KANSASWORKS STATE BOARD MEETING

May 6, 2025

Topeka & Shawnee County Library
Anton Room 202
1515 SW 10th Street
Topeka KS 66604

David Harwood, Chair
Neelima Parasker, Vice Chair

KANSASWORKS STATE BOARD

AGENDA

Tuesday, May 6, 2025
12:30 PM – 3:00 PM

Topeka & Shawnee County Library
Anton Room 202
1515 SW 10th Street
Topeka, Kansas 66604

I. Welcome, Call to Order and Introductions: David Harwood, Chair

II. Chair Report: David Harwood

III. Consent Agenda: David Harwood
   a. May 1, 2024, KWSB Meeting Minutes
   b. August 7, 2024, KWSB Meeting Minutes
   c. December 3, 2024, KWSB Meeting Minutes
   d. February 3, 2025, KWSB Meeting Minutes
   e. Record Maintenance and Retention Policy
   Recommended Action: Approve consent agenda as presented

IV. Strategic Plan Update: Susan Weidenbach, Director of Workforce Advancement, Kansas Department of Commerce

V. KWSB Board Member Survey Results: Susan Weidenbach, Director of Workforce Advancement, Kansas Department of Commerce

VI. Labor Market Report: Emilie Doerksen, Labor Economist, Kansas Department of Labor

VII. Local, State, Federal Updates: Susan Weidenbach, Director of Workforce Advancement, Kansas Department of Commerce

VIII. Upcoming KWSB Meeting: TBD

IX. Proposed 2025 KWSB Meetings:
   - August 6, 2025
   - November 5, 2025

X. Meeting Adjournment

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, May 1, 2024
12:00PM-3:00PM

Stormont Vail Hospital
1500 SW 10th Avenue
Topeka, KS

David Harwood, **KANSAS**WORKS State Board Chair

Consent Agenda and Actions Approved as Follows:

Consent Agenda:

a. February 7, 2024, KWSB Meeting Minutes
b. Eligible Training Provider List Policy, Data Collection Policy, Data Validation Policy
   Perry Wiggins motioned to approve; Hector Martinez seconded. Motion approved.

Adjournment: 2:00PM

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KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, August 7, 2024
12:00PM – 3:00PM

Welcome provided by David Harwood, **KANSAS**WORKS State Board Chair

Consent Agenda and Actions:

No quorum was present

Strategic Plan Update: Susan Weidenbach and Delainey Williams provided information and visual aids to detail progress on the KWSB Strategic Plan.

Security Information was presented by Jamar Long, Information Security Officer for the Kansas Information Security Office

LA II Update: Gina Coffman, Heartland Works and Gary Westerman provided a presentation of activities and outcomes for Local Area II.

Labor Market Report: Emilie Doerksen of Kansas department of Labor provided updated labor market information

Upcoming KWSB Meeting: November 13, 2024

KWSB Meeting adjourned: 2:40 PM

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KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Tuesday, December 3, 2024
12:00PM – 3:00PM

Welcome provided by David Harwood, **KANSAS**WORKS State Board Chair

Consent Agenda and Actions:

No quorum was present

Strategic Plan Update: Susan Weidenbach, Director of Workforce Advancement for Kansas Department of Commerce provided information to detail progress on the KWSB Strategic Plan.

Secret Shopper presentation was delivered by Misty Bruckner, Director for Wichita State University Public Policy and Management Center.

Kansas Juvenile Correctional Complex Reentry Program: Presentation was delivered by Bettina Sparkes of Kansas Department of Commerce, Manager, Justice Involved Programs.

Labor Market Report: Emilie Doerksen, Labor Economist of Kansas department of Labor provided updated labor market information.

Local, State, Federal Updates: Susan Weidenbach, Director of Workforce Advancement for Kansas Department of Commerce provided an update on new WIOA law.

Upcoming KWSB Meeting: February 3, 2025

KWSB Meeting adjourned: 2:55 PM

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KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Monday, February 3, 2025
12:00PM – 3:00PM

Welcome provided by David Harwood, **KANSAS**WORKS State Board Chair

Consent Agenda and Actions:

No quorum was present

Employment Services (TANF/SNAP): Presentation was delivered by Lisa Strunk, Assistant Director of Employment Services for Kansas Department of Children and Families.

Strategic Plan Update: Susan Weidenbach, Director of Workforce Advancement, Shelly Thompson, Director of Workforce Services, and Kai Rannells, Outreach Program Coordinator for Kansas Department of Commerce provided information to detail progress on the KWSB Strategic Plan.

Labor Market Report: Emilie Doerksen, Labor Economist of Kansas Department of Labor provided updated labor market information.

Local, State, Federal Updates: Susan Weidenbach, Director of Workforce Advancement for Kansas Department of Commerce.

Upcoming KWSB Meeting: May 6, 2025

KWSB Meeting adjourned: 2:36 PM

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Kansas Department of Commerce
Workforce Services
Policy and Procedures Manual

Policy Number: 5-13-00

Originating Office: Commerce's Regulatory Compliance

Subject: Record Maintenance and Retention

Issued: October 26, 2016

Revised: July 12, 2016

Program: Workforce Innovation and Opportunity Act (WIOA)

Purpose: To transmit state policy and guidance regarding the collection, use, storage, and confidentiality of documents related to all WIOA applicants/registrants, eligible applicants, participants, terminees, employees, and applicants for employment and program operations.

References: 2 CFR 200.334; 29 CFR 38.41~~§§37.37~~, 95.53, and 97.42; United States Code 552 on Public Information; Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Kansas Open Records Act.

Background: The Governor must ensure that all WIOA Title I-financially assisted program operators collect and maintain records in a manner consistent with the provisions of 2 CFR 200.334 and 29 CFR 38.41~~29 CFR Part 37.37 and~~ to ensure that such programs are able to provide data and reports.

Action: Make this policy available to all WIOA Title I-financially assisted program operators and other interested parties.

Contact: Contact: Questions should be directed to Regulatory Compliance, (785) 368-6643; TTY:, e-mail: crc@kansascommerce.com

Attachment: None.

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Record Maintenance and Retention

I. Overview

Program operators must collect data and information to verify that they are taking appropriate steps to provide universal access to federal employment and training financially assisted programs and activities. These steps should involve reasonable efforts to include members of both sexes, various racial and e~~E~~thnic groups, individuals with disabilities, and individuals in differing age groups.

II. Data and Information Maintenance

All federal financially assisted programs and activities must maintain data on applicants/registrants, eligible applicants, participants, terminees, employees, and applicants for employment for the purpose of measuring applicant flow and providing information on whether employment practices, services, and/or procedures have a disparate impact on any group based on race/ethnicity, sex, age, and disability status. This information must be maintained for a period of three (3) years in files separate from the application or other forms used by the program operator in order to maintain confidentiality. This information shall be retained beyond the minimum period if any litigation or claim is initiated or until the litigation or claim has been resolved and written notification is received from Kansas Department of Commerce (Commerce) regarding destruction.

III. Self-Declaration

The collection of information to determine whether the program operator has complied, or is complying, with the nondiscrimination and equal opportunity provisions of the Workforce Innovation Opportunity Act (WIOA) or other; is to be accomplished by self-declaration (i.e., the individual filling out the form in which his or her race, sex, etc. is in response to questions on the application form itself). Such disclosure is voluntary and an applicant should not be compelled to provide this information as a condition of participation in employment and training services unless such information is absolutely necessary to determine eligibility. If an individual refuses to declare information, the person receiving the application may record the information based on visual observation.

IV. Confidentiality

This information may be used only for reporting and recordkeeping, determining program eligibility where appropriate, and determining whether the program participant is being provided service in a nondiscriminatory manner. The identity of any individual who furnishes information relating to, or assisting in, an investigation or a compliance review, including the identity of any individual who files a complaint, must be kept confidential to the extent possible, consistent with a fair determination of the issues. If it is necessary to disclose an individual's identity they must be protected from retaliation.

V. Record Retention and Maintenance

The State of Kansas has established the following policies regarding retention of and custodial requirement, for records associated with the administration of employment and training programs:

1. Record Retention Policy

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All digital and paper records, including but not limited to: financial, statistical, property and participant records and supporting documents, for a period of 3 years or until audit has been completed and resolved, subject to the qualifications set forth in Item 2, below.

2. Retention Periods
   a. For subrecipients, the retention period will begin on the date of submission of the annual or final expenditure report. In all cases, records shall be retained for a period of three (3) years or until an audit has been completed and resolved.

   b. If prior to the expiration of the three-year retention period, any litigation or audit is begun or a claim is instituted, the subrecipient shall retain the records beyond the three-year period until the litigation, audit findings or claim has been finally resolved.

   c. Participant files pulled for testing the mandated federal Data Reporting and Validation System (DRVS) shall be maintained for a period of three (3) years from the point of completion.

3. Destruction of Hard Copy Records

All requests for the destruction of any records relating to Employment and Training programs will be submitted for approval to:

~~Regulatory Compliance~~Commerce Legal Division Kansas Department of Commerce 1000 SW Jackson Street, Suite 100
Topeka, KS 66612-1354
Amber.Cabrera@ks.gov~~erc@kansascommerce.com~~

Once permission for destruction has been granted, in order to assure confidentiality of program information, the destruction of those records will be conducted under the general supervision and attendance of the State and/or subrecipient by one of the following methods:

- Shredding
- Incineration &/or burial

4. Purging Online User Accounts

Due to limited storage capacity, it will be necessary for the contracted database entity to periodically purge old user accounts which include, employer accounts, training provider accounts, job seeker accounts, job service accounts and staff accounts.

When purging old account accounts, the contracted database entity should only delete those accounts that have not been used or where there have been no logins for the past 5 years. The contracted database entity must send a list of accounts scheduled for deletion to the Department of Commerce, Workforce Services - Data Program Manager, prior to deleting any accounts.

The following schedule will be used when purging old user accounts.

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Account Type	Retention Description
Employers	No logins in 5 years, Account > 5 years, No Open Jobs, No Jobs created in 5 years, No Contacts
ETP	No Logins in 5 years, Account > 5 Years, No active programs
Jobseekers	No Login in 5 years, Account > 5 years, Program end > 5 years, Resume closed > 5 years, No ~~JobReferral~~Job Referral in 5 years
JS No Program	JS Accounts with No Program Enrollment (included in Jobseekers counts)
Staff	No Login in 5 Years, Account > 5 years, PW Change > 5 years

For job seeker accounts, if a job seeker has been active in a program within the last 5 years from purge date, the job seeker account and any related program enrollments will remain in the database.

The contracted database entity must ensure that deleted accounts are available for recovery for no less than 90 days after the accounts have been deleted. This 90-day period will give the State and local areas a chance to recover any required participant program data before final deletion.

VI. Disclosure

All records will be maintained and disclosed in accordance with the Kansas Open Records Act and the requirements of the Act shall apply to all grantees and subrecipients.

1. Inquiries from Private Business or Individuals

   All applicant and participant records are to be safeguarded. Requests for applicant information will not be disclosed. Written requests for participant names, addresses and training site is public knowledge and may be revealed. However, Employment and Training programs shall require a person requesting records or information to provide written certification as to what information is specifically requested.

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In addition, the Kansas Open Records Act authorizes an agency to charge and require advance payment of a fee for "providing access to or furnishing copies of public records." Entities may elect to charge a reasonable fee for compensation of staff time and photocopying. Again, only participant names, addresses or training site may be disclosed. *Participant's phone number and social security number, etc. may not be revealed.*

2. Inquiries from Public Agencies

Exchanges of information between public agencies providing service to program participants are allowed, if the information provided is required as a part of that agency's assigned business.

3. Inquiries from Applicants or Participants

All information requested by the applicant/participant on their status should be made available upon request. Confidential information should be transmitted via mail or in person. Phone disclosure of information is discouraged and shall only be allowed when the caller can explicitly be identified through facts known only to the caller (birth date, last employer, etc.). It should be conveyed to the caller that any inconvenience in obtaining information is for the protection of his/her privacy.

References and Authorization. United States Code 552 on Public Information; Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Kansas Open Records Act.

VII. Substitution of Microfilm

Entities may substitute microfilm copies in lieu of original records after audit of records have been completed and cleared of any litigation.

VIII. Special retention requirement

In the event of termination of a relationship with an employment and training service provider, the ~~LWIB~~ Local Workforce Development Area and/or their designated agent shall be responsible for the ongoing maintenance, retention and security of all records associated with the grant recipient and/or their administration.

IX. Enforceability and Legal Effect of Digital/Electronic Records

Electronic records shall not be denied legal effect, validity or enforceability related to this policy because such records are in electronic form. Entities will follow guidelines established by the State of Kansas (see: Managing Electronic Mail; Guidelines for Kansas Government Agencies ~~http://www.kshs.org/government/records/electronic/email_guidelines_final.pdf~~ https://www.kansashistory.gov/p/kansas-electronic-records-management-guidelines/11331). Procedures should be instituted onsite to safeguard and maintain these records in accordance with this policy.

In relocating computer equipment, efforts should be undertaken to determine the status of the information retained on the equipment, if it should be retained, archived or transmitted to the new user. *Please note all computer equipment being disposed of or transmitted to new owners should have the*

hard drives wiped clean of program information with a software utility which does not allow for

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recovery of deleted information.

Towards that end, to protect individual and organizational privacy; all local areas will have a policy towards handling obsolete computer and data storage devices. This policy shall establish a means to repurpose, retire or dispose units with sanitized drives. The most common techniques for properly sanitizing include:

a. Physically destroying the drive, rendering it unusable;
b. Degaussing the drive to randomize the magnetic domains, most likely rendering the drive unusable in the process;
c. Overwriting the drive's data so that it cannot be recovered.

X. Access to Records

The subrecipient shall give the U.S Department of Labor, U.S. Comptroller General, and General Accounting Office, auditor/monitor of the State of Kansas, other state and federal auditing agencies, and Commerce's Regulatory Compliance unit, or any of their duly authorized representatives, access to and the right to examine, copy or mechanically reproduce, all reports, books, papers, documents, automated data systems and other records pertaining to contracts awarded through federal employment and training programs.

Commerce and other oversight entities in coordination with Commerce shall have the right to timely and reasonable access to the subrecipient's premises, personnel, monitoring and auditing records, evaluation records or interviews and discussions related to all records required to be retained for the purpose of accomplishing the goals of the contract.

The subrecipient shall implement and maintain an information security system for all records and supporting documentation, with particular attention to the reasonable safeguard of confidential data.

XI Records and Retention Schedule

Procedures on program records and retention schedules is maintained by the Kansas Historical Society and can be found at this website:

https://www.kansashistory.gov/recmgmt/retention_schedule_entries/search/agency:000/submit:SEARCH/searchtype:state/limit:1000

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Labor Market Conditions

KANSASWORKS State Board Meeting
May 2025

Emilie Doerksen, Labor Economist

Kansas Department of Labor

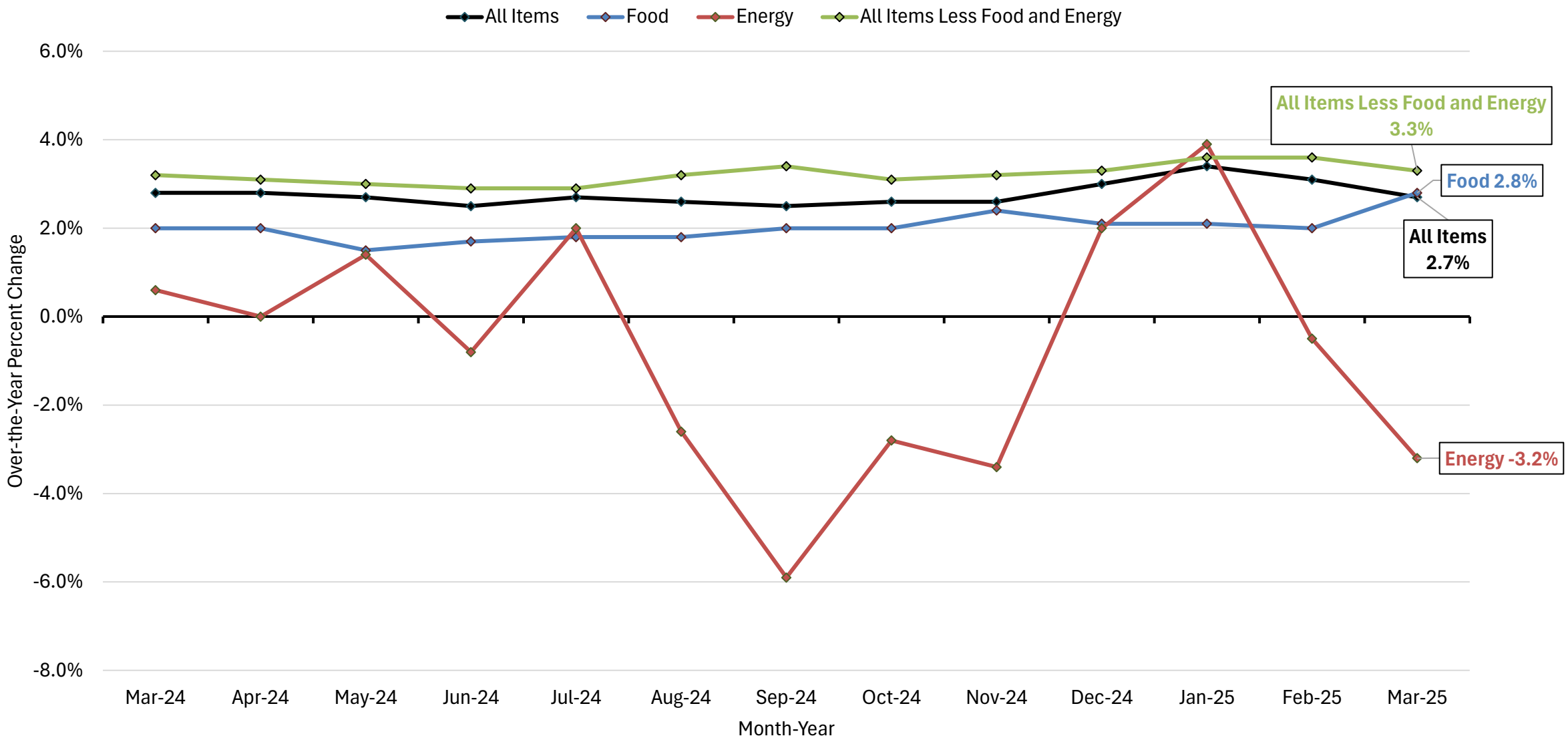
Kansas
Department of Labor

Inflation

- Inflation is defined as the general upward price movement of goods and services within the economy.
- The Consumer Price Index (CPI) is one measure of inflation. The CPI tracks price changes for the goods and services consumed by the average American.
- The BLS commissions the U.S. Census Bureau to conduct the Consumer Expenditure Survey. The Consumer Expenditure Survey is used to collect data about how much money people are spending on certain items, then the BLS collects the actual prices themselves using the Commodities and Services Survey, and the Housing Survey.
- Inflation is tracked both at the national level, as well as regionally. Kansas is part of the Midwest Region.

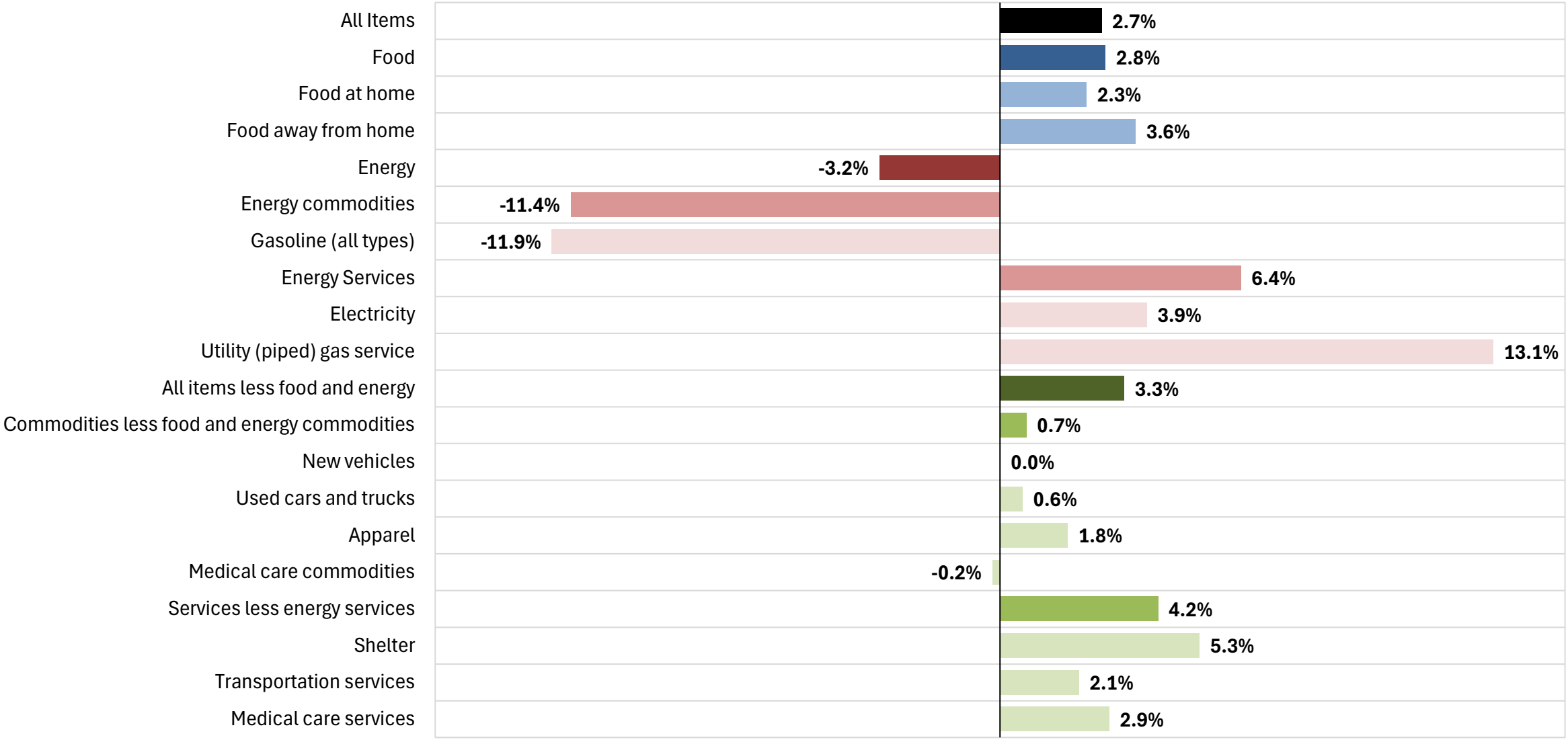
Source: https://www.bls.gov/bls/inflation.htm & https://www.bls.gov/cpi/

Over-the-Year Percentage Change in the Midwest CPI
March 2024 - March 2025



Source: Bureau of Labor Statistics; Consumer Price Index (CPI)

Over-the-Year Percentage Change in Midwest CPI
March 2025



Source: Bureau of Labor Statistics; Consumer Price Index (CPI)

Kansas Department of Labor

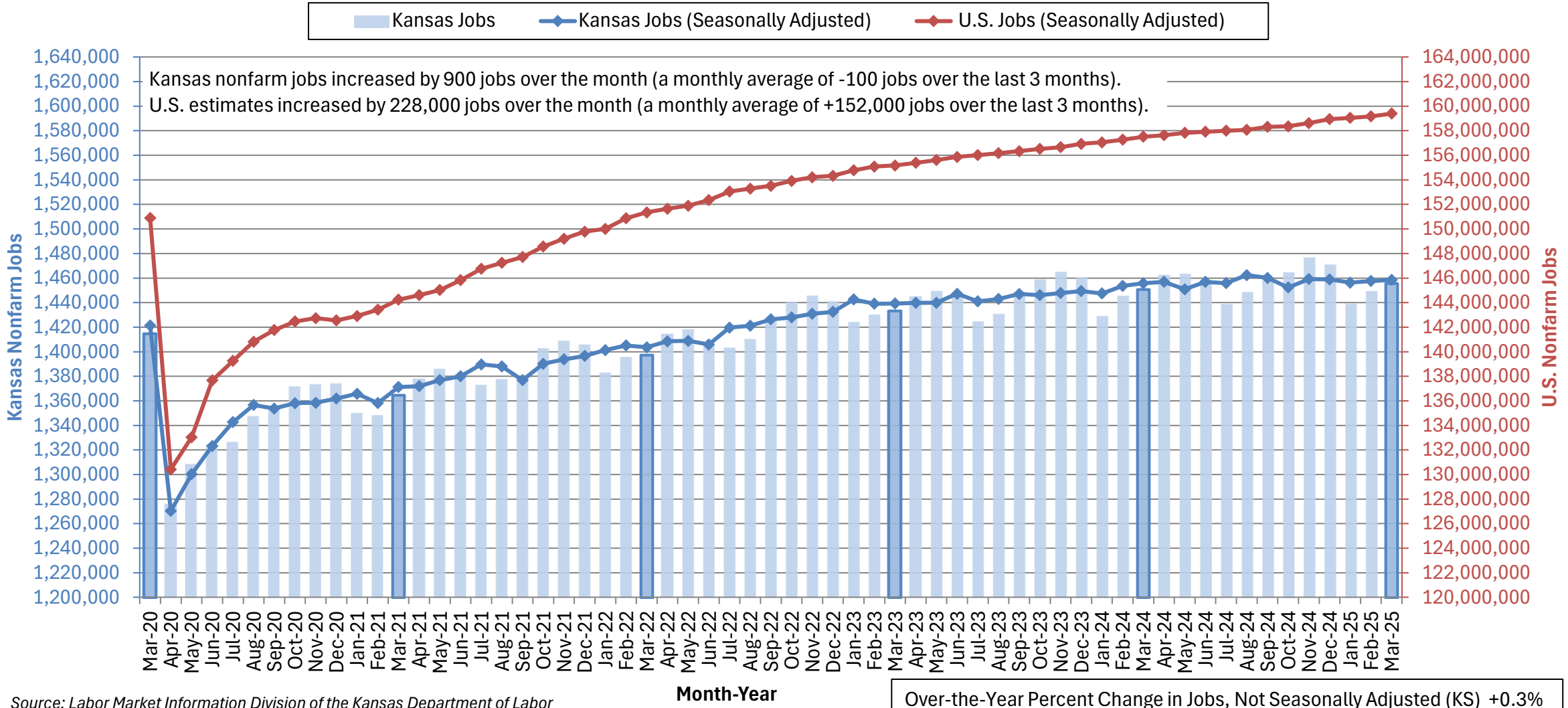
Current Employment Statistics (CES)

The Current Employment Statistics (CES) program is a monthly survey of employers conducted by the Bureau of Labor Statistics. The program provides employment, hours, and earnings estimates by industry.

- Employment data refer to persons on establishment payrolls who receive pay for any part of the pay period that includes the 12th of the month
  - Persons are counted at their place of work rather than at their place of residence
  - Persons appearing on more than one payroll are counted on each payroll
- Establishments are classified in an industry based on their principal product or activity using the North American Industry Classification System.

CES FAQs: https://www.bls.gov/sae/questions-and-answers.htm

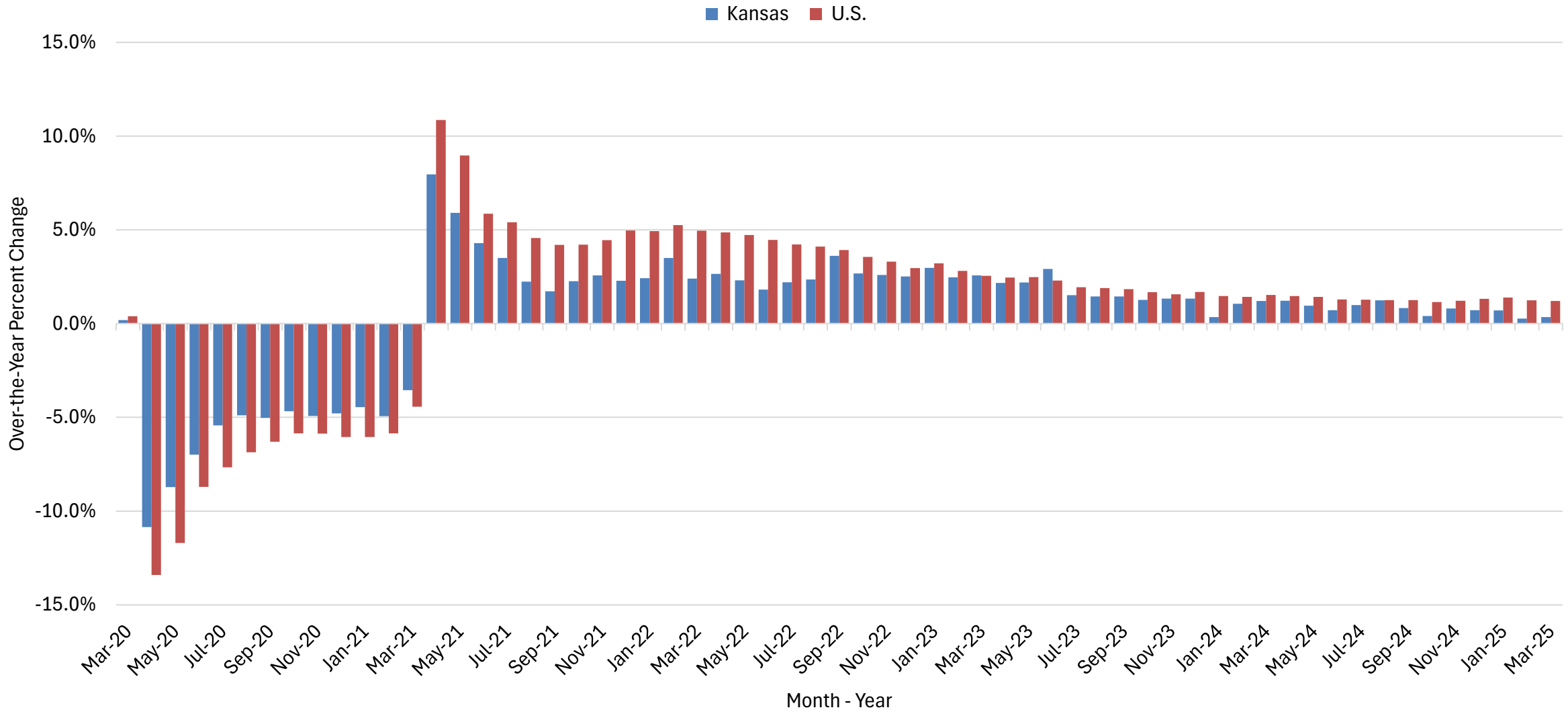
Nonfarm Jobs
Kansas and U.S.
March 2020 - March 2025



Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +0.3%
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +1.2%

Over-the-Year Percent Change in Total Nonfarm Jobs
Kansas and U.S. (Not Seasonally Adjusted)
March 2020 - March 2025



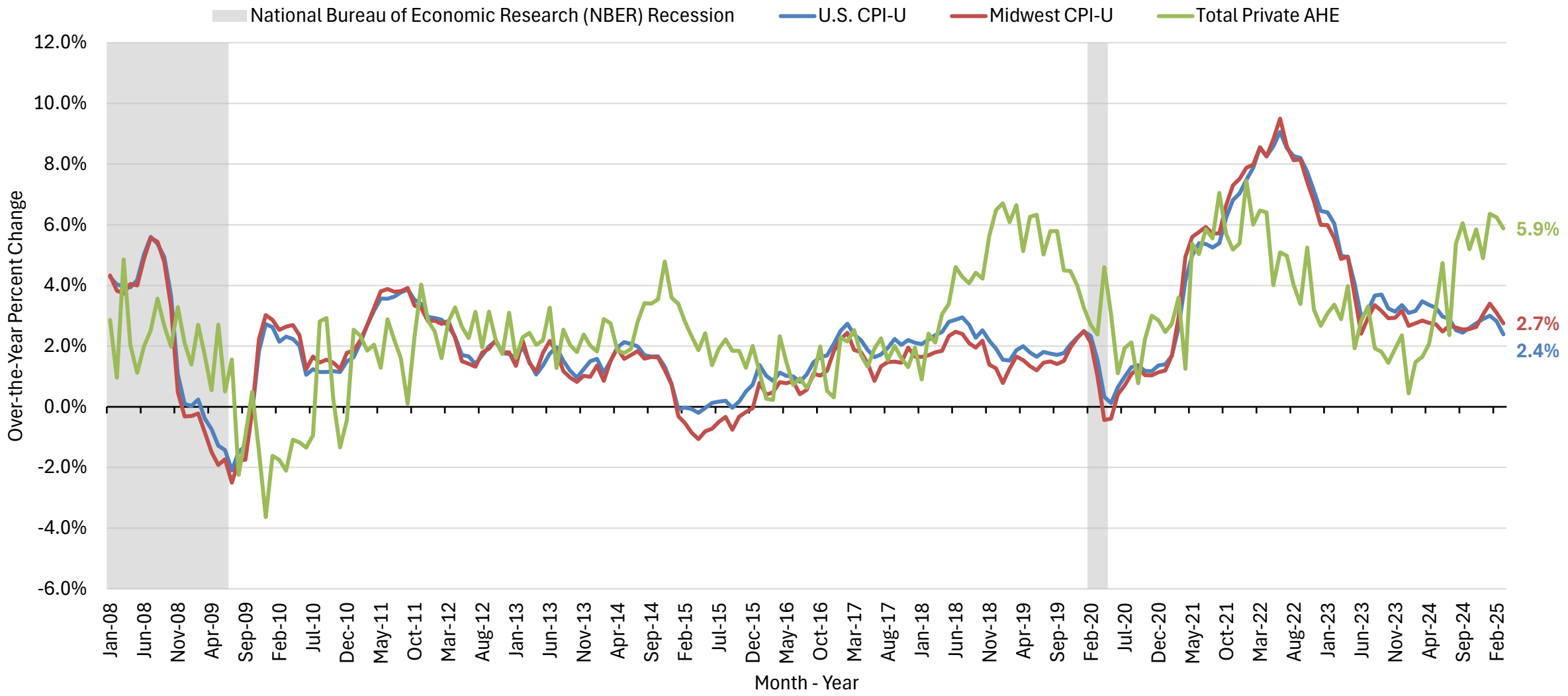
Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Kansas Nonfarm Jobs (Not Seasonally Adjusted)

	March 2025	12 Month Change	
		Absolute Change	Percent Change
TOTAL NONFARM	**1,455,500**	**5,000**	**0.3%**
TOTAL PRIVATE	**1,189,300**	**1,300**	**0.1%**
Mining and Logging	6,100	0	0.0%
Construction	71,200	2,300	3.3%
Manufacturing	172,500	-2,200	-1.3%
Trade, Transportation and Utilities	272,400	100	0.0%
Information	16,800	-1,000	-5.6%
Financial Activities	80,000	2,600	3.4%
Professional and Business Services	170,500	-2,700	-1.6%
Private Education and Health Services	215,400	4,200	2.0%
Leisure and Hospitality	129,500	-2,200	-1.7%
Other Services	54,900	200	0.4%
GOVERNMENT	**266,200**	**3,700**	**1.4%**
Federal Government	26,700	-200	-0.7%
State Government	54,600	2,000	3.8%
Local Government	184,900	1,900	1.0%

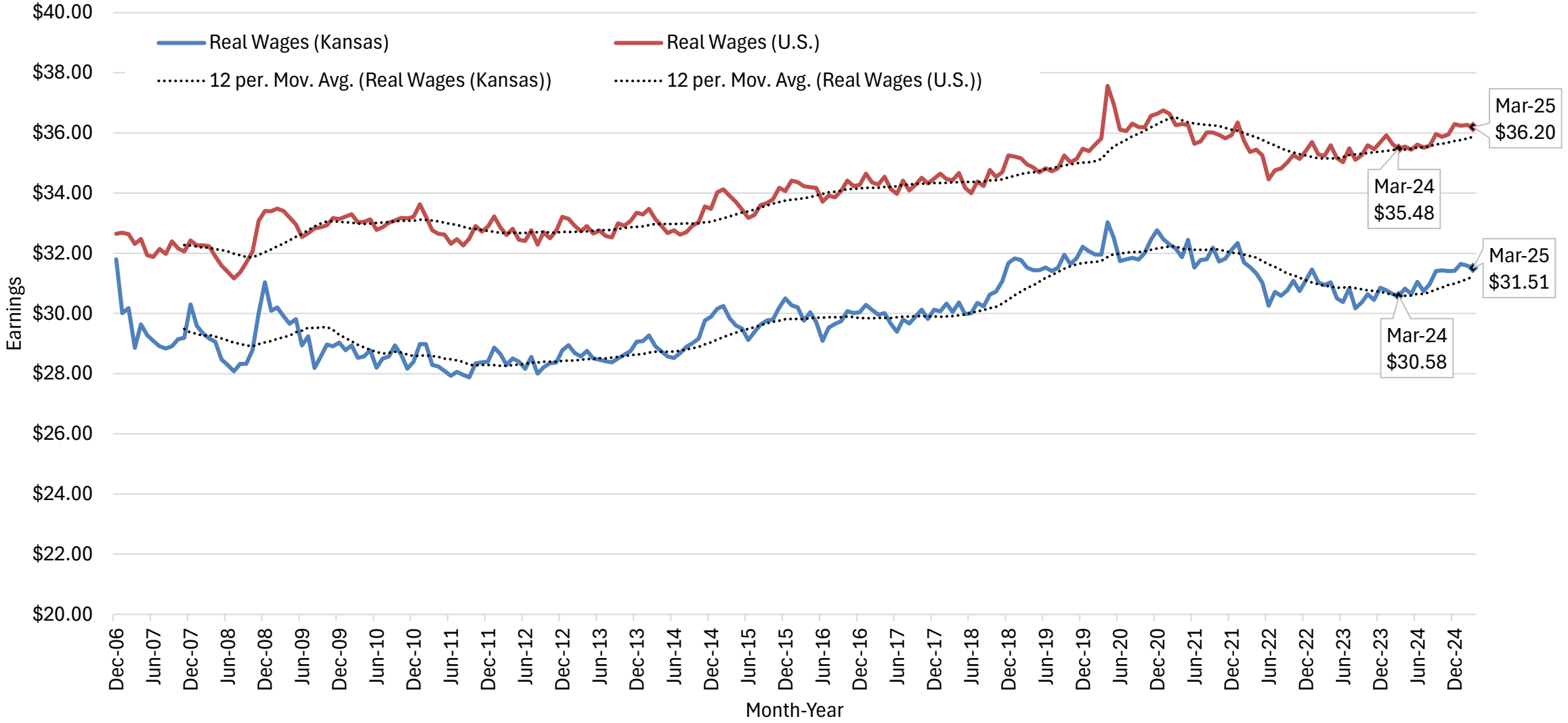
Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Over-the-Year Percent Change in Inflation and Nominal Average Hourly Earnings
Kansas (Not Seasonally Adjusted)
January 2008 - March 2025



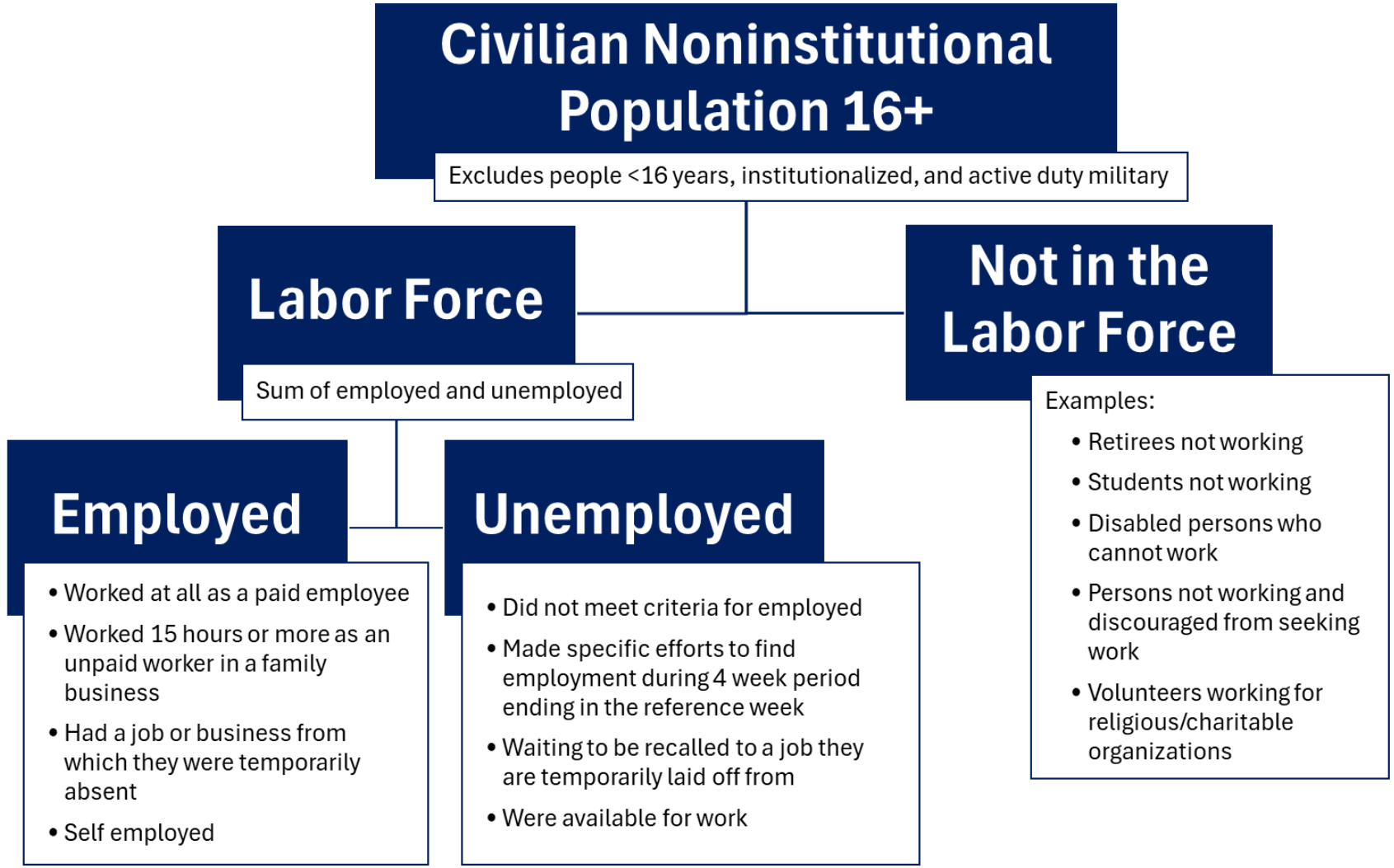
Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Current Employment Statistics (CES), Consumer Price Index (CPI)

Private Sector Real Hourly Earnings
Kansas and U.S. (Not Seasonally Adjusted)
December 2006 - March 2025



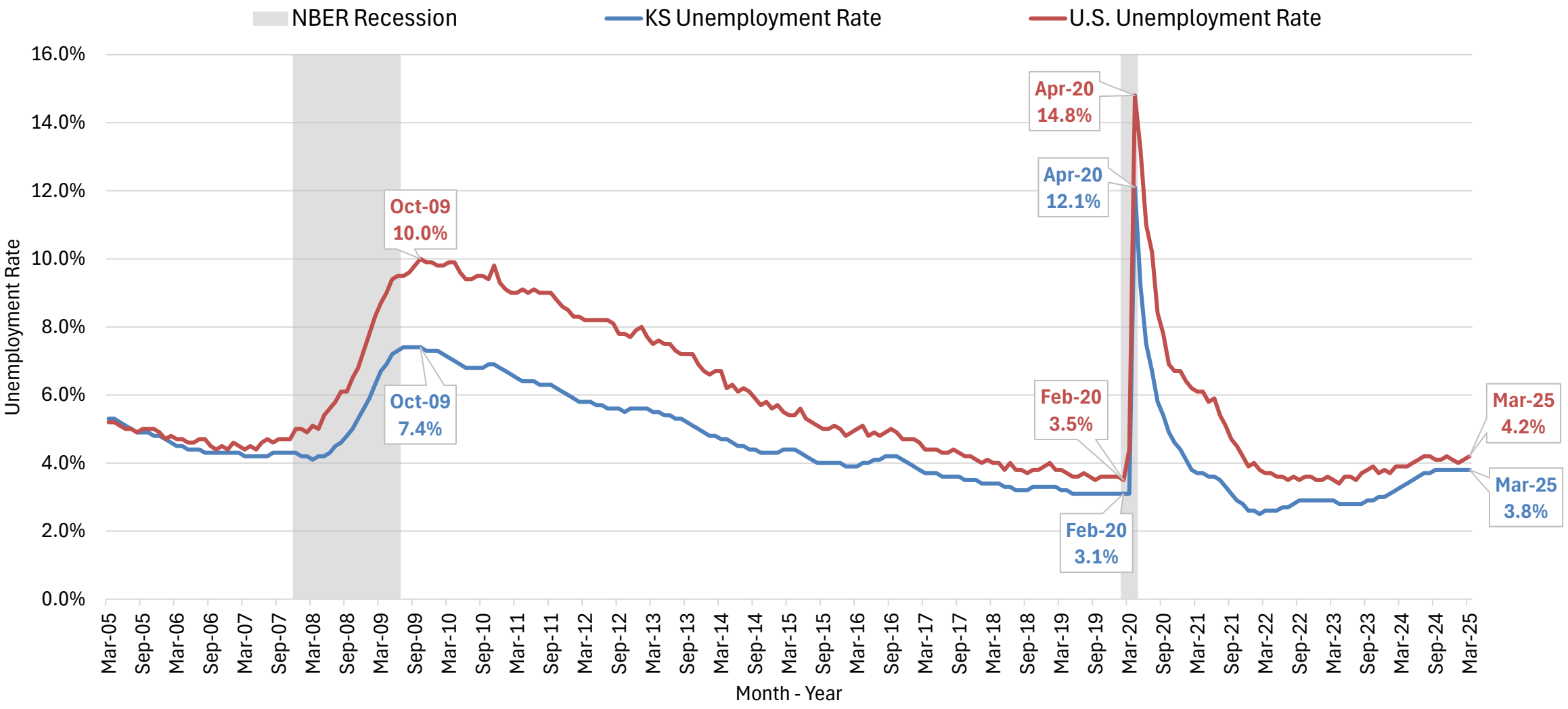
Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Local Area Unemployment Statistics (LAUS)



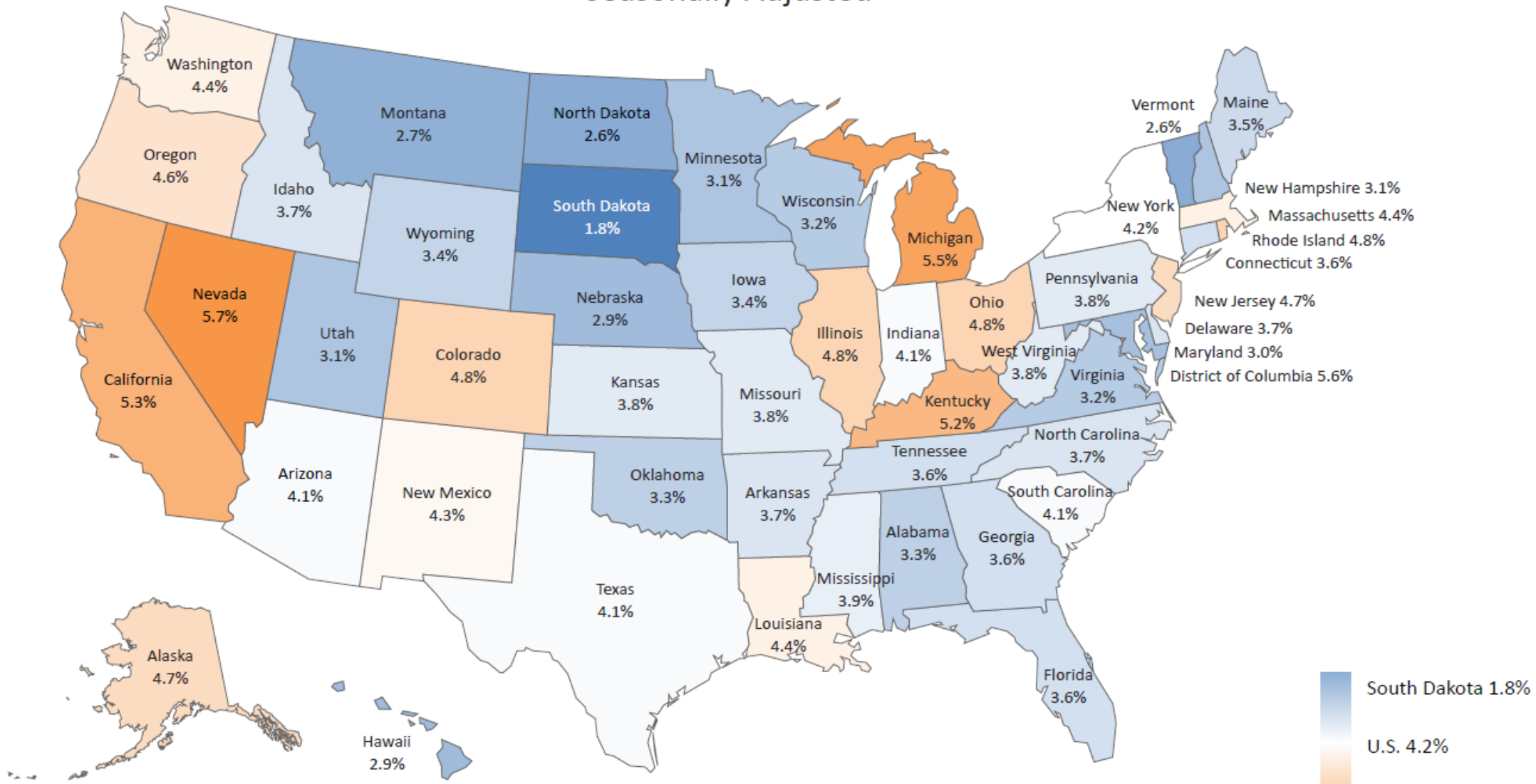
LAUS FAQs: https://www.bls.gov/lau/laufaq.htm

Unemployment Rate
Kansas and U.S.
March 2005 - March 2025



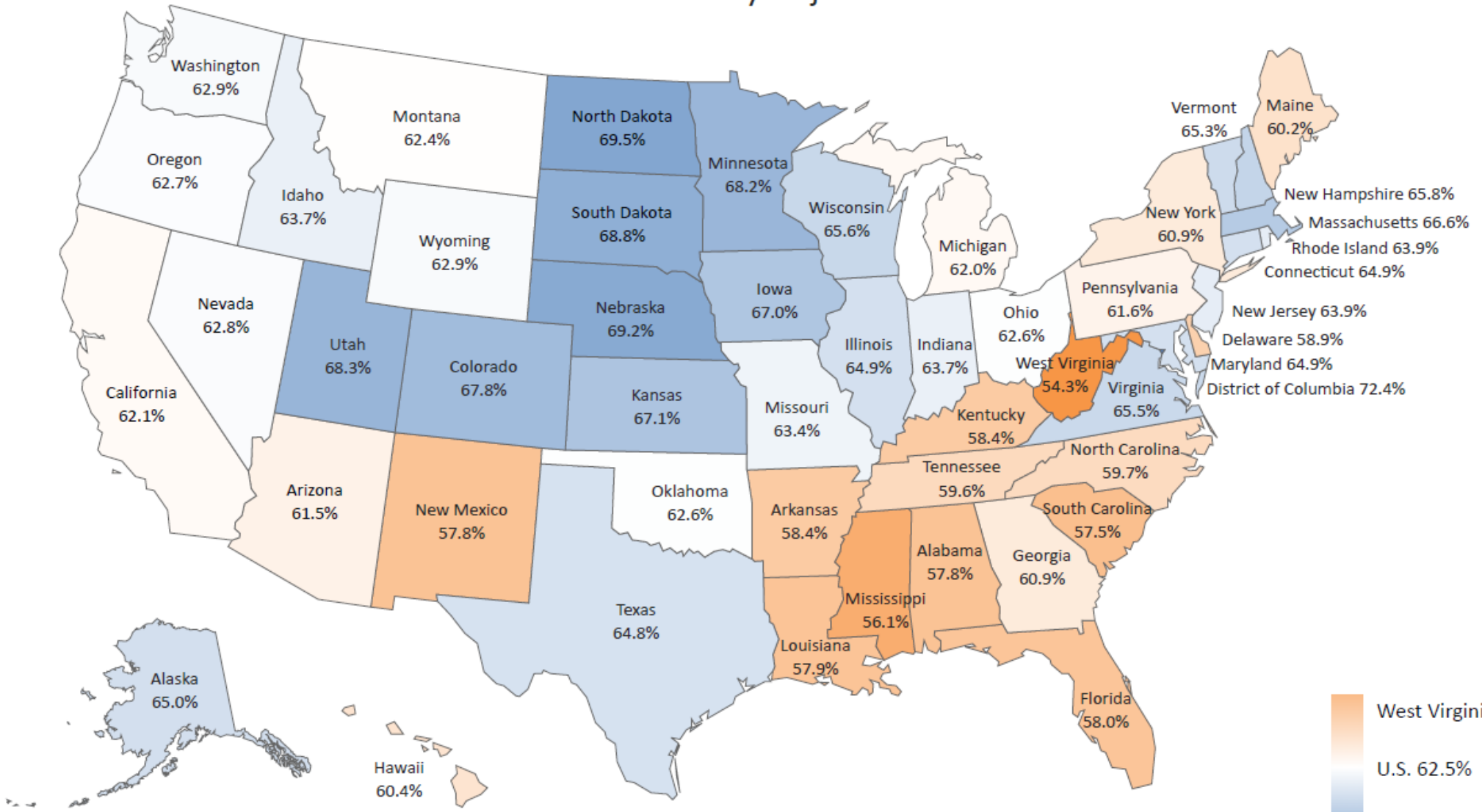
Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS), Current Population Survey (CPS)

March 2025 Unemployment Rates by State
Seasonally Adjusted



Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

March 2025 Labor Force Participation Rates by State
Seasonally Adjusted



Source: Labor Market Information Division of the Kansas Department of Labor and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

T.O.T.O.

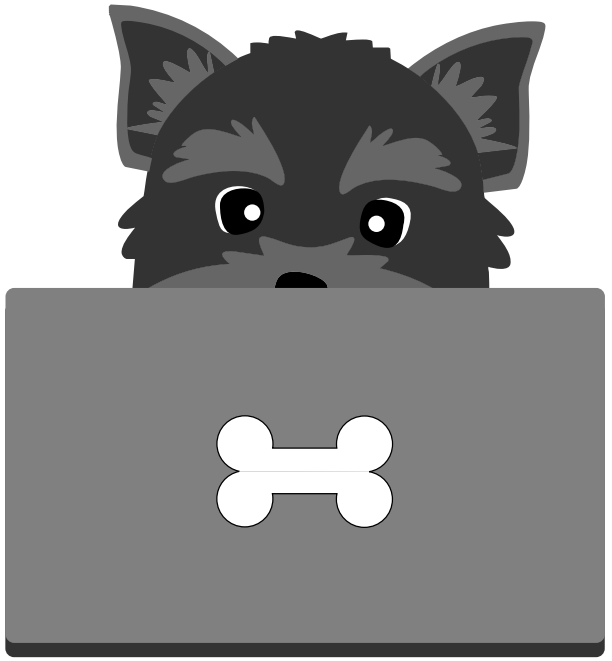
A fun and interactive website that helps students explore potential career pathways and plan for their future.

toto.dol.ks.gov

Bringing Data Resources Together for Career Exploration

Integrated Postsecondary Education Data System (IPEDS)

Bureau of Labor Statistics (BLS)



O*NET Information

Kansas Wage Survey

KSDE's Career Clusters & Pathways

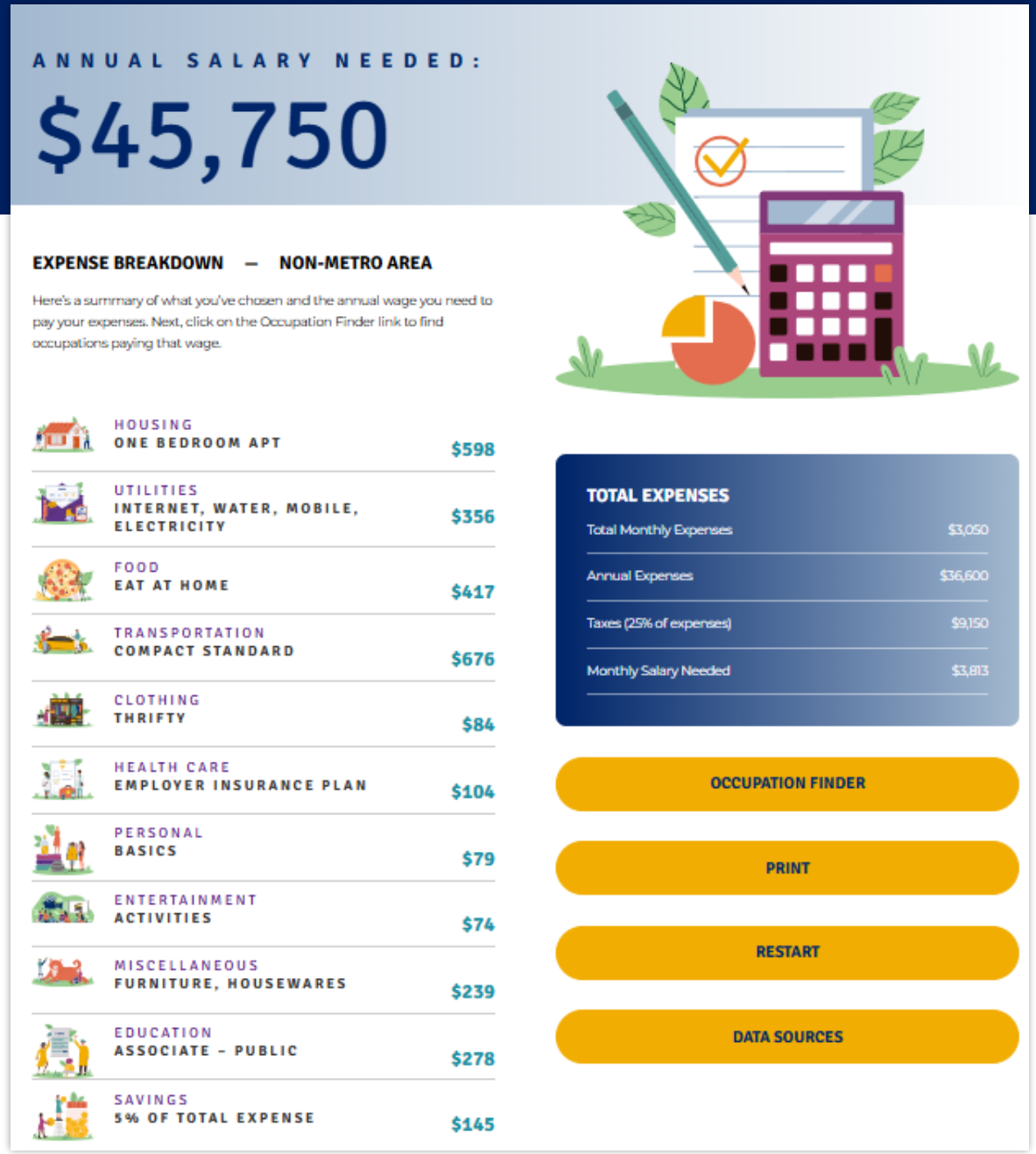
High Demand Jobs & Employment Projections

T.O.T.O.

Components

Wizard of job$

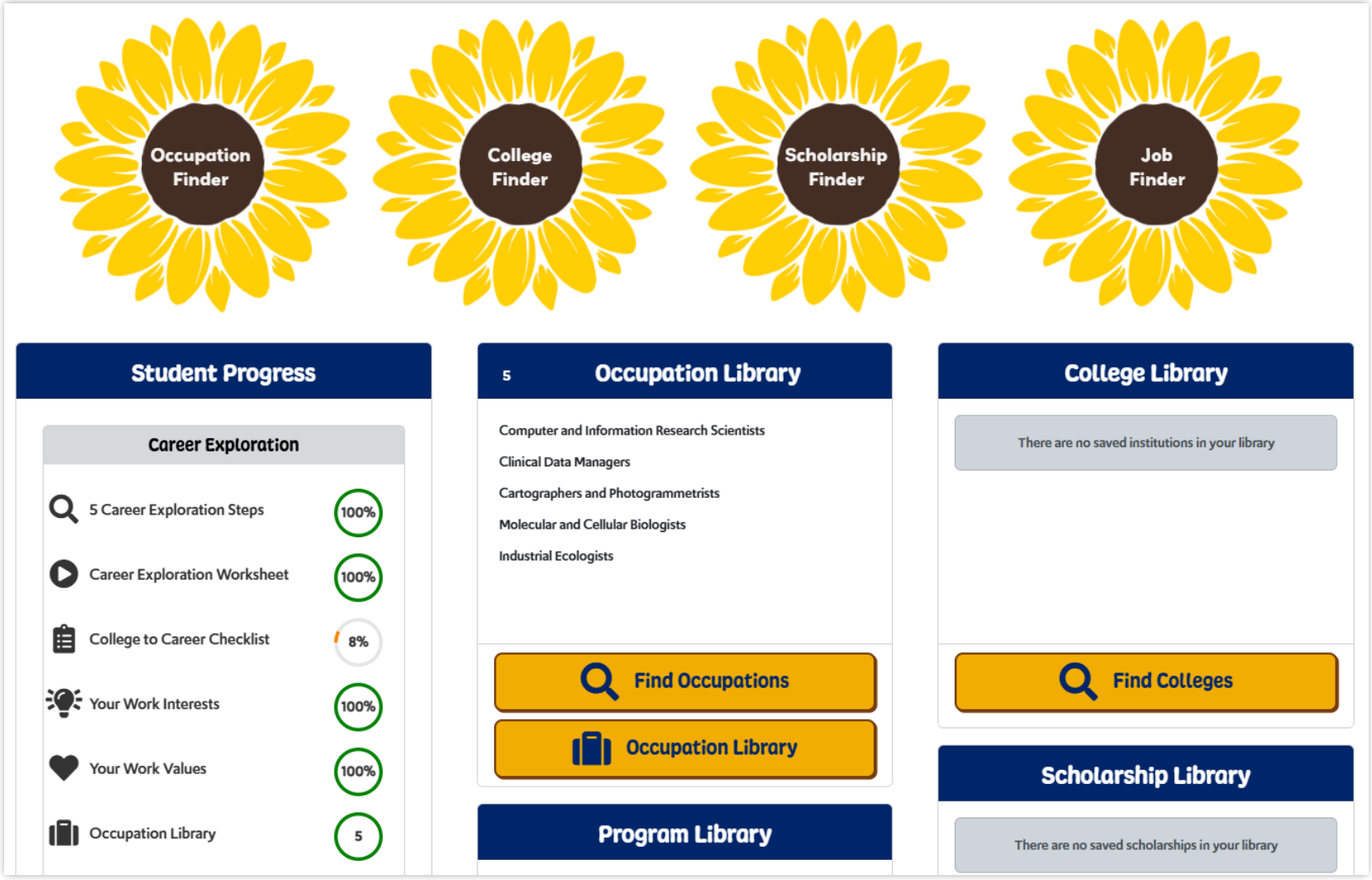
A budget tool that shows you how much money you need to make to afford the things you want and need.



T.O.T.O. Components

VIRTUAL CAREER CENTER

An application that provides learners with the self-service tools needed to manage each stage of their career development.



Labor Market Information

401 SW Topeka Blvd, Topeka Kansas 66603
Email: KDOL.Laborstats@ks.gov
Web: klic.dol.ks.gov

KANSASWORKS State Board
May 6, 2025
Workforce Program Initiatives Summary
FY25 / Quarter 3

PROGRAM SUMMARY UPDATES

REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT (RESEA)

Reemployment Services and Eligibility Assessment (RESEA) is a collaboration between the Kansas Department of Commerce and the Kansas Department of Labor. The goals of RESEA are to shorten the number of weeks Unemployment Insurance (UI) benefits are claimed, prevent, and detect UI overpayments, decrease the likelihood of claimants exhausting UI benefits, cost savings to the UI trust fund and, rapid reemployment for UI claimants.

RESEA is provided in sixteen Job Centers around the state. There are sixteen grant-funded positions located at five Job Centers. Wagner-Peyser funded staff provides RESEA services in offices that do not have dedicated staff. Claimants scheduled for RESEA are required to report to a workforce center as a condition to receiving UI benefits. From January 1, 2025, to March 31st, 2025, Kansas saw changes in RESEA program metrics. Q1 Initial intake had 3,591 scheduled, 1,034 completed, 1,276 FTR and, 1,281 were waived prior to attending. Subsequent appointments had 740 scheduled, 479 completed, 153 FTR, 108 waived prior to attending. November 2024 launched the ReEmployLink Module replacing the CICS mainframe scheduling system. Kansas continued working with third-party evaluator ACTUS in the design phase of multi-year comprehensive program technical evaluation. This evaluation will use random assignment to determine the overall effectiveness of the RESEA program in reducing the time a claimant receives UI.

MY (RE)EMPLOYMENT PLAN

Beginning June 2021, My (Re)Employment Plan (MRP) was revived and updated in HB2196. The program remains a collaboration between the Kansas Departments of Commerce and Department of Labor and **KANSAS**WORKS Workforce System and provides enhanced reemployment services to Kansans who are unemployed and looking for work. The program connects unemployment recipients that have received three weeks of Unemployment Insurance payments with **KANSAS**WORKS.com.

Individuals scheduled for My (Re)Employment Plan are required to complete a Job Search Plan and to create/upload their resume in **KANSAS**WORKS.com. Customers needing assistance are encouraged to visit their nearest Workforce Center. January 1,2025 to March 31, 2025, 3,886 claimants were notified of their MRP participation requirements, and 2,535 have completed their MRP requirements or had them waived.

Studies have shown that the longer a person is unemployed, the harder it is to get back to work. Instead of waiting until the end of their entitlement to benefits, recipients are guided to make a planned approach toward getting a new job that emphasizes personal responsibility.

TRADE ADJUSTMENT ASSISTANCE PROGRAM (TAA)

The Trade Adjustment Assistance (TAA) Program is a federal workforce development program that assists U.S. workers who have lost or may lose their job because of lack of work due to foreign trade. TAA seeks to provide adversely affected workers opportunities to obtain the skills, credentials, resources, and support necessary to become suitably reemployed.

Petitions are filed with United States Department of Labor (USDOL) on behalf of a group of workers. If certified, the petition identifies the eligible worker group within a specific firm or subdivision who may pursue TAA Benefits and Employment and Case Management Services. TAA Benefits include paid Classroom Training, TRA-Trade Readjustment Allowances (income support while attending full-time TAA Training), sponsored On-the-Job

Training, Customized Training, and Apprenticeship Programs. Funding is also available for Out-of-Area Job Search and Relocation Allowances, and RTAA-Reemployment Trade Adjustment Assistance (a wage subsidy, for workers 50 years of age or older). The TAA Program works closely with Kansas Department of Labor (KDOL) in determining initial eligibility and throughout their TAA Enrollment.

During FY25 Quarter 3, 10 TAA Adversely Affected Workers were enrolled in the TAA Program. During this period, no new TAA Enrollments were approved for previous TAA Petitions. No TAA Workers successfully completed TAA Training, however two workers obtained employment after completing TAA Training in the previous quarter. During this period, one new TAA Training Plan was approved. In addition, no new TAA Workers were approved for Reemployment Trade Adjustment Assistance (RTAA) Benefits or received a RTAA Wage Reimbursement Payment due to the program expiring on June 30, 2022. However, seven Transportation Assistance Payments were made during this period.

Typically, TAA will coordinate with the Rapid Response Team, TAA Case Managers and Local Area Commerce and partner staff to identify trade impacted companies. TAA termination provisions took effect on July 1, 2022, and under this termination, USDOL may not conduct new investigations or issue certifications of eligibility for new groups of workers. In addition, benefits and services may not be provided to workers who were certified prior to July 1, 2022, but who were not separated before that date. Potential TAA Petitions are still being submitted to USDOL to hold in the scenario that the TAA Program gets reauthorized.

FOREIGN LABOR CERTIFICATION

H-2A Temporary Agricultural Program
H-2B Temporary Non-Agricultural Program
H-2A is the temporary agricultural program which allows agricultural employers who anticipate a shortage of domestic workers to bring nonimmigrant foreign works to the U.S. to perform agricultural labor or services of temporary or seasonal nature. Employment is of a seasonal nature where it is tied to certain times of year by an event or pattern, such as a short annual growing cycle, and requires labor levels above what is necessary for ongoing operations. Employment is of a temporary nature when the employer's need to fill the position with a temporary worker will, except in extraordinary circumstances, last no longer than one year.

H-2A enrollments per local area:

	PY24/Q1	PY24/Q2	PY24/Q3	PY24/Q4	Y-T-D Total
Local Area I	95 Enrollments	236 Enrollment	Enrollments	Enrollments	331
Local Area II	10 Enrollments	12 Enrollments	Enrollments	Enrollments	22
Local Area III	5 Enrollments	5 Enrollments	Enrollments	Enrollments	10
Local Area IV	24 Enrollments	37 Enrollments	Enrollments	Enrollments	61
Local Area V	6 Enrollments	14 Enrollments	Enrollments	Enrollments	20
Total	140 Enrollments	304 Enrollments	Enrollments	Enrollments	444

There were 57 total H-2B's total 176 January to March 2025.

JOBS FOR VETERANS GRANT (JVSG)

The Jobs for Veterans Grant (JVSG) works directly with the military installations of Fort Leavenworth, Fort Riley, McConnell Air Force Base and Forbes Field. This overview provides a snapshot of **KANSAS**WORKS Veteran Employment Representative outreach across Kansas. JVSG staff continue to attend virtual SHRM, Chamber of Commerce meetings, Veterans attending colleges, universities, and technical colleges. This is used to target Veterans within Kansas to market Workforce Center Services across the state to ensure that Veterans, transitioning service members and military spouses are aware of services that ensure them **"Priority of Service"** at one of the workforce center locations.

Veterans served in the Workforce Centers During the quarter, **681** Veterans were served within the workforce centers with **261** receiving further assistance by Disabled Veteran Outreach Program Specialists (DVOP) based on significant barriers to employment. This assistance consisted of customized resume assistance and/or review, workshops, and basic employment skills required for each individual Veteran's needs. Through outreach by this staff, a total of **484** Veterans and their spouses were provided with information on services available by JVSG staff at Workforce Centers across the state, with **127** of these Veterans receiving services during the quarter. Additionally, JVSG staff provided this information to **816** transitioning service members and spouses during the quarter with **52** receiving services during the quarter. **412** Employer engagements, **118** of which were with federal contractors, were made by Local Veteran Employment Representatives (LVER). Additionally, Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Readiness & Employment (VR&E) program assisted **72** Special Disabled, Disabled Veterans with **6** obtaining suitable employment this quarter. A total of **76** Veterans, transitioning service members, and spouses received job placements.

JVSG Staff conducted email outreach to **417** Veterans and Transitioning Service Members throughout the quarter with DVOP Newsletters to offer DVOP services, advertise virtual and "in person" job fairs, to disseminate resources and free training information as well as new developments in Veterans benefits and Veteran news. Additionally, JVSG staff attended **94** hiring events/job fairs during the quarter. JVSG staff engaged with **592** Veterans, transitioning service members, and spouses at these events.

KANVET.org provides direct access to State of Kansas Veteran-specific resources and benefits without having to navigate multiple state and federal agency websites. From January 1 to March 31, 2025, **1,209** users visited the website with **985** new views**/**sessions. The most popular links were the employers page, support page, and college/universities page. Please take a few minutes to view the site and see what the new site brings to our Kansas Veterans and those still serving. www.kanvet.org.

KANSAS NETWORK FOR EMPLOYMENT AND CAREER TRANSITION FOR YOUTH

On January 1, 2025, knectY officially launched its pilot project in Garden City including beginning data collection as detailed in ODEP's recently approved data dictionary. Kansas WorkforceONE has enrolled 10 participants and placed three in a work experience. Recruitment and outreach continue with new opportunities arising weekly. On Feb 28th knectY staff had an informational table during parent-teacher conferences at Garden City High School resulting in 40 referrals. Anticipating 8-10 enrollments. Due to loss of power at the host site the Career Con event planned over Spring Break with 38 enrollees was rescheduled. It will be held in the next quarter. This event included a day full of learning sessions for youth related to finding employment opportunities, preparing a resume, practicing interviewing, social media usage, basic employment rules, and many other topics.

Families Together (FT) successfully had two participants complete the 8-week CHASE program (part of the knectY program). The participants rated the training with high marks feeling better equipped to take the next steps towards employment or advancing to the Youth Leadership program offered by FT.

Commerce continues to solidify the pilot demonstration model for use statewide. In addition, multiple outreach flyers and social media posts have been prepared to assist with outreach efforts. An initial draft of a 30-hour youth curriculum has been developed with plans to offer it to youth this summer. An informational training plan is being established to educate families/guardians on the benefits of employment for SSI recipients.

ODEP requested and received from Commerce a revised year two budget reducing the $4M to $2.25M. This will reduce expansion from 11 to 6 sites in year two. Statewide expansion will begin this September. Plans are underway for the statewide kick-off meeting that will include all sub-awardees.

REGISTERED APPRENTICESHIP (RA)

The Kansas Office of Registered Apprenticeship was established by Executive Order #2207 on September 6, 2022. Since its creation, the Kansas Office of Registered Apprenticeship (KOA) has achieved a 47% increase in new apprentices, moving Kansas from 47th in 2020 to 29th in 2024. The Office of Registered Apprenticeship continues to prioritize growth and sustainability, leveraging blended state and federal funding to reduce barriers and expand opportunities.

	***Kansas based programs as of 03/31/2025**				
	Active Apprentices	**New Apprentices**	**Completers**	**Active Programs**	**New Programs**
2025 – first 2 Quarters YOY	**+22.2%**	**+36%**	**+133%**	**No Change**	**6 new programs**
2025 Goals *for USDOL	3711 20% increase	2011 25% increase	614 25% increase	120* Database correction	25 10% Increase

The KOA received Base 1 and 2 funding, as well as the competitive State Apprenticeship Expansion Funding grant (SAEF-1). We named the SAEF-1 competitive funding initiative *MeadowLARK*, which stands for "Leading Apprenticeship Results in Kansas". Launched in July 2023, *MeadowLARK* focuses on strategically expanding and modernizing apprenticeships in high-wage, high-demand occupations across the entire state of Kansas. This initiative is implemented in partnership with three Local Workforce Development Boards and the Kansas State Department of Education, with a particular emphasis on teacher education. Base 1 & 2 formula funding have successfully been utilized to enhance operations and ensure federal compliance and expand operations for the KOA. The KOA has submitted for the SAEF Base 3 grant with the intention to continue capitalizing on the growth and invest in projects and staff that are essential to the growth of the office.

KS Nonprofit Apprentice/KATAG – Grant funding window has been extended to April – May 31, *compared to the regular May period*. The program will adjust the window to an extended period, If program needs dictate as necessary.

Program usage through April 9, 2025
New rules are expected to release for the Teacher Educator grant to open additional opportunities for this fiscal year.

	Number of Employers	Number of Apprentices	Total Amount
Non-Profit Employers	15	69	$189,750.00
For-Profit Employers	36	321	$803, 500.00
Teacher Educator	0	0	0

SAEEI Grant – July 1, 2012 – June 30, 2025
Expected participants served: 125% of goal
Expected employers served: 95% of goal
Expected to spend 95% of total funding

MeadowLARK – July 1, 2023 – June 30, 2025
Current participants served: approximately 250 (goal of 1650)
Current expenditures: 15% used
Programs developed at: LA1, LA3, LA4 and LA5 and KSDE

SAEF Base 1: 100% complete

SAEF Base 2: 60% complete (all projects started, have asked for period of performance extension)
SAEF Base 3: requested

State Appropriation: 95% of it encumbered and expected to be spent.
All KOA grant winners have submitted invoices toward their awards.

Link to videos to be launched soon:
Apprenticeship Video Game (release on April 24th, National Apprenticeship Day): https://f.io/NMwJbYSz
Employer video (not ready for release): https://f.io/REURjUMS

Pre-licensure Registered Nurse Apprenticeship: https://youtu.be/tGNOKHS03pU?si=XwW9CTQq0LY6YZLR

KANSAS RETAIN – RETAINING EMPLOYMENT AND TALLENT AFTER INJURY/ILLNESS NETWORK

RETAIN Phase 2 – Effective May 17, 2021, the Kansas Department of Commerce was awarded $ 21,600,000 to expand the previous demonstration project Statewide, collaborating with the Kansas Department of Health and Environment, Kansas Rehabilitation Services, all five Local Workforce Development Areas, four Major Medical Systems, and three State and Regional Employer Organizations. Kansas is one of only five states competitively selected from the eight originally funded Phase 1 states to implement our demonstration project at full scale (48 months; May 17, 2021 – May 16, 2025).

RETAINWOR*KS* applied for a one-year term no-cost extension. On July 17th, the program was notified that the extension was awarded. With the extension timeframe, **RETAINWOR*KS*** will now have a period of performance through May 16, 2026.

Medical and Workforce system partnerships include:
Accession Via Christi Health System
• Wichita –**Workforce Alliance of South Central Kansas**
• Pittsburg – **Southeast KANSASWORKS**
• Manhattan – **Kansas WorkforceONE**

University of Kansas Health System
• Kansas City – **Workforce Partnership**

Kansas Clinical Improvement Collaborative
• Western Kansas – **Kansas WorkforceONE**

Stormont Vail Health
• Topeka – **Kansas WorkforceONE**
• Emporia – **Southeast KANSASWORKS**

• **Phase 2 goals include:**
o 4,000 Participants, (2,000 Treatment and 2,000 Control) 1520 enrolled as of March 31, 2025.
o 716 Medical Providers have both enrolled in the program and completed the training necessary to refer participants to the program as of March 31, 2025.

Since January 01, 2025, **RETAINWOR*KS*** has shown an increase of 17 participating providers and 122 participant enrollments. While outreach efforts continue, the program is shifting its focus toward long-term sustainability, which will remain a key priority in the upcoming quarter. The **RETAINWOR*KS*** annual summit is scheduled for August 26-27, 2025, in Kansas City.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Kansas SCSEP funds provide paid work-based training at community service sites for low-income individuals ages 55 and older. Of the 57 participants served this quarter, there were 6 participants exited to unsubsidized employment with a median starting wage of $13.05/hour. The participants served are from Butler, Cowley, Harper, Harvey, Kingman, Sedgwick, and Sumner counties.

This past quarter has focused on participant surveys and establishing a stronger relationship with the National SCSEP grantee that serves the remaining counties in Kansas, not listed above. The program has also focused on developing a stronger connection with the Older Kansas Employment Program as both programs serve participants who are 55 and older and both programs benefit from having a strong referral process.

OLDER KANSANS' EMPLOYMENT PROGRAM (OKEP)

The Older Kansans' Employment Program (OKEP) is authorized and funded by the Kansas Legislature and is designed to provide employment placement services to Kansans 55 years of age and older with emphasis on employment in the private sector. Available services include, but are not limited to, resume building, application assistance, **KANSAS**WORKS.com enrollment, computer training, and job coaching.

For fiscal year 2025, the legislature sustained the previous year's funding level appropriating $504,697.00 for OKEP. This allows for continuation of last year's program expansion with seven OKEP providers. The outcomes for the combined first, second, and third quarters are 1,496 participants, 520 job placements, 14,108 services provided and an average wage of $14.08.

WORKFORCE/CORRECTIONS INITIATIVES

The Manager of Justice-Involved Programs serves as the liaison between Kansas Dept. of Commerce (Commerce) and Kansas Dept. of Corrections (KDOC) to work Statewide at increasing opportunities for individuals involved in the criminal justice system to rejoin the workforce in sustainable living wage employment. Statewide involvement in initiatives this quarter includes:

1) Regular meetings with KDOC Employment Director and KDOC Education Director, to discuss goals and connections needed to foster employment for individuals exiting the correctional facilities,
2) Provided training for workforce professionals and partner agencies on employment support specific to individuals involved in the justice system,
3) Technical assistance and connection to community partners and workforce professionals provided to KDOC staff,
4) Provide oversight for shared position with Commerce and Kansas Juvenile Correctional Complex (KJCC).

ReSpECTWOR*KS* (Pathway Home)

Kansas Dept. of Commerce received close to $4 million from US. Dept. of Labor, Employment and Training Administration, to provide both pre- and post-release services to 481 eligible, incarcerated individuals, to support entrance into sustainable, living wage employment in a high demand industry, through Pathway Home 2. Each participating Local Workforce Development Board (LWDB) hired at least one intensive case manager to support participants returning to their local area, by assessing barriers and needs, exploring career interests and opportunities and fostering connections to education/training, job readiness programming and other community-based supports to aid in gaining and maintaining employment and reducing the chance of recidivism. Each participant works the with same intensive case manager both inside the facility and upon return to their community. Grant activities this quarter include:

1. Served a total of 507 participants since program implementation,
2. Kansas Legal Services provided services to program participants,
3. Meetings with Federal Project Officer and Technical Assistance Coach,
4. Attendance at regular REO ETA training opportunities,
5. Planning and conducting trainings/meetings for LWDB staff and leadership,

Participant Status	Number of Participants
Total enrolled since implementation	507
Active at end of Quarter	0
Exited at end of Quarter	507
Released from correctional facility	506
Initial Job Placements	442 (87.35%)

Performance Indicators (per GPMS QPR estimates)	Outcomes
Employed 2nd Quarter after Exit	74%
Employed 4th Quarter after Exit	69%
Median Earnings	$7800
Measurable Skill Gains	83%
Credential Attainment Rate	76%
Retention with same Employer	70%

PROWD

The Workforce Services Division of Commerce received just under $7.2 Million through a *Partners for Reentry Opportunities in Workforce Development* (PROWD) competition to serve residents of Federal Bureau of Prisons facilities in three phases, while incarcerated and after release. In phase 1, while incarcerated in USP Leavenworth or its minimum camp, participants will have the opportunity to receive foundational training in high demand fields in Kansas, as approved by the institution. In phase 2, after release to one of the three Residential Reentry Centers in Kansas, located in Leavenworth, Topeka, and Wichita, or to home confinement, participants will have the opportunity to continue in the Kansas PROWD program and new participants will have the opportunity to join. In phase 3, after release to the community, a Local Workforce Development Area Kansas PROWD Navigator will provide case management and follow-up services, coordinating supports and services that will enhance employment success and reduce the chance of recidivism. Supportive services will be available to all program participants remaining in Kansas and when not accessible by other community organizations. Grant activities this quarter include:

1. Meetings with Federal Project officer and Technical Assistance Coach,
2. Continue enrolling participants at all three Residential Reentry Centers.

Participant Status	Number of Participants
Total enrolled since implementation	99

SECOND CHANCE ACT

Kansas Department of Commerce Workforce Services received a $900,000.00 grant from the Department of Justice, effective October 1, 2023, to implement a Women's Second Chance Reentry Employment Counseling and Training program to serve residents of Topeka Correctional Facility. The purpose of this Second Chance Act is to provide intensive, collaborative case management and workforce development services, including occupational training in manufacturing, information technology, agricultural, and transportation. The project subgrantee, Local Workforce Development Board II, will support job seekers connecting women exiting to 32 counties in the northeast region of the state to high demand, high wage occupations in their community of release thus providing employers with the skilled workers they need to be competitive.

1. Second Chance Act Program Manager resigned; position will be reposted next quarter,
2. Grant Award Modification submitted and accepted to reflect Kansas WorkforceONE as subgrantee,
3. Enrollment will begin next quarter.

WORK OPPORTUNITY TAX CREDIT (WOTC)

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment. Employers may meet their business needs and claim a tax credit if they hire an individual who is in a WOTC targeted group. An employer can receive a federal tax credit that varies between the amounts of $2,400 to $9,600 per applicant.

In the second quarter of FY 2025, 7,435 **new** certification requests were received. Quarterly processing resulted in 656 eligible for tax credits. 3,657 requests were denied. This is a federal tax savings to Kansas businesses of almost $1.6 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Ex-felons, Rural Renewal Counties (RRC), Supplemental Security Income (SSI), and Temporary Assistance for Needy Families (TANF).

The average tax credit per certification to the employer is $2,489.02.

FEDERAL BONDING

The Federal Bonding program provides fidelity bonds that protect employers against employee fraud and dishonestly for “at-risk” job seekers. The Federal Bonding program is a unique hiring incentive tool that targets individuals whose backgrounds can pose significant barriers to securing or retaining employment.

In the second quarter of FY 2025, no employer inquired about information on the Federal Bonding program.

KANSAS BOARD OF REGENTS ADULT EDUCATION (TITLE II)

FY2025 Third Quarter Enrollment

By the end of the third quarter of the 2024-2025 year, Kansas Adult Education enrolled 6614 participants. This is already 96% of FY2024 enrollment!

National Leadership Excellence and Development

In January 2025, Hector Martinez successfully completed the National Leadership Excellence and Development Certificate through the National Association of State Directors of Adult Education (NASDAE). This intensive 50-hour program, concluded on January 31, 2025, focused on building high-impact leadership competencies, strategic planning, and effective program administration within the field of adult education.

Cross-TREK

The Cross-TREK (Cross-Teaching Remote Education in Kansas) program started February 4, supporting over 20 learners in improving English Language Acquisition (ELA) skills. While the instructor is based at Butler Community College, participants come from Washburn Tech, Dodge City Community College, Butler Community College, and Seward County Community College. Additionally, a Math Cross-TREK instructor from Manhattan Area Technical College is offering statewide support as the program expands.

Bruman Group End of Grant Training

On February 7, 2025, all Adult Education providers participated in a webinar hosted by the Kansas Board of Regents (KBOR) focused on the closeout procedures for AEFLA grants awarded through competitive federal funding. The session provided essential guidance on the responsibilities of program providers under the Uniform Grant Guidance, particularly as AEFLA awards are set to expire on June 30, 2025. Key topics included

performance and financial reporting timelines, the return of unobligated funds, liquidation of accounts, and proper documentation of assets acquired with federal funds. The webinar also included a Q&A segment, ensuring providers had the opportunity to seek clarification and prepare for compliance with closeout requirements. This webinar was conducted by The Bruman Group.

Kansas Adult Education Association (KAEA) Conference
In February, Kansas completed their annual state adult education conference with over 175 persons attending. The post conference survey shows that 49.2% of responses said they were “very satisfied” with the overall event. Additionally, 52.5% of the responses said the professional development sessions were very relevant and helpful to their job/position.

Coalition on Adult Basic Education (COABE) Conference
Over 40 Kansans attended the national Coalition of Adult Basic Education (COABE) conference in Dallas, TX. The conference started on Sunday, March 30 and concluded on Wednesday, April 2. COABE is a national conference with 37 session strands and more than 4,200 in attendance. Feedback thus far includes one instructor saying, “I really enjoyed attending the conference. It was fantastic spending time getting to know everyone and it really just reset my ‘why’ for wanting to teach adult education classes.” Next year’s national COABE conference will be held in Indianapolis, Indiana, April 12 – 15, 2026.

New Data Management System
The Kansas Board of Regents (KBOR) has contracted with LiteracyPro Systems to use the Literacy, Adult, and Community Education System (LACES) as the state’s data management system for Adult Education. LACES will migrate data from the state’s previous data management system and is scheduled to be ready for use in July 2025. Some exciting features of LACES include a student portal for new learners; robust searching, filtering, and reporting capabilities, including graphic reports; built-in widgets for notifications; and in-system messaging via email or SMS to individuals or groups.

Assessment Policy
The Office of Career, Technical, and Adult Education (OCTAE) is required by federal regulation to review each state’s assessment policy, updated and submitted annually. In March, OCTAE approved the assessment policy submitted by Kansas for the 2025 – 2026 fiscal year. The assessment policy includes moving from the expiring version of the Test of Adult Basic Education (TABE®) at the end of June to the new version in July.

Math Pathways
In collaboration with KBOR’s Academic Affairs division, the Adult Education division established a “Math Gateway Focus Group” to design a statewide curriculum aimed at equipping eligible students with the mathematical skills needed for success in gateway courses. Subject matter experts from Cowley College, Manhattan Area Technical College, Neosho County Community College, and Salina USD 305 are actively participating in this initiative.

Kansas Adult Education Fiscal Year 2025 Q3 Performance
Measurable Skill Gain: 2901 participants
Adult Education providers measure the number of participants who achieve any of the following: posttesting into a higher level than the pretest, completing the high school equivalency diploma, completing 12 or more postsecondary credits, passing an occupational exam, or achieving employer benchmarks of success.
Current enrollment: 6614 participants
Total attendance hours: 537,750

Industry Recognized Credentials Achieved: 34
181 participants enrolled in Accelerating Opportunity: Kansas (AO-K)

High School Diplomas Achieved: 498

Of students attempting the GED® Test, 73% of those enrolled in Kansas Adult Education programs have earned a diploma since July 1, 2024.

Measurable Skill Gain Rate FY24*					
Entry Level	**Enrolled**	**Ed Gain**	**High School Equivalency**	**MSG Percentage**	**Attendance Hours**
AE 1	122	*	*		8244
AE 2	1002	342	44		76871
AE 3	1103	261	196		74479
AE 4	375	57	122		21415
AE 5	*	*	15		2031
AE 6	*	-	*		16
AE Total	**2644**	**703**	**380**		**183056**
ELA 1	1960	839	10		164143
ELA 2	691	372	*		64733
ELA 3	546	282	*		52870
ELA 4	456	202	*		44434
ELA 5	261	*	*		24399
ELA 6	56	*	*		4114
ELA Total	**3970**	**1786**	**32**		**354693**
Total	***6614***	***2489***	***412***	***43.70%***	***537750***

AE = Adult Education

ELA = English Language

	Participants by Race, Ethnicity, Gender, and Age FY25*																		
	American Indian or Alaskan Native		**Asian**		**Black or African American**			**Hispanic or Latino**			**Native Hawaiian or Pacific Islander**		**White**			**Two or More Races**			
Age Group	**M**	**F**	**M**	**F**	**N**	**M**	**F**	**N**	**M**	**F**	**M**	**F**	**N**	**M**	**F**	**N**	**M**	**F**	**Total**
16-18	12	*	*	*	-	37	40	-	120	96	*	-	*	249	191	*	55	35	**855**
19-24	10	*	37	40	*	108	83	*	283	319	*	*	*	164	156	*	36	40	**1290**
25-44	*	*	104	208	-	298	248	-	671	1031	*	*	-	273	281	-	43	58	**3237**
45-54	*	*	27	59	*	51	59	-	110	372	-	-	-	46	44	-	*	13	**792**
55-59	-	-	*	*	-	11	*	-	37	86	-	-	-	10	14	-	-	*	**189**
60+	*	-	16	23	-	10	*	-	45	53	-	-	-	21	71	-	*	*	**251**
Total	***35***	***22***	***197***	***350***	*	***515***	***444***	*	***1266***	***1957***	*	*	*	***763***	***757***	*	***140***	***150***	***6614***

N = nonbinary or no answer, M = male, F = female

VOCATIONAL REHABILITATION SERVICES (TITLE IV)

Rehabilitation Services mission is working in partnership with Kansans with disabilities to achieve their goals for employment and independence. Each day, the work of Rehabilitation Services employees is life-changing for the citizens we assist. The scope of the work we do on behalf of Kansans with disabilities is impressive, focusing on employment, self-sufficiency, empowerment, inclusion, and integration.

- Vocational Rehabilitation – assisting individuals to become employed and self-sufficient.
- Pre-Employment Transition Services (Pre-ETS), which are part of the VR program, are designed to help students with disabilities prepare for the adult world or work and independent living.
- Disability Determination Services – analyzing disability claims filed by Kansas citizens.
- The Business Enterprise Program -- offering small business opportunities for individuals who are blind or visually impaired.
- The Kansas Commission for the Deaf and Hard of Hearing -- offering information, advocacy, and technical assistance.
- Independent Living Centers and Services – Supporting the work of Centers for Independent Living and providers of services for older individuals who are blind.

To empower Kansas citizens with disabilities to achieve their employment goals, a comprehensive array of Vocational Rehabilitation (VR) services is available. Services are customized according to each person's unique

needs, skills, interests, abilities, and vocational goal. Services to be provided for each individual customer are specified on an Individual Plan for Employment (IPE) and may include:

- Vocational assessment to help a customer identify his or her skills, abilities, interests, and job goals.
- Vocational counseling and guidance.
- Physical and mental restoration services, including artificial limbs, psychotherapy, and physical therapy.
- Training and education to learn new vocational skills.
- Rehabilitation technology, telecommunication aids and other adaptive devices.
- Job preparation and placement services.
- Job coaching.
- On-the-job training.
- Services to help students with disabilities get a job after finishing high school.
- Supported and customized employment for individuals who need intensive on-the-job training and ongoing support.
- Referral to other services or community resources.

The strengths of Rehabilitation Services programs are many. Counselors are specifically trained in working with people with disabilities to obtain and maintain employment. Rehabilitation Services provides a continuum of services for transition students from the high schools to help them prepare for employment as adults.

This continuum begins with Pre-Employment Transition Services (Pre-ETS). Pre-ETS Transition Specialists provide job exploration, self-advocacy training, workplace readiness training, counseling on comprehensive transition or post-secondary education, and work-based learning experiences. The services are designed to provide an early start at job exploration and to assist students with disabilities in making the transition from secondary to post-secondary education/training and competitive, integrated employment. The Pre-ETS Transition Specialist assists a student to apply for VR services if desired. In State Fiscal Year 2025 (July 1, 2024 – March 31, 2025) 8% of our persons served were transition youth with disabilities, and 28% of our successful employment outcomes were youth with disabilities.

The IPE the counselor develops with the VR customer is unique to that person and is intended to maximize their employment potential. The IPE addresses the individual's strengths, barriers to employment, vocational goal, and services to be provided. The plan is comprehensive and flexible to address the individual's needs. For the past 15 years, more than 60% of the VR customers who achieved employment have been individuals with significant disabilities, meaning they had multiple functional limitations in major areas of life such as mobility, communication, self-care, interpersonal skills, work tolerance, self-direction, and work skills. Also, consistently over the past 15 years, about 76% of VR customers who are successfully employed report their own earnings as their largest source of financial support. This is a significant milestone toward self-sufficiency and less reliance on public benefits.

State Fiscal Year 2025
Quarter 3 (January 1, 2025, to March 31, 2025)

Indicator	**SFY 2025 Quarter 3**
Number of persons achieving competitive integrated employment (stable employment for at least 90 days)	262
Average hourly wage	$16.86
Average hours worked per week	29

Percent of persons employed who report their own income as their primary source of support at case closure, a significant milestone toward self-sufficiency	80%
Number of youth (aged 24 and younger) achieving competitive integrated employment (stable employment for at least 90 days)	72

UPCOMING EVENTS

Next KWSB Quarterly Meeting – May 6, 2025

KANSASWORKS State Board Meetings:

August 6, 2025

November 5, 2025