

WORKFORCE CENTERS

of South Central Kansas

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Local Workforce Development Board (LWDB)

Executive Committee Meeting Minutes

May 12, 2021 – 11:30 AM

1. **Welcome and Introductions**

The LWDB Executive Committee assembled via ZOOM. Chair Gabe Schlickau welcomed Committee members and called the meeting to order.

2. **Workforce Innovation & Opportunity Act (WIOA) Program Updates**

Performance reports for WIOA programs for the first three quarters of Program Year 2020 (PY20) were reviewed with the Committee. The program year ends June 30, 2021 and staff will have until mid-August to complete data entry before the final report is sent to the Kansas Department of Labor. Some of the sanctions are currently not met, which is expected due to the pandemic and its effect on the economy and unemployment. However, most of the measures that are not currently being met are close to meeting the sanction level and should increase as more data is entered. An issue with the updating of KansasWorks prevented staff from having access to the Measurable Skills Gain data needed to complete performance reports; this problem has been corrected and staff are in the process of entering this data. All performance metrics were negotiated and developed prior to the start of the pandemic. At the end of the year, there may be a potential for the state to renegotiate standards due to the pandemic and run a statistical adjustment model at the end of the program year to look at the barriers of the customers served and the economic issues in the area and that could lower the sanction levels from where they were originally set. Staff feel that in regard to performance throughout the program year, after all data is entered that standards will be met and no corrective action plans are anticipated or will be required. Schlickau asked if there are any metrics that staff feel should have been directly addressed. Staff are confident considering the circumstances that services were provided at a high level to customers. One issue is the entered employment rate; there are a great many open jobs available however, unemployment remains high largely due to several factors driven by the COVID crisis from health concerns, lack of childcare options and the high number of individuals continuing to receive unemployment benefits. The WA has been looking at deliberate ways to address this disconnect and get customers connected to employment.

The WA has received notice of its annual WIOA funding allocations for Program Year 2021 (PY21), which begins July 1, 2021. The WA will be receiving an increase in funding of over \$1.1 million. This is the first increase in many years with significant increases going to the Adult and Youth programs. Staff are preparing a budget proposal for PY21, the LWDB Finance Committee will meet later this month to review and approve a budget that will be presented to the Executive Committee and Chief Elected Officials Board (CEOB) for approval in June.

Reports were received and filed.

3. **Demand Occupations List for Program Year 2021 (PY21)**

An annual function of the Workforce Alliance (WA) Local Workforce Development Board (LWDB) is to review and update the Demand Occupations List for Local Area I (LAIV). The proposed list for PY21 that begins July 1, 2021 was provided to the Committee as well as materials to assist members with this assignment, which included the Eligible Training Provider List, Training Report and Career Maps. Staff has researched current labor market trends, surveyed staff, employers, Board members, and reviewed regional initiatives to determine occupations in demand in LAIV. The results of the staff, employer, and Board member surveys indicate the majority would like to keep the occupations currently on the list. There were several suggestions on occupations to add. Those suggestions were evaluated when making the recommendation of additions to the list. Programs proposed for addition include Construction Technology/Trades/Laborer, Data Scientists, Bioengineers/Biomedical Engineers, Fire Science/Firefighter, and Substance Abuse Counselors. All of the proposed programs

for addition show projected growth in the next ten years in Kansas and a median hourly wage in Kansas above the LAIV self-sufficient wage. Programs for proposed removal include Inspection, Instrumentation, and Retail Salesperson. The Retail Salesperson was specifically related to youth program participants as the youth contractor who was providing that training is no longer providing it. Inspection and Instrumentation are showing a projected decline over the next ten years and no participants have enrolled in training in these areas. For PY21, staff recommends adding Construction Technology/Trades/Laborer, Data Scientists, Bioengineers/Biomedical Engineers, Fire Science/Firefighter, and Substance Abuse Counselors and recommends removing Inspection, Instrumentation, and Retail Salesperson. Staff recommends all other occupations remain on the list. There are some manufacturing occupations on the list that are declining in growth such as avionics, composites, heat treatment equipment setters, etc. Staff question with the continued decline of these occupations, if they should remain on the list. Keith Lawing asked for feedback from Committee members that represent the manufacturing sector if they see a continued demand for those manufacturing occupations. Committee members Hughes, Williams and Gifford agreed that these occupations are in demand and will continue to be.

Jennifer Hughes (Kathy Jewett) moved to approve the Demand Occupation List for Program Year 2021. Motion adopted.

4. Workforce Alliance Work Based Learning On-the-Job Training Contracts

Bombardier and Keycentrix have submitted work-based learning training requests to the WA.

Bombardier is proposing to use Kansas Advanced Manufacturing Program (KAMP) grant funds for layoff aversion strategy incumbent worker training through the end of this year. Bombardier recently issued a WARN notice to lay off 400 workers beginning next week. They have an opportunity to move 40 employees to other positions within their facility based on their need for maintenance, repair and overhaul (MRO) work, safety and testing. The training would cost \$3,000 per person. The U.S. Department of Labor has approved the use of the KAMP grant for layoff aversion strategies. Typically, when a company requests work-based learning fund they cannot have active layoffs, this is still the case for new hire and on-the-job training, however since this is a layoff aversion strategy the WA would like to provide this assistance through the end of this year.

Keycentrix, a local pharmaceutical software development company, is interested in providing internal training for their software developers, database developers and quality assurance analysts using One Workforce grant funds over two years. They are looking to train 23 individuals beginning in June at a cost of \$6,000 per person.

Jeff Longwell asked that if there are any guidelines regarding Bombardier not retaining those workers for a certain length of time and if there is a claw back provision in the contract if there were to be future layoffs. Staff responded that no provision is in place; however, the proposed contract is for seven months and any subsequent contract would be vetted for poor retention or completion rates before approval. If the WA does monitor the participants and if staff become aware of a large number of individuals that are not being retained or not successfully completing training, future enrollments can be halted. Staff feel that the training will make the workers more marketable in the Wichita community and they would retain certifications and licenses they obtain. Staff will be closely tracking outcomes and can provide monthly updates to committee members.

Jeff Longwell (Melissa Musgrave) moved to authorize the President and CEO to enter into training project agreements. Longwell's motion included direction for staff to track and monitor outcomes and retention. Motion adopted.

5. U.S. Department of Agriculture's Supplemental Nutrition Assistance Program Education and Training (SNAP E&T)

The Workforce Alliance is participating in a cohort of workforce boards with the National Association of Workforce Boards (NAWB) to explore becoming a SNAP (Food Stamp program) E&T provider,

which includes education and training resources. Currently, the Kansas Department of Children and Families (DCF) is the exclusive operator of the program in the state. The NAWB cohort provides an opportunity for other local non-profit organizations to become providers. The WA would apply to DCF to become a provider. As part of the application process, the WA would commit local funding and would receive a match of those funds from the state and federal government to provide education and training opportunities to individuals that receive SNAP assistance. Other workforce boards such as Portland, Oregon; Spokane, Washington and Austin, Texas are providers. There are different ways to provide these services. Funds could be provided directly to the WA and then the WA could subcontract with another non-profit organization that would then provide the education and training services. Becoming a provider is consistent with the WA's strategic plan goal regarding bringing in additional resources to the community and is a great opportunity for the WA to assist the community by providing additional funds to pay for training that can result in obtaining higher skilled, higher demand jobs for a particular population receiving public assistance; this would perhaps result in better employment and eliminate the need for them to remain on public assistance. Initially, no additional staff will be needed. If the WA were to become a provider, the WA would go to local funders, City of Wichita, Sedgwick County, Community Foundation, United Way, etc. to target funds to assist those individuals receiving SNAP assistance. Pat Jonas stated that Center Industries participated in SNAP E&T opportunities and had a very successful experience and will share additional information with WA staff. The cohort is meeting monthly to learn more and staff will continue to update the Committee on progress and any possible required action.

Report was received and filed.

6. 2021 Jobs FORE Youth Golf Tournament

The 9th annual Jobs FORE Youth Golf Tournament is scheduled for Thursday, September 30, 2021 at Hidden Lakes Golf Course in Derby. Meritrust Credit Union has agreed to be the tournament sponsor for the third straight year. A list of sponsors and teams that have committed so far this year and a list of sponsors and teams from last year were provided to the Committee for review. KWCH will be a sponsor and promote the event and the Wichita Wind Surge is a possible in-kind sponsor as they were last year. Committee members were encouraged to be a sponsor and increase awareness about the tournament. Staff have reached out to past and prospective sponsors and will continue to promote the event. Melissa Musgrave said that she will be discussing participation with Airbus board members and can provide some swag bags for the event.

Report was received and filed.

7. Workforce Alliance (WA) 2020-2022 Strategic Plan Implementation Update

Updates on the implementation of the 2020-2022 WA strategic goals is a standing agenda item for this Committee in order to provide for continuous accountability and provide an opportunity for staff to report to the Committee on the progress made on implementing the strategic goals. An update was provided on communication and outreach as well as the WA's continued partnership with KWCH on the Building You program. Committee members were asked to contact staff if they would like have jobs featured on the KWCH program. The WA is continuing its partnership with the Greater Wichita Partnership's Get Trained. Get Paid (GTGP) campaign. The second phase of GTGP has begun and is focusing on making employers and job seekers aware of available training programs in the Health Care, Technology and Manufacturing sectors.

Report was received and filed.

8. Consent Agenda and Committee Reports

Approval of meeting minutes for March 10, 2021 and special meeting on March 30, 2021, Program Year 2020 (PY20) budget update, Regional Economic Impact report, Workforce Center Operations

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/ One-Stop Operator report and proposed policy revisions were presented to the Committee for review and approval.

The Workforce Center began serving customers in-person on May 3rd. Current hours of operation are Monday through Thursday from 8:00 a.m. to 5:00 p.m.; on Friday's staff work virtually and attend trainings and meetings. Customers can still be assisted virtually. Traffic has been slow so far and staff are working on ways to promote the fact that the center has reopened for in-person assistance. A couple of in-person workshops are scheduled on basic computer skills are scheduled. For the second straight month, the Business Services team has posted over 900 jobs; employers have a very large need for employees. The Cowley center has been seeing customers for the past couple of months and hosted an in-person job fair.

The Regional Economic Impact report shows that Sedgwick County continues to have the highest unemployment rate in the state. The WA is continually trying to find ways to address the disconnect between the high unemployment rate and employers' high demand for employees; this is expected to improve with recently reinstated job search requirements to receive unemployment benefits.

Staff requested approval on a new policy regarding co-enrollment of Trade Adjustment Assistance and Dislocated Worker customers and some proposed revisions to existing policies (priority of service, limited English proficiency and adult/dislocated worker/ youth supportive services).

Tony Naylor (Michele Gifford) moved to approve the Consent Agenda as presented. Motion adopted.

9. Other Discussion / Announcements

Governor Laura Kelly and Lt. Governor David Toland visited the Workforce Center in April and had an engaging roundtable discussion with a variety of employers in the community regarding workforce issues in the region. Lt. Governor Toland has a specific interest in registered apprenticeship and in the productivity and usage of KansasWorks.com. Lawing and Schlickau have followed up with the lieutenant governor on these issues and Lawing has been asked to co-chair a work group to discuss ways to engage more employers and job seekers in registered apprenticeship programs as well as expand legacy programs in the state. WA staff were also asked to bring KansasWorks.com customers together to provide feedback on how to improve it and make it more useful.

10. Adjournment

The meeting was adjourned at 12:52 PM.

Attendees:

LWDB Executive Committee Members

Rod Blackburn
Michele Gifford
Jennifer Hughes
Kathy Jewett
Pat Jonas
Jeff Longwell
Melissa Musgrave
Tony Naylor
Matt Peterson
Gabe Schlickau
Amy Williams

Staff/Guests

Amanda Duncan
Denise Houston
Keith Lawing
Shirley Lindhorst
George Marko
Chad Pettera
Laura Rainwater
Erica Ramos
Tisha Cannizzo Eckerd Connects
Greg Butler, Cowley College
Jennie Heersche, Cowley College