KANSASWORKS STATE BOARD

AGENDA

Thursday, January 19, 2017 12:45 PM – 3:00 PM
Topeka Capitol Plaza, Shawnee Room A

Teleconference Call-in Not Available.

I. Call to Order and Introductions — Ken Daniel, *Chair*

II. Public Comment for members of the public who wish to address the KWSB

III. Action Items — Ken Daniel, *Chair*

a. Approval of October 26, 2016 Minutes — Ken Daniel, *Chair*

IV. Standing Agenda

a. Chair Report — Ken Daniel, *Chair*

b. Committee Reports

i. Workforce Alignment Committee — Gregg Burden, *Chair*, *WF Alignment Committee*

Action Items:

Rescission of Policy #3-27-00 WIA Multi-Area Collaboration

Draft Policies for Review/Approval:

#5-24-00 Modifications of Local Workforce Development Plans
#5-26-00 Partner Collaboration

ii. Performance & Accountability Committee — Criss Mayfield, *Chair*, *Perf. & Accountability Committee*
No Committee Report

iii. Strategic Planning Committee — Brad Klinge, *Chair*, *Strategic Planning Committee*

V. Overview/Information and Reports

a. Local Area III — Keely Schneider, *Executive Director*, *LA III - Workforce Partnership*

VI. Adjournment

KANSAS*WORKS State Board Meetings:*
May 3, 2017
August 2, 2017
November 1, 2017

KANSASWORKS STATE BOARD

MINUTES/MOTIONS

Thursday, October 26, 2016
5th Floor, Suite 530 Meeting Room
1000 SW Jackson Street, Topeka, KS 66612

Items of business that were voted on and approved were:

- Approval of August 03, 2016 Minutes – Carol Perry moved – Criss Mayfield seconded. Motion passed.

- Approval of Draft Policies – Gregg Burden moved; Rob Roberts seconded. Motion passed.

    - 5-02-01 Eligibility Determination & Documentation
    - 5-08-00 Coordinating Individual Training Accounts
    - 5-09-00 State Workforce Services System Brand
    - 5-10-00 Auditing and Audit Resolution
    - 5-11-00 Procedures for Reporting Suspected Program Fraud or Abuse
    - 5-12-00 Oversight & Monitoring
    - 5-13-00 Record Maintenance & Retention
    - 5-14-00 Prohibition Against National Origin Discrimination
    - 5-15-00 Migrant & Seasonal Farmworkers
    - 5-21-00 Wagner-Peyser Labor Exchange Services

- Adjournment – Carol Perry moved; Criss Mayfield second. Motion passed.

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

DRAFT

KANSASWORKS STATE BOARD

Attendance Record: **STATE BOARD MEMBERS**
Meeting Date: 10/26/2016

STATE BOARD MEMBERS	*SIGNATURE*
Bendapudi, Neeli	
Brown, Mike	will not attend
Burden, Gregg	
Daniel, Ken	Ken Daniel
Donnelly, Michael	
Estes, Eddie	
Faulkner, Tracey	Will not attend
Goetz, Gayle	Gayle Goetz
Gordon, Lana	Lana Gordon
Harwood, David	Will not attend
Kleeb, Marvin	
Klinge, Brad	
Lehman, Earnie	
Lynn, Julia	
Maher, Jim	will not attend
Mayfield, Criss	

KANSASWORKS STATE BOARD

Attendance Record: **STATE BOARD MEMBERS**
Meeting Date: 10/26/2016

Minard, Laurie	Will call
Mino, Angelo	
Newkirk, Todd	Will not attend
Perry, Carol	Carol Perry
Roberts, Rob	Rob Roberts
Shepard, Deb	Will call
Sicard, Gene	Gene Sicard
Soave, Antonio	?
Taylor, Richard	Will not attend
Unruh, Dave	Dave Unruh

KANSASWORKS STATE BOARD

Attendance Record: **STATE BOARD GUESTS**
Meeting Date: 10/26/2016

PRINT	SIGNATURE
Dennis Cooper	
Irene Brenon	
Joe Sharpe	
Leanne Kehres	
Trent Haverton	
Keely Schneider	
Mike Dean	
Jordan Blair	
KEN DANIEL	
Ahwan Mh - Addad	
DAVE UNRUH	
Justin McFarland	
Keith Lawing	
Allison Stewart	
David Brunner	

KANSASWORKS STATE BOARD

Attendance Record: **STATE BOARD Guests**
Meeting Date: 10-26-2016

PRINT	*SIGNATURE*
Susan Weidenbach	Susan K Weidenbach

Kansas Department of Commerce
Workforce Development
Policy and Procedures Manual

Policy Number: 3-27-00 (*Contact updated November 9, 2012)*

Originating Office: Workforce Development

Subject: Multi-Area Collaboration

Issued: July 17, 2007

Revised: Contact information updated 2/18/13

Program: Workforce Investment Act (WIA)

Purpose: To transmit State policy and guidance regarding Multi-Area Collaboration

Reference: Workforce Investment Act (WIA) Section 112(b)(2); (8)(A)(i)(ii)(iii)(iv)(v)(vi)(vii)(viii)(ix)(x); State Policy #3-13-00

Background: The US Department of Labor has clearly indicated its direction toward a more fully integrated workforce development system, crossing state lines, county lines, Local Area lines and other "borders." Kansas seeks to strengthen both its workforce development system and adapt Federal initiatives by requiring multi-area collaboration.

Action: Disseminate this policy to all interested parties.

Contact: Questions should be directed to WIA Administrator, (785) 296-0607, TTY: 711, email workforcesvcs@kansasworks.com.

Attachment: None.

Multi-Area Collaboration

Table of Contents

Overview 1
Definitions 1
Policy Requirements 2
Plan Requirements 2

Multi-Area Collaboration

Overview

The US Department of Labor emphasizes multi-area collaboration in its WIRED Initiative as detailed below.

Elements of Workforce Investment System Transformation

1) The workforce investment system operates as a talent development system; it is no longer defined as a job training system. Its goal is an educated and prepared workforce – on a U.S. or global standard.
2) Workforce investment system formula funds are transformed, providing significantly increased opportunity for post-secondary education for lifelong learning opportunities aligned with the region's talent development strategy.
3) The workforce investment system no longer operates as an array of siloed programs and services.
4) The workforce investment boards are structured and operate on a regional basis and are composed of regional strategic partners who drive investments, aligning spending with a regional economic vision for talent development.
5) Economic and workforce development regions are aligned, and these regions adopt common and innovative policies across the workforce, education and economic development systems and structures that support talent development and the regional economy.
6) The workforce investment system is agile enough to serve the innovation economy, recognizing the reality that 2/3 of all new jobs are created by small businesses.
7) The workforce investment system actively collaborates with economic development, business and education partners to gather and analyze a wide array of current and real-time workforce and economic data in order to create new knowledge about regional economies. The system supports strategic planning, routinely tracks economic conditions, measures outcomes, and benchmarks economic competitiveness in the global marketplace.

In addition, successful multi-area collaboration should help local boards bring business, government, education and community partners to support strategies consistent with the WIRED initiative and the Governor's Vision for Workforce Development in Kansas. A workforce development system that is market-driven and ready to serve the needs of business will contribute to the economic well-being of the community, Local Area, Region and State.

Definitions

Multi-Area: Any area outside the Local Area designation or state line.

Policy Requirements for Multi-Area Collaboration

The State of Kansas requires Local Area Boards to assure their Operators and Partners provide seamless, timely and customer-focused services to job seekers, businesses and other members of the public accessing the Kansas Workforce Development System. To this end, each Local Area Board must develop policies and procedures directing One-Stop Operators, Local Board staff and Partners to establish mechanisms and methodologies for Multi-Area Collaboration. These policies and procedures must address the following:

1. Partnerships: the extent to which workforce and economic development and other multi-area partners are engaged in the delivery of business services.
2. Meeting business needs: the extent to which business and industry are engaged in identifying employer needs and developing strategies to meet those needs.
3. System design: the extent to which staff is focused in and knowledgeable of the industries and businesses in the regional and/or sector economies.
4. Seamless delivery system: the extent to which services offered are coordinated or integrated among multi-area partners.
5. Clearly defined products and activities: the extent to which services are customized to meet business' needs.
6. Clearly defined indicators: the extent to which business service indicators measure customer satisfaction, efficiency and effectiveness, and have defined expected outcomes.
7. Reporting Requirements: the assurance that Local Workforce Investment Boards will receive brief, narrative reports, no less than quarterly, detailing the progress made by Board and Partner staff regarding multi-area collaboration. Local Boards will forward this report information to the State Workforce Investment Board.

Local Plan Requirements

Local Area Boards must develop WIA Local Area Plans which describe the Local Area's planned:

- Participation in economic development efforts that result from strengthening partnerships between the workforce system and business and industry communities. The cooperation/coordination efforts should have well-defined objectives that demonstrate an in-depth understanding of regional and/or sector economic conditions and business needs.

- Partnerships among business, workforce and economic development organizations, education and training partners in the region and how they contribute to a demand-driven system that results in increased job placements.

- Strategies used to involve other public, private, and nonprofit agencies that have a similar or shared interest in economic development, and/or workforce development.

- Methods used to assess if the needs of business within your region and/or sector are being met and how the results from the assessment method will be used to continuously improve services to businesses.

- Training for staff to include information about the skills workers need to have in order to meet employers' demand.

- Assessment of employer satisfaction with services provided by One-Stop staff; whether employer's expectations were met; timeliness in providing the services; and whether a job order and placement resulted.
- Efforts to target high-growth, high-wage jobs or employers that are regional economic catalysts and the results of the marketing effort: whether a job order and placement resulted, and efforts to continuously improve services and processes.
- New services developed or brokered for the system through new funding sources and/or new partnerships as a result of a shared vision and delivery of services.

Kansas Department of Commerce
Workforce Services
Policy and Procedures Manual

Policy Number: 5-24-00

Originating Office: Workforce Services

Subject: Modifications and Revisions of Local Workforce Development Plans

Issued: January 19, 2017

Program: Workforce Innovation and Opportunity Act (WIOA)

Purpose: To transmit state policy and guidance for modifications to and revisions of local workforce development plans.

Reference: WIOA Sections 106, 107, 108, 121(c), 20 CFR Part 679 (§679.500 - §679.580)

Background: This policy replaces *3-10-02 Modifications to Local Workforce Investment Plans*. Local workforce development boards (LWDB) in partnership with the appropriate chief elected officials, are required to develop and submit a comprehensive 4-year plan to the Governor (WIOA Sec. 108 and §679.550(a)). The plans are submitted to the Governor's designee for review and approval. Ninety days after receipt, if written notice of required changes or approval has not been provided by the Governor's designee a plan is considered approved (§679.570, WIOA Sec. 108(e)). Kansas Department of Commerce Workforce Services, the Governor's designee, will review and approve local plans, modifications and revisions.

Per §679.500(a) the local plan serves as a four-year action plan to develop, align and integrate service delivery strategies and to support the State's vision and strategic and operational goals. At the end of the initial two-year WIOA planning period, local plans ~~must be modified~~need to be reviewed to determine if a modification is necessary.

Action: Distribute to all interested parties.

Contact: Questions should be directed to WIOA Administrator, (785) 296-0607, TTY: 711, WorkforceSvcs@ks.gov

Attachment: None.

Modifications and Revisions of
Local Workforce Development Plans

Policy Statement

Plan modification: Each local workforce development board (LWDB) in partnership with the appropriate chief elected officials (CEOs), must review the local workforce development plan (local plan) using criteria described in this policy and prepare and submit a plan modification due at the end of year two of the plan's four year planning period. Should there be no changes as described in the criteria for modification, the board must submit a signed *Attestation of Review for Local Plan Modification* (see Attachment A) documenting a review of the criteria was completed and a modification is not necessary.~~and prepare and submit a plan modification due at the end of year two of the plan's four-year planning period~~. Plan modifications and/or attestations must be electronically submitted to the Kansas Department of Commerce.

Plan revision: Minor changes to the local plan involve a plan revision rather than a plan modification and must be electronically submitted to the Kansas Department of Commerce upon occurrence.

Overview

Per §679.500(c) and §679.580(a) this policy establishes the timeline and procedures governing the modification to and revision of local plans.

Definitions

Terms within this policy are in accordance with the definitions in WIOA Sec. 3 and 302. Additional terms are as follows:

There are two types of changes to local plans:

1. *Modification* – Changes to the local plan resulting from a review of the local plan as required at the end of the second year of the four-year planning period, and upon occurrence of changes listed in the *Modification - Criteria* section below.
2. *Revision* - A minor change to a local plan that does not meet the definition of modification, but is necessary for clarity of a local plan. Revisions do not cause a substantial deviation from the currently approved local, regional or state plan.

Substantial deviation – A change in strategy or mode of operation that is misaligned or counter to the vision, strategy or operational goals set forth in the state workforce development plan, regional workforce development plan or previously approved local workforce development plan.

Modification - Timeline

The initial WIOA four-year planning period for local workforce development plans is July 1, 2016 to June 30, 2020. In accordance with §679.500(c) and §679.580(a), the due date for the initial local plan modifications is June 15, 2018. If it's determined a modification is not necessary, an *Attestation of Review for Local Plan Modification* must be submitted by June 15, 2018. The effective date for the initial two-year modification, pending approval from Governor's designee, shall be July 1, 2018 through June 30, 2020.

Subsequent modifications to the local plan shall be done in the fourth quarter of the second program year of the four-year planning period OR any time changes occur as described in the *Modification - Criteria* section below.

Plan modifications will be considered approved 90 days after receipt unless the LWDB is notified in writing of deficiencies, non-compliance or misalignment with the state plan.

Modification - Criteria

Whether modification occurs at end of a two-year period or at any other time, the criteria listed below must be reviewed and addressed:

1. Updated labor market and economic information;
2. Any factor that affects the implementation of the local plan* such as:
    a. Change in local economic conditions including change in workforce needs of businesses, job seekers or workers in the local area;
    b. Change to the LWDB structure as described in WIOA Sec. 107 and §679.580;
    c. The need to revise strategies to meet local performance goals; and
    d. A change in a WIOA core or required partner MOU related to cost sharing, service delivery or procedures for amending the memorandum;
3. Modifications to any policy contained in the local plan requiring approval of LWDB;
4. Change to the local vision;
5. Change to strategic goals;
6. An increase or decrease of more than 25% of the cumulative number of participants served; or
7. Change to the CEO Agreement.

**If unsure whether a change triggers a modification, submit an inquiry to WorkforceSvcs@ks.gov.*

Modification - Public Comment Requirements and Plan Documentation

Local plan modifications must be made available to the public for review and comment through electronic and other means for a period no less than 14 days and no greater than 30 days. LWDB must maintain documentation comments were solicited from the public.

The LWDB is required to retain the original document(s) and evidence that the LWDB Chair (or designee) and appropriate CEOs approved the modification and must maintain written documentation of the procedures used to approve local plan modifications (local plan modifications must be approved by LWDBs and follow any review processes described in the CEO Agreement). Upon request, the local area shall make available to Commerce, its designated agents, federal and/or cognizant agency, access to all related documents.

Modification - Submittal Requirements

Local plan modifications should be submitted electronically to the WIOA Administrator at WorkforceSvcs@ks.gov. The following should be included with the modification package:

1. A cover letter outlining:
    a. the planning period, i.e. Jul 1. 20XX – June 30, 20XX;
    b. the effective date of modification (recognizing modification is to be approved);
    c. a brief description of the modified sections;
    d. the reason for the modifications; and
    e. any deletions from the original plan;

2. A dated signature page indicating joint submission and approval by LWDB chair and appropriate CEOs;
3. Proof of publication for public comment;
4. Comments received and resolution of those comments;
5. Modified pages of local plan including appropriate attachments; and
6. Assurance that hard copies of the complete modification and signature page shall be kept on file at the local area administrative office and be available for review.

Revision – Timeline

A revision may be submitted at any time and are considered approved upon receipt.

Revision - Criteria

A revision is a minor change to a local plan and is not considered a substantial deviation from the currently approved local, regional and state plan. At any time a local plan may be revised for the following reasons:

1. An increase or decrease of 25% or less of the cumulative number of participants served;
2. An increase or decrease of 15% or more of the financing available in any one of the individual WIOA program funds (Adult, Dislocated Worker or Youth) OR partner-provided funds. This includes the receipt of Program Year, Fiscal Year and additional funds from core and required partners; or
3. Any change that does not meet the modification criteria.

Example of revisions would also include mathematical corrections, typographical corrections and changes in facility location, email address, telephone number or Web address.

Revision - Public Comment Requirements and Plan Documentation

There are no requirements for public comment for revisions.

The LWDB is required to retain the original document(s) and evidence that the LWDB Executive Director approved the revision. Upon request, the local area shall make available to Commerce, its designated agents, federal and/or cognizant agency, access to all related documents.

Revision - Submittal Requirements

Revisions must include:

1. A cover letter with a brief description of the change that identifies the revised sections and states the effective date;
2. Replacement page(s) containing the revised information;
    a. Must contain effective date, local area identification and page numbers and section header from original plan; and
3. A signature sheet indicating review and approval by the LWDB Executive Director.

These revisions should be submitted to the WIOA Administrator electronically at WorkforceSvcs@ks.gov within 15 days of execution and must be incorporated into the next local plan modification.

ATTACHMENT A

Attestation of Review for Local Plan Modification

Local Area: _____ Date: _____

KANSASWORKS Policy 5-24-00 requires the criteria listed below be reviewed at the end of the initial two-year WIOA planning period and the local workforce development plan be modified should a change in the criteria be noted.

Local plan modification criteria:

1. Updated labor market and economic information;
2. Any factor that affects the implementation of the local plan* such as:
   a. Change in local economic conditions including change in workforce needs of businesses, job seekers or workers in the local area;
   b. Change to the LWDB structure as described in WIOA Sec. 107 and §679.580;
   c. The need to revise strategies to meet local performance goals; and
   d. A change in a WIOA core or required partner MOU related to cost sharing, service delivery or procedures for amending the memorandum;
3. Modifications to any policy contained in the local plan requiring approval of LWDB;
4. Change to the local vision;
5. Change to strategic goals;
6. An increase or decrease of more than 25% of the cumulative number of participants served; or
7. Change to the CEO Agreement.

By signing below officials in the local workforce development area hereby attest the above criteria has been reviewed and there is no need for a modification to the local workforce development plan.

_____ _____

Local Area Executive Director Local Workforce Development Board Chair

_____

Chair of Chief Elected Officials

Kansas Department of Commerce
Workforce Services
Policy and Procedures Manual

Policy Number: 5-26-00

Originating Office: Workforce Services

Subject: Partner Collaboration

Issued: July 17, 2007

Revised: January 19, 2017

Program: Workforce Innovation and Opportunity Act (WIA)

Purpose: To transmit State policy and guidance regarding local workforce development systems and WIOA Partner collaboration

Reference: WIOA Sec. 107, 121, and 20 CFR §651.10, and 20 CFR Part 678 Subpart B

Background: The Workforce Innovation and Opportunity Act requires the State to assure coordination of and avoid duplication among workforce development system partners. Memorandums of Understanding are the primary means for coordinating the services of the One-Stop system and ~~. MOU's also contain agreements to address the State imposed requirements, including partner collaboration~~include agreement on services provided, ~~, and,~~ cost sharing ~~for **KANSAS**WORKS~~, methods of referral and ensuring customer needs are met. However, ~~This policy provides the direction~~ MOUs are negotiated not less than every two years. This policy establishes a structure for demonstrated coordination and collaboration on which to base future policy development among core, required, and other partners of the One-Stop system. The defined process will ensure collaboration is transparent and available for review by local and state board members as well as leadership of state agencies and partner organizations.~~to facilitate this process and to establish minimum requirements on which to base future policy development~~. ~~-~~ Local Area Planning instructions further describe the goals and objectives for policy compliance.

Action: Disseminate this policy to all interested parties.

Contact: Questions should be directed to WIOA Administrator, (785) 296-0607,
TTY: 711, WorkforceSvcs@ks.gov.

Attachment: None.

Partner Collaboration

Policy Statement

The local workforce development board (LWDB) must make available, through the local workforce development system, services that are provided by core, required, and other partner programs.

Overview

WIOA emphasizes full and effective collaboration between partners responsible for core, required and other programs to ensure seamless and customer-focused workforce development services within each local workforce development system.

Definitions

Core Program – WIOA adult dislocated worker and youth services, adult education and family literacy services, Wagner-Peyser employment services, and vocational rehabilitation services.

Required Program – Senior Community Service Employment Program, Trade Adjustment Assistance Program, Veterans Employment Training Services Program, Community Services Block Grant Program, Unemployment Insurance, Second Chance Act Corrections Programs, Temporary Assistance for Needy Families Programs, and training and employment programs offered by Kansas Housing Resource Corporation for families living in public housing.

Additional Programs – Ticket to Work Employment Network Programs, employment and training programs carried out by the small business administration, Supplemental Nutrition Assistance Program Employment and Training Programs, Supplemental Nutrition Assistance Program Work Programs, Vocational Rehabilitation Client Assisted Programs, AmeriCorps, Senior Corps, and the Social Innovation Fund

Workforce Development System - a local or statewide system which assures availability to the public including individuals and employers of adult, dislocated worker and youth employment and training services, labor exchange, and other programs as required by WIOA Sec. 121.

Policy Requirements for Collaboration

The KWSB requires LWDB to ensure their local workforce systems provide seamless, timely and customer-focused services to job seekers, employers and other members of the public accessing **KANSAS**WORKS services. To this end, each LWDB must develop policies and procedures directing One-Stop Operators and/or staff to establish mechanisms and methodologies for partner collaboration. These policies and procedures must include the following:

1. Establishment of regular meetings with all partners to address service delivery issues, scheduling issues, MOU modifications and State and Local Policy implementation. Monthly meetings are recommended.
2. Establishment of procedure for recording attendance at Partner meetings.
3. Establishment of procedure for recording minutes of Partner meetings.

4.Establishment of policy and procedure defining roles and responsibilities of local workforce development system partners to include:

a. Partner's use of its funds identified to maintain the local workforce development system

b. Active participation in the operation of the local workforce development system per WIOA Sec. 121(b)(1)(A) and local MOU.

c. Providing representation on the LWDB to the extent provided under WIOA Sec. 107(b)(2).

5. Establishment of policies and procedures for Partner non-compliance of this policy.

Local Plan Requirements

Local Areas must establish the policies, procedures and schedule for partner collaboration in their WIOA Local Area Plans.

January 13, 2017

Re: Comments on State Policies 5-24-00 and 5-26-00

To Whom It May Concern,

The directors of the five Local Areas for the State of Kansas, would like to offer comments on the following proposed policies:

Policy # 5-25-00 – Modifications and Revisions of Local Workforce Development Plans

This policy reads as if a modification is necessary every two years which is not supported by the law. The policy should emphasize the review process and then if necessary the course of action for a modification. See the explanations below:

Cover Page: Second sentence in paragraph 2 "At the end of the initial two-year WIOA planning period, local plans must be modified."

We suggest a modification to the policy to read "At the end of the initial two-year WIOA planning period, local plans need to be reviewed to see if a modification is necessary."

Page 1 – Policy statement, first statement "Each local workforce development board (LWDB) in partnership with the appropriate chief elected officials (CEOs), must review the local workforce development plan (local plan) and prepare and submit a plan modification due at the end of year two of the plan's four year planning period."

We suggest a modification to the policy to read "Each local workforce development board (LWDB) in partnership with the appropriate chief elected officials (CEOs), must review the local workforce development plan (local plan) using criteria described in 679.580 and if necessary, prepare and submit a plan modification due at the end of year two of the plan's four year planning period." This is described in WIOA 679.580 "When must a local plan be modified."

§ 679.580 - When must the local plan be modified?

(a) Consistent with the requirements at § 679.530, the Governor must establish procedures governing the modification of local plans.

(b) At the end of the first 2-year period of the 4-year local plan, each Local WDB, in partnership with the appropriate chief elected officials, must review the local plan and prepare and submit modifications to the local plan to reflect changes:

(1) In labor market and economic conditions; and

(2) Other factors affecting the implementation of the local plan, including but not limited to:

(i) Significant changes in local economic conditions;
(ii) Changes in the financing available to support WIOA title I and partner-provided WIOA services;
(iii) Changes to the Local WDB structure; and
(iv) The need to revise strategies to meet local performance goals.

If there are no changes in the above criteria, determined through a review process a modification is not necessary.

Page 1 – Modification – Timeline, second sentence "In accordance with § 679.500(c) and § 679.580(a), the due date for the initial local plan modification is June 15, 2018.

We suggest a modification to the policy to read "In accordance with § 679.500(c) and § 679.580(a), the due date for the initial local plan modification, if necessary, is June 15, 2018."

Policy # 5-26-00 Partner Collaboration

This policy should be rescinded, collaboration is covered in MOUs and through cost allocations. The referenced sections of the law and regulations do not correspond with the policy. Additionally this policy will be unenforceable as the Local Board cannot ensure compliance of entities in which they have no authority to force compliance from. See the explanations below:

Cover Page – "Reference WIOA Section 107, 121 and 20 CFR § 651.10, and 20 CFR Part 678 Subpart B"

After a review of Section 107 "Local Workforce Development Boards" (attached) this section of the law does not appear to correspond with anything in the policy.

After a review of Section 121 "Establishment of One-Stop Delivery Systems" (attached) this section of the law does not correspond with anything in the policy.

After a review of 20 CFR § 651.10 – "Definition of terms" (attached) it does not appear to correspond with anything in the policy.

After a review of 20 CFR Part 678 Subpart B – "One-Stop Partners and the Responsibility of Partners" (attached) this section is information regarding required partners. This section does not correspond with anything in the policy.

Cover Page under "Background" second and third sentence "This policy provides local areas guidance on minimum levels of partner collaboration. This policy provides the direction to facilitate this process and to establish minimum requirements on which to base future policy development.

It appears the policy is attempting to dictate how a Local Board should "collaborate" with entities the Local Board has no authority to enforce compliance from.

Definitions – Page 1 –

Section 121 is again referenced and it discusses required partners not all the entities listed.

Policy Requirements – Page 1 – third sentence "These policies and procedures must include the following:

1. Establishment of regular meetings with all partners to address service delivery issues, scheduling issues, MOU modifications and State and Local Policy implementation. Monthly meetings are recommended.

   All of these issues are covered in MOUs and an arbitrary requirement of monthly meetings should not be required. If there is no business to attend to a meeting should not be held. Having a meeting just because of a requirement in a policy does not ensure collaboration.

2. Establishment of procedure for recording attendance at Partner meetings.

   What is the rationale behind recording attendance at the meetings? Who is this for?

3. Establishment of procedure for recording minutes of Partner meetings.

   What is the rationale behind the recording of minutes? Since this is not an "open" meeting why require minutes?

4. Establishment of policy and procedure defining roles and responsibilities of local workforce development system partners to include:

   a. Partner's use of its funds identified to maintain the local workforce development system

   b. Active participation in the operation of the local workforce development system per WIOA Sec. 121(b)(1)(A) and local MOU.

   c. Providing representation on the LWDB to the extent provided under WIOA Sec. 107(b)(2).

   All of this is covered in the MOU. Additionally required partners will not share their allocations much less all of the community based organizations which the Local Board has no authority over. Section 121 (attached) discusses mandatory partners and does not correspond to things covered in this policy.

5. Establishment of policies and procedures for Partner non-compliance of this policy.
   The Local Boards have no authority over any of the organizations mentioned in this policy. Any establishment of policies and procedures for non-compliance would be unenforceable.

All of the Directors are available to respond to questions on these policy comments, or other related issues. Thank you for the opportunity to provide comments.

Sincerely,

Deb Scheibler, Executive Director
Kansas WorkforceOne
Local Area I

David Brennan, Executive Director
Heartland Works
Local Area II

Keely Schneider, Executive Director
Workforce Partnership
Local Area III

Keith Lawing, President & CEO
Workforce Alliance of South Central Kansas
Local Area IV

Leanne Kehres, Executive Director
Southeast Kansas Works
Local Area V

KANSASWORKS STATE BOARD
FY 2017 2nd Quarterly Report
Year-to-Date: July 1, 2016 - December 31, 2016
KWSB Meeting Date: January 19, 2017

Performance: Workforce Investment Act (WIA)

	Sanction - Goal	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
ADULT							
Entered Employment	*59.2% - 74.0%*	**90.2%**	**64.7%**	**73.0%**	**69.2%**	**71.4%**	**72.8%**
Employment Retention	*68.3% - 85.4%*	**95.2%**	**90.7%**	**88.4%**	**88.0%**	**89.0%**	**89.1%**
Average Earnings (2 Qtrs=1,040 Hours)	*$11,200-$14,000*	**$17,581.00**	**$17,990.00**	**$16,300.00**	**$20,668.00**	**$15,043.00**	**$17,183.00**
DISLOCATED WORKER							
Entered Employment	*64.8% - 81.0%*	**87.1%**	**66.7%**	**83.6%**	**70.9%**	**77.8%**	**77.6%**
Employment Retention	*72.8% - 91.0%*	**96.4%**	**83.3%**	**94.3%**	**91.8%**	**91.9%**	**92.7%**
Average Earnings (2 Qtrs=1,040 Hours)	*$14,640 - $18,300*	**$14,460.00**	**$13,777.00**	**$19,893.00**	**$29,642.00**	**$18,613.00**	**$22,475.00**
YOUTH							
Placement in Employment or Education	*56.8% - 71.0%*	**70.0%**	**58.8%**	**75.6%**	**70.8%**	**82.6%**	**73.0%**
Attainment of Degree or Certification	*57.6% - 72.0%*	**61.5%**	**27.3%**	**61.4%**	**72.2%**	**50.0%**	**57.4%**
Literacy and Numeracy Gains	*42.0% - 52.5%*	**100.0%**	**9.1%**	**40.0%**	**20.0%**	**28.6%**	**28.0%**

Performance: Wagner-Peyser (WP)

	Sanction - Goal	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
ADULT							
Entered Employment	*50.4% - 63.0%*	**69.3%**	**73.5%**	**71.1%**	**68.9%**	**69.3%**	**70.9%**
Employment Retention	*66.0% - 82.5%*	**85.4%**	**86.6%**	**87.1%**	**85.6%**	**85.3%**	**86.2%**
Average Earnings (2 Qtrs=1,040 Hours)	*$12,000-$15,000*	**$14,000.00**	**$18,270.00**	**$17,525.00**	**$14,742.00**	**$14,238.00**	**$16,327.00**

Training Dollars Spent on Clients

	Sanction - Goal	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
Adult and Dislocated Worker	*35% - 45%*	**29.3%**	**31.1%**	**32.6%**	**29.5%**	**47.6%**	**34.0%**

Legend: *Green=Exceeds Goal* **,** ***Yellow=Meets Goal,*** *Red=Below Goal*

Participants in Training

TOTAL YEAR-TO-DATE FY2017	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
In Training	393	201	192	159	230	1,175
Completed Training	110	28	122	80	151	491

Number of Unemployed People

Total To-Date	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
*11/30/2016	10,485	10,704	15,469	13,419	6,337	56,414

Unemployment Rate

Percent To-Date	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
*11/30/2016	3.4%	3.6%	3.5%	4.3%	4.7%	3.8%

Percent Employed Prior to 10 Weeks

Percent To-Date	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
*11/30/2016	53.7%	58.3%	58.5%	58.2%	54.4%	55.3%

Kansas WORK*Ready* ! Certificates Achieved

Kansas WORK*Ready* !	AREA I	AREA II	AREA III	AREA IV	AREA V	STATEWIDE
Total of all Certificates Achieved	317	482	318	932	184	2,233

Website Hits on KANSASWORKS.com

QUARTER AND DATES	STATEWIDE
Quarter 1: 07/01/2016 - 09/30/2016	188,760
Quarter 2: 10/01/2016 - 12/31/2016	242,977
Quarter 3: 01/01/2017 - 03/31/2017	
Quarter 4: 04/01/2017 - 06/30/2017	

**Most current information provided at time of report*

KANSAS ADULT EDUCATION

Quarter 2 Report
October 1, 2016 – December 31, 2016

Kansas State Workforce Board
January 19, 2017

The following Q2 data is submitted as per the Workforce Innovation and Opportunity Act Combined State Plan for Kansas.

1. Educational Functioning Level gain: 48%
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. (State target = 55%, FY16 performance = 58%)

2. Credentials Achieved: 46
Students who achieved an industry-recognized credential.
(No state target as this is a new WIOA measure)

3. High School Diplomas Achieved: 205
Kansas administers the GED test, and 87% of those attempting the test achieved their GED. (State target = 70%, FY16 performance = 95%)

Connie Beene
State Director, Adult 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

Indicator	**SFY 2016 (PY 2015)**	**SFY 2017 Q 2 (PY 2016 Q 2)**
Number of persons achieving competitive integrated employment (stable employment for at least 90 days)	1,166	591
Average hourly wage	$10.09	$10.01
Average hours worked per week	28	27
Percent of persons employed who report their own income as their primary source of support at case closure, a significant milestone toward self–sufficiency	73.2%	73%
Number of youth (aged 24 and younger) achieving competitive integrated employment (stable employment for at least 90 days)	277	133

SFY 2016 and PY 2015: July 1, 2015 to June 30, 2016
SFY 2017 and PY 2016: July 1, 2016 to June 30, 2017

WORKFORCE PARTNERSHIP

JOHNSON • LEAVENWORTH • WYANDOTTE

Local Area III Regional Initiatives
Presentation to KansasWorks State Board
January 19, 2017
Keely J. Schneider, Executive Director

Kansas City Metro Regional Initiatives

RWIN Regional Workforce Intelligence Network of Greater Kansas City

RISING

OUR SHARED VISION
FOR REGIONAL PROSPERITY

GRADFORCE KC

Human Capital Workgroup

RISING
OUR SHARED VISION
FOR REGIONAL PROSPERITY

Attraction

Talent Attraction Toolkit

Alignment

Talent-to-Industry Exchanges
Common Competencies Model
Education Asset Inventory

Access

KC Scholars
KC Degrees
EcosySTEM KC

Talent-to-Industry Exchange

RISING
OUR SHARED VISION
FOR REGIONAL PROSPERITY

- ***Bring disparate groups together to solve workforce problems.***
- ***Harness the expertise of leaders in business, labor, education, economic development and other sectors.***
- ***Convene competitors within specific industries for greater economic impact.***

Common Competencies Model

RISING
OUR SHARED VISION
FOR REGIONAL PROSPERITY

Key Strengths and Essential Qualifications for Employee Performance across Key Sectors in the Kansas City region.

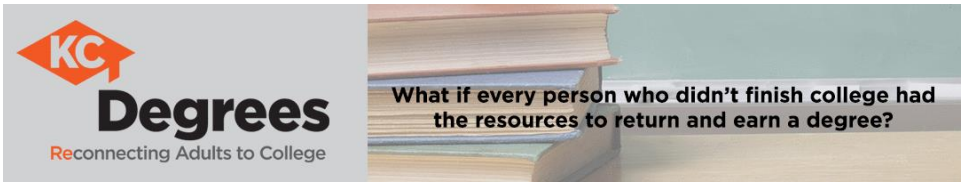
- surveyed established collections of competencies
- assessed job postings
- consulted industry leaders about their competency needs
- readily taught
- significant impact on the workforce
- skills frequently requested by hiring managers

Education Asset Inventory

RISING
OUR SHARED VISION
FOR REGIONAL PROSPERITY

Comparing the 2015 to 2016 Asset Inventories for IT, we learned:

- Programs offerings are growing across all credential levels.
- Offerings in data analytics are limited. This credential is important in today's economy due to the continued growth of big data (JobsEQ).
- Still few offerings in mobile technology.
- Increase in cyber security/information assurance credentials, with 14 new programs.



300,000 adults in the Kansas City area have some college credit, but no degree

3X When adults earn a degree, youth in their household are three times more likely to finish high school, go to college and earn a degree themselves

66% A person with a bachelor's degree can expect to make 66 percent more than a high school graduate during his or her lifetime

RESOURCES

KC Rising: kcrising.com

GradForceKC: http://www.marc.org/Data-Economy/Workforce-Development/GradForce-KC/Overview

RWIN: kcworkforce.com

Common Sector Competencies Report:
http://www.kcworkforce.com/Assets/reports/CommonSectorCompetenciesReport.pdf

Education Asset Inventory:
http://www.kcworkforce.com/Assets/reports/EducationAssetInventory2016.pdf

KC Degrees: kcdegrees.org

EcosySTEMKC: http://www.kcstem.org/about-us/what-we-do/ecosystem-kc-2/

WORKFORCE PARTNERSHIP
JOHNSON • LEAVENWORTH • WYANDOTTE

Questions?

Keely J. Schneider
Executive Director
Local Area III/Workforce Partnership
913-287-1116

KC RISING

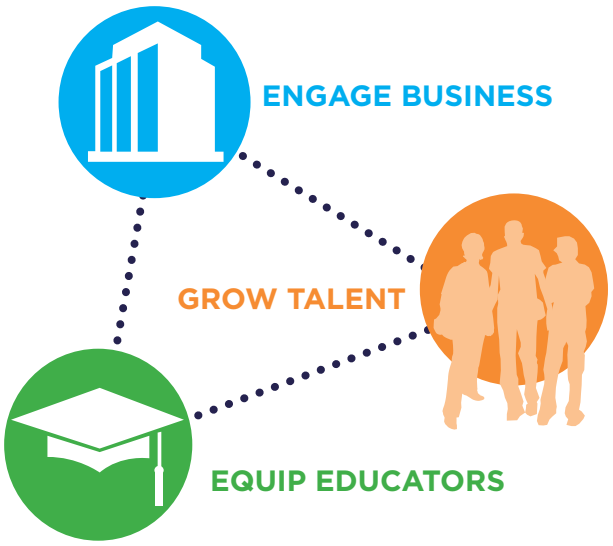
Growing our Human Capital with

TALENT-TO-INDUSTRY EXCHANGES

Talent-to-Industry Exchanges (TIEs) help ensure that employees in key industries have the skills needed to meet the changing needs of businesses.

These public/private partnerships succeed by:

- Bringing disparate groups together to solve workforce problems.
- Harnessing the expertise of leaders in business, labor, education, economic development and other sectors.
- Convening competitors within specific industries for greater economic impact.



COMMUNITY OBJECTIVES

A RESOURCE...

that defines labor demand, education and community assets, talent development gaps and provides strategies to meet specific regional needs.

A SYSTEM...

where industry needs are systematically shared with educational institutions for the purpose of creating new education opportunities.

A WORKFORCE...

with the skills and training needed by industry, and clearly defined career pathways for both degree and non-degree occupations.

SECTOR-SPECIFIC DELIVERABLES

LABOR ANALYSIS

- Economic data analysis
- Discussions with industry leaders and educators

EDUCATION ASSET INVENTORY

- K-12 intermediary career readiness programs
- Community college and university programming
- Special training and custom-designed programs
- Scholarship availability
- Experiential learning opportunities

ACTION PLAN

- Strategies to meet workforce needs
- A timeline for implementation
- Potential funding sources
- Policy recommendations
- An evaluation strategy
- A recommended strategy leader

POTENTIAL IMPACT

Expand credentials in high-demand fields.

Expand experiential learning opportunities.

Strengthen pathways for non-degreed workers.

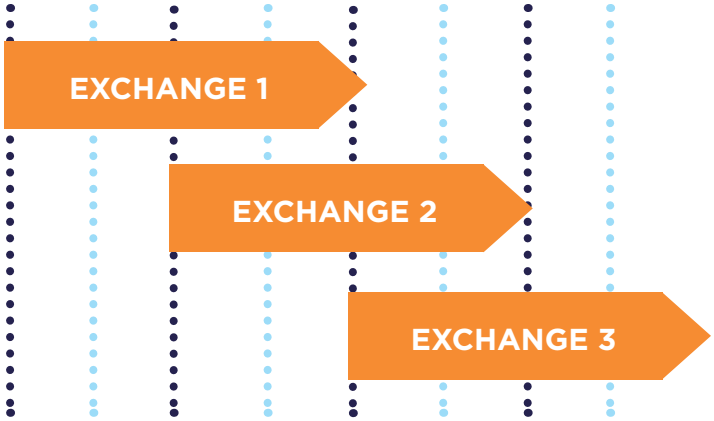
Increase promotion potential of entry employees.

Reduce recruitment costs.

Reduce turnover.

TALENT-TO-INDUSTRY EXCHANGES

Overlapping exchanges will focus on different sectors of the economy in 2016 and beyond. The goal is to establish a replicable process that will produce industry-specific workforce strategies.



ROLES & RESPONSIBILITIES

INDUSTRY LEADER

- Association or group of leading businesses in a chosen industry to act as the co-convener and recruit exchange members.

EXCHANGE MEMBERS

- Participate in discussions and verify findings.
- Identify talent development gaps.
- Develop impact strategies.

EDUCATION STAKEHOLDERS

- Verify findings from exchange process and probe for development of credentials.

COORDINATION

COORDINATING COMMITTEE

- Select industries/sectors and recommend industry and education leader(s) to participate in the exchange process.
- Recruit implementation leaders, where necessary.
- Publicly share the analysis and findings.

MARC STAFF SUPPORT

- MARC provides staff support for the coordinating committee and each sector exchange throughout the process

SUSTAINABILITY

Talent-to-Industry Exchanges will be funded through a subscription fee from beneficiaries of information, such as education institutions, business organizations, civic organizations and private foundations.

KEY PARTNERS

Civic Council of Greater Kansas City
Kansas City Area Development Council
KC Rising
Greater Kansas City Chamber of Commerce
Full Employment Council
Workforce Partnership
Mid-America Regional Council

CONTACT:
Sheri Gonzales Warren, Community and Economic Development Project Manager
Mid-America Regional Council | 600 Broadway, Suite 200, Kansas City, MO 64105
swarren@marc.org | 816-701-8308

GRADFORCE KC