



LWDB Program Operations and Performance (POP) Committee Meeting Minutes
May 4, 2023

1. Welcome and Introductions

The Workforce Alliance (WA) Local Workforce Development Board (LWDB) Program Operations and Performance (POP) Committee assembled via Zoom. Co-Chair Robyn Heinz welcomed Committee members and called the meeting to order.

2. Workforce Innovation & Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Program Performance for Program Year 2022 (PY22)

Program Year 2022 (PY22) began on July 1, 2022. The third quarter is complete; the fourth quarter has just begun. While it is now the fourth quarter, performance numbers will not be final until the end of August. The WIOA Adult Program annual performance is projected to exceed or meet all goals. The WIOA Dislocated Worker Program annual performance is projected to meet most goals; however, LAIV is continuing to struggle to meet the sanction level for Credential Attainment and Measurable Skills Gain. The low performance numbers in Measurable Skills Gain are being affected by the small number of participants. The WIOA Youth Program projected annual performance is to meet or exceed all goals. The Youth program has seen a significant increase in enrollments, which are not yet being reflected in the performance data. Data lags performance reporting by nine to twelve months, so these enrollments will be reflected in reporting this time next year. LAIV is projected to do a little better than the State in WIOA program annual performance. Wagner-Peyser projected annual performance is to meet all of the goals for LAIV and the State. The newer Effectiveness in Serving Employers measure is still in a data gathering mode; no goals or sanctions have been set for this measure as yet. Overall LAIV is projected to meet or exceed goals; therefore, no required changes or corrective action plans will be required by the state. Statewide the Credential Rate goal is not being met and may be an issue. If there is failure as a state to meet this measure, it would be the first time and a corrective action plan would be required; the State would work with the Department of Labor to create and implement the plan.

Report was received and filed.

3. WIOA Adult, Dislocated Worker and Youth Program Policies: Self-Sufficient Wage Review

WIOA tasks the LWDB with setting an economic self-sufficiency standard for the local area. Last year, the LWDB determined the self-sufficient wage would be reviewed annually with the Demand Occupations list. The self-sufficient wage for LAIV is currently \$15.60 for all programs. Staff is again using the MIT Living Wage calculator to assist in recommending the self-sufficient wage. The living wage for a single adult with no children for each county in LAIV was researched. While the data shows a slight decrease in the living wage for the area, staff recommends maintaining the self-sufficient wage at \$15.60 for PY23 for all programs. Additionally, staff recommends maintaining the current exceptions to the self-sufficient wage criteria - any training resulting in a career ladder in which the trainee would reach or exceed the self-sufficient wage within six months as well as training for justice involved individuals or persons with disabilities that includes a transitional job/work experience strategy or a career ladder that would result in a self-sufficient wage. Ritterbush asked what impact this wage has for employers and jobseekers in regard to access to training funds as there are some high demand occupations such as child care workers and direct social services support professionals that would not qualify for training due to this wage. Customers interested in receiving WIOA program funds for training cannot already be earning the self-sufficient wage to be eligible. WIOA training funds are intended to serve low wage workers to increase their earnings to a higher level. The funding is not driven by local employment needs. If funds are spent on careers that will not result in a self-sufficient wage, then legislators at the federal level determine that the workforce system is not meeting

performance standards and will allocate less funding or possibly not reauthorize WIOA, which is currently in that process. The WA does work to obtain other funding to meet the needs that fall outside of WIOA programming and that do not impact performance.

Alex Munoz (Justin Albert) moved to approve the self-sufficient wage as presented. Motion adopted.

4. Demand Occupations List for Program Year 2023 (PY23)

The WA LWDB reviews and updates the Demand Occupations List each year. The education programs for occupations on this list are eligible for training funds through WIOA and targeted grants. Staff has researched current labor market trends, surveyed staff, employers, board members, and reviewed regional initiatives to determine occupations in demand in Local Area IV (LAIV). Currently, the list is very broad with 12 industry sectors that are aligned with regional priorities identified by the Greater Wichita Partnership. A review of participants in training since 2018, found there are dozens of training programs with little to no enrollments over the past five years. The majority of participants in training are in the Advanced Manufacturing/Advance Materials, Data Services/Information Technology, Healthcare, Registered Apprenticeship and Transportation and Logistics sectors. For PY23, staff recommends reducing the size of the Demand Occupations List, which would allow the WA to focus its limited training funds on growing and emerging occupations in the region. An Administrative Exception can be made on a case by case basis if employers are seeking training support for jobs not on the list. Staff recommended Agriculture, Educational Services, Hospitality, Oil and Gas and Social Services sectors be removed from the list eligible for WIOA funding skills training. WA staff also recommended removing education and skills training programs that take more than two years to complete. With limited funding, the WA should focus on short term credentials, certificates and degrees that lead directly to employment opportunities. After reviewing the suggestions for additions to the list, staff recommended adding Cardiovascular Technologists and Technicians based on customer and employer feedback. This list just affects occupational skills training and not incumbent worker or on-the-job training. Some of the occupations listed indicate a wage less than the self-sufficient wage standard of \$15.60 and hour; the wage data used for this list is from U.S. Department of Labor's O*NET and staff find local area wages are usually higher. These occupations do show demand and growth and could be considered part of a career pathway exception. The list is required to be reviewed annually; however, changes can be made at any time throughout the program year as needed. Should a customer be interested in training that the WA cannot fund, workforce professionals will make every effort to assist customers with other available funding, services, programs, resources and referrals as well as to meet employer demand in the region.

Laura Ritterbush (Justin Albert) moved to approve the removal of Agriculture, Educational Services, Hospitality, Oil and Gas, and Social Services sectors from the Local Area IV Demand Occupations list, limit education and skills training funds for programs less than two years, and approve the proposed Cardiovascular Technologists and Technicians occupation for addition to the Demand Occupation List for Program Year 2023. Motion adopted.

5. 2023 -2025 Strategic Plan Proposal

WA staff presented proposed goals to the Board for 2023-2025 and the Committee was given an opportunity to discuss and make recommendations. The LWDB conducts strategic planning every two to three years to help determine priorities and develop plans to create community impact above and beyond the annual WIOA allocations. Since November of last year, a series of five sessions were scheduled to connect LWDB members with community partners and subject matter experts in discussions focusing on the current strategic goals; a summary of the sessions was provided. The goal is to have the Board adopt an updated strategic plan at its July 2023 meeting. The current strategic plan has six broad, interrelated goals; the proposed plan includes only three key goals with tactical focuses for each. The proposed plan is not a big change from the current plan; it is just more focused. With this

model, it is hoped that it will be easier to track metrics and report on outcomes. It was asked what the breakdown of funding for the WA currently is, staff reported that 60% of it is non-WIOA funds and 40% of the budget is WIOA funds. The WA will receive 20% less funding for the WIOA Dislocated Worker program and an 8% reduction in the WIOA Youth and Adult programs for the new program year.

Report was received and filed.

6. Consent Agenda

Meeting minutes from January 5, 2023, external monitoring report from Regier Carr & Monroe (RCM) and Workforce Center Operations/One-Stop Operator report were presented to the Committee for review and/or approval. No career services eligibility issues were reported in the RCM report, which indicates that increased staff training and improved processes have been effective.

Laura Ritterbush (Erica Ramos) moved to approve the Consent Agenda as presented. Motion adopted.

7. New Business/Announcements

It was proposed that when final performance is reviewed that the Committee meet in person for a lunch meeting.

The meeting was adjourned at 12:25.

Present Committee & Board Members

Robyn Heinz, Co-Chair

Justin Albert

Kami Moore

Alex Munoz

Erica Ramos

Laura Ritterbush

Staff/Guests

Amanda Duncan

Denise Houston

Keith Lawing

Shirley Lindhorst

George Marko

Chad Pettera

Tisha Cannizzo, Eckerd Connects

John Cressler, Butler Community College

Toni Porter, Wichita Regional Chamber of Commerce

Michelle Ruder, Butler Community College