

KANSASWORKS



Federal Program Year 2011/State Fiscal Year 2012 Annual Report



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Department of Commerce
Pat George, Secretary

KANSASWORKS State Board
Mike Fleming, Chair

Division of Workforce Services
Caleb Asher, Deputy Secretary



Kansas Workforce Services Annual Report | 2011



Deputy Secretary, Caleb Asher

The Kansas Department of Commerce, Workforce Services Division, in collaboration with a multitude of partners, is proud to present the Federal Program Year 2011 and State Fiscal Year 2012 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 State Workforce Investment 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. Partner benefits for Kansas includes a foundation, which provides employers, job seekers, and workforce professionals a system to connect, resulting in aligned training needs and job opportunities to produce a skilled Kansas 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

Federally funded workforce services programs are delivered through workforce centers, some of which meet the definition of “one-stop” centers located across the 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 of Children and Families for the TANF programs and the Kansas Department of Labor with Unemployment Insurance information. In total, Kansas has 23 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 as a result 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.

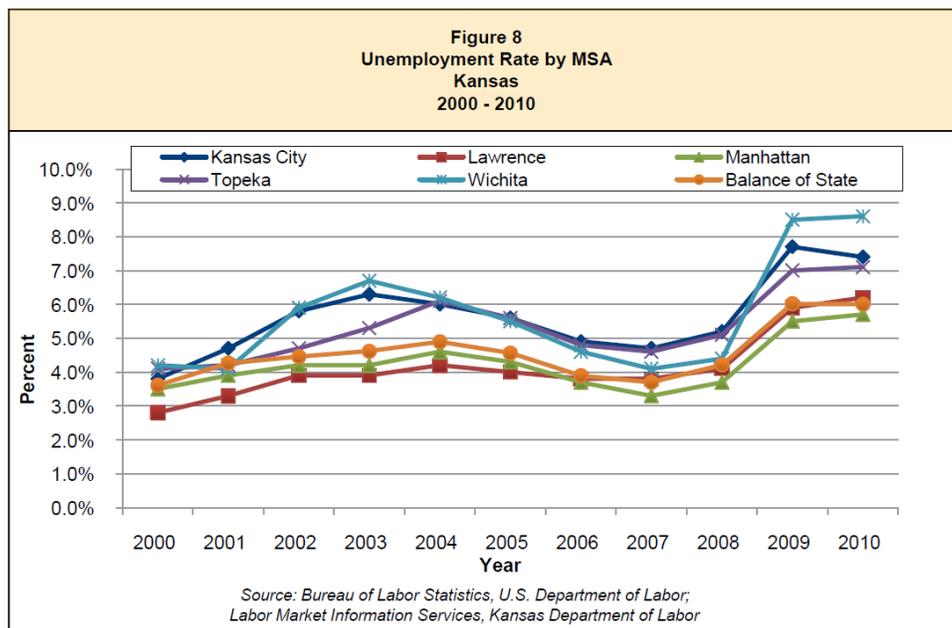


Statewide Overview of Services

Through our integrated service delivery system, participant levels rose dramatically during Federal Program Year (PY) 2011/State Fiscal Year (FY) 2012. Local Boards and their partners, working through the One-Stop system, provided services to 165,158 total adult participants, with 155,907 Kansans receiving self-services either through workforce centers or electronically across the state. The Adult program provided 9,251 Kansans with service beyond the self-service level. The State served 2,504 Dislocated Worker participants, and 1,342 Youth participants received services.

As Kansas begins the recovery of the recent economic recession, minimal change has been shown in the labor force percentages for PY2011.¹ The unemployment rate, which averaged 7.0 percent in 2010, improved slightly in 2011 to an average of 6.2 percent. The number of initial (12,542) and continued claims (100,529) for unemployment insurance also decreased from PY2010 to PY2011, indicating Kansas is making progress to recover from the recession. Also in PY2011, Kansas has shown a gain with approximately 19,400 jobs.

In the previous year, Kansas experienced a significant number of layoffs, contributing to over 5,000 high paying jobs being lost in industries such as aircraft manufacturing, collection agencies, commercial banking, manufacturing, and telemarketing. Although these challenges are before us, Kansas is still making progress to reduce the unemployment rate as shown in the table below:



¹2011 Kansas Economic Report: http://www.dol.ks.gov/lmis/EconomicReport/2011/Kansas_Economic_Report_2011.pdf

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Adult Program Service Delivery

The state met two and exceeded one of the negotiated levels of performance for the Adult measures. The Adult entered employment rate increased 2.1% over previous program year, reflecting 66.7% in PY2011. The Adult employment retention rate increased 3.5% from the levels attained in PY 2010/ FY 2011, while Adult average earnings increased less than 1% or from \$12,701 to \$12,753, respectively. For Adult special populations, 67% of the standards were met or exceeded. All standards for Adults who received training services were exceeded. Of those who received training services, an entered employment rate of 82.5% was reported. Similarly, the average wage at entry into employment increased 26%.

Adult Program Cost of Activities

For the Adult program, the average cost per participant was \$370.18, a significant decrease of 23.6% from previous year. When self-service participants are included in determining the cost per participant, the average cost for all Adults was \$20.73.

Adult Program Results (Table B)

Performance Items	Negotiated	Actual	Numerator	
			Denominator	
Entered Employment Rate	70	66.7	3158	
			4732	
Employment Retention Rate	84	83.7	4965	
			5932	
Average Earnings	12500	12757	62792133	
			4922	

Outcomes for Adult Special Populations (Table C)

Performance Items	Public Assistance Services		Veterans		Individuals Disabilities		Older Individuals	
Entered Employment Rate	60.4	300	63.3	375	37.1	76	51.5	368
		497		592		205		714
Employment Retention Rate	79	327	83.9	517	71.4	110	84	542
		414		616		154		645
Average Earnings	9675	3115459	14644	7453617	9065	988056	12805	6876446
		322		509		109		537

Other Outcome Information for the Adult Program (Table D)

Performance Items	Individuals Received Training		Individuals Core/Intensive Services	
Entered Employment Rate	82.5	569	64.1	2589
		690		4042
Employment Retention Rate	91	841	82.3	4124
		924		5008
Average Earnings	17172	14098205	11874	48693928
		821		4101

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 PY2011/FY2012. For Dislocated Worker special populations, 75% of the standards were met or exceeded. All standards for Dislocated Workers who received training services were exceeded. Of the Dislocated Workers who received training services, 79.7% were reported as an entered employment rate.

Dislocated Worker Cost of Activities

In the Dislocated Worker program, the average cost per participant was \$1,348.33.

Dislocated Worker Program Results (Table E)

Performance Items	Negotiated	Actual	Numerator
			Denominator
Entered Employment Rate	80	80.6	1270
			1575
Employment Retention Rate	87	92	1358
			1476
Average Earnings	15700	17895	23943045
			1338

Outcomes for Dislocated Worker Special Populations (Table F)

Performance Items	Public Assistance Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	79.7	<u>165</u> <u>207</u>	58.8	<u>20</u> <u>34</u>	67.5	<u>204</u> <u>302</u>	44.4	<u>4</u> <u>9</u>
Employment Retention Rate	91	<u>162</u> <u>178</u>	87.5	<u>14</u> <u>16</u>	88.3	<u>196</u> <u>222</u>	75	<u>12</u> <u>16</u>
Average Earnings	19095	<u>3017011</u> <u>158</u>	14597	<u>189763</u> <u>13</u>	16289	<u>3143833</u> <u>193</u>	9934	<u>99338</u> <u>10</u>

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

Performance Items	Individuals Received Training		Individuals Core/Intensive Services	
Entered Employment Rate	88.1	<u>728</u> <u>826</u>	72.4	<u>542</u> <u>749</u>
Employment Retention Rate	92.9	<u>742</u> <u>799</u>	91	<u>616</u> <u>677</u>
Average Earnings	19574	<u>14269297</u> <u>729</u>	15885	<u>9673748</u> <u>609</u>

Youth Program Service Delivery

For PY2011/ FY2012 the state exceeded all three youth common measures. While the total number of youth served slightly increased by 1.3%, the Placement in Employment or Education rate is 68.8%, a decrease of less than 1% from previous year. The Attainment of Degree or Certificate measure decreased slightly to 62% from 65.2% in PY2010/ FY2011. Our progress with the Literacy and Numeracy Gains decreased to 48.7% from 51.1% in previous year.

Youth Program Cost of Activities

For Youth programs, the cost per participant was \$2,910.22.

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

Performance Items	Negotiated	Actual	Numerator
			Denominator
Placement in Employment or Education	64	70.9	<u>332</u>
			<u>468</u>
Attainment of Degree or Certificate	52	62.7	<u>292</u>
			<u>466</u>
Literacy and Numeracy Gains	42	49.5	<u>92</u>
			<u>186</u>

Other Statewide Level Performance

Other Reported Information (Table L)

Program	12 Mo. Employment Retention Rate		12 Mo. Earnings Change/Replacement		Placements Nontraditional		Wages Unsubsidized		Unsubsidized Related Training	
Adults	83.3	5660	1727	11642490	0.3	10	5260	16458744	44	252
		6796		6743		3158		3129		569
Dislocated Workers	89.8	1269	97	22342514	1.2	15	8142	10194087	35	258
		1413		23025819		1270		1252		728

Participation Levels (Table M)

Program	Total Participants	Total Exiters
Total Adults	165172	145646
Total Adults (self)	155982	139663
WIA Adults	164056	144964
WIA Dislocated Workers	2506	1316
Total Youth (14 - 21)	1345	579
Younger Youth (14 - 18)	857	365
Older Youth (19 - 21)	488	214
Out-of-School Youth	757	370
In-School Youth	588	209

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Cost of Program Activities (Table N)

Program Activity		Total Federal Spending
Local Adults		\$ 4,446,616
Local Dislocated Workers		\$ 4,309,622
Local Youth		\$ 5,100,749
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$ 1,572,369
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$ 1,356,834
Statewide Allowable Activities WIA Section 134(a)(3)	Accelerating Opportunities (AO-K)	\$ 200,000
	Area I Carryover Incentive Grant	\$ 21,322
	Area II Carryover Incentive Grant	\$ 18,661
	Area III Carryover Incentive Grant	\$ 31,690
	Area IV Carryover Incentive Grant	\$ 15,000
	Incentives	\$ 160,000
	Outreach	\$ 7,796
	Oversight and Monitoring	\$ 355,511
	RAWorks! Scholarships	\$ 22,500
	Registered Apprenticeship	\$ 185,247
Workforce Summit	\$ 4,444	
Total of All Federal Spending Listed Above		\$ 17,808,362

Wagner-Peyser Services

For Fiscal Year 2012, Kansas received \$5,968,265 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.

	FY2010	FY2011	FY2012
Category of Service	Total	Total	Total
Registered for Services	197,631	187,703	187,874
Received Workforce Information	185,283	169,009	170,698
Received Staff Assisted Service	49,925	51,112	50,492
Referred to Employment	18,174	18,507	15,488
Entered Employment Rate	58.99%	59.07%	67.9%
Employment Retention Rate (6 mo.)	78.32%	80.29%	84.4%



Statewide Waivers

As part of Kansas' modification of the Workforce Investment Act (WIA)/Wagner Peyser (WP) State Plan, and as described in TEGL 17-10 and TEGL 21-11, ETA made determinations regarding an extension of Kansas' Program Year (PY) 2010/ Fiscal Year (FY) 2012 waivers of statutory and regulatory requirements under WIA for PY2011/ FY2012. The State disposition on waiver extensions is outlined below. 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.

Extension of Waivers

- 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 December 31, 2012. 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 December 31, 2012. 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 December 31, 2012. 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 December 31, 2012. 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 program participants. The State was granted an extension of this waiver through December 31, 2012. 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 be 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 December 31, 2012. 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 December 31, 2012. 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 December 31, 2012.

- 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 December 31, 2012. 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.

Waivers per TEGL 09-11 approved by US DOL are listed below:

- 10) *Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) requiring the conduct of evaluations of workforce investment activities for adults, dislocated workers, and youth.*
- 11) *Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) requiring provision of incentive grants to local areas.*
- 12) *Waiver of 20 CFR 665.200(b)(3) requiring dissemination of training provider performance and cost information.*

Actions undertaken to remove state or local barriers: There are no state or local barriers.

Goals and expected programmatic outcomes of waiver: The reduction to five percent in the WIA allotment for Program Year 2012 Governor's Reserve funds restricts the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. **The current funding level in the Governor's Reserve is insufficient to cover the cost of evaluations, incentive grants to local areas and dissemination of training provider performance, with current costs estimated at \$350,273.60. This total is comprised of up to \$200,000.00 in incentives for Local Areas and approximately \$150,273.60 in program staff salaries resulting from unfilled positions. Required activities will be performed by a smaller staff, with work divided among remaining staff members.** The state's reduced funds are being used to cover the following required activities:

Required Activities (Section 665.200)

Goals and expected programmatic outcomes of waiver: (continued)

- **State Administration (limited to five percent maximum);**
- **Rapid Response (paid through Rapid Response fund stream);**
- **Disseminating: Eligible Training Provider information;**
- **Assure information on Training Providers is widely available;**
- **Conducting Evaluations under section 134(a)(2)(B)(ii) and 20 CFR 665.200(d);**
- **Providing incentive grants;**
- **Providing technical assistance;**
- **Assisting in the establishing and operation of One-Stop delivery systems;**

- **Providing additional assistance to local areas having high concentrations of eligible youth;**

Operating a fiscal and management accountability information system.

Our goal with this waiver is to ensure the state may prioritize the use of Governor's Reserve funds for the required activities we deem most essential to the basic functions of the workforce investment system.

Individuals impacted by the waiver

This waiver provides the state agency with more flexibility in directing Governor's Reserve funds to those activities, which best preserve basic functions of the statewide workforce investment system.

Process for monitoring progress in implementation

The State monitors progress and ensures accountability for Federal funds in connection with these waivers by reviewing monthly expenditure, performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local Workforce Investment Boards have been addressed personally through Commerce's attendance at regularly scheduled Kansas Association of Workforce Boards meeting.

Public Comment

Commerce posted the waiver request on the **KANSASWORKS** website and sent direct emails to interested parties per state policy. Public Comments were accepted and addressed.

The above listed approved waivers were incorporated by reference into the State WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, which constitutes a modification of the State Plan.



State Workforce Investment Board Accomplishments

In June 2012, Governor Brownback commended Chairman Fleming for his service and longtime commitment to Kansans through his participation on the **KANSASWORKS** State Board (KWSB). Ken Daniel, Founder/Chairman of Midway Sales & Distributing, Inc., will begin serving as chair of the KWSB in PY12/FY13.

Throughout the program year the KWSB advanced initiatives aligning with its strategic plan, adopted in July 2011. Listed below are the five, strategic goals of the board and associated accomplishments.

- **GOAL:** Champion a unified statewide vision and direction for the Kansas workforce system.

ACCOMPLISHMENTS:

1. Continued support of the **KANSASWORKS** branding initiative as well as utilization of certified and competency-based assessments/credentials, which meet the needs of employers.
2. Focused on ensuring high performance and a consistent level of service system wide through evaluation of one-stop certification criteria and process. Certification of all workforce centers, not just one-stops, will now be addressed in local area plans by evaluating and revising KWSB quarterly reports. Reports were “automated” to guarantee each area’s data was pulled from the states management information system on the same day.



3. The KWSB supported Commerce’s plan to revise its management information system/job bank website (**KANSASWORKS.com**) to include social networking capability and incorporation of a technical education search engine site with another site, which measures skills and explores career interests—www.careerzoomkansas.com and www.kansascareerpipeline.org.

- **GOAL:** Engage in active and intentional communication and collaboration to achieve desired outcomes.

ACCOMPLISHMENTS:

1. The KWSB chair requested members gain a better understanding of the system by visiting a local workforce center, meeting executive director/local board chair/one-stop operator, and using resources available through **KANSASWORKS**.
2. Supported and attended annual *Kansas Workforce Summit* and *Career Pathways Institute*.
3. Along with Missouri's state workforce board, the KWSB co-hosted the National Governor's Association of State Workforce Board Chairs and State Liaisons Conference in August 2011. This provided the opportunity to network with national partners and highlight Kansas' best practices in workforce development including its collaborative work with economic development and education.
4. The KWSB executive director encouraged board members to create a LinkedIn account and join the **KANSASWORKS** group to keep abreast of workforce news and trends.
5. KWSB executive director led effort to improve interaction between Network Kansas, Small Business Development Centers, and workforce centers with goal of better serving entrepreneurs and individuals who realize entrepreneurship is not for them.
6. KWSB chair also chaired meetings of the State Energy Sector Partnership in support of the State Energy Sector Partnership Training grant.

- **GOAL:** Catalyze energies around best practice models of training and job matching.

ACCOMPLISHMENTS:

1. The KWSB chair and executive director hosted, attended, and presented at the fall National Governor's Association of State Workforce Board Chairs (NGA SWBC). The KWSB chair was elected vice chair of the SWBC association; and later served as chair upon the departure of the elected chair.
2. The KWSB chair attended the spring conferences of the NGA SWBC and gained knowledge to share about best practices occurring across the nation.

- **GOAL:** Steer continuous system improvement through high standards of performance and accountability.

ACCOMPLISHMENTS:

1. As state above, revision of KWSB quarterly reports to improve quality of information received. In addition, the Performance Committee will meet with state and local area staff to interpret reports and discuss opportunities to improve.

- **GOAL:** Articulate Kansas' experience and showcase success to garner new financial resources and drive the national workforce dialogue.

ACCOMPLISHMENTS:

1. The KWSB executive director collaborated with local area staff to promote Kansas workforce investment and success stories in conjunction with the National Association of Workforce Boards' "Workforce Investment Works" campaign. Kansas' "Workforce Investment Works" site is located at <http://www.workforceinvestmentworks.com/kansas/>.
2. KWSB members served as ambassadors of **KANSASWORKS** through promotion to peers and external audiences, particularly the business community.
3. The KWSB supported state agencies and local areas in pursuit of additional funding. Letters of support/MOU's were provided to: (1) Kansas Department of Labor's, Labor Market Information Service division to receive funding for labor market data; and (2) Kansas Department of Commerce for the Kansas Health Profession Opportunity Project.

The KWSB strategic plan goals assisted the board in accomplishing targeted activities like those listed above, but above is not all the board accomplished. In 2010, the KWSB received a primary health care workforce development planning grant. This grant is a resource for planning and implementing programs aimed at increasing the supply of primary health care professionals, which encompass professionals who see patients and have authority to write prescriptions. As part of a larger effort at the national level, the grant also assesses the workforce supply and demand and develops uniform and consistent data sets on health care professionals in order to identify and address key health profession issues and develop informed workforce policies.

In accordance with the grant a committee of the KWSB was established—the Health Care Workforce Partnership (HCWP). This committee differs from other KWSB committees in that membership meets requirements of the grant and includes partners beyond the state board. The HCWP has more than 40 members actively engaged in meeting the goal of grant—develop a comprehensive strategic plan which increases primary health care professionals in Kansas by 10-25% over the next ten years with emphasis on rural and underserved areas.

Since inception, the HCWP worked diligently to gather information on data, education, and resources available in Kansas.

>> *Information and activities of the Health Care Workforce Partnership may be found at <http://www.kansasworksstateboard.org/HCWP/>. <<*

Statewide Training and Technical Assistance

PY2011/FY2012 featured a focus on training with emphasis on our Reemployment and Eligibility Services platform. With the reactivation of the state's Reemployment Assessment services, the continuance of the Reemployment and Eligibility Services Program, and the initialization of the Reemployment and Eligibility Assessment/ EUC Program, training was extensive. Representatives from the state's five local workforce areas met quarterly to discuss possible enhancements to the existing management information system developed by America's Job Link Alliance and the state of Kansas continued its leadership role in a multi-state consortium providing guidance for the AJLA model.

The **KANSASWORKS** Virtual Services Task Force continued to provide options as an open house recommended for statewide staff to highlight the capabilities of the system in order to reduce travel expenses and increase face-to-face contact with clients. Recording technology, added to the current equipment, improved training initiatives providing abilities to record and catalog training sessions.



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 Workforce Compliance and Oversight (WCO) 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 WCO 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 WCO monitoring effort are documented and compiled in a formal report, 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, WCO 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 WCO unit arranged for independent financial audits to be conducted of all Local Areas towards ensuring compliance with OMB Circulars.



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 PY2011/FY2012, Kansas WorkforceONE trained 1,013 adults, dislocated workers and youth customers with an average job retention of over 90%; the impact to Local Area I businesses and communities is dramatic.

Kansas WorkforceONE is continually evaluating the menu of services to determine if needs of the customers are being fully met. It was discovered when many of our customers obtain new employment after completing training, their skills were not updated in regards to their financial habits, credit histories, and decision-making skills. In most cases, the customers are now making more in wages than they ever have; however, if their financial habits are not adequately addressed, the additional funds will not necessarily bring them financial security for the long-term. Kansas WorkforceONE initiated a Financial Literacy Workshop series with topics to include budgeting, banking basics, tactics to repair poor credit savings ideas, and guidelines for setting and achieving financial goals.

Kansas WorkforceONE also continues to focus many of its resources on serving offenders. The WIA Youth program has provided services to over 40 incarcerated youth at Larned Juvenile Correctional Facility. Eighteen WIA participants attained their high school diplomas and attained their GED. Once he attains his high school diploma or GED, he is eligible for completion of a Work Experience. At all times there are approximately 10-12 youth participating in a work experience. In addition, each semester WIA provides tuition and books for several college courses offered at LJCF by Barton Community College. Classes include Public Speaking, English Comp I and II, Basic Algebra, Intro to Business, Business Communications, Business Law, Business Math, Intro to Sociology, Manufacturing Skills Certification, Welding, and Computer Concepts and Applications. In addition, Kansas WorkforceONE provided workforce services to 276 incarcerated adults who upon release had an entered employment rate of 64% and a retention rate of 89%.

Local Area I Workforce Center Activity:

Kansas WorkReady! Assessments	1,139
Job Search Workshops	40
Career Success Workshops	33
Job Fairs	25
Mobile Workforce Center Events	29

Employer Successes & Testimonials:



Industry & Specialty | Engineered Specialties

Workforce Challenge

Draka Cableteq USA started its search for a new location in June 2010, and selected Hutchinson. They received approval for the site selection in September, at which time it started a search for a Production Manager as well as the search for all other production positions. Because the company has locations worldwide and was not headquartered in Kansas, logistics, travel, costs and timing would pose a challenge in meeting hiring deadlines for the opening of the facility.



Workforce Solution

Draka had previously used Video Conferencing technology in similar situations with success. The company partnered with WorkforceOne Kansas, who had access to similar technology, for assistance with recruiting and hiring for its open positions. Via VTC, the company conducted initial interviews with Production Manager candidates, and interviewed the initial list of Production Workers for the Hutchinson facility prior to the Production Manager starting. Kansas WorkforceONE Staff provided support in arranging these meetings, scheduling the video feed and pulling all the details together, drawing on the local labor pool to identify appropriate candidates for [employment](#).

Outcomes & Benefits

Draka used VTC technology in over 12 interview sessions for Production Managers shortening its search process by an estimated 30-45 days and saving approximately \$7,500 in travel and other expenses before finalizing a hiring decision. Additionally, over 20 candidates for Production Workers were interviewed in a three-day period, saving an estimated \$8,000 in expenses. The facility is now in operation in Hutchinson.

Tyson Foods Skills Training Program Community Challenge/Problem

The Tyson Foods plant in Finney County needed specialized maintenance workers to attend to its equipment. Although the company had developed an in-house training program, they were challenged in finding workers with basic maintenance skills to fill open positions and turned to Kansas WorkforceONE in Elmore for assistance.



Board Solution/Innovation

KANSASWORKS partnered with Garden City Community College to access its Industrial Maintenance Technology program curriculum as a basic training program for the Tyson Foods hires. Eighteen individuals came on board at Tyson, learning on-the-job as well as in the classroom, and receiving full time pay even though they spent 16 hours per week offsite attending their college courses. **KANSASWORKS** adapted its Apprenticeship Program to Tyson's competency-based training program, and GCCC modified its teaching methods to focus on lab-demonstrated skills. Through **KANSASWORKS**, funding was provided to offset the college tuition - funding which was not available through Tyson. WIA funds, an apprenticeship grant, and On-the-Job training funds supported the transition of these individuals from unemployed to skilled employment.

Participants in the program supported each other, and when someone was struggling to maintain motivation, Tyson management, **KANSASWORKS** staff, and classmates all intervened to help the person stay focused, on track, and accountable. Tyson invested additional funding to create a 2,200 sq. foot training facility at the plant in Finney County complete with customized lab benches for employees to use for practice and learning during their training periods, with the idea of creating support to help trainees succeed.



Outcomes & Results

The entire class of 18 students has completed the program. They have full time employment at Tyson foods and a one-year certificate in Industrial Maintenance Technology from GCCC. In addition, they are confident and they have a peer employee group which they are much invested with, increasing their job satisfaction and potential for career success.

Economic Development Partnership Testimonial:



"The Hutchinson/Reno County Chamber of Commerce has a strong relationship with Kansas WorkforceONE. In 2008 the Chamber joined the Board as a financial partner to fund a position to serve employers in Reno County. As the Chamber meets with existing/prospective companies who need assistance finding a qualified workforce, WorkforceONE posts job openings, funnels qualified resumes, hosts job fairs & connects them with training at the local community college. Over the past 3 years, the Chamber and the Board have successfully assisted multi-national companies such as Siemens Wind Power, Eaton Corporation, TSW Products, and Draka Cableteq as well as many other local companies. Funding for the Boards is very important to economic development." – *Dave Kerr, Former President*

Job Seeker Successes:

Meet Justin – Dislocated Worker and Veteran

Workforce Challenge

Justin, a veteran, lost his job working for the railroad. A WIA case manager conducted career interests and skills assessments to match him with the current job market. It was determined he lacked the necessary skills to find self-sufficient employment.

Workforce Solution

The WIA case manager determined the Natural Gas Distribution and Transmission Program at Barton County Community College was a good fit for Justin. He started school in January 2009 and finished at the top of his class in May 2009. He also obtained his Commercial Drivers License (CDL).

Outcomes & Benefits

After graduation he accepted a job driving a truck and kept searching for a job in the Natural Gas Distribution & Transmission field. In March of 2010, he accepted a 2nd year apprenticeship position with a local energy company making \$20 per hour. He is now a 3rd Year apprentice making \$24 per hour. Justin shares, "Life couldn't be better for me." Congratulations, Justin!

Meet Lacy - Youth

Workforce Challenge

During the spring of 2009, Kansas WorkforceONE received a referral for the Summer Youth Employment Program for Lacy. Lacy was a youth who had some barriers to employment. She lacked work experience and had some specialized needs she was working on through her Individualized Education Plan at school.

Workforce Solution

Lacy was interested in working with the public, and her case manager thought she would be a good placement at one of our workforce centers. Lacy was placed in a position as a Customer Service Assistant/Office Assistant. She worked 32 hours per week answering phones, assisting and directing walk-in traffic, filing, and completing various office duties.



Outcomes & Benefits

Lacy's summer work experience gave her the opportunity to practice and hone her skills. Her comfort and ability to communicate with the public flourished & she gained confidence. Following summer, Lacy was able to again participate in our program by enrolling in WIA as an in-school youth. She was placed as an administrative assistant, where she was responsible for data entry, spreadsheets, & follow-up. She later was hired by a local manufacturing company as a data entry clerk. Lacy graduated from high school ahead of schedule and with some work experience under her belt, is ready for her future.

Meet Jeromy – Underemployed Adult

Workforce Challenge

Jeromy spent many years chasing his dream job as a Football Coach. He attended college while playing the sport, and earned a Master's Degree in Health and Human Performance while working as a Graduate Assistant. Once he graduated, Jeromy moved from college to college coaching Football as a Restricted Earnings Coach. The position offered him the experience of coaching football at the collegiate level. However, as a Restricted Earnings Coach, he was only making around \$60/week. He decided he needed to find a career which would provide a better income to help support his family.

Workforce Solution

In the summer of 2010, Jeromy came to the Hutchinson **KANSASWORKS** office to meet with a WIA Employment Specialist, in hopes of finding a job which would not only match his interest, but also help him support his family. As an under-employed worker, Jeromy was able to

Outcomes & Benefits

Jeromy has now completed his PTA program and is a Certified Physical Therapist Assistant. He had multiple job offers upon completion and has been working at a local hospital making a very high wage.

participate in the WIA program and enroll in the Physical Therapist Assistant program, offered at a local Community College. Through career guidance provided through WIA, Jeromy decided this program was the perfect fit for his experience and education. Even better, it was in-demand in the local area.

Partner Testimonial:



Greenbush Education Center

"Greenbush Southeast Kansas Education Center, through its agreement with the KS Dept. of Corrections to provide educational services to the KS inmate population, has had the opportunity to partner with Kansas WorkforceONE in providing employment services & training to inmates within the system. WIA has enrolled over 100 inmates to provide individual employment plans, career assessments, case management & the Manufacturing Skills Certificate. These services have not only had a positive impact on the inmates while incarcerated but has also prepared them for the workforce once released. Ultimately, this has contributed to decreased recidivism, thus saving the State money overall. WIA has given these inmates hope for a better future." – *Duane Krueger, Former Director*

Kansas Workforce Services Annual Report | 2011

Area I Performance (Table O)

Kansas WorkforceONE				
Total Participants	Adults	22667		
	Dislocated Workers	277		
	Older Youth	69		
	Younger Youth	135		
Total Exiters	Adults	19657		
	Dislocated Workers	169		
	Older Youth	22		
	Younger Youth	69		
Performance Items	Program Group	Negotiated	Actual	Numerator Denominator
Entered Employment Rate	Adults	70	80.9	165 204
	Dislocated Workers	80	89.4	152 170
	Older Youth	NA	91.7	11 12
	Younger Youth	NA	72.2	39 54
Retention Rate	Adults	84	91.4	191 209
	Dislocated Workers	87	95.9	165 172
	Older Youth	NA	66.7	12 18
	Younger Youth	NA	72.2	39 54
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	12500	13104	2214618 169
	Dislocated Workers	15700	17068	2645522 155
Placement in Employment or Education	Youth (14 - 21)	64	84.4	54 64
Attainment of Degree or Certificate	Youth (14 - 21)	52	65.7	44 67
Literacy or Numeracy Gains	Youth (14 - 21)	42	0	0 1
Overall Status of Performance		Not Met	Met	Exceeded
		1	0	8



Local Area II (Heartland Works, Inc.)

Employer Successes & Testimonials:



“The OJT program gave Dynamic the opportunity to hire inexperienced IT job seekers and give them the immediate training they needed to become a useful and productive employee. The program was easy to implement and the OJT staff made it easy to use. We’ll definitely use OJT again when the need arises!” – *Customer Testimonial, Dynamic Computer Solutions*

The Challenge – the employer was experiencing difficulty finding qualified personnel to address their customer’s needs in a timely fashion. They discovered many of their job candidates had experience in the industry, but the knowledge they had was with dated technology.

The WFC Solution – HWI Business Services staff reviewed employer needs and scanned the available job seeker inventory to see if a match could be made. They worked with the employer to develop a training plan to support an on-the-job training (OJT) contract.

The Outcome – Utilizing the WIA OJT program, this company has hired two dislocated workers and

provided them valuable training which has helped the business meet the needs of their customers and has provided the chance for long-term employment for the OJT participants.

Junction City Wire Harness – Junction City



The Challenge – the employer was having difficulty recruiting for management level positions. They came to the WFC seeking assistance with getting the word out about their position openings.

The WFC Solution- Commerce WFC staff met with the employer to get a clear understanding of the positions they had available and entered job postings into **KANSASWORKS** to help with the recruitment process. In addition, staff educated the employer on the WorkKeys assessment and

proctored the assessment for the employer as part of the application process. WFC staff also conducted Veteran resume searches to encourage job placement of unemployed Veterans.

The Outcome – WFC Commerce staff assisted in the placement of 2 Production Supervisors, 1 Lead Maintenance Supervisor and 20 Production Workers.



“The quality of the applicants and applications has greatly improved since using the staff of the Junction City and Manhattan Workforce Centers. The applications are complete. I have noticed that individuals presenting a WORKReady certificate are able to perform the job, e.g. able to read blueprints, etc. Staff are very responsive with applicant inquiries and I appreciate working with staff of the Centers.” – *Satisfied Employer*

SD Engineering – Topeka

The Challenge – With significant sales growth over the last several years, SD Engineering had reached a point where they needed to bring on key management staff to manage their warehouse. They were having difficulty finding someone with the necessary skills for the position. They reached out to their local Workforce Center to help them find a solution, which would help them continue to grow their business.

The WFC Solution- HWI Business Services staff reviewed employer needs and scanned the available job seeker inventory to see if a match could be made. A candidate was identified through our WIA Dislocated Worker National Emergency Grant program. The job seeker candidate was a Veteran who had been unemployed for almost 4 months, who had good work ethic, but limited experience in warehouse skills. WIA developed an on-the-job (OJT) training contract to allow this job seeker to be matched with this employer.

The Outcome – Capitalizing on the leadership skills the job seeker had gained while in the military and teaching him additional skills to effectively manage the warehouse operation allowed SD Engineering to continue the growth of their business and add on more employees. The job seeker completed the OJT successfully and was retained by the employer.



Job Seeker Successes:

Dana – Adult

The Challenge – Dana was a widow with four children to support when she came to the WIA program. After the loss of her husband to a terminal illness, Dana found herself in a position which required her to immediately become the sole financial support for her household. Dana’s prior work history and educational background were not sufficient to allow her to upgrade her employment to a position which would accomplish this financial goal. Dana was in her final two years of Registered Nurse training and was struggling financially to stay in school when she visited the Workforce Center (WFC) and asked for help.

The WFC Solution- While enrolled with the WIA program operated by Heartland Works, Inc. (HWI), Dana received financial aid to complete her Bachelor of Science in Nursing degree. Dana’s HWI WIA Career Consultant provided ongoing support and employment counseling during training.

The Outcome – within two years of enrolling into WIA, Dana had completed her BSN and had transitioned into a full-time RN position which offered her a substantial increase to her earning potential.

“Thank you so much for the financial help in the form of the generous grant I received this semester. The help Heartland Works has given me has been a blessing to me and my children as I struggle with finances while going to school full-time.....I love nursing!!” – Dana

Hailey – Youth

The Challenge – when Hailey came to the WIA Youth program, she was a high school student facing mental health and educational challenges. She had a poor work history and was basic skills deficient.

The WFC Solution- Hailey was connected to a WIA Youth provider who specializes in using education and work experiences in the arts to enrich the lives of youth. Hailey participated in leadership development activities, educational tutoring and work experience. As an artist apprentice, she had the opportunity to design and create artwork for the community in which she lived. She also served as an arts ambassador to host guests who visited the worksite.

The Outcome – Hailey graduated from high school on time and began a post-secondary education program in fall 2012. Her experience with the WIA Youth Program gave her the academic skills to complete her high school education and the work experience to build her confidence to pursue further education after high school.

Randy – Dislocated Worker

The Challenge – Randy was laid off from a construction company he worked at for almost 20 years. When he came to the WFC, he had been unemployed for almost two years. He was at the end of his Unemployment Insurance benefits, his wife was not able to work and they were close to losing their home. Randy was unable to find work in the construction industry and needed a new skill set to become re-employed.

The WFC Solution- The HWI WIA Career Consultant connected Randy to the JobFit assessment to help him identify career interest areas and occupations which would be a good match for his interests and skills. They worked on a resume which highlighted his existing skill set. Randy identified over-the-road truck driving as a training/employment goal and WIA staff connected Randy to a training provider in the area and provided financial assistance to help him complete the training program.

The Outcome – At the end of the 6-week training program, Randy gained full-time employment with a national trucking company and remains employed with them over three months later. He contacts his HWI WIA Career Consultant on a regular basis and reports he enjoys his job and is grateful for the opportunity the WIA program gave him.



Tyrell - Veteran

The Challenge – Tyrell was a disabled veteran who had self-registered with **KANSASWORKS** as a job seeker. Recently separated from the Army, Tyrell had spent a month unemployed and was using **KANSASWORKS** to look for work on his own, but had not yet been able to connect to a viable employment opportunity.

The WFC Solution- Commerce WFC staff contacted Tyrell to invite him to visit the WFC for more customized assistance with his job search. At his first one-on-one meeting with a WFC Veterans Representative, Tyrell's employment needs were assessed and an employment plan developed. WFC staff educated Tyrell about the potential assistance he could receive from WFC partners such as Veterans Affairs and Vocational Rehabilitation and explained he could work with the Educational Opportunity Center (also a WFC partner) to explore additional educational opportunities. To solve the customer's immediate need of finding employment, the Veterans Representative referred Tyrell to a local employer who was in need of a mechanic.

The Outcome – Tyrell connected with the employer and was hired as a mechanic within a month of his first visit to the WFC. Three months later, WFC staff followed up with both Tyrell and the employer – he is still working and has received a pay raise. The employer reports Tyrell is one of his best employees and he would happily hire more Veterans in the future.

Area II Performance (Table O)

Heartland Works, Inc.				
Total Participants	Adults	54965		
	Dislocated Workers	320		
	Older Youth	49		
	Younger Youth	229		
Total Exiters	Adults	51349		
	Dislocated Workers	215		
	Older Youth	27		
	Younger Youth	94		
Performance Items	Program Group	Negotiated	Actual	Numerator Denominator
Entered Employment Rate	Adults	70	65.5	462 705
	Dislocated Workers	80	79.2	190 240
	Older Youth	NA	60.9	14 23
	Younger Youth	NA	55.8	63 113
Retention Rate	Adults	84	83.8	887 1058
	Dislocated Workers	87	92.6	188 203
	Older Youth	NA	93.8	15 16
	Younger Youth	NA	93.8	15 16
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	12500	13184	11456577 869
	Dislocated Workers	15700	14037	2526693 180
Placement in Employment or Education	Youth (14 - 21)	64	67.2	82 122
Attainment of Degree or Certificate	Youth (14 - 21)	52	79.2	80 101
Literacy or Numeracy Gains	Youth (14 - 21)	42	62.5	20 32
Overall Status of Performance		Not Met	Met	Exceeded
		0	4	5

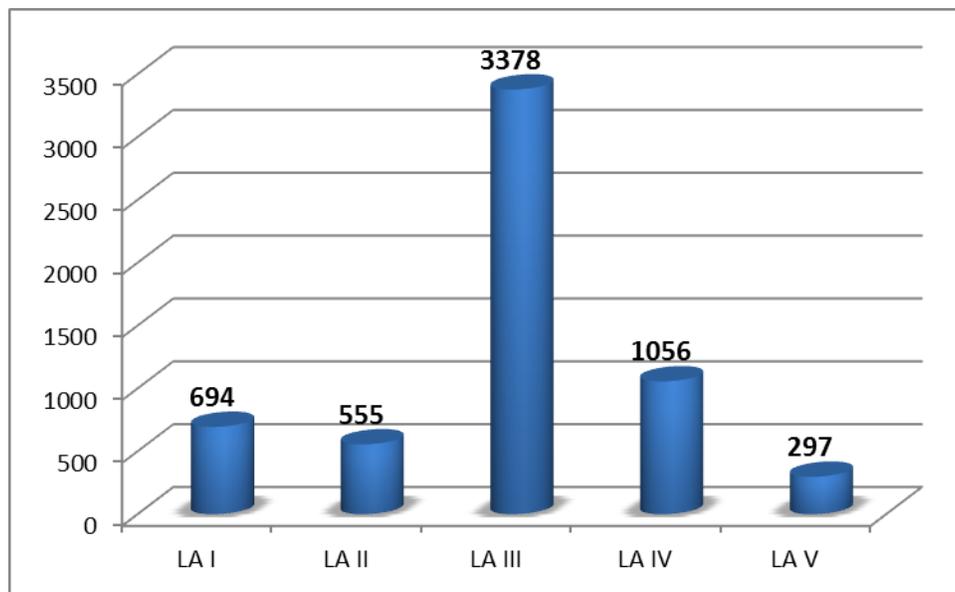


Local Area III (Workforce Partnership)

Enrollments:

LA III had a total of **3,378** new Adult and DW enrollments in PY2011 which accounted for 56% of the State-wide total for new enrollments. New Adult and Dislocated Worker Enrollments by Local Area July 1, 2011 – June 30, 2012:

Local Area I	694
Local Area II	555
Local Area III	3378
Local Area IV	1056
Local Area V	297



Workforce Center Traffic:

During PY2011, LA III had **101,114** customers who walked through the doors of Workforce Partnership with over 11% of those customers being first-time visitors.

Business Services:

To assist in job matching, Business Services staff entered **4,352** staff-assisted job-orders in the **KANSASWORKS** system. There were also **186** recruiting events which took place in the three workforce centers during the year. The biggest recruiting event was off-site in LA III in a joint effort with Congressman Kevin Yoder and his staff to hold one of the largest job fairs in the area

during April 2012. There were **91** employers representing over **350** available jobs with more than **1,400** job seekers in attendance at this Kansas City area job fair.

Waivers:

LA III utilized the waiver to use ITA's on out-of-school older youth which resulted in 66 youth participating in training services during PY2011. This waiver had a direct impact for the success of our youth program and the outcomes we have achieved over the past 2 years.

Performance:

For the second year in a row, LA III is on pace to exceed all youth common measures. In addition, LA III is on pace to exceed one Adult measure and two Dislocated Worker measures while not failing any of the common performance measures.

Computer Camp:

In July of 2011, LA III graduated 45 youth from a computer camp where youth learned the basics of computer networking as well as invaluable soft-skills. The computers were assembled with new component parts during the camp were then donated to area non-profits as a way to teach youth leadership and the value of giving back to the community. Below is one of many success stories from the computer camp.

Josh N. enrolled in the WIA Youth Program on May 31, 2011, a high school graduate who was homeless, unemployed, with no money and very little work experience. His parents kicked him out just a few days after graduating from high school, with very few of his things, so he was staying with various friends. One of his friends told him about Workforce Partnership being able to help him with his job search, so he came in to check it out. Josh knew he needed help and additional skills to be able to get a job that would allow him to support himself. The Youth Career Advisor explained the youth year-round program and shared the information about Computer Camp. Josh decided the Computer Camp would provide him the additional skills he needed. Josh moved around from friend to friend, while attending Remediation Instruction at Workforce Partnership to improve his math and reading levels. By the start of the Computer Camp, Josh had found a friend's family willing to let him stay with them while attending the month-long program. Josh was a great student, and started applying everything he was learning from both the soft skills class and the computer class to finding a job. Josh interviewed for a position just a couple of days after completing the camp, and began working on August 15, 2011 at Suture Express. His starting wage was \$12.00 per hour, and he has now moved up to \$14.00 per hour. Josh has been able to buy a car and is saving money to get his own apartment.

Additional Grants

LA III continues to implement several grants in addition to WIA. Under the State Energy Sector Partnership Grant, LA III has trained **43** individuals during PY2011 for jobs in the energy sector. Under the Kansas Healthcare Opportunity Project (a grant from Health and Human Services), LA III has trained **310** participants in the healthcare field. In addition, under the Greater Kansas City Healthcare and Healthcare information Technology grant, LA III has trained **120** participants as healthcare continues to have many demand occupations in the Kansas City metro area.

Recent grant awards have positioned Workforce Partnership to be able to ready the workforce in many critical industries. LA III is a partner on the **Jobs Accelerator Grant** to support jobs in the manufacturing and IT industries. LA III is working with the Kansas Department of Commerce to implement the **Technical Skills Training Grant**, which supports engineering OJT training opportunities. They are partnering with Johnson County Community College to develop internship opportunities under their **Health Information Technology Grant**. LA III is also partnering with Metropolitan Community College to create OJT opportunities in the IT industry under the **Earn IT and Learn IT Grant**.

Many of the participants in these additional grants are co-enrolled in WIA for additional services and support. These co-enrollments also help boost WIA performance measures and outcomes.



Area III Performance (Table O)

Workforce Partnership				
Total Participants	Adults	34860		
	Dislocated Workers	488		
	Older Youth	215		
	Younger Youth	225		
Total Exiters	Adults	30436		
	Dislocated Workers	296		
	Older Youth	112		
	Younger Youth	131		
Performance Items	Program Group	Negotiated	Actual	Numerator Denominator
Entered Employment Rate	Adults	70	67.1	1607 2394
	Dislocated Workers	80	76.6	292 381
	Older Youth	NA	65.6	63 96
	Younger Youth	NA	69.6	115
Retention Rate	Adults	84	83.8	2452 2927
	Dislocated Workers	87	88.8	342 385
	Older Youth	NA	74.2	66 89
	Younger Youth	NA	69.6	80 115
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	12500	12689	31088922 2450
	Dislocated Workers	15700	18912	6448901 341
Placement in Employment or Education	Youth (14 - 21)	64	68.9	144 209
Attainment of Degree or Certificate	Youth (14 - 21)	52	52.9	117 221
Literacy or Numeracy Gains	Youth (14 - 21)	42	46	57 124
Overall Status of Performance		Not Met	Met	Exceeded
		0	3	6



Local Area IV (Workforce Alliance)

South Central Kansas witnessed a slow and steady strengthening of the regional economy in 2011, and many long term unemployed job seekers reported gainful employment. The best way to highlight the effectiveness of the workforce system is through the stories and testimonials of job seekers and employers who access services through the Workforce Centers of South Central Kansas.

Mandy's Career Path - Mandy, a 26 year-old married mother of one, was a stay home mom until her husband was laid off from his aviation job. While Mandy was able to find part-time work earning minimum wage, she sought assistance from the Cowley Workforce Center because she knew she could not make-up for her husband's lost income only working part-time. Mandy saw nursing as a stable career and made it her employment goal. Mandy had an associate's degree, but not the technical skills needed to obtain self-sufficient employment in the health care industry. With funding from the American Recovery and Reinvestment Act received by the Workforce Alliance in 2009, Mandy attended Cowley College and Wichita Area Technical College to obtain her LPN. Upon graduation, Mandy went to work for a local hospital in Winfield as an LPN earning \$13.06 per hour. She is now continuing her education with tuition assistance from her employer to become an RN.

Intensive Job Search Works for Kurt – Kurt, a US Air Force Veteran and 50 year-old single father of three, worked as an aviation manager for nearly five years, earning \$49 per hour. After being laid off and finding it impossible to support his family on weekly unemployment benefits, Kurt sought assistance from the Wichita Workforce Center. Despite not having a college degree, the Workforce Center helped Kurt highlight his technical and management experience on his resume, making him marketable to employers. After an intensive job search with his case manager, Kurt obtained employment in the Technical, Engineering and Computer division of a local company earning \$40 per hour.

The Words of an Employer - I would not be able to do my job efficiently without help from the Business Services team. With their help, I can focus on other important projects knowing they will screen my applicants and provide me with the best candidates for my open positions.

Making Employment Connections - Thomas, a 38-year old Arkansas City resident, was laid-off from an entry-level position at an aviation manufacturing company. Prior to layoff Thomas was commuting 130 miles each day and earning \$15.94 per hour. Thomas had earned an associate degree earlier in his life, but it was not relevant to the mechanical work he liked to do. Through the WIA Dislocated Worker program and money received from the State's Rapid Response fund for those affected by a mass layoff, Thomas was able to enroll in the Megatronics Program at Cowley College. After completing the program, the Workforce Centers' Business Team helped Thomas obtain employment at a local Arkansas City company. He is now earning \$15.00 per hour and does not have to travel 130 miles round trip to work every day. The savings in fuel cost allows him to bring home more money each week.

Use of Waivers

The waiver used most last year was to allow the use of ITAs for older youth and out of school youth participants. This allowed Area IV to make training available to youth participants who would not have otherwise been available. Please see Daniels's story below of how it was beneficial to one youth participant and assisted the Workforce Alliance in meeting performance.

Daniel entered the youth program in the summer of 2011. Daniel completed high school but was unable to obtain employment with no post-secondary training or certifications. At the time of enrollment, Daniel was living with his mother and had very little work history. His mother was receiving cash assistance and food stamps in an effort to support herself, Daniel, his sister, and niece. Daniel was interested in the healthcare industry and needed to gain employment quickly. The best options for Daniel were CNA and CMA programs at a local college. These programs would not have been available without the waiver to use the ITA process. Daniel completed his CNA in fall 2011 and his CMA in the spring of 2012. He was able to obtain employment by March 2012. He exited the program with all positive measures.

Kansas Engineering Excellence Program Gets National Attention

The Workforce Alliance of South Central Kansas in partnership with Wichita State University College of Engineering and the National Institute for Aviation Research received a \$5 million grant to provide education, training and job placement assistance to long-term unemployed workers in critical engineering occupations. The funding was received under the H-1B Technical Skills Training Grant Competition to support high-growth fields in which employers are currently using the H-1B nonimmigrant visa program to hire foreign workers.



In July 2012, Wichita's efforts to develop a highly skilled engineering workforce caught the national attention of the Brookings Institution. Keith Lawing, executive director of the Workforce Alliance of South Central Kansas went to Washington to participate in a forum hosted by the Metropolitan Policy Program presenting findings from *The Search for Skills: Demand for H-1B Immigrant Workers in U.S. Metropolitan*. The discussion centered on how the H-1B program impacts workers and employers at the regional level.

WIA Youth Participate in US Conference of Mayor's DollarWi\$e Campaign



This summer the Workforce Alliance and the City of Wichita were one of 25 sites/cities invited to participate in the US Conference of Mayor's DollarWi\$e Campaign, a financial literacy education program offered to youth completing a summer work experience. In addition to the free education, youth who completed all of the financial literacy modules were entered to win prizes. The Workforce Alliance was recognized as one of most involved sites in the nation, as more than 80 youth completed DollarWi\$e modules. One WIA youth participant was the lucky winner of an iPad and recognized for her efforts by Wichita Mayor Carl Brewer.

Career Pathways and System Change

The Workforce Alliance's efforts to develop career pathways system change was highlighted in a paper prepared by Mary Gardner Clagett and Ray Uhalde with Jobs for the Future. The paper titled *The Promise of Career Pathways System Change* focuses on the various roles and actions of the WIA systems, including state and local Workforce Investment Boards, One-Stop Career Centers, and service providers can undertake with other partners in the development and implementation of successful career pathways models.

The Workforce Alliance was highlighted in the paper for bringing state and local workforce development, adult education, and postsecondary education officials together for planning and strategy development and for utilizing the career coach model to eliminate barriers, engage students to assure learning is relevant and aligned with their career goals, and increase successful job placement.

Area IV Performance (Table O)

Workforce Alliance				
Total Participants	Adults	35231		
	Dislocated Workers	1191		
	Older Youth	57		
	Younger Youth	140		
Total Exiters	Adults	29077		
	Dislocated Workers	476		
	Older Youth	7		
	Younger Youth	19		
Performance Items	Program Group	Negotiated	Actual	Numerator Denominator
Entered Employment Rate	Adults	70	61.6	616 1000
	Dislocated Workers	80	75.9	384 506
	Older Youth	NA	66.7	2 3
Retention Rate	Adults	84	81.4	736 904
	Dislocated Workers	87	92.4	366 396
	Older Youth	NA	100	7 7
	Younger Youth	NA	80	16 20
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	12500	13141	9671885 736
	Dislocated Workers	15700	18207	6663846 366
Placement in Employment or Education	Youth (14 - 21)	64	66.7	14 21
Attainment of Degree or Certificate	Youth (14 - 21)	52	83.3	20 24
Literacy or Numeracy Gains	Youth (14 - 21)	42	30	6 20
Overall Status of Performance		Not Met	Met	Exceeded
		1	3	5



Local Area V (Southeast KANSASWORKS)

Job Seeker Successes:

Catherine

The Challenge – Catherine had worked at Haldex Brake in Iola, Kansas for 36 years before they permanently shut down. She had the soft skills needed, due to her experience with Haldex Brake, but lacked the skills needed to find employment in another area. She was unsure of what she was going to do next, since she did not have a college degree.

The Solution – Catherine came to the Southeast **KANSASWORKS** office in Chanute, Kansas. To increase her chances of obtaining employment, she took the WorkKeys assessment and obtained a Kansas WorkReady Certificate. She was provided assistance with her job search and found a position she felt she could do, with the right training. Southeast **KANSASWORKS** contacted the Allen County Healthcare Foundation regarding their vacancy and to inform them of the On-the-Job Training Program.

The Outcome – Southeast **KANSASWORKS** assisted Catherine in identifying her current skills and determine the gap in skills required by the Allen County Healthcare Foundation. The Allen County Healthcare Foundation was able to provide Catherine training to fill in those skill gaps. Southeast **KANSASWORKS** reimbursed Allen County Healthcare Foundation for 50% of the training costs. This was a benefit to all involved.



Chris

The Challenge – Chris had recently moved to Independence, Kansas. He had been laid off from his job, at a geothermal heating and cooling company in Connecticut. He and his wife were starting anew and had moved in with her mother. Since he was new to the area, he knew he needed assistance from Southeast **KANSASWORKS**.

The Solution – The staff with Southeast **KANSASWORKS** interviewed Chris had him complete the Kansas Career Pipeline in order to assess his skills and interests. After spending time with him, he was informed of the On-the-Job Training Program. He was told how the program could benefit him and teach him some new skills would put him in the kind of career path he was looking for.

The Outcome – Chris applied with Spear's Manufacturing and had a successful interview. He was hired and learned a great deal through training provided on-the-job. The WIA Program

reimbursed 50% of the company's training expenses. This was a benefit to the company as well as to Chris. It was the challenge he was looking for and he excelled at the job. He had a worksite supervisor who was responsible for his training. He has subsequently finished his OJT and has received several raises. He and his wife have found a home to rent and he has stated they are here to stay.

Gabriel

The Challenge – Gabriel came to the Southeast **KANSASWORKS** office in Emporia, Kansas for employment assistance. He was staying at the Christian Homeless Shelter and had not been employed for four years. He also had a felony conviction on his record. He had applied at a number of business's and was not having any success due his felony and lack of recent work history, discouraging employers from hiring him.

The Solution – The Local Veterans Employment Representative with Southeast **KANSASWORKS** knew Gabriel would need some intensive services in order to be successful. We worked on creating a good resume and he was told to stay positive in his interviews. The Local Veterans Employment Representative contacted and recommended him to a couple of businesses and informed them the Veterans Workforce Investment Program and On-the-Job Training program for veterans.

The Outcome – In a period of a week, two businesses wanted to hire him and wanted to do an OJT with him. He selected Kansa Corporation and he has been doing very well with them as their Product Consultant. Gabriel goes to trade shows and represents the company. Gabriel is a troubleshooter for their machinery all over the world. He is very happy with his new job and his salary started at over \$40,000 per year plus travel expenses. With this success, more success lies around the corner, as there is a great opportunity for advancement with this company.



Gerald

The Challenge – Gerald came to the Southeast **KANSASWORKS** office, in Independence, Kansas. His employment prospects were poor and had been unemployed for more than six months.

The Solution – Southeast **KANSASWORKS** conducted a comprehensive assessment of Gerald's knowledge, skills, abilities and interests. With assistance, he was able to develop goals and an individual employment plan on reaching those goals. Southeast **KANSASWORKS** assisted Gerald with funding to attend training at Fort Scott Community College.

The Outcome – Gerald quickly obtained a commercial driver’s license and was hired by Fredonia Flatbed Express. He is currently working over the road and is making approximately \$22.10 per hour. He recently stated he is really enjoying his new job.

James

The Challenge – James was a youth who had several barriers to employment. He had no vocational goals and had no work history. He recently moved to Kansas from Oklahoma. He had no real connections outside of his family and was not sure what he was going to do. He then sought assistance from Southeast **KANSASWORKS**.

The Solution – James said if given a chance, he would prove he was worth taking a chance on. Southeast **KANSASWORKS** assessed his skills and interests and conducted a lengthy interview. James was enrolled in our Summer Youth Employment Program in order to provide him work readiness skills.

The Outcome – Southeast **KANSASWORKS** connected James with the Independence Community College (ICC) in the maintenance department. The job was explained to him and he understood it would be hot, hard work and he needed to be punctual and dependable. His work ethic, encouraged by his jobsite supervisor and his Southeast **KANSASWORKS** Career Specialist, opened new doors for him. Word spread of his dependability and work ethic, which led to the department manager offering him a job after the summer employment program ended. He took the position and is still working. In addition, he enrolled at ICC and is taking his basic courses for the next year while he decides the educational path he wants to pursue.

Raymond

The Challenge – Raymond had been unemployed for over 6 months. Although his military service provided transferable skills, he was still unsuccessful in obtaining employment and felt his prospects were poor.

The Solution – Southeast **KANSASWORKS** conducted a comprehensive assessment of Raymond’s knowledge, skills, abilities and interests. With funding from the Veterans Workforce Investment Program (VWIP), Raymond completed training at Tri-County Tech in Bartlesville OK. He had received a Draftsman certification. Raymond’s training was good, but he lacked specific training local employers required. Southeast **KANSASWORKS** then provided him with information regarding On-the-Job Training.

The Outcome – Raymond applied and interviewed with H&H Designs. He was hired and began training on specific aspects of their specific engineering program (Solid Works). The WIA Program reimbursed 50% of the company’s training expenses. This was a benefit to the company as well as to Raymond. Raymond has said this is the best job he has ever had and he is learning a great deal. It was a win-win placement proving how the Veterans Employment and Training Services, the Workforce Investment Act and local business can collaborate to meet the existing and future human capital needs of Southeast Kansas employers.

Waivers:

Local Area V utilizes the following waivers 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 PY2011. Older and Out-of-School Youth were provided occupational skills training opportunities using ITAs allowed under this waiver during PY2011.
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.
3. Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures. The State uses the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State uses the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program.
4. Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers. This waiver is important for the use of the waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for IWT, as well as for the use of waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for IWT.

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Area V Performance (Table O)

Southeast KANSASWORKS				
Total Participants	Adults	16330		
	Dislocated Workers	210		
	Older Youth	97		
	Younger Youth	128		
Total Exiters	Adults	14441		
	Dislocated Workers	150		
	Older Youth	46		
	Younger Youth	52		
Performance Items	Program Group	Negotiated	Actual	Numerator Denominator
Entered Employment Rate	Adults	70	71.5	304 425
	Dislocated Workers	80	90.4	246 272
	Older Youth	NA	89.5	17 19
	Younger Youth	NA	70.7	697 832
Retention Rate	Adults	84	83.8	297 320
	Dislocated Workers	87	92.8	28 33
	Older Youth	NA	84.8	29 41
	Younger Youth	NA	70.7	8345331 697
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	12500	11973	5658083 296
	Dislocated Workers	15700	19115	38 52
Placement in Employment or Education	Youth (14 - 21)	64	73.1	31 53
Attainment of Degree or Certificate	Youth (14 - 21)	52	58.5	9 9
Literacy or Numeracy Gains	Youth (14 - 21)	42	100	9 9
Overall Status of Performance		Not Met	Met	Exceeded
		0	2	7

National Emergency Grant and Rapid Response Activities

National Emergency Grant On-The-Job Training (NEG OJT)

Kansas received authority to spend up to \$641,903 in the form of an ARRA funded National Emergency Grant (NEG) to develop and provide On-Job-Training (OJT) opportunities to dislocated workers impacted during the economic recession.

The OJT NEG intent is to help employers accelerate job creation by partnering with them on skills training at the worksite. Many employers have been reluctant, coming out of the recession, to add jobs. This initiative is intended to have a catalytic effect by supporting collaborative partnerships with local workforce systems connecting them with small businesses to create on-the-job training opportunities for dislocated workers.

This NEG focused on dislocated workers with the greatest barriers to re-employment by placing the service priority on long-term unemployed dislocated workers; those who have exceeded the average duration of UI benefits. This segment of dislocated workers have been harder to place during the recession and continue to be the most difficult to place. For many, their job had disappeared, their employer had disappeared, or their industry sector had disappeared from the local area. This project was an opportunity to identify and develop skilled and diverse pipelines of workers for industries in the local communities.

During the two-years of this grant 44 long-term unemployed workers were served at an average cost of \$6,080 with a 92% placement rate. All five Local Workforce Boards participated in this project over its two-year life ending 6/30/2012.

Rapid Response Program (RR)

During the past year, the Department of Commerce received 55 WARN notices impacting 4,411 workers and 31 non-WARN notices impacting 1,014 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.



Statewide Workforce Program Initiatives

Engineering On-the-Job Training Program

Kansas was awarded a grant in 2011 to provide on-the-job training to qualified engineers. The H-1B-funded program is designed to provide relevant experience to individuals who have the academic requirements for engineering but do not have the practical experience or engineering job history required by employers. The grant also helps alleviate the employer's training cost associated with hiring inexperienced workers. The grant will train 168 engineers during the four-year grant period.

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)

For Fiscal Year 2012, Kansas received \$121,589 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:

- *H2-A 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 housing is furnished by the employer. In Fiscal Year 2012, Commerce assisted 134 employers, posted 131 job orders and inspected 187 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.

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.

Migrant Seasonal Farm Workers (MSFW)

Federal regulation mandates equitable levels of Wagner-Peyser services be provided to Migrant and Seasonal Farm Worker (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 volunteer workers to inform farm workers of services available. This outreach network is further supported by the 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 farm worker 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. 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.

Reemployment and Eligibility Assessment (REA)



A number of studies point out attention to claimants' efforts to find new jobs 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. The REA initiative addresses both these priorities. Kansas received an additional allocation of \$722,731 in Fiscal Year 2012 to provide REA services from March 2012 to March 2013.

Providing reemployment services to UI claimants has gained even greater momentum in Kansas with the 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 in Local Areas 2, 3, 4, and 5. The following REA services are provided to shorten the number of weeks claimed, decrease the likelihood of UI overpayments, decrease the number of claimants exhausting UI benefits, and save dollars in the Kansas UI trust fund:

- UI eligibility review.
- Overview of Workforce Center services.
- Comprehensive assessment.
- Labor Market Information.
- Individualized work search plan.
- Referral to supportive services.



Registered Apprenticeship Program

Registered Apprenticeship is a structured system for training employees in a variety of occupations requiring 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 2012 the Kansas Registered Apprenticeship Program registered 448 new apprentices at an average starting wage of \$14.04 per hour. Additionally, 13 new employers/program sponsors registered a program. There were 148 apprenticeship completers at an average wage of \$27.74 per hour.



Commerce entered into an Interagency Agreement with the Kansas Department on Aging (KDOA) to support a portion of the cost of related technical instruction (RTI) for apprentices in Medicare/Medicaid nursing facilities or long-term care units of hospitals who sponsor a Health Support Specialist (HSS) Registered Apprenticeship program. Reimbursement from KDOA is subject to apprentice completion of the entire HSS program at the rate of \$100 per credit hour (\$1,000 maximum) per eligible apprentice. No KDOA funds will be used to reimburse any CNA certifications. KDOA funding may be used to reimburse a portion of an eligible apprentice's CMA certification if the apprentice's \$1000 maximum reimbursement has not been reached. A maximum of five (5) apprentices per eligible facility may be approved for training reimbursement. The agreement began on December 1, 2010 and ends on January 31, 2013.

The Early Childhood Associate Apprenticeship Program (ECAAP) has been housed in Commerce since October 2006. It is supported and funded by the Department for Children and Families, formerly the Department of Social and Rehabilitation Services (SRS).

The Interagency Agreement between SRS and Commerce was amended to renew funding and support for ECAAP. The renewal is from July 1, 2012 through June 20, 2014.

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 126 participants, placing them in community organizations for training. Commerce paid just over \$1 million 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 95,721 hours of service to the community (through hands-on participant training assignments at local nonprofit and governmental agencies)
- Provided participants an additional 1,463 hours of skills enhancement training (computer training, various workshops, CNA update classes, business classes, etc.) paying them \$10,607
- Twenty-two percent of participants who exited the program did so because they obtained regular employment
- Eighty percent of individuals who exited for employment in PY 09 and early PY 10 were still employed 1 year later
- Average yearly earnings of those who entered employment is \$6,592 (goal \$6,512)



State Energy Sector Partnership Training Grant (SESPT)

Kansas was awarded nearly \$6 million in January 2010 to carry out an energy sector training partnership supporting the state's strategies for renewable energy and energy efficiency. A portion of the funds were distributed to the Local Areas to support training activities in the following five sectors:

- 1) Renewable Energy Operation and Construction
- 2) Renewable Energy Manufacturing and Supply Chain
- 3) Energy Transmission
 - a. Electrical Power Transmission Technology
 - b. Efficient Gas Measurement and Distribution
- 4) Biomass
- 5) Green Construction and Manufacturing Processes

During PY2011/ FY2012, nearly sixty separate training projects were developed or continued statewide. Each project resulted from the direct involvement of business and industry, communicating their needs for staff proficient in particular skill sets. Both state post-secondary partners and other training programs continue to provide targeted training in response to industry needs. In June 2012, Kansas received an extension of the grant through June 30, 2013.



Trade Adjustment Assistance Program (TAA)

The Trade Adjustment Assistance (TAA) Program provides training and re-employment services to U.S. workers who have lost their jobs as a result of foreign trade. The TAA program provides trade-affected workers with opportunities to obtain the skills, resources and support necessary to become re-employed. TAA offers a variety of benefits and services to support workers in their search for reemployment, which includes training, job search and relocation allowances, income support, and assistance with healthcare premium costs.

For FY2012, Kansas received a federal allocation of \$5,694,985.00 and had four petitions certified, including New Age, Extrusions, Hostess Brands and Dex One. Also during this time, Kansas served 913 TAA participants with 307 of them new to the program. Of these participants, 302 received training, 110 participated in RTAA and 377 were placed on waivers.



Veterans Grant

For Fiscal Year 2012, the Department Commerce received \$1.52 million from the U.S. Department of Labor to administer the Jobs for Veterans Act (JVA) grant. This funding supports the State Program Services Manager, State Intensive Services Coordinator, and the Transition Assistance Program (TAP) workshops at Fort Riley, Fort Leavenworth and McConnell Air Base, as well as Local Veterans' Employment Representatives (LVER), Disabled Veterans Outreach Program (DVOP) and the Veterans Workforce Investment Program (VWIP) specialists in the workforce centers. Some support services are also paid through this grant for the USDOL Director of Vets Service (DVET). In addition to the JVA grant funding available, a portion of expenses are occasionally paid by Wagner-Peyser dollars.

LVER staff conduct outreach to employers and engage in advocacy efforts to increase employment opportunities for veterans, encourage hiring disabled veterans, and generally assist veterans to gain and retain employment. LVER staff conduct seminars for employers and job search workshops for veterans seeking employment. They 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. One DVOP position in Kansas is supported 50 percent by JVA and 50 percent by Wagner-Peyser. During the four quarters ending June 30, 2012, services provided to veterans through the grant resulted in an employment retention rate of 79.86 percent and average annual earnings of \$22,336.

During Fiscal Year Commerce received to administer the Investment Program statewide project to 150 veterans (recently connected disabilities) support of the commitment. As of June 30, 2012, more than 133 veterans have participated in the program. For Fiscal Year 2013, the Department was awarded an additional \$375,000 to continue the program through June 30, 2013. VWIP will continue to focus on identifying and recruiting eligible veterans for participation in the program leading to suitable and sustainable employment for the Veteran.



2012, the Department of \$314,789 from the USDOL Veterans Workforce (VWIP) grant. VWIP is a expedite the reintegration of separated and/or with service into the civilian workforce in President's Green Vets

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 2012, Commerce received \$196,596.00 from USDOL to carry out WOTC program activities.

About a year ago, Kansas WOTC LiveFile was implemented for online submittal of requests for WOTC tax credit certifications. Employers can check on the status of their requests throughout the review process. In PY2011/ FY2012, a total of 26,806 certification requests were received, resulting in 10,796 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost \$33 million. The largest number of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Designated Community Residents, recipients of Temporary Assistance for Needy Families (TANF,) and Ex-Felons.



Disability Initiatives

Disability Employment Initiative

Kansas was awarded a three-year Disability Employment Initiative grant in 2010. 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. Two of the five Workforce Investment Areas hired a Disability Resource Coordinator to facilitate the implementation of the grant.



Partner Collaborations

Career Pathways and Accelerating Opportunity for Kansas (AO-K)

The Kansas Board of Regents, in partnership with the Kansas Department of Commerce, has been awarded a \$1.6 million, three-year implementation grant as a part of *Accelerating Opportunity, a Breaking Through Initiative*. Supported by a strategic partnership of five of the nation’s leading philanthropies, *Accelerating Opportunity for Kansans (AO:K)* will help Kansas transform adult education into successful career pathways leading to postsecondary credentials and economic security for underprepared workers in today’s demanding job market. The initiative is managed nationally by Jobs for the Future (JFF).

The number of adults who lack skills beyond a high school diploma is a significant national concern. In Kansas alone has over 900,000 working-age adults with no meaningful postsecondary credential. The trend will only continue—by 2018, 64 percent of Kansas jobs will require workers with some form of postsecondary credentials. This magnifies the current difficulty employers across the state report in finding qualified workers who can fill skilled positions. “Currently, Kansas has over 32,000 unfilled job openings, many of which require postsecondary credentials for skilled occupations, particularly in health care and advanced manufacturing,” said Andy Tompkins, President and CEO of the Kansas Board of Regents. “Our community and technical colleges play a vital role in promoting economic prosperity for individuals and the state by delivering high-demand technical skills. AO:K provides the educational opportunities to prepare adults for these critical jobs.”

Accelerating Opportunity seeks to change the way adult basic education is delivered by putting adult students on track to earn a postsecondary credential so they can seize the opportunity to earn family sustaining wages and break the intergenerational cycle of poverty. In Kansas, nine community and technical colleges began the process earlier this year with a \$200,000 planning grant from Jobs for the Future; the recent \$1.6 million award will enable colleges to implement these initiatives to transform the delivery of adult and technical education. The nine colleges participating include: Butler Community College, Dodge City Community College, Garden City Community College, Hutchinson Community College, Kansas City Kansas Community College, Neosho County Community College, Seward County Community College, Washburn Institute of Technology, and Wichita Area Technical College.



Kansas Health Profession Opportunity Project (KHPOP)

In Fiscal 2012, \$2,915,446 was made available through the Kansas Health Profession Opportunity Project grant to provide healthcare education, training and employment to 1275 Temporary Assistance for Needy Families recipients, Supplemental Nutrition Assistance Program recipients and other low-income individuals. These services will reduce healthcare labor shortages and decrease total individuals receiving public assistance.



Second Chance

In PY2011/ FY2012, the Kansas Department of Corrections (KDOC) was awarded \$894,304 to increase offender participation in job development and technical training. This grant funds a position at Commerce, the Director of Alternative (Offender) Workforce Development, which serves as a bridge, broker or liaison between KDOC, Commerce and the Kansas workforce system. All parties recognize the offender population includes individuals who can be viable members of the workforce in Kansas with the proper instruction and training.

The KDOC serves as the grant coordinator in close partnership with Commerce to administer this program. In Fiscal Year 2012, Commerce was awarded \$42,936 to increase offender participation in job development and technical training to be a viable part of the Kansas workforce. The grant was awarded in July 2010, with a three-year performance period. Commerce anticipates an additional \$64,404 for Fiscal Year 2013.



Statewide Innovation Initiatives

KANSASWORKS Virtual Services

To survive in today's economy, you need the ability to collaborate with colleagues, partners and customers at a moments notice. **KANSASWORKS** Virtual Services offers the innovative technology of high-definition videoconferencing. With the extra quality in sound and video, it offers a more realistic option to a face-to-face meeting. With high-definition quality, you can expect a life-like experience while working remotely with clients and colleagues.

One of the most compelling reasons to use **KANSASWORKS** Virtual Services is simply the improved communication resulting from its use. This has proven to reduce travel costs and at the same time support a green technology, improve productivity across remote teams, help obtain competitive advantage, and improve retention. In PY2011, a savings of approximately \$100,000 has been experienced in travel related costs alone.

Following are some actual testimonials demonstrating the value of this tool to our system:

“In the last year, we’ve been able to produce HD quality recordings using the Virtual Services equipment. It has allowed state staff the ability to view trainings at their convenience and allowed myself as a trainer for the Department of Commerce, the ability to begin to create a library of training pieces to be used for staff. These recordings feature the highest quality video and audio components and have been vital to our mission of keeping staff in the local areas apprised of any changes to our management information systems and our available programs. Having the ability to communicate with staff directly in a virtual face-to-face meeting and at the same time capture meeting/training for others to view is a major step in the efficiency of our mission.” – *Dan Decker, KANSASWORKS Trainer*

“HD equipment used in the West Region has allowed staff to increase services to our customers while saving money on staff time and travel. From July 2011 to June 2012 our six workforce centers have served 1,393 clients by providing workshops, interviewing opportunities, case management, job fairs and offender services.” – *Linda Koci, HD Coordinator Hays Workforce Center*



WorkKeys

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!* is based on WorkKeys® 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.

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 2011, Kansas issued 6,096 certificates. The state is nearing 20,000 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, Kansas Council of Chambers, and others to test and issue certificates.

<i>Statewide WorkKeys Assessments</i>	
7/1/11-6/30/12	
Certificate Attained	YTD Certificates Issued
Platinum Certificates	53
Gold Certificates	1530
Silver Certificates	3566
Bronze Certificates	917
<i>Total Certificates Issued</i>	<i>6066</i>

