

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS



2020 ANNUAL REPORT

THE WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS

SUPPORTING AND ADVANCING A COMPETITIVE
WORKFORCE IN SOUTH CENTRAL KANSAS

LETTER FROM THE CHAIR

Like every business, organization, and institution the events of 2020 brought changes to the Workforce Alliance at a pace few anticipated. Not only did COVID-19 force operational changes to the Workforce Alliance, but the year started with nearly 10,000 lay-offs from the grounding of the 737 Max. The combination of these events resulted in thousands of job losses from employers across most of the key businesses sectors in the region. As this report demonstrates, the staff and Board of the Workforce Alliance rose to the occasion by adapting to provide services and generated outcomes that assisted both job seekers and employers.

It is an honor and privilege to chair the Board of Directors for the Workforce Alliance and both of us take this responsibility very seriously. Having a highly engaged Board of business and community leaders is a tremendous asset and one of the reasons why the Workforce Alliance continues to be recognized as an elite Local Workforce Development Board. The Workforce Alliance is able to sustain its high level of performance due to the outstanding team of professional staff. The 2020 Annual Report highlights how the Board and staff were able to effectively address the many challenges to the regional economy and local labor market.

The limited space in this report do not allow us to adequately describe all of the great work of the Workforce Alliance in 2020, but the highlights include:

- Managing a series of information sessions for laid off workers
- Securing grant funds and aligning services from multiple sources to assist laid off workers
- Transitioning to a work from home environment for staff and providing virtual services for job seekers and employers
- Completing the 2020-2022 Strategic Plan
- Creating a partnership with KWCH for the Building You series and Job of the Day

On behalf of the Board we want recognize and thank the staff and partners of the Workforce Centers of South Central Kansas for all of the great work in 2020. Employment and training services will be a major driver of economic recovery. We are confident the Workforce Alliance is well positioned to once again rise to the occasion and continue its legacy of changing lives and helping to grow local businesses.



Jennifer Hughes
Board Chair July 2019-July 2020



Gabe Schlickau
Board Chair July 2020-current



LOCAL WORKFORCE DEVELOPMENT BOARD

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) ESTABLISHES LOCAL WORKFORCE DEVELOPMENT BOARDS (LWDB) WHICH CONNECT EMPLOYERS AND JOB SEEKERS TOGETHER TO STRENGTHEN THE LOCAL ECONOMY.

Dave Alfaro *
Jennifer Anderson
Rod Blackburn
Andrew Chance
John Clark
Ebony Clemons-Ajibolade
Dan Decker **
Mike Donnelly *
Kerri Falletti
Robert Giesen *
Michele Gifford
Laura Hands
Robin Heinz
Dan Hink
Jennifer Hughes,
Kathy Jewett

Butler County Economic Development
Cowley College
Partners in Education Foundation
Ironworkers Local Union 24
Plumbers and Pipefitters Local Union 441
Evergy
Kansas Department of Children and Families
Department for Children and Families
Cowley First
B&B Electric Motor
Textron Aviation
Koch Industries
Vornado Air
Painters District Council #3
LWDB Immediate Past Chair, Youngers & Sons Mfg.
XLT Ovens

LOCAL WORKFORCE DEVELOPMENT BOARD CONTINUED

Patrick Jonas	Cerebral Palsy Research Foundation of Kansas and Center Industries
Russell Kennedy	IBEW, Local Union #271
Jessica Kilpatrick	Fidelity Bank
Gay Kimble *	Rainbows United
Kimberly Krull	Butler Community College
Kristina Langrehr	Ascension Via Christi Health
Jeff Longwell	Eck Auto Group
B.J. Moore	Society of Professional Engineering Employees (SPEEA), IFPTE Local 2001
Alex Munoz **	Creekstone Farms
Melissa Musgrave	LWDB Vice Chair, Airbus
Tony Naylor	Wichita Electrical Apprenticeship - IBEW, Local Union #271
Matt Peterson	Cargill
Gary Plummer	Wichita Regional Chamber of Commerce
Erica Ramos	Kansas Department of Commerce
Lisa Roberts-Proffitt *	FlagshipKS.Tech
Luis Rodriguez	Keycentrix
Ashley Scheideman **	FlagshipKansas.Tech
Gabe Schlickau	LWDB Chair, CoBank
Suzanne Scott	Spirit AeroSystems
Sally Stang **	City of Wichita
Jeff Townsend	Sheet Metal Workers Local Union 29
Sheree Utash	WSU Tech
John Weber *	Assisted Living Locators

* LWDB Member - Term Ended 6/30/2020

** New LWDB Member - Term Began 7/1/2020

GRANTS & FINANCIALS

THE GOAL OF THE WORKFORCE ALLIANCE LOCAL WORKFORCE DEVELOPMENT BOARD IS TO LEVERAGE RESOURCES AND ALIGN SERVICES TO INCREASE THE COMMUNITY IMPACT OF THE ANNUAL FEDERAL ALLOCATION FROM WIOA.

At the direction of the LWDB, staff and Workforce Center partners seek opportunities to secure grants and collaborate on training projects to bring more funding to the region. The result is job seekers in Local Area IV have access to a number of different employment and training programs.

- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth
- Kansas Health Professions Opportunity Project (KHPOP)
- Pell Grants
- Trade Adjustment Assistance (TAA)
- Kansas Advanced Manufacturing Program (KAMP)
- United Way Healthcare
- Retaining Employment and Talent After Injury/Illness Network (RETAIN)
- Partner4Work Dislocated Worker Grant

GRANTS & FINANCIALS CONTINUED

Despite an ongoing decrease in WIOA funding for the past 5 years, the Workforce Alliance continues to operate at a high level by diversifying its funding streams. In 2020 18 grant projects were leveraged to better serve the community.

WIOA (Adult, Dislocated Worker, Youth)	\$ 2,085,994.38
National Dislocated Worker Grants (DWG)	\$ 928,520.97
Senior Community Service Employment Program (SCSEP)	\$ 739,142.00
KAMP America's Promise Manufacturing Grant	\$ 681,037.00
Registered Apprenticeship Grants	\$ 426,832.78
CARES Act COVID Recovery Grants	\$ 22,649.00
Kansas Health Training Program Grant (KHPOP)	\$ 491,804.24
RETAIN Grant	\$ 198,395.00
WSU Robotics Grant	\$ 55,043.00
Workforce Innovation Fund Grant (WIF)	\$ 55,390.00
Work Based Learning Grant	\$ 5,278.03
180 Skills Grant	\$ 9,565.76
United Way Patient Care Assistant Grant (PCA)	\$ 110,620.00
Kansas Vocational Rehabilitation Pre-ETS Youth	\$ 76,395.00
Regional Economic Area Partnership (REAP)	\$ 131,120.94
National Fund For Workforce Solutions Grants	\$ 91,885.07
Youth Employment Project	\$ 109,240.00
General	\$ 127,107.26
Total	\$ 6,346,020.43

WIOA OUTCOMES FOR PROGRAM YEAR 2019

(7/1/19 - 6/30/2020)

Adult

Dislocated Worker

Employment Rate (2nd Qtr. after Exit)	73.31
Employment Rate (4th Qtr. after Exit)	71.29
Earnings (Median Earnings 2nd Qtr. after Exit)	\$5,576.00
Credential Attainment (Within 4 Qtrs. after Exit)	79.17
Measurable Skills Gain (Real Time Measure)	59.42

Employment Rate (2nd Qtr. after Exit)	86.67
Employment Rate (4th Qtr. after Exit)	81.80
Earnings (Median Earnings 2nd Qtr. after Exit)	\$9,539.40
Credential Attainment (Within 4 Qtrs. after Exit)	69.57
Measurable Skills Gain (Real Time Measure)	38.16

Youth

Education and Employment Rate (2nd Qtr. after Exit)	78.43
Education and Employment Rate (4th Qtr. after Exit)	66.25
Earnings (Median Earnings 2nd Qtr. after Exit)	\$3,961.15

Credential Attainment (Within 4 Qtrs. after Exit)	49.23
Measurable Skills Gain (Real Time Measure)	50.00

Goals were exceeded in six measures, three met sanction, and two did not meet sanction. Goal/sanctions not set in four measures

WIOA YOUTH PROGRAM

THE WIOA YOUTH PROGRAM ASSISTS YOUNG ADULTS IN OVERCOMING BARRIERS THAT STAND BETWEEN THEM AND THEIR EDUCATIONAL AND CAREER GOALS

Summary of Services

Adult Mentoring

7

Adult Secondary Education/GED

10

Guidance / Counseling

5

Leadership Development / Workforce Development

6

Occupational Skills Training / Labor Market Information

32

Supportive Services

7

10

Tutoring

10

5

Work Experience

5

Supportive Services

Bus Passes

3

Car Repair

1

Childcare

1

Fuel

5

Utilities

8

Work Apparel

2



SUCCESS STORIES

Sara was referred to the WIOA Youth Program after earning an AAS accounting certificate. She had little work history, severe anxiety, and was struggling to find employment. Through WIOA Youth program, she completed a leadership development training and then participated in a work experience as an office assistant and accounting assistant. Sara thrived in her role and was able to gain confidence and valuable skills to add to her resume. She was hired on as a Teller making \$11.25 per hour, with the chance for upward mobility in the company.

Jennifer, a parenting youth, dropped out of medical training when gave birth, and then lost her job at the hospital working as a translator due to the COVID-19 pandemic. Jennifer's goal was to become a nurse. The WIOA Youth Program was able to help Jennifer successfully re-enroll and complete a Medical Assistant program along with the prerequisite classes towards her Registered Nurse degree. Jennifer was also able to find employment as a Customer Care Representative making \$13.50 per hour, and is able to work remotely from home allowing her flexibility to study and care for her child.

Through the WIOA Young Adult Program, Dariuayna, a 22 year old homeless youth, enrolled in Certified Nursing Aide and Certified Medication Aide courses, successfully completing both programs while working full-time at as a housekeeper in a long-term care facility. She received a promotion from her employer after receiving her state licensure and is now a full time Medication Aide earning \$13.50 per hour with health benefits. Dariuayna's pay increase has enabled her to move into her own apartment and help her aunt support her younger siblings. She provided this feedback to her WIOA case manager "I really want to thank all of you guys (at the Workforce Center)! You will never understand how much I appreciate everything that you all have done. It has helped me make a huge transition in my life and has opened doors to my future that I had not even thought of before. A true blessing!"

SPECIAL PROJECTS & INITIATIVES



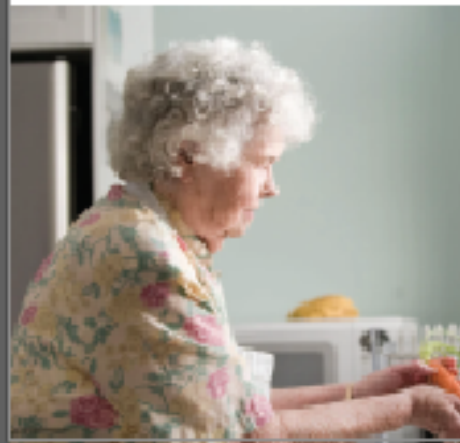
REAP is comprised of thirty city and county governments in 10 counties of South Central Kansas, including Butler, Cowley, Harper, Harvey, Kingman, McPherson, Pratt, Reno, Sedgwick and Sumner, as well as multiple associate members. These partners joined together to guide state and national actions that affecting economic development in the region and to adopt joint actions among member governments to enhance the regional economy. REAP advocates for state investments and encourages strategic public policies to create jobs and grow the economy in South Central Kansas.

The Mission of the Sedgwick County Association of Cities is a coalition of municipal officials who seek to improve the quality of life in Sedgwick County through effective government. SCAC advocates for municipalities as the official voice of municipal government in Sedgwick County, and promotes good government through education, training and leadership.



SCSEP Senior Community Service Employment

Program (SCSEP) is a program designed for older Americans needing assistance updating workplace skills to become competitive in today's job market. In Program Year 2019 (July 1, 2019 to June 30, 2020), SCSEP worked with 114 low income seniors. Through assignments at a local non-profit and government agencies they were given opportunities to work part-time in a job environment to gain experience and updated job skills. Through their training hours at their assignments they provided 48,429 hours of community service.



This past year was one rife with challenges to the area economy. With a sizeable portion consisting of the aerospace industry, the grounding of the Boeing 737 Max set off a chain of events impacting several major employers and thousands of workers. The community reacted by enacting the Air Capital Commitment, a hub of resources aimed at assisting laid-off workers in the area. This in turn aided affected companies by helping retain local talent.



An even greater challenge presented itself as the COVID-19 completely altered the lives of not only Kansans, but the entire global economy. An immediate downturn was unavoidable and some businesses would not recover. The Workforce Alliance quickly became a resource for available jobs by creating "Recently Laid Off?" and "Immediate Job Openings" section on Workforce-ks.com. The "Immediate Jobs" section was featured on local news stations and became a valuable resource for those seeking employment.

To help retain local talent and support laid-off workers in the Wichita area, the Workforce Alliance and Wichita Workforce Center collaborated with the Greater Wichita Partnership and Choose Wichita in the "Get Trained Get Paid" campaign to highlight the importance of occupational skills training. Laid-off workers were provided with the opportunity of funds for courses in

short term, high-demand occupations for the local area.



Left - Workforce staff worked tirelessly to create Rapid Response packets, providing vital information to employers and laid-off workers.

SPECIAL PROJECTS & INITIATIVES

FAIR CHANCE

The Fair Chance initiative was created to serve job-seekers with criminal backgrounds. This goes above and beyond normal job-seeker services and helps them address barriers justice-involved individuals face in job and interview processes.

2020 SUMMARY

DIRECT REFERRALS	205	AVERAGE WAGE 6 MONTHS	\$11.16	RETAINED EMPLOYMENT 6 MONTHS	77%
ENTERED EMPLOYMENT	57%	AVERAGE WAGE 12 MONTHS	\$11.08	RETAINED EMPLOYMENT 12 MONTHS	74%

- In 2020, 205 participants were referred to the Fair Chance program, a decrease of 26% compared to 2019, however 122 individuals received individual employment services, an increase of 20% by comparison.
- Entered employment rate was down 4% over last year but retention at 6 and 12 months remained the same as 2019, despite the challenges presented by the COVID-19 pandemic.
- Average wages increased by 5% at 6 months, and 8.5% at 12 months respectively over wages in 2019.



In September of 2020, KWCH launched Building You, an ongoing series where anchor, Lily Wu highlighted a job on the 4 pm newscast and following morning alongside the KWCH website with access to the job postings and other available jobs through the Workforce Center and Kansasworks.com. In addition, every Wednesday KWCH runs a feature story about jobs and the economy. The Workforce Alliance assisted in providing ideas and content for these features.

YOUTH EMPLOYMENT PROJECT

THE 2020 YEP SERVED 3,009 YOUNG ADULTS AND ENGAGED 119 EMPLOYERS. WORKSHOPS NUMBERS WERE HINDERED DUE TO THE COVID-19 PANDEMIC, BUT THEY CONTINUED WITH SAFETY MEASURES IN PLACE.



YEP 2020 Totals

Young Adults Served	3,009
Workshop Participation	658
Badges Awarded	1,974
Essential Skills Certificates Earned	658
Total Employment	335
Employers Engaged	28
Job Fairs	5
Job Fair Attendance	1,278
Events	38
School Engaged	16 in 8 districts
Counties Engaged	7

Camp HYPE

The WA expanded Camp HYPE offerings to provide additional work experiences to young adults due to fewer employment opportunities being available to teens because of COVID-19 restrictions. In total 5 Camp HYPE sessions were held in 2020 and were themed by industry to support career exploration and pathways. In total, 82 teens attended Camp HYPE, and those who successfully completed earned a stipend, totaling \$17,200. For the second year, USD 259 provided two externs to the WA to assist with Camp HYPE facilitation.

JOBS FORE YOUTH

Proceeds from the Jobs FORE Youth Golf Tournament support the Youth Employment Project





Meritrust CREDIT UNION SM

PROCEEDS FROM THE JOBS FORE YOUTH GOLF TOURNAMENT
SUPPORT THE YOUTH EMPLOYMENT PROJECT

Despite the health challenges posed by COVID-19, this year's event was very successful with 18 teams and 72 players participating. Due to the extremely generous support of sponsors over \$14,000 was raised to help fund the youth employment and career awareness opportunities in South Central Kansas.

Lee Johnson and his staff at Hidden Lakes provided a beautiful course and exceptional service. The competition was decided after a three-way tie broken by a scorecard playoff. Congratulations go to the champions of the tournament, Remediation Contractors Team #2 of Dave Alfaro, Gus Collins, Mike Kelsey and Jimmy Wallis.



BUSINESS SERVICES

WORKFORCE CENTER BUSINESS SERVICES PROVIDES NO-COST SOLUTIONS TO EMPLOYERS FOR WORKFORCE DEVELOPMENT NEEDS, INCLUDING SERVICES FOR RECRUITMENT AND HIRING, TRAINING, CREDITS AND BONDING, IN ADDITION TO BUSINESS CLOSINGS AND LAYOFFS.

Business Services	Services to Employers	Job Postings	In-Person Visits	Employers Served
	1,950	4,142	53	1035
Prescreen Applications Assessments	Applicants	Applications	Companies Per Month (Ave.)	
	899	820	33	
	Job-Seekers Tested	Tests Administered	Companies Issuing Assessments	
	848	1,844	49	
Rapid Response	Employers Served	Services Provided	In-Person Visits	
	17	25	690	
Job Fairs	Job Fairs	Job-Seekers	Employers	
	15	3257	690	

One of Kansas' largest annual job fairs took on a much different feel as networking occurred entirely in cyberspace to comply with social-distancing guidelines. Handshakes were replaced with computer screens as 20 employers chatted with 130 job-seekers online for the Get Hired Job Virtual Job Fair. The 2019 Get Hired Job Fair held at Intrust Bank Arena is pictured above.

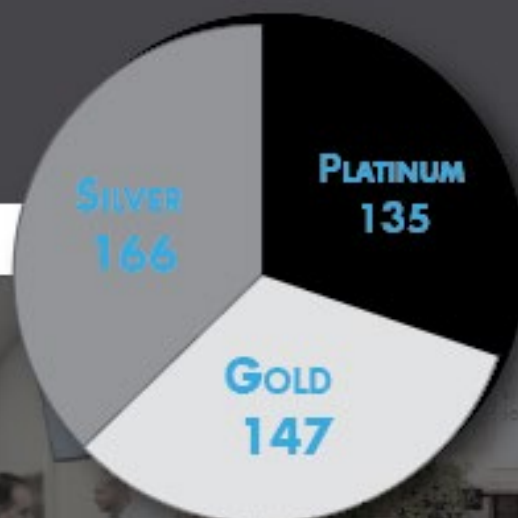
GET HIRED!
JOB FAIR
VIRTUAL

PRE-EMPLOYMENT SCREENING: WORKREADY CERTIFICATE

WorkKeys Data for 2020

Total Sessions	82
Total People Scheduled	934
Total People Tested	619

Work-Ready Credentials Awarded 575



Laid-Off Workers Job Fair, February, 2020

Job fairs were held virtually beginning in March, 2020

JOB SEEKER SERVICES

29,276 CUSTOMERS VISITED THE LOCAL AREA IV WORKFORCE CENTERS IN 2020, AN AVERAGE OF MORE THAN 116 CUSTOMERS PER WORKDAY. MOST OF THE CLIENTELE WERE SEEKING EMPLOYMENT OR TRAINING.

In addition to adding a library of workshops to its YouTube channel, 2020 brought on the implementation of the @Home Workshops series where the Workforce Centers provided 6 different workshops were via video conferencing. The @HOME workshops were attended by 300 job-seekers in this past year. The YouTube channel gained 78 additional subscribers as the collection grew to include 80 videos resulting in 2,112 views and 31,120 impressions.

The Wichita Workforce Center continued to offer Microsoft Office certifications, in Word, PowerPoint, Excel, Outlook, Access, OneNote, and SharePoint through Imagine Academy. In 2020, 69 customers took part, earning 29 certificates, with 43 active participants carrying over to 2021. The program was offered in person, but shifted to virtual access during the pandemic.



PARTNERS

The Workforce Innovation and Opportunity Act of 2014 requires Local Workforce Development Boards (LWDB's) to create One Stop Centers providing services to employers and job seekers.



LWDB's implement policies, design programs, and monitor the quality of services to ensure they meet the unique needs of the local labor market. A number of partners and agencies provide a full range of services pertaining to employment, training and education, employer assistance, and guidance for obtaining available employment services. Led by the Workforce Alliance of South Central Kansas, 21 organizations are now serving the public through the Wichita Workforce Center: nine are collocated at the Center and 12 agencies have access to services through the Center Partners.

Above: Workforce Alliance partners welcome Governor Laura Kelly at NexStep Alliance in Wichita, KS

COLOCATED PARTNERS

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS

- WIOA Programs
- Special Grants
- REAP

AMERICAN INDIAN COUNCIL

BUTLER COMMUNITY COLLEGE

- Adult Basic Education

ECKERD CONNECTS

FLINT HILLS JOB CORPS

KANSAS DEPARTMENT OF COMMERCE

- Business Development
- Wagner Peyser
- Trade Act Adjustment
- Veterans Services

U.S. DEPARTMENT OF COMMERCE

- U.S. Commercial Services (International Trade)

AFILLIATED PARTNERS

- Butler Community College
- City of Wichita
- Cowley College
- Kansas Department for Children and Families
Vocational Rehabilitation
- Kansas Department of Corrections
- Kansas Department of Labor

- NexStep Alliance, Goodwill Industries
- Sedgwick County Corrections
- SER Corporation – National Farmworkers Program
- South Central Mental Health
- WSU Tech
- Wichita Indochinese Center

LETTER FROM THE CEO

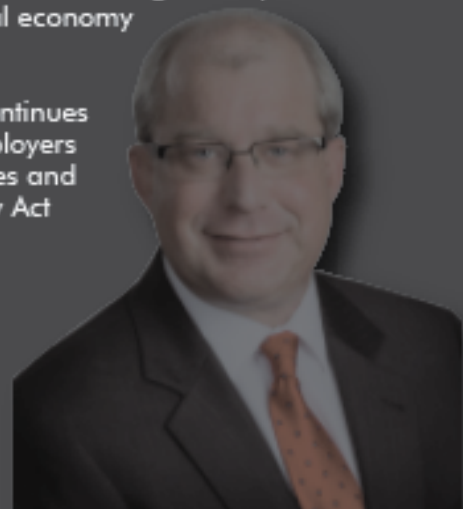
There is no question that 2020 will go down as one of the most consequential years in history. It is unlikely that any person or organization was not impacted by COVID-19 this past year, and the effect on employment, skills training and business will be felt well into 2021. Even before COVID-19 was fully understood, the Wichita area economy was rocked in early 2020 by large scale lay-offs due to the grounding of the Boeing 737 Max.

The 2020 Annual Report highlights how the Workforce Alliance and our partners at the Workforce Centers of South Central Kansas rose to the occasion and were able to provide high quality employment and skills training services under incredibly challenging circumstances. I am so proud of the staff and partners of the Workforce Centers for the "get it done" attitude and the commitment to the task at hand displayed in 2020.

The operations of the Workforce Centers were able to transition into a virtual platform that included staff learning and applying new technologies. Some examples that stood out to me from 2020 were the virtual job fairs and the collaboration by the Workforce Alliance, Kansas Department of Commerce and the Greater Wichita Partnership to encourage laid off workers to access services from the Trade Adjustment Assistance and Dislocated Workers programs. The Workforce Alliance Board was able to update its strategic plan in a Zoom meeting format, and the goals identified for 2020-2022 will lay the groundwork for operations as the regional economy begins to recover into over the next six to 24 months.

Through partnerships with higher education and the business community, The WA continues to provide programs and resources for workers to upskill or reskill while helping employers retrain their staff or find the workers they need. The WA will keep leveraging resources and aligning services to increase the impact of the Workforce Innovation and Opportunity Act above and beyond the annual funding allocation.

I look forward to these opportunities in 2021 and remain both humbled and proud to lead such a high performing organization.





WORKFORCE CENTERS

of South Central Kansas

KANSASWORKS.COM

In Partnership With AmericanJobCenter

Workforce Alliance of South Central Kansas

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Wichita KS, 67202