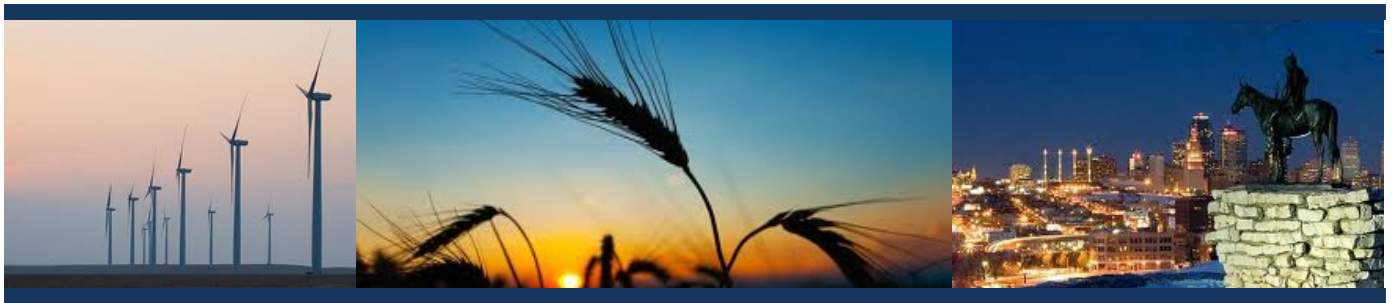




KANSASWORKS



Federal Program Year 2010/State Fiscal Year 2011 Annual Report



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Sam Brownback, Governor

Department of Commerce
Pat George, Secretary

KANSASWORKS State Board
Mike Fleming, Chair

Division of Workforce Services
Caleb Asher, Deputy Secretary



Deputy Director, Caleb Asher

The Kansas Department of Commerce, Workforce Services Division, in collaboration with a multitude of partners, is proud to present the Federal Program Year 2010 and State Fiscal Year 2011 annual report. The accompanying report reflects upon opportunities created for Kansans despite challenges encountered during this economic decline. Workforce Services focuses on collaborative and innovative initiatives to achieve the overall mission of the State Workforce Investment Board, Local Workforce Investment Boards, workforce service professionals, state agency and community partners, which result in job creation and economic growth for Kansas.

Workforce Services professionals, along with our partners, continue to provide innovative approaches to ensure the Title I Workforce Investment Act (WIA) are used to produce effective programs resulting in a skill ready workforce. Kansas continues to enhance system needs for both job seekers and employers to supply access to a variety of services, WIA included.

KANSASWORKS, the state of the art employer and job seeker database, is continually improving and enhancing the availability of data to ensure users receive a real-time view of job postings and skill ready job candidate information. This system allows for employers, job seekers, and workforce professionals to connect, resulting in aligned training needs and job opportunities to produce a skilled Kansas workforce.

Because of these extended collaborative relationships, Workforce Services, along with our partners, provide the highest quality of services to Kansas businesses and individuals. Workforce Service's priority is to continue to provide these quality services, while implementing innovative approaches. Therefore, it is with pride I submit the following annual report to the United States Department of Labor on behalf of the Kansas Department of Commerce, State and Local Workforce Investment Boards and state agency and community partners.

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Introduction

Workforce Services mission is to enhance economic prosperity for Kansans by assisting individuals to develop necessary skills to obtain/maintain employment and employers develop and maintain a qualified workforce.

The vision of the Workforce Services Division is to “provide workforce solutions to Kansas businesses and job seekers”. The division’s mission and vision are supported by the following core values or guiding principles:

- 1) Collaborate effectively with partners
- 2) Focus limited resources to maximize the impact on the Kansas Economy
- 3) Develop a sustainable workforce.

The Workforce Services Division links businesses, job candidates and educational institutions to ensure employers can find skilled workers. The division accomplishes this through partnerships with Local Workforce Investment Boards and other agencies. By collaborating with the Kansas Board of Regents, state universities as well as community and technical colleges have the flexibility to tailor curriculum to the needs of Kansas businesses. The result is an integrated, demand-driven statewide network in which workers receive job-specific training and Kansas businesses find the trained employees they need.

Employment services are provided to employers and job candidates electronically or through the Workforce Centers. These employer-driven services include recruiting skilled workers, screening and assessing job candidates and identifying individuals needing skill enhancement. The division has two main organizational units: Training Services and Employment Services. The strategic plan focuses on the following goals for this fiscal year:

- 1) Increase the effective use of **KANSASWORKS** with a focus on technology.
- 2) Develop and implement a division-wide training program.
- 3) Increase deliverables (as defined by industry groups) to support the state’s critical industries.
- 4) Deliver a certified workforce to Kansas employers.
- 5) Encourage and collaborate with the **KANSASWORKS** State Board to increase their leadership role in advancing Kansas’ public workforce system.
- 6) Increase production in public postsecondary system to align with Kansas critical industries.

Statewide Overview of Services

Through our integrated service delivery system, participant levels rose dramatically during Federal Program Year (PY) 2010/State Fiscal Year (FY) 2011. Local Boards and their partners, working through the One-Stop system, provided services to 158,048 total adult participants, with 148,125 Kansans receiving self-services either through workforce centers or electronically across the state. The Adult program provided 9,923 Kansans with service beyond the self-service level. The State served 3,233 Dislocated Worker participants, and 1,328 Youth participants received services.

According to the 2011 Kansas Economic Report developed by the Kansas Department of Labor, the Kansas economy continued to be slow in 2010 despite the official end of the recession in June 2009. The unemployment rate, which averaged 7.1 percent in 2009, improved slightly in 2010 to an average of 7.0 percent. The number of initial and continued claims for unemployment insurance also decreased from 2009 to 2010, although the 2010 numbers were still higher than pre-recession levels. Also in 2010, Kansas lost approximately 20,000 jobs—the second consecutive year in which Kansas experienced job reductions.

Adult Program Service Delivery

The state met two and exceeded one of the negotiated levels of performance for the Adult measures. The Adult entered employment rate increased slightly over previous program year. The Adult employment retention rate showed a slight decrease from the levels attained in PY 2009/ FY 2010, with the significant decrease of 15% in Adult average earnings. For Adult special populations, 66% of the standards were met or exceeded. All standards for Adults who received training services were exceeded. Of those who received training services, an entered employment rate of 78.4% was reported. Similarly, the average wage at entry into employment increased 16%.

Adult Program Cost of Activities

For the Adult program, the average cost per participant was \$484.39, a significant increase of 51% from previous year. When self-service participants are included in determining the cost per participant, the average cost for all Adults was \$30.04.

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Adult Program Results (Table B)

Performance Items	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70%	60.7%	4,706
			7,751
Employment Retention Rate	84%	80.1%	4,757
			5,940
Average Earnings	\$12,500	\$12,696	\$59,936,867
			4,721

Outcomes for Adult Special Populations (Table C)

Performance Items	Public Asst Recipients Receiving Intensive/ Training Srvc		Veterans		In dividuals with Disabilities		Older In dividuals	
Entered Employment Rate	56.1%	268	56.6%	478	42.0%	145	48.7%	507
		478		844		345		1,042
Employment Retention Rate	74.4%	265	79.2%	404	65.1%	97	79.5%	419
		356		510		149		527
Average Earnings	\$ 9,055	\$ 2,345,370	\$ 14,116	\$ 5,618,304	\$ 10,468	\$ 994,497	\$ 12,619	\$ 5,274,820
		259		398		95		418

Other Outcome Information for the Adult Program (Table D)

Performance Items	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	78.4%	402	59.5%	4,304
		513		7,238
Employment Retention Rate	91.4%	711	78.4%	4,046
		778		5,162
Average Earnings	\$19,183	\$ 13,255,248	\$11,584	\$46,681,619
		691		4,030

Dislocated Worker Program Service Delivery

The state met the negotiated performance standards for the Dislocated Worker entered employment rate and employment retention rate, while exceeding the standard for the average earnings. For Dislocated Worker special populations, 66% of the standards were met or exceeded. All standards for Dislocated Workers who received training services were exceeded. Of the Dislocated Workers who received training services, 86.4% was reported as an entered employment rate.

Dislocated Worker Cost of Activities

In the Dislocated Worker program, the average cost per participant was \$1,532.90

Dislocated Worker Program Results (Table E)

Performance Items	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	80%	71.1%	1,286
			1,808
Employment Retention Rate	87%	85.8%	1,037
			1,209
Average Earnings	\$15,700	\$17,123	\$17,277,237
			1,009

Outcomes for Dislocated Worker Special Populations (Table F)

Performance Items	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	73.1%	158	59.5%	22	61.6%	218	46.7%	14
		216		37		354		30
Employment Retention Rate	85.0%	119	76.5%	13	83.8%	165	100%	13
		140		17		197		13
Average Earnings	\$ 19,078	\$ 2,213,021	\$ 18,537	\$ 240,984	\$ 16,798	\$2,654,081	\$ 11,061	\$ 143,789
		116		13		158		13

Other Outcome Information for the Dislocated Worker Program (Table G)

Performance Items	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	86.4%	526 609	63.4%
Employment Retention Rate	92.7%	331 357	82.9%	706 852
Average Earnings	\$17,435	\$5,544,466 318	\$16,979	\$11,732,771 691

Youth Program Service Delivery

For PY 2010/ FY 2011, the state exceeded all three youth common measures. While the total number of youth served slightly decreased by 8%, the Placement in Employment or Education rate is 69.5% increased 9% from previous year. The Attainment of Degree or Certificate measure increased slightly to 65.2% from 63.1% in PY 2009/ FY 2010. Our progress with the Literacy and Numeracy Gains significantly increased to 51.1% from 44.5% in previous year.

Youth Program Cost of Activities

For Youth programs, the cost per participant was \$6,249.33.

Youth (14 – 21) Program Results (Table H.1)

Performance Items	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	64%
Attainment of Degree or Certificate	52%	65.2%	348 534
Literacy and Numeracy Gains	42%	51.1%	119 233

Other Statewide Level Performance

Other Reported Information (Table L)

Program	12 Mo. Employment Retention Rate		12 Mo. Earnings Increase		Placements in Non-Traditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training	
Adults	82.7%	3,590	\$ 1,181	\$ 5,074,109	0.5%	23	\$ 4,685	\$21,846,566	44%	177
		4,343		4,297		4,706		4,663		402
Dislocated Workers	86.7%	857	84.7	\$ 14,793,055	2.3%	29	\$ 8,141	\$10,297,891	39.4%	207
		989		\$ 17,470,533		1,286		1,265		525

Participation Levels (Table M)

Program	Total Participants Served	Total Exiters
Total Adults	159,997	150,946
Total Adults (self service only)	148,125	141,139
WIA Adults	158,048	149,664
WIA Dislocated Workers	3,233	1,853
Total Youth (14 - 21)	1,328	678
Younger Youth (14 - 18)	880	425
Older Youth (19 - 21)	448	253
Out-of-School Youth	724	404
In-School Youth	604	274

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Cost of Program Activities (Table N)

Program Activity		Total Federal Spending
Local Adults (includes ARRA)		\$ 4,806,619
Local Dislocated Workers (includes ARRA)		\$ 4,955,880
Local Youth (includes ARRA)		\$ 8,299,110
Rapid Response (up to 25%) WIA Section 134(a)(2)(B) (inc. ARRA)		\$ 1,760,410
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B) (includes ARRA)		\$ 4,674,232
Statewide Allowable Activities WIA Section 134(a)(3)	Activities specified in §134(a)(3) (includes ARRA)	\$ 1,997,733
	AJLA – Enhancements/Interfaces	\$ 125,000
	Apprenticeship – RAWorks! Scholarships	\$ 92,500
	Area I Dislocated Worker Set Aside	\$ 125,000
	Area II Juvenile Corrections Project	\$ 175,000
	Area II Computer Upgrades	\$ 12,300
	Area IV Adult Set Aside	\$ 25,000
	Area IV Dislocated Worker Set Aside	\$ 100,000
	Area V Youth Set Aside	\$ 300,000
	Cox Technical Project	\$ 50,000
	Energy Net	\$ 500,000
	Lifelong Learning Accounts	\$ 51,300
	Outreach	\$ 180,000
	Remote Access High Definition	\$ 86,233
	Title I/Title II Incentive Partnership Grants	\$ 100,000
	Urban League	\$ 25,000
	Wind Farm Intern Project	\$ 38,400
Workforce Summit	\$ 10,000	
Total of All Federal Spending Listed Above		\$ 28,491,717

Wagner-Peyser Services

For Program Year 2010/ Fiscal Year 2011, Kansas received \$5,968,265 from the USDOL to provide Wagner-Peyser services. The Wagner-Peyser Act establishes a national employment system to provide workforce services including assessment, testing, counseling, occupation and labor market information, referral to job openings, employment services for groups with special needs, and recruitment services and special technical services for employers. Customers seek services electronically or receive staff assistance by visiting a Workforce Center.

Although the Wagner-Peyser Act provides universal access to a full range of workforce services, it also mandates job finding and placement services be provided specifically to Unemployment Insurance (UI) claimants. To focus resources on UI claimants most in need of assistance, the Worker Profiling Reemployment System (WPRS) identifies those with a greater than 50 percent probability of exhausting benefits prior to obtaining employment. It is the responsibility of Wagner-Peyser staff to schedule staff assisted reemployment services for identified claimants.

The following are a few of many services provided through the Wagner-Peyser Act. As an indication of a sagging economy, there has been a significant increase in individuals obtaining assistance, but fewer entered employment and fewer retained the job after six months. This is reflective of workers seeking temporary employment until they find a better opportunity.

Category of Service	Jul 1, 2009 – Jun 30, 2010		Jul 1, 2010 – Jun 30, 2011	
	Total	UI Claimants	Total	UI Claimants
Registered for Services	197,631	161,679	187,703	83,240
Received Workforce Information	185,283	157,154	169,009	75,925
Received Staff Assisted Service	49,925	25,868	51,112	19,680
Referred to Employment	18,174	8,290	18,507	6,761
Entered Employment Rate	58.99%	58.21%	59.07%	61.16%
Employment Retention Rate (6 mo)	78.32%	77.92%	80.29%	80.25%

Statewide Waivers

As part of Kansas' modification of the Workforce Investment Act (WIA)/Wagner Peyser (WP) State Plan, and as described in TEGL 21-09, ETA made determinations regarding an extension of Kansas' Program Year (PY) 2009/ Fiscal Year (FY) 2010 waivers of statutory and regulatory requirements under WIA for PY 2010/ FY 2011. The State disposition on waiver extensions is outlined below. This was action taken under the Secretary's authority at WIA section 189(i), to waive certain requirements of WIA title I, Subtitles B and E, and sections 8-10 of the Wagner-Peyser Act. Unless otherwise indicated, all waiver approvals that follow apply to both WIA formula funds and funds made available under the American Recovery and Reinvestment Act of 2009.

Extension of Waivers

- 1) *Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training (IWT).*

The State was previously granted a waiver to permit local areas to conduct allowable statewide activities as defined under WIA section 134(a)(3) with local WIA formula funding, specifically incumbent worker training. The State was granted an extension of this waiver through June 30, 2011. Under this waiver, the State was permitted to allow local areas to use up to 15 percent of local Dislocated Worker funds and up to 5 percent of local Adult funds for incumbent worker training as part of a lay-off aversion strategy. Use of Adult funds was restricted to serving lower income adults under this waiver. ETA believes limiting incumbent worker training to the specified level and requiring it to be a part of layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA section 134(d), and the State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGL No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGL No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

- 2) *Waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.*

The State was previously granted a waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA section 134(a)(3), specifically incumbent worker training. The State was granted an extension of this waiver through June 30, 2011. Under this waiver, the State was permitted to use up to 20 percent of rapid response funds for incumbent worker training only as part of a lay-off aversion strategy. ETA believes limiting worker training to layoff aversion is the best use of funds in the

current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. The State is required to report performance outcomes for any incumbent workers served under this waiver in WIASRD, field 309. TEGL No. 26-09, Section 7A, “Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010” and TEGL No. 30-09, “Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver” provide policy guidance related to implementation of this waiver. As stated in TEGL No. 14-08, Section 19, issued on March 18, 2009, this waiver does not apply to funds made available through the American Recovery and Reinvestment Act of 2009.

- 3) *Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.*

The State was previously granted a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The State was granted an extension of this waiver through June 30, 2011. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs. As stated in TEGL No. 14-08, Section 19, issued on March 18, 2009, this waiver does not apply to funds made available through the American Recovery and Reinvestment Act of 2009. However, the State was permitted to transfer up to 30 percent of ARRA funds between programs under WIA and under the Department of Labor Appropriations Act of 2009. This authority was discussed in TEGL No. 14-08, change 1.

- 4) *Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job training.*

The State was previously granted a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. The State was granted an extension of this waiver through June 30, 2011. Under the waiver, the following reimbursement amounts were permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the State must use the appropriate program funds for the appropriate WIA-eligible population. The State may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

- 5) *Waiver of the prohibition of 20 CFR 664.510 on the use of Individual Training Accounts for Older and out-of-school youth.*

The State was previously granted a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth programs

participants. The State was granted an extension of this waiver through June 30, 2011. Under this waiver, the State can use ITAs for older and out-of-school youth program participants. The State should ensure funds used for ITAs are tracked and reflected in the individual service strategies for these youth.

- 6) *Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.*

The State was previously granted a waiver of the requirement for competitive procurement of service providers for three of the ten youth program elements: supportive services, follow-up services, and work experience. The State was granted an extension of this waiver through June 30, 2011. Under this waiver, the State was permitted to allow its One-Stop Career Centers or partner agencies to directly provide youth program elements. In utilizing this waiver, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies.

- 7) *Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.*

The State was previously granted a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State was granted an extension of this waiver through June 30, 2011. This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Youth program. WIASRD item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

- 8) *Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers.*

The State was previously granted a waiver of the requirements to reduce the data collection burden for employers participating in WIA-funded incumbent worker training programs. The waiver permits the State to discontinue the collection of the following WIASRD elements: single parent (117), unemployment compensation eligible status at participation (118), low income (119), TANF (120), other public assistance (121), homeless individual and/or runaway (125), and offender (126). The State was granted an extension of this waiver through June 30, 2011.

- 9) *Waiver of the provision of 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.*

The State was previously granted a waiver of the time limit on the period of initial eligibility of training providers provided at 20 CFR 663.530. The State was granted an extension of this waiver through June 30, 2011. Under the waiver, the State was allowed to postpone the determination of subsequent eligibility of training providers. The waiver also allows the State to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

10) Waiver of performance measures for youth participants in summer youth employment activities and co-enrolled in TANF and WIA programs.

In a letter dated May 25, 2010, ETA granted Kansas approval of the above waiver related to summer youth employment activities through September 30, 2010. The approval for this waiver remains in effect.

The above listed approved waivers were incorporated by reference into the State WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, which constitutes a modification of the State Plan.

State Workforce Investment Board Accomplishments

The **KANSASWORKS** State Board completed several important tasks during the fiscal year to assist the Governor in the development and continuous improvement of the state workforce system. The board spent much of the year developing and approving its strategic plan for defining, monitoring and measuring the state workforce system. The board modified policies for the system's required data collection, eligibility determination and documentation and began work to modify its policies regarding workforce center certification. Because of issues regarding reporting of different measures of performance by the Local Workforce Investment Boards, the state board reviewed its reporting requirements and made changes to ensure consistent, meaningful information is available for consideration and technical assistance. As required by the US Department of Labor, the board modified the state's Workforce Investment Act and Wagner-Peyser Act plan and the modification was subsequently approved by the US Department of Labor.

Statewide Training and Technical Assistance

Program Year 2010/ Fiscal Year 2011 included a strong training initiative. Individuals from across the state's five local workforce areas met quarterly to discuss concerns and address issues with each of the two primary functions of the management information system used in the state, our service link and fiscal link software developed by America's Job Link Alliance. The user groups led to training seminars throughout the state on various programs and grants, such as Trade Adjustment Assistance and Kansas Health Profession Opportunity Project. Kansas was also an active member in a multi-state consortium resulting in adaptations to the AJLA model.

Through the work of the **KANSASWORKS** Virtual Services Task Force, employers attended an open house in all of the workforce centers statewide that offer HD Videoconferencing equipment. It was an opportunity for employers across the state to learn how they can utilize technology to reach potential employees working directly with workforce professionals in each region. Over one hundred employers statewide attended the event. In addition to this business interaction, Commerce collaborated with local business partners throughout the state to provide over fifty job fair experiences for perspective employees.



Statewide Oversight and Monitoring

As part of the ongoing responsibilities for the oversight of federal employment and training activities, the Kansas Department of Commerce (Commerce) conducts both desk and on-site monitoring reviews on a regularly scheduled basis. The Workforce Compliance and Oversight (WCO) unit is the administrative unit responsible for implementing employment and training reviews associated with the Workforce Investment Act using federal and/or state developed monitoring guides. The primary mission of the WCO unit is to review administrative policies, practices, standards and systems to ensure local areas are functioning and operating within the parameters established by federal and state legislation, regulations, and policy directives. The results of each WCO monitoring effort are documented and compiled in a formal report and disseminated for response and corrective action, if necessary, to the appropriate administrative entities. Specific activities subject to state monitoring may include, but are not limited to the following:

- 1) Allowable activities;
- 2) Targeting; selection, assessment methodology, and eligibility;
- 3) EEO and ADA compliance;
- 4) Fiscal accountability and internal controls, procurement, inventory control, and property management;
- 5) Complaint and grievance policies and procedures;
- 6) Management Information Systems (MIS), data sharing, maintenance, and validation;
- 7) Conflict of interest and nepotism;
- 8) Contracting, certifications (e.g. Local Workforce Investment Boards (Local Boards), service providers, etc.);
- 9) Program Fraud or Abuse;
- 10) Customer satisfaction and performance; and
- 11) Recordkeeping maintenance, security, and retention.

In addition to the above activities, WCO provided assistance toward conducting data validation of state reported participant information, which the United States Department of Labor (USDOL) uses. A performance audit of all the states conducted by the United States Office of Inspector General (OIG) found the accuracy of state-reported performance outcomes could not be assured. To address these concerns, and to ensure the accuracy of data collected and reported on the Workforce Investment system, USDOL developed and mandated this data validation initiative. Finally, the WCO unit arranged for independent financial audits to be conducted of all Local Areas towards ensuring compliance with OMB Circulars.

Local Level Overview, Success Stories and Performance



Local Area I (Kansas WorkforceONE)

Staff Development

In PY 2010/FY 2011, in order to spark innovation and continuous improvement, the local area instituted a series of internal staff training opportunities including a focus on approaching their jobs with an entrepreneurial mindset versus the traditional role of employee. Training was provided to assist staff improve on delivery of job development, customer service and business services. The value and effectiveness of creating On-the-Job training (OJT) opportunities for job seekers led to a number of training sessions on providing proper assessments of potential OJT participants' competencies and skills followed by effective OJT contract writing techniques.

Labor Force Development Initiatives

Local Area I continues to implement innovative ways to conduct business in a timely and efficient manner. Job Search and Career Success Workshops were delivered utilizing **KANSASWORKS** Virtual Services, the High Definition system. This system is used to deliver workshops remotely to participants attending in one or more of the seven Local Area I offices. This has provided an opportunity to deliver services even if only one or two participants may be available in any one location. Approximately 100 individuals have participated in these workshops during the last two months of the program year. The local area has realized a cost savings of at least \$2,000.00 dollars in instructor salaries and an undetermined amount of travel savings because of the remote delivery of these workshops.

The Career Success Workshops are proving to be a positive factor in the Local Area's 90+ percent performance level in job retention for both Adults and Dislocated Workers. During the five hour workshop, participants are introduced to various elements of soft-skills development such as "An Employers Perspective" which includes workplace ethics (showing up to work on time - honesty - an employer's cost to employ an individual, etc.); "Effective Communication"; "Workplace Etiquette" (external and internal); and "Customer Service". Feedback received from participants reveal many feel the Workplace Ethics and Effective Communication sections of the workshop are the most enlightening.

KANSASWORKS workforce centers in Local Area I delivered over 1,100 **WorkReady** Certificates to the area's job seekers. 83% of these certifications were the silver level or above. In addition, the Local Area worked in conjunction with the Kansas State Board of Education in providing **WorkReady** Certificates to 400 students in seven area high schools preparing the emerging labor force to meet the needs of business and industry.

Local Area I added a significant number of new trainees in the Healthcare and Energy sectors and anticipate this trend will continue for the next year. The Local Area is seeing an increase in requests for Job Fairs in Central and Western Kansas. Following is an email received from a Local Area I employer helped by the **KANSASWORKS** system Job Fair process:

*"THANK YOU! THANK YOU! THANK YOU! Yesterday's Job Fair was a complete success! As it was our first ever experience with an event such as this we didn't know exactly what to expect. What we received was above and beyond our expectations. Wow! 45 applicants! Of those applicants, our need for eight employees immediately will be met, and we are extremely confident that the additional 24 positions we are projecting to need in the near future will also be filled from this pool of applicants. Thank you for bringing the Mobile Unit to Concordia. Not only were you able to aid applicants, but it also brought a great deal of attention to the **KANSASWorks** programs and to Alstom. In fact, as I was coming back from lunch just a few minutes ago I was listening to a local radio broadcast called "Think About It" (sponsored by our Cloud County Economic Development Corp, or CloudCorp) and they were talking about Alstom, the job fair and the Mobile Unit. We made an impact in the community yesterday in a bigger way than I realized. Thanks again to everyone for their help and support! You have gained a true "cheerleader" **KANSASWORKS** program - thanks to your efforts here in Concordia."*

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Area I Performance (Table O)

<i>Kansas WorkforceONE</i>	Total Participants Served	Adults	21,010
		Dislocated Workers	379
		Older Youth (19-21)	44
		Younger Youth (14-18)	168
ETA #20005	Total Exiters	Adults	19,516
		Dislocated Worker	209
		Older Youth (19-21)	21
		Younger Youth (14-18)	77

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	70%	76.7%
	Dislocated Workers	80%	90.5%
Retention Rate	Adults	84%	92.9%
	Dislocated Workers	87%	96.8%
Average Earnings	Adults	\$12,500	\$20,199
	Dislocated Workers	\$15,700	\$14,400
Placement in Employment or Education	Youth (14-21)	64%	70.8%
Attainment of Degree or Certificate	Youth (14-21)	52%	69%
Literacy or Numeracy Gains	Youth (14-21)	42%	50%

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	1	8



Local Area II (Heartland Works, Inc.)

PY 2010/FY 2011 WIA Job Seeker Success Stories

Anna – Dislocated Worker

The Challenge – Anna was laid off from Alorica in September 2010. Having 9 years of work experience in the call center industry and living in a community, which was experiencing a decrease in demand for these types of positions, Anna was concerned about how to make the transition from a call center environment into an occupation which was in higher demand for her area.

The WIA Solution – While enrolled with the WIA program operated by Heartland Works, Inc. (HWI), Anna completed over 12 online courses through the MindLeaders tutorial program to help build her skills in Microsoft Office programs, interviewing skills and conflict resolution techniques. Her WIA Career Consultant assisted with several rounds of resume and cover letter review/feedback to ensure her work experience appropriately showcased her qualifications as well as coached her on interview follow-up techniques.

The Outcome – Less than two months after enrolling in the WIA program, Anna was offered a full-time position with Sir Hawley Printing Company, earning a comparable wage to her previous position at Alorica.


“When I got offered the job at Sir Hawley Printing so soon after the lay-off, I was shocked, but excited to accept. Thanks to Heartland Works for everything!” - Anna

Brent – Adult

The Challenge – Brent came to HWI in his first semester at Manhattan Area Technical College (MATC). Attending the Electric Power & Distribution program, Brent had a documented financial need for assistance with his classroom training costs and was pursuing a program which led to a high demand/high wage occupation in Kansas.

The WIA Solution – The WIA program issued an Individual Training Account (ITA) voucher to provide a modest financial scholarship for partial coverage of his training costs at MATC. During Brent’s time at MATC, he was selected as a Student Ambassador and served as Student Body President. He was also nominated for American Technological Association Outstanding Student. In addition, WIA provided a referral to the State Energy Sector Partnership Training (SESPT) program which allowed Brent to participate in Westar Energy’s boot camp program. Brent’s WIA Career Consultant provided ongoing support and employment counseling during training.

The Outcome – Brent graduated from MATC in December 2010, with a 4.0 GPA. During his schooling, he obtained a part-time position with DSNL Electric and after graduation was offered a full-time position as an apprentice lineman with an hourly wage of over \$20.00 per hour.

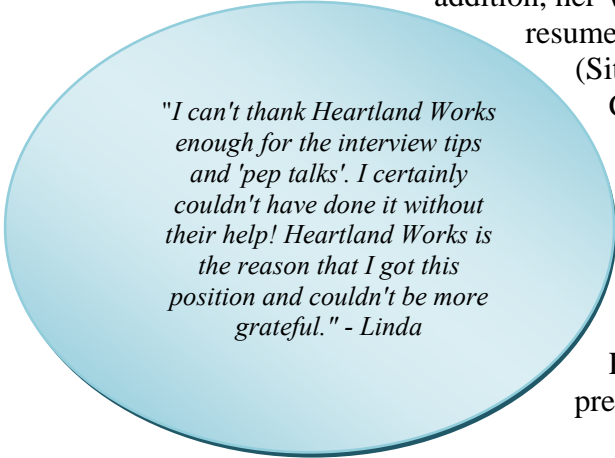


“Thanks to Heartland Works for their active efforts in recruiting and service clients. I will be sure to spread the word about their high quality services.” - Brent

Linda – Dislocated Worker

The Challenge – Linda was laid off from Pawnee Mental Health as a Psychiatric Nurse in January 2010. As an older worker with over 10 years in the healthcare industry, Linda was very distraught about the loss of her job. She came to the WIA program in February 2010 seeking assistance in returning to the workforce.

The WIA Solution – While enrolled in WIA, Linda completed over 30 online courses through our MindLeaders tutorial program to help build her skills in a variety of computer programs. In addition, her WIA Career Consultant worked with Linda to upgrade her resume and enhance her interviewing skills, using the STAR (Situation Task Action Result) technique. Her Career Consultant also provided much needed encouragement and moral support throughout her job search process, especially when Linda’s unemployment insurance benefits ran out.



“I can't thank Heartland Works enough for the interview tips and 'pep talks'. I certainly couldn't have done it without their help! Heartland Works is the reason that I got this position and couldn't be more grateful.” - Linda

The Outcome – Linda was hired by MEDDAC at Ft. Riley in September 2010. Her starting salary as a Psychiatric Nurse pays significantly more than any of her previous positions.

Stephanie – Adult

The Challenge – Stephanie came to HWI in her 2nd semester at Baker University in the Bachelor of Science in Nursing program. Stephanie requested financial aid for her classroom training. A single mother working as a part-time waitress, Stephanie was struggling to make ends meet and stay in school. With a prior work history focused on retail and service-oriented positions, Stephanie was pursuing training in an occupation, which would offer more hours and greater earnings.

The WIA Solution – The WIA program provides supportive service assistance to Stephanie, in the form of transportation reimbursement (Stephanie travels over 57 miles one-way to attend school). Stephanie wanted to continue working at least part-time while she was in school, but also wanted to start gaining work experience in the health care industry. Therefore, her WIA Career Consultant worked with Stephanie on developing a quality resume, and helped her look for an entry-level position in the healthcare industry which would be compatible with her school requirements and schedule. Stephanie's WIA Career Consultant also monitors her progress in classroom training very closely to ensure she is successful in becoming an RN.

The Outcome – Stephanie obtained a student nurse/CNA position at Advocate Home Health Agency - 20 hours/week at \$9.50/hr. This job offers her more hours/higher salary than the waitressing position she had when she came to WIA. It will also allow her to stay in school. With WIA assistance, Stephanie will graduate from Baker in December 2011.

"I sincerely thank Heartland Works for all of the help with my job search. There is no way I would have gotten a medical based job without their help." - Stephanie

Sasha – Youth

The Challenge – Sasha is a native Alaskan Indian female who was referred to WIA by the court system due to school truancy issues. Sasha has an older sister with a terminal illness and her mother has been diagnosed with cancer. Before WIA, Sasha had no prior work history and lacked reliable transportation.

The WIA Solution – Sasha began work with USD #383 (her local WIA youth provider). She agreed to focus on her schoolwork, attend classes, attend academic tutoring sessions, participate in a leadership club and graduate from high school. Once her grades and attendance improved, the youth provider arranged for a work experience for Sasha a teacher aide. Sasha loved her work with students.

"Sasha smiles a lot now and her whole family is smiling also. Her success has encouraged her older sister to get her high school diploma also." - Sasha

The Outcome – Sasha's efforts and accomplishments allowed her to apply for a job with the school district. She was hired as a Para-educator and will working with the district's special education students this coming school year.

PY 2010/ FY 2011 WIA Business Success Stories

Bimbo Bakeries USA

The Challenge – The employer was recruiting potential sites for a new production facility. They needed detailed and accurate information on local labor market data and worker trends. Then, once a site was selected, they needed quick turnaround on new employee recruitment.

The WIA Solution – The WIA Business Consultant utilized the Strategic Advantage tool (offered through EMSI) to produce localized and detailed labor market information reports. The WIA Business Consultant also participated in several recruitment meetings with the local Chamber of Commerce and the employer. Once Bimbo selected Topeka, KS as their new site, the WIA Business Consultant coordinated the employer’s hiring process through the Local Area Workforce Centers. In addition, the WIA program was able to bring the JobFit soft skills assessment tool to this employer, which greatly assisted their hiring process.

The Outcome – Bimbo Bakeries selected Topeka, KS as the site for their new facility. With assistance from the WIA program and the Workforce Center system in Northeast Kansas, four job fairs were held for this employer, which generated an applicant pool of over 530 job seekers for their first 50 openings. Since that time, the WIA program has continued to work with the employer to develop WIA funded OJT opportunities.



*“The Topeka Chamber of Commerce and Topeka Workforce Center did a great job of telling the community about the Topeka Bakery. The interest level at the Topeka Career Fair was outstanding. Special note goes to the Topeka Workforce Center for all of their efforts.” –
Bimbo Bakeries*

Mars Chocolate of North America

The Challenge – The employer was recruiting potential sites for a new production facility. They needed detailed and accurate information on local labor market data and worker trends.

The WIA Solution – The WIA Business Consultant utilized the Strategic Advantage tool (offered through EMSI) to produce localized and detailed labor market information reports. The WIA Business Consultant also participated in several recruitment meetings with the local Chamber of Commerce and the employer.

The Outcome – We are proud to announce the employer selected Topeka, KS as their new site. Mars expects to hire approximately 200 full time operations associates to resource the lines installed during the initial phase of production, with a total of 400 full-time positions by the time construction and start-up operations are complete. Once the employer begins their hiring process (2013) the WIA Business Consultant and Local Area II Workforce Centers will offer staff, services and facilities to expedite their hiring process.

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Area II Performance (Table O)

<i>Heartland Works, Inc.</i>	Total Participants Served	Adults	54,918
		Dislocated Workers	415
		Older Youth (19-21)	55
		Younger Youth (14-18)	256
ETA #20010	Total Exiters	Adults	52,660
		Dislocated Worker	259
		Older Youth (19-21)	37
		Younger Youth (14-18)	139

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	70%	68.5%
	Dislocated Workers	80%	82.4%
Retention Rate	Adults	84%	84.9%
	Dislocated Workers	87%	83.4%
Average Earnings	Adults	\$12,500	\$16,874
	Dislocated Workers	\$15,700	\$18,473
Placement in Employment or Education	Youth (14-21)	64%	67.5%
Attainment of Degree or Certificate	Youth (14-21)	52%	81.7%
Literacy or Numeracy Gains	Youth (14-21)	42%	64.1%

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7



Local Area III (Workforce Partnership)

Workforce Partnership in Local Area III, serving Johnson, Leavenworth, and Wyandotte counties continued to face challenges posed by economic conditions, while providing a high level of service despite declining WIA allocations. Traffic in our workforce centers declined slightly in PY 2010/FY 2011, but remained about twice the levels we experienced in PY 2007/FY 2008. Despite increasing demand and declining budgets, common measures performance continued to improve in PY 2010/FY 2011.

Computer Technician Basic Skills Camp

Workforce Partnership, in collaboration with Johnson County Community College and Kansas City Kansas Community College, held this camp for a second year, building on the successes of its initial year of operation. This month long camp for WIA Youth participants combines technical skills training on computer hardware and networking with life skills training, coaching, mentorship, and job search skill development into a comprehensive program. Technical, job search, and life skills addressed in the class included: understanding the basics of computer hardware and software; building a microcomputer; diagnosing and trouble-shooting hardware problems; understanding and applying business writing skills; team building, leadership, and business skills; and workplace behavior and habits.

The program resulted in high rates of placement in employment and higher education, as well as the achievement of valued credentials such as A+ certification for some participants. Over 70% of first-year participants end up being placed in employment or higher education, resulting in a significant increase in Workforce Partnership's overall Youth Program placement rate.

This year's program closely followed the model created in the first year. Participants assembled personal computers from component parts and awarded the reconstructed computers to local nonprofit organizations through a Request for Proposals (RFP) process. Participants wrote the RFP, developed the selection criteria, reviewed proposals, and presented the computers as part of the program's graduation ceremony.

A key change in the program was greater levels of business involvement. Most notably, Sprint, which is headquartered in Overland Park, provided a number of staff to serve as mentors, and agreed to consider placing program participants. While many of the participants have not yet exited the Youth program, preliminary numbers suggest second year placement rates will be similar to the first year's.

Regional Collaboration

With its service area located entirely within the bi-state Kansas City metropolitan area, Workforce Partnership places a premium on regional collaboration, particularly with Full Employment Council, which serves a five-county region on the Missouri side of the Kansas City metropolitan area.

Workforce Partnership collaborated with Full Employment Council on implementing the Greater Kansas City Healthcare and Health Information Technology (GKCHHIT). This program, funded by DOL High-Growth and Emerging Industries funding, includes training funds to create additional training slots. In the first complete grant year, Workforce Partnership enrolled 100 participants in training, in areas such as CNA, nursing, and health information technology.

Workforce Partnership is also a key participant in a Wal-Mart Foundation funded program administered by the Mid-America Regional Council (MARC). This program has two main thrusts. One is the creation of the Regional Workforce Intelligence Network (RWIN), which focuses on strengthening the quality of workforce data available at a regional level. The RWIN has created a monthly set of regional indicators, and developed a first-ever regional survey of employers. The second thrust is the development of sector strategies in a number of key regional industries. This approach included listening sessions involving key players in health care, advanced manufacturing and biotechnology, leading to work on developing identified career pathways and recognized regional credentials in these areas.



Insights from the Inside

In PY 2010/ FY 2011, Workforce Partnership started a new initiative called Insights from the Inside. This program features a series of workshops led by key employers and industry leaders. Employers from key industries with large numbers of available jobs are targeted. They serve as a resource for job seekers to hear directly from employers about the job application process, what employers look for in applicants, tips for getting resumes noticed, and key aspects of workplace culture. Staff found these workshops serve to reinforce communications to job seekers. Job seekers have reacted positively to these sessions, since the information comes directly from employers. Attendance has been high at all sessions held, and employers have been pleased with the level of interest that job seekers have shown.



Corrections Linkages

While Workforce Partnership has provided targeted services to ex-offenders, this area expanded offerings in PY 2010/FY 2011 to strengthen our connections with job seekers prior to their release from prison. In particular, the local area began taking the mobile unit into the Lansing Correctional Facility, one of the state's largest correctional facilities, twice a month. This allows employment professionals to assist prisoners with their job search activities prior to their release. In a six months period, this area has been using the mobile unit in the prison and have found job seeker interest is high. This allows participants to have the opportunity to become more prepared in order to succeed upon their release.



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Area III Performance (Table O)

Workforce Partnership	Total Participants Served	Adults	34004
		Dislocated Workers	692
		Older Youth (19-21)	221
		Younger Youth (14-18)	239
ETA #20015	Total Exiters	Adults	32380
		Dislocated Worker	503
		Older Youth (19-21)	136
		Younger Youth (14-18)	137

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	70%	58.3%
	Dislocated Workers	80%	66.8%
Retention Rate	Adults	84%	79.9%
	Dislocated Workers	87%	83.3%
Average Earnings	Adults	\$12,500	\$12,281
	Dislocated Workers	\$15,700	\$17,145
Placement in Employment or Education	Youth (14-21)	64%	68.9%
Attainment of Degree or Certificate	Youth (14-21)	52%	53.3%
Literacy or Numeracy Gains	Youth (14-21)	42%	47.3%

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	5	4



Local Area IV (Workforce Alliance)

Wichita, known as the “*Air Capital of the World*”, has experienced the recent economic downturn significantly. However, with the help of a National Emergency Grant (NEG) the region is recovering with the collaboration between the public and private sectors and the new and exciting initiatives built on guidance from ETA. The following depicts activities contributing to the stabilization and growth of the region:

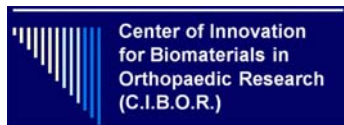
The *U.S. Government Accountability Office (GAO)*, at the request of the Chairs and Ranking Minority Members of the Senate Committee on Health, Education, Labor, and Pensions, and its Subcommittee on Employment and Workforce Safety, is seeking to identify promising practices in workforce collaborations. These collaborations involve employers and economic development entities. In particular, the focus is on the collaborative roles played by workforce investment boards (WIBs); the results for individuals, employers, and the workforce system; opportunities for federal agencies to support such collaboration; and the implications, if any, for Workforce Investment Act reauthorization. The National Center for Aviation Training (NCAT) initiative and the Workforce Alliance of South Central Kansas WIB (part of a WIRED grant) and its partner WIBs were selected for inclusion in this review.

The *National Center for Aviation Training*, built by Sedgwick County, fuses Kansas’ aviation experience and expertise with cutting-edge instructional techniques and technology to forge a new educational standard. NCAT will grow our position as a global leader in aviation research through the National Institute for Aviation Research (NIAR) at Wichita State University and provide flexible, business driven, high-tech training to meet future skilled workforce needs. Students will have the opportunity for hands on application and learning with research students as they develop new practices for the aviation industry. From aviation maintenance to composite materials, robotics technology to aircraft completion, NCAT will deliver training for a wide range of jobs critical to all phases of aircraft manufacture. Programs include certificates of completion, technical certificates and associate of applied science degrees. The 224,000 sq. ft. facility provides for significant growth capacity for students to engage in aviation and advanced

manufacturing training along with strong FAA involvement and support. The most unique partnerships is the joining of Wichita State University's National Institute for Aviation Research (NIAR) and the Wichita Area Technical College to provide workforce training and specialized training combining research and training opportunities for students and the aviation industry. The Workforce Alliance leverages funds from WIA and other sources to support this initiative.



NIAR is leading the country in research and development of new processes and products, which will make the United States more globally competitive. The past year has been challenging for the aviation industry. Many companies are experiencing significant downturns and are facing difficult business decisions on a daily basis. Fortunately, many of these businesses also recognize the importance of continued investments in research and development. When the aviation industry rebounds, organizations that have invested in the research and development of new and improved products will be poised for rapid growth. NIAR takes advantage of its location in the "Air Capital of the World" to provide researchers with input from key players in the local aviation industry. The information offered helps outline and prioritize future research topics, equipment updates and laboratory additions. The center's objective is to perform basic and applied research within specific technology areas and facilitate growth and education in the use of advanced materials with emphasis on the needs of the large transport aircraft industry while supporting the safety and certification issues involved with airworthiness assurance. Their work in composites has resulted in the Workforce Alliance leveraging funds to provide the skilled workforce needed to support the global competition of local companies.



The National Center of Innovation for Biomaterials in Orthopaedic Research (CIBOR) is dedicated to researching and developing the potential of composite materials for use in a wide variety of bioscience and medical applications including the manufacturing of orthopaedic implants. CIBOR will draw upon the composites expertise of the city's well-established aviation manufacturing community and NIAR to deliver global leadership in the design and fabrication of composites-based medical technology. The Workforce Alliance leverages funds to support this effort to create jobs and up skill the workforce by funding the training developed and delivered in the area.

The National Fund for Workforce Solutions Network (NFWS). The Workforce Alliance is a regional collaborative, part of a national effort to move low-wage workers into higher paying jobs while providing employers with the skilled workers they need. The Wichita collaborative, PACES (Preparation for Advanced Careers Employment System), joins other NFWS regional collaborative groups from across the country implementing the NFWS workforce model,

characterized by its sector-based dual-customer approach that seeks to meet the needs of employers as well as low-wage workers, as well as its emphasis on extensive public, private and community partners.

The ETA Division of Research and Evaluation has contacted Dr. Natalie Grant at Wichita State University concerning her paper on the Adolescent Perspectives of the Ecological Impact of a Summer Youth Employment Program, which she stated, "Through the Workforce Alliance, the Summer Youth Employment Program provided youth with the opportunities to gain and build social capital when they returned to school after a summer employment experience. In addition, they create a leg up in the youth work force in community-based workplace settings that provide education and services for others. These programs also provide youth with the institutional knowledge that is critical for gaining social capital in society, and the participants give back while earning. These programs are the epitome of —social services. They have the potential to reduce dependency on welfare services through the life span and instill a work ethic that provides valuable institutional knowledge."

The *Office of Apprenticeship* has arranged for the Workforce Alliance to present its model of collaboration between Registered Apprenticeship and WIA at Action Clinics around the country. Workforce Alliance staff have also presented in several ETA webinars.

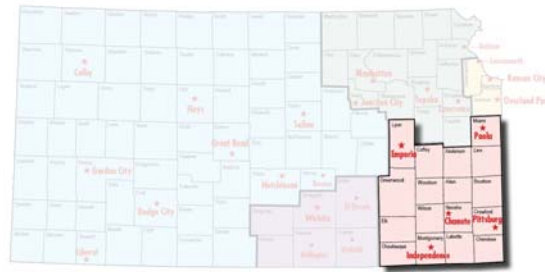
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Area IV Performance (Table O)

Workforce Alliance of South Central Kansas	Total Participants Served	Adults	32,121
		Dislocated Workers	1,163
		Older Youth (19-21)	30
		Younger Youth (14-18)	93
ETA #20020	Total Exiters	Adults	30,401
		Dislocated Worker	523
		Older Youth (19-21)	11
		Younger Youth (14-18)	23

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	70%	54.5%
	Dislocated Workers	80%	54.9%
Retention Rate	Adults	84%	73.7%
	Dislocated Workers	87%	82.9%
Average Earnings	Adults	\$12,500	\$11,640
	Dislocated Workers	\$15,700	\$18,654
Placement in Employment or Education	Youth (14-21)	64%	77.8%
Attainment of Degree or Certificate	Youth (14-21)	52%	74%
Literacy or Numeracy Gains	Youth (14-21)	42%	100%

	Not Met	Met	Exceeded
Overall Status of Local Performance	2	3	4



Local Area V (Southeast KANSASWORKS)

Southeast **KANSASWORKS** is proud of the many accomplishments in PY 2010/FY 2011. Local Area V exceeded all Dislocated Worker and Youth common measures and substantially met all WIA Adult Common Measures. Local Area V integrated staff served and managed performance on 1,666 WIA Adult participants, 556 WIA Dislocated Worker participants, 118 out-of-school youth, and 105 in-school youth participants.

Waivers

Area V has used the IWT waiver from Dislocated Worker funds as a layoff aversion strategy for skill attainment activities. This has proven to be very beneficial to both the company and the State of Kansas as the contracts completed in PY 2010/ FY 2011 proved to be successful in averting a layoff. Furthermore, an estimated saving of \$1,000,000 in potential payouts for UI benefits can be attributed to this waiver's impact.

Two IWT contracts were completed in PY 2010/ FY 2011:

- 1) Training funded for B&W Custom Truck Beds, Inc. was completed in July, resulting in training 52 participants at a cost per participant of \$694.83.
- 2) Training funded for Crossland Construction was completed in February, resulting in training for 100 participants at a cost per participant of \$230.89.

Both of these projects proved successful for employment and retention. In addition, waiver 20 CFR 66 and 667.300(a), allowing for a reduction in the collection of participant data for incumbent workers has increased the opportunity in developing the IWT strategies to date. On the other hand, WIA Section 134(a), waiver permitting the use of local areas to use a portion of local funds for incumbent worker training has provided for some challenges. As a result of the challenges encountered, Local Area V has limited use of the IWT waiver as a strategy to avert a layoff only. In experience, companies who have come to the point of a layoff typically do not have the capital to invest in the training needed to take advantage of IWT in order to avert a layoff. Consequently, the language requiring the use of Adult funds is restricted to serving lower income adults, which limits the opportunity for use.

Because Local Area V is a rural area, with limited service providers, the waiver of WIA Section 123 allowing procured One-Stop Career Centers Operators to directly provide three of the ten youth programs elements: supportive services, follow-up services and work experience, allows for greater success of youth participants and helps to avoid additional cost per participant.

PY 2010/FY 2011 WIA Job Seeker Success Stories

Jimmy S. – Adult participant who was referred to KANSASWORKS by his local corrections officer, after being released from incarceration a few months prior. Jimmy had not had a job in quite some time and needed to find employment in order to comply with his probation stipulations as well as gain economic independence for re-entry in society. Jimmy had an interview with a local employer, Vinylplex, for a general utility position. Vinylplex decided to give Jimmy a chance, due to the good relationship existing between Local Area V and Vinylplex on previous OJT's. During the duration of the OJT, Jimmy showed great work ethic and attendance. The HR Manager spoke very highly of him. After the completion of the OJT, Vinylplex gave Jimmy a raise in his hourly wage and moved him to a different position, giving him greater responsibilities. They have stated he has become a big asset for the shift he is working and the company as a whole.

Jama D – Adult participant who enrolled in the RN program at Labette Community College. For years, she wanted to be a nurse, but lacked the training and the funds to attend school. After completing the long road to becoming a registered nurse, Jama has recently accepted a position at a major hospital. She is now working at the very job she has been dreaming of for so many years.

Donny H. – Dislocated Worker participant who was interested in some type of training to further his chances of landing a good job. He entered training in the electrical certification program at Coffeyville Community College, where he excelled in the course. He recently (July) was hired at John Deere in a staff position working in the research and development section.

Trisha M. – Out of School Youth who worked the summer youth program as an intake person in our office. She excelled at the position and was recommended to a neighboring grocer for hire. She now works at the grocery store in the evenings and has been enrolled in the KHPOP program. The participant is currently taking prerequisite courses for an RN program during the day.

Discretionary Grants

As funds are limited, Southeast KANSASWORKS is utilizing Rapid Response Additional Assistance funding to provide training for Dislocated Workers.

News from Local Area V

Companies are running leaner, hiring fewer employees to replace vacated positions and wages are stagnant. Although jobs exist, paying above minimum wage, companies comment they are not getting applications from the high number of Dislocated Workers/UI claimants seeking these jobs. Speculation is this is due to the UI weekly benefit received in comparison to the pay scale of the jobs in demand. Companies continue to comment on experiences with applicants hired and the lack of soft skills.

Southeast **KANSASWORKS** has strengthened private sector business relations due to the amount of OJT and IWT enrollments facilitated in PY 2010/FY 2011. Forty-one individuals began their OJT program in PY 2010/FY 2011, with 29 completing and 4 still in training. One hundred and thirty six incumbent workers completed programs operated through Southeast **KANSASWORKS** during this timeframe.

This past year brought the Kansas Health Professional Opportunity Project (KHPOP) Grant, which was funding by the U.S. Department of Health and Human Services. KHPOP provides healthcare education, training and employment for TANF recipients and other low-income individuals statewide. The KHPOP features several innovative elements: career coaches, incentives for GED completers, financial assistance for employers, high-definition video conferencing, Work Opportunity Tax Credit and Federal Bonding. Two hundred and three individuals have already participated in the KHPOP program and 73 participants have finished training completely and/or have finished the first phase of their career ladder.



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Area V Performance (Table O)

Southeast KANSASWORKS	Total Participants Served	Adults	15,992
		Dislocated Workers	551
		Older Youth (19-21)	100
		Younger Youth (14-18)	120
ETA #20025	Total Exiters	Adults	14,708
		Dislocated Worker	362
		Older Youth (19-21)	48
		Younger Youth (14-18)	47

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	70%	66.1%
	Dislocated Workers	80%	83.3%
Retention Rate	Adults	84%	78.1%
	Dislocated Workers	87%	88.6%
Average Earnings	Adults	\$12,500	\$10,427
	Dislocated Workers	\$15,700	\$16,170
Placement in Employment or Education	Youth (14-21)	64%	70.7%
Attainment of Degree or Certificate	Youth (14-21)	52%	56.8%
Literacy or Numeracy Gains	Youth (14-21)	42%	58.3%

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	3	6

National Emergency Grant and Rapid Response Activities

National Emergency Grant On-The-Job Training (NEG OJT)

Kansas received \$641,903 in the form of an ARRA funded National Emergency Grant (NEG) to develop and provide On-Job-Training (OJT) opportunities to dislocated workers impacted during the economic recession.

The OJT NEG intent is to help employers accelerate job creation by partnering with them on skills training at the worksite. Many employers have been reluctant, coming out of the recession, to add jobs. This initiative is intended to have a catalytic effect on getting workers back to meaningful work sooner by supporting collaborative partnerships with local workforce systems that connect with small businesses to create on-the-job training opportunities for dislocated workers.

This NEG focuses on dislocated workers with the great barriers to re-employment by placing the service priority on long-term unemployed dislocated workers, those who have exceeded the average duration of UI benefits. This segment of dislocated workers have been harder to place during the recession and continue to be the most difficult to place. For many, their job has disappeared, their employer has disappeared, or their old sector has disappeared from the local area. This project is an opportunity to identify and develop skilled and diverse pipelines of workers for industries in the local communities.

During the first year of this two-year grant, positions with on-job-training were developed for 17 long-term unemployed workers. All five Local Workforce Boards are participating in this project and projecting 50 additional OJT placements during the second and final year.



Rapid Response Program (RR)

During the past year, the Department of Commerce received 50 WARN notices impacting 5,236 workers and 38 non-WARN notices impacting 1,388 workers. Through the Rapid Response system, these companies and workers were offered employment and training services designed to assist the laid-off workers in re-entering the labor market as quickly as possible. In addition, there were a large number of small businesses (50 employees or less), who were able to access these services during the year. Data is not currently available on smaller companies and impacted employees, however, Rapid Response services are available regardless of the size of the company impacted.

Statewide Workforce Program Initiatives

Federal Bonding

The Federal Bonding program provides individual fidelity bonds to employers who hire job applicants who have been, or may be, denied coverage by commercial carriers. Job candidates benefit because they are provided a second chance to prove themselves as valuable employees. Employers benefit because they provide an avenue to hire skilled job candidates who might not be hired due to their ineligibility for bond coverage.

Foreign Labor Certification (FLC)

For Fiscal Year 2011, Kansas received \$132,625 from the USDOL to administer the Foreign Labor Certification (FLC) program. Commerce operates the FLC program on behalf of the USDOL, providing the following services for employers having difficulty finding qualified U.S. workers to fill job openings:

- *H2-A visas:* H-2A visas are granted to foreign workers for temporary agricultural jobs. Commerce assists employers by posting their job orders on **KANSASWORKS.com** to assist them in recruiting U.S. workers. During the recruitment process, it is the responsibility of Wagner-Peyser staff to conduct pre-occupancy safety and suitability inspections whenever housing is furnished by the employer. In Fiscal Year 2011, 171 housing units were inspected in all parts of the state. If the recruitment process reveals no U.S. workers are available or willing to take the job, and the employer-provided housing meets all safety standards, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into Kansas.
- *H-2B visas:* H-2B visas are granted to foreign workers for temporary low-skilled non-agricultural jobs such as construction, landscaping, painting, remodeling, and roofing. Commerce assists employers by posting their job orders on **KANSASWORKS.com** to assist them in recruiting U.S. workers. If the recruitment process reveals no U.S. workers are available or willing to take the job, the Foreign Labor National Office provides the employer a certification permitting them to bring foreign workers into the state. In Fiscal Year 2011, approximately 28 Kansas employers brought 719 foreign workers into Kansas.



Reemployment and Eligibility Assessment (REA)

Kansas received an additional amount of \$203,427 to provide Reemployment and Eligibility Assessment (REA) services from March 2011 to March 2012. A number of studies point out that attention to claimants' efforts to find new jobs and awareness of their reemployment service needs result in shorter claim durations and fewer erroneous payments. The reemployment of UI claimants and the reduction of erroneous payments are high priorities for Kansas. The REA initiative addresses both these priorities.

Providing reemployment services to UI claimants has gained even greater momentum in Kansas with the receipt of the REA grant awarded to the Kansas Department of Labor. Through a Memorandum of Understanding, Commerce provides contractual staff to deliver workforce services to a minimum of 10,000 eligible claimants in the Kansas City, Topeka and Wichita areas. The following REA services are provided in order to shorten the number of weeks claimed, decrease the likelihood of UI overpayments, decrease the number of claimants exhausting UI benefits, and save dollars in the Kansas UI trust fund:

- 1) UI eligibility review
- 2) Overview of Workforce Center services
- 3) Comprehensive assessment
- 4) Labor Market Information
- 5) Individualized work search plan
- 6) Referral to supportive services



Registered Apprenticeship Program

Registered Apprenticeship is a proven system for training employees in a variety of occupations requiring a wide range of skills and knowledge. It is an ideal way for employers to build and maintain a skilled workforce. It combines employment, on-the-job learning overseen by a mentor and related technical instruction that may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors or apprenticeship training centers to both educate and develop business and industries' workforce.

Competency and hybrid models have been developed to complement the traditional time-based apprenticeship models. In addition to broadening the flexibility for program sponsors, competency and hybrid Registered Apprenticeship models increase apprentices' opportunities for interim credentials and technology-based learning. Many Registered Apprenticeship

programs now combine the ability to earn an associate's or higher degree (often paid for by the employer).

In Fiscal Year 2011, the Kansas Registered Apprenticeship Program registered 354 new apprentices at an average starting wage of \$14.02 per hour. Additionally, 16 new employers/program sponsors registered a program. There were 273 apprenticeship completers at an average wage of \$27.15 per hour.

Commerce was awarded a Dislocated Worker grant (Registered Apprenticeship *Works!*) from the USDOL in 2008. The grant targets advanced manufacturing and wind energy industries to promote entry-level certificates that articulate into Registered Apprenticeship opportunities for Dislocated Workers. This is the last year of the grant.

Commerce entered into an Interagency Agreement with the Kansas Department on Aging (KDOA) to support a portion of the cost of related technical instruction (RTI) for apprentices in Medicare/Medicaid nursing facilities or long-term care units of hospitals who sponsor a Health Support Specialist (HSS) Registered Apprenticeship program. Reimbursement from KDOA is subject to apprentice completion of the entire HSS program at the rate of \$100 per credit hour (\$1,000 maximum) per eligible apprentice. No KDOA funds will be used to reimburse any CNA certifications. KDOA funding may be used to reimburse a portion of an eligible apprentice's CMA certification if the apprentice's \$1000 maximum reimbursement has not been reached. A maximum of five (5) apprentices per eligible facility may be approved for training reimbursement. The agreement began on December 1, 2010 and ends on January 31, 2013.

Senior Community Services Employment Program (SCSEP)

The federal Senior Community Services Employment Program provides skill training through subsidized part-time employment to Kansans age 60 and older who live at or below the poverty level. SCSEP served approximately 145 participants, placing them in community organizations for training. Commerce paid just over \$1.1 million in federal aid payments contributing to wages and benefits while the participants completed on-the-job training.



State Energy Sector Partnership Training Grant (SESPT)

The State was awarded nearly \$6 million in January 2010 to carry out an energy sector training partnership supporting its strategies for renewable energy and energy efficiency. A portion of the funds were distributed to the Local Areas to support training activities in the following five sectors:

- 1) Renewable Energy Operation and Construction
- 2) Renewable Energy Manufacturing and Supply Chain
- 3) Energy Transmission
 - a. Electrical Power Transmission Technology
 - b. Efficient Gas Measurement and Distribution
- 4) Biomass
- 5) Green Construction and Manufacturing Processes

During PY 2010/ FY 2011, nearly forty separate training projects were developed statewide. Each project resulted from the direct involvement of business and industry, communicating their needs for staff proficient in particular skill sets. Both state post-secondary partners and other training programs continue to provide targeted training in response to industry needs.



Trade Adjustment Assistance Program (TAA)

The Trade Adjustment Assistance (TAA) Program provides a path for employment growth and opportunity through aid to U.S. workers who have lost their jobs as a result of foreign trade. The TAA program provides these trade-affected workers with opportunities to obtain the skills, resources and support, needed to become re-employed. TAA offers a variety of benefits and services to support workers in their search for reemployment. This includes job training, job search and relocation allowances, income support, and assistance with healthcare premium costs.

During PY 2010/FY 2011, TAA professionals processed 13 petitions for certification. An estimated 1,495 workers were covered by these petitions resulting in a federal allocation for

benefits and services of \$1,989,586. Among the top certifications were Learjet, with approximately 550 workers, Hawker Beechcraft, with approximately 230 workers, and Sprint AeroSystems, with approximately 200 workers served.

Veterans Grant

During Fiscal Year 2011, Commerce received \$491,000 from the U.S. Department of Labor (USDOL) to administer the Veterans Workforce Investment Program (VWIP) grant. VWIP is a statewide project to expedite the reintegration of 150 veterans (recently separated and/or with service connected disabilities) into the civilian workforce in support of the President's Green Vets commitment. As of June 30, 2011, more than 120 Veterans have participated in the program. VWIP will continue to focus on identifying and recruiting eligible Veterans for participation in the program leading to suitable and sustainable employment for the Veteran.

Veteran funding supports a State Program Services Manager, State Intensive Services Coordinator, Transition Assistance Program (TAP) workshops at Fort Riley, Fort Leavenworth and McConnell Air Base, as well as Local Veterans' Employment Representatives (LVER), Disabled Veterans Outreach Program (DVOP) specialists in the Workforce Centers. Some support services are paid through this grant for the USDOL Director of Vets Service (DVET).

LVER staff conduct outreach to employers and engage in advocacy efforts to increase employment opportunities for veterans, encourage hiring disabled veterans, and generally assist veterans to gain and retain employment. LVER staff conduct seminars for employers and job search workshops for veterans seeking employment. They facilitate priority of service for veterans in regards to employment, training, and placement services provided through the Workforce Centers.

DVOP specialists provide intensive services to meet the employment needs of disabled veterans and other eligible persons, with maximum emphasis directed toward serving the economically or educationally disadvantaged, including homeless veterans, and veterans with barriers to employment. DVOP specialists are actively involved in outreach efforts to increase program participation. During the four quarters ending June 30, 2011, services provided to veterans through the grant resulted in an employment retention rate of 75 percent and average annual earnings of \$26,602.



Work Opportunity Tax Credit Program (WOTC)

The Work Opportunity Tax Credit Program (WOTC) encourages the hiring of targeted employees so they move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers receive compensation by reducing their federal income tax liability. For PY 2010/ FY 2011, Commerce received \$206,917 from USDOL to carry out WOTC program activities.

Kansas WOTC LiveFile was implemented in PY 2010/ FY 2011 for online submittal of requests for WOTC tax credit certifications. Employers can check on the status of their requests throughout the review process. In PY 2010/ FY 2011, a total of 24,800 certification requests received, resulting in 12,772 eligible for tax credits. This is a federal tax savings to Kansas businesses of almost \$34 million. The largest number of workers certified eligible were recipients of Supplemental Nutrition Assistance Program (SNAP), followed by Disconnected Youth, Designated Community Residents, recipients of Long-Term Temporary Assistance for Needy Families (TANF,) and Ex-Felons.



Disability Initiatives

Disability Employment Initiative

The Kansas Disability Program Navigator (DPN) Initiative was able to purchase several UbiDuo communication devices to use for workforce service needs throughout the state to accommodate individuals who are deaf or hard of hearing. With the UbiDuo, communication is quick: the deaf, hard of hearing or person able to hear may start a conversation immediately instead of writing on paper, or waiting for an interpreter to arrive. The UbiDuo is used in many different settings: job interviews, quick conversations with a supervisor, impromptu meetings and working groups where an interpreter cannot be arranged on short notice. State DPN staff regularly offer training to new Workforce Center staff and Partners to ensure customer needs are met throughout the year.

The UbiDuo is used several times a week in the Wichita Workforce Center. Deaf and hard of hearing individuals are able to communicate with workforce center staff instantly and easily to meet their workforce center needs. Since the UbiDuos have been in place at the Wichita Workforce Center, they have been used to provide initial workforce center access and information, and to give instructions to an individual who is taking a typing test at the workforce center. Individuals have used the UbiDuos to assist with filling out Unemployment Insurance Benefits, as well as many other day-to-day workforce center activities. The availability and use of the UbiDuos has been very well received by the staff of the workforce centers, as well as the customers who have used them.

Kansas was awarded a Disability Employment Initiative grant in PY 2010/ FY 2011. A partnership with Cerebral Palsy Research Foundation was finalized to expand adapted computer skill training in Wichita and to develop the training and classroom space within the Prairie Band Potawatomi Nation.





Partner Collaborations

Career Pathways

The Career Pathways Technical Assistance Initiative grant provided support for the development of comprehensive career pathway programs, specifically targeting adults and dislocated workers. As the adult and dislocated worker training and educational curriculums are streamlined and integrated, Kansas expects to achieve noticeable increases in the completion of credentials and the transition to quality jobs. The initial investment of these grant funds allowed the Kansas public workforce system, local investment boards and community partners to implement system changes to enhance career pathways. Kansas was responsible for facilitating collaboration among experts in the systems to accomplish a series of phases to reach the overall goals. These phases included:

- 1) Strengthening Training and Educational Opportunities for Low-Skilled Adults
- 2) Increasing Credential Attainment Among Adults and Dislocated Workers



The timeframe for which these phases were to be completed was a 12 month period, ending on June 30, 2011. The local workforce areas achieved the following objectives during the grant period:

- 1) Increased the capacity of local workforce areas to design and implement career pathways programs integrating adult basic education with occupational skills training for low-skilled adults.
- 2) Increased the capacity of local workforce areas to design and implement career pathways programs for adult and dislocated workers making possible the attainment of industry-recognized and stackable credentials.

- 3) Provide state and local policy-makers an opportunity to identify critical administrative policies across various state agencies necessary to support the implementation of comprehensive career pathway models.

Commerce, along with state and local workforce area leaders, educators, business and industry and community-based organizations reviewed and identified additional action steps necessary to be successful in transforming the existing patchwork of services and providers into a Career Pathways system involving all key providers and delivering better outcomes to Kansans.

The work initiated in the Career Pathways grant has continued through the Accelerating Opportunity project with Jobs for the Future. The Workforce Alliance will conduct the decision-making session of Resource Mapping. The providers will identify areas of duplication and possibilities for braided funding and better use of resources.

Kansas Health Profession Opportunity Project (KHPOP)

During the first year of a five-year grant totaling \$15.3 million, KHPOP served 850 enrollees achieving 159% of the original year one goal of 500. The purpose of the grant is to assist Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP) recipients and Kansans at or below 200% of poverty with education, training, supportive services and career guidance in attaining employment in high-demand health care occupations.

KHPOP utilizes the expertise of partners including Kansas Social Rehabilitation Services and Kansas Board of Regents, Adult Basic Education, to identify candidates with the aptitude and desire for these opportunities. To date 23% of those served are TANF recipients and 59% are SNAP recipients.



The Local Workforce Investment Boards (LWIBs), through the local workforce centers, act as the conduit to connect job seekers with education providers and health care employers. Each LWIB employs two Career Coaches dedicated to mentoring and guiding KHPOP participants in developing and implementing individualized training plans, attaining job success skills and achieving career and employment goals.

In addition, KHPOP provides supportive services including childcare, transportation and emergency services to assist in removing barriers challenging customers' ability to complete education and employment objectives. As a result of the collaboration of multiple partners and assistance in removing barriers, KHPOP customers are positioned for education and employment success.

Employers receive Work Opportunity Tax Credits (WOTC) and Federal Bonding assistance if they hire KHPOP customers. KHPOP employers are able to hire well-trained, qualified candidates from their local communities, reduce recruiting costs and creating a resource pipeline for future hiring opportunities.

Second Chance

In PY 2010/ FY 2011, Kansas was awarded \$894,304 to increase offender participation in job development and technical training, so they are prepared to be a viable part of the Kansas workforce. The Kansas Department of Corrections serves as the grant coordinator in close partnership with Commerce and the Reentry Policy Council to administer this program. This grant funds a position at Commerce, the Director of Alternative (Offender) Workforce Development, which serves as a liaison between Corrections, Commerce and Kansas companies. The grant was awarded in July 2010 with a three-year performance period.



Statewide Innovation Initiatives

KANSASWORKS Virtual Services

To survive in today's economy, you need the ability to collaborate with colleagues, partners and customers at a moments notice. **KANSASWORKS** Virtual Services offers the innovative technology of high-definition videoconferencing. With the extra quality in sound and video, it offers a more realistic option to a face-to-face meeting. With high-definition quality, you can expect a life-like experience while working remotely with clients and colleagues.

One of the most compelling reasons to use **KANSASWORKS** Virtual Services is simply the improved communication that will result from its use. You will also reduce travel costs, support a green technology, improve productivity across remote teams, have a competitive advantage, and improve retention. To date, we have experienced a travel savings of over \$500,000.

Following are some actual testimonials demonstrating the value of this tool to our system:

Virtual Services Testimonials

"...I communicate this information to you as a THANK YOU for all your support and especially Tucky and the group in Hutchinson. This effort, combined with the strong local support of the Hutchinson/Reno Chamber of Commerce, allowed Draka to accelerate our process and get our operation up to production in a much quicker fashion then we could have without this support and effort. We cannot appreciate your group enough or express the magnitude of the impact you had on our initial and long-term success. All winning is a team effort and is never left to one person or one event. It is this team effort from your group and your capabilities combined with our group that I believe allowed us to WIN! Keep up these efforts and you will continue to be a major factor in the success of other companies expanding in the Hutchinson Community." - Dennis S. Anweiler, Business Mngr Draka

"We had our first video sign language appointment in the Johnson County Workforce Center on Wednesday, April 14th which lasted just under 2 hours. Everything went very well with no issues. At the end of the appointment, while the sign language interpreter was still online, our Disability Program Navigator asked the workforce center customer how he felt the video sign language session went. The customer stated that he was very pleased. This was the first time he used video sign language services and he did not notice any difference from using the video sign language interpreter than having a real interpreter there. He said the video was very clear and his needs were met. He also stated that he would use the service again and would recommend it to others. Kudos to the Johnson County Workforce Center Staff, and to the Local Area III Disability Program Navigator, Jerry Daskoski, for providing quality services to meet the needed accommodations!!"- Jeff Schroeder, DPN Coordinator (Commerce)

WorkKeys

The state of Kansas has continued the use of the Kansas *WORKReady!* Certificate – a statewide effort to measure, validate and certify worker skills. This certificate, signed by Governor Sam Brownback, is beneficial to students in secondary and postsecondary schools, as well as working adults. *WORKReady!* is based on WorkKeys® assessments, and indicates the individual is prepared with foundational, transferable skills used in all occupations and is equipped to learn job-specific and technical skills. The public workforce system has also purchased an on-line curriculum to assist job candidates in improving their skills and earning a higher certificate.

Kansas adopted the skills measuring and skills enhancing tool in 2006 as a means to ensure businesses a prospective employee has the skills needed to do the job. During Program Year 2010, Kansas issued 6,738 certificates. The Kansas Department of Commerce is working with many partners including high schools, community and technical colleges, Adult Education, Department of Corrections, Kansas Economic Development Association, Kansas Council of Chambers, and others to test and issue certificates.

<i>Statewide WorkKeys Assessments</i>	
7/1/10-6/30/11	
Certificates Received	# of Certificates
Platinum Certificates	56
Gold Certificates	1941
Silver Certificates	3594
Bronze Certificates	1147

