



Workforce Alliance (WA) Board of Directors Meeting Agenda

Wednesday, April 22, 2026 • 10:00 AM to 11:30 AM

Wichita Workforce Center, 2021 N. Amidon, Suite 1100

ZOOM Option: <https://us02web.zoom.us/j/88287089753>

1. **Welcome, Introductions and Public Comment:** Alana McNary (10:00)
2. **Wichita Workforce Center Remodel Update:** Chad Pettera (10:05)
The Workforce Alliance completed moving administrative offices in March and an update will be provided on the remodel project at the Wichita Workforce Center.
Recommended Action: Receive and file.
3. **National Association of Workforce Boards (NAWB) Forum 2026:** Alana McNary (10:15)
Board members and staff that attended the NAWB Forum on March 23rd – March 26th in Las Vegas will share key takeaways from the event.
Recommended Action: Take appropriate action.
4. **State Proposed Training Expenditure Policy:** Keith Lawing (10:30) (pp. 3-7)
The Workforce Alliance provided comments on a policy proposed by the Kansas Department of Commerce and the KansasWorks State Workforce Board that could have unintended consequences to “One-Stop” operations and support for skills training opportunities.
Recommended Action: Take appropriate action.
5. **Workforce Innovation & Opportunity Act (WIOA) Memorandum of Understanding for Required Partners:** Chad Pettera (10:45) (p. 8 and Attachment)
The required One-Stop Partner Workforce Innovation and Opportunity Act (WIOA) Memorandum of Understanding (MOU) is expiring and is being renewed for PY26.
Recommended Action: Approve publication of the Workforce Innovation and Opportunity Act (WIOA) One Stop Partner Memorandum of Understanding (MOU) for public comment.
6. **Revenue Generation Task Force Update:** Keith Lawing / Scott Stiles (10:50)
A task force was formed to help coordinate the annual Jobs FORE Youth golf tournament and develop other ways to generate additional funding outside of the WA’s federal program allocations. An update on task force discussions will be provided.
Recommended action: Take appropriate action.
7. **Community Impact Project Updates:** Keith Lawing (11:05)
 - *Returning Citizens Consortium- Kaufmann Planning Grant (pp. 9-10)*
 - *Youth Employment Project (YEP) (pp. 11-13)*
 - *Home Base Wichita*
 - *EPA Brownfields Job Training Grant*
 - *Homeless Veterans’ Reintegration Program (HVRP)*
 - *Child Care Employer Solutions Summit***Recommended action:** Take appropriate action.

8. **Consent Agenda:** Keith Lawing (11:15)

The action items in the following reports have been reviewed, discussed and acted upon at the Committee level. Members may request discussion on any of the action items at the meeting or the reports may be accepted as presented in a single motion.

A. Approval of Meeting Minutes from January 28, 2026 (pp. 14-16)

B. Budget Update for Program Year 2025 (p. 17)

C. LWDB Executive Committee Actions (p. 18)

D. Workforce Center Operations and One-Stop Operator Update (pp. 19-28)

E. Project Reports - Fair Chance, Registered Apprenticeship and Communications (pp. 29-36)

Recommended action: *Approve the recommendations as presented in the consent agenda.*

9. **Adjourn** (11:30)

The next WA Board of Directors meeting will be on July 22, 2026 at 10:00 a.m.

 **KANSASWORKS.com** In Partnership with  **AmericanJobCenter**

The Workforce Alliance is the Local Workforce Development Board for Local Area IV

Item

State Proposed Training Expenditure Policy

Background

The Kansas Department of Commerce and the Kansas Works State Workforce Board are proposing a policy that would require Local Workforce Development Boards to spend 40 percent of Workforce Innovation and Opportunity Act (WIOA) funds on skills training for job seekers. While the intent appears to be increasing participation in training, questions remain regarding the impact of this mandate and concerns about limiting local decision-making authority.

The Workforce Alliance, along with other stakeholders, has submitted formal comments and requested that implementation be delayed until the full impact is better understood.

Analysis

The proposed policy could have unintended consequences for Workforce Alliance operations and may ultimately result in fewer job seekers accessing skills training opportunities in South Central Kansas.

Key concerns raised in the Workforce Alliance's formal comments include:

- Shifts focus from outcomes to compliance: WIOA emphasizes employment and earnings outcomes, not fixed spending thresholds; this policy prioritizes spending levels over results.
- Reduces local flexibility: A mandated 40 percent training expenditure limits the ability to tailor services based on individual needs and regional labor market conditions.
- May decrease overall training impact: The Workforce Alliance has successfully leveraged WIOA funds to support significantly more individuals through braided funding strategies; this policy could weaken that model.
- Creates administrative burden: Additional tracking, reporting, and corrective action requirements may divert resources away from direct services.
- Risks disruption to integrated service delivery: The mandate could undermine coordination between Title I and Wagner-Peyser services, potentially increasing costs and reducing system efficiency.

Overall, while well-intentioned, the policy may have the opposite effect of its goal—reducing access to training and weakening system performance.

The Kansas State Workforce Board met on April 14, 2026 and deferred action on this item until June 2, 2026.

Recommended Action

Take appropriate action.



Date: April 3, 2026

Subject: Public Comment on Change to Kansas Department of Commerce, Workforce Services, 5-08-00 Training Expenditure Policy

To: Kansas Department of Commerce and KANSASWORKS State Board

From: Alana McNary, Workforce Alliance of South Central Kansas Board Chair, and Chief People Officer at PEC

This document provides formal comments on the proposed Training Expenditure Policy on behalf of the Workforce Alliance of South Central Kansas (WA). While the intent to emphasize investment in training services is appreciated, there are significant concerns regarding the structure, justification, and potential impact of the proposed requirements.

Under the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Development Boards are responsible for operations of the “One-Stop” system (AKA: American Job Centers, or KansasWorks Workforce Centers) and managing Title I funds for Adult, Dislocated Worker and Youth funds allocated to the local area. (**WIOA Sections 107(d), 121(d), and 128–133**). The comments below will focus on arbitrary spending mandates and potential impact on “one-stop” operations, specifically the integration of services between WIOA Title I and III.

First and foremost, the proposed policy establishes a 40 percent minimum training expenditure rate for Adult and Dislocated Worker programs, which is not required under WIOA. Federal law does not mandate a minimum training expenditure threshold for these programs; rather, it emphasizes performance outcomes such as employment, earnings, and credential attainment.

WIOA does include specific expenditure requirements for Youth programs, most notably the requirement that at least 20 percent of funds be spent on work experience. The proposed state policy builds on this by effectively adding a new 20 percent training expenditure expectation for Youth, creating a combined spending framework that mirrors the 40 percent training requirement being imposed on Adult and Dislocated Worker programs. However, under federal law, Youth investments in work experience and training are part of a broader program design—not a single, prescriptive training mandate.

In effect, the proposed policy introduces a new state-level requirement that layers additional spending mandates on top of existing federal requirements. For Youth programs, this means adding a training expectation beyond the established 20 percent work experience requirement. For Adult and Dislocated Worker programs, it establishes a fixed 40 percent training threshold that does not exist in federal statute.

This approach takes decision-making away from local workforce boards and imposes a state-directed standard on how WIOA funds must be spent, limiting the flexibility intentionally built into the law. Local boards are best positioned to determine the appropriate mix of training, career services, and supportive services based on participant needs and regional labor market conditions.



The introduction of a fixed skills training expenditure percentage shifts focus away from outcomes and toward spending compliance. Training is an important tool, but it is not universally appropriate for all participants. Many individuals benefit from immediate employment services, career counseling, or supportive services that facilitate rapid attachment to the workforce. A rigid skills training spending mandate could delay employment and reduce overall program effectiveness.

The proposed threshold also appears arbitrary, as no supporting data or evidence is provided to demonstrate that a 40 percent training expenditure rate leads to improved participant outcomes. Without a clear evidence base, it is difficult to justify imposing such a requirement, particularly when it carries compliance implications.

Furthermore, the policy introduces significant administrative burden through additional tracking, reporting, and corrective action requirements. These expectations exceed federal requirements and may divert staff time and resources away from direct service delivery. The requirement for corrective action plans based on a non-federally mandated metric may also create a punitive environment rather than one focused on continuous improvement.

Finally, this policy also risks penalizing high-performing local areas that achieve strong employment and earnings outcomes. This conflicts with WIOA's outcome-based accountability framework and may discourage cost-effective and innovative service strategies.

The Workforce Alliance has consistently pursued additional non-WIOA funding to braid and align significantly greater investments in skills training through state, federal, philanthropic, and employer-supported initiatives. As a result, over the five-year period from Program Year 2021 through Program Year 2025, 281 individuals received training funded directly through WIOA, while more than 2,700 additional individuals accessed skills training supported by non-WIOA resources.

This demonstrates that the region's training impact is driven not solely by WIOA expenditures, but by the ability to braid funding streams and align multiple resources toward common workforce goals. By imposing a fixed training expenditure requirement on WIOA funds, the proposed policy may unintentionally weaken this model. Redirecting limited WIOA resources to meet a compliance threshold could reduce flexibility, limit the ability to secure additional funding, and ultimately result in fewer individuals receiving skills training overall—not more.

The proposed policy will also have consequences for the Integrated Service Delivery (ISD) systems between Title I programs and Wagner-Peyser Employment Services under Title III. WIOA promotes a coordinated, customer-centered service model in which programs operate seamlessly to meet participant needs.¹ However, the introduction of a Title I-specific training expenditure requirement risks undermining this framework.

¹ *TEGL 16-16 One Stop Operations Guidance for the American Job Center Network; TEGL 4-15 Guidance for WIOA; TEGL 19-16 Guidance on Service provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Service (ES); TEGL 7-25 (see Pillar III of WIOA planning priorities) TEN 13-20 Advancing a One Workforce Vision and Strategy*



By mandating increased training expenditures, the policy will create misalignment between Title I and Title III program objectives. Title I staff may feel pressure to prioritize training enrollments to meet compliance thresholds, while Title III staff remain focused on rapid employment and universal access services. This divergence can lead to inconsistent service strategies, confusion for customers, and reduced cohesion among integrated staff teams.

Additionally, the requirement may discourage effective co-enrollment and shared service delivery approaches that are foundational to ISD. Rather than leveraging the strengths of both programs, staff may feel pressured to make program-specific decisions based on expenditure requirements rather than customer need. This could result in fewer participants benefiting from coordinated services and a less efficient use of system resources.

The policy may also increase administrative complexity for frontline staff operating in integrated environments, requiring additional tracking and documentation specific to Title I expenditures. This added burden could reduce time available for direct customer engagement and weaken the effectiveness of integrated service delivery.

Overall, the proposed requirement risks shifting the system away from a unified, outcome-driven model toward a more siloed, compliance-focused approach, contrary to the intent of WIOA.

The Workforce Alliance has operated an ISD model since 2007. The adoption of this proposed policy will likely require a complete dismantling of the current service delivery system at the Wichita Workforce Center. The result will be staffing reductions for the Workforce Alliance and the Kansas Department of Commerce will be required to perform multiple functions to support the “One-Stop” and take on the associated costs. This includes:

- 1 Full Time Front Desk/Reception staff
- 1 Part Time Front Desk/Reception staff
- 1 Part Time Operator/Phone staff
- 1 Part Time KANSASWORKS Chat staff
- 1 Part Time Business Services Supervisor
- 4 Full Time Business Services Representatives
- 1 Part Time Outreach/Workshops/Digital Skills Supervisor
- 1 Part Time Workshop staff
- 1 Part Time Outreach staff
- 1 Full Time Basic Career Services Staff
- 1 Full Time Career Services Supervisor
- 1 Full Time Axillary Office Supervisor
- 1 Full Time Butler Workforce Center Staff
- 1 Part Time Cowley Workforce Center staff
- 1 Part Time Sumner Workforce Center Staff
- 1 Pre-Employment Assessment Platform
- Cost to operate Butler Workforce Center
- Cost to operate Cowley Workforce Center



- Cost to operate Summer Workforce Center
- Partial cost of platform to manage customer traffic and service sign up
- Partial cost of One Stop Operator

These costs are shared by multiple funding streams and programs not just WIOA. With a 40% spending mandate on training the Workforce Alliance will not be able to continue to support these “One-Stop” functions and meet the proposed policy requirement. The result will be that these duties need to be funded through Wagner Peyser to maintain services at the Wichita Workforce Center. This policy makes the leveraging of WIOA funds to support “One-Stop” operations practically impossible to accomplish system goals.

In summary, the proposed training expenditure requirement is not required under federal law, lacks a clear evidence base on improving skills training outcomes, may lead to unintended negative consequences, including reduced local flexibility, increased administrative burden, weakened system integration, and actually **fewer** persons receiving skills training. The Workforce Alliance respectfully recommends that the KansasWorks State Workforce Board reconsider the implementation of a fixed expenditure threshold and instead focus on performance outcomes and local flexibility, consistent with the intent of WIOA.

Thank you for the opportunity to provide feedback on this policy.

April 22, 2026

Submitted By: Chad Pettera

Item

One-Stop Partner Memorandum of Understanding (MOU)

Background

The One-Stop Partner Workforce Innovation and Opportunity Act (WIOA) Memorandum of Understanding (MOU) that is currently in place expires June 30, 2026. A new MOU between the WIOA Partners has to be in place by July 1, 2026.

Analysis

The current WIOA MOU was shared with all partners in January with guidance to review and provide updates. The MOU was also discussed at a WIOA Partner meeting in February and April. To date, no partner has requested any substantial changes. The updates primarily reflect operational adjustments over the past three years, along with alignment with updated guidance and the current Local Plan. Each WIOA partner is also updating its referral guidelines and the way services are made available through the America's Job Centers in our local area (partner service grid). Attached to this report is the most recent MOU version. Partners have until April 27th to provide or request any further changes/questions. The final MOU will be brought to the CEOB and Executive Committee in May for final approval.

Recommended Action

Receive and file.

Explore the Mind-Life-Work Ready Credential

Returning Citizen Consortium (RCC)

workforcepartnership.com/returning-citizen-consortium/



The **Mind-Life-Work Ready Credential**, developed by the Returning Citizen Consortium, is a structured, measurable system that prepares justice-involved individuals for long-term employment success and community stability.

What is it?

A three-pillar credentialing system that ensures individuals are prepared emotionally, socially, and professionally for successful reintegration and employment.

Participants begin working toward the credential up to 18 months prior to release and continue receiving structured support for 18 months after returning to the community.

The RCC provides intensive career navigation and case management, trauma and behavioral therapies, digital and financial literacy supports, as well as access to a data portal to house the individual's digital portfolio and credentials.

WHY GET CREDENTIALAED?

- Credentialed individuals gain direct access to certified employers.
- Demonstrate readiness for employment across all three pillars.
- Access to financial support for training, transportation, and other needs.



Mind Ready



Life Ready



Work Ready

THREE PILLARS

Mind Ready

Focuses on emotional resilience and trauma recovery through the evidence-based Remarkably Resilient Together curriculum and other cognitive behavioral therapies delivered in all KS Department of Corrections facilities.

Life Ready

Focuses on establishing personal stability and essential life infrastructure to support successful community reintegration before and after release.

Work Ready

Focuses on building the professional competencies and technical qualifications required for long-term employment success and career advancement.

Become an Employer of Choice for Work-Ready Talent

RCC Certification for Employers

workforcepartnership.com/returning-citizen-consortium/

WHY SHOULD EMPLOYERS BECOME RCC CERTIFIED?

- Access to a highly motivated and skilled, labor-ready talent pool.
- Receive financial incentives to offset costs of hiring and training.
- Training opportunities and funding for supportive services.
- Retention rates 25% higher than industry averages.

SECOND CHANCE HIRING IS A MAINTSTREAM WORKFORCE STRATEGY, NOT A NICHE SOCIAL RESPONSIBILITY EFFORT.

The Returning Citizen Consortium (RCC) is a public private initiative designed to change the system dynamics for formerly incarcerated individuals.

Employers can become **RCC-Certified** by submitting an application and demonstrating their adoption of fair-chance hiring practices, structured onboarding, mentorship, flexible scheduling, and clear advancement pathways.

RCC can offer comprehensive trainings for Executives, HR Professionals, and Frontline Supervisors to prepare a company for certification, including sessions on demystifying the correctional system, employee stability supports, best practices, career upskilling, inclusive culture, community resources, and compensation equity.



RCC will support a pipeline of almost 2,000 individuals released annually in Kansas



Do you want to learn more about becoming an RCC Certified Employer?

Contact:
Firstname Lastname
email@email.com





YEP 2026 Outcomes

As of 4/1/2026

Measure	2026 Actual	2026 Goal	2025 Actual
Total Young Adults Served	4,316	5,500	5,274
Total Employment	800	2,200	2,196
Wages Earned (estimated)	n/a	\$3,200,000	\$3,155,040
Internships (Paid and unpaid)	115	600	575
Businesses Providing Internships	20	90	80
Workshop Participation	450	775	764
Badges Awarded	1,350	2,400	2,292
Camp HYPE Participation	n/a	200	163
Employer Engagement	185	400	244
Job Fairs	20	20	20
Job Fair Attendance by Young Adults	3,511	2,500	2,423
Job Fair Attendance by Employers	177	250	196
Events (Outreach, Job Fair, Workshop)	93	120	110
Schools and Districts Engagement	50 schools in 24 districts	40 schools in 27 districts	40 schools in 27 districts
Counties Engaged	7	8	6
WIOA Referrals	2	20	15

Event since Last Meeting

12/18/2025 Chaparral High YEP Workshops
 1/16/2026 Maize Workforce Center Tour and Workshops
 1/23/2025 Maize Mock Interviews
 2/7/2026 Internship Interview Day at Manufacturing Future Ready center
 2/10/2026 Udall 10th grade O-net Online workshop
 2/12/2026 Udall 10th grade O-net Online workshop
 2/20/2025 Interview Workshop FRC Healthcare
 2/20/2026 Interview Workshop FRC Healthcare
 2/25/2026 El Dorado Skills USA Job Fair
 2/25/2026 Cowley Transition Fair
 2/27/2026 AM Pro Prep Mock interview workshop FRC Healthcare
 2/27/2026 PM Pro Prep Mock interview workshop FRC Healthcare
 3/3/2026 El Dorado Career Day
 3/4/2026 Udall 9th grade Onet online workshop
 3/5/2026 Udall 9th grade Onet online Workshop

3/5/2026 Wellington High School Job Fair
3/9/2026 Kingman VR
3/17/2026 IRC Interview Prep and Mock interviews
3/31/2026 Valley Center Workshops & VR

Upcoming Events

4/6/2026 Augusta Jag K Workshops -Key 1
4/6/2026 Augusta Jag K Workshops- Key 2
4/7/2026 Augusta Jag K Workshops -Key 3
4/7/2026 Augusta Jag K Workshops -Key 4
4/8/2026 Augusta Jag K Workshops- I.S.-1
4/8/2026 Augusta Jag K Workshops- I.S.-2
4/9/2026 Augusta Jag K Workshops- I.S.-3
4/9/2026 Augusta Jag K Workshops- I.S.-4
4/10/2026 Augusta Mock Interview 1
4/10/2026 Augusta Mock Interview 2
4/13/2026 Augusta Mock Interview 3
4/13/2026 Augusta Mock Interview 4
4/18/2026 El Dorado Dream It, Be it
4/22/2026 Momentum, Explore, Discover and Hire Career Fair at Century II

CAMP HYPE

6/1-6/4 Ascension Via Christi HYPE
6/15-6/18 Sumner County HYPE
6/22-6/25 Trade Skills HYPE
7/13-7/16 WCH Public Safety HYPE
7/20-7/23 Public Safety HYPE 2
7/27-7/30 Textron HYPE
8/3-8/6 McConnell AFB HYPE



Momentum is designed to connect students and businesses through career clusters, creating meaningful opportunities for both future professionals and employers.

Register here: <https://www.eventbrite.com/e/momentum-kansas-premier-high-school-career-fair-tickets-1935542041349?aff=oddtcreator>

Location: Century II Performing Arts & Convention Center

Date: April 22, 2026

Time: 9:00 AM – 2:00 PM

This event offers:

- **For Businesses:** A chance to showcase your industry and company to **high school sophomores** who are beginning to explore career paths, and **high school seniors** who are ready to invest in their future and become enthusiastic, trainable candidates.
- **For Students:** Insight into diverse career opportunities and hands-on experiences to guide their Individual Plans of Study and future goals.

Employers are encouraged to provide interactive, hands-on activities at their booths!

Registration Includes:

- ✓ Access to 1,500+ future employees
- ✓ A booth at the career fair
- ✓ Lunch for two representatives

Don't miss this opportunity to inspire the next generation and build your future workforce!

Please contact Chelsea Daniel Cdaniel@workforce-ks.com with any questions!



Workforce Alliance (WA) Board of Directors
Meeting Minutes
January 28, 2026

1. Welcome and Introductions

The Workforce Alliance Board met in person at the Wichita Workforce Center and virtually via Zoom. Vice Chair Scott Stiles called the meeting to order and asked for self-introductions.

2. Public Comment

No requests for public comment were received.

3. 2026-2028 WA Board of Directors Strategic Planning

The WA has been engaging in strategic planning process since August with five sessions being held with subject matter experts and community partners discussing many aspects of the workforce development ecosystem.

A resulting strategic framework was presented that organizes the WA's focus into four key strategic pillars and recognizes some of the current challenges of the workforce system: performance and service excellence, youth and career pathways, system alignment with community impact, and revenue generation and innovation. There was discussion about whether the plan takes on too much given potential funding constraints, but staff and board members agreed that setting an ambitious vision is necessary and motivational. The framework focuses on leveraging existing systems to pursue diverse funding sources for more targeted priority populations, including foster care and disconnected youth, veterans, military spouses, and justice-involved individuals.

The framework has been reviewed by the Executive Committee, local policymakers, community leaders and partners to refine the framework, including updates to the mission statement and content adjustments to various sections of it. A revised framework from what was included in the meeting materials was presented. Key changes were explained and included consolidating work-based learning with career awareness, removing redundant language, and revising the mission statement that emphasizes building a skilled workforce and economic growth.

There are concerns about recent and potential workforce board mergers in Kansas. Staff emphasize the importance of regional differences and the need for policymakers to recognize the value of local boards. Board members are encouraged to advocate to policymakers and elected officials about the value of local workforce boards and the risks of moving to a single state workforce board model. during the ongoing state review process.

As part of the revenue generation aspect of the strategic framework, the Committee discussed the annual fundraising golf tournament's sustainability and the possibility of updating the model. Staff noted that while the event has been successful, changes may need to be made due to increased expenses and a decrease in sponsorships. Committee members agreed that a task force should be formed to review current and explore new revenue generating options. A Revenue Generation Task Force was formed with board members Scott Schaefer, Tony Naylor, Brian Miles, Lisa Whitley, Chip Schellhorn and staff Keith Lawing, Amanda Duncan and Shirley Lindhorst. The group will meet to discuss plans for a 2026 golf tournament and explore new revenue generation ideas.

Tony Naylor (Kathy Jewett) moved to approve the newly presented version of the 2026-2028 Workforce Alliance strategic framework to include the new mission statement. Motion adopted.

4. Leased Space Request for Proposals (RFP) for the Wichita Workforce Center / Administrative Office Lease - Garvey Center

Chad Pettera provided an update on the RFP for the Wichita Workforce Center (Center) leased space; the current lease expires June 30, 2026. The WA issued an RFP for leased space to house the Center and received five proposals. A special taskforce reviewed and evaluated the proposals and made

a recommendation to the Executive Committee that was approved in December for staff to negotiate a lease with the preferred vendor (current landlord New Leaf Plaza) and a 10-year lease is currently being negotiated with a proposed a rate of \$15.23 per square foot at a cost of \$373,287.30 a year.

Part of this process includes relocating the WA's administrative function currently located at the Garvey Center (300 W. Douglas) to the Center. To accommodate the move, some changes have been requested to the Center that include additional offices, a conference room addition as well as traffic flow and security improvements with completion planned by July 1st. The move also requires the termination of the lease with the Garvey Center, which has already been discussed with the landlord there.

At the Executive Committee meeting on January 14, committee members authorized the President & CEO to execute a lease with New Leaf Plaza pending legal review and to notify the Garvey Center of WA's termination of the leased space at 300 W. Douglas in 2026 pending construction timelines. Staff asked Board Members to confirm the approval of the new lease and relocate WA administrative staff to the Center to consolidate operations.

Scott Stiles (Marcus Curran) moved to approve new lease for Wichita Workforce Center to consolidate Workforce Alliance operations. Motion adopted.

5. Community Impact Projects Updates

Keith Lawing and Amanda Duncan provided a review of current WA projects.

- One Workforce Grant - This five-year, \$9.9 million program to provide training in manufacturing and technology careers ends this month and has been highly successful, far surpassing goals and coming in under budget. A report of outcomes to date was presented and a final report is due to the Department of Labor in May. Staff are putting together a sustainability plan, taking outcomes from the grant and addressing how to move that success forward. A sustainability plan luncheon was hosted on January 21st with grant education and employer partners to review outcomes, share perspectives and gather feedback. Staff are targeting the April board meeting to present the plan.
- Kaufmann Returning Citizen Consortium (RCC) Planning Grant (renamed Kansas Restorative & Opportunity Network (KRON) - The WA has submitted an application with its workforce board counterpart in Kansas City, Workforce Partnership, to the Kauffman Foundation on a plan to improve employment support for justice-involved individuals (JII). A decision is expected in April and if awarded, the grant would result in \$20 million dollars over five years beginning in July 2026 to assist JII's gain employment and provide services to address barriers to employment. A one-page summary of the program was provided to the Committee for review.
- Youth Employment Project (YEP) –
 - A Summer Internship Interview Day is scheduled on February 7th at USD 259's Manufacturing FutureReady Center.
 - Staff are working with Mayor Wu and Wichita Public Schools board chair Stan Reeser on a February 5th event where they have personally invited 25-30 community-minded businesses to a luncheon to promote youth internship opportunities and encourage broader employer participation. Staff invited board members to attend the event.
 - A joint regional career exploration and job fair, "Momentum: Explore, Discover, Hire", is scheduled for April 22nd at Century II. 40 area high schools are invited to bring seniors to the event to talk to employers about jobs and sophomores to meet with employers to explore career options. Employers will be from different industry sectors that align with the State of Kansas' 16 career pathway areas.
- Home Base Wichita (HBW) – HBW used funds from the One Workforce Grant to successfully support training for 30 transitioning airmen through a fast track A&P mechanic program but now that that grant has ended there are currently no funds to continue that program. Staff are looking for additional funding and sustaining HBW to perhaps merge with other veterans' organizations in the community to help support and keep military service members in the region.
- EPA Brownfields Job Training Grant – This grant funds training for environmental related careers got a slow start due to the Federal Government shutdown. The first cohort will begin training

February 9, 2026. Currently, there is a backlog of 70 individuals that have inquired about entering the training.

- Homeless Veterans’ Reintegration Program (HVRP) – This program helps veterans that are homeless or at-risk of homelessness find meaningful employment. Staff are increasing outreach to agencies that serve veterans to increase awareness and educate regarding eligibility requirements of the program.
- Child Care Employer Solutions Summit – Staff are active in a local coalition to bring employers, policy leaders, and community partners together to develop actionable solutions that address childcare challenges in the community. Two informational sessions have been held to discuss efforts to promote employer-led child care solutions such as governmental policies to include the Kansas state tax credit for employers supporting childcare and a proposed a tri-share model where costs are split between local government/philanthropy, employers, and individuals. There are plans for another employer session in March or April and Board members will be invited to attend; the Michigan Tri-Share case study will be reviewed in addition to other potential employer-led childcare solutions.
Report was received and filed.

6. Consent Agenda

Approval of meeting minutes from July 23, 2025, budget update for program year 2025, LWDB Executive Committee actions since the board meeting on July 23, 2025, Workforce Center operations and one-stop operator update and WA program reports (Fair Chance, Registered Apprenticeship and Communications) were presented to the Board for review and approval. All board members were encouraged to like, share and repost WA social media and communications to increase visibility.

Scott Stiles (Dr. Tamara Daniel) moved to approve the action items recommended in the Consent agenda. Motion adopted.

7. Adjournment

The meeting was adjourned at 11:23.

Scott Stiles (Chip Schellhorn) moved to adjourn the meeting. Motion adopted.

Attendees

Present LWDB Members

- Marcus Curran
- Dr. Tamara Daniel
- Michele Gifford via Zoom
- Jessica Iestas via Zoom
- Kathy Jewett
- Pat Jonas via Zoom
- Jill Kuehny via Zoom
- Tony Naylor
- Erica Ramos
- Luis Rodriguez
- Chip Schellhorn
- Gabe Schlickau
- Dr. Michelle Schoon via Zoom
- Sally Stang via Zoom
- Scott Stiles
- Lisa Whitley

Guests & Staff

- Marcy Aycock
- Amanda Duncan
- Denise Houston
- Keith Lawing
- Shirley Lindhorst
- Mary Mann
- Chad Pettera
- Angela Slattery, Goodwill / One-Stop Operator

Workforce Alliance Consolidated Budget PY25

July 2025 - June 2026

Expenditures Through 2/28/2026													
Category	WIOA				Community Impact Funds				Consolidated				
	Budget	Feb Expenditures	YTD Expenditures	% Budget Remaining	Budget	Feb Expenditures	YTD Expenditures	% Budget Remaining	Budget	Feb Expenditures	YTD Expenditures	% Budget Remaining	
Wages	\$ 1,675,282	\$ 91,789	\$ 796,492	52%	\$ 1,149,341	\$ 85,736	\$ 987,551	14%	\$ 2,824,623	\$ 177,525	\$ 1,784,043	37%	
Fringe	\$ 412,880	\$ 31,303	\$ 209,906	49%	\$ 282,472	\$ 20,585	\$ 201,189	29%	\$ 695,352	\$ 51,888	\$ 411,095	41%	
Facilities	\$ 262,996	\$ (16,439)	\$ 233,719	11%	\$ 141,360	\$ 10,131	\$ 82,957	41%	\$ 404,356	\$ (6,308)	\$ 316,676	22%	
Contract/Pro Fees	\$ 58,685	\$ 4,696	\$ 58,303	1%	\$ 31,063	\$ 4,502	\$ 40,855	-32%	\$ 89,748	\$ 9,198	\$ 99,158	-10%	
Supplies/Equipment	\$ 28,049	\$ 7,751	\$ 24,964	11%	\$ 22,325	\$ 4,831	\$ 22,659	-1%	\$ 50,374	\$ 12,582	\$ 47,623	5%	
IT	\$ 88,800	\$ 2,754	\$ 22,963	74%	\$ 67,290	\$ 4,447	\$ 52,890	21%	\$ 156,090	\$ 7,201	\$ 75,853	51%	
Outreach/Cap Building	\$ 31,120	\$ 1,003	\$ 12,971	58%	\$ 78,010	\$ 10,517	\$ 66,220	15%	\$ 109,130	\$ 11,520	\$ 79,191	27%	
Travel/Conferences	\$ 44,568	\$ 2,535	\$ 21,215	52%	\$ 35,860	\$ 1,839	\$ 29,335	18%	\$ 80,428	\$ 4,374	\$ 50,550	37%	
Grants Awarded	\$ 185,000	\$ -	\$ 20,629	89%	\$ 75,000	\$ 24,654	\$ 133,447	-78%	\$ 260,000	\$ 24,654	\$ 154,076	41%	
Staff Development	\$ 7,890	\$ 98	\$ 889	89%	\$ 12,050	\$ 60	\$ 631	95%	\$ 19,940	\$ 158	\$ 1,520	92%	
Indirect	\$ 302,184	\$ 9,059	\$ 94,643	69%	\$ 295,000	\$ 35,805	\$ 294,016	0%	\$ 597,184	\$ 44,864	\$ 388,659	35%	
Misc/Dep/Int	\$ -	\$ -	\$ -	0%	\$ 27,000	\$ -	\$ 6,293	77%	\$ 27,000	\$ -	\$ 6,293	77%	
Work Experience	\$ 862,749	\$ 60,477	\$ 415,901	52%	\$ 325,000	\$ 136,598	\$ 390,461	-20%	\$ 1,187,749	\$ 197,075	\$ 806,362	32%	
On The Job Training	\$ -	\$ -	\$ -	-	\$ 765,250	\$ 19,349	\$ 254,164	67%	\$ 765,250	\$ 19,349	\$ 254,164	67%	
Incentives	\$ 2,000	\$ -	\$ 200	90%	\$ 74,000	\$ 300	\$ 20,975	72%	\$ 76,000	\$ 300	\$ 21,175	72%	
Occupational Training	\$ 186,201	\$ 2,000	\$ 36,933	80%	\$ 780,000	\$ 67,521	\$ 459,438	41%	\$ 966,201	\$ 69,521	\$ 496,371	49%	
Supportive Services	\$ 139,704	\$ 15,754	\$ 61,251	56%	\$ 379,200	\$ 5,384	\$ 59,036	84%	\$ 518,904	\$ 21,138	\$ 120,287	77%	
Total	\$ 4,288,108	\$ 212,780	\$ 2,010,979	53%	\$ 4,540,221	\$ 432,259	\$ 3,102,117	32%	\$ 8,828,329	\$ 645,039	\$ 5,113,096	42%	

Analysis

Budget: The PY25 budget reflects expenditures from July 2025 through February 2026. While the contract line item is currently overspent for the year, there are surpluses in other budget categories, so this is not a concern at this time.

The budget provides a breakdown of funding between WIOA (LWDB budget) and non-WIOA sources (Community Impact Funds), as well as combined totals. Direct client spending accounts for 35% of total expenditures so far this fiscal year, totaling \$1,698,359.

Recommended Action

Receive and file.

April 22, 2026

Submitted by: Keith Lawing

Item:

Workforce Alliance (WA) Executive Committee Actions

Background:

The WA Executive Committee provides leadership to the Board of Directors and other standing committees and task forces. The Executive Committee is empowered to act on behalf of the entire Board when action by the Board is not possible due to timing of full Board meetings and action is required, or as delegated by an approved motion from the Board. In addition, the Executive Committee is responsible for tasking the committees of the Board of Directors, and setting the agenda for meetings. The WA Executive Committee is appointed by the WA Board Chair.

Analysis:

Since the last WA Board of Directors meeting on January 28, the Executive Committee has taken the following actions:

March 11, 2026

Approved:

- Approved the termination of the Butler County Workforce Center lease in El Dorado due to budget concerns and proposed federal and state policies that would make maintaining multiple facilities difficult. The current lease ends June 30, 2026, but might be terminated prior to that time. Staff are actively seeking co-location options with community partners.
- Approved the publication of the Workforce Innovation and Opportunity Act (WIOA) One-Stop Partner Memorandum of Understanding (MOU) for public comment. – The MOU is required to be updated every three years; the current MOU expires June 30, 2026.
- Authorized the CEO to enter into a partnership agreement with the City of Caldwell to implement a Summer Internship Program - The WA is working with the City of Caldwell on an application to the State of Kansas for Community Development Block Grant (CDBG) funds to support a three-week, career-focused program.
- Approved an addition to the Eligible Training Provider (ETP) List for Accelerated Academy's dental assisting program.

April 8, 2026

- No actions other than approval of previous meeting minutes were taken.

Recommended Action:

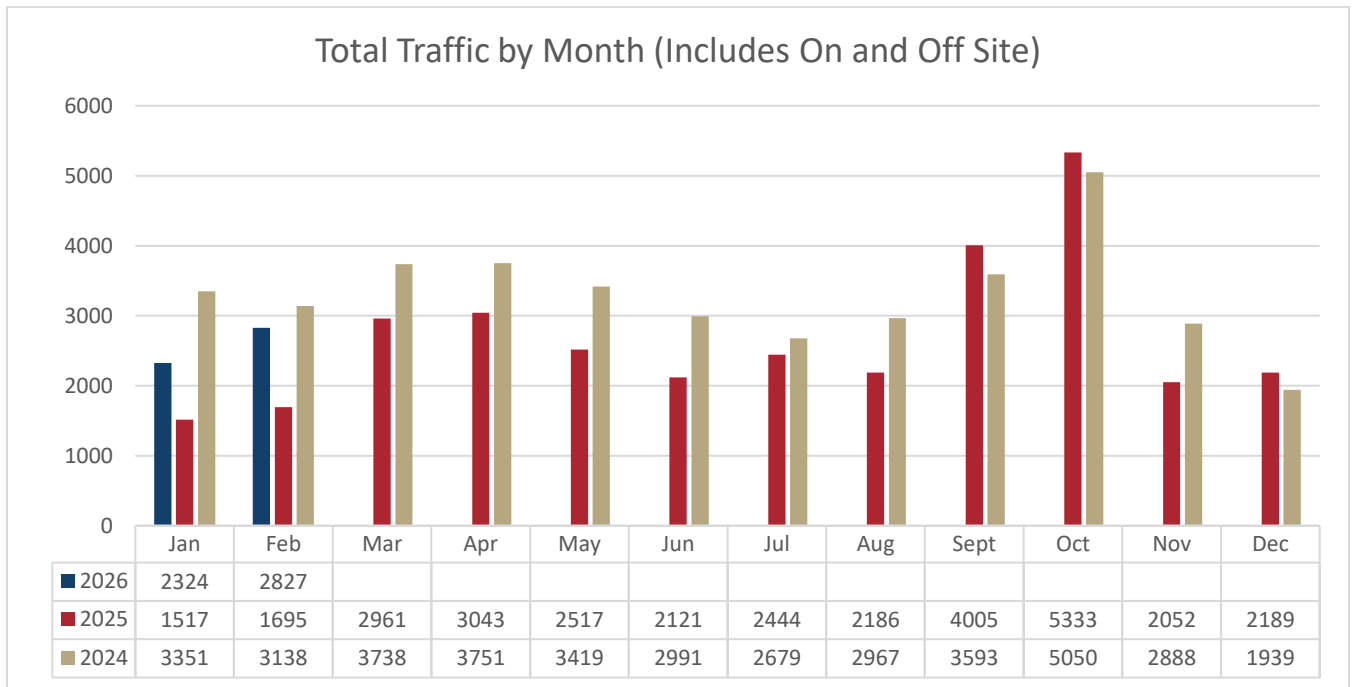
Adopt the actions of the LWDB Executive Committee as presented.

Item

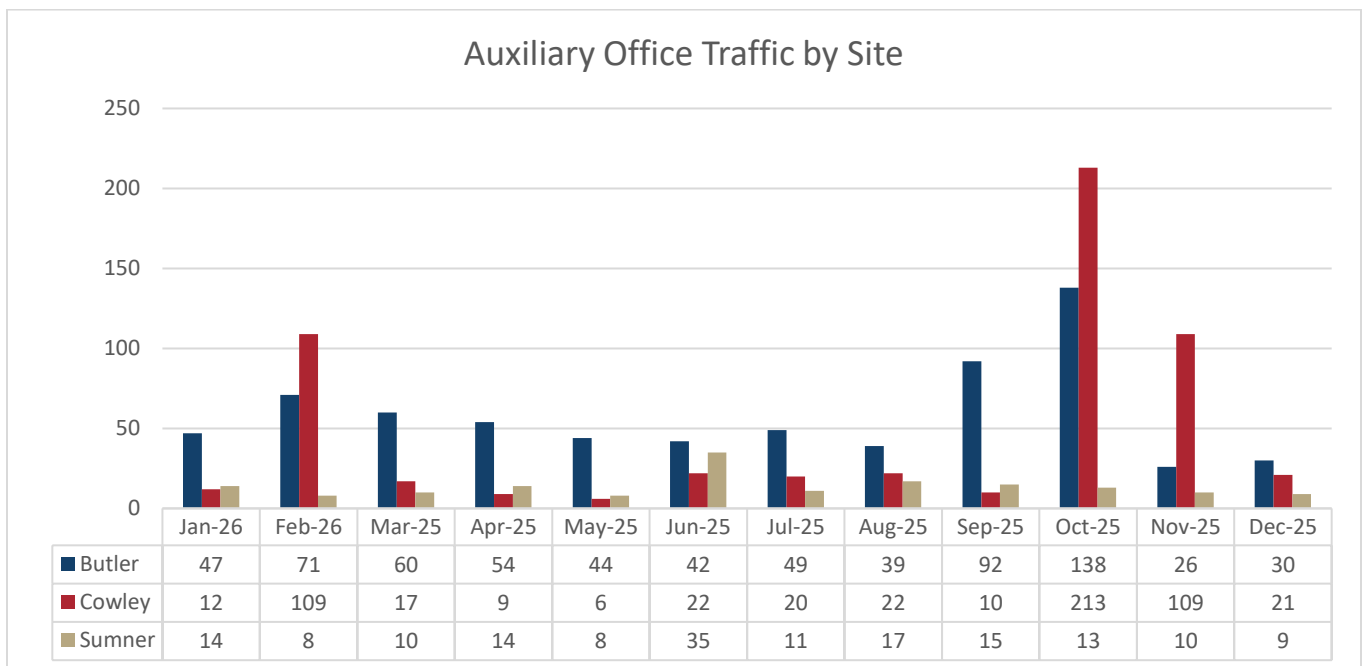
Workforce Centers Operations February 2026 Update

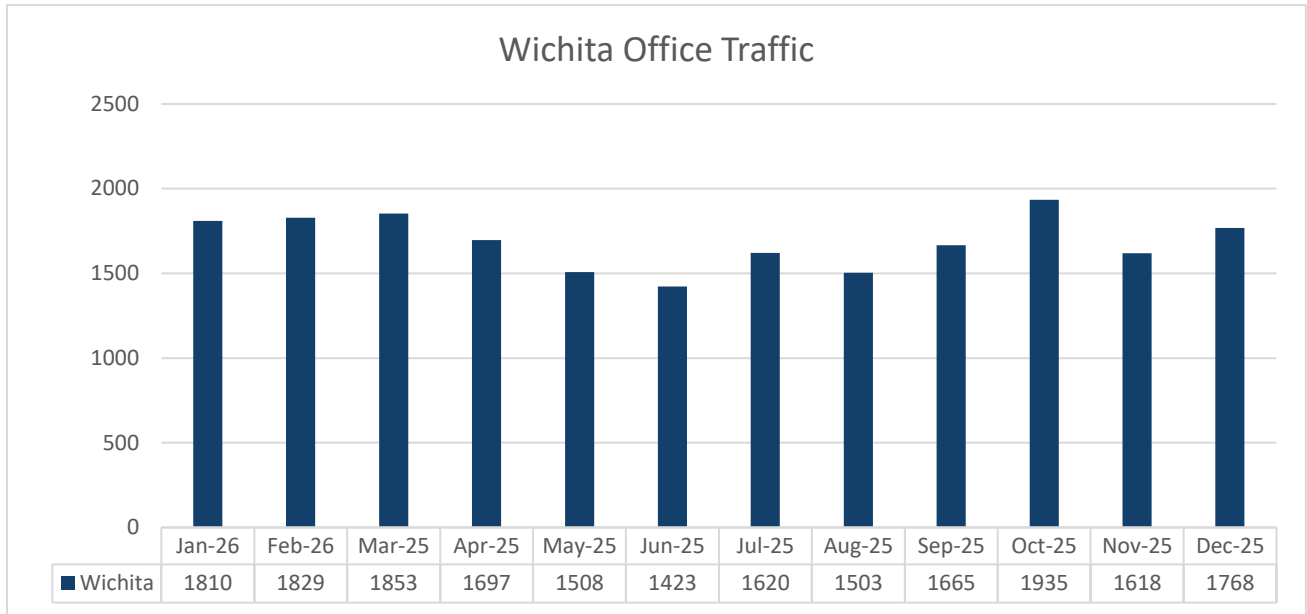
Job Seeker Traffic

The bar graph below provides a visual representation of job seeker traffic through February of 2026. Overall, job seeker engagement at all four centers is steady.



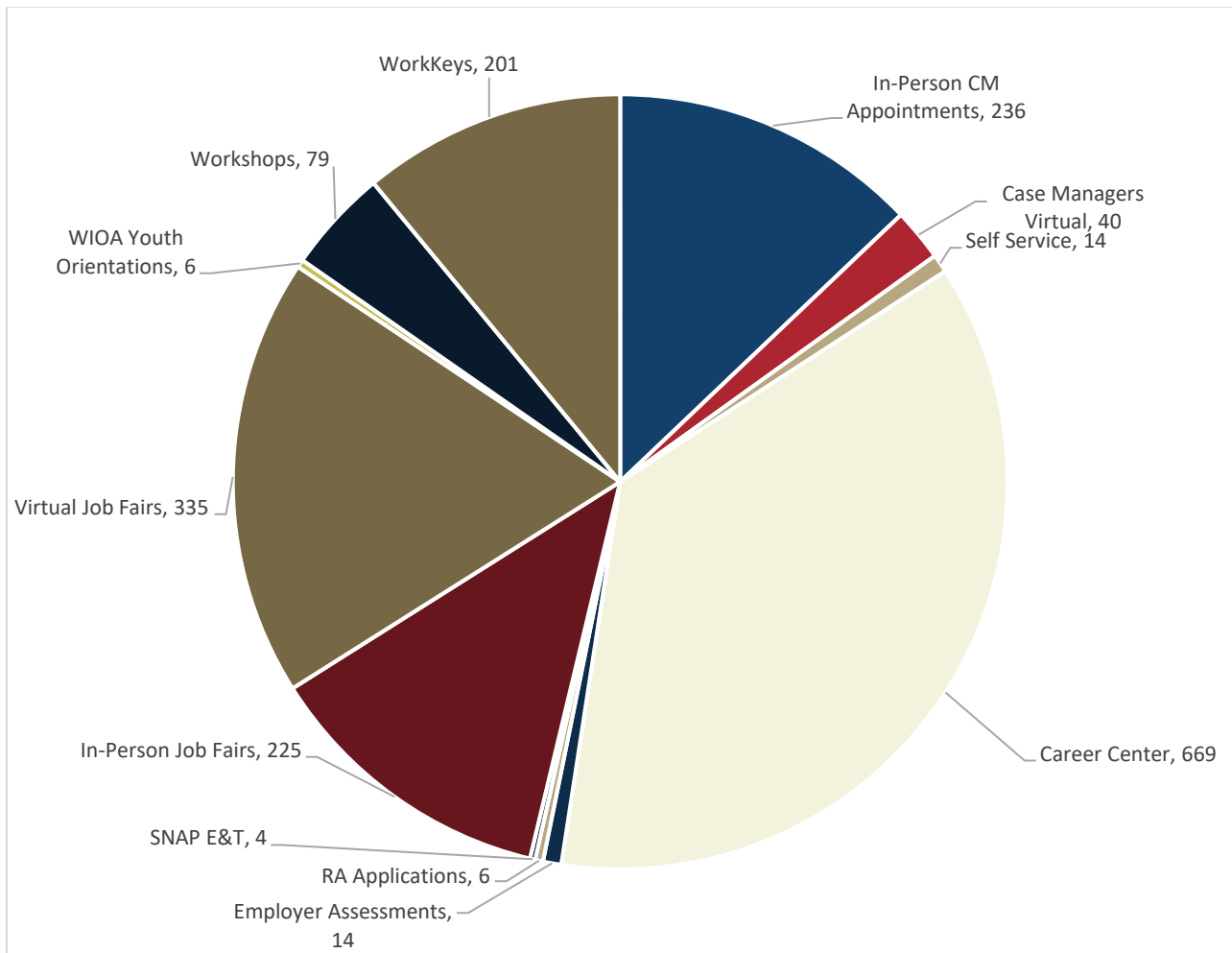
This bar graph offers a breakdown of the job seeker traffic by Auxiliary Offices in Butler, Sumner, and Cowley counties.



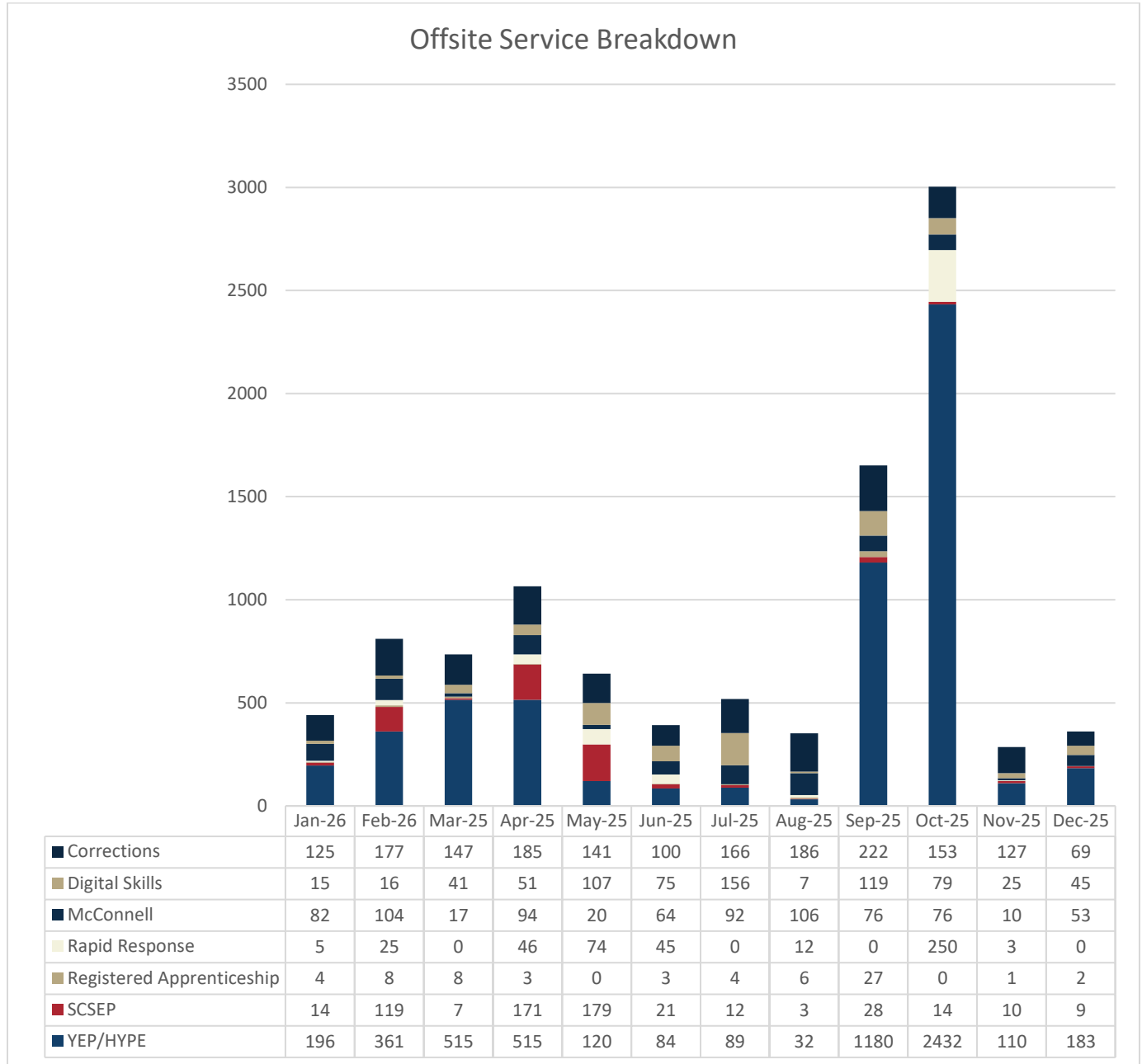


Job Seeker Services

This pie chart offers a breakdown of the comprehensive job seeker services provided by the Comprehensive One Stop Center, the Wichita Workforce Center.



This graph offers a breakdown of the comprehensive offsite services provided.



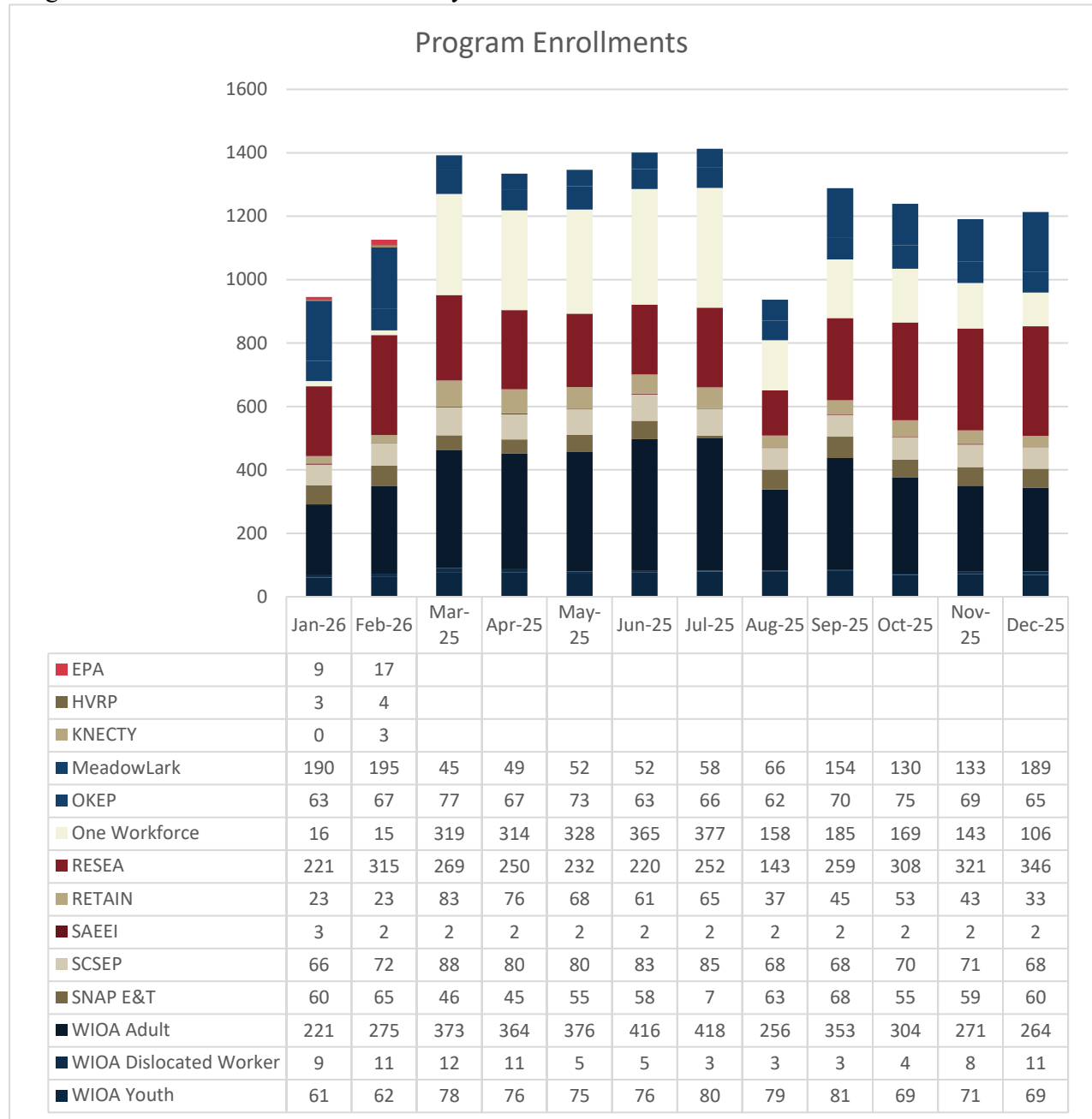
Throughout the last year, the Career Services staff has maintained a vital role in delivering comprehensive support to job seekers. Their unwavering commitment extends to helping job seekers craft effective resumes, conduct mock interviews, navigate job searches, address barriers to employment, and promptly respond to inquiries related to unemployment insurance.

In addition to conducting one-on-one appointments, the dedicated workforce center staff actively engages with customers through various avenues. This proactive approach encompasses returning calls from individuals receiving unemployment benefits, orchestrating group activities both within and beyond the Workforce Center premises, and providing timely responses to inquiries via the

KansasWorks chat platform. This diversified approach underlines the center's dedication to delivering comprehensive and easily accessible support to job seekers.

Program Enrollments

Program enrollments have remained steady.



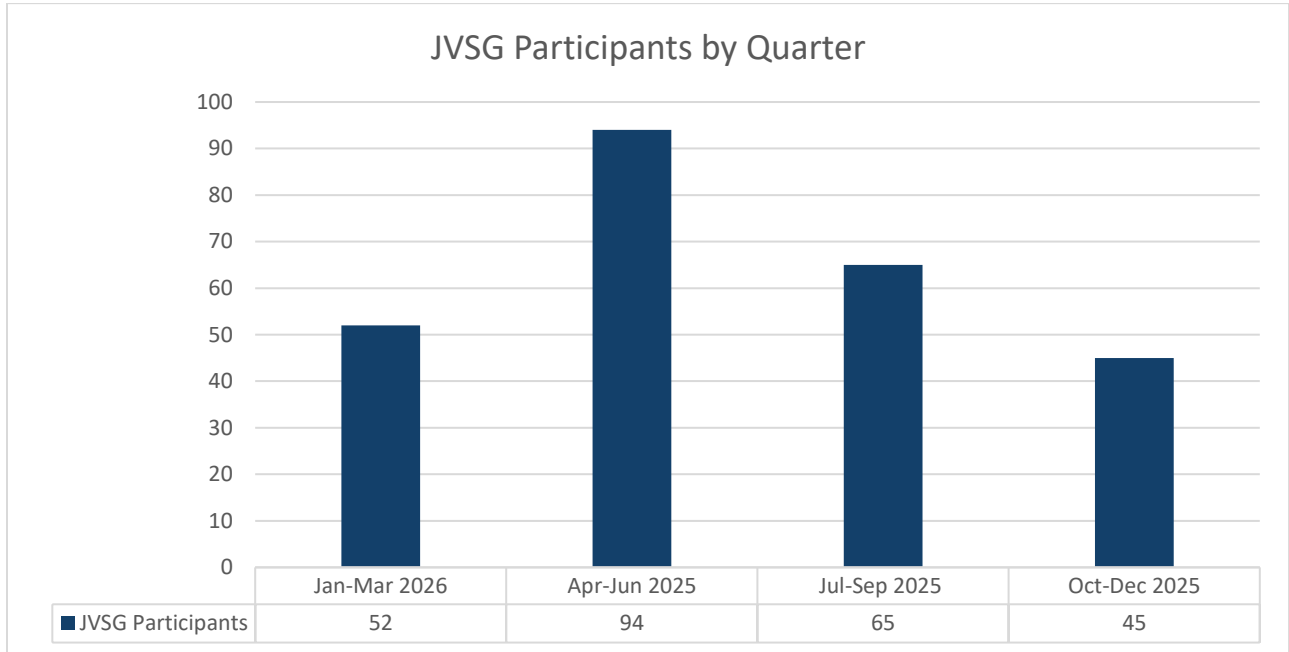
Program Enrollment Glossary

- EPA=EPA Brownfields Job Training Program
- HVRP=Homless Veterans Reintegration Program
- KNECTY=Kansas Network for Employment and Career Transition for Youth
- MeadowLARK= Leading Apprenticeship Results in Kansas
- OKEP=Older Kansans Employment Program

April 22, 2026

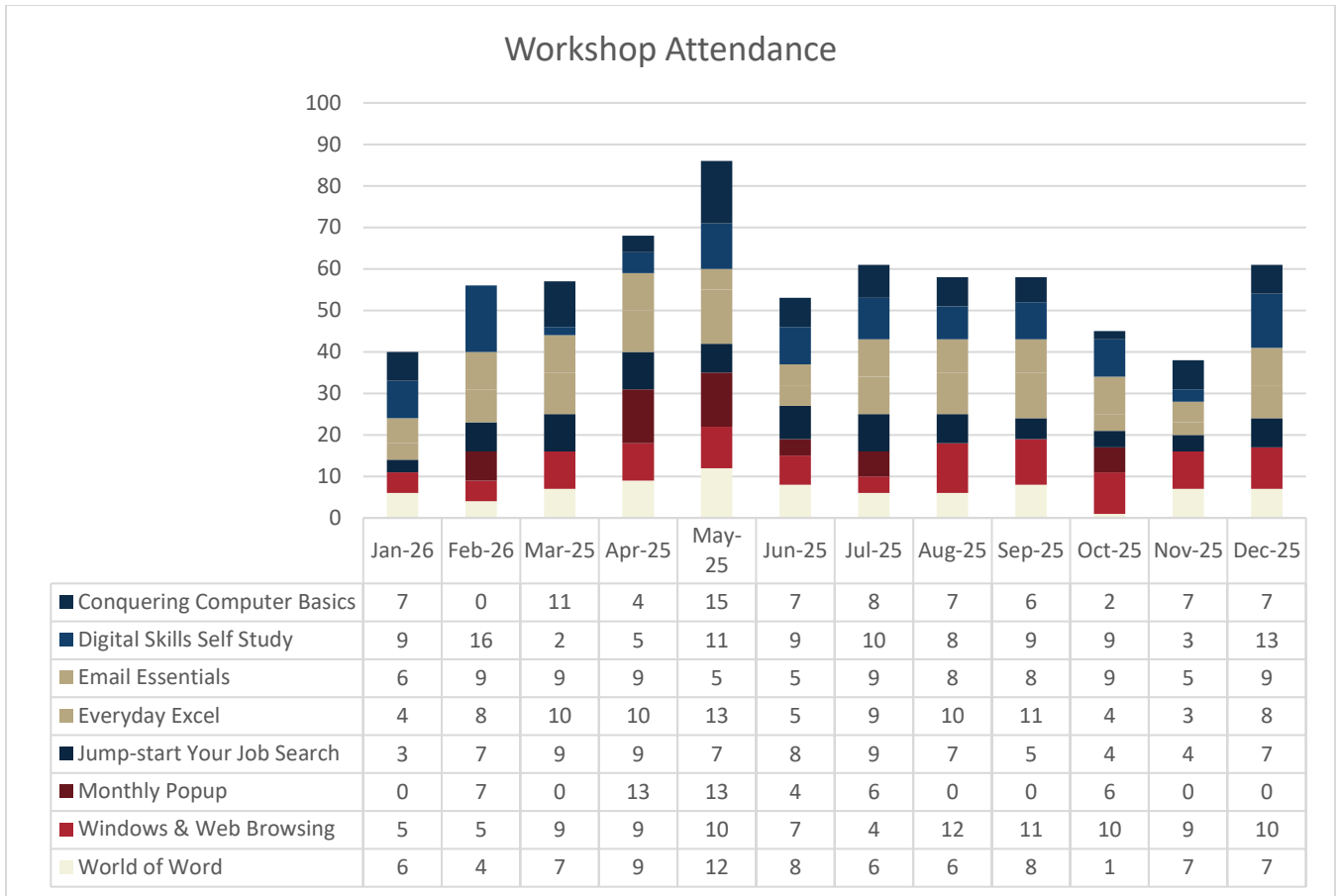
Submitted By: Denise Houston

- RESEA= Reemployment Services and Eligibility Assessment
- RETAIN=Retaining Employment and Talent After Injury/Illness Network
- SAEI= State Apprenticeship Equity, Expansion, and Innovation
- SCSEP= Senior Community Service Employment Program
- SNAP E&T= Supplement Nutrition Assistance Program Employment and Training
- WIOA= Workforce Innovation and Opportunity Act



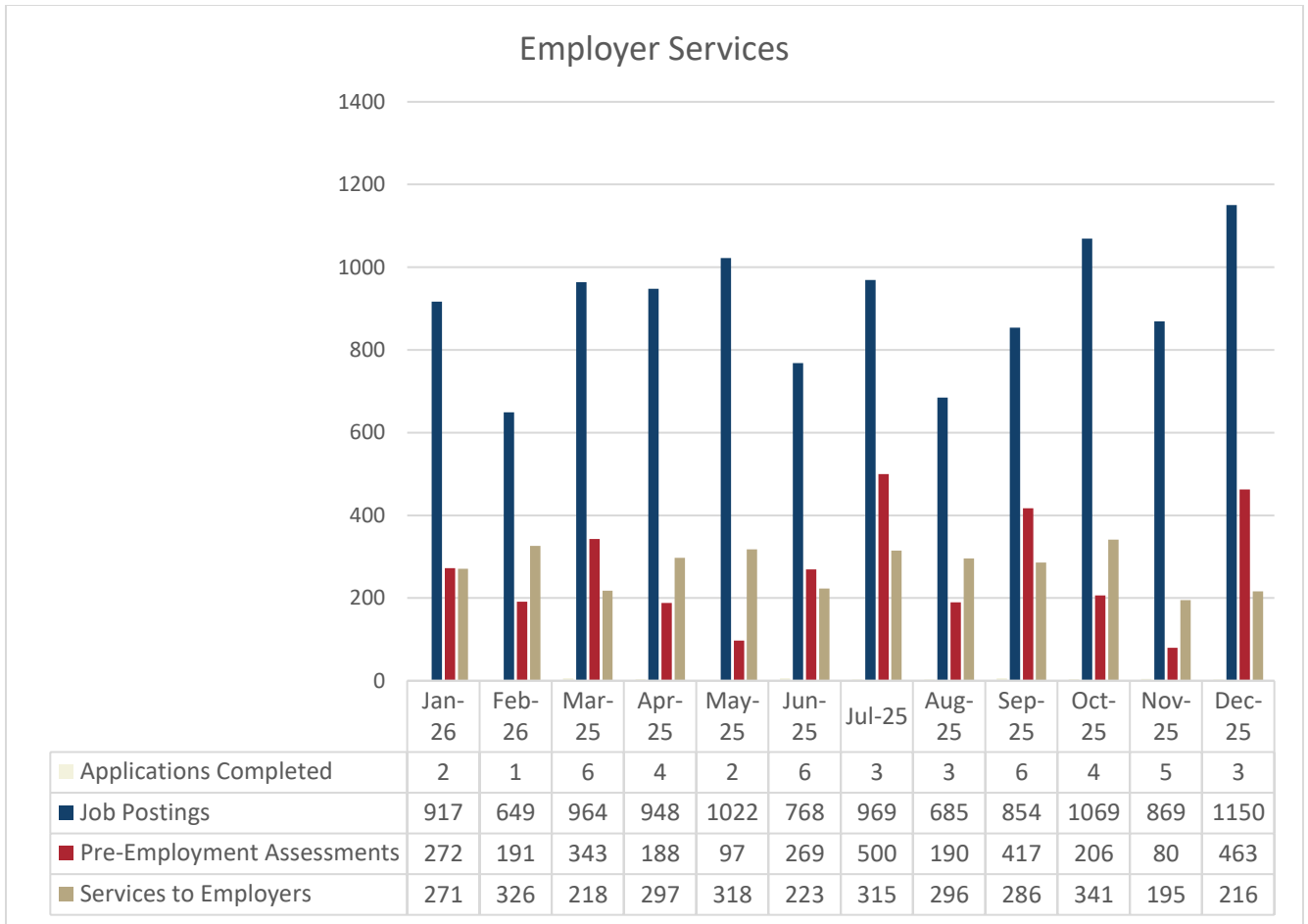
Community Outreach & Workshops

In February 2026, WA staff facilitated 13 digital skills workshops and training sessions that reached 115 unduplicated participants. Participants engaged in continued online learning, initiating 78 learning modules and completing 72 of them. These efforts contributed to 53 digital credentials earned and 143 hours of learning completed. Collaboration with community partners remained an important source of engagement, generating 14 referrals to services.



Employer Services Overview

February saw a decrease of 29.2% in job postings compared to January. There were 649 total job postings across the 6-county radius for February. On a statewide level, there were 37,172 active positions available for job seekers to browse. Additionally, the system recorded a pool of 11,914 resumes for employers to consider during their recruitment efforts.

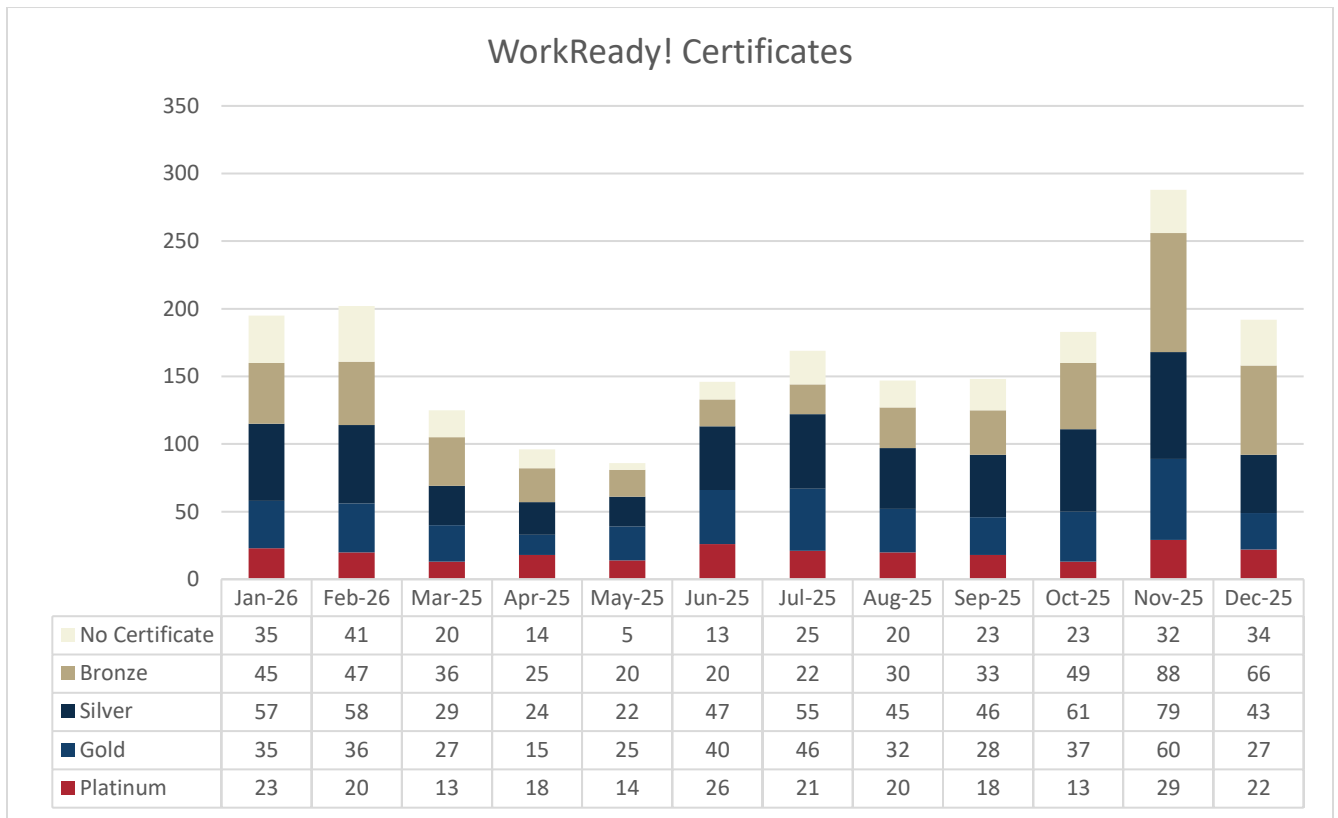


Job Fairs

In February, the Workforce Center hosted two in person job fairs in partnership with 21 employers, bringing in 203 job seekers across both events. Additionally, 8 employers from our local area participated in the statewide virtual job fair, where 327 unique job seekers visited the local area employer booths, resulting in 81 job applications.

Kansas WorkReady! Assessment - ACT National Career Readiness Certificate (NCRC)

The Workforce Center has maintained a steady pool of applicants ready to take the WorkKeys Assessment. A total of 15 sessions were offered during the month of February, with 319 job seekers scheduled to complete. The area saw a decrease in attendance rate, sitting at 63.3%, with it being at 73.6% in the previous month. A total of 202 participants completed the assessment, and a 79.7% award rate was documented.



Recommended Action

Receive and File.

Updated: 04/08/2026

We at **KANSASWORKS** and Workforce Centers across the State value your continued partnership and support. We are committed to ensuring our services remain aligned with current workforce needs and employer practices. Below you will find important information regarding upcoming changes to assessment services.

What's Changing

Effective June 30, 2026, the State will discontinue the use of the ACT WorkKeys / WorkReady! Assessment. This includes all associated testing and credentialing previously administered through workforce centers.

Why This Change is Occurring

- Employer utilization of the WorkReady! Assessment has significantly declined statewide.
- Many employers now utilize internal or industry-specific assessments tailored to their hiring needs.
- The cost of administering the assessment has more than doubled over time.
- A steady decline in Federal Workforce Grant funding and ongoing funding limitations/constraints require us to prioritize resources toward services with the greatest impact and utilization.
- Feedback indicates the assessment no longer consistently meets employer expectations.

What This Means for Employers

- Workforce Centers will no longer administer the WorkReady! Assessment after June 30, 2026.
- Employers seeking pre-employment or skills assessments will be encouraged to explore alternative solutions.
- Local workforce boards and centers will provide support in researching and identifying assessment tools that employers can:
 - Administer independently, or
 - Utilize through existing workforce center systems and partnerships.

What's the Same

- Workforce Centers remain committed to supporting employers with recruitment, screening, and workforce development solutions.
- Staff will continue to provide guidance, labor market information, and connections to training resources.
- Customized support will be available to help employers identify effective assessment strategies aligned with their hiring needs.

Next Steps

We encourage employers currently using the WorkReady! Assessment to begin planning for alternative solutions prior to June 30, 2026. Workforce Center staff are available to assist with this transition.

For questions or assistance, please contact your local Workforce Center.

We appreciate your partnership and look forward to continuing to support your workforce needs.



Corrections Workforce Partnership Report
April 1, 2026

Since 2016, the Workforce Alliance of South-Central Kansas (WA), the Kansas Department of Corrections (KDOC) and Sedgwick County Department of Corrections (SCDOC) have formally partnered to in the Kansas Offender Risk Reduction and Reentry Plan (KOR3P), which includes various strategies to provide risk reduction and reentry programs, services and interventions.

The WA has been contracted to provide an Offender Workforce Development Specialist (OWDS) to assist with job readiness for individuals referred by KDOC and SCDOC and desires to continue and build on this partnership. Quarter 1 2026 Program Outcomes are below:

Quarter 1 2026	Sedgwick County Department of Corrections	Wichita Parole Office	Total
Employment Lab Attendees	72	0	72
Direct Referrals*	50	34	84
Individual Employment Services Provided	296	170	466
Appointments scheduled/NS or cancel	58/27	46/28	104/55
Individuals Entering Employment**	75	12	87
Entered Employment Rate	100%	80%	90%
Employment Retention: 6 Months	71%	87%	79%
Employment Retention: 12 Months	95%	72%	83.5%
Average Wage: 6 months	\$15.15	\$15.81	\$15.48
Average Wage: 12 months	\$15.50	\$18.65	\$17.10

**Total number of appointments held, does not count no show/reschedules*

***Includes referrals from previous quarter who gained employment this quarter*

2026 has begun on a very strong note. As anticipated, referrals have increased for both probation and parole populations. The number of clients obtaining employment is particularly impressive, and employment retention rates continue to remain high. Average wages have held steady, indicating consistency in job quality. Additionally, participation in employment lab sessions has increased.

Workforce Alliance staff maintains monthly contact with the staff at the Wichita Work Release Facility.

Annual cumulative numbers for 2025 are below based on data available.

2025 Summary	Sedgwick County Department of Corrections	Wichita Parole Office	Total
Employment Lab Attendees	252	0	252
Direct Referrals*	121	98	219
Individual Employment Services Provided	950	888	1838
Individuals Entering Employment**	295	76	371
Entered Employment Rate	86.25%	98%	92%
Employment Retention: 6 Months	75%	77%	76%
Employment Retention: 12 Months	76%	87.5%	81.75%
Average Wage: 6 months	\$15.16	\$15.66	\$15.41
Average Wage: 12 months	\$14.80	\$15.07	\$14.94

**Total number of appointments held, does not count no show/reschedules*

***Includes referrals from 2024 who gained employment in 2025*



Registered Apprenticeship Report

As of 3/31/2026

LAIV Registered Apprenticeship Information

A strategic priority for the Workforce Alliance (WA) is to expand the use of Registered Apprenticeship (RA), both in traditional fields and for new and emerging occupations. The ‘earn and learn’ model benefits both employers and job seekers.

The WA is an approved intermediary under the Meadowlark Grant, with 24 approved programs and 19 employers: CDH, Inc., Don Hattan Dealerships, UV&S, Cox Machine, ISG Tech, F&H Insulation, Child Start, Bailey’s Learning Academy, Design One, Yingling Aviation, CMJ Manufacturing, Inc., and Little Kings and Queens Daycare, Rainbows United, Miracle Home Care, Kiddy Kollege, Rusty Eck Ford, Goodwill Industries, Azara Home Health, and Greater Wichita YMCA.

Employer	Occupation	Status	Active Apprentices
Bailey’s Learning Academy	Early Childhood Educator	Approved	6
CDH	Construction Craft Laborer	Approved	5
	Welder	Approved	0
Child Start	Early Childhood Educator	Approved	0
CMJ Manufacturing, Inc.	Machine Operator	Approved	3
	CNC Operator	Approved	0
Cox Machine	Router Operator	Approved	0
	Machine Operator	Approved	0
Design One	Upholsterer Technician	Approved	3
Don Hattan	Automotive Mechanic	Approved	0
	Tune Up Mechanic	Approved	3
F&H Insulation Sales and Services, Inc.	Coatings	Approved	1
	Insulation Worker	Approved	2
Goodwill Industries	Employment Training Specialist	Approved	0
Greater Wichita YMCA	Preschool Teacher (CDA)	Approved	0
	Preschool Teacher (CCC)	Approved	0
ISG Tech	Service Technician 1	Approved	0
Kiddy Kollege	Lead Child Care Teacher	Approved	10
Little Kings and Queens Daycare	Early Childhood Worker	Approved	0
Miracle Home Care Azara Home Health	Certified Nursing Assistant	Approved	1
Rainbows United	Childcare Development Specialist	Approved	1
Rusty Eck Ford	Automotive Technician	Approved	0
UV&S	Computer Support Specialist	Approved	1
Yingling Aviation	Avionics Technician	Approved	27



Registered Apprenticeship Report
As of 3/31/2026
[LAIV Registered Apprenticeship Information](#)

Below is the status on new program activity through the WA intermediary for the month:

Employer	Occupation	Status
Prime Craftsman Homes	Multiple	In Development
HCA Healthcare	Patient Care Technician	In Development

The WA accepts onsite applications for five RA programs. In March, three individuals engaged in the RA application process, resulting in one completed application, details are below:

RA Application and Prescreen Activity			
2026	Applications and Prescreens	Completed Referrals	Completion Percentage
January	3	2	66%
February	4	1	25%
March	3	1	33%
Totals	10	6	60%

The WA works in partnership with





Communications Report
As of 4/5/26

March 2026 Feature Stories

[Workforce Alliance of South Central Kansas Releases 2025 Annual Report](#)

[Workforce Alliance of South Central Kansas Relocates Administrative Headquarters](#)

[Workforce Alliance leaves downtown Garvey Center to consolidate HQ](#)

March 2026 Job of the Day		
Date	Job Title	Employer
3/2/2026	Aviation Maintenance Technician	Aerospace Turbine Rotables, Inc.
3/3/2026	Transportation Floater	Starkey, Inc.
3/4/2026	Occupational Therapist	Maize USD 266
3/5/2026	Youth Professional Success Coach	EmberHope
3/6/2026	Rescue Technician	PK Companies
3/9/2026	Facilities Technician	Kyodo Yushi Manufacturing Americas, LLC
3/10/2026	Shear Operator	Metal-Fab, Inc.
3/11/2026	Trim Carpenter	Prime Craftsman Homes
3/12/2026	Maintenance Technician I	B&B Airparts, Inc.
3/13/2026	Plating Technician	InfiniTech Metal Finishing
3/16/2026	Occupational Therapist - Pediatric Outpatient Clinic	Heartspring
3/17/2026	RRC Corrections Technician FT 1st Shift	Mirror
3/18/2026	Community Crisis Center Team Supervisor - Comcare	Sedgwick County
3/19/2026	Occupational Therapist	Maize USD 266
3/20/2026	Health Director	Butler County Courthouse
3/23/2026	Wire Harness Assembly (Termination Technician)	Vermillion Incorporated
3/24/2026	Early Care and Education Specialist	Child Start, Inc.
3/25/2026	Fleet Maintenance Manager	Budget Car & Truck Rental
3/26/2026	Donor Center Phlebotomist	American Red Cross
3/27/2026	HVAC	Maize USD 266
3/30/2026	Customer Service Representative	Intrust Bank
3/31/2026	Admissions Specialist	Friends University

Digital Media Report

The Workforce Alliance uses website and social media platforms to interact, inform, and educate the public on upcoming events and workforce development resources.

The digital traffic and impact numbers are broken down into the following key areas:

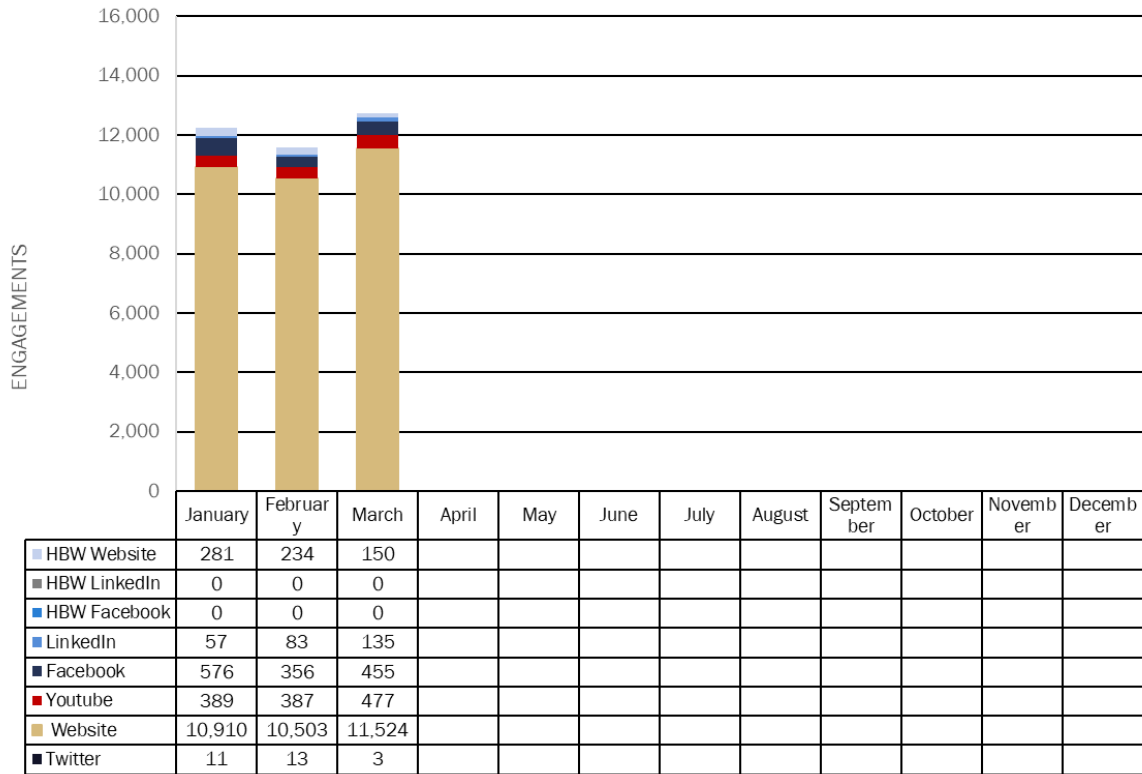
- Engagements - measures the total number of public interactions including shares, likes and comments
- Total Impressions - the number of times content is displayed to a user
- Followers – unique users who subscribe to receive updates

The data collected is from the platforms with the highest utilization:

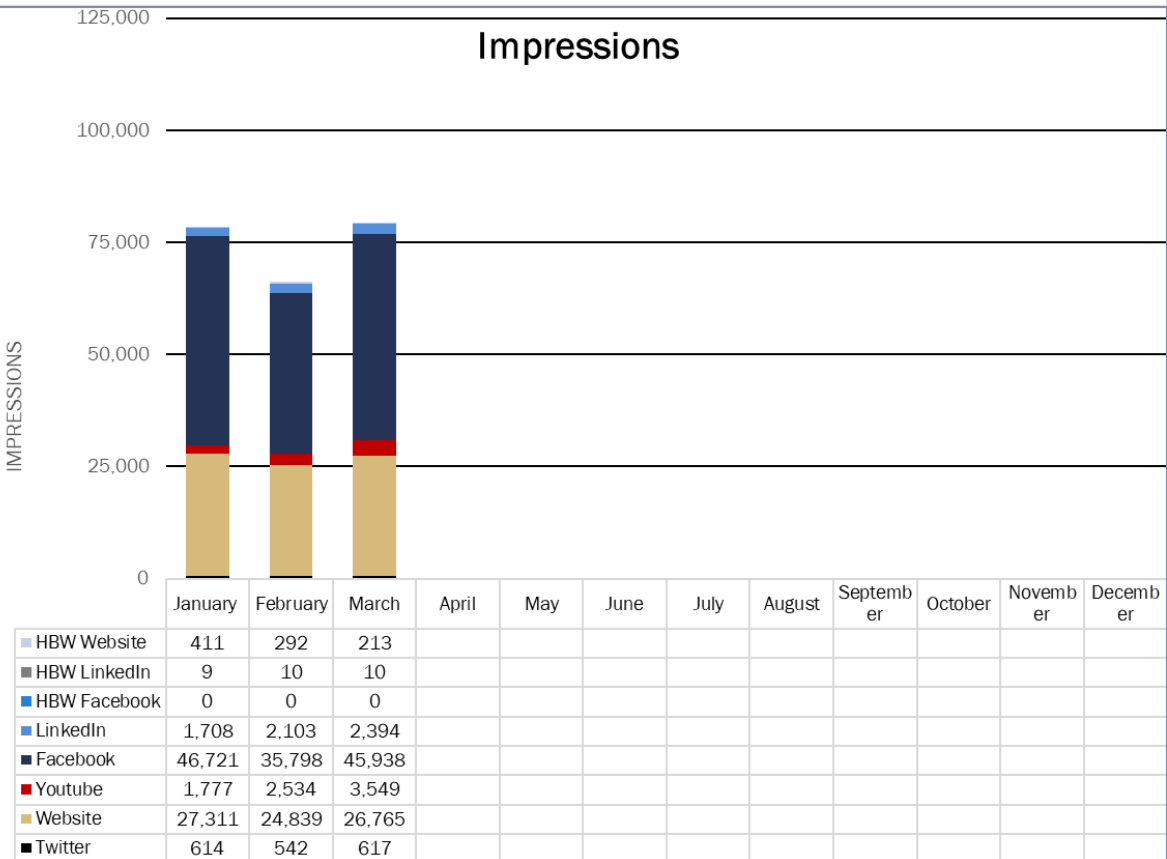
- Facebook at <https://www.facebook.com/WorkforceCenter/>
- Home Base Wichita Facebook at <https://www.facebook.com/HomeBaseWichita>
- YouTube at <https://www.youtube.com/c/Workforce-ks>
- Twitter at <https://twitter.com/workforcecenter>
- LinkedIn at <https://www.linkedin.com/workforce-centers-of-south-central-kansas/>
- Home Base Wichita LinkedIn at <https://www.linkedin.com/company/home-base-wichita/>
- Workforce Alliance Website at www.workforce-ks.com
- Home Base Wichita Website at <https://homebasewichita.com/>

The month of March saw increased engagement on all platforms except Twitter and HBW platforms. Impressions increased across all platforms except HBW platforms. Followers increased on all platforms except Twitter and HBW platforms.

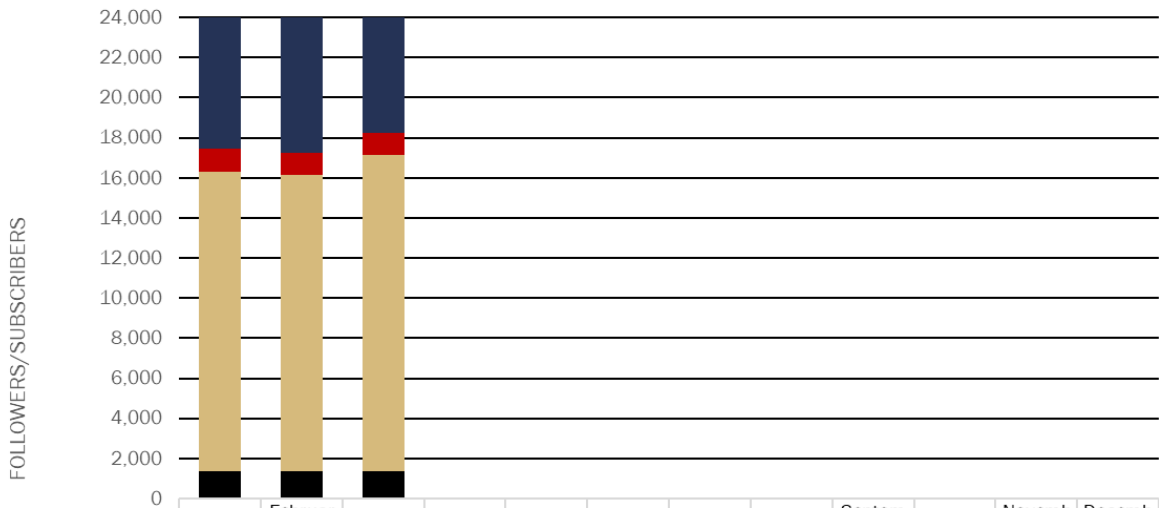
Engagements



Impressions



Followers/Subscribers



	January	February	March	April	May	June	July	August	September	October	November	December
HBW Website	263	198	126									
HBW LinkedIn	731	732	732									
HBW Facebook	161	160	159									
LinkedIn	1,337	1,346	1,355									
Facebook	7,253	7,270	7,319									
Youtube	1,104	1,106	1,112									
Website	14,968	14,784	15,797									
Twitter	1,360	1,360	1,360									