KANSASWORKS STATE BOARD

AGENDA

Wednesday, May 3, 2023

12:30 PM – 3:00 PM

The Dwayne Peaslee
Technical Training Center
2920 Haskell Avenue
Lawrence, Kansas 66046

In-Person Only

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

II. Chair Report: David Harwood

III. Consent Agenda: David Harwood
   a. February 1, 2023 KWSB Meeting Minutes
   b. Recommended Action: Approve consent agenda as presented.

IV. KOMA/KORA Training, Sam Blasi: Staff Attorney Kansas Department of Commerce

V. Reemployment Program Update, Ashley Conley, Manager, KS Dept of Commerce

VI. Re-Entry/Justice Involved Programs, Bettina Sparkes, Manager, 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:
   - August 2, 2023
   - November 1, 2023

XI. Meeting Adjournment

KANSASWORKS STATE BOARD

DRAFT MINUTES/MOTIONS

Wednesday, February 1, 2023
12:30PM – 2:00PM

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
Todd Newkirk moved to approve, Kristen O'Shea second, Motion Approved

Adjournment: 2:15 PM

Todd Newkirk moved to adjourn, Sara Koehn second, Motion Approved

DRAFT

KANSASWORKS

KORA KOMA Training

May 3, 2023

1

Why Am I Here?

- Kansas Sunshine Laws
  - Kansas Open Records Act – "KORA" – K.S.A. 45-215 *et seq.*
  - Kansas Open Meetings Act – "KOMA" – K.S.A. 75-4317 *et seq.*
- State counterpart to the federal Freedom of Information Act
- Goals:
  - Increase Governmental Transparency
  - Decrease Backroom Governing

2

Kansas Open Records Act

- Grants the public the right to inspect all "public records"
- K.S.A. 45-217(1)
  - Any recorded information, regardless of form, characteristic, location, that is made, maintained, or kept by or in the possession of a public agency/officer/employee
  - Does not include records owned by a private person/legislator

3

Kansas Open Records Act

- Process:
  - Formal Request
  - Three Day Letter – K.S.A. 45-218(d)
    - Acknowledge request
    - No later than the third business day after receiving the request
  - Provide Responsive Records
    - Disclose in entirety, disclose with redactions, exempt from disclosure
  - Assess Actual Fees – K.S.A. 45-218(f)

4

Kansas Open Records Act

- Exceptions to Disclosure – K.S.A. 45-221(a)(1)-(55)
  - Duty to redact – K.S.A. 45-221(d)
  - Explanation for exception or redaction if requested
- Presumption of Openness – K.S.A. 45-216(a)
- Penalties - $500 per violation

5

Kansas Open Meetings Act

- Grants public the right to observe public body "meetings"
  - This means you!
  - Meeting – K.S.A. 75-4317a
    - Any gathering or assembly in person or through the use of a telephone or any other medium for interactive communication by a majority of the membership of a public body or agency subject to this act for the purpose of discussing the business or affairs of the public body or agency.
  - Requires public observation, not participation
- All proceedings should be done in public meeting with very limited exceptions.
  - Executive session

6

Kansas Open Meetings Act

- Notice – K.S.A. 75-4318
  - Date, time and location
  - Reasonable notice – Generally 24 hrs. Special Meetings may require less
  - Provided to all who request it – request lasts one calendar year
- Agenda
  - No requirement for agenda. If you have one, you must provide it to the public
- Special Meeting – Called by a majority, reasonable notice.

7

Kansas Open Meetings Act

- Do everything in public meeting!
  - Votes, Actions, Discussion
- Be careful of emails, text messages, and conversations!
  - Serial Communications – Information spread to a majority outside of a meeting.
    - Example: 18 member board – Discussion between a group of 5 spreads to 2 more, 1 then texts 3 others. Violation!
- Penalties – K.S.A. 75-4320 - $500 per violation

8

Kansas Open Meetings Act

- Executive Session – K.S.A. 75-4319
  - Proper Motion – Justification, Subject Matter, Attendees, Time
    - Justification – Specific statute used to go into executive session
    - Subject Matter – Brief description of what will be discussed
    - Attendees – Who will be going into executive session
    - Time – When open meeting will resume
  - No-No's
    - Taking action/vote
    - Discussion of other things
    - Going over the time specified in motion

9

Questions?

- Samuel C. Blasi
  - Sam.blasi@ks.gov
  - 785-213-2296

Our job is to put out fires, not give you matches.

10

KWSB FY23/ 3rd Quarter

RESEA & MRP Updates

May 3rd 2023

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1

Re(E)mployment Services and Eligibility Assessment: Background and Updates

- History
  - 2009 – 2015 REA Grant
  - 2015 – 2018 RESEA Grant
  - 2018 Bipartisan Budget Act – Permanent Authorization
- Program Purpose
  1. To improve employment outcomes of UI claimants and reduce the average duration of UI receipt through employment
  2. To strengthen program integrity and reduce improper UI payments through the detection and prevention of such payments to ineligible individuals
  3. To promote the alignment with the broader vision of WIOA of increased program integration and service delivery for job seekers, including UI claimants
  4. To establish reemployment services and eligibility assessments as an entry point of UI claimants into workforce system partner programs

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2

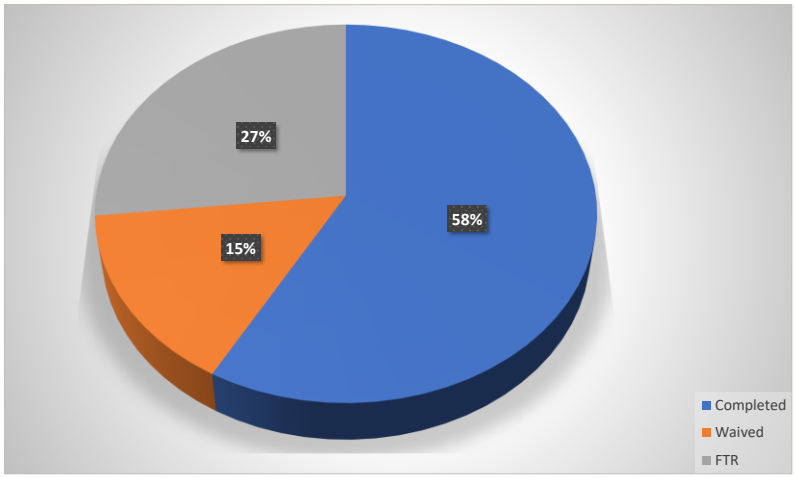
Re(E)mployment Services and Eligibility Assessment: Background and Updates

- Collaboration between the Kansas Department of Commerce and the Kansas Department of Labor
  - Services provided in 16 offices
  - Dropped into scheduling pool after 1st payment
  - Claimants with a WPRS score above 40%
  - Follow-up required
- UIPL 02-23
  - 10% of grant set aside for Evaluations
  - FY23/ FY24: 25% of grant set aside for Evidence based components with High/ Moderate casual rating

3

Re(E)mployment Services and Eligibility Assessment: Stats

- Scheduled- 1,907
- Completed- 1,109
- Waived- 289
- FTR- 509



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My (Re)Employment Plan: Background and Updates

- 2021 HB 2196:
  - MRP was revived and updated from previous versions
  - Participants selected after 3rd continuous week of filing UI
  - Automated 10/21

- 2022 HB2703:
  - Changed participation from 3 continuous weeks of benefits to 3 or more weeks in current benefit year
    - Amount of time claimants would be required to respond extended from 7 – 14 days
  - Expand the list of unemployment compensation claimants not required to participate in the MRP program
    - In a shared work program;
    - In trade adjustment assistance and trade readjustment assistance program;
    - On temporary layoff with a return-to-work date only during the first eight consecutive weeks of benefits
    - Currently employed
    - Current participant in reemployment services and eligibility assessment
    - Active members of a placement union who are in good standing
    - Engaged in a training program.

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5

My (Re)Employment Plan: Stats

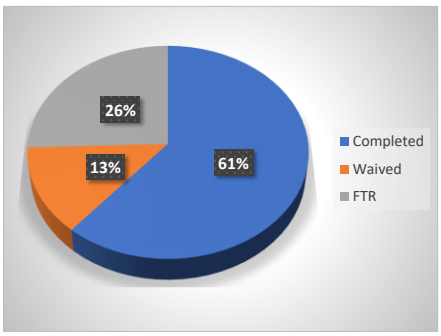
All Time

✓ Scheduled- 55,023

✓ Completed- 33,502

✓ Waived- 7288

✓ FTR- 13,986



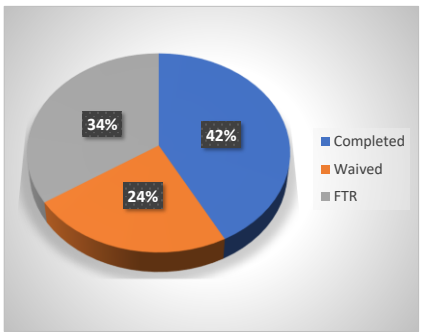
FY 23 3rd Quarter

✓Scheduled- 3,165

✓Completed- 1,285

✓Waived- 715

✓FTR- 1,045



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Success:
Why we do what we do

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7

Questions?

Ashley Conley
Reemployment Connections Manager
O Phone: 316-771-6847
C Phone: 785-213-1813
ashley.conley@ks.gov

Office Hours
Monday – Thursday 7:00 am – 5:00 pm
Friday 8:00 am – Noon

Arlene Richardson
RESEA Coordinator
O Phone: 785-762-8870
Arlene.richardson@ks.gov

Office Hours
Monday – Friday 8:00 am – 5:00 pm

Kevin Crockett
MRP Consultant
O Phone: 316-771-6819
Kevin.crockett@ks.gov

Office Hours
Monday – Thursday 7:15 am – 5:15 pm
Friday 8:00 am – Noon

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Reentry Workforce Services

Bettina Sparkes
Manager, Justice-Involved Programs

1

The Scope of the Problem: Adult Incarceration in Kansas (FY22)

- **8449** individuals incarcerated in Kansas Correctional Facilities
- **$37,302.53** annual cost for one resident
- **3,851** adults released from Kansas Correctional Facilities
  - Roughly **1/3** of those released will return to prison within 3 years
- **27.4%** of adult releases served a year or less in prison

https://www.doc.ks.gov/publications/Reports/kdoc-fy2022-annual-report

2

Workforce Services Supports

- Collaboration
  - Positions
    - Manager of Justice-Involved Programs
    - Juvenile Justice Workforce Specialist - Kansas Juvenile Correctional Complex (KJCC)
  - Connections
    - Pre-release Commerce Contacts
  - Programs
    - **ReSpECT**WOR*KS*
- Training
  - Staff/Partners
    - Justice-Involved Job Seeker
    - Resumes
    - Motivating Participant Change
  - Employers
    - Fair Chance Hiring

Opportunities

Program Sustainability

Registered Apprenticeship

Community Outreach

Questions?

Contact Information:
Bettina Sparkes
Manager, Justice-Involved Programs
Kansas Department of Commerce
Bettina.Sparkes1@ks.gov
785-230-5172

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5

Labor Market Conditions

KANSASWORKS State Board Meeting – May 2023

Emilie Doerksen, Labor Economist

Kansas Department of Labor

1

Payroll Survey Data

Jobs, Hours, and Earnings

Current Employment Statistics (CES Program)

Kansas Department of Labor

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

2

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

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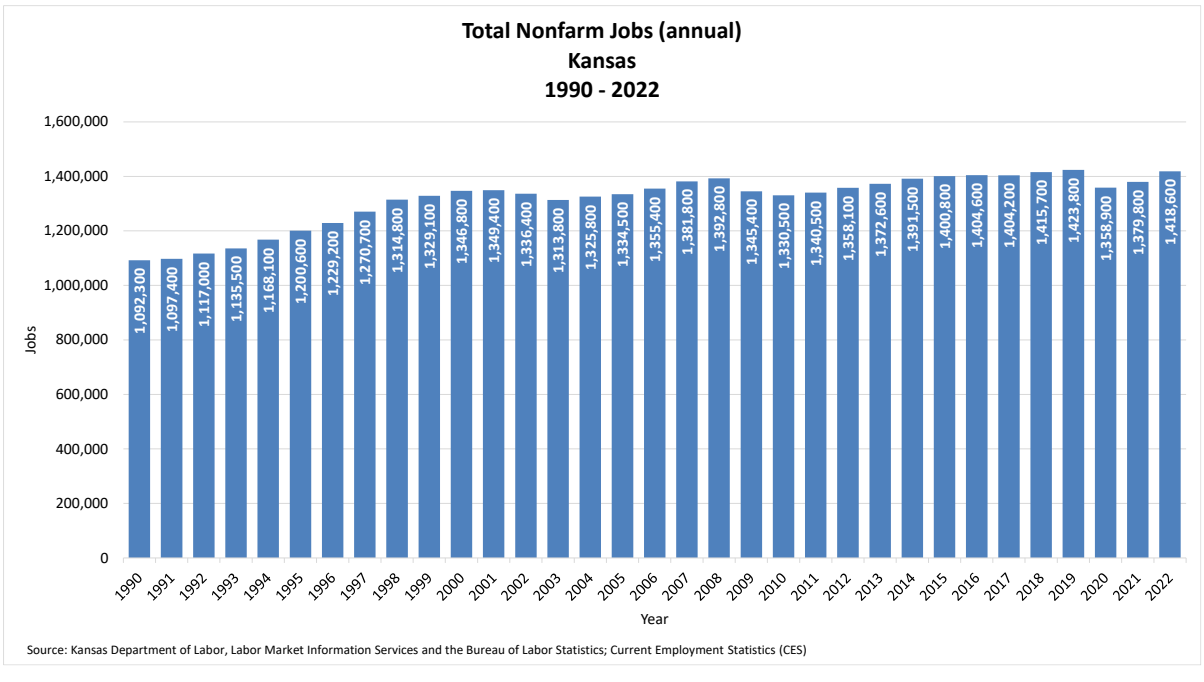

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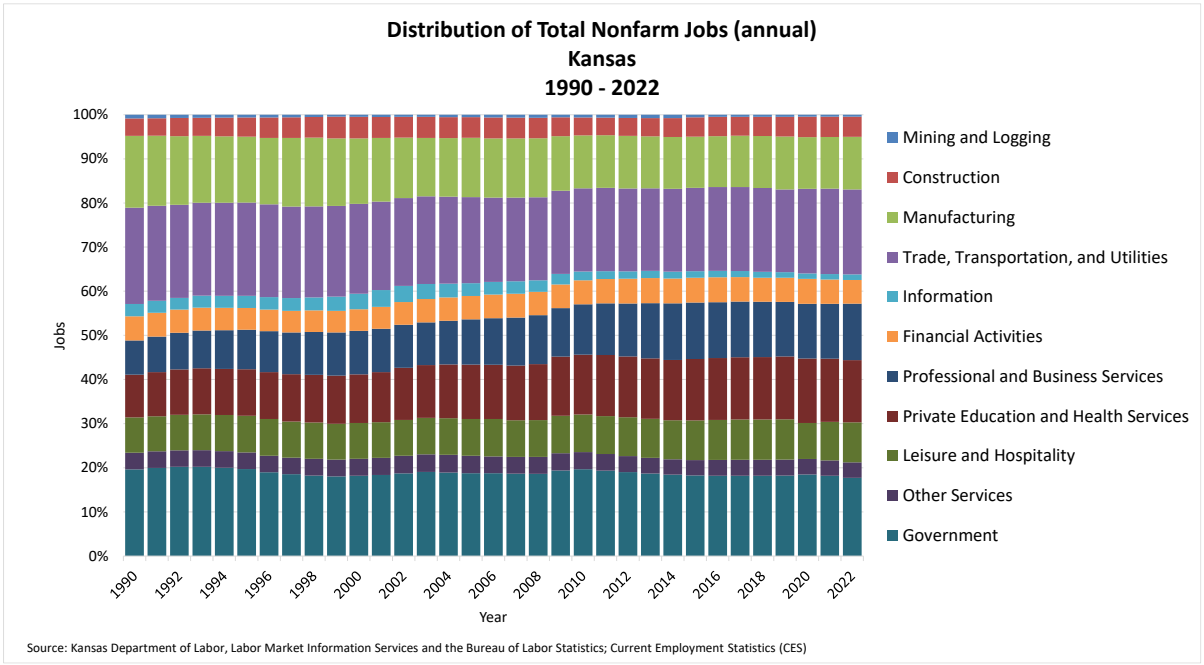
Distribution of Total Nonfarm Jobs (annual)
Kansas
1990 - 2022
Jobs
Year
Mining and Logging
Construction
Manufacturing
Trade, Transportation, and Utilities
Information
Financial Activities
Professional and Business Services
Private Education and Health Services
Leisure and Hospitality
Other Services
Government
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

5

Manufacturing Jobs (annual)
Kansas
1990 - 2022
Jobs
Year
177,600
174,000
173,800
171,900
175,500
179,500
185,300
197,500
205,000
203,100
199,600
194,300
183,100
173,900
176,100
179,300
181,800
185,200
186,400
166,400
159,300
160,200
162,000
161,900
163,500
162,700
161,900
163,100
166,900
170,600
159,200
161,200
169,400
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

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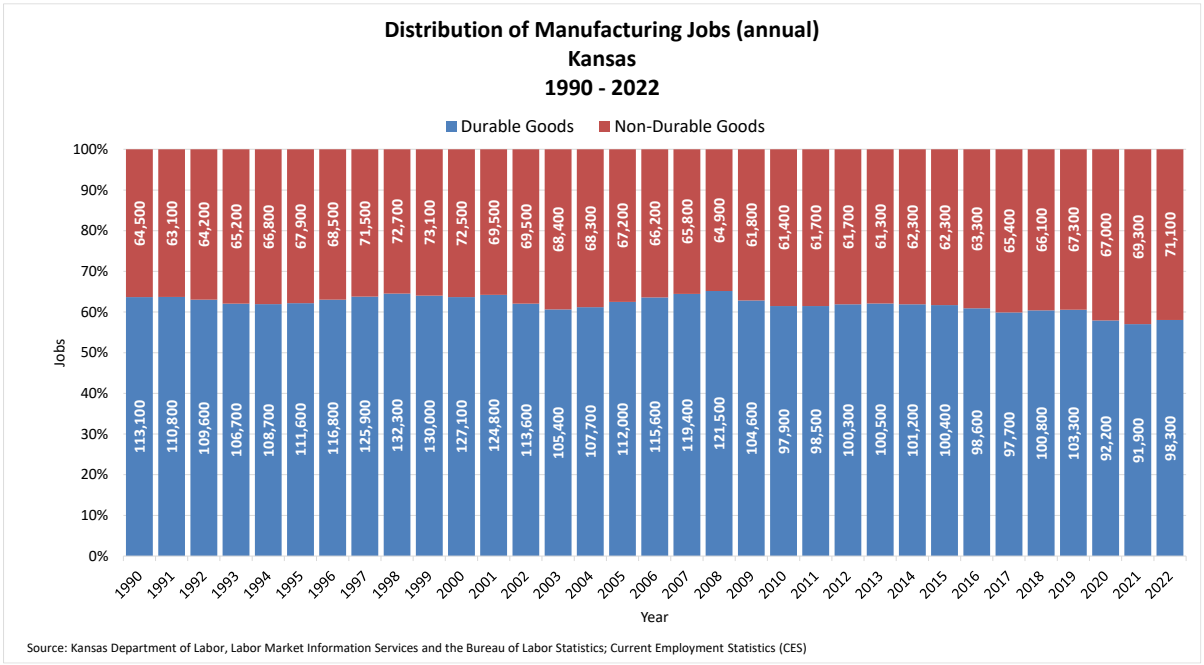
Distribution of Manufacturing Jobs (annual)
Kansas
1990 - 2022
Durable Goods
Non-Durable Goods
Jobs
Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

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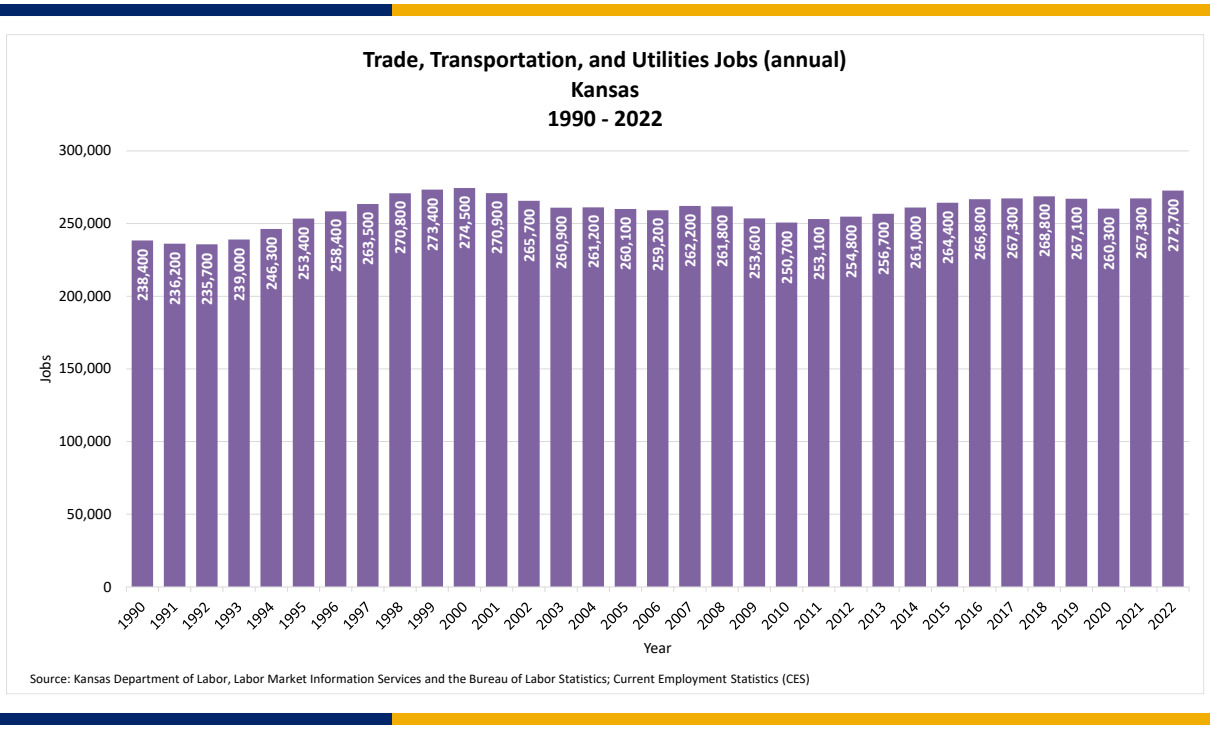
Trade, Transportation, and Utilities Jobs (annual)
Kansas
1990 - 2022
Jobs
Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

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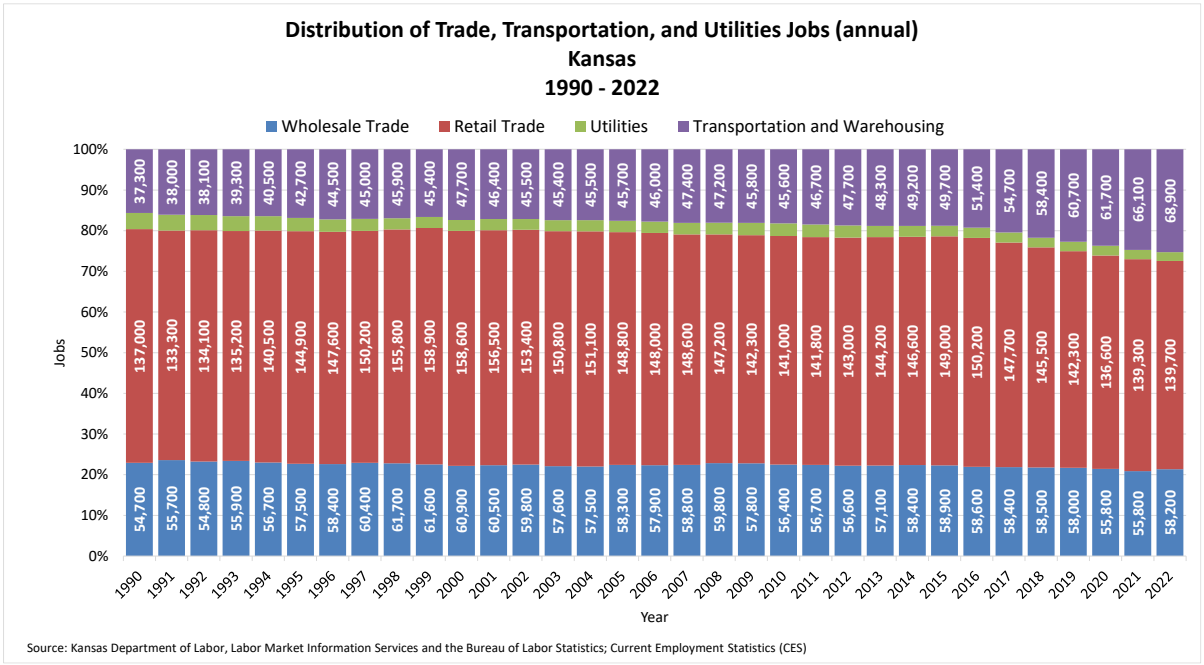
Distribution of Trade, Transportation, and Utilities Jobs (annual)
Kansas
1990 - 2022
Wholesale Trade
Retail Trade
Utilities
Transportation and Warehousing
Jobs
Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

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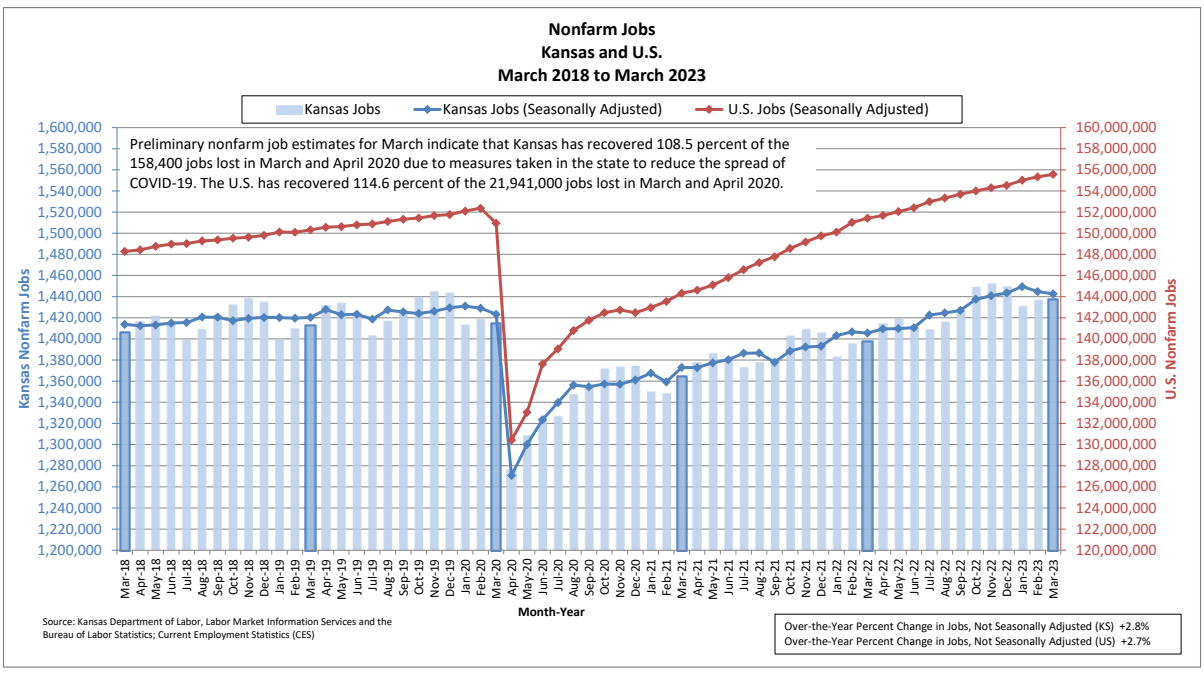
Nonfarm Jobs
Kansas and U.S.
March 2018 to March 2023
Kansas Jobs
Kansas Jobs (Seasonally Adjusted)
U.S. Jobs (Seasonally Adjusted)
Preliminary nonfarm job estimates for March indicate that Kansas has recovered 108.5 percent of the 158,400 jobs lost in March and April 2020 due to measures taken in the state to reduce the spread of COVID-19. The U.S. has recovered 114.6 percent of the 21,941,000 jobs lost in March and April 2020.
Kansas Nonfarm Jobs
U.S. Nonfarm Jobs
Month-Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +2.8%
Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +2.7%

10

Seasonally Adjusted Nonfarm Jobs
Kansas

	Employment Level			February to April loss		April to March recovery	
	Feb-20	Apr-20	Mar-23	Jobs lost	% lost	Jobs recovered	% recovered
Total Nonfarm	**1,429,100**	**1,270,700**	**1,442,600**	**-158,400**	**-11.1%**	**171,900**	**108.5%**
Total Private	1,167,800	1,019,700	1,188,400	-148,100	-12.7%	168,700	113.9%
Goods Producing	241,200	219,800	246,100	-21,400	-8.9%	26,300	122.9%
Mining and Logging	6,500	5,900	6,400	-600	-9.2%	500	83.3%
Construction	64,700	61,400	67,600	-3,300	-5.1%	6,200	187.9%
Manufacturing	170,000	152,500	172,100	-17,500	-10.3%	19,600	112.0%
Private Service Providing	926,600	799,900	942,300	-126,700	-13.7%	142,400	112.4%
Trade, Transportation, and Utilities	266,500	242,100	274,200	-24,400	-9.2%	32,100	131.6%
Information	18,200	16,500	18,000	-1,700	-9.3%	1,500	88.2%
Financial Activities	78,200	75,900	75,900	-2,300	-2.9%	0	0.0%
Professional and Business Services	175,500	160,900	185,800	-14,600	-8.3%	24,900	170.5%
Private Education and Health Services	205,200	187,800	204,300	-17,400	-8.5%	16,500	94.8%
Leisure and Hospitality	131,100	74,900	134,000	-56,200	-42.9%	59,100	105.2%
Other Services	51,900	41,800	50,100	-10,100	-19.5%	8,300	82.2%
Government	261,300	251,000	254,200	-10,300	-3.9%	3,200	31.1%
Federal Government	25,700	25,900	26,500	200	0.8%	600	300.0%
State Government	52,400	51,700	49,000	-700	-1.3%	-2,700	N/A
Local Government	183,200	173,400	178,700	-9,800	-5.3%	5,300	54.1%

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

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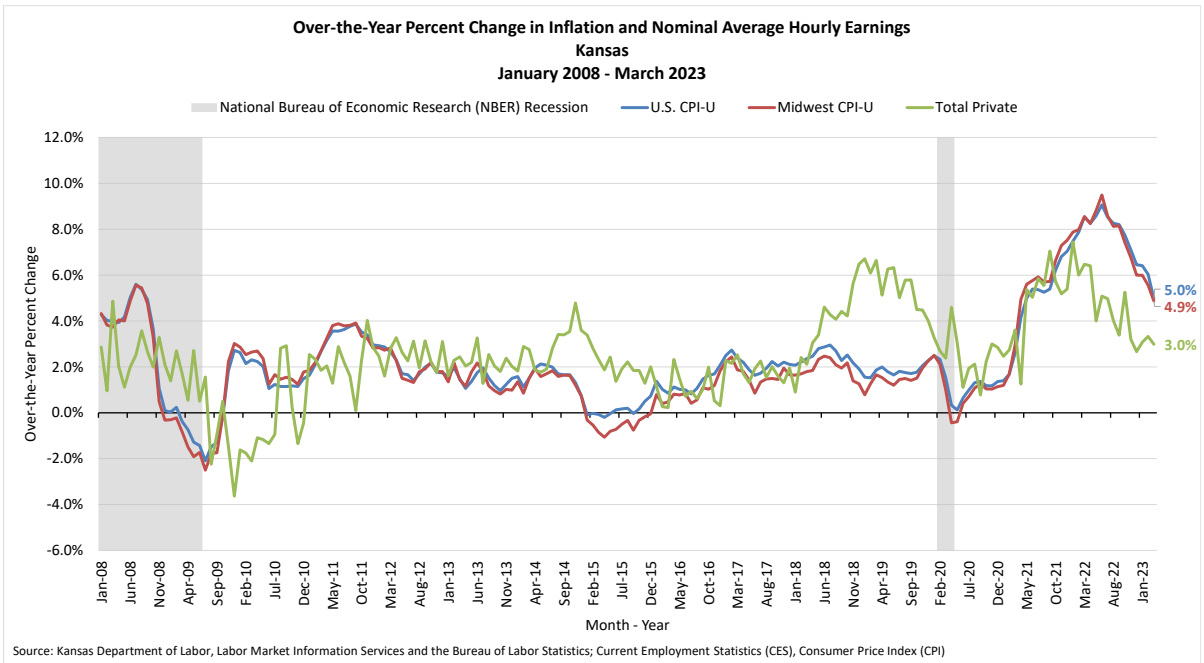

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES), Consumer Price Index (CPI)

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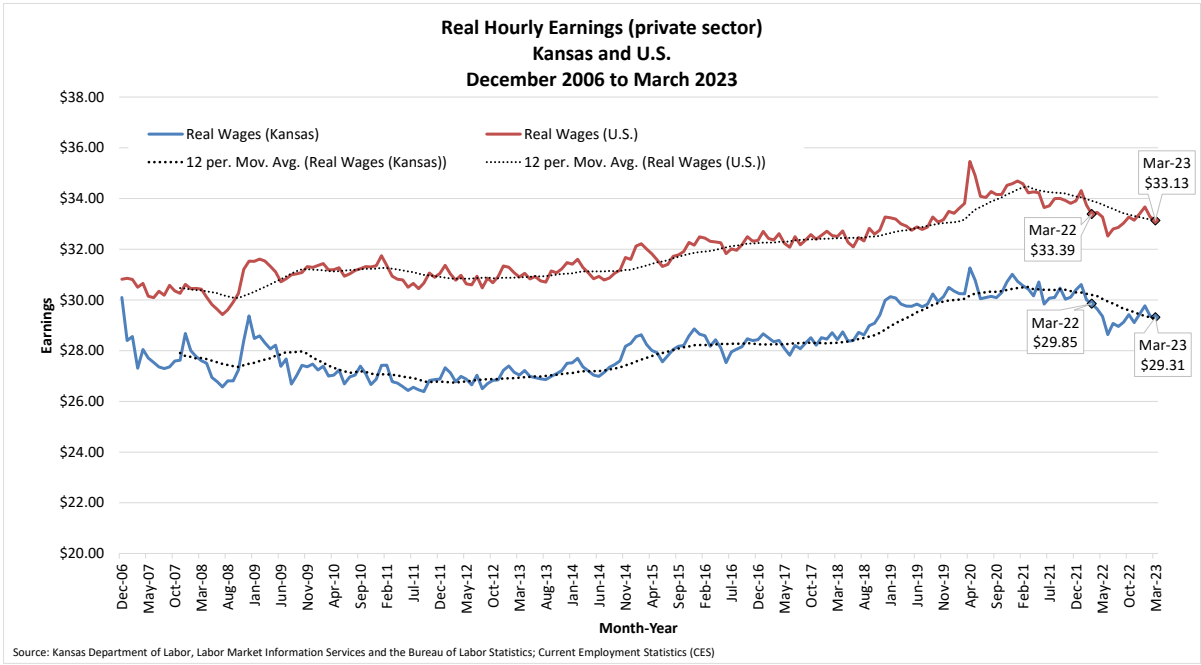

13

Household Survey Data

Unemployment, Employment, and Labor Force

Local Area Unemployment Statistics (LAUS Program)

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

14

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

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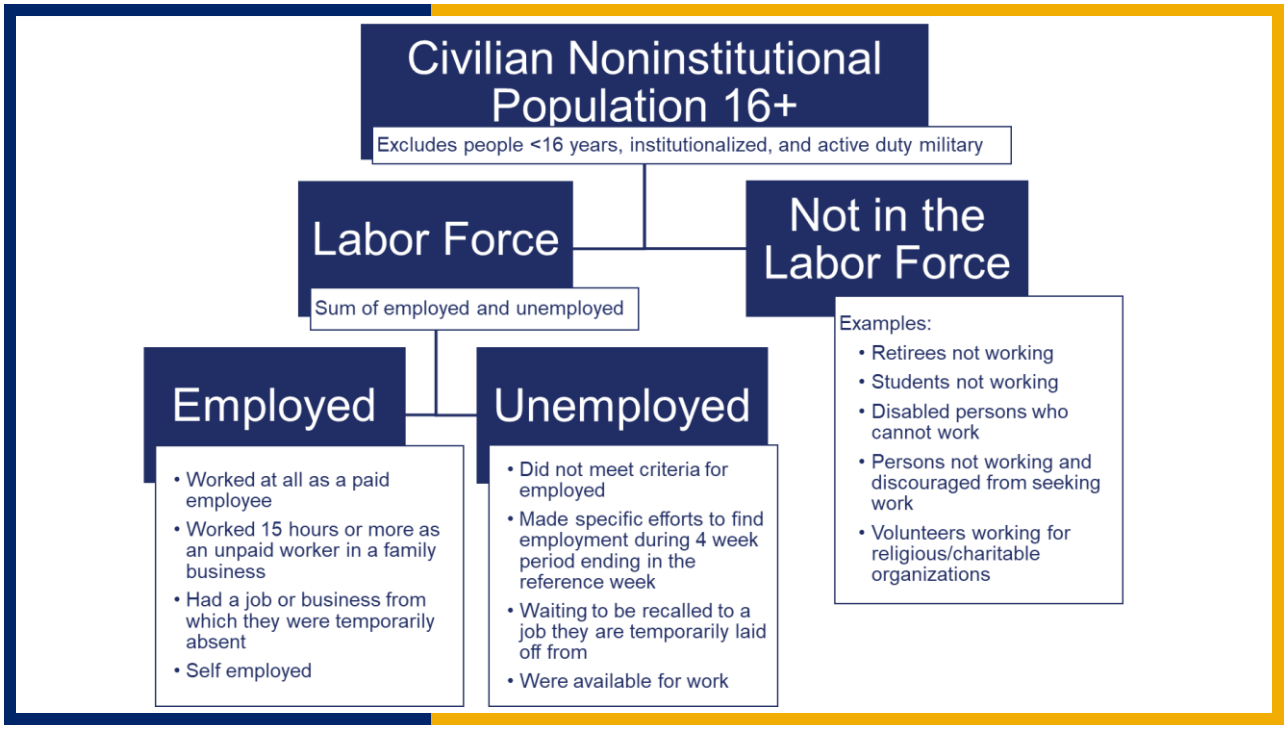

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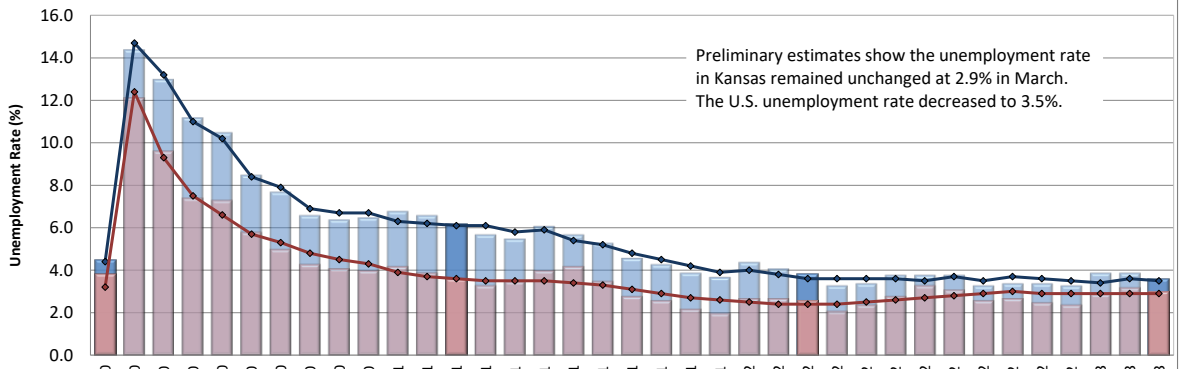
Unemployment Rate
Kansas and U.S.
March 2020 - March 2023



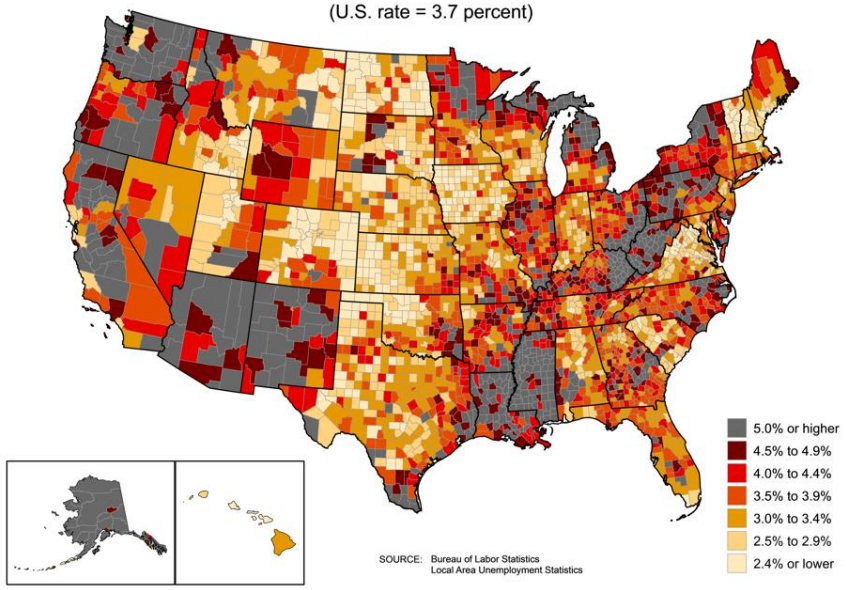
	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
U.S.	4.5	14.4	13.0	11.2	10.5	8.5	7.7	6.6	6.4	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	3.9	3.9	3.6
Kansas	3.8	12.1	9.6	7.4	7.3	5.8	5.0	4.3	4.1	4.0	4.2	3.9	3.6	3.3	3.5	4.0	4.2	3.5	2.8	2.6	2.2	2.0	2.7	2.7	2.6	2.1	2.4	2.8	3.3	3.1	2.6	2.7	2.5	2.4	2.9	3.2	3.0
U.S. SA	4.4	14.7	13.2	11.0	10.2	8.4	7.9	6.9	6.7	6.7	6.3	6.2	6.1	6.1	5.8	5.9	5.4	5.2	4.8	4.5	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	3.4	3.6	3.5
Kansas SA	3.2	12.4	9.3	7.5	6.6	5.7	5.3	4.8	4.5	4.3	3.9	3.7	3.6	3.5	3.5	3.5	3.4	3.3	3.1	2.9	2.7	2.6	2.5	2.4	2.4	2.4	2.5	2.6	2.7	2.8	2.9	3.0	2.9	2.9	2.9	2.9	2.9

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

17

Unemployment rates by county,
2019 annual averages

(U.S. rate = 3.7 percent)



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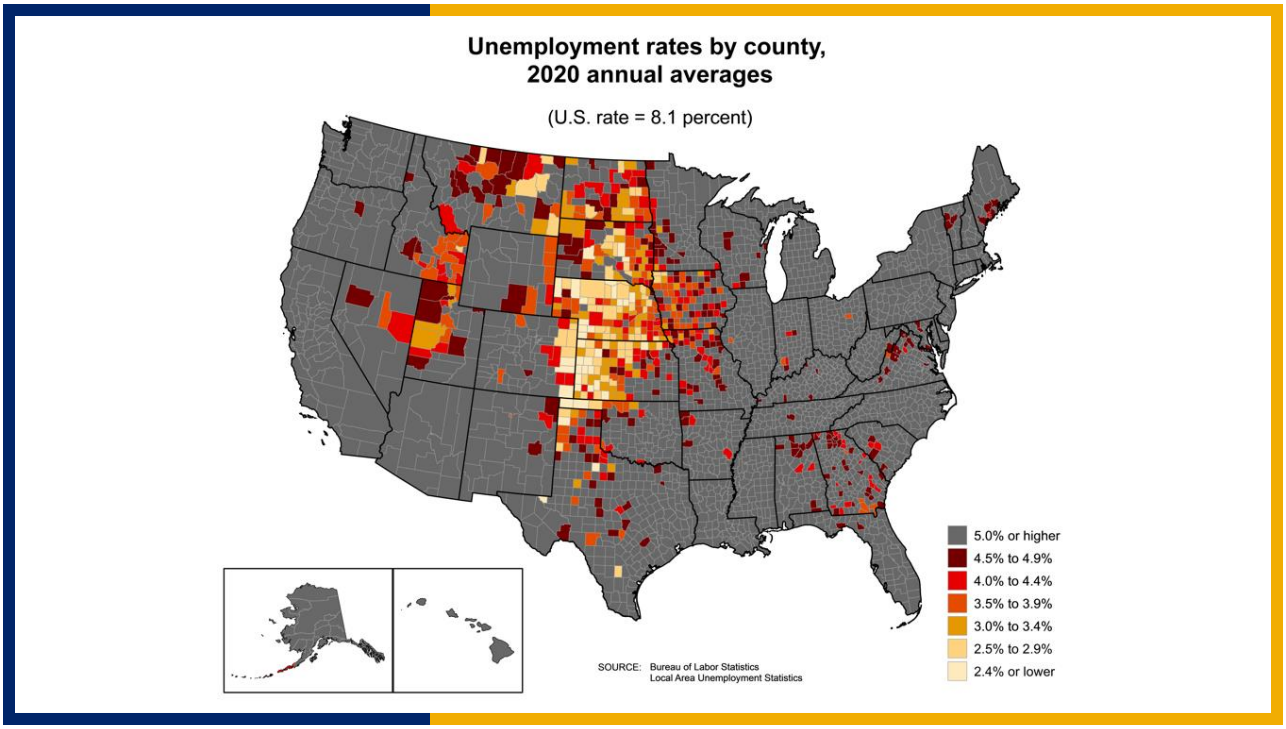
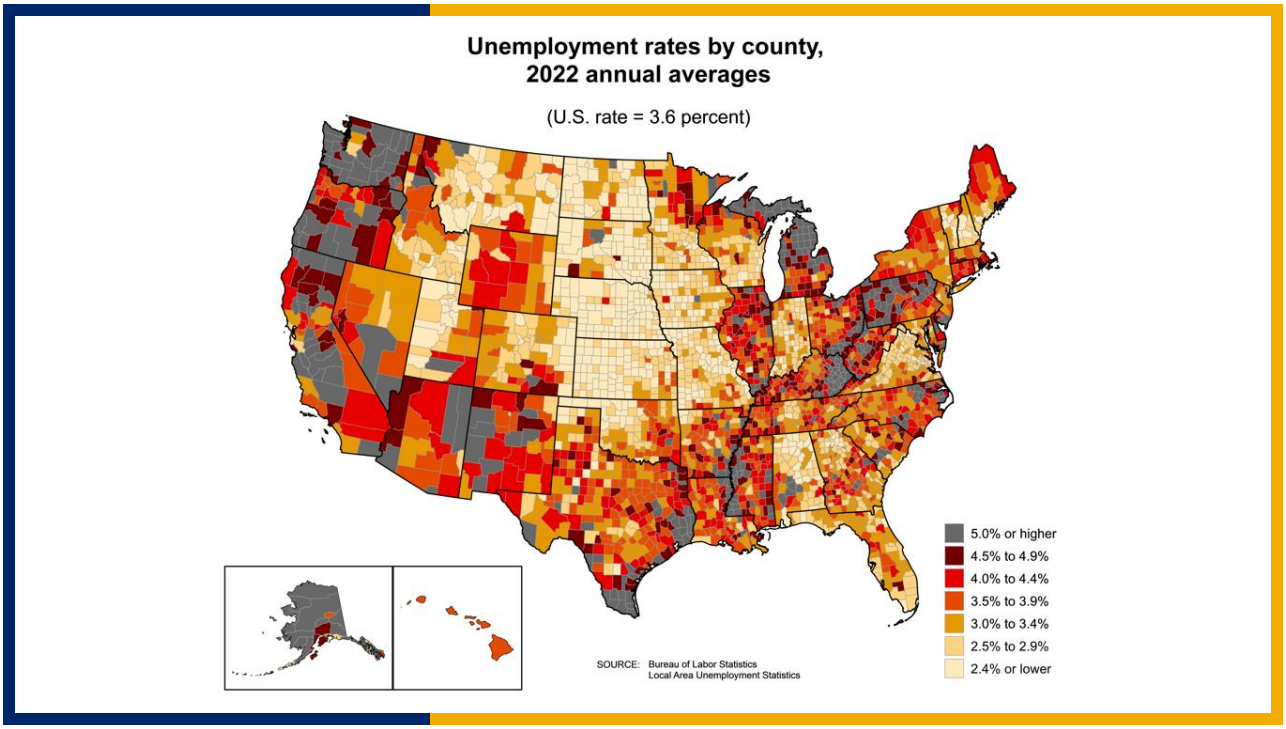

Unemployment rates by county,
2020 annual averages
(U.S. rate = 8.1 percent)
5.0% or higher
4.5% to 4.9%
4.0% to 4.4%
3.5% to 3.9%
3.0% to 3.4%
2.5% to 2.9%
2.4% or lower
SOURCE: Bureau of Labor Statistics
Local Area Unemployment Statistics

19


Unemployment rates by county,
2022 annual averages
(U.S. rate = 3.6 percent)
5.0% or higher
4.5% to 4.9%
4.0% to 4.4%
3.5% to 3.9%
3.0% to 3.4%
2.5% to 2.9%
2.4% or lower
SOURCE: Bureau of Labor Statistics
Local Area Unemployment Statistics

20

Job Openings and Labor Turnover Survey (JOLTS)

Job Openings, Hires, and Separations

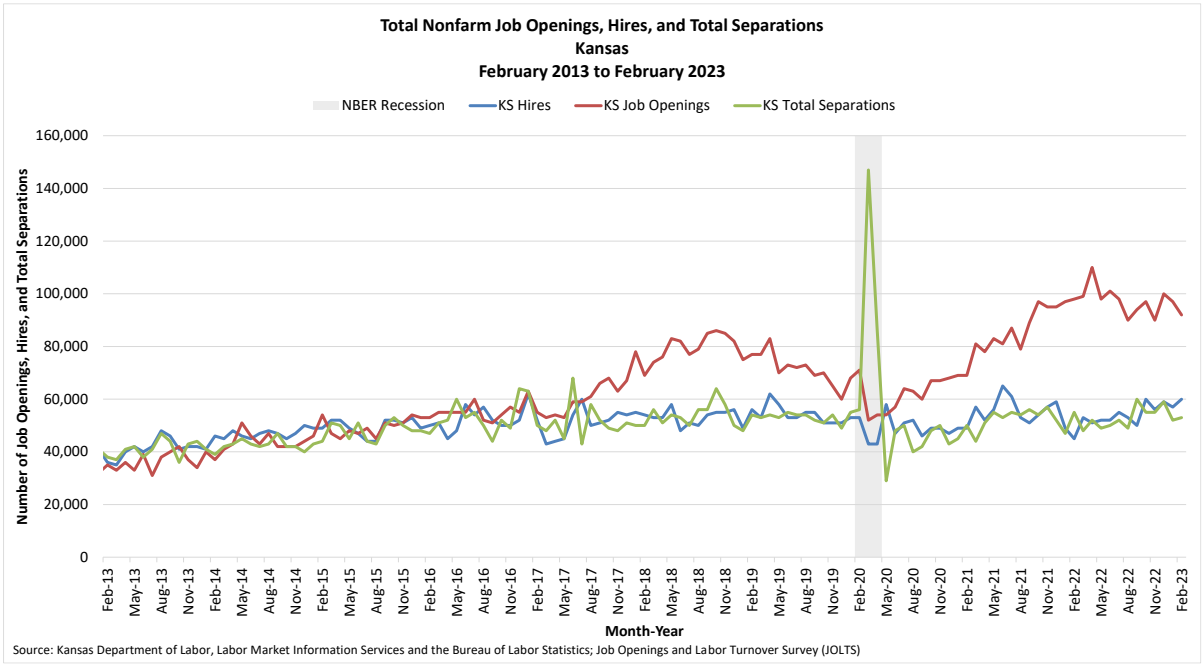
JOLTS FAQs: https://www.bls.gov/jlt/jlt_statedata_faq.htm

21

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.

22


Total Nonfarm Job Openings, Hires, and Total Separations
Kansas
February 2013 to February 2023
NBER Recession
KS Hires
KS Job Openings
KS Total Separations
Number of Job Openings, Hires, and Total Separations
160,000
140,000
120,000
100,000
80,000
60,000
40,000
20,000
0
Feb-13
May-13
Aug-13
Nov-13
Feb-14
May-14
Aug-14
Nov-14
Feb-15
May-15
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Aug-20
Nov-20
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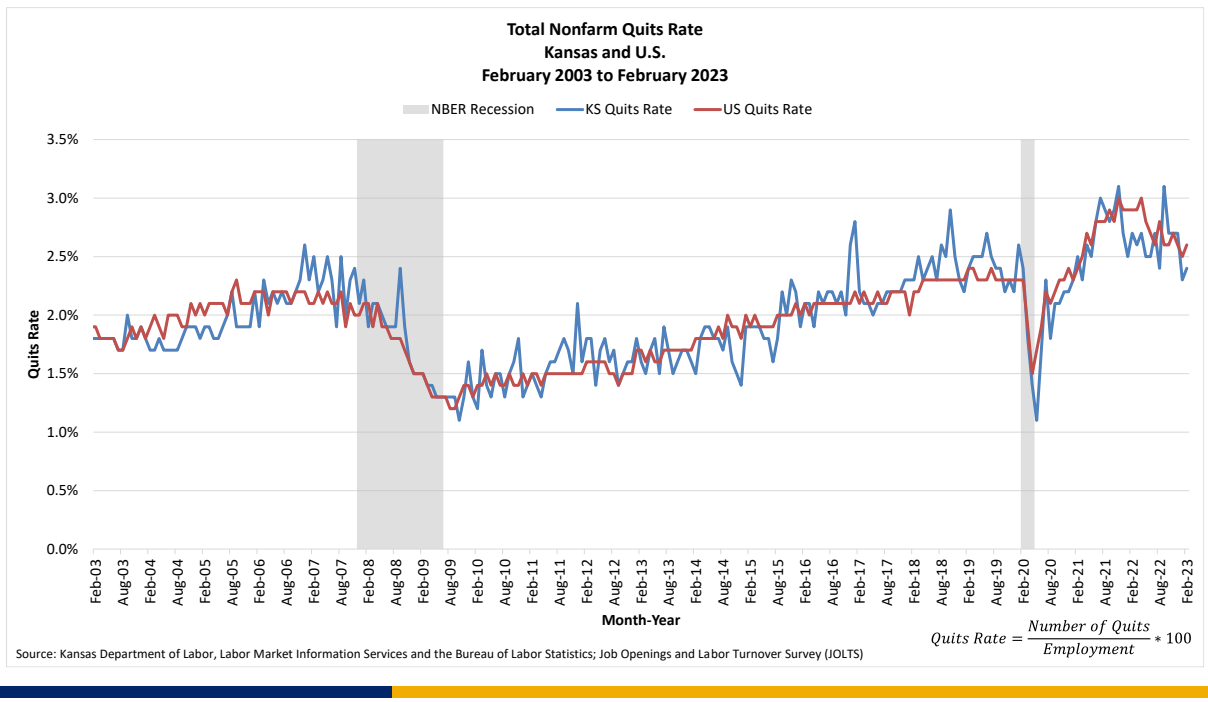
Nov-21
Feb-22
May-22
Aug-22
Nov-22
Feb-23
Month-Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)

23


Total Nonfarm Quits Rate
Kansas and U.S.
February 2003 to February 2023
NBER Recession
KS Quits Rate
US Quits Rate
Quits Rate
3.5%
3.0%
2.5%
2.0%
1.5%
1.0%
0.5%
0.0%
Feb-03
Aug-03
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Aug-04
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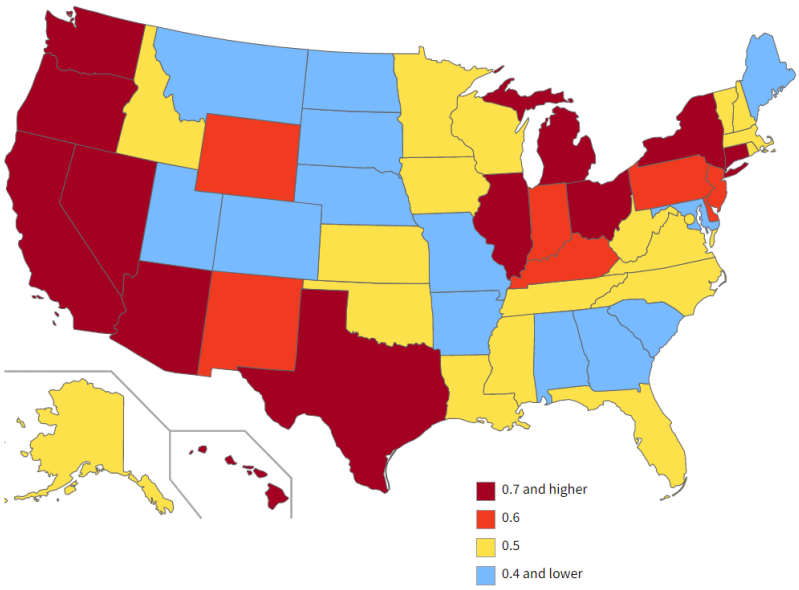
Aug-22
Feb-23
Month-Year
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Job Openings and Labor Turnover Survey (JOLTS)
$Quits\ Rate = \frac{Number\ of\ Quits}{Employment} * 100$

24

Number of unemployed people per job opening by state, February 2023, seasonally adjusted

Number of unemployed people per job opening, total U.S.: 0.6



https://www.bls.gov/opub/ted/2023/0-3-unemployed-per-job-opening-in-the-dakotas-1-0-in-new-york-and-washington-in-february-2023.htm

25

Labor Market Information Services Special Reports

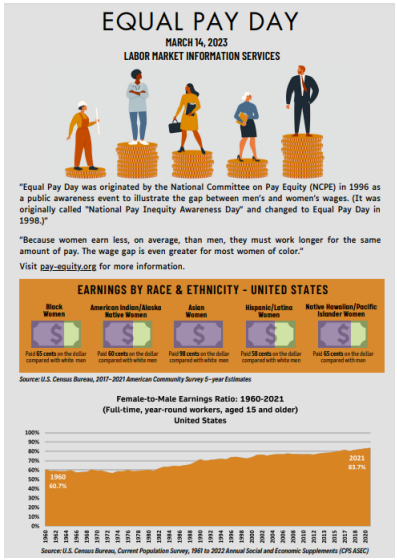
Monthly reports highlighting Kansas data for a variety of labor market topics

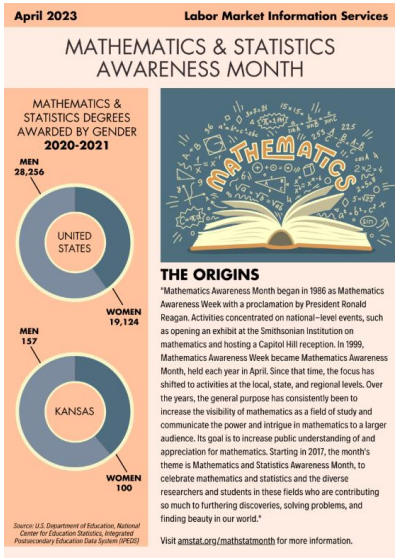
Kansas Department of Labor

26

LMIS Special Reports & Analysis

https://klic.dol.ks.gov/vosnet/GSIPub/documentview.aspx?docid=897





27

Labor Market Information Services

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Email: KDOL.Laborstats@ks.gov
Web: www.dol.ks.gov

Kansas Department of Labor

28

KANSASWORKS State Board
May 3, 2023
FY23/Q3
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). A guidance letter will be developed to outline those links required to be included.

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.

The PPMC compiled all the information gathered 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 an action plan to respond to the key findings. These action plans were shared with the State Board last quarter and an update of these action plans will be provided to the State Board on a quarterly basis. Local Area reports attached.

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.

There is a new section to the State Board website – Program Evaluations. This section will include evaluations of workforce programs to highlight program outcomes as well as provide areas of continuous improvement. Currently there is an evaluation of the Jobs for Veterans State Grant. The link to the site can be found here: https://ksworksstateboard.org/program-evaluation/

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

    - There are 96 Apprenticeships in the Adult and Dislocated Worker programs this program year
    - There have been 119 On-the-Job trainings in the Adult and Dislocated Worker programs this program year
    - The Kansas Career Navigator site continues to be an excellent resource for highlighting college programs and High School Career Pathways: https://kscareernav.gov/

Local Area I Workforce Center Services Enhancement Plan

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

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation	Progress Report
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 – ○ What are the 3 things you learned? What are the 3 things you are going to do with this information. ○ Follow-up in 2 weeks to see what has been done.	**All WFC staff received Resume 101 as well as follow-up training** **Staff Follow-up was conducted on 2/20/23**
Monitoring – • Identify and Articulate Minimum Competency ○ Develop Resume Audit Checklist ▯ Resumes Completed ▯ Resume Appropriate for Skill Set and Industry ▯ Interviews Received ▯ Placement Status ○ Resume Audits ○ Pulling Reports showing Customized Resume Service and reviewing a minimum of 5 resumes created by each staff ○ Checking resumes for RESEA Customers reviewing a minimum of 5 resumes created by each staff ○ Checking resumes for Veteran Customers receiving Case	12/1/2022 3/31/23 then quarterly for 1 year	Workforce Management Team ROM, LE Supervisors WF1 Leadership	• Process for Checking Quality ○ Are staff taking ownership of the resumes they create for customers? ○ How effective is the resume? Is the customer getting interviews? ○ Are resumes meeting the minimum level identified in training? • Communicate with staff successes, areas of improvement, areas needing attention.	**Resume Competencies and Audit Checklist created and introduced to WFC staff** **Monitoring will begin March 1st**

Management Services reviewing a minimum of 5 resumes created by each staff ○ Checking resumes from Title I staff enrollments (when appropriate) reviewing a minimum of 5 resumes created by each staff ○ 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.			• 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.	

Goal #2: Outreach

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation	Progress Report
• 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.	3/31/23 - 6/30/23	Supervisors ROM, LE Supervisors	Monitor monthly activities and results - increase in staff assisted services/enrollments/partner referrals.	

▯ 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		WF1 Leadership ROM, LE Supervisors WF1 Leadership		
• 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. Demonstrate competencies with supervisor staff.	**Completed WFC Program Overview with scenarios on 2/20/23**
• (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	Increase in workshops given, attendance and skills gained.	

Goal #3 Professional Development

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation	Progress Report
• 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	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	**Introduced Follow-Up to WFC Staff on 2/20/23**

information then follow-up in 2 weeks to see what has been done. ○ Having intentional check-ins to reinforce information and celebrate successes. • 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.	**RFP distributed to engage trainer for Supervisor training**
• 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	6/30/23	Workforce Management Team	Research and develop a plan for implementation to include training, process, monitoring and evaluation of effectiveness.	**RFP distributed to engage trainer for Motivational Interviewing and Comprehensive Customer Service Skills**

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.				

Goal #4 – Connection with the Workforce System

Action Steps	Timeline	Person(s) Responsible	Outcome / Evaluation	Progress Report
• Solidify that we are a workforce system not just center. o 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? o Make sure all staff are comfortable and competent with all services available through the system • Include Workforce System Partners in Trainings and Events o Informing all partners creates a stronger workforce system.	2/20/23 then quarterly for 1 year 12/15/22 and ongoing	OSO, ROM, LE Supervisors WF1 Leadership OSO, ROM, LE Supervisors WF1 Leadership, WFC Staff OSO, ROM, LE Supervisors WF1 Leadership, WFC Staff	Analyze direct linkage numbers, discuss with 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	Progress Report

• 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	Results	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	**Completed**	Gary/Gina	Gary/Gina
2	**Workforce 2.0 Meeting Discussion**	Hold Staff meetings to share finding and develop Action Plan	10/26/2022	**Completed**	Gary/Gina	Gary/Gina
3	**Approve Plan and send to Shelly T**	Leadership will finalize action plan steps to address 2.0	Updated as of 4/3/23	Ongoing	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	LAI II Leadership continues outreach providing our employment and training services, which also includes Ramsey and Career Readiness specific to their hiring needs.	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	Ongoing LA II continues to train all WFC Staff bi-weekly on all intra-external agencies which includes quarterly Partner meetings in the AOR.	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	Staff continues training in areas such as effective resumes & best practices. Since	All Staff	Gary/Gina

LOCAL AREA II BRANDING UPDATE IMPLEMENTATION PLAN: MARKETING MATERIALS

No.	Milestone	Description	Due Date	Results	Owner	Approval/ Sign-off
				implementation of WF 2.0 co-enrollments/referrals		
	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	Held four workshops (2) Experienced Worker (2) New Citizens (Justice Involved)	Gary/ Supervisors/One Stop Consortium	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	Q1 thru Q3 PY 22 WFC's saw an increase of walk-in traffic totaling 8,424	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	Continuous operations. 903 Employer engagements with 900 job postings	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	**Completed**	Gary/Gina	Gary/Gina
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**	Train the public on virtual services offered through KW such as BIG INTERVIEW, resumes, educating job	Currently and ongoing		Gary/Supervisors	Gary

LOCAL AREA II BRANDING UPDATE IMPLEMENTATION PLAN: MARKETING MATERIALS

No.	Milestone	Description	Due Date	Results	Owner	Approval/ Sign-off
	the Online Environment	seekers which online services (recruiting and assessment platforms) best fit their job search needs and how to use				
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	**KEEP Tour**: **Topeka**: Apr 18, 2023 **Lawrence:** Apr 25, 2023 The **Mobile Workforce Center** has been intergraded into the rural areas in LA II for community engagements.	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	Monthly	On-going	Supervisor/BST	Gary/Gina

LOCAL AREA II BRANDING UPDATE IMPLEMENTATION PLAN: MARKETING MATERIALS

No.	Milestone	Description	Due Date	Results	Owner	Approval/ Sign-off
		services and programs offered through LAII				
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	**KEEP Tour**: Topeka: Apr 18, 2023 Lawrence: Apr 25, 2023	Gary/Gina/Supervisors	Gary/Gina

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

➢ **Updates – April 2023:**

- Certain program application documents NOW are available for direct-download by prospective applicants
- HelloSign and DocuSign are available for customers and participants to sign-off on documents that may require such, reducing unnecessary trips to a Center and saving time (money) for all concerned

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 with 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.
  - **Updates – April 2023:**
    - The Local Area is exploring and developing Access Points to provide enhanced access to workforce services in select community locations
    - The first such Access Point will be located at the Center of Grace in Olathe, KS, premiering on Wednesday 5/10/23, with a recurring presence every 2nd and 4th Wednesday thereafter, from 12pm-5pm. The Center of Grace provides a range of social services to members of the Olathe community, which includes along with the impending basic workforce services offerings, Adult Education and English as Second Language classes, basic computers skills courses, Early Childhood Education and Child Care services, to include Boys & Girls Club activities, a clothing and personal hygiene supplies 'closet,' various life skills seminars, and weekly community dinners for those in need

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 Skills Build curriculum
  - **Updates – April 2023:**
    - Basic end-user computer operations training will be available through our partnership with the Center of Grace noted above, for those in the surrounding community

Career Exploration Events for Adults (NO UPDATES)

- 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 (NO UPDATES)

- 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 Local Area is exploring and developing Access Points to provide enhanced access to workforce services in select locations
- 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.
- Co-branded signage on each Area III WFC)
  - **Updates – April 2023:**
    - When new developments or initiatives arise, appropriate marketing and branding updates and attendant message are communicated to all staff during weekly Center-specific staff meetings

Connecting Businesses with Qualified Job Seekers (NO UPDATES)

- 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).
  - **Updates – April 2023:**
    - The Mature Workers Roundtable networking group and job club was restarted, providing a forum for job seekers aged 55 and up to network with other job seekers of their age group. Attendees also are afforded opportunities to interact with company hiring authorities who are invited to select meetings to publicize open positions and chat with prospective applicants from among attendees. Meetings occur the 3rd Wednesday of every month at 1pm, at the Johnson County Workforce Center
    - The Workforce Partnership digital newsletter email is sent-out minimum monthly to our network of partners, job seekers, stakeholders, and members of our electronic distribution list, which includes job listings, workshop offerings, and announcements of new or noteworthy workforce development events and initiatives and programs
    - The Local Area's Functional Business Services Team meets monthly and is continually reviewing and discussing strategies and tactics to connect business with talent. For 2023, the Team is undertaking efforts to be more purpose-driven in delivering services to businesses, and in service to one-another as internal partners in that endeavor. Key pillars of the purpose-driven approach are knowing our targets and objectives, clarifying roles and responsibilities, and building trust and respect, leading to more productive and fruitful relationships for we internally, and our external business customers
    - The Team also has been discussing refinements in our messaging and 'sales pitches' to ensure businesses see the value-add of our business-facing services

WORKFORCE 2.0
LOCAL AREA IV

Activity	Key Findings Addressed	Timeline	Actions	Staff Involved	Progress Report
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, High Schools, Community Colleges, 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	Labor Market research has been conducted to improve the way we assist our employers find candidates, conduct our job fairs including Interview days. Meeting has been scheduled for the career center and business teams supervisors for 04/27/23
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" • Highlight less used services such as OJTs/RA/Programs	Business Services Senior Leadership Program Coordinators	

WORKFORCE 2.0
LOCAL AREA IV

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	WFC staff have been conducting outreach at community events and at uncommon locations such as homeless shelters. One-Stop-Operator has scheduled community partner tours once a month on Friday's. Community Partner Collaboration and Access Point meetings are being conducted every other month.
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)	Workshop Coordinator Career Services	Conversations of workshops are being had during the Community Partner Collaboration meetings.

			• Resume assistance and interviewing skills practice, as well as training for hard and soft skills. • Digital Literacy Grant IBM and Google IT Certifications	Training Services Business Services Community Partners	

KANSASWORKS WORKFORCE CENTER Southeast
A proud partner of the AmericanJobCenter network

Workforce 2.0
Work Plan
Updated: 04/21/2023

LOCAL AREA V

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 champions to master platform usage: Amanda & Dustin (LinkedIn) Create professional a la carte content that is easily accessible (*see Key Finding 4, Workshop Wednesdays*)
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 CTE partners offering Early Childhood Education: ICC, FHTC	"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 Q4: *"How might we make the WFCs more youth friendly?"* (May All-Staff Meeting)

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		• Include Kansas Works on Independence CC and Neosho Co.CC Advisory Boards • Include Workforce Partners in '24 Perkins Needs Assessments area-wide • NCCC Welding Competition 4/6/23 • NCCC CTE Signing Day 4/20/23 included Career Fair and KW team		

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Key Finding 2: Connecting Businesses to Job Seekers

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* Acitvely recruit employers for Virtual Statewide Job Fair Add WBL page to website Target Youth via TikTok and Instragram Use Virtual Job Fair Platform locally (summer '23); BSR team encourage local employers to build virtual content to attract job seekers; offer to create videos for platform use
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 • Engage with ICC Rural Outreach Education grant	Leadership Team ROM AED OSO…	• *Rural by Choice incorporated in Summit theme*
Targeted Employer Recruitment		• Maintain contact w/ employers not actively using **KANSAS**WORKS	Business Services Team Skills Development Team	John Nerdal's report (Economist for KDC) to reengage w/ employers who haven't been using KW acct

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		• Virtual "Open Office" hours for employers wanting to learn more about services • H3 Reverse Job Fair • Employer KW resume search success story (EKAE instructor) in One Stop Newsletter (May 23) • NCCC Micro-Internship Grant pilot (summer '23)	Youth Team EKAE Team	
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 • Build a network of second chance employers	Skills Development Team, including ReSpECTWORKS staff EKAE Partners Business Services Team Independence Community College Advisory Boards	Incorporate benefits of hiring justice involved into Employer Roundtable *Key Finding 1* Include second chance employers on ICC Advisory Boards

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	Rolled out April 2023	• Online workshops moderated by staff for real life job seeker/career changer engagement	Workshop Team (KG, MJ, BG, BB, AT, SR, KR, JB, LJ, NQ)	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 5: Increasing 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*) • NCCC CTE Signing Day 4/20/23 *live stream & televised*	Social Media, Outreach, OSO	
Rebrand Local Partner Meetings	2023	• *Local Collaboration Meetings* (hybrid) to re-engage partners	OSO, Office Conveners	
Customized Resume Assistance	Q4 and ongoing	• Supervisor-approved resumes prior to upload • Utilize Big Interview resume tool	Career Services Team	Focus on quality resumes as a value added service for businesses
Outreach to non-traditional communities		Independence Community College Business and Industry Flyer sent to area businesses	Independence Community College	
Exterior Signage (rebranded)		**KANSAS**WORKS Workforce Centers Southeast signage on building exteriors; EKAE & KWWFC SE signage on All Aboard exterior	LAVWDB Kansas Department of Commerce NCCC/EKAE	

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Project Staff/ Assignments

Name	Title	Activities	Notes	Contact information

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Kansas - Workforce 2.0 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 - now occurring on a quarterly basis
- Big Interview – utilize this to better prepare Job Seekers – working with Bettina Sparks to see how we can partner with Dept. of Corrections so their Justice-Involved Individuals can use this.

2. Connecting Businesses to Job Seekers

- 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) – These events are to take place by June 30th.

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 item

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 – ongoing

5. Lack of Awareness

- Outreach plan – Meet with marketing companies regarding a marketing/outreach plan for KW.com – Mike met with two companies who will provide a plan to be reviewed.

KANSASWORKS State Board
May 3, 2023
FY23 / Quarter 3
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 January 1, 2023 – March 31 2023, 1,979 claimants were scheduled for RESEA services 1,004 have completed their RESEA intake requirements.

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 January 1, 2023 – March 31 2023, 2376 claimants were notified of their MRP participation requirements 1098 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 3, 168 TAA Adversely Affected Workers were enrolled in the TAA Program. During this time, three new TAA Enrollments were approved. In addition, two new TAA Training Plans were approved, and 52 TAA Workers successfully completed TAA Training. FY23 Quarter 3 found no new workers were approved for Reemployment Trade Adjustment Assistance (RTAA) Benefits due to the program expiring on June 30,2022. However, 13 RTAA Wage

Reimbursement Payments were made to current TAA Workers, in addition five workers received at least one Transportation Payment. Typically, TAA will coordinate with the Rapid Response Team, TAA Case Managers and Local Area Commerce and partner staff to identify trade impacted companies, however no new TAA Petitions were filed during this quarter as the TAA Program is in termination status. TAA Termination provisions took effect on July 1, 2022, and under this termination, DOL may not conduct new investigations or issue certifications of eligibility for new groups of workers. In addition, benefits and services may not be provided to workers who were certified prior to July 1, 2022, but who were not separated before that date.

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	184 Enrollments		433
Local Area II	10 Enrollments	16 Enrollments	10 Enrollments		36
Local Area III	4 Enrollments	10 Enrollments	3 Enrollments		17
Local Area IV	3 Enrollments	10 Enrollments	6 Enrollments		19
Local Area V	4 Enrollments	9 Enrollments	4 Enrollments		17
Total	84 Enrollments	231 Enrollments	207 Enrollments		522

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 186 H-2B's March 31, 2023.

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, **1,063** Veterans were served within the workforce centers with **411** 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 **1,238** Veterans, transitioning service members and military spouses requested more information, assistance, and registered for job-seeker accounts through the **KANSAS**WORKS.com website. Additionally, for the quarter **1,102** Employer engagements, **374** of

which were with federal contractors, were made by Local Veteran Employment Representatives (LVER). Additionally, Veteran Employment Representatives in partnership with Veterans Affairs, Veterans Readiness & Employment (VR&E) program assisted **84** Special Disabled, Disabled Veterans with **6** obtaining suitable employment this quarter. A total of **130** Veterans, transitioning service members, and spouses received job placements.

JVSG Staff conducted email outreach to **3382** Veterans and Transitioning Service Members throughout the quarter with DVOP Newsletters to offer DVOP services, advertise virtual and "in person" job fairs, to disseminate resources and free training information as well as new developments in Veterans benefits and Veteran news. Additionally, throughout the quarter JVSG Staff conducted "in person" outreach to **2,062** 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 January 1, 2023 to March 31, 2023, **1,296** users visited the website with **1,448** 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

The Kansas Department of Commerce, in partnership with Hilton Hotels and Resorts, processed **21** Hilton Honors referrals for Veterans, transitioning service members, and spouses during the quarter. Points awarded to a Hilton Honors account are redeemable for hotel stays in participating Hilton chain facilities for employment related activities such as confirmed out of state job searches, out of state job interviews, training conducted in conjunction with a job offer, and house searching in conjunction with a job offer. Of the 21 referrals processed during the quarter, **4** of these referrals will be staying in the state of Kansas upon their discharge from military service.

REGISTERED APPRENTICESHIP (RA)

Registered Apprenticeship in the State of Kansas is steeped in history; but the Kansas Office of Apprenticeship is now experiencing much needed modernization and growth. These modernizations will have lasting impacts on established programs, their business sponsors, the intermediaries, and stakeholders that are vital to occupational proficiency in Kansas most in demand industries. This last quarter has seen significant increase in legislative action, growth in the team structure, and increasing quality control over Kansas based registered apprenticeships. Specifically:

- Added 3 team members - Andre Heath, Apprenticeship Partnership Manager, Courtney Goucher, Apprenticeship Program Manager, and Gideon Adje, IT Coordinator
- Testified in both the House and Senate Commerce Committee's on HB 2292, Kansas apprenticeship act, establishing a tax credit {program} and grant. This develops a $13 million incentive for businesses and non-profits to develop RAP's. Each incentive averages $2,750 per apprentice and is targeted to existing apprenticeship programs, healthcare, and teacher education.
- Conducted 1 Apprenticeship Champion Trainings and 3 Dinner Bell Calls, to continue development and training on Registered Apprenticeships.
- Awarded a contract for 3rd party RAP audits to Intelligent Partnerships. The reviews will be conducted in accordance with state and federal laws, and the KOA is planning to utilize the review guidance that has been issued by the USDOL Office of Apprenticeship. It is expected at least 50% of programs will be reviewed by summer of 2023.

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)
        - 193 Enrolled as of March 31, 2023
    - 250 Medical Providers
        - 133 Medical Providers as of March 31, 2023

Since January 1, 2023, **RETAINWOR*KS*** has nearly doubled its number of participating medical providers. There has been an emphasis on outreach and increasing enrollment. The program has expanded the use of EMR (electronic medical records) data review to increase enrollment statewide. **RETAINWOR*KS*** continued with outreach efforts by connecting program information statewide to all state employees and by attending multiple networking events. This included events focused to include historically underrepresented communities.

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, ninety individuals were served, seven of those exited due to employment. Community Service hours totaled over thirty-nine thousand hours. In-kind match totaled $100,277 from supervision hours and from the OKEP computer program serving SCSEP participants. Host agencies have reopened, there are currently fifty-seven active community service sites. 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, **KANSAS**WORKS.com 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 third quarter of the grant ended March 31,2023. There are 836 participants.

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:

1) 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,
2) Provided training for workforce professionals and partner agencies on employment support specific to individuals involved in the justice system,
3) Technical assistance and connection to community partners and workforce professionals provided to KDOC staff,
4) Connecting with businesses interested in expanding their hiring pool to qualified justice-involved individuals,
5) Reviewed Kansas Statutes Annotated and Kansas Administrative Regulations for statutes/regulations that limit employment/licensure of justice-involved individuals in Kansas, updated document and distributed to interested partners.

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:

1) Served a total of 238 participants since program implementation,
2) Kansas Legal Services provided services to program participants,
3) Meetings with Federal Project Officer and Technical Assistant Coach from Coffey Consulting,
4) Attendance at regular Coffee Consulting training opportunities,
5) Met with Mathematica and Social Policy Research Associates regarding possible implementation study,
6) Planned and conducted trainings/meetings for LWDB staff and leadership,
7) Connected with partners on access to referrals and increasing collaboration for released participants,
8) Additional FTE approved and started in two Local Areas.

Participant Status	Number of Participants
Total enrolled since implementation	238
Enrolled at end of Quarter	125
Exited at end of Quarter	113
Released from correctional facility	196
Initial Job Placements	147
Released and employed at end of Quarter	117
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 second quarter of FY 2023, 9,812 **new** certification requests were received. Quarterly processing resulted in 1,580 eligible for tax credits. 13,255 requests were denied. This is a federal tax savings to Kansas businesses of almost $4 million. The largest numbers of workers certified as eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Rural Renewal Counties (RRC), Ex-felons, Temporary Assistance for Needy Families (TANF), and Long-term Unemployment Recipient (LTUR).

The average tax credit per certification to the employer is $2,561.77

KANSAS BOARD OF REGENTS (TITLE II)

KAEA Conference

The Kansas Adult Education Association (KAEA) held the annual state conference in Wichita March 2 – 3, 2023. Over 160 Adult Education practitioners from across Kansas attended sessions in six different strands, with all 20 Adult Education programs engaging in the pre-conference Program Leaders Meeting on March 1. Highlights of the conference included guest speakers Diane Nilan, presenting on homelessness; Dr. Beryl A. New, presenting on diversity, equity, and inclusion (DEI); and New Mexico Adult Education Association President Jamie Trujillo, presenting on advocacy.

Remote Learning for Higher Education

T-Mobile and Premier Wireless offered an opportunity for Adult Education programs to receive steeply discounted iPads and wireless internet to enhance student remote learning. Five programs submitted applications for over 100 iPads, with student learning outcomes expected to increase over the next two years.

GED 3 of 4 Campaign

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 in Kansas. These individuals were contacted and offered assistance. To date, 180 Kansans have completed the final test and achieved a secondary credential thanks to this campaign. Kansas was the first state to reach out to this population and has trained a number of states that have been working toward credentialing their students with one test remaining. This project has now helped 157,090 individuals in 13 states complete the GED®.

New Program Directors

Two new Adult Education Program Directors joined the statewide team in January: Mandy Poer at Seward County Community College and Vicki Schweinler at Flint Hills Technical College. KBOR provided individualized new director training and continues to work with and support these new directors.

Student Achievement in Reading (STAR)

Seven full-time instructors continue to complete the intensive STAR training modules. STAR is a national professional development initiative developed by the U.S. Office of Career, Technical, and Adult Education (OCTAE). STAR aims to help adult education instructors implement evidence-based reading instruction (EBRI) in the classroom. The STAR initiative focuses on intermediate adult students reading in the 4^{th} – 8^{th} grade range.

Cross-TREK (Cross-Teaching Remote Education in Kansas)

By providing online English Learner (EL) instruction, Cross-TREK continues to be a breakthrough for remote education in Kansas. With the instructor stationed in Seattle, WA, ten students are gaining English language skills by attending virtual classes while enrolling physically at Washburn Tech (Topeka) and Butler Community College (Wichita) Adult Education programs. Formal presentations about the creation of Cross-TREK and its impact were conducted at both the state KAEA Conference and the national COABE Conference.

Accelerating Opportunity: Kansas (AO-K)

As of Quarter 3, 313 participants are enrolled in AO-K pathways. On March 28, 2023, KBOR hosted the first of a planned series of AO-K training webinars. The first webinar focused on funding sources for AO-K and was attended by over 60 AO-K, CTE, Adult Education, and other institutional staff from across the state. KBOR staff also works one-on-one with institutions that are developing or enhancing AO-K pathways.

Corrections Records
The Kansas Board of Regents has been working with the higher education institutions in Kansas to provide a seamless process for those incarcerated to obtain their high school records. The institutions send the release form to KBOR, and the GED® or Kansas Pathway transcript is sent to the facility within 24 hours so residents can continue their education. This process has been very timely and helpful to this population of students.

Integrating Academics Grant
In February 2023, a new round of the Integrating Academics grant was announced. This was the first opportunity for a grant period of longer than one year. The Integrating Academics grant is a collaboration between Adult Education and Career Technical Education to increase opportunities for students to move into high-demand/high-wage career fields.

Office of Broadband Development
The Kansas Office of Broadband Development has a mission to help all Kansans bridge the digital divide. Adult Education will be a key partner in providing training, access, and support. Kansas Board of Regents Vice President for Workforce Development Scott Smathers, who oversees the Adult Education division, has been invited to join the Broadband advisory board and meets regularly with other stakeholders.

DEI Course
As part of KBOR's commitment to diversity, equity, and inclusion (DEI), the KBOR Adult Education team engaged in an online DEI course in January. "DEI: From Awareness to Action" is offered through the LINCS learning portal and is designed for teams to develop a deeper understanding of DEI as an actionable activity and to review policies and practices through a DEI lens.

Journey to Enrollment
The National Reporting System (NRS) held targeted training for student awareness and enrollment in FY2023. As one of eight states selected to participate, the Kansas state team, consisting of three state staff members and two local program directors, concluded the training on February 15 with virtual presentations to colleagues from other states.

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 2023 (July 1, 2022 – March 31, 2023) 10% of our persons served were transition youth with disabilities, and 26% 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 76% 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

May 3, 2023 On Demand Job Fair, Wyandotte County Workforce Center

May 11, 2023 Multi-Employer Job Fair, Wichita Workforce Center

May 17, 2023 State Agency Virtual Job Fair

July 26, 2023 State Agency Virtual Job Fair