



KANSASWORKS

Federal Program Year 2012 State Fiscal Year 2013 Annual Report



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Sam Brownback, Governor

Department of Commerce
Pat George, Secretary

KANSASWORKS *State Board*
Ken Daniel, Chair

Division of Workforce Services
Michael Copeland, Deputy Secretary



Deputy Secretary, Michael Copeland

The Kansas Department of Commerce, Workforce Services Division, in collaboration with a multitude of partners, is proud to present the Federal Program Year 2012 and State Fiscal Year 2013 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.

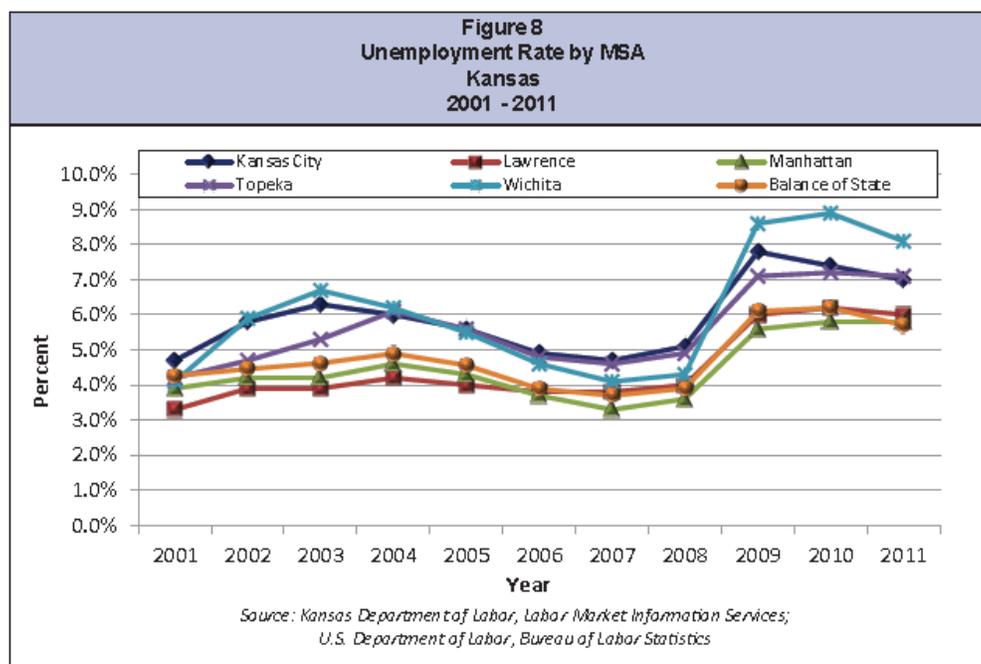


Statewide Overview of Services

Through our integrated service delivery system, participant levels rose dramatically during Federal Program Year (PY) 2012/State Fiscal Year (FY) 2013. Local Boards and their partners, working through the One-Stop system, provided services to 191,369 total adult participants, with 182,142 Kansans receiving self-services either through workforce centers or electronically across the state. The Adult program provided 9,227 Kansans with service beyond the self-service level. The State served 2,341 Dislocated Worker participants, and 1,660 Youth participants received services.

As Kansas continues the recovery of the economic recession, change has been shown in the labor force percentages for PY2012.¹ The unemployment rate, which averaged 6.7 percent in 2011, improved slightly in 2012 to an average of 6.2 percent. The number of initial (13,284) and continued claims (106,824) for unemployment insurance also decreased from PY2011 to PY2012, indicating Kansas is making progress to recover from the recession. Also in PY2012, Kansas has shown a gain with approximately 15,800 nonfarm and 16,400 private sector jobs.

In the previous year, Kansas experienced a significant number of layoffs, contributing to over 2,000 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:



¹2012 Kansas Economic Report: <https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/Economic%20Report%202012.pdf>

Adult Program Service Delivery

The state exceeded all of its negotiated levels of performance for the Adult measures. The Adult entered employment rate increased 10.1% over previous program year, reflecting 74.9% in PY2013. The Adult employment retention rate increased 5.1% from the levels attained in FY2012, while Adult average earnings increased nearly 14% or from \$25,208 to \$29,144 in annualized wages. Adults who received training services were exceeded entered employment rate of 87.2% was reported while this cohort's employment retention rate was reported at 93.2%.

Adult Program Cost of Activities

For the WIA Adult program, the average cost per employment placement was \$1,571.82 while the cost of all WIA Adult services was \$22.13 per participant in FY2013.

Adult Program Results (Table B)

Performance Items	Negotiated	Actual	Numerator	
			Denominator	
Entered Employment Rate	67.7	75	2722	
			3631	
Employment Retention Rate	85.4	86.7	3503	
			4040	
Average Earnings	13000	14589	50318181	
			3449	

Outcomes for Adult Special Populations (Table C)

Performance Items	Public Assistance Services	Veterans		Individuals Disabilities	Older Individuals	
		Numerator	Denominator		Numerator	Denominator
Entered Employment Rate	74.9	293	68.4	295	61	59.7
		391		431	117	
Employment Retention Rate	84	272	84.7	360	70	87.7
		324		425	89	
Average Earnings	11273	3021046	16593	5774193	870471	14776
		268		348	69	

Other Outcome Information for the Adult Program (Table D)

Performance Items	Individuals Received Training	Individuals Core/Intensive Services	
		Numerator	Denominator
Entered Employment Rate	87.3	589	72.2
		675	
Employment Retention Rate	93.1	806	85
		866	
Average Earnings	19023	14894766	13287
		783	

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 PY2012/FY2013. For Dislocated Worker special populations, 50% 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, 81% were reported as an entered employment rate.

Dislocated Worker Cost of Activities

In the Dislocated Worker program, the average cost per participant was \$1,434.04.

Dislocated Worker Program Results (Table E)

Performance Items	Negotiated	Actual	Numerator
			Denominator
Entered Employment Rate	81	80.9	991
			1225
Employment Retention Rate	90	92	1008
			1096
Average Earnings	17750	18334	18095508
			987

Outcomes for Dislocated Worker Special Populations (Table F)

Performance Items	Veterans	Numerator	Individuals	Numerator	Older	Numerator	Displaced	Numerator
		Denominator	Disabilities	Denominator	Individuals	Denominator	Homemakers	Denominator
Entered Employment Rate	77.1	121	69	20	61.6	151	66.7	4
		157		29		245		6
Employment Retention Rate	93.4	128	77.8	21	89.5	154	100	4
		137		27		172		4
Average Earnings	20395	2549348	13749	274988	17877	2681594	15087	60346
		125		20		150		4

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

Performance Items	Individuals	Numerator	Individuals	Numerator
	Received Training	Denominator	Core/Intensive Services	Denominator
Entered Employment Rate	88.1	513	74.3	478
		582		643
Employment Retention Rate	94.4	560	89.1	448
		593		503
Average Earnings	18771	10230341	17794	7865167
		545		442

Youth Program Service Delivery

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

For the year ending June 30, 2013 the state exceeded all three youth common measures. The number of youth served increased by over 20% from the previous year. Performance indicators for Placement in Employment or Education remained virtually unchanged at 71%, the rate of Attainment of a Degree or Certificate increased 13%, from 62.7% to 71.8%, and Literacy and Numeracy Gains increased nearly 7%, from 49.5% to 53%.

Youth Program Cost of Activities

For WIA Youth Services, the cost per participant was \$3,235.61.

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

Performance Items	Negotiated	Actual	Numerator
			Denominator
Placement in Employment or Education	70	72	<u>339</u>
			<u>471</u>
Attainment of Degree or Certificate	63	71.9	<u>330</u>
			<u>459</u>
Literacy and Numeracy Gains	50	52.8	<u>131</u>
			<u>248</u>

Other Statewide Level Performance

Other Reported Information (Table L)

Program	12 Mo. Employment Retention Rate	Numerator	12 Mo. Earnings Change/ Replacement	Numerator	Placements Nontraditional	Numerator	Wages Unsubsidized	Numerator	Unsubsidized Related Training	Numerator
		Denominator		Denominator		Denominator		Denominator		
Adults	86.9	3679	3418	14276684	0.4	11	5876	15860311	58	340
		4235		4177		2722		2699		589
Dislocated Workers	91	1171	118	21510637	0.6	6	8226	8127026	54	277
		1287		18234722		991		988		513

Participation Levels (Table M)

Program	Total Participants	Total Exiters
Total Adults	191346	175407
Total Adults (self)	182143	169297
WIA Adults	<u>190290</u>	<u>174753</u>
WIA Dislocated Workers	<u>2341</u>	<u>1289</u>
Total Youth (14 - 21)	<u>1660</u>	<u>584</u>
Younger Youth (14 - 18)	<u>1038</u>	<u>337</u>
Older Youth (19 - 21)	<u>622</u>	<u>247</u>
Out-of-School Youth	<u>874</u>	<u>364</u>
In-School Youth	<u>786</u>	<u>220</u>

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Cost of Program Activities (Table N)

Program Activity		Total Federal Spending
Local Adults		\$ 4,384,174
Local Dislocated Workers		\$ 5,015,367
Local Youth		\$ 5,236,288
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$ 940,370
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$ 819,626
Statewide Allowable Activities WIA Section 134(a)(3)	Activities specified in §134(a)(3)	\$ 1,285,459
	LAI RRAA #2	\$ 145,000
	HWI RRAA #2	\$ 200,000
	LAIII RRAA #2	\$ 190,000
	LAIV RRAA #2	\$ 390,000
	LAV RRAA #2	\$ 145,000
	Oversight and Monitoring	\$ 154,489
	Registered Apprenticeship	\$ 58,970
	Workforce Summit	\$ 2,000
Total of All Federal Spending Listed Above		\$ 16,395,825

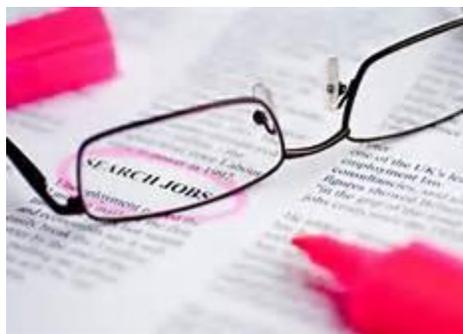


Wagner-Peyser Services

For Fiscal Year 2013, Kansas received \$5,924,673 from the U.S. Department of Labor to provide Wagner-Peyser services. The Wagner-Peyser Act establishes a national employment system to provide workforce services including assessment, testing, counseling, occupation and labor market information, referral to job openings, employment services for groups with special needs, and recruitment services and special technical services for employers. Customers seek services electronically or receive staff assistance by visiting a workforce center.

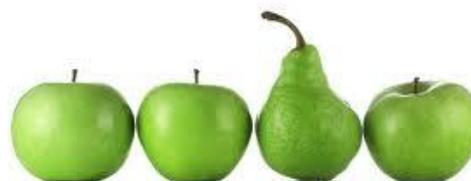
Although the Wagner-Peyser Act provides universal access to a full range of workforce services, it also mandates job search and placement services be provided specifically to unemployment insurance (UI) claimants. To focus resources on UI claimants most in need of assistance, the Worker Profiling Reemployment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

	FY2011	FY2012	FY2013
Category of Service	Total	Total	Total
Registered for Services	187,703	187,874	214,477
Received Workforce Information	169,009	170,698	205,765
Received Staff Assisted Service	51,112	50,492	57,511
Referred to Employment	18,507	15,488	14,889
Entered Employment Rate	59.07%	67.9%	64.8%
Employment Retention Rate (6 mo)	80.29%	84.4%	84.0%



Statewide Waivers

Kansas submitted the State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner Peyser Act (WP) including the Agricultural Outreach Plan, plan for coordinating Trade Adjustment Assistance (TAA) and Title V of the Older Americans Act, as directed in TEGL 21-11 and TEGL No. 21-11 Change 1. The US



Department of Labor Employment and Training Administration (ETA) approved the plan through June 30, 2017 and the accompanying waivers as outlined below. No new waivers have been requested. This was action taken under the Secretary’s authority at WIA section 189(i), to waive certain requirements of WIA title I, Subtitles B and E, and sections 8-10 of the Wagner-Peyser Act.

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

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

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

The State was previously granted a waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA section 134(a)(3), specifically incumbent worker training. The State was granted an extension of this waiver through June 30, 2017. Under this waiver, the State was permitted to use up to 20 percent of rapid response funds for incumbent worker training only as part of a lay-off aversion strategy. ETA believes limiting worker training to layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. The State is required to

report performance outcomes for any incumbent workers served under this waiver in WIASRD, field 309. TEGL No. 26-09, Section 7A, “Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010” and TEGL No. 30-09, “Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver” provide policy guidance related to implementation of this waiver.

3) Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.

The State was previously granted a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The State was granted an extension of this waiver through June 30, 2017. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs.

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

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

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

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

6) Waiver of WIA Section 123 that requires that providers of Youth program elements 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 June 30, 2017. Under this waiver, the State was permitted to allow its One-Stop Career Centers or

partner agencies to directly provide youth program elements. In utilizing this waiver, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies.

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

The State was previously granted a waiver allowing the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State was granted an extension of this waiver through June 30, 2017. This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Youth program. WIASRD item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

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

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

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

The State was previously granted a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State was granted an extension of this waiver through June 30, 2017. Under the waiver, the State was allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.



State Workforce Investment Board Accomplishments

Beginning in July 2013, Ken Daniel, Founder/Chairman of Midway Sales & Distributing, Inc. has served as the chair of the **KANSASWORKS** State Board (KWSB). The KWSB has adopted a new vision and mission statement, and is in the process of adopting a new strategic plan. The new mission and vision statement are listed below:

- Vision Statement: A Qualified, Certified Workforce to Support Business and Grow Jobs
- Mission Statement: Maximize the value of the state workforce system by delivering a skilled, certified workforce for Kansas companies

The new strategic plan is currently under consideration by the board and is slated to be adopted in October 2013. The KWSB committee structure has also been reorganized to include an Executive Committee, a Workforce Alignment Committee and a Performance and Accountability Committee.



Statewide Training and Technical Assistance

PY2012/FY2013 featured a focus on training with emphasis on Business Services platform. Significant changes have been incorporated in our state's management information system to better serve employer's needs. By offering training to bridge the gap for staff assisted services and create a user friendly environment for employers, Kansas will be on the fast track to match individuals with the appropriate jobs and employers will have the technical resources available to more easily access viable job candidates.



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

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



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



Statewide Oversight and Monitoring

As part of the ongoing responsibilities for the oversight of federal employment and training activities, the Kansas Department of Commerce (Commerce) conducts both desk and on-site monitoring reviews on a regularly scheduled basis. The Commerce's Regulatory Compliance (CRC) unit is the administrative unit responsible for implementing employment and training reviews associated with the Workforce Investment Act using federal and/or state developed monitoring guides. The primary mission of the CRC unit is to review administrative policies, practices, standards and systems to ensure local areas are functioning and operating within the parameters established by federal and state legislation, regulations, and policy directives. The results of each CRC monitoring effort are documented and compiled in a formal report. This report is then disseminated to the appropriate administrative entities, and if necessary, responded to for corrective action. Specific activities subject to state monitoring may include, but are not limited to the following:

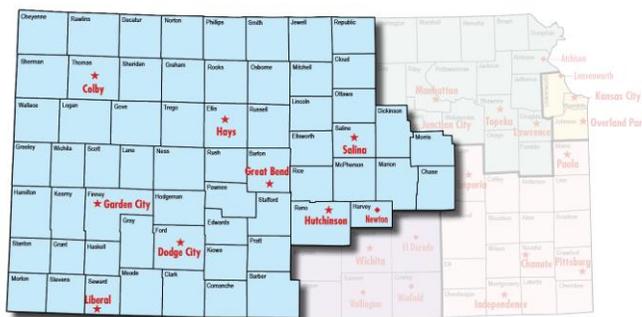
- 1) Allowable activities;
- 2) Targeting; selection, assessment methodology, and eligibility;
- 3) EEO and ADA compliance;
- 4) Fiscal accountability and internal controls, procurement, inventory control, and property management;
- 5) Complaint and grievance policies and procedures;
- 6) Management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

In addition to the above activities, CRC provided assistance toward conducting data validation of state reported participant information, which the United States Department of Labor (USDOL) uses. A performance audit of all the states conducted by the United States Office of Inspector General (OIG) found the accuracy of state-reported performance outcomes could not be assured. To address these concerns, and to ensure the accuracy of data collected and reported on the Workforce Investment system, USDOL developed and mandated this data validation initiative. Finally, the CRC unit 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 PY2012/FY2013, Kansas WorkforceONE trained 1177 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 our menu of services to determine if we are fully meeting the needs of our customers. During this program year, Kansas WorkforceONE focused a great deal of our efforts on adapting our adult workshops to fit the needs and learning styles of our youth customers. Our youth employment specialist team successfully created Job Search, Career Success and Financial Literacy Workshops to fit the needs of our youth customers. These workshops will be provided to high school students during school as a part of their coursework as well as during scheduled school breaks at our workforce centers. In addition, the workshops will also be provided to youth attending alternative high school and adult basic education courses.

In the fall of 2012, Kansas WorkforceONE conducted a survey of Local Area I employers. The goal of the survey was to identify the challenges our employers face in attracting and retaining the skilled workforce needed to sustain and grow their businesses. Once the survey was completed, Kansas WorkforceONE hosted nine employer forums across the local area to gather additional information, which was used by the board to establish its PY2013 One-Stop System strategic plan and objectives. These strategic plan and objectives have set high expectations for the One-Stop System to fully engage its employer customers and assist them in improving their ability to secure qualified, skilled applicants. In an effort to guide, direct and monitor the progress made in attaining and surpassing our strategic objectives, the board established the committees who will report to the full board on a quarterly basis. In the survey, 85% of Local Area I employers stated that it was either extremely difficult or difficult to identify qualified applicants. As a direct result of this input KansasWorkforceONE developed a webpage which identifies the number of Kansas WORKReady! Certificates and their respective levels by county. This website will not only allow employers to locate qualified applicants, it will also give them the ability to verify the skills of their applicants.

Local Area I Workforce Center Activity:

Service	Amount	Customers Served
Kansas WorkReady! Assessments	1363	N/A
Job Search Workshops	25	314
Career Success Workshops	36	437
Job Fairs	32	N/A
Mobile Workforce Center Events	38	500

Kansas WorkforceONE Successes and Testimonials

Employer Testimonials



“When trying to recruit a workforce in an area where unemployment is less than 4%, our opportunities are limited. It could be said that everyone who wants to work is probably already working. Unfortunately, the work experience of the people we were interviewing and hiring was beginning to reveal itself in our safety and turnover numbers.

In 2008, our safety injury incident rate (IIR) was 3.5 and our turnover rate was 20.4%, both very disappointing. We decided to adopt another hiring strategy. In 2009, we adopted the Kansas WORKReady! testing as a criteria for hiring. It took a while to catch on, but as the word got out, more applicants began to apply. Granted, we provide a competitive wage and benefit package, but we began to leverage that wage package to attract a different applicant base. After we began using WorkReady! as a piece of our hiring criteria, we began to see a few things happen:

- In 2008, our turnover rate was 20.4%. The average for the last four years has been 10.9%.
- Our productivity over the last three years has seen a 6% average increase.

These are all critical metrics for a plant to measure. During this period, our plant also entered into the OSHA VPP program and became a certified location. I cannot tell you that these positive metrics were all because of the Kansas WORKReady! hiring program, but we believe it has played a significant role in the development and growth of our workforce, and we have a stronger base because of it.” ~ **Greg Stockstill, Johns Manville Plant Manager**



Pratt Energy, Llc

“Pratt Energy, LLC has acquired and is in the process of restarting a somewhat unique designed fuel ethanol plant. Under prior ownership, the plant operated unsuccessfully for a few months until the owner was forced into bankruptcy. The facility has been idle for over five years. Since the plant has never operated successfully, the project is not without risk.

Operational difficulties contributed to the failure of the plant five years ago. While those difficulties involved design flaws, procedural errors were also a contributing factor. If Pratt Energy, LLC is to succeed where others have failed, we need well-trained personnel.

One possible recruiting approach would have been to “poach” experienced ethanol operators from other plants. To some extent that was done by the previous owner. We felt a better approach would be to hire candidates with good work ethics and general processing skills and train them regarding the peculiarities of our plant. The downside of this approach is the time and expense required for training.

Thankfully, you were able to help. At this point, we have utilized Kansas WorkforceONE to recruit seven employees, one through the H1-B grant and the others through OJT program. You met with us, explained the particulars for each program, answered our questions and promptly began the recruitment process. You efficiently managed the programs with what appears to us to be a minimum of “red tape.” We would hesitate to recommend these programs to other potential employers similarly situated.” ~ **Lyle J. Schyler, President Pratt Energy, LLC**

Employer Success

Workforce Challenge ~ Developing opportunities in a rural community

Hillsboro Industries has experienced some difficulty filling their skilled openings. Hillsboro Industries is located in a small rural community receiving many applicants. However, most are not qualified that is essential.

Workforce Solution

The Business Services Manager and Executive Director with Kansas WorkforceONE met with company leadership to discuss options to assist with recruitment and training. First, we began to review the company's current application pool and Employment Specialists began contacting job seekers to determine eligibility, skill level, and training interest.

We discussed the possibility of bringing a training facility to the area to assist with building a strong workforce to support not only Hillsboro Industries but also several other employers that through this process we determined were also facing many of the same difficulties.

Outcome & Benefits

Hutchinson Community College, in partnership with Kansas WorkforceONE, supported a welding school to begin training those jobseekers that were interested in a welding career. To date that class has eight enrollees that will graduate with the skills necessary to apply with companies like Hillsboro Industries and will be able to demonstrate the skills necessary to obtain employment.

There has also been an advisory committee set up in the community to continue to look at options and to market the continuation of the welding school. The school officials from the surrounding schools are also referring students to the school.

Job Seeker Successes
Workforce Challenge

***Meet Tim – Dislocated
Worker from the Oil
Field to the Medical
Field***

Tim came to the workforce center as a dislocated worker. Already having an Associate of Science degree, Tim was working on an oil field, displaced in February 2009 due to the declining economy. He wanted to take the opportunity to move out of the oil field business into something that would provide him with more stability. He

wanted to go into Radiology Technology and become an X-ray Technologist.

Workforce Solution

When Tim came into the Workforce Center he learned about the WIA program. Tim was able to get help with books, tuition, travel expenses, and school expenses. Tim states, "I am not sure I could have completed this task without WIA". After 2 years in the Dislocated Worker program Tim was then moved over to the Kansas Health Profession Opportunity Project (KHPOP) to finish out his program as a X-ray Technologist at Fort Hays State University.

Outcomes & Benefits

Tim has now graduated from FHSU. He has passed both his CT and RT boards and was offered a PRN job at Salina Regional Health Center where he completed his clinical hours. He is very hopeful that it will turn into full-time employment soon.

Workforce Challenge

Heidi is a single mother of one child. She came into our program after she completed her LPN and wanted to complete the RN so she could be self-sufficient and provide for her child. Heidi qualified for the KHPOP program through the referral of her Case Manager at DCF (Kansas Department of Children & Families).

***Meet Heidi - Moving up
the ladder through
KHPOP***

Workforce Solution

Heidi enrolled into the KHPOP program so she could complete her RN degree. Along with her Pell grant, the KHPOP program was able to assist her with support services, which included childcare so Heidi could complete her program successfully. Heidi's career coach was also of great value to her while she was in the program.



Outcomes & Benefits

Heidi completed the RN program with a high B average. She took her state nursing exam and passed. Heidi is currently working at a nursing home in her hometown full time while she is pursuing her BSN as time allows her to. Heidi was thankful for everything the WIA program did for her.

Meet Dylan-Working his way back up

Workforce Challenge

At the age of 17, Dylan found himself incarcerated at Larned Juvenile Correctional Facility, without a High School Diploma and lacking the necessary job skills he would need to be successful upon his release.

Workforce Solution

Dylan completed his High School Diploma, and enrolled in the Youth Program. Dylan participated in Workshops, Assessments and Career Exploration. He used his time to focus on developing skills that would lead to a better life upon his release. Dylan took courses from Barton County Community College in Manufacturing and Welding, and participated in Work Experience where he learned valuable soft skills. In 2011, Dylan attained a certificate in Welding from Barton County Community College while still incarcerated at Larned Juvenile Correctional Facility.

Outcomes & Benefits

Dylan was released in early 2013. He is now working for a local employer as a Welder making \$22.50 an hour. Dylan is very appreciative of the opportunities he received through the Youth Program.

To view additional success stories and testimonials

visit: http://www.workforceinvestmentworks.com/kansas/customer_successes.asp

Kansas Workforce Services Annual Report | 2012

Area I Performance (Table O)

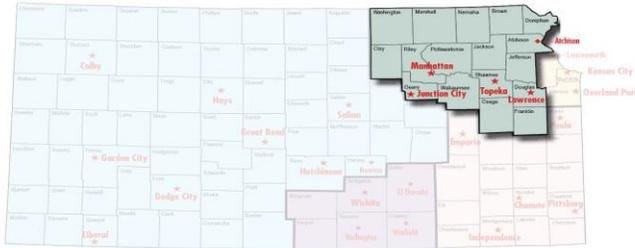
Kansas WorkforceONE		
Total Participants	Adults	26344
	Dislocated Workers	191
	Older Youth	88
	Younger Youth	182
Total Exiters	Adults	23706
	Dislocated Workers	113
	Older Youth	41
	Younger Youth	65



Performance Items	Program Group	Negotiated	Actual	Numerator
				Denominator
Entered Employment Rate	Adults	67.7	81	213
	Dislocated Workers	81	90.9	263
	Older Youth	NA	82.1	100
	Younger Youth	NA	82.1	110
Retention Rate	Adults	85.4	88	23
	Dislocated Workers	90	96.5	28
	Older Youth	NA	76.5	286
	Younger Youth	NA	89.3	325
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	13000	16372	139
	Dislocated Workers	17750	15678	144
	Older Youth	NA	2515	13
Placement in Employment or Education	Youth (14 - 21)	70	86.5	17
	Youth (14 - 21)	63	71.4	64
Attainment of Degree or Certificate	Youth (14 - 21)	63	71.4	74
	Youth (14 - 21)	50	60	55
Literacy or Numeracy Gains	Youth (14 - 21)	50	60	3
	Youth (14 - 21)	50	60	56

Overall Status of Performance	Not Met	Met	Exceeded
	0	1	8

Local Area II (Heartland Works, Inc.)



Successes & Testimonials:

Amanda – WIA & LE Workforce Challenge

Amanda came to the WIA youth program as a teen parent with a young child. The sole provider for her child, Amanda – who lacked a high school diploma, was having a difficult time. She struggled with self-esteem and confidence to pursue her goals of completing her education and finding employment.

Workforce Solution

WFC Labor Exchange staff provided Amanda with workforce information services and customized resume assistance. With the help of her WIA youth provider, Amanda received tutoring and educational enrichment activities. Her WIA provider also connected her to a paid work experience in a field Amanda was interested in pursuing and worked with Amanda on completing financial aid applications for further education and training. Amanda's youth provider also worked with her on personal finance and budgeting skills to help her plan and provide for herself and her son.

Outcomes & Benefits

Amanda obtained her GED with the help of the WIA program and completed cosmetology school with her own resources outside of the WIA grant. At the time she left the WIA program, she was working full-time as a hair stylist.

“This work experience has changed not only my life, but my son’s life.”
~ Amanda

Amy – KHPOP & WIA

Workforce Challenge

When Amy came to the WFC, she was a single mother with four young children. She had previously dropped out of high school when she was 16 years-old and had since gone on to obtain her GED. She was working as a Corrections Officer. However had no room for advancement without additional training and her wage was not sufficient to provide for her family. She came to the WFC with the goal of pursuing a career in the healthcare field, because she realized it was a growing field, offering competitive wages.

Workforce Solution

With the help of KHPOP and WIA, Amy enrolled in a Surgical Technician program through the local vocational training institute. With the help of HWI grants, Amy received assistance with tuition, textbooks and supplies. In addition, supportive assistance with childcare reimbursement was provided to help her offset the costs of daycare required during her class time. Amy's KHPOP Career Coach provided ongoing case management and counseling support throughout her enrollment, providing vital encouragement to help Amy complete the program.

Outcomes & Benefits

In May 2013, Amy graduated with her Surgical Technology certificate. At time of exit, she was working full-time as a Surgical Technologist. She was able to increase her hourly wage by almost \$5 per hour over her pre-program wage.

“Amy has been extremely grateful for the opportunity to be part of the KHPOP & WIA programs. Without the assistance she received through both programs, she would never have been able to complete the Surgical Technician program. She is now able to provide for her children for many years to come due to her stable employment and sustainable wage brought on by her increased educational level. This is a great burden lifted off of her shoulders.”

~ Amy's KHPOP Career Coach



Austin – WIA & H-1B

Workforce Challenge

When Austin came to the Workforce Center, he was a recent KSU graduate, with a Bachelor's Degree in Mechanical Engineering. However, he had no prior work history in the engineering field. The only work history Austin had prior to HWI assistance was as a laborer on his family's farm. There was a significant gap between the knowledge that Austin had from his classroom training and the skills required for the engineering job he was pursuing with a local employer. Austin's biggest challenge was finding an employer willing to hire him without prior work experience in the field.

Workforce Solution

HWI brokered an On-the-Job (OJT) training opportunity between a local employer and Austin. HWI Business Consultant staff worked closely with the employer to assess Austin's classroom training experience, compare it to the required skills needed for the job and developed an itemized training plan, which targeted the identified skills gaps.

Outcomes & Benefits

Austin was placed into the OJT position (Mechanical Engineer) with the company in January 2012. His training plan included skill building in the areas of planning and designing tools, engines, machines and other mechanically functioning equipment. He successfully completed his OJT in September 2012 and was retained by the employer. Per the employer, Austin has learned the business very rapidly and they have included him in trips to visit other plants who manufacture similar products so that he can develop new layouts for their products.

“Austin is very grateful to have had this opportunity. He reports loving his work and believes he would not have had this opportunity if it were not for the grant.”

~ Austin's WIA Career Consultant

Barbara – WIA, LE & RES

Workforce Challenge

Barbara was a dislocated worker who lost her full-time employment as a contract driver and was laid off due to employer cutbacks. She had been unemployed for over a year and was still

struggling to find employment. Her lack of education beyond a high school diploma was one of the barriers to her re-employment.

Workforce Solution

Barbara received labor exchange and re-employment services through the WFC. Barbara was then connected to the WIA program. Her WIA Career Consultant helped Barbara assess her career interests and research different occupations. The WIA program also provided financial assistance for Barbara to receive training in an online medical billing and coding program. Barbara had worked in related medical occupations in the past, but lacked the skills and certifications relevant to the current industry demands. WFC staff also worked with Barbara to create a resume, apply for jobs and build her interview skills.

“I am very happy to be back at work in an exciting new career. This would not have been possible without the assistance I received from the Workforce Center. So much had changed since I had worked in that field. I was a little hesitant with the online program, but got straight to work on it. After passing my national certification exam, I hit the pavement with my new resume. I am now happily employed in a very busy clinical setting after being unemployed for over a year. Thank you so much for all of your help. I know without the financial assistance I received, I would not have been able to achieve this. Plus, a little bonus, my kids have told me how proud they are of me!”

~ Barbara

Outcomes & Benefits

Barbara successfully completed her training program and earned a national certification in medical billing and coding. Within 6 months of coming to the WFC for help, Barbara had completed a training program in a demand occupation, obtained a national certification and obtained full-time employment in her field of study.

Brad – WIA & LE

Workforce Challenge

Brad had been laid off from his position in financial collections, and was having a great deal of difficulty in finding employment, which paid enough to support his family of four (with one more on the way). Brad realized he would need to acquire and build additional skills in order to become re-employed, but lacked the necessary funds to pursue further education.

Workforce Solution

Brad connected with his local Workforce Center and received Workforce Information Services from Labor Exchange staff. He also worked with his WIA Career Consultant to research a variety of career fields. In addition, he took a career interest inventory assessment, which helped narrow down his career interests and identified occupations, which would be the best match for his interests. Brad and his WIA Career Consultant located a training program at a local

Outcomes & Benefits

Brad successfully completed his training program in November 2012. He received an employment offer from a local railroad company and started his new position in February 2013.

community college for Railroad Conductor, which was a direct match to several job opportunities available through a local employer. The WIA program was able to provide financial aid scholarship assistance to Brad for this program.

“The training was good, but some of it was pretty hard. Thanks so much for all of your help. I’ll keep in touch!” ~ Brad

Eileen – KHPOP

Workforce Challenge

When Eileen came to the WFC, she was a Cosmetologist pursuing LPN training, and her husband had recently retired from his self-employed business due to serious health concerns and downturn in the economy. Eileen’s goal was to earn her LPN & RN licenses to improve the financial health of her family. Eileen was enrolled in an LPN program when she came to the WFC, but was struggling financially with the cost of the program.

Workforce Solution

KHPOP funds provided scholarship assistance to Eileen that assisted with her LPN and RN training at a local private institution. In addition, her KHPOP Career Coach provided case management services and supportive services in the form of mileage reimbursement to help offset the costs of travel to and from school.

“I would like to thank you for being an integral part of my successful career change.....I hope the healthcare grant continues and is a blessing to others as it has been for me.”

~Eileen

Outcomes & Benefits

Eileen completed her LPN program in May 2012 and went on to finish her RN program in December 2012. At the time she exited from KHPOP, she was working full-time as an RN, with a monthly income which equated to three times what she was making prior to the KHPOP program.

Erin – KHPOP & WIA

Workforce Challenge

When Erin came to the WFC, she was married with one child. Her husband had recently been released from prison and was having difficulty transitioning into employment. Erin wanted to improve her own career choices so that she could better provide for her family. Prior to the KHPOP program, Erin had worked in entry-level healthcare positions, but had not worked at all in the four years immediately prior to coming to the WFC for help.

Workforce Solution

With the help of KHPOP and WIA, Erin enrolled in a nursing program through a local university. With the help of HWI grants, Erin received assistance with tuition, textbooks and supplies. In addition, supportive assistance with childcare reimbursement was provided, to help her offset the costs of daycare required during her class time.

Outcomes & Benefits

Erin graduated with a BSN in May 2013. She passed her stated boards and obtained her RN license immediately after graduation. She obtained full-time employment as a registered nurse with a competitive hourly wage. In addition, Erin will have the opportunity to advance her career in this position. She will be able to receive training and certification in Oncology through her employer, which will allow her to increase her earnings.

“Erin is extremely grateful for the opportunity to be part of the KHPOP and WIA programs. Without the assistance she received through both programs, she may not have been able to complete the Nursing program. She can now provide for her family for many years to come, which is a great burden off of her shoulders.” ~ Erin’s KHPOP Career Coach

George – WIA

Workforce Challenge

When George came to the WFC for assistance in November 2012, he had been unemployed for over three years. Prior to being unemployed, George had worked as a forklift operator for 25 years. He had no formal training or schooling beyond the high school level. His family of four was currently provided for by his spouse’s income, but they were struggling financially and George was having a difficult time re-entering the job market.

Workforce Solution

George connected with the WFC and worked with his WIA Career Consultant to research a variety of career fields. He took a career skills interest assessment, which helped narrow down his career interests and identified occupations that would be the best match for his interests. One of the highest match occupations for George was as a long haul driver. Over-the-road CDL trucking is an occupation that is in very high demand in the local area. HWI directed George to a local provider who offered short-term CDL training. The WIA program was able to provide financial aid scholarship assistance to George for this program.

Outcomes & Benefits

George successfully completed the training program in late December 2012 and obtained his CDL Class A License. In January 2013, he began a full-time position with a well-known trucking company and is making a higher wage than the position he had prior to being laid off. After over three years of unemployment, George was able to, in six weeks, upgrade his skills/certifications in an occupation which provided him with full-time employment at a good wage.

“George is excited about his new career and recommends the Workforce Center and Heartland Works to anyone seeking help!”

~ George’s WIA Career Consultant

Jessica – LE

Workforce Challenge

Jessica came to the WFC seeking assistance with her job search. She had recently moved to Kansas from another state and was having difficulty connecting with local employers.

Workforce Solution

Labor Exchange staff in the WFC worked with Jessica to develop her job seeking skills and helped her customize her resume to local job opportunities. In addition, Jessica had the opportunity to work with WFC staff in mock interviews. Labor exchange staff issued several job referrals for Jessica and connected her with a local job fair.

Outcomes & Benefits

At the job fair, Jessica interviewed with recruiters for a local employer and received a job offer on the spot. Jessica accepted the offer and went to work full-time as a Child and Youth Services assistant.

After obtaining her new job, Jessica sent a thank you note to the WFC staff.... "Thank you for your help in improving my resume as well as guidance on interview skills. You made me feel so much more at ease in my job seeking journey and helped remind me to be patient, and it paid off. Good luck on helping more people, you are great at it! Thanks again."
~ Jessica

Liza – WIA

Workforce Challenge

Liza was a single mother with three children, a high school diploma and a part-time job. Liza was struggling to provide for her family. She realized she had very little opportunity to advance her career without additional training.

Workforce Solution

Outcomes & Benefits

Liza completed her Surgical Technology program in May 2013. At the time she exited from WIA, she was working full-time as a Surgical Technologist with a monthly income which equated to almost three times what she was making when she came to the WIA program.

When she came to the WFC for assistance, she was in a full-time Surgical Technology program at the local vocational-technical institute, but her lack of finances was affecting her ability to stay engaged in the program. WIA funds provided scholarship assistance to Liza to help offset the costs of her training program. In addition, her WIA Career Consultant provided case management services to Liza throughout her training program, encouraging her to complete successfully.

Liza was very grateful for the help she received. She truly believes without our help and guidance she would not have been able to complete her training successfully. She told me she tells everyone about our wonderful services."~ Liza's WIA Career Consultant

Naseasha – WIA

Workforce Challenge

Naseasha was 19, pregnant and a high school dropout when she came to the WIA youth program. With very limited work history and no diploma, Naseasha needed the assistance of the WIA youth program for both educational tutoring and work experience.

Workforce Solution

Naseasha worked with a WIA youth provider on educational enrichment activities and leadership development lessons. These services helped Naseasha stay on track to obtain her GED. In addition, Naseasha gained world of work awareness and life skills training. While in the WIA youth program, Naseasha had the opportunity to receive paid work experiences with a local retailer to learn customer service skills.

Outcomes & Benefits

Naseasha successfully completed her GED and her work experience. With the WIA youth provider’s help, she relocated to another state and g enrolled in classes at a local community college. Naseasha also obtained a full-time job as a retail clerk.

Paul – WIA & LE

Workforce Challenge

When Paul came to WIA, he was a married father of 13 children who had been laid off from his construction job. Paul was fortunate enough to qualify for unemployment insurance, but wanted to pursue a career in a field with more employment stability.

Outcomes & Benefits

With the help of WIA funding, Paul graduated from his training program in May 2013. He gained full-time employment in the field within two months of graduation. Paul has decided to pursue his associate’s degree in advanced systems technology on his own, while working full-time.

Workforce Solution

Paul received career center services through the labor exchange program and worked one-on-one with his WIA Career Consultant on job search activities. The WIA program helped him assess his career interests, develop a resume, submit job applications and build interviewing skills. Paul was committed to changing career fields and had a strong interest in industrial maintenance positions, but lacked formal training in this field. The WIA program helped him connect with the local vocational-technical school to enroll in their advanced systems technology program.

“Paul said he is very thankful for the services HWI provided for him. He is excited about his new career and being able to provide for his family.”
~ Paul’s WIA Career Consultant

Shannon – REA & WIA

Workforce Challenge

Shannon came to the WFC through the REA program. He had been laid off from his automotive technician job in May 2012 and was still searching for employment in August 2012. Shannon had a high school diploma but lacked education at the post-secondary level. He possessed a very limited work history and was finding it extremely difficult to locate employment which would help him provide for his family of five.

Workforce Solution

Shannon's REA case manager referred him to the WIA program for potential assistance with training. The WIA Career Consultant helped Shannon assess his skills and interests and connected him with a short-term training course to help him obtain his CDL. Due to Shannon's financial situation and the cost of the training program, WIA was able to provide a scholarship to him, which allowed him to attend and successfully complete the course.

Outcomes & Benefits

Shannon completed the CDL course in October 2012. At the time he exited from WIA, he was working full-time as an over-the-road truck driver and was projecting to double his hourly wage rate over the position he had been laid off from, only 6 months prior.

“Shannon highly recommends the Workforce Center and Heartland Works, Inc. to anyone!” ~ Shannon's WIA Career Consultant

Wameshia – WIA

Workforce Challenge

When Wameshia came to the Workforce Center, she was a single parent with four children. Her only source of financial support was part-time employment as a CNA and food assistance through the Department for Children & Families. Wameshia had a high school diploma, but no further education beyond that level. Her work history was very limited. She had no opportunities for career advancement without additional training.

Workforce Solution

Wameshia had enrolled in the local vocational training institute in their LPN program, but needed additional assistance to complete the program. With the help of WIA and Pell Grants, Wameshia was able to start the LPN program in August 2012.

Outcomes & Benefits

Wameshia successfully completed the LPN program in May 2013. At the time she exited from WIA, she was working full-time as a LPN, earning an hourly wage that was almost twice what she was making pre-program.

“Wameshia gave high praises about our program to her friends and family members. She wants us to know how grateful she is for giving her this opportunity. She said that without the funding and career guidance Heartland Works and other agencies gave her, she would not have completed the program successfully.”

~ Wameshia’s WIA Career Consultant

Wyatt – WIA

Workforce Challenge

Wyatt was a sophomore in special education when he came to the WIA youth program. With no prior work history, Wyatt needed the assistance of the WIA youth program for both educational tutoring and work experience.

Outcomes & Benefits

Wyatt graduated from high school and went on to pursue post-secondary education. He is involved in a leadership program at his university and is a videographer for the school’s football team. Wyatt applied for and received a scholarship to attend school.

Workforce Solution

Wyatt worked with a WIA youth provider on educational enrichment activities and leadership development lessons. These services helped Wyatt stay engaged in school and on track to obtain his high school diploma. In addition, he gained world of work awareness and life skills training. While in the WIA youth program, Wyatt had the opportunity to receive paid work experiences with the school district and a local health/fitness employer.

Area II Performance (Table O)

Heartland Works, Inc.		
Total Participants	Adults	67926
	Dislocated Workers	274
	Older Youth	58
	Younger Youth	255
Total Exiters	Adults	62129
	Dislocated Workers	194
	Older Youth	23
	Younger Youth	85



Performance Items	Program Group	Negotiated	Actual	Numerator
				Denominator
Entered Employment Rate	Adults	67.7	76.7	198
				258
	Dislocated Workers	81	80	156
				195
Older Youth	NA	63.6	14	
			22	
Retention Rate	Adults	85.4	90	369
				410
	Dislocated Workers	90	92.8	168
				181
Older Youth	NA	68.4	13	
			19	
Younger Youth	NA	50.6	42	
			83	
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	13000	16544	5906067
				357
	Dislocated Workers	17750	15917	2514877
				158
Older Youth	NA	2404	40867	
			17	
Placement in Employment or	Youth (14 - 21)	70	69.2	72
Attainment of Degree or Certificate	Youth (14 - 21)	63	80.7	104
Literacy or Numeracy Gains	Youth (14 - 21)	50	50	71
				88
				19
				38

Overall Status of Performance	Not Met	Met	Exceeded
	0	4	5

Local Area III (Workforce Partnership)

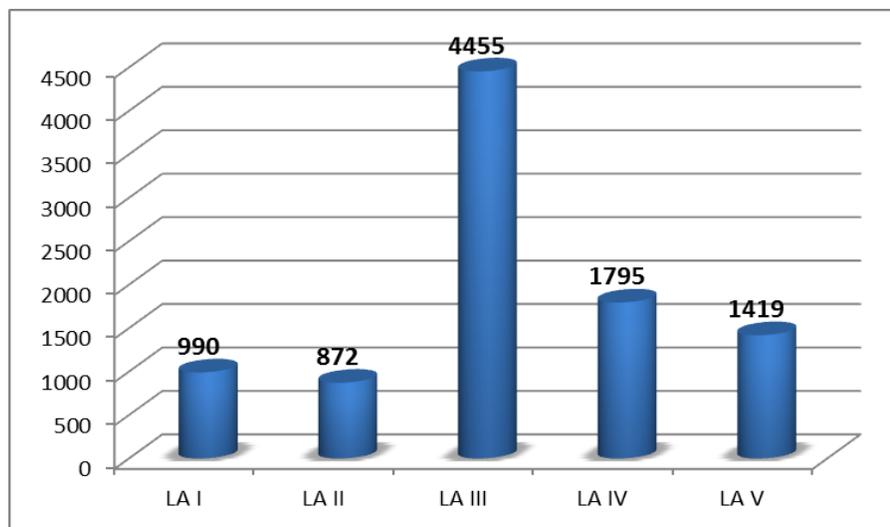


Enrollments

LA III served 4,455 Adult and Dislocated Worker participants in PY 2012, which accounted for 47% of the Statewide total of participants served.

Adult and Dislocated Worker participants served by Local Area from July 1, 2012 – June 30, 2013:

Local Area I	990
Local Area II	872
Local Area III	4455
Local Area IV	1795
Local Area V	1419



Workforce Center Traffic

During PY 2012, LA III served **94,946** customers that walked through the doors of a Workforce Partnership office. Over 12% of those customers were first-time visitors and on average, each customer received at least two services per visit. Those services include job search assistance, resume assistance, assessments, workshops, recruiting events and career counseling.

Business Services

To assist in job matching, Business Services staff entered **3,268** staff-assisted job-orders in the KansasWorks system. In addition, there was also **177** recruiting events that took place in one of our three workforce centers during the year.

Waivers

LA III utilized the waiver to use ITA's on out-of-school older youth, which resulted in 89 youth participating in training services during PY 2012. This waiver has a direct impact on the success of our youth program and the outcomes we have been able to achieve.

Performance

LA III is on pace to exceed two youth common measures while meeting the third measure. In addition, LA III will most likely exceed two Adult measures and one Dislocated Worker measure while not failing any of the common performance measures.

Additional Grants

LA III continues to implement several grants in addition to WIA. Under the Kansas Healthcare Opportunity Project (a grant from Health and Human Services), LA III served **288** participants during PY 2012. This grant prepares individuals for careers in the healthcare field.

Workforce Partnership also has four different H-1B grants:

- Jobs Accelerator Grant
- Technical Skills Training Grant
- Health Information Technology Grant
- Earn IT and Learn IT Grant

During PY 2012 there were 134 participants served under these H-1B grants, many are co-enrolled into WIA for additional services and support. These co-enrollments help boost WIA performance measures and outcomes.



Area III Performance (Table O)

Workforce Partnership		
Total Participants	Adults	<u>38229</u>
	Dislocated Workers	<u>486</u>
	Older Youth	<u>255</u>
	Younger Youth	<u>205</u>
Total Exiters	Adults	<u>36184</u>
	Dislocated Workers	<u>321</u>
	Older Youth	<u>120</u>
	Younger Youth	<u>117</u>



Performance Items	Program Group	Negotiated	Actual	Numerator
				Denominator
Entered Employment Rate	Adults	67.7	73.8	<u>1631</u>
	Dislocated Workers	81	79	<u>2209</u>
	Older Youth	NA	66.7	<u>229</u>
	Younger Youth	NA	66.7	<u>290</u>
Retention Rate	Adults	85.4	85.1	<u>58</u>
	Dislocated Workers	90	87.4	<u>87</u>
	Older Youth	NA	84.4	<u>2007</u>
	Younger Youth	NA	62.3	<u>2359</u>
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	13000	13116	<u>202</u>
	Dislocated Workers	17750	18221	<u>231</u>
	Older Youth	NA	2830	<u>65</u>
Placement in Employment or	Youth (14 - 21)	70	65.4	<u>77</u>
Attainment of Degree or Certificate	Youth (14 - 21)	63	71.2	<u>71</u>
Literacy or Numeracy Gains	Youth (14 - 21)	50	53.3	<u>114</u>

Overall Status of Performance	Not Met	Met	Exceeded
	0	3	6

Local Area IV (Workforce Alliance)

Waivers

Local Area IV utilizes many of the waivers granted to Kansas. Use of the waivers is based on the ability to increase or improve services to customers. The specific waivers implemented by Local Area IV include:



1. Waiver to increase the allowable transfer amount between Adult and Dislocated Worker funding streams:
 - a. This waiver as a need arises to transfer funds between funding streams to more efficiently serve customers based on the climate in the area.
2. Waiver of the prohibition on the use of Individual Training Accounts for older and out of school youth:
 - a. This waiver is frequently used to provide additional options to older and out of school youth who are seeking training. Providing more options allows customers to choose from providers where they truly have interest and skills leading to higher completion and employment rates.
3. Waiver requiring providers of youth program elements be selected on a competitive basis:
 - a. This waiver is used to ensure that all required youth program elements are made available to customers due to the limited availability of providers in certain areas.
4. Waiver to reduce the collection of participant data for incumbent workers:
 - a. This waiver is used to continue to build relationships with business and promote the use of incumbent worker training by reducing the amount of information needed.
5. Waiver permitting substitution of performance measures with common measures:
 - a. This waiver is used to further integration by allowing for the same performance measures to apply across programs.
6. Waiver on time limit on the period of initial eligibility for training providers:
 - a. This waiver is used to provide more training options for customers by reducing the amount of data collection needed from providers who wish to provide training to WIA customers.

All the waivers implemented allow for greater flexibility and improvement of service to customers.

Success Stories/Testimonials

Workforce Challenge - Christopher

Christopher came to the Workforce Center to request financial support / assistance to complete the remaining three semesters of his RN program at the local community college. Without assistance, he would be unable to complete this education, as he was working two days a week and his spouse was the primary financial support for the family.

Workforce Solution

Christopher used the PACES grant through the Workforce Center to assist him with training expenses. He also qualified for fuel reimbursements, as he was traveling to BCCC / El Dorado campus for his classes and a to different clinical sites throughout his training program. This supportive service was instrumental in helping him complete the program, as the cost of so much travel would have been a large financial burden.

Outcomes & Benefits

Christopher completed his RN program through BCCC in December 2012. He took his state RN boards in March, 2013, and obtained employment at a new healthcare facility in Andover, KS, working as an RN. He is excited about the opportunity to transition into this new field of employment and anticipates the stability of the healthcare field and the self-sufficient wage to be a great support for himself and his family.

Workforce Challenge – Amy

Amy had many years of experience in food service and management positions in the food service industry, but she wanted to change fields. Her goal was to transfer the skills she had into a job as an administrator/office manager. After finding herself unemployed, Amy visited the Wichita Workforce Center, seeking new employment.

Workforce Solution

Amy was placed in the Re-employment Eligibility and Assessment (REA) program where she worked one on one with a representative. Amy was required to submit her resume for review and attend multiple workshops. She also was asked to upload her resume to www.Kansasworks.com.

Outcomes & Benefits

In March 2013, an employer found Amy's resume on KansasWorks and she was asked to interview for an open position. After the interview, Amy was hired by Aramark as a Supervisor of Retail Sales, at a very good starting salary.

"I am so excited! This is definitely not a position that I would have thought to apply for, so I have to thank KANSASWORKS and this program," said Amy. "Thank you!"



Starwood Hotels and Resorts

The Wichita Workforce Center hosted a job fair for Starwood Hotels and Resorts June 11-13, 2013. Senior leadership from Starwood worked closely with Workforce Center’s Business Services division to create a process, layout, and plan of action for the three-day job fair. More than 30 Starwood staff were on site for the event and utilized 15 conference rooms and offices at the Wichita Workforce Center. Job seekers were taken through a 90-minute process including initial application, interview, simulation assessment, and job offer.

In total, more than 1,000 individuals attended the job fair, which exceeded the 800 candidate goal set by Starwood. Approximately 225 individuals were hired as a result of the job fair and will begin training immediately, with the goal of having the Starwood office operational by August 1, 2013. In total, Starwood anticipates employing 900 individuals within 12 months. Due to the success of the event, Starwood has already made plans to utilize the Wichita Workforce Center as they continue to add employees over the next year. The company has expressed their gratitude and commented they were “very pleased” with the “pleasant staff” who are “customer service oriented and very easy to work with.”

Accomplishments

PACES Initiative Recognized by the NFWS as Exemplary Industry Partnership

On June 12, 2013, the Preparation for Advanced Career Employment System (PACES) initiative was recognized by the National Fund for Workforce Solutions (NFWS) as the 2013 Exemplary Industry Partnership at the NFWS Annual Meeting in Atlanta, GA. The PACES funding collaborative includes:

- Spirit AeroSystems
- United Way of the Plains
- City of Wichita
- John S. and James L. Knight Foundation
- Glass Family Foundation
- Lattner Family Foundation
- National Fund for Workforce Solutions
- Workforce Alliance of South Central Kansas



The award was accepted on behalf of PACES by Sangita Richardson of Spirit AeroSystems, Susan Johnson of GKN Aerospace, and Keith Lawing of the Workforce Alliance.

PACES is a sector strategy utilizing career pathways and industry recognized credentials to support careers in aviation and healthcare. The initiative was launched in 2008 and includes 37 employer partners and 11 community partners, in addition to the funding collaborative. As of June 30, 2013, PACES outcomes include:

- 980 participants placed in jobs
- 668 Industry Recognized Credentials earned

- 285 participants currently enrolled in skills training
- 1,262 participants have earned the WORKReady! Credentials

Workforce Alliance Recognized as an Outstanding Local Area Workforce Investment Board during the 2012 Older Worker Awards Ceremony

On April 9, 2013, the Workforce Alliance and the Senior Community Service Employment Program (SCSEP) were recognized at the Kansas Older Worker Awards Ceremony as the 2012 Outstanding Local Area Workforce Investment Board.



Local Area IV was recognized for having the highest percentage of older job seekers in the State and for the integrated service delivery model targeting job seekers over the age of 55. The Workforce Alliance also received this award in 2012.

Local Area IV program participant, Joe McCullough, was the 2012 Kansas Outstanding SCSEP Worker of the Year. Joe is an 80+ year old participant and has been in the program for less than a year. He is currently working as an office assistant at La Familia Senior Center.

Bombardier/Learjet Layoff Aversion Project

Local Area IV, in partnership with the Kansas Department of Commerce and the PACES initiative successfully implemented a layoff aversion with Bombardier/Learjet with the assistance of Rapid Response funds for Incumbent Workers. The project provided retraining to 103 employees, up-skilling them in composites and advanced manufacturing. The training took place on site at Learjet and at Wichita Area Technical College (WATC). Retraining the employees allowed them to remain employed within the company. The project and training will continue through December 31, 2013.

The Workforce Alliance partnered with the Center for Economic Development and Business Research (CEDBR) at Wichita State University to conduct an analysis of the economic impact of the layoff aversion project. The CEDBR estimates a direct impact of \$76,000,000 in payroll over 10 years from the jobs saved by averting the layoff. The project also benefits the community with an indirect impact of 376 additional jobs created for an additional \$103,000,000 in payroll over 10 years.



Innovation and Change

Youth Work Experience Initiative

In the fall of 2012, the Local Area IV LWIB conducted strategic planning and identified work experiences as a vital component of the Youth program. Since 2009, the Workforce Alliance has promoted a work experience strategy to help prepare low-income 16-21 year olds for jobs around Local Area IV. Generally, these are part time, temporary job assignments and range from entry level clerical, janitorial or maintenance positions to high-level internships for career exploration based on the interest of the young person.

For the summer of 2013, the Workforce Alliance Local Workforce Investment Board (LWIB) set a goal of placing 100 youths in employment experiences with 20 employer partners. The final numbers for the 2013 initiative show 115 youths enrolled, 102 of who were placed, with 27 employers at 38 worksites. Eighty-nine of the youths worked the entire summer, a retention rate of nearly 90 percent. As of August 1, 2013, approximately 10 of the youth have been offered permanent placement at their summer employer with additional offers anticipated.

Local Area IV/Corrections/Commerce/Community Corrections Partnership

In April of 2012 the Workforce Alliance, Kansas Department of Commerce, Kansas Department of Corrections, and Sedgwick County Community Corrections entered into a partnership to utilize a dedicated Workforce Professional who is a Certified Offender Workforce Development Specialist or OWDS to serve the offender population exclusively in Local Area IV and at the Hutchinson Correctional Facility. Over the year this has extended to the El Dorado and Winfield Correctional Facilities.

Over the last twelve months, the project has expanded and includes many leveraged resources of the Workforce Centers of South Central Kansas. Two additional staff members earned their OWDS certification in November 2012, bringing the Centers total to eight certified OWDS onsite staff at the Wichita Workforce Center. Workforce Professionals in the Career Center have been trained specifically to support the dedicated Workforce Professional as demand has risen.

Additional partners have been identified and similar referrals and strategic efforts have commenced. These partners include:

- Wichita Parole Office
- Wichita Work Release Facility
- US Probation and Pretrial Services
- 18th Judicial District Court Trustees Office
- Sedgwick County Day Reporting Center
- Mirror, Inc.
- American Indian Council
- Union Rescue Mission
- Local church Prison Ministries



One example of how this model has affected the community is an emerging partnership with Wichita Work-Release Facility; in the last quarter, they have begun to use a similar orientation model as Sedgwick County Community Corrections. At the end of April, 85 customers had utilized the Career Center Resources/Orientation Session and 61 or 72 percent have found jobs with an average wage of \$7.53. Current outcomes for the project are: Entered Employment Rate is 36 percent; Employment Retention at six months is 81 percent; Average Wage at six months is \$9.24 per hour. Additional service numbers include:

- 1,422 Orientation and workshop services have been provided since April 2012.
- 304 direct referrals have been received, of which 272 ex-offenders received one-on-one employment/career guidance services

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Area IV Performance (Table O)

Workforce Alliance		
Total Participants	Adults	38466
	Dislocated Workers	1131
	Older Youth	75
	Younger Youth	228
Total Exiters	Adults	36597
	Dislocated Workers	548
	Older Youth	9
	Younger Youth	27



Performance Items	Program Group	Negotiated	Actual	Numerator	
					Denominator
Entered Employment Rate	Adults	67.7	73.3	475	648
	Dislocated Workers	81	77.9	403	517
	Older Youth	NA	55.6	5	9
	Younger Youth	NA	68	17	25
Retention Rate	Adults	85.4	89.6	516	576
	Dislocated Workers	90	91.9	373	406
	Older Youth	NA	100	7	7
	Younger Youth	NA	68	17	25
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	13000	18259	9384993	514
	Dislocated Workers	17750	21288	7940576	373
	Older Youth	NA	2013	14094	7
Placement in Employment or	Youth (14 - 21)	70	57.6	19	33
Attainment of Degree or Certificate	Youth (14 - 21)	63	66.7	24	36
Literacy or Numeracy Gains	Youth (14 - 21)	50	44.4	20	45

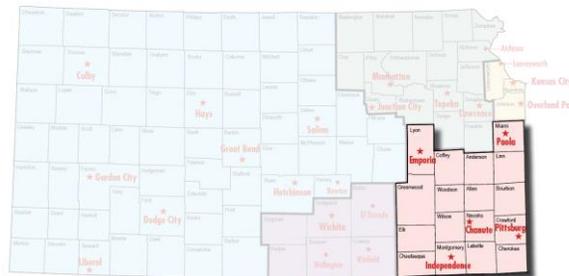
Overall Status of Performance	Not Met	Met	Exceeded
	0	3	6

Local Area V (Southeast KANSASWORKS)

Success Stories and Testimonials

Crystal

Crystal had been underemployed and unemployed for the last 6 months working part time at a local fast food restaurant and receiving food stamps. Crystal is living with her boyfriend that is also unemployed at the time. Due to a number of barriers she had been unable to keep employment.



Southeast **KANSASWORKS** conducted a comprehensive assessment of Crystal’s knowledge, skills, abilities and interests. Crystal showed interest in human services and health sciences. Crystal was encouraged to research the local job market and participate in the “Partners in Change” program to develop the soft skills necessary to secure and hold employment and prepare her to test for her GED.

Crystal has completed the “Partners in Change” program and is currently enrolling in the next Certified Nurses Aid class at ICC West. Crystal is also scheduled to test for her GED at the end of the “Partners in Change” class. Crystal’s plans are to secure employment as a Certified Nurses Aid and start taking the prerequisite courses to qualify for application to a Registered Nursing program in the future. This is a perfect example of the purpose of the WIA Programs in getting participants off public assistance and reentering the workforce. It would have been unlikely for Crystal to secure and hold full time employment on her own without the help of Southeast **KANSASWORKS** and the local colleges that participate in this program.

Josh

Josh was laid off welder that had been looking for work in the area. He came by the Pittsburg office to see if we could assist him in his pursuit of employment.

With Atkinson hiring welders, Josh was referred to meet with the HR Manager for Atkinson. He did an interview and was immediately hired. With his prior welding experience, he was not eligible for an OJT but we made a quick placement and all parties were very happy.

He has been working there for over a month and Atkinson has commented on the fact that this young man is a high quality employee and they would like to be able to find more like him. Josh has stopped by since to thank the staff that helped him to be placed there.

D’Ambra

D’Ambra is a single mother of a two-year-old boy. D’Ambra was just barely getting by from her part-time CMA job and the food assistance from Kansas Department of Children and Families

(DCF). She was getting ready to start the RN program at Neosho County Community College but needed financial assistance in order to complete the program.

Southeast **KANSASWORKS** conducted a comprehensive assessment of D'Ambra's knowledge, skills, abilities, and interests. With funding from Kansas Health Profession Opportunity Project (KHPOP), D'Ambra completed training at Neosho County Community College in Chanute, KS.

After earning her RN license D'Ambra was able to apply to open RN positions. D'Ambra obtained employment at Mercy Physicians Group Doctor's office. She is making \$16.00 per hour for 32 hours per week.

Angie

Angie was employed at Interstate Brands working in the Human Resources department as an Assistant Human Resources Manager. She along with 500+ other employees, were going to be laid off because of a plant closure.

Angie immediately contacted a representative at the Southeast **KANSASWORKS** Emporia office regarding her need for employment and direction. She was enrolled into Service Link so that she could look at local employers who were hiring in her field. She was also able to receive referrals and information regarding job openings in the area.

Angie received a referral from a staff member to apply for the Customer Service & Planning Manager position that was open at Simmons Pet Food (formerly Menu Foods Midwest). She was advised she needed to submit a cover letter and a resume. Upon applying for the job, she immediately received a call from the company wishing to complete an interview. She interviewed with the Human Resources Manager, Jim Maher, and was offered the position. This position enabled Angie to go to work very quickly in a full-time, permanent job that would provide self-sufficiency.



Robert

Robert is a single male that was in need of additional training to secure and hold full time employment. Robert was working for a contractor at the local refinery but was laid off due to the contract being completed. Robert felt like if he had training in an in-demand occupation he will be able to secure and hold full time employment instead of temporary contract work.

Southeast **KANSASWORKS** conducted a comprehensive assessment of Robert's knowledge, skills, abilities and interests. With funding from the WIA dislocated worker program, Robert was able to qualify for the Welding Technology program at Coffeyville Community College.

Robert started class at CCC on 1/10/2013 to earn his Welding Technology Certificate by 12/31/2013. Upon completion Robert will utilize **KANSASWORKS.com** to create a hard copy resume and conduct job search to secure employment in an in-demand occupation.

Sara

Sara was a stay at home mother who did not have an employment history. Her husband had just been laid off from his job and they needed help making their bills. Sara needed employable skills in order to obtain a job to help support her family.

Southeast **KANSASWORKS** conducted a comprehensive assessment of Sara's knowledge, skills, abilities and interests. With funding from the Kansas Health Profession Opportunity Project (KHPOP), Sara completed the C.N.A. program at Neosho County Community College and earned a C.N.A. license on 11/14/2012.



Sara applied and interviewed with Chanute Health Care Center and obtained part time employment as a C.N.A. She is waiting for a full time position to become available in which she will be applying to. Sara stated that she really enjoys working as a C.N.A. and is grateful for the help she received from **KANSASWORKS**.

Kimberly

After being laid off from a full-time job at an orthopedic clinic, Kimberly was under-employed in what she described as a "dead-end job" as a part-time cashier at a grocery store in Coffeyville, KS and was receiving food assistance through the DCF. As a single mother of two, Kimberly knew that she needed to obtain new skills and training to obtain full-time employment in a profession that would provide wages that would meet her family's needs. Kimberly had completed about two years of college from 2008 to 2010. Since she had worked in and around the medical field in the past, she knew that this was an area of interest for her. She became motivated to increase her employability and broaden her horizons.

In March of 2011, Kimberly came to the **KANSASWORKS** office in Independence to inquire about assistance with paying for nurse's training. After a Career Specialist performed a comprehensive assessment of Kimberly's knowledge, skills, abilities and interests, Kimberly was found to be eligible for assistance from the Kansas Health Profession Opportunities Program (KHPOP) grant. Kimberly was soon enrolled in the Nursing Program at Neosho County Community College and on her way to becoming a Registered Nurse.

Kimberly has successfully completed the Nursing Program at NCCC. She passed the NCLEX exam in June 2013. (The first time she took it.) She is currently employed with Craig's Home Health in Independence, KS and just completed an interview for an R.N. position at Mercy Hospital in Independence. She is engaged to be married and she and her fiancé are looking for a home to buy in the Independence area. She told her Career Specialist that she is very grateful to be able to start her new career as an R.N. without the burden of student loans to repay.

Omar

Omar had been without employment for almost 3 years and receiving unemployment. With being out of the job market for quite some time, it was difficult for him to obtain employment with only experience in construction and tree-removal.

Southeast **KANSASWORKS** conducted a comprehensive assessment of Omar's knowledge, skills, abilities and interests. Omar lacked specific training that local employers required. Southeast **KANSASWORKS** then provided him with information regarding On-the-Job Training. He was interested in participating and qualified under the Dislocated Worker Program.

Omar applied and interviewed with Simmons Pet Food of Emporia. He was hired and began training on specific aspects of their Filler/Seamer position. The WIA Program reimbursed 50% of the company's training expenses. This was a benefit to the company as well as to Omar. Omar has mentioned that he is very glad to work for Simmons Pet Food and they have trained him well. This was a win-win placement that showed how the Workforce Investment Act and a local business can collaborate to meet the existing and future human capital needs of Southeast Kansas employers. He is currently doing well and continues to be a great asset to Simmons Pet Food.

Youth Success Stories

Jenise

Jenise dropped out of High School just before her senior year, pregnant, and needing to work to pay her expenses. In addition, Jenise takes care of her son and her mother, who is unable to work and has not been able to obtain disability benefits. Jenise is on Food Stamps and has been working fast food to try to pay some of their expenses. Jenise came to **KANSASWORKS** with a 2 year old and wanting to complete her GED.

Southeast **KANSASWORKS** paid for Jenise's training at the Adult Basic Education Center and provided Case Management.

Jenise obtained her GED and just passed her TABE test to be able to enroll in Certified Nurse Aide training with the Technical College. Jenise is currently studying at the Technical College and expects to complete the training in September. The wages for her new position will help her to become financially self-sufficient and not have to work two fast food jobs.



Cynthia

Cynthia came to **KANSASWORKS** having completed Beauty School, but failed her Theory. She had a learning disability, which was not addressed in training. Cynthia had no work experience and needed help to gain work readiness skills and to become financially self-sufficient.

Southeast **KANSASWORKS** assisted Cynthia with a Work Experience at a local Salon to provide Entry Desk Customer Services, including answering the phones, making appointments

and helping the beauticians with maintenance of the facility and equipment. Case Management included helping her to prepare to retake her Boards.

Cynthia was three points from passing her Boards and could not become a Licensed Beautician. Cynthia was hired on by Sally's Beauty Supply Full Time to provide Customer Service and information on beauty products, due to her cosmetology training. Cynthia is now able to pay her living expenses without having to call her parents.



Kaitlyn

Kaitlyn was an In School Youth, transfer from Salina with a learning disability. She came to Emporia as a 19 year old, single, expectant mother wanting occupational skills training.

Southeast **KANSASWORKS** assisted Kaitlyn through funding for Certified Nurse Aide training at the Flint Hills Technical College. Her competency indicators on her evaluations scored the highest on the rating scale for all of the areas. Kaitlyn completed all of her Certified Nurse Aide training.

Kaitlyn was recently hired on by Golden Living Centers in Cottonwood Falls. While waiting for her certification to come through the mail, she will work as a Dietary Aide, but will transition into performing services as a Certified Nurse Aide, upon receipt of her certificate.

Jenny

Jenny was a 20 year old, unemployed youth, deficient in her math skills and a former Foster youth.

Southeast **KANSASWORKS** assisted youth with obtaining occupational skills and with improving her math. She obtained her Certified Nurse Aide credentials, but a temporary health condition kept her from being able to obtain employment (as a Nurse Aide), due to weight restrictions. Youth also had some relationship challenges and received assistance to get into a safe environment and relocate.

Jenny was able to relocate close to family and obtain employment as a Sales Associate. She is now the Assistant Manager and Shift Leader and expected to get another raise. She has saved up \$1,000 and has the resources and environment she needs to become financially self-sustainable

Gage

Gage started with **KANSASWORKS** as a 16-year-old In School Youth attending Hartford High School and needing work readiness skills. Southeast **KANSASWORKS** assisted Gage with two successful Summer Employment opportunities where he gained strong work readiness skills. He graduated from High School in May and was the 2013 Sauder Custom Fabrication, Inc. Scholarship Recipient. He currently has a full time job at Seamless and a weekend job at Sutherlands. He plans to attend Flint Hills Technical College in spring 2014.



16-year-old In School Youth needing work readiness skills. Southeast **KANSASWORKS** assisted Gage with two successful Summer Employment opportunities where he gained strong work readiness skills. He graduated from High School in May and was the 2013 Sauder Custom Fabrication, Inc. Scholarship Recipient. He currently has a full time job at Seamless and a weekend job at Sutherlands. He plans to attend Flint Hills Technical College in spring 2014.



Caitlin

Caitlin came in as a single, pregnant female unable to get employment and with a very spotty work history. She had her high school diploma. Southeast **KANSASWORKS** provided a Greeter Intake Specialist position in the Workforce Investment program as a Work Experience for Caitlin.

Caitlin had a successful Work Experience where she learned how to help job seekers with their needs, including helping client's access **KANSASWORKS.com**, perform job searches, and update resumes. Caitlin managed telephones and assisted staff with the needs of job seekers, as she greeted them when they came in the door. Caitlin also assisted with resume preparation and other office duties, as assigned. Caitlin was recently promoted to a Front Desk position with the Comfort Inn in Emporia, which will utilize the skills she acquired with the Work Experience in Emporia's **KANSASWORKS** office. She had acquired a housekeeping position with them in May, but through diligent effort, and proving that she was a hard working and reliable employee, they promoted her to the Front Desk position on September 2, 2013.

Trenton

Trenton came to **KANSASWORKS** just after his 18th birthday. He was living with his grandmother and was having a difficult time obtaining employment. Trenton was taking adult education classes and earned his GED, and felt that his lack of education, coupled with his poor work history were barriers to employment. Trenton had a frustrating childhood: he shuffled between Oklahoma and Kansas, sometimes living with mom and sometimes with dad. He was looking for stability and knew he wanted to make a better life for himself. He was determined to find employment that would lead to self-sufficiency.

Southeast **KANSASWORKS** conducted a comprehensive needs assessment to determine Trenton's career interests, skills and abilities. We offered resume writing assistance, interview coaching, and with funding through the Workforce Investment Act (WIA), we coordinated a work experience opportunity with a local real estate office. The paid work experience allowed Trenton to obtain work readiness skills, strengthen his social skills and gain experience in an administrative support role. We arranged a work schedule that allowed Trenton to start his college education so he could pursue his goals successfully.

His work site supervisors were impressed with Trenton from the moment he interviewed, and expressed how pleased they were with his performance throughout the 8-week work experience period. Trenton's work experience opportunity resulted in permanent employment. He was hired by the work site as an administrative assistant the day after his work experience ended. Trenton is working part time, while he continues his education in construction at Coffeyville Community College. Trenton plans to earn his realtor license this summer. His long-term career goal is to combine his real estate experience with his construction degree and eventually run a real estate and investment property business.

COFFEYVILLE
COMMUNITY COLLEGE

Abigail

Abigail was living at home with her parents and attending high school, when she came into the office to enroll in the Youth Workforce Investment Act. She was unemployed and had zero job history. Abigail would benefit doing a work experience to gain work readiness skills in order to find full time employment in the future.

Southeast **KANSASWORKS** conducted a comprehensive assessment of Abigail's knowledge, skills, abilities and interests. With funding from the Workforce Investment Act (WIA), Abigail and her Career Specialist decided that a work experience would benefit her in gaining more work experience. With the help of her Career Specialist, Abigail was placed on a work experience at Kansas Department of Commerce in Pittsburg, KS.

When Abigail's work experience ended, she returned to high school to begin her senior year. Abigail now has the work experience to begin a new job search. Abigail was offered part time employment at the Mall Deli in Pittsburg, KS. Based on Abigail's work experience, she had shown she had the skills and knowledge along with excellent attendance and work ethic. Successfully completing her work experience increased her ability be competitive in the job search pool. Abigail is working toward graduating high school and beginning college in the fall.



Daisy

Daisy was an Out of School Youth needing to complete her High School Diploma and to help her family with expenses. Her family moved from Texas to Kansas and she had no resources, no diploma and no work experience to gain employment and help her family.

Southeast **KANSASWORKS** Emporia office referred Daisy to the Flint Hills Learning Center to complete her High School diploma, following enrollment. They also assisted Daisy with job searches, interview preparation, and putting together a cover letter and resume for a Data Processing position with Newman Regional Health. With that, the Workforce Investment Act Program (WIA) was able to provide a worksite and set a contract with Newman Regional Health for a Work Experience program. This helped Daisy get hands on employment and experience with Data Processing, while continuing her educational training at the Learning Center.

Daisy completed the Work Experience program and was hired on as a Data Processor for Newman Regional Health. She is expecting to graduate with her High School diploma in May of 2013 and would like to explore a career in the legal field.

Dakota

Dakota was an In School Youth needing to gain work experience through the Summer Youth Program. He was on an Individual Education Plan and graduated from Eureka High School May 2012. He was also taking part-time Automotive Technology classes during his senior year.

Southeast **KANSASWORKS** Emporia office enrolled Dakota and searched for a worksite that involved his current interest in the automotive field. With that, the Workforce Investment Act Program (WIA) was able to provide a worksite and set a contract with Rock's 54 Tire & Oil

through the Summer Youth Program. This helped Dakota get hands on employment experience and build his name working in the field.

Dakota completed the Summer Youth Program and was a great asset to Rock's 54 Tire & Oil. He is currently attending Flint Hills Technical College, taking Automotive Technology in which **KANSASWORKS** funding through WIA will assist to help him complete the program.

Rianne

Rianne was a 20-year-old single mother receiving DCF cash and food assistance to support herself and her 2-year-old son Ryker. She was a parenting youth that got pregnant in high school, but with family support was able to graduate and complete the prerequisite classes she needed to enter nursing school. She had been receiving DCF assistance since the birth of her son in 2009, so she only had 2 years left to receive cash benefits. She had been accepted into nursing school but was unable to pay for it plus her bills out of pocket. Rianne was referred to **KANSASWORKS** by her mother, a Dislocated Worker that was receiving services.

Rianne was assessed by **KANSASWORKS** and deemed a viable candidate for training. Her occupational assessment results showed high skill and interest in healthcare and she scored very high on her CASAS testing. She was also very prompt when items were requested by her Career Specialist and she had very good follow through during the interview and enrollment process. **KANSASWORKS** agreed to help fund occupational skills and transportation services for Rianne.

Rianne was able to complete her AAS in Nursing from Fort Scott Community College May 2012 with the help of **KANSASWORKS**. She passed her Kansas State Nursing Boards in August 2012 and gained permanent full-time employment as a RN at The Life Care Center in Osawatomie, KS in September of 2012. Since Rianne got pregnant as a teen, it would have been very easy for her not to complete her education to be able to support herself and her young son. But because of her intelligence and persistence she was able to get into nursing school and because of the help provided by **KANSASWORKS** she was able to graduate from college with a nursing degree and be placed into employment. She is no longer depended on DCF services to take care of her son, and because of her training as a nurse, she will no longer have to worry about how she will take care of them both.

Waivers

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.

5. *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 Department of Commerce requests a waiver of WIA Section 133(b)(4) to allow for the transfer of 50% of formula between the adult and dislocated worker programs. Though this waiver wasn't used by LA V in PY12, it likely will be utilize in PY13 to improve the ability of Local Boards to respond to economic changes within their region.

6. *Waiver of 20CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers.* This waiver was not utilized by LA V in PY12 but remains a vital component of developing strategies to avert a lay-off if needed in PY13.

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

This waiver would permit the continued use of Initial Eligibility criteria for certification of WIA

Training Providers in Kansas. Additionally, the state wishes to revert to the initial eligibility requirements for inclusion on the Eligible Training Provider List (ETPL), as provided for by

WIA Section 122(b) and 20CFR Section 663.530 related to eligible training provider provisions. Kansas requests authority to waive full implementation of the Subsequent Eligibility Determination process until WIA reauthorization. LA V will utilize this waiver thru its expiration date.



Kansas Workforce Services Annual Report | 2012

Area V Performance (Table O)

Southeast KansasWorks		
Total Participants	Adults	19324
	Dislocated Workers	212
	Older Youth	145
	Younger Youth	168
Total Exiters	Adults	16137
	Dislocated Workers	91
	Older Youth	53
	Younger Youth	43



Performance Items	Program Group	Negotiated	Actual	Numerator	
				Denominator	
Entered Employment Rate	Adults	67.7	81	205	253
	Dislocated Workers	81	91.4	96	105
	Older Youth	NA	86.1	31	36
	Younger Youth	NA	86.1	321	366
Retention Rate	Adults	85.4	87.7	117	125
	Dislocated Workers	90	93.6	29	35
	Older Youth	NA	82.9	34	45
	Younger Youth	NA	75.6	4572777	320
Average Earnings (Ad/DW) Earnings Gain (OY)	Adults	13000	14290	1706036	117
	Dislocated Workers	17750	14582	105089	35
	Older Youth	NA	3003	66	80
Placement in Employment or	Youth (14 - 21)	70	82.5	49	73
Attainment of Degree or Certificate	Youth (14 - 21)	63	67.1	9	10
Literacy or Numeracy Gains	Youth (14 - 21)	50	90		

Overall Status of Performance	Not Met	Met	Exceeded
	0	1	8

Rapid Response and Incumbent Worker Activities

Rapid Response Program (RR)

During the past year, the Department of Commerce received 34 WARN notices impacting 2,408 workers and 39 non-workers. Rapid Response is a flexible strategy designed to closings by quickly coordinating aid to companies and their services are available regardless impacted. The state Rapid 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.



WARN notices impacting 1,502 pro-active, business-focused, and respond to layoffs and plant services and providing immediate affected workers. Rapid Response of the size of the company Response Coordinator works

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.



Statewide Workforce Program Initiatives

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

During FY2013, Commerce had \$4.6 million, received through a federal competitive process, to pay for on-the-job training for dislocated and other unemployed engineers and recent engineering graduates. The grant is funded nationally with fees collected from employers using qualified H-1B VISA holders. The funds are used to train US citizens to meet the workforce needs of employers and reduce the number of foreign workers needed to meet job demands. During Fiscal year 13 just over \$1.1 million of the \$4,998,066 available was used to provide reimbursement to employers for the extraordinary cost of training engineers on the job.

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 2013, Kansas received \$59,188.00 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 the employer furnishes housing. In Fiscal Year 2013, Commerce assisted 127 employers, posted 127 job orders and inspected 169 housing units in all parts of the state. If the recruitment process reveals no U.S. workers are available or willing to take the job, and the employer-provided housing meets all safety standards, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into Kansas.
- *H-2B visas:* H-2B visas are granted to foreign workers for temporary low-skilled non-agricultural jobs such as construction, landscaping, painting, remodeling, and roofing. Commerce assists employers by posting their job orders on **KANSASWORKS**. If the recruitment process reveals no U.S. workers are available or willing to take the job, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into the state.



Migrant Seasonal Farm Workers (MSFW)

Federal regulation mandates equitable levels of Wagner-Peyser services be provided to Migrant and Seasonal 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 \$622,839 in Fiscal Year 2013 to provide REA services from March 2013 to March 2014.

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, and 4. 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 that require a wide range of skills and knowledge. It is an ideal way for employers to build and maintain a skilled workforce. It combines full-time employment, through on-the-job learning, under the supervision of experienced journey-level workers, and related technical instruction. The related instruction may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors or apprenticeship training centers to both educate and develop business and industries' workforce.

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

In Fiscal Year 2013, the Kansas Registered Apprenticeship Program registered 426 new apprentices at an average starting wage of \$13.53 per hour. Additionally, 13 new employers/program sponsors registered a program. There were 209 apprenticeship completers at an average wage of \$26.29 per hour.



Early Childhood Associate Apprenticeship Program (ECAAP)

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

This program is funded with the state's Child Care and Development Block Grant funds and is administered through an interagency agreement between Commerce and the Kansas Department for Children and Family Services. In Fiscal Year 2013, ECAAP had 108 active apprentices in this two-year training program. The average wage for all apprentices is \$9.16 per hour. ECAAP has 41 registered sponsors with 27 who had active apprentices during Fiscal Year 2013. There were 40 new apprentices registered in Fiscal Year 2013 with an average starting wage rate of \$8.38 per hour. There were 13 program completers in Fiscal Year 2013 with an average completion wage of \$10.19 per hour.

Senior Community Services Employment Program (SCSEP)

The federal Senior Community Service Employment Program provides skills training through subsidized part-time employment to Kansans age 55 and older who live at or below the poverty level. SCSEP served 99 participants, placing them in community organizations for training. Commerce paid just under \$900,000.00 in federal aid payments contributing to case management, service delivery and participant wages while the participants completed on-the-job training. In addition, SCSEP:

- Provided 62,262 hours of service to the community (through hands-on participant training assignments at local nonprofit and governmental agencies)
- Provided participants an additional 1,792 hours of skills enhancement training (computer training, various workshops, CNA update classes, business classes, etc.) paying them \$14,297
- Thirty-eight percent of participants who exited the program did so because they obtained regular employment
- Seventy percent of individuals who exited for employment in PY 11 and early PY 12 were still employed 1 year later



State Energy Sector Partnership Training Grant (SESPT)

In FY2013, \$2.4 million of 5,999,890 was available through the State Energy Sector Partnership and Training grant to provide training throughout the state in the energy efficiency and renewable energy fields. Funds were granted to specific community colleges in Kansas to enhance and expand their curriculum in these areas. During PY 2013, sixty-nine separate training projects were completed 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 continued to provide targeted training in response to industry needs. In June 2012, Kansas received an extension of the grant through June 30, 2013. Final reports are due to US Department of Labor by November 15, 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 FY2013, Kansas had six petitions certified, including Hawker Beechcraft, Hartford Financial Services Group, Inc., Interstate Brands Corporation (IBC), LSI Corporation, Ericsson Inc., and Standard Motor Products. Also during this time, Kansas served 1163 TAA participants with 564 of them new to the program. Of these participants, 413 received training, 207 participated in RTAA and 466 were placed on waivers.

Trade Adjustment Assistance Community College and Career Training Program (TAACCCT)



The National Aviation Consortium, lead by Wichita Area Technical College (WATC), will provide accelerated training to more than 2,500 students to fill the current jobs that remain open due to an unskilled workforce in five states. NAC will use a sector-based strategy, building on the previous success of the National Manufacturers Association Institute's Skills Certificate System, and expanding it with six aviation endorsed manufacturing credentials. NAC will use the emerging success model to stack and lattice aviation credentials, utilize high quality online aviation learning modules, implement transfer and articulation agreements, and align with industry and college partners. A fifth critical deliverable is a national consensus of aviation manufacturers on national standard aviation credentials to increase the competitiveness of U.S. companies in this essential sector. The consortium consists of the following educational partners: Tulsa Community College, Ivy Tech Community College, Guilford Technical Community College, Edmonds Community College. TAACCCT Consortium total award amount is \$14,914,452.

In addition to WATC Consortium award, the Kansas City Kansas Community College (KCKCC) was awarded a TAACCCT award of \$2,966,045. Kansas City T4E to transition participants to high-wage, high-skill employment; ensure participant success; and meet employer needs by expanding and improving Kansas City Kansas Community College's ability to deliver education and career training programs in two years or less for Trade Adjustment Assistance-eligible workers, veterans and other adults.



Veterans Grant

For Fiscal Year 2013, Commerce received \$1,561,000, from the U.S. Department of Labor to administer the JVSG, in support of the Jobs for Veterans Act (JVA). This funding supports the State Veteran Services Manager, the Intensive Services Coordinator (ISC), the Local Veterans' Employment Representatives (LVER), and the Disabled Veterans Outreach Program (DVOP) Specialists. Some support services are also paid through this grant for the USDOL Director of Vets Service (DVET). During FY13, the JVSG realigned their staff, from 14.5 DVOPs and 10 LVERs, to 18.5 DVOPs and 6 LVERs. This realignment supported the anticipated increase in veterans requiring special assistance, as they return home from Afghanistan and Iraq, and may require additional intensive services to overcome barriers to employment.

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

LVER staff conducts outreach to employers and engage in advocacy efforts to increase employment opportunities for veterans, encourage hiring disabled veterans, and generally assist veterans to gain and retain employment. LVER staff facilitates 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 was supported 50 percent by JVA and 50 percent by Wagner-Peyser.



During Fiscal Year 2013, the Department of Commerce received \$375,000 from the USDOL to administer the Veterans Workforce Investment Program (VWIP) grant. VWIP is a statewide project to expedite the reintegration of 150 veterans (recently separated and/or with service connected disabilities) into the civilian workforce in support of the President's Green Vets commitment. As of December 31, 2012, approximately 388 veterans have participated in the program. Currently, VWIP Coordinators are providing Case management and follow-up to VWIP participants, who have completed training and have entered employment. These follow-up services will continue throughout June 30, 2014.

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 2013, Commerce received \$186,763.00 from USDOL to carry out WOTC program activities.

In PY2012/FY2013, 35,376 certification requests were received, resulting in 14,952 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost \$50 million. The largest numbers 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.



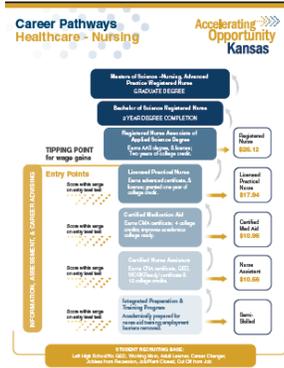
Kansas Disability Employment Initiative

In FY2013, \$748,898 of \$1,879,459 was available through the Kansas Disability Employment Initiative (Kansas DEI) to provide training, job opportunities and needed services to persons with disabilities through the public workforce system. The purpose of the Kansas DEI is to continue to build on established relationships and develop new ones with employers and service providers. Commerce has granted funds to two Local Workforce Investment Boards to provide specialized case management and other services to individual with disabilities. Commerce also partnered with Cerebral Policy Research Foundation to provide computer skills training for individuals in South Central Kansas and inside the Prairie Band Potawatomi Nation in Northeast Kansas.



Partner Collaborations

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



The Kansas Board of Regents, in partnership with the Kansas Department of Commerce, implements the *Accelerating Opportunity* initiative in Kansas (AO-K). *AO-K* is transforming the delivery system for adult education in Kansas, using Career Pathways to deliver career and technical education simultaneously with adult basic skills instruction. Students complete short-term certificate programs aligned with labor market needs, leading to industry endorsed credentials and immediate jobs. Kansas is part of a national initiative managed by Jobs for the Future and funded by six philanthropies – Bill and Melinda Gates Foundation, Joyce Foundation, Kellogg Foundation, Kresge Foundation,

Open Society Foundations and the University of Phoenix Foundation. Kansas received \$1.8 million for both design and implementation phases. Nine community and technical colleges are currently implementing *Accelerating Opportunity* in Kansas: Dodge City Community College, Garden City Community College, Highland Community College, Hutchinson Community College, Kansas City Kansas Community College, Neosho Community College (includes consortium of three additional colleges), Seward County Community College, Washburn Institute of Technology and Wichita Area Technical College. In addition to Kansas, *Accelerating Opportunity* is also implemented in five other states, including Illinois, Kentucky, Georgia, Mississippi, and Louisiana.

The number of adults who lack skills beyond a high school diploma is a significant national concern. In Kansas alone, there are over 900,000 working-age adults with no meaningful postsecondary credential. The trend will only continue—by 2020, 60 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. Our community and technical colleges play a vital role in promoting economic prosperity for individuals and the state by delivering high-demand technical training. *AO-K* provides educational opportunities to prepare adults for these critical jobs.

Accelerating Opportunity changes 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. Since January 2012, Kansas community and technical colleges have enrolled 1414 students in over 27 career pathway programs. Students have earned 2277 industry recognized credentials in areas such as healthcare, welding, manufacturing and aero-structures. Over 790 students have completed a 12 credit hour pathway, and 613 are employed. In July 2013, the Kansas Department for Children and Families partnered with the Kansas Board of Regents and began offering a tuition scholarship program to support Kansans enrolled in *AO-K* career pathway programs who qualify to receive TANF (Temporary Aid for Needy Families) benefits.

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.



As of July 1, 2013: KDOC will reimburse Commerce for 87.5% of actual costs for salary, benefits, travel and supplies for this position, not to exceed \$5,367 per month, \$64,404 per year, \$193,212 for the full term of this agreement (July 1, 2013 through June 30, 2016). Commerce will bear the other 12.5% cost of this position, as well as any other administrative costs.

- Provided Offender Workforce Development training to 743 staff members from multiple state, local, and non-profit agencies serving individuals who have criminal backgrounds or are currently incarcerated
- Provided informational sessions on services available in the workforce center to 59 juvenile offenders and 60 adult offenders
- Expanded MOU between Commerce and Corrections for WOTC Pre-certification to include youthful offenders.
- Identified five community partners as resources for offenders and cultivated relationships between those agencies and the criminal justice system partners
- Updated MOU agreement between LWIB IV, Sedgwick County Community Corrections and Kansas Department of Corrections to fund a position in Wichita to serve the offender population
 - Results:
 - 886 ex-offenders in Wichita registered with KansasWorks
 - 93 ex-offenders were employed
 - 295 ex-offenders received individualized services
- Brokered relationships between:
 - Board of Regents and Corrections regarding new GED standards and testing
 - Department of Children and Family Services Economic Employment Team in KC and AO-K Project Director
 - Juvenile Justice and Commerce Youth Services Director

- Collaborated with multiple agencies on three separate grant applications. One award made to Barton Community College by the United States Department of Education: Promoting Reentry Success through the Continuity of Educational Opportunities (PRSCEO)

Purpose is to demonstrate the positive impact of implementing a reentry education model as described by the United States Department of Education. The model is focused on: (1) supporting successful movement for offenders between correctional facilities and the community by strengthening and aligning educational services provided in those settings; (2) establishing a strong infrastructure to support and improve educational services; (3) ensuring education is well integrated into the correctional system by making it a critical component of intake and pre-release that links with support and employment services; and (4) encourage offenders to identify and achieve education and career goals.



Target number of offenders to be served over the 30 month grant period is 450.

Kansas Health Profession Opportunity Project (KHPOP)

In Fiscal 2013, \$3,181,961 was made available through the Kansas Health Profession Opportunity Project (KHPOP) to provide education, training, and employment in the healthcare sector to over 1000 Temporary Assistance for Needy Families (TANF) recipients, Supplemental Nutrition Assistance Program (SNAP) recipients, and other low-income individuals. Besides offering an improved quality of life through education, these services will also reduce healthcare labor shortages, as well as reduce the number of individuals on public assistance in Kansas.



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 PY2012, a savings of approximately \$150,000 has been experienced in travel related costs alone.

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

“HD equipment allows staff in the West Region to continue to provide top notch customer service while reducing travel costs and staff time. Staff use the HD equipment to provide workshops, interviewing opportunities, case management appointments, job fairs, and offender services to our customers across the region. Our HD equipment also provides an opportunity for employers to conduct interviews across the state reducing their time and travel costs while still reaping the benefits of a face to face interview.” – *Abigail Crandall, Regional Operations Manager, Area 1 – West Region*

“Because of difficult economic times, state government has been faced with being creative with services while lowering costs. With the HD equipment strategically located within a multitude of statewide Workforce Centers, the state staff is able to deliver virtual services to participants who may not be able to travel. The equipment has proven to be an extended arm to those participants in need of services while allowing for the state to reduce travel costs associated with staff involvement.” – *Mike Beene, Director, Employment Services*



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 2012, Kansas issued 6,395 certificates. The state has surpassed 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.

Statewide WorkKeys Assessments		
	7/1/12-6/30/13	7/1/00-6/30/13
Certificate Attained	YTD Certificates Issued	Certificates Issued from Inception
Platinum Certificates	33	290
Gold Certificates	1,570	7,334
Silver Certificates	3,704	14,664
Bronze Certificates	1,088	4,446
Total Certificates Issued	6,395	26,734

