



WORKFORCE INNOVATION AND OPPORTUNITY ACT

Kansas WIOA State Plan

General Information

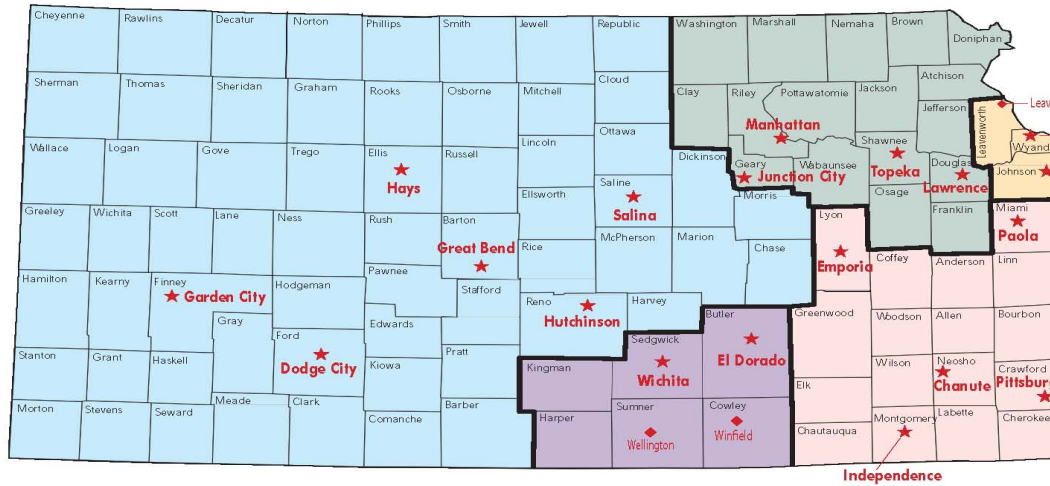
- Funding for services is received by Kansas Department of Commerce and distributed to the five Local Workforce Development Areas by federally mandated formula.
- The specific funding amount received by a Local area is determined by several factors including population characteristics of the Local Area.
- All services are delivered at the local level by local providers.



KANSASWORKS

AREA 1

AREA 2



AREA 3

Kansas Workforce Centers

- ★ Full-Time Service
- ◆ Part-Time Service

AREA 5

AREA 4

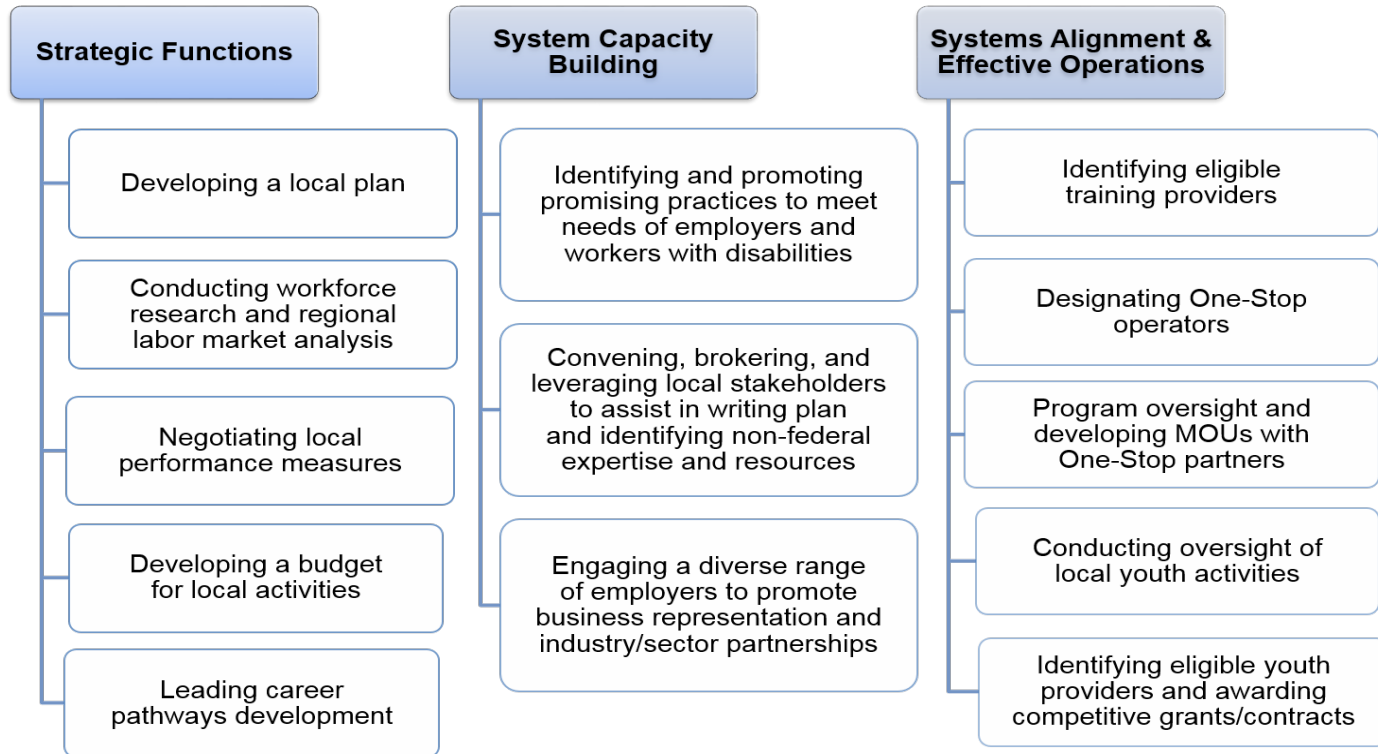
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11/15/24



Local Workforce Development Boards

Functions and Responsibilities



Adult, Dislocated Worker and Youth Programs

- Eligibility Determination for Services is provided by Local Areas.
- Local Workforce Development Areas are required to meet the workforce needs of both individual job seekers and local employers.
- Services may include Career Services, Postsecondary or other classroom Training, work-based training and coordination of services among multiple service providers.

Strategies for Implementation

Local Workforce Development Boards will utilize several strategies to meet the requirements and reflect the spirit of WIOA. Local systems will:

- Identify local area job market needs and fund training programs which result in a skilled local workforce ready to meet those needs.
- Improve effectiveness and efficiency of services to individuals by identifying barriers to employment and coordinating all needed services to remove those barriers.
- Fund services including Career Services, Postsecondary or other classroom training, work-based training and coordination of services among multiple service providers.

KANSASWORKS State Board

To ensure local WIOA workforce systems operate as the new law describes, the **KANSASWORKS** State Board has established a Strategic Plan and state policies which will require Local Workforce Development Boards to:

- Serve individuals with multiple barriers to employment.
- Coordinate services to meet the needs of any job seeker.
- Make program enrollment decisions based on eligibility characteristics.
- Assure both physical and programmatic access to all available services.
- Fund only those training programs which build the skill sets required by employers in the local area.

Other Programs

Commerce administers, and has included in its portion of the WIOA State Plan, Senior Community Service Employment Program, Jobs for Veterans State Grant, Trade Adjustment Assistance Act programs, Registered Apprenticeship and several other federal programs.

All programs are held accountable to standards in WIOA and are all subject to the oversight and directives provided by the **KANSASWORKS** State Board.

PURPOSE OF WIOA

- WIOA is designed to help job seekers access the employment, education, training and support services they need to succeed in the labor market.
- Services are emphasized for individuals with significant barriers to employment.
- WIOA is intended to match employers with the qualified workers they need to compete and succeed in the global economy.

PURPOSE OF WIOA

- High-quality customer services are emphasized to increase access for job seekers, workers and businesses.
- Programs are aligned to maximize the benefits of all services provided and to enhance collaboration.
- Emphasis is placed on achieving results.
- Kansas submitted a Combined State Plan detailing alignment among the Core Partners in addition to the program-specific sections.

WORK GROUPS

Work groups comprised of state and local representatives of all Core Partners held comprehensive discussions on key topics related to the alignment of workforce development services in Kansas.

- Customer flow
- Continuous improvement
- Business outreach
- Data collection and sharing
- Infrastructure costs
- Performance indicators
- Youth services

Their recommendations formed the basis of the content of the Combined portion of the State Plan.

VISION FOR THE KANSAS WORKFORCE DEVELOPMENT SYSTEM

We seek to grow the economy by investing in Kansans so that every business, worker and jobseeker has the skills to compete and prosper.

VALUES AND GOALS

We value employment as a path to self-sufficiency and independence for all jobseekers in Kansas.

- Provide high quality, comprehensive customer-centered career, employment, education, training and supportive services for job seekers and incumbent workers
- Develop a qualified labor pool so Kansas businesses can compete in the global economy
- Improve the skills of jobseekers and workers through access to education and training leading to industry-recognized credentials through the use of career pathways, apprenticeships and other strategies
- Encourage paid work-based learning experiences for youth so they may explore career options, develop the universal interpersonal and customer service skills needed in the workplace and become self-reliant through employment as adults.

VALUES AND GOALS

We value the contributions that all individuals, including those with significant barriers to employment, can make to the Kansas economy.

- Vigorously represent the ability of qualified jobseekers with significant barriers to employment to meet the workforce needs of Kansas employers
- Ensure the local workforce development systems provide physical and programmatic access to and opportunities for the employment, education, training and support services for individuals, particularly those with barriers to employment
- Ensure that performance measures or targets will not be used to exclude an individual from services for which he/she is otherwise eligible
- Analyze current and proposed policies for their potential impact on services for individuals with barriers to employment to ensure an inclusive service delivery system
 - Provide employers access to a qualified and diverse labor pool to meet their workforce needs

VALUES AND GOALS

We value accountability and continuous improvement of the WIOA workforce system.

- Require each Core Program at the State level to establish a Continuous Improvement Plan under the oversight and direction of the Program's designated agency
- Encourage collaboration and explore opportunities for innovation through a Continuous Improvement Council
- Ensure that high-quality comprehensive data inform decisions made by policy makers, employers, workers and jobseekers
- Assess the levels of participation in the workforce for individuals with barriers to employment

VALUES AND GOALS

We value collaboration that respects and leverages the unique mission and expertise of all partners to ensure the best possible services to jobseekers and businesses.

- Incorporate meaningful stakeholder involvement in planning, policy making and continuous improvement
- Use local area subcommittees, e.g. youth committees, partnership councils, to facilitate collaboration
- Use Memoranda of Understanding (MOU) to establish clear roles and responsibilities that facilitate coordinated delivery of partner services
- Establish robust, ongoing professional development processes to ensure cross training among partners
- Promote a “no wrong door” approach to services by providing clients with easy access to information throughout the system
 - Recognize the effort and expertise that dedicated professionals contribute to the workforce system

VALUES AND GOALS

We value the power of technology.

- Use technology to ensure an interoperable system so that reporting on performance accountability measures is efficient and service delivery is enhanced (In an interoperable system, existing systems for each Core Partner will use data sharing linkages to report on accountability measures and reduce duplication.)
- Enable businesses to readily identify and hire skilled workers
- Enhance the quality of the client experience by reducing duplicative information collection
- Provide user-friendly information to clients about careers, workforce services and education and training.
- Provide education and training activities that effectively use technology, including distance learning, linked social media, telephone, instant messaging and video chat to increase the amount and quality of learning.

ALIGNING SERVICES

The WIOA State Plan specifies how the Core Partners will align services.

- Representation on the state and local boards
- Interoperable data systems allowing the existing systems for each Core Partner to work together by using data sharing linkages. This is intended to reduce duplicative data collection and provide an integrated reporting of accountability measures.

ALIGNING SERVICES

- Collaborative case management and co-enrollment when needed by the customer

Co-enrollment occurs when customers are actively participating in services from more than one partner. Partners will make referrals to initiate co-enrollment if/when the customer could benefit from the services of another partner program, if the customer agrees, and/or if the customer so requests. Referrals will be made on an individual customer-by-customer basis, and not as a blanket referral throughout the workforce system.

ALIGNING SERVICES

- Collaboration with Core Partners on targeted outreach activities
- Enhanced consumer referrals among Core Partners
- Participation in evaluation and continuous improvement strategies
- Specific strategies to strengthen communications among Core Partners
- Collaboration among Core Partners for business outreach activities

ACCESSIBILITY OF THE WORKFORCE DEVELOPMENT SYSTEM

Each workforce partner and local area must comply with both program and physical accessibility requirements consistent with Title II of the Americans with Disabilities Act, WIOA Section 188 and related federal guidance.

- Annual monitoring
- Accessible facilities using universal, equal access and barrier-free design principles
- Information available in alternative formats and through assistive technology
- Web content accessible and usable
- Staff training on disability issues
- Policies ensuring access to reasonable accommodations

FINAL COMMENTS

The WIOA State Plan is a living document

Once responses are provided by US Departments of Labor and Education, State Plan Management Team will again be writing the State Plan.

Revised State Plan may be open to Public Comments again, depending on the changes required by federal partners.

Each Local Workforce Development Board will submit their Local Area Plans by June 1, 2016 for review and State Board approval.

First full State Plan revision due Summer 2018.