

# WORKFORCE CENTERS

of South Central Kansas

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### Local Workforce Development Board (LWDB) Youth Employment Committee Meeting Minutes July 20, 2021 – 11:30 AM

#### 1. **Welcome and Introductions**

The LWDB Youth Employment Committee assembled via ZOOM. Co-Chair Amy Williams welcomed Committee members and called the meeting to order. Aditya Joshi was introduced to the Committee; he is interning with the Workforce Alliance as part of the Bank of America Student Leader program.

#### 2. **Review and Approval of the Minutes from the March 11, 2021 Meeting**

*Debbie Kennedy (Rod Blackburn) moved to approve the meeting minutes from the May 18, 2021 meeting. Motion adopted.*

#### 3. **Youth Employment Project / Helping Youth Prepare For Employment (HYPE) 2021 Update**

An update on participant numbers for the HYPE coalition (Youth Employment Project (YEP), City of Wichita's Way to Work, YMCA's Job Prep and USD 259 and other school districts throughout the region) was provided. 2019 had great successes and outcomes, but the pandemic in 2020 resulted in few opportunities to place youth in jobs and less participation. 2021 has been a rebuilding year for the youth employment programs. Beginning with the September meeting, the Committee will begin focusing on planning for 2022 and discuss possible strategies and plans to have in place by the end of 2021. For 2021, 2,000 young adults have been served with 732 youth employed through HYPE. This summer, five Camp HYPE's were conducted at the Wichita Workforce Center a Technology camp supported by Flagship Kansas.Tech, Trade Skills camp supported by the electrical union, Textron Aviation camp, healthcare camp supported by Ascension Via Christi and a Spirit AeroSystems camp.

Many youth programs experienced a decrease in applications for their programs this summer. Due to COVID, staff could not be in person interacting with students at the schools to promote the program. Some strategies for next year include a renewed focus on working with school counselors to obtain referrals, an effort to work with partner schools that are part of the state's WBL pilot program, conducting Camp HYPE's in surrounding counties and coordinating with community partners to host camps in their facilities so that camps and programs can be offered in a variety of locations. Part of the Committee's planning in 2022 will include:

- Developing strategies and goals for how camps interact and support academic goals and choices.
- Establishing appropriate age groups for camps.
- Determining how the camps can become a gateway to future summer youth programs.

Strategies may include:

- Camps being tailored to specific employers and being designed around a basic curriculum of soft skills, job search skills, etc.
- Ways to get youth to visit business and industry.
- Identifying a balance of parental involvement that results in youth wanting to participate.
- Expanding resources – staffing through externs, teachers off for the summer, etc.
- Identifying sectors that camps should focus on and then contacting businesses in that sector to determine demand and interest in engaging and supporting a camp.
- Addressing transportation challenges.
- Cowley College has a similar model (TRIO program) in their region so there may be an opportunity to leverage these youth programs together and work with school districts to provide enhanced programs and services for next summer

*Report was received and filed.*

**4. Workforce Innovation and Opportunity Act (WIOA) Youth Program Performance Reports**

An update activities, outcomes and performance of the WIOA Youth program was provided to Committee members. Program Year 2020 (PY20) ended on June 30, 2021 and data is continuing to be entered for PY20 so that performance for that program year can be finalized. The first quarter of Program Year 2021 (PY21) has begun; performance data for first quarter PY21 is not yet available. The Youth Program projected annual performance is to exceed the goal for Placement in Employment, Education, or Training 2nd Quarter, Placement in Employment, Education, or Training 4th Quarter, Credential Rate, and Measurable Skills Gain. Local Area IV (LAIV) is projected to meet the sanction level for Median Earnings. LAIV is exceeding the State in annual performance for the data that has been entered thus far. LAIV is projected to exceed the goal for four measures and meet the sanction level for one measure. The State is projected to exceed the goal for one measure and meet the goal for four measures. No corrective action plan will be required all measures are being met or exceeded. For the Average Indicator Score, LAIV is projected to exceed the goal for Measurable Skills Gain, meet the goal for Employment 2nd Quarter, Employment 4<sup>th</sup> Quarter, Median Earnings, and Credential Rate. For the Average Program Score, LAIV is projected to meet the goal for the Youth program and meet the sanction level for the Adult and Dislocated Worker Programs. It will take some time to see how performance will be impacted overall by the pandemic and mass layoffs in the region. Staff realize that the number of participants served in the WIOA Youth program is much lower than it should be when compared to the number of participants served by all of the local areas in the state. While staff currently feel that a much better job of recruiting and outreach is being done to increase the number of participants in the program, more progress needs to be made and Committee members were asked to assist staff and offer suggestions on how to improve outreach, referral and awareness strategies.

*Report was received and filed.*

**5. Work Based Learning (WBL) Project**

The Committee was formed to assist WA staff sharpen strategies and plans for the youth programs that it manages, WIOA Youth, Youth Employment Project (YEP)/Helping Youth Prepare for Employment (HYPE) and the state's Work Based Learning (WBL) program. The State of Kansas is looking to create work based learning opportunities for high school students whereby they can earn academic credit through WBL projects through an applied learning model. Other states have implemented similar programs. The Governor's Education Council is developing policy recommendations to expand WBL in the state. Keith is on the council and is co-chair of the Work Based Learning Task Force that is looking at policies that can help expand WBL opportunities. Part of WBL includes bringing businesses into classrooms to raise career awareness, arrange plant tours, etc., but a key component of WBL is a hands-on internship where a young person can earn academic credit while they are in an internship. Each of the local workforce boards currently have a WBL intermediary that works with school districts and local businesses as a broker to create internship opportunities and bring WBL curriculum to a school district. As part of a pilot project, the WA has been working with Circle High School and the state is looking to expand and scale the program up statewide. There are challenges to placing a young person due to an employer's liability and insurance issues that need to be overcome. There is possible legislation that recognizes those issues and that the responsibility needs to be with the school districts as part of their existing insurance coverages. There is also the question of coverage for paid versus unpaid internships. There are some school districts that are already placing students in these internship opportunities and if expansion statewide is to happen, the liability and insurance responsibilities for potential employers that do not have experience placing youth in job opportunities needs to be clarified. The National Governor's Association has been providing the State of Kansas WBL technical assistance and the state school

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board is working on how high schools can award academic credit and make sure that a work experience is meaningful and matches establishes career maps like the Excel in CTE program. Rod Blackburn asked if there are any insurance professionals on the task force. There is a representative of the industry that is advising; however, an independent third-party insurance contact would be useful as information on what is covered and not covered has differed depending on the source. The Committee also discussed contacting other businesses that are successfully implementing apprenticeship programs and find out how they are overcoming challenges and barriers.  
*Report was received and filed.*

**6. Next Steps**

- The goal of the Committee is to help WA staff oversee the youth component of operations (WIOA Youth program and YEP) and implement youth employment strategies that will allow the WA to continue to be a leader in promoting youth employment in the region by creating partnerships and collaborations that will result in the HYPE model continuing to grow and expand. The Committee has been in a learning mode since January when the Committee was formed and beginning in September meeting will shift to discussion on creating strategies, plans, goals and actions to generate improved outcomes for 2022. Committee members were asked to bring ideas, think about information that has been presented in meetings and how best to leverage what their organization is doing as businesses, community-based organizations, employers and education institutions with the WA to further the cause of youth employment.
- Keith will send Committee members follow up information on WBL activities at the state level and information on the role of the WBL intermediaries for discussion at the next meeting in September.
- Amy will send Keith a link to information for a business that is currently and successfully using a youth internship model.
- Rod will research prior insurance contact and reach out to them regarding employer and schools insurance coverage guidance.

**7. Adjournment**

The meeting was adjourned at 12:27 PM.

**Attendees:**

LWDB Youth Employment Committee Members

Rod Blackburn  
Anne-Marie Coughlin  
Debbie Kennedy  
Angela Perez  
Aletra Chaney-Profit  
Leah Roeder  
Amy Williams

Staff/Guests

Amanda Duncan  
Denise Houston  
Aliex Kofoed  
Keith Lawing  
Shirley Lindhorst  
Aditya Joshi, Intern  
Jennie Heersche, Cowley College  
Deb Weve, Job Corps