KANSASWORKS STATE BOARD

AGENDA

Wednesday, November 4, 2020

KWSB Meeting 8:30 AM - 9:00 AM

Join Microsoft Teams Meeting

+1 785-414-8630 United States, Topeka (Toll)

Conference ID: 828 654 767#

Local numbers | Reset PIN | Learn more about Teams | Meeting options

8:30 AM Convene State Board Meeting

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

II. Public Comment Period

III. Chair Report: David Harwood

IV. Consent Agenda: David Harwood
a. August 5, 2020 KWSB Meeting Minutes
Recommended Action: Approve consent agenda as presented.

V. Reports Submitted in KWSB Packet for review prior to meeting and response to Board questions on Informational reports (as time allows or via memo after meeting)

Labor Market Report Submitted in Packet
Covid-19 Update Submitted in Packet

VI. Adjournment-KWSB MEETING

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, August 5, 2020
10:00 AM - Noon
MS Teams Meeting

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

Consent Agenda and Actions Approved as Follows:

Consent Agenda:
a. May 6, 2020 KWSB Meeting Minutes
b. Policy: 6-00-00 Policy Development-Revised
Todd Newkirk moved to approve, Matthew Hall seconded, motion passed.

Receive and post reports:
Neelima Parasker moved to approve, Sheila Martinez seconded, motion passed.

KWSB Meeting Adjourned – 11:35 AM

DRAFT

Labor Market Conditions

KANSASWORKS State Board Meeting

October 2020

Todd Rilinger

Labor Economist

Labor Market Information Services

Kansas Department of Labor

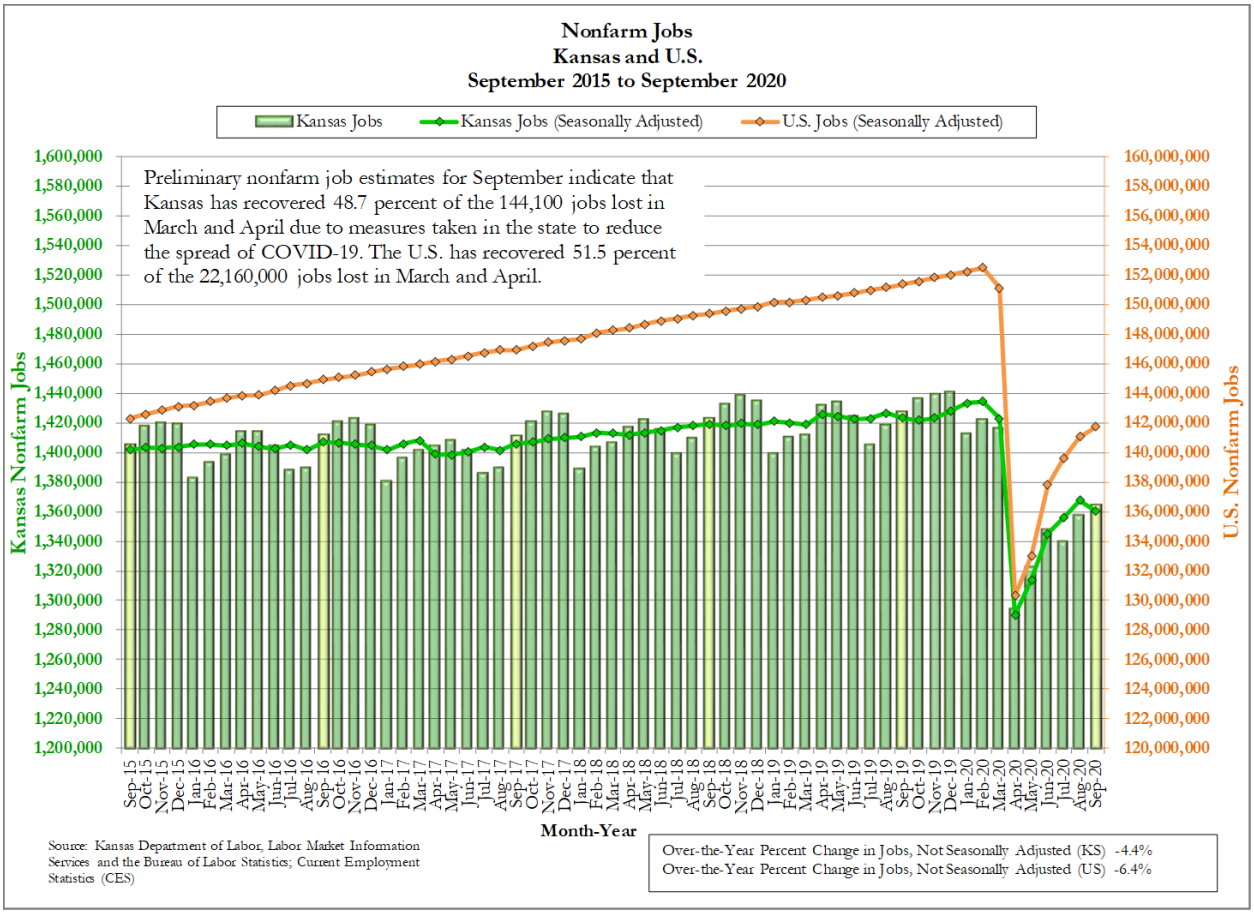
Todd.Rilinger@ks.gov

www.dol.ks.gov

Current Employment Statistics (CES) data

The Current Employment Statistics (CES) program gathers payroll data from a sample of employers throughout the state. The data acquired includes the number of jobs, hours, and earnings. These responses are then used to make detailed industry estimates. For the CES program, a job is defined as a person on payroll who received pay for any part of the pay period that includes the 12th of the month. This excludes persons who are self-employed, volunteers, unpaid family workers, farm workers, and military. Estimates are also seasonally adjusted to account for fluctuations in employment due to expected seasonal patterns.

Due to the COVID-19 pandemic, the economy has suffered greatly. From February to April of 2020 the number of U.S. nonfarm jobs lost was 22,160,000, while Kansas nonfarm jobs had a loss of 144,100 jobs. Since April, Kansas has recovered 70,200 jobs or 48.7% of the jobs lost. Compared to last year, the level of employment for September is down 63,000 jobs. Below is a graph illustrating the trends in nonfarm job growth for Kansas and the U.S.



The industry hit the hardest by the pandemic was Leisure and Hospitality. From February to April, 53,900 or 40.6% of jobs were lost. Of the jobs lost, 63.6% have been recovered. Eight of the eleven major industries have seen job recovery over the course of the pandemic. The three that have not seen recovery include Mining and Logging which is down 800 jobs, or 11.9% from February, Financial Activities which is down 4,300 jobs, or 5.5% from February, and Government which is down 13,000 jobs, or 5.0% from February. Below is a chart showing the various changes across the major industries that have occurred over the course of the pandemic.

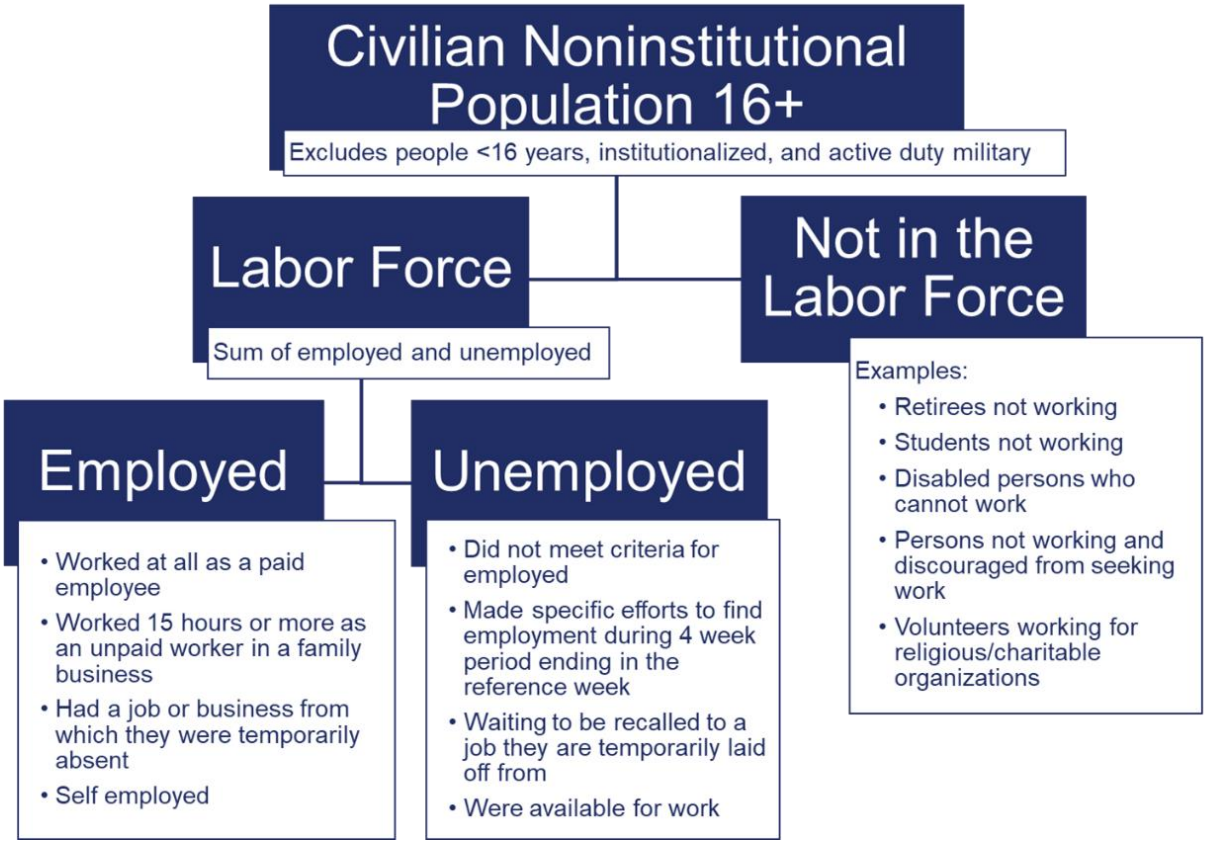
Seasonally Adjusted Nonfarm Jobs Kansas							
	Employment Level			February to April loss		April to September recovered	
	Feb-20	Apr-20	Sep-20	Jobs lost	% lost	Jobs recovered	% recovered
Total Nonfarm	1,434,300	1,290,200	1,360,400	-144,100	-10.0%	70,200	48.7%
Total Private	1,174,000	1,037,800	1,113,100	-136,200	-11.6%	75,300	55.3%
Mining and Logging	6,700	6,200	5,900	-500	-7.5%	-300	N/A
Construction	66,600	61,400	62,500	-5,200	-7.8%	1,100	21.2%
Manufacturing	168,300	156,200	157,300	-12,100	-7.2%	1,100	9.1%
Trade, Transportation, and Utilities	267,700	254,000	266,400	-13,700	-5.1%	12,400	90.5%
Information	17,700	15,900	16,400	-1,800	-10.2%	500	27.8%
Financial Activities	78,500	76,600	74,200	-1,900	-2.4%	-2,400	N/A
Professional and Business Services	179,100	167,200	172,600	-11,900	-6.6%	5,400	45.4%
Education and Health Services	204,400	180,600	197,100	-23,800	-11.6%	16,500	69.3%
Leisure and Hospitality	132,900	79,000	113,300	-53,900	-40.6%	34,300	63.6%
Other Services	52,100	40,700	47,400	-11,400	-21.9%	6,700	58.8%
Government	260,300	252,400	247,300	-7,900	-3.0%	-5,100	N/A

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

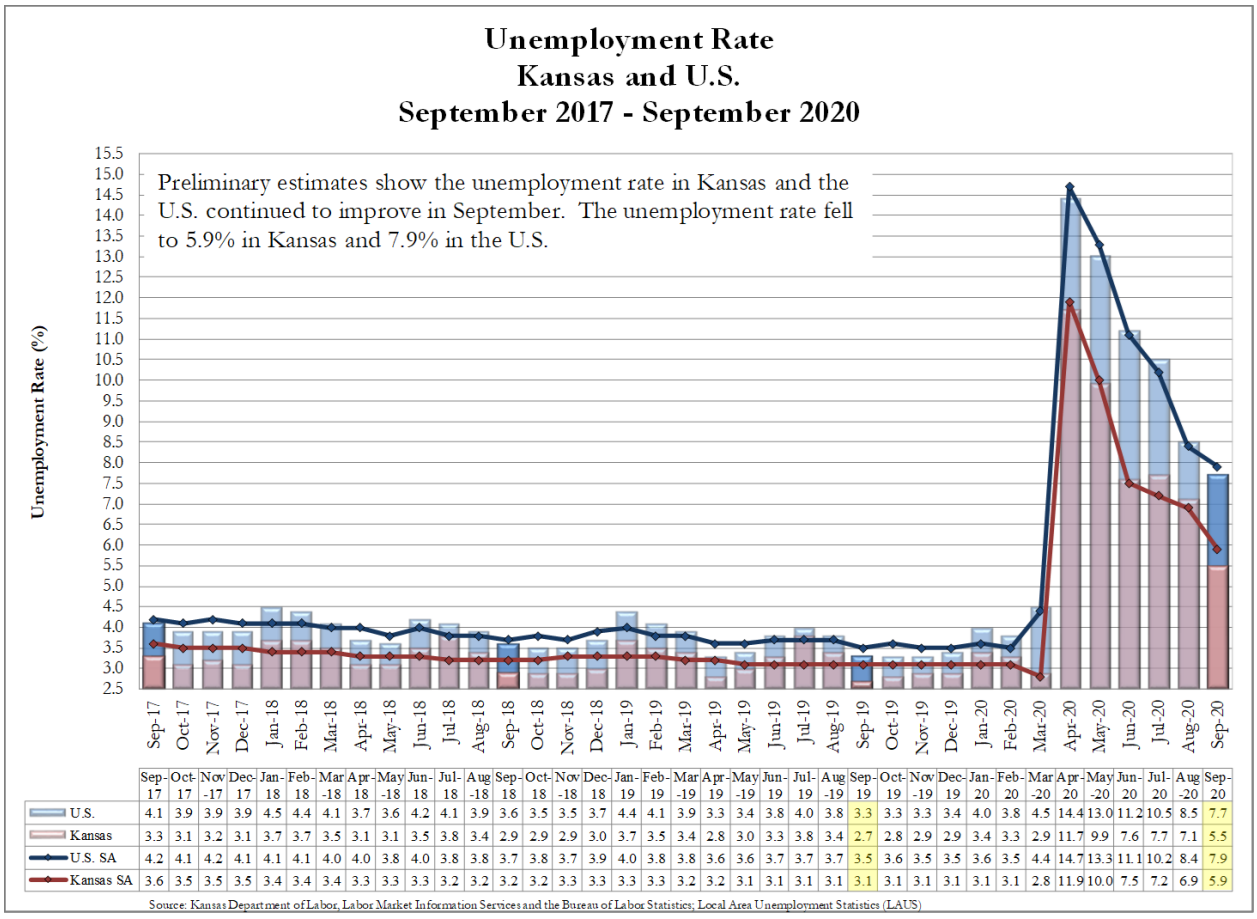
Average weekly hours have decreased compared to last September within the private sector as well, decreasing from 35.0 hours to 33.9 hours. Average nominal hourly earnings increased over the year by $0.13 to $25.89. Average nominal weekly earnings decreased over the year by $23.93 to $877.67. These estimates are not seasonally adjusted.

Local Area Unemployment Statistics (LAUS) data

The Local Area Unemployment Statistics (LAUS) program is a federal-state cooperative effort which gives employment and unemployment estimates based on a survey of households throughout the state. The LAUS program only includes people over the age of 16 and who are not institutionalized or on active military duty. The labor force is comprised of those who are employed and unemployed. Employed individual are those that worked as a paid employee, had a job in which they were temporarily absent, or are self-employed. Unemployed workers are those that did not meet the criteria for being employed, made specific efforts to find work during the 4 week period ending in the reference week or were waiting to be recalled to a job they are temporarily laid off from, and were available for work. A further breakdown can be seen in the chart below:



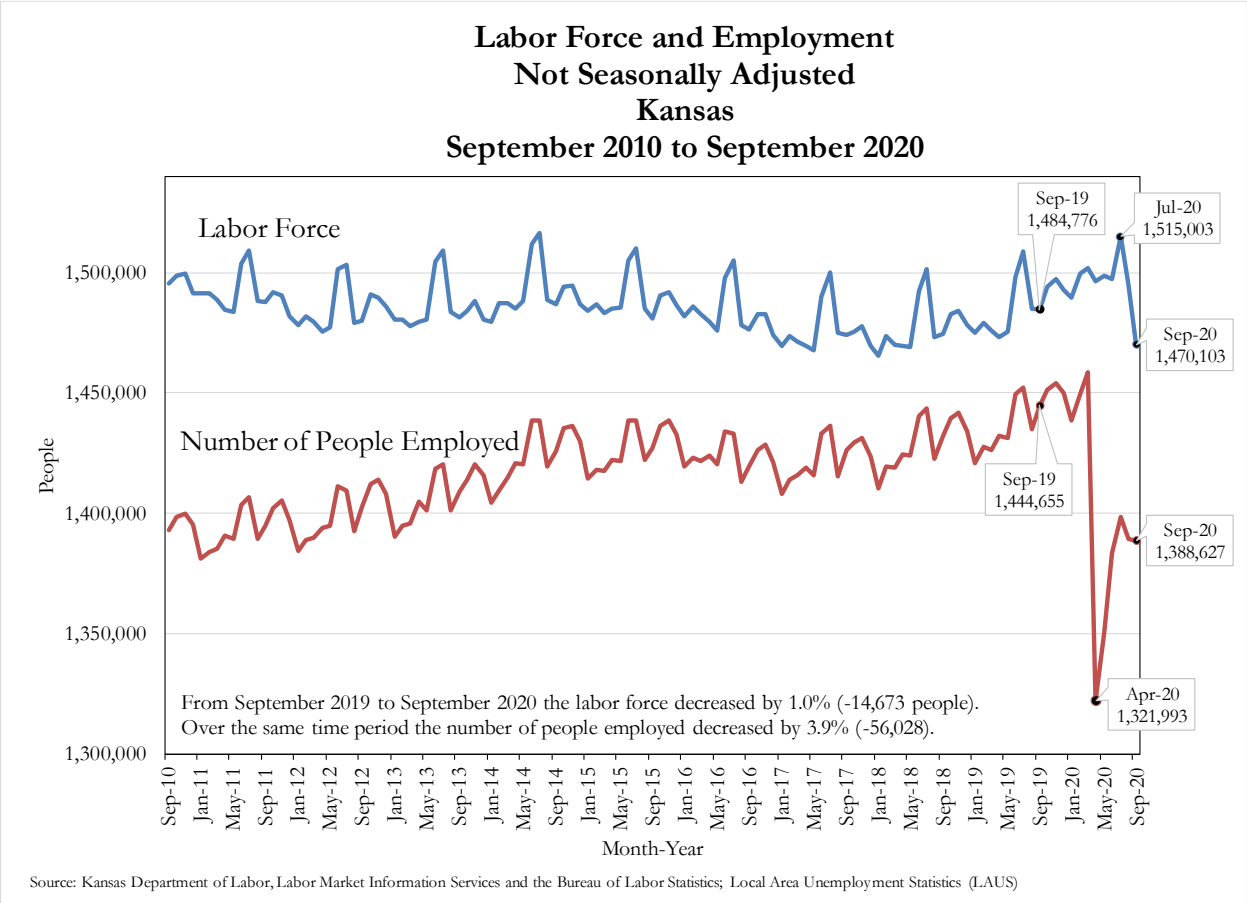
Due to the pandemic, unemployment has risen drastically throughout the U.S., including Kansas. In March, the unemployment rate was at a record low of 2.8% in Kansas, and rose to a record high 11.9% in April. In the U.S. the unemployment rate was 4.4% in March and rose to 14.7% in April. Over the course of the pandemic, the unemployment rate has dropped steadily. Now, the U.S. unemployment rate is 7.9%, and the Kansas unemployment rate is 5.9%. However, unemployment is not back to pre-pandemic levels. When compared to 2019, unemployment is still high. In September of 2019, the unemployment rate was 3.1% in Kansas. Below is a graph showing unemployment rates for Kansas and the U.S.:



	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
U.S.	4.1	3.9	3.9	3.9	4.5	4.4	4.1	3.7	3.6	4.2	4.1	3.9	3.6	3.5	3.5	3.7	4.4	4.1	3.9	3.3	3.4	3.8	4.0	3.8	3.3	3.3	3.3	3.4	4.0	3.8	4.5	14.4	13.0	11.2	10.5	8.5	7.7
Kansas	3.3	3.1	3.2	3.1	3.7	3.7	3.5	3.1	3.1	3.5	3.8	3.4	2.9	2.9	2.9	3.0	3.7	3.5	3.4	2.8	3.0	3.3	3.8	3.4	2.7	2.8	2.9	2.9	3.4	3.3	2.9	11.7	9.9	7.6	7.7	7.1	5.5
U.S. SA	4.2	4.1	4.2	4.1	4.1	4.1	4.0	4.0	3.8	4.0	3.8	3.8	3.7	3.8	3.7	3.9	4.0	3.8	3.8	3.6	3.6	3.7	3.7	3.7	3.5	3.6	3.5	3.5	3.6	3.5	4.4	14.7	13.3	11.1	10.2	8.4	7.9
Kansas SA	3.6	3.5	3.5	3.5	3.4	3.4	3.4	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	2.8	11.9	10.0	7.5	7.2	6.9	5.9

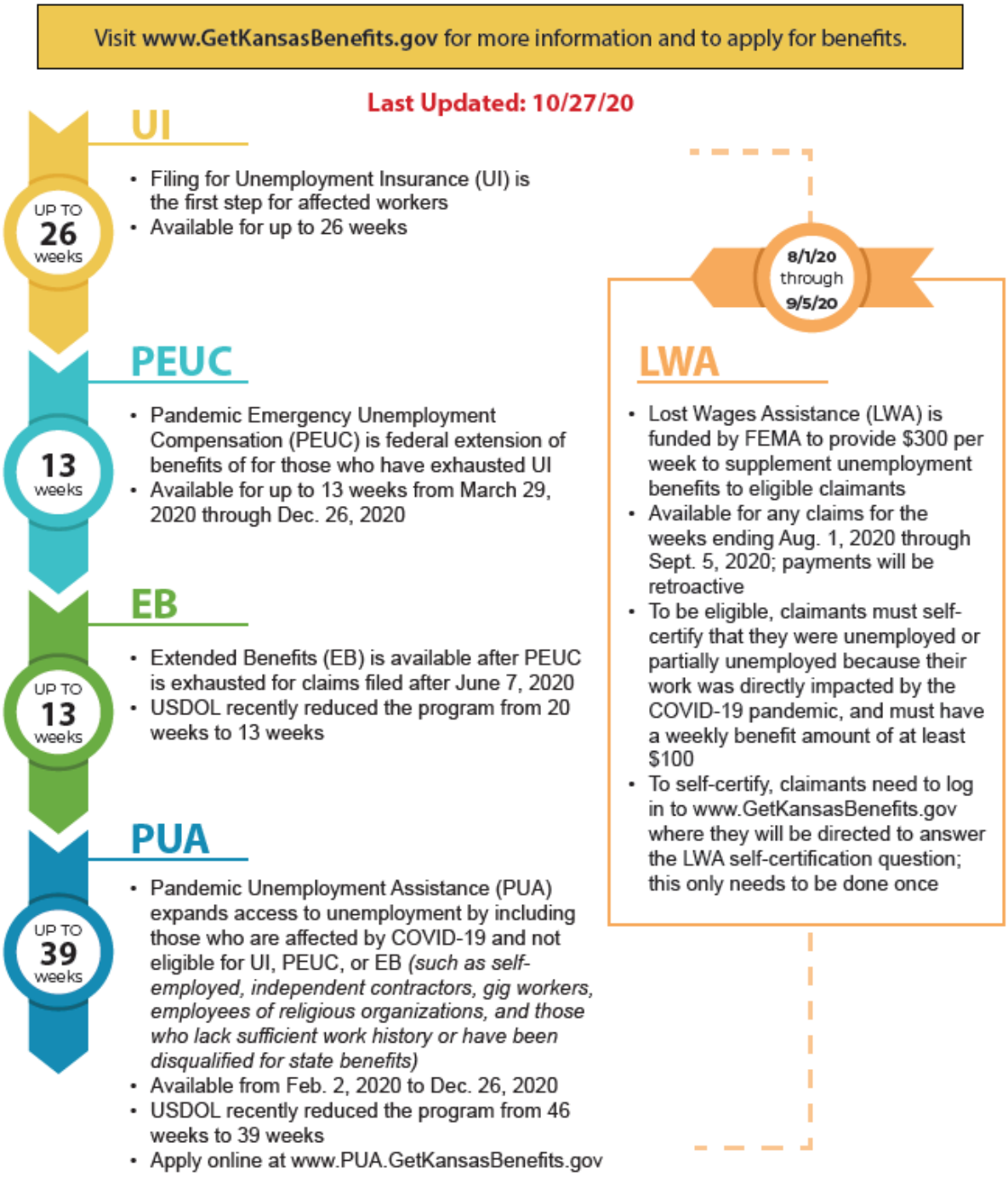
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

Below is a chart showing the labor force and level of employment within Kansas, not seasonally adjusted. The labor force has remained relatively stable for most of the pandemic, but the number of people employed has not. Compared to September 2019, employment has decreased by 3.9% while the number of Kansans in the labor force has only declined by 1.0%.

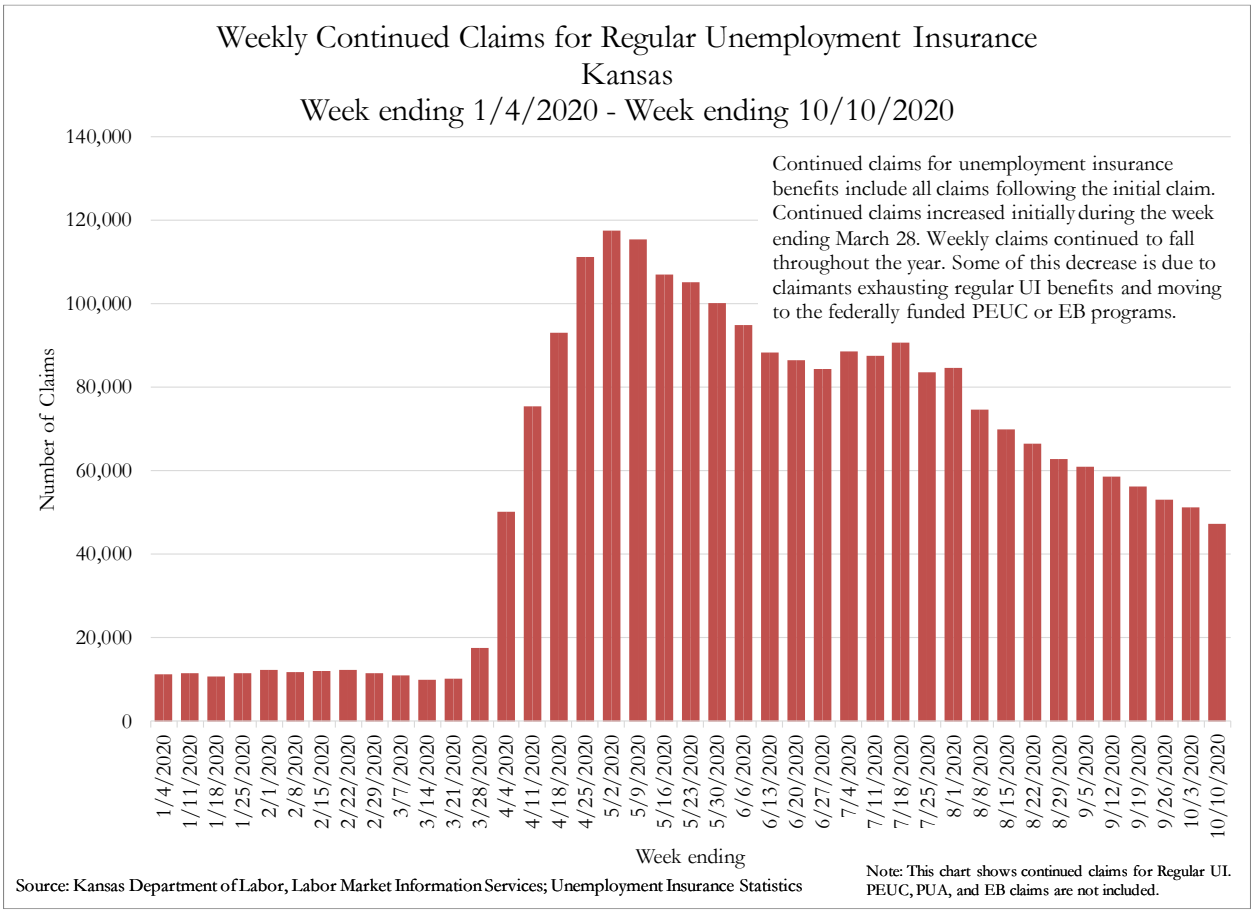


Unemployment Insurance (UI) Claims data

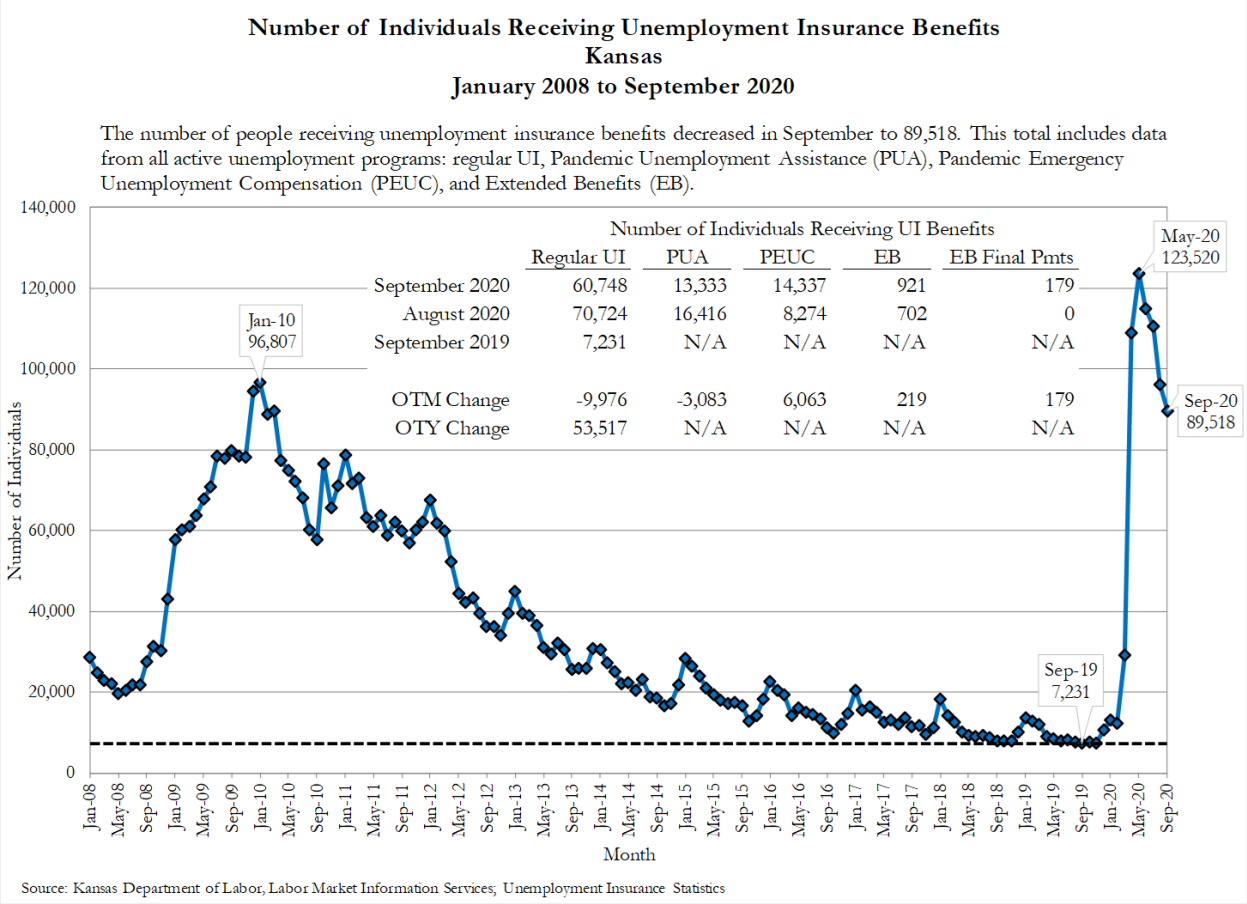
Unemployment Insurance (UI) claims have been greatly affected by the pandemic, as new policies have been put in place, specifically the CARES Act. Below is an infographic showing the process for different state and federal unemployment programs currently available:



Weekly initial claims increased significantly in March and April due to measures taken to stop the spread of COVID-19. As time has progressed, weekly initial claims have decreased from the levels seen in March and April, but remain much higher than prior to the pandemic. Weekly continued claims showed the same trend, increasing significantly in April, and steadily decreasing as time continues. Below is a graph showing the Weekly continued claims filed for regular unemployment insurance in Kansas:



The number of individuals receiving UI benefits has decreased as well, seeing its peak in May with 123,520 individuals receiving UI benefits, now with 89,518 in September. This includes data from all of the active unemployment programs. Below is a graph of the data:



On the Labor Market Information Services tableau webpage (https://public.tableau.com/profile/kdol#!/), there are multiple tools that can break down the data presented in this overview even further, such as the number of UI claimants by industry (https://public.tableau.com/profile/kdol#!/vizhome/KansasUIClaimantsbyIndustry_15900909034550/Dashboard).

KANSASWORKS
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KANSASWORKS State Board
November 4, 2020

COVID-19 Workforce System Update

(1) Workforce Center staff – When COVID-19 arrived, very few WFC staff had laptops to be able to take and work from home. Now almost all staff have laptops and can easily adjust from being in the office working to working from home. Most staff are back in the office full-time, however some of the larger offices are still rotating staff throughout the week.

(2) Workforce Center Operations – Most Centers across the state are open during regular hours to walk-in traffic, apart from Paola, Chanute and Wichita. For Paola and Chanute, services are only available virtually. For Wichita, the Center is open two days a week for customers not able to receive services virtually or via phone.

(3) Over the past several months, Centers have had to close due to COVID-19 exposure, however, we do the best we can to keep staff and customers safe, requiring masks, social distancing and constant cleaning, etc. If Centers do have to close, it's posted on Social Media.

(4) Jobseeker foot traffic has decreased significantly, perhaps due to a few factors: (1) People are still pretty apprehensive to go to public places; (2) Unemployment Insurance claimants still are not required to search for work; (3) the RESEA program is still inactive (more about this in a bit). Employers are still actively looking for employees though, so staff are diligently trying to find ways to reach out to jobseekers to make those connections. Staff are doing a great job of being flexible and finding new ways of doing business.

(5) Virtual Job Fairs – Kansas has hosted statewide Job Fairs each month for several months. The Job Fairs normally run the last Tuesday, Wednesday, Thursday of each month and are a great way for employers and jobseekers to connect in a new way. Jobseekers can upload their resumes and view open positions from the participating employers. It has taken some adjustment for both employers and jobseekers and our staff, but we're constantly looking for ways to improve the Fairs and how we can best prepare the employers and jobseekers to have successful participation.

(6) Currently, all programs are active, except for RESEA. RESEA is a re-employment program that relies on a partnership between Commerce and KDOL. Currently, KDOL is not able to make this a priority.

(7) Rapid Response and TAA – All Rapid Response and TAA meetings are available virtually with all resource material available online. The TAA activity in Area IV has very high volume, so staff across the state and across programs are assisting to ensure customers receive the services they need.

KANSASWORKS State Board
November 4, 2020
FY21 / Quarter 1
Workforce Services Program Initiatives Summary

KANSASWORKS STATE BOARD STRATEGIC PLAN

Goal 1: Customer Service

1. Empowering Employees to Succeed

- Focus groups – In the early months of 2019, WSU traveled to each of the local areas and met with staff as part of focus groups, targeting frontline employees and partners. The purpose of these sessions was to gain additional information on customer service, empowerment, support in the workplace, and what success looks like for Workforce Professionals. The focus groups also identified the top barriers to customer service as well as best practices.
- Supervisor feedback – As a follow-up to the frontline staff focus groups, WSU conducted phone interviews with Workforce Center Supervisors to get their perspective on customer service. They were asked the same questions as their staff were during the focus groups. The results meetings were included in the overall local and state reports.
- Based on these meetings, WSU recently released a statewide report with overall strengths, opportunities, recommendations and best practices as well as a report mirroring this for each local area. These reports have been shared with each local area. During the last few months of 2019, WSU travelled to the local areas to meet with the Regional Operations Managers, the Executive Directors and the State Operations Director to review the report and discuss next steps for each local area. Each local area determined actions items and a timeline associated with these items. For the past several months, the local areas have been working together on these action items.
- On February 11th, WSU facilitated a meeting with all of the local area Executive Directors, Regional Operation Managers and One-Stop Operators in Emporia to discuss what Excellent Customer Service looks like and to begin the conversation about consistent customer service standards. On June 9th, WSU facilitated an additional meeting with this group to discuss the impacts of COVID-19, what challenges were being faced and how everyone could best work together to address these challenges to service our customers with the best customer service.

2. Obtain Customer Service Input

- Secret Shoppers – The final draft of the 2nd Secret Shopper report is available on the state board website.
- Customer Surveys – Utilizing the Workforce Center kiosk surveys, WSU has been analyzing the results and developing a follow-up survey. This survey will ask questions that complement the 11 common questions, to dive deeper into their experiences at Workforce Centers. They also analyzed all employer surveys, met with a taskforce made up of key staff and stake holders from each local area, and developed a common employer survey.
- Focus Groups - WSU conducted regional focus groups of job seekers in each local area that are co-enrolled in multiple Workforce Innovation and Opportunity Act programs. The information gathered from these groups is available in a report.

3. Determine Best Practices

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

Goal 2: Performance Accountability and Transparency

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

- Quarterly Dashboard Reports are posted on the State Board website for review by State Board members.

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

- WIOA performance reports for PY 2020 only have 1 quarter of data.

- Compliance with WIOA measures are shown on page 2 of the Dashboard Report.
- Workforce system value is shown on page 7 of the Dashboard Report.

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

- Both program data and expenditure data is included in the Dashboard Report.
- Training and Participant expenditure data is listed by local area on page 4 of the Dashboard Report.
- Local area expenditure information is also included.

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

- Customer Service Kiosk data is now being collected at all workforce centers across the State.
- Customer Service Kiosk data is shown on page 6 of the Dashboard report.

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

- SWB members are encouraged to explore opportunities for self-evaluation of the SWB, and evaluate how SWB decisions impact the workforce programs in Kansas.

Goal 3: System Messaging and Awareness

Objective 3.1 Roll-out of Common Brand across the System:

- Alex Rice, Kansas Department of Commerce Director of Marketing, presented information regarding the need for a common brand and messaging to the Local Area Board Chairs in September and during the **KANSAS**WORKS State Board meeting on November 6, 2019. It was discussed that the Common Identifier Workgroup would convene to begin the process of policy revisions and a new brand standards manual.

- The Workgroup met in January and made significant progress in decisions regarding goals and next steps that was presented by Mike Beene during the January 23 State Board Meeting.

- The Workgroup convened again prior to the May 6 State Board Meeting and again made significant progress to this effort. The Workgroup will be sharing sample logos, typography and color palettes with the State Board during the May 6 State Board Meeting. All of the materials still must be shared with the Local Board Committees during the coming months for approval as well.

- The Workgroup has convened a couple additional times since the last State Board Meeting. The Workgroup is currently discussing budgeting and working to obtain quotes and pricing for signage to determine the needs and budget of this goal.

Objective 3.2 Obtain understanding of KS Awareness about the system: Put together a state-wide workgroup to develop messaging in conjunction with the roll-out of common brand, which will be helpful to the Common Identifier Workgroup as they continue their work to brand the system and **KANSAS**WORKS.

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

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

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

Goal 4: Technology Integration

Objective 4.1 The **KANSAS**WORKS.com feedback survey went live at the end of February. The survey is targeted to job seekers, employers and eligible training providers, and gathers feedback on the individual's experience with the website. From July to Sept 2020, 3,240 responses were received.

The state's case management system vendor, America's Job Link has undertaken a deep dive into the user experience by visiting consortium states and meeting with users from across the spectrum – case managers, job seekers, employers, and eligible training providers. The feedback they have gathered is being incorporated into the **KANSAS**WORKS.com redesign scheduled to launch in late 2020.

Objective 4.1 In mid-May, the kiosk survey was updated to allow for increased location tracking and the ability for staff to send out an email/text link to an online version of the survey.

Objective 4.2 Modifications to ReEmployKS have gone through testing and have been deployed to the live ReEmployKS site. Staff training to begin in early Q1 2021.

Objective 4.4 Local Area IV has released an RFP on behalf of Local Area's II, III, IV and V for adaptive equipment (including installation and training). They are currently awaiting responses.

KANSASWORKS State Board
November 4, 2020
FY21 / Quarter 1
Workforce Program Initiatives Summary

PROGRAM SUMMARY UPDATES

KANSAS HEALTH PROFESSION OPPORTUNITY PROJECT (KHPOP)

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

The Office of Family Assistance has awarded Kansas Department of Commerce (KDOC) an additional $3 million, Supplement and Extension, to extend Year 5 of the grant for an additional year. This was funded through the CARES Act.

For the full five-year grant period, the total projected participants are 2,000. KHPOP just completed year five of the grant and currently has 1,917 participants enrolled. There have been 1,526 Healthcare Training Completions and 728 participants have been employed in healthcare. We are at 96% of our enrollment goal, 100% of our healthcare training completions and at 100% employed in healthcare goals.

WORK OPPORTUNITY TAX CREDIT (WOTC)

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

In the fourth quarter of FY2020, 13,573 **new** certification requests were received, resulting in 628 eligible for tax credits. 1,644 requests were denied. This is a federal tax savings to Kansas businesses of almost $1.6 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Rural Renewal County, Ex-felons, Unemployed Veterans and Temporary Assistance for Needy Families (TANF).

The average tax credit per certification to the employer is $2,581.53.

FEDERAL BONDING

The Federal Bonding program provides individual fidelity bonds to employers for job applicants who are or may be denied coverage by commercial carriers. The Federal Bonding program is a unique hiring incentive tool that targets individuals whose backgrounds can pose significant barriers to securing or retaining employment. Job candidates benefit because they are provided a second chance to prove themselves as valuable employees. Employers benefit because they provide an avenue to hire skilled job candidates who might not be hired due to their ineligibility for bond coverage.

In the fourth quarter of FY2020, no employer inquired about information on the Federal Bonding program.

REEMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT (RESEA)

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

RESEA is provided in sixteen Job Centers around the state. There are fifteen grant-funded positions located at five Job Centers. Wagner-Peyser funded staff provides RESEA services in offices that do not have dedicated staff. Claimants scheduled for RESEA are required to report to a workforce center as a condition to receiving UI benefits. Due to COVID-19 related capacity constraints at the Kansas Department of Labor, RESEA is on hiatus.

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.

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.

My (Re)Employment utilizes existing funding received from the United States Department of Labor and is provided in 21 locations across the state. Due to COVID-19 related capacity constraints at the Kansas Department of Labor, My (Re)employment is on hiatus.

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

Petitions are filed with United States Department of Labor (USDOL) on behalf of a group of workers. If certified, the petition identifies the eligible worker group within a specific firm or subdivision. Benefits and services are then provided to the workers. These benefits include reemployment and case management services. Additional funded benefits include paid classroom training, income support while attending full time training, sponsored on-the-job training, customized training, and apprenticeship programs. Funding is available for out of area job search, relocation, Health Coverage Tax Credit and a wage subsidy, for older workers. The TAA unit works closely with Kansas Department of Labor (KDOL) in determining initial eligibility and throughout their enrollment in services.

Working in coordination with the rapid response team and case managers in identifying impacted companies, 9 additional petitions have been certified this quarter. These petitions identified an estimated additional 2,132 impacted workers. Adding these numbers to the FY20, 16 certified petitions (7,162 impacted workers), the need for assistance is great for these 9000 workers.

The TAA paperless process continues to prove its value as we continue with the coronavirus pandemic. Web sites, social media and virtual meetings are commonplace but cannot replace the need for face to face interaction and assistance. Group enrollment meetings have returned, taking place weekly to accommodate the workers. During FY21/Q1, 342 new enrollments were completed, 115 workers began TAA training with more approved to begin in the following quarter. Services were provided to 678 enrolled workers. The Kansas Commerce Web page, **KansasCommerce.gov/TAA** provides TAA benefit information and instructions on how to apply for TAA benefits.

We have seen the following companies certified this quarter: Center Industries (Wichita), Exacta Aerospace (Wichita), Textron Aviation Inc. (Wichita), HF Rubber Machinery, Inc (Topeka), Hi-Lo Industries, Inc. (Chanute), Valent Aerostructures (Fredonia), Mid Continent Controls, Inc. (Derby), Heroux Devtek, Inc (Wichita), and Clearwater Engineering, Inc. (Derby). Currently, Kansas has 17 pending petitions.

FOREIGN LABOR CERTIFICATION
H-2A Temporary Agricultural Program
H-2B Temporary Non-Agricultural Program

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

H-2A enrollments per local area:

Local Area I	222 Enrollments
Local Area II	31 Enrollments
Local Area III	2 Enrollments
Local Area IV	2 Enrollments
Local Area V	8 Enrollments
To-Date Thru 3/31/20	265 Enrollments

Housing Inspections for the year is 404. Worker positions for this year is 1,482.

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 / 19 job orders were processed for this quarter; and 55 enrollments year-to-date.

JOBS FOR VETERANS GRANT (JVSG)
The Jobs for Veterans Grant (JVSG) works directly with the military installations of Fort Leavenworth, Fort Riley, McConnell Air Force Base and Forbes Field. This overview provides a snapshot of **KANSAS**WORKS veteran employment representative outreach across Kansas. JVSG staff continue to attend SHRM, Chamber of Commerce meetings, Veterans attending Colleges, Universities', Technical colleges, Native American Indian Reservations and other non-profit entities targeting veterans within Kansas to promote Workforce Center Services across Kansas ensuring that veterans, transitioning service members and military spouses are aware of services providing them **"Priority of Service"** at one of the workforce center locations.

Veterans served in the Workforce Centers During the quarter, **894** veterans were served within the workforce centers with **542** receiving further assistance by Disabled Veteran Outreach Program Specialists (DVOP) based on significant barriers to employment. This assistance consisted of customized resume assistance and/or review, workshops, and basic employable skills needed for each individual veteran's needs. Additionally, **88** Employer contacts were made by Veteran Employment Representatives, with **66** veterans gaining employment, **447** of those Veterans were provided individual career services by JVSG staff this quarter.

KANVET.org 2020 provides direct access to State of Kansas veteran-specific resources and benefits without having to navigate multiple state and federal agency websites. Over the past quarter, **280-**page views with the most popular being employers page, support page and college/universities page.

Please take a few minutes to view the site and see what the new site brings to our Kansas Veterans, and those still serving. www.kanvet.org

Partnership between Veterans Administration (Vocational Rehabilitation& Education) and KANSASWORKS (Pilot Project)

(JVSG) Staff within Workforce Services (**KANSASWORKS**) are partnering with the Veterans Administration, Vocational Rehabilitation & Education (VR&E) Program. This pilot project was initiated on June 1st, 2020, with veterans that are in the final phases of completing their degrees and/or certifications with six (6) states participating in the pilot project with the veterans requesting to relocate to one of the six states including Kansas for employment and residency.

JVSG staff (both Disabled Veteran Outreach Program (DVOP) Consultants and Local Veteran Employment Representatives) embedded within the workforce centers have an established partnership with VA VR&E program, providing veteran clients with Labor Market Information and Employment. Since the beginning of this pilot project, which is expected to continue into 2021, during that time focus groups consisting of the six participating State Veterans Employment Managers and the Veteran Administration (VR &E) Administrators will verify the success or suggest ways to improve the VA VR&E program and their partnerships with each state.

Kansas was selected based on their continues success with job placement of **113** veterans into employment and **238** veterans receiving Labor Market Information (based on the veterans' degree plan or skills certification) from the workforce center staff (DVOP's) for PY19.

Since June 1st, Kansas has assisted four (4) veterans from the participating states wishing to relocate to Kansas in the fields of Business Administration (2) , Civil Engineering (1) and CDL certification (1) with the first locations being the KC metro area, Leavenworth and Manhattan.

DOD Skillsbridge and the Army Career Skills Program (CSP) is a component of the Transition Soldier Life Cycle. Military Installations across Kansas in partnership with the local communities have recognized this program which encourages military servicemembers to capitalize on training and development opportunities throughout their military careers so that they grow and develop as soldiers and employability skills after leaving the service. Currently, the State Veteran's Employment Manager is working with all three military installations, staff and Kansas employers to meet the needs of both the servicemembers based on their knowledge, skills and abilities(KSA's) obtained while serving our nation and to meet the employer's occupational demands.

Heroes Make America a Manufacturing Institute pilot program which is a full-time, 10-week career skills program, that launched in partnership with the U.S. Army Soldier for Life – Transition Assistance Program at Fort Riley, **KANSAS**WORKS, K-State University and the USO Pathfinder Program at Fort Riley. The Manufacturing Institute created the Heroes Make America program to build a pipeline from military to manufacturing careers for transitioning service members. Participants earn many certifications to include 14 college credits, 9 industry-specific certifications, a CPT Plus Certificate, and a Certificate of Competition from the Manufacturing Institute. Individual military members and family members that complete the course will receive a Production Technician Certification The students also complete a personal finance course, Strengths Finder Assessment, resume and cover letter review, and receive interview prep. A major advantage of the program is several manufacturing plants tours, networking opportunities, and live interviews.

KANSASWORKS **Partnership with Military OneSource** is a Department of Defense-funded program that's both a 24/7/365 call center and a website providing comprehensive information, resources and assistance on every aspect of military life, at no cost. Service members and the immediate family of active duty, National Guard and Reserve (regardless of activation status), can access Military OneSource up to 365 days post separation or retirement. All calls made to Military OneSource consultants are then referred to **KANSAS**WORKS staff, whom assists the client in locating employment in various locations within Kansas.

KANSASWORKS **Partnership with Fort Leavenworth and Military OneSource Directive** During the quarter the State Veterans Employment Manager, Regional Operations Manager for LWDB III met with the Directorate of Plans, Training, Mobilization and Security (DPTMS), Soldier-for-Life, Army Community Services and Fort Leavenworth Public Affairs Office. The discussion revolved around Transitioning Service Members and military spouses' employment with the area, a directive from the Army Chief of Staff directed Fort Leavenworth to participate in a pilot program with the assistance of **KANSAS**WORKS staff and the installation. Commerce has posted a position to fill this gap and assist with this program and Soldier for Life Transition Assistance Program (SFL-TAP).

Kansas Employment Exploration Program (KEEP Veterans Here) The Kansas Employment Exploration Program was designed to give transitioning Soldiers the opportunity to visit communities and employers around the state of Kansas to see what employment opportunities are available for them and their family members. The program is sponsor by the Soldier for Life Transition Assistance Program at Fort Riley, Kansas. The program has been postponed during the quarter, due travel and medical restrictions.

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

For this quarter, Kansas enrolled **6** eligible clients to take advantage of this program so that may be able to stay free or a reduced rate throughout Hiltons across the country. Workforce Staff also promote this program for the entire state of Kansas based on the locality and employment opportunities in Kansas, of the **6** eligible clients **2** are remaining in Kansas. Additionally, with this program we have seen an influx of more servicemembers and families remaining in Kansas.

REGISTERED APPRENTICESHIP

During the Quarter Kansas Department of Commerce Registered Apprenticeship have started working on activities outlined in the workplan for the awarded Tier I of the **"Building State Capacity to Expand Apprenticeship through Innovation"** otherwise referred to as **State Apprenticeship Expansion 2020 (SAE 2020)** grant. **The award amount is $449,600.00 and the Period of Performance shall be from July 1, 2020 thru June 30, 2023.** The goal of these funds is to expand the national Registered Apprenticeship system by funding baseline activities that improve States' ability to serve, improve, and strategically scale the Registered Apprenticeship Program model.

The **Tier I Baseline Goal 1** is to expand the current State-wide RA structure. In order to expand the current State-wide Registered Apprenticeship (RA) structure currently in place, Commerce has been working to develop standardized training, support structures, resources, and activities that strengthen compliance with parts 29, subpart A, and 30. Commerce has created a new and filled the Registered Apprenticeship Grant Coordinator (RAGC) position. The RA Program Manager will continue to provide technical, managerial and administrative support of the project, while this new fulltime position will oversee the grant project, and provide Registered Apprenticeship staff training in collaboration with the Registered Apprenticeship Program Manager (RAPM) and will comply with all RAP requirements. Further, the RAGC has been training with the RPM in order to provide oversite with daily data entry in RAPIDS and with the development of RA Standards as well as effective processes and systems to ensure accurate and complete execution of RA Sponsor/Apprentice Registration.

The **Tier I Baseline Goal 2** is System Alignment for Apprenticeship Expansion. Kansas RA is working create stronger alignment for RA with educational and workforce systems, in order to develop a strong statewide system with an emphasis on Youth Work Based Learning opportunities. RA continues to develop new, formal partnerships with secondary education and postsecondary education and training institutions to create a pipeline to RA opportunities in in-demand professions in the state by hosting a series of RA informational sessions encompassing program requirements, program structure and program benefits. Commerce continues to support integration into the current WIOA workforce development, education and economic development and continues to work with the American Job Center (AJC) through the LWDBs working to place their appropriate customers in RAP. Each Registered Apprentice applicant is required to create a **KANSAS**WORKS.com Jobseeker Plus Account in order to qualify for any suitable funding reimbursements. The LWDBs continue to recruit apprentices for RAP Sponsors and co-enroll WIOA-eligible individuals to provide case management and supportive services when suitable. These deliverables will bridge the gaps in system alignment and strengthen the alignment of Registered Apprenticeship with education and workforce systems, thus increasing the number and quality of RAPs.

The **Tier 1 Baseline Goal 3** is Improving Data Sharing and Data Integrity. Commerce continues adapting RAPIDS as needed to use it as the case management system for RAP registration activities in Kansas. In addition to the RAPIDS

system, Kansas RA also continues adapting **KANSAS**WORKS.com, and will continue to adapt as needed, this system to collect required service level data elements in relation to Annual Registered Apprenticeship Reporting.

Preparation for the upcoming close of SAE Grant
RA has been working this quarter to prepare for the upcoming close of the SAE Grant that Commerce received $2,321,654.00 from the U.S. Department of Labor to administer the Apprenticeship USA State Expansion Grant, the grant period is November 1, 2016 thru October 31, 2020. Commerce granted funds to Local Workforce Innovation Act Core Partners to support a .5 FTE Registered Apprenticeship (RA) Program Specialist continue to expand the recruitment, screening and enrollment of registered apprentices. RA Sponsor continue working with RA staff to enroll their apprentices in **KANSAS**WORKS.com for reimbursement of a portion of the cost of the Related Technical Instruction for each apprentice enrolled through this project.

Youth Apprenticeship
Interest and opportunities in Youth Registered Apprenticeship is growing in KS. RA continues to partner with Kansas Department of Education, KBOR, Registered Sponsors, employer groups and other local partners with the intention of building Youth Apprenticeship opportunities within the state. Kansas Youth Apprenticeship is a work-based learning opportunity that will give students both academic and workplace skills that can lead to post-secondary education opportunities and careers. Youth Apprentices will receive paid on-the-job training along with job-related technical instruction that also supports meeting high school graduation requirements.

Each local area RA staff continue to develop new and update existing programs, participate in presentations & roundtable sessions connecting with education, business and industry for additional Registered Apprenticeship opportunities. (Currently, RA Staff are having these meeting through Virtual meetings and Conference Calls.) During the COVID-19 pandemic, staff have conducted most business matters through virtual meetings, phone and email.

Registered Apprenticeship continues to provide employers an opportunity to build a structured training system that allows employers to grow their own, a system that helps meet workforce and retention needs. The related technical instruction for these programs may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors and/or apprenticeship training centers.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)
The entirety of the first quarter saw participants on paid break due to the state-imposed quarantine orders based on the pandemic as well as the majority of host agencies closing their doors. No participants were able to return to work. We continue to monitor the situation monthly to determine when normal operations can occur.

Information from Region V Q4 performance metrics provides a sound look at the Workforce Center's performance measures. Workforce Alliance exceeded their goals in the following categories: Service to Most in Need, Employment Rate – 2nd quarter, and Median Earnings. Workforce Alliance has an 89 percent rate of referrals from WIOA, which show the excellent partnership of WIOA and SCSEP. While referrals from WIOA are not part of the performance metrics, our federal partners will evaluate our partnerships with WIOA during their assessment of our SCSEP program.

Older Kansans Employment Program (OKEP)
OKEP providers are seeing a continual slowing of services during the 1st quarter of 2021. Case managers are actively reaching out by phone to participants to continue limited follow-up services, however individuals who are looking for employment are adding safety requirements as part of their job search and employment needs. The vast pool of applicants does not have access or know-how to the digital world and thus are unable to complete on-line training or other job search activities. As we anticipate the new normal on how to serve and employ the senior population, we will need to explore innovative ways to reconnect seniors to the employment world. In order to achieve this goal, we requested entities apply for FY 21 OKEP funds, with an emphasis on serving this population while social distancing and on-line learning. We are in the process of awarding grants to 7 entities.

Kansas RETAIN – Retaining Employment and Talent After Injury/Illness Network

In September 2018, the Kansas Department of Commerce, in partnership with the Workforce Alliance of South-Central Kansas, the Kansas Department of Health and Environment, and the Susan B. Allen (SBA) Memorial Hospital in Butler County, was awarded $1,877,823 for a RETAIN Phase I planning grant from the US Department of Labor. This demonstration project will test the impact of early intervention strategies that improve stay-at-work/return-to-work (SAW/RTW) outcomes of individuals, living or working in Butler County, who experience a debilitating injury or illness while employed. The project will address both on-the-job and off-the-job injuries and illnesses. Central to this project is the early coordination of health care and employment-related supports and services to help injured or ill workers remain in the workforce. The Kansas RETAIN Project has been branded **RETAINWOR*KS***.

- The Kansas Department of Commerce has received a one-year grant extension from USDOL/ODEP, extending the period of performance through March 30, 2021, with additional funding of $425,934 for a total of $2,303,757.
- There are currently 50 participants enrolled (40 Treatment, 8 control) with referrals from more than 20 medical providers. 25 participants have returned to work.
- The RETAIN Medical System Partner has changed from Susan B. Allen Memorial Hospital, ending March 30, 2020, to Ascension Via Christi – Wichita, effective April 1, 2020 through March 30, 2021.

WORKFORCE/CORRECTIONS INITIATIVES

Alternative Workforce Specialist serves as the liaison between Kansas Dept. of Commerce and Kansas Dept. of Corrections to work Statewide at increasing opportunities for individuals involved in the criminal justice system to rejoin the workforce in sustainable living wage employment. Statewide involvement in initiatives this quarter includes:

1) Career planning with Certified graduates of the Washburn Tech program at Kansas Juvenile Correctional Facility (KJCC),
2) Serving as co-chair of a subcommittee of the Community Health Improvement Plan in Wyandotte County through the Wyandotte Economic Development Council to strategize on decreasing barriers for individuals with criminal history to rejoin the workforce,
3) Regular meetings with Dept. of Corrections Job Specialist Manager to discuss goals and connections needed to foster employment for individuals exiting the correctional facilities,
4) Providing training for Kansas Dept. of Corrections Job Specialists about the workforce system and KANSASWORKS.com,
5) Providing training for workforce professionals and partner agencies on employment support specific to individuals involved in the justice system,
6) Conducting research to identify emerging opportunities for employment and assistance for individuals with justice system involvement to reenter the workforce.

See below for data from the Washburn Tech Program at KJCC. COVID-19 caused the classroom training to shut down resulting in a reduced number of participants in Spring 2020. Classes did not resume until July, so no reported credit hours/credentials earned.

	Unique Students	Credit Hours Enrolled	Credit Hours Completed	Credentials Earned	OJT Students
Summer 2018	44	355	334	47	7
Fall 2018	100	1,307	1,257	145	9
Spring 2019	120	1,098	1,059	213	6
Summer 2019	89	436	424	37	7
Fall 2019	117	1,261	1,174	141	7
Spring 2020	94	780	379	5	11

KANSAS BOARD OF REGENTS

Kansas adult education programs have seen a high demand for services while capacity is limited due to enrollment restrictions. Remote assessment and GED test proctoring have allowed programs to adapt to student needs and serve students in class or online. Adult education programs are serving students in three additional correctional facilities, partnering to provide not only GED preparation coursework, but training in a career pathway culminating in an industry-recognized credential. Adult education faculty have additional professional development opportunities to enhance their learning in distance learning and career pathway development.

VIRTUAL JOB FAIRS:

- December 8-9, 2020
- January 26-28, 2021
- February 23-25, 2021
- March 23-25, 2021