KANSASWORKS STATE BOARD

AGENDA

Thursday, January 24, 2019 * 12:30 – 3:00 PM
Capitol Plaza Hotel, Shawnee Room

Teleconference Call-in Not Available For This Meeting.

I. Welcome, Call to Order and Introductions: Ken Daniel, KWSB Chair

II. Public Comment Period

III. Chair Report

IV. Consent Agenda and Committee Reports: Ken Daniel
a. November 7, 2018 KWSB Meeting Minutes
Recommended Action: Approve consent agenda as presented.

V. Perkins Transition: Connie Beene, KBOR, Director, Adult & Career Technical Ed.

VI. WIOA/Combined State Plan Revision Timeline: Susan Weidenbach, Manager

VII. Local Area II Presentation: David Brennan, Executive Director

VIII. Adjournment

KANSAS*WORKS State Board Meetings:*
*May 1, 2019 * August 7, 2019 * November 6, 2019*

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, November 7, 2018
Washburn Tech, 5724 SW Huntoon, Topeka, KS 66604

Consent Agenda and Actions Approved as Follows:

Consent Agenda:
a. November 7, 2018 KWSB meeting minutes
b. Draft Policy #5-37-00 Sanctions for Title I
c. Quarterly Performance Report (FY19/Q1)
Mike Beene moved to approve, Eddie Estes Seconded, motion passed.

KWSB Meeting Adjournment – 2:20 PM
Todd Newkirk moved to adjourn, Criss Mayfield seconded, motion passed.

Tour of the Washburn Tech facility commenced after the meeting.

DRAFT

DRAFT TIMELINE
WIOA Revised Combined State Plan

Due Dates

Tuesday, January 08, 2019	Convene SPMT - Determine Timeline
Tuesday, February 12, 2019	Brief Alignment Committee
Tuesday, April 16, 2019	Convene Work Groups
Monday, June 03, 2019	Workgroup Reports due to SPMT
June - August, 2019	SPMT weekly meeting/writing
Tuesday, August 13, 2019	Provide progress to Alignment Committee
Friday, August 30, 2019	Provide draft to Agency Leadership
Tuesday, October 1, 2019	Provide agency-approved draft to Alignment Committee
Tuesday, October 08, 2019	Alignment Committee - approve draft plan
Wednesday, October 9, 2019	Post draft plan for Public Comment
Friday, November 8-15, 2019	Public Hearings
Monday, November 18-29, 2019	SPMT response to Public Comments
Monday, December 2-9, 2019	Agency review and approval of responses to Public Comments
Tuesday, December 10, 2019	Alignment Committee review of State response to Public Comments
Wednesday, January 22, 2020	State Board Final Approval
Thursday, January 23, 2020	Final Plan to Governor's Office for review and approval
Friday, February 28, 2020	Revised Combined State Plan due to US Departments of Labor and Education
Wednesday, July 01, 2020	Revised Combined State Plan approved by US Departments of Labor and Education

Junction City Workforce Center

Manhattan Workforce Center

Connections Between Fort Riley and Workforce Centers

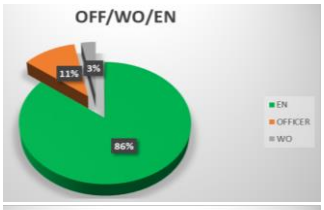
KANSASWORKS
americanjobcenter

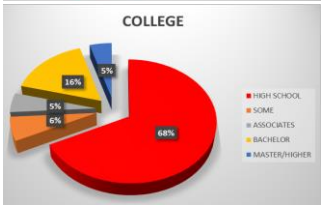
Fort Riley Demographics

Military Assigned = 14,755
Deployed & Temp Change of Station = 153
Source: G1 Readiness

Family Members = 16,638
On-Post = 8,798 Off-Post = 7,840
Source: DEERS Spouse Report

Civilian Workforce = 5,539
Dept of Army AF / NAF = 2,971
Additional Federal = 354
Other (including Contractors) = 2,214
Source: CPAC Qtrly report / FY17 EIS





KANSASWORKS
americanjobcenter

Your Next Quality Employee

–Transitioning Service Members (TSM's)

–Service Members Spouses and Family Members

–Veterans

KANSASWORKS
americanjobcenter

Transitioning By The Numbers / What Careers Match There Transferable Skills

Projected FY19= 2196
FY18= 2726
FY17= 2440
FY16= 3081

37% of Ft. Riley's TSM's Stay In Kansas (26% of TSM's stayed in KS 5 years ago)

Breakdown:
86% of TSM's = 18-28 age group
76% of that age group leave KS (Family/Job Salary)

52% of Retiring TSM's Stay In Kansas

Security
Engineer
Construction
Plumber
Firefighter
Surveyor
Aviation Maintenance
Air Traffic Control
Electrician
Information Technology
Network Engineer
Paralegal
Police
Police Dog Handler
Financial Management
Human Resources
Musician
Columnists
Broadcasting
Counselors

Chaplain
Dental
Nurses/Doctors
Orthopedics
Pediatrics
Radiology
Cardiovascular
Respiratory
Nutrition
Pharmacy
Veterinarians
Railway Crewmembers
Truck Drivers
Transportation Management
Diesel Mechanics
Electronics Repairer
Logistical
Recruiters
Water Treatment
Mortuary Affairs

KANSASWORKS
americanjobcenter

Great Partnerships:

Fort Riley Welcomes Workforce Center Staff at Two Locations:

Warrior Transition Unit, Building 674

Soldier for Life, Building 212

Staff provide Transitioning Service Members (TSM) with one-on-one employment and training services from a Veterans Employment Representatives helping make their transition out of the military a better experience.

KANSASWORKS
americanjobcenter

Engagement Opportunities On Post:

Soldier for Life – Transition Assistance Program, Crosswalk and Capstone Weekly Briefs

Warrior Transition Unit In-Processing Brief (WTU)

Physical Evaluation Board Liaison Office (PEBLO) – New Comers Brief

Monthly Employer Showcase

KANSASWORKS
americanjobcenter

Engagement Opportunities On Post continued:

Job Fairs **Town Hall Meetings**

Annual Employer Panel/Fashion Show

USO Pathfinder Program

KANSASWORKS
americanjobcenter

Engagement Opportunities Off Post

Soldier and Veteran Job Club-Junction City Workforce Center

Military Relations/Affairs Monthly Networking Events

Manhattan Vet Center

VFW/American Legion/Kansas Commission on Veterans Affairs/Disabled American Veterans/Fraternal Order of Eagles Aerie #830

KANSASWORKS
americanjobcenter

Customized Workforce Center Services

Workshops:
- **Federal Resume Workshop**
- **LinkedIn**
- **Job Fair Success**
- **Weekly Resume Workshop**
- **Wage Negotiation**

Hot Jobs List
WIOA/KHPOP Training
KANSASWORKS**.com**

KANSASWORKS
americanjobcenter

Training Opportunities

Career Skills Programs – Heroes Make America

Kansas Employment Exploration Program Phase II

KANSASWORKS
americanjobcenter

Outcomes of Engagement

- **The JCWC and MWC staff from 07/01/2015-12/31/2018 have:**
  - **Served 3,152 Veterans/Veteran Spouses from the six counties surrounding Fort Riley.**
  - **Assisted 76 Veterans/Veteran Spouses with tuition through WIOA/KHPOP exceeding $140,000.00 in training/support.**
  - **Placed 437 Veterans/Veterans Spouses in new careers.**

KANSASWORKS
americanjobcenter

Junction City Workforce Center

Manhattan Workforce Center

Questions?

KANSASWORKS
americanjobcenter

KANSASWORKS State Board
January 24, 2019
FY19 / Quarter 2
Workforce Program Initiatives Summary

KANSASWORKS STATE BOARD STRATEGIC PLAN

Goal 1: Customer Service
The following are updates on the current work with Wichita State University regarding customer service:

- Secret Shoppers – The final draft of the Secret Shopper reports was provided to Commerce at the end of December and presented by WSU to the Executive Directors via a phone call on December 20th.
- Micro-Learnings – Provides a short customer service online lesson for WFC staff and then asks for personal feedback input. A summary report is provided for each of these sessions. There will be a total of 24. These are continuing with lesson 20th out soon.
- Video Update – WSU has completed videos of the customer service training based on the in-person training they provided to all WFC staff, including supervisors, so that anyone who missed it or new staff that come on board can receive the same training and consistent message. A link is being prepared for staff to have access to this training and should be ready soon.
- LWDB feedback – Online survey: A summary report of this has been completed and will be available for viewing soon.

The KWSB Workforce Alignment Committee, Executive Directors and ROMs were presented with the proposal from WSU to assist the state with tasks related to implementation of the customer service section of the strategic plan. Below is a brief outline of tasks included in the proposal.

The Proposal follows the three objectives from the strategic plan:

1. Empowering Employees to Succeed

a. Short online survey for staff, leadership and Partners
   - This is a follow-up to the one completed in 2017
   - The survey will be used to gage the level of empowerment and ownership of customer service as it relates to Workforce Professional success.

b. Focus groups
   - Two groups per area, targeting frontline employees and partners
   - The purpose of these sessions is to gain additional information on customer service, empowerment, support in the work place, and what success looks like for Workforce Professionals
   - The focus groups will also identify the top barriers to customer service.

2. Obtain Customer Service Input

a. Customer Surveys, WSU will:
   - Work with Commerce to analyze the customer service survey results gathered at the kiosks within the Workforce Centers
   - Develop a second survey to ask questions that complement the 11 common questions and to dive deeper into their experiences at Workforce Centers
   - Work with Commerce and Local Areas to collect current surveys used with employers. They will analyze all surveys and coordinate a taskforce made up of key staff and stake holders to develop a common survey.

b. Focus Groups
   - WSU will conduct five regional focus groups of job seekers that are co-enrolled in multiple Workforce Innovation and Opportunity Act programs.

c. Online Community/Online Chat

- WSU will work with Commerce Leadership/ Communications Department to establish a platform to conduct an online forum on successes, needs, and the development of future services at Workforce Centers.

d. Customer Profiles
   - WSU will develop Customer Profiles by utilizing the information obtained through the three methods, (surveys, focus groups, online forums) previous work performed by WSU, and demographic information and data provided by Commerce.
   - Based on the information collected, WSU will report on data and trends of customers as well as creating four to eight Customer narratives.

3. Determine Best Practices
   - WSU will provide research on how other local areas, states and regions are approaching customer service, professional development of staff, and other challenges to identify best practices relevant to the State of Kansas.

Goal 2: Performance Accountability and Transparency

Objective 2.1: Reports with Meaningful Outcomes: Obtain and report meaningful outcomes that are evaluated on a continuous quarterly basis.

- The Performance & Accountability continues to review the Dashboard report on a quarterly basis before State Workforce Board meetings.
- Dashboard reports now show WIOA cost per participant totals by program and Kansas Work Ready information.
- Cost per numbers are still needed for non-WIOA funding streams.

Objective 2.2: Reporting Compliance and Value: SWB will review reports that show WIOA performance compliance as well as overall value of the workforce system

- Title II is now showing WIOA outcomes.
- Title IV programs are not reporting WIOA outcomes.
- Dashboard reports show customers served and numbers of individuals placed into employment.
- Referrals numbers between core partner programs are still needed.

Objective 2.3: Examining Local Area and State-Wide Outcomes: Examine both local and state outcomes that include effective stewardship of all funds on a continuous basis

- Dashboard reports contain both local area and State-wide data.
- Data from KANSASWORKS App is being collected and will soon show on Dashboard reports.

Objective 2.4: Excellent Customer Service Across All Core Partners: Establish customer service excellence across all core partners

- Customer Service Kiosks are being rolled out in AJC's and baseline data is being collected.
- Second round of secret shopper data has been completed and a full report will be shared with SWB.

Objective 2.5: Measuring KWSB Performance and Effectiveness: Measure SWB performance and effectiveness

- SWB members took the self-evaluation tool in December 2018. Results to be shared with Performance & Accountability Committee and the full SWB.

Goal 3: System Messaging and Awareness

Objective 3.1 Roll-out of Common Brand across the System: Work on this objective is on hold until after the first of the year (2019).

Objective 3.2 Obtain understanding of KS Awareness about the system: Put together a state-side workgroup to develop messaging in conjunction with the roll-out of common brand, which will be helpful prior to working with a marketing firm.

Objective 3.3 Align & Strengthen State & Local Partners' Communication: This work to coincide with each of the objectives to ensure messaging and outreach is cohesive.

- Partners are asked to contribute to the quarterly **KANSAS**WORKS Newsletter

Objective 3.4 Effectively message system performance to display value of system: in January 2019, staff began to research how other states share performance information.

Goal 4: Technology Integration

Objective 4.1 The **KANSAS**WORKS.com feedback survey has been drafted and is ready for review by the Workforce Alignment Committee. The survey is targeted to job seekers, employers and eligible training providers, and gathers feedback on the individual's experience with the website.

Objective 4.1 The Customer Service Survey Kiosk is being piloted at the Wyandotte County Workforce Center and Johnson County Workforce Center. Lawrence Workforce Center is scheduled to be up by the end of January.

Objective 4.2 ReEmployKS is on hold. Launch is anticipated for late February/early March.

Objective 4.4 Commerce will enter into an agreement with Kansas Association of Workforce Boards (KAWB)for the procurement and reimbursement of adaptive equipment for 16 Workforce Centers in Local Area's 2, 3, 4 and 5. Local Area 1 has already purchased adaptive equipment.

Program Updates

KANSAS HEALTH PROFESSION OPPORTUNITY PROJECT (KHPOP)

The Kansas Health Profession Opportunity Project's (KHPOP) mission is to provide healthcare training and employment opportunities for individuals facing barriers to finding well-paying jobs, leading to self-sufficiency. It is administered through the workforce centers in Kansas.

For the full five-year grant period, the total projected participants are 2,000. KHPOP has just completed the first quarter of year four of the five-year grant and currently has 1,424 participants enrolled. There have been 869 Healthcare Training Completions and 489 participants have been employed

WORK OPPORTUNIT TAX CREDIT (WOTC)

The Work Opportunity Tax Credit (WOTC) program is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. This allows the individual to move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. An employer can receive a federal tax credit that varies between the amounts of $2,400 to $9,600 per applicant.

In the first quarter of FY2019, 13,077 new certification requests were received, resulting in 1,746 eligible for tax credits. 2,350 requests were denied. This is a federal tax savings to Kansas businesses of almost $5 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Unemployed Veteran, Designated Community Residents or Rural Renewal County, Supplemental Security Income, and Ex-felons.

FEDERAL BONDING

The Federal Bonding program provides individual fidelity bonds to employers for job applicants who are or may be denied coverage by commercial carriers. The Federal Bonding program is a unique hiring incentive tool that targets individuals whose backgrounds can pose significant barriers to securing or retaining employment. 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.

In the first quarter of FY2019, two employers inquired about information on the Federal Bonding program. Seven bonds were distributed for $5,000 a piece for a total of $35,000 issued by the Kansas Department of Commerce.

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 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 twelve grant-funded positions located at four Job Centers. Wagner-Peyser-funded staff provides RESEA services in offices that do not have dedicated staff. From October to December 2018, 2,498 UI claimants were scheduled for RESEA services. Claimants scheduled for RESEA are required to report to a workforce center as a condition to receiving UI benefits.

My (Re)Employment

Beginning April 2018, a new collaboration between the Kansas Departments of Commerce and Department of Labor and **KANSAS**WORKS Workforce System began providing enhanced reemployment services to Kansans who are unemployed and looking for work. The program, called "My (Re)Employment Plan" connects unemployment recipients at the midpoint of their claim with workforce service professionals in their area.

Individuals scheduled for My (Re)Employment Plan are provided, free of charge, personalized job search assistance, including:

- Creation of a "My (Re)Employment" Plan that focuses on goals and accountability
- Skills assessment to match interests and skills with occupations
- Resume, interview, and networking assistance
- Labor market information highlighting current in-demand jobs

My (Re)Employment utilizes existing funding received from the United States Department of Labor and is provided in 21 locations across the state. From October to December 2018, over 920 claimants were scheduled for My (Re)Employment services.

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 will be 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 entitlement program that assists U.S. workers who have lost or may lose their job because of foreign trade. This program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed. A petition is filed with United States Department of Labor (USDOL) on behalf of the workers, once certified, the petition identifies a worker group at a specific firm or subdivision and covers all individuals in that group. Benefits and services include reemployment and case management services, classroom training, on-the-job training, customized training, apprenticeship programs, income support during training, out of area job search, relocation, and a wage subsidy, for older workers. The TAA unit works closely with Kansas Department of Labor (KDOL) in determining initial eligibility and throughout their enrollment in training.

The TAA unit has been working with impacted workers across the state, especially in Seneca and the Kansas City area to create training plans which will begin in January, for workers needing to upgrade their reemployment skills. The unit is working toward reducing the number of paper used by trying to put together a realistic process to eventually go paperless. The TAA unit continues to look at creating On-The-Job training plans and Apprenticeships to assist the impacted workers and communities.

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 / 2019 Applications and Job Orders for this quarter equaled 64, of which completed housing inspections were 52. Of the 64 applications 11 are Special Projects (Custom Combine) involves working in other states along with Kansas.

H-2A enrollments per local area:

Local Area I	52 Enrollments
Local Area II	9 Enrollments
Local Area III	0 Enrollments
Local Area IV	0 Enrollments
Local Area V	3 Enrollments
Total Enrollments	64 Enrollments

H-2B is the temporary non-agricultural program which allows U.S. employers who meet specific regulatory requirements to bring foreign nonimmigrant workers to the United States to fill temporary nonagricultural jobs. Before requesting H-2B classification from the U.S. Citizenship and Immigration Services (USCIS), the employer must apply for and receive a temporary labor certification for H-2B workers from the U.S. Department of Labor (DOL) or (Guam DOL if the employment will be in Guam).

H-2B / 27 job orders were reviewed for processed for this quarter.

JOBS FOR VETERANS GRANT (JVSG)
The Jobs for Veterans Grant (JVSG) continues to work 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's involvement with the military installations across Kansas. JVSG staff continue to attend SHRM, Chamber of Commerce meetings, Veterans attending Colleges, Universities', Technical colleges, Native American Indian Reservations and other non-profit entities targeting veterans within Kansas to promote Workforce Center Services across Kansas ensuring that veterans, transitioning service members and military spouses are aware of services providing them "Priority of Service" at one of the workforce center locations.

Veterans served in the Workforce Centers Veteran Employment Representatives conducted over 100 Hiring events including five Career Fairs. During the quarter, **1,154** veterans were served within the workforce centers with **638** 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 employable skills needed for each individual veteran's needs. Additionally, **328** Employer contacts were made by Veteran Employment Representatives, with **158** veterans gaining employment for the quarter.

Heroes Make America – A Manufacturing Institute pilot program which is a full-time, 10-week career skills program, that launched in partnership with the U.S. Army Soldier for Life – Transition Assistance Program at Fort Riley, **KANSAS**WORKS, K-State University and the USO Pathfinder Program at Fort Riley. The Manufacturing Institute created the Heroes Make America program to build a pipeline from military to manufacturing careers for transitioning service members. Participants earn many certifications to include 14 college credits, 9 industry-specific certifications, a

CPT Plus Certificate, and a Certificate of Competition from the Manufacturing Institute. Individual military members and family members that complete the course will receive a Production Technician Certification The students also complete a personal finance course, Strengths Finder Assessment, resume and cover letter review, and receive interview prep. A major advantage of the program is several manufacturing plant tours, networking opportunities, and live interviews. At the end of the program there is a graduation ceremony.

During the last quarter the JVS staff have worked with Non-Profit agencies such as "Hero's Make America", this theme targets transitioning service members from 90 days to 6 months prior to their separation date. This program in cooperation with JVSG staff emphasizes on soft skills, resume building, Labor Market Information (cost of living comparisons) interview techniques, Kansas employer visits, pre-interviews and hires prior to service members separating from military service. Also, staff have assisted these transitioning service members with skype interviews. So far for, this course has graduated **26** service members with **8** accepting employment within Kansas with the remaining **18** being offered positions in Kansas, however these service members have not decided to stay in Kansas or return to their own home of record (states).

Hilton Honors
The Honors Military Program is aimed at giving back to Veterans, military service personnel and their spouses. In partnership with the National Association of State Workforce Agencies (NASWA) and the Kansas Department of Commerce/JVSG, Hilton Honors is donating points to eligible transitioning service members, Veterans, and military spouses. By becoming an Honors Military member, the Veteran and eligible individuals will receive a 100,000-point donation to support travel related to their job-search activities.

Any Workforce Center Staff person can refer an eligible service member, Veteran or spouse. The eligibility requirements are as follows:

- Veteran must have served on active military duty and been discharged or released under conditions other than dishonorable.
- Transitioning service member must be 24 months from retirement or 12 months of separation.
- National Guard/Reserve any member of the National Guard or Reserve component.
- The current spouse of a military service member/Veteran or National Guard or Reserve member.

For this quarter, Kansas enrolled **45** eligible clients to take advantage of this program so that may be able to stay free or a reduced rate throughout Hiltons across the country. Workforce Staff also promote this program for the entire state of Kansas based on the locality and employment opportunities in Kansas, of the **45** eligible clients **8** are remaining in Kansas and have gained employment.

Kansas Employment Exploration Program (KEEP Veterans Here) The Kansas Employment Exploration Program was designed to give transitioning Soldiers the opportunity to visit communities and employers around the state of Kansas to see what employment opportunities are available for them and their family members. The program is sponsor by the Soldier for Life Transition Assistance Program here at Fort Riley, Kansas. Since its inception KEEP has visited Emporia, Hutchinson, Kansas City and Manhattan with scheduled events to Kansas City, Topeka and other cities across Kansas.

Kansas Employment Exploration Program Phase II (KEEP PII) This phase is currently underway with Fort Riley, Manhattan Area Technical College, Washburn Technical College and local employers. The objective of this phase is to utilize the **KANSAS**WORKS system to connect local employers with the service members and technical schools. Transitioning Service Members will be excused from military duty during this time frame to attend one semester occupational training with funding provided by the employer and state registered apprenticeship program. Service members upon completion of their military service will be employed by the sponsor for one year after with the intention of retaining them or their spouses in Kansas. The implementation of this phase is scheduled for January 2019. Additionally, basic employable skill workshops, such as resume assistance, job success, power of a positive attitude, customer service, and communicating effectively are incorporated into the learning experience.

REGISTERED APPRENTICESHIP

The Registered Apprenticeship Team enrolled 133 new apprentices, with 22 completing their specific program during the quarter. Kansas has added 3 new sponsors to the program this quarter for the occupations of Extruder Technician, Foaming Oven Technician, & Welder. The team is working with over 20 Kansas companies on their standards, in areas such as Advanced Manufacturing, Automotive, Facility Maintenance, IT, and medical coding.

The Registered Apprenticeship link apprenticeship@ks.gov has identified **448** clients interested in the apprenticeship program, with **7** in other states. **15** employers have also reached out to the RA team for follow-up appointments. The website is currently adding new fields listing sponsors and occupations that will eventually bridge the link to **KANSAS**WORKS employers and clients.

The Registered Apprenticeship Team continues to work with Kansas' Departments of Child and Families, Department of Education, Department of Transportation, technical colleges, high schools and the Veterans Administration to promote apprenticeship, pre-apprenticeship, and youth apprenticeship.

Senior Community Service Employment Program (SCSEP)
SCSEP OVERVIEW: A community service training program that provides paid, part-time, work-based training for unemployed, low-income persons, 55 or older, with poor employment prospects. This program is a wage-subsidy program with a focus on socialization of older persons and decreased isolation through community service.

ACTIVITY:

Participant Activity – Quarter 1					
Participant Type	**Qtr 1**	**Qtr 2**	**Qtr 3**	**Qtr 4**	**YTD**
Carry Over					62
New	13				13
Exited	4				4
Exited to Unsubsidized Emplymnt	*2*				*2*
On waiting list	2				2
TOTAL					73

PERFORMANCE:

Program Year 2018 – Quarter 1		
No. of Authorized Positions		83
No. of Active Participants this Quarter		71
Core Performance Measures	**Goal**	**YTD**
Employed 2nd Qtr After Exit	33.0%	0.0%
Employed 4th Qtr After Exit	28.1%	0.0%
Median Earnings	$2,878	**
Service to Most in Need	2.79	2.39
Service Level	150%	90.4%
Other Performance Measures		**YTD**
Retention at 1 year		80.0%

***Data not yet available.*

Subgrantee staffing adjustments are complete and enrollment activity has increased.

Older Kansans Employment Program (OKEP)
OVERVIEW: A State-funded employment placement program for Kansas residents 55+.

PERFORMANCE:

Fiscal Year 2019 – Quarter 1				
Performance Goal	**Goal**	**Actual**	**Variance**	**% of Goal**
No. of Participants	602	664	70	112%
No. of Placements	333	182	(150)	55%
Average Wage	$10.15	$11.11	($0.96)	109%

***Data from two providers not yet included.*

This quarter time was spent executing grant agreements and getting activities underway for the four new programs. Plans for a *Best Practices Symposium* were finalized. The symposium will occur in October and provide an opportunity for all providers to come together and learn from one-another. Negotiations will occur to eliminate overlap in service areas.

WORKFORCE INNOVATION FUND (WIF)
Local Boards are positioned to refine local on-the-job training processes based on the finding and ideas generated by partners during the Customer-Centered Design (CCD) immersion. Teams developed plans around the areas of Customer Outreach and Engagement, Business Outreach Planning, Assessment, Paperwork and Process Improvement, Follow-up and Monitoring Protocols and Staff Training. These plans also focus on using the tenants of human-centered design and WIOA integration to engage individuals in the workforce, prepare job seekers and meet the needs of employers. Additionally, we will continue work with AJLA to add partners to the ReEmploy KS site and explore ways to simplify how the end user accesses and shares data relevant to multiple programs. The final report describing the (CCD) immersion project is available at https://drive.google.com/file/d/1djHumyFnwsbIIWJ1mCcPSniWTFBq9hrc/view

OJT Continuous Improvement with Customer Centered Design
Local Areas have been working with inter-agency teams to learn and apply customer-centered design thinking to collaboratively develop strategies intended to improve service delivery in these five elements of OJT: 1) Outreach to Business and Job Seekers, 2) Assessments, 3) Paperwork and Process Improvement, 4) Follow-up and Monitoring Protocols and 5) Staff Training.

Each team has developed an implementation plan based on local needs which explains how these strategies will be tested, evaluated, and revised for continuous improvement. State program leaders who participated in the CCD immersion will providing support and guidance to the local teams.

WORKFORCE DATA QUALITY INITIATIVE (WDQI)
THE WDQI grant ended on 06/30/2018. Final reports have been submitted to USDOL. The workgroup will continue to meet on a quarterly basis with the purpose of maintaining work that has been completed or is near completion.

The referral subgroup will proceed with representation from KBOR and Commerce. The workgroup has decided on a web-based approach which is under development.

The Program Inventory group will be updating data on a regular basis as needed. Current updates the group is working on are:

- KSDE Career Pathways for 2018-2019 school year
- Making changes to the Private Post-Secondary data to present data in a consistent format. This will enable data to be comparable to the Public Post-Secondary data such as hours to completion and time required for program completion.
- Updating Labor Market data from KSDOL.

Updated web service for KBOR and Commerce to exchange client information if consent has been granted. The web service is in place. Commerce is working with KBOR to make sure duplicate customer consents are reported correctly to Commerce.

KANSAS BOARD OF REGENTS

Adult Education

Utilizing funds from a Walmart Foundation grant in the amount of $463,500, select Kansas adult education providers will collaborate with employers to create programs to provide service-sector workers with a pathway to gain their high school diploma, improve their English-speaking skills, and ultimately be promoted within their company. Funds from the grant support team teacher training and instruction, curriculum development and career navigation. This project adapts the successful AO-K model to the workplace, thus its name, AO-K @ Work. AO-K @ Work can offer incumbent workers a pathway to advancement that supports their instructional needs, maximizing their success and creating value for employers with a reliable training program that meets the needs of employees at every skill level.

The 2nd Annual Workforce Innovation and Opportunity Conference, hosted by the Kansas Board of Regents and the Kansas Department of Commerce, is planned for October 7 & 8, 2019 in Wichita. Much more information is forthcoming, but staff are excited to welcome Dr. Scott Stump, Assistant Secretary, U.S. Department of Education as the opening keynote speaker.

EVENTS AND JOB FAIRS

01/28/19 WIS International Hiring Event, Leavenworth County Workforce Center

01/29/19 Top Resources Hiring Event, Leavenworth County Workforce Center

01/29/19 Veteran Career & Training Transition Fair, Overland Park Convention Center

01/29/19 PayDayz Staffing Hiring Event, Johnson County Workforce Center

01/30/19 2nd Chance Job Fair, **KANSAS**WORKS Salina

01/31/19 Top Resources Hiring Event, Leavenworth County Workforce Center

02/20/19 Dodge City Community Career Fair, United Wireless Arena, Dodge City

03/07/19 Statewide Job Fair, Locations Statewide