KANSASWORKS STATE BOARD

AGENDA

Wednesday, February 1, 2023
12:30 PM – 2:30 PM

Microsoft Teams meeting

Click here to join the meeting
Meeting ID: 219 269 541 178
Passcode: gm7c8p
Download Teams | Join on the web
Or call in (audio only)
+1 785-414-8630,,469156070# United States, Topeka
Phone Conference ID: 469 156 070#

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

II. Lt. Governor, David Toland Remarks

III. Chair Report: David Harwood

IV. Consent Agenda: David Harwood
   a. August 3, 2022 KWSB Meeting Minutes
   b. November 2, 2022 KWSB Meeting Minutes
   c. Recommended Action: Approve consent agenda as presented.

V. Local Area V Presentation: Katie Givens, Assistant Executive Director

VI. Registered Apprenticeship, Shonda Atwater, Director of Apprenticeship, Ks Dept of Commerce

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

VIII. 2021-2023 Strategic Plan Update: Mike Beene, Assistant Secretary, Employment Services

IX. Local, State, Federal Updates: Mike Beene, Assistant Secretary, Employment Services

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

XI. 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

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, November 2, 2022
12:30PM – 3:00PM
Capitol State Office Building
8th Street & SW Van Buren
Topeka, Kansas
MS Teams (Virtual) Meeting

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

Consent Agenda and Actions Approved as Follows:

Consent Agenda:
a. August 3, 2022 KWSB Meeting Minutes
b. November 2, 2022 KWSB Meeting Minutes
Motion to approve could not occur due to less than Board quorum in attendance.

Adjournment: 3:15 PM

DRAFT

KANSASWORKS WORKFORCE CENTER Southeast
A proud partner of the AmericanJobCenter network
ADMINISTRATIVE OFFICE
215 W. 6TH AVE., SUITE 104, EMPORIA, KS 66801
620.208.6341 620.342.2806
@sekworks

February 1, 2023

Katie Givens, Assistant Executive Director

KANSASWORKS State Board Local Area V Presentation Links

Packet link
https://www.dropbox.com/scl/fo/bbl7ifnyquddxy195yjnx/h?dl=0&rlkey=nmn5zyc4pr512l549qbhmw4nu

Link for the meeting
https://www.canva.com/design/DAFYmoiMiH8/kPbmoL6ylBTCNdGsYE1Z8w/view?utm_content=DAFYmoiMiH8&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

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Registered Apprenticeship

Kansas Department of Commerce

KANSAS WORKS
Office of Registered Apprenticeship

2022

1

2021 Comparison to Competitive States

- Kansas
  - KS is 43rd for total active apprentices
  - KS is 39th for total new apprentices
- Missouri
  - MO is 10th for total active apprentices
  - MO is 4th in total new apprentices
- Utah
  - UT is 32nd for total active apprentices
  - UT is 25th for total new apprentices
- Iowa
  - IA is 19th for total active apprentices
  - IA is 11th for new apprentices

DOL Data and Statistics. Dol.appiancloud.com. Website reviewed 2/2022.
https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2020

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Refocusing the KDC – Registered Apprenticeship

1. **Resource provider**
2. **Convening partners**
3. **KS Apprenticeship Council**

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KANSAS WORKS
Registered Apprenticeship Program

Registered Apprenticeship in Kansas

- 1939- Federal Register allowed for state run apprenticeship offices
- 1992 - KS Apprenticeship Council formed
- 2017 - Federal Modernization for Registered Apprenticeship
- 2023 – *expected* – *Reauthorization Act*

Governor Laura Kelly Establishes Office of Registered Apprenticeship

Sept 6, 2022
Executive Order #22-07

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Why is this important?

KANSAS WORKS
Registered Apprenticeship Program

KANSAS WORKS
Office of Registered Apprenticeship

- Elevates Registered Apprenticeship from program to "Office" status
- Centralizes all activity in Kansas
- Creates individual line item in the Kansas budget
  - 2023 Increase budget request of $500K

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Governor Kelly: 2022 State of the State

Fully funding education was an important place to start, but we must also look outside the traditional classroom. This past fall, I created the Office of Registered Apprenticeship in the Department of Commerce.

Right now, 3,500 Kansans are gaining the skills, the mentorship, and the credentials they need to succeed in the industries driving the future of our state, from energy to healthcare to advanced manufacturing.

Those are 3,500 Kansans who won't just have jobs – they'll have careers.
Those are 3,500 Kansans who will be able to support a family and save for retirement.
Those are 3,500 Kansans putting down roots and contributing fully to their communities.

My budget increases funding for the Office of Registered Apprenticeship, giving more Kansans the tools they need to join the modern workforce. We must continue building on the Office's good work."

February 24, 2023
The full text of her speech is here, and you can watch it on YouTube here.

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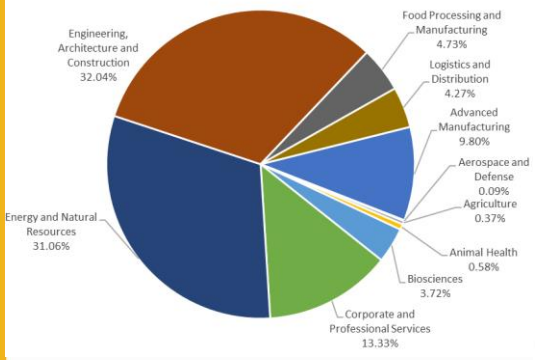
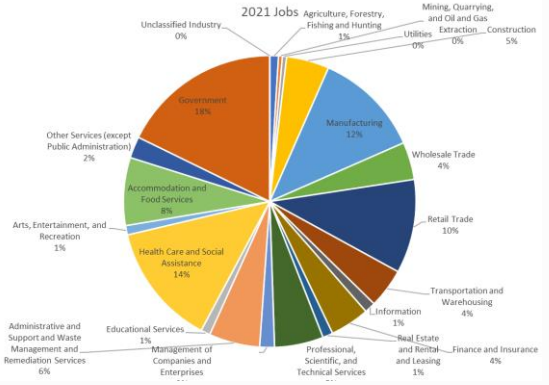
Kansas Department of Commerce

Current KS Apprenticeships



Current KS Employment Needs



KANSAS WORKS Office of Registered Apprenticeship

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[1]ALL Kansas residents. DOL Rapids Data. Dol.appiancloud.com. Data updated 11.29.2021
[2]EMSI data on 2020 Jobs in Kansas. Data pulled March 2022.

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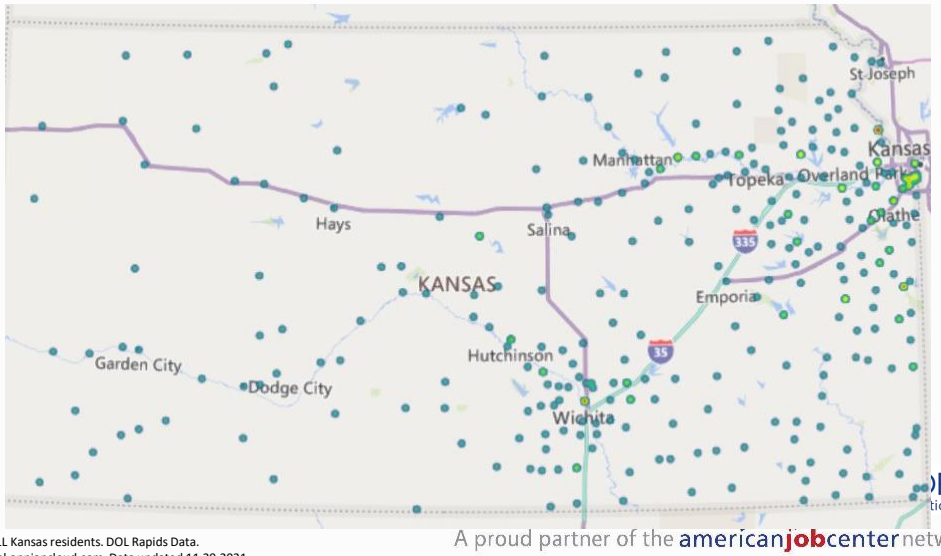
Apprenticeship Heat Map

KANSAS WORKS Registered Apprenticeship Program



ALL Kansas residents. DOL Rapids Data. Dol.appiancloud.com. Data updated 11.29.2021

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Employer Designed and Driven

Structured
On-The-Job Learning

Job-Related
Education

Wage Progression

Mentorship

Valued
Credentials

Federal Register – 29 CFR 29: Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations; Final Rule. Oct 28, 2008

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Who is the Apprenticeship System for?

Businesses With Barriers to Profit

- Skilled needs
- Hard to fill positions
- P&L in the *black*
- Rural or urban

People with Barriers to Employment

- Justice involved
- People with disabilities
- Youth opportunities
- Displaced workers
- Diversity workers

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How do you Apprentice?

More information here:

Intermediary/Apprenticeship Hub

- **Opportunity**: ability to convene apprenticeship programs in region or industry sector
- **What do they do**: concierge service for businesses, handles paperwork, responsible for program reviews

Program Sponsor

- **Opportunity:** customize program to meet business need
- **What do they do**: handle all aspects of RA including paperwork, RTI, OJT, mentor, wage, and credentials

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Additional Components

The following entities provide a variety of services that may be helpful to your program, but not necessary.

ENTITIES	Wrap Around Services	Funding	Talent Sourcing
SELF-SPONSORED PROGRAM	✓	✓	✓
APPRENTICESHIP INTERMEDIARY HUB	✓		
COMMUNITY BASED ORGANIZATION	✓		✓
FEDERAL GRANTS/PHILANTHROPIC ORGANIZATIONS		✓	
LOCAL WORKFORCE INVESTMENT BOARD	✓	✓	✓
COMMUNITY COLLEGE/TECHNICAL COLLEGE		✓	✓
NATIONAL APPRENTICESHIP PROVIDERS	✓	✓	✓

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KBOR and Registered Apprenticeship

AMERICAN ASSOCIATION OF COMMUNITY COLLEGES
LEAD ADVOCATE ADVANCE

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Youth Apprenticeship

Youth APPRENTICESHIP CAROLINA
SC TECHNICAL COLLEGE SYSTEM

YA
SINCE 1991
YOUTH APPRENTICESHIP
WISCONSIN

- Federal youth labor laws
  - Youth apprentices falls under regular workman's compensation laws
  - W2 employee
  - Exemptions for hazardous occupations
  - https://www.dol.gov/agencies/whd/child-labor/faq
- Youth Apprenticeships flow to a Registered Apprenticeship

KANSAS STATE DEPARTMENT OF EDUCATION

APPRENTICESHIP MISSOURI

Youth Apprenticeship WASHINGTON

FAME
FEDERATION FOR ADVANCED MANUFACTURING EDUCATION

JAG-K
Jobs for America's Graduates ★ Kansas

URBAN INSTITUTE

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Apprenticeship Dinner Bell Calls

apprenticeship@ks.gov

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Kansas Apprenticeship Council

Confirmed by Lieutenant Governor Toland, May 5, 2022

- **Tony Naylor, KAC Chair** – Training Director, Wichita Electrical Training Center
- **Eugene "Gene" Sicard, KAC Vice Chair –** Assistant Business Manager, IBEW 304
- **Dr. Mark Johnson, KAC Secretary** – Pittsburg State University Professor for Workforce Development
- **John Clark** – Training Director, Wichita Plumbers and Pipefitters
- **Mathew Flerlage** – Carpenters Association of Kansas and Missouri
- **Michael Gibson** – Executive Vice President, Associated General Contractors
- **Roy Konkey** – Retired Apprenticeship Training Representative for the Federal Department of Labor
- **Alise Martiny** – Business Manager, Greater Kansas City Building and Construction Trades Council
- **Beverly Mortimer –** Senior Vice President of Programming, Jobs for America's Graduates
- **Neelima Parasker** – President and CEO, SnapIT Solutions
- **Katy Reynolds** – Chief Operating Officer, Greely County Health Services
- **Dr. Jennifer Seymour** – Vice President, General Education & Applied Technologies, WSU Tech

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3-5 Year Strategic Plan

KANSAS WORKS
Registered Apprenticeship Program

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Vision and Mission Statement

- **Vision**: Growing Kansas Apprenticeship to the Top 25 by 2025
- **Mission Statement:** To meet the needs of the Kansas economy and its citizens, the office of Apprenticeship will actively grow a robust system that supports our apprenticeship stakeholders, sponsors, intermediaries, and apprentices. We do this by strategically empowering partnerships that serve a diverse and inclusive workforce through occupational proficiency, for generations to come.

KAC adopted, June 14, 2022

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SAEEI Intermediary Sponsors - $5.6M/ 4 yrs

Awarded Intermediary	Contact Info	Industry
KC Tech Council	ryan@kctechcouncil.com 816-895-2820	Information Technology
Flagship Kansas	Ashley@flagshipkansas.tech 316-469-6800	Information Technology
Hamilton Ryker	sfraney@Hamilton-Ryker.com 615-291-2009	Healthcare, Maintenance, Information Technology
Hutchinson Community College	mullinsd@hutchcc.edu 620-728-8123	Healthcare & Social Assistance, Manufacturing
InterHab Innovation Fund	Mfletcher@interhab.org 785-235-5103	Administrative & Support Services
Peaslee Tech	Kevin.Kelley@peasleetech.org 785-856-1801	Healthcare, Manufacturing, Construction
Local 304	johng@ibew304.org 785-235-2301	Utilities

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KANSAS FARM BUREAU® The Voice of Agriculture®

WYANDOTTE ECONOMIC DEVELOPMENT COUNCIL
Bonner Springs • Edwardsville • Kansas City, KS

EST. 2007 RURAL USA
PATTERSON FAMILY FOUNDATION

KANSAS SHRM

Dodge City Ford County DEVELOPMENT CORPORATION

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Refocusing the KDC – Registered Apprenticeship

1. **Resource provider**
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Office of Apprenticeship
1000 SW Jackson St,
Topeka, KS 66612
apprenticeship@ks.gov
Phone: 785-296-4161

https://ksapprenticeship.org/

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Labor Market Conditions

KANSASWORKS State Board Meeting – February 2023

Emilie Doerksen, Labor Economist

Kansas Department of Labor

Payroll Survey Data

Jobs, Hours, and Earnings

Current Employment Statistics (CES Program)

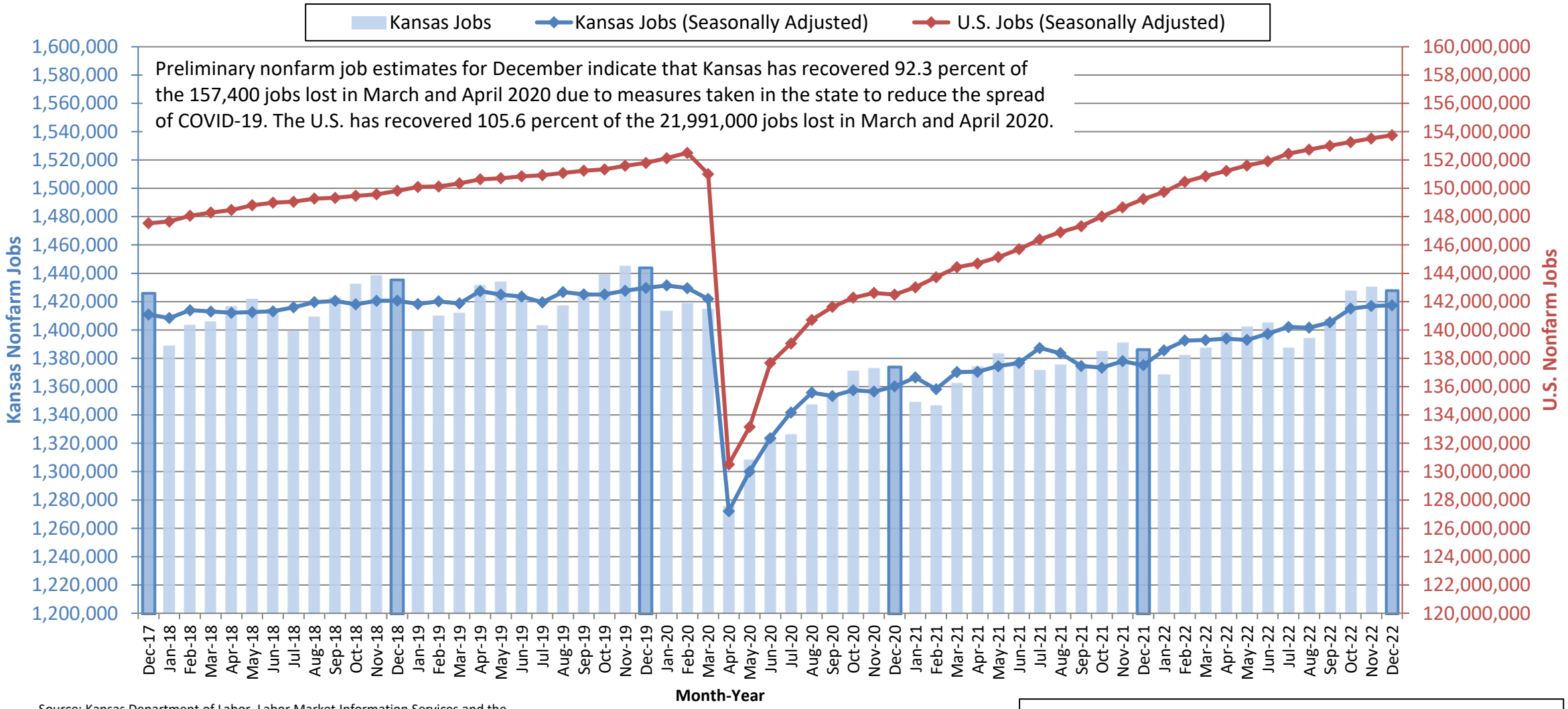
CES FAQs: https://www.bls.gov/sae/questions-and-answers.htm

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.
December 2017 to December 2022



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

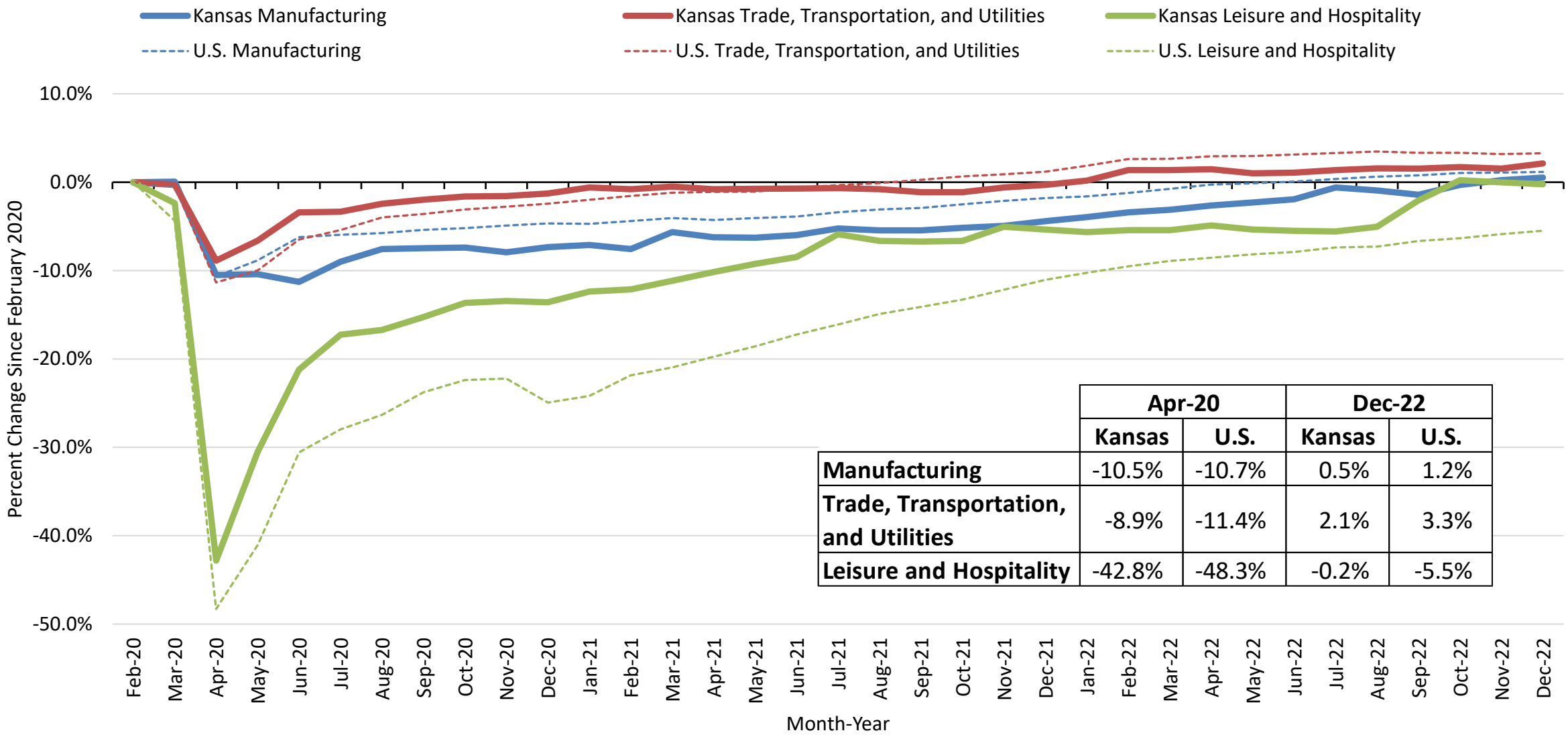
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +3.0%
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +2.9%

Seasonally Adjusted Nonfarm Jobs
Kansas

	Employment Level			February to April loss		April to December recovery	
	Feb-20	Apr-20	Dec-22	Jobs lost	% lost	Jobs recovered	% recovered
Total Nonfarm	**1,429,500**	**1,272,100**	**1,417,400**	**-157,400**	**-11.0%**	**145,300**	**92.3%**
Total Private	1,168,800	1,021,300	1,165,800	-147,500	-12.6%	144,500	98.0%
Goods Producing	241,400	219,400	246,500	-22,000	-9.1%	27,100	123.2%
Mining and Logging	6,500	5,800	6,200	-700	-10.8%	400	57.1%
Construction	64,600	61,200	69,100	-3,400	-5.3%	7,900	232.4%
Manufacturing	170,300	152,400	171,200	-17,900	-10.5%	18,800	105.0%
Private Service Providing	927,400	801,900	919,300	-125,500	-13.5%	117,400	93.5%
Trade, Transportation, and Utilities	267,100	243,400	272,800	-23,700	-8.9%	29,400	124.1%
Information	18,200	16,500	18,800	-1,700	-9.3%	2,300	135.3%
Financial Activities	78,200	76,000	72,500	-2,200	-2.8%	-3,500	N/A
Professional and Business Services	175,500	160,600	171,700	-14,900	-8.5%	11,100	74.5%
Education and Health Services	205,600	188,200	202,800	-17,400	-8.5%	14,600	83.9%
Leisure and Hospitality	131,000	74,900	130,700	-56,100	-42.8%	55,800	99.5%
Other Services	51,800	42,300	50,000	-9,500	-18.3%	7,700	81.1%
Government	260,700	250,800	251,600	-9,900	-3.8%	800	8.1%
Federal Government	25,700	25,900	26,200	200	0.8%	300	150.0%
State Government	52,200	51,700	48,000	-500	-1.0%	-3,700	N/A
Local Government	182,800	173,200	177,400	-9,600	-5.3%	4,200	43.8%

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

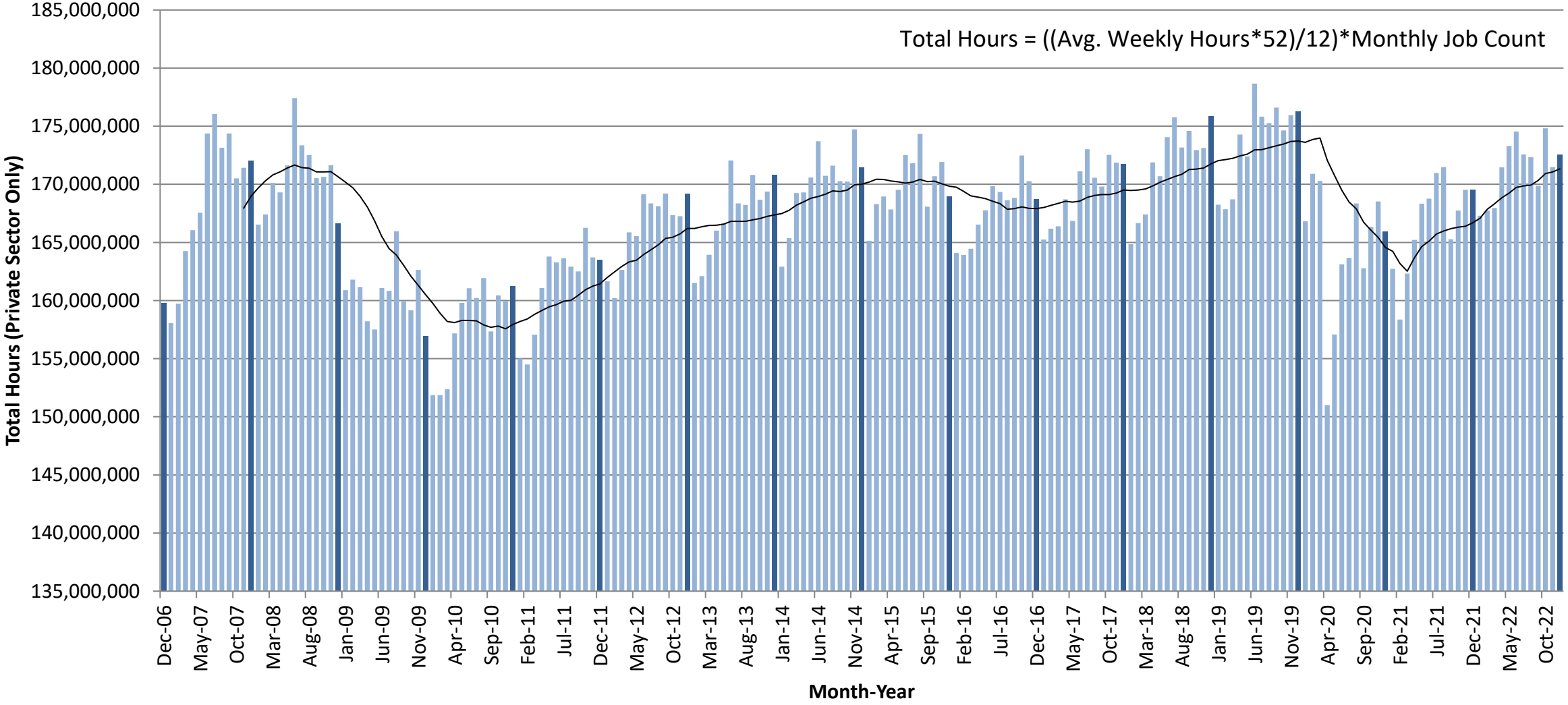
Percent Change in Jobs Since February 2020
February 2020 to December 2022



	Apr-20		Dec-22	
	Kansas	U.S.	Kansas	U.S.
Manufacturing	-10.5%	-10.7%	0.5%	1.2%
Trade, Transportation, and Utilities	-8.9%	-11.4%	2.1%	3.3%
Leisure and Hospitality	-42.8%	-48.3%	-0.2%	-5.5%

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

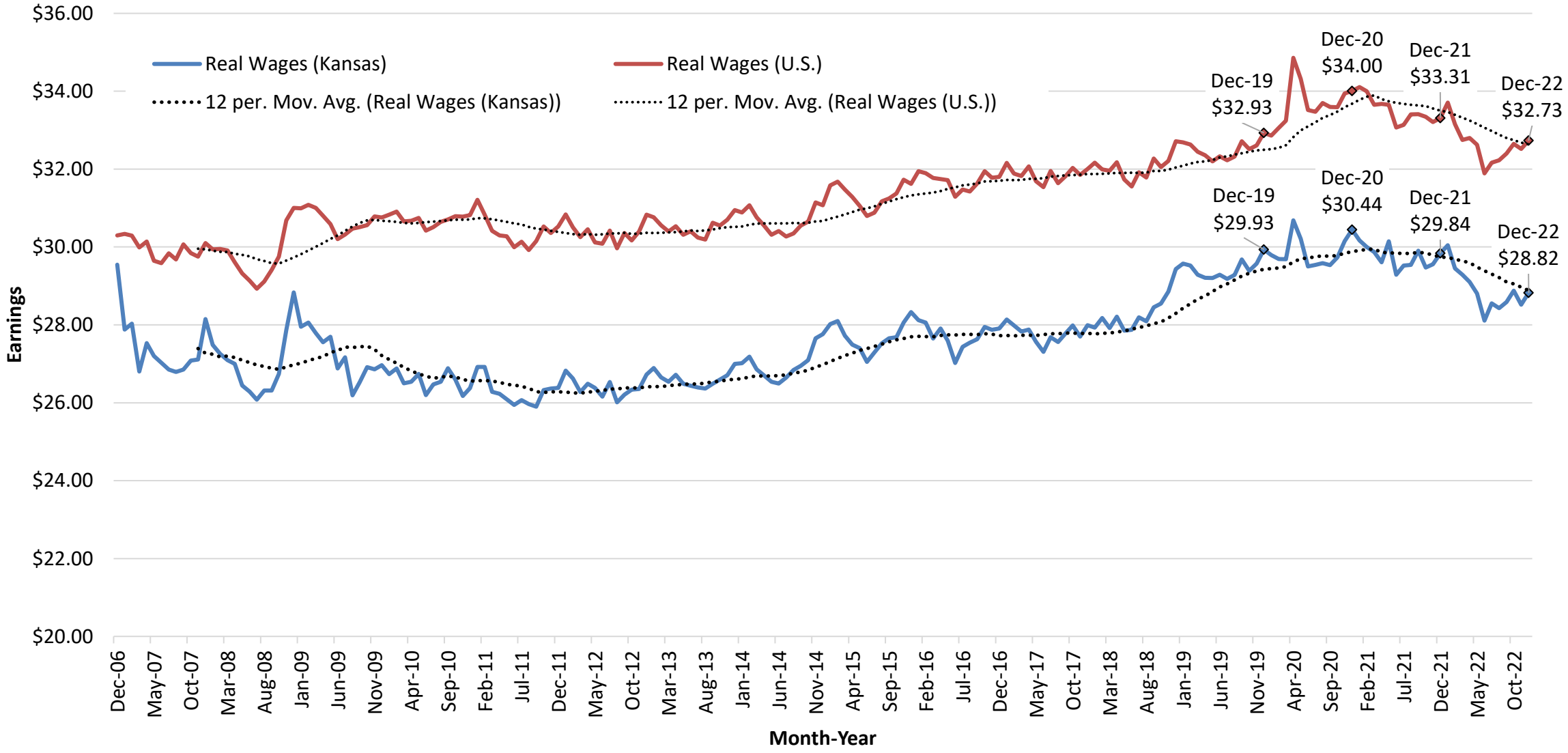
Total Hours Worked (private sector)
Kansas
December 2006 to December 2022



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 December 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

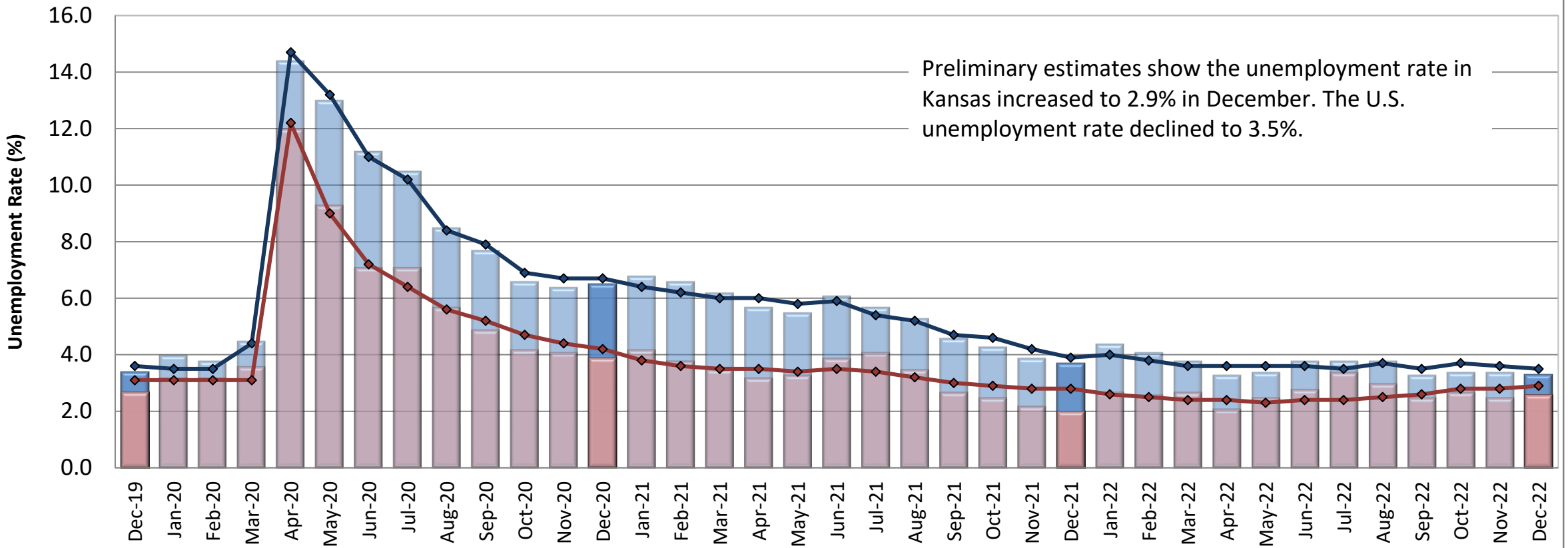
- Did not meet criteria for employed
- Made specific efforts to find employment during 4 week period ending in the reference week
- Waiting to be recalled to a job they are temporarily laid off from
- Were available for work

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

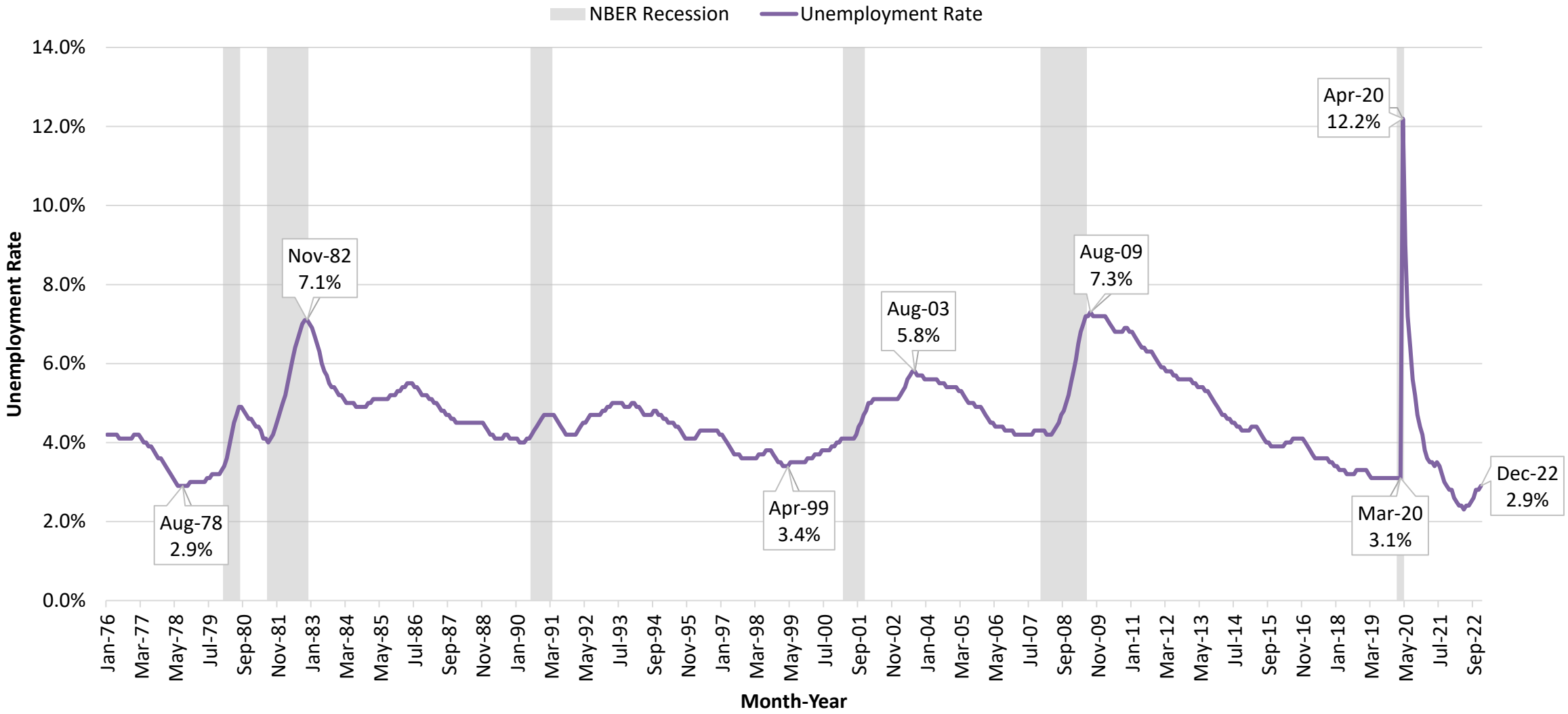
Unemployment Rate
Kansas and U.S.
December 2019 - December 2022



	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	Oct-22	Nov-22	Dec-22
U.S.	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	3.4	3.4	3.3
Kansas	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	2.7	2.5	2.6
U.S. SA	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	3.7	3.6	3.5
Kansas SA	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	2.8	2.8	2.9

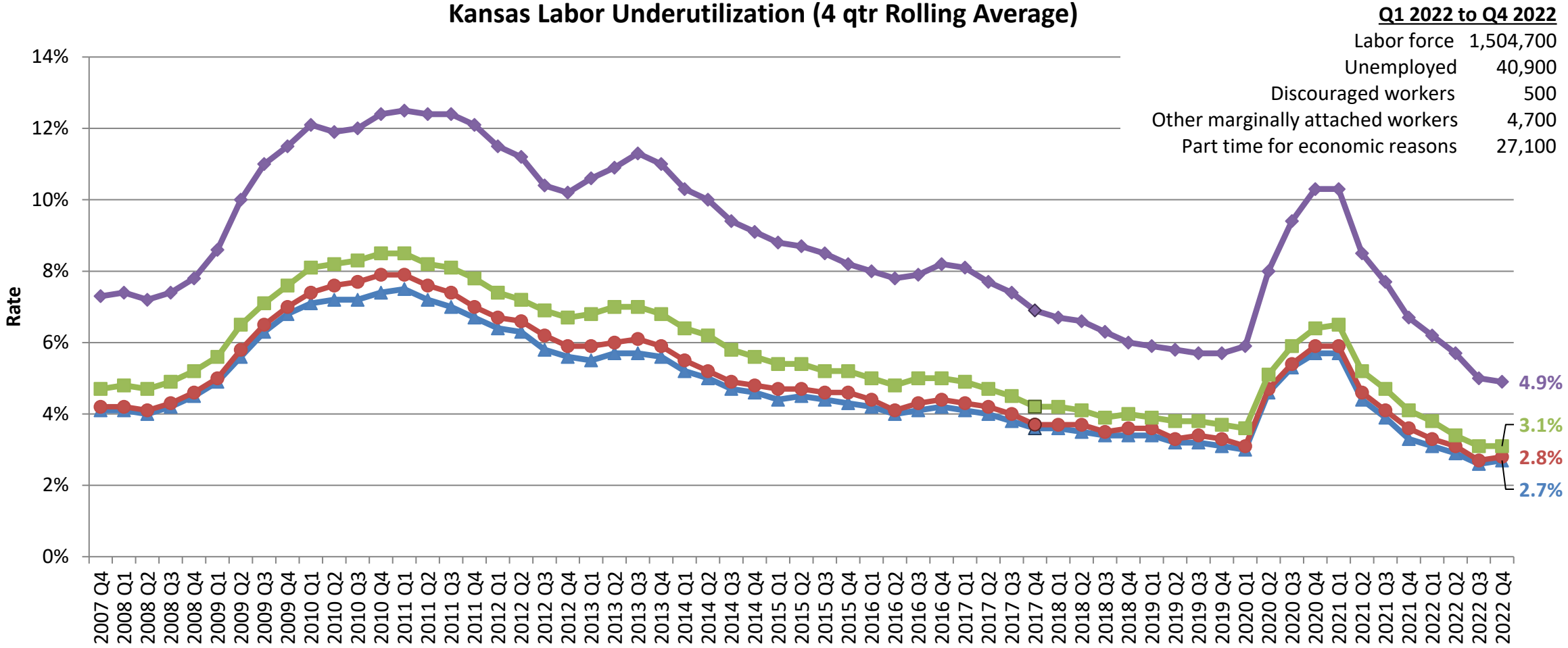
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

Unemployment Rate
Kansas
January 1976 to December 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)



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

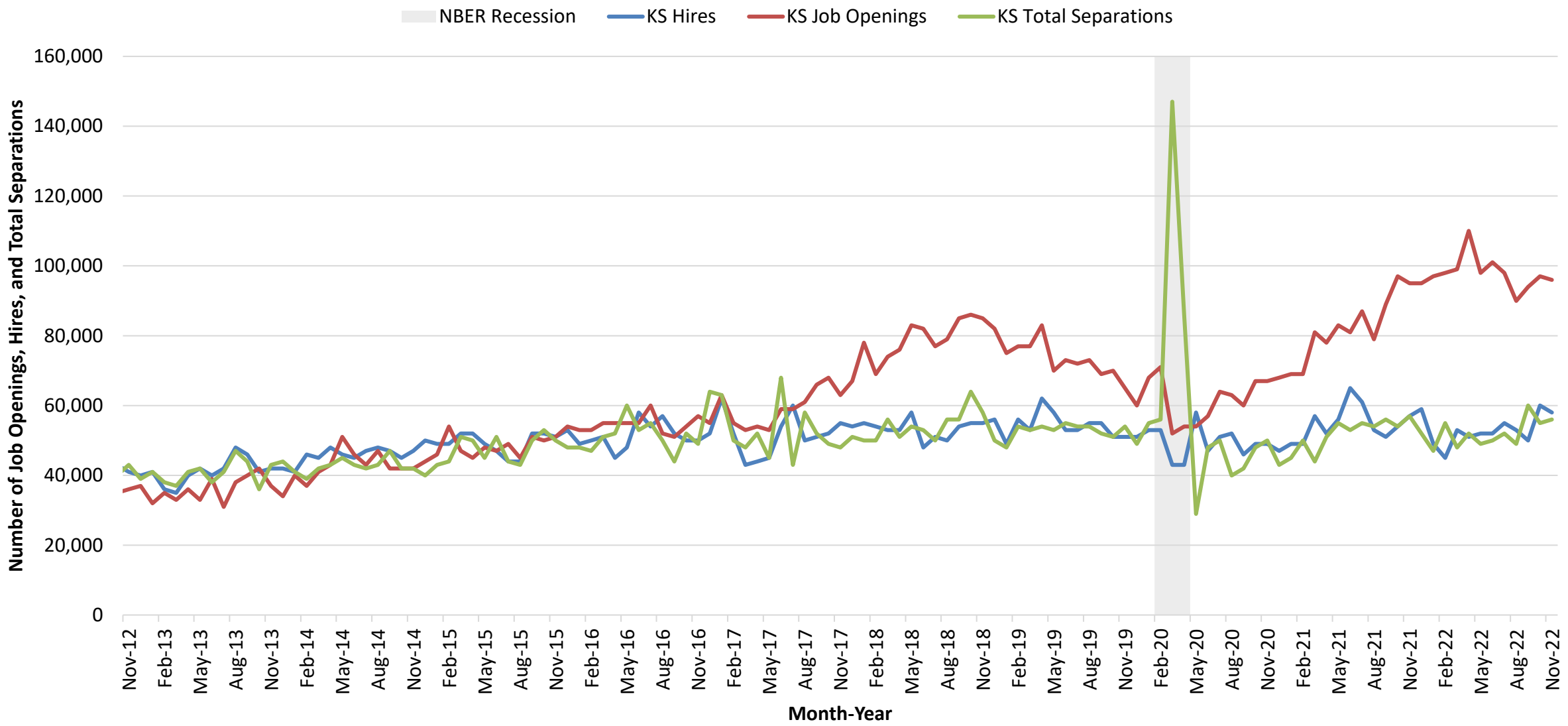
JOLTS FAQs: https://www.bls.gov/jlt/jlt_statedata_faq.htm

Kansas Department of Labor

Job Openings and Labor Turnover Survey (JOLTS)

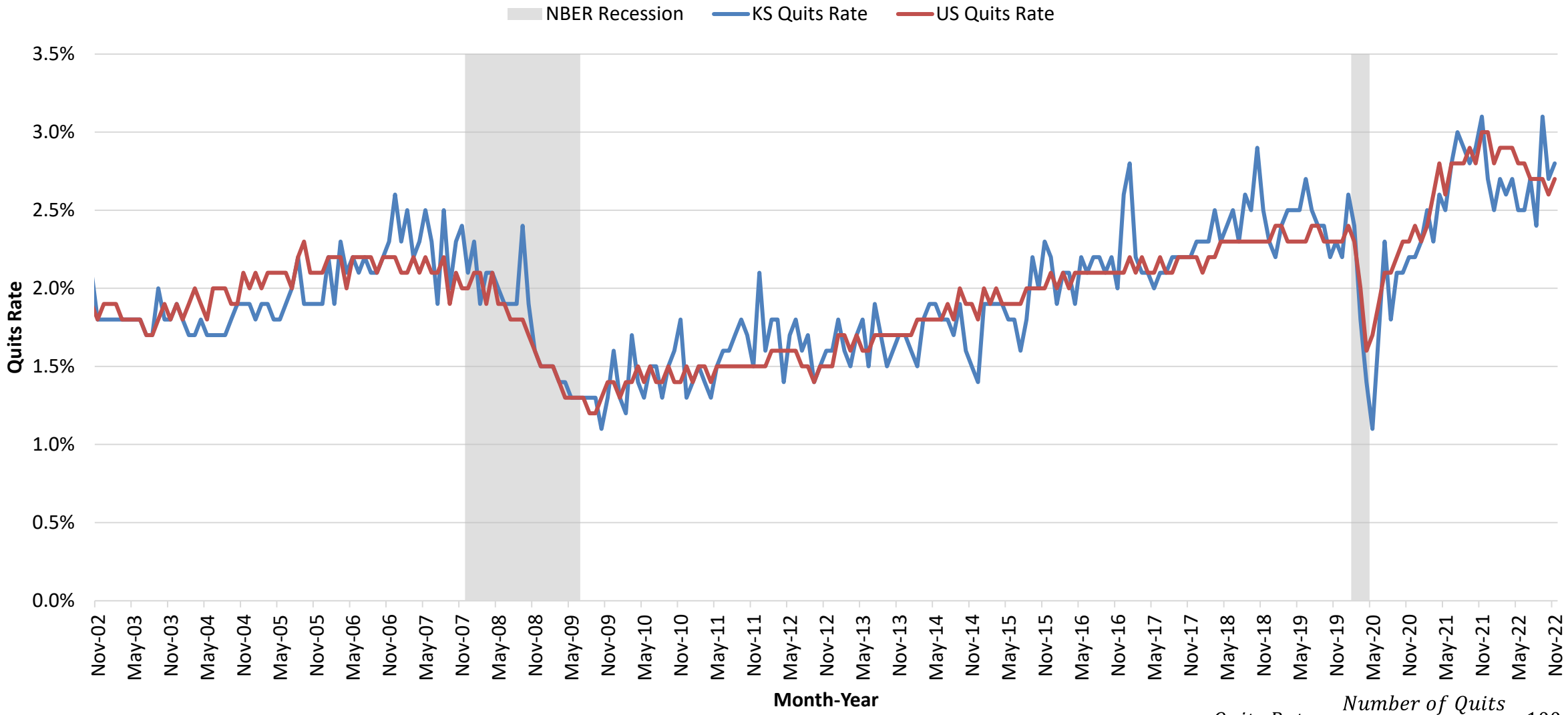
- JOLTS state model incorporates:
  - JOLTS sample data
  - JOLTS regional-level estimates
  - Current Employment Statistics state estimates
  - Quarterly Census of Employment and Wages establishment counts
- Concepts (https://www.bls.gov/opub/hom/jlt/concepts.htm):
  - *Job openings* includes all positions 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
November 2012 to November 2022



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

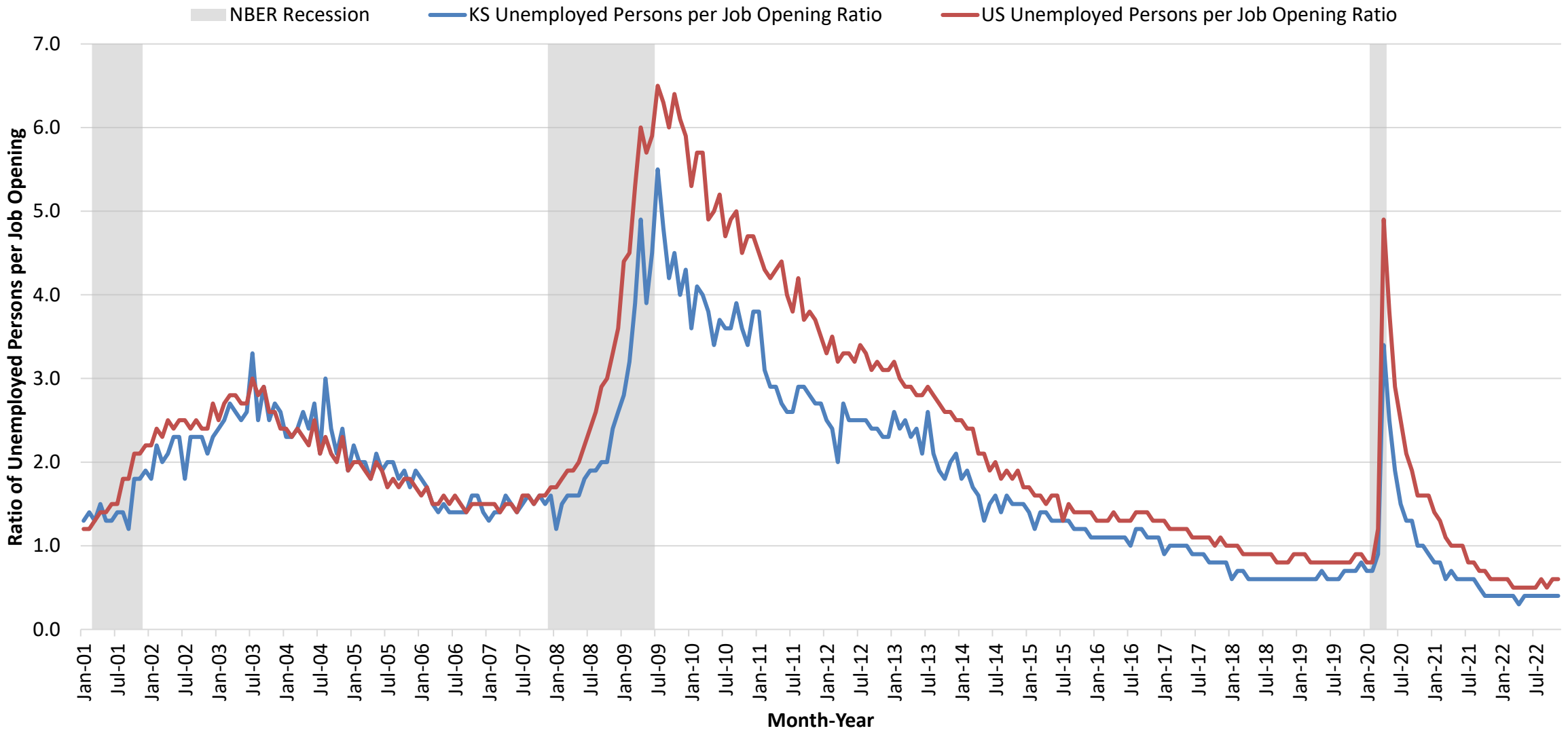
Total Nonfarm Quits Rate
Kansas and U.S.
November 2002 to November 2022



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

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

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



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

2021 Affirmative Action and Disability Reports

U.S. Census Bureau, American Community Survey (ACS)

ACS five-year estimates from 2017 – 2021

Kansas Department of Labor

American Community Survey (ACS)

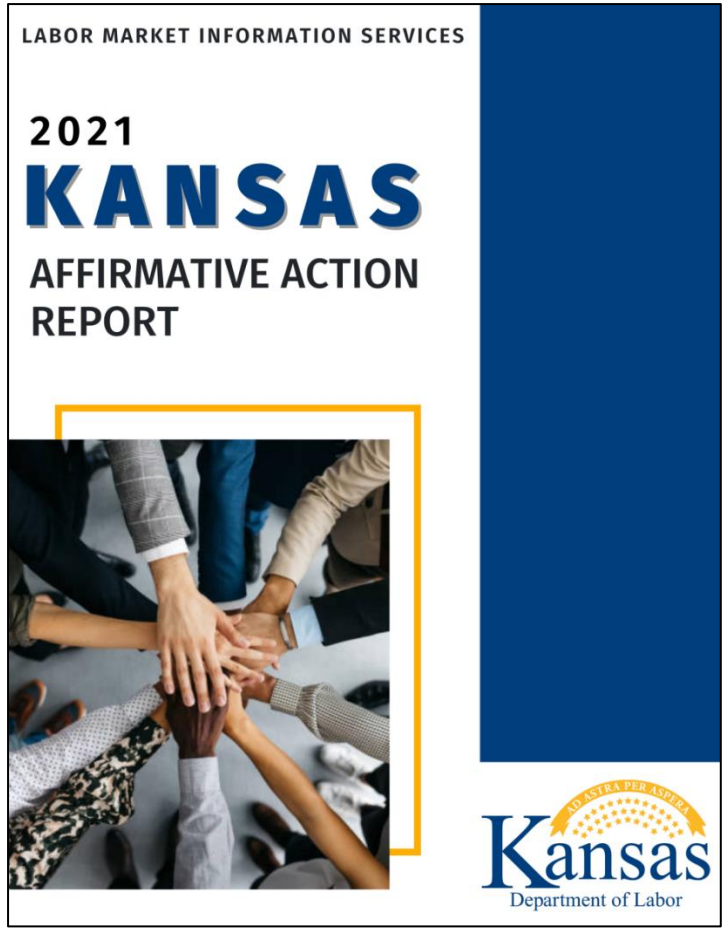
- Survey of households – collects information on a variety of topics including social, economic, housing, and demographic data
- 5-Year Estimates (most recent: 2017-2021)
  - 60 months of collected data
  - Smaller margins of error than 1-year estimates
  - Increased statistical reliability for smaller geographic areas and small population groups

https://www.census.gov/content/dam/Census/programs-surveys/acs/about/ACS_Information_Guide.pdf

2021 Affirmative Action Report

- 2017–2021 ACS 5-year estimates
- State, Metropolitan Statistical Area (MSA), and County level estimates
- Population by Gender and Minority Status
- Labor Force Estimates by Gender and Minority Status (age 16+)

[2021 Affirmative Action Report]



Population by Gender and Minority Status — **2021** — ***Kansas***

Population	Both Genders		Male		Female	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
All Persons	**2,932,099**	**100.0**	**1,468,152**	**50.1**	**1,463,947**	**49.9**
White	2,386,766	81.4	1,187,460	40.5	1,199,306	40.9
Black or African American	165,291	5.6	87,080	3.0	78,211	2.7
American Indian and Alaska Native	21,657	0.7	11,046	0.4	10,611	0.4
Asian	87,946	3.0	43,269	1.5	44,677	1.5
Native Hawaiian and Other Pacific Islander	2,196	0.1	1,132	0.0	1,064	0.0
Some Other Race	88,787	3.0	47,968	1.6	40,819	1.4
Two or More Races	179,456	6.1	90,197	3.1	89,259	3.0
Hispanic or Latino (of any race)	362,053	12.3	187,059	6.4	174,994	6.0

Note: Hispanic origin can be viewed as the heritage, nationality, lineage, or country of birth of the person or the person's parents or ancestors before arriving in the United States. People who identify as Hispanic, Latino, or Spanish may be any race.

Labor Force Estimates by Gender and Minority Status — **2021** — ***Kansas***

Civilian Labor Force	Both Genders		Male		Female	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
All Persons	**1,512,063**	**100.0**	**799,661**	**52.9**	**712,402**	**47.1**
White	1,250,951	82.7	659,442	43.6	591,509	39.1
Black or African American	81,284	5.4	42,770	2.8	38,514	2.5
American Indian and Alaska Native	10,427	0.7	5,573	0.4	4,854	0.3
Asian	48,238	3.2	24,847	1.6	23,391	1.5
Native Hawaiian and Other Pacific Islander	1,092	0.1	662	0.0	430	0.0
Some Other Race	44,542	2.9	27,514	1.8	17,028	1.1
Two or More Races	75,529	5.0	38,853	2.6	36,676	2.4
Hispanic or Latino (of any race)	172,134	11.4	97,646	6.5	74,488	4.9

Employment	Both Genders		Male		Female	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
All Persons	**1,450,216**	**100.0**	**765,976**	**52.8**	**684,240**	**47.2**
White	1,205,761	83.1	634,702	43.8	571,059	39.4
Black or African American	73,870	5.1	38,696	2.7	35,174	2.4
American Indian and Alaska Native	9,580	0.7	5,139	0.4	4,441	0.3
Asian	46,564	3.2	24,169	1.7	22,395	1.5
Native Hawaiian and Other Pacific Islander	1,069	0.1	642	0.0	427	0.0
Some Other Race	42,207	2.9	26,034	1.8	16,173	1.1
Two or More Races	71,165	4.9	36,594	2.5	34,571	2.4
Hispanic or Latino (of any race)	163,163	11.3	92,412	6.4	70,751	4.9

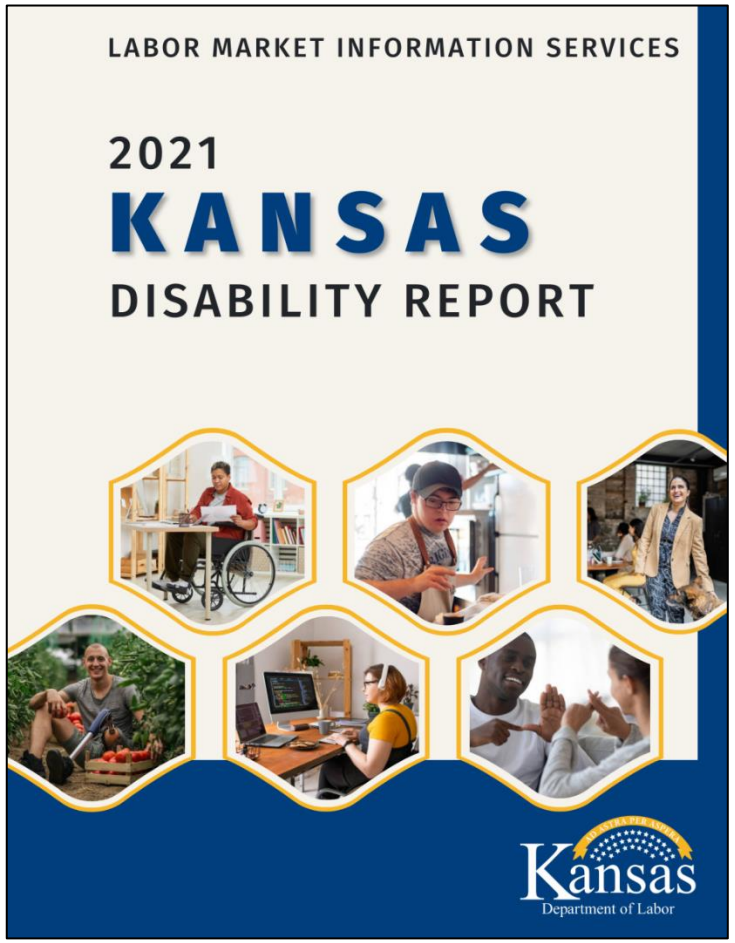
Unemployment	Both Genders		Male		Female	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
All Persons	**61,847**	**100.0**	**33,685**	**54.5**	**28,162**	**45.5**
White	45,190	73.1	24,740	40.0	20,450	33.1
Black or African American	7,414	12.0	4,074	6.6	3,340	5.4
American Indian and Alaska Native	847	1.4	434	0.7	413	0.7
Asian	1,674	2.7	678	1.1	996	1.6
Native Hawaiian and Other Pacific Islander	23	0.0	20	0.0	3	0.0
Some Other Race	2,335	3.8	1,480	2.4	855	1.4
Two or More Races	4,364	7.1	2,259	3.7	2,105	3.4
Hispanic or Latino (of any race)	8,971	14.5	5,234	8.5	3,737	6.0

Unemployment Rate	Both Genders	Male	Female
	Unemployment Rate	*Unemployment Rate*	*Unemployment Rate*
All Persons	**4.1**	**4.2**	**4.0**
White	3.6	3.8	3.5
Black or African American	9.1	9.5	8.7
American Indian and Alaska Native	8.1	7.8	8.5
Asian	3.5	2.7	4.3
Native Hawaiian and Other Pacific Islander	2.1	3.0	0.7
Some Other Race	5.2	5.4	5.0
Two or More Races	5.8	5.8	5.7
Hispanic or Latino (of any race)	5.2	5.4	5.0

2021 Disability Report

- 2017–2021 ACS 5-year estimates
- State, Metropolitan Statistical Area (MSA), and County level estimates
- Population by Disability Status
  - Cognitive Difficultly (age 5+)
  - Ambulatory Difficulty (age 5+)
  - Self-Care Difficulty (age 5+)
  - Independent Living Difficulty (age 18+)
- Labor Force Estimates by Disability Status (age 18-64)

[2021 Disability Report]



Kansas

Population by Disability Status

Disability Status	All Ages		Age 18 to 64	
	Number	*Percent*	*Number*	*Percent*
All Persons	**2,875,459**	**100.0**	**1,715,551**	**100.0**
Without a Disability	2,496,679	86.8	1,521,335	88.7
With a Disability	378,780	13.2	194,216	11.3
Hearing Difficulty	120,702	4.2	45,012	2.6
Vision Difficulty	68,385	2.4	36,158	2.1
Cognitive Difficulty	144,736	5.0	86,224	5.0
Ambulatory Difficulty	177,534	6.2	83,070	4.8
Self-care Difficulty	61,419	2.1	28,834	1.7
Independent Living Difficulty	118,425	4.1	65,220	3.8

Note: A person may have multiple disabilities therefore the sum of the various disabilities will not equal the total number of people with disabilities

Labor Force Estimates by Disability Status

Disability Status	Civilian Labor Force		Employment		Unemployment		Unemployment Rate
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Percent*
All Persons	**1,384,826**	**100.0**	**1,329,289**	**100.0**	**55,537**	**100.0**	**4.0**
Without a Disability	1,286,276	92.9	1,239,414	93.2	46,862	84.4	3.6
With a Disability	98,550	7.1	89,875	6.8	8,675	15.6	8.8

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 1, 2023
FY23/Q2
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 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).

Based on approved Policy #6-02-00 State Workforce Brand, the following activities and processes are taking place:

- Local Areas are updating or replacing Workforce Center signage.
- State Brand policy elements have been incorporated within four of five Local Area policy.

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.

In 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 the information into a Workforce 2.0 report, which was shared with the State Board, Regional Operations Managers, WIOA Executive Directors, and One-Stop Operators. From this report, Leadership teams from each of the five Local Areas met and developed and action plan to respond to the key findings. An update of these action plans will be provided to the State Board on a quarterly basis. State and Local Area action plans are attached in a separate document.

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.

The Kansas Commerce website has some great demographic and employment information displayed in a simple graphical design.

To view this update information please visit: https://www.kansascommerce.gov/businesses/demographics/

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

In an effort to better understand career pathways and support upskilling opportunities, Commerce staff has begun to analyze data for customers who have completed training programs to see if those customers are entering employment that is related to their training. Early data suggest that approximately 78% of customers who complete training programs do, in fact, go on to employment related to the training programs. As this data is further analyzed, a more detailed report will be shared in the future.

- To-date there have been 66 On the Tob Training's completed or in progress in the Adult and Dislocated Worker programs.

- There have been 70 Registered Apprenticeships completed or in progress in the Adult and Dislocated Worker programs.

State Action Plan:

Key Findings

1. Developing Candidates to Be Qualified for Positions

- Resumes – training/auditing –
  - By October 31st, provide Resume 1.0 and 2.0 training to all frontline staff – Completed
  - Once training is complete, ROMs/Supervisors will audit resumes in the system – Ongoing
  - Reemployment Program Managers - periodic resume reviews in the system
- Big Interview – utilize this to better prepare Job Seekers

2. Connecting Businesses to Job Seekers

- By 1st quarter end, Each ROM/Supervisor – Work with Local Leadership team to develop 2 Connecting Activities for their Area or take existing events and upgrade the connecting portions (ie – JC Job Fair example)

3. Next Generation of the Online Environment

- By mid-2023, work with AJLA to establish User Shadowing for both Employers and Jobseekers
  - Focus Groups
  - Usage experiences
  - Feedback Sessions
  - Follow-up action items

4. Providing Hands-on Assistance

- Soft skills Training – utilize this as an incumbent worker training for employers
- Jobseeker Workshops – ensure all Areas are making Jobseeker Workshops available to their customers – by end of 1st quarter 2023

5. Lack of Awareness

- Outreach plan – Meet with marketing companies regarding a marketing/outreach plan for KW.com – by end of January 2023 – plan to be completed by 2nd quarter of 2023

Local Area I Plan Workforce Center Services Enhancement Plan

Goal #1: Enhance resume development for better outcomes for customers -

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation
Training – • Resume 101 • Follow-Up – Content and Special Situations • If needed, Follow-up training to address specific barriers (justice involved, ESL), other tips and questions	10/22 – 11/22 10/22 – 11/22 By 12/30/2022	Dept. Of Commerce Dept. Of Commerce TBD	LA1 Supervisor Follow-up with all staff – o What are the 3 things you learned? What are the 3 things you are going to do with this information. o Follow-up in 2 weeks to see what has been done.
Monitoring – • Identify and Articulate Minimum Competency o Develop Resume Audit Checklist ▯ Resumes Completed ▯ Resume Appropriate for Skill Set and Industry ▯ Interviews Received ▯ Placement Status o Resume Audits o Pulling Reports showing Customized Resume Service and reviewing a minimum of 5 resumes created by each staff o Checking resumes for RESEA Customers reviewing a minimum of 5 resumes created by each staff o Checking resumes for Veteran Customers receiving Case Management Services reviewing a minimum of 5 resumes created by each staff o Checking resumes from Title I staff enrollments (when appropriate) reviewing a minimum of 5 resumes created by each staff	12/1/2022 3/31/23 then quarterly for 1 year	Workforce Management Team ROM, LE Supervisors WF1 Leadership	• Process for Checking Quality o Are staff taking ownership of the resumes they create for customers? o How effective is the resume? Is the customer getting interviews? o Are resumes meeting the minimum level identified in training? • Communicate with staff successes, areas of improvement, areas needing attention. • Set plan for improvement with staff and follow-up in 30 days with resume audit and feedback. • Provide mentoring as needed. • LAI WFC Management Team will work together to support, encourage, and review progress.

○ If unable to pull 5 resumes completed by each staff, have those staff mine KW.com for resumes and edit as trained notifying supervisor of PID for review.			

Goal #2: Outreach

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation
• Create and Grow Network ○ Help new staff create their network and help seasoned staff re-engage and grow their network. □ Brainstorm local partners, referral sources, and employers □ Who is in your network? Include old and new staff to have conversation that is region specific. □ Set networking days with newer staff and leadership/seasoned staff to help introduce and give practical knowledge of what to say and how to engage with partners and employers.	12/1/22 – 3/31/23	ROM, LE Supervisors WF1 Leadership	Monitor networking with contacts made, direct linkage/referrals received and given, and increased staff assisted services/enrollments in KW.com.
• Setting Outreach schedule for each office. □ Share outreach plan with supervisor prior to providing outreach □ Share outcomes with office staff – notes, flyers, contact information, etc. □ Updating list of community resources per center	3/31/23 - 6/30/23	Supervisors ROM, LE Supervisors WF1 Leadership ROM, LE Supervisors WF1 Leadership	Monitor monthly activities and results - increase in staff assisted services/enrollments/partner referrals.
• Make sure all WFC Staff are competent and comfortable with all services and how to deliver services – in-person, virtual, partner services	3/31/23	Workforce Management Team	Ensure staff can articulate & demonstrate service delivery, set refresher sessions to increase competence.
• (Re)Development and Deployment of Workshops ○ Train all WFC staff on workshops ○ Develop Video workshops to be available to customers when they are available	6/30/23	Workforce Management Team	Demonstrate competencies with supervisor staff.

			Increase in workshops given, attendance and skills gained.

Goal #3 Professional Development

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation
• Reinforce professional development with supervision. ○ What does this look like after a conversation or training with staff? How do we reinforce this? How do we model this? How do we sustain this? ○ Follow-up after – What are the 3 things you learned? What are the 3 things you are going to do with this information then follow-up in 2 weeks to see what has been done. ○ Having intentional check-ins to reinforce information and celebrate successes.	6/30/23	Workforce Management Team, ROM, LE Supervisors WF1 Leadership	Follow-ups to trainings within 30 days Set individual plan for integration of information/tools learned Check-in quarterly on the plan and assist with practical application and mentoring
• Professional Development with Supervisors. ○ Reinforce, develop, and provide hands-on support to staff after training. ○ Modeling communication, customer service, and partner connection with each other. ○ How do we make sure staff understand and can implement training that is provided. ○ How to motivate staff? ○ How to supervise without micromanaging. ○ How to live in the macro space but also recognizing when things need to be micromanaged to solidify skills. ○ All supervisors need to be on the same page to support all staff. We need all supervisors together to do this work.	1/30/23	Workforce Management Team	Complete training with all LAI supervisors. Set individual plan for integration of information/tools learned Check-in quarterly on the plan and assist with practical application and mentoring Monitor staff development and customer outcomes to determine effectiveness.

• Motivational Interviewing
  • Motivational Interviewing is a guiding style of communication, which sits between following (good listening) and directing (giving information and advice). It is designed to empower people to change by drawing out their own meaning, importance and capacity for change and is based on respectful and curious way of being with people that facilitates the natural process of change and honors client autonomy.
  ☐ Determine ways to use in LAI
  ☐ Look for local trainer or find trainer available.
	6/30/23	Workforce Management Team	Research and develop a plan for implementation to include training, process, monitoring and evaluation of effectiveness.

Goal #4 – Connection with the Workforce System

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation

• Solidify that we are a workforce system not just center.
  ○ Explain the system and how it works in Local Area I – What is the history and how did it develop into what we have today?
  ○ Make sure all staff are comfortable and competent with all services available through the system
	2/20/23 then quarterly for 1 year	OSO, ROM, LE Supervisors
		WF1 Leadership
			Analyze direct linkage numbers, discuss with staff.

• Include Workforce System Partners in Trainings and Events ○ Informing all partners creates a stronger workforce system.	12/15/22 and ongoing	OSO, ROM, LE Supervisors WF1 Leadership, WFC Staff OSO, ROM, LE Supervisors WF1 Leadership, WFC Staff	Sharing information with partners regularly and at multiple levels – One Stop Meetings, Local partner contacts, etc.

Goal #5 – Evaluate the Need to Adjust WFC Hours

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation
• Research WFC Hours ○ Where were the jobseekers and employers from that wanted different hours? ○ Where hours were lengthened, are they seeing customers during that time? ○ WFC are not flexible but have flexibility to meet customers when they are available. Available for Job Fairs after hours. ○ Staff are not wanting to work after hours. ○ Adjusting time can be difficult.	6/30/23	Workforce Management Team	Develop and implement a needs assessment to determine: • If change will have a meaningful impact on job seekers and employers • Feasibility of changing hours Report to Operations committee findings and recommendations

LOCAL AREA II BRANDING UPDATE IMPLEMENTATION PLAN: MARKETING MATERIALS

No.	Milestone	Description	Due Date	Owner	Approval/ Sign-off
1	**Workforce 2.0 Leadership**	Review results of the WSU Workforce 2.0 survey and plans to address with LAII staff	10/1/2022	Gary/Gina	Gary/Gina
2	**Workforce 2.0 Meeting Discussion**	Hold Staff meetings to share finding and develop Action Plan	10/26/2022	Gary/Gina	Gary/Gina
3	**Approve Plan and send to Shelly T**	Leadership will finalize action plan steps to address 2.0	10/31/2022	Gary/Gina	Gary/Gina
4	**Key Findings #1 Develop Candidates to be Qualified for Positions**	LAII Business Service Team (BST) in each location will conduct assessments with local employers to identify what skills and qualifications are needed for positions with their company. Information will be shared with all staff in the location to share when working with job seekers	Immediate and ongoing	Gary/Gina/Supervisors	Gary/Gina
5	**Key Findings #1 Develop Candidates to be Qualified for Positions**	Ensure all employees are trained and aware of all services and programs during on boarding and new programs and share with job seekers to meet their needs	Immediate and ongoing	Gary/Gina/Supervisors	Gary/Gina
6	**Key Findings #1 Develop Candidates to be Qualified for Positions**	When visiting with job seeker and reviewing needs, refer to WIOA staff for potential exploration of training	Immediate and ongoing	All Staff	Gary/Gina
	Key Findings #1 Develop Candidates to be Qualified for Positions	Reinitiate workshops i.e., Job Success, Experienced Worker, Social Media, Clean Slate, GED, Fed/State applicant workshops to better prepare job seekers	Currently and ongoing	Gary/ Supervisors/One Stop	Gary/One Stop
7	**Key Finding #2 Connecting Businesses to Job Seekers**	When visiting with individuals on the phone, encourage them to visit the WFC	Currently and ongoing	Gary/ Supervisors/One Stop	Gary/One Stop
8	**Key Finding #2 Connecting Businesses to Job Seekers**	LAII BST will reengage employers based on monthly Employer Reports through phone, in-person and email – reactivating employers' participation	Monthly	Gary/Supervisors	Gary
9	**Key Finding #2 Connecting Businesses to Job Seekers**	Order 'Hiring Event Today' banners for day of job fairs in the WFCs to further get job seekers into the WFC	March 2023	Gary/Gina	Gary/Gina

LOCAL AREA II BRANDING UPDATE IMPLEMENTATION PLAN: MARKETING MATERIALS

No.	Milestone	Description	Due Date	Owner	Approval/ Sign-off
10	**Key Finding #2 Connecting Businesses to Job Seekers**	Go into businesses when staff see Job Posting banners in their place of business and talk about services and programs offered through the WFCs following up within 48 hours after visit	Currently and ongoing	All Staff	Gary/Gina
11	**Key Finding #3 Next Generation of the Online Environment**	Train the public on virtual services offered through KW such as BIG INTERVIEW, resumes, educating job seekers which online services (recruiting and assessment platforms) best fit their job search needs and how to use	Currently and ongoing	Gary/Supervisors	Gary
12	**Key Finding #4 Provide Hands On Assistance**	Staff will sit down with participant to go in-depth on how they completed the Initial Needs Assessment (INA) to better learn the needs of the participant to find successful through all phases of interaction from job search, resumes, training, mock interviews	Currently and ongoing	Gary/Supervisors/WFC Staff	Gary
13	**Key Finding #5 Lack of Awareness**	TWFC will hold an Open House to share Adaptive Equipment available for individuals with disabilities	March 2023	Gary/Gina/supervisors	Gary/Gina
14	**Key Finding #5 Lack of Awareness**	LAII leadership will attend Chamber events building relationships with members to better engage with employers with they have hiring needs	Ongoing	Gary/Gina/Supervisors	Gary/Gina
15	**Key Finding #5 Lack of Awareness**	BST Team will have regular outreach of meeting with at least 10 employers per week to discuss services and programs offered through LAII	Monthly	Supervisor/BST	Gary/Gina
16	**Key Finding #5 Lack of Awareness**	Create printed materials to leave with employer outreach materials	March 2023	Gary/Supervisors	Gary
17	**Key Finding #5 Lack of Awareness**	Invite employers and partner agencies to visit the WFCs to better understand services and programs	March 2023	Gary/Gina/Supervisors	Gary/Gina

LOCAL AREA III ACTION PLAN

Virtual Services

- We offer remote or virtual options for many of our services already. We have the ability to provide guidance and services over the telephone, or via the chat function in KansasWorks, or using a virtual platform such as either Microsoft Teams or Zoom.
- We believe customers may want and would benefit from more self-service options specifically through our local area's website and KANSASWORKS when they refer to "virtual services." We think The Big Interview represents a sizable and positive contribution in this direction and is a notable expansion of a service that is of particular and significant interest to the job seekers surveyed as part of this effort.
- We also believe there is an awareness gap: these virtual options exist, but many customers simply are not aware of them. We thus must also further broadcast and communication those virtual options that do exist and that are readily available. Ideas to increase awareness are:
    - Greater attention and emphasis pointed toward virtual service options on the local area website and KansasWorks.com
    - More emphasis on virtual options during in-person visits and staff interactions with customers
    - Increased information and highlights of existing virtual service options during routine business interactions and communications, whether verbal or email
    - Expanding the availability of and access to commonly used forms in "fillable" online formats. Completing such a form(s) online may in select instances permit individuals to avoid an office visit entirely, or might at least produce a more efficient and satisfying experience when the customer is onsite for a specific appointment or event

Workforce Center Hours

- We offered extended evening hours once per week in each of our three workforce centers for several years in the recent past will little success and minimal traffic. Traffic was in fact so low to nonexistent, that the practice was discontinued.
- Those expressing some desire for different hours seem to suggest that longer hours on the weekdays would be preferred, although a small number said weekend hours would be better.
- The biggest challenge with offering extended or weekend hours at present is our current staffing levels, along with staff preferences and shift availability: staff prefer not to work late on weekdays or on Saturdays. Given our already limited staff capacity and significant retention challenges combined with an extremely competitive labor market, we simply cannot afford to lose incumbent staff by requiring a work shifts outside of traditional business hours. This is especially so given our experiences noted above with extended hours being of little benefit.
- Absent these low staffing levels and retention challenges and current labor market dynamics, additional considerations about extended hours could be entertained, but retaining our current employees is the paramount consideration right now and into the near future.

Technology/Digital Literacy Workshops

- We presently are scheduling a meeting with representatives of the local Goodwill to discuss establishing regular visits by their Mobile Unit to our local workforce centers through which we intend to offer access to digital literacy training, as well as possible advancement into higher-skilled technology training, through their Bridge to Technology program, or via access to the IBM SkillsBuild curriculum

Career Exploration Events for Adults

- We do occasionally see elevated interest for dedicated career exploration/informational events amongst the adult job seeking population, and plan to explore some options in that regard. Here again, however, we have conducted workshops in this vein before mixed results, as interest in these sorts of events tends to be a bit unpredictable.
- Career exploration activities generally are more of a hallmark in young adult/youth-oriented programs and are a pillar of our work-based learning initiative that caters to K through twelve in-school youth/students.
- Our initial plan is to offer some one-off career exploration events/workshops targeted toward job seekers enrolled in specific programs, such as RESEA, to gauge interest and assess attendance. We would conceivably expand such offerings if the interest were high, and that interest translate to actual attendance at such events.

Improve ADA Stations in Career Centers

- Our ADA stations in the career centers are outdated and need refreshed equipment, hardware and/or software. The LWDB is hoping to secure additional funds from DCF-VR to implement necessary upgrades as part of the current MOU/IFA negotiations.
- The LWDB's I.T. Department has already conducted a preliminary assessment of our needs in this area and the potential costs involved. We will move forward with upgrades in some way this year.

Training for All Staff on Marketing/Branding

- There appeared to be some appetite among staff surveyed to understand the marketing/branding efforts for our local areas and how staff could assist in 'spreading the word.'
- The LWDB's outreach and communication staff are schedule to provide training during the upcoming (11/10/22) Staff In-Service/Professional Development Day.
- The training will offer an updated overview of new branding initiatives and guidelines and will explain the new Statewide Geographic Identifier and how it "meshes" with the local branding.
- There also will be an explanation of how local area representatives will be partnering with Commerce personnel to train select staff members across all three workforce centers as "administrative backups" for refreshed Facebook pages. We will be launching a page for each workforce center soon and moving away from having a single page for the entire local area.
- Lastly, we are training certain staff members to use the "Canva" platform to create consistent flyers and marketing materials. Brand-aligned templates within our Canva account will be accessible to these select individuals to ensure consistency in the "look and feel" of all materials.

Connecting Businesses with Qualified Job Seekers

- Business services and various workforce center personnel collaborate extensively with employers to try and maximize the referral of appropriately qualified job seekers and the number of successful job matches between the two.
- During the past two years in particular, the local area has offered unprecedented levels of training for employed and incumbent workers as well, made possible by the temporary injection of funding secured through the CARES Act and from a local County source (the County of Johnson in this instance).

- The now widely acknowledged and acute labor shortages seen now present some unique and across-the-board challenges in locating and referring qualified job candidates for a wide range of job vacancies.
- We recently have tried some variations with hiring events to improve upon and hasten responsive connections of qualified job seekers to businesses seeking talent. We have experienced some notable successes by offering more focused and 'concierge-like' events using strategies and tactics such as:
    - Hosting smaller, boutique if you will, onsite hiring events that cater to the needs of a specific employer (or a defined and very small group of employers with similar talent needs).
    - Conducting more careful and considered job seeker resume searches to identify applicants that genuinely and closely match a specific employer(s') skill or talent needs, with some particular though not exclusive emphasis on identifying prospective applicants who are enrolled in certain programs, such as RESEA or WIOA as two examples.
    - In some instances, conducting individual telephone pre-screenings of certain prospective applicants prior to hiring events.
    - Strategic recruitment of applicants with specific skills or experience who are issued personal invitations to these 'micro' hiring events, and typically featuring assigned appointment times (vice simply informing the job seeker that the employer(s) will merely be present onsite for 'walk-ins' during a specific timeframe on a given day).

LOCAL AREA IV ACTION PLAN

Key Finding 1: Developing Candidates to Be Qualified for Positions
Key Finding 2: Connecting Businesses to Job Seekers
Key Finding 3: Next Generation of Online Environment
Key Finding 4: Lack of Awareness
Key Finding 5: Providing Hands on Assistance

Activity	Key Findings Addressed	Timeline	Actions	Staff Involved
Make referrals to training programs	1, 5	Current and on going	• Assess job seekers to determine their skills for industry needs. • When appropriate, identify program available to make referral for short term training.	Career Services Community Colleges High Schools Community Partners
Search Case Manager Spreadsheets for customers who have completed training or are close to completing training	1, 2	Current and ongoing	• Identify customers who are completing training • Customized Resume Assistance • Mock Interviews	Training Services Community Colleges
Host Interview Days	1, 2	By 3/31/23 (Qtr 3)	• Schedule a meeting with the career center and business team supervisors to create a schedule and process to host future events. • Target customer Skillset to match employer need • Customized resumes • Mock interviews • Set up interviews with Employers	Career Services Business Services Training Services Community Partners
Targeted Employer Recruitment	1, 2	By 6/30/23 (Qtr 4)	• A plan will be created for BSRs to address these concerns on a regular ongoing basis. • Contact Employers whose KW accounts have been disabled • Prioritizing Employers by Industry that are identified by “Framework for Growth”	Business Services Senior Leadership Program Coordinators

			• Highlight less used services such as OJTs/RA/Programs	
In-person outreach to the community	2, 4, 5	Current and ongoing By 3/31/23 (Qtr 3)	• Include flyers in meeting packets for Board, committee and partner meetings to encourage those involved to post and share as appropriate • hand out flyers • visit community partners, special interest groups, community resource centers, libraries • Meet customers where they are (access points)	Outreach Coordinator Career Services Senior Staff

Activity	Key Findings Addressed	Timeline	Actions	Staff Involved
Virtual Service Delivery	3, 4, 5	By 6/30/23 (Qtr 4)	• Create a plan to streamline digital literacy programming available (EBSCO, Imagine Academy, Big Interview, etc.) • Continued YouTube educational content • Webcam access at all access points and auxiliary office for ease of access for appointments to help overcome technical and transportation barriers.	Community Partners Career Services Training Services Outreach Coordinator Digital Skills Coordinator
Social Media as an Outreach and Recruitment Tool	3, 4	Current and on going	• Use different social media apps such as FB, Twitter, LinkedIn, Snapchat, Instagram, Neighbors, etc. • Pull list of participant emails from KW • Pull list of participant emails from WaitWhile	Outreach Coordinator Communications Dept.
In-Person Workshops	1, 5	By 12/31/23 (PY23 Qtr2)	• Create workroom for customers working on digital literacy skills. • Create workshops for employer partners (for ex. Hiring and supporting diverse populations) • Resume assistance and interviewing skills practice, as well as training for hard and soft skills. • Digital Literacy Grant IBM and Google IT Certifications	Workshop Coordinator Career Services Training Services Business Services Community Partners

LOCAL AREA V ACTION PLAN

Key Finding 1: Developing Candidates to Be Qualified for Positions

Activity	Timeline	Activities/ Work Product	Partners Involved	Notes
Target Career Changers	PY22Q3	• Outreach to career changers on professional sites like Linked In • Create quick resources and connections • Utilize SHRM, Chamber connections to encourage professionals to use KW services	Outreach & Social Media Team Business Services Team Chambers of Commerce SHRM	Identify LinkedIn champion to master platform usage, Create professional a la carte content that is easily accessible
Host Employer Roundtables	PY22Q4	• Share benefits of hiring individuals with multiple barriers to employment • Encourage investment in benefits/resources like childcare and transportation • Share economic development / chamber data from WIOA conference	Business Services Team Chambers of Commerce Economic Development SHRM	"Every hire is a risky hire," **Q3**: obtain LMI data shared by US Chamber during WIOA conference, Collect database of employers already embracing childcare and transportation barriers, **Q3**: employee survey on childcare, adult caregiver, transportation needs, as well as benefits most important **Q4**: Share info with Employers
Skills Development for Job Seekers with Multiple Barriers	*ongoing*	• Promote supp services at Career Services level (employment retention) • Build pipeline of qualified candidates • Youth Retention • RA Expansion	Career Services Skills Development CTE partners RA/ Youth RA HS Youth WBL ReSpECTWORKS Adult Ed	Q3: All-Staff retraining on SS @ CS level

"Southeast KANSASWORKS, Inc. is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities."

Key Finding 2: Connecting Businesses to Job Seekers

"Southeast KANSASWORKS, Inc. is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities."

Activity	Timeline	Activities/ Work Product	Partners Involved	Notes
Social Media as a Recruitment Tool	*ongoing*	• Promote employment opportunities via social media • Employer spotlights for H3 jobs • WBL promotion • Virtual Statewide Job Fairs (bi-monthly) • Target Youth for retention	Business Services Team Social Media Team	H3: *high wage, high demand, high skill jobs*
Engage w/ Local Connections	PY22Q3	• Power Up-Rural By Choice • Economic Development refer new employers to WFC for hiring events & talent recruitment • Local Leadership Programs for Youth Retention	Leadership Team ROM AED OSO…	
Targeted Employer Recruitment		• Maintain contact w/ employers not actively using **KANSAS**WORKS • Virtual "Open Office" hours for employers wanting to learn more about services • H3 Reverse Job Fair	Business Services Team Skills Development Team Youth Team	

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Serving Justice Involved	*ongoing*	• ReSpECTWORKS prepares FI for employment post-release • Adult Education in prison to build skills pre-release • Sell employers on benefits of hiring justice involved • Partner w/ Parole, Probation, Court Services	Skills Development Team EKAE Partners Business Services Team	Incorporate benefits of hiring justice involved into Employer Roundtable *Key Finding 1*

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Key Finding 3: Next Generation of Online Environment

Activity	Timeline	Activities/ Work Product	Partners Involved	Notes
Virtual Service Delivery	ongoing	• Staff Development for Linked In, The Big Interview, Virtual Job Shadow… • Website upgrades, including consolidated "Resource" page • Promote virtual services	Social Media Manager, OSO, Leadership Team	Q3: Website completion Q3: Consolidate Resource page
Social Media as an Outreach and Recruitment Tool		• *See Key Finding 2*		

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Key Finding 4: Providing Hands on Assistance

Activity	Timeline	Activities/ Work Product	Partners Involved	Notes
Workshop Wednesdays		• Online workshops moderated by staff for real life job seeker/career changer engagement	Workshop Team (KG, MJ, NQ, DA, AT, SR, KR)	Create professional a la carte workshop content that is easily accessible (recorded & available online) offered hybrid with chat moderator to increase traffic/ engagement
Meet customers where they are	*ongoing*	• Continue Outreach efforts to build awareness and pipeline of candidates • Create individual Outreach Plan by office and connected counties	Outreach Team Career Services Team Skills Development Team OSO	
Word of Mouth		• Build up employer and job seeker testimonial database	OSO, ROM, Career Services, Skills Development	

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Key Finding 3: Lack of Awareness

Activity	Timeline	Activities/ Work Product	Partners Involved	Notes
Social Media as an Outreach tool		• Continue Outreach efforts to build awareness • Create individual Outreach Plan by office and connected counties • Promote Partners via Social Media (*cast a wider net*)	Social Media, Outreach, OSO	
Rebrand Local Partner Meetings	2023	• *Local Collaboration Meetings* (hybrid) to re-engage partners	OSO, Office Conveners	

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Project Staff/ Assignments

Name	Title	Activities	Notes	Contact information

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KANSASWORKS State Board
February 1, 2023
FY23 / 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. *From October 1, 2022, to December 31, 2022, 1,877 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 October 1, 2022 - December 31, 2022, 1711 claimants were notified of their MRP participation requirements 694 have 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, 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.

At the end of FY23 Quarter 2, 218 TAA Adversely Affected Workers were being serviced by TAA. During this time, no new TAA Enrollments were approved. However, one new TAA Training was approved, and 37 TAA Workers successfully completed TAA Training. FY23 Quarter 2 found no new workers were approved for Reemployment Trade Adjustment Assistance (RTAA) Benefits due to the program expiring on June 30,2022. However, 22 RTAA Wage Reimbursement Payments were made to TAA Workers, in addition 8 workers received at least one Transportation Payment.

Working in coordination with the Rapid Response Team, TAA Case Managers and Local Area Commerce 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	186 Enrollments			249
Local Area II	10 Enrollments	16 Enrollments			26
Local Area III	4 Enrollments	10 Enrollments			14
Local Area IV	3 Enrollments	10 Enrollments			13
Local Area V	4 Enrollments	9 Enrollments			13
Total	84 Enrollments	231 Enrollments			315

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 130 H-2B's December 31, 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. 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, **689** Veterans were served within the workforce centers with **251** 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 **1,396** Veterans, transitioning service members and military spouses requested more information and assistance through the **KANSAS**WORKS.com website. For the quarter **903** Employer engagements, **296** of which were with federal contractors, were made by Local Veteran Employment Representatives (LVER). Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Readiness & Employment (VR&E) program assisted **70** Special Disabled, Disabled Veterans with **10** obtaining suitable employment this quarter. A total of **84** Veterans, transitioning service members, and spouses received job placements.

Throughout the quarter JVSG Staff conducted "in person" outreach to **1,461** 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 October 1, 2022, to December 31, 2022, **749** new users visited the website with **1,520** 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 last year has brought about a large change in the world of Registered Apprenticeship in the State of Kansas. The significant programmatic and partnership leaps that have taken place in the last 12 months are expected to have long-term, positive impacts on established Registered Apprenticeship programs, their business sponsors, intermediaries, and stakeholders that are vital in supporting these programs. We have seen an emergence of Registered Apprenticeship programs that are nontraditional in the State of Kansas. With the addition of programs in industries such as human resources, education, healthcare, and IT, apprenticeship numbers will continue to grow in our great state.

- Executive Order 22-07 Establishing the Office of Registered Apprenticeship.
- Launched a newly rebranded Office of Registered Apprenticeship website.
- Established partnerships with Kansas SHRM and the National SHRM Foundation, Kansas Farm Bureau, Dodge City Economic Development, and Wyandotte County Economic Development
- Conducted 4 Apprenticeship Champion Trainings and 10 Dinner Bell Calls, to continue development and training on Registered Apprenticeships.
- Approved an easy process for program approval and tracking KBOR to make it easier for Community Colleges and Technical Colleges to engage in the apprenticeship space

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 Major 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)
    - 121 Enrolled as of December 31, 2022
  - 250 Medical Providers
    - 78 Medical Providers as of December 31, 2022

During the first week of December, the **RETAINWOR*KS*** Team hosted a delegation from the U.S. Department of Labor for a monitoring and site visit. Washington D.C. officials included the Deputy Assistant Secretary of Labor's Office of Disability Employment Policy (ODEP) Jennifer Sheehy, other senior staff from ODEP, and technical assistance contractors. All **RETAINWOR*KS*** partners were represented, making presentation to DOL, highlighting their local program implementation strategies and outcomes.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Since July 1, 2022, eighty individuals were served, 5 of those exited due to employment. Community Service hours totaled over 25,301.50. In-kind match totaled $40,376.57of which $20,876.57 came from supervision hours and $19,500 came from the OKEP computer program serving SCSEP participants. Host agencies have reopened, there are currently 42 active community service sites including ten that are new or returning. 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)

The Older Kansans' Employment Program (OKEP) is authorized and funded by the Kansas Legislature and is designed to provide employment placement services to Kansans 55 years of age and older with emphasis on employment in the private sector. Available services include, but are not limited to, resume building, application assistance, KANSASWORKS enrollment, computer training, and job coaching.

For fiscal year 2023, the legislature sustained the previous year's funding level appropriating $503,164.00 for OKEP. This allows for continuation of last year's program expansion with eight OKEP providers. The projected outcomes are 1,813 participants, 975 placements and an average wage of $10.26. The first quarter of the grant ended September 30, 2022.

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.

JUSTICE-INVOLVED PROGRAMS

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- 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.
- Presented at Workforce Innovation Conference – Increasing Opportunities for Returning Citizens Through Collaboration and Innovation.

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 174 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 trainings/meetings for LWDB staff and leadership,
- Participated in Commerce compliance review.

Participant Status	Number of Participants
Total enrolled since implementation	174
Enrolled at end of Quarter	115
In Follow-up period	59
Released from correctional facility	146
Released and employed at end of Quarter	92
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 first quarter of FY 2023, 11,935 **new** certification requests were received. Quarterly processing resulted in 2,657 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost $6.8 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Long-term Unemployment Recipient (LTUR), Supplemental Security Income (SSI), Ex-felons, and Unemployed Veteran.

The average tax credit per certification to the employer is $2,578.92

KANSAS BOARD OF REGENTS (TITLE II)

By the end of the second quarter of FY2023, Adult Education programs have enrolled more than 70% of the total enrollment for FY2022. Of the 3860 participants enrolled, 1858 (48.1%) thus far have achieved a Measurable Skill Gain (MSG), and 283 have earned a high-school-equivalency diploma. Accelerating Opportunity: Kansas (AO-K), a pathway for students to

complete a high-school equivalency diploma while simultaneously earning postsecondary credit, has 208 participants enrolled, with 31 already achieving a credential.

Workforce Innovation Conference
In October 2022, the Workforce Innovation Conference was held in Lawrence, Kansas, jointly hosted by the Kansas Board of Regents and the Kansas Department of Commerce. Leaders in education, workforce, business, and industry, and more gathered for this two-day event to share ideas and develop strategies specific to each local area.

Program Portraits
After submission of final federal reports for FY2022, KBOR updated the Adult Education Program Portraits, which detail FY2021 and FY2022 enrollment, outcomes, and demographics for the state and for each program. The Portraits were sent to local programs and can be shared with community partners.

Cross-TREK Update
In December, the second English as a Second Language (ESL) and a pilot Math Cross-TREK class concluded. 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. With more experience with the format this semester, the ESL class showed 82% of students achieving an Educational Functioning Level gain. The Math class, designed to assist learners prepare to take the GED® Math test, had 67% ready for testing by the end of the course.

GED 3 of 4
At the end of 2019, 938 individuals were identified who had passed three out of the four GED® subjects and only needed one more test to earn a high-school-equivalency diploma. These individuals were contacted and offered assistance. To date, 177 have completed the final test and achieved a secondary credential thanks to this campaign.

Math Bootcamp Training
Among GED® testers not only in Kansas but across the nation, the Mathematics test is by far the subject most frequently non-passed. KBOR contracted with Susan Pittman from North Carolina to present and share resources with programs on developing a short-term intensive math class (or "bootcamp") to help students pass the final test. Since the October training, two programs have already conducted a math bootcamp, and several more are in the development process.

Integrating Academics Grant
In August 2022, five Integrating Academics grants were awarded for projects collaborating between Adult Education and Career Technical Education. In December, KBOR announced a "round two" Integrating Academics grant and awarded to two more applicants. These projects will run through the end of FY2023.

State Development
KBOR staff attended several conferences in Quarter 2 for continuing professional development, including the National Career Pathways Network (NCPN) Conference. NCPN hosted over 70 informative and innovative sessions for attendees from across the nation to learn about career counseling, development and advising, teaching, and learning, designing, and developing programs, establishing, and growing partnerships, and workforce development. Staff also attended the Brustein & Manasevit Fall Forum 2022 for updated grant administrative guidance. Legal experts highlighted recent and potential changes in federal code, common pitfalls in reporting, and explicit advice for grant compliance.

Monitoring and Program Visits
The KBOR AE team has made it a priority in FY2023 to visit each of the 20 providers across the state for an informal time of observation and discussion, in addition to formal monitoring visits conducted on-site. In the second quarter, team members conducted two on-site monitoring visits and one informational program visit.

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 – December 31, 2022) 7% of our persons served were transition youth with disabilities, and 18% 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 55% 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

Statewide Job Fairs: February 22, 2023 * April 19, 2023 * June 21, 2023
State Agency Job Fairs: March 29, 2023 * May 17, 2023 * July 26, 2023