KANSASWORKS STATE BOARD

AGENDA

Wednesday, November 3, 2021
9:00 AM – 11:30 AM

Microsoft Teams meeting
Join on your computer or mobile app
Click here to join the meeting
Or call in (audio only)
+1 785-414-8630,,133371325# United States, Topeka
Phone Conference ID: 133 371 325#

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

II. Chair Report: David Harwood

III. Consent Agenda: David Harwood
a. August 4, 2021 KWSB Meeting Minutes
Recommended Action: Approve consent agenda as presented.

IV. Kansas Micro-Internships: Timothy Peterson, Senior Project Director, Ks Board of Regents

V. Re-Entry Program: Keith Lawing, Local Area IV Executive Director

VI. Pathway Home 2 Grant: Bettina Sparks, Alternative Workforce Specialist, Employment Services

VII. Veteran's Services: Gary Westerman, Program Manager, Employment Services

VIII. Local, State, Federal Updates: Mike Beene, Director, Employment Services

IX. Upcoming KWSB Meetings:
- February 2, 2022
- May 4, 2022
- August 3, 2022
- November 2, 2022

X. Adjournment

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, August 4, 2021
12:30 PM – 2:30 PM
MS Teams Meeting

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

Consent Agenda and Actions Approved as Follows:

Consent Agenda:
a. August 4, 2021 KWSB Meeting Minutes
Matt Hall moved to approve, Neelima Parasker seconded, motion passed.

KWSB Meeting Adjourned – 2:30 PM
Darrell Pankratz moved to approve, Todd Newkirk seconded, motion passed.

DRAFT

Enhancing the Talent Pipeline via the New Kansas Micro-Internships Program

DeBruce FOUNDATION

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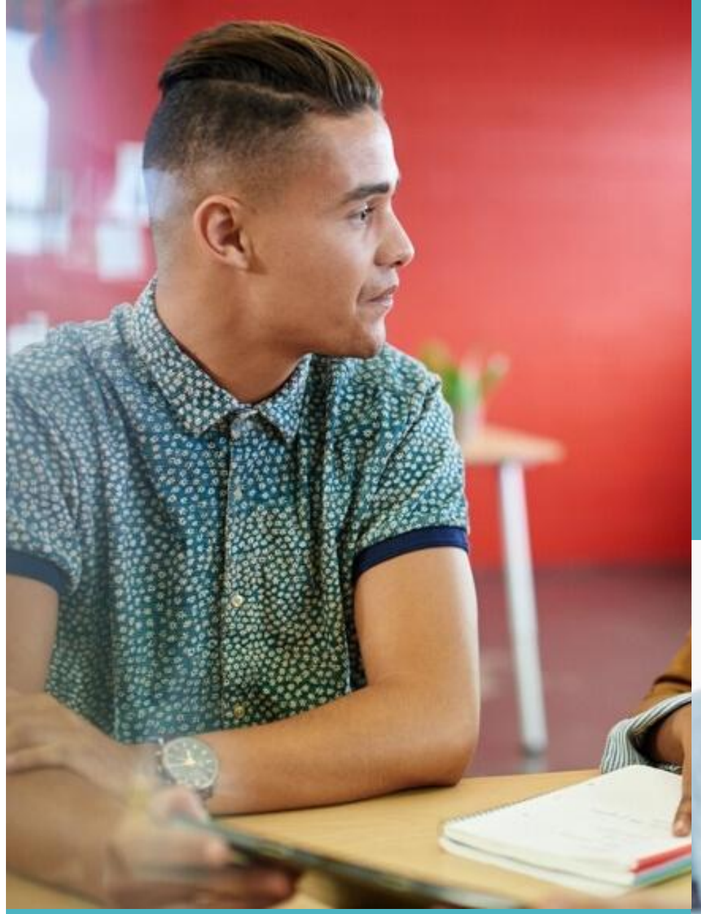


On-Demand
Project Support

Test Drive
Entry-Level Talent

Kansas Micro-Internship Program Overview

- Program provides all **students enrolled in Kansas public colleges/universities** opportunities to work on short-term, paid, and professional projects (Micro-Internships) with **Kansas-based organizations**
- **Kansas-based organizations that select an eligible student can receive a 50% matching micro-grant up to $250 per project** (for a maximum of two projects)
- Eligible organizations include for-profit and not-for-profit organizations
- Funding for the program is provided by the DeBruce Foundation
- All opportunities are posted on the Parker Dewey Micro-Internship platform

Public Colleges and Universities in Kansas

Kansas-based companies and nonprofits are eligible for the Kansas Micro-Internship Program mini-grants if they choose students enrolled in any of the following:

- Allen Community College
- Barton Community College
- Butler Community College
- Cloud County Community College
- Coffeyville Community College
- Colby Community College
- Cowley Community College
- Dodge City Community College
- Emporia State University
- Flint Hills Technical College
- Fort Hays State University
- Fort Scott Community College
- Garden City Community College
- Highland Community College
- Hutchinson Community College
- Independence Community College
- Johnson County Community College
- Kansas City Kansas Community College
- Kansas State University
- Kansas State University Polytechnic Campus
- Kansas State University Olathe
- Labette Community College
- Manhattan Area Technical College
- Neosho County Community College
- North Central Kansas Technical College
- Northwest Kansas Technical College
- Pittsburg State University
- Pratt Community College
- Salina Area Technical College
- Seward County Community College
- University of Kansas
- University of Kansas Medical Center
- Washburn University
- Washburn University Institute of Technology
- Wichita State University
- Wichita State University Campus of Applied Sciences and Technology

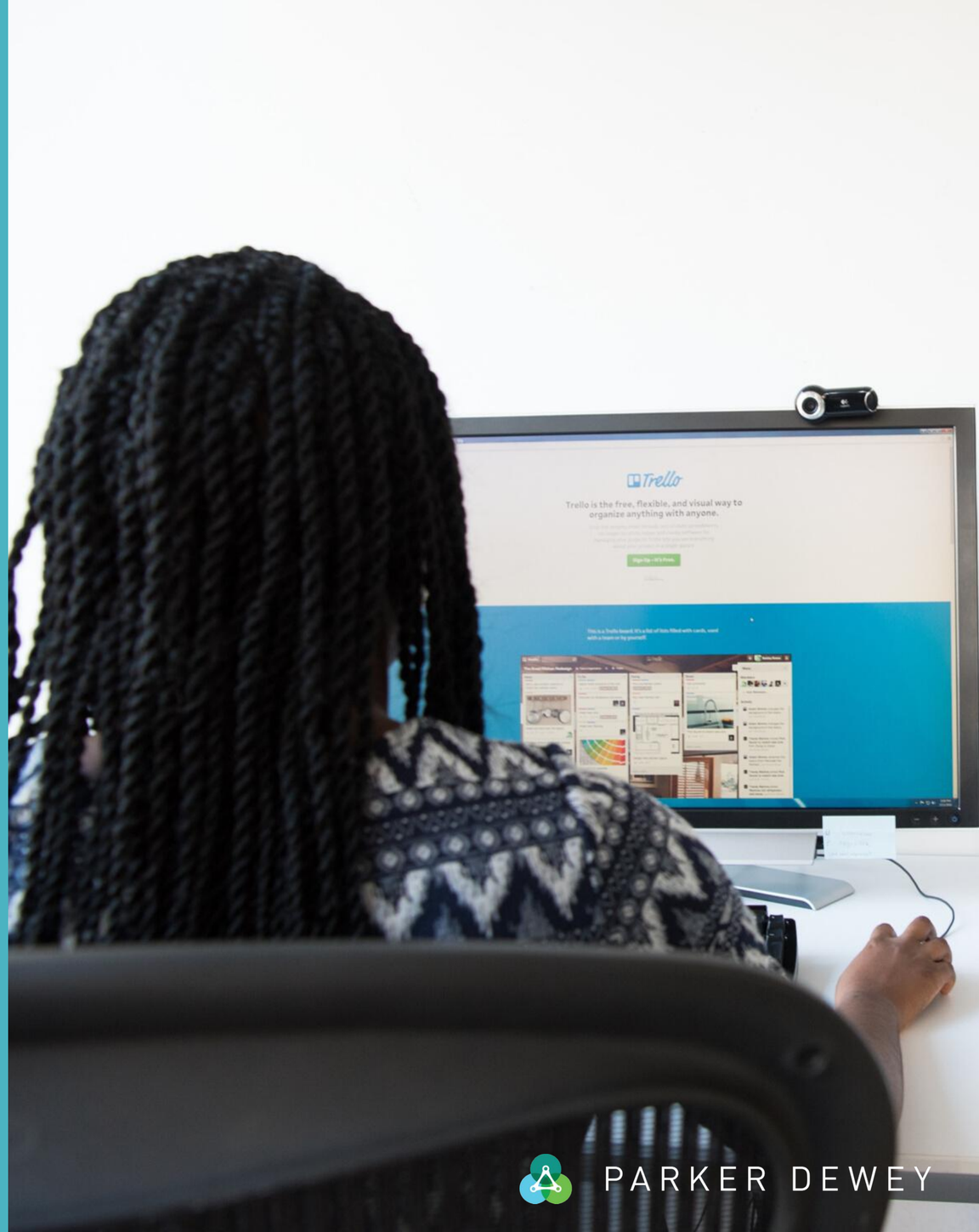
About Parker Dewey

Parker Dewey is a mission-oriented organization that helps connect great Career Launchers with great companies.

Parker Dewey offers the largest network of highly motivated college students and recent graduates who are excited to complete short-term, professional assignments.

While executing these Micro-Internships, Career Launchers demonstrate their skills and grit, and exceed expectations as they seek the right full-time role or internship.

Not only do professionals get immediate support, Micro-Internships also help companies identify and evaluate prospective job candidates for internships or full-time needs when they arise. As a result, organizations improve hiring effectiveness, enhance diversity, and drive retention.



What is a Micro-Internship

- **Short-term:** Projects typically range from 10-40 hours in duration.
- **Paid:** The average cost to a company is $400 (fixed fee, implying $20/hour).
- **Professional:** Assignments are similar to those given to interns or new hires.
- **Comprehensive:** Projects are used in all industries, across all departments (sales, marketing, HR, finance, etc.), and can take place year-round.
- **Valued:** Micro-Internships provide busy professionals with additional resources ("We should..." or "I shouldn't..." tasks).
- **Flexible:** Available year-round as needed, and typically done remote.

Not a replacement for summer internships, co-ops, or full-time hiring.

Simple to Post Projects

Micro-Internships can be posted on-demand, as needed by professionals.

We suggest posting a Micro-Internship 24 to 48 hours before the manager wants the project to begin.

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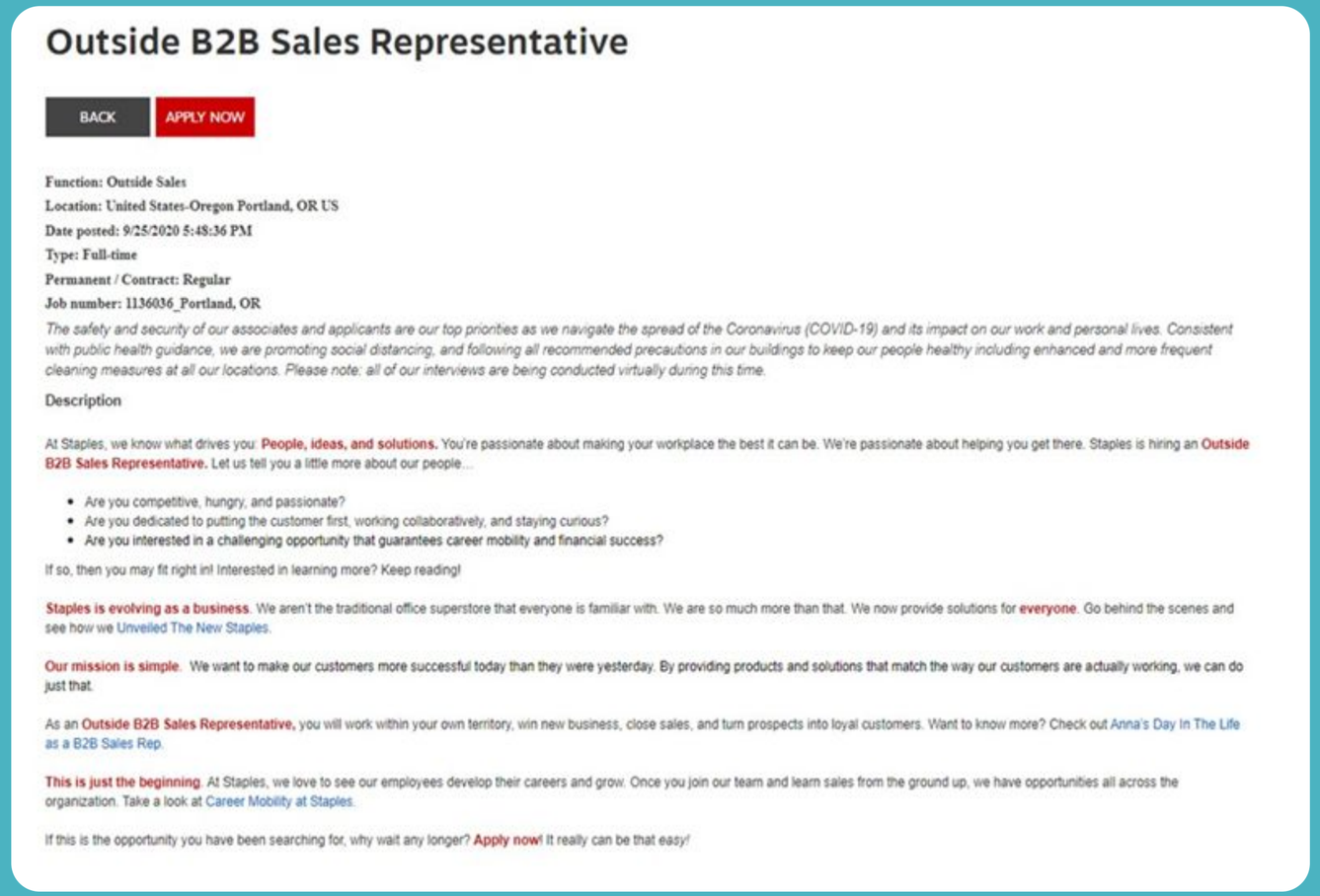
https://info.parkerdewey.com/kansasemployers

Projects Showcase Key Job Skills



Outside B2B Sales Representative

BACK APPLY NOW

Function: Outside Sales
Location: United States-Oregon Portland, OR US
Date posted: 9/25/2020 5:48:36 PM
Type: Full-time
Permanent / Contract: Regular
Job number: 1136036_Portland, OR

The safety and security of our associates and applicants are our top priorities as we navigate the spread of the Coronavirus (COVID-19) and its impact on our work and personal lives. Consistent with public health guidance, we are promoting social distancing, and following all recommended precautions in our buildings to keep our people healthy including enhanced and more frequent cleaning measures at all our locations. Please note: all of our interviews are being conducted virtually during this time.

Description

At Staples, we know what drives you: **People, ideas, and solutions.** You're passionate about making your workplace the best it can be. We're passionate about helping you get there. Staples is hiring an **Outside B2B Sales Representative.** Let us tell you a little more about our people...

- Are you competitive, hungry, and passionate?
- Are you dedicated to putting the customer first, working collaboratively, and staying curious?
- Are you interested in a challenging opportunity that guarantees career mobility and financial success?

If so, then you may fit right in! Interested in learning more? Keep reading!

Staples is evolving as a business. We aren't the traditional office superstore that everyone is familiar with. We are so much more than that. We now provide solutions for **everyone**. Go behind the scenes and see how we Unveiled The New Staples.

Our mission is simple. We want to make our customers more successful today than they were yesterday. By providing products and solutions that match the way our customers are actually working, we can do just that.

As an **Outside B2B Sales Representative,** you will work within your own territory, win new business, close sales, and turn prospects into loyal customers. Want to know more? Check out Anna's Day In The Life as a B2B Sales Rep.

This is just the beginning. At Staples, we love to see our employees develop their careers and grow. Once you join our team and learn sales from the ground up, we have opportunities all across the organization. Take a look at Career Mobility at Staples.

If this is the opportunity you have been searching for, why wait any longer? **Apply now!** It really can be that *easy!*

Conduct Competitive Research

Develop Sales Content

Identify Key Prospect Categories

Evaluate Campaign Performance

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Students Apply if Interested

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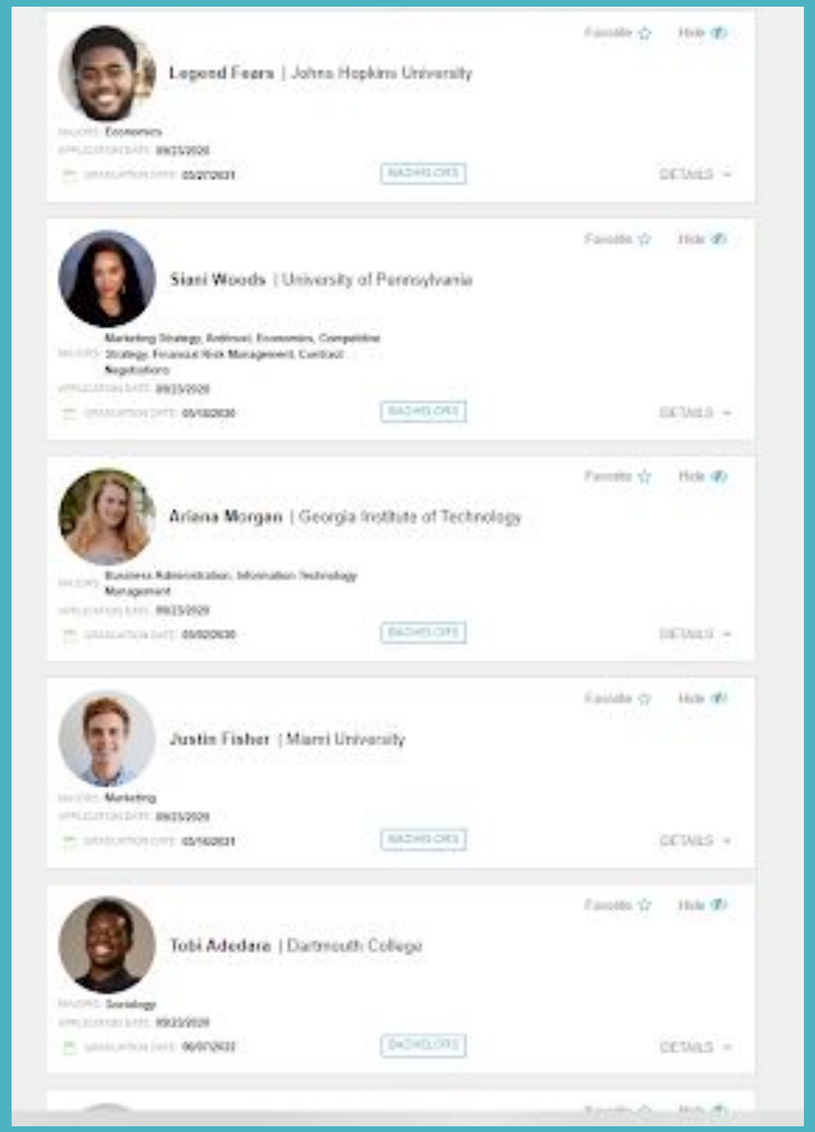
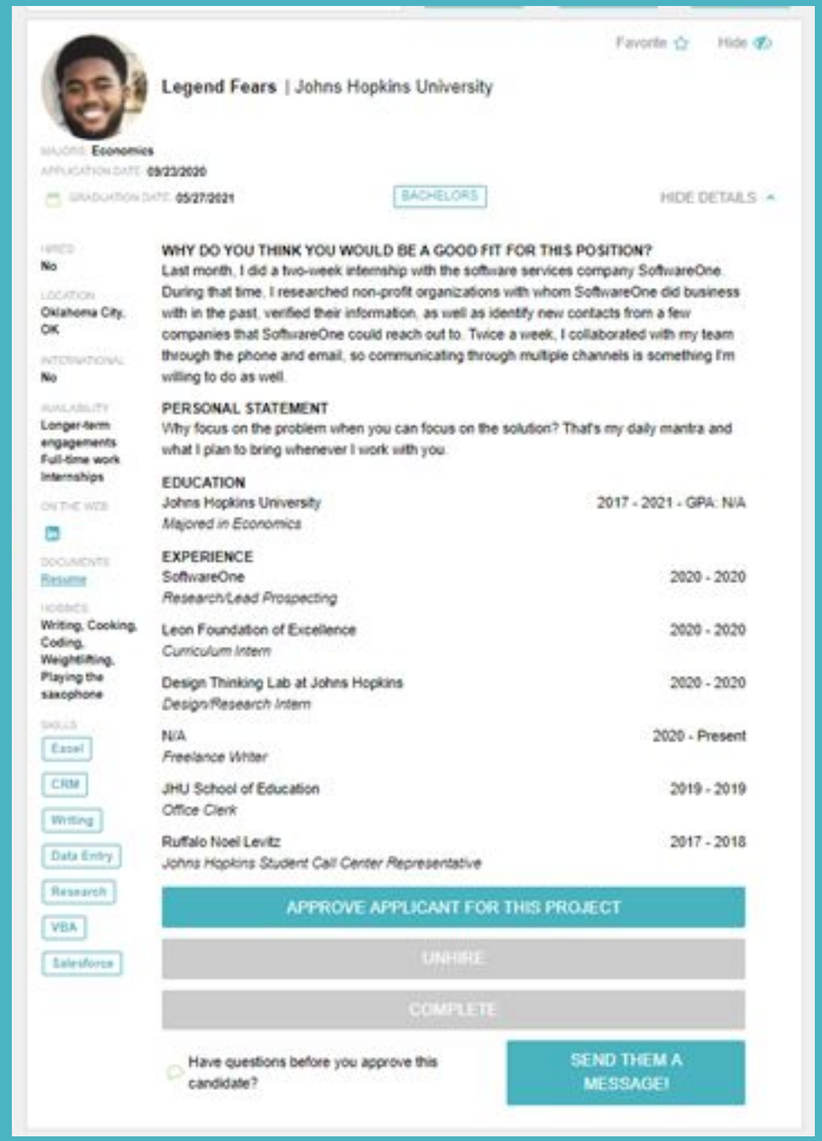
Select the Micro-Intern





You see only those students who applied

Filter by school or use the "Kansas Micro-Internship Program" Affiliation

Short-answer questions help you quickly identify the "right" Micro-Intern

WHY DO YOU THINK YOU WOULD BE A GOOD FIT FOR THIS POSITION?
Having Graduated from an Ivy League Institution, I have developed a keen sense and understanding on thoroughly refined Research as well as Data Analysis.

WHY DO YOU THINK YOU WOULD BE A GOOD FIT FOR THIS POSITION?
The reason being that is something that involves research and time I have a lot of time and give everything in order.

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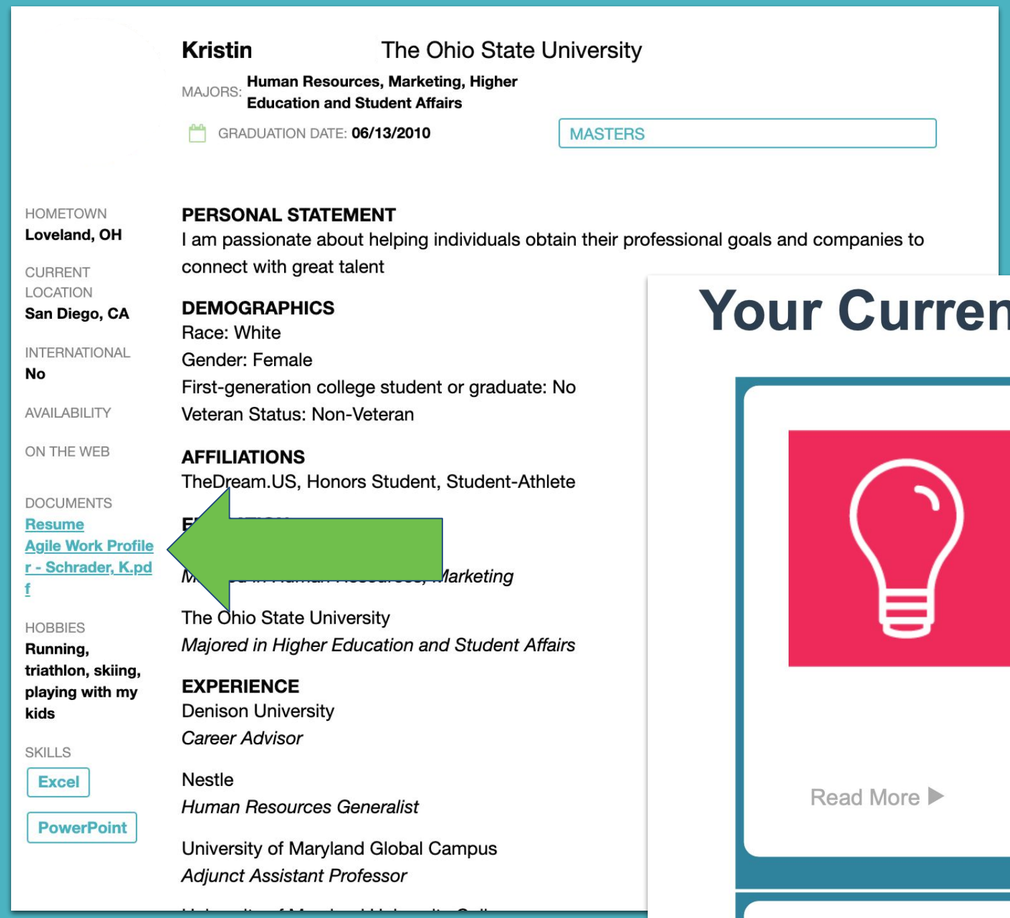
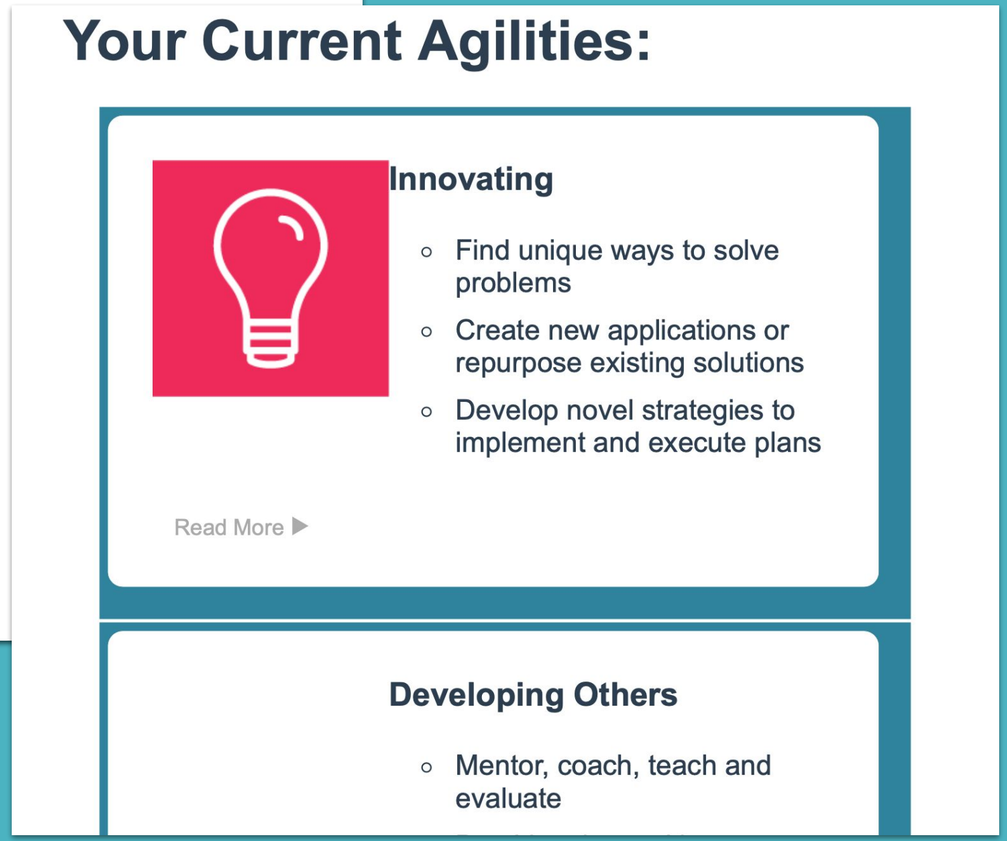
Check Out Students' Agilities





Students are encouraged to complete the DeBruce Foundation's Agile Work Profiler tool.

Knowing their Agilities helps students identify projects that fit their strengths and interests.

Check out students' Agilities in the Documents section of their Parker Dewey profile.

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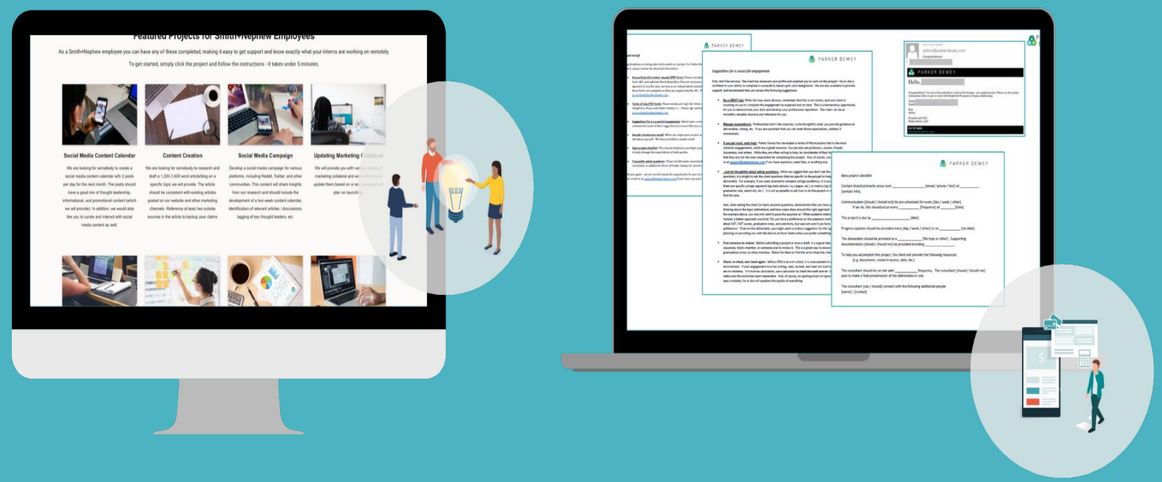
Your Role

- **Post the project:** what you need, when you need it, price, and any other requests (we can help)
- **Select the student:** pick who you want, or we can select for you
- **Provide any necessary information:** templates, examples, data, etc. so the student can complete the assignment
- **Engage how you want:** no obligations or additional work for you
- **Additional opportunities:** not necessary, but can make yourself available for additional engagement, mentoring, etc.

Micro-Interns are focused on taking work off your plate, not adding to your workload

Parker Dewey's Role

- **Assist in posting projects:** library of thousands of completed Micro-Internships and can craft for you
- **Assist in student selection:** we can choose for you
- **Student onboarding and oversight:** we are engaged with the students to make sure you have a great experience
- **On-demand support:** available to help as needed



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Why Experiential Recruiting Works

(It's a Win-Win-Win)

Hiring managers value the opportunity

- High quality, on-demand support
- Opportunity to give back (e.g. alma mater, ERGs, etc.)

Students value the experience

- Access and opportunity to demonstrate skills
- Explore career paths
- Expand professional network

University recruiters value the outcomes

- Early and broad access
- Time and cost effective
- Better outcomes including conversion, DEI, and retention

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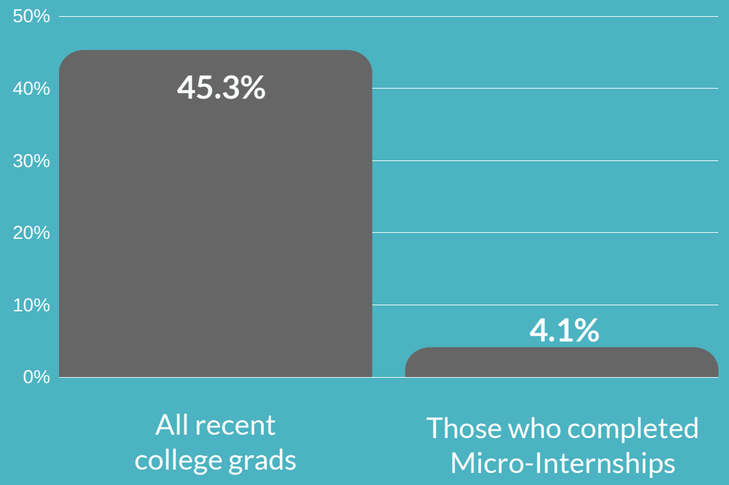
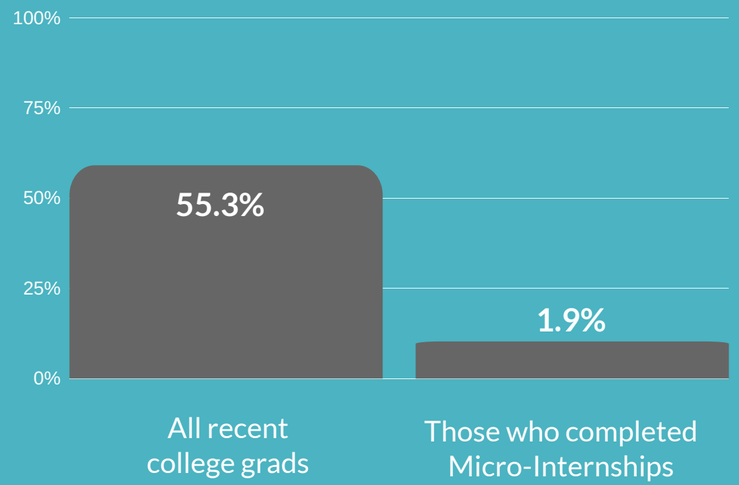
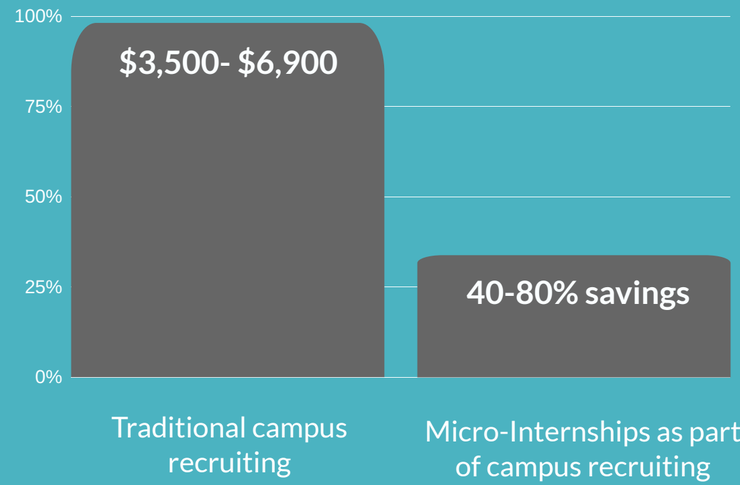
UNDER & UNEMPLOYMENT OF RECENT COLLEGE GRADS



ATTRITION OF RECENT COLLEGE GRADS



COST PER HIRE FOR CAMPUS RECRUITING



Access to **over 11 million college students and recent graduates** who want to work on Micro-Internships.

Over **80%** of Micro-Internships completed by students from **underrepresented populations.**

55% of college grads **leave their job** within first year, while **98%** of grads who complete Micro-Internships **remain at same company**.

Over 97% of clients report the Micro-Interns exceeded their expectations when completing the project.

How the Payment Process Works

1

POST A PROJECT

You determine the scope of work and amount you are willing to pay. There is no obligation to move forward until you officially select one or more candidates.

2

SELECT A STUDENT, PAY INVOICE

After the Career Launcher has submitted all documentation (NDAs, etc.), Parker Dewey sends an invoice.

3

PAYMENT HELD IN ESCROW

The money is held in escrow until the employer has verified that the project is completed.

4

WHEN THE PROJECT IS COMPLETE

Parker Dewey pays the student. (Note: 90% of company's payment goes to the student.)

5

SUBMIT FORM TO RECEIVE MICRO-GRANT

If eligible, Kansas-based organizations should submit the micro-grant payment request form at this link if the project was completed by an eligible Kansas student.

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FAQs

- **Over 98% success rate:** students are inherently motivated to exceed expectations (and if they don't, you can select a different student or receive a refund)

- **You define the project:** define what you need and when you need it (typically a few days to a few weeks out), and can use our templates to help

- **You set the price for each project:** typically $200-$600 (of which 90% goes to the student), and there are **no obligations or other fees** even if it turns into an internship or full-time role

- **Not your employees, interns, or contractors:** Micro-Interns are employees or contractors of Parker Dewey for the duration of the project

- **You select the Micro-Intern you want:** our platform reaches students and recent grads at every college across the US, and you can make the selection based upon your goals

- **NDA and assignment:** all Micro-Interns are under NDA, as is Parker Dewey itself

Small Experience, Big Impact

New role created for a first generation college student

Microsoft

International STEM student identified and selected for an internship

MHolland

JLL

Underemployed grad hired for a full-time accounting role

Created pathways for students unable to participate in internships

pepsi

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Kansas is Setting the Standard

Search GO

Contact Us | Site Map | Quick Links

THE KANSAS BOARD OF REGENTS 1925

ABOUT ACADEMIC AFFAIRS DATA STUDENTS UNIVERSITIES & COLLEGES WORKFORCE DEVELOPMENT

Home > Workforce Development > Kansas Micro-Internships

IN THIS SECTION:

- Technical Education Authority
- K-TIP Report
- Program Alignment
- Employer Engagement Initiative
- Perkins Grants
- Accelerating Opportunity: Kansas
- AO-K @ Work
- State Technology Program
- GED Accelerator
- Excel in CTE Initiative (SB155)
- The Kansas Nursing Initiative
- University Engineering Initiative
- Workforce News & Media
- > Kansas Micro-Internships
  - Kansas Micro-Internships Project Grant Request

KANSAS MICRO-INTERNSHIPS PROJECT GRANTS

The Kansas Micro-Internships program supports the Kansas Board of Regents' strategic plan, *Building a Future*, and the Kansas Department of Commerce's aim to "connect businesses, job seekers, educational institutions and training providers to ensure the state's workforce is equipped to meet industry needs and to help create economic success for Kansas residents and businesses."

Micro-Internships are short-term, paid, professional assignments in sales, marketing, finance, human resources, technology, and many other areas. These projects can be completed remotely year-round and typically range from 5 to 40 hours of work. The projects are usually due within a month after kick-off and are preceded by the intern completing the Agile Work Profiler developed by the DeBruce Foundation.

Project Grant Request Criteria
To be eligible for a 50% matching Micro-Internship Project grant up to $250 the requesting organization must:

- Be a Kansas based employer or employ a significant number of Kansas residents
- Register for the program and provide clear expectations for completing the micro-internship project
- Select eligible Kansas interns from the Parker Dewey platform whose skills match the project requirements
- Select an undergraduate student who is currently enrolled in any of the 32 Kansas public colleges or universities and registered with the Parker Dewey platform to complete the micro-internship project
- Set the project fee equal to an average salary of $15 or above per hour

Employers register for the program and post their micro-projects via the Parker Dewey online platform. Creating an account takes about five minutes. The project fee is paid to Parker Dewey, which pays 90% of the fee to the intern who completes the project.

Once the project has been completed and verified by Parker Dewey the employer may submit the grant request form via the link below to receive a payment to offset the cost of the project. A maximum of five project grants will be paid per employer.

www.kansasregents.org/microgrant-request

For more information contact micro-interns@ksbor.org.

Kansas 1000 SW Jackson Street, Suite 520 Topeka, KS 66612-1368 785.430.4240 © Kansas Board of Regents

★ LEADING HIGHER EDUCATION ★

THE 308

Priming the pump

Paul Fain
April 29, 2021

Micro-Internships in Kansas

Parker Dewey is a pioneer in the growing field of micro-internships. It offers short-term professional assignments (10-40 hours of work) to college students and graduates, which pay $12-$25 per hour, with interns getting 90 percent of payments. Companies can use what students produce (market research, financial analyses, communications material) for their business as well as to hire interns.

The Chicago-based firm seeks to expand hiring pools and to offer opportunities to students who don't attend highly selective colleges. More than 400 colleges and universities now partner with Parker Dewey, including a growing number of community colleges.

Earlier this year, the Kansas Board of Regents and the state's Department of Commerce announced a project to tap Parker Dewey's micro-internships for students who attend the state's 32 community colleges or public, four-year institutions.

Using funding from the DeBruce Foundation, the program seeks to prime the pump for short-term earn-and-learn opportunities. Participating Kansas-based companies and nonprofits can get a 50-percent matching small grant of up to $250 per project completed by a college student.

The Kicker:

Moss says these programs show solutions exist within current systems for improving connections between college and careers:

"We're showing that we can solve the problems without blowing up college. The students are job ready. We just have a matching problem."

https://www.opencampusmedia.org/2021/04/29/priming-the-pump/

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Meet Lily...

- Kansas State student
  - **Major**: Strategic Communications
  - **Minors**: Leadership Studies and Nonprofit Management
- **Why apply for Micro-Internships:** “I could see what I learned in class pay off in the real world, and that was one of the first times that actually happened."
- **Advice to companies:** Explain how the opportunity will impact the local community. When people "know they can have a ripple effect somewhere else, they're a lot more eager to do it because they can see the results of what they're doing."
- **Advice to students:** "Find something that's appealing to you. Don't do it just to do it."

Selected for 8 Micro-Internships in less than 4 months (3 through the KMIP program)!

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What Now for Students?

1. Create an account.
2. Complete your profile.
3. Login regularly.
4. Apply to projects that interest you.

https://info.parkerdewey.com/kansasmicrointerns

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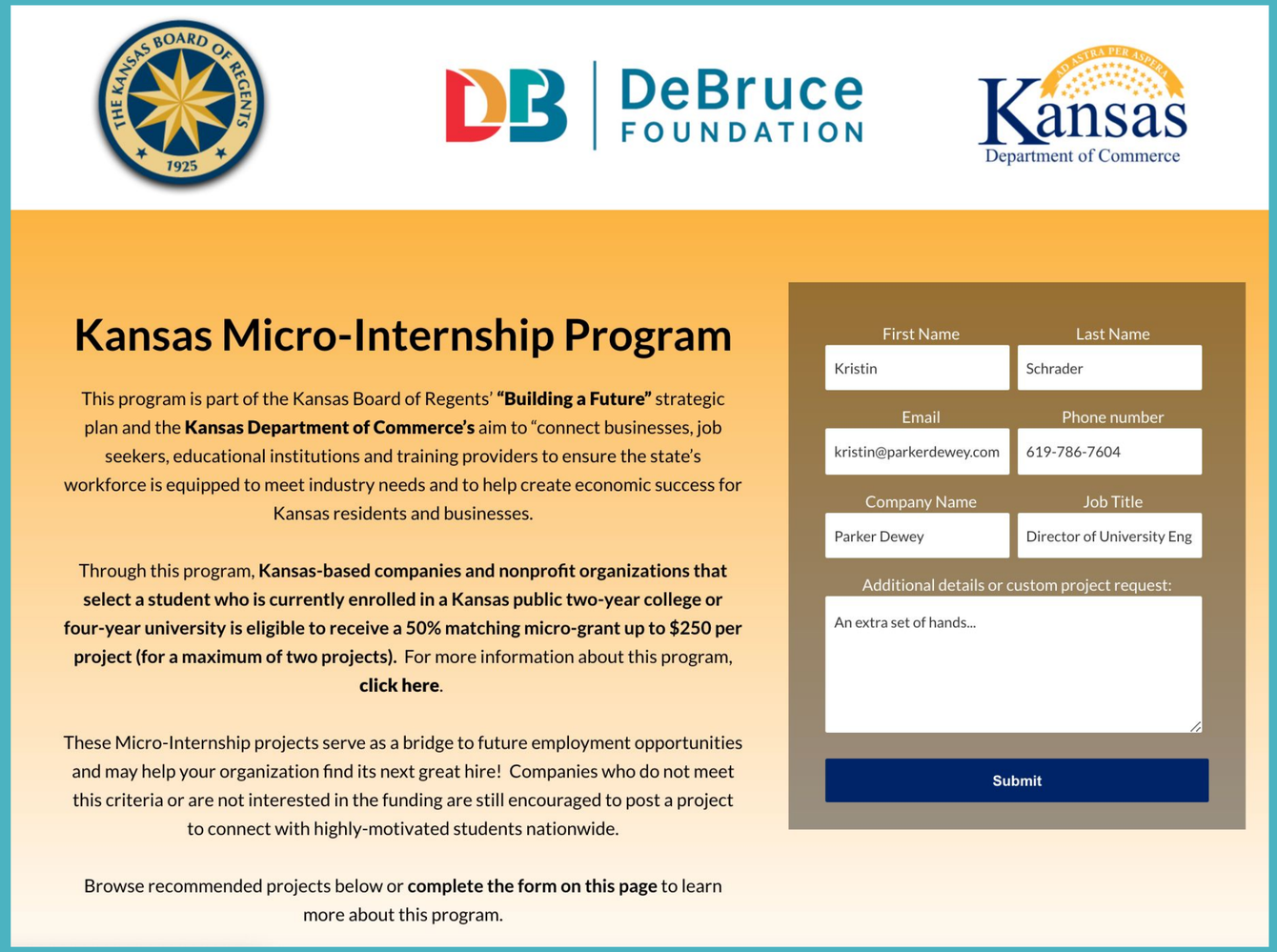
What Now for Companies?

1. Think about those “We should…” or “I shouldn’t…” projects.
2. Post your project!



https://info.parkerdewey.com/kansasemployers

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Reentry Specialized Employment Counseling and Training

Bettina Sparkes
Alternative Workforce Specialist

1

ReSpECTWOR*KS* Overview

- Commerce received close to $4 million from US Dept of Labor, Employment and Training Administration
- Serve currently incarcerated individuals who are from 20 to 180 from release to Local Areas I, II, III or V
- Goal: Gaining and maintaining employment in sustainable living wage jobs in a high demand industry in their area of release
- Period of performance: July 1, 2021 through December 31, 2024

2

ReSpECTWOR*KS* Partnerships

- All 8 Kansas correctional facilities serving adults
- Heartland Regional Alcohol and Drug Assessment Center (HRADAC) and Substance Abuse Center of Kansas (SACK)
- Kansas Legal Services

ReSpECTWOR*KS* Services

- Each participating Local Workforce Development Board will hire at least one collaborative intensive targeted case manager
- Participants will work with the same case manager pre- and post-release
- Case managers will create an Individual Development Plan with the participant to address:
  - Barriers and needs
  - Career interests and opportunities
  - Connection to education/training, job readiness programming, community supports, employment

ReSpECTWOR*KS* Services (cont.)

- Case manager will meet with participant within 72 hours of release
- Maintain connection with participant for one year to aid in employment retention and recidivism reduction

Retention of Servicemembers, Veterans and Military Families

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Overview

- **KANSAS**WORKS in Partnership with Military Installations
- Internships & Apprenticeships
  - **Heroes Make America**
  - **Hiring Our Heroes**
  - **DOD Skill Bridge Program**
- Hilton Honors Program
- KANVET Website

KANSASWORKS in Partnership with Military Installations

- Fort Riley: Soldier-for-Life and Soldier Recovery Unit (SRU) Offices
- Fort Leavenworth: Soldier-for-Life and Army Community Service Offices
- McConnell Air Force Base: Airman & Family Readiness Center Office

Internships & Apprenticeships

- Statewide : Over 170 and growing
- Heroes Make America
- Hiring Our Heroes
- DOD Skill Bridge Program

Hilton Honors Military Rewards Program
Hilton Honors

A unique partnership between
Hilton Worldwide, National Association of State Workforce Agencies and the **KANSAS**WORKS Workforce Centers

KANVET Website

- https://kanvet.org

Questions

Gary Westerman
State Veterans Employment Manager
Gary.Westerman@KS.GOV
785-230-9456

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7

KANSASWORKS State Board
November 3, 2021
FY22/Q1
Workforce Services Program Initiatives Summary

KANSASWORKS STATE BOARD STRATEGIC PLAN (2021-2023)

Goal 1: 'Kansas One': Advance a One KANSASWORKS Experience.

The **KANSAS**WORKS Common Identifier Workgroup began convening monthly in September to begin the process of creating a new brand standards manual. The Workgroup has made significant progress to this effort, with a brand standards manual that addresses logo and signage, typography, color palettes and more. The draft brand standards manual will be shared with the Local Board Committees during the coming months for feedback and approval.

The workgroup will meet in November to begin the discussion of developing guidelines and tools to coordinate social media pages and websites to create a consistent experience across the state.

Goal 2: 'Virtual Services': Coordinate communication and outreach efforts between state and local partners. (Attachments included)

- *Research, synthesize, and disseminate current practices, promising approaches, and challenges related to virtual workforce service delivery in Kansas and across the country.*

The Public Policy and Management Center at Wichita State University conducted interviews with all Local Areas from January to May 2021 to discuss three main issues: best practices, lessons learned from COVID and priorities for future training. The following are the major themes from the interviews regarding virtual services in Kansas up to that point:

Best Practices:

Hybrid Services: Many Local Areas developed a hybrid service model due to COVID and many felt continuing some form of both virtual and in-person services for the future would be important to meet customer needs.

Virtual Impact: Most Local Areas felt overall the necessary evolution of virtual services and connections was positive. Time efficiency, focus and overall flexibility were cited as positives. The reduction of travel was also a valued impact by using virtual tools.

Resource Fairs: A few Local Areas hosted "Resource Fairs" for job seekers to increase opportunities and create awareness for service providers.

Access for Job Seekers: Local Area V provided laptops to check-out for job seekers, which proved to be successful in providing access. At the time of the interview, there was 100% success in return and care of the laptops. Others mentioned providing list of available free WIFI connections in communities.

Customer Satisfaction Surveys: Secure feedback and review regularly at management team meetings. Staff interactions and sharing of results is important. The focus needs to be on trends.

Lessons Learned in COVID

Virtual Fatigue: The impact of virtual world creates fatigue. Giving permission to "step away" is important.

Virtual Job Fairs: The virtual job fairs had mixed reviews. There was overall positive review for providing virtual job fairs and employer participation was good. However, there were mixed results by Local Area on the response of job seekers. Smaller companies seemed to struggle more with the virtual platforms.

Virtual Trainings: Many Local Areas experimented with virtual trainings. The interactive, or live, sessions provided opportunities to reach larger audiences. The recorded sessions provided opportunities for on-demand training. Most felt these were good first steps, but definitely an opportunity for future improvements. Local Areas developing expertise and sharing was often mentioned as an opportunity.

Virtual Access: Many sited staff had greater access to supervisors due to virtual environment. Supervisors did not have to be physically present for staff to connect.

Reducing Barriers: Some Local Areas felt identified the opportunities for thinking long-term about clients with transportation and disability issues. The direction is to use technology in a much stronger way to address barriers.

Attracting Job Seekers: Although varied, most indicated some challenge of recruitment of virtual job seekers. Digital literacy, access and outreach were cited as concerns.

Technology: Most Local Areas discussed the need for continued updated technology. Many were able to invest in new technology because of COVID. However, most realized how antiquated current equipment and software was. Consistent review, training and investment in equipment, software and training was mentioned. The need to get staff consistently using and a "growth mindset" were cited as future concerns.

Bandwidth Reality: There were discussions about the challenge of trying to maintain both in-person service center and virtual service centers. Future discussion should happen on what virtual services might be done on a state-wide effort to reduce duplication by each area. The challenge of limited resource allocation was a concern.

The following were topics defined for future training needs:

- Virtual interviewing
- Hybrid service deliverables for both virtual and in-person training
- Technology comfort – "Being a Digital Consumer"
- Innovation mindset: creating, supporting, risking, and assessing
- Virtual etiquette and in general work etiquette

Additional efforts will be made to research, synthesize, and disseminate current practices, promising approaches, and challenges related to virtual workforce service delivery in Kansas and across the country.

- *Lead efforts to develop workforce system partner staff and customer (job seeker and employer) skills and capacity to engage in virtual service delivery and remote work opportunities.*

During the months of March and April, Commerce received technical assistance from The National Governors Association Center for Best Practices (NGA Center) Workforce Development & Economic Policy program. The technical assistance framework was to assist **KANSAS**WORKS in assessing needs and coordinating state and local workforce development system stakeholders for their Workforce 2.0 initiative, a reimaging and redesigning the state's service delivery system for economic recovery, through a series of five facilitated discussions (kickoff meeting and two workgroups meeting twice). Through the establishment of two workgroups, NGA Center co-developed a methodology and draft survey questions to assess customer and front-line staff needs.

There were teams from each of the five local areas along with two administrative staff from Commerce who participated in the kickoff meetings and workgroup meetings. The draft results of those meetings can be found in the attachments. One attachment is for Customers (Jobseekers and Employers) and the other is for Staff.

Continuation of this project has been started with WSU (PPMC), who will assist the Department of Commerce with surveys to each key stakeholder group. The team has been reviewing the draft surveys from the Workforce 2.0 team, with the hopes of finalizing them and getting them sent out early fall. The team has also had discussions about ensuring the surveys are distributed to a wide variety of customers, including those who have used the system and those who haven't. Surveys, analysis and final reports will be completed by the PPMC at the direction of Commerce

leadership. Three separate surveys will be completed. Job seekers and employers will have two different survey recruitment processes for users and non-users of workforce services systems.

After completion of the surveys, the PPMC will conduct five focus groups (one-hour) with: staff, employers (users and nonusers) and job seekers (users and nonusers). Focus groups will be virtual to ensure statewide representation. PPMC will work closely with Local Areas to assist in identifying, recruiting and securing participants.

Also, The PPMC will provide research from industry experts on the future of work, information from workforce services from other states, and identify opportunities for the state of Kansas. A research report will be created and a presentation to be shared with state leaders.

Lastly, The PPMC will identify and hire an industry leader regarding the future of the virtual/remote work experience. Workforce Services leaders identified the great leap forward for their organizations regarding virtual services and remote work during the COVID Pandemic and want to continue to stay abreast on opportunities to leverage future services. This information session will provide an opportunity for participants to learn about specific available services and products to enhance remote and virtual experiences, plus future trends. This will be one virtual session with no maximum limits.

Goal 3: 'Upskilling': Establish coordinated workforce planning, investments, and operations, aligned to build relevant knowledge, skills, and abilities to meet industry needs in order to attract and retain people in our state.

- Establish and implement a plan to ensure consistent access to accurate, up-to-date labor market information (LMI), and analysis of LMI, that is comprehensive, simple, graphical, and designed for use by multiple audiences statewide.

Commerce staff has met with Kansas Department of Labor (KDOL) staff to go over LMI offerings on their website. KDOL has provided resources on available LMI products it already produces and would like further information on which LMI is most beneficial to staff in workforce centers, and how that information is used with customers.

- Expand understanding of and access to career pathways to support upskilling opportunities using work-based learning and other types of training.

Commerce has filled the Director of Internships & Apprenticeships position. This new role serves as the director of work-based learning initiatives for Commerce by collaborating with the State Apprenticeship Council, Business Associations, and Economic Development Organizations.

KANSASWORKS State Board
November 3, 2021
FY22 / 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.

For the full five-year grant period, the total projected participants are 2,000. KHPOP just finished the Year 5 Extension of the grant and has 2,095 participants enrolled. There have been 1,768 Healthcare Training Completions and 843 participants have been employed in healthcare. We are at 105% of our enrollment goal, 160% of our healthcare training completions and at 138% employed in healthcare goals. *The grant has not been renewed and ended September 29, 2021.*

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 FY2021, 15,955 **new** certification requests were received, resulting in 776 eligible for tax credits. 65,951 requests were denied. This is a federal tax savings to Kansas businesses of almost $1.9 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Supplemental Security Income (SSI), Rural Renewal Counties (RRC), Ex-felons, and Temporary Assistance for Needy Families (TANF).

The average tax credit per certification to the employer is $2,567.78.

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 FY2021, 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 changes to the Kansas Department of Labor's mainframe, the number of RESEA scheduled (117) is lower than normal.

MY (RE)EMPLOYMENT PLAN

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

Individuals scheduled for My (Re)Employment Plan are required to complete a Job Search Plan and to create/upload their resume in **KANSAS**WORKS.com. Customers needing assistance are encouraged to visit their nearest Workforce Center. From July to September 2021, 8,890 claimants were notified of their MRP participation requirements. 4,651 completed their MRP requirements and 951 were waived from participation. Individuals are waived from participation for reasons such having returned to work or being the member of a placement union.

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

TRADE ADJUSTMENT ASSISTANCE PROGRAM (TAA)

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

Petitions are filed with United States Department of Labor (USDOL) on behalf of a group of workers. If certified, the petition identifies the eligible worker group within a specific firm or subdivision who may pursue TAA Benefits and Employment and Case Management Services. TAA Benefits include paid Classroom Training, TRA-Trade Readjustment Allowances (income support while attending full time TAA Training) , sponsored On-the-Job Training, Customized Training, and Apprenticeship Programs. Funding is also available for Out-of-Area Job Search and Relocation Allowances, HCTC- Health Coverage Tax Credit and RTAA-Reemployment Trade Adjustment Assistance (a wage subsidy, for workers 50 years of age or older). The TAA Program works closely with Kansas Department of Labor (KDOL) in determining initial eligibility and throughout their TAA Enrollment.

During FY22 Quarter 1, the TAA Program enrolled 39 new workers, 7 TAA sponsored classroom trainings were approved, and 4 new workers qualified for Reemployment Trade Adjustment Assistance (RTAA) Benefits. In addition, 45 wage reimbursement payments (RTAA) were made to workers during this quarter.

Working in coordination with the Rapid Response Team, TAA Case Managers and partner staff we have been able to identify trade impacted companies and have filed petitions. Three TAA Petitions were certified in this period: Lee Aerospace, Serta Simmons Bedding Manufacturing Company and Future Foam, Inc.

TAA continues to inform workers of TAA Benefits through the Kansas Department of Commerce website Trade Adjustment Assistance (TAA) | Kansas Department of Commerce (kansascommerce.gov). The website allows quick and easy access to the TAA Program. In addition, there are two email addresses available APPLYTAA@KS.GOV and TAA-WICHITA@KS.GOV which allow efficient access to the TAA Enrollment process.

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:

	Previous Quarter	Current Quarter	Total Year-to-Date
Local Area I	259 Enrollments	50 Enrollments	309 Enrollments
Local Area II	31 Enrollments	4 Enrollments	35 Enrollments
Local Area III	8 Enrollments	0 Enrollments	8 Enrollments
Local Area IV	5 Enrollments	0 Enrollment	5 Enrollment
Local Area V	22 Enrollments	0 Enrollments	22 Enrollments
Total	272 Enrollments	54 Enrollments	379 Enrollments

H-2B is the temporary non-agricultural program which allows U.S. employers who meet specific regulatory requirements to bring foreign nonimmigrant workers to the United States to fill temporary nonagricultural jobs. Before requesting H-2B classification from the U.S. Citizenship and Immigration Services (USCIS), the employer must apply for and receive a temporary labor certification for H-2B workers from the U.S. Department of Labor (DOL) or (Guam DOL if the employment will be in Guam). There are 59 H-2B's 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 virtual SHRM, Chamber of Commerce meetings, Veterans attending Colleges, Universities', Technical colleges. This is used to target veterans within Kansas to market 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, **1,322** veterans were served within the workforce centers with **687** 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. Through outreach by this staff a total of **1,438** veterans, transitioning service members and military spouses requested more information and assistance through the KANSASWORKS.com website. Additionally, for the quarter **1,488** Employer engagements were made by Local Veteran Employment Representatives (LVER). Additionally, Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Retraining & Employment (VR&E) program assisted **132** Special Disabled, Disabled veterans with **34** obtaining employment this quarter. A total of **126** veterans, transitioning service members and spouses received job placements.

JVSG Staff conducted email outreach to **7,063** Veterans and Transitioning Service Members throughout the quarter with DVOP Newsletters to offer DVOP services, advertise Virtual and in person job fairs, to disseminate resources and free training information as well as new developments in Veterans benefits and Veteran news. Additionally, throughout the quarter JVSG Staff conducted outreach to **1,494**, these "in-person"

presentations to Veterans, Transitioning Service Members and Military Spouses were conducted on the military installations and other non-profit meetings, discussing services and employment opportunities in Kansas.

KANVET.org provides direct access to State of Kansas veteran-specific resources and benefits without having to navigate multiple state and federal agency websites. Since 1 January 2021, **3,498** new users with **3,390** views/sessions 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

REGISTERED APPRENTICESHIP (RA)

Registered Apprenticeship State Apprenticeship Equity, Expansion, and Innovation Grant (SAEEI)

On June 22, 2021 the U.S. Department of Labor (DOL), Employment and Training Administration (ETA) announced that Kansas Department of Commerce Registered Apprenticeship has been awarded $5,681,403 for the State Apprenticeship Equity, Expansion, and Innovation grant (SAEEI).

As part of the SAEEI Project Kansas Department of Commerce (Commerce) Registered Apprenticeship made an announcement August 15, 2021soliciting the SAEEI project "Request for SAEEI Project Proposals" to qualified entities for the purpose of supporting the development of new, or the expansion of existing, RAPs, as described in 29 CFR Part 29 (Subpart A) and 29 CFR Part 30. This also includes quality pre- apprenticeship programs that directly lead to grant funded RAPs during the grant period of performance which will be July 1, 2021 – June 30, 2025. Commerce will allocate funding from of its State Apprenticeship Equity, Expansion and Innovation grant (SAEEI) to create the SAEEI Project. This award opportunity is for qualifying entities interested in expanding the reach of Registered Apprenticeship in the State of Kansas. The program will award up to $439,289.00 to a minimum of seven separate entities. Additionally, $107,000 is available to each awardee for special projects and significant employer participation. Our objective is to select proposals that fully meet the requirements identified in this Request for Proposal (RFP).

Eligibility: All for-profit, private sector businesses; non-profit organizations; Labor organizations; industry associations; local and regional economic development entities; public sector organizations; local governments; Registered Apprenticeship sponsors; Local Workforce Development Areas; and institutions of secondary and postsecondary education in the State of Kansas. Note: In accordance with the provisions of Title 29 CFR § 29, a workforce intermediary serving as an apprenticeship Sponsor will: 1) identify the apprentice-able occupations and provide evidence of employer participation in the Registered Apprenticeship program.

9 Request for Proposal (RFP) State Apprenticeship Expansion, Equity and Innovation Grant (SAEEI) SAEEI Project have been received and are currently under review. It is anticipated that an announcement will be made October 2021.

This model will significantly increase employer and apprentice participation through business-led establishment of RAPs Kansas will register and serve minimum of 750 new apprentices through the SAEEI Project; implement quality pre-apprenticeship programs that lead to grant funded RAPs; continue cultivate Youth Apprenticeships; develop robust referral system to expand WIOA co-enrollment opportunities; Commerce will convene quarterly industry-specific Registered Apprenticeship Roundtables throughout the 5 local workforce development areas of the state. Round Table Sessions will be focusing on Manufacturing, Information Technology, Healthcare, Transportation and Logistics, Business and Finance, and Construction Trades. Commerce will register 2 new non-traditional occupations: LPN – HealthCare & Cybersecurity – IT. Commerce will amplify workforce through the development of pre-apprenticeship, youth apprenticeship and justice-involved pathways during the SAEEI Project.

Registered Apprenticeship State Expansion (ASE) Grant

During the quarter Registered Apprenticeship staff continued to developed and registered new programs, some in healthcare. These occupations will expand Registered Apprenticeship opportunities and participation throughout the state creating the opportunity to target a more diverse workforce. Some of these occupations were registered with an

intermediary sponsor who will have the ability to work with multiple employers in their region increasing the number of participating employers and apprentices. The Registered Apprenticeship Program Specialist continue to participate in Bi-weekly Registered Apprenticeship Team calls to provide updates, share best practices and discuss and any additional training needs. Program Specialists continue their work to expand the recruitment of new sponsors, development of new programs, new occupations, screening and enrollment of registered apprentices. Registered Apprenticeship Sponsors continue working with Registered Apprenticeship 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. Local Workforce Boards also co-enroll in WIOA to provide supportive services for Registered Apprentices when eligibility criteria are met.

New Sponsors/New Occupations/Program Revisions

City of Osage City	Lineman	Registered
Hutchinson Community College	CNA	Registered
Webco	Assembly Welder	Registered
Hutchinson Community College	Welder- Manual or Robotic	Pending
Hutchinson Community College	Electrical Automation Tech	Pending
Southern Pioneer	Lineman	Revision-Pending
Pioneer Electric	Lineman	Revision-Pending

Registered Apprenticeship continues to provide an opportunity to build a structured training system that allows employers to grow their own, a system that helps meet workforce and retention needs.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

The First quarter saw a reopening of many host sites and the return of individuals to those sites. SCSEP continues to struggle with enrollment. There are now only 35 active SCSEP participants. Reasons for the limited enrollment can be summed up with the current job market – employers are hiring even those with barriers to employment and paying wages higher than the minimum wage. Potential participants are exploring all their options when looking for employment, including SCSEP training. Active recruitment continues to be a major endeavor. There are ten referrals in process. On-site services at Senior Services of Wichita (SSW) offices has increased the cooperation between the two entities and has resulted in more referrals from SSW. SCSEP is exploring a work experience partnership with the American Indian Council.

OLDER KANSANS EMPLOYMENT PROGRAM (OKEP)

OKEP grantees have begun services in earnest in July, seeing an up-tick in participants looking for employment. Site visits in August provided the opportunity for Commerce and grantees to explore possible activities to increase participation. Each grantee is committed to take all appropriate actions to make OKEP a visible partner in their communities. Training for **KANSAS**WORKS has been completed and all OKEP participants and activities will now be tracked in **KANSAS**WORKS. An OKEP manual has been compiled to provide guidance to OKEP grantees thereby providing consistent information across the state.

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

RETAINWOR*KS* is part of a grant program funded by the federal government called **RETAIN** - Retaining Employment and Talent After Injury/Illness Network.

Led by the U.S. Department of Labor's Office of Disability Employment Policy, in collaboration with the Social Security Administration, the **RETAIN** program is evaluating effective stay-at-work and return-to-work (SAW/RTW) strategies that can keep people in the labor force following illness or injury.

RETAIN Phase 1 - 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.

- Through a series of three extensions from USDOL/ODEP, the Kansas Department of Commerce has extended the period of performance through December 31, 2021, with additional funding of $425,934 for a total of $2,303,757.
- Effective April 1, 2020 The RETAIN Medical System Partner changed from Susan B. Allen Memorial Hospital, ending March 30, 2020, to Ascension Via Christi – Wichita, who will continue through December 31, 2021
- There are currently 73 participants enrolled (65 Treatment, 8 control) with referrals from more than 30 medical providers.

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

WORKFORCE/CORRECTIONS INITIATIVES

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

1) Regular meetings with KDOC Executive Director of Programs and Risk Reduction, Job Readiness Program Manager and Director of Education, to discuss goals and connections needed to foster employment for individuals exiting the correctional facilities,
2) Delivering a 7-hour training to Dept. of Commerce Workforce Services Specialist Registered Apprentices on assisting individuals who have been involved in the justice system with rejoining the workforce
3) Providing training for partner agencies on employment support specific to individuals involved in the justice system,
4) Conducting research on the occupational outlook for several training opportunities being considered for delivery within Kansas correctional facilities,
5) Pilot project with Area II connecting Workforce Center staff to correctional facility residents, pre-release,
6) Technical assistance and connection to workforce professionals provided to several KDOC staff
7) Assisting in planning of Fair Chance Job Fair held by Workforce Partnership in September
8) Connecting with businesses interested in expanding their hiring pool to qualified justice-involved individuals

Pathway Home 2

Kansas Dept. of Commerce received close to $4 million from US. Dept. of Labor, Employment and Training Administration, to provide both pre- and post-release services to 400 eligible, incarcerated individuals, to support entrance into sustainable, living wage employment in a high demand industry, through Pathway Home 2. Each participating Local Workforce Development Board (LWDB) will hire an intensive case manager to support participants returning to their local area, by assessing barriers and needs, exploring career interests and opportunities and fostering connections to education/training, job readiness programming and other community-based supports to aid in gaining and maintaining employment and reducing the chance of recidivism. Each participant will work the with same intensive case manager both inside the facility and upon return to their community. Grant activities this quarter include:

1) Introduction and Orientation meeting for participating LWDB's (LAI, LAII, LAII, and LAV)
2) Project lead position posted (Pathway Home Program Manager)
3) Meetings with Federal Project Officer and Technical Assistant Coach from Coffey Consulting

KANSAS BOARD OF REGENTS (TITLE II)

The Workforce Development team has welcomed a new staff member - Susanna Lee. Susanna will complete the Adult Education team as an Associate Director. She received her master's degree from K-State and has a successful history with adult education at the local and state level. We are excited to have Susanna join the KBOR team.

At the Workforce Innovation conference, Adult Ed. staff were able to visit all Workforce local areas meetings and share services, locations and updates on KBOR staff.

Adult education programs continue to expand in partnering with business to deliver services at the workplace.
Adult Ed. Program participant numbers rebounded beyond expectation as programs were able to reach half of the last year's total enrollment in just one quarter.

VOCATIONAL REHABILITATION SERVICES (TITLE IV)

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

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

To empower Kansas citizens with disabilities to achieve their employment goals, a comprehensive array of Vocational Rehabilitation (VR) services are available. Services are customized according to each person's unique needs, skills, interests, abilities and vocational goal. Services to be provided for each individual customer are specified on an Individual Plan for Employment (IPE) and may include:

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

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

This continuum begins with Pre-Employment Transition Services (Pre-ETS). Pre-ETS Transition Specialists provide job exploration, self-advocacy training, workplace readiness training, counseling on comprehensive transition or post-secondary education, and work-based learning experiences. The services are designed to provide an early start at job exploration and to assist students with disabilities in making the transition from secondary to post-secondary education/training and competitive, integrated employment. The Pre-ETS Transition Specialist assists a student to apply for VR services if desired. In year 2020, 27% of our persons served were transition youth with disabilities, and 25% of our successful employment outcomes were youth with disabilities.

The IPE the counselor develops with the VR customer is unique to that person and is intended to maximize their employment potential. The IPE addresses the individual's strengths, barriers to employment, vocational goal and services to be provided. The plan is comprehensive and flexible to address the individual's needs. For the past 15 years, more than 90% of the VR customers who achieved employment have been individuals with significant disabilities, meaning they had multiple functional limitations in major areas of life such as mobility, communication, self-care, interpersonal skills, work tolerance, self-direction and work skills. Also, consistently over the past 15 years, about 75% of VR customers who are successfully employed report their own earnings as their largest source of financial support. This is a significant milestone toward self-sufficiency and less reliance on public benefits.