KANSASWORKS STATE BOARD

AGENDA

Wednesday, February 2, 2022
9:00 AM – 11:30 AM

Microsoft Teams meeting

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Or call in (audio only)
+1 785-414-8630,,700596601# United States, Topeka
Phone Conference ID: 700 596 601#
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I. Welcome, Call to Order and Introductions: David Harwood, Chair

II. Chair Report: David Harwood

III. Consent Agenda: David Harwood
   a. November 3, 2021 KWSB Meeting Minutes
   Recommended Action: Approve consent agenda as presented.

IV. Labor Market Report: Emilie Doerksen, Labor Economist, Kansas Department of Labor

V. 2021-2023 Strategic Plan Update: Mike Beene, Director, Employment Services
   a. Kansas One
   b. Upskilling
   c. Virtual Services

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

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

VIII. Adjournment

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, November 3, 2021
9:00 AM – 11:30 AM
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
Shaun Junkins moved to approve, Daniel Decker seconded, motion passed.

KWSB Meeting Adjourned – 11:10 AM
Todd Newkirk moved to approve, Neelima Parasker seconded, motion passed.

DRAFT

Labor Market Conditions

KANSASWORKS State Board Meeting – February 2022

Emilie Doerksen, Labor Economist

Kansas Department of Labor

Payroll Survey Data

Jobs, Hours, and Earnings

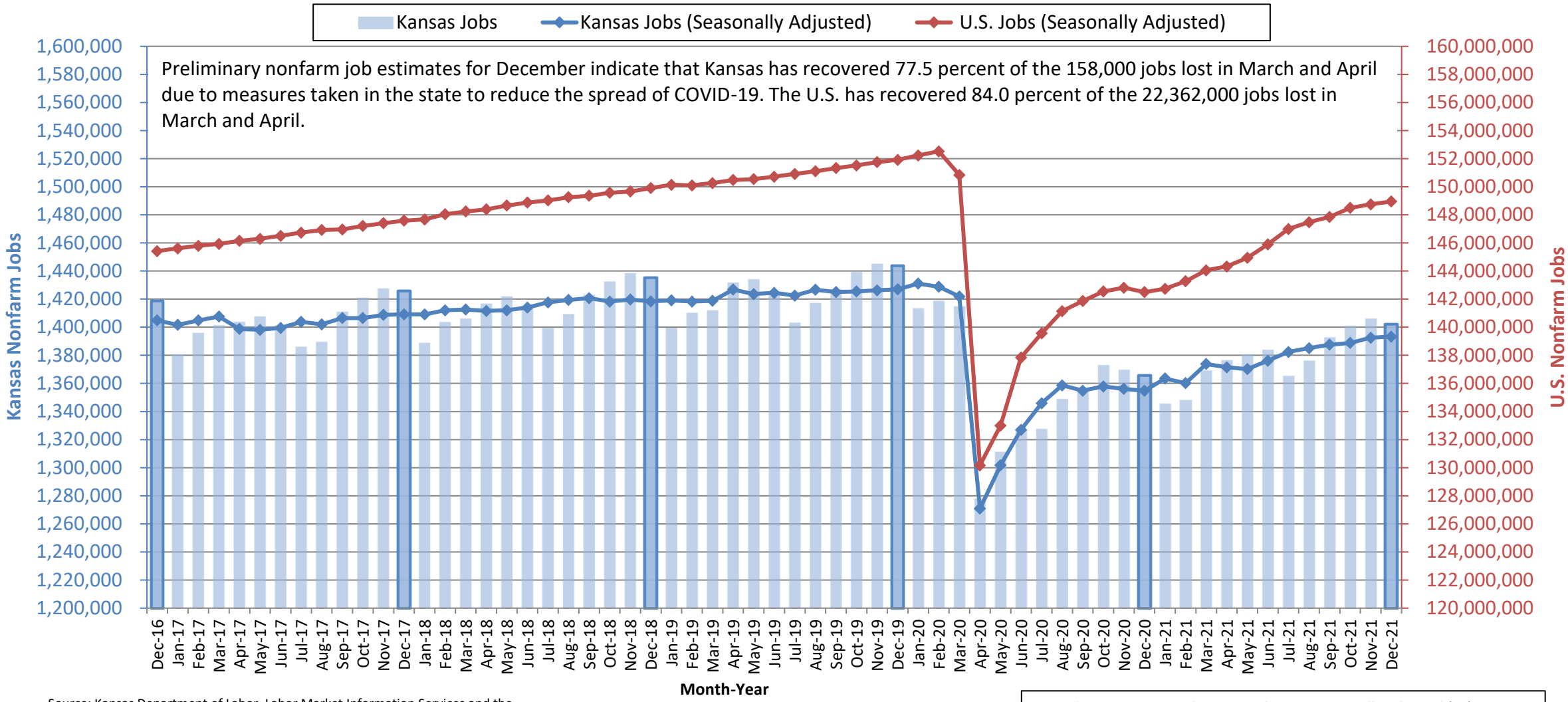
Current Employment Statistics (CES Program)

Kansas
Department of Labor

Payroll Survey

- Survey of Employers – how many people on the payroll?
- Concepts:
  - A job is a person on payroll who received pay for any part of the pay period that includes the 12th of the month
  - Not included: self employed, volunteer, family workers (not paid), farm workers, military

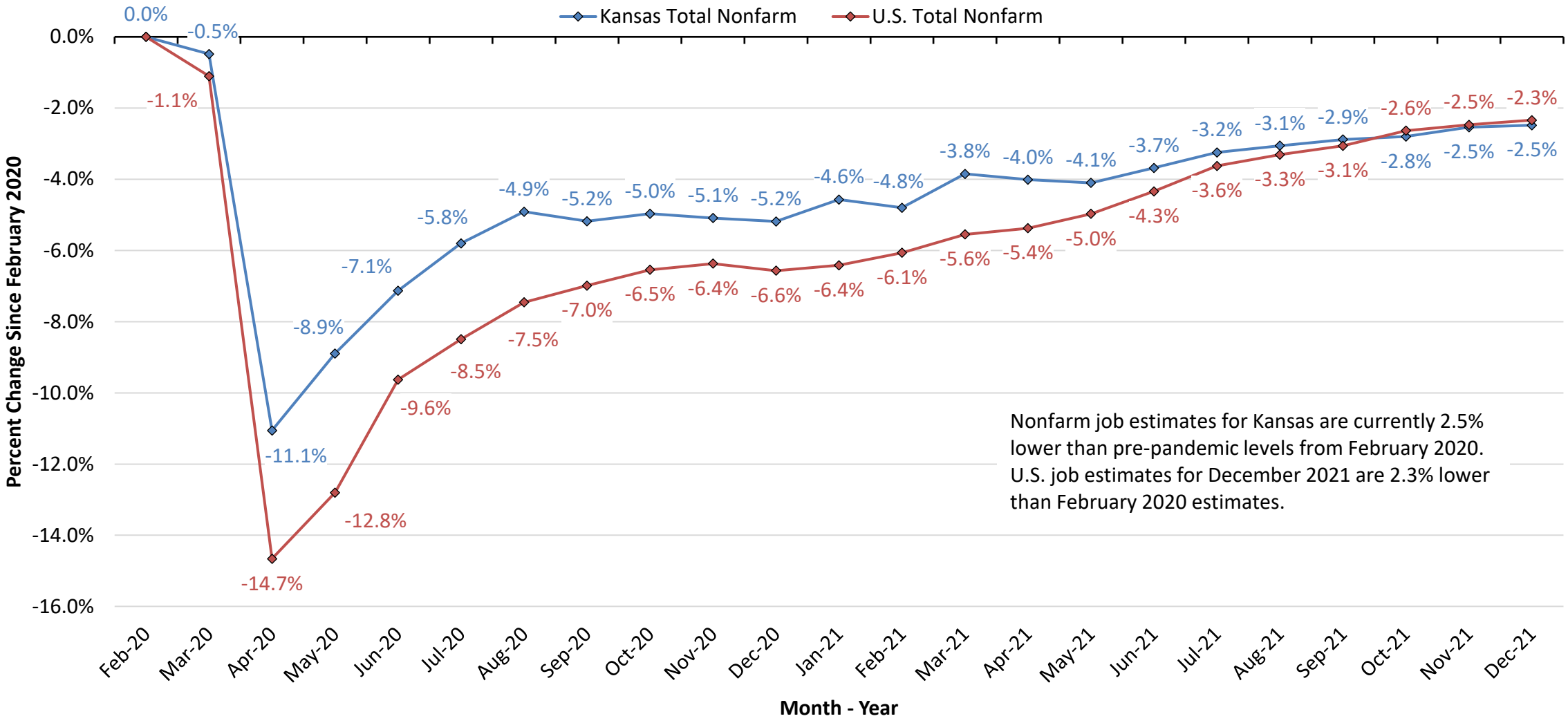
Nonfarm Jobs
Kansas and U.S.
December 2016 to December 2021



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

Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +2.7%
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +4.6%

Percent Change in Jobs Since February 2020
Total Nonfarm (seasonally adjusted)
February 2020 to December 2021



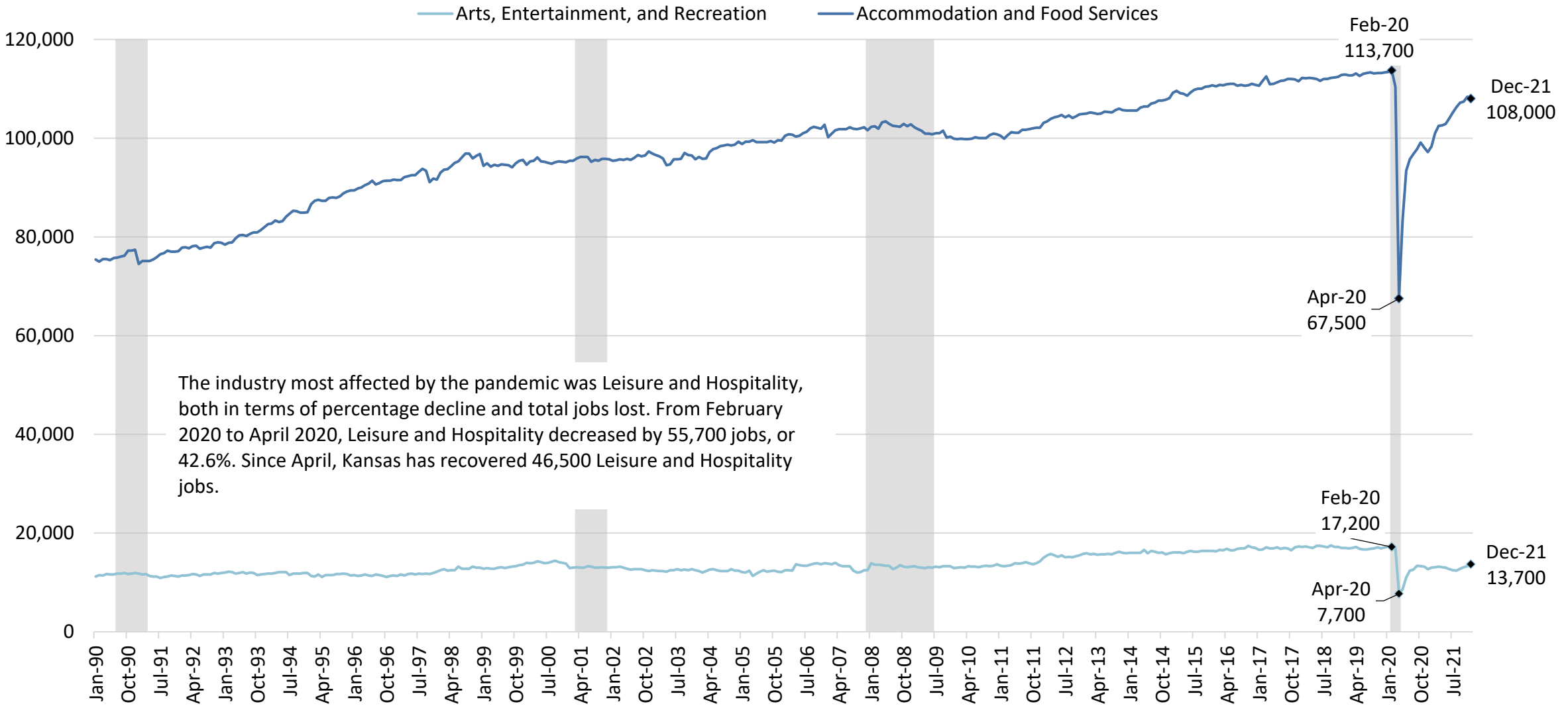
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Seasonally Adjusted Nonfarm Jobs
Kansas

	Employment Level			February to April loss		April to December recovery	
	Feb-20	Apr-20	Dec-21	Jobs lost	% lost	Jobs recovered	% recovered
Total Nonfarm	**1,428,800**	**1,270,800**	**1,393,300**	**-158,000**	**-11.1%**	**122,500**	**77.5%**
Total Private	1,168,700	1,021,700	1,145,800	-147,000	-12.6%	124,100	84.4%
Goods Producing	241,800	219,200	235,000	-22,600	-9.3%	15,800	69.9%
Mining and Logging	6,500	5,900	6,100	-600	-9.2%	200	33.3%
Construction	64,900	60,800	63,900	-4,100	-6.3%	3,100	75.6%
Manufacturing	170,400	152,500	165,000	-17,900	-10.5%	12,500	69.8%
Private Service Providing	926,900	802,500	910,800	-124,400	-13.4%	108,300	87.1%
Trade, Transportation, and Utilities	267,100	242,900	278,400	-24,200	-9.1%	35,500	146.7%
Information	18,200	16,600	16,700	-1,600	-8.8%	100	6.3%
Financial Activities	78,200	76,400	74,600	-1,800	-2.3%	-1,800	N/A
Professional and Business Services	175,700	160,700	172,800	-15,000	-8.5%	12,100	80.7%
Education and Health Services	205,200	188,200	197,800	-17,000	-8.3%	9,600	56.5%
Leisure and Hospitality	130,900	75,200	121,700	-55,700	-42.6%	46,500	83.5%
Other Services	51,600	42,500	48,800	-9,100	-17.6%	6,300	69.2%
Government	260,100	249,100	247,500	-11,000	-4.2%	-1,600	N/A
Federal Government	25,700	25,900	25,600	200	0.8%	-300	N/A
State Government	51,800	51,500	47,300	-300	-0.6%	-4,200	N/A
Local Government	182,600	171,700	174,600	-10,900	-6.0%	2,900	26.6%

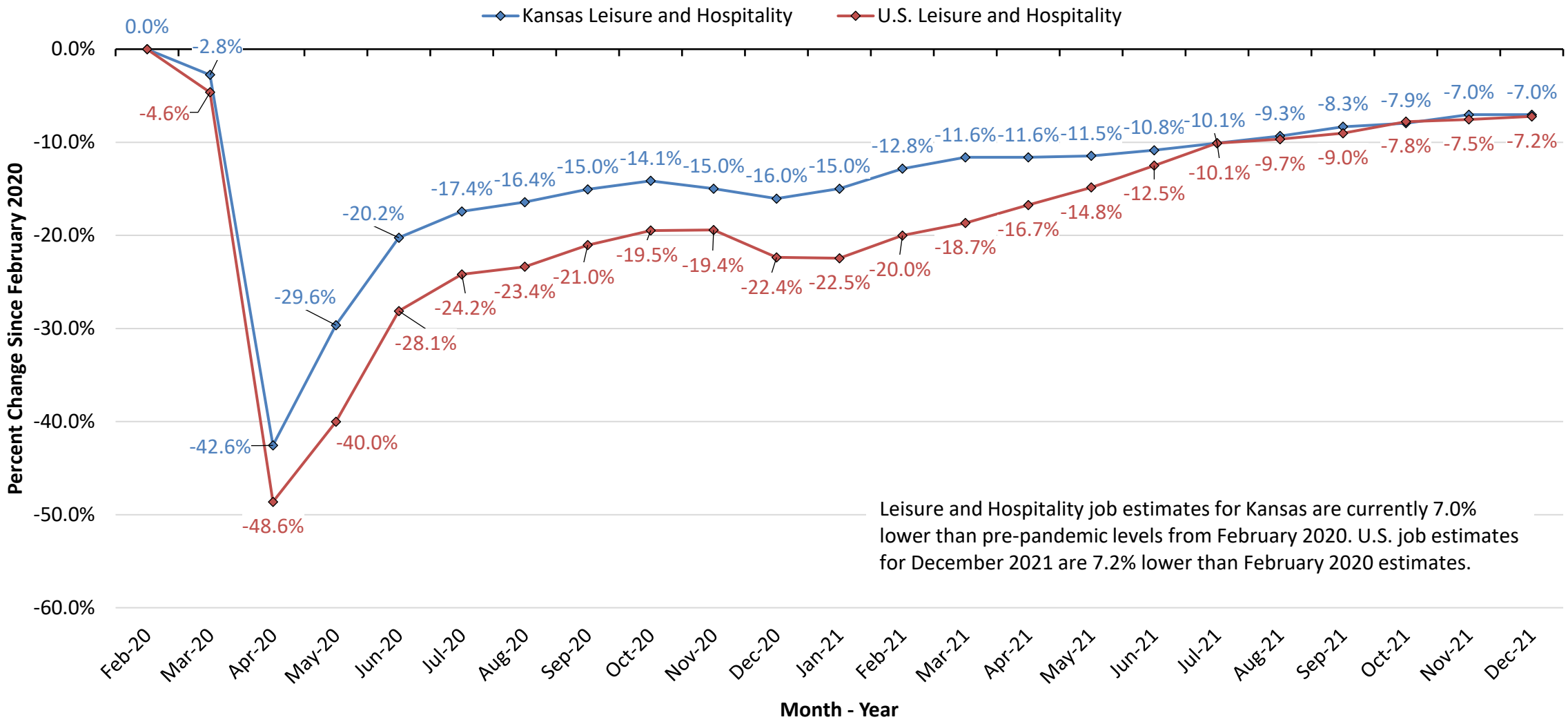
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Leisure and Hospitality Jobs (seasonally adjusted)
Kansas
January 1990 to December 2021



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

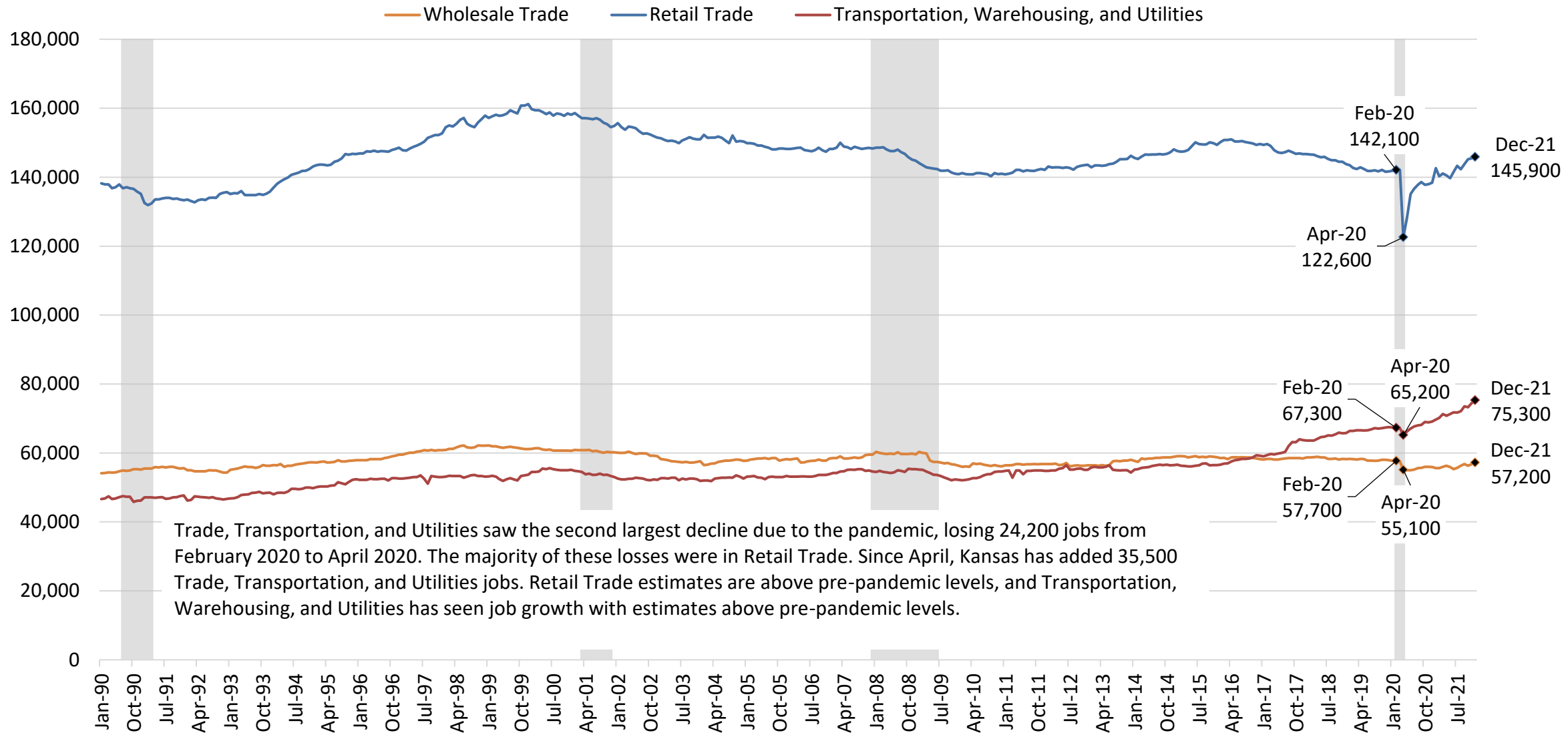
Percent Change in Jobs Since February 2020
Leisure and Hospitality (seasonally adjusted)
February 2020 to December 2021



Leisure and Hospitality job estimates for Kansas are currently 7.0% lower than pre-pandemic levels from February 2020. U.S. job estimates for December 2021 are 7.2% lower than February 2020 estimates.

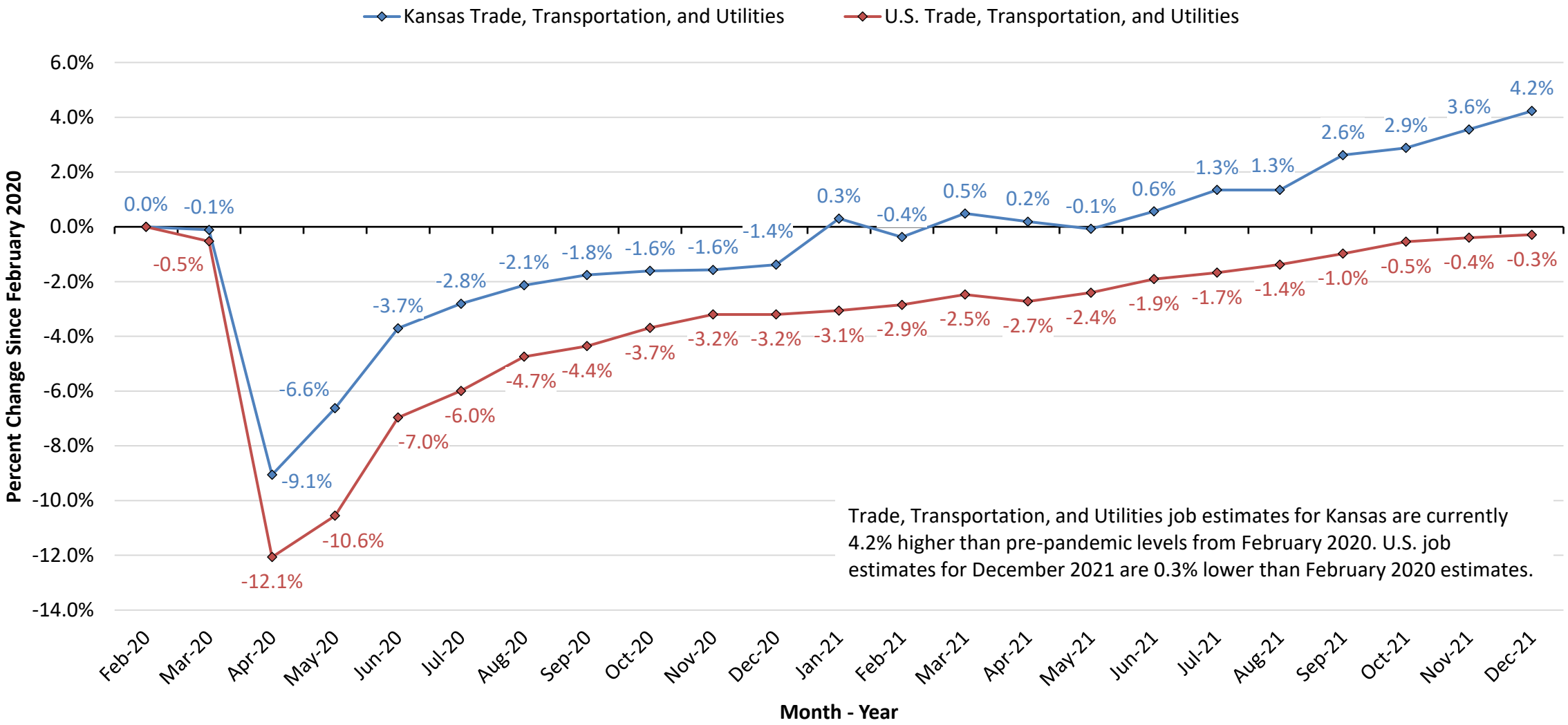
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Trade, Transportation, and Utilities Jobs (seasonally adjusted)
Kansas
January 1990 to December 2021



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

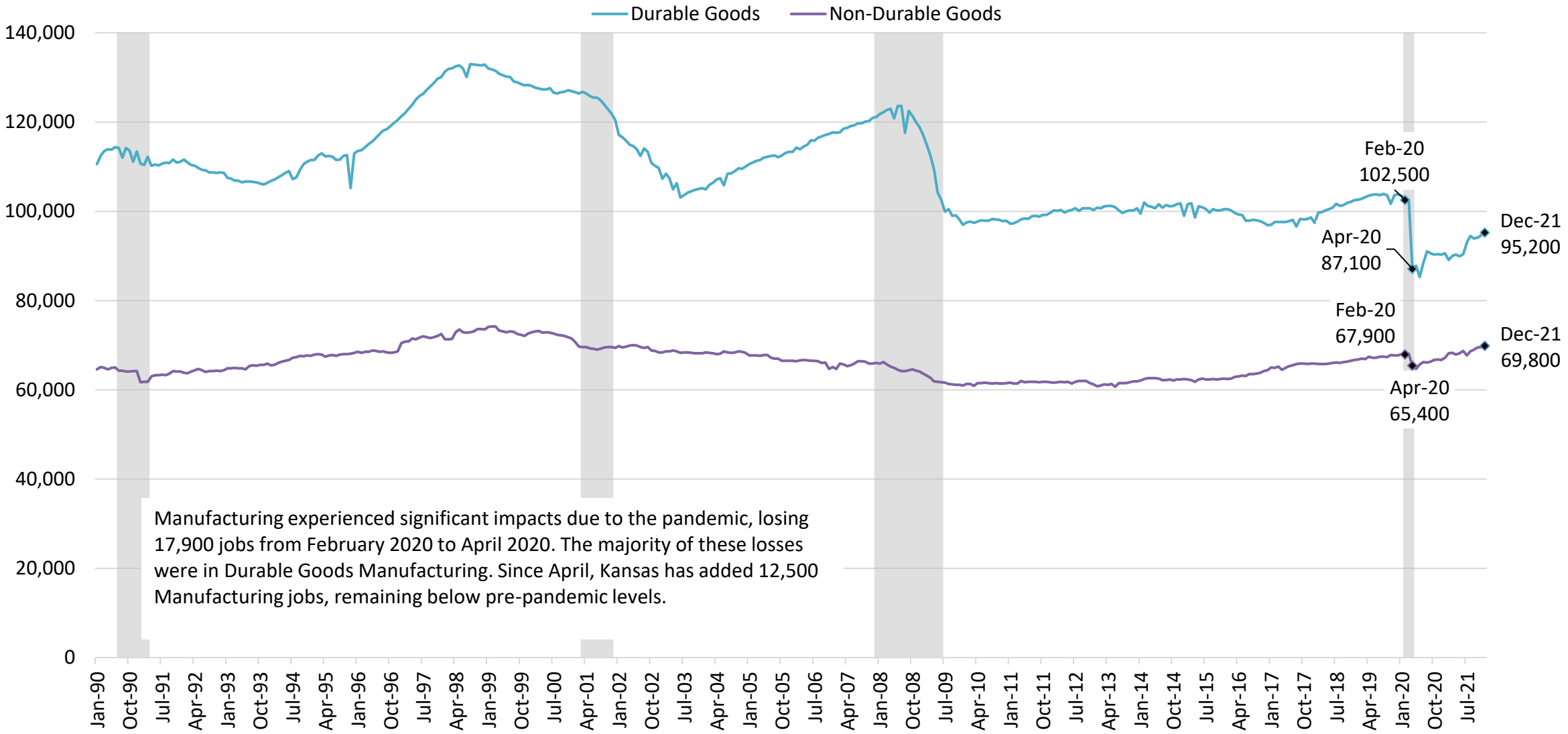
Percent Change in Jobs Since February 2020
Trade, Transportation, and Utilities (seasonally adjusted)
February 2020 to December 2021



Trade, Transportation, and Utilities job estimates for Kansas are currently 4.2% higher than pre-pandemic levels from February 2020. U.S. job estimates for December 2021 are 0.3% lower than February 2020 estimates.

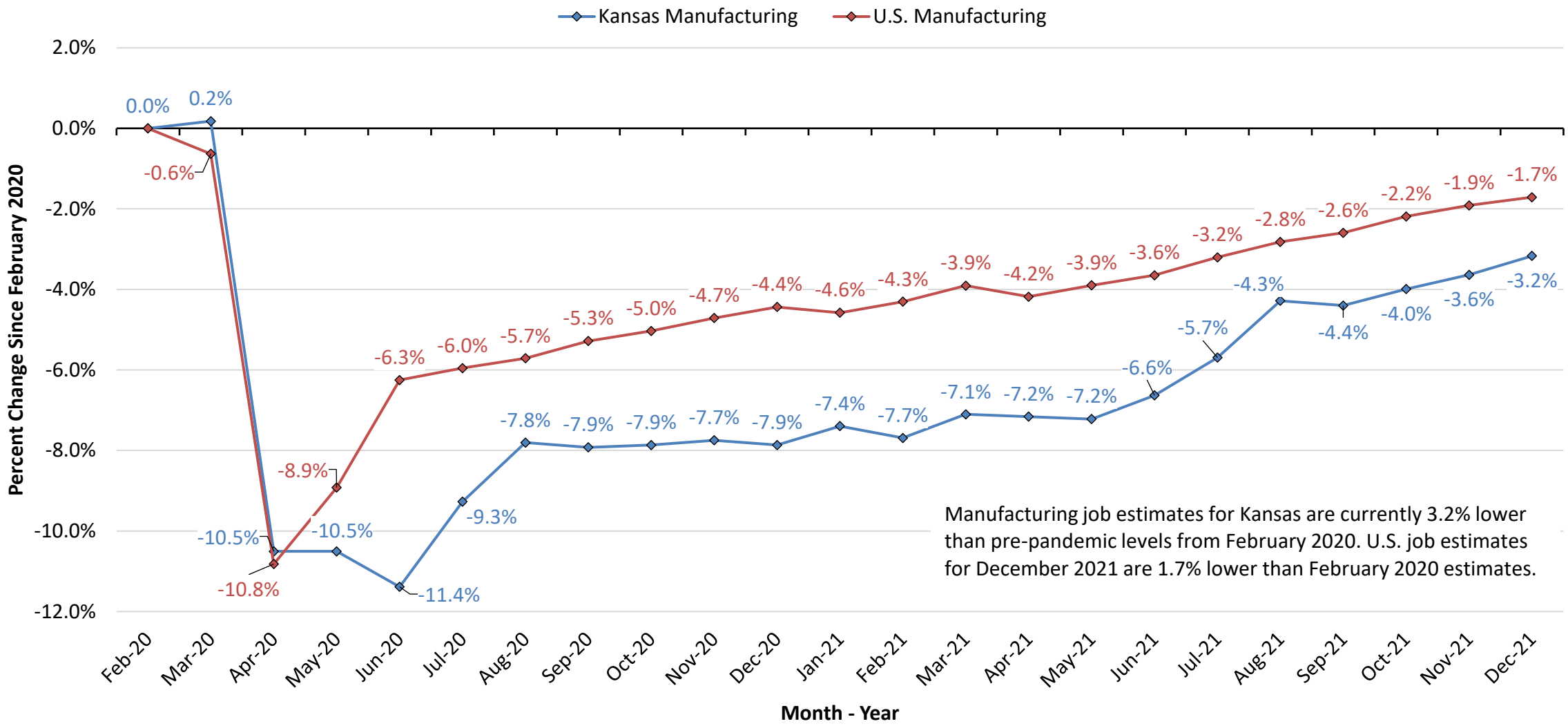
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Manufacturing Jobs (seasonally adjusted)
Kansas
January 1990 to December 2021



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

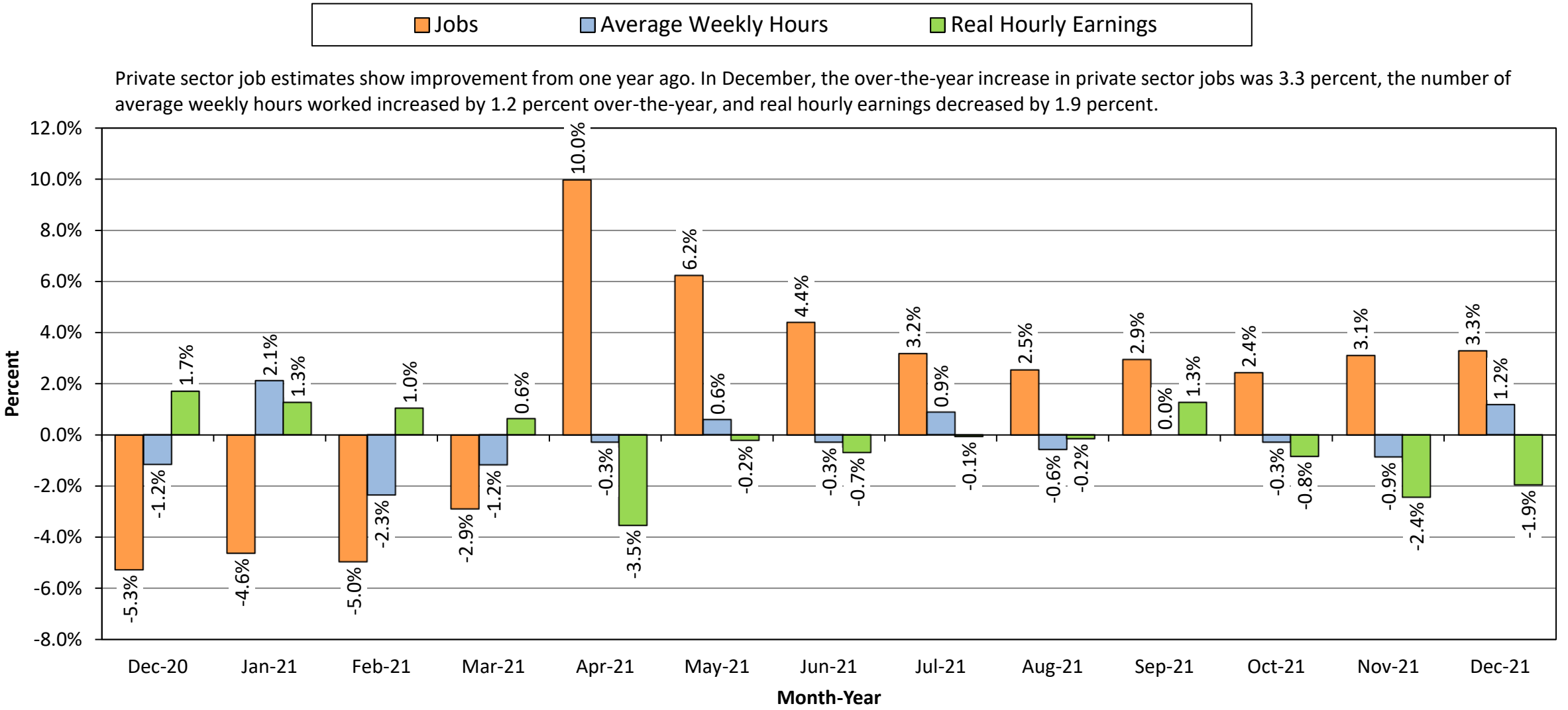
Percent Change in Jobs Since February 2020
Manufacturing (seasonally adjusted)
February 2020 to December 2021



Manufacturing job estimates for Kansas are currently 3.2% lower than pre-pandemic levels from February 2020. U.S. job estimates for December 2021 are 1.7% lower than February 2020 estimates.

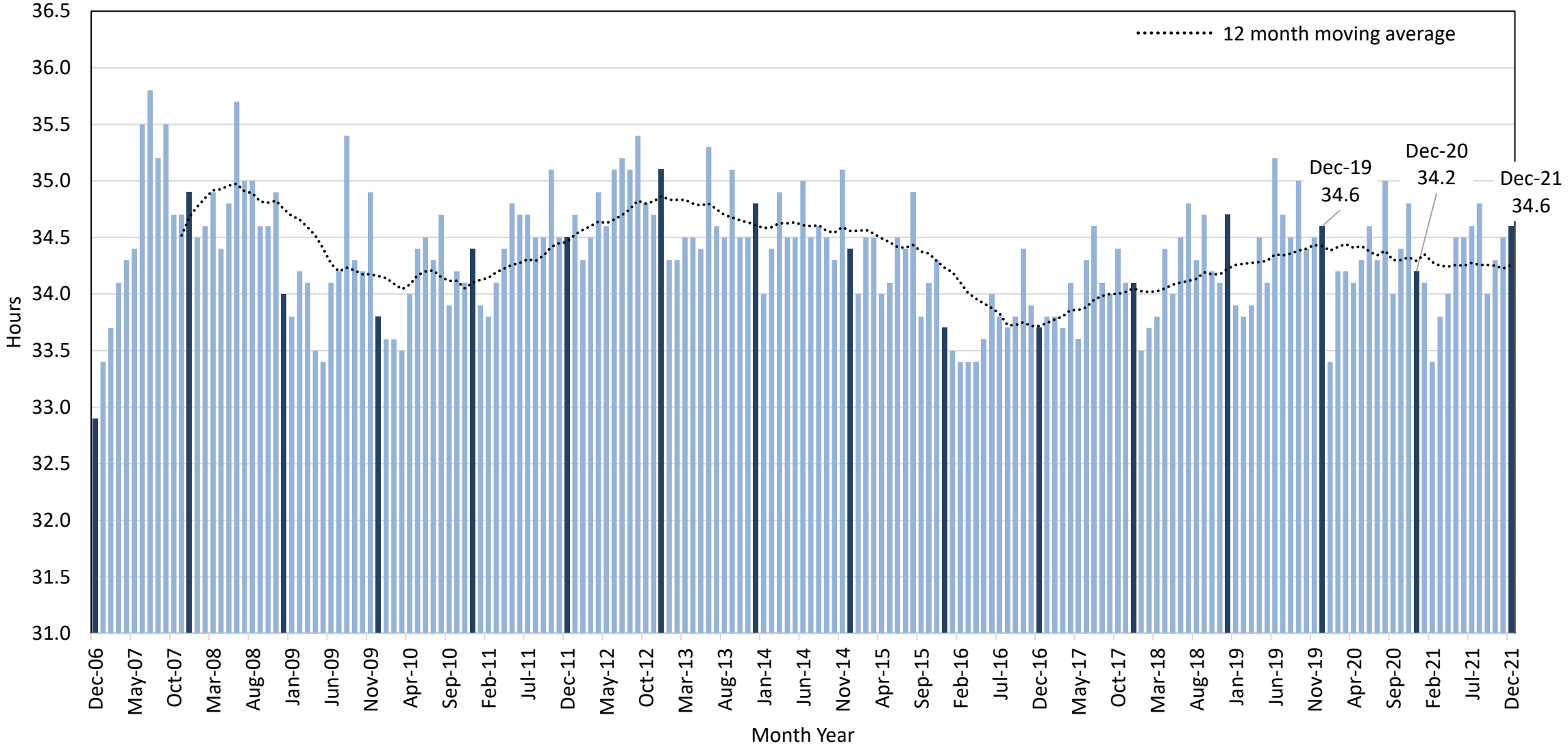
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Over-the-Year Change in Private Sector Jobs, Average Weekly Hours, and Real Hourly Earnings
Kansas (Not Seasonally Adjusted)
December 2020 to December 2021



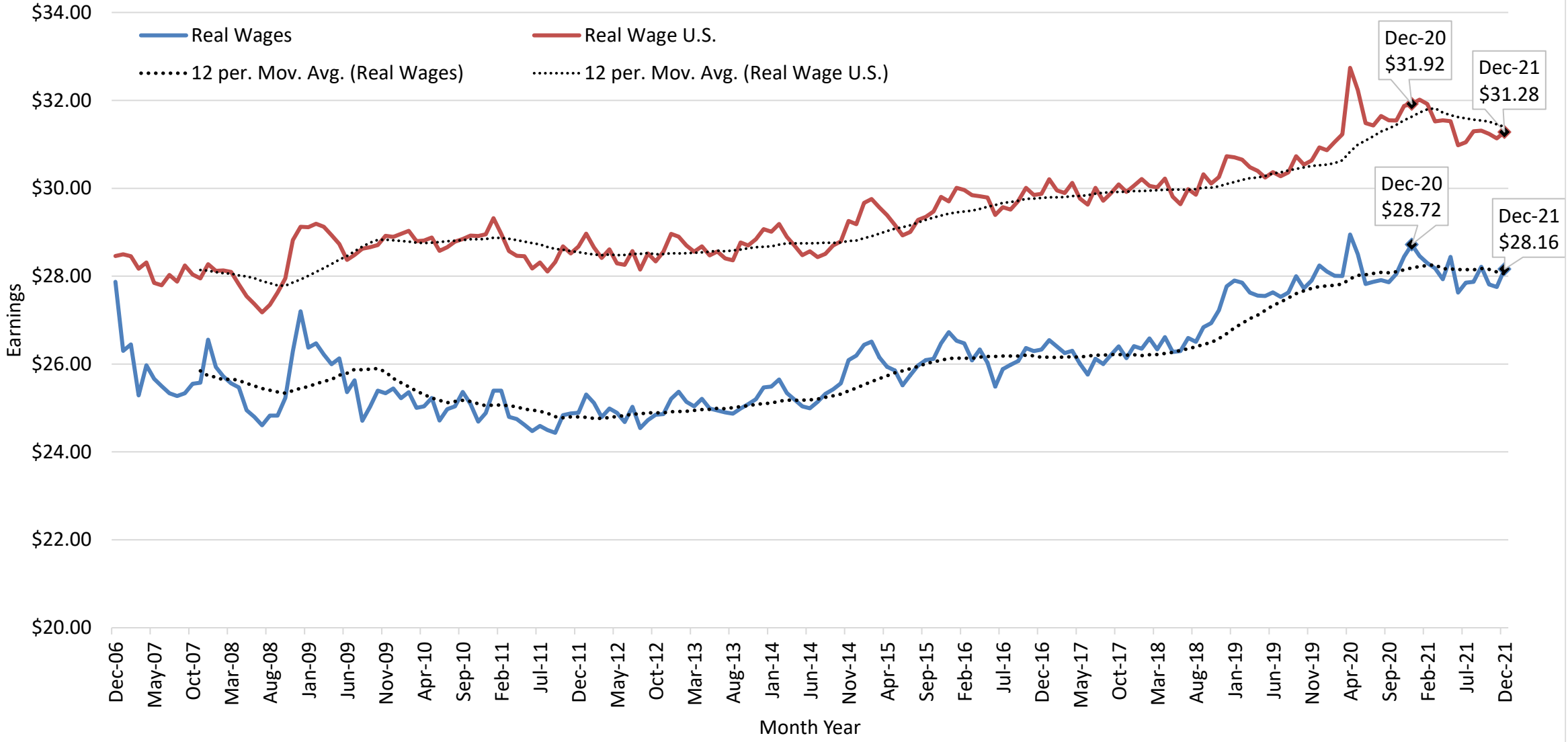
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Average Weekly Hours (private sector)
Kansas
December 2006 to December 2021



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

Real Hourly Earnings (private sector)
Kansas and U.S.
December 2006 to December 2021



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

Household Survey Data

Unemployment, Employment, and Labor Force

Local Area Unemployment Statistics (LAUS Program)

Kansas Department of Labor

Household Survey

- Survey of people at home – are you employed, unemployed, not looking for work?
- Concepts:
  - Includes only people 16 and over who are not institutionalized or on active military duty
  - Employed includes full and part-time workers as well as self employed workers
  - Reference week – the calendar week that includes the 12th day of the month

Civilian Noninstitutional Population 16+

Excludes people <16 years, institutionalized, and active duty military

Labor Force

Sum of employed and unemployed

Employed

- Worked at all as a paid employee
- Worked 15 hours or more as an unpaid worker in a family business
- Had a job or business from which they were temporarily absent
- Self employed

Unemployed

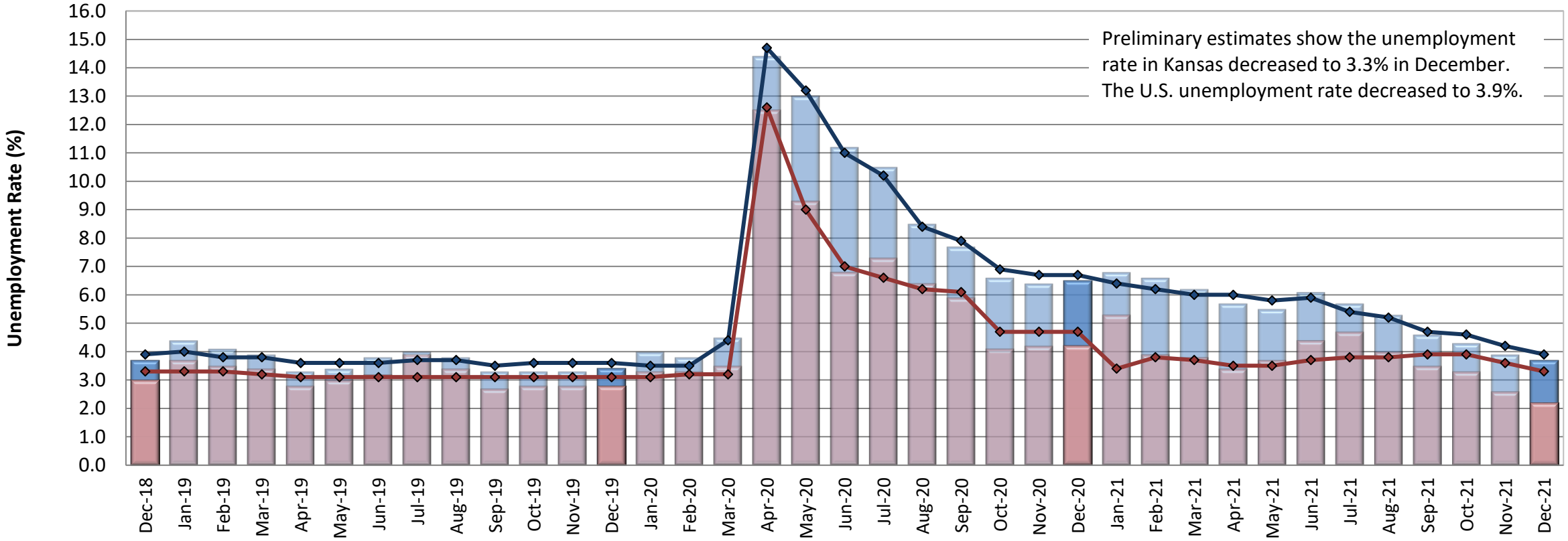
- Did not meet criteria for employed
- Made specific efforts to find employment during 4 week period ending in the reference week
- Waiting to be recalled to a job they are temporarily laid off from
- Were available for work

Not in the Labor Force

Examples:

- Retirees not working
- Students not working
- Disabled persons who cannot work
- Persons not working and discouraged from seeking work
- Volunteers working for religious/charitable organizations

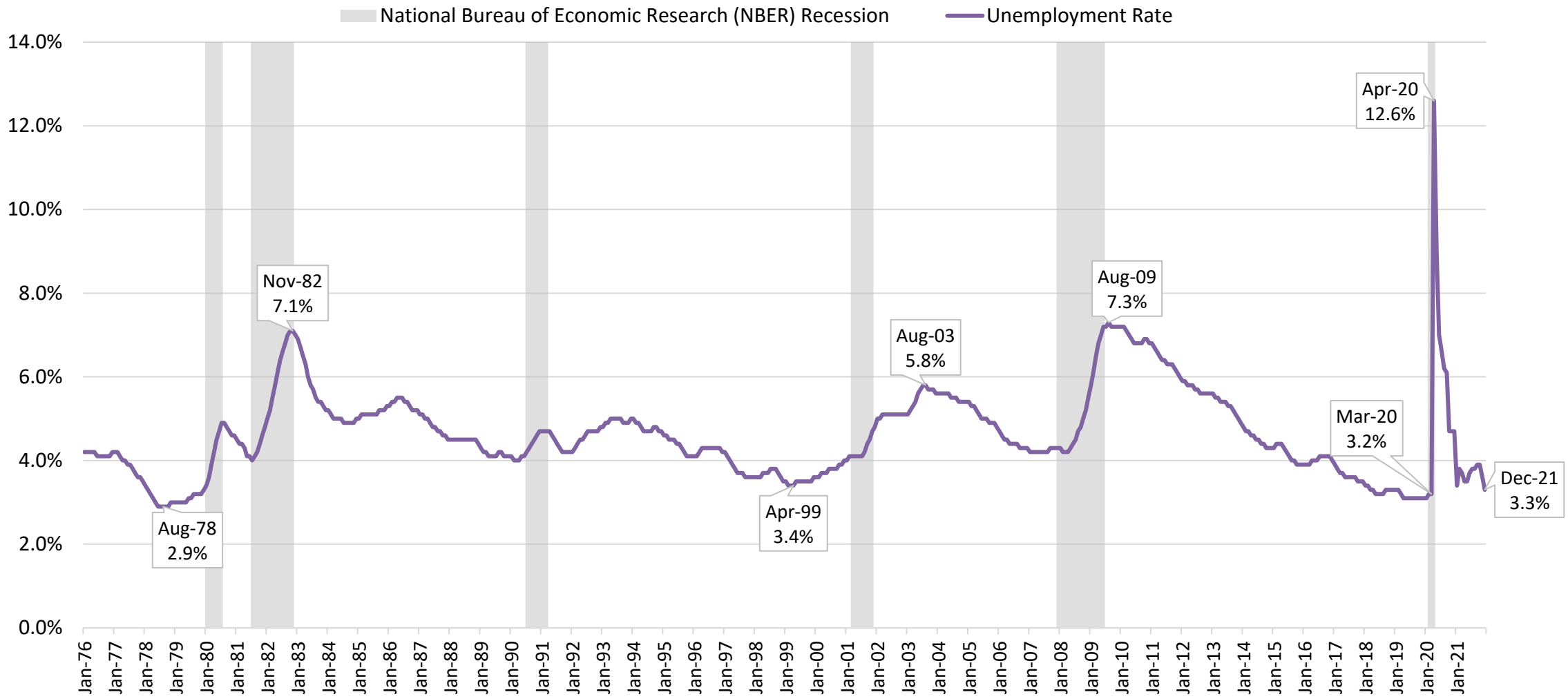
Unemployment Rate
Kansas and U.S.
December 2018 - December 2021



	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	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
U.S.	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	6.6	6.4	6.5	6.8	6.6	6.2	5.7	5.5	6.1	5.7	5.3	4.6	4.3	3.9	3.7
Kansas	3.0	3.7	3.5	3.4	2.8	3.0	3.2	3.9	3.4	2.7	2.8	2.8	2.8	3.3	3.3	3.5	12.5	9.3	6.8	7.3	6.4	5.9	4.1	4.2	4.2	5.3	3.9	3.8	3.4	3.7	4.4	4.7	4.0	3.5	3.3	2.6	2.2
U.S. SA	3.9	4.0	3.8	3.8	3.6	3.6	3.6	3.7	3.7	3.5	3.6	3.6	3.6	3.5	3.5	4.4	14.7	13.2	11.0	10.2	8.4	7.9	6.9	6.7	6.7	6.4	6.2	6.0	6.0	5.8	5.9	5.4	5.2	4.7	4.6	4.2	3.9
Kansas SA	3.3	3.3	3.3	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.2	12.6	9.0	7.0	6.6	6.2	6.1	4.7	4.7	4.7	3.4	3.8	3.7	3.5	3.5	3.7	3.8	3.8	3.9	3.9	3.6	3.3

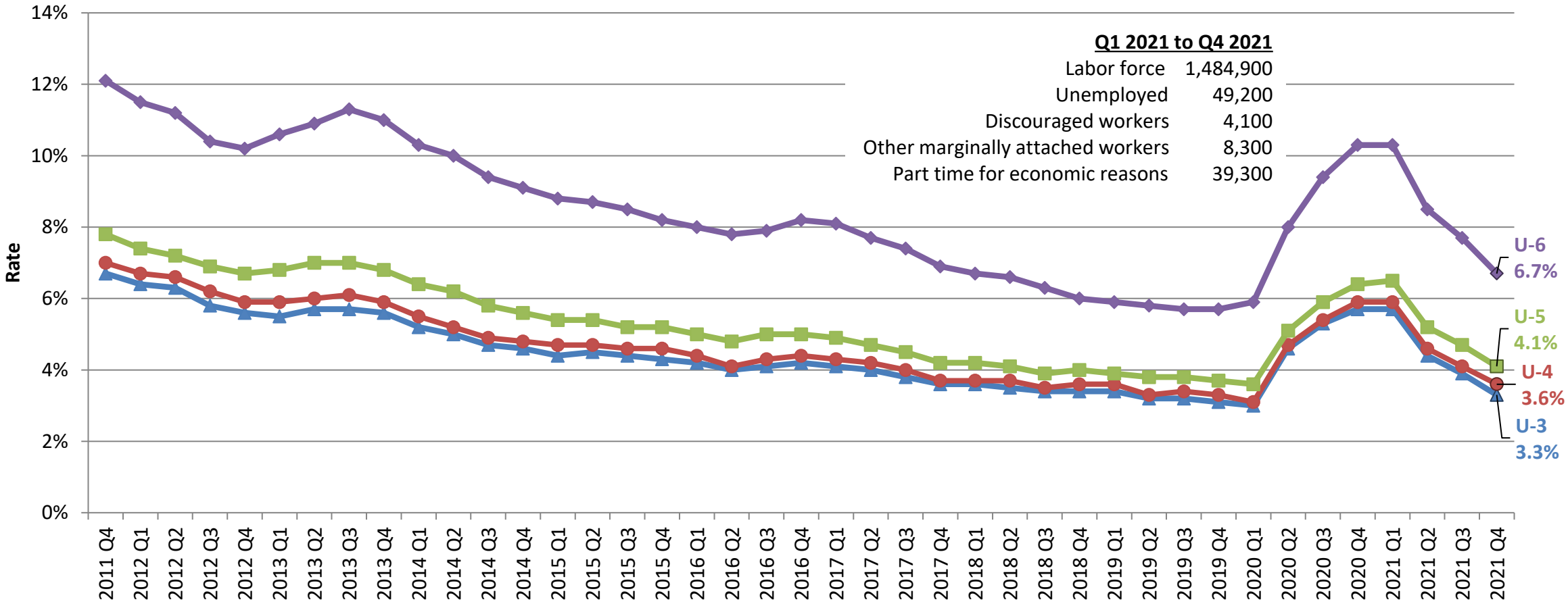
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

Unemployment Rate
Kansas
January 1976 to December 2021



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

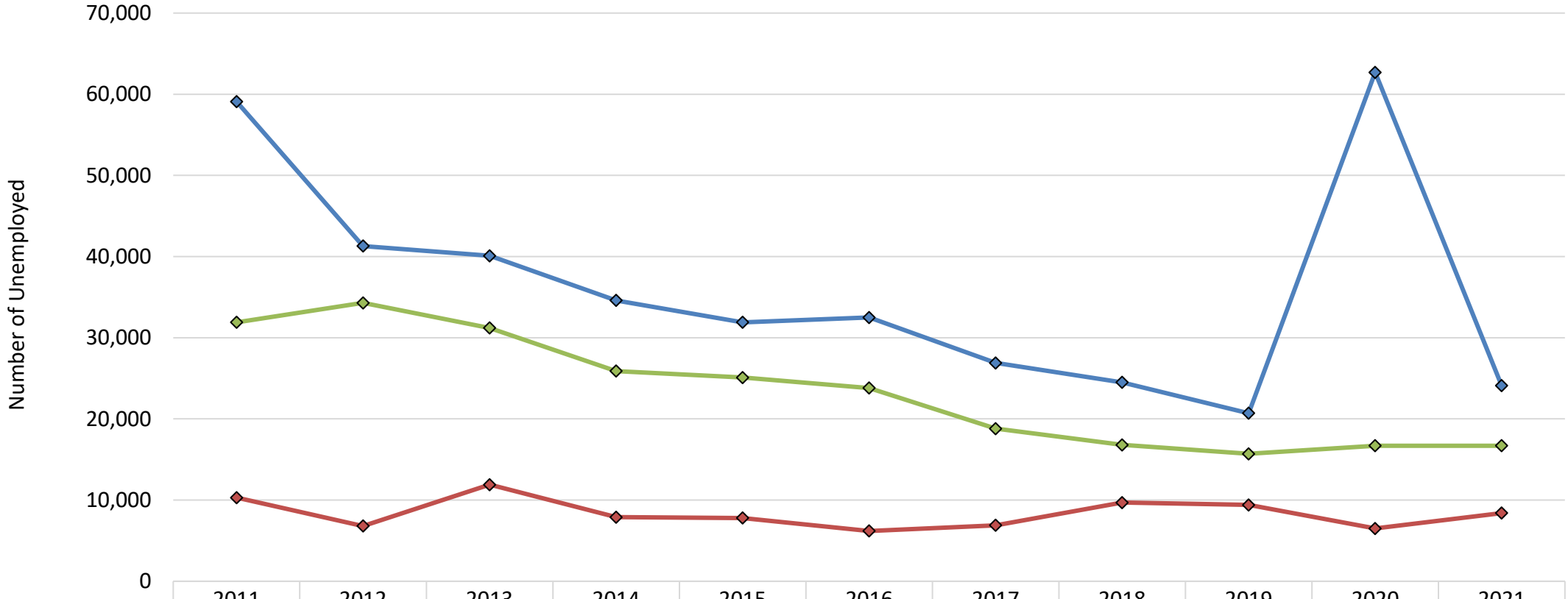
Kansas Labor Underutilization (4 qtr Rolling Average)



U-3, Total unemployed, as a percent of the civilian labor force (this is the definition used for the official unemployment rate).
U-4, Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.
U-5, Total unemployed, plus discouraged workers, plus all other marginally attached workers, as a percent of the civilian labor force plus all marginally attached workers.
U-6, Total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers.

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)

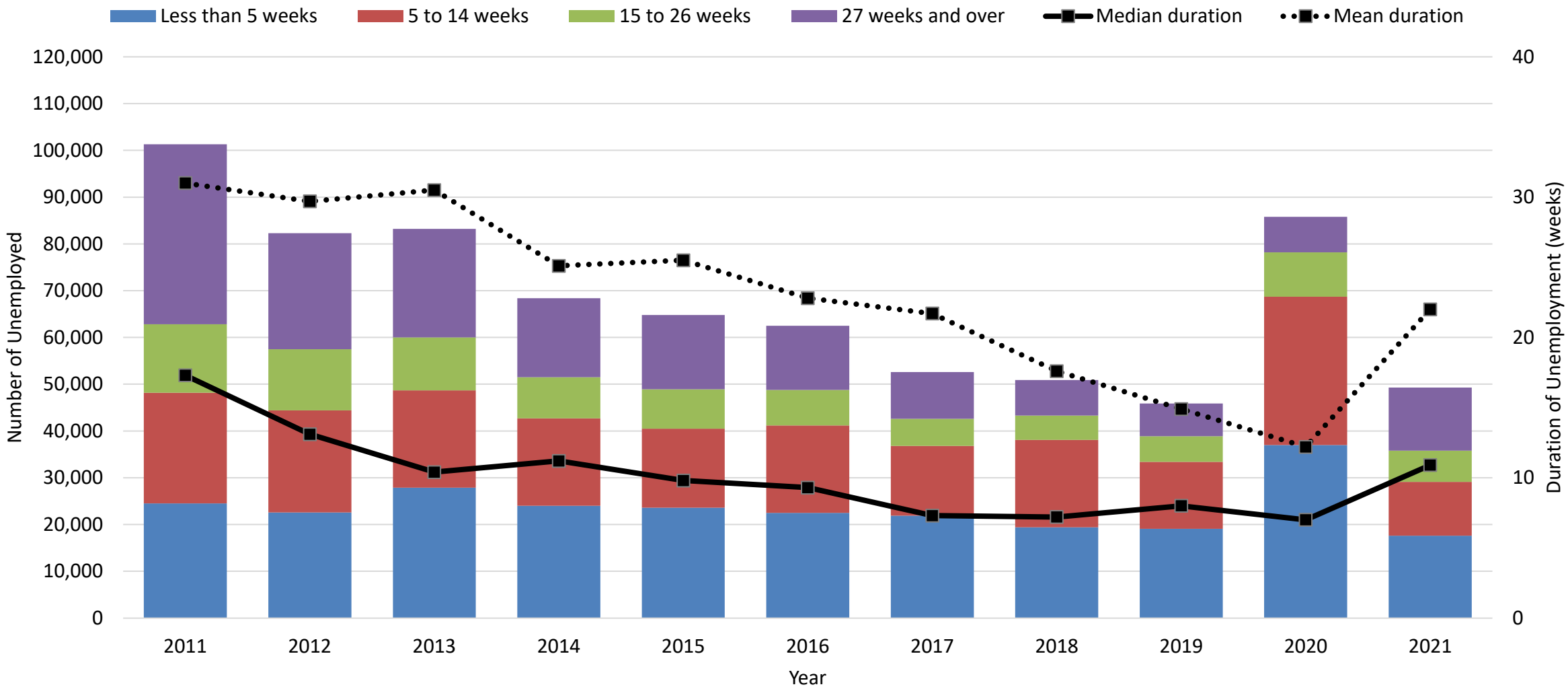
Unemployed Persons by Reason for Unemployment
Kansas
2011 - 2021



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Job losers and persons who completed temporary jobs	59,100	41,300	40,100	34,600	31,900	32,500	26,900	24,500	20,700	62,700	24,100
Job leavers	10,300	6,800	11,900	7,900	7,800	6,200	6,900	9,700	9,400	6,500	8,400
Entrants	31,900	34,300	31,200	25,900	25,100	23,800	18,800	16,800	15,700	16,700	16,700

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)
Additional information about state level CPS estimates: https://www.bls.gov/lau/notescps.htm

Unemployed Persons by Duration of Unemployment
Kansas
2011 - 2021



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)
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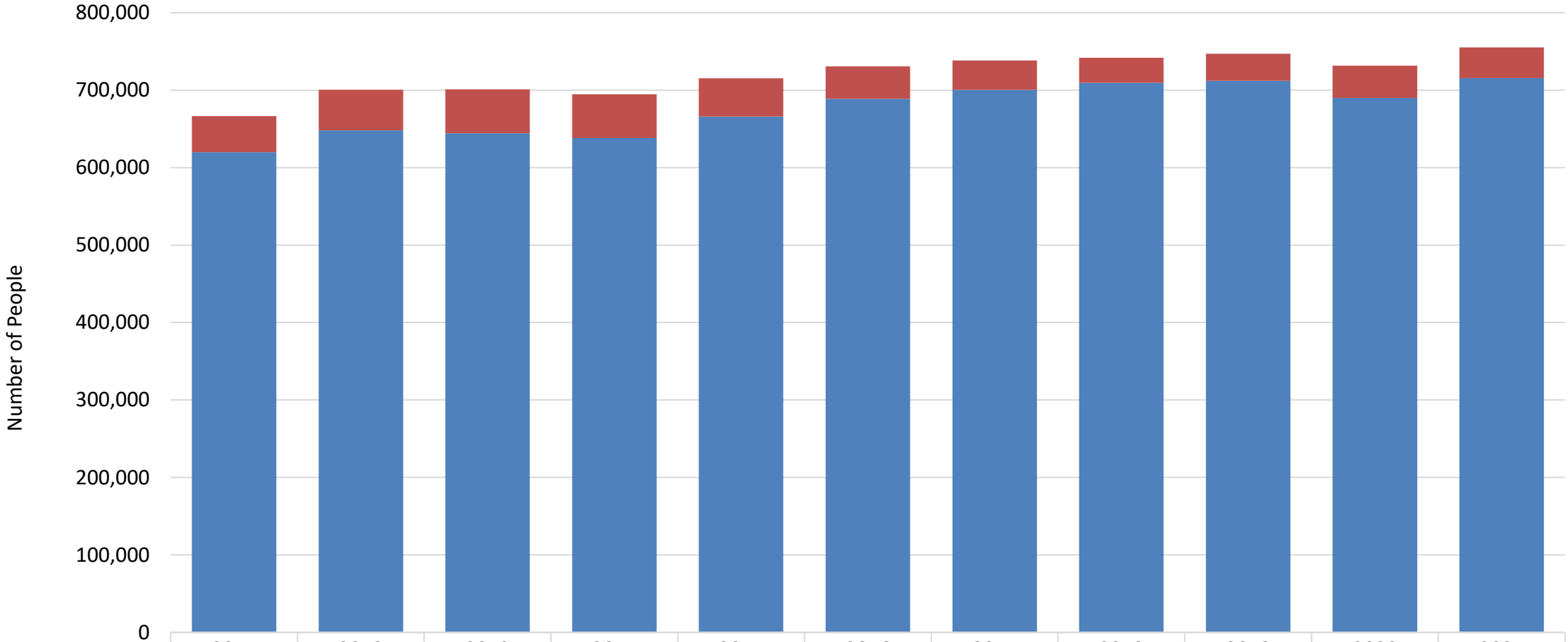
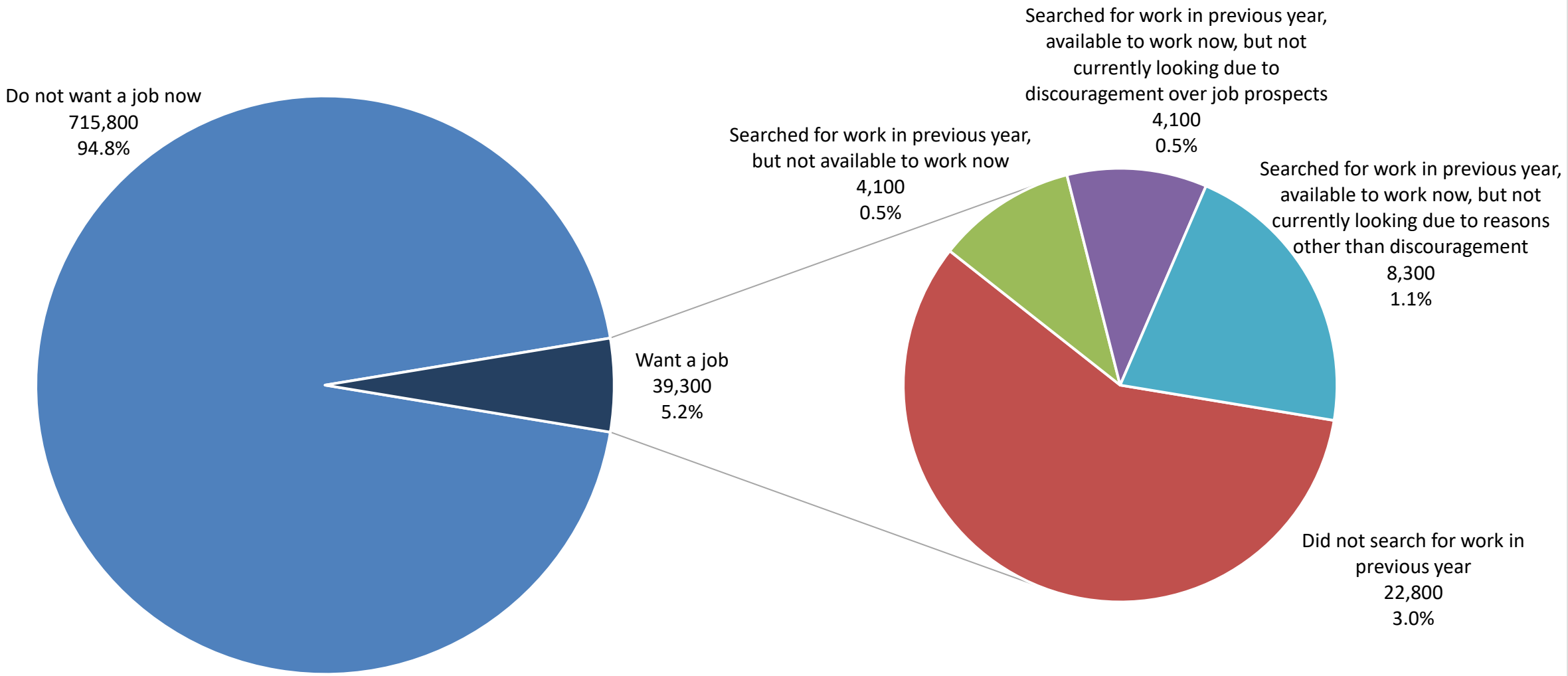
Civilians Not in the Labor Force
Kansas
2011 - 2021



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Want a job	46,400	52,400	56,600	56,300	49,400	41,900	38,000	32,100	34,900	41,700	39,300
Do not want a job now	620,000	648,100	644,500	638,300	665,900	688,800	700,500	709,700	712,100	690,100	715,800

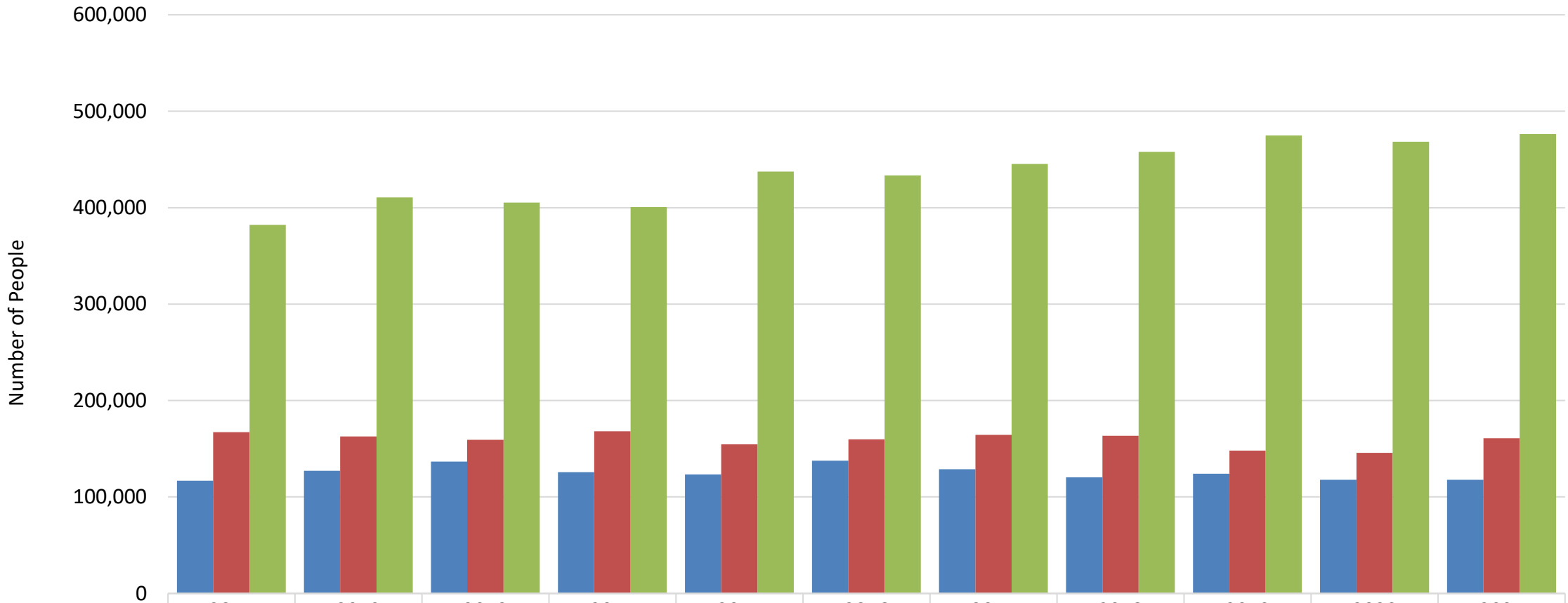
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)
Additional information about state level CPS estimates: https://www.bls.gov/lau/notescps.htm

Civilians Not in the Labor Force
Kansas
2021



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)
Additional information about state level CPS estimates: https://www.bls.gov/lau/notescps.htm

Civilians Not in the Labor Force by Age
Kansas
2011 - 2021



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Age 16 to 24 years	116,900	127,200	136,600	125,800	123,300	137,500	128,800	120,300	124,100	117,700	117,800
Age 25 to 54 years	167,200	162,700	159,300	168,200	154,600	159,700	164,500	163,400	148,000	145,800	160,900
Age 55 years and over	382,200	410,600	405,200	400,600	437,400	433,500	445,300	458,000	475,000	468,300	476,300

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)
Additional information about state level CPS estimates: https://www.bls.gov/lau/notescps.htm

Questions?

Kansas
Department of Labor

Labor Market Information Services

401 SW Topeka Blvd. Topeka Ks 66603

Email: KDOL.Laborstats@ks.gov

Web: www.dol.ks.gov

Kansas Department of Labor

KANSASWORKS State Board
February 2, 2022
FY22/Q2
Workforce Services 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 meets monthly to continue 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.

- *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 2021, 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.

Continuation of this project has been started with WSU (PPMC), who worked with a team to produce the surveys for each key stakeholder group. The surveys for both employers and jobseekers was distributed in December. The distribution was 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 within this next quarter. Once the report is completed for employers and jobseekers, the team will produce and distribute a survey for Workforce Center staff.

After completion of the staff 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.

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 twice with Kansas Department of Labor (KDOL) staff to go over LMI offerings on their website. KDOL has provided resources on available LMI products that are already produced. Commerce staff has provided KDOL with some recommended improvements from local areas and information on how various LMI is used in each local area. KDOL has plans to revamp their LMI website and make it easier to find information although no timeline is currently in place.

- 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.

Commerce was recently awarded a Waiver by the Department of Labor that allows TANF work experience dollars to count towards the 20% work experience requirements under WIOA. By using this waiver, local areas will be able to expand partnerships with the Department of Children and Families by using TANF funds to develop more work experience opportunities for WIOA Youth.

KANSASWORKS State Board
February 2, 2022
FY22 / Quarter 2
Workforce Program Initiatives Summary

PROGRAM SUMMARY UPDATES

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.

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 October to December 2021, 7,704 claimants were notified of their MRP participation requirements. 2,396 completed their MRP requirements and 821 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 workforce development 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 2, the TAA Program enrolled 11 new workers, 4 TAA Trainings were approved, and 7 new workers were approved for Reemployment Trade Adjustment Assistance (RTAA) Benefits. In addition, 41 wage reimbursement payments (RTAA) were made to workers during this quarter. At the end of Quarter 2 the TAA Program had 713 TAA Workers enrolled.

Working in coordination with the Rapid Response Team, TAA Case Managers and partner staff we identify trade impacted companies, however no new TAA Petitions were filed during this quarter. One TAA Petition was certified in this period for The McClatchy Company, which was filed in June 2021. One TAA Petition was denied for The McCall Pattern Company, Inc. and one investigation to certify is in process for 3P Processing LLC.

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:

	PY21/Q1	PY21/Q2	Total
Local Area I	259 Enrollments	150 Enrollments	409 Enrollments
Local Area II	31 Enrollments	21 Enrollments	52 Enrollments
Local Area III	8 Enrollments	1 Enrollments	9 Enrollments
Local Area IV	5 Enrollments	0 Enrollment	5 Enrollment
Local Area V	22 Enrollments	11 Enrollments	33 Enrollments
Total	272 Enrollments	183 Enrollments	455 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 108 H-2B's through quarters one and two - December 31, 2021.

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.

Veterans served in the Workforce Centers During the quarter, **827** Veterans were served within the workforce centers with **463** 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 employment skills required for each individual Veteran's needs. Through outreach by this staff, a total of **944** Veterans, transitioning service members and military spouses requested more information and assistance through the KANSASWORKS.com website. Additionally, for the quarter there were **1,058** Employer engagements. Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Retraining & Employment (VR&E) program assisted **91** Special Disabled, Disabled Veterans with **7** obtaining suitable employment this quarter. A total of **131** Veterans, transitioning service members, and spouses received job placements.

JVSG Staff conducted email outreach to **3,142** 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 "in person" outreach to **1,172** Veterans, Transitioning Service Members and Military Spouses. These sessions were conducted on the military installations and various non-profit meetings to discuss 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 October 1, 2021 **1,090** new users visited the website with **1,073** views/sessions with the most popular links being the 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)

The State of Kansas has cooperatively worked with the Federal Department of Labor on expanding and modernizing the Registered Apprenticeship system for the benefit of employees, employers and the economy. The Kansas Department of Commerce Office of Registered Apprenticeship (KOA) has had a functioning Apprenticeship Council staffed by the department since 1992. The goal of the office is to support union training programs, business training programs, community organizations, community colleges and universities, K12 schools, and other entities in developing, operating and maintaining robust registered apprenticeship training programs recognized and approved by the State of Kansas. All Registered Apprenticeship programs must have five hallmarks in order to be recognized for certification including: on the job training, related technical instruction, mentorship, wage progression and industry recognized credentials. Currently, the State of Kansas sponsors approximately 2,000 Registered Apprentices; however, close to 3,500 Kansas residents are recognized Registered Apprentices through the Federal Department of Labor. The Kansas Office of Apprenticeship is focused on expanding RAs in multiple industries; below are a few initiatives within the office.

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) awarded the KOA $5,681,403 for the State Apprenticeship Equity, Expansion, and Innovation grant (SAEEI). The SAEEI Project was announced, and partners were solicited on August 16, 2021, for the purpose of supporting the development of new, or the expansion of existing, Registered Apprenticeship Programs (RAPs) or quality pre-apprenticeship programs during the grant period of performance of July 1, 2021 – June 30, 2025.

Nine proposal applications were submitted for SAEEI Project. Of the nine proposals, seven were selected as Awardees on October 28, 2021. Commerce announced allocation for the awardees during Apprenticeship Week, Nov 15, 2021 (see the graph below).

SAEEI Intermediary Awardees and Budgets:

Intermediary Awardee	**Award**
KC Tech Council	$546,289
Dwayne Peaslee Technical Training Center	$546,289
Hamilton Ryker	$530,932
Hutchinson Community College	$546,289
IBEW Local Union 304	$107,000
Flagship Kansas	$546,289
InterHab	$546,289

The plan for this model is to significantly increase employer and apprentice participation through business-led establishment of RAP sponsors and intermediaries. Kansas will register and serve a 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; KOA will convene quarterly industry-specific RA Round Tables throughout the 5 local workforce development areas of the state. Round Table Sessions will focus on Manufacturing, Information Technology, Healthcare, Transportation and Logistics, Business and Finance, and Construction Trades. The first session is anticipated to be held during the month of March 2022 and focused on the IT Industry sector. Commerce will register 2 new non-traditional RA occupations including LPN – HealthCare, Cybersecurity – IT. Commerce will amplify workforce through the development of pre-apprenticeship, youth apprenticeship and justice-involved pathways during the SAEEI Project.

During the quarter, KOA registered its first youth Registered Apprenticeship program in Kansas for the occupation of a Technology Support Technician with Jobs for America's Graduates – Kansas being the Registered Sponsor and Kansas Department of Education serving as the employer of record. Additionally, we onboarded a new RA HealthCare Sector Coordinator in December, started planning monthly, statewide convening calls that will take place each month starting in January 2022 and developed a year-long plan outlining all upcoming program activities, grant requirements and marketing needs. In addition, the department worked updating business and customer processes to better fit the size of the new team as a result of the SAEEI grant.

Registered Apprenticeship State Expansion (ASE) Grant

During the quarter, Registered Apprenticeship staff continued to work on the development of new registered programs to expand Registered Apprenticeship opportunities and participation throughout the state creating the opportunity to target a more diverse workforce. Occupations registered during the quarter were CNA, Assembly Welder, Technology Support Technician – (youth pathway), Electronics Technician & 2 Lineman program revisions. The Registered Apprenticeship Program Specialist continue to participate in Registered Apprenticeship Team calls to provide updates, share best practices and discuss 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. 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 end of the second quarter and the beginning of the third quarter showed an uptick in SCSEP referrals.
Many Host Agencies, who put a hold on accepting volunteers, are once again requesting SCSEP volunteers. There are currently 42 active participants with five participants waiting for placement at a host site and there are 23 host sites with SCSEP participants in training. The average wage of SCSEP participants hired in unsubsidized employment has increased, however the number of participants retaining employment has decreased.

OLDER KANSANS EMPLOYMENT PROGRAM (OKEP)

Commerce has expanded OKEP grants to include computer training to provide OKEP participants the knowledge and skills needed for today's workforce. One grantee has hired an in-house computer trainer and two grantees are providing training with the awarding of a laptop computer upon successful completion of required coursework. Workers, 55 years of age and older, often lack the skills needed to compete for jobs where computer skills are an essential requirement for the job. OKEP grantees continue to see hesitancy in participants returning to work due to the continuance of the COVID pandemic.

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

The Phase 1 grant ended December 31, 2021. Closeout numbers included 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, three 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).

- Phase 2 goals include.
    - 4,000 Participants, (2,000 Treatment and 2,000 Control)
    - 250 Medical Providers
- Current Enrollment 11; Treatment 6, Control 5
- Current collaborating Medical Systems include.
    - Ascension Via Christi – Wichita, Manhattan, and Pittsburg
    - Stormont Vail Health – Topeka and Emporia
    - The University of Kansas Health System – The greater Kansas City area

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:

- Regular meetings with KDOC Job Readiness Program Manager and KDOC Director of Education, to discuss goals and connections needed to foster employment for individuals exiting the correctional facilities,
- Co-presenter with KDOC at Kansas Association of Colleges and Employers Conference
- Presented at Workforce Innovation Conference – Second Chance Hiring – Breakout Session and General Session Moderator
- Pilot project with Area II connecting Workforce Center staff to correctional facility residents, pre-release,
- Technical assistance and connection to community partners provided to KDOC staff
- Connecting with businesses interested in expanding their hiring pool to qualified justice-involved individuals

ReSpECTWOR*KS* (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:

- Subgrantee Agreements signed and purchase orders generated for participating Local Workforce Development Boards
- MOU signed with Heartland RADAC (Substance Use contractor with Kansas Dept. of Corrections)
- Meetings with Federal Project Officer and Technical Assistant Coach from Coffey Consulting
- Attendance at regular Coffee Consulting training opportunities
- Completed first Quarterly Narrative Report
- Meetings with supportive service providers to establish relationship

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 this quarter 16,188 **new** certification requests were received, resulting in 1,057 eligible for tax credits. 8,547 requests were denied. This is a federal tax savings to Kansas businesses of almost $3 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Temporary Assistance for Needy Families (TANF), Rural Renewal Counties (RRC), Supplemental Security Income (SSI) and Ex-felons.

The average tax credit per certification to the employer is $2,871.90.

KANSAS BOARD OF REGENTS (TITLE II)

By the end of the second quarter of FY22, Adult Education student population was at 75% in comparison with the year FY21. A visual presentation developed from Adult Education staff was sent to each Local Workforce Area representative to be used as WIOA partner cross training.

Adult education staff continue the collaboration with core partners to update the 2-year modification of the WIOA state plan.

Three Kansas Adult Education programs took the opportunity to partner with the career technical education programs at the 2-year institutions in applying for an Integration of Academics with CTE grant. A focus of Perkins V, this is a braided funding model where the adult education and CTE instructor collaborate to create academic curriculum contextualized to the CTE program that is co-taught in the CTE classroom.

Adult Education successfully launched a virtual English as a Second Language (ESL) course with students from multiple locations and an instructor from a third location. This groundbreaking pilot program will help educate students while addressing an instructor shortfall within the state.

Kansas Department of Corrections (KDOC) has partnered with eight Kansas Adult Education programs to provide education services to nine of the state-run correctional facilities. These services include ELA and GED as well as transitional services which may include but are not limited to job training and post-secondary education opportunities.

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.

UPCOMING EVENTS

- Thursday, February 3, 2022 – Home-Town HealthCare Job Fair, Independence, KS
- Wednesday, February 9, 2022 – Holiday Resort of Emporia Hiring Event, Emporia Workforce Center
- Tuesday, February 15, 2022 – Resume Basics Workshop, Johnson County Workforce Center
- Tuesday/Wednesday, February 15-16, 2022 – Thursday, February 1, 2022 – Statewide Virtual Job Fair
- Wednesday, March 9, 2022 – Kansas Department of Commerce Virtual Job Fair
- Tuesday, March 15, 2022 – Resume Basics Workshop, Johnson County Workforce Center