KANSASWORKS STATE BOARD

AGENDA

Wednesday, November 2, 2022
12:30 PM – 3:00 PM

Capitol State Office Building, Visitor Center Auditorium, 4-N
8th Street & SW Van Buren, Topeka KS 66612

Microsoft Teams meeting
Click here to join the meeting Meeting ID: 283 819 865 554
Passcode: jxxVbc
Or call in (audio only)
+1 785-414-8630,,342581997# United States, Topeka
Phone Conference ID: 342 581 997#

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

II. Chair Report: David Harwood

III. Consent Agenda: David Harwood
   a. August 3,2022 KWSB Meeting Minutes
   b. Recommended Action: Approve consent agenda as presented.

IV. Workforce 2.0: Shelly Thompson, State Operations Director, Department of Commerce
Misty Bruckner, Wichita State University

V. TANF/SNAP Programs: Lisa Strunk, Asst. Director of Employment Svcs, DCF

VI. Workforce Aligned with Industry Demand: Tyson Winingham, Program Manager, Dept of Commerce

VII. Local Area II, Presentation: Gina Coffman, Executive Director

VIII. Work Based Learning: Keely Schneider, Local Area III /Keith Lawing, Local Area IV, Executive Directors

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

X. Local, State, Federal Updates: Mike Beene, Assistant Secretary of Commerce

XI. Upcoming KWSB Meetings:
- February 1, 2023
- May 3, 2023
- August 2, 2023
- November 1, 2023

XII. Meeting Adjournment

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, August 5, 2022
10:00 AM – Noon

WSU Tech 4004 N Webb Road
Building 200, Room S210
Wichita, KS 67226
and
MS Teams (Virtual) Meeting

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

Consent Agenda and Actions Approved as Follows:

Consent Agenda:
a. May 4, KWSB Meeting Minutes
Matthew Hall moved to approve, Shaun Junkins seconded, motion passed.

KWSB Meeting Adjourned –12:05 PM
Sheila Martinez moved to approve, Shaun Junkins seconded, motion passed.

DRAFT

PUBLIC POLICY & MANAGEMENT CENTER

Workforce Services Study

KANSASWORKS

2021-2022

WICHITA STATE UNIVERSITY

2

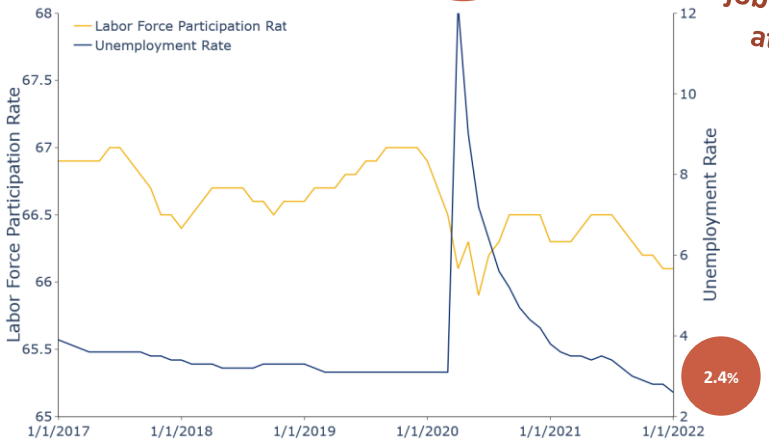
Purpose: To understand how to best serve the needs of businesses and job seekers – now and in the future.

3

Background: Labor Statistics

12.2%

Approximately 70% of KANSASWORKS job seekers have at least one barrier.



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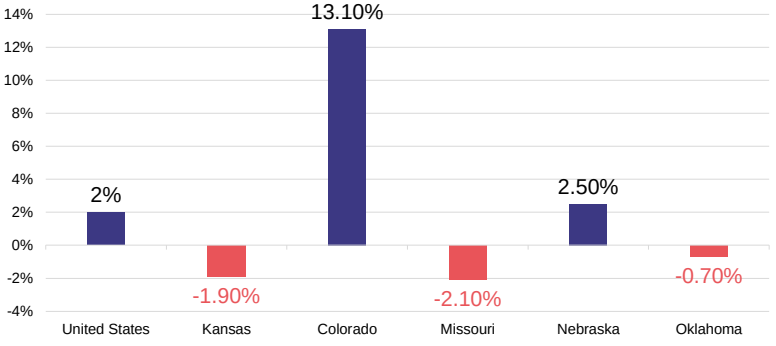
Background: Labor Statistics

Projected Working-Age Population Growth 2021-2031



(Kansas Chamber, 2021)

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Business Perspective

791
Responded

300
Respondents Completed 75% of Survey

123
Zip Codes Represented

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Business Perspective: Skills Needed

PPMC Survey

1. Soft Skills (i.e. critical thinking, attention to detail, etc.) *(63)*
2. Customer Service Skills, Communication, and People Skills *(45)*
3. Computer/Technology Skills *(39)*
4. Technical/Mechanical Skills *(37)*

National Surveys

61%
OF RECRUITERS SAID SOFT SKILLS ARE MORE IMPORTANT

92%
OF HIRING MANAGERS SAID SOFT SKILLS ARE MORE IMPORTANT

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Business Perspective: How can **KANSAS**WORKS Help?

1. Prescreen applicants/streamline the process of connecting job seekers to businesses (41)
2. Offering more, improved, or different training (37)
3. Improve usability of the **KANSAS**WORKS.com website (36)
4. Helping to recruit more qualified applicants/workers (23)

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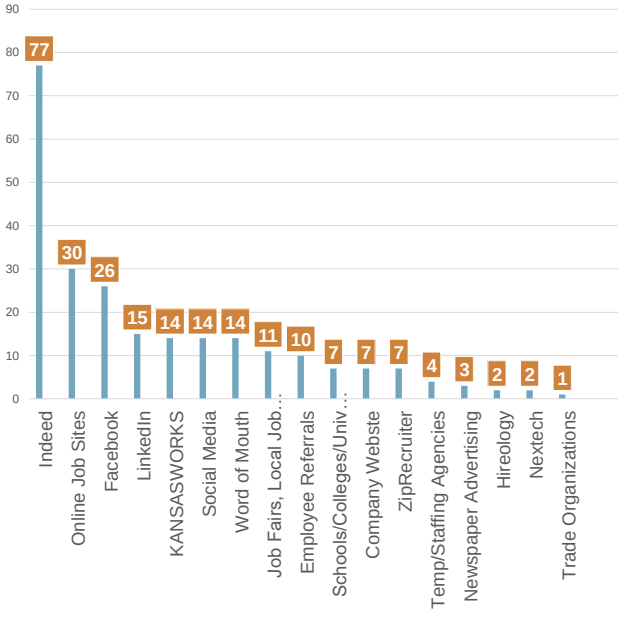
How are businesses recruiting?

Recruitment Platforms Mentioned



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Planning for the Future: Business Services

- Strategically reaching out to businesses to offer assistance
- Streamlining the process of connecting businesses to job seekers
- Improving available online job posting options
- Providing training on both soft and hard skills
- Assisting job seekers with resumes

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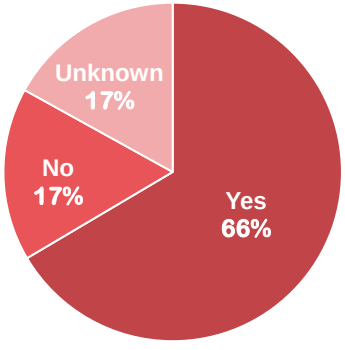
Job Seekers Perspective

Use of Services at a **KANSAS**WORKS Workforce Center



PPMC Survey

967
Responded

650
Respondents Completed 75% of Survey

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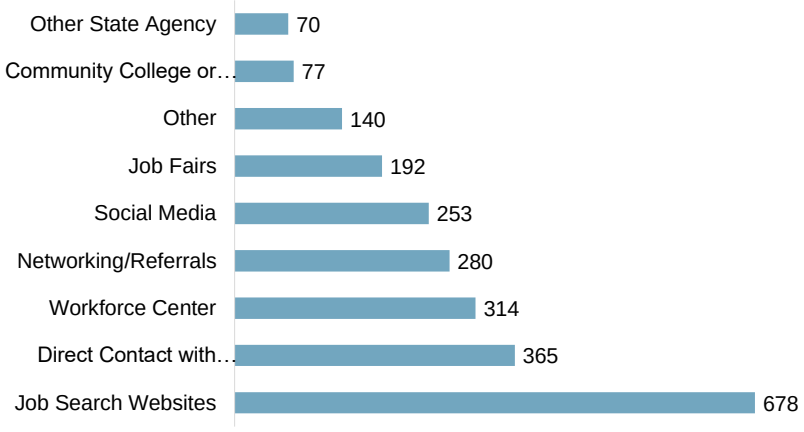
Job Seekers Perspective: Resources Used in Job Search



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Job Seekers Perspective: Assistance Needed

1. Job Search Assistance (133)
2. Connections to Jobs that Fit Skills/Networking (104)
3. Resume Assistance (78)
4. Training/Education Assistance (63)
5. Improved Online Resources (47)
6. Interview Practice (27)

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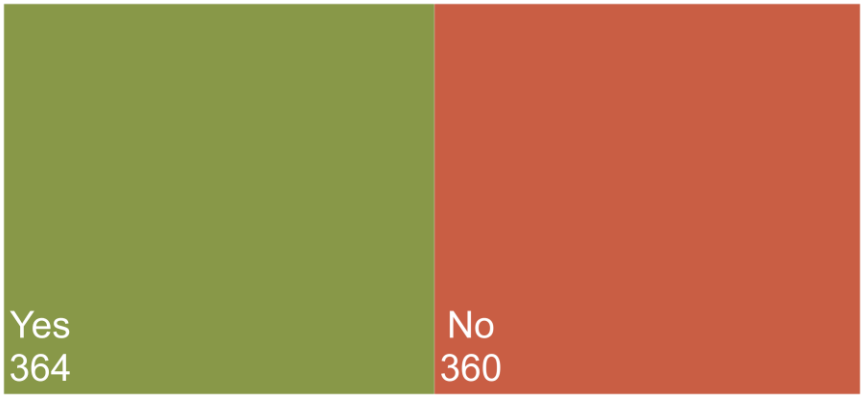
Do Job Seekers Know Where to Locate Services?



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Job Seekers Perspective: Service Availability

- 44% indicated it was either extremely or very important to have agents available to assist in the evening (5pm to 8pm)
- 60% indicated it was either extremely or very important to have access to job search services 24-hours a day
- 32% indicated it was either extremely or very important to have agents available to assist on the weekends

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Planning for the Future: Job Seekers

- Implementing new methods to identify, connect, and address the specific needs of job seekers who use **KANSAS**WORKS services
- Streamlining the process of connecting job seekers to businesses
- Improving available online job posting options
- Providing training on both soft and hard skills
- Expand awareness of services

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Workforce Staff Perspective

According to a survey of 112 Workforce Center employees, the **top 3 job seeker groups** that staff assist are:

- Persons who are receiving or applying for unemployment insurance benefits
- Persons who have low computer literacy skills
- Laid off workers

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Workforce Staff Perspective: How to Connect with Job Seekers

1. Career exploration events
2. Social media posts
3. Strategic outreach with one stop partners and community resource partners
4. Distribute outreach materials that provide job seekers with **KANSAS**WORKS services information

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Workforce Staff Perspective: Hours of Operations

61% said current Workforce Center hours do not need to change

39% said changes would be beneficial for job seekers

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Workforce Staff Perspective: Job Seeker Service Needs

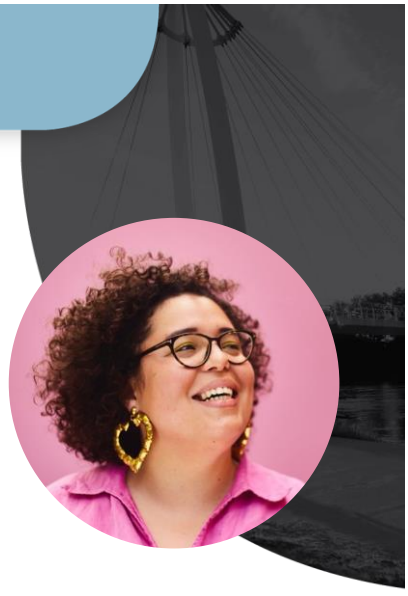
1. Resume assistance
2. Interview preparation/readiness
3. Access to training or skill development
4. Computer Literacy Series
5. Virtual Events (e.g. tips and tricks for job search and application, interviewing, etc.)

Workforce Staff Perspective: Business Service Needs

1. Helping businesses find candidates
2. Connecting businesses and job seekers through **KANSAS**WORKS.com
3. Recruitment to fill open positions
4. Offering job fairs
5. Promoting open positions

Planning for the Future: Staff Perspective

- Providing frequent, consistent communication to job seekers and businesses about services and events using wide range of platforms
- Delivering computer literacy and technology programs for job seekers
- Increasing the number of bilingual staff positions (or the use of translation services and software) to stay in step with growth in Spanish speaking population
- Implementing additional services for people with disabilities and providing training to staff to assist with meeting the needs of individuals with disabilities
- Increasing the number of industry-specific job fairs and informational sessions



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Overall Summary

1. Develop Candidates to Be Qualified for Positions
2. Connect Businesses to Job Seekers
3. Develop Next Generation of the Online Environment
4. Provide Hands on Assistance
5. Continue to Address Lack of Awareness

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Thank You

"Far and away the best prize that life has to offer is the chance to work hard at work worth doing."

- Teddy Roosevelt

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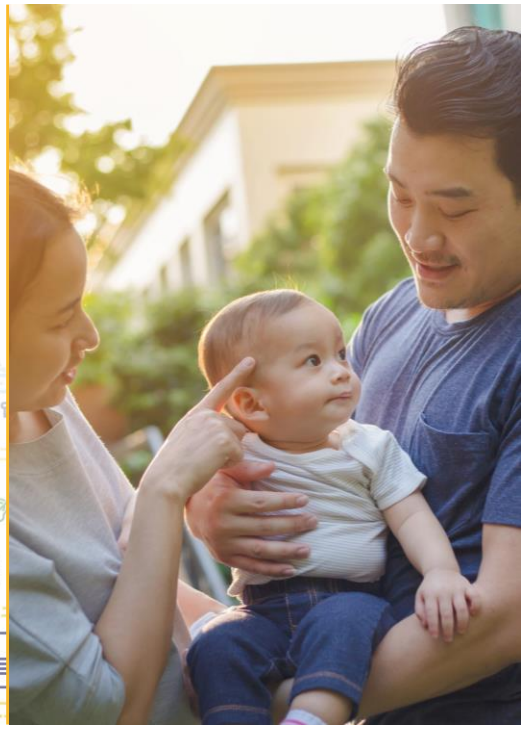
Employment Services:

Providing Opportunities for Success



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Employment Services

Key Concepts

- All Clients have Strengths and Solutions
- Focus on Client Success
- Career Navigator should Empower the Client
- Leaving Welfare is a Process, Not a Single Event
- We must Respect and Value Cultural Differences
- Everyone can be Successful with Right Supports & Services

2

2

Employment Services

Outcomes

- Help Clients find Path to Successful Careers
- Opportunities for Short-Term Education & Training
- Living Wage Employment with Advancement Opportunities
- Enhance Sense of Value to Client, Families, & Communities
- Provide Stability and Strengthen Families

3

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Employment Services

Career Navigators

- Provide Individualized, Strengths-Based Case Management
- Multiple Platforms to Assist Individuals
- Encourage Short-Term, Job-Driven Career Pathways
- Assist Participants to Obtain & Maintain Gainful Employment
- Provide Support Services Tailored to Meet Individual Needs

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Employment Services

Programs

TANF Work Programs

- Current Recipient of Temporary Assistance for Needy Families (TANF)

GOALS

- Supplemental Nutrition Assistance Program (SNAP) Recipient
- Child in the Home or Pregnant Woman
- Age 18 or Older

SNAP Employment & Training

- SNAP Recipient
- Mandatory for Able Bodied Adults without Dependents who aren't meeting work requirements

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SNAP Employment & Training

Kansas Mandatory Employment & Training

- SNAP Recipient Ages 18 – 49
- Must be Able-Bodied Adult Without Dependents (ABAWD)
- Must be working 30 hours a week or participating in Mandatory E&T 30 hours per week

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SNAP Employment & Training

Referral Process

- SNAP Application (New or Review) is Approved
- Eligibility Reviews ABAWD Time Limit Month List Page
  - Referral to E & T Required if Status is "Did Not Meet Work/Training Requirement"
  - Email with Client Name and KEES Case Number Sent to Appropriate Mailbox
- CN Engages Client through Initial Assessment Process
  - First Appointment
  - Community and Agency Referrals – As Needed
- Develop Self-Sufficiency Agreement with Client

7

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Assessment

TANF Work Programs, GOALS, and SNAP E&T

8

Employment Services

Initial Assessment

- Review Program Requirements
- Assess for Domestic Violence Concerns
- Strengths & Weaknesses
- Education
- Work Experience
- Limitations
- Needed Documents
- Transportation
- Child Care
- Clothing

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Employment Services

Initial Assessment

- Legal
- Housing
- Family Relationships
- Absent Parent
- Financial Stability
- Agency Involvement
- Appearance

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Employment Services

Initial Assessment/ Immediate Needs

Evaluate Client's Support Network

Review Employment Services Support Services

Refer to Appropriate agencies

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Case Management

TANF Work Programs, GOALS, and SNAP E&T

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Employment Services

Goal Setting

Short Term Goals

Long Term Goals

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Employment Services

Individualized Self-Sufficiency Agreement

- Employment
- Work Experience Placement
- On-The-Job Training
- Technical Education or Training
- Community Service
- Job Readiness / Job Search
- Domestic Violence Services
- Drug and Alcohol Services
- Vocational Rehabilitation Services

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Employment Services

Case Management

- Review Self-Sufficiency Agreement and Progress
- Celebrate Accomplishments and Identify New Barriers
- Determine Needs and Available Support Services
- Update the Self-Sufficiency Agreement

Kansas Department for Children and Families

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Employment Services

Support Service Activity

16

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SNAP Employment and Training

Support Services Available

- Transportation Assistance
- Contracted Employment Services
- Education and Job Skills Training
- Personal Care Items
- One-Time Emergency Payments
- Special Services
- Child Care Assistance in Rare Circumstances
- Transitional Services – 90 Days After Employment Begins

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Employment Services

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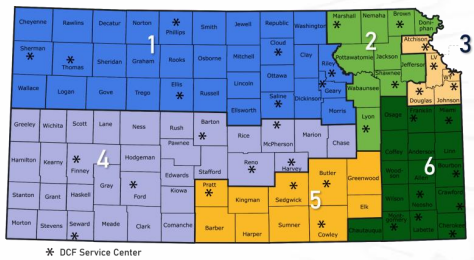
Employment Services

Community Engagement Coordinators

- Outreach to Employers
  - Identify Workforce Demands & Needed Skills
  - Connect with Potential Labor Force
- Involvement in Community Events
  - Job & Resource Fairs
  - Economic Development Opportunities
  - Community Coalitions
- Coordinate In-House Hiring Events and Job Fairs
  - Emphasis on DCF Clients



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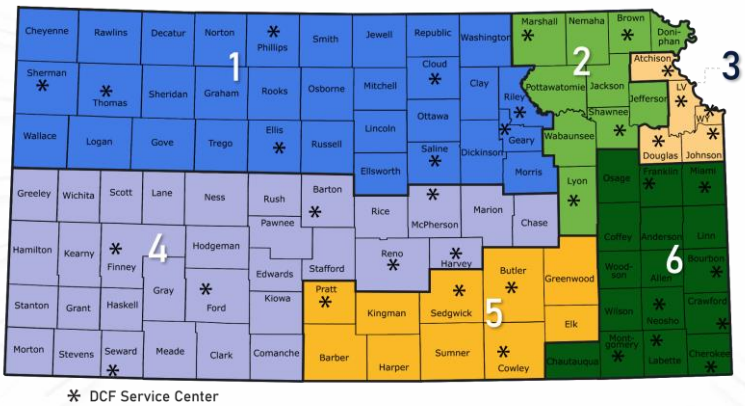
Employment Services

Community Engagement Coordinators



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Employment Services

Community Engagement Coordinators

Maleah Bronson
Area 1
785-515-6611
Maleah.Bronson@ks.gov

Mike Siebert
Area 2
785-296-4031
Michael.Siebert@ks.gov

Vacant
Area 3

Patty Holt
Area 4
620-682-7630
Patty.Holt@ks.gov

Maria Bocco-Oyler
Area 5
316-337-7208
Maria.Boccooyler@ks.gov

Kelly Stammer
Area 6
620-820-6319
Kelly.Stammer@ks.gov

Heidi Widmer
Community Engagement Manager
913-942-3576
Heidi.Widmer@ks.gov

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Employment Services

Resource Agents

Coordinate In-House Resource Hubs
- Community Resource Information and Referrals

Available to Assist All Individuals and Families
- Do not need to be involved with DCF
- No need to qualify for any DCF programs

Help with Walk-In or Urgent Requests
- Immediate Need for the Individual or Family
- Food, Shelter, Clothing, Applying for DCF Benefits, etc

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Employment Services

Resource Agents

Angela Tyroler
DCF.EastResourcceAgent@ks.gov
Hiawatha, Marysville, Topeka

Mandi Rueda
DCF.EastResourceAgent@ks.gov
Chanute, Columbus, Fort Scott, Hiawatha, Independence, Parsons, Pittsburg

Daryan Herrick
DCF.KCResourceAgent@ks.gov
Atchison, Kansas City, Lawrence, Leavenworth, Overland Park

Heather Jordan
DCF.WichitaResourceAgent@ks.gov
Pratt, Wichita, Winfield

Sandra Breedlove
DCF.WestResourceAgent@ks.gov
Emporia, McPherson, Newton, Hutchinson, Great Bend, Dodge City, Garden City, Liberal

Halli Seiler
DCF.WestResourceAgent@ks.gov
Salina, Concordia, Manhattan, Phillipsburg, Junction City, Hays, Colby, Goodland

Heidi Widmer
Community Engagement Manager
913-942-3576
Heidi.Widmer@ks.gov

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Employment Services

Program Directors

Eric Hunt
Director of Employment Services
785-776-4011 x 292
Eric.Hunt@ks.gov

Andy West
Assistant Director of ES
Field Services
620-682-7625
Andy.West@ks.gov

Becki Travis
Assistant Director of ES
Collaboration & Development
785-515-6658
Jenny.Travis@ks.gov

Lisa Strunk
Assistant Director of ES
SNAP Employment & Training
316-283-3015 x 211
Lisa.Strunk@ks.gov

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Questions

25

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Lisa Strunk

Position: Assistant Director
Employment Services FAE&T

Phone: 1-316-283-3015 x 211

Email: lisa.strunk@ks.gov

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Workforce Aligned with Industry Demand (AID)

Background

In 2012, the Kansas Department of Commerce established the Workforce AID customized training model to be responsive to businesses' talent needs.

Workforce AID supports economic and workforce development by keeping Kansas businesses competitive and promoting a more robust economy.

Overview

- Demand-Driven
- Truly Customized Training
- Employer-matched 50/50 funding model
- Single Point of Contact
- Collaborative
- Directly Linked to a Job
- Increases Wages
- Increases Capacity of Kansas Schools and Businesses
- Promotes Rural Prosperity
- Open to all Industries

Recent Projects

- CDL Driver Training & Licensing Program – Fort Scott Community College
  - Waste Management
  - City of Pittsburg
  - Crossland & Challenger Construction
  - USD 250/249 Transportation
  - Crawford & Cherokee County Transportation
  - Hucke Hauling
  - Midwest Minerals
- Industrial Maintenance Technician – Garden City Community College
  - Empirical Foods
- Industrial Maintenance Technician – Kansas City Kansas Community College
  - Amsted Rail
  - Kellogg's Bakery
  - Stryten

Initiatives

- **Current**:
  - Pre-Apprenticeship Programs
  - Commercial Drivers Training “Rural” Collaboratives
  - Welding
  - Blueprint Reading / Advanced Mathematics (manufacturing)
  - Computer Numerically Controlled (CNC) Machine Operators

- **Future**:
  - Talent Pipeline Management (TPM)*
  - Regional Collaboratives*
  - Childcare Providers
  - Justice-Involved Population
  - Diversity, Equity, and Inclusion
  - Rural Prosperity

Contact Information

Tyson C. Winingham
Program Manager / Recruitment Specialist
Kansas Department of Commerce
(785) 207-5275
Tyson.Winingham@ks.gov

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Heartland Works, Inc. Local Area II Update

Gina Coffman
Executive Director

November 2022

Heartland Works Inc.

1

Changing Trends of the Workforce Center

September Kansas UI 2.6%

Employers still looking for specific skills

27,307 current jobs posted on KW

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2

Changing Trends of the Workforce Center

Job Fairs still bolster interest for Job Seekers

Topeka area businesses hosting Job Fairs in the Workforce Center resulting in:

- 1787 walk-ins for job fairs in 2022
- 700 individuals obtaining positions

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3

Changing Trends of the Workforce Center

Corporations Use Innovative Approaches for New Job Seekers

Topeka area businesses hosting Job Fairs in the Workforce Center resulting in:

- Surf & Turf Approach: Engaging Candidates through Virtual Opportunities
- Mobile Centers: Engaging Candidates by Bringing Job Fairs to Them

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(ReSpECT WORKS)

5

ReSpECT WOR*KS*
Overview

- KS Dept of Commerce received close to $4 million from US Dept of Labor, Employment and Training Administration
- Serve incarcerated individuals who are from 20 to 180 from release to Local Areas I, II, III and V
- Goal: Gaining and maintaining employment in sustainable living wage jobs in a high demand industry in their area of release
- Goal: Recruit and serve at least 400 residents to obtain full range of services both pre and post release

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ReSpECT WOR*KS* Overview

- Intensive Case Management/Integrated Resource Team
- Participants will work with the same case manager pre- and post-release
- Individual Employment Plan:
  - Barriers and needs
  - Career interests and opportunities
  - Connection to education/training, job readiness programming, community supports, employment

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ReSpECTWOR*KS* Services

- Career Services (Resumes, Interview Preparation, Advocating with employers, EPICS, Relapse Prevention Plan, Problem Solving, Setting Goals, Job Loss/Behavioral Analysis etc.)
- CONOVER Workplace Readiness program: Job Readiness, Job Seeking, Job Keeping
- Occupational Skills Training (pre or post release)
- Adult Education/GED
- On-the-Job Training

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ReSpECTWOR*KS* Services

- 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

9

ReSpECTWOR*KS* Support Services

Emergency Assistance and Needs Related Payments

Transportation
Utilities
Clothing
Tools & Work Supplies
Medication
Mental Health Needs
Oxford House/Structured Housing
Rent Assistance

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ReSpECTWOR*KS*
Support Services

Immediate Need Supportive Initiatives

Cell Phones

Chromebook with software

3 months of paid internet service

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HEROES MAKE AMERICA
MILITARY TO MANUFACTURING

FT. RILEY, KS

12

Heroes Make America

- 10 weeks of accelerated training for in-demand industry certificates to include:
  - *Production Technicians*
  - *Forklift Operators*
  - *OSHA 10*
  - *ACT WORKKEYS safety quality practices and measurements, processes and production and maintenance awareness*
- Virtual Reality (VR) simulations to enhance hands-on-training
- 14 college credits thru education partner Washburn Tech

Heroes Make America

PROVEN PLACEMENT RESULTS

250+ Companies in 42 States

90% Placement Rate

Heroes Make America

Examples of positions after completing HMA Program in LAII

Logistics Manager	98,000
Production Supervisor	82,000
Production Plant Manager	78,950
Manufacturing Coordinator	78,000
Maintenance Specialist	72,000
2nd Shift Production Supervisor	72,000
Logistics Coordinator	68,000
Area Manager	68,000
Operations Supervisor	62,000
Production Shift Supervisor	60,000
Production Supervisor	60,000
MCTP Operator	56,160
Logistics Specialist	53,040
Material Manager	52,000
Maintenance Technician	49,046
Warehouse Worker	45,760
Warehouse crew member	43,680
Forklift Driver	33,280

Heartland Works Inc.

Thank you

We welcome the opportunity to arrange a time for you to visit one of our workforce centers

Kansas Association of Workforce Boards

Work Based Learning Initiative

KansasWorks State Board Presentation

November 2, 2022

Keith Lawing, Workforce Alliance
Keely Schneider, Workforce Partnership
Sloane Gage, Workforce Partnership

1

Kansas Association of Workforce Boards

Work Based Learning Initiative

Partners:

- **KAWB**
- **Kansas Department of Commerce**
- **Kansas Department of Education**

2

Kansas Association of Workforce Boards

Work Based Learning Initiative

- **Year One Funding: 2020-2021: KSDE (Perkins)**
- **Year Two Funding: 2021-2022: KDC (WIOA)**
- **Year Three Funding: 2022-2023: State Budget**

3

Kansas Association of Workforce Boards

Work Based Learning Initiative

2021-2022 School Year Summary

4

Kansas Association of Workforce Boards

2021 – 2022 School Year

46,000
STUDENTS
engaged in a Work Based Learning Experience

516
EMPLOYERS
engaged with districts in WBL activities.

101
SCHOOLS
participating across 28 districts

5

Kansas Association of Workforce Boards

2021 – 2022 School Year

8861 Students in Career Preparation Experiences. (Internships, Clinical Rotations, Work Experiences, Youth Registered Apprenticeships, Employer Connected Projects, Entrepreneurship, and Service Learning).

9169 Students engaged in Career Exploration Experiences. (Job Shadows, Mock Interviews, Career Mentoring, Field Trips, and Employer Tours).

28,022 Students engaged in Career Awareness Experiences. (Guest Speakers, Career Fairs, Virtual Events, Field Trips, and Employer Tours).

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Kansas Association of Workforce Boards

Testimonials

- "The Work Based Learning Program has been a breath of fresh air to our community, essentially allowing professionals to pass along valuable knowledge and experience to students, and light a fire under them, while at the same time showing them how their education and training all time back to limitless opportunities in any field of study they'd want to pursue."

  -Scott Schecter, Eagle Precision AG

- "Work Based Learning provides students with an experience they simply cannot get in the classroom."

  -Cheryl Thies, Medicine Lodge HS

- "This program provides an opportunity for youth who are on the verge of stepping into adulthood, a way to test the waters before they are made to swim."

  -Doris Sorg, Director, Lincoln Library

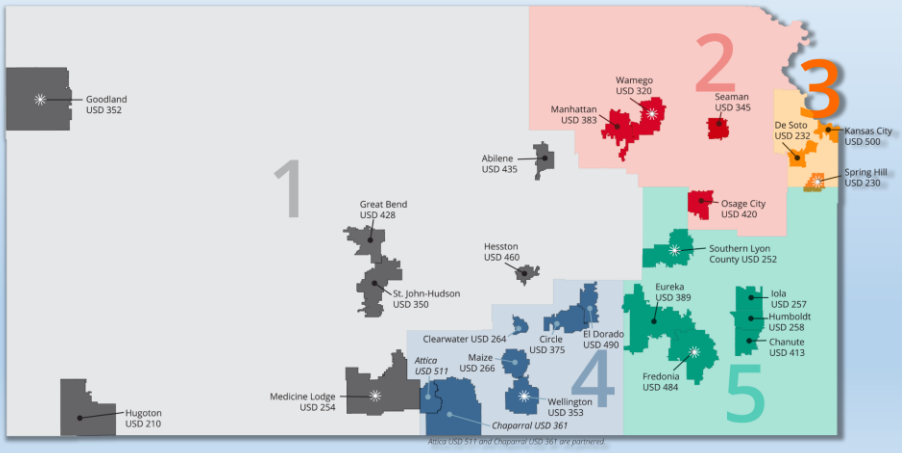
- "I loved it! I got to clean headlights and get some real world vehicle experience. I would recommend work experience to help students further their career goals."

  -Trenton Tharp, EHS Class of 2023, Work Experience Completed with Patrick Sampoll. Owner of Elite Body Shop in El Dorado Kansas

7

Kansas Association of Workforce Boards

Our School Districts



8

Kansas Association of Workforce Boards

Our Partners

KANSAS STATE DEPARTMENT OF EDUCATION

KANSASWORKS "Your Workforce Network"

Kansas WorkforceONE

Local Area II Workforce Centers

WORKFORCE PARTNERSHIP JOHNSON • LEAVENWORTH • WYANDOTTE

WORKFORCE ALLIANCE of South Central Kansas

SOUTHEAST KANSASWORKS sekworks.org A proud partner of the AmericanJobCenter network

9

Kansas Association of Workforce Boards

Work Based Learning Initiative

Questions, for More Info:

Keith@workforce-ks.com

Keelys@workforcepartnership.com

Sloaneg@workforcepartnership.com

10

Labor Market Conditions

KANSASWORKS State Board Meeting – November 2022

Emilie Doerksen, Labor Economist

Kansas Department of Labor

Payroll Survey Data

Jobs, Hours, and Earnings

Current Employment Statistics (CES Program)

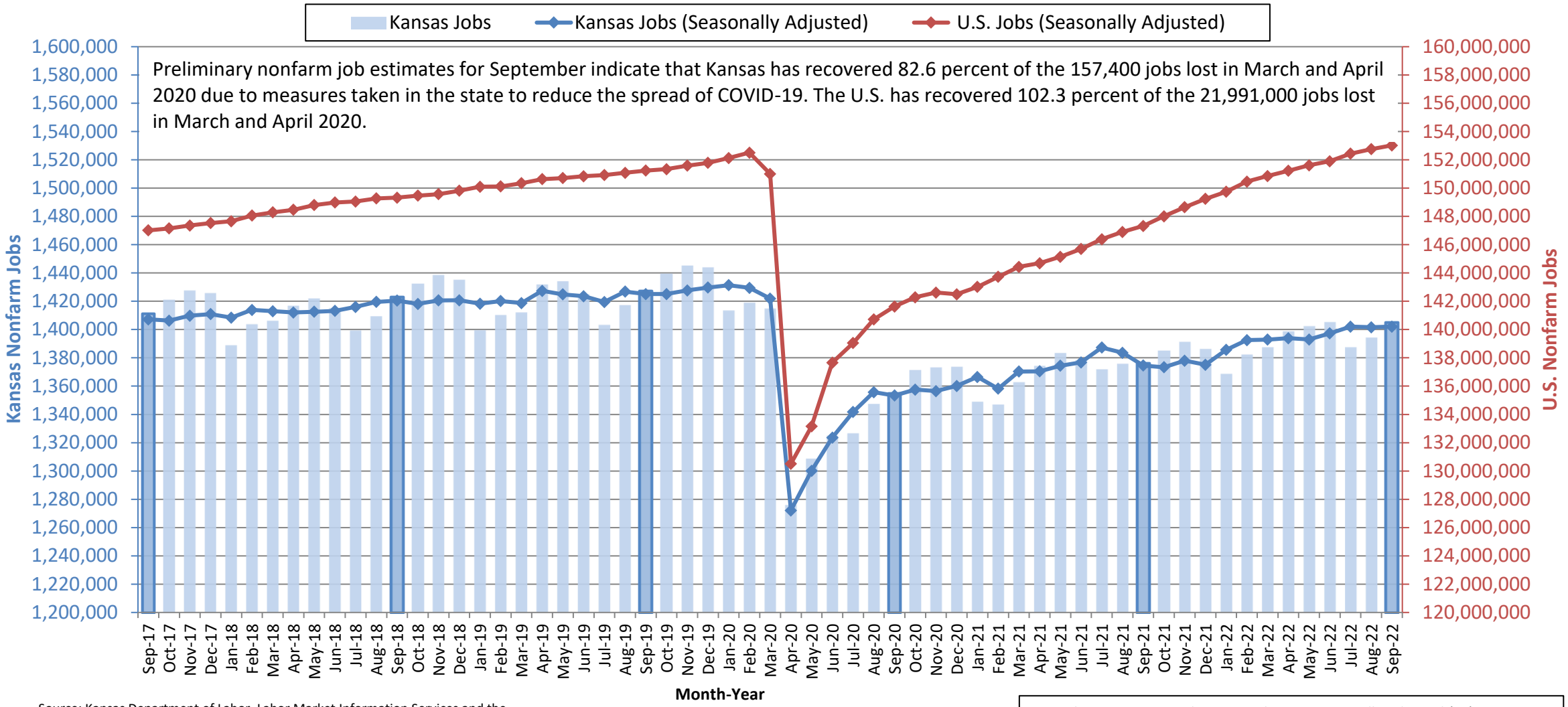
CES FAQs: https://www.bls.gov/sae/questions-and-answers.htm

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.
September 2017 to September 2022



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

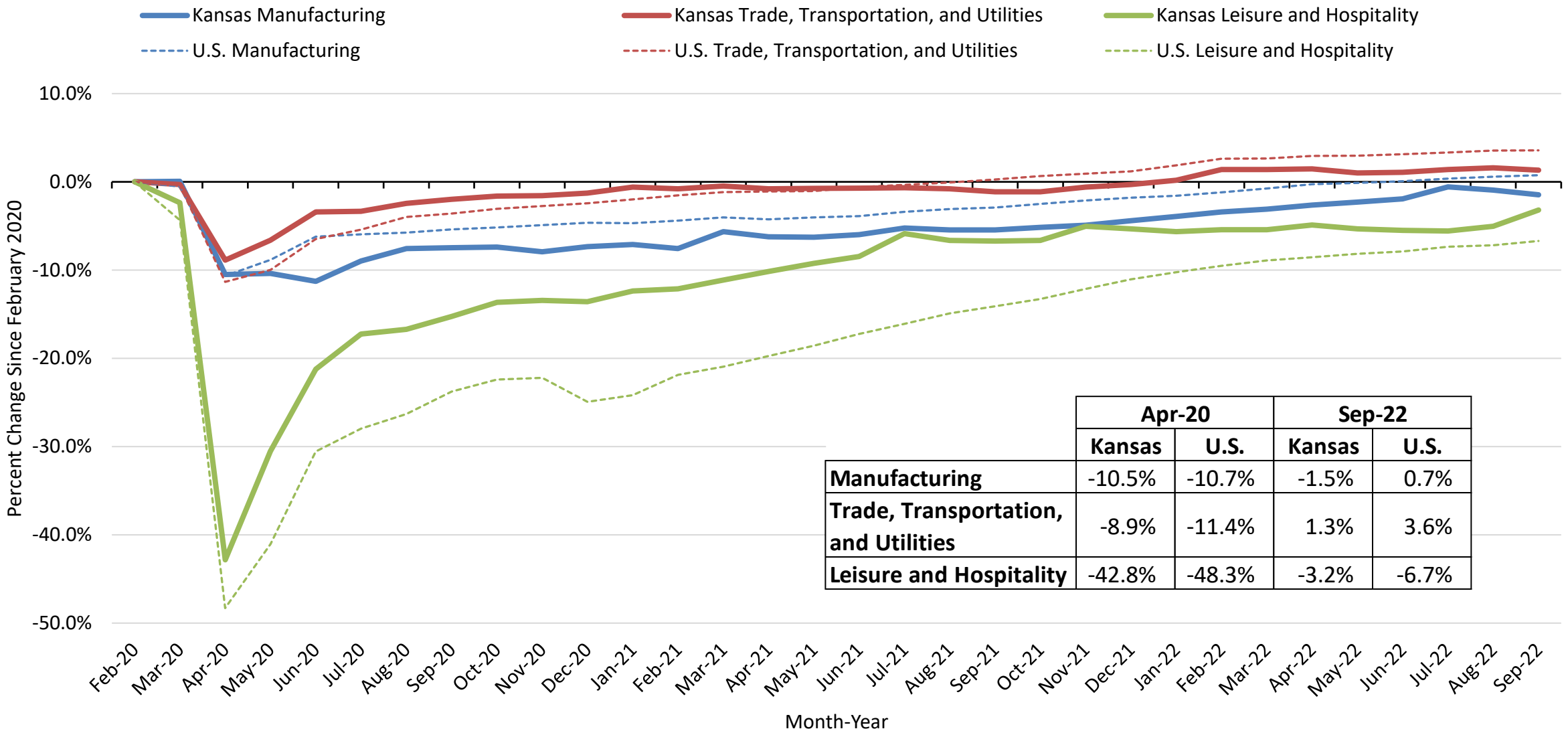
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +2.1%
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +3.7%

Seasonally Adjusted Nonfarm Jobs
Kansas

	Employment Level			February to April loss		April to September recovery	
	Feb-20	Apr-20	Sep-22	Jobs lost	% lost	Jobs recovered	% recovered
Total Nonfarm	**1,429,500**	**1,272,100**	**1,402,100**	**-157,400**	**-11.0%**	**130,000**	**82.6%**
Total Private	1,168,800	1,021,300	1,150,900	-147,500	-12.6%	129,600	87.9%
Goods Producing	241,400	219,400	241,600	-22,000	-9.1%	22,200	100.9%
Mining and Logging	6,500	5,800	6,100	-700	-10.8%	300	42.9%
Construction	64,600	61,200	67,700	-3,400	-5.3%	6,500	191.2%
Manufacturing	170,300	152,400	167,800	-17,900	-10.5%	15,400	86.0%
Private Service Providing	927,400	801,900	909,300	-125,500	-13.5%	107,400	85.6%
Trade, Transportation, and Utilities	267,100	243,400	270,600	-23,700	-8.9%	27,200	114.8%
Information	18,200	16,500	19,700	-1,700	-9.3%	3,200	188.2%
Financial Activities	78,200	76,000	71,200	-2,200	-2.8%	-4,800	N/A
Professional and Business Services	175,500	160,600	170,200	-14,900	-8.5%	9,600	64.4%
Education and Health Services	205,600	188,200	200,800	-17,400	-8.5%	12,600	72.4%
Leisure and Hospitality	131,000	74,900	126,800	-56,100	-42.8%	51,900	92.5%
Other Services	51,800	42,300	50,000	-9,500	-18.3%	7,700	81.1%
Government	260,700	250,800	251,200	-9,900	-3.8%	400	4.0%
Federal Government	25,700	25,900	25,900	200	0.8%	0	0.0%
State Government	52,200	51,700	48,700	-500	-1.0%	-3,000	N/A
Local Government	182,800	173,200	176,600	-9,600	-5.3%	3,400	35.4%

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

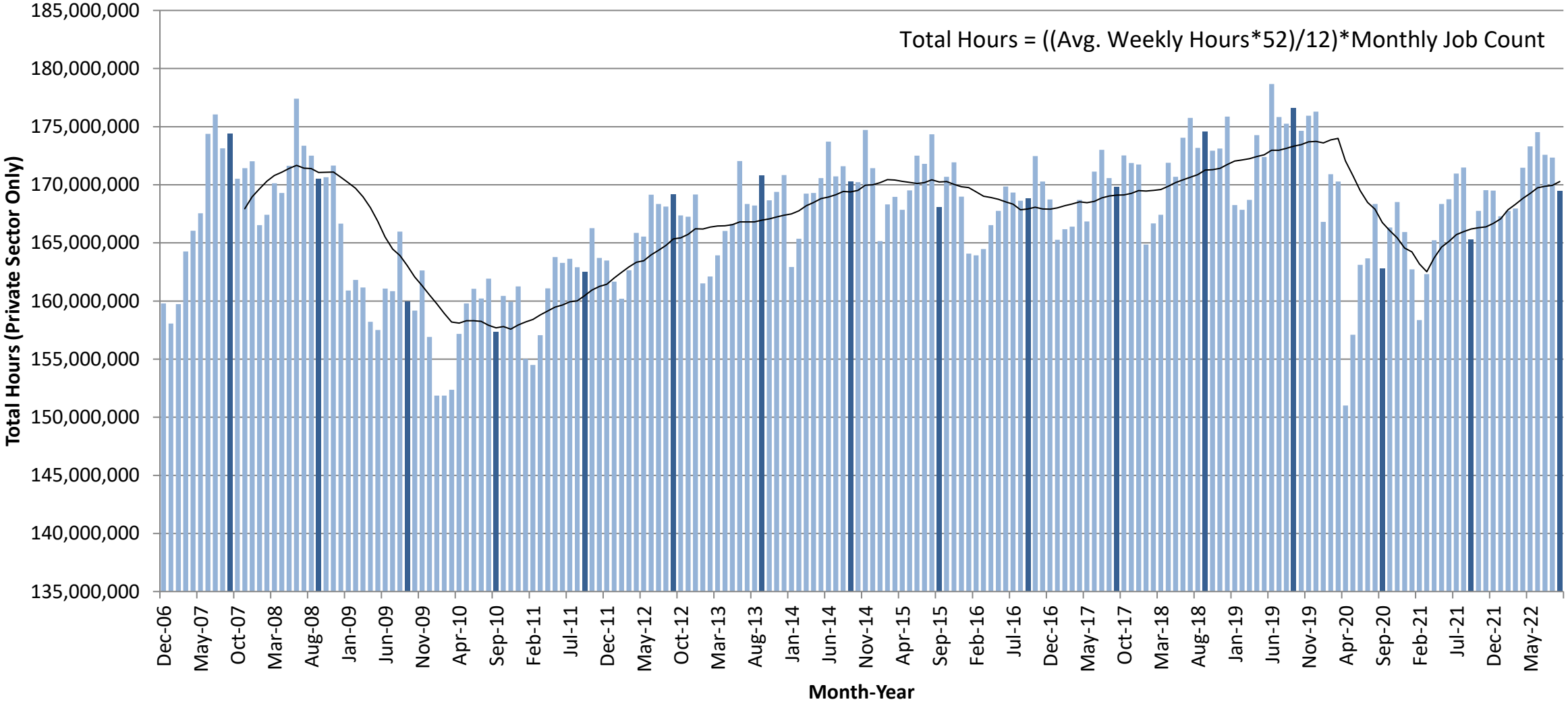
Percent Change in Jobs Since February 2020
February 2020 to September 2022



	Apr-20		Sep-22	
	Kansas	U.S.	Kansas	U.S.
Manufacturing	-10.5%	-10.7%	-1.5%	0.7%
Trade, Transportation, and Utilities	-8.9%	-11.4%	1.3%	3.6%
Leisure and Hospitality	-42.8%	-48.3%	-3.2%	-6.7%

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

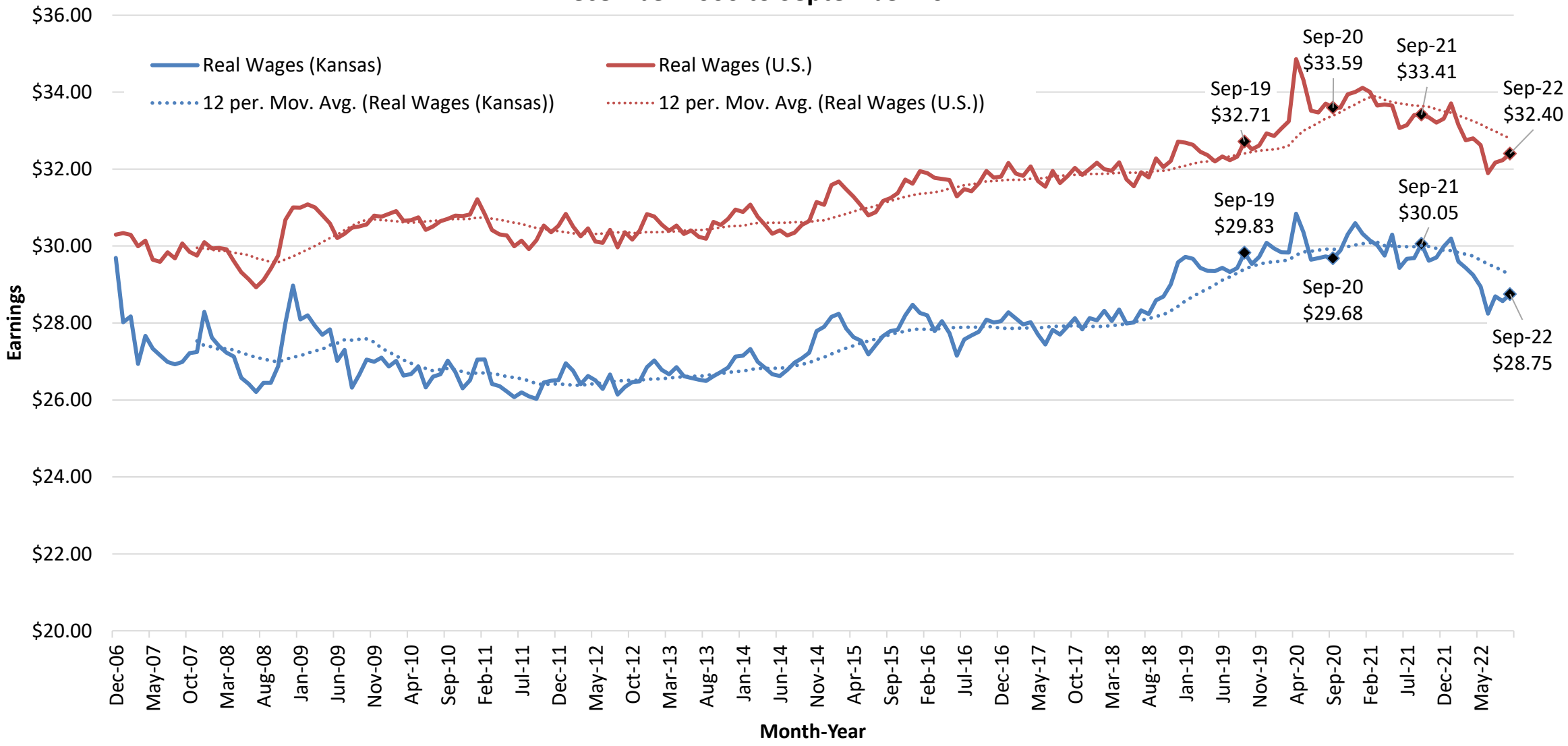
Total Hours Worked (private sector)
Kansas
December 2006 to September 2022



Note: Trend line is a 12 month moving average

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 September 2022



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)

LAUS FAQs: https://www.bls.gov/lau/laufaq.htm

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

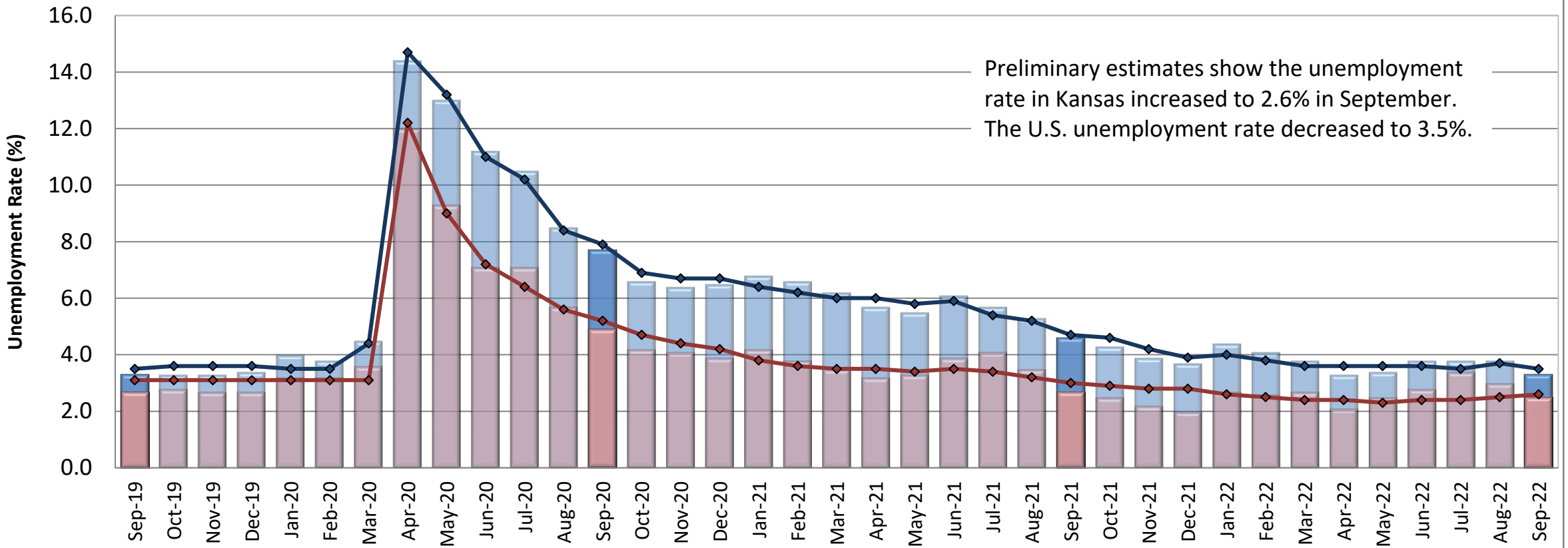
- Did not meet criteria for employed
- Made specific efforts to find employment during 4 week period ending in the reference week
- Waiting to be recalled to a job they are temporarily laid off from
- Were available for work

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

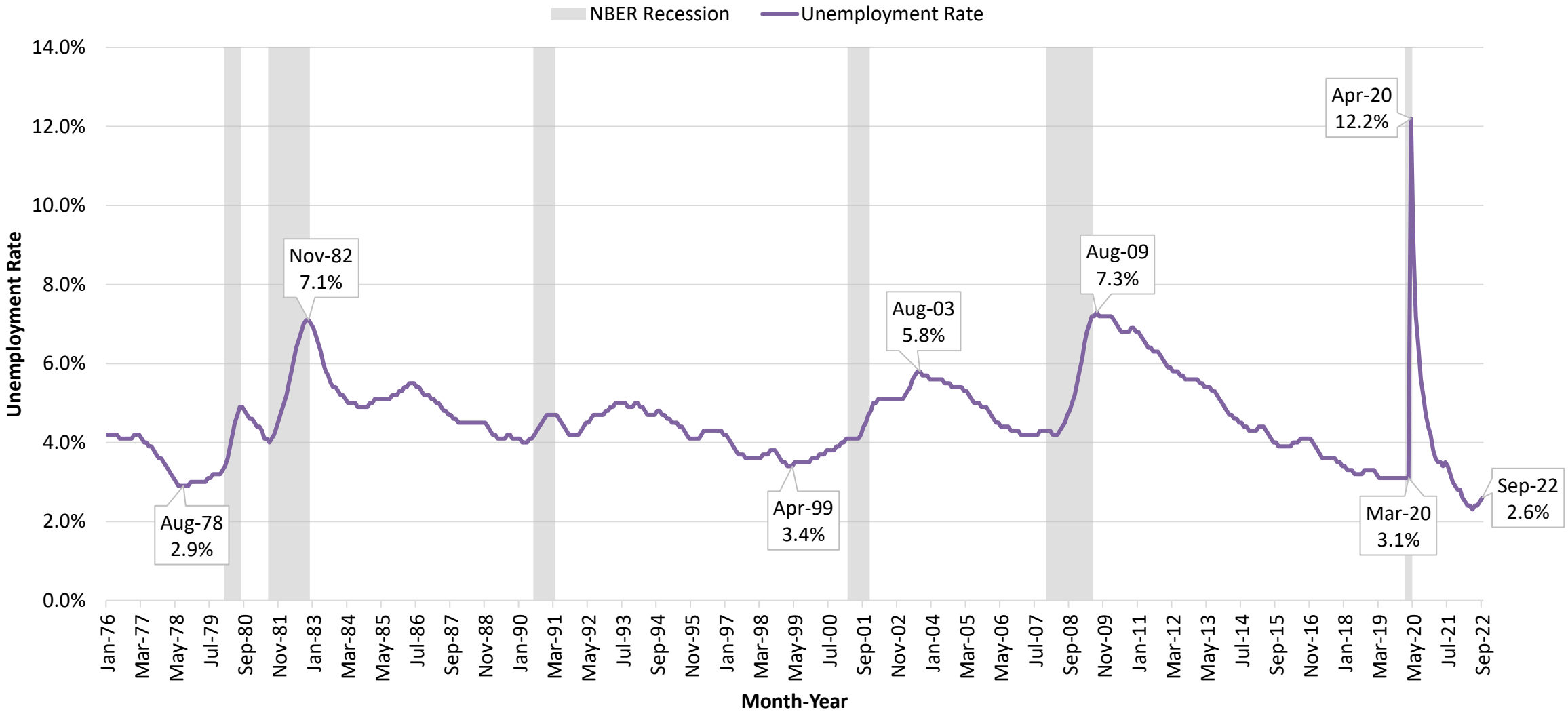
Unemployment Rate
Kansas and U.S.
September 2019 - September 2022



	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	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
U.S.	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	4.4	4.1	3.8	3.3	3.4	3.8	3.8	3.8	3.3
Kansas	2.7	2.8	2.7	2.7	3.2	3.2	3.6	12.0	9.3	7.1	7.1	5.7	4.9	4.2	4.1	3.9	4.2	3.8	3.5	3.2	3.3	3.9	4.1	3.5	2.7	2.5	2.2	2.0	2.7	2.6	2.7	2.1	2.5	2.8	3.4	3.0	2.5
U.S. SA	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	4.0	3.8	3.6	3.6	3.6	3.6	3.5	3.7	3.5
Kansas SA	3.1	3.1	3.1	3.1	3.1	3.1	3.1	12.2	9.0	7.2	6.4	5.6	5.2	4.7	4.4	4.2	3.8	3.6	3.5	3.5	3.4	3.5	3.4	3.2	3.0	2.9	2.8	2.8	2.6	2.5	2.4	2.4	2.3	2.4	2.4	2.5	2.6

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 September 2022

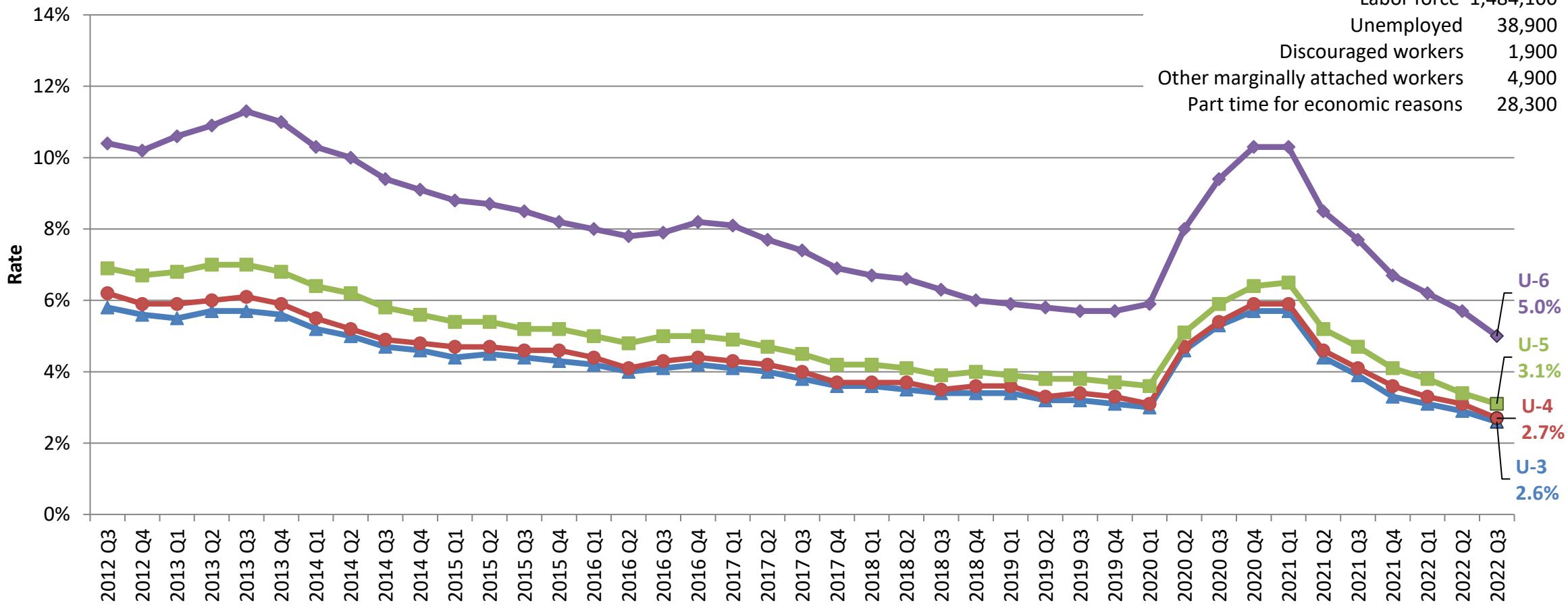


Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

Kansas Labor Underutilization (4 qtr Rolling Average)

Q4 2021 to Q3 2022

Labor force	1,484,100
Unemployed	38,900
Discouraged workers	1,900
Other marginally attached workers	4,900
Part time for economic reasons	28,300



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)

Job Openings and Labor Turnover Survey (JOLTS)

Job Openings, Hires, and Separations

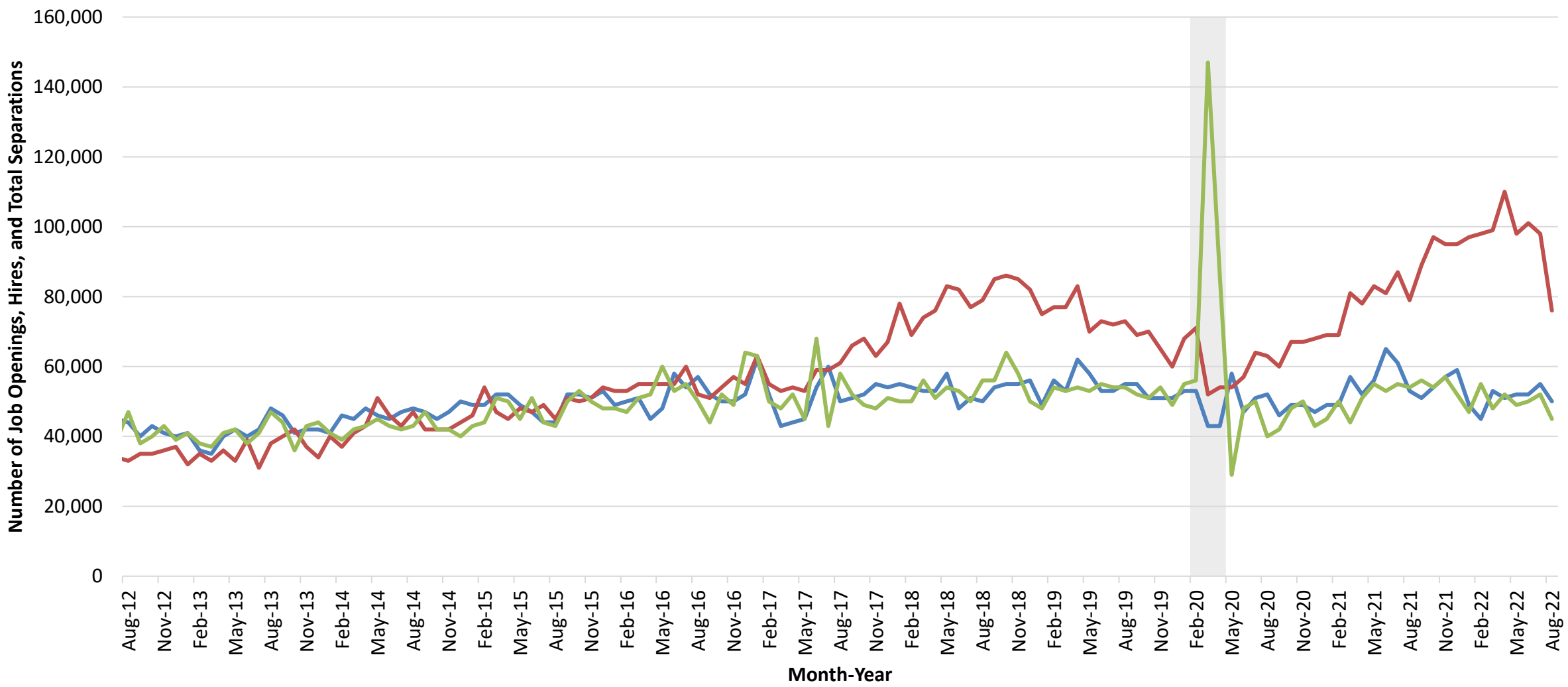
JOLTS FAQs: https://www.bls.gov/jlt/jlt_statedata_faq.htm

Kansas Department of Labor

Job Openings and Labor Turnover Survey (JOLTS)

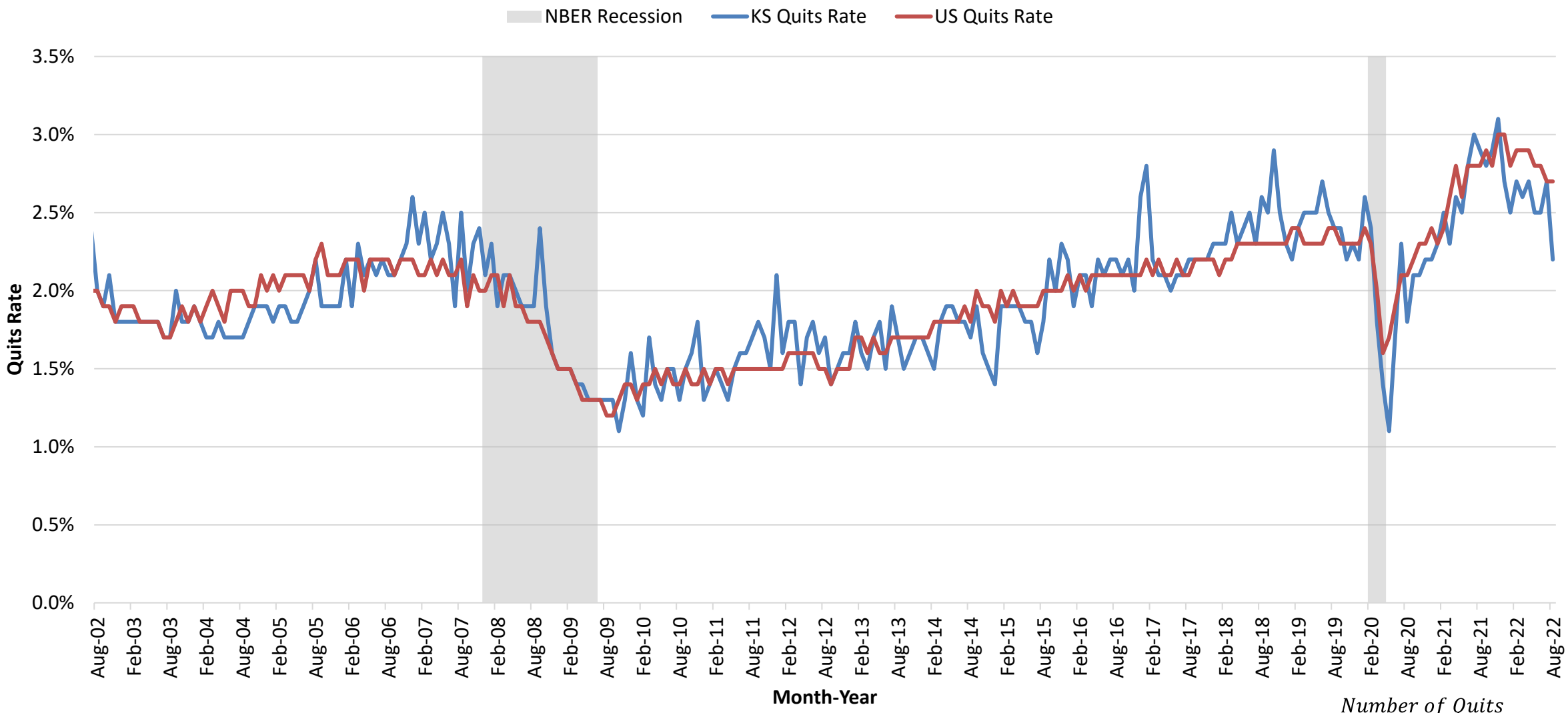
- JOLTS state model incorporates:
  - JOLTS sample data
  - JOLTS regional-level estimates
  - Current Employment Statistics state estimates
  - Quarterly Census of Employment and Wages establishment counts
- Concepts (https://www.bls.gov/opub/hom/jlt/concepts.htm):
  - *Job openings* includes all positions that are open on the last business day of the reference month.
  - *Hires* include all additions to the payroll during the entire reference month.
  - *Separations* include all separations from the payroll during the entire reference month and are reported by type of separation: quits, layoffs and discharges, and other separations.

Total Nonfarm Job Openings, Hires, and Total Separations
Kansas
August 2012 to August 2022



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)

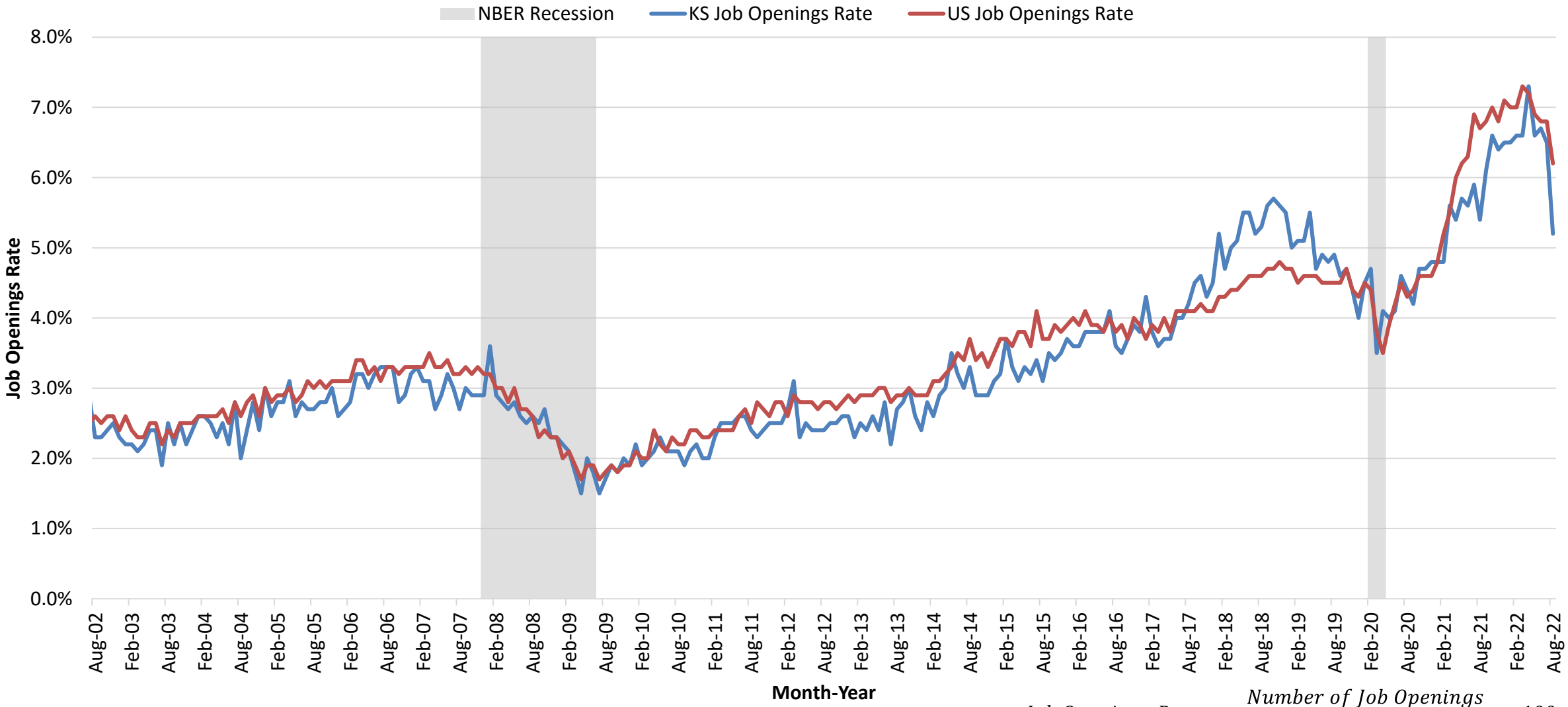
Total Nonfarm Quits Rate
Kansas and U.S.
August 2002 to August 2022



$$Quits\ Rate = \frac{Number\ of\ Quits}{Employment} * 100$$

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)

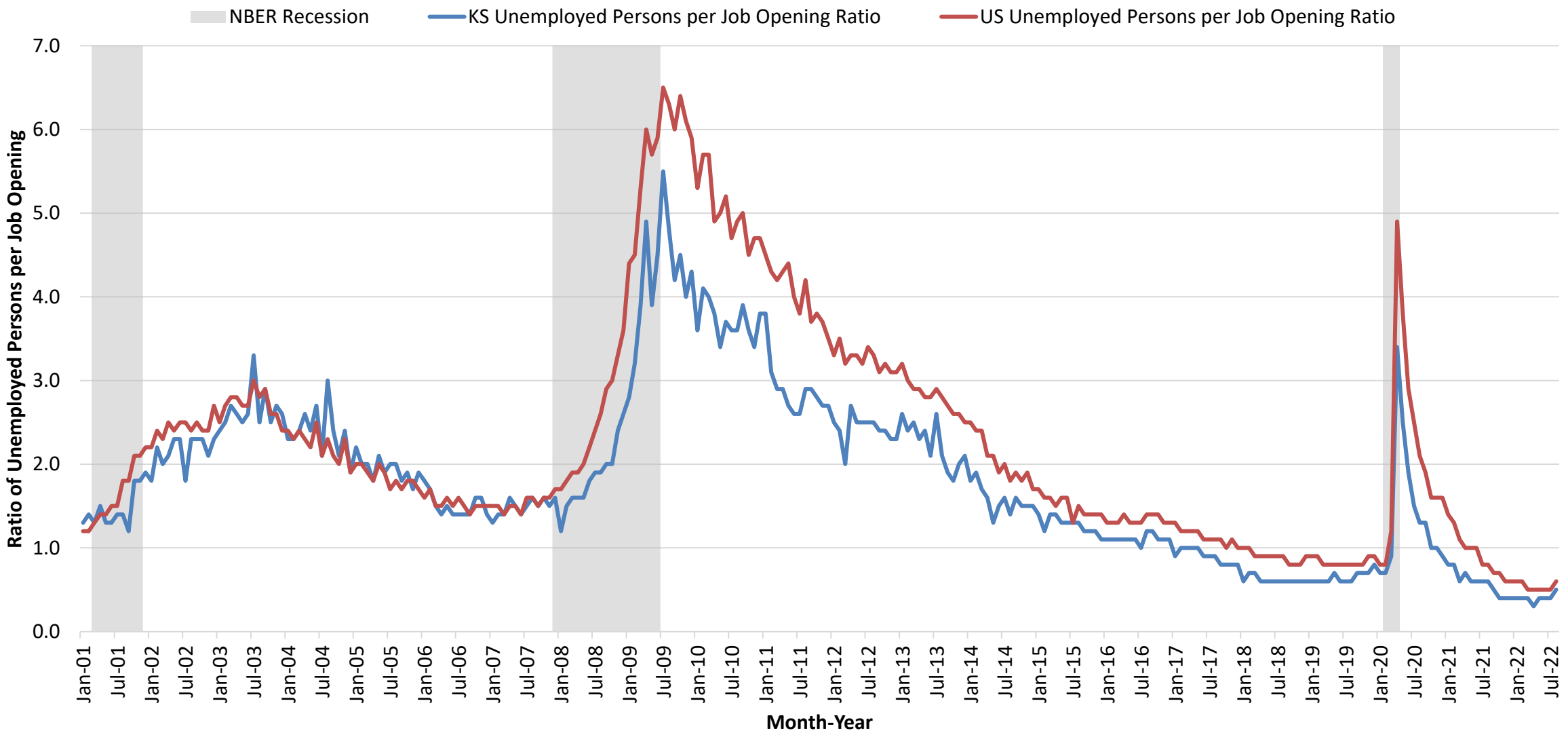
Total Job Openings Rate
Kansas and U.S.
August 2002 to August 2022



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)

$$Job\ Openings\ Rate = \frac{Number\ of\ Job\ Openings}{Employment + Job\ Openings} * 100$$

Unemployed Persons per Job Opening Ratio
Kansas and U.S.
January 2001 to August 2022



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)

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
November 2, 2022
FY23/Q1
Workforce Services Summary

KANSASWORKS STATE BOARD STRATEGIC PLAN (2021-2023)

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

The **KANSAS**WORKS The Common Identifier workgroup continues to meet monthly to develop guidelines and tools to coordinate social media pages and websites to create a consistent experience across the state.

The Common Identifier Workgroup completed the brand standards manual. The **KANSAS**WORKS State Board officially approved the policy at the May 4, 2022, Board meeting. Policy #6-02-00

The Workgroup completed and posted Social Media Guidance on August 5, 2022. The Guidance Letter outlines the acceptable use of the **KANSAS**WORKS brand when utilizing social networking tools and social media sites regarding communication coming from the **KANSAS**WORKS System or the Workforce Center. Guidance Letter #22-03

The Workgroup has begun coordinating with state workforce system partners to develop consistency on state-level workforce partner websites (KanVet, KWSB website, Kansas Career Navigator, Kansas Apprenticeship).

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.*
- *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 the 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 with WSU (PPMC), who worked with a team to produce the surveys for each key stakeholder group. The surveys for both employers and jobseekers were distributed in December. The distribution was to a wide variety of customers, including those who have used the system and those who haven't. In total 967 Job Seekers and 791 Employers answered at least one question on each survey. The questions were mostly open ended and gave freedom for respondents to answer broadly. The survey responses have now been summarized and is a part of an overall Workforce 2.0 report to include additional data from national resources, industry experts and other state's best practices.

The PPMC also conducted six focus groups (one per area and an additional one for those who couldn't make the area day/time) with employers. Focus groups were virtual to ensure optimal participation. The employers in the focus groups included those from the surveys who had indicated they would be willing to participate in a focus group. Also, the PPMC worked closely with Local Areas to assist in identifying, recruiting, and securing additional employer participants.

Also, as a follow-up to the customer surveys, job seekers were contacted by phone for interviews regarding their experience with their local Workforce Centers and the services they have utilized. Job seekers contacted had agreed in the survey to provide follow up information. The PPMC made 157 calls, left 91 voicemails, and conducted 33 interviews.

The final piece of gathering feedback included the PPMC conducting a survey of Workforce Center employees to seek their professional insight on how to best meet the needs of customers.

This past quarter, the PPMC compiled all this information to present a Workforce 2.0 draft report for review. The draft will be shared with Regional Operations Managers, WIOA Executive Directors, and One-Stop Operators first to develop next steps. It will also be shared with the state board.

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 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. Below is the link to the KDOL LMI page:
https://klic.dol.ks.gov/vosnet/Default.aspx

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

Kansas Department of Commerce is helping to review proposals for the availability of approximately **$500,000** in **Jobs & Innovative Industry Skills Training** (JIIST) funds to be awarded to two-year sector colleges. Training proposals will be developed in partnership with a private sector company (or group of companies) demonstrating an unmet need for specific job skills or other industry needs not currently addressed. The expected outcome is a skilled, trained workforce for Kansas employers and increased private sector employment by filling those open positions. Proposals may include a variety of training options serving emerging workers, underemployed workers, unemployed workers, incumbent workers and/or career changers, and justice-involved students. Successful proposals will include industry-recognized credentials, for-credit programs or training, modularized short courses, and multiple entry/exit points supporting a career pathway.

Work Based Learning (WBL) Intermediaries
Kansas Work Based Learning Project is a comprehensive approach that ensures Kansas students have equitable access to high quality work-based learning experiences designed to prepare each student for postsecondary, and workforce success, in high wage, high demand and critical need occupations of our state and regions. The WBL project includes an integrated partnership between The Kansas Department of Education, Kansas Department of Commerce, Kansas Board of Regents and the Local Workforce Development Boards. There are five regional work-based learning intermediaries, one in each region, to connect education, business and industry, and economic development in each of the five workforce regions. Intermediaries act as a liaison and expand existing working relationships between education, business and industry, and economic development in the regions. Additionally, Intermediaries coordinate career exploration experiences in the identified career clusters for all students that may include job shadows, mock interviews, field trips, internships, and career mentoring.

KANSASWORKS State Board
November 2, 2022
FY23 / Quarter 1
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. *From July 1, 2022, to September 30, 2022, 1,763 claimants were scheduled for RESEA services.*

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 2022, 1,751 claimants were notified of their MRP participation requirements. 838 completed their MRP requirements*.

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 FY23 Quarter 1, the TAA Program enrolled 3 new workers. During this time, no new TAA Trainings were approved, however 25 TAA Workers successfully completed TAA Training. FY23 Quarter 1 found no new workers were approved for Reemployment Trade Adjustment Assistance (RTAA) Benefits due to the program expiring on June 30,2022. However, 39 RTAA Wage Reimbursement Payments were made to TAA Workers, in addition 16 workers received at least one

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.

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:

	PY22/Q1	PY22/Q2	PY22/Q3	PY22/Q4	Y-T-D Total
Local Area I	63 Enrollments				63
Local Area II	10 Enrollments				10
Local Area III	4 Enrollments				4
Local Area IV	3 Enrollments				3
Local Area V	4 Enrollments				4
Total	84 Enrollments				84

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 31 H-2B's through the first quarter – September 30, 2022.

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, and technical colleges. This is used to target Veterans within Kansas to market Workforce Center Services across the state to ensure that Veterans, transitioning service members and military spouses are aware of services that ensure them **"Priority of Service"** at one of the workforce center locations.

Veterans served in the Workforce Centers During the quarter, **1,346** Veterans were served within the workforce centers with **557** receiving further assistance by Disabled Veteran Outreach Program Specialists (DVOP) based on significant barriers to employment. This assistance consisted of customized resume assistance and/or review, workshops, and basic employment skills required for each individual Veteran's needs. Through outreach by this staff, a total of **440** Veterans, transitioning service members and military spouses requested more information and assistance through the KANSASWORKS.com website. Additionally, for the quarter **983** Employer engagements, **341** of which were with federal contractors, were made by Local Veteran Employment Representatives (LVER). Additionally, Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Readiness & Employment (VR&E) program assisted **112**

Special Disabled, Disabled Veterans with **8** obtaining suitable employment this quarter. A total of **104** Veterans, transitioning service members, and spouses received job placements.

JVSG Staff conducted email outreach to **4,808** 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 **2,904** 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. From July 1, 2022, to September 30, 2022, **780** new users visited the website with **1,300** 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)

During the quarter Executive Order 22-07 was signed by Governor Laura Kelly officially Establishing the Kansas Office of Apprenticeship. RA staff have attended many events throughout the state to promote RA expansion including, annual banquets, employer group meetings, national cohort calls and many other events. The State of Kansas continues to cooperatively work with the Federal Department of Labor on expanding and modernizing the Registered Apprenticeship system for the benefit of employees, employers, and the economy. Additionally, the office continues hosting monthly Dinner Bell calls via Microsoft Teams, featuring guest speakers and an open forum. The office continues 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. The RA team actively provides technical assistance as needed to all sponsors and apprentices. Commerce continues to focus on expanding RAs in multiple industries; below are a few initiatives within the office.

Additionally, during the quarter the RA Team has worked to plan the first Annual National Registered Apprenticeship Summit to held November 17th, 2022, at Topeka, Town Site Tower.

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 Kansas Department of Commerce $5,681,403 for the State Apprenticeship Equity, Expansion, and Innovation grant (SAEEI). The purpose of the SAEEI is to support 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.

SAEEI Grant – Status Update – New Programs During the Quarter

KC Tech Council: Registered – Software Analyst, IT Support Professional, Cyber Security Analyst & IT Business Analyst, CRM Administrator
Dwayne Peaslee Technical Training Center: Registered – Robotics Technician & Industrial Machinery Mechanic, Truck Driver
Hamilton Ryker: Registered – Medical Assistant & Cook
Hutchinson Community College: Registered – Construction Project Manager, Installation Technician, Machinist, Assembly Welder, Mechanical Maintenance Manager, & Electrical Automation Technician, Phlebotomist, **Tool & Die Maker (New)**
IBEW Local Union 304: Registered – Tree Trimmer (Line Clearance)
Flagship Kansas: (Cyber Defense Incident Responder, Cyber Security Support Technician, & Information Security Analyst

Listed below are the new programs developed during the quarter

SHRM Foundation	Human Resource Specialist
Metal Finishing Company	Non-Destructive Tester
Snap IT Solutions	CRM Administrator, Software Tester, & Software Developer
Spirit Aerosystems Inc.	NC Programmer
Cintas Fire Protection	Fire Alarm Inspection Test Maintenance Technician
Southern Pioneer	Substation Technician

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 2 – Effective May 17, 2021, the Kansas Department of Commerce was awarded $ 21,600,000 to **expand the previous demonstration project Statewide**, collaborating with the Kansas Department of Health and Environment, Kansas Rehabilitation Services, all five Local Workforce Development 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).

Medical and Workforce system partnerships include:

Accession Via Christi Health System

- Wichita – **LWDB 1** and **4**
- Pittsburg – **LWDB 5**
- Manhattan – **LWDB 2**

University of Kansas Health System

- Kansas City - **LWDB 3**
- **Kansas Clinical Improvement Collaborative**
  - Western Kansas **– LWDB 1**

Stormont Vail Health

- Topeka – **LWDB 2**
- Emporia – **LWDB 5**

- Phase 2 goals include:
  - 4,000 Participants, (2,000 Treatment and 2,000 Control)
    - 71 Enrolled as of September 30, 2022
  - 250 Medical Providers
    - 30 Trained Providers as of September 30, 2022

With the endorsement of the Governor, and with the leadership of the State Director of Personnel Services, the program will be working directly with the State of Kansas as an employer. Presentations were made in July to HR Directors of 14 cabinet agencies and 50+ non-cabinet agencies. Information about **RETAINWOR*KS*** is also being provided to all state employees during the benefits open enrollment period in October 2022.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

For **SCSEP PY21** eighty-six individuals were served, 14 of those exited due to employment. Community Service hours totaled over 37,129. In-kind match totaled $44,224.66 of which $28.624.66 came from supervision hours and $15,600 came from the OKEP computer program serving SCSEP participants. Host agencies have reopened, and enrollment is steadily increasing. Continued coordination between Senior Services of Wichita and Workforce Alliance has contributed to the increase in referrals and enrollment of eligible SCSEP participants.

OLDER KANSANS' EMPLOYMENT PROGRAM (OKEP)

For Fiscal Year 2022, 989 unique individual participants were served, 715 of those were placed into employment at an average starting wage of $10.89 hour. Working an average of 27 hours per week, this totals $10,932.035 in wages annually. Wages paid to participants were 22 times higher than funds allocated to OKEP. Direct State Income Tax of $295,165 and direct sales tax of $426,349 were returned to the state. For every $1 spent on OKEP, $2.87 of income and sales tax were returned to the state.

WORKFORCE/CORRECTIONS INITIATIVES

The Manager of Justice-Involved Programs 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,
- Provided training for workforce professionals and partner agencies on employment support specific to individuals involved in the justice system,
- Technical assistance and connection to community partners and workforce professionals 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) hired 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 works the with same intensive case manager both inside the facility and upon return to their community. Grant activities this quarter include:

- Served a total of 116 participants since program implementation,
- Kansas Legal Services provided services to program participants,
- Meetings with Federal Project Officer and Technical Assistant Coach from Coffey Consulting,
- Attendance at regular Coffee Consulting training opportunities,
- Met with Mathematica and Social Policy Research Associates regarding possible implementation study,
- Planned and conducted regular meetings for LWDB staff and leadership,
- Prepared for Commerce compliance review.

Participant Status	Number of Participants
Total enrolled since implementation	116
Enrolled at end of Quarter	94
In Follow-up period	22
Released from correctional facility	67
Released and employed at end of Quarter	50
Completed training	1

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 FY 2022, 12,435 **new** certification requests were received. Quarterly processing resulted in 4,123 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost $10 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Long-term Unemployment Recipient (LTUR), Rural Renewal Counties (RRC), Ex-felons, and Temporary Assistance for Needy Families (TANF).

The average tax credit per certification to the employer is $2,511.38.

KANSAS BOARD OF REGENTS (TITLE II)
Adult Education (AE) programs started FY23 strong, with student enrollment in the first quarter of the year already surpassing 50% of total enrollment for FY22. Enrollment in FY22 was itself an increase of 20% over FY21 – more information available on the FY22 ABE Fact Sheet.

Of the 2668 participants enrolled thus far in FY23, 613 have already achieved a Measurable Skill Gain (MSG), with 110 students earning a secondary diploma. Accelerating Opportunity: Kansas (AO-K), a pathway for students to complete a high school equivalency diploma while simultaneously earning postsecondary credit, has 125 participants enrolled, with 13 already achieving a credential.

AEFL Week 2022
Kansas celebrated Adult Education and Family Literacy (AEFL) Week September 19 – 23, 2022. Thanks to a challenge from the state director, nearly 500 GED Ready® tests were given to help prepare students for official GED® exams, and local programs hosted events, shared success stories, and prompted mayoral AEFL Week proclamations. One local program filmed an AEFL Week commercial to raise awareness.

New Team Member
In July, KBOR was pleased to welcome Laura Leite as Associate Director for Adult Education and Career Technical Education. Laura earned a Master's in Instructional Technology from Fort Hays State University and previously served as Senior Associate Director for Career Technical Education from 2016 through 2018. Laura has taken on responsibility for overseeing Accelerating Opportunity: Kansas (AO-K) pathways and is a tremendous addition to the team.

New Learning Opportunity
Adult Education's new distance-learning option, called Cross-TREK (Cross-Teaching Remote Education in Kansas), brings together students from programs across the state with an instructor from another location for synchronous online classes. The goal is to help address the teacher shortage in the state and expand the capacity of each program. After the successful ESL pilot in FY22, another ESL cohort has begun in FY23, along with a new Math class for individuals pursuing a high school equivalency diploma.

AO-K Pathways
Twenty new Accelerating Opportunity: Kansas (AO-K) pathways were added at the beginning of FY23, with more in development. Kansas institutions have over 100 approved AO-K pathways for adult learners simultaneously pursuing a high school equivalency diploma and a postsecondary credential.

Integrating Academics Grant
The Integrating Academics Grant, a collaboration between Adult Education and Career Technical Education, announced a grant opportunity in August 2022. KBOR received six applications and awarded five grants in total, for projects including developing or expanding AO-K pathways and funding a Career Navigator. These projects will run through the end of FY23.

Statewide Training Opportunity
The National Reporting System (NRS) announced a new targeted training opportunity for Adult Education called *Journey to Enrollment—From Concept to Action*. Kansas was one of eight states selected to participate. A team of three state staff and two local program directors will participate in this training over the next several months.

Program Visits
After a period of limited travel due to COVID-19, the KBOR AE team has made it a priority in FY23 to visit each of the 20 providers across the state for an informal time of observation and discussion. In the first quarter, team members were able to visit nine programs, with two more already scheduled in the second 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 is 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 State Fiscal Year 2022 (July 1, 2022 – September 30, 2022) 7% of our persons served were transition youth with disabilities, and 12% 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 72% 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

- November 3, 2022 Child Care Grants, Workforce Partnership, Lenexa, KS
- November 3, 2022 Express Employment Professionals Job Fair - Workforce Partnership, Kansas City, KS
- November 10, 2022 Get Hired Job Fair, Veterans/Military – Wichita, KS
- November 16-17, 2022 Statewide Virtual Job Fair
- November 17, 2022 1st Annual Kansas National Apprenticeship Week Summit
- November 17, 2022 Mental Health & Substance Abuse Coalition Job Fair – Wichita Workforce Center
- November 1-29, 2022 Census Bureau Job Fair Every Tuesday – Workforce Partnership, Kansas City, KS
- November 2-30, 2022 UPS Job Fair Every Wednesday - Workforce Partnership, Kansas City, KS