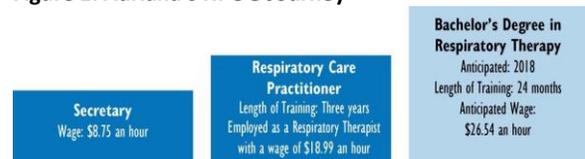
Before the KHPOP program, Adriana was a full-time student at Garden City Community College completing the pre-requisites for their respiratory program and also working part-time as a secretary for an automobile insurance company making \$8.75 an hour. Not receiving any financial aid at the time, during holiday breaks and school vacations Adriana would work fulltime to save for tuition and personal expenses. Once Adriana completed her pre-requisite classes through Garden City Community College, she applied to the respiratory therapy program offered at Seward CCC. During the enrollment process, she was provided with information about the KHPOP program as well as a list of services available to help her. Adriana leaped at the opportunity to further her credentials, called immediately, and made an in-office visit at KHPOP to get started.

Adriana describes KHPOP as "launching" her into her new career and specifically credits Micaela Madrid, Employment Specialist, for helping her "through the whole process of school and the KHPOP program." Micaela remained in constant contact with Adriana, discussing school and any challenges she might be having with the curriculum. Adriana describes Micaela as incredibly supportive and motivating and says she helped her keep a positive attitude. "I don't feel like Micaela was just doing her job. She was going a step further and showed she actually cared; that gave me an extra push," Adriana says.

In addition to Micaela's unwavering support, KHPOP provided Adriana assistance with transportation costs, allowing her to complete all required clinical rotations, which were scheduled around Southwest Kansas and as far away as Amarillo, Texas. This support allowed Adriana to focus on her studies, rather than having to pick up additional working hours to cover the costs of travel. Adriana also took advantage of tutoring services, which were available for any course in which she needed them – from basic math to the respiratory clinical practicum. Adriana describes the security of knowing those tutors would be there as a "relief," and believes that the tutoring support she received has had a positive impact on her preparation for her career.

Adriana obtained her Associate's Degree in May 2014 and her Respiratory Care Practitioner license in September 2014. She found full-time employment with Uvalde Memorial Hospital in October 2014. Once she accepted employment with Uvalde Memorial, Adriana moved to South Texas where she began her career as a Respiratory Therapist. Today she is earning \$18.99/hour (see Figure 1).

Figure 1: Adriana's HPOG Journey¹



Adriana is grateful to the KHPOP program, saying "thanks to KHPOP, I now have a very rewarding career helping out those in need...enrolling into the KHPOP program is definitely one of the best decisions I've ever made!" In the future, Adriana plans to return to school to earn her Bachelor's Degree in Respiratory Therapy. She credits KHPOP, Micaela, her friends, and family for her success. "I am so happy with my career choice and what feels like a new life! My life now versus my life before the KHPOP and Respiratory Program are very different... a good different," she says.

To view additional success stories and testimonials visit:

http://www.workforceinvestmentworks.com/kansas/comer_successes.asp

¹ Mean wage estimates for Respiratory Therapists in Texas from the U.S. Department of Labor, Bureau of Labor Statistics. *Occupational Employment Statistics: Occupational Employment and Wages, May 2014, 29-1126 Respiratory Therapists*. Retrieved from: http://www.bls.gov/oes/current/oes_tx.htm.

Area I Performance (Table O)

Reported Information		Negotiated Performance	Actual Performance
Total Participants Served	Adults		24,875
	Dislocated Workers		147
	Older Youth (19-21)		66
	Younger Youth (14-18)		91
Total Exiters	Adults		23,449
	Dislocated Workers		100
	Older Youth (19-21)		43
	Younger Youth (14-18)		69
Customer Satisfaction	Program Participants	NA	0
	Employers	NA	0
Entered Employment Rate	Adults	74	86.92
	Dislocated Workers	81	94.62
	Older Youth	NA	81.25
Retention Rate	Adults	85.4	92.35
	Dislocated Workers	91	98.85
	Older Youth	NA	92.59
	Younger Youth	NA	88.24
Six Months Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$14,000.00	\$16,305.61
	Dislocated Workers	\$18,300.00	\$15,887.09
	Older Youth	NA	\$5,086.99
Credential/Diploma Rates	Adults	NA	75.25
	Dislocated Workers	NA	83.33
	Older Youth	NA	72.34
	Younger Youth	NA	71.7
Skill Attainment	Younger Youth	NA	28.21
Placement in Employment or Education	Youth (14-21)	71	85.15
Attainment of Degree or Certificate	Youth (14-21)	72	86.72
Literacy or Numeracy Gains	Youth (14-21)	52.5	58.33
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

The WFC Solution – Audrey’s KHPOP Employment & Training Specialist (ETS) helped Audrey research her training options and develop an employment plan. Audrey chose to pursue a Physical Therapy Assistant (PTA) program. The KHPOP grant provided much needed financial assistance to help Audrey cover the costs of tuition, fees and books. In addition, grant funds were utilized to help offset Audrey’s transportation costs for schooling. Labor Exchange staff worked with Audrey on job referrals, assessment testing, job search, soft skills workshops and resume/cover letter workshops.

The Outcome – Audrey graduated Magna Cum Laude from the PTA program in May 2015 and received her license in July 2015. She has now found full-time employment as a PTA.

Audrey’s KHPOP Employment & Training Specialist indicates, “Audrey was extremely grateful for the assistance she received through the KHPOP program. She was able to successfully complete the Physical Therapy Assistant program, something she may not have been able to complete solely on her own due to the cost of the program and the place she was at in her life financially. Audrey is now working at a sustainable wage and in a job she truly loves.”

Brittni -
The Challenge – Brittni sought out Workforce Center services while pursuing a nursing program at a local four-year university. A young student with a limited work history and no degree beyond a high school diploma, Brittni was pursuing healthcare training, hoping to improve her employment opportunities and earning potential.

The WFC Solution – With the help of her WIA ETS, Brittni developed a plan to help her complete her final two years of training. Her Specialist worked with her throughout the remaining semesters of her program and provide coaching and encouragement along the way. The WIA grant was able to assist with tuition costs for the final three semesters of her program.

The Outcome – Brittni graduated with a Bachelor of Science in Nursing (BSN) in May 2015 and obtained her licensure in July 2015. She is now working full-time with a good wage and full benefits.

Brittni shared the following with her Specialist: “Thanks to the WIA grant, I was able to fully focus on my last few semesters and keep my grades up. With the help of the grant, I graduated, have my RN license and a job placement in the field I love!”

Dillon -
The Challenge – Dillon connected to the WIA Youth Program as an out-of-school youth. Dillon was on

Local Area II (Heartland Works, Inc.)



Job Seeker Success Stories

Audrey -

The Challenge – Audrey came to the Workforce Center with the goal of pursuing healthcare training. She was a single parent to a young child and had no further education beyond high school. At the time of enrollment into the Kansas Health Professions Opportunity Project (KHPOP), Audrey was receiving both TANF and SNAP benefits and had extremely limited resources to pursue training in healthcare.

probation from prior legal concerns and was required to maintain employment as a condition of his probation. He was a public assistance (SNAP) recipient with a poor work history and very limited work prospects. Dillon had challenges in trusting adults, developing good boundaries and maintaining positive relationships. He needed assistance with developing coping mechanisms, resisting peer pressure and making good decisions. Dillon also had academic difficulties, testing below the 8.9 grade level in reading and math, despite his having a high school diploma.

The WFC Solution – With the help of his Youth Provider, Dillon was able to successfully comply with his probation requirements to secure a positive resolution. Youth Provider staff supported him academically to provide much-needed tutoring in reading and math. In addition, Dillon received valuable paid work experiences through his youth provider, learning creative art skills to produce artwork, which met customer requests. The conclusion of his experience with the WIA Youth Program was a paid internship with a custom glassware company serving both local and national clients.

The Outcome – When Dillon left the program, his reading and math test scores showed the program helped him increase his grade level equivalents in both areas. In addition, he was hired on full-time at the glassware company and remains with them a year later. In his first year with the company, he has performed well and earned his first raise.

Per his Youth Provider, "Dillon is managing his finances and living independently. We're proud to have had a part in Dillon's development during a challenging developmental and transitional time of his life, and we look forward to seeing where he will go in the future."

Dois -

The Challenge – As a prior offender, Dois had struggled with employment. He had been able to secure work, but then was injured on the job, was transitioned to a light duty position and then experienced a seasonal layoff. His employer indicated there would be other employment possibilities with their company if Dois could obtain his Commercial Driver's License (CDL). A CDL position with the company would allow Dois to work in a capacity that would accommodate his physical limitations; however, Dois had no financial resources to support this training.

The WFC Solution – Dois' WIA ETS helped him research his training options and develop an employment plan. With WIA grant assistance, Dois enrolled in and attended a short-term CDL training course with a local provider.

The Outcome – Dois completed training, obtained his CDL and started full-time work as a yard driver. He no longer has to work as a laborer.

Dois' WIA Employment & Training Specialist states, "Dois is very thankful for the training he received through Heartland Works, Inc. and the WIA grant. He said he is happy to not have to do the hard manual labor he had to do before. He said he felt very lucky to be given the opportunity to go to school so he can obtain a career which pays enough so he can stay on the right path."

John -

The Challenge – John came to the Workforce Center as a dislocated worker, having been terminated from his CAD position at a local company. He had also experienced layoffs from CAD positions with other organizations. As the sole supporter of a family of four – it was imperative John receive retraining for employment in a demand occupation with strong wage potential. John's highest level of education at time of WIA enrollment was a high school diploma.

The WFC Solution – Through a referral from Labor Exchange services, John connected with the WIA Dislocated Worker program. His WIA ETS worked with John to develop a plan for training and employment. John chose to pursue Advanced Systems Technology training at a local technical college with WIA's help. WIA funds were allocated to help with tuition and fees for the program as well as supportive transportation costs as John was traveling over 35 miles one-way to attend school.

The Outcome – John began the program in January 2014 and successfully completed the program in December 2014. As a WIA eligible and enrolled student, John was able to keep receiving Unemployment Insurance benefits while in an approved training program. As the sole wage earner for his family, this was crucial to his ability to complete the program. Within a few days of graduation, John started a full-time position with a local manufacturer and is still with them as of this report.

John offers a heartfelt testimonial to his journey – "I chose this area of study because I needed a career change. I saw this [Advanced Systems Technology] as an in-demand field and one that interested me. After one full year in school, I graduated with an Associate's Degree.....I graduated with a 4.0 GPA in the course work and was also accepted into the National Technical Honors Society. I accepted a job in December 2014 where I am getting paid a good wage and enjoying benefits, not the least of which is health insurance. Thank you again for all that you and Heartland Works, Inc. did to help me and my family through a year of transition."

Jose -

The Challenge – Jose came to the Workforce Center as a disabled veteran with an honorable discharge. He had served eleven years with the US Army as a Cavalry Scout. Jose's prior military experience as a motor vehicle operator allowed him to successfully attain his CDL, but he needed assistance connecting to the local job market.

The WFC Solution – Jose worked with DVOP staff to identify employment goals and develop an employment plan. DVOP staff provided a variety of intensive services (comprehensive assessment, case management, customized resume assistance, job search planning, and career guidance and job referrals). Jose was job ready very quickly and worked with his DVOP and LVER staff on his resume and applications for local employment opportunities. Staff helped Jose make personal connections with hiring employers in the area.

The Outcome – Jose obtained a full-time position as an Over-the-Road (OTR) driver with significant wage potential.

Jose's DVOP Representative spoke with him about his new job and stated Jose is "pleased with his position" and reports, "OTR driving has alleviated his PTSD. He feels calmer and is content with his new employment."

Kasie -

The Challenge – Upon arrival at the Workforce Center, Kasie had been unemployed for a year. Her family was struggling to survive solely on her husband's income and provide for the family. Kasie had taken great steps to pursue Dental Hygiene training and was doing well in the program, but was struggling to cover the costs of schooling.

The WFC Solution- Kasie worked with her KHPOP ETS to plan her assistance needs for her second and final year in the Dental Hygiene program. They developed an employment plan and assessed the immediate financial needs for Kasie and her family. As Kasie was driving over 40 miles one-way every day for school, transportation assistance was quickly identified and grant funds were allocated to assist with this cost. In addition, KHPOP grant funds were budgeted to help cover the costs of tuition, books and tools. Kasie also worked with Labor Exchange staff on workforce information services and customized resume assistance.

The Outcome – Kasie worked extremely hard during the 2014-2015 school year and graduated from the Dental Hygiene program in May 2015. With the help of KHPOP funds covering the cost of her state boards, she passed multiple exams for certification and received her license. She has now found full-time employment in the field with a substantial hourly wage. This position will allow her to better provide for her family in a field she enjoys.

Per Kasie's ETS, she "was extremely grateful for the assistance she received through the KHPOP program. She was able to successfully complete the Dental Hygiene program, something she may not have been able to complete solely on her own due to the high cost of the program. Kasie is now working for a sustainable wage in a job she truly enjoys."

Katharine -

The Challenge – Katharine first connected to the Workforce Center as a nursing student seeking assistance with the costs of her schooling. Having been unemployed for the prior 6 months, she was struggling to cover her living expenses in addition to her training costs. Her class and clinical schedule was extremely rigorous and affected her ability to work. She was driving over 25 miles one-way for classes each day, adding to her financial burden.

The WFC Solution – Katharine and her WIA ETS developed an employment plan and a budget to allow her to successfully complete her training and employment objectives. WIA grant assistance was utilized to help cover the costs of tuition, fees, books and transportation. During the program, Katharine's ETS provided her with coaching and encouragement.

The Outcome – Katharine graduated with her Bachelor of Science in Nursing (BSN) in May 2015 and found full-time employment as a Registered Nurse with a strong wage and full benefits.

According to Katharine - "Heartland Works, Inc. allowed me to go to school with less debt than I was anticipating. It paid completely for a summer class so that my schedule would be more manageable during the year. In addition, the grant money paid for my textbooks and other expenses that occurred throughout my nursing school career. Without this grant money, my school experience would have been much more stressful due to money and schedule. I am so thankful to have had this support as I learn how to care for my community!"

Kimberly -

The Challenge – As a single mother with a young son and only a part-time, entry-level job, Kimberly had a strong desire to improve her situation. Kimberly had met her full earning potential at the job she had, but lacked the occupational skills training and certification required to change her situation. She was enrolled in a fast-track welding program at the local vocational-technical school, but lacked the resources to cover all of her school costs.

The WFC Solution – per Kimberly's WIA ETS, Kimberly "enjoyed working hands-on and wanted to become a welder even though she knew it would be a highly competitive field for her as a woman. Kimberly knew that she was going to have to go to school during the day and change her schedule to work evenings and weekends at her job in order to provide for her son." Kimberly and her Specialist developed a plan to have WIA assist with some of her training costs and quickly put the plan into action.

The Outcome – Kimberly completed her training program in December 2014 and had a job offer prior to graduation. Immediately after graduation, she transitioned into full-time employment with benefits as an Assembler/Welder.

Kimberly's Employment & Training Specialist states, "Kimberly was extremely grateful for the assistance she received through the WIA program. She was able to successfully complete her training program while balancing work and home, which she would not have been able to complete solely on her own. Kimberly was able to obtain full-time employment at a sustainable wage in a field she loves!"

Kirk -

The Challenge – Kirk, a retired disabled veteran, had recently been laid off from his position as a safety director a few weeks prior to coming to the Workforce Center. As an older worker with physical restrictions and a lack of certification beyond a high school diploma, Kirk faced several barriers to gainful employment. Despite his 16-year career in the army and steady employment up to the point of his layoff, Kirk was finding it difficult to navigate in the current job market.

The WFC Solution – Kirk and his WIA ETS assessed his interests and training options and evaluated the job market for demand occupations. Together they developed an employment and training plan for Kirk to attend an Information and Networking Technology (INT) program at a local technical college. WIA funds assisted with tuition, fees, books and supportive costs for transportation as Kirk was driving over 29 miles one-way to attend training. In addition, Veteran Program DVOP staff worked with Kirk on job search skills, interviewing techniques, and effective communication with employers.

The Outcome – Kirk completed the INT program in December 2014 and accepted a full-time position in the field in April 2015.

Kirk's ETS indicates, "Kirk was very thankful for the help the ETS and DVOP provided him. Kirk still comes by the Workforce Center to chat and expresses how much he still enjoys his new career!"

Preston -

The Challenge – Preston, a US Army veteran, came to the Workforce Center seeking help with developing a career plan as well as creating a customized resume and evaluating job opportunities. Initially Preston was interested in identifying careers that offered relocation potential as he sought to move out of state.

The WFC Solution – Workforce Center staff from Labor Exchange, Re-Employment Services and Veterans Services all worked together with Preston on his career goals. They conducted a comprehensive assessment with Preston and evaluated labor market information in Kansas as well as California, the state he was considering for relocation. Staff helped Preston evaluate earning potential, cost of living and job opportunities in both locations. After comparing these factors, Preston made the decision to remain in Kansas and began an active job search. An employment plan was created and Preston began to work

with staff on creating a resume, job search planning, and career guidance and job referrals.

The Outcome – In May 2015, Preston attained full-time employment with a good starting wage and the opportunity to earn a raise within the first 30 days.

In the first 60 days of employment in his new job, Preston indicates he is content with his employment and is even pursuing a Bachelor's Degree in Information Technology to further improve his employment opportunities.

Vivian -

The Challenge – Vivian came to the WIA Youth Program as a high school senior whose family was receiving SNAP and Medicaid benefits. Vivian had no prior work history and lacked specific occupational skills. Vivian did possess strong soft skills. During the assessment and employment plan development process, her WIA Youth Provider indicated Vivian's strengths were "on time, follows directions, people-person, organized, caring and loves animals."

The WFC Solution – Vivian's Youth Provider developed a paid work experience opportunity for her at a local animal hospital. Vivian was able to work part-time after school and on the weekends to explore the animal care field, earn valuable employment skills and develop a positive work reference. Throughout her experience, Vivian's Youth Provider served in a coaching and mentorship role, along with her worksite supervisor.

The Outcome – Vivian earned her high school diploma in May 2015 and went to work for the animal hospital after graduation.

William -

The Challenge – William was a young, long-term unemployed job seeker when he arrived at the Workforce Center. His job history reflected entry-level and seasonal/temporary employment and he lacked occupational training or education beyond high school. William was struggling with his job search and was eager to become re-employed as soon as possible in an occupation in demand.

The WFC Solution – William worked with his WIA ETS to evaluate the current job market, assess short-term training providers and develop an employment plan. William chose to pursue OTR truck driving training.

The Outcome – William successfully completed the program in October 2014 and obtained his CDL. He went to work full-time for a local trucking company.

When William completed his training program in October 2014, he shared his thanks to his ETS. "I wanted to take the time to show my appreciation and to recognize you for your outstanding work. You were very professional, patient and understanding through the whole acceptance process to school. The opportunity that you have granted me with to attend training has changed my life for the better. Whenever I needed to contact you, you were always one phone call away, ready to listen and help me get through whatever situation I needed assistance with. My words cannot express how grateful I am to have worked with you. You are definitely a professional with a great attitude. Once again, thank you very much. My appreciation goes to you and the whole Heartland Works, Inc. team."

William contacted his ETS in June 2015 to say, "I am still driving trucks and loving it every day. Thank you very much once again."

Business Success Stories

FedServices -

The Challenge – FedServices is an organization created to provide expert logistics, facilities management, public works support and base operations management to federal, state and local government agencies and private businesses. In summer of 2015, they came to their local Workforce Center with an immediate hiring need of 80 regular/heavy equipment mechanics. The employer was concerned about locating that many qualified and available mechanics in the immediate area.

The WFC Solution – Workforce Center staff with the Labor Exchange and Veterans Services Programs worked together to assist the employer. They identified required qualifications and screening criteria for the positions. Staff posted positions on **KANSASWORKS.com** and social media outlets for outreach. Over 37 individuals were directly referred from the Workforce Center to the employer. Some of those referrals included available veterans in the area who met the employer’s qualifications.

By August 2015, FedServices, Inc. reported their quota was filled and thanked Workforce Center staff for providing them with over 46% of their workforce to date.

Area II Performance (Table O)

Reported Information		Negotiated Performance	Actual Performance
Total Participants Served	Adults		57,779
	Dislocated Workers		74
	Older Youth (19-21)		49
	Younger Youth (14-18)		182
Total Exitters	Adults		57,142
	Dislocated Workers		81
	Older Youth (19-21)		26
	Younger Youth (14-18)		88
Customer Satisfaction	Program Participants	NA	0
	Employers	NA	0
Entered Employment Rate	Adults	74	82.27
	Dislocated Workers	81	81.82
	Older Youth	NA	66.67
Retention Rate	Adults	85.4	85.66
	Dislocated Workers	91	92.31
	Older Youth	NA	76.19
	Younger Youth	NA	65.74
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000.00	\$16,635.79
	Dislocated Workers	\$18,300.00	\$14,782.79
	Older Youth	NA	\$2,375.96
Credential/Diploma Rates	Adults	NA	69.95
	Dislocated Workers	NA	60.49
	Older Youth	NA	31.03
	Younger Youth	NA	87.67
Skill Attainment	Younger Youth	NA	0
Placement in Employment or Education	Youth (14-21)	71	66.37
Attainment of Degree or Certificate	Youth (14-21)	72	84.91
Literacy or Numeracy Gains	Youth (14-21)	52.5	42.42
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Local Area III (Workforce Partnership)



Transformation

Workforce Partnership, which serves three counties in the Kansas City metropolitan area, continued to meet the needs of both job seekers and employers during PY 2014. Workforce Partnership began to implement elements of the Workforce Innovation and Opportunity Act (WIOA) while continuing the transformation of our workforce system. These dynamic changes resulted in exceeding 8 out of the 9 WIA Common Performance measures. There were 1,523 program participants that exited one of our programs with employment during the last program year.

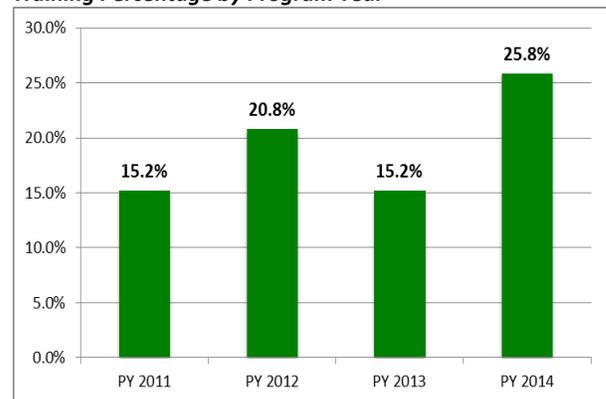
Workforce Innovation and Opportunity Act (WIOA)

Workforce Partnership was in a good position to implement key provisions of the new WIOA legislation. Last fall the board issued a One-Stop Operator/Adult & Dislocated Worker Program Operator request for proposal. After review of many highly qualified bidders, the board selected Dynamic Workforce Solutions to serve as the operator. This decision was based on the long record of accomplishment of good performance as well as a crucial understanding of the new WIOA regulations.

Workforce Partnership continued to implement the workforce transformation plan based on 6 key elements.

- Decentralization – Workforce Partnership moved the Wyandotte County Workforce Center in December 2014 to a central location in downtown Kansas City, KS. This move has not only saved money, but also better positioned us in the community so we can serve even more job seekers. We also set up an outpost location at Catholic Charities – one of our community partners. This enabled us to provide more services to a specific population in Wyandotte County. Workforce Partnership also continued co-location at Kansas City Kansas Community College and set up a new co-location at Johnson County Community College. Both of these partnerships better enable us to meet the educational and training needs of our job seekers.
- Innovative Partnerships – One example of innovative partnerships has been an MOU with reStart. reStart is a community-based organization that received Supportive Service for Veteran Family (SSVF) funds. Workforce Partnership is working with reStart to counsel homeless vets on training options and manage the Individual Training Account voucher process.
- Specialization – Workforce Partnership specializes in providing training services, and we are uniquely positioned to administer several types of training vehicles. There were 250 participants that received some type of training during the last program year, which included classroom vocational training, on-the-job training, work experience and short-term pre-vocational training. During PY 2014, Workforce Partnership spent **25.8%** of Adult and Dislocated Worker funding on direct client training services – the highest level in 4 years:

Training Percentage by Program Year



- Sector-based Staffing – Our operator has assigned each staff to designated industry teams based on the target industries for our area. These teams include: 1) Healthcare, 2) Manufacturing, Distribution, Transportation and Construction, 3) Professional Services and Information Technology, 4) General.
- Work-based learning – In an effort to provide more work-based learning, Workforce Partnership provided 48 On-the-Job Training and Work Experience activities during the past program year. This included participants in both the Adult and Youth programs.
- Employer Development – Workforce Partnership is intentionally moving from transactional-based employer services to relationship-based employer services. The board hired a new Director of Employer Engagement and she has already developed employer relationships that will lead to more sector alignment and work-based learning opportunities.

Success Stories

Business Services

Kansas City Steak Company was introduced to our Work-Based-Learning (WBL) solutions in September 2014. They had a great demand for certain production positions, but were experiencing challenges in recruiting and turnover. We suggested a WBL training model to help satisfy the company's need in this area and to afford subsidized employment. Between September 2014 and June 2015, we sponsored 22 subsidized employment opportunities at KC Steak, 18 of which resulted in permanent, unsubsidized hires. These activities positively impacted the career paths of participating customers and helped KC Steak stabilize and solidify staffing of these production positions.

Best Harvest Bakeries is a food manufacturer in Kansas City, KS and they have worked with us in a number of ways. Not only have they utilized our services, but they have also been a resource for work experience activities under our youth program computer camp.

Job Seekers

“Carlie” was able to obtain a job with Best Harvest Bakeries. This job seeker had been through a joint program with Department for Children & Families, Kansas City Kansas Community College and Workforce Partnership. The program provided paid training in supply chain and logistics as well as a 6-week work experience placement. The job seeker has a good wage with good benefits and sees a bright future ahead.

“Michael” was served at the Wyandotte County Workforce Center where he was trained at Kansas City Kansas Community College (KCKCC) through the Green Up program. The Green Up program is partially funded by the U.S. Department of Labor and Workforce Partnership provided additional training support. “Michael” is now an Energy Auditor for the State of Missouri and is on a good career path.

“Kanisha” had been without a job when a friend sent her resume to a Workforce Partnership Career Advisor. With the Career Advisor’s job search and resume assistance, “Kanisha” found a job easily. “Kanisha” said the enrollment process was simple and she is still with the same employer.

Waivers

Workforce Partnership has utilized the waiver to use ITA’s on out-of-school older youth, which has resulted in 46 youth participating in training services during PY 2014. This waiver has allowed older youth to train in Target Industries and Occupations for the Kansas City region and prepare them for career pathways with high future earnings potential. By using Youth program funds, and not requiring co-enrollment into one of the adult programs, this allows Workforce Partnership to train even more individuals in our local area since we are able to maximize the benefit of all funding streams.

Our relationship with CertainTeed Saint-Gobain blossomed this year. We had listed their job postings for several years but this year we became their primary solution for recruiting and screening job applicants. The Kansas WORKReady! Assessment instrument was a key component in the application process. Since January 2015, we screened and referred over 258 applicants, with 68 hires confirmed to date, in jobs paying \$18.75 per hour. That is over \$2.5 million dollars in earnings for workers over a year’s time, which benefits our local economies.

Area III Performance (Table O)

Reported Information		Negotiated Performance	Actual Performance
Total Participants Served	Adults		30,170
	Dislocated Workers		304
	Older Youth (19-21)		144
	Younger Youth (14-18)		105
Total Exitors	Adults		30,082
	Dislocated Workers		196
	Older Youth (19-21)		85
	Younger Youth (14-18)		75
Customer Satisfaction	Program Participants	NA	0
	Employers	NA	0
Entered Employment Rate	Adults	74	82.43
	Dislocated Workers	81	83.42
	Older Youth	NA	79.41
Retention Rate	Adults	85.4	89.01
	Dislocated Workers	91	93.69
	Older Youth	NA	78.64
	Younger Youth	NA	73.91
Six Months Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$14,000.00	\$16,277.49
	Dislocated Workers	\$18,300.00	\$19,472.90
	Older Youth	NA	\$2,897.37
Credential/Diploma Rates	Adults	NA	60.77
	Dislocated Workers	NA	74.19
	Older Youth	NA	57
	Younger Youth	NA	38.3
Skill Attainment	Younger Youth	NA	57.75
Placement in Employment or Education	Youth (14-21)	71	77.46
Attainment of Degree or Certificate	Youth (14-21)	72	80.99
Literacy or Numeracy Gains	Youth (14-21)	52.5	47.32
Overall Status of Local Performance		Not Met	Met
		0	1
			8

Local Area IV (Workforce Alliance)



Over the past year, the Workforce Alliance of South Central Kansas opened two new locations. After an unexpected relocation in 2013, the Wichita Workforce Center opened in a new facility at New Leaf Plaza, 2021 N. Amidon, in June 2014. This location provides 15,000 square feet of space, is on the bus route and is convenient to both job seekers and employers.

In addition to the new Wichita Workforce Center, the lease to the Butler Workforce Center expired in December 2014. Workforce staff found a new location and made a seamless transition to the new facility at the end of

December. These two re-locations are the result of a dedicated, hard-working team of staff and partners.



Wichita Workforce Center Ribbon Cutting Participants: (From left to right) Secretary of Commerce Pat George, LWIB Vice Chair Kathy Jewett, Mayor Carl Brewer, LWIB Chairman Rod Blackburn, Commissioner Dave Unruh, Secretary of Labor Lana Gordon, Past LWIB Chairman Mark Conway, Council Member Jeff Longwell, GWEDC President Tim Chase



Butler Workforce Center: Guests tour the new Butler Workforce Center Facility during the open house and ribbon-cutting event in February.

OJT Success Story – Through the Disability Employment Initiative (DEI), the Workforce Centers was able to place a participant with On the Job Training (OJT). Currently, Daniel is working as a Help Desk Analyst for the August Public Schools. He is a wheelchair user with little to no work experience in this area, but with a knack for computers and he was a good fit for their team, according to his supervisor. The Workforce Centers were able to braid funding streams, using DEI funds for the first 6 weeks of his OJT, and change to WIA/WIOA OJT funds because the position fell into the IT umbrella and his wage after his probationary period was high enough to qualify. He is making \$12.50/hour working full-time and is learning the ins and outs of managing and maintaining technology for the Augusta school system.

OWDS Success - Since 2012 the Workforce Alliance of South Central Kansas, Kansas Department of Commerce, Kansas Department of Corrections, and Sedgwick County Community Corrections have partnered to leverage and align a Certified Offender Workforce Development Specialist (OWDS) to serve the offender population relocating to the Wichita area and at the Hutchinson Correctional Facility.

This strategy has expanded to the El Dorado and Winfield Correctional Facilities and additional partners have been identified and similar referrals and strategic efforts have commenced. These partners include Wichita Parole Office, Wichita Work Release Facility, US Probation and Pretrial Services, 18th Judicial District Court Trustees Office, Sedgwick County Day Reporting Center, Mirror, Inc., American Indian Council, Union Rescue Mission and Local Church Prison Ministries.

A total of 2,615 offenders attended Workshop/Workforce Orientation and 1,871 registered on **KANSASWORKS.com**, 532 received one-on-one job search assistance and 272 or 51% entered employment.

Other Highlights Include:

Sedgwick County Corrections:

- Average wages for those receiving one-on-one assistance and entered employment increased by 16.87% from April 2012 to present.
- Agency overall employment rate has increased from 70% in 2011 to a current rate of 80%.
- The rate for high risk offenders receiving one-on-one assistance is currently 41% compared to the pre-partnership rate of 22%.

Wichita Work Release Facility:

- Average wages for those receiving one-on-one assistance and entered employment increased by 33.10% since the partnership began in January 2013.
- 91% of inmates secured employment within 21 days of arrival in 2014/2015 compared to 45 days in 2013 and an estimated 60-90 days in 2012.
- 75% of inmates receiving one-on-one assistance obtained employment.

Wichita Parole Office:

- Average wages for those receiving one-on-one assistance and entered employment increased by 24.22% since the partnership began in April 2012.
- A total of 388 participants have attended a monthly half-day workshop entitled “Overcoming Barriers to Employment.”

Waivers

The use of the waiver allowing ITAs for older youth and out of school youth participants continued to be the most frequently utilized waiver. Use of this waiver allowed Area IV to make training available to youth participants who would not have otherwise been available. This opportunity allows youth to obtain skills that otherwise would not be available leading to increased chances of employment at higher wages.

Industry Partnership Gains National Attention

2013 marked the fifth year of the Preparation for Advanced Career Employment System (PACES) Initiative. Since its inception, it has improved the lives of more than 2,170 clients, positively affected dozens of employers, leading to policy and systems changed at the state and local level.

In the past five years, PACES has moved nearly 700 unemployed and under-employed workers into high demand and high skill careers in the advanced manufacturing, aviation, and healthcare industries; more than 40 employer partners have found the skilled workers needed. PACES continues to be a catalyst, increasing access to and the capacity of the region’s adult education programs.

PACES was recognized by the National Fund for Workforce Solutions (NFWS) as the 2013 Exemplary Industry Partnership at the NFWS meeting in Atlanta. The award was accepted on behalf of the PACES collaborative by Sangita Richardson of Spirit AeroSystems, Susan Johnson of GKN Aerospace, and Keith Lawing of the Workforce Alliance.

An example of PACES as a catalyst for sustainable systems change is the three-pronged partnership between Goodwill Industries, Wichita Area Technical College, and the Workforce Alliance resulting in the NexStep Alliance, an Adult Education Center. It is a state of the art facility providing an affordable and efficient way for adult learners to complete their GED certificate.

Area IV Performance (Table O)

Reported Information		Negotiated Performance	Actual Performance
Total Participants Served	Adults		33,640
	Dislocated Workers		639
	Older Youth (19-21)		33
	Younger Youth (14-18)		146
Total Exiters	Adults		32,395
	Dislocated Workers		268
	Older Youth (19-21)		22
	Younger Youth (14-18)		120
Customer Satisfaction	Program Participants	NA	0
	Employers	NA	0
Entered Employment Rate	Adults	74	76.33
	Dislocated Workers	81	73.68
	Older Youth	NA	75
Retention Rate	Adults	85.4	91.43
	Dislocated Workers	91	92.59
	Older Youth	NA	92.31
	Younger Youth	NA	60.61
Six Months Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$14,000.00	\$18,114.03
	Dislocated Workers	\$18,300.00	\$19,789.62
	Older Youth	NA	\$5,888.97
Credential/Diploma Rates	Adults	NA	48.3
	Dislocated Workers	NA	61.22
	Older Youth	NA	25
	Younger Youth	NA	83.75
Skill Attainment	Younger Youth	NA	43.68
Placement in Employment or Education	Youth (14-21)	71	57.69
Attainment of Degree or Certificate	Youth (14-21)	72	66.17
Literacy or Numeracy Gains	Youth (14-21)	52.5	47.83
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Local Area V (Southeast KANSASWORKS)



Southeast **KANSASWORKS**, Inc. in Local Area V serves 17-counties in the Southeast Region of the State. The major focus of the last year was to begin modernizing our infrastructure to allow us to better serve the job seekers and employers in our region.

The local area has continued to see the highest unemployment rates throughout the State due to a significant number of layoffs by major employers. In Montgomery County, we experienced multiple layoffs with a job loss of over 1,000 jobs during the last year.

One of the biggest challenges we face with the job openings we have in the local area is the gap between the skills employers want and the skills potential employees have developed. Our Local Workforce Development Board is continuing to further develop strategies in conjunction with local businesses and educational partners to identify how we can meet the skills gaps (both long and short term), and also continue to implement career pathways to support and enhance workers' transitions from an educational institution into the workforce.

Additionally, we have spent a significant amount of time focusing on the new Workforce Innovation and Opportunity Act (WIOA) and what that means for the local area as we transition from WIA to WIOA. We have been diligently working to gain a better understanding of our core partners and the services they provide, and to better develop our working relationships with each of them. We are also working closely with the local areas that we share borders with to develop regional partnerships and strategies for activities within the regions. Internally, with the Board now operating as the One-Stop Operator, the Southeast KANSASWORKS, Inc. Management Team implemented an approach to more fully integrate staff and functionally manage the service delivery model. The model offers four functional teams over the four primary service areas of the operation.

LAV exceeded 8 of the WIA and Wagner-Peyser performance measures for the program year and met the other four. Additionally, the local area has continued to meet the training expenditures rate for Adult and Dislocated Worker Programs with an expenditure rate of 45.7% for PY14. In regards to training participants, LAV accounted for 27% of the total participants who completed training in the State for PY14. We also assisted 557 customers that obtained their KANSAS WORKReady certificates during the program year.

Paola Ribbon Cutting

Local legislators, county commissioners, business representatives and other public officials and community leaders helped celebrate the official ribbon cutting of the new Southeast KANSASWORKS Paola Workforce Center. The facility, which opened in June inside the Great Southern Bank building at 1 S. Pearl St., is now one of four Workforce Center in Local Area V.

Miami County Commissioner Rob Roberts, who also is the chair of the Chief Elected Official Board for Southeast KANSASWORKS, Inc., talked about the importance of the facility and its role in helping businesses grow by finding trained and qualified workers.

"Kansas will only grow if our businesses are strong to do it," Roberts said.

Gabe Pfefferkorn of Pfefferkorn Design & Construction in Paola said he and his wife started their business three years ago, and it has now grown to a staff of 18 — six of whom came from Southeast KANSASWORKS. Pfefferkorn said the program has been a valuable source of training dollars and employment assistance for his business.



Official ribbon cutting of the new Southeast KANSASWORKS Paola Workforce Center

Waivers

Local Area V utilized the following waiver as noted in the Waiver Section above:

1) Waiver of the prohibition of 20 CFR 664.510 on the use of Individual Training Accounts for Older and out of school youth: The waiver on the use of Individual Training Accounts for older and out-of-school Youth was utilized by the Area V during PY14. Older and Out-of-School Youth were provided occupational skills training opportunities using ITAs allowed under this waiver during PY14.

2) Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis: This waiver allowing the One-Stop Career Center or partner agencies to directly provide youth program elements has been effective in Area V.

Meet Josh

Josh was an Out of School Youth, unemployed and basic skills deficient. As part of the WIOA Youth program, Joshua participated in Southeast KANSASWORKS new LIFEWORKS Youth Model, a weeklong program geared toward developing soft skills, exploring career options and preparing Youth for employment through interviewing and job search coaching. Josh successfully completed the LIFEWORK Model and will be taking remediation to improve his math and reading. Together with his Youth Career Advisor, Josh was also able to identify a position with a local company that interested him. Although the position required a skill set that Josh was lacking, we were able to leverage an On-the-Job training opportunity with the company that will allow Josh to be receive hands on training while he works as a new, full time employee with the company.

Meet Ayla

Ayla was placed into the WIOA Dislocated Worker program when her company closed their doors permanently. Ayla was making minimum wage position in her position with the company. Through WIOA training funds, Ayla was enrolled into classes for CMA & Phlebotomy at Neosho County Community College. Ayla was also eligible to participate in the Youth LIFEWORKS model and after completing this program was able to interview and secure a job with Allen County Hospital making \$11.11 per hour. Ayla will now be able to continue her education while employed at a job that provides a more sustainable wage.

Meet Kevin

Kevin came into the Southeast KANSASWORKS office with several years of low wage, retail work as a pizza delivery driver. As an underemployed, low-income customer, he was looking to expand his occupational skill set in order to find a more stable job. Through WIOA funds, Kevin was able to attend the Commercial Truck Driving program at Fort Scott Community College. Upon completion of the training and successfully receiving his CDL Class A license, Kevin has secured full time employment with Tyson. This job provides him a much high wage compared to his previous occupation while also providing healthcare and employer benefits that he previously did not have.

Meet our Veteran

One of our Disabled Veteran Representatives was recently working with a homeless veteran. After providing a comprehensive assessment and realizing that the veteran was not accessing medical services that he needed and was eligible for, the Veteran Representative was able to get him registered with the local VA hospital. This allowed him to receive needed medical care and to assist him with finding a more stable living situation. Next, the veteran received hands on resume assistance as well as assistance with implementing new job search strategies.

The veteran was able to secure several short-term, temporary jobs while the Veteran Representative continued to do specific job development to help find him a permanent position. By marketing the veteran's new resume along with information about the Work Opportunity Tax Credit, the Veteran Representative was able to place the veteran in a full time, permanent position with benefits at Detroit Diesel, a local manufacturing company. This position will provide a stable job and a sustainable wage of \$13.50 per hour with regular overtime and will assist the veteran in getting back on their feet financially.

Area V Performance (Table O)

Reported Information		Negotiated Performance	Actual Performance
Total Participants Served	Adults		18,421
	Dislocated Workers		171
	Older Youth (19-21)		112
	Younger Youth (14-18)		173
Total Exiters	Adults		17,698
	Dislocated Workers		69
	Older Youth (19-21)		63
	Younger Youth (14-18)		87
Customer Satisfaction	Program Participants	NA	0
	Employers	NA	0
Entered Employment Rate	Adults	74	77.52
	Dislocated Workers	81	86.21
	Older Youth	NA	80.6
Retention Rate	Adults	85.4	88.16
	Dislocated Workers	91	94.12
	Older Youth	NA	85.71
	Younger Youth	NA	76.67
Six Months Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$14,000.00	\$13,064.52
	Dislocated Workers	\$18,300.00	\$15,618.99
	Older Youth	NA	\$4,927.15
Credential/Diploma Rates	Adults	NA	38.98
	Dislocated Workers	NA	38.16
	Older Youth	NA	35.23
	Younger Youth	NA	50
Skill Attainment	Younger Youth	NA	35.78
Placement in Employment or Education	Youth (14-21)	71	74.13
Attainment of Degree or Certificate	Youth (14-21)	72	58.33
Literacy or Numeracy Gains	Youth (14-21)	52.5	55.88
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Statewide Workforce Program Initiatives

**Rapid Response and Incumbent Worker Activities
Rapid Response Program (RR)**

During the past year, the Department of Commerce received 28 WARN notices impacting 3,717 worker and 37 non-WARN notices impacting 1,320 workers. Rapid Response is a pro-active business-focused and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response services are available regardless of the size of the company impacted. The state Rapid Response Coordinator works closely with the five local area Rapid Response Coordinators to contact the companies, ensure timely response, and provide the best services possible to assist the workers in making a smooth transition to new employment.

Incumbent Worker Training Program

The Incumbent Worker Training Program is funded by and administered by the Workforce Services Division within the Kansas Department of Commerce and the Local Workforce Investment Boards. The purpose of the program is to provide grants to employers to assist with certain expenses associated with skills upgrade training for full-time employees of the company. The grant amount is subject to availability of funds. Training must be for the purpose of averting layoffs, but should also be for the purpose of improving employee retention, increasing employee earning potential through the upgrade of skills and to assist in staying competitive.

Dislocated Worker Training National Emergency Grant (DWT NEG)

The Dislocated Worker Training Program (DWT) is funded by a \$768,000 USDOL National Emergency Grant (NEG) and administered by the Workforce Services Division within the Kansas Department of Commerce. Three (3) Local Workforce Investment Boards are utilizing funds available under this grant, LWIB I (WorkforceOne), LWIB II (HeartlandWorks) and LWIB V (SEKansasWorks). The grant emphasizes the use of work-based training, e.g. OJT, internships, etc.; for the long-term unemployed by requiring a minimum of 40% of the funds be spent to purchase of training provided by private sector employers that offsets the costs associated with training full-time employees of the business. Long-term unemployed workers impacted by the last recession are more marketable and are afforded a venue to transition back into the workforce. Training must be for the purpose of training dislocated workers for current the skill/knowledge demands of the new market and may include additional means of training, including traditional classroom training.



Kansas Engineer Training Project (H-1B Training Grant)

In November 2011 Commerce received nearly \$5 million from the US Department of Labor Technical Skills Training Grant competition. Using H1B user fees, rather than tax dollars, Commerce is providing funds to employers to help reduce the cost of training engineers on the job. Funds are available to employers, which hire new, dislocated or otherwise unemployed engineers. The purpose of the grant is to encourage employers to hire American workers rather than use H1B VISA holders to meet their talent needs. As of June 30, 2015, 190 engineers have begun on-the-job training and 120 have completed on-the-job training with over 30 Kansas employers. Each employer is eligible to receive up to \$25,000 per hire.

Federal Bonding

The Federal Bonding program provides individual fidelity bonds to employers who hire job applicants who have been, or may be, denied coverage by commercial carriers. Job candidates benefit because they are provided a second chance to prove themselves as valuable employees. Employers benefit because they provide an avenue to hire skilled job candidates who might not be hired due to their ineligibility for bond coverage.

Foreign Labor Certification (FLC)

Kansas receives funding from the USDOL to administer the Foreign Labor Certification (FLC) program. Commerce provides the following services for employers having difficulty finding qualified U.S. workers to fill job openings:

- H-2A visas: H-2A visas are granted to foreign workers for temporary agricultural jobs. Commerce assists employers by posting their job orders on KANSASWORKS.com to assist them in recruiting U.S. workers. During the recruitment process, it is the responsibility of Wagner-Peyser staff to conduct pre-occupancy safety and suitability inspections whenever the employer furnishes housing. In Fiscal Year 2015, Commerce assisted 111 employers, posted 111 job orders and inspected 158 housing units in all parts of the state. If the recruitment process reveals no U.S. workers are available or willing to take the job, and the employer-provided housing meets all safety standards, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into Kansas.
- H-2B visas: H-2B visas are granted to foreign workers for temporary low-skilled non-agricultural jobs such as construction, landscaping, painting, remodeling, and roofing. Commerce assists employers by posting their job orders on KANSASWORKS. If the recruitment process reveals no U.S. workers are available or willing to take the job, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into the state.

Migrant Seasonal Farm Workers (MSFW)

- Federal regulation mandates equitable levels of Wagner-Peyser services be provided to Migrant and Seasonal Farmworker (MSFW) customers defined as follows:
- Migrant Farm Worker – During the preceding 12 months worked at least 25 or more days or parts of days in farm work; earned at least half of income from farm work; was not employed year round by the same employer; had to travel to the work and was unable to return to permanent residence the same day. Full-time students traveling with groups other than their families are excluded.

- Migrant Food Processing Worker** – During the preceding 12 months worked at least 25 or more days in food processing; earned at least half of income from food processing work; was not employed year round by the same employer; had to travel to the work and was not able to return to permanent residence the same day. Full-time students traveling with groups other than their families are excluded.
- Seasonal Farm Worker** – During the preceding 12 months worked at least 25 or more days or parts of days in farm work; earned at least half of income from farm work; and was not employed year round by the same employer. Full-time students are excluded.



Workforce centers provide outreach services by partnering with other agencies and programs to inform farmworkers of services available. This outreach network is further supported by a part-time State Monitor Advocate, who is an employee of the Department of Commerce. The State Monitor Advocate conducts on-site visits to ensure equitable levels of Wagner-Peyser services are provided to the farmworker community. Expenses incurred by the State Monitor Advocate to monitor compliance with federal regulations and maintain a centralized procedure to process complaints filed by or on behalf of MSFWs are funded through the regular Wagner-Peyser grant.

K.S.A. 44 125-129 also addresses Migrant and Seasonal Farm Workers, particularly the mandatory registration of crew chiefs, known in federal law as Farm Labor Contractors. A crew chief is any person, other than an employer, who brings a group of migrant workers into the state, or is responsible for finding employment for them, but shall not mean any custom combine operator. The crew chief must register with a local workforce center and furnish a list of names and social security numbers of all the migrant workers brought into Kansas and the names of the employers for whom recruitment is being done.

KANSASWORKS.com reported 668 job openings were received which were coded in the O*Net Farming, Fishing, and Forestry standard occupational classification (45) within the Agriculture, Forestry, Fishing and Hunting industry code (11) in PY2013. A total of 124 job orders (817 job openings) were put into interstate clearance in search of agricultural workers and certified by USDOL for H-2A visas. All 124 of these job orders required housing inspections; KANSASWORKS staff inspected 173 housing units. The great majority of the H-2A job orders involved

job duties associated with custom combining and/or harvesting.

Commerce officially estimates 4,900 MSFWs worked in the State of Kansas throughout Calendar Year (CY) 2014. This estimate is supplied by the Kansas Department of Health and Environment’s Statewide Farmworker Health Program. The Kansas Department of Health and Environment’s Kansas Statewide Farmworker Health Program (KSFHP) reported it actually served 4,817 farmworkers during CY14, a number that includes workers’ registered family members.

	MFWF (number)	MSFW (percent)	Non- MSFW (number)	Non- MSFW (percent)	Equity
Part Three					
A Total Applications	61	100.00%	185,655	100.00%	
1 Referred to Employment	8	13.11%	13,992	7.54%	Yes
2 Received Staff Assisted Services	24	39.34%	47,580	25.63%	Yes
3 Referred to Support Service	3	4.92%	2,339	1.26%	Yes
4 Career Guidance	0	0.00%	4,411	2.38%	No
5 Job Development Contact	0	0.00%	60	0.03%	No

	MFWF (number)	MSFW (percent)	Non- MSFW (number)	Non- MSFW (percent)	Compliance Indicator	Compliance Level
Part Four						
1 Placed in Job	0	0.00%	1,479	0.80%	No	42.5
2 Placed in S.50 above Minimum Wage	0	0.00%	1,346	0.73%	No	14
3 Placed in Long Term Non-Ag Job	0	0.00%	646	0.35%	No	3

According to KANSASWORKS.com, outreach or knowledge of the system during PY14 was attributed by individuals to the following activities listed in the table below. Sixty-one individuals were registered as MSFWs during PY14.

Statewide Kansas Outreach Report PY2014	
Outreach Method	Served
Word of Mouth	11,751
Brochure/Flyer	685
Internet	7,745
Newspaper	502
Radio	330
TV	217
Highway Billboard	120
Other	7,420

RCI – Reemployment Connections Initiative

The Reemployment Connections Initiative is USDOL/ETA’s effort to integrate and streamline service delivery within the Nation’s Workforce Investment System. The focus of this important work is on improving the System to better help job seekers find jobs and help businesses find the skilled workers they need. The initiative includes the following four strategies:

- 1) Common registration system that serves as a “virtual front door” to all State workforce programs;
- 2) Real-time triage to better serve the customer in a timely manner;

- 3) Skills transferability and job matching to provide resources to the customers to help them find employment faster; and
- 4) Social Media- to expand staff capacity and increase service delivery options and reemployment outcomes for all customers – job seekers and businesses! The funding provided is to support the state’s effort to develop an implementation plan to address the aforementioned reemployment strategies.

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Reemployment and Eligibility Assessment (REA)

Studies have shown that a claimant’s efforts to find new employment and awareness of their reemployment service needs result in shorter claim durations and fewer erroneous payments by utilizing the REA program. The reemployment of UI claimants and the reduction of erroneous payments are high priorities for Kansas, and the REA initiative addresses both these priorities. Kansas received an additional allocation of \$594,107 in Fiscal Year 2015 to provide REA services through December 2015. This includes funding that will assist Kansas in transitioning to Reemployment Services and Eligibility Assessments (RESEA) beginning in 2016.

Providing reemployment services to UI claimants has gained even greater momentum in Kansas with the passage of the Workforce Innovation and Opportunity Act (WIOA) and the continued receipt of the REA grant awarded to the Kansas Department of Labor. Through a memorandum of understanding, Commerce provides contractual staff to deliver workforce services to a minimum of 8,500 eligible claimants among four Workforce Centers located in Local Areas 2, 3, and 4. Each REA receives at a minimum the following services:

- UI eligibility review
- Overview of Workforce Center services
- Initial Assessment
- Labor Market Information
- Resume requirement assistance
- Individualized reemployment plan
- Referral to reemployment services

Results have been positive for the REA program in Kansas. The average number of weeks claimed by those selected for REA services is lower by 1.11 week. REA participants are 6.3% less likely to exhaust their benefits, which have led to a lower average amount of benefits paid per claimant. Additionally, REA has been successful in

detecting a higher number of eligibility disqualifications than those not engaged with reemployment services.

Average Duration (Weeks)		
Comparison Group	REA Group	Diff
17.62	16.34	-1.26

Percent Exhausting		
Comparison Group	REA Group	Diff
42.5%	36.2%	-6.3%

Average Disqualifications Detected		
Comparison Group	REA Group	Diff
0.056	0.92	0.36

Average Benefits Per Claimant		
Comparison Group	REA Group	Diff
\$5,535.97	\$5,201.27	-\$334.70

Registered Apprenticeship Program

Registered Apprenticeship is a structured system for training employees in a variety of occupations that require a wide range of skills and knowledge. It is an ideal way for employers to build and maintain a skilled workforce. It combines full-time employment, through on-the-job learning, under the supervision of experienced journey level workers, and related technical instruction. The related instruction may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors or apprenticeship training centers to both educate and develop business and industries' workforce.

Competency and hybrid models have been developed to complement the traditional time-based apprenticeship models. In addition to broadening the flexibility for program sponsors, competency and hybrid Registered Apprenticeship models increase apprentices' opportunities for interim credentials and technology-based learning. Many Registered Apprenticeship programs now combine the ability to earn an associate's or higher degree (often paid for by the employer).

In Fiscal Year 2015, the Kansas Registered Apprenticeship Program registered 515 new apprentices at an average starting wage of \$16.71 per hour. Additionally, 10 new employers/program sponsors registered a program. There were 101 apprenticeship completers at an average wage of \$25.85 per hour.

Senior Community Services Employment Program (SCSEP)

The federal Senior Community Services Employment Program provides skills training through subsidized part-time employment to older Kansans who live at or below the poverty level. SCSEP served 100 participants, placing them in community organizations for work-based training. Commerce paid just over \$800,000.00 in federal aid payments contributing to case management, service delivery and participant wages while the participants completed on-the-job training. In addition, SCSEP:

- Provided 61,671 hours of service to the community (through hands-on participant training assignments at local nonprofit and governmental agencies)
- Provided participants an additional 439 hours of skills enhancement training (computer training, various workshops, CNA update classes, business classes, etc.)
- Fifty-eight percent of participants who exited the program did so because they obtained regular employment

Seventy-one percent of individuals who exited for employment in program year 13 and early program year 14 were still employed 1 year later

Older Kansans Employment Program (OKEP)

The Older Kansans Employment Program provides specialized training, career assessment, job matching, and job search assistance to Kansans age 55 and older regardless of their income and facilitates the development of job opportunities for older Kansans in private industry. This funding is provided to Kansas' Area Agencies on Aging and other community-based organizations who administer the program on the agency's behalf. During program year 2015, OKEP served a total of 1,804 participants and placed 1,113 into full-time or part-time private sector employment at an average wage of \$10.46 an hour for an average of 24 hours per week, resulting in \$14,529,191 in wages paid, *fifty-seven times greater* than the amount allocated for the program.

Early Childhood Associate Apprenticeship Program (ECAAP)

ECAAP, a Kansas Registered Apprenticeship Program, is a training model based on the skills and knowledge the early childhood industry needs from its employees. It combines RTI with planned, day-by-day training on the job under the supervision of a skilled worker. Apprentices start at a reasonable wage, determined by the employer. As their skills and value increase, so do their wages. ECAAP is a training model that gives the employer the opportunity to train workers in childcare centers, preschools or group homes.

This program is funded with the state's Child Care and Development Block Grant funds and is administered through an interagency agreement between Commerce and the Kansas Department for Children and Families. In

Fiscal Year 2015, ECAP had 69 active apprentices in this two-year training program. The average wage for all apprentices is \$9.42 per hour. ECAAP had 45 registered sponsors with 22 who had active apprentices during FY 2015. There were 18 new apprentices registered in FY 2015 with an average starting wage rate of \$8.66 per hour. There were 7 program completers in FY 2015 with an average completion wage rate of \$10.31 per hour.

Trade Adjustment Assistance Program (TAA)

The Trade Adjustment Assistance (TAA) Program provides re-employment services to U.S. workers who have lost their jobs as a result of foreign trade as identified through TAA Petitions. The TAA program provides trade-affected workers an opportunity to update their skills by enrolling in training, increasing their marketability for the ever-changing competitive workforce. In addition to reemployment services provided through the Workforce Centers they receive individualized assistance from TAA case managers who review, explain and enroll them in the TAA benefits. These benefits include, not only, paid training but the possibility of income support while attending training through TRA, plus job search and relocation allowances and wage subsidy assistance for those meeting the requirements.

During FY2015, Kansas saw 5 petitions certified with an additional 3 amendments; petitions include B/E Aerospace, Inc. (Lenexa), Southwire Company (Coffeyville), LLC, Senior Aerospace Composites (Wichita), LSI Corporation (Wichita), Day & Zimmerman, Inc. (Parsons). We are looking to the future with the announcement of TAARA 2015 and are filing petitions from January 1, 2014 forward. Also during this time, Kansas served 940 TAA participants with 187 of them new to the program. Of these participants, 406 received training, 204 participated in RTAA and 330 were placed on waivers.

Veterans Grant

For fiscal year 2015 Commerce received \$1,537,000, from the U.S. Department of Labor to administer the JVSG, in support of the Jobs for Veterans Act (JVA). This funding supports the State Veteran Services Manager, the Intensive Services Coordinator (ISC), the Local Veterans' Employment Representatives (LVER), and the Disabled Veterans Outreach Program (DVOP) Specialists. Some support services are also paid through this grant for the USDOL Director of Vets Service (DVET). During fiscal year 2015, the JVSG realigned their staff, from 21 DVOPs and 6 LVERs, to 19 DVOPs and 5 LVERs. This realignment supported the increase in veterans requiring intensive employment services on Fort Riley, Fort Leavenworth, and Fort McConnell military facilities, as the military downsized and service members returned home from Afghanistan and Iraq; and to help those veterans overcome significant barriers preventing employment.

The ISC acts as liaison between the Department of Commerce and Department of Veteran Affairs. The ISC accepts the referrals of Chapter 31 veterans, who are entering the job search phase of their rehabilitation. The ISC disperse the referrals to appropriate Workforce Center Managers and provides confidential information about the veteran’s barriers, to help develop an employment plan. Upon request of the DVOP or VR&E veteran, the ISC provides technical assistance on all matters concerning services provided to veterans referred by the VR&E program.

LVER staff conducts outreach to employers and engage in advocacy efforts to increase employment opportunities for veterans, promotes the hiring of veterans, and orchestrate job development activities to assist in veteran job placements and employment retention. LVER staff facilitates seminars for employers and job search workshops for veterans seeking employment. They also facilitate priority of service for veterans in regard to employment, training and placement services provided through the Workforce Centers.

DVOP specialists provide intensive services to meet the employment needs of disabled veterans and other eligible persons, with maximum emphasis directed toward serving the economically or educationally disadvantaged, including homeless veterans, and veterans with barriers to employment. DVOP specialists are actively involved in outreach efforts to increase program participation.

During fiscal year 2015, there were approximately 10,697 new veteran **KANSASWORKS** accounts created. Additionally, approximately 6,170 veterans received staff assisted services from veteran representatives, located across the state. The Veterans unemployment rate for the state of Kansas went from 5.5% in FY 2014 (April), to 4.3% in FY 2015 (April). For fiscal year 2014, the Veteran Entered Employment Rate was approximately 60%, and had increased to 68%, in FY 2015. The FY 2014 Veteran Employment Retention Rate was approximately 82%, and it had increased to approximately 85%, in FY 2015.

For FY 2016, JVSG anticipates a decrease in federal funding and will receive \$1,506,669. With this decrease in funding, JVSG anticipates decreasing staff, through vacancies and attrition, from 19 DVOPs and 5 LVERs to 17 DVOPs and 5 LVERs. Due to the partnerships established, the increased training and knowledge on veteran services to the Workforce Center staff and partners, this decrease in JVSG staff will not affect the services being provided to Kansas’ Veterans.

Report Information	Post 9/11 Veterans	Post 9/11 Veterans Received Staff Assisted Services		Tap Workshop Veterans	
		Count	Percentage	Count	Percentage
Entered Employment Rate	72.5%	924	25%	321	41%
		1,274	69.9%	365	77.0%
		2,375		366	
Employment Retention Rate	85.2%	2,789	83.9%	436	84.4%
		\$36,583,565.87		\$5,302,799.22	
		2,306	\$15,063.68	358	\$17,027.21
Average Earnings (6 mo)	\$15,864.51				\$10,386,595.49
					610

Work Opportunity Tax Credit Program (WOTC)

The Work Opportunity Tax Credit Program (WOTC) encourages the hiring of targeted employees so they move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers receive compensation by reducing their federal income tax liability. For FY 2015, Commerce received \$175,301.00 from USDOL to carry out WOTC program activities.

In PY2014/FY2015, 32,170 certification requests were received, resulting in 18,307 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost \$55 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by designated community residents, ex-felons, unemployed veterans and recipients of Temporary Assistance for Needy Families (TANF).

Partner Collaborations

Accelerating Opportunity for Kansas (AO-K)

AO-K is a partnership between the Kansas Board of Regents and Kansas Department of Commerce. Short-term certificate programs are aligned with labor market needs, leading to industry-recognized credentials and immediate jobs with family-sustaining wages. AO-K is part of the national *Accelerating Opportunity* initiative managed by Jobs for the Future and initially funded by national philanthropies including Bill and Melinda Gates Foundation, Joyce Foundation, Kellogg Foundation, Kresge Foundation, Open Society Foundation, and University of Phoenix Foundation.

Accelerating Opportunity changes the way adult basic education is delivered by putting adult students on track to earn a postsecondary credential, seize the opportunity to earn family-sustaining wages, and break the intergenerational cycle of poverty.

Background

There are nearly 178,000 adults in Kansas between the ages of 18-64 without a GED® or high school diploma, and over 700,000 working-age adults (ages 25-64 have no meaningful postsecondary credential. Employers continue to report the need for a skilled workforce: to increase the state economic standing and the quality of its workforce.

Kansas is committed to increasing the number of Kansas adults who have a certificate, associate or bachelor’s degree to 60% by 2020.

AO-K transforms the delivery system for adult education in Kansas by delivering career and technical education at the same time as adult basic skills instruction within a career pathways framework.

AO-K Successes

- **Agency Support:** The Kansas Department for Children and Families supports AO-K with Temporary Assistance for Needy Families (TANF) funds to provide tuition scholarships for TANF-eligible students who enroll in approved AO-K pathways.
- **Legislative Support:** Beginning July 1, 2014, the AO-K Proviso and GED Accelerator [HB 2506] provide tuition assistance and college incentives for students co-enrolled in career technical education and adult education career pathway programs.
- **Major sectors for AO-K career pathways leading to industry-recognized credentials aligned with the Kansas economy include** Healthcare, Welding, Aerostructures, and Manufacturing/Machining.
- **Kansas is the national leader among states in the Accelerating Opportunity initiative and has produced dramatic results after four years of implementation (cumulative to-date):**

Enrollments	3,815
College Certificates	1,669
Industry-recognized Credentials Awarded	4,479
Individuals Completing a 12-Credit Hour Pathway	1,214
Number Employed	970

Kansas Disability Employment Initiative

Kansas was awarded a second three-year Disability Employment Initiative grant in October 2014. The project goals include providing work-based and/or [postsecondary technical education and training for up to 175 Kansans who have disabilities. A partnership with Cerebral Palsy Research Foundation, a non-profit organization in south central Kansas serving individuals with various disabilities, was finalized to expand adapted computer skills training in Wichita and to develop the training and classroom space within the Prairie Band Potawatomi Nation, as well as a third site in Western Kansas. Commerce has also partnered with two school districts and community partners to establish Project SEARCH for adults in Salina and Johnson County. These internship programs, based on a work-based training model for serving high school students, will be among the first Project SEARCH programs designed to serve adults. Three of the five Workforce Investment Areas hired a Disability Resource Coordinator to facilitate the implementation of the grant.

Second Chance Act

Commerce received a Second Chance Act from the US Department of Justice in October 2014 to provide postsecondary technical skills training to inmates incarcerated at Topeka Correctional Facility. In partnership with Washburn Institute of Technology, Commerce projected 104 inmates would achieve at least one post-secondary credential by September 30, 2015. In

July 2015, that goal was met with 104 women earning at least one industry-recognized credential and earning a combined 1290 hours of college credit, just under 13 credit hours each. Due to efficiencies of service delivery and leveraging other resources, Commerce will be able to serve an additional 50 women and have been granted a no-cost extension from US DOJ through May 31, 2016 to do so.

Alternative Workforce Specialist Initiative

Because the offender population includes individuals who can become viable members of the workforce with the proper instruction and training, the Department of Corrections and Commerce created the Alternative (Offender) Workforce Development Specialist, which serves as a bridge between the two agencies. Corrections funds this position through the State General Fund and Commerce and other Workforce System partners fund varying portions of the position with federal funds

Examples of outcomes overseen by the bridge position include:

- Number of offenders entered/continued in vocational/academic training in community: 35
- Number of offenders who entered training/GED in the facilities: 260 adults; 130 juveniles
- Number of offenders who completed training/GED while incarcerated who released: 106 adults; 50 juveniles
- Offenders identified for enrollment in manufacturing skills certificate training at ECF and LCMHF: 60
- Direct services provided to individuals/agency staff: 1,800

Kansas Health Profession Opportunity Project (KHPOP)

In FY2015, \$3,361,499.00 was made available through the Kansas Health Profession Opportunity Project (KHPOP) to provide education, training and employment in the healthcare sector to over 1000 Temporary Assistance for Needy Families (TANF) recipients, Supplemental Nutrition Assistance Program (SNAP) recipients, and other low-income individuals. Besides offering an improved quality of life through education, these services also reduce healthcare labor shortages, as well as reduce the number of individuals on public assistance in Kansas. KHPOP is in the 5th and final year of the grant. To date the grant has served 2,831 Kansans.



Workforce AID (Aligned with Industry Demand)

Workforce AID is a workforce training solution that supports the economic strategic plan for Kansas, with a focus on providing skilled talent for employers and growing jobs. Using short term highly focused training programs resulting in college credit and industry-recognized credentials, Workforce AID finds, trains and delivers Kansas employers a skilled, certified workforce – education directly linked to a job. Employers design training programs that expose participants to a wide variety of entry-level skills identified by employers in a specific industry sector, with an early and ongoing connection between employers and employees. After just a year and a half of implementation, Workforce AID projects around the state have resulted in over 150 jobs, with many more in the pipeline. In that same time period, Workforce AID projects have had a significant fiscal impact through annual payroll on the Kansas economy, and employer demand is high and growing. Employers are reporting: “I think it is the most effective way to train new prospects that I have seen so far,” and “Expand the program ... finding competent workforce is one of the pervasive ongoing issues for manufacturers across the State...” and “... much needed and a win-win for business, college and students.”

Following the initial pilot phase, Workforce AID projects are primarily operated as a public/private partnership, with employer confidence in the program so high they are committing up to 50% of the training costs in some cases. This innovative project is led by the Kansas Department of Commerce in partnership with the Kansas Board of Regents. Successful participants earn college credit and industry recognized credentials from organizations such as the Manufacturing Skills Standards Council, the American Welding Society and the National Institute of Metal Working Skills. Some employers have taken the next step and are offering employment contingent on successful completion of the training. In other models, qualified candidates that successfully complete the training are guaranteed an interview with partner employers. The average per participant training cost is currently approximately \$3,000 per participant.

Workforce Data Quality Initiative (WDQI)

Kansas' Workforce Data Quality Initiative (WDQI) grant continues as partnering agencies collaborate in connecting workforce services data collection and educational data being collected in an existing statewide longitudinal database system (SLDS). The grant is scheduled to run for three program years beginning July 1, 2013 with a total award amount of \$1,156,117.00.

The State of Kansas partner agencies' vision is to create a secure longitudinal data system (SLDS) promoting the responsible and legal sharing of data to be used in performance reporting and research for program improvement. This effort is led by the two agencies who

oversee workforce programs and wage data, the State Workforce Agency known as the Kansas Department of Commerce (Commerce), and the Kansas Department of Labor (KDOL), in close coordination with the two agencies that oversee Kansas education: the Kansas Board of Regents (KBOR), and the Kansas State Department of Education (KSDE). Commerce is also the lead economic development agency for the state and includes the Workforce Services Division assisting Kansans with career training while connecting job seekers with education and training leading to jobs ensuring economic prosperity. WDQI goals are as follows:

- 1) Expanding the SLDS to integrate workforce longitudinal data, developing necessary agreements, and matching education data with workforce data (Title I and Title II) at the individual record level and across workforce programs, for better evaluation of federally and state supported education and workforce programs, protecting personally identifiable information.
- 2) Improve the quality and breadth of workforce and other data in the SLDS, avoiding duplication in collection and reporting where possible.
- 3) Using SLDS data to evaluate performance of federally and state supported job training and education programs, to make policy adjustments for continuous program improvement.
- 4) Providing user-friendly information to consumers to aid in the selection of education and training programs, including production and dissemination of workforce training provider performance information and outcomes in a standardized “scorecard” format.

Partner agencies will also seek to consolidate and avoid duplication of effort when providing services to constituents in the State of Kansas through an interface of the public workforce systems (KANSASWORKS) and the Portal for Adult Basic Learning Outcomes (PABLO) system. AJLA-TS will be a vital partner throughout this process. By participating in this statewide expansion effort across agencies, Kansas hopes to be a catalyst for other AJLA participating states to expand on collection of educational data nationwide in their JobLink systems.

Kansas WORKReady! Certification

The state of Kansas has continued the use of the Kansas WORKReady! Certificate – a statewide effort to measure, validate and certify worker skills. This certificate, signed by Governor Sam Brownback, is beneficial to students in secondary and postsecondary schools, as well as working adults. WORKReady! Certification is based on three cognitive assessments, and indicates the individual is prepared with foundational, transferable skills used in all occupations and is equipped to learn job-specific and technical skills. The public workforce system has also purchased an on-line curriculum to assist job candidates in improving their skills and earning a higher certificate level.

Kansas adopted the skills measuring and skills enhancing tool in 2006 as a means to ensure businesses a prospective employee has the skills needed to do the job. During Program Year 2014, Kansas issued 5,797 certificates. The state has surpassed 43,000 certificates earned since the inception. In addition, Commerce is working with many partners including high schools, community and technical colleges, Adult Education, Department of Corrections, Kansas Economic Development Association, and others to test and issue certificates.

Certificate Attainment	PY14 Certificates Issued	Certificates from Inception
Platinum Certificates	33	1,665
Gold Certificates	1,421	12,011
Silver Certificates	3,281	19,017
Bronze Certificates	1,062	11,197
Total Certificates Issued	5,797	43,890

