



**LWDB Program Operations and Performance (POP) Committee Meeting Minutes**  
July 7, 2022

**1. Welcome and Introductions**

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

**2. Workforce Innovation & Opportunity Act (WIOA) Performance for Program Year 2021 (PY21)**

An update on performance for WIOA programs for Local Area IV (LAIV) and the State for Program Year 2021 (PY21) was provided. PY21 began on July 1, 2021 and just ended on June 30, 2022. Measurable Skills Gain data continues to be entered and is expected to increase for final performance reporting due in mid-August.

The Adult Program projected fourth quarter performance is to exceed the goal for Median Earnings and Credential Rate, meet the goal for Entered Employment 2<sup>nd</sup> Quarter and Entered Employment 4<sup>th</sup> Quarter and not meet the sanction level for Measurable Skills Gain. Employment measures continue to be a struggle due to the data occurring during the pandemic time frame.

The Dislocated Worker Program projected fourth quarter performance is to exceed the goal for Entered Employment 4<sup>th</sup> Quarter and Median Earnings, meet the goal for Entered Employment 2<sup>nd</sup> Quarter and not meet the sanction level for Credential Rate and Measurable Skills Gain. Data entry does continue on those that obtained credentials.

Youth Program projected fourth quarter performance is to exceed the goal for Placement in Employment, Education, or Training 2<sup>nd</sup> Quarter, Placement in Employment, Education, or Training 4<sup>th</sup> Quarter, Median Earnings, and Credential Rate. LAIV is projected to not meet the sanction level for Measurable Skills Gain.

Wagner-Peyser projected fourth quarter performance is to exceed the goal for Median Earnings, Entered Employment 2<sup>nd</sup> Quarter, and Entered Employment 4<sup>th</sup> Quarter.

The Effectiveness in Serving Employers measure is still in baseline status. Only the Retention rate is calculated at the local level. The Employer Penetration and Repeat Business Customer rates are calculated at the State level. LAIV is very close to the State for all programs for the Retention rate.

For Average Indicator Score, Local Area IV is projected to exceed the goal for Employment 2<sup>nd</sup> Quarter, Employment 4<sup>th</sup> Quarter, Credential Rate, Measurable Skills Gain and Median Earnings. For Average Program Score Local Area IV is projected to exceed the goal for the Adult and Youth programs and to meet the goal for the Dislocated Worker program. These reports show that no corrective action plans or programmatic changes will be required for LAIV for the program year.

For the Senior Community Service Employment Program (SCSEP) in LAIV, third quarter performance is projected to exceed the goal for Service to Most in Need and Employment Rate 4<sup>th</sup> Quarter and not meet the sanction level for Service Level, Community Service, Median Earnings, and Employment Rate 2<sup>nd</sup> Quarter. Fourth quarter data is not yet available.

*Report was received and filed.*

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

The Workforce Innovation and Opportunity Act (WIOA) tasks the Local Workforce Development Board (LWDB) with setting an economic self-sufficiency standard for the local area. The self-sufficiency standard for LAIV has not been updated since 2010. The current self-sufficiency standards are \$12.02 per hour for the Adult and Youth programs and \$15.38 per hour for the Dislocated Worker program. The current standards were developed from the Average Wage performance measure under the Workforce Investment Act and no longer exists under WIOA. Staff proposes using the MIT Living Wage Calculator to set the new standard; it estimates the cost of living in a community or region based

on typical expenses and indicates that the living wage is \$15.60 per hour or \$32,448.00 per year for a single adult with no children in the Wichita Metropolitan Statistical Area.

This issue was discussed with the Executive Committee at its meeting on June 16, 2022. Concern was expressed that if the new wage level was adopted, it might have the unintended consequences of eliminating some employers from having access to some workforce center services or on-the-job training contracts if they cannot offer employment at the new wage level. Staff were asked to review some options for possible gradual implementation. Staff proposed making this change for Program Year 2022 to the Dislocated Worker program and updating the self-sufficient wage to this standard incrementally over the next couple of program years for the Adult and Youth programs (13.50 per hour or \$28,080.00 in 2022, \$14.50 per hour or \$30,160.00 in 2023 and \$15.60 per hour or \$32,448.00 in 2024). Staff also proposed reviewing this standard on an annual basis with the MIT Living Wage Calculator at the same time the LWDB reviews the Occupations Approved for Training/Demand Occupations List.

Committee members were asked to provide feedback; no action is required at this time. This item will likely be discussed at the full board meeting on July 27, 2022. Many felt that if the MIT data is accurate and it has been so long since the standard was updated, that incrementally increasing the standard would fail to get it to ultimately where it needs to be. It was pointed out that there is a need to be realistic about the current labor market; employers are having to raise wages to attract and retain workers. Another concern is how changing the standard would affect areas outside of just Wichita. It was asked what area the Wichita MSA includes. The area includes all counties served by Local Area IV except Cowley and Harper and includes Harvey County in Local Area I. The MIT calculator data can be obtained by county and there is a very small difference between counties. Committee members were interested in the possibility of having the ability to have exceptions for entry level positions with a career pathway progression that would eventually meet the standard.

*No action was required or taken; Committee members agreed that the proposed new standard be implemented for the Dislocated Worker program for Program Year 2022 with a possible incremental increase for the Adult and Youth programs to that level within the next year or two and that the standard be reviewed on an annual basis with the MIT Living Wage Calculator at the same time the LWDB reviews the Occupations Approved for Training/Demand Occupations List. These recommendations will be presented to the LWDB and/or Executive Committee for action.*

#### **4. Workforce Center Operations / One-Stop Operator**

An update was provided on Workforce Center operations and One-Stop Operator activities for the month of May. Data from the month of June will be available soon and it is anticipated that there will be an increase in traffic to the Workforce Center. Virtual workshops remain popular and live workshops at the Center are being offered.

Workkeys participation had been trending down, but has increased over the last month due to increased usage by employers such as Spirit AeroSystems. Kami Moore reported that adult education at Cowley College and other institutions will no longer be using Workkeys due to its high cost and many employers in the region do not know what Workkeys is or recognize it. Lawing stated that perhaps the workforce system needs to do a better job of promoting Workkeys to employers as a preemployment tool and it should be integrated into adult education programs. This topic will be discussed further with the Kansas Department of Commerce.

Interview Day was held on June 21<sup>st</sup>; Business Services representatives partnered with workforce professionals in the Center and identified specific employers looking to hire and then actively recruited job seekers for specific positions with that employer. Job seekers had resumes reviewed, participated in mock interviews and were invited for interviews with the employers. Fifteen offers were made and employers provided positive feedback regarding the event to the effect that it was well worth their time and more productive than job fairs. Staff are evaluating outcomes from the event to determine how

best to move forward. Business services continue to post a high number of jobs. Workkeys testing has increased and more employers are using it as an evaluation tool. The Kansas Department of Commerce recently had Request for Proposals (RFPs) for testing platforms and Workkeys was the least expensive; a soft skills assessment may be added. Prior to the pandemic, much of the traffic to the Workforce Center was for computer usage and Internet access. Due to the pandemic, more people had to obtain their own access and are now not coming into center as much for this purpose. Staff are looking at strategies to increase traffic to the center by providing opportunities for job seekers to meet directly with employers and apprenticeship programs. There is a need to engage employers in a very deliberate way to increase traffic to workforce centers.

*Report was received and filed.*

## **5. Consent Agenda**

Meeting minutes from May 5, 2022, additions to the Eligible Training Provider List (ETP) from Cowley College for Milling Technicians and the Training Report for Spring 2022 were presented to the Committee for review and approval. A new addition to the report is the amount of payments spent on training; since the last report the WA has spent over \$2,000,000. The number of customers in training has decreased due to the ending of the registered apprenticeship grant and the Kansas Health Professional Opportunity Project (KHPOP) grant. Staff continue to explore funding opportunities to replace these sources.

*John Clark (Robyn Heinz) moved to approve the Consent Agenda as presented. Kami Moore, Cowley College abstained from the vote. Motion adopted.*

## **6. New Business/Announcements**

- A. An LWDB Roundtable discussion on the topic of military recruitment strategy is scheduled for Wednesday, July 13<sup>th</sup> at 8:00 AM at the Workforce Center.
- B. The next meeting of the full LWDB is scheduled for Wednesday, July 27<sup>th</sup>. The WA is involved in many ongoing projects and updates will be provided.

The meeting was adjourned at 12:37.

### *Present Committee & Board Members*

Robyn Heinz, Co-Chair

Tony Naylor, Co-Chair

Justin Albert

John Clark

Kami Moore

Alex Munoz

Erica Ramos

### *Staff/Guests*

Denise Houston

Keith Lawing

Shirley Lindhorst

George Marko

Chad Pettera

Tisha Cannizzo, Eckerd Connects

Jennie Heersche, Cowley College