KANSASWORKS STATE BOARD

AGENDA

Wednesday, May 2, 2018 * 12:30 – 3:30 PM
5th Floor, Suite 530 Meeting Room * 1000 SW Jackson Street, Topeka, KS 66612

Teleconference Call-in: 1-866-620-7326 / Conference Code: 9973154773

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. January 18, 2018 KWSB Meeting Minutes
b. February 28, 2018 KWSB Conference Call Meeting Minutes
c. Workforce Alignment Committee (Strategic Plan-See Below)
d. Performance Committee (Dashboard Report)

Recommended Action: Approve consent agenda as presented.

V. KANSASWORKS State Board Strategic Plan: Gregg Burden
Recommended Action: Approve KWSB 2018-2020 Strategic Plan

VI. Presentations and Reports

a. Pilot Project for Former (Veterans) Offenders Program	Gary Westerman KS Department of Commerce State Manager, Veteran Employment Services & Registered Apprenticeship Programs
b. Labor Market Information	Tyler Tenbrink KS Department of Labor Senior Research Economist
c. KWSB Website Demonstration	Emily Fitzgerald KS Department of Commerce Outreach Coordinator

Recommended Action: Receive and Post Reports to KWSB Website.

VII. Adjournment

***KANSAS**WORKS State Board Meetings:*
August 1, 2018 @ Wichita Workforce Center
November 7, 2018 @ Curtis State Office Building

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Thursday, January 18, 2018

Capitol Plaza Hotel, Shawnee Room
1717 SW Topeka Blvd
Topeka KS 66612

Consent Agenda and Actions Approved as Follows:

Rob Roberts moved to approve, Todd Newkirk Seconded, motion passed.

- November 1, 2017 KWSB Meeting Minutes

KWSB Meeting Adjournment – 12:45 PM

The full **KANSAS**WORKS State Board Meeting minute's audio version is available upon request once the minutes are approved.

Strategic Planning – Goal Team Launch Meeting Adjourned @ 3:00 PM

DRAFT

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, February 28, 2018

Draft Kansas Combined State Plan Modifications Approved as Follows:

Mike Brown moved to approve, Gregg Burden Seconded, motion passed.

Motion for meeting to adjourn by Mike Beene, Seconded by Mike Brown, Motion passed
KWSB Meeting Adjournment – 11:30 AM

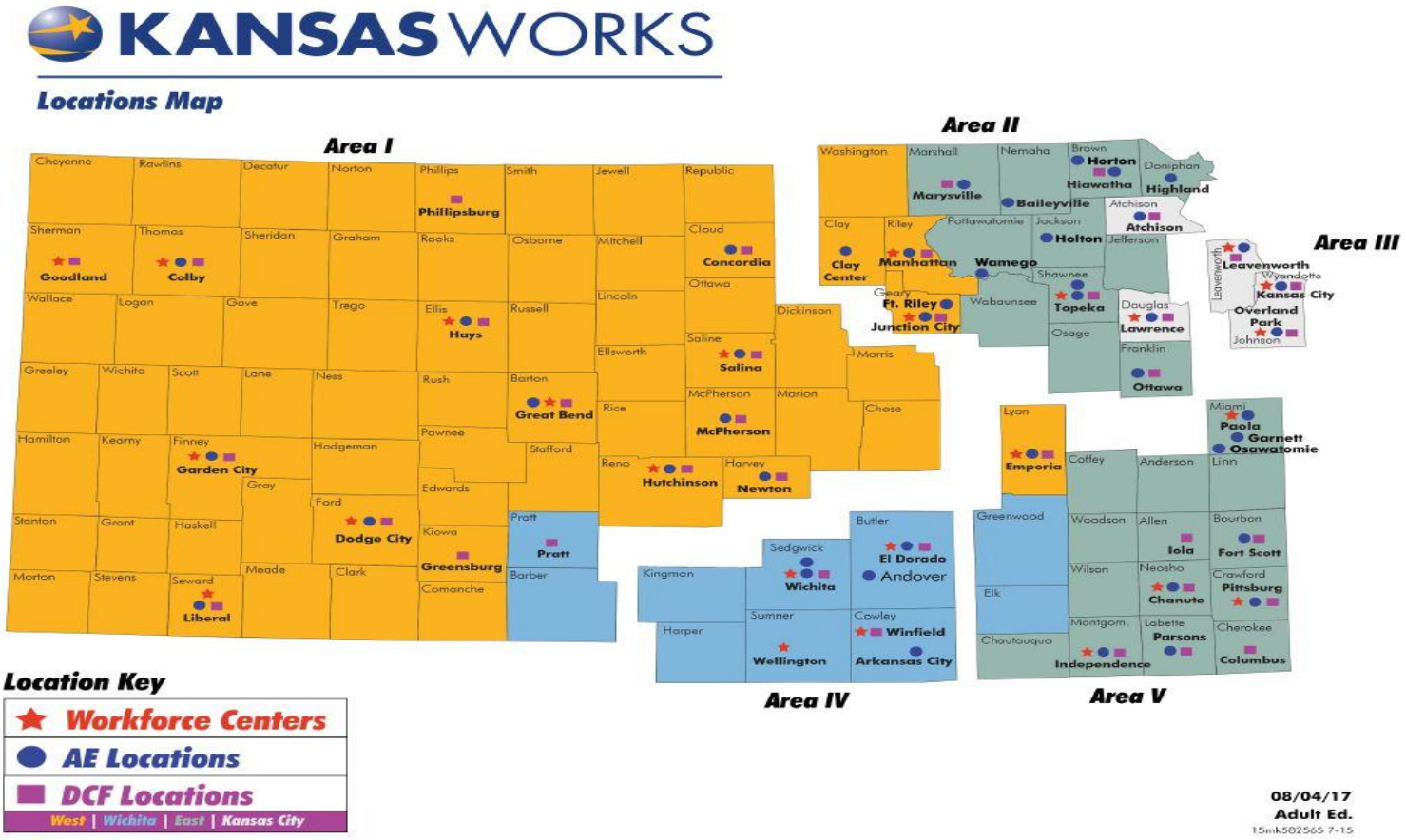
The full **KANSAS**WORKS State Board Meeting minute's audio version is available upon request once the minutes are approved.

DRAFT

KANSASWORKS STATE BOARD

State Performance Accountability - April 2018

Where Are We Located?



How Many Are We Serving?

Workforce Center Traffic for July 2017 – March 2018

PY 2017	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Statewide	**13,587**	**14,426**	**11,823**	**12,823**	**10,624**	**9,210**	**12,800**	**11,566**	**12,535**	**109,394**
LA I	2,450	3,236	2,685	2,982	2,649	2,252	3,136	2,471	2,716	**24,577**
LA II	2,526	2,941	1,534	2,719	2,203	1,987	2,838	2,246	1,014	**20,008**
LA III	2,659	2,216	2,815	1,837	1,202	1,209	1,709	2,503	2,864	**19,014**
LA IV	4,770	4,780	3,770	4,253	3,527	3,038	3,944	3,332	4,758	**36,172**
LA V	1,182	1,253	1,019	1,032	1,043	724	1,173	1,014	1,183	**9,623**

KANSASWORKS STATE BOARD

How Are We Performing?

July 1, 2017 – March 31, 2018

WIOA Title I - Adult: PY 2017

	LA I	LA II	LA III	LA IV	LA V	Statewide	Goal
Employment Q2	84.3%	80.1%	68.8%	70.5%	77.9%	71.0%	78.7%
Employment Q4	84.0%	85.3%	64.6%	69.5%	80.0%	68.4%	70.8%
Median Earnings	$5,770	$8,808	$6,544	$5,185	$6,169	$6,133	$6,097
Credential Rate	52.5%	56.3%	74.6%	81.1%	50.0%	64.4%	54.8%

WIOA Title I - Dislocated Worker: PY 2017

	LA I	LA II	LA III	LA IV	LA V	Statewide	Goal
Employment Q2	92.1%	88.5%	69.8%	72.6%	73.8%	75.8%	83.0%
Employment Q4	89.1%	85.7%	47.7%	73.0%	64.7%	65.8%	75.3%
Median Earnings	$7,281	$7,356	$8,064	$9,407	$7,714	$8,177	$7,685
Credential Rate	31.6%	85.7%	88.4%	66.7%	50.0%	62.3%	54.3%

WIOA Title I - Youth: PY 2017

	LA I	LA II	LA III	LA IV	LA V	Statewide	Goal
Employment Q2	81.9%	72.5%	69.6%	68.5%	66.4%	71.0%	74.0%
Employment Q4	91.4%	76.1%	68.5%	75.4%	72.9%	75.6%	71.4%
Median Earnings	$3,615	$2,650	$1,835	$2,658	$2,742	$2,670	N/A
Credential Rate	60.9%	61.5%	81.0%	36.7%	88.5%	60.8%	60.6%

WIOA Title III - Wagner Peyser: PY 2017

	LA I	LA II	LA III	LA IV	LA V	Statewide	Goal
Employment Q2	68.8%	65.6%	65.4%	70.3%	67.6%	68.0%	66.5%
Employment Q4	66.4%	60.0%	59.8%	67.6%	63.5%	64.1%	69.8%
Median Earnings	$5,269	$4,945	$5,528	$5,301	$5,151	$5,265	$4,523

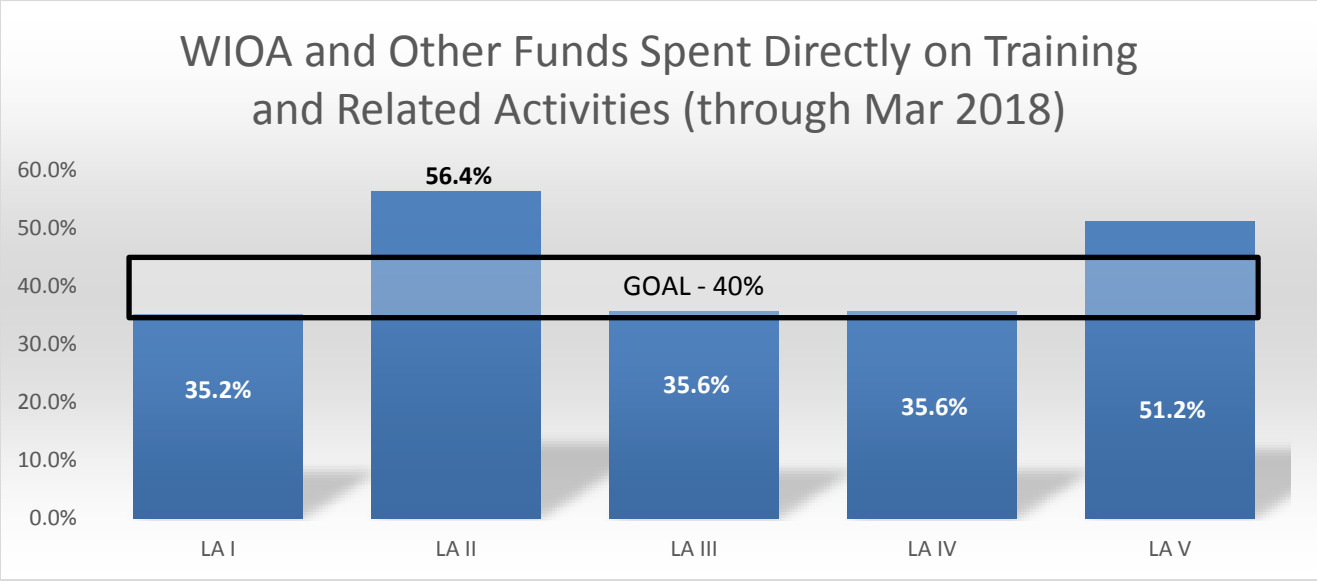
Overall State Performance Through PY 2017

Indicator / Program	Title I Adults	Title I Dislocated Worker	Title I Youth	Title III Wagner Peyser	Average Indicator Score
Employment 2nd Quarter After Exit	90.14%	91.37%	95.69%	102.30%	94.88%
Employment 4th Quarter After Exit	96.54%	87.41%	106.01%	91.85%	95.45%
Median Earning 2nd Quarter After Exit	100.60%	106.40%	N/A	116.33%	107.77%
Credential Attainment Rate	113.78%	114.66%	98.63%	N/A	109.02%
Average Program Score	100.26%	99.96%	100.11%	103.49%	

KANSASWORKS STATE BOARD

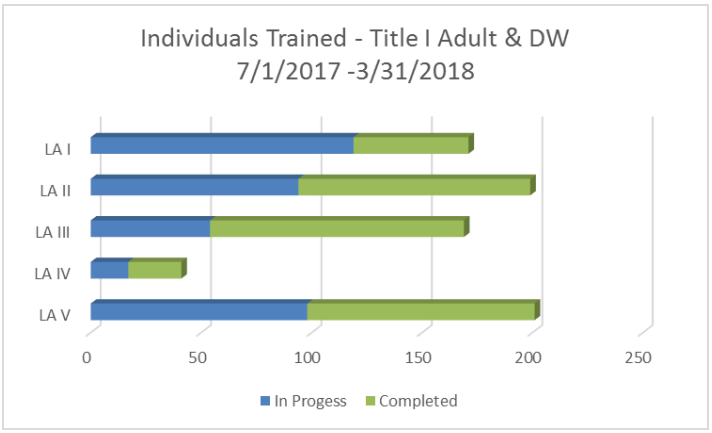
Who Are We Training?

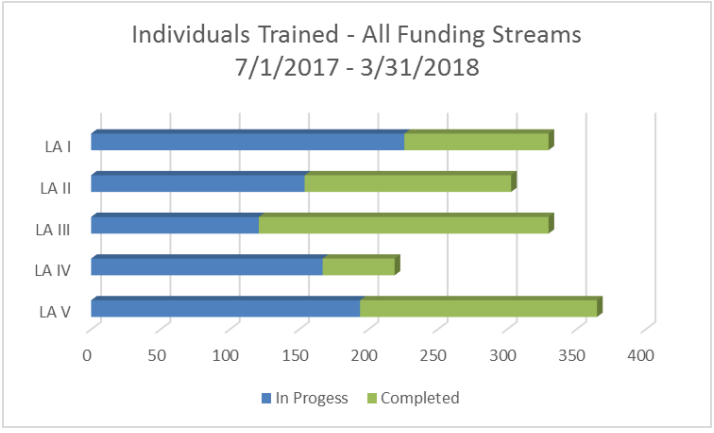
WIOA Title I – Participant Expenditures



Individuals Trained - Title I Adult and DW PY 2017 Year-to-Date			
	In Progess	Completed	**Total**
LA I	119	52	**171**
LA II	94	105	**199**
LA III	54	115	**169**
LA IV	17	24	**41**
LA V	98	103	**201**
Totals	**382**	**399**	**781**

Individuals Trained - All Funding Streams PY 2017 Year-to-Date			
	In Progess	Completed	**Total**
LA I	226	104	**330**
LA II	154	149	**303**
LA III	121	209	**330**
LA IV	167	52	**219**
LA V	194	171	**365**
Totals	**862**	**685**	**1547**

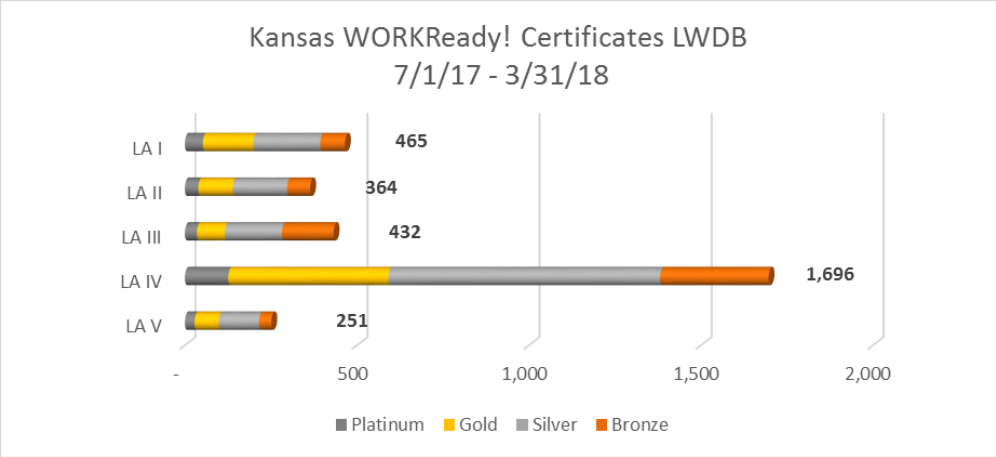




KANSASWORKS STATE BOARD

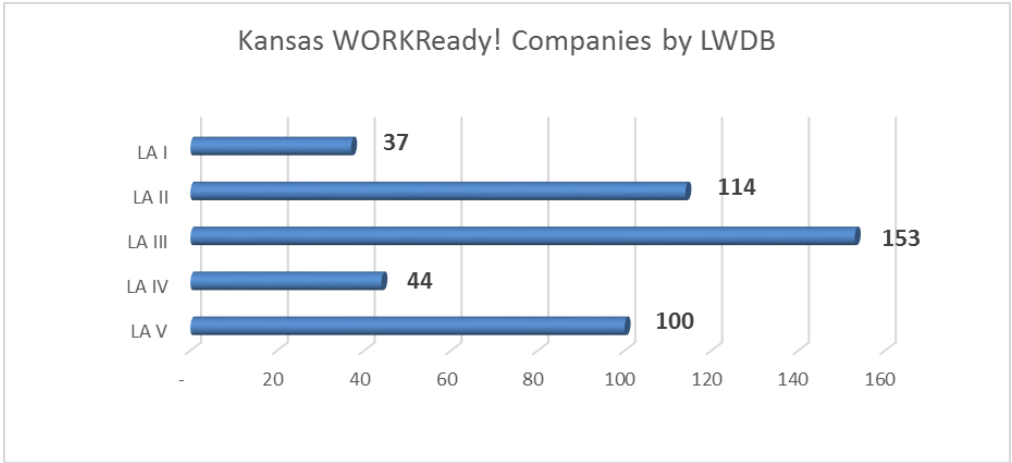
Who is Using Kansas WORKReady!?

Job Seekers



Kansas WORKReady!	LA I	LA II	LA III	LA IV	LA V	Statewide
Platinum Certificate	52	39	35	126	28	**280**
Gold Certificate	146	100	81	465	70	**862**
Silver Certificate	195	158	166	790	117	**1,426**
Bronze Certificate	72	67	150	315	36	**640**
Total Certificates	465	364	432	1,696	251	**3,208**

Employers

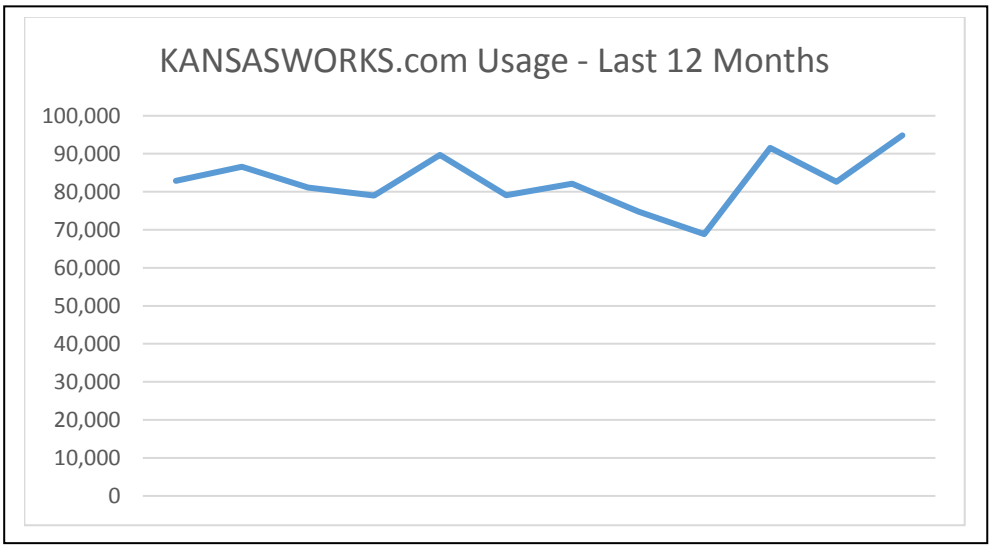


Kansas WORKReady!	LA I	LA II	LA III	LA IV	LA V	Statewide
Total Employer Usage	37	114	153	44	100	**448**

KANSASWORKS STATE BOARD

Who is Using KANSASWORKS?

07/01/17 -06/30/18 KANSASWORKS.com Usage	
Jul	78,979
Aug	89,727
Sep	79,071
Oct	82,152
Nov	74,805
Dec	68,867
Jan	91,522
Feb	82,648
Mar	94,846
Apr	
May	
Jun	
TOTAL	**742,617**



State-wide JobLink Report for 7/01/2017 – 03/31/2018

Employers	
Total New Employer Accounts	1,586
New Self-Service Employer Accounts	1,290
New Staff-Assisted Employer Accounts	296
Job Order Openings	
Total New Job Orders	244,916
New Staff Assisted Job Orders	20,520
New Self-Service Job Orders	224,396
Jobseekers	
Total New Jobseeker Accounts	20,133
New Registrations	14,496

State-wide Outreach Report for 7/01/2017 – 03/31/2018

Outreach Methods	Percent
Word of mouth	37%
Brochure/Flyer	3%
Internet	27%
Newspaper	1%
Radio	1%
TV	1%
Highway Billboard	0%
Other	29%

Who Are We Serving?

Participants Served 7/1/2017 - 3/31/2018

	LA I	LA II	LA III	LA IV	LA V	Statewide
Title I						
Adult	306	310	754	1,163	449	2,982
Dislocated Worker	84	4	129	223	37	477
Youth	196	149	171	155	164	835
Totals	**586**	**463**	**1,054**	**1,541**	**650**	**4,294**
Title III						
Wagner Peyser	6,109	3,876	4,106	12,581	3,965	30,637

Participants Served 7/1/2017 - 3/31/2018 by Barrier

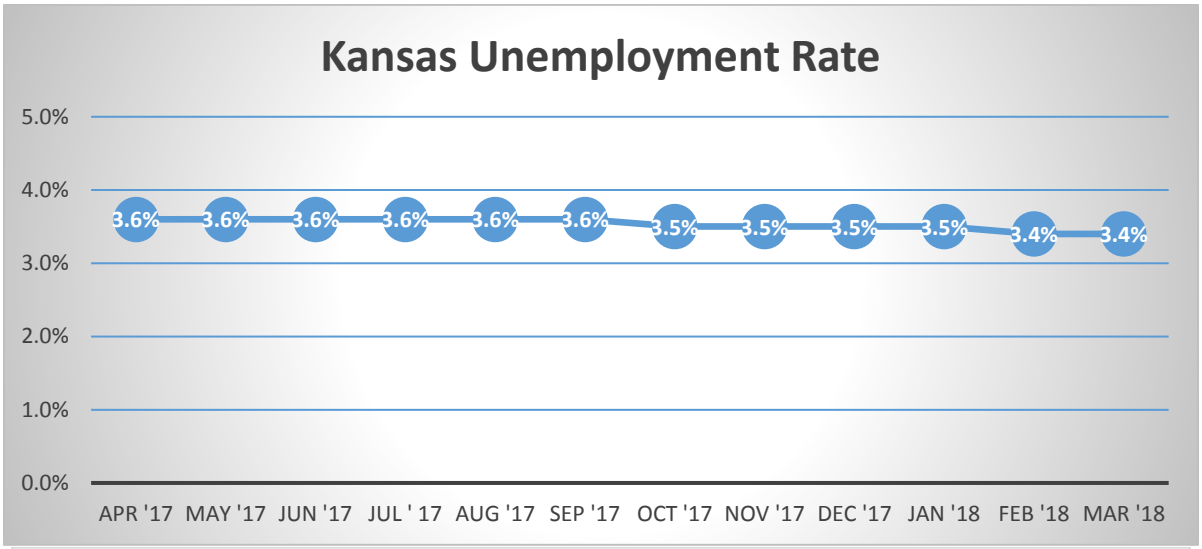
Participants Served	Title I - Adult	Title I - DW	Title I - Youth	Title III - WP	Combined State Totals
Total Served	**2,961**	**476**	**836**	**30,637**	**34,910**
By Service					
Career Services	2,008	279	460	30,637	**33,384**
Training Services	953	197	376		**1,526**
By Barrier to Employment					
Displaced Homemakers	15	12	6	250	**283**
English Language Learners	279	22	435	1,919	**2,655**
Exhausting TANF	37	0	15	36	**88**
Ex-offenders	424	15	147	1,925	**2,511**
Homeless	75	1	34	494	**604**
Long-term unemployed	638	58	290	2,739	**3,725**
Low-income	1,656	65	563	5,934	**8,218**
Migrant and Seasonal Farmworkers	1	0	0	31	**32**
Individuals with Disabilities	443	11	280	2,050	**2,784**
Single Parents	830	82	164	6,849	**7,925**
Youth in foster care or aged out	4	1	26	41	**72**
Veterans	**172**	**17**	**0**	**2,871**	**3,060**

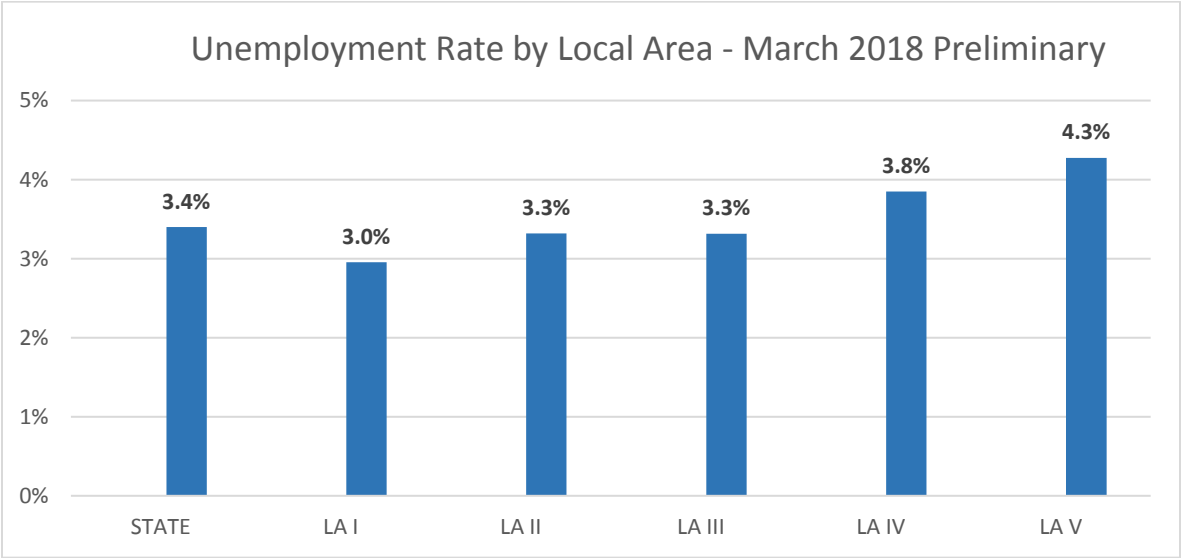
The Workforce System Value?

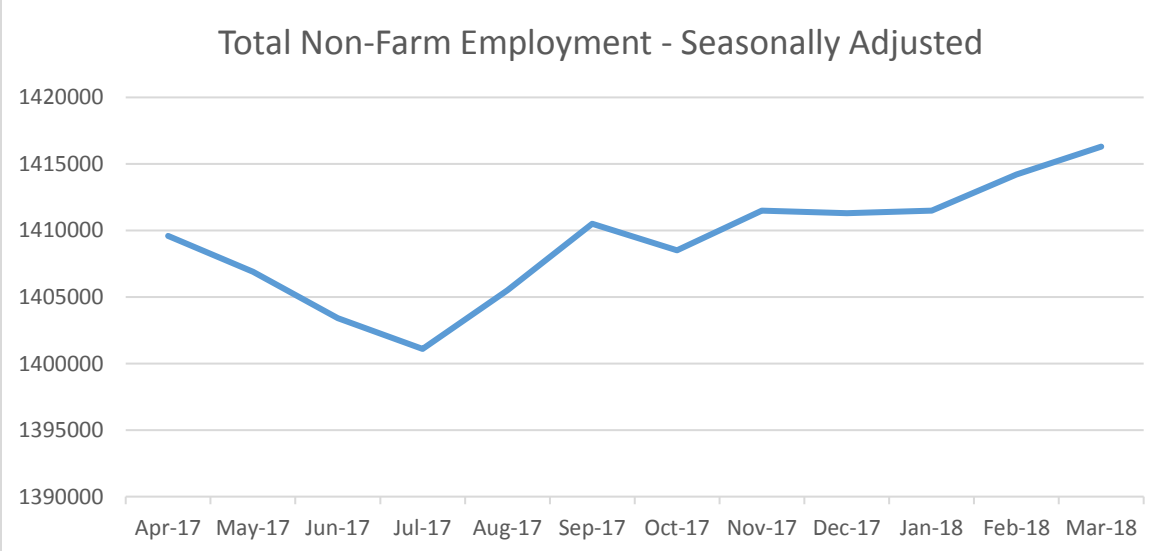
Cost Per Participant Served

	LA I	LA II	LA III	LA IV	LA V	Statewide
Adult	$ 926.35	$ 3,072.02	$ 1,140.35	$ 419.63	$ 1,744.62	$ 1,129.10
Dislocated Worker	$ 3,073.50	$ 965.13	$ 3,019.31	$ 2,171.54	$ 4,512.15	$ 2,731.09
Youth	$ 2,242.74	$ 2,760.33	$ 3,790.39	$ 4,885.12	$ 3,722.70	$ 3,433.22
A & DW Total	$ 1,388.81	$ 3,045.18	$ 1,414.85	$ 701.51	$ 1,955.31	$ 1,350.02
WIOA Program Total	$ 1,674.43	$ 2,953.51	$ 1,800.26	$ 1,122.31	$ 2,401.24	$ 1,755.11

How is Kansas Employment?







KANSAS ADULT EDUCATION

Quarter 3 Report

KANSASWORKS State Board
May 2, 2018

The following Q3 data is submitted as per the Workforce Innovation and Opportunity Act Combined State Plan for Kansas.

1. Educational Functioning Level gain: 46%

Kansas adult education providers utilize the TABE assessment which determines the initial learning level for each student. An Educational Functioning Level (EFL) gain is a documented gain based on the initial assessment. The reported percentage represents the number of students who completed the level of instruction for which they were enrolled. This percentage is up over 8% from last quarter, and we should continue to see it rise as student progress through their coursework.

Current enrollment: 6012 students
Total attendance hours: 525,365

2. Measurable Skill Gain: 2976 students

Adult education providers measure the number of students who achieve one of the following: transition to postsecondary education, pass their high school equivalency (GED), or pre- and post-test at an adult education program.

3. Credentials Achieved: 196 Credentials
(446 enrolled in Accelerating Opportunity – Kansas)

Students who achieved an industry-recognized credential.

4. High School Diplomas Achieved: 540

Kansas administers the GED test, and 82% of those attempting the test since July 1 who are enrolled in a Kansas adult education program achieved their GED. A total of 1323 Kansans have achieved high school equivalency in this timeframe, with a pass rate of 81% (national pass rate is 76%).

Connie Beene
State Director, Adult &
Career Technical Education

Kansas
Department for Children and Families
Rehabilitation Services

Strong Families Make a Strong Kansas

Vocational Rehabilitation (Title IV of the Workforce Innovation and Opportunity Act)

Services to empower Kansans with disabilities to achieve competitive integrated employment and self-reliance

State Fiscal Year 2018 YTD (July 1, 2017 to March 31, 2018)

Indicator	**SFY 2018 YTD**
Number of persons achieving competitive integrated employment (stable employment for at least 90 days)	816
Average hourly wage	$10.42
Average hours worked per week	28
Percent of persons employed who report their own income as their primary source of support at case closure, a significant milestone toward self–sufficiency	71.2%
Number of youth (aged 24 and younger) achieving competitive integrated employment (stable employment for at least 90 days)	201

KANSASWORKS STATE BOARD

2018-2020 Strategic Plan

May 2, 2018

KANSASWORKS

A proud partner of the AmericanJobCenter network

Message from the **KANSAS**WORKS State Board:

The **KANSAS**WORKS State Board (KWSB) is pleased to present you with the 2018-2020 KWSB Strategic Plan which was approved at our May 2, 2018 meeting.

The Board's charge is to connect all services into a comprehensive workforce system and to serve as the organizer of those connections with the ultimate-goal of positioning **KANSAS**WORKS as the premier workforce system in the nation. The board's diverse representation assists in establishing connections and provides a statewide perspective.

Over the next few years the board will encourage more collaboration across agencies and entities, so the workforce system in Kansas becomes stronger as it builds each partner's strengths and reduces duplication of efforts and services.

The KWSB links businesses, job candidates and educational institutions to ensure that employers can find skilled workers. This is accomplished by partnering with Local Workforce Development Boards and other state agencies. In addition, a robust partnership with the Kansas Board of Regents helps state universities and community and technical colleges tailor their curriculum to the needs of Kansas businesses. The result is an integrated, demand-driven statewide network in which workers receive job-specific training, and Kansas businesses can find the well-trained employees they need.

We celebrate the resiliency of the Kansas economy and the labor force and employers that are behind our state's success. The diversity of our Kansas industries and our solid economic foundation keep our economy strong and the opportunities abundant for those who live and work here. Our workforce is comprised of almost one and a half million individuals who are well equipped to meet the needs of the state's more than ninety thousand employers.

Services are provided to employers and job candidates through the state's 23 workforce centers, online or virtual services and the mobile workforce center. These employer-driven services include recruiting skilled workers, screening and assessing job candidates and identifying individuals needing skill enhancement.

Our commitment remains strong to improve and integrate within our local service-delivery model while adhering to Workforce Innovation and Opportunity Act (WIOA) guidance. Through the **KANSAS**WORKS network of local workforce development boards and state-wide partners, we support locally driven initiatives that address the needs of our communities through collaboration with economic development entities, industry leaders and educators.

Our 2018-2020 Strategic Plan lays out the foundation and steps we have identified to promote continued workforce development and success. Through the support of our partners, the Governor and the Kansas Legislature, we will continue to look for innovative, market-driven solutions that will lead to further job creation and economic prosperity for the people and employers of Kansas. We appreciate the opportunity to present this plan for your review.

Ken Daniel
Chairman, **KANSAS**WORKS State Board

Gregg Burden
Chair, Strategic Plan Steering Committee

KANSASWORKS State Board
2018 – 2020 Strategic Plan

INTRODUCTION

The Governor-appointed **KANSAS**WORKS State board (KWSB), mandated by the Workforce Innovation and Opportunity Act (WIOA) includes leaders from business, industry, state agencies, education, labor and community-based organizations with the goal of evaluating and meeting the workforce needs of Kansas' employers and workers.

WIOA requires that state workforce boards take a leadership role in guiding the workforce system through policies, strategies, and performance that address the needs of businesses and individuals. These Boards have the responsibility of overseeing the development, implementation, and modification of the Combined State Plan, convening all relevant programs required partners and stakeholders, and providing oversight and strategic leadership for the state workforce development system.

Boards are to act as conveners of the system bringing together employers and community partners at the State, regional and local levels to promote economic growth through these partnerships and ensure alignment between education and workforce services. Active participation of all board members and close collaboration with partners, including public and private organizations is vital to success.

In Kansas, this active participation occurs through a committee structure to strengthen Kansas' workforce system, in which KWSB representatives from private and public partner programs implement policy; monitor and develop plans to guide the vision that meets functions within WIOA requirements; convenes state partners in laying the foundation for the KWSB going forward; and final approval of the strategic plans' vision and mission.

From July 2017 through March 2018 the **KANSAS**WORKS State Board, Partners and stakeholders came together to develop a strategic plan. The vision, mission and guiding principles serve as the framework for the KWSB to make strategic decisions to lead the workforce system.

Vision

The Kansas workforce system will be the national leader in meeting business talent needs, growing the economy and providing access to quality careers for every Kansan through integrated service delivery.

Mission

The **KANSAS**WORKS mission is to deliver a qualified workforce through training and matching services available to Kansans supporting businesses, growing regional economies and improving the prosperity of all.

Guiding Principles

- Serve and advise our individual and business customers with dignity, respect and empathy.
- Communicate efficiently and effectively within the workforce system and with our customers and stakeholder.
- Build effective partnerships that are solutions driven in every region and at the state level.
- Make informed decisions using validated data from business, partners, stakeholders and customers.
- Value employment as a path to self–sufficiency and independence for all adults in Kansas.
- Embrace and leverage technology to maximize customer and employer accessibility and utilization.
- Drive accountability and continuous improvement of the workforce system.

The Strategic Plan Steering Committee comprised of KWSB members, Local Workforce Development Board (LWDB) members, and Goal Teams developed content for the KWSB Strategic Plan in four strategic direction goal areas.

Goals

- Customer Service
- Performance Accountability and Transparency
- System Messaging and Awareness
- Technology Integration

Additionally, the KWSB strategies and activities discussed within this plan and those found in the Kansas Combined State Plan are aligned.

Goal Teams led by KWSB members from the Strategic Planning Steering Committee and facilitated by staff constructed initial plans along with supporting activities that will advance the goal strategies of the KWSB. The structure demonstrates KWSB commitment to WIOA regarding the more strategic nature of state and local workforce boards, collaborative system design and delivery among the core partners and, most importantly excellent customer service.

In May 2018, the Strategic Plan Steering Committee presented the recommendations for the KWSB Strategic Plan to the full board. With unanimous approval, the board elected to move forward with the strategic elements contained within this report and begin implementation on July 1, 2018.

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Acknowledgement of KWSB Members

KANSASWORKS State Board Members

Mike Beene
Mike Brown (KWSB Vice-Chair)
Gregg Burden
Governor Jeff Colyer M.D.
Clark Coco
Ken Daniel (KWSB Chair)
Michael Donnelly
Eddie Estes
Gayle Goetz
Lana Gordon
David Harwood
Robert Haynes
Marvin Kleeb
Earnie Lehman
Senator Julia Lynn
Jim Maher
Criss Mayfield
Laurie Minard
Angelo Mino
Todd Newkirk
Darrell Pankratz
Carol Perry
Rob Roberts
Gene Sicard
Scott Smathers
Dave Unruh

Steering Committee Members

Gregg Burden, Chair
Natalie Meugniot, Facilitator
Mike Beene
Michael Donnelly
Gayle Goetz
Criss Mayfield
Laurie Minard
Todd Newkirk
Scott Smathers

Goal Team Members

System Messaging and Awareness

Scott Smathers, Team Lead
Lynn Bajorek, Facilitator
David Harwood
Robert Haynes
Marvin Kleeb
Jim Maher
Steve Geiber
George Cagle
Emily Fitzgerald

Technology Integration

Mike Beene, Team Lead
Christina Herzog, Facilitator
Mike Brown
Michael Donnelly
Lana Gordon
Gene Sicard
Dave Unruh
Sean Callahan
Felicia Gibbs

Performance Accountability & Transparency

Gayle Goetz, Team Lead
Trent Howerton, Facilitator
Eddie Estes
Julia Lynn
Criss Mayfield
Angelo Mino
Carol Perry
Mary Johanning
Rod Blackburn
Susan Weidenbach

Customer Service

Todd Newkirk, Team Lead
Shelly Thompson, Facilitator
Ken Daniel, (KWSB Chair)
Earnie Lehman
Laurie Minard
Rob Roberts
Ron Marrone
Dennis Cooper

KANSASWORKS STATE BOARD

2018-2020 Strategic Plan

GOAL 1: Customer Service

Accountability Lead: Workforce Alignment Committee

Objective 1.1: Empower Employees to Succeed

Priority Activity: Employee ownership/pride of ownership

Key Strategies

- Solicit feedback from employees
- Consult customers (both jobseekers and employers)
- Representatives from this team meet with Executive Directors and key local board members – line out what we are trying to accomplish – how do we work together to accomplish this

Potential Action Steps

- Determine exactly who are the employees including partners
- Define what to ask – key questions of what needs to happen to accomplish goals
- Who will ask – should be independent, not inside (unbiased and not connected)

Objective 1.2: Obtain Customer Service Input

Priority Activity: Analyze/provide proper feedback

Key Strategies

- Independent analysis
- SWB reviews/provides feedback

Potential Action Steps

- Distribute to all connected parties
- Set the recommendations around what is the solution for what we're trying to accomplish (what do we do with the information)
- Empower employees to accomplish what we want them to accomplish

Objective 1.3: Determine and Share Best Practices

Priority Activity: Individual Input

Key Strategies

- Solicit feedback from individual customers via surveys (e-mail, in person, telephone, mobile, social media, etc.)

Potential Action Steps

- Contract with a 3rd party, neutral agency to develop, gather and summarize the information
- Ensure all user experiences are covered
- Share results with all interested parties
- Input is carefully reviewed for improvement or celebration at appropriate level

Priority Activity: Focus Groups

Key Strategies

- Follow-up after the individual input to gather input from customers via focus groups

Potential Action Steps

- Follow the same steps as above
- Ensure the feedback mechanisms are standardized
- Potentially develop online community groups and discussion boards to continue to gather valuable feedback

Priority Activity: Include Partners

Key Strategies

- Ensure 3rd party contractor includes the partner and partner customers in this process

Potential Action Steps

- Ensure consistency and standardization for input measuring program is equally implemented and standards used can be efficiently measured by the Performance group

GOAL 2: Performance Accountability and Transparency

Accountability Lead: Performance and Accountability Committee

Objective 2.1: Reports with Meaningful Outcomes

Priority Activity: Obtain and report meaningful outcomes that are evaluated on a continuous quarterly basis.

Key Strategies

- Performance & Accountability Committee to determine measures that have real meaning and value

Potential Action Steps

- Determine appropriate measures to show cost per participants served for WIOA core programs
- Show the actual value of Kansas Work Ready Certificate for job seekers and employers
- Performance & Accountability Committee to recommend measures to full board
- Reports have definitions for easy understanding of meaning and value

Objective 2.2: Reporting Compliance and Value

Priority Activity: SWB will review reports that show WIOA performance compliance as well as overall value of the workforce system

Key Strategies

- Identify performance measures which show value of all core partners
- Focus on number of customers served and number of customers placed in employment
- Evaluate and review all WIOA core partners

Potential Action Steps

- Develop a performance reporting policy for the SWB
- Determine what data is available to collect
- Give local areas opportunity to highlight services in remote areas of the State
- Develop a measure for referrals to WIOA core partners and outcomes of those referrals

Objective 2.3: Examining Local Area and State-Wide Outcomes

Priority Activity: Examine both local and state outcomes that include effective stewardship of all funds on a continuous basis

Key Strategies

- Performance & Accountability Committee to determine what kinds of ROI measures should be used
- Look at all local areas and keep in mind the impact of each local area on state-wide performance
- Promote continuous improvement while looking at history of performance

Potential Action Steps

- Understand the training parameters of each local area based on employer needs
- Compare workforce center traffic numbers to actual enrollment numbers as a way to understand how and why customers are enrolled into the programs
- Measure the outcomes (number or % of people enrolled that became employed because of American Job Center efforts) employed and not just the money that is spent
- Compare cost per customer served for each local area's grant/funding stream

Objective 2.4: Excellent Customer Service Across All Core Partners

Priority Activity: Establish customer service excellence across all core partners

Key Strategies

- Ensure system-wide consistency
- Include all locations with WIOA core partners

Potential Action Steps

- Work with Customer Service Committee
- Performance & Accountability Committee to develop baseline measures
- Performance & Accountability Committee to continuously review customer service levels

Objective 2.5: Measuring KWSB Performance and Effectiveness

Priority Activity: Measure SWB performance and effectiveness

Key Strategies

- Understand SWB role and continuously review that role in SWB meetings and committee meetings
- Ensure SWB members know why they are the board and the value they add

Potential Action Steps

- Engage Executive Committee to commit to leading the evaluation of the SWB

GOAL 3: System Messaging and Awareness

Accountability Lead: Workforce Alignment Committee

Objective 3.1: Support an Effective Roll-Out of a Common Brand/Logo Across the System

Priority Activity: Establish and implement a strategic and streamlined communications & messaging plan to support common brand/logo roll-out

Key Strategies

- Develop a marketing/messaging strategy to do an official "unveiling" of the logo brand to: garner press coverage through press releases, online messaging through internal and affiliate websites of partners, take advantage of small market TV and radio public service announcements

Potential Action Steps

- State and Local Workgroup (led by Commerce's Outreach Coordinator) develops messaging roll-out plan w/action steps, timeline and budget. Plan should include & consider:
  - ➢ budget development and monitoring to ensure fiscally responsible roll-out
  - ➢ contracting with independent third party to lead the messaging of the roll-out
  - ➢ identification/leveraging of the successful work of other states

Objective 3.2: Obtain a Full Understanding of Kansans' Awareness about the System

***Priority Activity*:** Develop a two-phased comprehensive outreach plan for:

- assessing Kansans' awareness of the current system
- using the information gathered through that assessment to identify action steps for increasing system awareness, access and usage across both employer and job seeker customers

Key Strategies

- Outreach should effectively target key groups, including people who use services (employers, at-risk youth, underemployed, white collar employers and workers, etc.); people who would recommend the system (social workers, school counselors, community-based organizations, etc.)
- Plan should include survey, focus groups, etc. and should be coordinated with any other outreach efforts from other groups
- The results from the assessment inform action steps for this objective as well as all others in this plan

Potential Action Steps

- SWB directs the development of a Statewide workgroup that includes all core and key partners (ensure that group has representation from those that provide the actual services in local communities)
- The Workgroup would be charged with identifying the key objectives of the outreach effort and developing a plan for executing
- The Workgroup may need the support of a third-party contractor to effectively design and execute the outreach

Objective 3.3: Align and Strengthen State and Local Partners' Communications

Priority Activity: Collaboratively establish minimum standards around a system-wide messaging approach that clearly articulates a shared vision, available services, resource and access points. Effort should include the following guiding principles:

- ensuring that messaging is as simple as possible
- remains relevant

Key Strategies

- Conduct a scan of state and local messaging methods across key partners to identify areas of misalignment and/or lack of connection. Before beginning scan, consult existing data that may be available through secret shopping or other efforts regarding effectiveness of messaging.
- Identify "non-negotiables" of streamlined messaging across the various modes (web presence, social media) which may include consistency across logo/branding, color schemes, structure of websites, nomenclature, etc. with a priority on eliminating jargon and messaging the effectiveness of the talent development system.

Potential Action Steps

- Identify state agency staff to consult existing data and, if needed, conduct scan to present to workgroup (below).
- SWB directs the development of an interagency, cross-level workgroup to develop standards. Workgroup should have representatives from state and local levels as well as from industry, education and government.

Objective 3.4: Effectively Message System Performance to Show Value of the System

Priority Activity: Identify key performance outcomes that demonstrate the value and effectiveness of the system to Kansans

Key Strategies

- Use results of the outreach work done in Objectives 2.1 and 3.2 to guide what performance info is shared. This work should identify the gaps Kansans' have around what the system offers and where it excels. The identified performance data should plug those gaps.

Potential Action Steps

- Identify state staff to conduct the research into other states' efforts

Priority Activity: Strategically embed and regularly update the performance information above to the public through a variety of channels, including KANSASWORKS, Social Media, partner sites, publications, Radio/TV/Print, etc.

Key Strategies

- Research how other states share performance regarding their system, including the following research questions:
  - What do they share?
  - Have they identified measures (beyond those required by the federal govt) that may resonate with key groups (employers, people with disabilities, dislocated workers, etc.)?
  - How do they share that information (i.e. which modes)?
  - Is it presented the same through all communication vehicles or targeted to work best with the medium and or target audience?

Potential Action Steps

- Use any key performance indicators identified by the Performance Goal Team, results of outreach work in Objectives 2.1 and 3.2 and the research noted above to identify key outcomes

GOAL 4: Technology Integration

Accountability Lead: Workforce Alignment Committee

Objective 4.1 Develop Tools to Measure the Use of Technology and the Value of KANSASWORKS

Priority Activity: Gathering intelligence around customer use of technology and perceptions of customer service

Key Strategies

- Assist multiple audiences to provide feedback on customer service and the KANSASWORKS online site
- Assist multiple audiences to provide feedback on customer service and the use of online tools

Potential Action Steps

- Encourage use of survey embedded into KANSASWORKS site, then develop a mechanism for quick exit survey, for customers to provide immediate feedback
- Share this data with partners
- Develop and send out a follow up survey weeks or months (to be determined) after first contact for customers to provide feedback on both customer service, and the value obtained from web site tools

Objective 4.2: Communicate Efficiently and Effectively with Customers and Stakeholders

Priority Activity: Simplify online services

Key Strategies

- Make the system more user friendly
- Make the system more intuitive
- Make the system more innovative

Potential Action Steps

- Develop common front door between WIOA Title programs
- Conduct a process review – ask staff and/or partners to go navigate the site and identify areas to be updated following the implementation of the new site (16.0)
- Solicit Kansas Business user input on ease of use and system access
- Develop Application
- Contractor planning for Youth Focus Group

Objective 4.3: Extend Service Reach to Rural Areas

Priority Activity: Develop outreach plan to rural areas

Key Strategies

- Mobile Workforce Center Tours

Potential Action Steps

- Develop a calendar for mobile center stops and publish online, and in rural communities, locations where individuals gather provide informational materials

Priority Activity: Develop a chat function within KANSASWORKS.com

Key Strategies

- Ease of access to services for those that do not have access to a center

Potential Action Steps

- Integrate chat function into KANSASWORKS.com

Objective 4.4: Ensure Accessibility for all Populations

Priority Activity: Ensure accessibility in software, websites, technology, apps, etc.

Key Strategies

- Evaluation of software accessibility online by outside consultant

Potential Action Steps

- Evaluation by free vendor under way in partnership with VR. Review findings end of June
- Currently purchasing current / up to date equipment for all locations, will be providing staff training for new equipment and software

Priority Activity: Ensure accessibility of technology in offices

Key Strategies

- Evaluation of accessibility at local area offices

Potential Action Steps

- Job Center Accessibility – equipment and software upgrades
- Staff training and professional Development

KANSASWORKS
"Your Workforce Network"

Incarcerated Veteran Program

KANSASWORKS.com

Topics

- The Veteran
- Community Outreach
- Participating Agencies
- Lessons Learned
- Future

KANSASWORKS.com

The Veteran

- SBE's
- Child Support
- Homelessness
- Lack of work experience
- Registered Sex Offender
- Honorable Discharge
- Training Program

KANSASWORKS.com

Community Outreach

- Kansas Department of Corrections
- Parole Board
- Non-Profit Organizations
- Salvation Army
- Local CBOC, VA
- Kansas Department of Children and Families (SNAP)
- Employer

KANSASWORKS.com

Lessons Learned

- Intragrated Services
- Community Assistance
- Customer Service
- Marketing/Selling Talent vs. SBE's
- Motivation
- CAN'T

KANSASWORKS.com

Future

- Applying for :
  - HVRP
  - IVTP
  - HFVVWF
  - Additional grants assisting our Nations Heroes

KANSASWORKS.com

Questions??

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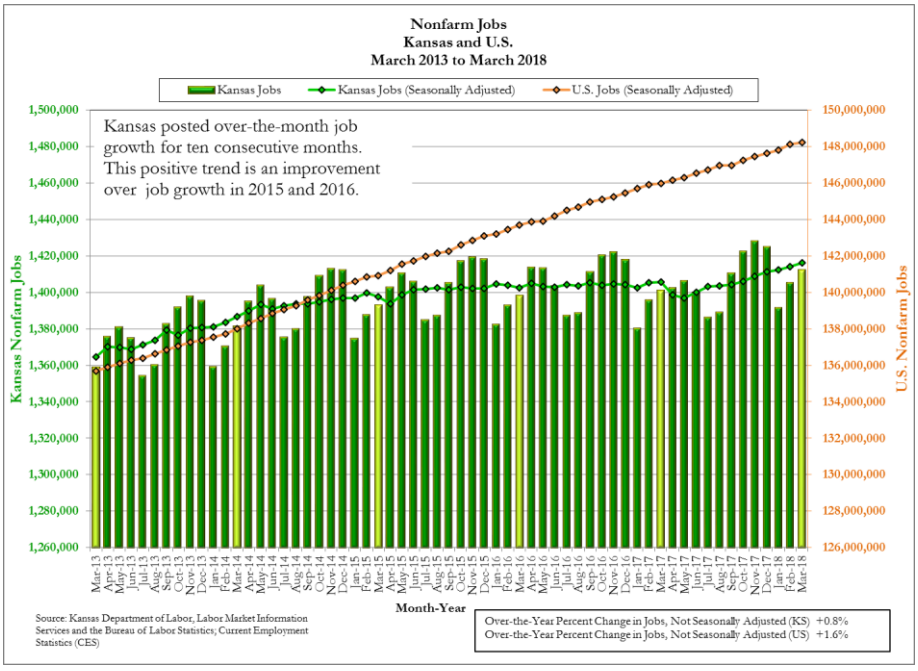
KANSASWORKS.com

Labor Market Statistics

Prepared for
Kansas Workforce Meeting
May 2, 2017

Kansas Department of Labor



March 2018 Not Seasonally Adjusted Nonfarm Jobs

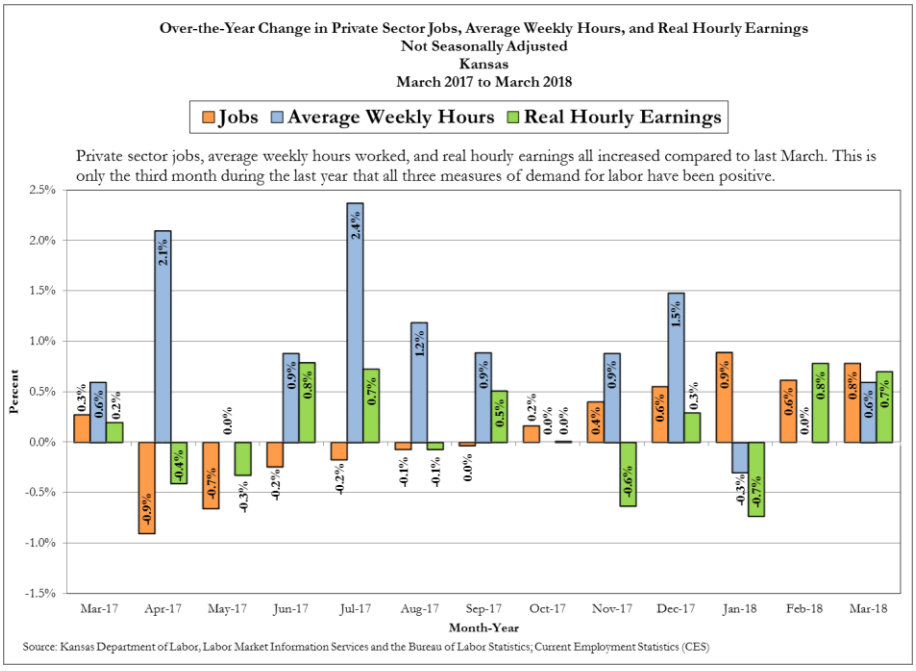
Place of Work Data

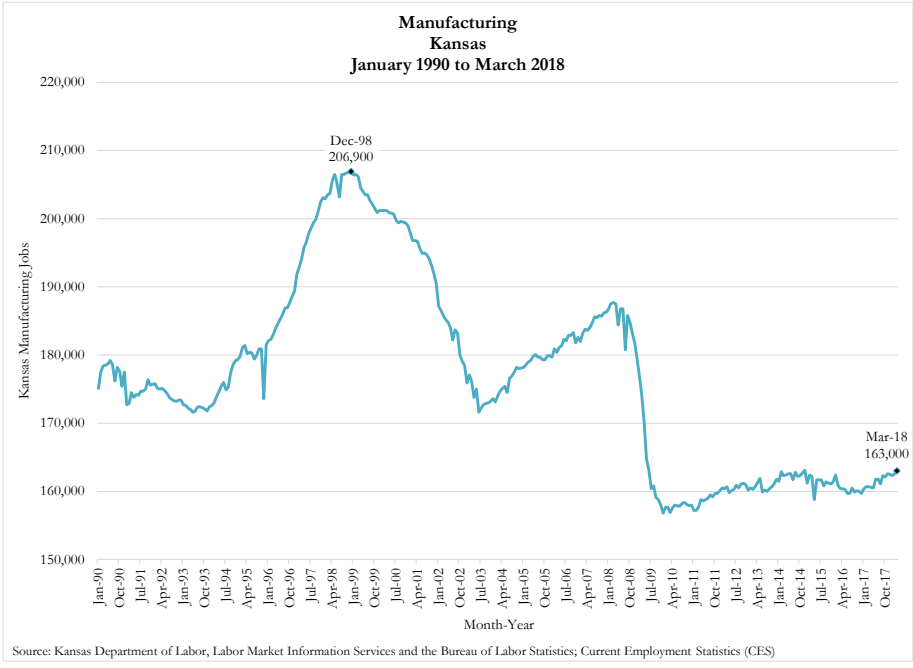
	March 2018	Month Change		12 Month Change	
		Absolute	Percent	Absolute	Percent
TOTAL NONFARM	**1,412,200**	**7,200**	**0.5%**	**11,200**	**0.8%**
GOVERNMENT	**265,000**	**500**	**0.2%**	**2,300**	**0.9%**
TOTAL PRIVATE	**1,147,200**	**6,700**	**0.6%**	**8,900**	**0.8%**
GOODS-PRODUCING	*225,600*	*2,100*	*0.9%*	*-1,500*	*-0.7%*
Mining and Logging	6,900	0	0.0%	200	3.0%
Construction	56,000	1,700	3.1%	-3,900	-6.5%
Manufacturing	162,700	400	0.2%	2,200	1.4%
PRIVATE SERVICE-PROVIDING	*921,600*	*4,600*	*0.5%*	*10,400*	*1.1%*
Trade, Transportation and Utilities	267,100	1,400	0.5%	2,500	0.9%
Information	19,300	300	1.6%	-400	-2.0%
Financial Activities	78,300	600	0.8%	400	0.5%
Professional and Business Services	180,100	1,900	1.1%	5,900	3.4%
Education and Health Services	198,400	-300	-0.2%	1,600	0.8%
Leisure and Hospitality	127,900	800	0.6%	700	0.6%
Other Services	50,500	-100	-0.2%	-300	-0.6%

Industries in green added the most jobs over the year, and industries in red lost the most jobs over the year.

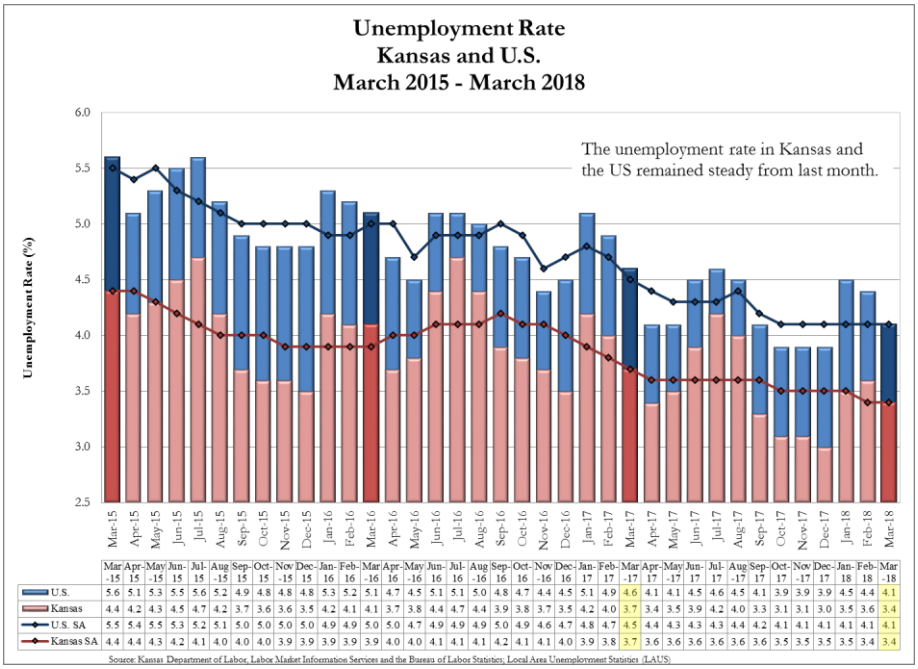
Nonfarm job statistics on subsectors will be furnished upon request.

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



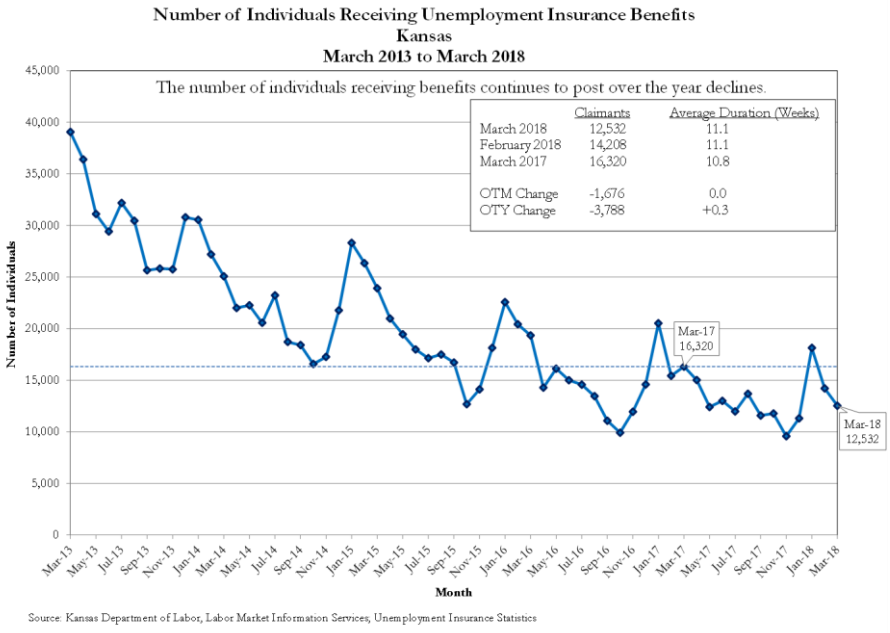


Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)



	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18
U.S.	5.6	5.1	5.3	5.5	5.6	5.2	4.9	4.8	4.8	4.8	5.3	5.2	5.1	4.7	4.5	5.1	5.1	5.0	4.8	4.7	4.4	4.5	5.1	4.9	4.6	4.1	4.1	4.5	4.6	4.5	4.1	3.9	3.9	3.9	4.5	4.4	4.1
Kansas	4.4	4.2	4.3	4.5	4.7	4.2	3.7	3.6	3.6	3.5	4.2	4.1	4.1	3.7	3.8	4.4	4.7	4.4	3.9	3.8	3.7	3.5	4.2	4.0	3.7	3.4	3.5	3.9	4.2	4.0	3.3	3.1	3.1	3.0	3.5	3.6	3.4
U.S. SA	5.5	5.4	5.5	5.3	5.2	5.1	5.0	5.0	5.0	5.0	4.9	4.9	5.0	5.0	4.7	4.9	4.9	4.9	5.0	4.9	4.6	4.7	4.8	4.7	4.5	4.4	4.3	4.3	4.3	4.4	4.2	4.1	4.1	4.1	4.1	4.1	4.1
Kansas SA	4.4	4.4	4.3	4.2	4.1	4.0	4.0	4.0	3.9	3.9	3.9	3.9	3.9	4.0	4.0	4.1	4.1	4.1	4.2	4.1	4.1	4.0	3.9	3.8	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.4	3.4

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



Short-term Projections

Industry and Occupational Projections (2017-2019)

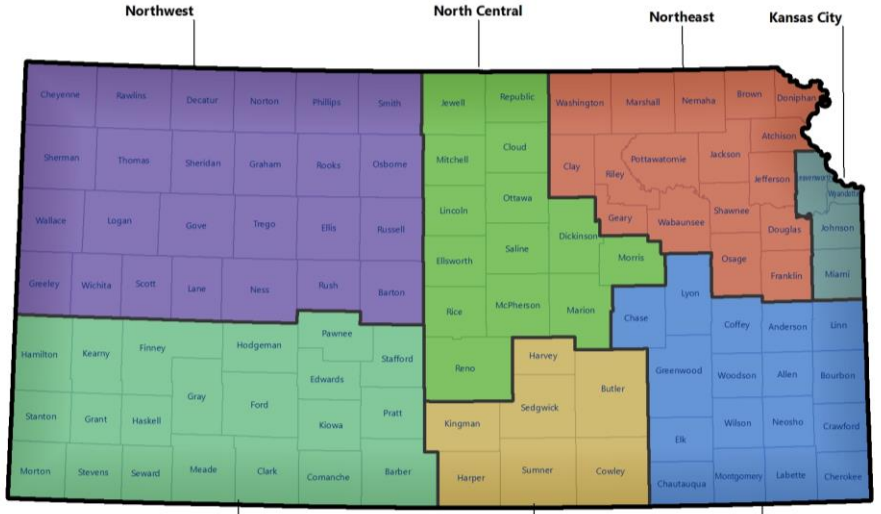
Kansas Department of Labor

Short-term Industry Projections

- Approximations of near-future job levels
  - 2-year projections (1st quarter 2017-1st quarter 2019)
- Historical Employment Data (January 1990-March 2017)
  - Jobs covered by unemployment insurance (QCEW)
  - Non-covered jobs (school and church survey, Railroad Retirement Board)
  - Self-employed
- Use statistical models to project employment based on observed trends and the relationship between employment and other economic factors
  - Weekly hours worked, UI claims, consumer expectations, NAPM: US manufacturing composite index, etc.

Kansas Department of Labor

Projection Regions

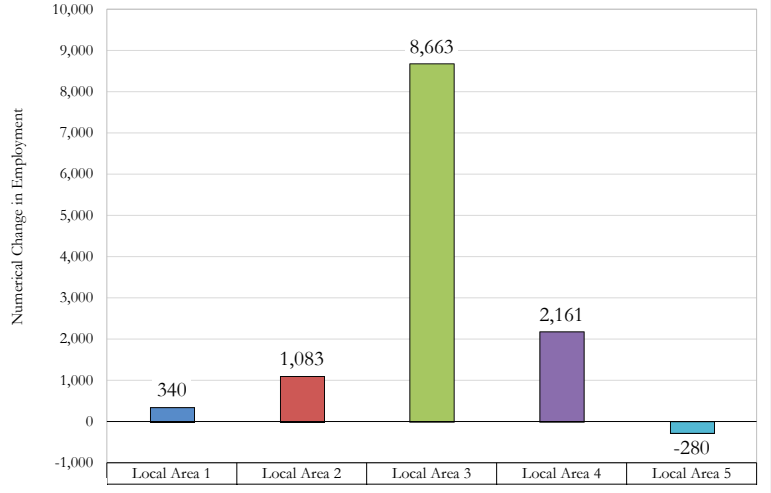


Source: Kansas Department of Labor, Labor Market Information Services

Short-term Industry Employment Projections Kansas					
	Employment		Employment Change		
	Base Period 2017 1st Quarter	Projection Period 2019 1st Quarter	Numerical	Percent	Annual Growth Rate
TOTAL ALL INDUSTRIES	**1,472,603**	**1,484,483**	**11,880**	**0.8%**	**0.4%**
Self Employed Workers, All Jobs	**82,179**	**82,698**	**519**	**0.6%**	**0.3%**
GOODS-PRODUCING	**237,268**	**238,543**	**1,275**	**0.5%**	**0.3%**
Natural Resources and Mining	18,460	19,220	760	4.1%	2.0%
Construction	58,651	58,083	-568	-1.0%	-0.5%
Manufacturing	160,157	161,240	1,083	0.7%	0.3%
SERVICE-PROVIDING	**1,153,156**	**1,163,242**	**10,086**	**0.9%**	**0.4%**
Trade, Transportation and Utilities	265,692	267,690	1,998	0.8%	0.4%
Information	19,785	18,859	-926	-4.7%	-2.4%
Financial Activities	76,341	77,486	1,145	1.5%	0.7%
Professional and Business Services	173,681	176,393	2,712	1.6%	0.8%
Education and Health Services	342,232	345,313	3,081	0.9%	0.4%
Leisure and Hospitality	124,430	126,759	2,329	1.9%	0.9%
Other Services	51,880	52,063	183	0.4%	0.2%
Government	99,115	98,679	-436	-0.4%	-0.2%

Source: Kansas Department of Labor, Labor Market Information Services

Short-term Industry Projections by Local Area
1st Quarter 2017 to 1st Quarter 2019



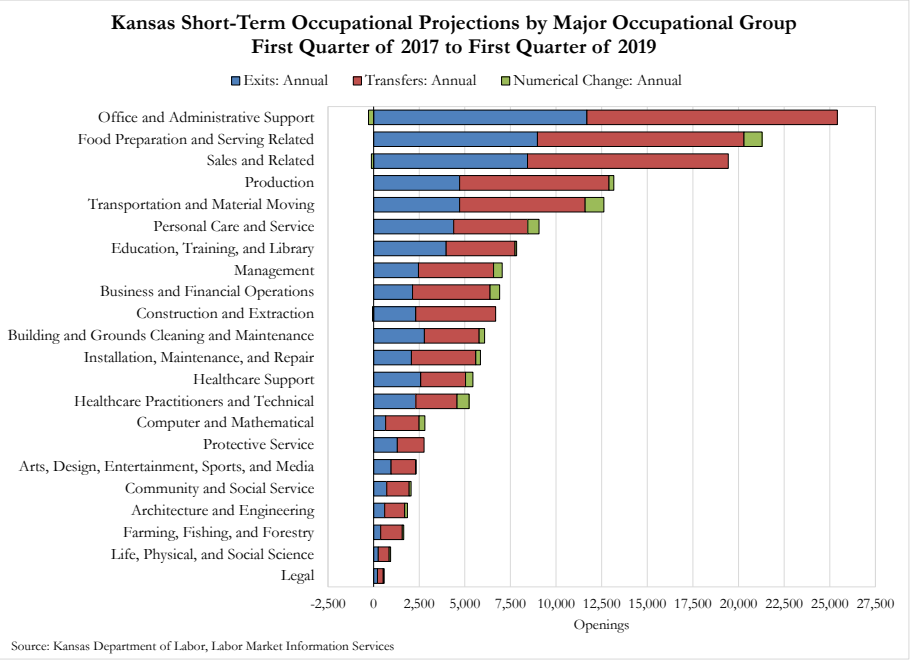
	Local Area 1	Local Area 2	Local Area 3	Local Area 4	Local Area 5
Base Period Employment	263,459	270,026	501,647	333,061	104,498
Projection Period Employment	263,799	271,109	510,310	335,222	104,218

Source: Kansas Department of Labor, Labor Market Information Services

Short-term Occupational Projections

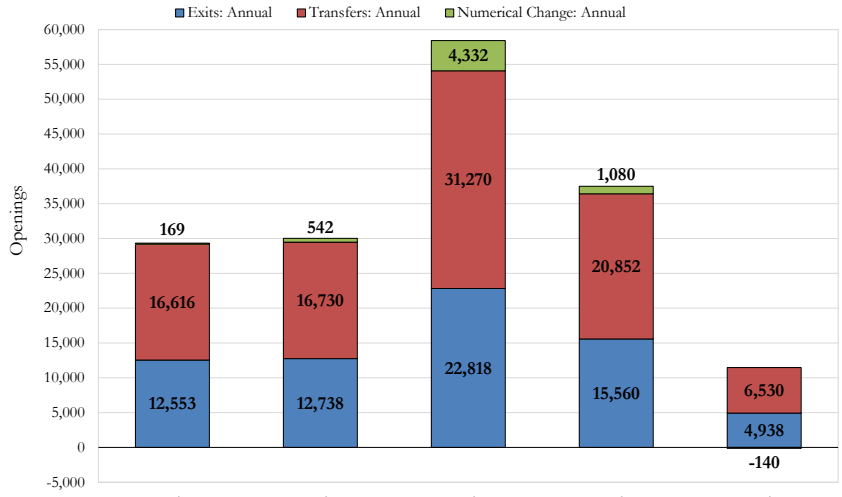
- Projected total job openings by occupation
  - Job openings occur for two reasons:
    - Growth – due to additional hiring by employers (difference between base-year employment and projection-year employment)
    - Separations – when employers need to replace workers that leave the occupation and find employment in a different occupation (transfers) or leave the labor force (exits)
- Occupational projections are generated using the following inputs:
  - Industry employment projections
  - Staffing patterns from the Occupational Employment Statistics Survey (OES)
  - National change factors, exit rates and transfer rates from BLS
  - National self-employed ratios from BLS

Kansas Department of Labor



Source: Kansas Department of Labor, Labor Market Information Services

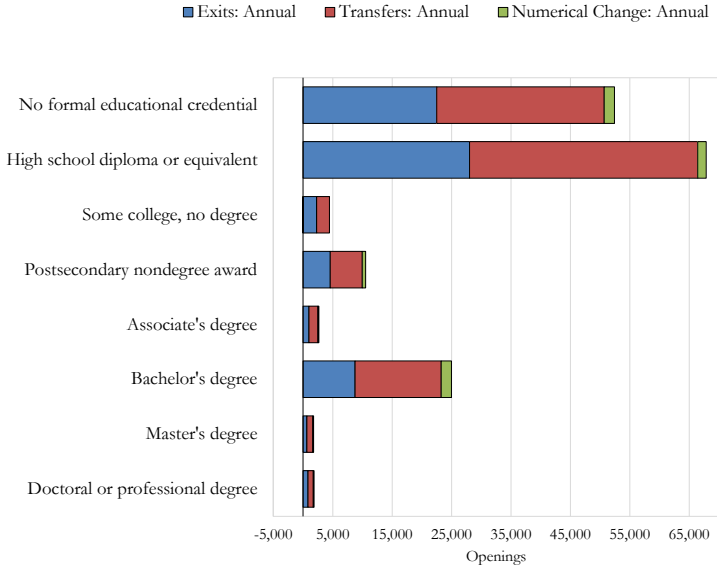
Short-Term Occupational Projections by Local Area
First Quarter of 2017 to First Quarter of 2019



	Local Area 1	Local Area 2	Local Area 3	Local Area 4	Local Area 5
Total Openings: Annual	29,338	30,010	58,420	37,492	11,328

Source: Kansas Department of Labor, Labor Market Information Services

Kansas Short-Term Occupational Projections by Level of Education
First Quarter of 2017 to First Quarter of 2019



	Base Period Employment	Total Openings
No formal educational credential	336,431	52,428
High school diploma or equivalent	605,027	67,867
Some college, no degree	45,103	4,436
Postsecondary nondegree award	101,657	10,545
Associate's degree	30,647	2,665
Bachelor's degree	298,335	24,986
Master's degree	20,981	1,784
Doctoral or professional degree	34,422	1,855

Source: Kansas Department of Labor, Labor Market Information Services

Questions

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KANSASWORKS State Board
May 2, 2018
Quarterly Program Initiatives Summary

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 is two and a half years into the grant and currently has 1,043 participants enrolled and 28% are TANF recipients. There have been 616 Healthcare Training Completions and 245 participants have been employed.

WORK OPPORTUNIT TAX CREDIT (WOTC)
The Work Opportunity Tax Credit Program (WOTC) encourages the hiring of targeted employees so they move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers receive compensation by reducing their federal income tax liability.

In the second quarter of FY2018, 9,821 new certification requests were received, resulting in 2,074 eligible for tax credits. 2,948 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 Designated Community Residents, Ex-felons, Unemployed Veteran, and recipients of Temporary Assistance for Needy Families (TANF).

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

In the second quarter of FY2018, three employers inquired about information on the Federal Bonding program. Six bonds were distributed for $5,000 a piece for a total of $30,000 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 January to March 2018, 3,697 UI claimants were called in for RESEA services. Claimants called in 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.

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)

Trade Adjustments Assistance assists laid-off workers, from certified trade impacted companies, with reemployment needs in the form of training, income support during training, out of area job search, relocation, and wage subsidy. The TAA unit works closely with Kansas Department of Labor (KDOL) in determining eligibility and throughout their enrollment in training.

Companies in rural areas of our state new to the impact of Trade are Seneca and Hesston. Hutchinson continues to increase in Trade related layoffs. These Trade locations have resulted in additional travel for TAA Case Managers and involve additional training provider sites. Meeting needs of rural TAA workers means different challenges than more populated areas. There has been an increase in workers requesting wage subsidy services due to reemployment, which means workers over age 50 are finding reemployment at a lower wage.

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 / 2018 Applications and Job Orders for the first and second quarter have already exceeded last year's total by two. Housing inspections to 211 Job Openings created increased 53 over the last year for a total of 856. Of the 134 applications processed, 26 are Special Projects (Custom Combine) involves working in other states along with Kansas.

H-2A enrollments per local area for the first two quarters:

Local Area I	113 Enrollments
Local Area II	15 Enrollments
Local Area III	0 Enrollments
Local Area IV	0 Enrollments
Local Area V	6 Enrollments
Total Enrollments	134 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 / 75 job orders were reviewed for processing in the first two quarters, an increase of seven with two quarters remaining.

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 Department of Commerce's (KANSASWORKS) involvement with the military installations across Kansas. JVSG staff also attend SHRM, Chamber of Commerce meetings, Veterans attending Colleges, Universities', technical colleges, and other non-profit entities within the state of 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 each workforce center location.

Over the last quarter, Veteran Employment Representatives conducted over 45 Hiring events including three Career Fairs. During the quarter, 2,199 veterans were served within the workforce centers with 557 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.

The Manufacturing Institute pilot program – Heroes Make America 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, KANSASWORKS, 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 certifications to include 14 college credits, 9 industry-specific certifications, a CPT Plus Certificate, and a Certificate of Completion 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 preparation. Advantages of the program are several manufacturing plant tours, networking opportunities, and live interviews, complete with a graduation ceremony.

In 2018 there are a total of four starting dates for the program: January, March, August and October. Several area partners help facilitate the program to include Fort Riley Soldier for Life and USO Pathfinder Program, Kansas State University, KANSASWORKS, the Kansas Chamber and Washburn Institute of Technology. This is a huge talent pool since Fort Riley has approximately 3,000 personnel per year transition out, and many of their skills sets and work habits are in sync with the manufacturing industry.

There are presently 13 soldiers in the Fort Riley program that started in January. The tuition is one month of their GI Bill. All are within 180 days of transitioning out, between the ages of 24 – 29 years old; the training program becomes their duty station while they are enrolled. Many have top secret security clearances, which will help them in industries such as aeronautics in the Wichita area.

Local manufacturing partners include Florence Manufacturing, Manko Windows, Parker Hannifin, Mars, Smithfield, and Pepsi. Their placement rate goal is 85%. The motto is "Get Involved" – Inspire (host a plant tour) Engage (hire our veterans) and Support (become a sponsor).

This pilot program is being taught as mentioned above by professionals from Washburn Technology Institute, staff from the Junction City Workforce Center and Dr. Cheryl Grice from K-State University. The first launch started the week of January 8 through January 11, at the Junction City Workforce Center with 13 Transitioning Service Members attending. The first and 9th weeks of the 10-week course are taught by DVOP Rodney Righter, Workforce Services Specialists Lidia Smith and Helen Kelley. This is an excellent opportunity to provide intensive services to transitioning service members with the intent to make them job ready and aware of great manufacturing opportunities in Kansas. This Pilot is going nationwide to other military installations.

Registered Apprenticeship

Over this quarter the Registered Apprenticeship Team enrolled 131 new apprentices, bringing the total of apprentices at 1,724 with 39 completing their specific program during the quarter. Currently Kansas has 244 Registered Apprenticeship Sponsors within the program. The Registered Apprenticeship Team are now working with over 15 different companies on their standards to ensure compliance with the approval of the Kansas Apprenticeship Council. The average starting wage for a new apprentice increased to $17.30 per hour and by the completion of the program with an average of $30.00

During the quarter Kansas updated the Registered Apprenticeship link apprenticeship@ks.gov that now allows companies and potential apprentices register on the website providing a direct link to the Registered Apprenticeship Team. Since the launch of the new link, the team has received over thirty inquiries of the program across the state. Additionally, clients from other states have requested more information about the programs and locations of these programs.

In the latter part of the quarter, Kansas Department of Commerce (KDC) was notified of the "2nd Round of Funding" for the program in the amount of $1.2 Million an increase of $271,000.00. KDC has requested the funding to continue into 2020. Kansas expects to be notified by the end of next quarter to further fund the Kansas Registered Apprenticeship Program.

The Registered Apprenticeship Team continues to work with technical colleges, high schools and Veterans Administration to promote the program and work closely with them to meet the needs of employers across the state.

Registered Apprenticeship Website

Department of Commerce in partnership with **KANSAS**WORKS, has launched a new website aimed at connecting job seekers with Kansas companies offering on-the-job training through the state's Registered Apprenticeship program. KSapprenticeship.org offers easy-to-follow navigation for both job seekers and businesses, enabling both to better leverage the resources available to connect employers with potential apprentices.

"The new KSapprenticeship.org site is a powerful tool to help meet the rising needs of Kansas industry for a workforce trained on the latest in advanced technology and equipment," says Kansas Governor Jeff Colyer, M.D. "The Registered Apprenticeship program in our state is invaluable in preparing Kansas workers to compete in today's ever-changing economy. This new website will help us continue to grow the number and quality of Registered Apprentices in our state."

Guided informational pathways for job seekers include information for veterans and students, plus an application to get started as an apprentice. For businesses, the website provides a wealth of information on the process of offering Registered Apprenticeships and an application to apply for the program.

Kansas Career Navigator Website

An innovative online tool created and launched by Kansas labor and commerce officials aims to get Kansans to work in the highest paying and most in-demand jobs.

From accountants, to nurses, to aerospace engineers—the Kansas Career Navigator (www.kscareernav.gov) gives Kansans real-time access to the latest high-demand and high-wage occupation opportunities locally and across the state. The intuitive dashboard is an excellent resource for individuals looking for employment in Kansas. In addition to the job postings, the Navigator also identifies the training programs available in the region giving students, teachers, parents and others a clear path to success in the workplace.

"Our state is quite diverse, as are the interests of our growing workforce," said Diane DeBacker, director of business and education innovation at the Kansas Department of Commerce and former state education commissioner. "The Kansas Career Navigator provides data specific to each Kansas region. It's dynamic and it's updated consistently, making it an invaluable resource for Kansans."

When you log on to www.kscareernav.gov, you'll have instant access to the top ten high demand, high wage occupations in your area, as well as information on wages, job openings, education and work experience expectations, forecasted vacancies and more.

Statewide, the top three high demand-high wage jobs include wholesale and manufacturing sales representatives, registered nurses, and tractor-trailer truck drivers. Kansas City metro jobs with the highest average wages include general and operations managers, management analysts, and registered nurses.

Northeast Kansas jobs in highest demand include accountants and auditors, registered nurses, and sales representatives.

"This tool is so important because it helps us continue to keep unemployment low while keeping and growing our talent in Kansas," Governor Jeff Colyer said. "The Kansas Career Navigator will help upgrade the skills of our workforce and boost training programs across the state."

WORKFORCE INNOVATION OPPORTUNITY ACT (WIOA)-Special Project: Juvenile Corrections Post-Secondary On the Job Training (OJT)

As of December 31, 2017, 43 post-secondary students were enrolled in the Construction/Skilled Trades program. Students may enroll every six weeks, based on classroom space and student eligibility, readiness (discipline records, expected sentence, etc.) and interest in training. Three students that are no longer in the OJT program or attending Washburn Tech, due to personal reasons. The enrollment goal of the program was 50 students over the two-year period ending December 31, 2018.

At the end of the first year, 13 students graduated with certification: 6 students received Building Technology Certificates; 5 students received Electrical Technology Certificates; 2 Students completed all four possible levels in NCCER Plumbing. There were 35 NCCER certifications earned among students as they progressed through the training periods ending December 2017. This number does not include NCCER Core and OSHA 30 Credentials since those certifications are consider entry level certificates.

Each of the 13 graduates have worked on the OJT crew with Robert Palmer on the Juvenile Complex remodel project. Three additional certified graduates have worked with the maintenance staff on the construction project as OJT-only participants. As of December 31, 2017, only 2 of the 13 graduates were released from the facility. Both are employed in construction jobs. Two other students who have achieved all available college credit are working in the KJCC classroom as Washburn Tech Instructor Aides when they are not needed on the Shawnee project.

OLDER WORKER PROGRAMS

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

PERFORMANCE:

Program Year 2017 – Quarter 1		
No. of Authorized Positions		83
No. of Participants this Quarter		45
New Participants YTD		5
Exited Participants YTD		2
Core Performance Measures	**Goal**	**YTD**
Common Measures Entered Employment	44.6%	25.0%
Common Measures Employment Retention	73.4%	100%
Common Measures Average Earnings	$7,044	$ 2,363
Other Performance Measures		**YTD**
Retention at 1 year		100.0%

Program Year 2017 – Quarter 2		
No. of Authorized Positions		83
No. of Participants this Quarter		44
New Participants YTD		10
Exited Participants YTD		8
Core Performance Measures	**Goal**	**YTD**
Common Measures Entered Employment	44.6%	22.2%
Common Measures Employment Retention	73.4%	100%
Common Measures Average Earnings	$7,044	$ 4,431
Other Performance Measures		**YTD**
Retention at 1 year		100.0%

Program Year 2017 – Quarter 3		
No. of Authorized Positions		83
No. of Participants this Quarter		51
New Participants YTD		21
Exited Participants YTD		12
Core Performance Measures	**Goal**	**YTD**
Common Measures Entered Employment	44.6%	20%
Common Measures Employment Retention	73.4%	100%
Common Measures Average Earnings	$7,044	$ 3,789
Other Performance Measures		**YTD**
Retention at 1 year		100.0%

The assignment of new case managers by Workforce Alliance seems to be making an impact. When comparing PY16 Q3 data to PY17 Q3 data increases have been noted. New participant counts have increased by 40% and the entered employment rate has increased 1.8%.

Older Kansans Employment Program (OKEP)

OVERVIEW: A State-funded employment placement program for Kansas residents 55+.

PERFORMANCE:

Fiscal Year 2018 – 3rd Qtr			
Performance Goal	**Goal**	**YTD**	**% of Goal**
No. of Participants	1,230	1,755	142.7%
No. of Placements	615	465	75.6%

WORKFORCE INNOVATION FUND (WIF)

The overarching goal of the Kansas WIF is to promote the transition **KANSAS**WORKS workforce system from WIA to WIOA.

Upcoming activities

- May – Interim Report completed by the WIF Evaluators
- June – Customer Centered Design Training provided for local workforce teams
- July – Local teams develop, prototype, and test ideas for OJT service delivery
- August – Implement selected solutions for OJT service delivery

WIF OJT Performance

Local Area	Enrollment	Service Guidance and Support Team*	OJT Placement	OJT Placement Goal	Percentage of OJT Placement Goal Achieved
I	51	11	19	18	106%
II	11	5	7	23	30%
III	33	5	13	31	42%
IV	35	21	4	31	13%
V	19	11	5	17	29%
Statewide	149	53	48	120	40%

WORKFORCE DATA QUALITY INITIATIVE (WDQI)

The referral subgroup is now proceeding with representation from KBOR and Commerce. The workgroup has decided on a web-based approach which is under development. The group still needs to finalize Workflow, Data Security, and Accessibility.

The Program Inventory group continues to meet to develop and prioritize enhancements for the dashboard developed in WDQI Round 3. Several changes have been added to the KSCareerNav.gov website. These changes include:

1. More Occupational data from Kansas Department of Labor (all labor data for related occupations associated with High Demand High Wage Occupations, Programs, and Pathways)
2. Full Occupational list – search, sort, and filter options - On the Full Occupation List template, add the ability to search by keyword on Occupational title, alpha sort, filter by Local Area and median salary.

The group is making progress towards adding private postsecondary institution data.

KDOL is leading outreach efforts to promote the site in April and May.

Registered Apprenticeship registration was recently added to the Eligible Training Provider (ETP) portion of KANSASWORKS, which makes the process of adding an apprenticeship Sponsor a simpler process and gain greater exposure of their apprenticeship opportunities on KANSASWORKS. Approved Registered Apprenticeship programs have been added to the *public* search functions as opposed to just staff as it had been. Eventually we will look to build an interface between America's Job Link (AJL) and state/federal apprenticeship databases to automatically share information.

Due to the changes in KANSASWORKS of changing to a Rails from a ColdFusion platform. Most of the ETP enhancements will be completed in the fall of 2018.

KANSAS BOARD OF REGENTS

Adult Education

Five adult education programs, in conjunction with their postsecondary and workforce partners, are participating in a project to develop a career pathway model for their area. Programs are also participating in a grant program which parallels the Accelerating Opportunity model. This model integrates contextualized academic instruction into the career technical education classroom, and the instruction is delivered by adult education faculty in this grant program. The adult education programs have participated in a national advocacy campaign, Educate and Elevate, which has resulted in a $35 million addition to the President's FY19 budget.

Upcoming Events and Job Fairs

5/01/18 - Durham Bus Services Hiring Event, Topeka Workforce Center
05/01/18 - Boot Hill Career Fair, Boot Hill Casino & Resort Admin Center, Dodge City
05/02/18 - Dillons Logistics Hiring Event, **KANSAS**WORKS Newton
05/02/18 - Spring into a New Job Mini Job Fair, **KANSAS**WORKS Newton
05/02/18 - Manpower Hiring Event, Junction City Workforce Center
05/02/18 - Job Success Workshop, Local Area II Workforce Centers
05/02/18 - Apprentice Career Fair, Manhattan High School
05/02/18 - Panera Bread Job Fair, **KANSAS**WORKS Salina
05/02/18 - Blattner Energy Job Fair, Pratt Community Center
05/03/18 - SMX Staffing Hiring Event, Topeka Workforce Center
05/03/18 - Boot Hill Career Fair, Boot Hill Casino & Resort Admin Center, Dodge City
05/03/18 - Federal Resume Workshop, Junction City Workforce Center (Skype Available)
05/07/18 - VA Medical Center Job Fair, Robert J Dole VA Medical Center, Main Building, Wichita
05/07/18 - Top Resources Hiring Event, Lawrence Workforce Center
05/08/18 - Prairie Band Potawatomi Nation Hiring Event, Topeka Workforce Center
05/08/18 - Angels at Home Care Hiring Event, Topeka Workforce Center
05/09/18 - Let's Help Older Kansans Employment Program, Topeka Workforce Center
05/09/18 - Via Christi Village Job Fair, 2225 Canterbury Drive, Hays
05/10/18 - Stormont-Vail Health Hiring Event, Topeka Workforce Center
05/10/18 - Roll Call for Vets, Topeka Workforce Center
05/10/18 - LinkedIn Workshop, Junction City Workforce Center (Skype Available)
05/22/18 - Veteran Employment & Resource Fair, **KANSAS**WORKS Hutchinson
06/07/18 - Veteran & Family Job Fair, **KANSAS**WORKS Hays
06/14/18 - Veteran Employment & Resource Fair, **KANSAS**WORKS Great Bend
06/27/18 - Veteran Employment & Resource Fair, **KANSAS**WORKS Hutchinson