

WORKFORCE CENTERS

of South Central Kansas

KANSASWORKS.COM

Local Workforce Development Board (LWDB) Meeting Minutes October 23, 2019

1. Welcome and Introductions

Jennifer Hughes welcomed Board members and new LWDB members were introduced: Melissa Musgrave, Airbus; Jessica Kilpatrick, Fidelity Bank; Kristina Langrehr, Ascension Via Christi Health, Luis Rodriguez, keycentrix; Lisa Roberts Proffitt, FlagshipKansas.Tech and Russell Kennedy, IBEW #271. Self-introductions were made by other LWDB members in attendance, as well as guests and staff and the meeting was called to order.

2. Public Comment

No new public comment requests were received.

3. Helping Youth Prepare for Employment (HYPE)

Helping Youth Prepare for Employment (HYPE) is an umbrella youth employment network that includes core partners, Workforce Alliance (WA), City of Wichita, YMCA and USD 259. The final report for 2019 was presented to the Board.

HYPE created a pilot project to target 14-15 year olds called Camp HYPE. In the past, the WA noted a significant number of this age group interested in employment, but few employers willing to hire youth under 16. Camp HYPE was developed to help address this issue and to combine the desire to work with a career exploration strategy. North High School was selected as the base for designing the pilot project. Two week long session that included 20 students for each camp were held and youth were paid for their attendance; they visited numerous businesses and organizations in the community. Camp HYPE is designed to be treated as a job, and if participants met expectations they earned \$250. Wichita Transit provided transportation for the camps at no cost. Planning for next year is underway and it is hoped that more schools can be provided the opportunity to participate in Camp HYPE, but additional funding is needed to continue the program.

In 2019, YEP had 1,034 job placements (63% increase over 2018). Including the HYPE partners brings the job placement totals to 1,230. The majority of job placements were tailored as needed by the employer and included temporary and part-time jobs. Wages were either subsidized through YEP or directly funded by the employer. 221 employers engaged with YEP by hiring young adults for temporary and or part-time jobs in 2019.

It will be important to secure additional funding commitments in order to maintain the outcomes from this year or to increase the impact of the initiative. Funders in 2019 include Bank of America, City of Wichita, Sedgwick County, Emprise Bank, Workforce Alliance and the annual Jobs FORE Youth golf tournament.

A task force has been formed to address the issues of awareness, outreach, collaboration and funding as well as work with staff on planning for HYPE next year. Task force members currently include: Tyrone Baker, YMCA, Laura Barker, USD 259; Ebony Clemons-Ajibolade, Evergy; Michele Gifford, Textron Aviation; Jennifer Hughes, Global Partner Solutions; Pat Jonas, CPRF; Kris Langrehr, Ascension/Via Christi; Jim Means, USD 259; Erica Ramos, Kansas Department of Commerce; John Weber, Senior Care Advisors and Amy Williams, Spirit AeroSystems. If other LWDB members are interested in joining the task force please contact Keith Lawing, keith@workforce-ks.com.

Report was received and filed.

4. Workforce Strategies in a Tight Labor Market

With record low unemployment, large number of job opening and a high demand for skilled labor, the Workforce Center is adopting new strategies to help match job seekers and employers. A panel of local experts and practitioners discussed a number of initiatives underway that area employers can take advantage of and help to support.

- SB199 A-OK to Work, Chris Stanyer, VP of Career Services, Goodwill Industries
- Practice Makes Progress- George Marko, Workforce Alliance
- Imagine Academy- Dawn Fanning, Workforce Alliance
- Veterans Advocacy Board- John Buckley, Koch Industries

Kansas State Bill SB199 (A-OK to Work) is a new law enacted during the 2019 legislative session and was adopted to accelerate adult students in GED classes towards employment by allowing them to receive high school completion credit for earning industry recognized credentials in short term skills training programs. Chris Stanyer from Goodwill Industries shared the benefits from this strategy and discussed how it will be implemented in 2020. The program allows adult learners 21 years and older with no high school diploma to be referred to an adult education program to earn stackable, industry-recognized credentials toward in-demand career paths with possible credit toward GED completion. Many job seekers have struggled with attempting to first earn a GED while working and then spend the additional time and funds to earn credentials.

The Practice Makes Progress program was initiated to engage area employers in serving job seekers. The program uses volunteers from partner organizations and employers to assist job seekers with resume review and mock interview services and has been very successful. The program is looking to expand the number of days it is offered and more organizations are needed to ensure the success of the program. This is a great opportunity for job seekers and over 70 have benefited from a mock interview and more than 50 have taken advantage of a resume review.

The Microsoft Imagine Academy is a program offered through a partnership with the Kansas Board of Regents and the Wichita Workforce Center. It provides free self-paced learning sessions and covers the cost of free certification testing for the Microsoft Office Suite 2013 (Word, PowerPoint, Excel, Outlook, Access, OneNote, and SharePoint). It is a great way for a job seeker to improve a critical skill set at no cost. The cost has been mainly supported through the partnership with the Kansas Board of Regents, but the current usage agreement expires in December 2020 and the WA may need to identify and/or allocate resources to continue.

The Veterans Advocacy Group is a coalition of community organizations and businesses that meet to implement strategies to support veterans leaving the military. Connecting vets to employment is a significant focus as well as addressing the issues of turnover, retention and underemployment. John Buckley is helping to lead these efforts and shared some of the current initiatives. Board members were encouraged to contact Mr. Buckley for more information and referrals to appropriate military representatives/resources. The goal is to attract veterans to the region or stay when they leave the service, which is a way to increase the local talent pool. The Workforce Center has staff dedicated to assisting veteran job seekers. Mayor Longwell asked if the group was working on a focused strategy for recruiting veterans to the region. Gary Plummer responded that the Chamber, WA and Textron were partnering to assign a military veteran intern to help with this strategy. More information will be provided when the plan is closer to implementation.

The next meeting of the Veterans Advocacy group's Employment Subcommittee is November 19th at 1:30 at the Wichita Workforce Center. LWDB members interested in strategies regarding hiring and retaining veterans are encouraged to attend.

Board members were encouraged to get more employers and businesses to be directly involved in these initiatives.

5. **Organizational Review and Strategic Planning**

The Workforce Alliance is in the process of reviewing all aspects of its operations in anticipation of updating the two-year strategic plan, Memorandum of Understanding (MOU's) with partner organizations and the WIOA Local Area Plan in 2020. In addition, due to decreased Workforce Innovation and Opportunity Act (WIOA) funding, an analysis has been initiated on the WIOA programs and functions at the workforce center.

LWDB members, partners and staff will be invited to attend a series of meetings in 2020 to develop the organization's next strategic plan. Each meeting will focus on a different aspect of workforce development. Staff will be compiling a list of key accomplishments under the 2018-2020 Strategic Plan to share at these meetings.

The WA is also looking at the service delivery model for Cowley and Sumner Counties. A Request for Information (RFI) was released on September 5, 2019 to explore potential partnerships and new models. The WA has struggled to maintain a consistent level of service in these counties due to staff turnover and the fact the offices in Winfield and Wellington are only open two days a week. There were two responses received; from Cowley Community College and Sumner County Economic Development Council. Staff are in the process of reviewing these and the Board has appointed a task force to participate in this process and provide

WORKFORCE CENTERS

of South Central Kansas

KANSASWORKS.COM

a recommendation to the Board at the January 22, 2020 meeting. Task force members are LWDB Members Rob Blackburn, Robyn Heinz and Gabe Schlickau; Chief Elected Officials Board (CEOB) members Wayne Wilt, Cowley County and Jill Kuehny, Sumner County will be invited to serve as well. A procurement for services may be needed and in place by July 1, 2020.

Report was received and filed.

6. Consent Agenda and Committee Reports

July 24, 2019 meeting minutes, Program Year 2019 Budget, Governor's Education Council update, LWDB committee meeting reports, Workforce Center Operations/One-Stop Operator report and on-the-job training contracts for Textron Aviation, Spirit AeroSystems and Cox Machine were distributed to the Committee for review.

Keith Lawing is a member of the Governor's Education Council and is the chair of the Workforce Development Systems Subcommittee. The next meeting of the Council is in Topeka on October 24th. Lawing will be presenting a draft definition of "Workforce Development Systems" to the Council at this meeting and shared the draft with the LWDB. The final definition will help guide the future work of the Council and state policy. If adopted by the Governor, the LWDB will be asked to adopt the definition as well.

Kathy Jewett (Robyn Heinz) moved to approve the recommendations as presented in the consent agenda. LWDB members Michele Gifford, Textron Aviation and Suzanne Scott, Spirit AeroSystems abstained from the vote. Motion Adopted.

7. Additional Topics/Community Updates

- Workforce Tulsa will be visiting the Wichita Workforce Center on Wednesday, October 30. If any LWDB members would like to attend, please contact slindhorst@workforce-ks.com.
- The new Workforce Alliance website was launched last week. The site has a new look and improved functionality.
- The Workforce Alliance will continue to host special Fair Chance programs geared toward assisting ex-offenders obtain employment. The Getting Talent Back to Work site has valuable information on this topic and can be accessed by opening this link:
<https://www.gettingtalentbacktowork.org/resources/#executive-summary>

Adjourn (11:30)

Present LWDB Members

- Jennifer Hughes, Chair
- Melissa Musgrave
- Jennifer Anderson
- John Clark
- Kerri Falletti
- Robert Giesen
- Michele Gifford
- Laura Hands
- Robyn Heinz
- Kathy Jewett
- Pat Jonas
- Jessica Kilpatric
- Gay Kimble
- Dr. Kim Krull
- Kristina Langrehr
- Tony Naylor
- Matt Peterson via phone
- Gary Plummer
- Erica Ramos
- Lisa Roberts Proffitt, FlagshipKansas.Tech via phone
- Luis Rodriguez
- Suzanne Scott
- Jeff Townsend
- John Weber
- Mayor Jeff Longwell, CEOB

Guests & Staff

- Justin Albert, LWDB Program Operations & Performance Committee
- John Buckley, Koch/Veterans Advocacy Board
- Tisha Cannizzo, Eckerd Connects
- Amanda Duncan
- Dawn Fanning
- Vince Haines, Chief Elected Officials Board
- Denise Houston
- Aliex Kofoed
- Keith Lawing
- Shirley Lindhorst
- George Marko
- Tiffani Price, Butler Community College
- Laura Rainwater
- Jamey Regier
- Michelle Schoon, Cowley College
- Chris Stanyer, Goodwill
- John Waltner, LWDB Community Impact Committee
- Andrew Wiens, Wichita Regional Chamber of Commerce