



**Workforce Innovation  
and  
Opportunity Act  
(WIOA)  
Regional Plan**

**Kansas Local Area I and IV**

**PY16 Regional Plan Signature Page Local Area I and IV**

**Four Year Regional Plan Agreement July 1, 2017**

**Pursuant to WIOA Sec. 106(c)(1) and (2), the undersigned agree that the attached Four Year Regional Plan is mutually agreed to by all Parties. Each Local Area represented below shall implement and operate its One-Stop delivery system in alignment with this Four Year Regional Plan and pursuant to its Four Year Local Plan, which may identify more specific performance outcomes, terms, and conditions applicable to its workforce development needs. We agree that evaluation of performance outcomes shall occur based on each Local Area's Local Plan and executed Expenditure Authorizations.**

**By: \_\_\_\_\_**

**Date: \_\_\_\_\_**

**Don Davis, Local Area 1 Chair, Chief Elected Officials Board**

**By: \_\_\_\_\_**

**Date: \_\_\_\_\_**

**Jeff Longwell, Local Area IV Chair, Chief Elected Officials Board**

**By: \_\_\_\_\_**

**Date: \_\_\_\_\_**

**Kenneth Gates, Chair, Kansas WorkforceOne, Workforce Development Board**

**By: \_\_\_\_\_**

**Date: \_\_\_\_\_**

**Kathy Jewett, Chair, Workforce Alliance, Workforce Development Board**

## Region II Plan

### **Introduction**

This regional plan is for Region II in the state of Kansas. The planning region spans Local Workforce Development Boards from Local Area I and Local Area 4. Region II includes the counties of McPherson, Marion, Reno, Harvey, Kingman, Sedgwick, Butler, Harper, Sumner, and Cowley.

Region II has established several regional service strategies and has a history of working collaboratively to develop and implement regional services strategies including the WIRED initiative. However, no formal cooperative service agreements have been established. Regional service strategies include focusing on serving the unemployed, underemployed, and youth customers.

Region II was recently awarded a \$5,995, 327 four year America's Promise Grant called the Kansas Advanced Manufacturing Program (KAMP). The KAMP grant includes tuition free skills training and work-based learning opportunities which can include on-the-job training to prepare customers for careers in the aviation and advanced manufacturing industries. All training for this grant will be employer driven and tied to employment opportunities in the region. KAMP focuses on moving unemployed, low-wage, and underemployed workers to high-paying manufacturing careers. Partners in the grant include Spirit Aerosystems, Wichita Area Technical College, Wichita State University, Hutchinson Community College, The Greater Wichita Partnership, Textron Aviation, XLT Ovens, JR Custom Metals, Flint Hill Industries, the Lowen Corporation, and the Bradbury Group.

### **A. Regional service strategies, including use of cooperative service deliver agreements;**

Active in Region II is the Blueprint for Regional Economic Growth (BREG). BREG's purpose is to grow the region's economy leading to more jobs and a better quality of life for our customers. BREG is a collaborative regional initiative to create a strategy for economic growth, composed of eight industry action plans. The collective action plans create a Blueprint for Regional Economic Growth. The Region is not defined by its borders but by its economic connections between local producers, their suppliers, and common resource organizations, such as schools or industrial sites. We are a region with a diverse portfolio of industries and regional assets. To power growth of existing or new industry, BREG focuses on market-driven actions that use existing resources in new ways. BREG has generated action plans across the region's industries. These plans take the form of practical commitments to actions that will accelerate competitive growth of our region's economic engines. BREG events are hosted across the region depending on the location of employers. Meetings with employers in Local Area IV are held and hosted by Local Area IV. Meetings with employers in Local Area I are held and hosted by Local Area I.

Additionally, a strong youth focus is present in the region. Building Bridges, an event designed to help develop connections between educators, students, and Business and Industry throughout the Region can assist in overcoming barriers in our rural communities in order to recruit and retain young jobseekers and recent graduates. Businesses and their employees of all skill and professional levels are encouraged to attend. Our mission is to prepare our students to be capable, contributing participants in a changing world. Building Bridges allows USD school districts the opportunity to secure classroom speakers, mentors for the students, tour sites, job shadowing sites, work experience sites and students have the opportunity to learn about employment opportunities within their community as well as the expectation of employers.

A second initiative is the Youth Employment Project (YEP). YEP is an opportunity to assist young adults in finding employment. Services to young adults through YEP include pre-employment career exploration, job preparation workshops and connection to employers who are hiring part-time and or temporary summer positions. For each pre-employment workshop young adults complete, they will earn a digital badge that can be displayed online through social media accounts or listed on a resume. When the series of pre-employment workshops are complete, the young adult will earn a Youth Essential Skills Certificate, which has been recognized by employers in the region to identify young adults who are work ready. Additionally assistance is provided to connect young adults to potential employment opportunities based on their skills and interests. YEP hosts at least two job fairs annually specifically for young adults to meet directly with employers who have part-time or summer openings.

Region II convened a wide variety of stakeholders to develop the regional plan. Stakeholders included regional WIOA core partners, businesses, community based organizations, economic development organizations, elected officials, public partners including, City, County, State and School District leaders from the region, Education and training partners, and labor organizations. The meetings were held between April and May 2015 in different counties across the region.

### **B. Regional Sector Initiatives**

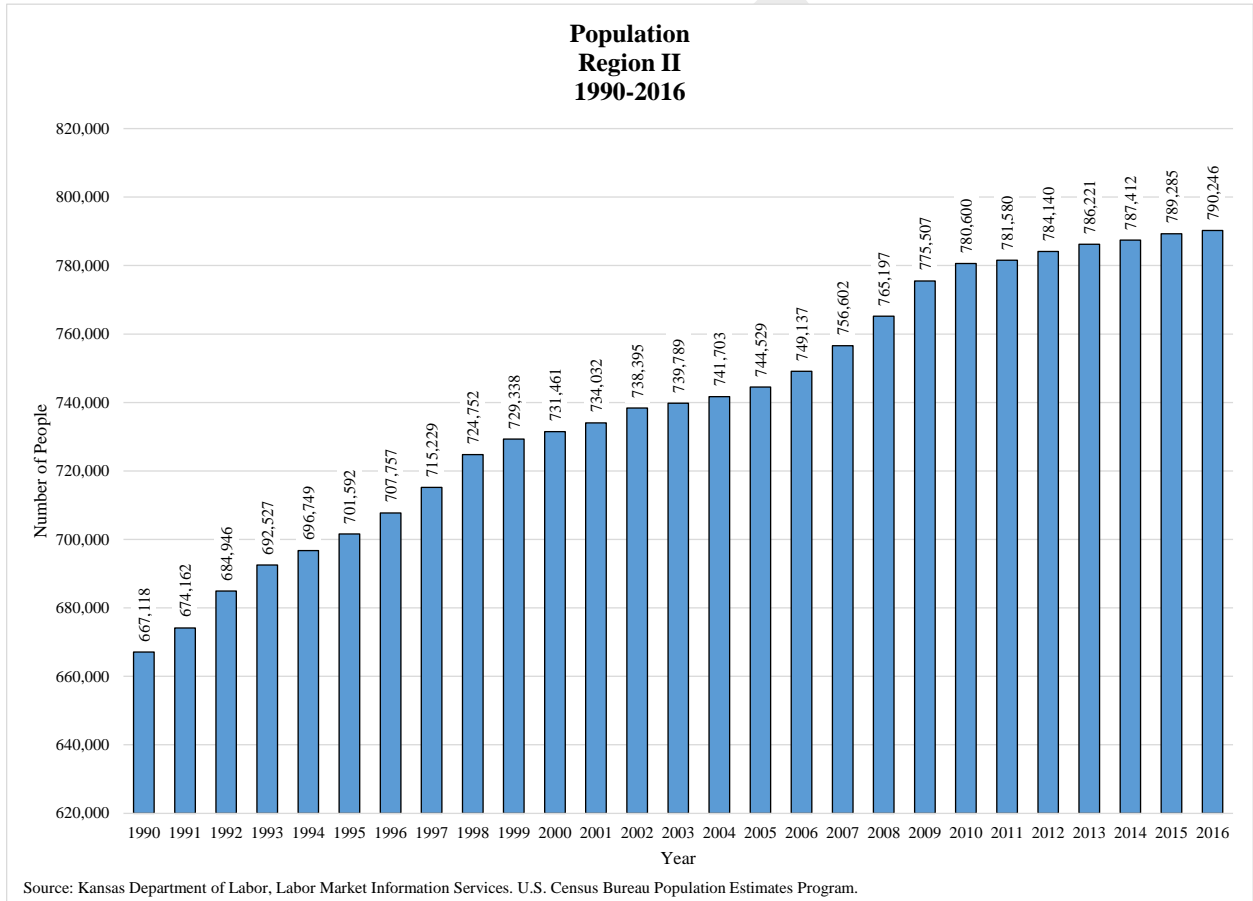
Region II has determined the following sector initiatives for in-demand industry sectors or occupations for the planning region. They are based on the Blueprint for Regional Economic Growth clusters. The clusters include Advanced Manufacturing, Advanced Materials, Aerospace, Agriculture, Data Services and IT, Healthcare, Oil and Gas, Transportation and Logistics. In addition, Region II has developed a table identifying and mapping career pathways within these sectors. This table is attached to the plan.

### **C. Regional Labor Market Analysis**

Region II is a ten county region in south central Kansas which includes Butler, Cowley, Harper, Harvey, Kingman, McPherson, Marion, Reno, Sedgwick, and Sumner counties. In 2016 the population of Region II was 790,246, which means that more than 27 percent of all Kansans live in these ten counties. The five largest cities in this region are Wichita, Hutchinson, Derby, Newton, and McPherson. In addition to being the largest city in the region, Wichita is also the

largest city in Kansas, with an estimated 389,965 residents in 2015. Hutchinson, the second largest city in the region, had 41,569 residents in 2015.

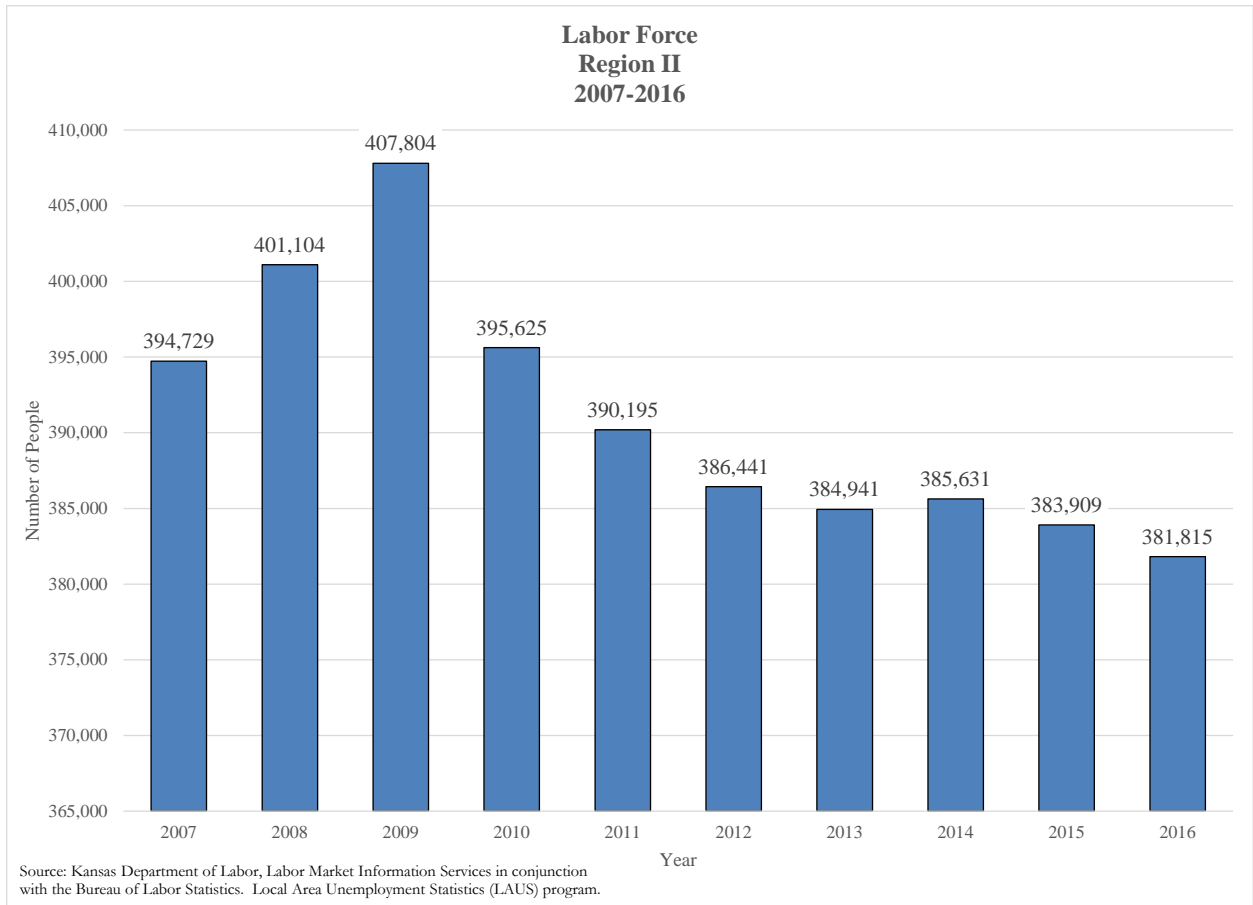
The chart below shows the annual population of Region II as measured by the Population Estimates Program at the U.S. Census Bureau from 1990 to 2016. The population in this region has grown every year during this time period, but the rate of growth has slowed in recent years. The average annual growth rate from 1990 to 2016 was 0.7 percent. But in 2016, the population in Region II only increased by 0.1 percent. Estimates for the state also show slowing growth, with the population increasing by 0.0 percent in 2016.



While the population in Region II has consistently increased, growth in the labor force has experienced greater fluctuation. The labor force is a subset of the total population that measures the number of employed and unemployed persons in the civilian noninstitutional population ages 16 and over. An individual is considered unemployed if they are available to work and have looked for a job in the past four weeks. Individuals who are not currently working and do not meet this definition of unemployment are not in the labor force. County labor force estimates are produced by the Bureau of Labor Statistics (BLS) through the Local Area Unemployment Statistics (LAUS) program.

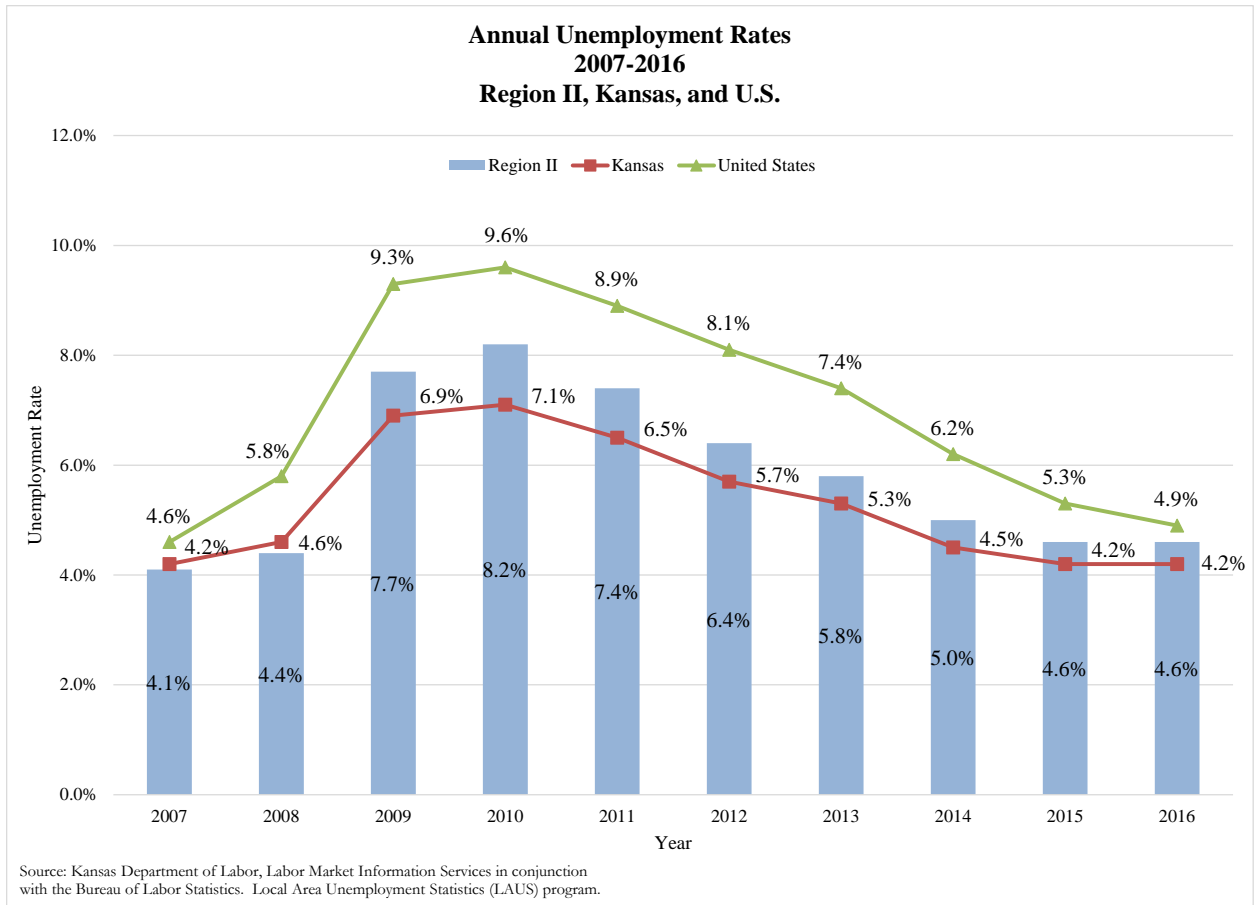
Some of the fluctuation in labor force growth is due to cyclical changes in the economy. In December 2007 the nation entered the Great Recession, which lasted until June 2009. During the recession, labor force growth actually increased in both Region II and Kansas (see chart below for Region II). In 2008, the labor force expanded with increases in both employment and unemployment. By 2009, the net growth in the labor force was due to increasing unemployment. One likely explanation for this growth is what economists refer to as the added worker effect. The added worker effect is the term used to describe an increase in the number of people joining the labor force when the business cycle begins to contract. Households that typically have only one worker may experience income loss due to the number of working hours being reduced or have concerns about the primary worker in the household losing his or her job. The reaction to this is another member of the household will begin looking for a job to compensate for the lost income or to provide an additional income stream in case the primary worker loses his or her job. When the second member of the family begins looking for work they move from outside of the labor force to unemployed indicating they are looking for a job. After the economy improves, or the household's expectation of future income improves, the second member of the household may leave the labor force once again.

The Region II labor force decreased in 2010 as the number of unemployed increased by 756 people and employment decreased by 12,935 people. This is likely due in part to the discouraged worker effect. This term is used to describe the decrease in the labor force as unemployed persons become more discouraged about their ability to find work. Even though these unemployed persons want to work, they may choose to quit looking, and therefore leave the labor force, because they are pessimistic about the availability of jobs or jobs that they would be qualified for.



The Great Recession ended in June 2009, but the Region II labor force has contracted in each year since with the exception of 2014. This is the result of the number of unemployed continuing to decrease combined with little change in the number of employed. Demographic shifts are one factor contributing to this trend. Population estimates for Region II indicate an increasing population over the age of 55 due to the aging of the baby boom generation, which was 52 to 70 years old in 2016.

An important measure of labor force data is the unemployment rate which compares the number of unemployed workers to the total labor force. As demonstrated in the following chart, this measure has shown continual improvement for Region II since the unemployment rate peaked at 8.2 percent in 2010. This was higher than the statewide rate of 7.1 percent, but lower than the national rate which peaked at 9.6 percent. One reason for the higher unemployment rate in Region II relative to the statewide rate was the disproportionately high concentration of transportation equipment manufacturing workers in Region II. The impact of the recession was greater in this industry than in many others. By 2016, the unemployment rate in Region II improved to 4.6 percent.



Job counts are another source of labor market data. BLS provides the number of jobs in each industry through the Quarterly Census of Employment and Wages (QCEW). This county level data is a count of jobs covered by the Unemployment Insurance program, which represent approximately 97 percent of all civilian employment. The most recent data available is for third quarter 2016. Since annual data is not available for 2016, average monthly job counts were calculated using twelve months of data from October to September.

The following table includes Region II job totals for each industry supersector. For the twelve months ending in September 2016, the average total number of jobs in Region II was 352,494. The three largest supersectors in Region II are Education and Health Services; Manufacturing; and Trade, Transportation, and Utilities. These three supersectors make up nearly 60 percent of all jobs in Region II. In Kansas, Education and Health Services and Trade, Transportation, and Utilities are the two largest supersectors. Manufacturing is also a major industry in Kansas, but it only represents 11.7 percent of total jobs in the state. In Region II the Manufacturing supersector accounts for 18.1 percent of total jobs in the region.



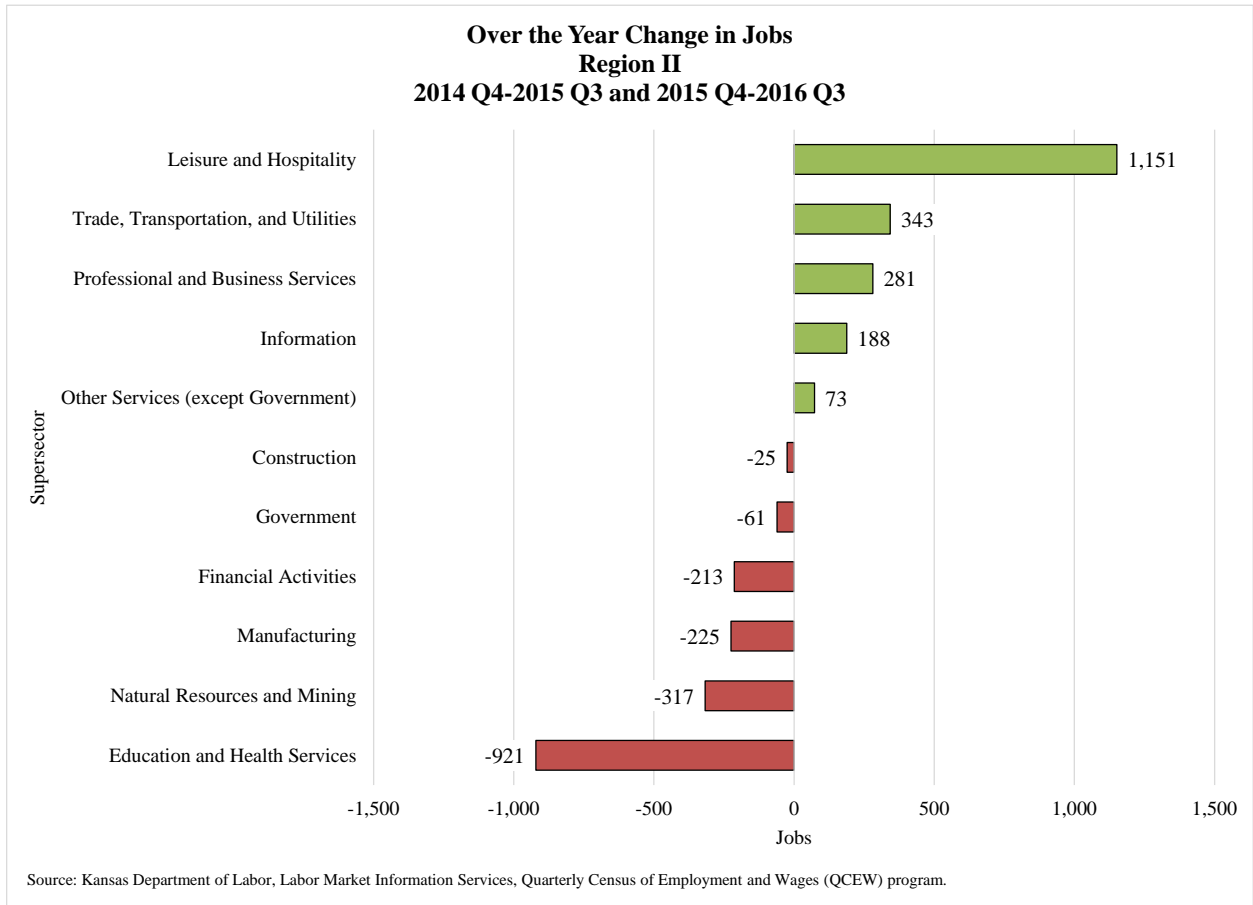
| <b>Region II Jobs</b>   |                             |                             |                             |                |                                    |
|---|-----------------------------|-----------------------------|-----------------------------|----------------|------------------------------------|
| <b>Quarterly Census of Employment and Wages</b>   |                             |                             |                             |                |                                    |
| <b>2010 Q4-2011 Q3 and 2015 Q4-2016 Q3</b>  |                             |                             |                             |                |                                    |
| <b>Supersector</b>  | <b>Employment</b>           |                             | <b>Change in Employment</b> |                |                                    |
|   | <b>2010 Q4-<br/>2011 Q3</b> | <b>2015 Q4-<br/>2016 Q3</b> | <b>Numerical</b>            | <b>Percent</b> | <b>Percent:<br/>Average Annual</b> |
| Total   | 340,134                     | 352,494                     | 12,360                      | 3.6%           | 0.7%                               |
| Natural Resources and Mining  | 2,620                       | 2,361                       | -259                        | -9.9%          | -2.1%                              |
| Construction  | 16,175                      | 18,646                      | 2,471                       | 15.3%          | 2.9%                               |
| Manufacturing   | 63,423                      | 63,874                      | 451                         | 0.7%           | 0.1%                               |
| Trade, Transportation, and Utilities  | 62,437                      | 63,740                      | 1,303                       | 2.1%           | 0.4%                               |
| Information   | 5,692                       | 5,668                       | -24                         | -0.4%          | -0.1%                              |
| Financial Activities  | 12,960                      | 13,544                      | 584                         | 4.5%           | 0.9%                               |
| Professional and Business Services  | 34,521                      | 38,231                      | 3,710                       | 10.7%          | 2.1%                               |
| Education and Health Services   | 83,642                      | 83,383                      | -259                        | -0.3%          | -0.1%                              |
| Leisure and Hospitality   | 33,433                      | 38,419                      | 4,986                       | 14.9%          | 2.8%                               |
| Other Services (except Government)  | 7,983                       | 7,989                       | 6                           | 0.1%           | 0.0%                               |
| Government  | 17,248                      | 16,639                      | -609                        | -3.5%          | -0.7%                              |
| Note: Job totals represent a monthly average for each 12-month time period.   |                             |                             |                             |                |                                    |
| Source: Kansas Department of Labor, Labor Market Information Services, Quarterly Census of Employment and Wages (QCEW) program. |                             |                             |                             |                |                                    |

Over the past five years, Region II added 12,360 jobs. Supersectors adding the most jobs during this time period include Leisure and Hospitality (4,986 jobs), Professional and Business Services (3,710 jobs), and Construction (2,471 jobs). During this same time period, Kansas added 67,607 jobs, with the majority of growth occurring in the Kansas City area (Local Area III). Professional and Business Services accounted for most of the job growth in Kansas, adding 30,255 jobs. The next largest gains were in Education and Health Services (13,014 jobs); Leisure and Hospitality (12,784 jobs); and Trade, Transportation, and Utilities (12,032 jobs). Average weekly wages for Leisure and Hospitality and Trade, Transportation, and Utilities jobs tend to be lower than for other supersectors because many of these jobs are part time and/or lower paying jobs.

Region II has grown at an average annual rate of 0.7 percent over the past five years. This is slower than the 1.0 percent average annual rate in Kansas. The fastest growing supersectors in both Kansas and Region II were Construction; Professional and Business Services; and Leisure and Hospitality. Although Professional and Business Services was a relatively fast growing supersector in both areas, the supersector increased by an average annual rate of 2.1 percent in Region II and 3.8 percent in Kansas. This contributed to the faster overall growth in Kansas. Another supersector that impacted overall growth was Education and Health Services, the largest supersector for both areas. While Kansas added jobs in this supersector at an average annual rate of 0.8 percent, Region II has lost jobs at an average annual rate of 0.1 percent.

Kansas and Region II have both added jobs each of the past five years. The rate of this continued expansion did begin to slow in 2016. When comparing the average monthly values for October

2015-September 2016 to the prior twelve month period, Region II grew at 0.1 percent and Kansas grew at 0.3 percent. The following chart shows the over the year changes for each supersector in Region II. Leisure and Hospitality is continuing to grow at a relatively high rate, but growth in other industries such as Construction and Professional and Business Services has slowed.



### Workforce Needs by Industry Sector and Occupation

In the second quarter of 2016, the labor market information services (LMIS) division of the Kansas Department of Labor conducted a survey of businesses in Kansas. Data is available by Local Area and includes type and number of job openings (vacancies), full-time or part-time, education required, as well as wages and benefits offered. All counties in Local Area IV are also part of Region II, so the following tables provide information for Local Area IV. Harvey, McPherson, Marion, and Reno counties are all located in Local Area I. There are 62 counties in Local Area I, therefore job vacancy data specifically for these Region II counties is not available.

There were a total of 8,336 job vacancies reported in 2016 for Local Area IV. This is an 11.5 percent decrease in the number of vacancies from 2015. In 2015, the number of reported vacancies was 9,414. The job vacancy rate in 2016 was 2.7 percent indicating there were 2.7 vacancies for every 100 positions. The 2016 vacancy rate for Local Area IV was lower than the statewide job vacancy rate of 3.2 percent. Of the vacancies reported in 2016, 75.9 percent were

permanent, full time positions; this is more than 2015 when 59.8 percent of vacancies were permanent full time.

There were three industry supersectors that reported more than 1,000 vacancies. These were Trade, Transportation and Utilities (1,975 vacancies), Education and Health Services (1,379 vacancies), and Professional and Business Services (1,339 vacancies). Trade, Transportation and Utilities also had the most vacancies at the statewide level, with 9,297 vacancies. In Kansas, Leisure and Hospitality had the second most openings (7,702 vacancies), followed by Education and Health Services (8,472 vacancies).

| <b>Vacancies by Industry Supersector and Type of Position</b>   |                                    |                                |                                |                                |                                |
|---|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| <b>Local Area IV</b>  |                                    |                                |                                |                                |                                |
| <b>Second Quarter, 2016</b>                                     |                                    |                                |                                |                                |                                |
| <b>Supersector<br/>(Ordered by Number of Job<br/>Vacancies)</b> | <b>Number<br/>of<br/>Vacancies</b> | <b>Percent of Vacancies*</b>   |                                |                                |                                |
|   |                                    | <b>Permanent<br/>Full-Time</b> | <b>Permanent<br/>Part-Time</b> | <b>Temporary<br/>Full-Time</b> | <b>Temporary<br/>Part-Time</b> |
| Total   | 8,336                              | 75.9%                          | 18.9%                          | 2.5%                           | 2.7%                           |
| Trade, Transportation and Utilities                             | 1,975                              | 69.6%                          | 28.0%                          | 0.5%                           | 1.9%                           |
| Education and Health Services                                   | 1,379                              | 73.3%                          | 23.2%                          | 2.7%                           | 0.7%                           |
| Professional and Business Services                              | 1,339                              | 84.8%                          | 9.8%                           | 0.3%                           | 5.2%                           |
| Construction  | 843                                | 99.6%                          | 0.0%                           | 0.4%                           | 0.0%                           |
| Government  | 798                                | 78.2%                          | 6.0%                           | 2.9%                           | 12.9%                          |
| Manufacturing   | 733                                | 81.8%                          | 0.0%                           | 17.4%                          | 0.7%                           |
| Other Services  | 520                                | 64.7%                          | 35.3%                          | 0.0%                           | 0.0%                           |
| Leisure and Hospitality   | 360                                | 13.5%                          | 86.5%                          | 0.0%                           | 0.0%                           |
| Financial Activities  | 331                                | 99.7%                          | 0.3%                           | 0.0%                           | 0.0%                           |
| Information   | 59                                 | 52.6%                          | 47.4%                          | 0.0%                           | 0.0%                           |
| Natural Resources and Mining                                    | 0                                  | NA                             | NA                             | NA                             | NA                             |

\* Sum of all permanent and temporary jobs may not equal 100 percent due to rounding.  
Source: Kansas Department of Labor, Labor Market Information Services

Job vacancies are also reported by occupation. The 25 occupations with the highest number of vacancies in Local Area IV are shown below. Also included are the job vacancy rate and a breakdown of permanent full-time, permanent part-time, temporary full-time, and temporary part-time.

| Top 25 Occupations With Most Vacancies  |                        |                        |                        |                        |                        |                        |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Local Area IV   |                        |                        |                        |                        |                        |                        |
| Second Quarter, 2016  |                        |                        |                        |                        |                        |                        |
| Occupational Title<br>(Ordered by Number of Vacancies)  | Number of<br>Vacancies | Number of Vacancies*   |                        |                        |                        | Job<br>Vacancy<br>Rate |
|   |                        | Permanent<br>Full-Time | Permanent<br>Part-Time | Temporary<br>Full-Time | Temporary<br>Part-Time |                        |
| Heavy and Tractor-Trailer Truck Drivers   | 356                    | 353                    | 0                      | 3                      | 0                      | 9.6%                   |
| Personal Care Aides   | 346                    | 286                    | 60                     | 0                      | 0                      | 6.8%                   |
| Light Truck or Delivery Services Drivers  | 303                    | 303                    | 0                      | 0                      | 0                      | 13.8%                  |
| Janitors and Cleaners, Except Maids and Housekeeping<br>Cleaners                                | 268                    | 195                    | 3                      | 0                      | 70                     | 6.0%                   |
| Cashiers  | 243                    | 6                      | 221                    | 2                      | 15                     | 3.3%                   |
| Carpenters  | 243                    | 243                    | 0                      | 0                      | 0                      | 14.0%                  |
| Nursing Assistants  | 238                    | 141                    | 97                     | 0                      | 0                      | 5.3%                   |
| Retail Salespersons   | 207                    | 5                      | 194                    | 8                      | 1                      | 2.1%                   |
| Registered Nurses   | 204                    | 142                    | 59                     | 0                      | 3                      | 3.2%                   |
| Automotive Service Technicians and Mechanics  | 203                    | 203                    | 0                      | 0                      | 0                      | 13.5%                  |
| Laborers and Freight, Stock, and Material Movers, Hand  | 187                    | 5                      | 57                     | 125                    | 0                      | 5.7%                   |
| Construction Laborers   | 179                    | 164                    | 0                      | 0                      | 15                     | 7.4%                   |
| Tire Repairers and Changers   | 171                    | 86                     | 86                     | 0                      | 0                      | 36.4%                  |
| Sales Representatives, Wholesale and Manufacturing,<br>Except Technical and Scientific Products | 154                    | 154                    | 0                      | 0                      | 0                      | 4.8%                   |
| Helpers--Electricians   | 150                    | 150                    | 0                      | 0                      | 0                      | 37.4%                  |
| Psychiatric Technicians   | 145                    | 145                    | 0                      | 0                      | 0                      | 59.3%                  |
| Teacher Assistants  | 144                    | 91                     | 16                     | 38                     | 0                      | 3.2%                   |
| Maintenance and Repair Workers, General   | 113                    | 58                     | 55                     | 0                      | 0                      | 3.6%                   |
| Combined Food Preparation and Serving Workers,<br>Including Fast Food                           | 112                    | 5                      | 107                    | 0                      | 0                      | 2.5%                   |
| Home Health Aides   | 108                    | 0                      | 108                    | 0                      | 0                      | 12.1%                  |
| Computer Network Architects   | 103                    | 103                    | 0                      | 0                      | 0                      | 36.4%                  |
| First-Line Supervisors of Retail Sales Workers  | 101                    | 100                    | 1                      | 0                      | 0                      | 3.4%                   |
| Receptionists and Information Clerks  | 101                    | 3                      | 98                     | 0                      | 0                      | 3.7%                   |
| Electrical Engineers  | 101                    | 101                    | 0                      | 0                      | 0                      | 21.8%                  |
| Insurance Sales Agents  | 98                     | 98                     | 0                      | 0                      | 0                      | 21.0%                  |

\* Sum of all permanent and temporary jobs may not equal the total number of vacancies due to rounding.

Source: Kansas Department of Labor, Labor Market Information Services

A majority of the occupations in the top 25 list for Local Area IV match those on the statewide list. The occupations with the highest number of vacancies for Local Area IV were Heavy and Tractor-Trailer Truck Drivers and Personal Care Aides. These occupations ranked sixth and eighth on the statewide list. Most of these openings are for permanent full-time positions. On the statewide list, the top two occupations were Combined Food Preparation and Serving Workers, Including Fast Food (2,538 vacancies) and Retail Salespersons (2,259 vacancies). The majority of these openings were for permanent part-time positions.

#### Workforce Needs for Emerging Industries and Occupations

Each year the Kansas Department of Labor produces short term employment projections by industry and occupation. These projections are forecasts of expected job levels two years in the future, thus providing information about emerging industries and occupations. Projections are based on the most comprehensive measure of jobs. This measure includes jobs covered by unemployment insurance (QCEW job counts) as well as non-covered jobs. Data for non-covered

jobs is collected through a variety of sources: the number of self-employed workers is calculated by applying national staffing patterns to state employment data, LMIS conducts school and church surveys that provide information about jobs that are not covered by unemployment insurance, and data on railroad workers are sourced from the Railroad Retirement Board.

Employment projections are available for seven projection regions in Kansas. The South Central projection region is comprised of seven of the Region II counties: Butler, Cowley, Harper, Harvey, Kingman, Sedgwick, and Sumner. The table below shows employment projections by industry supersector from first quarter 2016 to first quarter 2018. Total jobs are expected to increase by 1.2 percent, or 3,901 jobs, over the two-year period. The average annual growth rate is 0.6 percent. Service providing industries are expected to be the source for most of this growth, with projected increases of 1,177 Leisure and Hospitality jobs and 1,104 Education and Health Services jobs. Industry supersectors with relatively high annual growth rates include Leisure and Hospitality (1.8 percent), Professional and Business Services (1.2 percent), and Construction (1.1 percent).

| <b>South Central Kansas</b>                       |   |   |                          |                |                               |
|---|---|---|--------------------------|----------------|-------------------------------|
| <b>Short-term Industry Employment Projections</b> |   |   |                          |                |                               |
| <b>1st Quarter 2016 to 1st Quarter 2018</b>       |   |   |                          |                |                               |
| <b>Industry Title</b>                             | <b>Employment</b>                       |   | <b>Employment Change</b> |                |                               |
|   | <b>Base Period<br/>2016 1st Quarter</b> | <b>Projection Period<br/>2018 1st Quarter</b> | <b>Numerical</b>         | <b>Percent</b> | <b>Annual<br/>Growth Rate</b> |
| <b>Total All Industries</b>                       | <b>337,363</b>                          | <b>341,264</b>                                | <b>3,901</b>             | <b>1.2%</b>    | <b>0.6%</b>                   |
| <b>Goods Producing</b>                            | <b>74,708</b>                           | <b>74,507</b>                                 | <b>-201</b>              | <b>-0.3%</b>   | <b>-0.1%</b>                  |
| Natural Resources and Mining                      | 1,706                                   | 1,651   | -55                      | -3.2%          | -1.6%                         |
| Construction                                      | 16,265                                  | 16,637  | 372                      | 2.3%           | 1.1%                          |
| Manufacturing                                     | 56,737                                  | 56,219  | -518                     | -0.9%          | -0.5%                         |
| <b>Services Providing</b>                         | <b>245,062</b>                          | <b>248,870</b>                                | <b>3,808</b>             | <b>1.6%</b>    | <b>0.8%</b>                   |
| Trade, Transportation, and Utilities              | 56,141                                  | 56,843  | 702                      | 1.3%           | 0.6%                          |
| Information                                       | 4,890                                   | 4,864   | -26                      | -0.5%          | -0.3%                         |
| Financial Activities                              | 13,468                                  | 13,572  | 104                      | 0.8%           | 0.4%                          |
| Professional and Business Services                | 35,135                                  | 35,987  | 852                      | 2.4%           | 1.2%                          |
| Education and Health Services                     | 75,415                                  | 76,519  | 1,104                    | 1.5%           | 0.7%                          |
| Leisure and Hospitality                           | 32,342                                  | 33,519  | 1,177                    | 3.6%           | 1.8%                          |
| Other Services (except Government)                | 10,720                                  | 10,788  | 68                       | 0.6%           | 0.3%                          |
| Government  | 16,951                                  | 16,778  | -173                     | -1.0%          | -0.5%                         |
| <b>Unclassified</b>                               | <b>17,593</b>                           | <b>17,887</b>                                 | <b>294</b>               | <b>1.7%</b>    | <b>0.8%</b>                   |
| Self Employed Workers, All Jobs                   | 17,593                                  | 17,887  | 294                      | 1.7%           | 0.8%                          |

Source: Kansas Department of Labor, Labor Market Information Services

Employment growth for the statewide area is expected to be slightly faster than South Central Kansas. The state is expected to add 19,351 jobs over the two-year period, an average annual rate of 0.7 percent. Similar to the South Central region, the industry supersectors with the highest projected annual growth rates in Kansas are Leisure and Hospitality (1.3 percent) and Professional and Business Services (1.2 percent). Construction jobs are also expected to increase in Kansas, but at a slower rate (0.8 percent annually).

Short term employment projections are also available by occupation. Total annual openings for an occupation are a combination of growth and replacement openings. Growth openings represent new jobs in that occupation while replacement openings occur when workers retire or permanently leave an occupation and need to be replaced. The following table provides information about the 25 occupations in South Central Kansas with the most projected growth openings. The top three occupations by growth openings are Personal Care Aides (126), Combined Food Preparation and Serving Workers, Including Fast Food (94), and Waiters and Waitresses (93). Wages for these three occupations are relatively low and workers usually don't need a formal educational credential to enter these occupations.

| South Central Kansas<br>Short-Term Occupational Projections<br>First Quarter of 2016 to First Quarter of 2018 |                      |                    |                         |             |                               |                                   |   |
|---|----------------------|--------------------|-------------------------|-------------|-------------------------------|-----------------------------------|---|
| Occupational Title  | Employment           |                    | Annual Openings due to: |             |                               | Annual Median Wage <sup>(2)</sup> | Typical Education Needed for Entry <sup>(3)</sup> |
|   | Base Quarter 2016 Q1 | Projection 2018 Q1 | Growth                  | Replacement | Total Openings <sup>(1)</sup> |                                   |   |
| Personal Care Aides   | 4,982                | 5,235              | 126                     | 32          | 158                           | \$21,910                          | No formal educational credential                  |
| Combined Food Preparation and Serving Workers, Including Fast Food  | 4,528                | 4,716              | 94                      | 176         | 270                           | \$18,120                          | No formal educational credential                  |
| Waiters and Waitresses  | 5,948                | 6,134              | 93                      | 311         | 404                           | \$18,226                          | No formal educational credential                  |
| Customer Service Representatives  | 6,873                | 7,049              | 88                      | 160         | 248                           | \$28,750                          | High school diploma or equivalent                 |
| Retail Salespersons   | 9,696                | 9,847              | 76                      | 362         | 438                           | \$22,046                          | No formal educational credential                  |
| Cooks, Restaurant   | 2,629                | 2,773              | 72                      | 71          | 143                           | \$19,752                          | No formal educational credential                  |
| Cashiers  | 7,718                | 7,850              | 66                      | 391         | 457                           | \$18,750                          | No formal educational credential                  |
| Registered Nurses   | 6,957                | 7,076              | 60                      | 154         | 214                           | \$51,413                          | Bachelor's degree                                 |
| Nursing Assistants  | 4,776                | 4,892              | 58                      | 101         | 159                           | \$23,361                          | Postsecondary non-degree award                    |
| Heavy and Tractor-Trailer Truck Drivers   | 3,931                | 4,038              | 54                      | 62          | 116                           | \$37,826                          | Postsecondary non-degree award                    |
| First-Line Supervisors of Food Preparation and Serving Workers  | 2,602                | 2,705              | 52                      | 83          | 135                           | \$27,202                          | High school diploma or equivalent                 |
| Hairdressers, Hairstylists, and Cosmetologists  | 1,145                | 1,231              | 43                      | 28          | 71                            | \$23,293                          | Postsecondary non-degree award                    |
| Food Preparation Workers  | 2,503                | 2,585              | 41                      | 78          | 119                           | \$17,990                          | No formal educational credential                  |
| First-Line Supervisors of Retail Sales Workers  | 3,852                | 3,921              | 34                      | 88          | 122                           | \$35,122                          | High school diploma or equivalent                 |
| Construction Laborers   | 3,214                | 3,280              | 33                      | 63          | 96                            | \$27,062                          | No formal educational credential                  |
| Accountants and Auditors  | 3,061                | 3,124              | 32                      | 80          | 112                           | \$59,242                          | Bachelor's degree                                 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners   | 4,593                | 4,653              | 30                      | 82          | 112                           | \$23,323                          | No formal educational credential                  |
| Stock Clerks and Order Fillers  | 5,124                | 5,178              | 27                      | 174         | 201                           | \$22,209                          | No formal educational credential                  |
| Industrial Machinery Mechanics  | 1,705                | 1,758              | 26                      | 40          | 66                            | \$53,532                          | High school diploma or equivalent                 |
| General and Operations Managers   | 3,982                | 4,034              | 26                      | 94          | 120                           | \$85,529                          | Bachelor's degree                                 |
| Light Truck or Delivery Services Drivers  | 2,239                | 2,290              | 26                      | 36          | 62                            | \$23,071                          | High school diploma or equivalent                 |
| Carpenters  | 2,359                | 2,409              | 25                      | 28          | 53                            | \$36,176                          | High school diploma or equivalent                 |
| Home Health Aides   | 951                  | 1,001              | 25                      | 20          | 45                            | \$22,138                          | No formal educational credential                  |
| Electricians  | 1,753                | 1,801              | 24                      | 27          | 51                            | \$48,897                          | High school diploma or equivalent                 |
| Maintenance and Repair Workers, General   | 3,320                | 3,364              | 22                      | 80          | 102                           | \$33,603                          | High school diploma or equivalent                 |

(1) Total Openings: Sum of Growth and Replacement Openings  
(2) Wage data are from the 2016 Edition of the Kansas Wage Survey showing wages collected in 2015, Kansas Department of Labor, Labor Market Information Services  
(3) Education Levels are provided by the Bureau of Labor Statistics, more information can be found at [https://www.bls.gov/emp/ep\\_education\\_training\\_system.htm](https://www.bls.gov/emp/ep_education_training_system.htm)  
Note: Occupation subtotals may not add to the totals due to rounding and the suppression of data.  
Source: Kansas Department of Labor, Labor Market Information Services

Only six of the 25 emerging occupations on this list typically require workers to have more than a high school diploma. Workers typically need a postsecondary non-degree award to enter the following occupations: Nursing Assistants; Heavy and Tractor-Trailer Truck Drivers; and Hairdressers, Hairstylists, and Cosmetologists. A bachelor's degree is typically needed for Registered Nurses, Accountants and Auditors, and General and Operations Managers. Median wages for most of these growing occupations are also relatively low when compared to the

median wage for total all occupations, which was \$33,371 in South Central Kansas. Only nine of the 25 occupations on this list have a median wage that is higher than the median wage for all occupations.

In Kansas the top 25 occupations by number of growth openings includes many of the same occupations as South Central Kansas. There are four occupations in the top 25 for South Central Kansas, but not for the state: Construction Laborers, Industrial Machinery Mechanics, Carpenters, and Electricians. Some of these differences are likely due to the faster growth rate for the construction industry in South Central Kansas.

#### Workforce Needs for In-Demand Occupations

Each year the Kansas Department of Labor completes a high demand list of occupations for the statewide and local areas. This list of in-demand occupations combines current and emerging workforce needs to rank all occupations by demand from Kansas employers. Occupations are given a score from one to ten for the number of job openings at the current time (job vacancy survey), in the next two years (short-term projections program), and in the next ten years (long-term projections program). The scores for each of these components are added to create a total demand score, with a maximum demand score of 30.

**Top 25 High Demand Occupations  
Local Area IV  
2016**

| SOC Title  | JVS <sup>1</sup> | ST <sup>2</sup> | LT <sup>3</sup> | Total Score | Education                         | Median Annual Wage <sup>4</sup> |
|--|------------------|-----------------|-----------------|-------------|-----------------------------------|---------------------------------|
| Registered Nurses  | 10               | 10              | 10              | 30          | Bachelor's degree                 | \$51,740                        |
| Heavy and Tractor-Trailer Truck Drivers  | 10               | 10              | 10              | 30          | Postsecondary non-degree award    | \$37,964                        |
| Construction Laborers  | 10               | 10              | 10              | 30          | No formal educational credential  | \$26,978                        |
| Laborers and Freight, Stock, and Material Movers, Hand                                       | 10               | 10              | 10              | 30          | No formal educational credential  | \$23,999                        |
| Nursing Assistants   | 10               | 10              | 10              | 30          | Postsecondary non-degree award    | \$23,365                        |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                | 10               | 10              | 10              | 30          | No formal educational credential  | \$22,030                        |
| Retail Salespersons  | 10               | 10              | 10              | 30          | No formal educational credential  | \$21,935                        |
| Personal Care Aides  | 10               | 10              | 10              | 30          | No formal educational credential  | \$18,757                        |
| Cashiers   | 10               | 10              | 10              | 30          | No formal educational credential  | \$25,928                        |
| Teacher Assistants   | 9                | 10              | 10              | 29          | Some college, no degree           | \$57,475                        |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 9                | 10              | 9               | 28          | High school diploma or equivalent | \$36,123                        |
| Carpenters   | 10               | 10              | 8               | 28          | High school diploma or equivalent | \$34,941                        |
| First-Line Supervisors of Retail Sales Workers   | 8                | 10              | 10              | 28          | High school diploma or equivalent | \$24,644                        |
| Receptionists and Information Clerks   | 8                | 10              | 10              | 28          | High school diploma or equivalent | \$18,078                        |
| Combined Food Preparation and Serving Workers, Including Fast Food                           | 8                | 10              | 10              | 28          | No formal educational credential  | \$43,877                        |
| Elementary School Teachers, Except Special Education   | 8                | 9               | 10              | 27          | Bachelor's degree                 | \$33,367                        |
| Maintenance and Repair Workers, General  | 8                | 10              | 9               | 27          | High school diploma or equivalent | \$30,476                        |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive              | 7                | 10              | 10              | 27          | High school diploma or equivalent | \$96,011                        |
| Aerospace Engineers  | 7                | 9               | 10              | 26          | Bachelor's degree                 | \$22,966                        |
| Light Truck or Delivery Services Drivers   | 10               | 8               | 8               | 26          | High school diploma or equivalent | \$22,255                        |
| Home Health Aides  | 8                | 8               | 10              | 26          | No formal educational credential  | \$85,215                        |
| General and Operations Managers  | 5                | 10              | 10              | 25          | Bachelor's degree                 | \$38,498                        |
| Automotive Service Technicians and Mechanics   | 10               | 8               | 7               | 25          | Postsecondary nondegree award     | \$22,230                        |
| Stock Clerks and Order Fillers   | 5                | 10              | 10              | 25          | No formal educational credential  | \$18,242                        |
| Waiters and Waitresses   | 5                | 10              | 10              | 25          | No formal educational credential  |                                 |

Source: Kansas Department of Labor, Labor Market Information Services (LMIS).

1. Job Vacancy Survey Score is based off of the 2016 Kansas Job Vacancy Survey.

2. Short-term Projections Score is based off of the 2015-2017 round of projection data.

3. Long-term Projection Score is based off of the 2012-2022 round of projection data.

4. Wage data is from the 2016 Edition of the Kansas Wage Survey (data collected in 2015).

Note: List only includes occupations with above average demand in one of the three categories.

The top 25 list for Kansas includes many of the same occupations. There are two occupations that have uniquely high demand for Local Area IV when compared to the rest of Kansas. Home Health Aides and Aerospace Engineers are both on the top 25 list for Local Area IV, but neither of these occupations is even in the top 50 for Kansas. Wichita has a high concentration of workers in the aerospace product and parts manufacturing industry, contributing to the high demand score for Aerospace Engineers in Local Area IV.

Many of these occupations are related to the emerging industries identified through the short term projections program: Leisure and Hospitality, Education and Health Services, and Professional and Business Services. The combined current openings and projected growth for these supersectors and related occupations indicate that these are emerging and in-demand sectors of the Region II labor market.



#### **D. Administrative Costs**

Region II has no plans to coordinate administrative cost or pool funds for administrative costs. It is not considered necessary at this time. Customers are served in the Workforce Center they go to without consideration of the customer's address. Customers are encouraged to visit the Workforce Center closest to them to receive services in the Region. At times, a customer being served by a partner in one area may be referred to another partner within the region for additional services. When referrals occur, the attached referral form (Attachment 1) will be utilized to assist in tracking referrals between local area partners within the region.

#### **E. Supportive Services**

Region II will continue to provide transportation and other supportive services to their customers based on customer need. Each Local Area will follow its own supportive service policies. Additionally funding for these services will come from the Local Area in which the customer is being served.

#### **F. Coordination of Services**

In addition to the strategies described above, Region II will work to identify ways to increase opportunities to serve customers, meet employer needs, and strengthen partnerships throughout the region. Region II will continue to engage employers through BREG, Shared Employer Forums, and through Rural Employer Conferences to identify opportunities for Registered Apprenticeship opportunities. Once a year, the region will host a Rural Employer Conference to provide information and strategies to assist our Rural Employers in recruiting and retaining a qualified Workforce. Conferences will be planned based on the feedback received from employers in forums, employer reports collected during Board Meetings, and information collected from Labor Market Analysis and Economic Development reports.

A major focus of WIOA includes identifying work –based learning opportunities. Each Local Area is committed to working with employers in the region to develop training programs, and is committed to assisting low wage, underemployed individuals move into high-wage, self-sustaining positions. Region II will utilize BREG, Registered Apprenticeship Grants, and other projects to identify opportunities to develop work-based learning opportunities to better serve both the employer and job seeker customers. Work-based learning opportunities include not just Registered Apprenticeship, but also OJT and Work Experience. The attached information on Career Pathways (Attachment 2) will provide guidance to staff in both areas on opportunities to build partnerships for work-based learning.

In an effort to develop marketing and recruiting plans, the Local Areas will coordinate Social Media outreach based on the feedback and results from Shared Employer Forums or Rural Employer Conferences. In addition, staff outreach plans for both employers and jobseekers will include relevant information obtained from events. Staff from each respective Local Areas will also participate in Community Workforce Committees to ensure partner engagement from both Core and Required Partners, but also Community resource partners.

The Local Areas plan to individually negotiate and reach agreements with the Governor on local levels of performance. Understanding that the negotiation impacts both the region. Each Local Area will be responsible for the management of the Local Areas performance and reporting said performance to the State Workforce Board.

MOUs with all regional partners will be amended to outline the commitments of each partner for implementing the regional strategies contained in the regional plan.

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