



2020 WIOA Combined State Plan

DRAFT

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Required Elements for
Submission of the Unified or
Combined State Plan and Plan
Modifications under the
Workforce Innovation and
Opportunity Act

OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly-funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

Options for Submitting a State Plan

A State has two options for submitting a State Plan— a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II), and
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III),
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA’s core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the “common planning elements” (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))¹
- Reintegration of Ex-Offenders program (programs authorized under section 212 of the Second Chance Act of 2007 (42 U.S.C. 17532))

¹ States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried out by the Department of Housing and Urban Development that are included would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers the program.

How State Plan Requirements Are Organized.

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- The **Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs to support economic growth.
- The **Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include:
 - State Strategy Implementation,
 - State Operating Systems and Policies,
 - Assurances,
 - Program-Specific Requirements for the Core Programs, and
 - Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, *Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements*. The Departments are not seeking comments on these particular requirements).

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for target populations.² States must develop strategies that look beyond strategies for the general population and develop approaches that also address the needs of target populations.

Paperwork Reduction Act: The Paperwork Reduction Act of 1995 (PRA) provides that an agency may not conduct, and no person is required to respond to, a collection of information unless it displays a valid OMB control number. Public reporting burden for this information collection is estimated to be 86 hours per state; including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Responding to this collection is required to obtain or retain the Federal grant benefit. In addition, responses to this information collection are public, and the agencies offer no assurances of confidentiality. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Workforce Investment, and reference OMB control number 1205-0522. Note: Please do not return the completed plan to this address.

² Target populations include individuals with barriers to employment, as defined in WIOA Sec. 3, as well as veterans, unemployed workers, and youth.

I. WIOA STATE PLAN TYPE and EXECUTIVE SUMMARY

(a) **Unified or Combined State Plan.** Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

Unified State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

Combined State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below. Indicate which Combined State Plan partner program(s) the State is electing to include in the plan.

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))

X Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))

X Jobs for Veterans State Grants program (programs authorized under 38, U.S.C. 4100 et seq.)

○ Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)

X Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

○ Employment and training activities carried out by the Department of Housing and Urban Development

○ Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

○ Reintegration of Ex-Offenders program³ (programs authorized under section 212 of the Second Chance Act of 2007 (42 U.S.C. 17532))

(b) **Plan Introduction or Executive Summary.** The Unified or Combined State Plan may include an introduction or executive summary. This element is optional.

NONE: will be completed after all public comments are received and considered.

³ The Reentry Employment Opportunities program (REO), formerly the Reintegration of Ex-Offenders Program (RExO), is referred to by its original name (RExO) in this document. This name change is a recent decision that was not incorporated into WIOA.

II. STRATEGIC ELEMENTS

The Unified or Combined State Plan must include a Strategic Planning Elements section that analyzes the State's current economic environment and identifies the State's overall vision for its workforce development system. The required elements in this section allow the State to develop data-driven goals for preparing an educated and skilled workforce and to identify successful strategies for aligning workforce development programs to support economic growth. Unless otherwise noted, all Strategic Planning Elements apply to Combined State Plan partner programs included in the plan as well as to core programs.

- (a) **Economic, Workforce, and Workforce Development Activities Analysis.** The Unified or Combined State Plan must include an analysis of the economic conditions, economic development strategies, and labor market in which the State's workforce system and programs will operate.

(1) **Economic and Workforce Analysis**

(A) *Economic Analysis.* The Unified or Combined State Plan must include an analysis of the economic conditions and trends in the State, including sub-State regions and any specific economic areas identified by the State. This must include—

- (i) Existing Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which there is existing demand.

Current labor demanded by Kansas employers is reflected in the 2019 Job Vacancy Survey. There are 56,022 job vacancies in Kansas, a 12.9 percent increase from 2018 and the most vacancies ever recorded in the history of the Job Vacancy Survey. This is a rate of 3.9 job vacancies for every 100 jobs in the second quarter of 2019. The industries with the most vacancies statewide are: leisure and hospitality; trade, transportation and utilities; education and health services; and government. The Job Vacancy Survey also breaks down industry vacancies by local area. The industry with the most vacancies in each area are: trade, transportation and utilities in Local Area I (2,128 vacancies) and Local Area III (4,952 vacancies) and leisure and hospitality in Local Area II (2,161 vacancies), Local Area IV (3,073 vacancies), and Local Area V (920 vacancies).

Along with industry data, the Job Vacancy Survey provides information on the demand for particular occupations. The occupations with the most statewide openings in 2019 are: retail salespersons, registered nurses, nursing assistants, cashiers and waiters and waitresses. The top occupations and the number of openings for the local areas are also available: retail salespersons in Local Area I (490 vacancies); cashiers in Local Area II (374 vacancies); registered nurses in Local Area III (736 vacancies) and Local Area V (233 vacancies); and waiters and waitresses in Local Area IV (488 vacancies).

- (ii) Emerging Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which demand is emerging.

The occupations projected to grow the fastest in Kansas are ranked by the short-term and long-term projection programs. The short-term program projects the number of occupations two years from the base year while the long-term program projects out 10 years.

From the first quarter of 2018 to the first quarter of 2020 the top ten occupations with a minimum employment of 200 with the highest growth rate were transportation workers, all other; computer numerically controlled machine tool programmers, metal and plastic; home health aides; cargo and freight agents;

aerospace engineering and operations technicians; physician assistants; aircraft mechanics and service technicians; information security analysts; nurse practitioners; and operations research analysts. The ten fastest growing occupations in the long-term projection program were personal care aides; home health aides; information security analysts; software developers, applications; veterinary technologists and technicians; veterinary assistants and laboratory animal caretakers; statisticians; operations research analysts; veterinarians; and respiratory therapists. These occupations had employment over 200 in the base year and were selected for the fastest growth over the 10-year projection period from 2016 to 2026.

- (iii) **Employers' Employment Needs.** With regard to the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

Occupations expected to be in high demand currently and during the next two and ten year periods are general and operations managers; registered nurses; heavy and tractor-trailer truck drivers; laborers and freight, stock, and material movers, hand; first-line supervisors of food preparation and serving workers; nursing assistants; retail salespersons; food preparation workers; cashiers; combined food preparation and serving workers, including fast food; and waiters and waitresses. Each of these occupations scored the highest level of demand, 30 out of a possible 30 in the combined measures of long-term projection openings, short-term projection openings, and current job vacancies. They are ranked in order of median wage. The Kansas economic conditions improved in 2018 after a year of little to no growth in 2017. Economic indicators including real GDP, nonfarm jobs, private sector jobs, the unemployment rate, personal income, and export sales improved over the two-year period. While these indicators continued to improve over the past two years, there are some areas of concern. The labor force decreased by 0.2 percent and the population only grew by 242 people over the past two years. The agriculture industry also continues to struggle in Kansas with agriculture real GDP decreasing by 27.4 percent during the two year period.

- (B) **Workforce Analysis.** The Unified or Combined State Plan must include an analysis of the current workforce, including individuals with barriers to employment, as defined in section 3 of WIOA⁴. This population must include individuals with disabilities among other groups⁵ in the State and across regions identified by the State. This includes—
 - (i) **Employment and Unemployment.** Provide an analysis of current employment and unemployment data, including labor force participation rates, and trends in the State.

The number of jobs decreased slightly from 2016 to 2017 but increased again in 2018. In 2018, nonfarm employment grew by 12,200 jobs. This represented a 0.9 percent growth in nonfarm employment over the

⁴ Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; farmworkers (as defined at section 167(i) of WIOA and Training and Employment Guidance Letter No. 35-14); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families program; single parents (including single pregnant women); and long-term unemployed individuals.

⁵ Veterans, unemployed workers, and youth, and others that the State may identify.

year. Increases were recorded in both the private and public sectors. In 2018, the private sector increased by 10,100 jobs (or 0.9 percent) while the public sector increased by 2,100 jobs (or 0.8 percent). The majority of the public sector job growth was in local government.

Multiple industries within the private sector contributed to the sector's overall growth in 2018. Out of the ten major private sector industries, eight recorded job growth. The manufacturing industry experienced the largest increase in jobs in 2018 with 3,600 jobs gained. Most of this growth occurred in durable goods manufacturing. The next largest increase in jobs was in the education and health services industry, which added 2,500 jobs in 2018. Almost all the growth was in health care and social assistance, which increased by 2,300 jobs. Other industries that experienced growth in 2018 were: professional and business services (+1,700 jobs); trade, transportation and utilities (+1,400 jobs); leisure and hospitality (+1,200 jobs); construction (+800 jobs); other services (+200 jobs); and mining and logging (+100 jobs).

Two of the ten major private sector industries decreased over the year. Financial activities lost 800 jobs, with job decreases in finance and insurance exceeding the job gains in real estate and rental and leasing.

Information lost 600 jobs from 2017 to 2018.

The labor force increased in 2018 by 0.2 percent, marking the first over the year increase in the labor force since 2014. However, since 2016 the labor force is still down by approximately 3,100 people or 0.2 percent. The number of employed people in Kansas increased by 0.5 percent in 2018 to 1,432,387, a new Kansas record. The number of unemployed persons in Kansas continued to decrease, falling by 7.7 percent in 2018 to 49,833 unemployed. The unemployment rate was 3.4 percent in 2018. Both the number of unemployed and the unemployment rate are at their lowest since 1999.

Labor force data is also available by disability status from the American Community Survey 5-year estimate program. In 2017, the most recent year available, 6.5 percent of Kansans in the labor force reported one or more disabilities including hearing, vision, cognitive, ambulatory, self-care, and/or independent living difficulty. The number of employed individuals with disabilities increased from 2016 to 2017 while the number of unemployed decreased. This caused the unemployment rate for individuals with disabilities to fall to 10.5 percent. Even with this improvement, the 2017 unemployment rate for individuals with disabilities remained more than double the unemployment rate for all individuals in Kansas.

(ii) Labor Market Trends. Provide an analysis of key labor market trends, including across existing industries and occupations.

The number of total nonfarm jobs reached a new series high in 2018. Throughout the expansion following the Great Recession, most of the growth has been in service providing industries. Industries that have added the most jobs during this expansion include professional and business services; education and health services; and trade, transportation, and utilities. This trend is expected to continue, with both short-term and long-term projections indicating a higher rate of growth in the service providing sector than the goods producing sector. Projection data for occupations can also be categorized based on the educational requirements and job training that is typically needed to enter that occupation. The education categories with the highest projected openings in both the next two years and ten years are no formal educational requirement, a high school diploma or equivalent, or a bachelor's degree. For the occupations requiring a high school diploma or with no educational requirements, higher turnover in these occupations increases the replacement rate for these categories, contributing to higher total openings. When occupation growth is categorized based on job training requirements, the majority of short-term and long-term openings are expected to be in occupations with no job training or short-term on-the-job training.

Personal income continued to increase in 2018, with Kansas personal income increasing 5.4 percent from 2017. The Kansas personal income growth rate was similar to the national rate which was 5.6 percent. Kansas' 2018 personal income growth rate ranked 27th among all the states.

Nominal GDP reached a record high of \$167 billion in 2018. This represented a 4.3 percent increase from 2017. Nominal GDP increases were recorded in all industries except agriculture. The Kansas GDP growth rate ranked 34th among all states in 2018, and was lower than the national rate which was 5.2 percent. Real GDP, which has been adjusted for inflation, also increased in Kansas, rising by 1.9 percent in 2018. Real GDP grew by 2.9 percent nationally.

Kansas export sales increased for the second consecutive year in 2018. Increases in food manufacturing, special classification provisions and machinery offset export decreases in transportation equipment and agricultural products. The transportation equipment manufacturing industry had the highest export sales in 2018, accounting for 23.7 percent of all Kansas exports. This industry includes the production of aerospace parts and products, motor vehicle parts and assembly, and other transportation equipment. In 2018, export sales for this industry totaled \$2.7 billion, a decline of \$241.9 million, or 8.1 percent, from 2017. The largest growth in export sales was recorded in the food manufacturing industry, which transforms raw products into products for consumption. Sales in this industry increased by \$277.8 million, or 12.3 percent, to \$2.5 billion. This made food manufacturing second in export sales of any industry. The third largest exporting industry in Kansas is agricultural products, which decreased by \$183.3 million to \$1.4 billion in 2018.

Labor productivity increased the last two years. Labor productivity is defined as total output divided by the total number of employed persons. Kansas labor productivity was \$106,299 in 2018, an increase of 1.4 percent from 2017. This was a faster growth rate than recorded nationally where the U.S. labor productivity grew by 1.3 percent from 2017 to \$119,198 in 2018.

The state's population actually decreased in 2017 before rebounding in 2018. The Kansas population only grew by 242 people over the two year period. The 2018 Kansas population was 2,911,505 people. The national population growth rate has also been at modern historical lows with a growth rate of 0.6 percent in 2017 and again in 2018. Since 2010, Kansas and the U.S. have averaged 0.2 percent and 0.7 percent population growth, respectively.

Average weekly hours worked and average hourly earnings in the private sector increased in 2018 for Kansas. These increases resulted in an average weekly earnings increase of 4.3 percent. Average weekly hours worked nationally has been little changed since 2012, while average hourly earnings increased from 2017 to 2018. Average weekly earnings in the U.S. increased by 3.3 percent. Inflation in the Midwest region was lower than the national average, 1.9 percent compared to 2.4 percent nationally. When adjusted for inflation, real weekly earnings in Kansas increased by 2.3 percent in 2018 and real weekly earnings increased by 0.8 percent nationally.

(iii) Education and Skill Levels of the Workforce. Provide an analysis of the educational and skill levels of the workforce.

Labor force data by educational attainment is collected through the Current Population Survey. Based on labor force data for people who are 25 and older, the largest educational attainment category for Kansas and the U.S. is individuals with a bachelor's degree or higher. In Kansas, this category accounted for 39.9 percent of all individuals who are 25 or older and in the labor force in 2018. This is similar to the U.S. rate of 40.6 percent. The next largest labor force category is individuals with some college or an associate degree. Labor force participants in this category make up a larger share of the total Kansas labor force than the U.S. (28.1 percent in Kansas, 26.6 percent in the U.S.). The percent of high school graduates in the labor force are also similar in Kansas (25.4 percent) compared to the U.S. (25.5 percent). The smallest category is individuals with less than a high school diploma (6.7 percent in Kansas, 7.3 percent in the U.S.). One take away from comparing the distribution of educational level in the labor force is Kansas has a similar percentage of workers with postsecondary education and likely high skill level compared to the rest of the country making our labor force competitive.

(iv) Skill Gaps. Describe apparent 'skill gaps'.

Finally, there is much discussion in the labor market information community regarding skill gaps. The research into skill gaps is costly and varies considerably. Some question its reliability and usefulness. Kansas does not maintain a complete skill gaps analysis. Employer demand for skilled workers is reflected in the current openings, short-term, and long-term demand projections described above.

However, apparent skill gaps can somewhat be inferred in that there are unemployed workers and jobs that need to be filled. This is especially true since for the last two years according to the Kansas Job Vacancy Survey, there have been more job vacancies than unemployed people. One can assume that some of those jobs are unfilled because of a lack of skilled workers. However, jobs may be vacant because of geographic barriers between worksites and workers' residences, insufficient pay, or a lack of interest in particular types of work.

Some skill gaps can be addressed through Career Technical Education. The Kansas Board of Regents' Technical Education Authority has established twenty-five program Alignment Maps in ten federal instructional program classifications: Healthcare, Dental Care, Engineering Technology, Automotive Technology and Collision Repair, Construction/HVAC/Carpentry, Computer Sciences, Welding, Machine Technology, Diesel Technology, Electrical/Utility Technology and Police and Corrections Sciences. Most of these programs lead to careers in occupations which pay wages high enough to allow workers to earn wages which are self-supporting. Postsecondary institutions, or business and industry or WIOA Core and Required Partners in partnership with postsecondary institutions, can create career pathways which will be supported by WIOA funds.

For all of the occupations highlighted in this plan, detailed information on the tasks, knowledge, skills, and abilities needed to do the job are available through the O*NET site.

Kansas Department of Labor, Labor Market Information Services conducts studies of private sector industries and their respective job growth. The short-term industries projection database is accessible at <https://klic.dol.ks.gov/gsipub/index.asp?docid=765> and the long-term industries projection database is accessible at <https://klic.dol.ks.gov/gsipub/index.asp?docid=743>. Those industries exhibiting growth are generally considered to be in-demand industries.

A list of high demand occupations in Kansas is available from the Kansas Labor Information Center <https://klic.dol.ks.gov/gsipub/index.asp?docid=403>. Those occupations listed are generally considered to be in-demand occupations.

- (2) Workforce Development, Education and Training Activities Analysis. The Unified or Combined State Plan must include an analysis of the workforce development activities, including education and training in the State, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of—
- (A) *The State's Workforce Development Activities*. Provide an analysis of the State's workforce development activities, including education and training activities of the core programs, Combined State Plan partner programs included in this plan, and required⁶ and optional one-stop delivery system partners.⁷

Core Workforce Development Activities

(A) KANSASWORKS (Adult, Dislocated Worker & Youth {Title I}; Wagner-Peyser {Wagner-Peyser Act, as amended by Title III})

KANSASWORKS includes Titles IB and III of WIOA, as carried out by the Kansas Department of Commerce (Commerce) and local workforce development operators.

Traditional workforce training and case management services are provided through **KANSASWORKS**. Services to individuals based on their eligibility for services, priority of services and available resources. Labor Exchange and other Wagner-Peyser services are provided by state staff, co-located in workforce centers and in conjunction with Veteran's programs, community services and other state services.

(B) Adult Education and Literacy Program (Title II)

Kansas Adult Education programs provide instruction and student support services to adults who lack a high school credential or secondary level skills, or who are not proficient in English. Below is an overview of the strengths and weakness of Adult Education services in terms of state performance, state policies and procedures, and local programs.

(C) Vocational Rehabilitation (Title I of the Rehabilitation Act of 1973, as amended by Title IV)

The Vocational Rehabilitation (VR) program provides a wide range of services to empower Kansans with disabilities to achieve their goals for employment, independent living and self-reliance.

Combined State Plan Partner Programs Workforce Development Activities

(A) Trade Adjustment Assistance for Workers Programs (Activities authorized under chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))

Workforce development activities for TAA are managed at the state level in the Kansas Department of Commerce with services disseminated through **KANSASWORKS** Job Centers. Kansans who have lost or may lose their jobs as

⁶ Required one-stop partners: In addition to the core programs, the following partner programs are required to provide access through the one-stops: Career and Technical Education (Perkins), Community Services Block Grant, Indian and Native American programs, HUD Employment and Training programs, Job Corps, Local Veterans' Employment Representatives and Disabled Veterans' Outreach Program, National Farmworker Jobs program, Senior Community Service Employment program, Temporary Assistance for Needy Families (TANF) (unless the Governor determines TANF will not be a required partner), Trade Adjustment Assistance programs, Unemployment Compensation programs, and YouthBuild.

⁷ Workforce development activities may include a wide variety of programs and partners, including educational institutions, faith- and community-based organizations, and human services.

a result of foreign trade are assisted by provision of services afforded to all employers and job seekers in addition to job training, income support, job search and relocation allowances, a tax credit to help pay the costs of health insurance, and a wage supplement to certain reemployed trade-affected workers 50 years of age and older. Veterans Services are provided priority in job placement, training activities and placement services. Case management services are provided to qualified veterans and qualified individuals.

To be eligible, a TAA petition must be filed with the U.S. Department of Labor for certification. The TAA petition may be filed by: (a) three or more workers; (b) employer's representative; (c) unions; (d) one-stop operators or partners; or (e) the state dislocated workers unit. TAA petitions are investigated by the federal government to determine eligibility for certification. Once the petition has been certified by DOL, workers are eligible to apply for TAA services.

(B) Jobs for Veterans State Grants Program (Programs authorized under 38, U.S.C. 4100 et. seq.)

Veteran workforce development activities are handled in partnership with Kansas Commission on Veterans' Affairs. The Commission operates the KanVet website (KanVet.ks.gov), which provides direct access to State of Kansas veteran-specific resources and benefits without having to navigate multiple state agency websites. The KanSERVE program assists veterans in finding available civilian jobs and training utilizing occupational specialty codes.

Employment services for veterans and the Disabled Veterans Outreach Program (DVOP) are administered through **KANSASWORKS**. Staff members are strategically placed in **KANSASWORKS** American Job Centers aimed at meeting the needs of all veterans with significant barriers to employment. WIOA partners trained in case management will assess and serve veterans at all local workforce center locations. Kansas has integrated all DVOP specialists into the AJC's system through assignment to a Workforce Center. Veterans are initially identified by a front desk member. An assessment to identify any significant barriers to preventing employment (SBE) is conducted. Veterans with SBE's are referred to a DVOP. Those who do not have SBE's are provided services through the workforce center staff. Despite the determination of SBE status, all veterans remain entitled to, and do receive Veteran Priority of Service.

Local workforce development boards provide priority job placement and training activities to veterans. Plans on how services are provided are located in the State Policy narrative and in local workforce board WIOA plans. These plans include: how available resources (WIOA, Wagner-Peyser and others) are pooled to provide core and intensive services; processes to accomplish intake, assessment, registration and follow-up services; a description of mediated and non-mediated services; how veterans are provided priority in placement services and activities; and detailed description of how case management services are provided to veterans.

All workforce centers have an integrated, business services function responsible for connecting local employers to the local One-Stop system. In addition, Kansas has developed a coordinated intake and information system through **KANSASWORKS**.com, the statewide job search and case management system to facilitate the provision of services to veterans.

Educational opportunities are promoted through counseling services to veterans. Commerce and Regents coordinate education and training activities to increase postsecondary capacity for job driven training programs. Additionally, LWDBs provide real-time intelligence regarding skill gaps and projected skill needs.

American Job Center staff provide job search and placement services for veterans including counseling, testing, occupational and labor market information, and skill evaluations such as WorkReady!, to help veterans make educated and up-to-date decisions about their training and employment needs. Veterans will be introduced to

America's Career InfoNet, O-Net, and other local resources that offer career exploration, education and job tools such as the following to help them make career decisions:

(C) Senior Community Service Employment Program (Programs authorized under Title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

Kansas State SCSEP is operated in seven counties in south central Kansas: Butler, Cowley, Harper, Harvey, Kingman, Sumner and Sedgwick. The LWDB, Workforce Alliance of South Central Kansas, provides SCSEP services through its workforce centers, creating an excellent opportunity for SCSEP participants to access all available **KANSASWORKS** services. KWSB has codified the inclusion of older workers as a priority population for all **KANSASWORKS** services. With the implementation of WIOA, strategic coordination of the Core Partners results in an investment in skill development of SCSEP participants. Services from WIOA Adult and Dislocated Worker Workforce Development, VR, Adult Education and Wagner-Peyser are utilized to streamline services for SCSEP participants. WIOA as implemented in Kansas ultimately assures participants are able to access all services for which they are eligible through all WIOA Core Partners.

As it was prior to WIOA, SCSEP is truly another program of **KANSASWORKS** where customers are provided with the same services as any other eligible job seeker.

(D) Career and Technical Education (Perkins), Community Services Block Grant, Indian and Native American programs, HUD Employment and Training programs, Job Corps, National Farmworker Jobs program, Temporary Assistance for Needy Families (TANF) (unless the Governor determines TANF will not be a required partner, Unemployment Compensation programs, and YouthBuild

Referrals to and from these partners are provided through the core, combined state plan, and required partners of the public workforce system. All participants referred to the public workforce system receive the same range of services for which they are eligible as described in Section VI Requirements for Core Programs.

- (B) *The Strengths and Weaknesses of Workforce Development Activities.* Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above.

The Strengths and Weaknesses of Workforce Development Activities: KANSASWORKS

Strengths

- Met or exceeded the common performance measures requirements consistently throughout the implementation of WIOA
- Streamlined service delivery to more efficiently serve jobseekers and workers
- Leveraged outside resources to increase and improve services to jobseekers and workers
- Successfully partnered with other service providers including other state agencies, postsecondary education providers, community-based organizations and employers
- Developed and maintained a Management Information System which fulfills the requirements of US DOL and which is utilized in 14 other states

Weaknesses

- Not significantly increased the number of individuals with barriers to employment who receive training and other more intensive services
- Limited success with blending and braiding resources across some core and required partner systems to meet the needs of jobseekers and workers
- Varied success at meeting the workforce needs of all industry sectors, as well as in some geographic areas of the state
- Unable to secure signature of Vocational Rehabilitation leadership on some Local MOUs which include Infrastructure Funding Agreements per **KANSASWORKS** Policy 5-24-00, located at <https://ksworksstateboard.org/policies-and-procedures/>

The Strengths and Weaknesses of Workforce Development Activities: Adult Education

Strengths

State Performance

- Kansas adult education has traditionally performed in the top quartile in all performance indicators, demonstrating success in serving individuals with barriers to employment, especially those who lack basic skills, are English language learners, or have substantial cultural barriers.
- Over the last seven years, Kansas adult education has increased the rate of participants in intermediate and higher educational functioning levels who entered higher education within three years of program exit from 23% to 34.6%.

State Policy and Procedures

- Kansas distributes state funding and a minimum of 82.5% of federal funding through a performance-based funding formula. The formula is based primarily on federal and state measures, services to most-in-need learners, and indicators of quality. (Kansas expends 12.5% of federal funding for state leadership activities and 5% of federal funding for administrative activities.)
- Kansas adult education has implemented a risk-based monitoring system to effectively identify and offer technical assistance to programs not meeting performance or compliance targets.
- Kansas adult education has adopted the College and Career Readiness Standards published by the Office of Career, Technical, and adult education which are clearly aligned with the state's K-12 challenging academic content standards.
- Adult education Program leaders are convened throughout the year to participate in shared decision-making and professional development.

Local Programs

- Local program providers include a mix of two-year colleges and school districts.
- Local programs have served participants, including refugees, from over 100 countries.
- Several local programs support the educational and skill achievement of parents and family members to participate in the educational development of their children through partnerships with local school districts in family literacy programs.

- Multiple local adult education programs offer correctional education programming that assists inmate populations in obtaining the skills and industry-recognized credentials they need to successfully reenter society.
- One local adult education provider employs a faculty member who is a national trainer in the Student Achievement in Reading (STAR) evidence-based reading program.
- Local programs have increased the number of employer partnerships, giving an opportunity to deliver services to students during a time of record low unemployment.

The Strengths and Weaknesses of Workforce Development Activities: Vocational Rehabilitation

Weaknesses

State Performance

- Enrollment has continued to decline, resulting in service to a smaller percentage of eligible adults.
- Many programs struggle to maintain their high level of Measurable Skill Gain completion.

State Policy and Procedures

- Given the geography of the state, KBOR staff struggle to provide consistent professional development access on a schedule that benefits all programs.

Local Programs

- The rural nature of most of the state leaves many Kansans without immediate physical access to instruction and few local programs offer instruction through online or other distance delivery methods.

The Strengths and Weaknesses of Workforce Development Activities: Vocational Rehabilitation

Strengths

- Services are individualized to address each person's unique strengths, impediments to employment and vocational goals. An individual plan for employment is jointly developed between each customer and the VR counselor to address specific barriers to employment, the vocational objective, and the services necessary to achieve that objective.
- VR counselors are highly trained to address the complex disability, employment and cultural issues that impact persons served, and to facilitate informed decision-making in partnership with their customers.
- 96% of persons rehabilitated into employment in PY 2018 were persons with significant disabilities, meaning that they had multiple functional limitations in major life areas such as mobility, communications, self-care, interpersonal skills, work tolerance, work skills and self-direction.

- VR emphasizes the employment potential of youth with disabilities and the importance of them gaining an early attachment to work or postsecondary education resulting in employment. 940 new Individual Plans for Employment were developed for youth in PY 2018.
- Over the past ten years, approximately 75% of persons rehabilitated report their own earnings as their largest source of financial support, a significant milestone toward self-sufficiency and reduced reliance on public benefits.
- VR services are comprehensive and flexible in order to empower each customer to maximize employment.
- The End-Dependence Kansas initiative emphasizes the use of evidence-based practices throughout the VR service delivery system, including community-based service providers, to increase employment outcomes.

Weaknesses

- High turnover among counselors and difficulty recruiting new staff in some areas of the state impact the stability and timeliness of services.
- While also a strength of the program, the requirement that VR counselors have a master's degree in rehabilitation counseling or a closely related field makes staff recruitment a challenge.
- A stronger and more direct connection with the employer and business community is needed to increase employment options and opportunities for Kansans with disabilities.
- VR needs to build its data analysis capacity to report common performance accountability measures and to identify costs associated with co-enrolled job seekers.

The Strengths and Weaknesses of Workforce Development Activities: Trade Act

Strengths

- Exceeded performance goals over last three years
- TAA staff stationed within the Job Centers and able to travel to local communities where there is no **KANSASWORKS** Job Center with the ability to serve customers within their local area by utilizing local community space (businesses, colleges, libraries).
- Increased outreach activities for statewide understanding of Trade Adjustment Assistance. Maintaining a positive working relationship with local training providers.
- TAA now supports paperless customer files using a private computer drive. This allows case managers and administrative staff to work in the same file. Eliminating duplication of files, allowing for better case management coverage and the creation of one consistent complete customer file for each customer and the reduction of the use of paper, has been our focus. No new paper customer files will be created after October 2019.
- Improved working relationships with Kansas Departments for sharing reporting information.

Weaknesses

- Less than desired by-in from local areas for WIAO/DW co-enrollment (USDOL TAA directive)
- Coordination shortfalls for Registered Apprenticeship and OJT opportunities for TAA customers (USDOL TAA directive)
- Delay in identifying needed information to file a petition after new lay-offs occur

- The Trade Adjustment Assistance (TAA) programs assist workers who have lost or may lose their jobs as a result of foreign trade. TAA Benefits may include job training, income support, job search and relocation allowances, a tax credit to help pay the costs of health insurance, and a wage supplement to reemployed trade-affected workers 50 years of age and older.
- Veterans Services are provided priority in job placement, training activities and placement services. Case management services are provided to qualified veterans and qualified individuals.

The Strengths and Weaknesses of Workforce Development Activities: JVSG

Strengths

- Met and exceeded the negotiated performance measures, to include the program’s national goal of a 90% individual career service rate. JVSG staff assisted 20% of the Veteran population that utilizing **KANSASWORKS** with over 85% Entered Employment Rate.
- Successfully integrated JVSG staff with career one-stops and streamlined services and processes that makes a veteran’s transition and referral to partnering services fluent and efficient. This includes updates to intake procedures in determining the Veteran’s needs and to determine which pathway to employment would be most advantageous.
- Utilizing the **KANSASWORKS** AJL system as our primary case tracker, allowing JVSG to be 100% digital, ultimately creating efficiency and printing cost savings opportunities. Additionally, establishing **KANSASWORKS** digital referral for better case tracking and case managing.
- Successfully partnered with other Veteran Service Organizations, creating an outreach, connection, intake and co-enrollment process that allows us to not only meet the Veterans training and employment needs, but basic fundamental needs such as, housing, medical/ counseling and other interim needs that may be preventing them from entering and maintaining long-term employment.
- Strategic placement of Veteran staff on three military installations and a Native American Veteran on local and regional reservations. These staff members have been simulated into these communities to provide additional employment services that previously was absent.
- Outreach to local reservations, tribal organizations identifying the Native American Indian Veterans. Since this position has been created JVSG/Work Force Agency now aid the Native American Population that was stagnate in previous years.

Weaknesses

- Over the past 5 years the number of transitioning service members, and the Wounded Warrior Transition Units has significantly declined; actions such as newly formed Career Skills Program which incorporate both Workforce Centers and the installations, i.e. “Heroes Make America”, Kansas Employer Exploration Program (KEEP), “Hiring our Heroes, Cooperate Fellowship Program” and other programs aid in retention and employment for Kansas.

- Kansas DOL’s inability to capture accurate veteran data, specifically identifying the veteran population, additionally this anomaly decreases Veteran un-employment rates and an overall decrease in the veteran population in the state of Kansas. Measures are currently taking place for tracking un-employed veteran populations through Reemployment Services and **KANSASWORKS** AJL.
- The lack of resources to help Veterans with justice involved backgrounds, to obtain meaningful employment to meet their financial needs. Employer incentive funds, outside of Federal Bonding, WOTC and similar programs, would help leverage hiring and on-the-job training opportunities.
- Accessibility of JVSG staff to serve veterans in remote and/or less populated areas in the state that have limited internet or state/federal resources to access veteran services. The utilization of media equipment as; Skype, twitter, Facebook and the KANVET website “Pop-ups” Robots are currently under initial phases to assist veterans in the rural areas of the state.

The Strengths and Weaknesses of Workforce Development Activities: SCSEP

Strengths

- Services are provided by a Local Area Workforce Development Board, providing participants direct access to all programs and services offered by the local workforce development system
- Provider administrative staff have significant experience in OMB and other federal and state requirements
- The metro service area provides suitable opportunity for Host Site recruitment
- Individual recruitment and employment placement performance is trending upward
- With ongoing technical assistance and support, Kansas had but one finding in the 2019 federal monitoring report, resulting in the development of a policy and closure of the finding

Weaknesses

- The SCSEP project has a difficult time recruiting eligible participants in rural areas
- Entered Employment and Service Level has dipped below required performance levels
- No other qualified provider responded to a Request for Proposal distributed by Commerce to provide SCSEP services

(C) *State Workforce Development Capacity.* Provide an analysis of the capacity of State entities to provide the workforce development activities identified in (A), above.

*State Workforce Development Capacity: **KANSASWORKS***

KANSASWORKS, including JVSG, SCSEP, Trade Act and all other partner programs, has the capacity to continuously improve services to jobseekers and those with more barriers to employment through enhanced partnerships, targeted distribution of resources and staff training. Technology upgrades and access to multiple data systems would substantially increase capacity to serve more individuals more effectively and efficiently. Capacity continually changes based on annual reduction in funds, whether caused by an improved economy or cuts in federal appropriations.

*State Workforce Development Capacity: **Adult Education***

- Services to rural areas tend to be more expensive due to the lack of economy of scale and added costs to support staff and provide professional development. This has been a constant limit on the state's capacity to serve eligible populations.
- Record low unemployment has made student recruitment difficult, leading to a further decline in enrollment while programs work to adjust the delivery of services to better accommodate a working student population.
- Local adult education programs are working to expand their capacity through partnerships with postsecondary CTE partners, supporting additional student populations through their education and career journey.
- While enrollment in traditional adult education classes has decreased, programs must seek innovative partnerships with employers and the business community to expand access for all learners.

*State Workforce Development Capacity: **Vocational Rehabilitation***

- Currently VR has the capacity to serve about 6% of the nearly 180,000 working age Kansans with disabilities (*Disability Statistics Compendium*).
- Requirements to set-aside funds for pre-employment transition services and potential one-stop infrastructure costs must be carefully monitored to determine if Order of Selection will be necessary. Order of Selection is the process for establishing waiting lists for services if there are not sufficient funds or personnel to serve all eligible individuals who apply.
- Gaps in the service provider network, especially in rural and frontier areas of the state, limit the program's capacity to provide intensive job search assistance, job carving and on-the-job supports.
- Young people with disabilities need more opportunities to explore employment options, gain work experience and develop soft skills through paid work-based learning.

As required by WIOA plan modification instructions, every two years the Core Partners will complete a thorough analysis of the overall strengths, weaknesses and capacity of the workforce system when viewed as a whole. Activities to build on strengths and to address weaknesses and capacity issues are completed in accordance with priorities and within available resources.

(b) **State Strategic Vision and Goals.** The Unified or Combined State Plan must include the State's strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include—

(1) Vision. Describe the State's strategic vision for its workforce development system.

KANSASWORKS STATE BOARD STRATEGIC PLAN

- The Kansas workforce system will be the national leader in meeting business talent needs, growing the economy and providing access to quality careers for every Kansan through integrated service delivery.

MISSION STATEMENT

The **KANSASWORKS** mission is to deliver a qualified workforce through training and matching services available to Kansans supporting businesses, growing regional economies and improving the prosperity of all.

Guiding Principles

- Serve and advise our individual and business customers with dignity, respect and empathy.
- Communicate efficiently and effectively within the workforce system and with our customers and stakeholder.
- Build effective partnerships that are solutions driven in every region and at the state level.
- Make informed decisions by validated data from business, partners, stakeholders and customers.
- Value employment as a path to self-sufficiency and independence for all adults in Kansas.
- Embrace and leverage technology to maximize customer and employer accessibility and utilization.
- Drive accountability and continuous improvement of the workforce system.

- (2) Goals. Describe the goals for achieving this vision based on the analysis in (a) above of the State's economic conditions, workforce, and workforce development activities. This must include—
- (A) Goals for preparing an educated and skilled workforce, including preparing youth and individuals with barriers to employment⁸ and other populations.⁹
 - (B) Goals for meeting the skilled workforce needs of employers.

As reflected in the **KANSASWORKS** State Board's goal listed below. job seekers with barriers to employment are the target of our workforce system; we value employment as a path to self-sufficiency and independence for all participants. For a more detailed description of physical and programmatic access see Section III(b)(8).

Goal One: Customer Service Accountability Lead: Workforce Alignment Committee Objective 1.1: Empower Employees to Succeed Priority Activity: Employee ownership/pride of ownership Key Strategies • Solicit feedback from employees • Consult customers (both jobseekers and employers) • Representatives from this team meet with Executive Directors and key local board members — line out what we are trying to accomplish — how do we work together to accomplish this Potential Action Steps • Determine exactly who are the employees including partners • Define what to ask — key questions of what needs to happen to accomplish goals • Who will ask — should be independent, not inside (unbiased and not connected)

Objective 1.2: Obtain Customer Service Input Priority Activity: Analyze/provide proper feedback Key Strategies • Independent analyze • SWB reviews/provides feedback Potential Action Steps • Distribute to all connected parties • Set the recommendations around what is the solution for what we're trying to accomplish (what do we do with the information) • Empower employees to accomplish what we want them to accomplish

Objective 1.3: Determine and Share Best Practices Priority Activity: Individual Input Key Strategies • Solicit feedback from individual customers via surveys (e-mail, in person, telephone, mobile, social media, etc.)

⁸ Individuals with barriers to employment include displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians; individuals with disabilities, including youth who are individuals with disabilities; older individuals; ex-offenders; homeless individuals, or homeless children and youths; youth who are in or have aged out of the foster care system; individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; eligible migrant and seasonal farmworkers (as defined at section 167(i) of WIOA and Training and Employment Guidance Letter No. 35-14); individuals within 2 years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families Program; single parents (including single pregnant women); and long-term unemployed individuals.

⁹ Veterans, unemployed workers, and youth and any other populations identified by the State.

Potential Action Steps • Contract with a 3rd party, neutral agency to develop, gather and summarize the information • Ensure all user experiences are covered • Share results with all interested parties • Input is carefully reviewed for improvement or celebration at appropriate level Priority Activity: Focus Groups Key Strategies • Follow-up after the individual input to gather input from customers via focus groups Potential Action Steps • Follow the same steps as above • Ensure the feedback mechanisms are standardized • Potentially develop online community groups and discussion boards to continue to gather valuable feedback

Priority Activity: Include Partners Key Strategies • Ensure 3rd party contractor includes the partner and partner customers in this process Potential Action Steps • Ensure consistency and standardization for input measuring program is equally implemented and standards used can be efficiently measured by the Performance group

Goal Two: Performance Accountability and Transparency Accountability Lead: Performance and Accountability Committee Objective 2.1: Reports with Meaningful Outcomes Priority Activity: Obtain and report meaningful outcomes that are evaluated on a continuous quarterly basis. Key Strategies • Performance & Accountability Committee to determine measures that have real meaning and value Potential Action Steps • Determine appropriate measures to show cost per participants served for WIOA core programs • Show the actual value of Kansas Work Ready Certificate for job seekers and employers • Performance & Accountability Committee to recommend measures to full board • Reports have definitions for easy understanding of meaning and value

Objective 2.2: Reporting Compliance and Value Priority Activity: SWB will review reports that show WIOA performance compliance as well as overall value of the workforce system Key Strategies • Identify performance measures which show value of all core partners • Focus on number of customers served and number of customers placed in employment • Evaluate and review all WIOA core partners Potential Action Steps • Develop a performance reporting policy for the SWB • Determine what data is available to collect • Give local areas opportunity to highlight services in remote areas of the State • Develop a measure for referrals to WIOA core partners and outcomes of those referrals Objective 2.3: Examining Local Area and State-Wide Outcomes Priority Activity: Examine both local and state outcomes that include effective stewardship of all funds on a continuous basis Key Strategies • Performance & Accountability Committee to determine what kinds of ROI measures should be used • Look at all local areas and keep in mind the impact of each local area on state-wide performance • Promote continuous improvement while looking at history of performance Potential Action Steps • Understand the training parameters of each local area based on employer needs • Compare workforce center traffic numbers to actual enrollment numbers as a way to understand how and why customers are enrolled into the programs • Measure the outcomes (number or % of people enrolled that actually became employed as a result of AJC efforts) employed and not just the money that is spent • Compare cost per customer served for each local area's grant/funding stream

Objective 2.4: Excellent Customer Service Across All Core Partners Priority Activity: Establish customer service excellence across all core partners Key Strategies • Ensure system-wide consistency • Include all locations with WIOA core partners Potential Action Steps • Work with Customer Service committee • Performance & Accountability Committee to develop baseline measures • Performance & Accountability Committee to continuously review customer service levels

Objective 2.5: Measuring KWSB Performance and Effectiveness Priority Activity: Measure SWB performance and effectiveness Key Strategies • Understand SWB role and continuously review that role in SWB meetings and committee meetings • Ensure SWB members know why they are on the board and the value they add

Potential Action Steps • Engage Executive Committee to commit to leading the evaluation of the SWB

Goal Three: System Messaging and Awareness Accountability Lead: Workforce Alignment Committee
Objective 3.1: Support an Effective Roll-Out of a Common Brand/Logo Across the System Priority Activity: Establish and implement a strategic and streamlined communications/messaging plan to support common brand/logo roll-out
Key Strategies • Develop a marketing/messaging strategy to do an official “unveiling” of the logo brand to, garner press coverage through press releases, online messaging through internal and affiliate websites of partners, take advantage of small market TV and radio public service announcements
Potential Action Steps • State and Local Workgroup (led by Emily Fitzgerald) develops messaging roll-out plan w/action steps, timeline and budget. Plan should include/consider: budget development and monitoring to ensure fiscally responsible roll-out contracting with independent third party to lead the messaging of the roll-out identification/leveraging of the successful work of other states

Objective 3.2: Obtain a Full Understanding of Kansans’ Awareness about the System Priority Activity: Develop a two-phased comprehensive outreach plan for: assessing Kansans’ awareness of the current system o using the information gathered through that assessment to identify action steps for increasing system awareness, access and usage across both employer and job seeker customers
Key Strategies • Outreach should effectively target key groups, including people who use services (employers, at-risk youth, underemployed, white collar employers and workers, etc.); people who would recommend the system (social workers, school counselors, community-based organizations, etc.) • Plan should include survey, focus groups, etc. and should be coordinated with any other outreach efforts from other groups • The results from the assessment inform action steps for this objective as well as all others in this plan
Potential Action Steps • SWB directs the development of a Statewide workgroup that includes all core and key partners (ensure that group has representation from those that provide the actual services in local communities) • The Workgroup would be charged with identifying the key objectives of the outreach effort and developing a plan for executing • The Workgroup may need the support of a third-party contractor to effectively design and execute the outreach
Objective 3.3: Align and Strengthen State and Local Partners’ Communications Priority Activity: Collaboratively establish minimum standards around a system-wide messaging approach that clearly articulates a shared vision, available services, resource and access points. Effort should include the following guiding principles: o ensuring that messaging is as simple as possible o remains relevant
Key Strategies • Conduct a scan of state and local messaging methods across key partners to identify areas of misalignment and/or lack of connection. Before beginning scan, consult existing data that may be available through secret shopping or other efforts regarding effectiveness of messaging. • Identify “non-negotiables” of streamlined messaging across the various modes (web presence, social media) which may include consistency across logo/branding, color schemes, structure of websites, nomenclature, etc. with a priority on eliminating jargon and messaging the effectiveness of the talent development system.
Potential Action Steps • Identify state agency staff to consult existing data and, if needed, conduct scan to present to workgroup (below). • SWB directs the development of an interagency, cross-level workgroup to develop standards. Workgroup should have representatives from state and local levels as well as from industry, education and government. This work should commence within six months of the branding roll-out.

Objective 3.4: Effectively Message System Performance to Show Value of the System Priority Activity: Identify key performance outcomes that demonstrate the value and effectiveness of the system to Kansans
Key Strategies • Use results of the outreach work done in Objective 3.2 to guide what performance info is shared. This work should identify the gaps Kansans’ have around what the system offers and where it excels.

The identified performance data should plug those gaps. Potential Action Steps • Identify state staff to conduct the research into other states' efforts

Priority Activity: Strategically embed and regularly update the performance information above to the public through a variety of channels, including **KANSASWORKS**, Social Media, partner sites, publications, Radio/TV/Print, etc. Key Strategies • Research how other states share performance regarding their system, including the following research questions: What do they share? Have they identified measures (beyond those required by the federal govt) that may resonate with key groups (employers, people with disabilities, dislocated workers, etc.)? o How do they share that information (i.e. which modes)? Is it presented the same through all communication vehicles or targeted to work best with the medium and or target audience Potential Action Steps • Use any key performance indicators identified by the Performance Goal Team, results of outreach work in Objective 3.2 and the research noted above to identify key outcomes

Goal Four: GOAL 4: Technology Integration Accountability Lead: Workforce Alignment Committee Objective 4.1 Develop Tools to Measure the Use of Technology and the Value of **KANSASWORKS** Priority Activity: Gathering intelligence around customer use of technology and perceptions of customer service Key Strategies • Assist multiple audiences to provide feedback on customer service and the **KANSASWORKS** online site • Assist multiple audiences to provide feedback on customer service and the use of online tools Potential Action Steps • Encourage use of survey embedded into **KANSASWORKS** site, then develop a mechanism for quick exit survey, for customers to provide immediate feedback • Share this data with partners • Develop and send out a follow up survey weeks or months (to be determined) after first contact for customers to provide feedback on both customer service, and the value obtained from web site tools

Objective 4.2: Communicate Efficiently and Effectively with Customers and Stakeholders Priority Activity: Simplify online services Key Strategies • Make the system more user friendly • Make the system more intuitive • Make the system more innovative Potential Action Steps • Develop common front door between title programs • Conduct a process review — ask staff and/or partners to go navigate the site and identify areas to be updated following the implementation of the new site (16.0) • Solicit Kansas Business user input on ease of use and system access • Develop App • Contractor planning for Youth Focus Group

Objective 4.3: Extend Service Reach to Rural Areas Priority Activity: Develop outreach plan to rural areas Key Strategies • Mobile Workforce Center Tours Potential Action Steps • Develop a calendar for mobile center stops and publish online, and in rural communities, locations where individuals gather provide informational materials

Priority Activity: Develop a chat function within **KANSASWORKS.com** Key Strategies • Ease of access to services for those that do not have access to a center Potential Action Steps • Integrate chat function into **KANSASWORKS.com**

Objective 4.4: Ensure Accessibility for all Populations Priority Activity: Ensure accessibility in software, websites, technology, apps, etc. Key Strategies • Evaluation of software accessibility online by outside consultant Potential Action Steps • Evaluation by free vendor under way in partnership with VR. Review findings end of June • Currently purchasing current / up to date equipment for all locations, will be providing staff training for new equipment and software. Priority Activity: Ensure accessibility of technology in offices Key Strategies • Evaluation of accessibility at local area offices Potential Action Steps • Job Center Accessibility — equipment and software upgrades • Staff training and professional Development

(3) Performance Goals. Using the table provided in Appendix 1, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to core programs.)

Adult	PY2018 Expected Levels	PY2018 Proposed Negotiated Level	PY2019 Expected Levels	PY2019 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	82.8%	78.7%	82.8%	78.7%
Employment Rate 4th Quarter After Exit	83.2%	76.6%	83.2%	76.6%
Median Earnings 2nd Quarter After Exit	\$ 7,089	\$ 6,225	\$ 7,089	\$ 6,225
Credential Attainment within 4 Quarters After Exit	67.4%	67.4%	67.4%	67.4%
Measurable Skill Gains	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Credential Attainment within 4 Quarters After Exit	67.4%	67.4%	67.4%	67.4%
Measurable Skill Gains	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>

Dislocated Worker

	PY2018 Expected Levels	PY2018 Proposed Negotiated Level	PY2019 Expected Levels	PY2019 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	84.1%	81.7%	84.1%	81.7%
Employment Rate 4th Quarter After Exit	86.6%	80.2%	86.6%	80.2%
Median Earnings 2nd Quarter After Exit	\$ 8,793	\$ 8,084	\$ 8,793	\$ 8,084
Credential Attainment within 4 Quarters After Exit	71.2%	69.0%	71.2%	69.0%
Measurable Skill Gains	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>

Youth

	PY2018 Expected Levels	PY2018 Proposed Negotiated Level	PY2019 Expected Levels	PY2019 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	79.3%	72.6%	79.3%	72.6%
Employment Rate 4th Quarter After Exit	74.8%	67.4%	74.8%	67.4%
Credential Attainment within 4 Quarters After Exit	73.5%	63.3%	73.5%	63.3%

Wagner-Peyser

	PY2018 Expected Levels	PY2018 Proposed Negotiated Level	PY2019 Expected Levels	PY2019 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	67.9%	67.9%	67.9%	67.9%
Employment Rate 4th Quarter After Exit	68.2%	68.2%	68.2%	68.2%
Median Earnings 2nd Quarter After Exit	\$ 4,701	\$ 4,701	\$ 4,701	\$ 4,701

Adult Education and Family Literacy

	PY2018 Expected Levels	PY2018 Proposed Negotiated Level	PY2019 Expected Levels	PY2019 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Employment Rate 4th Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Median Earnings 2nd Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Credential Attainment within 4 Quarters After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Measurable Skill Gains	60.0%	<i>TBD</i>	61.0%	<i>TBD</i>

Vocational Rehabilitation	PY2020 Expected Levels	PY2020 Proposed Negotiated Level	PY2021 Expected Levels	PY2021 Proposed Negotiated Level
Employment Rate 2nd Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Employment Rate 4th Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Median Earnings 2nd Quarter After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Credential Attainment within 4 Quarters After Exit	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>	<i>Baseline</i>
Measurable Skill Gains	TBD	TBD	TBD	TBD

- (4) Assessment. Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment and other feedback to make continuous or quality improvements.

Assessment: Continuous Improvement Strategies

The workforce development system in Kansas is committed to robust continuous improvement to produce high quality services and outcomes for jobseekers, workers and employers. The purpose of continuous improvement is to strive for excellence, innovation, and the best service-delivery possible. The State will assess the overall effectiveness of the state workforce system and implement a Continuous Improvement process as detailed below.

Continuous Improvement Process

To encourage open communication and to explore opportunities for collaboration, the Kansas Combined State Plan Management Team will:

- Recommend methods for sharing best practices and technical assistance among partners and local areas.
- Look for potential funding sources to incentivize innovation and enhancement of the workforce system and convey information about such opportunities throughout the system.
- Seek and recommend options for rewarding specific performance and innovation (non- monetary).
- Analyze guidance provided by federal authorities related to the standard performance accountability measures and recommend processes and interim benchmarks for review in a continuous improvement context.
- Provide ongoing communication throughout the system on continuous improvement issues.

In addition to the general Continuous Improvement process described above, the State Plan Management Team (SPMT), which is comprised of representatives of the core partners, will implement a continuous improvement initiative pertaining to the referral process. The goal is to foster further improvements so that staff from any core partner are able to connect job seekers with the appropriate services in a streamlined, effective and seamless manner from the perspective of the customer. As a result of this initiative, it is anticipated that the referral process will become more consistently collaborative and successful. The following principles will guide the design of the referral process.

- A “Warm Hand-Off” approach to referral simply means good customer service, for example, going that extra mile to ensure that customers get connected to a program that can provide what need to become employed.
- Referrals will be made if/when the customer could benefit from the services of another partner program, if/when 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. This means that referrals will be based on customer needs, rather than characteristics.
- The principles of collaborative case management will continue to be implemented. Primary case management will be deferred to the program providing the most extensive level of services. However, if multiple programs require that case management be provided, meetings will be held within existing capacity to determine the initial needs of the customer and to identify benchmarks for ongoing communication among partners. Additional team meetings will be held based on the customer’s needs and benchmarks. Customers will be included in all meetings with needed supports or accommodations regarding their services unless there is a compelling reason to exclude them. This strategy will be assessed for effectiveness and feasibility.

In carrying out this continuous improvement initiative, the SPMT will engage stakeholders to address a comprehensive range of issues, including:

- Updating and promoting the use of a standard referral form.
- Identifying procedures for outreach to customers with barriers to employment.
- Defining policies and procedures for customer informed consent for the exchange of information.
- Establishing a written matrix of services available from each core partner, and any related parameters, to assist staff in making appropriate referrals.
- Assuring data security.
- Providing training and technical assistance to support the referral process.
- Sharing of assessment information.

- Establishing / recommending effective tracking/reporting strategies for consumers served by multiple core programs by local program staff.

c. State Strategy

The Unified or Combined State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State's economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above. Include discussion of specific strategies to address the needs of populations provided in Section (a).

1. Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D). “Career pathway” is defined at WIOA section 3(7) and includes registered apprenticeship. “In-demand industry sector or occupation” is defined at WIOA section 3(23).

The **KANSASWORKS** State Board establishes strategies for aligning the Core Programs, as well as other resources available to the state, to achieve its strategic vision and goals. The State Plan Management Team (SPMT), comprised of state and local representatives of each Core Partner, assists the Governor and the State Workforce Board in establishing an effective WIOA workforce system in Kansas. Considering the results of the analysis of the current workforce, employer needs and workforce development assets of Kansas, the SPMT describes below the strategies partners will use to continue providing excellent customer service and to meet negotiated performance. In addition, the Operational Planning Elements in the next section will describe in detail how the State Board will implement its functions detailed in Section 101(d) of WIOA.

The State will implement sector strategies, as described, regarding identified economic regions and career pathways already utilized in multiple workforce programs, including formula and competitive grant programs. Career pathways will prepare individuals to be successful in a full range of secondary or postsecondary options including registered apprenticeships and other work-based training models. Career pathways will enable individuals to attain a high school equivalency certificate, where necessary, as well as at least one recognized postsecondary credential. Where practicable, career pathways will integrate education, training, and other services including counseling and workforce preparation activities in order to accelerate the educational and career advancement of individuals. Since 2011, Regents, employers and individual postsecondary institutions have worked together to develop career pathways in twenty—five aligned programs. Local Workforce Boards may also develop additional career pathways as required by local employers. Adult Education will collaborate with workforce partners in offering basic skills to registered apprenticeship participants and with colleges in offering concurrent enrollment and team—teaching in Adult Education and CTE programs.

When providing vocational counseling and guidance with VR customers, the VR program uses the Kansas Department of Labor's Labor Information Center website for information on high—demand jobs and career pathways. At this website, information is provided about jobs across various industries. Career pathways and potential earnings are provided for entry—level, intermediate and advanced career options. Educational requirements for each level in the career pathway are provided. This information is useful in facilitating

informed decision—making by VR customers regarding services and vocational objectives. It also helps assure that VR customers are prepared to meet the workforce needs of Kansas business and industry.

Department of Commerce Workforce Services requires Local Workforce Development Areas to describe specifically how they will develop and expand strategies for meeting the needs of local employers, workers, and jobseekers, particularly through job—driven industry or sector partnerships.

- (c) **State Strategy.** The Unified or Combined State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State's economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above. Include discussion of specific strategies to address the needs of populations provided in Section (a).

In addition to Key Strategies described above in the state board Strategic Plan, the following strategies will support the state board vision:

- (1) Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D). "Career pathway" is defined at WIOA section 3(7) and includes registered apprenticeship. "In-demand industry sector or occupation" is defined at WIOA section 3(23).

Career pathways provide a sequence of education and training that give youth a clear line-of-sight to an industry recognized credential and a career. WIOA requires that career pathways meet the workforce needs of the region or state, offer individuals the opportunity to earn at least one recognized post-secondary credential, provide contextual education concurrently with workforce preparation and training, and include counseling to support individuals in achieving their education and career goals. Accelerating Opportunity: Kansas (AO-K) enhances these required elements with classes that are team-taught by basic skills and CTE instructors, transcribed post-secondary credit, wrap-around support services, and the opportunity to earn stackable credentials. Training (in all forms) must be tied to the types of job opportunities that are prevalent in the local area and should be designed to develop skills that are in demand in the region. Skill development must be consistent with regional and statewide economic development strategies. Local areas' employer engagement strategies should also include engaging economic development organizations.

The participation of Title II in developing local strategies helps to assure that these strategies are aligned with state content standards and with broader higher education standards developed by the state. The Kansas Board of Regents Adult Education content standards are aligned with standards adopted by the Kansas Board of Education through the Common Core State Standards (CCSS). In Kansas K-12, the CCSS are known as the *Kansas College and Career Ready Standards* (KCCRS). The standards adopted by Kansas Adult Education in 2014 are the *College and Career Readiness Standards for Adult Education* (CCRS).

The *CCRS for Adult Education* are a subset of the CCSS which was selected by a panel of representatives from adult education, community colleges, career and technical training, and the military charged by the U.S. Office of Career Technical and Adult Education (OCTAE) to identify which of the CCSS were "most essential for college and career readiness and important to adult students." The standards included in the *CCRS for Adult Education* were adopted from the CCSS as written, except where examples were adapted to

be more appropriate for adults or where the original standards made specific references to school grades or children.

For out-of-school youth, Adult Education programs offer instruction in foundational and high school equivalency skills, workforce preparation activities, and assistance in transitioning to postsecondary education and training. Youth enrolled in Title II Adult Education programs may participate in the AO-K career pathways program which offers post-secondary CTE courses and GED instruction concurrently, tuition-free technical courses, and the possibility of TANF scholarships for eligible participants.

- Local plans must address recruitment strategies. Local area core partners will need to be familiar with eligibility requirements and target populations of all core programs to ensure that recruitment strategies are coordinated. Local plans should address, at a minimum, the following elements:
- Linkages with K-12 education systems
- How out-of-school youth will be identified
 - Title II can be a major source of referrals to Title I Youth services, since Title II serves a significant number of people who would be considered out-of-school youth under Title I. Similarly, since a large percentage of out-of-school youth recruited by Title I Youth programs will lack high school diplomas, local Title I providers should routinely involve Title II providers in delivery of services to these youth through the development of reciprocal referral processes and other means.
 - It is imperative that all core partners be able to provide ready access to information about core partner programs.
 - Linkages with community-based organizations, faith-based organizations, and law enforcement can help identify more out-of-school youth.
 - Local plan instructions and other forms of guidance from state partners should encourage local areas to employ non-traditional forms of recruitment to reach more out-of-school youth. State partners should identify and disseminate best practices to local areas.
- Local areas will document their outreach efforts to disaffected youth. Most out-of-school youth would meet the definition of “disconnected,” which is why WIOA sets a high standard for serving out-of-school youth.
- Cross-title training will assist partners to be able to identify sufficient numbers of eligible youth—including disconnected youth—for the entire system.
- Recruitment plans must address all targeted youth including those with multiple barriers to employment.
- Partners should encourage multiple enrollments or co-enrollment in multiple core partner programs and/or funding streams where possible.
- Local plans must discuss how the local areas will address the challenges of establishing and maintaining eligibility for public assistance, including SSI, TANF, SNAP, and other means-tested programs, especially in light of the possible effect on household income of a participant’s earnings through work-based learning.

- Local plans should address how case managers will become familiar with these issues.
- Local areas should incorporate mitigating strategies, such as Earned Income Tax Credit program awareness, into their service strategies.
- State-level core partners should ensure that local partners are familiar with resources such as Kansas Department of Health and Environment (KDHE) benefits counselors, Work Incentive Planning and Assistance (WIPA), and other resources, and should develop strategies to share this information and/or train local area staff on an ongoing basis.

Local area and partner staff should incorporate the information listed above into individual service strategies. Where practical and applicable, the goal of these strategies should be designed to exit public benefits successfully.

- Individual service strategies should address long-term issues, including transitions to other resources as participants “age out of eligibility for age-limited services.
- Youth services programs should be a consistent part of a broader strategy when core partners come together to discuss collaborative efforts on specific topics (e.g., employer engagement, career pathways).
- Core partners should consider developing standardized protocols for “basic” services—many of the types of services that would be considered “career” services under the Title I Adult and Dislocated Worker programs. These services are generally provided by all core partners, and are also applicable to the Title I Youth funding stream. Local partnerships are encouraged to share these protocols and encourage their adoption by other organizations that provide similar services—community-based organizations, training providers, faith-based organizations, and others.
- It is strongly recommended that each Local Area Workforce Development Board have a Youth Committee, and that each Youth Committee should include representatives of all core partner programs.
- In addition to ability to meet performance accountability measures and any locally defined criteria, local plans should detail how they will incorporate the above priorities—especially the skill development priorities through work-based learning and other forms of training—into criteria for selecting local providers of Title I Youth Services.

The Youth strategy is built on the following principles:

- Services to youth across all core partner platforms should be designed to maximize the number of youth who complete training and/or achieve a positive outcome.
- Local areas should maximize the amount of work-based learning (particularly paid work-based learning) provided to youth. A body of research demonstrates that soft skills are best learned at the worksite, and that supervised work experience produces strong skills gains. Work-based learning should be an element of a youth’s career development strategy whenever practical.
- Youth services should emphasize career pathways. Consistent with WIOA requirements, individual service strategies should be focused on progression along career pathways, rather than simply individual job placement.
- Local flexibility should be preserved. Our strategy is built on the idea that the purpose of the state plan is to set broad boundaries and expectations for local areas, but should leave room for local areas, working together across core programs, to determine how best to accomplish the goals and

expectations set out in the state plan. Local areas will need to balance their desire for flexibility with some core partners' needs to minimize variations in how their programs are implemented across the state.

- All services to youth across core partner platforms should be based on a person-centered individual service strategy reflecting the unique circumstances of the youth participant. Such a strategy identifies career goals and builds a strategy to achieve those goals, taking into account core partner programs and other resources. Where possible, given confidentiality rules and other barriers, these strategies should be jointly built by and shared among core partners. State partners and local areas should work to reduce these barriers.
- Business services (employer engagement) should take into account the employment needs of youth. Employer engagement is important for placement in work-based learning opportunities and in permanent employment, as well as for the identification of career pathways.
- As with business services, any service or strategy carried out by local areas and core partners should integrate the employment and training needs of youth.
- Local areas should engage in frequent cross-partner training. True coordination among core partner programs requires deep knowledge about the services, target populations, and eligibility rules of other core partners. This can be best accomplished through ongoing, intentional, and frequent exchange of information.

This strategy applies to all Youth covered under all titles of WIOA—ages 14 to 24—and including both in-school and out-of-school youth. Through committee discussions, consensus was achieved regarding the importance of this strategy.

Components of this strategy:

- To be effective, work experience must come in different forms. This includes, but is not limited to on-the-job training, summer employment programs, pre-apprenticeship opportunities, and internships/job shadowing.
- The importance of existing and continued development of career pathways that incorporate an element of work experience.
- The importance of locally identified career pathways.
- Continued education and training that includes, but is not limited to, achievement of the high school diploma or its equivalent, technical training, industry-recognized certificates, etc. that is included under all of the sections of WIOA.
- The specific requirements of Title I and Title IV.

The Strategies outlined in this plan include:

1. Enhanced service delivery:

- Improved communication and collaboration between partners
- Coordination of resources
- Understanding of how each partner operates
- Increased diversity in populations served and who achieve outcomes.

2. Improved outcomes for job seekers:

- Access to resources
- Identified training in a career path that leads to in-demand, family sustaining income.
- Less reliance on system resources to support individuals and families

3. Improved outcomes for employers:

- Trained workforce
- Employees who understand the responsibility of employment
- Decrease the demand of system use for individuals and families

4. Economic development:

- Improve employment rate
- Stable economically secure community

5. System and program accessibility:

- Better communication between partners
- Case management
- Shared limited resources

6. Integration of people with disabilities and those with significant barriers^[1] to employment into the workforce system:

- Ensure all partner services are programmatically and physically accessible to youth of all backgrounds and abilities through:
 - Annual staff training on resources, adaptive equipment, and customer service.
 - Creating/updating regional resource guides for accessibility, accommodations, auxiliary aids and services.

7. Improved employment-related services and outcomes for youth:

- Access to partner services
- Improved employment skills
- Improved specific work experience training

8. Other (describe):

Evaluation:

- Create a baseline from 2013 - 2014 numbers of youth who accessed partner services.
 - The number of youth who participated in each of the core partner programs.

- Youth who took part in work-based learning experiences and other services and compare to future annual number.
 - Include paid/unpaid work experience.
 - Career pathways and Career Tech baselines (SB 155, KSDE data, HB 2506).
- Monitor/compare numbers on a quarterly basis.

Develop a cross-title monitoring of local workforce systems. State partners representing all WIOA Titles will come together to develop a means to monitor local systems that cross core partner lines. This monitoring would include monitoring of program referrals, co-enrollments, collaboration, and combined performance. Most current monitoring focuses on specific requirements of individual titles, and does not hold local areas accountable for collaborating across program lines. Two exceptions to this are Pre-ETS and End-Dependence Kansas. If accountability is held to only one individual agency monitoring, the incentive is not there to work together. If we want to operate as a system, we have to monitor the system.

- Apply this strategy to all elements appearing in strategies from other work groups

Collect core information but have the flexibility to accommodate needs from each local area.

- (2) Describe the strategies the State will use to align the core programs, any Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available to the State to achieve fully integrated customer services consistent with the strategic vision and goals described above. Also describe strategies to strengthen workforce development activities in regard to weaknesses identified in section II(a)(2).

The State will use the strategies developed to align Core Programs, other partner programs and any other resources available to integrate customer service.

Kansas' combined state plan partner programs are:

- Trade Adjustment Assistance for Workers Programs (Activities authorized under chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (Programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment Program (Programs authorized under Title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

For a more detailed description see *Section VII Program Specific Requirements for Combined State Plan Partner Programs*.

Customer Service Strategies

The vision for customer service in Kansas is improved and more effective formalized communication across Core and other community partners to simplify and maximize process efficiency (customer flow). Through enhanced communication throughout the workforce system, customers will benefit from easy access to services, a no-wrong door approach, and greater collaboration among partners in service delivery.

The vision for the future is that customer services will be supported through data sharing among Core Partners when the appropriate customer release of information is in place. Until this is established Core Partners will establish procedures consistent with the strategies identified below.

To implement this vision, local areas and Core Partners will establish Memoranda of Understanding (MOUs) to assure five key components of an aligned and collaborative system:

Component 1: Enhanced customer referrals and release of information processes

Component 2: Effective communication among all partners in local areas

Component 3: Easy access to information for customers

Component 4: Targeted outreach strategies

Component 5: Collaborative case management/co-enrollment

Component 1: Enhanced customer referrals and release of information processes

Each MOU between a local area and Core Partner will specify procedures for enhanced customer referrals and required release of information policies/procedures. Consistent procedures will be implemented statewide to the extent possible to assure that customers from different regions of the state receive a comparable level of service. Although the specific details will be established through the MOUs between partners, the following factors must be addressed:

Circumstances for appropriate referrals

Note: All Core Partners have provided information on making referrals

A. Core Partners will commit in the formal MOUs to making referrals if/when the customer could benefit from the services of another partner program, if/when 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. This means that referrals will be based on customer needs, rather than characteristics. For example, not all people with disabilities require VR services. Not all VR customers need to be referred for one-stop services. Not all people with learning disabilities need to be referred to Adult Education. Focusing on the customer's needs, rather than the types of characteristics illustrated in these examples, will help assure an effective use of resources across the entire workforce development system.

B. Information to be provided during the referral process: Each Core Partner will specify information to be included in the referral. When demographic information is shared among partners as part of the referral process, then the customer does not have to repeat that information with the second or subsequent partners with whom they meet. This enhances the customer experience and promotes more seamless service delivery.

C. Preferred delivery method(s) of referrals: As noted above, the vision for the Kansas workforce system calls for referrals to be facilitated through automated data sharing processes which will include demographic information when the appropriate customer consent has been given. Until such information technology solutions can be developed and implemented, each MOU between a Core Partner and local area will identify the most efficient and effective method(s) for sharing referrals, assuring that methods of transmission of personal customer information are secure.

D. Timelines for prompt referrals and follow-up: Because of the variation in staffing patterns and office locations among partners, a single state standard defining prompt referrals and follow-ups will not be

established. Rather, each MOU between a Core Partner and local area will identify referral and follow-up timeliness standards, assuring adherence to any and all state-level program policies governing the issue of timeliness and promptness.

E. Point(s) of contact: MOUs will describe methods for assuring that contact lists of staff to receive referrals are kept current and readily available.

F. Each MOU will also specify that referrals do not constitute an application for services.

G. VR will provide additional specific referral requirements to the local VR staff.

Component 2: Effective communication among all partners in the local areas

Effective communication among local areas and Core Partners is essential in creating a comprehensive system that meets the needs of workers, jobseekers and employers and fulfills the mandates of each partner. Implementation of one or more partnership councils based on geographic distribution, inclusive of core and community partners, is recommended for each area. Local areas may have existing groups or councils that could be used to fulfill this recommendation. If an existing group is used for this purpose, local areas must assure representation from all Core Partners.

These councils would be an opportunity for networking and communication about topics including:

- Service delivery system improvement and enhancement.
- Partner training: MOUs between each Core Partner and local area should specify the frequency of training for experienced and new staff. Training developed at the state level will be a resource in this process.
- New developments with each partner.

The partnership councils will be responsible to assure that the listed points of contact for referrals are kept current and easily accessible to relevant parties. Partners are encouraged to establish web-based listings and links to facilitate easy access.

Component 3: Easy access to information for customers

Easy access to information for customers will promote use of the workforce system and ensure that access is available to all jobseekers. Each core state partner will provide online informational resources about their services, application process, eligibility requirements, as well as links to other resources including employment opportunities available to all customers and partners.

These resources should be accessible and usable to all interested parties upon request. Resources should be consistent with the federal W3C2AA standard and the current State of Kansas ITEC Policy 1210, available electronically and in print or special media (large print, Braille, digital, etc.) upon request.

Best practices to promote easy access for customers could include orientations inclusive of partner program information, shared workshops, co-location when feasible and agreed upon, and shared use of facility space for specific meetings or events.

Component 4: Targeted outreach strategies

Specific emphasis of outreach strategies will be to serve persons with significant barriers to employment and people with disabilities. Best practice approaches would include:

- Organizations serving these targeted groups
- Faith based organizations
- Use of traditional and social media and technology such as smart phone/device apps to take advantage of commonly used communication channels
- Surveys conducted according to best practices or industry standards
- Sharing of success stories - the customer can connect to someone in similar circumstances succeeding in employment

Component 5: Collaborative case management and co-enrollment

Collaborative case management and co-enrollment when needed by the customer will maximize the use of resources. The responsibility for the delivery of specific services will be coordinated among partners based on the individualized needs of the customer, taking into consideration the mission/expertise of each partner, provisions of federal regulations, including 34 CFR 361.53, and availability of resources as they pertain to the customer. Through the MOU between each partner and local area, all parties will commit to making referrals if/when the customer could benefit from the services of another partner program, if the customer agrees, and/or if the customer so requests. Programs will establish a method for tracking the number of referrals to establish a baseline and ongoing performance monitoring.

When providing case management services and in order to facilitate informed decision making, all partners will assist customers in accessing labor market information about high-demand jobs and career pathways.

In most cases of co-enrollment, primary case management will be deferred to the program providing the most extensive level of services. However, if multiple programs require that case management be provided, meetings will be held within existing capacity to determine the initial needs of the customer and to identify benchmarks for ongoing communication among partners. Additional team meetings will be held based on the customer's needs and benchmarks. Customers will be included in all meetings with needed supports or accommodations regarding their services unless there is a compelling reason to exclude them. This strategy will be assessed for effectiveness and feasibility.

MOUs established between partners and local areas will define the levels of case management available through their programs. Case management may encompass many professional functions, such as: assessment, service planning, information and referral, coordination/facilitation of actual service delivery, monitoring of progress, facilitating informed decision-making, facilitating medical/psychological treatment plans, providing formal counseling and guidance regarding impediments to employment and options for addressing them, and managing expenditures related to service provision.

Integration of WIOA Title IB and Wagner-Peyser Services

To prevent duplication of Title IB and Title III services, each local area will create an Integrated Service Delivery Plan that describes how the programs will work together to deliver jobseeker and business services to the community and ensure there is no duplication of services. This plan will address the following information:

- Customer flow between programs
- Co-enrollment
- Staffing strategies and/or development of service delivery teams

- Case management
- Reporting of activities performed
- Continuous improvement or professional development opportunities (can be extended to Core Partners)

Local areas and partnership councils will facilitate involvement of additional partners in workforce development functions.

Economic development is addressed at the regional level through development, monitoring and planning activities. Economic development and growth have a direct link to job opportunities and business success.

Easy access to information, enhanced referrals, and collaborative case management will all contribute to success in all functional areas.

The State's reporting on basic accountability measures addressing educational credentials and employment will assure that these factors are assessed.

Veterans will continue to receive the established preferences and will be included among the populations for targeted outreach.

ADA compliance will be assured through the MOUs between partners and local areas, the local area certification processes, monitoring and compliance requirements related to all other pertinent laws and regulations.

As defined by the Customer Flow Work Group and reflected in the operational elements of this plan, co-enrollment occurs when customers are actively participating in services from more than one system 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.

Collaborative case management: In most cases of co-enrollment, case management will be deferred to the program providing the most extensive level of services at that time. However, if multiple programs require that case management be provided, meetings will be held to determine the initial needs of customer and to identify benchmarks for ongoing communication among partners. Additional team meetings will be held based on the customer's needs and benchmarks. Customers will be included in all meetings regarding their services unless there is a compelling reason to exclude them.

No wrong door: Customers have easy access to information about services throughout the system that can empower them to become successfully employed. Partners and local areas are trained and skilled at assessing options for meeting a customer's needs through their own and other program services, making effective referrals and responding promptly to referrals received. Information access may include traditional sources such as print materials, videos, web-based information, and use of social media, in accordance with agency specific communication policies. All information will be accessible and useable.

Common intake and referrals: Partners will work to develop a common referral form. When referred to other partners, the customer should not have to repeat the same information on multiple forms. The common referral and demographic information does not constitute a program application.

Youth Services Strategies

The vision for Youth Services in Kansas is described below in the Youth Services Work Group report.

Specific Strategy (Operational Element/Method/Activity) Recommended for Implementation: Collaborative youth services based on individual service strategies focused on skill development and career pathways. Work-based learning addresses a broad range of skills needs—both “soft” skills and technical skills. While this strategy makes work-based learning a priority, we recognize that it is not a panacea for all youth, and even when it is included in a youth’s individual service strategy, it will be supplemented with other forms of learning. Key elements of this strategy include:

- Paid work-based experiences. (Real Job)
- Summer employment partnerships
- Pre-apprenticeship opportunities
- Internships and job shadowing
- On the job training opportunities

A full range of work-based experiences should be available to customers. The specific solution will depend on the particular circumstances of the individual, including his/her career interests, level of skills and/or experience, and indications of employer willingness.

This emphasis on work-based learning opportunities for youth necessitates that youth employment issues be a central element of each local area’s employer engagement strategy. In developing this strategy, local areas must engage employers to develop opportunities that place a priority on paid opportunities. Work-based opportunities should include clearly defined learning objectives, skill acquisition (particularly transferable skills), should provide opportunities for both in-school and out-of-school youth, and should be appropriate for youth with multiple barriers to employment. Wherever possible, work-based learning opportunities should lead to attainment of industry-recognized credentials.

This will require capitalizing on existing linkages as well as developing new linkages with employers, for all forms of work-based learning. The strategy calls for taking advantage of existing pre-apprenticeship programs, and encourages core partners to collaborate with employers, training providers, and existing apprenticeship programs to develop new pre-apprenticeship opportunities. This must be a collaborate effort which must be driven by the needs of and developed with the active involvement of employers.

Local plans will be required to discuss how core partners will coordinate to prevent duplication and/or conflicts about which program serves particular individuals, including coordinating to ensure that supportive services and work supports are provided. Because the nature of individual needs will vary from individual to individual, the team recognizes that many of these decisions will need to be made on a case-by-case basis, requiring regular communication among core partner staff. We anticipate that general tendencies will emerge (out-of-school youth will be more likely to receive Title I funded work-based learning, while Pre-Employment Transition Services, or Pre-ETS, under Title IV, may be more likely to serve in-school youth). These decisions will also be shaped by individual program requirements (Pre-ETS can only serve youth eligible to receive those services, for example).

- Education/Training
- Required education
 - K-12

- Adult Education
- Post-secondary education/training
- Career and job training
 - Approved job and career pathways
- For example, Accelerating Opportunity: Kansas (AO-K)

Secondary Career Tech outreach to populations with multiple barriers to employment (base line data needed on participation rates of different populations now (KSDE might have this information). Strategies such as this can help increase access to activities leading to recognized postsecondary credentials.

Local plans must address coordination with education and training options available in the local area, particularly education and training offered through community and technical colleges throughout the state. Education and training opportunities must be tied to the attainment of industry-recognized credentials.

To support the State Board's Strategic Plan, Core partners established the following core tenants and overall strategies of the combined State Plan:

- a) Provide high quality, comprehensive customer-centered career, employment, education, training, and supportive services so jobseekers and workers can succeed in the labor market.
- b) 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, work-based learning and other strategies.
- c) 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.
- d) Vigorously represent the ability of qualified jobseekers with significant barriers to employment to meet the workforce needs of Kansas employers.
- e) Ensure that performance measures or targets will not be used to exclude an individual from services for which he or she is otherwise eligible.
- f) Ensure that high-quality comprehensive data inform decisions made by policy makers, employers, workers, and jobseekers.
- g) Use Memoranda of Understanding (MOU) to establish clear roles and responsibilities which facilitate coordinated delivery of partner services.
- h) Establish robust, ongoing professional development processes to ensure cross training among partners.
- i) Promote excellent customer service through regular examination of customer input and continue to provide customer service training to system staff.

III. OPERATIONAL PLANNING ELEMENTS

The Unified or Combined State Plan must include an Operational Planning Elements section that supports the State’s strategy and the system-wide vision described in Section II(c) above. Unless otherwise noted, all Operational Planning Elements apply to Combined State Plan partner programs included in the plan as well as to core programs. This section must include—

- (a) **State Strategy Implementation.** The Unified or Combined State Plan must include—
- (1) **State Board Functions.** Describe how the State board will implement its functions under section 101(d) of WIOA (i.e., provide a description of Board operational structures and decision making processes to ensure such functions are carried out).

1. State Board Functions

The operational planning elements contained herein describe how the Kansas workforce development system aligns Core Programs and resources, as well as other resources available to the State, to achieve the strategic vision and goals of the Governor, the **KANSASWORKS** State Board and Core Partners.

The State Board implements their functions under section 101(d) and the Kansas Department of Commerce is the designated state workforce agency and provides the Board Manager and other staff to support the **KANSASWORKS** State Board (KWSB). The **KANSASWORKS** State Board meets part of its obligation as described in its Strategic Plan through the development and eventual implementation of the this Combined State Plan. The Governor is in the process of appointing one additional member to the state board to comply with the membership requirements put forth in WIOA. The KWSB serves as a review board and change agent empowered with the responsibility of making recommendations to the Governor and to state agencies to align workforce development with the needs of economic development in the state.

The Chair of the KWSB has established an Executive Committee which is empowered to take action on behalf of the KWSB when emergency or timely concerns necessitate such action (e.g. taking action when time pressures do not allow the issues to be addressed at a regularly scheduled KWSB meeting) and every other month when the KWSB is not scheduled, if there is significant demand. A majority vote of the Executive Committee is required for all such actions. All actions of the Executive Committee shall be reviewed by the full KWSB at the next regularly scheduled meeting. The Chair may seat other permanent or Ad Hoc committees as the Board sees fit.

With significant feedback from Core and Required partners, as well as other interested parties, the KWSB develops and reviews policies to align and streamline WIOA Titles I and III programs.

The KWSB includes multiple partners in the development of this plan and solicited comments from other partners, interested parties, and the public during a comment period.

The KWSB reviewed comments and recommended modifications to the draft plan as determined necessary or beneficial to the workforce development system.

The KWSB’s Strategic Plan includes elements aimed at transforming the state workforce system:

- Policies to support a continuous improvement process across Core and Required partners
- Performance measures in addition to the Performance Accountability Measures in WIOA, including performance targets for individuals with barriers to employment and the rate of training expenditures by local workforce development boards

- Continual cross-training of workforce development system staff to be realized through a multi-agency cross training program originally established through the Kansas Workforce Innovation Fund.
- Promotion of integrated, coordinated service delivery across all partner programs

The KWSB encourages state and local board members, partners and staff to promote the workforce system and identifies and disseminates information about evidence-based best practices to be utilized by the workforce system. The KWSB and its staff will continue to participate in national professional workforce associations and regional discussions to share the achievements of the integrated system.

Additionally, the KWSB charges the Commerce Oversight and Monitoring Unit to monitor key elements of this state plan at both the state and local levels to ensure its functions are reflected in the delivery of services.

Infrastructure Costs

Co-location cost sharing procedures have been established. Other infrastructure cost-sharing procedures have been established in consultation with the Core Partners, chief elected officials, the KWSB and local boards.

Kansas workforce services share infrastructure costs of co-location of participating partners under the following terms:

- Partner co-location is defined as an entity which uses *dedicated* space within a physical location, whether for all hours of operation or a fraction of hours of operation of the location.
- Local workforce development boards and partners enter into Memoranda of Understanding (MOUs) or similar types of agreements to describe infrastructure cost sharing obligations of all partners co-located within a local one-stop center.
- At the time co-location is proposed, the local workforce development board must provide documentation of the previous year's infrastructure cost to the interested partner. The documentation must be presented in line items per cost category provided in the Workforce Innovation and Opportunity Act and its Final Rules. The documentation of total infrastructure costs must also be presented in a manner useful for interested partners to calculate the cost of co-location. Any infrastructure cost allocation methodology agreed to by the partners may be utilized.
- Total infrastructure cost obligations must be reconciled at least annually based on actual costs and actual use to assure each co-located partner is paying only its proportionate share of infrastructure costs. Because these terms are pre-determined and established by the WIOA State Plan, co-located partners are required to negotiate only the size of the space and the number of hours per year to be dedicated for co-location.
- Local workforce development boards annually submit all MOUs/Lease Agreements to the **KANSASWORKS** Staff tasked with analyzing the data to evaluate increased/improved access to multiple programs.
- During the first two years of this WIOA State Plan period, baseline data was established to measure progress of customers served by multiple programs co-located within each Local Workforce Development Area.

Strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures were developed

through two Workforce Data Quality Initiative (WDQI) grants received by WIOA partners over the last several years. Data sources from multiple agencies are necessary to meet the requirements of the annual reporting described in WIOA. The KWSB continues to work with Core and required partners, the Governor's office and Core Program staff to ease access to multiple program data systems to monitor the effectiveness of the integrated workforce service delivery system and to complete mandatory annual reports.

Finally, the KWSB has developed allocation formulas for Title IB and policies affecting the coordinated provision of services (Titles IB and III) through the local area's one-stop delivery systems. The KWSB monitoring policy promotes the achievement of statewide objectives for Title IB of the integrated workforce development system.

The Kansas Department of Labor provides labor market information to the KWSB, local boards and the public. This information guides the entire workforce system, including education, VR services, labor exchange and social services agencies, as they coordinate resources to meet the needs of jobseekers, workers and employers.

(2) Implementation of State Strategy. Describe how the lead State agency with responsibility for the administration of each core program or a Combined State Plan partner program included in this plan will implement the State's Strategies identified in II(c) above. This must include a description of—

(A) *Core Program Activities to Implement the State's Strategy*. Describe the activities the entities carrying out the respective core programs will fund to implement the State's strategies. Also, describe how such activities will be aligned across the core programs and Combined State Plan partner programs included in this plan and among the entities administering the programs, including using co-enrollment and other strategies, as appropriate.

(A) *Core Program Activities to Implement the State's Strategies:*

For Titles IB and III the state workforce agency will fund outreach, employment assistance, case management, and staff supervision through state merit staff funded through Wagner-Peyser labor exchange and career services; Reemployment Assistance programs; Veteran's Employment and Training programs, including those for Disabled Veterans; Registered Apprenticeship; Agricultural Outreach; Work Opportunity Tax Credit; Trade Act and Foreign Labor Wage Certification programs through formula and dedicated funds. SCSEP services are provided through a sub-grant agreement with the Wichita Area Workforce Development Board. Monitoring, information management, staff training, technical assistance and KWSB support is provided with the state portion of WIOA funds and other employment and training formula funds. All of these activities move Kansas toward meeting the strategic goals described in the Section II of this plan. These activities are aligned across the Core Programs and combined state plan partners as described through avenues defined in Memoranda of Understanding such as cross-training, referrals, co-enrollment and coordinating resources.

For Title II, Kansas Board of Regents will fund adult education and literacy activities including instruction and support services as described below.

Adult Education and Literacy

Adult education and literacy activities will include instruction in reading, writing, numeracy, and problem-solving at Educational Functioning Levels appropriate to learners.

Workplace Adult Education and Literacy

The content of workplace adult education and literacy activities will include contextualized literacy, English language acquisition, and workforce preparation at Educational Functioning Levels appropriate to learners as negotiated between the adult education provider and the employer or employee organization partners.

Family Literacy Activities

To receive Kansas adult education performance-based funding for family literacy outcomes, local programs must offer basic academic skills as well as interactive literacy activities between parents or family members and their children, training for parents or family members about their roles as the primary teachers of their children and full partners in the education of their children, and age-appropriate education to prepare children for success.

English Language Acquisition Activities

English Language Acquisition Activities will include instruction in reading, writing, speaking, and listening skills in the English language at appropriate Educational Functioning Levels. The purposes of instruction will include attainment of the recognized equivalent of a high school diploma, transition to postsecondary education and training, or employment.

Integrated English Literacy and Civics Education Activities

Integrated English Literacy and Civics Education Activities will include instruction in language skills needed to function effectively as parents, workers, and citizens in the United States. Instruction delivered at Educational Functioning Levels appropriate to learners will include the rights and responsibilities of citizenship and civic participation and may include workforce training.

Workforce Preparation Activities

Workforce Preparation Activities will include basic academic skills, critical thinking skills, digital literacy skills, and self-management skills at Educational Functioning Levels appropriate to their learners. Self-management will include competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.

Integrated Education and Training Activities

Integrated Education and Training Activities will include instruction in basic academic skills and/or English language acquisition skills, workforce preparation activities, and workforce training contextualized for

specific occupations or occupational clusters. Instruction will be offered at Educational Functioning Levels appropriate to learners. The purpose of instruction will be educational and career advancement.

Overall Delivery of Adult Education Activities

All activities will meet the state requirements for managed enrollment and the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition. Instruction for learners who enroll in pathways available in the Accelerating Opportunity: Kansas (AO-K) model will include co-enrollment in postsecondary career technical education courses team-taught by basic skills and career technical instructors. Where applicable, programs will provide expanded transition services including career navigators and college success classes.

Delivery of Vocational Rehabilitation Services

In support of a strong workforce system that vigorously represents the employment needs of individuals with disabilities and other customers with significant barriers to employment, VR will provide services to eligible customers consistent with the Rehabilitation Act, implementing regulations for Title IV of WIOA, and state policies.

To help Kansas citizens with disabilities meet their employment goals, a comprehensive array of VR services are available. Services are customized according to each person's unique needs, skills, interests, abilities, and vocational goal. Services to be provided for each individual customer are specified on an Individual Plan for Employment, and may include:

- Vocational assessment to help a customer identify his or her skills, abilities, interests and job goals.
- Vocational counseling and guidance.
- Physical and mental restoration services, including artificial limbs, psychotherapy, and physical therapy.
- Training and education to learn new vocational skills.
- Rehabilitation technology, telecommunication aids and other adaptive devices.
- Job preparation and placement services.
- Job coaching.
- On-the-job training.
- Services to help students with disabilities get a job after finishing high school.
- Supported and customized employment for individuals who need intensive on-the-job training and ongoing support.
- Referral to other services.

VR works with people with all types of physical or mental disabilities. To receive VR services, a customer must meet all three parts of the following federal eligibility requirements:

- The customer must have a physical or mental impairment or disability; and
- The disability must result in a substantial impediment to employment; and
- The customer must require VR services to prepare for, secure, retain or regain employment.

The assessment services needed to determine if an individual is eligible, vocational counseling, guidance, referral, job placement, supported employment/customized employment and job coaching will be provided at no cost. VR payment for most other services will depend on whether the customer meets financial need

guidelines. If comparable services or benefits are provided or paid for, in whole or part, by other federal, state or local public agencies, by health insurance, or by employee benefits, and if they are available at the time the VR customer needs them to ensure progress toward employment, then those comparable services must be used first before the expenditure of VR funds.

In addition to the specific activities funded by each Core Partner, all partners align services, to varying degrees, through:

- Representation on the state and local boards.
- Interoperable data systems that allow computer systems to work together. (An interoperable data system for the core programs and other programs to ensure accurate and standardized collection of program and participant information.)
- 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 system partner. Partners 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 consumer-by-consumer basis, and not as a blanket referral throughout the workforce system.)
- Collaboration with other 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.

(B) *Alignment with Activities outside the Plan.* Describe how the activities identified in (A) will be aligned with programs and activities provided by required one-stop partners and other optional one-stop partners and activities provided under employment, training (including Registered Apprenticeships), education (including career and technical education), human services and other programs not covered by the plan, as appropriate, assuring coordination of, and avoiding duplication among these activities.

Many programs offered across state agencies are provided in partnerships brought about by state statute:

- The Older Kansans Employment Program provides specialized training, career assessment, job matching, and job search assistance to Kansans age 55 and older regardless of their income and facilitates the development of job opportunities for older Kansans in private industry.
- Excel CTE which provides postsecondary Career and Technical Education (CTE) to high school students, allowing some students to graduate with both a high school diploma and a postsecondary credential.
- AO-K Proviso to this law, extending funding to adults co-enrolled in CTE and Title II-funded Adult Education.
- Workforce AID (Aligned with Industry Demand) provides targeted training to jobseekers based on the specific needs of a specific employer. Workforce AID utilizes local workforce systems to recruit trainees and funds the individual's postsecondary credential program.

In addition, Kansas was awarded competitive federal grants which will continue to align services offered through collaboration among multiple entities, such as:

- The Health and Human Services Health Professions Opportunity Grant award will allow the Kansas workforce system to partner with local systems serving low-income participants as they complete postsecondary education and achieve placement in jobs along a career pathway leading to self-sufficiency.
- Workforce Innovation Fund grant cross-trained staff of all WIOA partners, led system partners through a Customer-Centered Design training and implementation process and develop a single-entry portal to information about some WIOA services. Training is now available online and is maintained by program staff.

Kansas utilizes federal formula funds to align the following activities which, while a part of the combined state plan, are not core activities:

- The Trade Adjustment Assistance (TAA) programs assist workers who have lost their jobs as a result of foreign trade. Benefits from the TAA may include job training, income support, job search and relocation allowances, a tax credit to help pay the costs of health insurance, and a wage supplement to certain reemployed trade-affected workers 50 years of age and older.
- Veterans Services are provided priority in job placement, training activities and placement services. Case management services are provided to qualified veterans and qualified individuals.

Finally, Kansas utilizes federal funds to coordinate and align the following programs:

- The Alternate Workforce Specialist brokers relationships across state agencies to increase engagement with the offender population regarding employment. A specialist identifies market relevant training opportunities for offenders to obtain industry recognized credentials which can assist in the development of meaningful portfolios for job interviews.
- Registered Apprenticeship is a structured system for training employees in a variety of occupations that require a wide range of skills and knowledge. It combines full-time employment, through on-the-job learning, under the supervision of experienced journey level workers, and related technical instruction.
- The Work Opportunity Tax Credit Program (WOTC) encourages the hiring of targeted employees so they move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers receive compensation by reducing their federal income tax liability.
- Reemployment Services and Eligibility Assessment (RESEA) assists claimant's efforts to find new employment. This reemployment service results in shorter claim durations and fewer erroneous payments.
- Foreign Labor Certification allows employers to fill job openings with foreign labor when they are unable to fill positions with qualified US workers.
- The Federal Bonding program provides individual fidelity bonds to employers who hire job applicants who have been, or may be, denied coverage by commercial carriers.
- Foreign Labor Certification qualifies an employer to hire foreign or alien workers if an employer cannot find qualified and available U.S. workers to fill vacancies.

(C) *Coordination, Alignment and Provision of Services to Individuals.* Describe how the entities carrying out the respective core programs, Combined State Plan partner

programs included in this plan, and required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality, customer-centered services, including supportive services (e.g. transportation), to individuals, including those populations identified in section II(a)(1)(B), and individuals in remote areas. The activities described shall conform to the statutory requirements of each program.

Under this State plan, state agencies which provide WIOA Core Partner programs coordinate activities and resources to provide comprehensive, high-quality, customer-centered services, including supportive services to individuals including those populations identified in section II(a)(1)(B).

Rehabilitation Services, the state's VR program in the Kansas Department for Children and Families, provides individualized services to empower people with disabilities to achieve, retain or regain employment.

The Adult Education program of Regents provides services to support adults in achieving foundational, secondary, postsecondary, and workforce preparation skills.

For Titles IB and III, Commerce and Local Workforce Development Boards provide career services, as well as access to training services, access to programs and activities carried out by one-stop partners, access to the data, information, and analysis as described in section 15(a) of the Wagner-Peyser Act (29 USC. 491-2(a)) and all job search, placement, recruitment and other labor exchange services authorized under the Wagner-Peyser Act.

Kansas Workforce Centers operate using a Functional Management model wherein Title IB and III partners co-located in any workforce center agree to participation in a team approach to meeting the needs of all customers, whether individual jobseekers or local businesses.

Wagner-Peyser staff members are co-located in One-Stop Centers across the State. The state coordinates and aligns service delivery as described in Section VI Wagner-Peyser Act.

The coordination and alignment of WIOA Adult Dislocated Worker and Youth Services to Individuals are described in Section VI.

Trade Adjustment Assistance

Partnerships

Partnerships between Commerce, WIOA Core and Required partner programs as well as other workforce system partners assist in providing seamless services to TAA eligible customers.

Outreach

Customers learn about the TAA Program through mailings from Kansas Department of Labor (KDOL), TAA informational meetings, newspapers, social media postings and Rapid Response meetings. Rapid Response is a team effort staffed by representatives from key workforce development partners at both the state and local levels. The coordination of Rapid Response events helps develop linkages between the TAA program, businesses and other workforce programs.

Kansas is reaching out to community organizations to create outreach opportunities to communities about the program, using videos to help create a better understanding of the program.

TAA Information Meetings

Following federal certification of a Trade Act petition, State TAA staff conducts TAA informational meetings. When possible, this meeting is held in conjunction with the Rapid Response meeting. During these meetings individual appointments are scheduled with TAA case managers to make application for TAA benefits.

State Department of Labor (UI)

Kansas Department of Labor (KDOL) mails letters to known eligible TAA workers. Letters inform workers of potential eligibility for Trade Adjustment Assistance (TAA) benefits and Trade Readjustment Allowances (TRA) and instruct workers to contact their local TAA case manager/One-Stop center for an appointment.

There is a very close working relationship between KDOL/TRA staff and Commerce/TAA staff regarding TAA customers benefits. For example, Kansas has an inhouse TRA Statement request used as a communication piece between agencies to ensure the customer meets eligibility deadlines.

Service Delivery and Compliance

Local TAA services are delivered at the Workforce Centers; therefore, the One-Stop delivery system serves as an important avenue for linking TAA with its WIOA Core, required program partners, as well as other partners, in the area affected.

Workforce center staff works with the customer to ensure registration in KANSASWORKS.com, a combined MIS system, which is another element supporting the development of strong linkages between the TAA program and other workforce development partners. KANSASWORKS.com links multiple state agencies and currently links WIOA Youth, Adult, Dislocated Worker, W-P, Trade Act, Reemployment Services, Unemployment Insurance, Reemployment and Eligibility Assessment and the Senior Community Service Employment Program. The system is capable of cross-programmatic service delivery and provides management case files for multiple programs and/or agencies. Participant information can be accessed without moving from one agency system to another. Because case managers from different agencies have access to the same participant data, the entire system has become seamless to deliver better services for common customers of programs using KANSASWORKS.com.

Customers seeking TAA services complete the Application for Trade Act Benefits with a TAA case manager (CM) for eligibility determination. An assessment is completed to identify their initial employment plan and they are offered the eight mandated employment and case management services. Based on a customer's needs, the CM will work with them on next steps toward reemployment.

Nine full time Department of Commerce TAA case managers, one of which also serves as a TAA supervisor, two part time case managers, and one part time TAA supervisor provide TAA services across the state of Kansas.

In order to move to the next step for training services, a customer must not lack skills to obtain suitable employment in the current labor market and must also meet the six criteria for approval for training. Customers receive training targeted to a specific occupation which will prepare them for suitable employment. Based on the individual's existing skills and education, along with labor market conditions, training will be of the shortest duration necessary to return the customer to employment.

Eligible customers may be waived from participation in training to preserve their benefits if the applicable criteria are met; however, a waiver will only be issued for a customer whose eventual goal is to enroll in TAA approved training. The customer may not be issued more than one waiver per petition under any circumstance.

It is the CM's responsibility to determine if the customer is eligible to be placed on a waiver from training. A waiver from training shall be issued to the customer only upon supported determination (verification of condition) which shows approval of a training program prior to their deadline is not feasible.

TAA customers may apply for additional benefits to include Out-of-Area Job Search, Relocation, A/RTAA (a wage subsidy for re-employed eligible workers over 50 years of age), and HCTC, a health insurance tax credit.

Another component of the Commerce/TAA staff and KDOL/TRA partnership is the work they complete together in the appeals process. If an application for TAA/TRA benefits has been denied and the customer believes the determination is incorrect, they have the right to appeal or request reconsideration. The determination becomes final unless appealed within 16 days from the date it is mailed to the customer. A customer may file an appeal by writing a letter stating their desire to appeal. The letter must state the customer's reason why they believe the determination is incorrect.

Both agencies work together on the monitoring aspect of TAA/TRA. As part of the responsibilities for the oversight of the TAA activities in Kansas, a quarterly review is conducted. Quarterly reviews include administrative and program components. If possible, reviews are done on cases in each of the five local areas. Results of monitoring activities are documented in a report and disseminated for response and corrective action as warranted.

Lastly, the System Reporting Analyst for Commerce works with both Commerce and KDOL staff to file the PIRL reporting requirements.

Rapid Response

The Department of Commerce, State Dislocated Worker Unit, is responsible for providing Rapid Response services. The state RR team consists of the Rapid Response Coordinator, Deputy Administrator/Policy, Guidance & Technical Assistance, the Workforce Services Director, the Systems Reporting Analyst, and the Deputy Director of LMIS at KDOL. The state's responsibilities include the following:

- Provide overall grant management to the Rapid Response program;
- Work with local Rapid Response Coordinator to ensure services are provided to affected workers
- Serve as the central point of communication for the state Workforce Centers;
- Develop prospective strategies for addressing dislocation events that ensure rapid access to the broad range of allowable assistance in conjunction with other appropriate federal, state, and local service agencies and officials, employer associations, technical or other business councils, and labor organizations;
- Compile information and distribute to the State Board, the USDOL, and others as needed;
- Establish and maintain the WARN online data base;
- Coordinate and provide related staff development activities;
- Establish and maintain dislocated worker and Rapid Response information on the Department of Commerce web site;
- Initiate early intervention services;
- Print materials and folders and deliver informational packets;

- Review and make recommendations on requests for Rapid Response services;
- Prepare National Emergency Grants; and
- Continually improve customer service, evaluate customer satisfaction measures, and share this information with the State Board.

Commerce designates local area Rapid Response Coordinators to provide and oversee Rapid Response activities in their respective Local Workforce Development Areas. The local RR teams vary per area, but each includes at least the local Rapid Response Coordinator and local workforce center staff. The activities they provide include, but are not limited to:

- Immediate and on-site contact with the employer, representatives of the affected workers, and the local community;
- Assess the layoff plans and schedule of the employer;
- Contact Commerce Administrative Office to request statewide materials and folders as well as collection and assimilation of information to be provided at employee meetings;
- Immediately notify affected Workforce Center Operators, WIOA Core Partners and other workforce system partners of a layoff incident.
- Hold informational meetings with the affected workers, providing them with re-employment services, UI, WIOA Core Partner programs and community resources information. RR will coordinate reasonable accommodations for effected workers to assist in RR service delivery.

RR administers a customer survey to be completed for each layoff incident in which on-site contact was made. Information relating to follow-up services is gathered, including assistance needed for training, education, or job search activities;

- Responsible for connecting the affected workers to resources necessary for follow-up services;
- Work with the employers and affected workers on additional services such as Job Fairs, resume writing/interviewing workshops, referral services and etc.

Rapid Response activities are initiated when the State or Local Rapid Response Coordinator becomes aware of an impending layoff of any size. A WARN or non-WARN notice may be initiated from the following:

- Employer - Upon receipt of the official WARN notification from the employer, the State or Local Rapid Response Coordinator contacts the employer within 48 hours of the notice to offer Rapid Response services.
- Kansas Department of Commerce - Any Commerce employee who receives notification of non-WARN information must send that information to the State Rapid Response Coordinator within 24 hours. The State or Local Rapid Response Coordinator contacts the employer within 48 hours from the time they are notified.
- Workforce Center Partner - If a workforce center partner (who is not part of the local Rapid Response delegation) receives or learns of a layoff, they must notify the State or Local Rapid Response Coordinator. The State or Local Rapid Response Coordinator contacts the employer within 48 hours of learning of the layoff.

- Newspaper Articles, Broadcast News, or Social Media - The State or Local Rapid Response Coordinator contacts the employer within 48 hours of receiving information from newspaper articles, broadcast news, or social media.
- Other - Other notifications may include WIOA Core Partner information, phoned-in leads, employer contacts, RESEA , my Reemployment plan meetings, and notification from the USDOL or Trade Act program certifications. The State or Local Rapid Response Coordinator contacts the employer within 48 hours of learning of the impending layoff.

Once the information is received and confirmed, the affected workers are notified through the following strategies:

Employer Contact

The State or Local Rapid Response Coordinator makes immediate contact with the employer to determine the layoff plans and to schedule informational meetings for the affected workers. The goal is to hold pre-layoff meetings at the work-site; however, the details are determined based on the employer’s needs and desires. Every effort is made to best accommodate the employer and promote attendance. Post-layoff informational meetings may also be arranged and held, if necessary.

Union Contact

When the affected workers are organized under a union, the Local Rapid Response Coordinator notifies the local or regional union office of the time, date and location of the pre-layoff informational meeting so the union may promote the meeting to its members. If meetings cannot be held at the work site, the union hall may be a suitable alternative.

The order of preference for meeting location is first, the work site; second, the union facility; and third, another location approved by labor and management.

Other

If the employer has already closed the plant, isn’t responding to our contact or if there is no Union involvement, there are several different avenues we will try in notifying the workers. RR will provide outreach through print ads, radio ads, or social media in the area of lay-off and will work with KDOL to send out information regarding meetings.

Once the workers are notified and meetings are set up, the workers are offered the following services:

Rapid Response Services and Workforce Center Activities

As part of all Rapid Response meetings, information is presented about services available through **KANSASWORKS**—the statewide workforce system. Staff that deliver services in the workforce center may provide information during the Rapid Response meetings or this will be covered by the Local Rapid Response Coordinator. Eligible dislocated workers are provided services at the meetings or are referred to the workforce center for further evaluation and services. These services include, but are not limited to:

- WIOA eligibility determination
- Case management
- Skills assessment
- Resume writing and interview techniques

- Labor market information
- Job matching services
- Occupational training

As mentioned above, customer surveys are administered and collected at the Rapid Response meetings.

Kansas has developed layoff aversion strategies:

- Kansas has a Mobile Center that has Rapid Response as its priority. The Mobile Center is deployed for closings or layoffs to assist workers as quickly as possible.
- Kansas has two statewide Workforce Response Coordinators. They are involved with and have constant communication with local Economic Development representatives and groups, Human Resource groups and other statewide organizations to keep their fingers on the pulse of employers, particularly those who may be struggling. They participate in Job Fairs, to communicate with employers needing assistance so the companies do not close or move. These staff members also visit with Jobseekers who may be able to fill positions with employers struggling to fill certain positions and keep the doors open. They also work closely with our local Rapid Response representatives who may be in contact with any struggling companies to understand the services that may be put in place to help them.
- The State Dislocated Worker Unit partners with the Kansas Department of Labor to promote the Work Share program as a layoff aversion strategy. The Shared Work Program is designed to help both employers and employees. It is an alternative for employers faced with a reduction in workforce and allows an employer to divide the available work or hours of work among a specified group of affected employees in lieu of a layoff. Shared Work allows the employees to receive a portion of their unemployment insurance benefits while working reduced hours.

Incumbent Workers

In conjunction with Rapid Response Services, Workforce Services use a portion of the Dislocated Worker funding for incumbent worker training. Training using this funding is limited to skill attainment activities. The training is to be used for the purpose of averting layoffs but may also be used for the purpose of improving employee retention, increasing employee earning potential through the upgrade of skills and to assist in staying competitive.

Rapid Response in Kansas is a continual process of improvement and has now expanded its response to include WIOA Core Partner program information and referrals.

Veterans Priority Service

Service Delivery

Staff are strategically placed in **KANSASWORKS** American Job Centers aimed at meeting the needs of all veterans with significant barriers to employment. WIOA partners trained in case management will assess and serve veterans at all local workforce center locations. Kansas has integrated all DVOP specialists into the AJC's system through assignment to a Workforce Center. Veterans are initially identified by a front desk member. An assessment to identify any significant barriers to preventing employment (SBE) is conducted. Veterans with SBE's are referred to a DVOP. Those who do not have SBE's are provided services through

the workforce center staff. Despite the determination of SBE status, all veterans remain entitled to, and do receive Veteran Priority of Service.

Local workforce development boards provide priority job placement and training activities to veterans. Plans on how services are provided are located in the State Policy narrative and in local workforce board WIOA plans. These plans include: how available resources (WIOA, Wagner-Peyser and others) are pooled to provide core and intensive services; processes to accomplish intake, assessment, registration and follow-up services; a description of mediated and non-mediated services; how veterans are provided priority in placement services and activities; and detailed description of how case management services are provided to veterans.

All workforce centers have an integrated, business services function responsible for connecting local employers to the local One-Stop system. In addition, Kansas has developed a coordinated intake and information system through KANSASWORKS.com, the statewide job search and case management system to facilitate the provision of services to veterans.

Educational opportunities are promoted through counseling services to veterans. Commerce and Regents coordinate education and training activities to increase postsecondary capacity for job driven training programs. Additionally, local workforce development boards (LWDBs) provide real-time intelligence regarding skill gaps and projected skill needs.

American Job Center staff will provide job search and placement services for veterans including counseling, testing, occupational and labor market information, and skill evaluations such as *WorkReady!*, to help veterans make educated and up-to-date decisions about their training and employment needs. Veterans will be introduced to *America's Career InfoNet*, *O-Net*, and other local resources that offer career exploration, education and job tools such as the following to help them make career decisions:

- Assess personal marketability;
- Assess skills, skill gaps and related occupations
- Research occupations on a national, state or local level;
- Research occupations, employment trends to national, state and local wage information
- Research employers for job searches;
- Track labor market trends
- Learn how to network in various career fields using professional associations and Career Resource Library links
- Research training options by occupation such as certifications, schools, programs, and licenses
- Explore credentialing options; and
- Find financial aid resources

Please see attached proposed 2020-2024 program plan.

SCSEP

Service Delivery

Kansas State SCSEP is operated in seven counties in south central Kansas: Butler, Cowley, Harper, Harvey, Kingman, Sumner and Sedgwick. The LWDB, Workforce Alliance of South Central Kansas, provides

SCSEP services through its workforce centers, creating an excellent opportunity for SCSEP participants to access all available **KANSASWORKS** services.

KWSB has codified the inclusion of older workers as a priority population for all **KANSASWORKS** services. With the implementation of WIOA, strategic coordination of the Core Partners will result in an investment in skill development of SCSEP participants. Services from WIOA Adult and Dislocated Worker Workforce Development, VR, Adult Education and Wagner-Peyser can be utilized to streamline services for SCSEP participants. WIOA as implemented in Kansas ultimately assures participants will be able to access all services for which they are eligible through all WIOA Core Partners.

As it was prior to WIOA, SCSEP is truly another program of **KANSASWORKS** where customers are provided with the same services as any other eligible job seeker.

Kansas utilizes the State Workforce Policy regarding serving minorities and other subpopulations. In addition, the SCSEP state sub-contractor will continue its practice of engaging community-based organizations serving minorities to recruit eligible participants and coordinate services. For example, SCSEP in Kansas increased the number of Native American participants through coordination with the All American Indian Center, providing referrals and opportunities for recruitment by participating in scheduled activities specifically designed to engage the local Native American population. Coordination with Hispanic organizations including La Familia Senior Center, Hispanic Chamber of Commerce and Guadalupe Clinic have enhances SCSEP recognition throughout the Hispanic community. Each of these community-based agencies have assisted in recruitment of participants, furnished space for participant meetings, acted as host sites, provided job leads in the Hispanic community and worked with SCSEP staff on participant retention when unsubsidized employment has been secured. The Indochinese Center acts as a host agency and is providing interpreters for participants and program staff; with the assistance of the Center targeted recruitments events will be held which should increase participation of Asian individuals. The Kansas Minority Business Council has been a valuable resource for helping recruit a significant number of African American participants and provides many referrals for unsubsidized jobs. Enrollment levels of minorities have remained consistent over the last several years and the most recent analysis indicates Kansas serves a much higher percentage of minorities overall than their representation in the population.

Please see attached proposed 2020-2024 SCSEP State Plan

Kansas Health Profession Opportunity Project

Service Delivery

KHPOP leverages the resources of partners including; Department for Children and Families (DCF), local workforce development boards, **KANSASWORKS** State Board, Registered Apprenticeship and Adult Education, as well as healthcare associations, private employers and representatives from education and training and other state agencies to provide employment opportunities in high-paying career healthcare positions.

The Department of Commerce and other partners utilize its existing relationships to promote KHPOP to potential employers. DCF will aid in identifying members of the targeted population for participation in KHPOP. The **KANSASWORKS** system will be leveraged to enroll targeted individuals into the program and connect them with the appropriate training opportunities. **KANSASWORKS** will also serve as the channel between employers and KHPOP participants, linking participants to available job opportunities.

Referrals to KHPOP come from the workforce centers, DCF, adult education or local community or technical colleges. There is no 'wrong door' entry to this project

Alternative Workforce Specialist

Service Delivery

Because the offender population includes individuals who can become viable members of the workforce with the proper instruction and training, the Department of Corrections and Commerce created the Alternative (Offender) Workforce Development Specialist, which serves as a bridge between the Workforce System and correctional institutions and offices across the state. Multiple entities fund this position through the State General Fund, federal workforce development funds and funds from other Workforce System partners. The position serves individuals through coordination of pre- and post-release services, case management, employment development and vocational counselling.

Work Opportunity Tax Credit (WOTC)

Service Delivery

The Work Opportunity Tax Credit (WOTC) encourages the hiring of targeted employees so they move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers receive compensation by reducing their federal income tax liability. The largest number of workers are recipients of SNAP, followed by community residents, ex-felons, unemployed veterans and TANF recipients. Employers apply to receive WOTC credit WOTC LiveFile at KansasWOTC.com.

Workforce Aid (Aligned with Industry Demand)

Service Delivery

Workforce AID is a workforce training solution that supports the economic strategic plan for Kansas, with a focus on providing skilled talent for employers and growing jobs. Using short term highly focused training programs resulting in college credit and industry-recognized credentials, Workforce AID finds, trains and delivers Kansas employers a skilled, certified workforce - education directly linked to a job. Employers design training programs that expose participants to a wide variety of entry-level skills identified by employers in a specific industry sector, with an early and ongoing connection between employers and employees. This innovative project is led by the Kansas Department of Commerce in partnership with Regents and the State Workforce System.

Registered Apprenticeship

Service Delivery

Registered Apprenticeship is a structured system for training employees in a variety of occupations that require a wide range of skills and knowledge. It is an ideal way for employers to build and maintain a skilled workforce. It combines full-time employment, through on-the-job learning, under the supervision of experienced journey level workers, and related technical instruction. The related instruction may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors or

apprenticeship training centers to both educate and develop business and industries' workforce. Partnerships with WIOA partners include Adult Education and Commerce.

All Core Partners have worked together to determine how to coordinate and align services to individuals. The Core Partners have agreed to monitor progress and modify the state plan every two years to address issues with service delivery.

- (D) *Coordination, Alignment and Provision of Services to Employers.* Describe how the entities carrying out the respective core programs, any Combined State Plan partner program included in this plan, required and optional one-stop partner programs will coordinate activities and resources to provide comprehensive, high-quality services to employers to meet their current and projected workforce needs and to achieve the goals of industry or sector partners in the state. The activities described shall conform to the statutory requirements of each program.

KWSB and its local partners work to expand the coordination and alignment of employer services to mandatory and optional workforce development program partners including Kansas' combined state plan partner programs:

- o Trade Adjustment Assistance for Workers Programs (Activities authorized under chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- o Jobs for Veterans State Grants Program (Programs authorized under 38, U.S.C. 4100 et. seq.)
- o Senior Community Service Employment Program (Programs authorized under Title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

For a more detailed description see *Section VII Program Specific Requirements for Combined State Plan Partner Programs.*

All core and partner programs benefit from and participate in the coordination, alignment and provision of services to employers through the public workforce system as detailed in *Business Outreach* below.

Business Outreach

The Workforce Systems Partners under WIOA strive to implement a collaborative and coordinated business outreach process to streamline employer engagement among partners; share a common procedure for approaching new businesses; and maintain current business relationships. The Partners will also continue to explore options to coordinate the collection of employer data and the analysis of outcomes.

To arrive at the goal of coordinated business outreach, the Partners will implement the following strategies.

Sharing Employer Communication

Opening the dialogue between the Partners and creating a streamlined approach to business outreach provides the opportunity for key stakeholders to discuss options for creating inclusion and targeted training programs that will enhance employers hiring capabilities, as well as providing people with multiple barriers to employment opportunities to become employed. This improved engagement also provides additional paid job opportunities for youth while in school or immediately after, up to age 24. This can include, but is not limited to internships, apprenticeships, job shadowing and/or training courses.

In addition, the strategy increases the collaboration and leveraging of services for employers among the Partners. Employers previously served by one partner will have access to a larger network of support and work-ready jobseekers. Employers therefore experience a more focused and collaborated effort between agencies. This collaborative effort will increase employer knowledge and maximize their usage of the various incentive programs the state has available for businesses to hire people with disabilities and those with significant barriers to employment.

Develop an ongoing cross-training program for Partner employer development specialists

To strengthen knowledge of partner services and their customers' employment needs and strengths, and to enhance coordination, the partners conduct regular cross-training and engage in continuous improvement meetings on an annual basis. The partners have staff learn the basics of each Core partners' programs and services and employer outreach strategies. Training includes enough relevant information to give trainees the tools necessary to speak to an employer about the other partner programs/incentives, piquing interest and facilitating the introduction of partners into the relationship for specialized knowledge. Individuals speaking to employers about other partner programs will not have the authority to commit services or funds without prior approval of the partner.

Training on each program is not intended for the purpose of non-program staff determining eligibility for an agency's program that does not fall within their job duties. (i.e., Workforce Center staff would not complete eligibility for Kansas Rehabilitation Services, etc.) Trainers are responsible for disseminating the information to their respective agency and serving as trainers for all staff with business outreach responsibilities. The Partners will build this cross-training into their standard new hire training and on-boarding processes. Partners in local areas will meet regularly to ensure open communication and high-quality cross-training is maintained.

Explore the option of using a common database for employer tracking

At least two Core Partners, Titles I and III, and a third partner, Kansas Department of Labor Unemployment Insurance, will continue to explore the potential option of using a common database for employer tracking. One such option is the employer portal in KANSASWORKS.com.

A common database could be used to track employer outreach, employer profiles, job openings, partner services provided and job order outcomes. Should such a common database be implemented, data entered on the employer's account, with regard to jobseekers, would include name and participant ID only when appropriate releases have been signed by the customer. No job seeker information such as SSN, health information or barriers to employment may be entered on an employer's account.

Such a coordinated database would allow Partners representing veterans, people with disabilities, minorities and jobseekers with multiple barriers to employment to further assist Federal Contractors with regulatory compliance. Other features to be considered in a common data base would include the ability to provide timely EEO reports to assist employers with regulatory compliance and the ability to comply with veterans' preferences that pertain to Titles I and III. Furthermore, job orders in KANSASWORKS.com are open to veterans to comply with preference for the first 72 hours after being entered as required by United State Department of Labor Veterans Employment and Training Service.

These strategies should increase the collaboration and leveraging of services for employers among the partners. Employers previously served by one partner will have access to a larger network of support and work-ready jobseekers. Employers will experience a more focused and collaborated effort between agencies.

This collaborative effort will increase employer knowledge and maximize their usage of the various incentive programs the state has available for businesses to hire people with disabilities and those with significant barriers to employment.

Costs associated with elements this process may not be overcome.

Benefits of collaborative approach

This level of collaboration between the partners may increase the number of jobseekers with multiple barriers to employment in successful employment. The partners will regularly measure the degree of use and satisfaction of employers within the system, as well as the increased level of people with disabilities and significant barriers to employment who are working with those employers.

- (E) *Partner Engagement with Educational Institutions.* Describe how the State's Strategies will engage the State's community colleges and area career and technical education schools, as partners in the workforce development system to create a job-driven education and training system. WIOA section 102(b)(2)(B)(iv).

KANSASWORKS

The State Workforce Board's Eligible Training Provider List policy describes the first step WIOA Titles I and III partners will utilize to engage Kansas education and training providers to create a job—driven education and training system. Historically, Workforce Development and VR have had a strong relationship with both Adult Education and postsecondary education institutions, as they are the very entities which provide the skill development opportunities required to meet the needs of Kansas employers. In addition to the projects described earlier, Workforce AID and Excel CTE, the state has also supported AO—K, a program providing jobseekers concurrent training in Adult Education and postsecondary credentials. This program relies on functional relationships between workforce services, adult education and postsecondary education to help jobseekers simultaneously gain the skills needed for successful employment and to meet the needs of employers seeking individuals with particular skill sets. **KANSASWORKS** has shared staff with the Kansas Board of Regents, has directly partnered with multiple postsecondary education institutions and currently funds more than one postsecondary education project to target individuals with multiple barriers to employment. These strategies have been very successful and is assumed they will continue to be over the next planning period.

Kansas Board of Regents Adult Education

At the most general level, public higher education in Kansas is engaged in the workforce development system through the commitment of the Board of Regents. One of the Board's strategic goals is to improve the alignment of the state's higher education system with the needs of the economy.

Adult education will be engaged with the state's community and technical colleges in four ways:

- Community and technical colleges will be eligible to compete for adult education funds. Currently adult education directly funds 17 community and technical colleges.

- Adult education will continue to support postsecondary transition activities with professional development and incentives for learners' postsecondary readiness and enrollment in postsecondary courses.
- Two-year colleges and adult education programs will continue to offer AO-K, a career pathways program. WIOA requires that career pathways enable an individual to attain a secondary school diploma or its recognized equivalent and at least one recognized postsecondary credential. In Kansas, AO-K career pathways programs must include concurrent enrollment in Title II-funded instruction and postsecondary CTE, team-taught basic skills and postsecondary CTE courses, supplemental instruction, support services, and postsecondary credit approved by the Kansas Board of Regents.

For out-of-school youth, adult education programs offer instruction in foundational and high school equivalency skills, workforce preparation activities, and assistance in transitioning to postsecondary education and training. Youth enrolled in Title II adult education programs may participate in the AO-K career pathways program which offers concurrent postsecondary CTE courses and GED® instruction, tuition-free technical courses, and the possibility of TANF scholarships for eligible participants.

Vocational Rehabilitation

The VR program supports customers to pursue postsecondary education at all levels if necessary to achieve their vocational goals. VR assists customers to access comparable benefits, such as PELL Grants, to help pay for higher education before expending VR funds. Agreements between VR and all Kansas institutions of higher education and private non-profit colleges specify cost sharing responsibilities related to the provision of auxiliary aids and services.

- (F) *Partner Engagement with Other Education and Training Providers.* Describe how the State's Strategies will engage the State's other education and training providers, including providers on the state's eligible training provider list, as partners in the workforce development system to create a job-driven education and training system.

As described above, the Board's Eligible Training Provider List contains private and other accredited postsecondary education providers. Any education and training provider approved to do business in Kansas by the Kansas Board of Regents is included on the ETPL and are included in the workforce system's strategies for meeting the needs of individual job seekers' and employers' needs.

- (G) *Leveraging Resources to Increase Educational Access.* Describe how the State's strategies will enable the State to leverage other Federal, State, and local investments that have enhanced access to workforce development programs at the above institutions, described in section (E).

KANSASWORKS

Local Partners from multiple systems coordinate resources to increase participant access to education. The **KANSASWORKS** State Board has established several policies to guide Local Boards and partners. The Training Expenditure Policy 5-07-00, Coordinating Individual Training Accounts with Other Sources of Financial Assistance Policy 5-08-00, Memorandum of Understanding Policy 5-25-00 and the Integrated

Service Delivery and Functional Management Policy 5-27-00 all provide guidance for leveraging resources to increase educational access and can be found at <https://ksworksstateboard.org/policies-and-procedures/>

Board of Regents Adult Education: Federal

Federal TANF and SNAP funds support AO-K, Partners for Success, and Partners in Change programs which include postsecondary instruction or transition to postsecondary education.

The Kansas Board of Regents administers the Carl D. Perkins Career and Technical Education grant for Kansas. One of the areas in which colleges can seek Perkins program improvement funding is activities to prepare special populations for high-skill, high-wage, or in-demand occupations that will lead to self-sufficiency. Colleges develop a local plan to:

- Integrate academics and career technical education
- Provide equitable access and opportunities to special populations
- Provide work-based learning experiences
- Align secondary and postsecondary programs of study
- Enhance career exploration and guidance
- Provide professional development for educators

Board of Regents Adult Education: State

- Funds granted by the State Legislature (Excel in CTE) provide free college tuition for high school students in postsecondary technical education courses and incentives to school districts for students earning industry-recognized credentials in high-demand occupations.
- The AO-K proviso pays tuition for technical courses for adults without a high school diploma who are enrolled in adult education.
- The Kansas Career Technical Workforce Grant is available to students enrolled in an eligible career technical education program operated by a designated Kansas educational institution that has been identified as offering a technical certificate or associate of applied science degree program in a high-cost, high-demand, or critical industry field.
- The Kansas Board of Regents administers the Kansas Nursing Initiative Grant which was developed in 2006 to address the growing nursing shortage in the state, providing resources to nursing education programs to increase their capacity to instruct additional nursing students. These grant funds may now support faculty and nursing lab supplies with the goal of improving program quality and student success.

Board of Regents Adult Education: Local

Several colleges have granted tuition waivers for non-technical courses to adults enrolled in AO-K.

Vocational Rehabilitation

The VR program supports customers to pursue postsecondary education at all levels if necessary to achieve their vocational goals. VR assists customers to access comparable benefits, as required by regulation, prior to the expenditure of VR dollars.

- (H) *Improving Access to Postsecondary Credentials.* Describe how the State's strategies will improve access to activities leading to recognized postsecondary credentials, including Registered Apprenticeship certificates. This includes credentials that are industry-recognized certificates, licenses or certifications, and that are portable and stackable.

As stated above, local partners from multiple systems coordinate resources to increase participant access to education. The **KANSASWORKS** State Board has established several policies to guide Local Boards and partners. The Training Expenditure Policy 5-07-00, Memorandum of Understanding Policy 5-25-00 and the Integrated Service Delivery and Functional Management Policy 5-27-00 all provide guidance for leveraging increasing educational access and can be found at <https://ksworksstateboard.org/policies-and-procedures/> **KANSASWORKS** only approves training programs which result in industry-recognized credentials and for which there is sufficient demand for those credentials to improve an trainee's success at gaining employment. All RA employers are included on the ETPL and therefore included in the standard operating procedure of improving access to activities leading to recognized postsecondary credentials.

Board of Regents Adult Education

- The strategies and resources identified under E and F will improve access to recognized postsecondary credentials, including those that are industry-recognized certificates, licenses or certifications, and that are portable and stackable.

The Kansas Board of Regents, Kansas Department of Labor, Kansas State Department of Education, and Kansas Department of Commerce market postsecondary education through a web dashboard which will allow customers to get information on high-demand jobs and link to postsecondary institutions where training is available in Kansas (kscareernav.gov). This effort highlights opportunities to obtain industry-recognized, portable, and stackable credentials as part of a career pathway.

Career pathways will prepare individuals to be successful in a full range of secondary or postsecondary options including registered apprenticeships. Career pathways will enable individuals to attain a high school equivalency certificate, where necessary, as well as at least one recognized postsecondary credential. Where practicable, career pathways will integrate education, training, and other services including counseling and workforce preparation activities in order to accelerate the educational and career advancement of individuals. Since 2011, KBOR, employers, and individual postsecondary institutions have worked together to develop career pathways in aligned programs. Local Workforce Boards may also develop additional career pathways as required by local employers. Adult education will collaborate with workforce partners in offering basic skills to registered apprenticeship participants and with colleges in offering concurrent enrollment and team-teaching in adult education and CTE programs.

Vocational Rehabilitation

Supporting career pathways is incorporated into VR services in order to empower individuals with disabilities to maximize their employment. Services are provided to help individuals get, keep or advance in employment. The VR program supports customers to pursue postsecondary education at all levels according to their primary employment factors, such as skills, interests, abilities, capabilities and informed choice.

- (I) *Coordinating with Economic Development Strategies.* Describe how the activities identified in (A) will be coordinated with economic development entities, strategies, and activities in the State.

The Kansas Department of Commerce is not only the state workforce agency, but also the state economic development agency and is therefore uniquely structured to coordinate economic development strategies with the activities provided across the Kansas workforce development system. The Business Services Division of Commerce provides both state-level intelligence regarding industries establishing operations in the state and local-level intelligence regarding growth and expansion of particular companies. Commerce's divisions meet regularly to share, coordinate, and align activities. As part of this economic development system, including the local workforce development boards and local economic development organizations, WIOA core partners are at the forefront of up-to-date workforce development activities and will utilize this position to counsel Kansas workforce development system customers and support training and skill development activities to match the employment needs of Kansas industries, thus improving the probability of successful employment placement.

Economic development activities at the local level are coordinated through the work of local workforce development boards, local area executive directors, business outreach staff, and similar staff within **KANSASWORKS** workforce centers and core and combined partner offices. Regular communications occur between these staff and economic development entities such as chambers of commerce, rural and county development agencies, economic development district representatives, city government officials, and large employers.

- (b) **State Operating Systems and Policies.** The Unified or Combined State Plan must include a description of the State operating systems and policies that will support the implementation of the State strategy described in section II **Strategic Elements**. This includes—
 - (1) The State operating systems that will support the implementation of the State's strategies. This must include a description of—
 - (A) State operating systems that support coordinated implementation of State strategies (e.g., labor market information systems, data systems, communication systems, case-management systems, job banks, etc.).

The Commerce workforce system uses the America's Job Link Alliance Management Information System to meet all of the requirements of US Department of Labor, Employment and Training Administration for data collection and reporting. The AJLA system in Kansas, www.KANSASWORKS.com also provides the public with access to labor market information, connects to postsecondary training programs and performance outcomes by training program. The AJLA system provides case management tools and creates participant

records and can be used for payment for services and cost allocation of services. Employers may enter job postings in KANSASWORKS.com in addition to finding qualified applicants for jobs. Today, there are 35,524 job postings and 9021 resumes in KANSASWORKS.com. Data will be extracted for compilation of WIOA-required common accountability measures. The Portal for Adult Basic Literacy Outreach (PABLO) is the student information, program accountability, and reporting system for Kansas Adult Education. The Kansas Higher Education Data System (KHEDS) supports informed decision-making through the collection, analysis, and reporting of postsecondary data in Kansas. Both PABLO and KHEDS will support coordinated implementation of state strategies through the Workforce Data Quality Initiative (WDQI).

The KWSB will devote the first two years of the implementation of this plan to establish policies and procedures for local areas regarding co-enrollment, cross-program intake processes, referrals and other strategies for establishing a WIOA workforce system.

- (B) Data-collection and reporting processes used for all programs and activities, including those present in one-stop centers¹⁰.

Data-collection and reporting processes are consistent throughout each local area; data is validated as required by US DOL. Commerce has policies related to data collection and reporting processes required for each local workforce system, including the Data and Information Collection policy describing specific data collection requirements and identification of which data must be validated

<https://ksworksstateboard.org/download/15/policies/434/5-38-00-final-data-collection-policy-11-1-17.pdf>

Current Record Maintenance and Retention policy can be found here

<https://ksworksstateboard.org/download/15/policies/409/5-13-00-record-maintenance-and-retention.pdf>

As with WIOA Title I, staff funded by VR, Wagner-Peyser and Adult Education will collect and report data necessary for the common accountability measures identified in WIOA, the quarterly state-specific data measures identified in the Performance Indicators operational elements, the data necessary for the extensive metrics included in the goals and priorities section of the VR Services Portion of the Combined State Plan, and the data necessary for evaluation and continuous improvement.

Data Collection and Sharing Strategies

As per strategy found in Title 1 Subtitle A, Chapter 1, Section 101-102 of Workforce Innovation Opportunity Act (WIOA), data collection and sharing is vital to the collective partner efforts defined relating to federal common measures reporting. Data collection and sharing will be a collaborative effort between partnering agencies including, but not limited to, Kansas Department of Labor (KDOL), Department of Commerce (Commerce), Kansas Board of Regents (KBOR), and Kansas Department for Children and Families (DCF) resulting in the development of strategies for aligning MIS systems. These partner agencies plan to promote the responsible and legal sharing of data to be used in research for program improvement while collaborating on reporting to support continuous workforce training. These partnerships will deepen the functionality of the data. A primary goal is to be able to track students from PK-12 through workforce training programs, adult education programs, or postsecondary education and into the workforce. Wage earnings data will be used to assess program outcomes, and career and technical educational programs will be marketed to workers receiving unemployment insurance, participating in adult education programs or seeking workforce training.

¹⁰ For the PY 2016 state plan, descriptions of data collection and reporting processes need only include currently known indicators.

Data sharing linkages will be developed to further support reduction of duplicative data collection as well as provide an integrated reporting of accountability measures.

Operational Elements/Activities

1. Expand the Statewide Longitudinal Data System (SLDS) to integrate workforce longitudinal data, developing necessary agreements, and matching education data with workforce data at the individual record level and across workforce programs, for better evaluation of federally and state supported education and workforce programs;
2. Protect personally identifiable information;
3. Using SLDS data to evaluate performance of federal and state supported job training and education programs and to make policy adjustments for continuous program improvement;
4. Providing user-friendly information to consumers to aid in the selection of education and training programs, including production and dissemination of workforce training provider performance information and outcomes in a standardized “scorecard” format;

The alignment of the activities, shown above will benefit underemployed individuals seeking training opportunities, potential career and technical education consumers, and individuals with significant barriers or disabilities. Benefits include:

1. Enhanced service delivery: The data will support program performance and outcome evaluation and drive policy development and program management.
2. Improved outcomes for job seekers: Allow job seekers the ability to use a streamlined system that allows them to select programs based on performance and outcomes. This will generate time savings for the job seekers, potentially impact unemployment benefits positively, and ultimately allow job seekers a quick response on employment and training opportunities.
3. Improved outcomes for employers: Employers will have the opportunity to view and use performance data through the same dashboard and will be able to access qualified candidates.
4. Economic development: By strengthening data collection and sharing efforts across agencies, business opportunities in the state are enhanced by the indirect development of a qualified workforce.
5. System and program accessibility: Data will be disaggregated by those with significant barriers to employment, including those with disabilities to allow local and state policy makers to evaluate the services provided to those individuals.

Measurement of success with these stated operational elements or activities will be attributed to the successful development of inter-agency data sharing agreements and related linkages of systems as a result of data sharing. All partners will monitor data collection and validate data.

With a Round 3 Workforce Data Quality Initiative grant (WDQI), Regents, Commerce, and Labor collaborated to create an interoperable data system and continued development with a Round 5 grant.

- (2) The State policies that will support the implementation of the State’s strategies (e.g., co-enrollment policies and universal intake processes where appropriate). In addition, provide the

State's guidelines for State-administered one-stop partner programs' contributions to a one-stop delivery system.

The KWSB Policy 5-00-00 <https://ksworksstateboard.org/policies-and-procedures/> issued July 1, 2016 provides the requirements and processes for developing new policies such as those required for the implementation of WIOA. The policy details that a state subject expert drafts a policy to be reviewed and considered by the KWSB. The KWSB by majority vote accepts the policy and approves its distribution for Public Comment or it rejects the draft and asks for modification of the draft.

After the public comment period, comments are reviewed by the subject expert and any changes resulting from the comments are made and a recommendation to the full KWSB at its next scheduled Quarterly Meeting to adopt the policy. If the KWSB adopts the policy, it is posted on the KWSB website and distributed to workforce system partners and other interested parties. If the policy is rejected by the KWSB, state staff modifies the policy draft per KWSB direction and starts the procedure again or removes the policy from further consideration.

(3) State Program and State Board Overview.

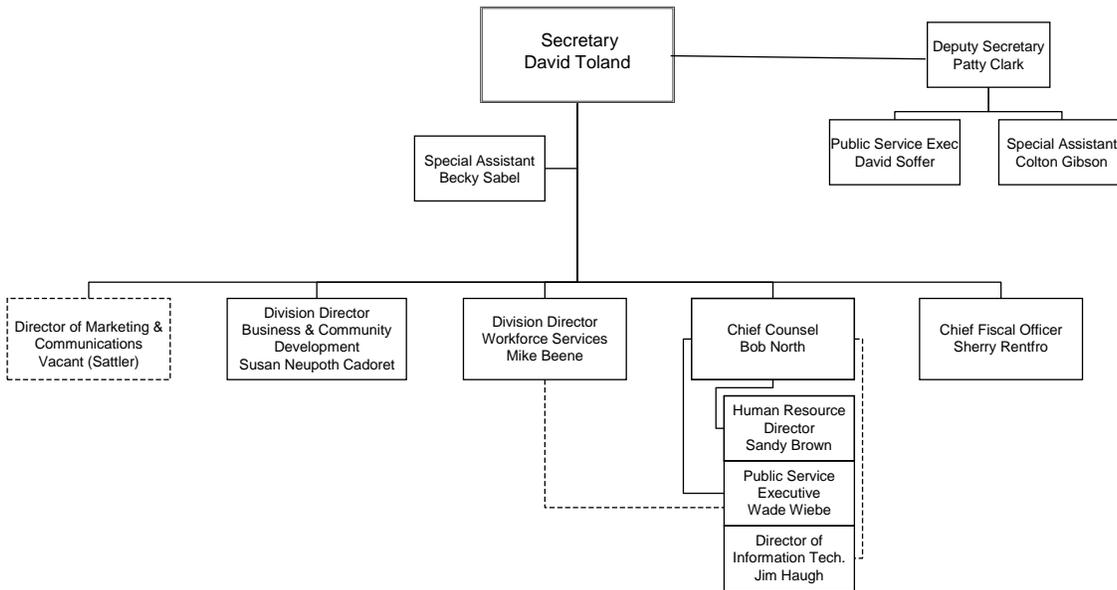
- (A) *State Agency Organization.* Describe the organization and delivery systems at the State and local levels for the programs covered in the plan, including the organizational structure. Include an organizational chart.

Commerce and DCF are cabinet agencies while the Governor-appointed Board of Regents has a President and CEO chosen by the Board. Agency organization charts are provided below.

Kansas Department of Commerce Organizational Chart

This organizational chart shows the following reporting structure in order: Level 1: Governor Level 2: Secretary of Commerce 3: Deputy Secretary of Commerce 4: Director of Business Development, Director of Community Development, Director of Workforce Services, Chief Fiscal Officer, Director of HR, Director of Information Services, Director of Marketing, and General Counsel.

Governor Laura Kelly



Local Workforce Development Boards: The Kansas public workforce system consists of five Local Workforce Development Areas, each with its own Board of Directors and one Executive Director. While each local system is structured based on its geographical area, population size, resources and capacity; all Local Areas are structured to interact with state agencies on behalf of common customers. The Kansas Department of Commerce and the State Workforce Board provide policy, oversight and technical assistance for Adult, Dislocated Worker and Youth funding streams, and provides Wagner-Peyser staff for local workforce centers. Each local workforce system adheres to Service Delivery Integration and Functional Management per State Board Policy 4-04-01. Local systems designate a multi-disciplinary leadership team to select functional supervisors who oversee and direct daily workforce center service delivery. Any Core, Required or other partner staff may be designated as a multi-disciplinary leadership team member, a functional supervisor or a member of service delivery teams such as Welcome Team, Training Services Team or Employer Services Team. State Plan programs, including TAA, JVSG and SCSEP are each integrated into the functional management of appropriate local systems. As found in the state board policy:

Goals of Functional Management

- To provide a truly seamless workforce system to all customers, both job seekers and employers
- Improve business and job seeker customers' access to quality services
- Reduce management duplication
- Empower Operators to manage the outcomes on which their performance is based
- Formalize the participation of all workforce system partners

Components of Functional Management: All customers experience workforce centers as seamless, service-driven facilities, served by dedicated staff of **KANSASWORKS** rather than by staff of individual partner

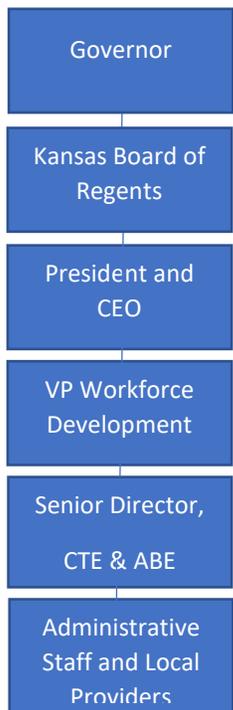
agencies. All partner staff members of each facility understand the function they are to serve, creating increased responsiveness to customer needs Each Local Area has a single, identifiable person who is responsible for the day-to-day operation of the Local Area One-Stop System. This individual has the authority to direct the function(s) of each staff member

In addition to the structure described above, each Core and Required Partner and other community partners, may refer customers to each other and coordinate service delivery among multiple systems based on the needs of and benefit for individual participants

Kansas Board of Regents Organizational Chart

This organizational chart shows the following reporting structure in order: Level 1: Governor, Level 2: Kansas Board of Regents, Level 3: President and CEO, Level 4: Vice President for Workforce Development, Level 5: Senior Director of Adult & Career Technical Education, Level 6: Administrative Staff and Local Providers.

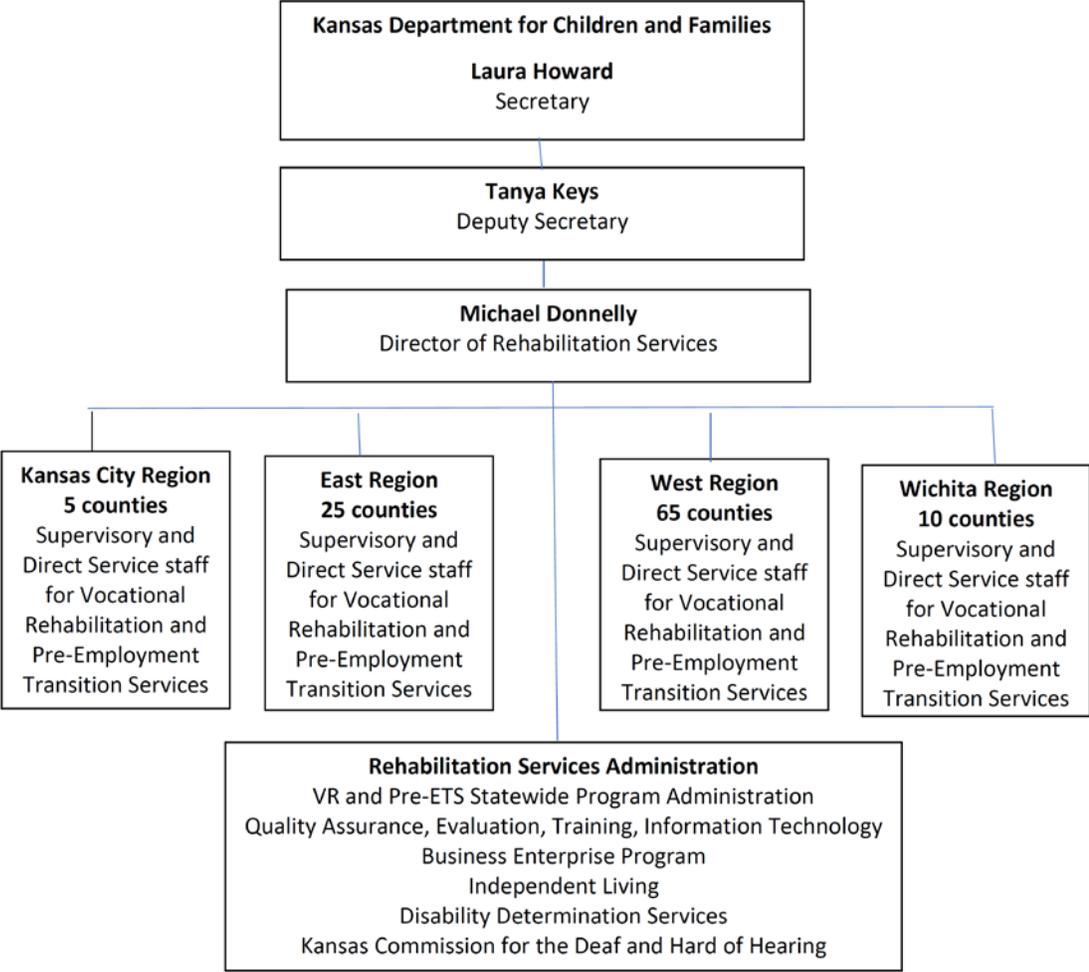
Governor Laura Kelly



Kansas Department for Children and Families Organizational Chart

This organizational chart shows the following reporting structure in order: Level 1: Governor, Level 2: Secretary
 Level 3: Deputy Secretary, Level 4: Director of Rehabilitation Services, Level 5: Four Regional offices and
 Rehabilitation Services Administration including VR, Pre-ETS, state administration, Business Enterprise Program,
 Independent Living, Disability Determination Services, State Commission for the Deaf and Hard of Hearing

Governor Laura Kelly



(B) *State Board*. Provide a description of the State Board, including-

- (i) Membership Roster. Provide a membership roster for the State Board, including members' organizational affiliations.

					State Legislature, Agencies, & Organizations				
Member	Counter	Business & Industry 51%	Workforce/Org. Labor 20%	Other/Optional	Kansas Legislature (Required)	Core Partners Lead Agencies	Elected Official (Required)	Organization & Notes/Comments	
Governor, Laura Kelly	1							Governor, State of Kansas (Required but not Gov Appt)	
Clark, Patty	1					1		Kansas Department of Commerce, Deputy Secretary/Titles 1 & 3	
Grandon, Scott	1		1					Business Manager, Labor-Pipe Fitters Local 533	
Hall, Matthew	1		1					Business Agent, Labor-Teamsters Local 696	
Harwood, David	1	1						Senior Vice President, Terracon Consultants (KWSB CHAIR)	

Howard, Laura	1					1		Kansas Rehabilitation Services (DCF), Secretary/Title 4 Voc Rehab	
Junkins, Shaun	1		1					Workforce/Organized-International Assoc of Machinist & Aerospace Workers/IAM delegate to State AFL-CIO Council	
Koehn, Sara	1	1						HR Director, Western Plains Medical Complex	
Lynn, Julia	1				1			State Legislator, Kansas Legislature (Required but not Gov Appt)	
Martinez, Sheila	1	1						CEO ASK Associates-Early Childhood	
Minard, Laurie	1	1						Vice President of Human Resources, Garmin International	
Newkirk, Todd	1		1					Workforce/Organized-LaborInternational/Reg Appr. Representative, Intern'l Brotherhood of Electrical Workers	
Pankratz, Darrell	1	1						Business & Industry Representation,CEO, PrairieLand Partners/John Deere	
Parasker, Neelima	1	1						CEO snapIT Solutions	
Perry, Carol	1	1						VP Patient Services, Stormont Vail Healthcare (KWSB CO-CHAIR)	
Roberts, Rob	1						1	Local Area 5 Chief Elected Official, Chair	

Rupp, Stephanie	1	1						HR Manager, Mosaic Industries
Scott, Suzanne	1	1						Human Resource Director, Spirit Aero, Business & Industry Representative
Smathers, Scott	1					1		Kansas Board of Regents, Vice President, Workforce Development/Title 2 Adult Education
Wiggins, Perry	1			1				Governors Military Council/Military Transition Employment
Wilson, Jermaine	1						1	Elected Official - Mayor, Leavenworth, KS
Vacant-State Legislator	1				1			Kansas House Legislator, (Required but not Gov Appt)- VACANT
Vacant-Business & Industry								VACANT - need one to fulfill Federal Compliance
Totals	2 2	9	4	1	2	3	2	
<i>Less (3 Non-Appts)</i>	19				7			
% Required		51%	20%	0%	0%			
Number Required		9.69	4.4	0	0			
Current %		47.4%	21.1%	5.3%	36.8%			

(ii) Board Activities. Provide a description of the activities that will assist State Board members and staff in carrying out State Board functions effectively.

The KWSB ensures Kansas' entire workforce system, covering many programs in multiple departments and agencies, meets employers' needs for skilled workers and meets workers' needs for career and economic advancement. The KWSB convenes State, regional and local workforce system partners to enhance the capacity and performance of the workforce system; align and improve the outcomes and effectiveness of public workforce investments and thereby promote economic growth. The board engages workforce system representatives including businesses, education, economic development, labor and other stakeholders to achieve the strategic and operational vision and goals of the State Plan as well as the purpose of the Workforce Innovation and Opportunities Act (WIOA).

The KWSB serves as a review board and change agent empowered with the responsibility of making recommendations to the Governor and to state agencies to align workforce development with the needs of economic development in the state.

The KWSB plays an important role in bringing citizen involvement and engagement to the state's workforce development efforts and in providing strategic leadership for workforce development and local/regional leaders throughout the state. The KWSB's strength is less in its statutorily-defined decision-making authority and more as a forum for policymakers, informed citizens and stakeholders to influence public policy for the improvement of the State's workforce. The structure and operations of the KWSB and committees and the active engagement of members are the keys to success.

The primary State Board function is the emphasis on collaboration and regional planning.

The Board is tasked with enhancing partnerships to ensure statewide alignment linking employers and workers, job seeking individuals.

As the state workforce development board, the KWSB is expected to provide strategic leadership for a wide range of employment and training programs beginning with those under WIOA.

Provide workforce activities that:

- o Increase access to and opportunities for:
 - o Employment
 - o Education
 - o Training, and
 - o Supportive services
 - o Success in the labor market, particularly for individuals with barriers
- o Increase:
 - o Prosperity of workers and employers
 - o Economic growth of communities
 - o Global competitiveness
- o Increase, through state and local workforce systems

- o Employment
- o Retention
- o Participant earnings
- o Postsecondary credential attainment
 - o Outcomes:
 - o Improvement in workforce quality
 - o Reduce welfare dependency
 - o Increased economic self-sufficiency
 - o Meet employer skill requirements
- o Enhanced productivity and competitiveness

(4) Assessment and Evaluation of Programs and One-Stop Program Partners.

(A) *Assessment of Core Programs.* Describe how the core programs will be assessed each year based on State performance accountability measures described in section 116(b) of WIOA. This State assessment must include the quality, effectiveness, and improvement of programs broken down by local area or provider. Such state assessments should take into account local and regional planning goals.

During its regularly scheduled Quarterly Meeting, the KWSB is provided performance outcome reports from each of the Core Partner programs for review, questions and discussion. Because each of the Core Programs are represented on the State Board, appropriate board members are able to explain any report items needing verification or to answer any questions.

For the federal WIOA performance accountability measures and State measures determined by the KWSB, each Core Program has a monitoring and corrective action process at the state level that assures identified deficiencies, to the extent they occur, are addressed. This process is intended to be based primarily on Local area and Statewide data analysis, but may also include other monitoring tools at the discretion of the Core Program. If annual performance targets are not met by any Core Program, in any Local Workforce Development Area, the KWSB may request that the Core Program submit a corrective action plan. In the event of a corrective action plan being implemented, the Partner will provide regular progress reports to the KWSB and other partners.

In the following information, each Core Partner describes its assessment process.

Assessment of Core Programs Titles I and III

The KWSB will be provided reports reflecting the Accountability Measures established by Section 116 of WIOA. The KWSB and Core Program state agency staff will provide both best practices and outcome improvement plans during each state board meeting as required. If performance of any Core Program or any Local Workforce Development Area fails to meet performance for more than one program year, a Corrective Action Plan will be required. The Commerce Legal Division, Oversight and Monitoring Unit will conduct

on-site reviews as needed to assess the improvements made by the Local Area. The results of those reviews will be submitted to the KWSB.

Assessment of Core Programs Title II:

Kansas adult education programs' performance will be assessed each year using statewide quality measures, individual student outcomes, and validation of data quality. Eligible applicants negotiate performance targets as part of the application process. Providers lose a portion of funding if the program fails to meet performance targets and objectives. Programs whose funding is reduced as a result of declining performance are provided with technical assistance and are encouraged to participate in appropriate professional development.

Assessment of Core Programs Title IV:

VR will participate in the workforce system's reporting, assessment and continuous improvement processes for the required common accountability measures. In addition, VR will report on specific state-level indicators as identified in the Performance Indicators section. VR goals and priorities, and related metrics, will be overseen by the management of Rehabilitation Services and under the direction of the Department for Children and Families. Performance information will also be evaluated by the State Rehabilitation Council.

- (B) *Assessment of One-Stop Program Partner Programs.* Describe how other one-stop delivery system partner program services and Combined State Plan partner programs included in the plan will be assessed each year. Such state assessments should take into account local and regional planning goals.

Commerce staff reviews performance information based on appropriate federal legislation and guidance for Trade Act, SCSEP and JVSG each month and determines if any additional support, corrective action or other action is needed to improve or maintain performance and service delivery efficiency.

During its regularly scheduled Quarterly Meeting, the KWSB is provided performance outcome reports from each Local Workforce Development Area for review, questions and discussion. At least one representative from each Local Area attends the KWSB meetings and is therefore able to explain any report items needing verification or to answer any questions about their own activities or those of their local partners.

- (C) *Previous Assessment Results.* Beginning with the state plan modification in 2018 and for subsequent state plans and state plan modifications, provide the results of assessments of the effectiveness of the core programs and other one-stop partner programs and Combined State Plan partner programs included in the Unified or Combined State plan during the preceding 2-year period (i.e. the 2-year period of the plan modification cycle). Describe how the State is adapting its strategies based on these assessments.

KANSASWORKS has met or exceeded all Common Performance Measures for the last three years.

Kansas adult education has been in the top quartile nationally for Measurable Skill Gains. Should Kansas adult education fall from the top quartile in any of the primary indicators of performance, the State will examine and adapt strategies based on these assessments.

The Rehabilitation Services Administration in the US Department of Education established standard national performance indicators for VR programs. The indicators and Kansas performance for PY 2019 are:

Number of rehabilitations (stable employment of at least 90 days): 1,201

Percent of rehabilitations in competitive employment: 99.6%

Percent of individuals who have significant disabilities (multiple functional limitations) among those who achieved competitive employment: 96.2%

Average hourly wage of VR customers: \$10/91

Self-reliance—Percent individuals who report their own earnings as their largest source case closure (self-reliance milestone): 76%

- (D) *Evaluation*. Describe how the State will conduct evaluations and research projects on activities under WIOA core programs; how such projects will be coordinated with, and designed in conjunction with, State and local boards and with State agencies responsible for the administration of all respective core programs; and, further, how the projects will be coordinated with the evaluations provided for by the Secretary of Labor and the Secretary of Education under WIOA.

Kansas has hired a Ph.D. – level researcher to conduct evaluation of programs. Through this staff person, and other consultants who may be available to partners, Kansas will continue to explore opportunities for collaborative evaluation and research functions within the scope of available resources. Such efforts will be designed and coordinated with core programs and their cognizant state agencies, and relevant boards. All human subject research will be reviewed and approved by a third-party Institutional Review Board.

Kansas assures that its evaluation and research functions will be coordinated with the evaluations provided by the U.S. Secretary of Labor and the U.S. Secretary of Education under WIOA. More information is needed from federal officials regarding their evaluation protocols before this strategy can be further defined.

- (5) Distribution of Funds for Core Programs. Describe the methods and factors the State will use in distributing funds under the core programs in accordance with the provisions authorizing such distributions.

- (A) *For Title I programs*, provide a description of the written policies that establish the State's methods and factors used to distribute funds to local areas for—
- (i) Youth activities in accordance with WIOA section 128(b)(2) or (b)(3),

As required by WIOA Sec. 128(b)(2), and current TEGL, Commerce distributes funds to Local Workforce Development Areas, after the Governor reserves 15% of the state youth allocation for statewide activities, based on characteristics described below:

- 1) Areas of Substantial Unemployment

An area of substantial Unemployment (ASU) is defined as a contiguous area with a population of at least 10,000 with an unemployment rate of at least .6451. Presently these are defined by using census tracts in Kansas.

Once these areas are designated they are justified by ASU software which is issued by the Bureau of Labor Statistics (BLS) and then verified by BLS.

These areas are broken out by Local Workforce Development Areas (LWDA) the number of each in the LWDA is calculated as a percentage of the total.

ASU calculation by census tract: All are based on Census Employment from 2000

Census.

Percentage of tract x total county employment = census tract labor employment. Percentage of tract x total county unemployment = census tract unemployment. These two numbers added together = tract civilian labor force.

To calculate unemployment:

Unemployment divided by civilian labor force = Unemployment Rate.

2) Excess Unemployment

Excess Unemployment is defined as any county unemployment that exceeds 4.5% of the county annual average total.

Calculation County Labor Force x 4.5%

Example Barber County: CLF = 2621 x 4.5%=118

The county unemployment average for Barber County for 2006 was 88 so there is 0 excess unemployment.

Example Reno County: CLF = 33119 x 4.5% = 1491

The county unemployment average for Reno County for 2006 was 1519 so there is a total of 28 1519 - 1491 = 28 excess unemployment in Reno County.

Each of the LWDA's is then calculated as a percentage of the total of the WIOA Allocation.

3) Economically Disadvantaged

The Economically Disadvantage calculations for both the Adult and Youth Programs remain the same until the next census takes place.

A weight of 33.3333% is applied to each of the three data factors described above for each Local Area allocation.

HOLD HARMLESS REVIEW

After calculation of the WIOA distribution figures, a "hold harmless" review of funds is completed to ensure no area receives less than 90% of the previous two years' allocation.>

Excel spreadsheets are provided to the Local Areas with calculations.

(ii) Adult and training activities in accordance with WIOA section 133(b)(2) or (b)(3),

As required in WIOA Sec. 123(b)(2)(A)(i) and current TEGL, Commerce distributes funds to Local Workforce Development Areas, after the Governor reserves 15% for statewide activities, based on characteristics as described below:

1) Areas of Substantial Unemployment

An area of substantial Unemployment (ASU) is defined as a contiguous area with a population of at least 10,000 with an unemployment rate of at least .6451. Presently these are defined by using census tracts in Kansas.

Once these areas are designated they are justified by ASU software which is issued by the Bureau of Labor Statistics (BLS) and then verified by BLS.

These areas are broken out by Local Workforce Development Areas (LWDA) the number of each in the LWDA is calculated as a percentage of the total.

ASU calculation by census tract: All are based on Census Employment from 2000

Census.

Percentage of tract x total county employment = census tract labor employment. Percentage of tract x total county unemployment = census tract unemployment. These two numbers added together = tract civilian labor force.

To calculate unemployment:

Unemployment divided by civilian labor force = Unemployment Rate.

2) Excess Unemployment

Excess Unemployment is defined as any county unemployment that exceeds 4.5% of the county annual average total.

Calculation County Labor Force x 4.5%

Example Barber County: CLF = 2621 x 4.5%=118

The county unemployment average for Barber County for 2006 was 88 so there is 0 excess unemployment.

Example Reno County: CLF = 33119 x 4.5% = 1491

The county unemployment average for Reno County for 2006 was 1519 so there is a total of 28 1519 - 1491 = 28 excess unemployment in Reno County.

Each of the LWDA's is then calculated as a percentage of the total of the WIOA Allocation.

3) Economically Disadvantaged

The Economically Disadvantage calculations for both the Adult and Youth Programs remain the same until the next census takes place.

A weight of 33.3333% is applied to each of the three data factors described above for each Local Area allocation.

HOLD HARMLESS REVIEW

After calculation of the WIOA distribution figures, a “hold harmless” review of funds is completed to ensure no area receives less than 90% of the previous two years’ allocation.

Excel spreadsheets are provided to the Local Areas with calculations.

- (iii) Dislocated worker employment and training activities in accordance with WIOA section 133(b)(2) and based on data and weights assigned.

As required in WIOA Sec. 133(b)(2)(B)(I) and current TEGL, Commerce distributes funds to Local Workforce Development Areas, after the Governor reserves 15% for statewide activities and 25% for Rapid Response, based on characteristics as described below:

1) Areas of Substantial Unemployment

An area of substantial Unemployment (ASU) is defined as a contiguous area with a population of at least 10,000 with an unemployment rate of at least .6451. Presently these are defined by using census tracts in Kansas.

Once these areas are designated they are justified by ASU software which is issued by the Bureau of Labor Statistics (BLS) and then verified by BLS.

These areas are broken out by Local Workforce Development Areas (LWDA) the number of each in the LWDA is calculated as a percentage of the total.

ASU calculation by census tract: All are based on Census Employment from 2000 Census.

Percentage of tract x total county employment = census tract labor employment. Percentage of tract x total county unemployment = census tract unemployment. These two numbers added together = tract civilian labor force.

To calculate unemployment:

Unemployment divided by civilian labor force = Unemployment Rate.

2) Excess Unemployment

Excess Unemployment is defined as any county unemployment that exceeds 4.5% of the county annual average total.

Calculation County Labor Force x 4.5%

Example Barber County: CLF = 2621 x 4.5%=118

The county unemployment average for Barber County for 2006 was 88 so there is 0 excess unemployment.

Example Reno County: $CLF = 33119 \times 4.5\% = 1491$

The county unemployment average for Reno County for 2006 was 1519 so there is a total of 28 $1519 - 1491 = 28$ excess unemployment in Reno County.

Each of the LWDA's is then calculated as a percentage of the total of the WIOA Allocation.

3) Economically Disadvantaged

The Economically Disadvantage calculations for both the Adult and Youth Programs remain the same until the next census takes place.

A weight of 33.3333% is applied to each of the three data factors described above for each Local Area allocation. Additional information considered includes:

1) Continued Claims

These continued claims are claims without earnings. For this calculation it is the accumulation of all continued claims without earning, i.e., regular, commuter and interstate claims. The regular claims are compiled from the state BARI file and sent to us the first Wednesday of each month by IT the file is called DOWNLAUS and is located at L:\FTP\. These are put into the a file called Claims entry and it is located at L\LAUS-MLS\ for this all twelve months of the calendar year are added together by county then divided by 12 to get the annual average.

The commuter and interstate claims come from other states; all of these claims are added to the claims entry file and become part of the annual average by county.

For this calculation the annual average of each county is sorted by LWDA and added together.

The calculation for Percent Distribution is Local Area total divided by state total.

2) Unemployment

Unemployment it is the annual average unemployment for each county during the calendar year and sorted into SDA's. The Unemployment numbers are produced by the LSSPlus System.

The calculation for Percent Distribution is Local Area total divided by state total.

3) Layoffs

The layoffs are produced by the Mass Layoff System (MLS); these are the total separations for the calendar year and sorted by LWDA.

The calculation for Percent Distribution is Local Area total divided by state total.

4) Mining and Manufacturing Job Gains/(Losses)

This is a five year comparison of the same four quarter period. These data come from the QCEW data. In this allocation the quarters used were 3rd and 4th quarter of 2000 and 1st and 2nd quarter of 2001 the quarters

compared to the same quarters in 2005 and 2006. These four quarters of data are added together by county and divided by 12 to get an annual average for the period. These county data are sorted by SDA.

The calculation for Percent Distribution is Local Area total divided by state total.

5) Farm Gains/(Losses)

Farm or Agriculture employment is derived from the 2000 Census Agriculture employment. Each month BLS supplies a ratio that is applied to the Census employment and the month farm employment is made by county. For this allocation the 5 year period 2001 and 2006 are compared by county. The employment tables are located in L:\;LAUS-MLS\Farm.

The calculation for Percent Distribution is Local Area total divided by state total.

6) Final Payments

Final Payments are accumulated just as the continued claims are and they come from the same reports at the same time. They are summed by county and sorted by LWDA.

The calculation for Percent Distribution is Local Area total divided by state total.

THE FINAL ALLOCATION:

All previously described calculations become part of the allocation.

HOLD HARMLESS REVIEW

After calculation of the WIOA distribution figures, a “hold harmless” review of funds is completed to ensure no area receives less than 90% of the previous two years’ allocation.

Excel spreadsheets are provided to the Local Areas with calculations.

(B) *For Title II:*

- (i) Describe how the eligible agency will award multi-year grants or contracts on a competitive basis to eligible providers in the State, including how eligible agencies will establish that eligible providers are organizations of demonstrated effectiveness.

The Kansas Board of Regents is the State’s eligible agency for adult education and will directly distribute funds for a period of five years based on a competitive, multi-year grant starting July 1, 2020. Following the implementation of services, providers will apply on an annual basis for continued funding under Title II. All providers will be subject to the same funding cycle. Applications received from eligible providers will be evaluated using the 13 considerations named in Section 231(e) of WIOA.

The following steps will be taken in conducting the AEFLA competition:

- RFP aligned with State Plan released in January of 2020
- Bidder’s conference held January 24th, 2020
- Grant proposals submitted to KBOR March 13th, 2020

- Grant proposals sent to Local Area Board for review March 30th, 2020
- Proposals returned with Local Area comments on alignment with Local Plan April 30th, 2020
- Reviewers meet to evaluate proposals in May of 2020
- Grant award notifications sent out June 2020

Funds will be awarded within the five Local Areas based upon past performance and the estimated need in each applicant’s proposed area of service.

To assess the extent to which the provider demonstrates alignment between its proposed activities and services and the strategies and goals of the local workforce development plan, the state will rely on the comments provided by the local workforce development board (LWDB) review teams during the competition process.

Kansas Board of Regents staff will collect eligible provider applications and electronically distribute them to the appropriate Local Boards thirty days prior to the submission deadline. Adult education staff will include a form with each application for Local Boards to use in making recommendations to promote alignment with the local plan. Local Boards will be expected to return the eligible provider applications with the completed recommendations form to the Board of Regents within thirty days. Adult education staff will consider the recommendations resulting from the Local Board review in determining the extent to which the application addresses the alignment between the eligible provider’s proposed activities and services and the strategy and goals of the local plan.

Kansas Board of Regents will award funding to eligible providers for the provision of adult education services through a competitive RFP process. The agency will identify, evaluate, and award multi-year grants to eligible providers demonstrating effectiveness in providing adult education services to eligible individuals which may include: a local education agency; a community-based or faith-based organization; a volunteer literacy organization; an institution of higher education; a public or private nonprofit agency; a library; a public housing authority; a nonprofit institution with the ability to provide adult education and literacy services; a consortium or coalition of agencies, organizations, institutions, libraries, or authorities described above; and a partnership between an employer and an entity described above.

To demonstrate effectiveness in serving those individuals eligible for adult education, an applicant will be required to provide data that demonstrates that individuals receiving services were successful in achieving skill gains in applicable academic areas, **completing a high school equivalency, enrolling in postsecondary education, and/or obtaining employment**. Prior AEFLA funded applicants will provide data from the student management information system and new applicants will be provided with a form to document prior student success **in the performance indicators listed**.

- (ii) Describe how the eligible agency will ensure direct and equitable access to all eligible providers to apply and compete for funds and how the eligible agency will ensure that it is using the same grant or contract announcement and application procedure for all eligible providers.

Kansas Board of Regents adult education staff will ensure direct and equitable access to all eligible providers to apply for AEFLA funds by using available print and electronic resources. The Request for Proposals will

be posted to the Kansas Board of Regents website. A notice regarding the opportunity to submit an RFP will be placed in the Kansas Register and will be accompanied by an official agency press release.

The same announcement, application, and application process will be used for all eligible applicants and all applications will be evaluated using the same process and criteria. All applications will be submitted to the Kansas Board of Regents. Awards will be made by the Regents staff following review of the applications.

(C) *Vocational Rehabilitation Program:*

In the case of a State that, under section 101(a)(2)(A)(i) of the Rehabilitation Act designates a State agency to administer the part of the Vocational Rehabilitation (VR) services portion of the Unified or Combined State Plan under which VR services are provided for individuals who are blind, describe the process and the factors used by the State to determine the distribution of funds among the two VR agencies in the State.

Kansas does not have a separate VR agency for persons who are blind or visually impaired.

(6) Program Data

(A) *Data Alignment and Integration.* Describe the plans of the lead State agencies with responsibility for the administration of the core programs, along with the State Board, to align and integrate available workforce and education data systems for the core programs, unemployment insurance programs, and education through postsecondary education, and to the extent possible, the Combined State Plan partner programs included in this plan. The description of the State's plan for integrating data systems should include the State's goals for achieving integration and any progress to date.

(i) Describe the State's plans to make the management information systems for the core programs interoperable to maximize the efficient exchange of common data elements to support assessment and evaluation.

Kansas has leveraged Workforce Data Quality Initiative grants to develop an effective interoperable data system using data sharing linkages among Core Partners to support the reduction of duplicative data collection, as well as provide an integrated reporting of accountability measures. Based on customer consent, Commerce currently shares data with Kansas Department of Labor and Kansas Board of Regents (Postsecondary Education.)

(ii) Describe the State's plans to integrate data systems to facilitate streamlined intake and service delivery to track participation across all programs included in this plan.

Kansas has leveraged Workforce Data Quality Initiative grants to develop an effective interoperable data system using data sharing linkages among two Core and Required Partners to support the reduction of duplicative data collection, as well as provide an integrated reporting of accountability measures. Further, Commerce and Labor have agreed to sue a portal with a single customer sign on for both Title III and UI participants. The portal is expandable and will be offered to other partners as a single point of entry to multiple systems' participants in the coming years.

(iii) Explain how the State board will assist the governor in aligning technology and data systems across required one-stop partner programs (including design and

implementation of common intake, data collection, etc.) and how such alignment will improve service delivery to individuals, including unemployed individuals.

The State Board has included data alignment as a strategy in its Strategic Plan and will, as the WDQI project implementation continues, determine how to best help the Governor align the Core and Required Partner data systems. Some partners continue to believe their own HIPPA and FERPA statutes/regulations and State Statutes prevent them from aligning their data systems with the workforce development Management Information System.

- (iv) Describe the State's plans to develop and produce the reports required under section 116, performance accountability system. (WIOA section 116(d)(2)).

Planning Note: States should be aware that Section 116(i)(1) requires the core programs, local boards, and chief elected officials to establish and operate a fiscal and management accountability information system based on guidelines established by the Secretaries of Labor and Education. States should begin laying the groundwork for these fiscal and management accountability requirements, recognizing that adjustments to meet the elements above may provide opportunity or have impact on such a fiscal and management accountability system.

Reports on performance accountability standards will be issued to the cognizant federal agencies consistent with federal requirements, as illustrated in the chart in Appendix 1. Data sharing agreements have been established, when possible, to facilitate reporting of the common accountability standards.

State—level reports are updated quarterly and distributed throughout the workforce system. Reports are published on web sites in accessible and usable formats consistent with W3C2AA (the US Department of Justice standard) and with the state standard defined in ITEC policy 1210. In this context, "usable" includes the accessibility standard of being equally easy and efficient to use, compared to regular print media. "Usable" also means that the information is presented in easy—to—understand formats, with headings and footnotes to help assure that readers have the opportunity for clear understanding of the information conveyed.

State level quarterly reports will include the required indicators for each Core Programs. Not all customers will be co—enrolled (based on individual needs). Additionally, title I programs will report the percentage of funds spent on client training.

For the six common WIOA performance measures each Core Program will have a monitoring and corrective action process at the state level that assures identified deficiencies, to the extent they occur, are addressed. This process is intended to be based primarily on data analysis but may also include other monitoring tools at the discretion of the Core Program. In the event of a corrective action plan being implemented, the partner will provide regular progress reports to the KWSB and other partners.

These processes are intended to define performance metrics for exceptional, satisfactory and needs—improvement levels. As such, these defined performance levels are intended to acknowledge good performance and be an early—alert system for indicators or areas needing improvement.

- B. Corrective action plans will be implemented with the intention of improving performance immediately during the year being measured as well as future years.

- C. Elements to be addressed in the corrective action plans may include: the measure being addressed, the target performance, the current performance, any required actions that are mandated, the strategies that will be undertaken to improve performance, critical deadlines, dates for status reports, technical assistance to be provided and persons responsible for carrying out the plan.
- D. If a program intends to or has the authority to apply sanctions, the policy and procedure related to this action must be specified.
- E. Additionally each local area will have a monitoring and corrective action process defined for Title I.

Performance targets will not be used to exclude otherwise eligible individuals with disabilities or significant barriers to employment from access to services.

- WIOA emphasizes services to individuals with barriers to employment. The term “individual with a barrier to employment” [Sec.3(24)] means a member of one or more of the following populations:

- o Displaced homemakers
- o Low—income individuals
- o Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in section 166
- o Individuals with disabilities, including youth who are individuals with disabilities.
- o Older individuals
- o Ex—offenders
- o Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 USC. 14043e—2(6), or homeless children and youths (as defined in section 725(2) of the McKinney—Vento Homeless Assistance Act (42 USC. 11434a(2)
- o Youth who are in or have aged out of the foster care system
- o Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- o Eligible migrant and seasonal farmworkers, as defined in section 167(i)
- o Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 USC. 601 et seq.)
- o Single parents (including single pregnant women)
- o Long—term unemployed individuals
- o Such other groups as the Governor involved determines

The KWSB has emphasized that specific wage targets must not be used as a factor in determining whether an individual may access services for which they would otherwise be eligible.

- o The KWSB policy is intended to continue equal access to services for persons with disabilities and other significant barriers to employment.

- o Participation in services will be monitored to make sure the above identified disaggregated groups are proportionately represented.
- o Data on targeted outreach activities to these populations will be collected and monitored.
- o Baseline data will be collected during the first two years of implementation of this plan.
- o Additional methods to facilitate and monitor performance related to this policy will be further investigated by the Core Partners through the State Plan Management Team for implementation.
- o Further, the potential for individuals in the target populations listed above will not be defined by low expectations. This issue will be addressed through professional training and cultural awareness developmental activities.

The existence of “lag time” between when verifiable outcomes are reported and validated, and when accountability reports are due may have the impact of not fully acknowledging all outcomes achieved. An example is the lag time between customer exit from services and verifiable data matching, such as wage information or achievement of credentials, being available for timely reporting. It is essential that the issue of lag time and its impact on reporting of outcomes achieved be fully explained to all audiences so that there is a clear understanding of data reported and its limitations. Reports must include standardized footnotes addressing this issue. In addition, data sources that are more readily available, and thus lessen the impact of lag time, will be investigated. Lag time should be a consideration in assessing performance and implementing corrective action plans.

- (B) *Assessment of Participants’ Post-Program Success.* Describe how lead State agencies will use the workforce development system to assess the progress of participants who are exiting from core programs in entering, persisting in, and completing postsecondary education, or entering or remaining in employment. States may choose to set additional indicators of performance.

The Commerce Management Information System (MIS) is used to record and track participants Titles I and III, other workforce programs such as TAA, JVSG and other competitive programs administered by Commerce as appropriate. The MIS is also used to provide required federal reporting. Program managers in Wagner-Peyser, TAA, JVSG, SCSEP and WIOA Title I use the MIS to report and track individual progress and to make decisions regarding any services needed both during active participation in educational programs and employment and during the periods of performance after exit from services as required. This same system downloads wage information through an agreement with Labor to record wages at required intervals post-release. The State Workforce Board reviews this performance quarterly to monitor system efficiency and effectiveness.

Regents will use the workforce development system to assess the progress of participants exiting from the program and entering postsecondary education or employment by tracking participants using the primary indicators of performance and tracking individual postsecondary enrollment for up to three years after program exit.

Adult education participants enrolling in postsecondary education will be tracked through the Regents data collection for universities and community and technical colleges within the state of Kansas. This data will allow the State to follow the progress of participants who are exiting from Core Programs in entering, persisting in, and completing postsecondary education, or entering or remaining in employment.

Vocational Rehabilitation will use the SWIS for tracking employment and will pursue the necessary data sharing agreements to track progress in postsecondary education within the capacity of its existing 30-year-old legacy system for data collection and reporting.

- (C) *Use of Unemployment Insurance (UI) Wage Record Data.* Explain how the State will meet the requirements to utilize quarterly UI wage records for performance accountability, evaluations, and as a source for workforce and labor market information, consistent with Federal and State law. (This Operational Planning element applies to core programs.)

Title IB, II and III have data sharing agreements with the Kansas Department of Labor to access wage data per participant.

Vocational Rehabilitation will use the SWIS to access wage data per participant.

- (D) *Privacy Safeguards.* Describe the privacy safeguards incorporated in the State's workforce development system, including safeguards required by section 444 of the General Education Provisions Act (20 U.S.C. 1232g) and other applicable Federal laws.

Data governance documents have been developed by the Department of Commerce (Titles I and III of WIOA) and Adult Education (Title II of WIOA) in the first phases of the Workforce Data Quality Initiative (WDQI) in Kansas. Privacy safeguards are at the forefront of data governance, which defines how data assets are managed within an organization, agency or collaborative partnership. Data governance also addresses issues of risk management to assure that all appropriate federal and state statutes and regulations related to data security and confidentiality are adhered to strictly.

The partner agencies plan to promote the responsible and legal sharing of data using participant consent to match data at the individual record level. Aggregate data, **without** personally identifiable information, will be shared across workforce programs, providing an integrated reporting of performance indicators.

Data sharing agreements have been or will be developed to include all required partners and will include compliance for sharing data as required by federal and state laws to protect the privacy of participants. Data sharing agreements include or will include the data to be shared, who will receive the data, and how the data will be used. Data sharing agreements and data governance documents will ensure that personally identifiable information is protected.

- (7) Priority of Service for Veterans. Describe how the State will implement and monitor the priority of service provisions for veterans in accordance with the requirements of the Jobs for Veterans Act, codified at section 4215 of 38 U.S.C., which applies to all employment and training programs funded in whole or in part by the Department of Labor. States should also describe the referral process for veterans determined to have a significant barrier to employment to

receive services from the Jobs for Veterans State Grants (JVSG) program's Disabled Veterans' Outreach Program (DVOP) specialist.

The Department of Commerce State policy (Policy Number: 2-01-01), states that each Local Board develops and maintains a policy to address how priority of service to veterans and other covered persons will be applied. The Local Board policy ensures all veterans are given priority over program eligible non-veterans for all available services. Individuals meeting both the veterans' and the mandatory priorities or spending requirements for the program obtain the highest preference. In accordance with VPL 07-09, the Department of Commerce adheres to all US Department of Labor regulations, that governs veteran priority of service.

Veterans are:

- *Identified at the point of entry to programs & services*
- *Made aware of priority of service*
- *Made aware of full array of programs and services available to them*
- *Take precedence over non-veterans in accessing and obtaining services*

Staff are strategically placed in **KANSASWORKS** American Job Centers aimed at meeting the needs of all veterans with significant barriers to employment. WIOA partners trained in case management will assess and serve veterans at all local workforce center locations. Kansas has integrated all DVOP specialists into the AJC's system through assignment to a Workforce Center. Veterans are initially identified by a front desk member. An assessment to identify any significant barriers to preventing employment (SBE) is conducted. Veterans with SBE's are referred to a DVOP. Those who do not have SBE's are provided services through the workforce center staff. Despite the determination of SBE status, all veterans remain entitled to, and do receive Veteran Priority of Service. In addition, Kansas has developed a coordinated intake and information system through KANSASWORKS.com, the statewide job search and case management system to facilitate the provision of services to veterans

Veterans receive priority access to computers and resources when there is a waiting line to utilize those resources. Veterans receive a special designation on interview sheets and sign in sheets for employer job fairs conducted at AJCs and get first opportunity to interview and/ or speak to employers. When program funds are limited, eligible veterans who qualify for funding assistance are granted priority over non-veterans for non-obligated funding assistance. Veterans' resumes are searched first when new job orders are created by any workforce center staff. Qualified vets are then contacted by that staff and informed of the new position.

Each Local Board develops and maintains a policy to ensure other federally funded service providers provide priority of services to veterans and other covered persons.

Monitoring Priority of Service

Priority of Service is monitored by the State Veterans Services Manager who examines Local Board policies and procedures, reviews reports produced through KANSASWORKS.com, conducts on-site monitoring, and checks all websites developed with funding from impacted programs or grants to insure priority of service is provided to veterans. Additionally, the State Veteran Service Manager and Regional Operational Managers randomly select and contact veterans who have received services at the American Job Center, to survey treatment, activities and the quality of services provided at the American Job Center.

Using the data within KANSASWORKS.com, the state utilizes quarterly cumulative reports to identify selected activities performed by all workforce center staff, on behalf of veterans and non-veterans. This report allows the State Veterans Services Manager to rapidly identify services provided to veterans by grant-funded staff versus other workforce center staff and any services provided to non-veterans by grant-funded staff.

- (8) Addressing the Accessibility of the One-Stop Delivery System for Individuals with Disabilities. Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This also must include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria.

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, and the Kansas Act against Discrimination. Policy 5-33-00 assures compliance and equal access and usability for all Kansans, regardless of disability and can be found at <https://ksworksstateboard.org/download/15/policies/429/5-33-00-equal-access-for-job-seekers-with-disabilities.pdf>

State One-Stop Certification policy also addresses accessibility requirements and can be found here <https://ksworksstateboard.org/download/15/policies/423/5-28-00-one-stop-certification.pdf>

The following key points, at a minimum, must be included in all program and local area accessibility policies.

- Qualified staff from each Core Partner or their designees will monitor physical and program accessibility on an annual basis using an agreed upon survey tool and guidelines.
- Co—location will occur only in fully accessible facilities using universal and barrier—free design principles.
- The workforce system will look at modifications or renovations to make facilities accessible. If that is not feasible, alternatives will be explored for relocating facilities that are not accessible, or that do not provide equal physical access for people with disabilities consistent with those of non—disabled customers.
- New or remodeled locations will use the principles of universal and barrier—free design and the ADA accessibility guidelines.
- Resource areas offer customers with disabilities publications in alternative formats and access to software, hardware, the Internet, and printed materials via assistive technology.
- All websites, web services, web content (including but not limited to text, charts, Audio and video) and web applications shall be accessible to and usable by individuals with disabilities at the same time the information is posted for the general public's use. Information must be accessible and usable. Accessible means that services and facilities can be used independently by people with disabilities, with or without reasonable accommodations. Usable means that services, information and facilities

are easy and efficient to use and understand, consistent with the experience of persons without disabilities.

- All partner and local area staff will be trained on disability and accessibility issues. All staff working in workforce development center resource areas will be trained and periodically certified on the use of assistive technology.
- All local programs funded under WIOA will establish policies for the provision of reasonable accommodations, including auxiliary aids and services, in a timely manner.

(9) Addressing the Accessibility of the One-Stop Delivery System for Individuals who are English Language Learners. Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners) will ensure that each one-stop center is able to meet the needs of English language learners, such as through established procedures, staff training, resources, and other materials.

The Core Partners of the Kansas Workforce Development system ensure accessibility for English Language Learners through the following policies and procedures:

- All service delivery settings must assure that foreign language translation and sign language interpreting services are made readily available for customers. Frequently such services must be arranged by appointment. Bi-lingual staff are also available in many areas.
- Program information is published in languages other than English.
- Staff are trained to provide an individualized approach to services building on the language and cultural backgrounds of customers.
- Services are provided in integrated settings.

In addition to the common policies and procedures described above, each core program has specific accessibility components as follows:

For Titles I and III, the **KANSASWORKS** website includes translation software, making information about the workforce system readily available to ELL.

Title II services for ELL are targeted to areas of the state that have a significant population identified as speaking English “less than well” through American Community Survey responses. Instructional services are provided for all levels of ELL at many current adult education programs. Eligible providers applying for ELL funding will be required to describe services, the need for those services, and how they will reach the ELL population.

In Title IV, Rehabilitation Services provides a full range of accommodations for vocational rehabilitation clients. The Kansas Commission for the Deaf and Hard of Hearing provides technical assistance and information/referral to staff and consumers statewide. Foreign language interpreting is provided as needed through use of interpreting contracts. When accommodations cannot be provided by staff directly, services may be contracted through a private individual or organization, such as a sign language interpreter or foreign language interpreters. When appropriate, family members may assist with communication if that is the customer’s informed choice.

IV. COORDINATION WITH STATE PLAN PROGRAMS. Describe the methods used for joint planning and coordination among the core programs, and with the required one-stop partner programs and other programs and activities included in the Unified or Combined State Plan.

In September 2014, the Kansas Department of Commerce (Commerce), the state workforce and economic development agency, convened leadership from the Kansas Department of Labor (KDOL), the Kansas Board of Regents (KBOR) and the Kansas Department for Children and Families (DCF) to discuss implementation of WIOA. KDOL administers Unemployment Insurance and generates and analyzes Labor Market Information; KBOR oversees the Adult Education and Family Literacy program and coordinates Kansas public postsecondary community colleges, technical colleges and governs public state universities; DCF is responsible for Rehabilitation Services, TANF, SNAP and multiple other social services. WIOA Core Partner leadership established the State Plan Management Team (SPMT) to work as directed by the State Board to develop the WIOA Combined State Plan. In November of 2014 the SPMT determined workgroups would review the current system, research policy, procedure and practices, make recommendations for the WIOA State Plan and produce plan narrative as directed by the State Board. Each modification of the Combined State Plan and any new elements addressed in the State Plan have occurred through the SPMT.

V. COMMON ASSURANCES (for all core programs)

The Unified or Combined State Plan must include assurances that:

1. The State has established a policy identifying circumstances that may present a conflict of interest for a State Board or local board member, or the entity or class of officials that the member represents, and procedures to resolve such conflicts;

2. The State has established a policy to provide to the public (including individuals with disabilities) access to meetings of State Boards and local boards, and information regarding activities of State Boards and local boards, such as data on board membership and minutes;

3. The lead State agencies with optimal policy-making authority and responsibility for the administration of core programs reviewed and commented on the appropriate operational planning elements of the Unified or Combined State Plan, and approved the elements as serving the needs of the populations served by such programs;

4. (a) The State obtained input into the development of the Unified or Combined State Plan and provided an opportunity for comment on the plan by representatives of local boards and chief elected officials, businesses, labor organizations, institutions of higher education, the entities responsible for planning or administering the core programs, required one-stop partners and the other Combined Plan programs (if included in the State Plan), other primary stakeholders, including other organizations that provide services to individuals with barriers to employment, and the general public, and that the Unified or Combined State Plan is available and accessible to the general public;

(b) The State provided an opportunity for review and comment on the plan by the State Board, including State agency official(s) for the Unemployment Insurance Agency if such official(s) is a member of the State Board;

5. The State has established, in accordance with WIOA section 116(i), fiscal control and fund accounting procedures that may be necessary to ensure the proper disbursement of, and accounting for, funds paid to the State through allotments made for the core programs to carry out workforce development activities;

6. The State has taken appropriate action to secure compliance with uniform administrative requirements in this Act, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the uniform administrative requirements under WIOA section 184(a)(3);

7. The State has taken the appropriate action to be in compliance with WIOA section 188, Nondiscrimination, as applicable;

8. The Federal funds received to carry out a core program will not be expended for any purpose other than for activities authorized with respect to such funds under that core program;

9. The State will pay an appropriate share (as defined by the State board) of the costs of carrying out section 116, from funds made available through each of the core programs;

10. The State has a one-stop certification policy that ensures the physical and programmatic accessibility of all one-stop centers with the Americans with Disabilities Act of 1990 (ADA);

11. Service providers have a referral process in place for directing Veterans with Significant Barriers to Employment (SBE) to DVOP services, when appropriate; and

12. Priority of service for veterans and eligible spouses is provided in accordance with 38 USC 4215 in all workforce preparation, development or delivery of programs or services funded directly, in whole or in part, by the Department of Labor.

VI. PROGRAM-SPECIFIC REQUIREMENTS FOR CORE PROGRAMS

The State must address all program-specific requirements in this section for the WIOA core programs regardless of whether the State submits either a Unified or Combined State Plan.

Adult, Dislocated Worker, and Youth Activities under Title I-B. The Unified or Combined State Plan must include the following with respect to activities carried out under subtitle B—

(a) General Requirements

(1) Regions and Local Workforce Development Areas.

(A) Identify the regions and the local workforce development areas designated in the State.

Kansas' Local Workforce Development Areas is separated into five local workforce investment areas. Area 1 - serves 62 counties in Western Kansas, Cheyenne, Rawlins, Decatur, Norton, Phillips, Smith, Jewell, Republic, Sherman, Thomas, Sheridan, Graham, Rooks, Osborne, Mitchell, Cloud, Wallace, Logan, Gove, Trego, Ellis, Russell, Lincoln, Ottawa, Dickinson, Greeley, Wichita, Scott, Lane, Ness, Rush, Barton, Ellsworth, Saline, Morris, Hamilton, Kearny, Finney, Hodgeman, Pawnee, Stafford, Rice, McPherson, Marion, Chase, Reno, Harvey, Stanton, Grant, Haskell, Gray, Ford, Edwards, Morton, Stevens, Seward, Meade, Clark, Comanche, Kiowa, Pratt and Barber. They have workforce centers located in Garden City, Dodge City, Hays, Great Bend, Hutchinson and Salina providing Full-Time services. Area 2 - serves 17 counties in North East Kanas, Washington, Marshall, Nemaha, Brown, Doniphan, Clay, Riley, Pottawatomie, Jackson, Atchison, Jefferson, Shawnee, Wabaunsee, Geary, Osage, Douglas and Franklin. They have workforce centers located in Junction City, Manhattan, Topeka, and Lawrence providing Full-Time services. Area 3 - serves 3 counties in the Kansas City metro area, Leavenworth, Wyandotte and Johnson. They have workforce centers located in Leavenworth, Kansas City and Overland Park providing Full-Time services. Area 4 - serves 6 counties in South Central Kansas, Kingman, Sedgwick, Butler, Harper, Sumner and Cowley. They have workforce centers providing Full-Time services in Wichita and El Dorado, and Part-Time services in Wellington and Winfield. Area 5 - serves 17 counties in Southeast Kansas, Lyon, Coffey, Anderson, Miami, Linn, Greenwood, Woodson, Allen, Bourbon, Elk, Wilson, Neosho, Crawford, Chautauqua, Montgomery, Labette and Cherokee. They have workforce centers in Emporia, Paola, Independence, Chanute and Pittsburg providing Full-Time Services.

(B) Describe the process used for designating local areas, including procedures for determining whether the local area met the criteria for “performed successfully” and “sustained fiscal integrity” in accordance with 106(b)(2) and (3) of WIOA. Describe the process used for identifying regions and planning regions under section 106(a) of WIOA. This must include a description of how the State consulted with the local boards and chief elected officials in identifying the regions.

With the implementation of WIA, the KANSASWORKS State Board considered geographic areas served by local educational agencies and intermediate educational agencies, geographic areas served by postsecondary education institutions and area vocational education agencies, the extent to which local areas are consistent with labor market areas, the distance individuals would need to travel to receive services and the resources available to effectively administer activities under WIA prior to making their recommendation to establish local area boundaries under WIA. After consultation with chief elected officials and consideration of public comments received, the State Board recommended to the Governor that the JTPA Service Delivery Areas in existence under the Job Training Partnership Act be granted temporary designation, according to the

provisions of WIA Section 116. Adopting this recommendation, the Governor authorized temporary designation. Following the two-year temporary designation period, all local areas were found to meet performance measures and demonstrate fiscal integrity for subsequent designation through June 30, 2005. For WIOA implementation, Commerce issued Guidance Letter 14-02 on January 20, 2015 providing instructions to Local Workforce Development Areas to submit a Letter of Request for initial designation of their Local Area. The Guidance Letter required a written request signed by the Chair of the Chief Elected Officials Board and the Chair of the Local Workforce Development Board. In addition to the Letter of Request, each Local Board had to provide the Annual Performance Report for the periods July 1, 2012 through June 30, 2014. Finally, requests were also required to include a copy of the Auditors Schedule of Findings and Questioned Costs for the Areas' A-133 audits for Program Years ending June 30, 2013 and June 30, 2014. Local Boards submitted the required information to the Governor's Designee on April 30, 2015. Local Areas were considered to have performed successfully if there were no Common Measures outcomes below the Sanction Level for more than one report year. Local Areas were considered to have maintained fiscal integrity if there were no unresolved audit findings or disallowed costs in either of the two Program Years ending in June 2013 and June 2014. As described in Sec. 106 of WIOA, the initial Local Area designations are as follows: For the first 2 full program years following the date of enactment of WIOA, the Governor approved each request for initial designation as a local area that was designated as a local area for purposes of the Workforce Investment Act of 1998. Currently, all Kansas Local Area designations remain as they were under WIA.

Planning Regions, as described in WIOA Sec. 106, have been established as follows (Please refer to map of Local Workforce Development Areas on page 123): Commerce provided economic data and proposed planning regions, developed by the Governor's Council of Economic Advisors and other partners, to the Local Areas. Discussions resulted in consensus of regional boundaries based on data elements described in the statute. Planning Region I is made up of Local Areas I, II and Planning Region II is made up of Local Areas I, IV and V. The State Workforce Development Board Alignment Committee accepted recommended boundaries and submitted them to the full KWSB and to the Governor. Commerce will issue new instructions to the Local Workforce Development Boards for completing and submitting modified Regional Plans once the current WIOA State Plan modification is approved by US Departments of Labor and Education. Commerce will provide technical assistance to regional planning teams as needed and will provide labor market information and other economic information from a variety of sources to assist in the plan modification process.

(C) Provide the appeals process referred to in section 106(b)(5) of WIOA relating to designation of local areas.

The following procedures apply to the appeal of the Governor's designation as a local area as provided in Sec. 106 (b)(2) and (3) by any Local Unit of Government or combination of Local Units of Government

- A Local Unit of Government or a combination of Local Units of Government or grant recipient, representing a Local Workforce Area under WIA which is not so designated during the first two years of WIOA, may appeal to the State Workforce Board for reconsideration by submitting a written statement to the Chair of the Kansas Workforce Development Board at WIOAStatePlan@kansascommerce.com. The Chair and the Executive Committee will review the document and provide a recommendation to the Governor for designating the local area which meets the requirements in Sec. 106 and was established under WIA.
- If upon the recommendation of the State Workforce Board for such designation the Governor does not designate the local area as designated under WIA, a Local Unit of Government or combination of Local Units of Government or grant

recipient located in that local area may appeal such decision to the US Department of Labor under WIOA section 106. • The Secretary of the US Department of Labor, after receiving a request for review from the unit or grant recipient and on determining that the unit or grant recipient was not accorded procedural rights under the appeals process described in the State plan, as specified in section 102(b) (2) (D) (i) (III), or that the area meets the requirements of paragraph (2) or (3), may require that the area be designated as a local area under such paragraph. The US Secretary's decision shall be final.

(D) Provide the appeals process referred to in section 121(h)(2)(E) of WIOA relating to determinations for infrastructure funding.

In the event there is disagreement between a local workforce development board and one or more of its co-located partners regarding infrastructure costs, the entities may request a final decision/determination by the Dispute Resolution Review Panel as prescribed by Section 678.750.

• Written appeals must include the basis for the disagreement and relevant governing rules and regulations.

To initiate a request for a determination by the Review Panel, entities should write to:

Kansas Department of Commerce, Legal Division 100 SW Jackson Street, Suite 100 Topeka, KS 66612-1354

• Written appeals must be received at the above address within 21 calendar days from the date of the decision in dispute. • It shall be the responsibility of the Department of Commerce Legal Counsel to convene the Review Panel. • The Review Panel will be comprised of one legal representative from each of the designated state agencies for the Core Partners (Commerce, KBOR, and DCF.) • If one of the designated state agencies is the appellant, then that agency shall recuse itself from the Panel to be replaced by an alternate counsel from another state agency.

The decision of the Panel will be issued within 30 calendar days in writing and will be final.

(2) Statewide Activities.

(A) Provide State policies or guidance for the statewide workforce development system and for use of State funds for workforce investment activities.

Guidance is provided to Local Workforce Development Areas through written state directives. Kansas Department of Commerce is required to provide certain statewide activities using WIOA funds reserved for such purpose. In the event there is a surplus of funds after providing the required statewide activities, Commerce may consider additional activities as provided for in Sections 129 and 134 of WIOA. To assure consistent, objective determination for awarding funds reserved for statewide workforce development activities as provided in WIOA Sec. 128(a)(1), the following procedure will be used.

Priority Recipients: The following entities may be granted WIOA funds reserved for statewide workforce development activities and shall be considered by the following rank.

1. Local Workforce Development Boards; 2. WIOA Core Partners; 3. WIOA Required Partners; 4. Community-based 501 (c)(3) organizations serving job seekers having one or more of the barriers defined by WIOA; 5. Other community-based 501 (c)(3) organizations.

Priority Projects: The following types of projects may be granted WIOA reserve funds and shall be considered by the following rank.

1. Service delivery strategies for effectively serving individuals with barriers to employment; 2. Coordinating programs and services among one-stop partners; 3. Projects identified by WIOA Workforce Services as timely,

emergent and necessary to improve performance or other outcomes of the state workforce system or local workforce system(s); 4. Innovative service delivery strategies; 5. Demonstration Projects for any WIOA-eligible sub-population; 6. Staff Development and/or Cross-System Staff Training; 7. Capacity-building strategies for Core Partners; 8. Capacity-building strategies for Required Partners; 9. Business services improvement and/or outreach; 10. Other topics determined by system needs.

Other Projects: The following projects may be considered for WIOA Set Aside funding but only if all projects meeting Priority requirements are fully funded.

1. Implementing innovative programs and strategies designed to meet the needs of all employers (including small employers) in the State, including Incumbent Worker training; 2. Career Pathway development with both industry and post-secondary partners; 3. Establishment of credit for prior knowledge, skills, competencies and experience; 4. Development of common intake procedures and related activities; 5. Research specific to certain populations, interventions or Career Services; 6. Development of Pay for Performance models; 7. Other activities as requested by Commerce

Eligible entities must provide a project proposal using the following format:

SOLICITATION FOR GRANT APPLICATION (SGA)

TO: Workforce Innovation and Opportunity Act (WIOA) Local Area Workforce Development Boards, Public Not-for-Profit Organizations with 501(c)3 status; public or private schools, unified school districts, community and technical colleges; other interested parties

FROM: Director of Workforce Services Kansas Department of Commerce Workforce Services Division

SUBJECT: Program Year _____ (July 1, ___ through June 30, ___ WIOA Reserve Funds Grant

Application Instructions

Purpose. The purpose of this guidance is to provide all WIOA Reserve Funds Grant applicants with application instructions and procedures for Program Year (PY)_____.

Reference. The following references may be used for additional information: Workforce Innovation and Opportunity Act Sec. 129(b) and 134(a); WIOA Reserve Funds Grant Guidance and Procedure; this SGA.

Background. The Workforce Innovation and Opportunity Act provides for a percentage of each state's allocation for use for "Statewide Workforce Investment Activities." The Kansas Department of Commerce will grant a portion of these funds as established in this SGA as cost reimbursement grants.

Grant Application Procedures. All WIOA Reserve Funds grant applicants must submit an application package as described in this SGA to be considered for funding. The Department of Commerce will not approve a grant application for funding that fails to provide any of the required information outlined in this SGA. A complete grant application package must contain the following: (a) A project narrative; (b) Programmatic Assurances; (c) A Budget Narrative; (d) A completed, signed Budget Form; and (e) A copy of the applicant's most recent Financial Audit Findings and Recommendations.

Method of Submission. Applicants must also submit electronic copies of their applications to @ks.gov by the required date and time.

Eligibility Review/Responsibility Review/Grant Application Review. Commerce will conduct a pre-award eligibility review, responsibility review, and grant application review. Commerce will not designate applicants as grantees for PY _____ if they:

1. Fail to meet the eligibility criteria as a Local Workforce Development Board, USD, community or technical college, 501 (c) 3 or other community-based organization
2. Fail to meet the fiscal/ management responsibility criteria based on the applicant's most recent Independent Audit Findings and Recommendations and described management capacity
3. Fail to submit an application meeting the requirements of this SGA
4. The Kansas Department of Commerce will

determine and describe priority activities, considerations and specific targeted populations and/or results. Please note: any applicant which is not a Local Workforce Development Board must provide written documentation demonstrating the support of and partnership with the Local Workforce Development Board of the area(s) served by the project.

Bonus Points. In addition to the point values described in this SGA, applicants may increase total scores by providing match for the proposed project. Match must be in cash and must support salary, benefits, equipment or contractual line items. Bonus points can be earned as follows: 0. 25% through 50% match -- 3 points 1. 51 through 75% match -- 6 points 2. 76 through 100% match -- 10 points

Schedule. Applicants must comply with the following timetable: 0. Provide required application forms and narratives to the Kansas Department of Commerce no later than 4:00 PM _____.

1. Pre-Bid Telephone Conference Call is scheduled for____. Call 1-866-XXXXXXX. 2. Complete application packages must be emailed to:_____. 3. Commerce will announce Grant Awards by __date_____.

Inquiries. Questions may be directed to the address above or by contacting _____. Questions and answers will be posted on the Commerce website, www.kansascommerce.com.

Attachments to SGA.

Attachment A: Narrative Instructions; Attachment B: Assurances; Attachment C: Budget

Attachment D: Specifications and Definitions

- (B) Describe how the State intends to use Governor's set aside funding. Describe how the State will utilize Rapid Response funds to respond to layoffs and plant closings and coordinate services to quickly aid companies and their affected workers. States also should describe any layoff aversion strategies they have implemented to address at risk companies and workers.

Additional Services to Transitioning Service Members and Veterans - Kansas will initiate a pilot program to better serve service members transitioning out of military service and veterans. The program would assist veterans in navigating the programs and services offered to transitioning service members as they leave the military and move into to civilian life. This program will provide services such as career interest and skills assessments, job search assistance, resume development, interviewing skills and referrals to employers seeking to hire veterans.

Improving concurrent attainment of high school and postsecondary credentials by eligible youth.

Increasing Veterans Transition Services - Kansas would develop a statewide program to better serve veterans transition out of military service. The program and services would be offered at all three of the military bases located in Kansas. The concierge/navigator program would assist veterans navigating the programs and services offered to transition veterans as they transition to civil life. This would include skill/interest assessment, job search assistance, resume development, interviewing skills and job referral/placement. In addition, the program would allow the veteran a direct contact for job search/job training resources.

Reducing Juvenile Recidivism Through Job Training - Kansas also would explore development of a program targeting those incarcerated youth serving their sentence in the state's juvenile correctional facilities. The program would include and not be limited to technical training that leads to a certification, skills training, job search training, resume development and interviewing techniques.

Build capacity of state corrections and workforce staff to better prepare adults involved in the justice system for the first attempts at securing employment – all too often adults are released from correctional facilities without preparation for employment, whether by not having a state identification and an Social Security card to not knowing how to appropriately speak to potential employers.

Rapid Response funds and layoff aversion strategies will continue to be provided in partnership with local workforce development boards and state workforce development staff. Rapid Response activities are described at length in Section III(a)(2)(C) of this plan.

(C) In addition, describe the State policies and procedures to provide Rapid Responses in cases of natural disasters including coordination with FEMA and other entities.

Rapid Response funds and layoff aversion strategies will continue to be provided in partnership with local workforce development boards and state workforce development staff. Rapid Response activities are described at length in Section III(a)(2)(C) of this plan.

In addition to the procedures described in Section III of this plan, the state's policy and procedure for providing Rapid Response services in cases of natural disasters follow:

The first priority for funding applications are those required Rapid Response (RR) activities; including agreements with local boards to provide:

Immediate and onsite contact with the employer, representatives of affected workers, and the local community; which may include an assessment of:

- a. potential for averting the layoff in consultation with state or local economic development agencies
- b. background and probable assistance needs of the affected workers
- c. reemployment prospects for workers in the local community; including:
- d. Job Fairs, resource fairs, and outplacements activities targeted to impacted employees of a specific
- e. available resources to meet the short and long-term needs of the affected workers

The provision of information and access to unemployment compensation benefits,

- a. comprehensive One-Stop system services, and
- b. employment and training activities, including information on Trade Adjustment

Assistance (TAA) - The provision of guidance and/or financial assistance in establishing a labor-management committee including: provision of training and technical assistance to committee members in their role and mission

- a. funding the operation cost of the committee to provide advice and assistance in carrying out rapid response activities and in the design and delivery of WIOA authorized services to affected workers. (typically no longer than six months)
- b. providing a list of potential candidates to serve as a neutral committee chair

The provision of emergency assistance adapted to a particular closing, layoff or disaster

After adequate funding has been reserved for required rapid response and rapid response enhancement activities, is for allowable Rapid Response Additional Assistance (RRAA) activities.

Allowable RRAA activities are limited to provision of direct services (e.g., intensive and training) to individuals affected by natural disasters, workplace closings, mass layoffs or other dislocation events.

A local area must demonstrate:

- a. increased numbers of unemployed individuals attributable to a specific dislocation event or events, and
- b. insufficient local funds to provide direct services to the identified dislocated workers

State Rapid Response Coordinator responsibilities include the following:

- o Provide overall grant management of the Rapid Response program;
- o Serve as the central point of communication for local government officials, FEMA in cases of natural disaster and the Local Rapid Response Coordinator;
- o Provide training and technical assistance to the local areas;
- o Develop prospective strategies for addressing dislocation events that ensure rapid access to the broad range of allowable assistance in conjunction with other appropriate federal, state and local service agencies and officials, employer associations, technical or other business councils and labor organizations;
- o Compile information and distribute it to the KANSASWORKS State Board, the USDOL, and others as needed;
- o Coordinate outreach efforts regarding Rapid Response;
- o Establish and maintain dislocated worker and Rapid Response information on the Department of Commerce and KANSASWORKS.com websites;
- o Monitor participation in all planned activities to ensure appropriate and meaningful activities and programs are being provided;
- o Develop and maintain communication and coordination with the local boards chief elected officials (CEOs), business retention and recruitment organizations, economic development agencies, employer associations, business councils, labor organizations, federal agents such as FEMA personnel and technical councils to ensure all employer needs are met, including those related to Rapid Response.

The State Rapid Response Coordinator may develop additional activities to provide effective Rapid Response services upon notification of a permanent closure, layoff or natural disaster resulting in a mass job dislocation. These services may include the following:

- o Assistance to local communities, local boards, and CEOs to develop a coordinated response to dislocation events, and, as needed, obtain access to state economic development assistance. Such coordinated response may include the development of an application for National Emergency Grants for discretionary funds;
- o Linkages with appropriate agencies including FEMA, employer associations, local boards, business councils, and labor organizations for developing a strategy to serve impacted employees and to provide emergency assistance adapted to the particular closing, layoff or natural disaster.

Employer Contact

The State or Local Rapid Response Coordinator makes immediate contact with the employer to determine the layoff plans and to schedule informational meetings for the affected workers. The goal is to hold pre-layoff meetings at the work-site; however, the details are determined based on the employer's needs and desires. Every effort is made to best accommodate the employer and promote attendance. Post-layoff informational meetings may also be arranged and held, if necessary.

Union Contact

When the affected workers are organized under a union, the Local Rapid Response Coordinator notifies the local or regional union office of the time, date and location of the pre-layoff informational meeting so the union may promote the meeting to its members. If meetings cannot be held at the work site, the union hall may be a suitable alternative.

The order of preference for meeting location is first, the work site; second, the union facility; and third, another location approved by labor and management.

Other

If the employer has already closed the plant, isn't responding to our contact or if there is no Union involvement, there are several different avenues we will try in notifying the workers. RR will provide outreach through print ads or radio ads in the area of lay-off and collaborate with KDOL to send out information regarding meetings.

- (D) Describe how the State provides early intervention (e.g., Rapid Response) to worker groups on whose behalf a Trade Adjustment Assistance (TAA) petition has been filed. (Section 134(a)(2)(A).) This description must include how the State disseminates benefit information to provide trade-affected workers in the groups identified in the TAA petitions with an accurate understanding of the provision of TAA benefits and services in such a way that they are transparent to the trade-affected dislocated worker applying for them (Trade Act Sec. 221(a)(2)(A) and Sec. 225; Governor-Secretary Agreement). Describe how the State will use funds that have been reserved for Rapid Response to provide services for every worker group that files a TAA petition.

The Rapid Response Team coordinates services for each TAA petition. Informational meetings are held for individuals affected by a trade-related job loss to provide benefit and service information in person. It is evident many workers facing layoff are not always able to understand all of the information they are provided during this stressful time. To provide on-going information and support, state TAA staff and other staff trained to provide TAA information are available in each local workforce development area.

Trade Adjustment Assistance Rapid Response Activities:

Partnerships Trade Adjustment Assistance (TAA) programs are delivered through partnerships between Commerce, WIOA Core and Required partner programs as well as other workforce system partners to provide seamless services to customers. All staff members approving TAA benefits are merit staff, both at the state administrative and the local level. This is to ensure the requirement for this rule as prescribed by the Trade and Globalization Adjustment Assistance Act (TGAAA) has been met.

Outreach A customer may learn about the TAA Program through TAA informational meetings, Rapid Response meetings or outreach conducted by WIOA Core and Required partners. Rapid Response is a team effort staffed by representatives from key workforce development partners at both the state and local levels. The coordination of Rapid Response events not only helps businesses and dislocated workers, but also helps develop linkages between the TAA program and other workforce programs.

TAA Information Meetings When a TAA petition is filed, the State Trade Act Coordinator will contact the state and/or local Rapid Response Coordinator to determine if an informational meeting has already been held for the affected workers. If it has, the Coordinators will work together to ensure these workers are provided information on TAA benefits and services. If the meeting hasn't been held, the Coordinators will work together to ensure a meeting takes place as soon as possible and TAA benefits and services are presented to these workers. During these meetings the worker will be instructed to go to the nearest workforce center to make application for TAA benefits. RR staff will coordinate reasonable accommodations for effected workers to assist in accessing TAA information.

State Department of Labor (UI) If a customer contacts the Kansas Department of Labor (KDOL)/Unemployment Insurance Call Center to file an unemployment insurance claim, the customer will be instructed to go to the nearest workforce center to make application for TAA benefits if they have been laid off

by a company having a certified TAA petition. There is a very close working relationship with KDOL/Trade Adjustment Allowances (TRA) staff, including constant communication regarding TAA customers for almost every aspect of the program. For example, Kansas has a TRA Statement request used as a communication piece between agencies to ensure the customer meets eligibility deadlines.

Service Delivery and Compliance Local TAA services are delivered at the Workforce Centers; therefore, the One-Stop delivery system serves as an important avenue for linking TAA with its WIOA Core, Required program partners, as well as other partners, in the area effected. Workforce center staff work with the customer to ensure registration in KANSASWORKS.com, a combined MIS system, which is another element supporting the development of strong linkages between the TAA program and other workforce development partners. KANSASWORKS.com is capable of linking multiple state agencies and currently links WIOA Youth, Adult, Dislocate Worker, W-P, Trade Act, Reemployment Services, JVSG, Unemployment Insurance, Reemployment and Eligibility Assessment and the Senior Community Service Employment Program. The system is capable of cross-programmatic service delivery and provides management case files for multiple programs and/or agencies. Information on a participant can be accessed without moving from one agency system to another. Because case managers from different agencies have access to the same participant data, the entire system has become seamless to deliver better services for common customers of programs using KANSASWORKS.com. Once a customer is deemed TAA eligible, they will complete the Application for Trade Act Benefits form with a TAA case manager (CM), complete an initial assessment to identify their initial employment plan, and will be offered the eight required employment and case management services. It is during these interactions with an assigned case manager trade-affected workers in the groups identified in the TAA petitions with an accurate understanding of the provision of TAA benefits and services.

Employer Contact The State or Local Rapid Response Coordinator makes immediate contact with the employer to determine the layoff plans and to schedule informational meetings for the affected workers. The goal is to hold pre-layoff meetings at the work-site; however, the details are determined based on the employer's needs and desires. Every effort is made to best accommodate the employer and promote attendance. Post-layoff informational meetings may also be arranged and held, if necessary. Union Contact When the affected workers are organized under a union, the Local Rapid Response Coordinator notifies the local or regional union office of the time, date and location of the pre-layoff informational meeting so the union may promote the meeting to its members. If meetings cannot be held at the work site, the union hall may be a suitable alternative. The order of preference for meeting location is first, the work site; second, the union facility; and third, another location approved by labor and management. Other If the employer has already closed the plant, isn't responding to our contact or if there is no Union involvement, there are several different avenues we will try in notifying the workers. RR will provide outreach through print ads or radio ads in the area of lay-off and collaborate with KDOL to send out information regarding meetings.

(b) Adult and Dislocated Worker Program Requirements.

- (1) Work-Based Training Models. If the State is utilizing work-based training models (e.g. on-the-job training, incumbent worker training, transitional jobs, and customized training) as part of its training strategy and these strategies are not already discussed in other sections of the plan, describe the State's strategies for how these models ensure high quality training for both the participant and the employer.

WIOA Adult and Dislocated Worker services are provided to improve the skills of Kansas workers and result in employment for participants. Through workforce centers and the well-established One-Stop system, local

workforce investment boards and their partner agencies provide training which emphasizes the use of work-based learning, e.g. OJT, internships, customized training, etc. for eligible jobseekers and workers. It is required that training be designed for current skill/knowledge demands of the local job market and may often include traditional classroom training. Models used by **KANSASWORKS** include on-the-job training during which a participant is employed by an employer, learns skills on the job and earns wages while working. This popular strategy provides the participant an opportunity to make sure the job is a good fit, that the skills can be attained and that the learning process is supported by the workforce system, including case management and supportive services. The employer's risk is mitigated by the investment made by the workforce system in reimbursing the employer a portion of the participant's salary during the training period. This also allows the employer to assure the participant is a good fit and is able to learn the necessary skills. Paid internships provide much the same benefits to participants and employers, although the employer of record may be a Local Workforce Development Board, a postsecondary institution or an outside party. Other shorter-term work-based training such as boot camps and unpaid internships are most useful to the participant to assist with deciding their career path and with learning basic workplace skills (soft skills.) High quality training for both the participant and the employer is assured through the requirements of the workforce system: each LWDB OJT or other work-based training program plan must include an individualized training plan that specifies the roles of the participant, the employer and the case manager. The plan also details any supportive services the participant needs to successfully complete training. This support and engagement of a workforce professional reassures the participant as training progresses. Employers are also held accountable through the work-based training model because the workforce professional visits the work site, advocates for the participant, monitors the participant's progress and requires the employer to document the skills achieved by the participant or any performance/soft skills issues displayed by the participant.

During the previous plan period, Kansas underwent a Customer-Centered Design (CCD) immersion process, through the Workforce Innovation Fund, to examine local work-based learning programs, processes and service delivery. As a result, each LWDB, to varying degrees, discovered weaknesses in their OJT service delivery and began developing measures to improve participation in and outcomes of work-based learning. During the next plan period, local staff will test their CCD strategies and establish new policies, procedures and service delivery.

(2) Registered Apprenticeship. Describe how the State will incorporate Registered Apprenticeship into its strategy for service design and delivery (e.g., job center staff taking applications and conducting assessments).

Registered Apprenticeship is an employer-driven, "Earn while you Learn" model that combines on-the-job learning with related technical instruction that increases an apprentice's skill level and wages, designed to move an apprentice from a low or no skill entry-level position to full occupational proficiency. It's an immediate job. It is a flexible training system that can be customized to meet the needs of every business. Upon completion of a Registered Apprenticeship program, participants receive an industry issued, nationally recognized credential that certifies occupational proficiency. Kansas integrates Registered Apprenticeship (RA) with the Local WIOA Core partners' staffing structures, Veterans Program staff, and continues to train AJC front line and business services staff in the rules, regulations and service delivery requirements of RA. Through bi-monthly meetings with Local WIOA Core Partner staff, local partners have developed an understanding of their role in RA, including their interface with employers and local economic development agencies which increases outreach efforts to the very entities needed to expand and enhance Registered Apprenticeship. Each Local Area has designated staff to serve as the RA Program Specialist to aid recruiting, registering and implementing RA programs via sub-grants between each Local Workforce Innovation Act Core

Partners and Kansas Department of Commerce. Sponsors work with RA Program Specialist to design and execute apprenticeship programs providing jobs to apprentices, overseeing training development, providing hands-on learning and technical instruction for apprentices. The related technical instruction may be provided through community or technical colleges, correspondence, online, distance learning, contract vendors and/or apprenticeship training centers. Additionally, Kansas Department of Commerce is partners with Kansas Department of Education with the intention of building Youth Pre-Apprenticeship opportunities within the state. Youth Pre-Apprenticeship is a work-based learning opportunity that will give students both academic and workplace skills that can lead to post-secondary education opportunities and careers. Youth Pre-Apprentices will receive paid on-the-job training along with job-related technical instruction that also supports meeting high school graduations requirements.

Kansas Department of Commerce received \$2,321,654.00 from the U.S. Department of Labor to administer the Apprenticeship USA State Expansion Grant, the grant period is November 1, 2016 thru October 31, 2020. Kansas Department of Commerce granted funds to each Local Workforce Innovation Act Core Partners to support a .5 FTE Registered Apprenticeship Program Specialist to expand the recruitment, screening and enrollment of registered apprentices. Additionally, RA Sponsors who enroll their apprentices in KANSASWORKS can be reimbursed a portion of the cost of the Related Technical Instruction for each apprentice enrolled through this project.

Kansas Department of Commerce received \$932,211.65 from the U.S. Department of Labor to administer the Apprenticeship State Expansion Grant, the grant period is July 1, 2019 thru June 30, 2022. Kansas Department of Commerce granted funds to three Local Workforce Innovation Act Core Partners to support three Registered Apprenticeship Program Specialist FTE's to expand the recruitment, screening and enrollment of registered apprentices. Additionally, RA Sponsors who enroll their apprentices in KANSASWORKS can be reimbursed a portion of the cost of the Related Technical Instruction for each apprentice enrolled through this project.

- (3) Training Provider Eligibility Procedure. Provide the procedure, eligibility criteria, and information requirements for determining training provider initial and continued eligibility, including Registered Apprenticeship programs (WIOA Section 122).

Training Provider Eligibility is established by State Policy and can be found at <http://www.KANSASWORKSstateboard.org> and is described below. Kansas has adopted the Kansas Board of Regents' Kansas Training Information Program Report (K-TIP) as the basis for approving traditional postsecondary education providers. The report includes performance information by institution and academic program.

Registered Apprenticeship program providers are automatically considered eligible training providers for Kansas WIOA participants unless the RA Program monitoring and oversight process reveals poor performance or non-compliance. The Kansas Department of Commerce (Commerce) is the state agency responsible for carrying out the determinations, enforcement actions, and other duties related to the establishment and maintenance of the state's Eligible Training Provider List (ETPL). To maximize customer choice and assure all significant population groups are served, the eligible provider process shall be administered in a manner to assure significant numbers of competent providers offering a wide variety of training programs and occupational choices are available to customers. Application for inclusion on the Kansas ETPL is open to providers of training services (1) at a physical location within the State of Kansas, or (2) by virtual learning conveyance. Providers of training services delivered at a physical location in neighboring (border) communities that are accessible within normal and reasonable commuting distance to

participants from Kansas shall be included on their respective State's ETPL and will be placed on the Kansas ETPL at the recommendation of a Kansas Local Board. Out-of-State and Private providers of training service(s), which has a physical presence within the state of Kansas or which solicits business within the state of Kansas and offers a course or courses of instruction or study through classroom contact or by distance education, or both, for the purpose of training or preparing persons for a field of endeavor in a business, trade, technical or industrial occupation or which offers a course or courses leading to an academic degree, must obtain and maintain a Certificate of Approval from the Kansas Board of Regents (KBOR) prior to application as an eligible training provider. Participation in the K-TIP reporting program is required of every private or out-of-state postsecondary educational institution and career technical education institution.

New providers of training (those not previously determined eligible prior to December 31, 2015) desiring to be a WIOA Eligible Training Provider must have applied for initial eligibility and been approved for inclusion on the State ETP list before WIOA costs are incurred. New providers are encouraged to apply at least 60 days in advance of initial program offerings. Initial eligibility expires on the end of each full federal fiscal year (September 30) after initial eligibility has been approved. Exception: short term training which meets a defined set of employable skills criteria established by a local board in consultation with local business to meet the specific needs of a defined employer or industry (e.g. customized training or industry sector partnerships) are subject to Local Approved Training policies and are exempt from the State ETPL policy. The Kansas Training Information Program (K-TIP) Career and Technical Education report provides substantially similar performance information to the required performance information for 'all students' in applications for initial and subsequent eligibility. All eligible providers must submit, annually and no later than October 1 of each year, such information as KBOR may require for the production of the K-TIP report. Performance data from the K-TIP report shall constitute reporting of performance for 'all students' in determinations of subsequent eligibility and may be used, when available, for determinations of initial eligibility. This report is accessible to local workforce development boards (local boards) at http://www.kansasregents.org/workforce_development Each local board has cost-effective access to real-time performance information for WIOA participants within KANSASWORKS.com. For subsequent eligibility providers may request WIOA participant performance information from the local board when such information is required. Local board accessible performance information for participants includes: Percentage of WIA and/or WIOA participants who have completed the program; Percentage of WIA and/or WIOA participants who complete and obtain unsubsidized employment; Retention rates of WIA and/or WIOA participants in unsubsidized employment who completed the program, six (6) months after the first day of the employment; Average wages received by participants who completed the program, six (6) months after the first day of the employment; and Where appropriate, the rates of licensure or certification, attainment of academic degrees or equivalents, or attainment of other measures of skills of the graduates of the program. Programs registered by the National Apprenticeship Act (NAA) are automatically approved by the State Registered Apprenticeship Director. The State Apprenticeship Program Manager shall authorize removal of any apprenticeship program that fails to retain its status as a Registered Apprenticeship. Local workforce investment boards may establish reasonable criteria and information requirements in addition to the criteria and information requirements established by the State Board for the purpose of determining the eligibility of providers. Having successfully completed initial eligibility, continued eligibility is reviewed biannually. Local boards may require a higher level of performance for local programs than the levels established by the State Board for continued eligibility of providers. Should local boards require additional verifiable information, the board shall specify additional content, or an alternative manner of reporting for providers: Access to cost-effective methods for collection and reporting of the information must be provided; Procedures by which

providers can demonstrate the collection/reporting of additional information/processes imposes extraordinary costs on the provider must be established in local policy.

Minimum Levels of Performance The term “appropriate level of program performance” for “all students” is defined as performance equal to or greater than 60% of the State Performance Measure Goal for the reporting year. The term “appropriate level of program performance” for “WIOA students” is defined as performance equal to or greater than 80% of the State Performance Measure Goal for the reporting year. Local boards may accept a lower level of performance as an exception when, in consultation with the local WIOA operator, there is a reasonable expectation the provision of additional WIOA services will produce acceptable levels of performance.

In-demand Industry Sectors and Occupations Although not an absolute prerequisite for approval, of, consideration must be given to the degree to which a provider’s training programs relate to in-demand industries and occupations within the State. Kansas Department of Labor, Labor Market Information Services conducts studies of private sector industries and their respective job growth. The short-term industries projection database is accessible at <https://klic.dol.ks.gov/gsipub/index.asp?docid=555> Those industries exhibiting growth are generally considered to be in-demand industries. A list of high demand occupations in Kansas is available from the Kansas Labor Information Center <https://klic.dol.ks.gov/gsipub/index.asp?docid=403> Those occupations listed are generally considered to be in-demand occupations. Local Boards may expand the industries and occupations in-demand based on locally available Labor Market intelligence. Industry sectors and occupations not identified by the State or Local Board should be considered on a case case-by-case basis, when appropriate, to best meet the specific needs of an individual customer or group of customers. Eligibility for entities that carry out programs under the National Apprenticeship Act of August 16, 1937 (commonly known as Registered Apprenticeship) is exempt from initial eligibility procedures. The State Apprenticeship Program Manager maintains the eligibility list of currently registered NAA providers.

- (4) Describe how the State will implement and monitor the priority for public assistance recipients, other low-income individuals, and individuals who are basic skills deficient in accordance with the requirements of WIOA sec. 134(c)(3)(E), which applies to individualized career services and training services funded by the Adult Formula program.

State Board policy establishes requirements for Local Areas to implement priority for those characteristics described in WIOA sec. 134 as described in KWSB Policy 5-0201, pages 12 & 13:

[file:///C:/Users/srw5115/Downloads/5-02-01-Eligibility-Determination-and-Documentation%20\(1\).pdf](file:///C:/Users/srw5115/Downloads/5-02-01-Eligibility-Determination-and-Documentation%20(1).pdf)

and Guidance Letter 16-04: <file:///C:/Users/srw5115/Downloads/16-04-Guidance-Ltr-Priority-of-Service-6-15-17.pdf>

The Commerce Regulatory Compliance Unit monitors the implementation of this and the Veterans Priority of Service policies. Additionally, Kansas is a member of a US DOL Regional work group addressing how to measure and monitor WIOA Section 134 and looks forward to developing policy and implementation enhancements.

- (5) Describe the State’s criteria regarding local area transfer of funds between the adult and dislocated worker programs.

As described in Section 133 of WIOA, a local board may transfer, if such a transfer is approved by the Governor, up to and including 100 percent of the funds allocated to the local area for a fiscal year between adult employment and training activities and dislocated worker employment and training activities. Local

Areas must provide a Budget Modification Form and a Narrative describing the reason for the transfer, the benefits of the transfer in terms of improving/increasing services to eligible individuals and the specific activities resulting from the transfer. The request is reviewed and approved by Commerce, the Governor's Designee. The transfer approval is then routed to both the Local Area and the Commerce fiscal department. The fiscal department then modifies the master budget for the Local Area and begins tracking funds using the new transfer amounts.

(c) **Youth Program Requirements.** With respect to youth workforce investment activities authorized in section 129 of WIOA—

- (1) Identify the State-developed criteria to be used by local boards in awarding grants or contracts for youth workforce investment activities and describe how the local boards will take into consideration the ability of the providers to meet performance accountability measures based on primary indicators of performance for the youth program as described in section 116(b)(2)(A)(ii) of WIOA in awarding such grants or contracts.¹¹

The state most recently updated its guidance regarding criteria to be used by Local Boards when awarding youth activities in February 2018. Guidance Letter 18-02 can be found at <https://ksworksstateboard.org/wioa-guidance-letters%e2%80%8b/>

In awarding grants/contracts/awards for Youth services, Local Boards must:

- Competitively procure Youth services, except as provided for in §681.400(a) and §681(b)(4) o §681.440(a) allows the LWDB to directly provide some or all youth services
- §681.44(b)(4) allows for sole-source procurement when there is an insufficient number of youth providers in a local area. Please refer to the State Fiscal Policy for sole-source procurement processes.
- Assure all fourteen (14) youth services are available in the local area
- Award contracts (or otherwise provide services as allowed) in such a manner as to have a reasonable assurance a minimum of 75% of the Local Area funds will be spent for services to out-of-school youth
- Award contracts (or otherwise provide services as allowed) in such a manner as to have a reasonable assurance a minimum 20% of the Local Area funds are spent for work-based learning activities to both out-of-school and in-school youth.
- Hold service providers (contracted and/or direct) accountable for meeting the Local Area's negotiated performance measure.

In selecting providers of WIOA Youth services, Local boards must take into consideration:

- The proposed providers experience provided substantially similar services to substantially similar Youth populations
- The proposed provider's established linkages to (and significant work with) key partners; such as local education, social services, court services, housing authority, homeless shelters, etc.
- The proposed providers experience of successful performance, particularly performance that aligns with or matches WIA/WIOA performance measures.

Local Boards are strongly encouraged to formally incorporate these considerations with existing and locally developed evaluation criteria. This would most commonly be demonstrated on proposal evaluation (e.g., evaluators ranking or score card). This guidance includes minimum additional considerations in the selection and awarding contract for Youth services. This does not mean typical procurement guidance, policies, considerations, processes, etc. applicable to all procurements are not applicable to youth. Local Boards may add additional reasonable criteria in their respective local policies and procedures.

- (2) Describe the strategies the State will use to achieve improved outcomes for out-of-school youth as described in 129(a)(1)(B), including how it will leverage and align the core programs, any

¹¹ Sec. 102(b)(2)(D)(i)(V)

Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available.

Collaborative youth services based on individual service strategies focused on skill development and career pathways will be provided. Work-based learning addresses a broad range of skills needs—both “soft” skills and technical skills. While this Kansas strategy makes work-based learning a priority, the state recognizes that it is not a panacea for all youth, and even when it is included in a youth’s individual service strategy, it will be supplemented with other forms of learning. Key elements of this strategy include:

- Paid work-based experiences (Real Job)
- Summer employment partnerships
- Pre-apprenticeship opportunities
- Internships and job shadowing
- On the job training opportunities

A full range of work-based experiences may be available, the specific solution for an individual will depend on the particular circumstances of the individual, including his/her career interests, level of skills and/or experience, and employer willingness. This emphasis on work-based learning opportunities for youth necessitates that youth employment issues are a central element of each local area’s employer engagement strategy. In developing this strategy, local areas engage employers to develop opportunities that place a priority on paid opportunities. Work-based opportunities include clearly defined learning objectives, skill acquisition (particularly transferable skills), provide opportunities for both in-school and out-of-school youth, and are determined appropriate for youth with multiple barriers to employment. Wherever possible, work-based learning opportunities lead to attainment of industry-recognized credentials. This requires capitalizing on existing linkages as well as developing new linkages with employers, for all forms of work-based learning. The strategy calls for taking advantage of existing pre-apprenticeship programs, and encourages core partners to collaborate with employers, training providers and existing apprenticeship programs to develop new pre-apprenticeship opportunities. This is a collaborate effort which must be driven by the needs of and developed with the active involvement of employers. Local plans will be required to discuss how core and required partners will coordinate to prevent duplication and/or conflicts about which program serves particular individuals, including coordinating to ensure that supportive services and work supports are provided. Because the nature of individual needs vary from individual to individual, these decisions are made on a case-by-case basis, requiring regular communication among core partner staff. It is anticipated that general trends will emerge (out-of-school youth will be more likely to receive Title I funded work-based learning, while Pre-Employment Transition Services, under Title IV, may be more likely to serve in-school youth). These decisions will also be shaped by individual program requirements.

Adult Education and Secondary Career Tech routinely target populations with multiple barriers to employment. Programs utilizing concurrent credentialing strategies help increase access to activities leading to recognized postsecondary credentials. Local WDB plans are required to address coordination with education and training options available in the local area, particularly education and training offered through community and technical colleges. Education and training opportunities must be tied to the attainment of industry-recognized credentials along career pathways for demand occupations. Career pathways developed by the Kansas Board of Regents (KBOR) provide a sequence of education and training that give youth a clear line-of-sight to an industry recognized credential and a career. WIOA requires that career pathways meet the workforce needs of the region or state, offer individuals the opportunity to earn at least one recognized post-secondary credential, provide contextual education concurrently with workforce preparation and training, and include counseling to support individuals in achieving their education and career goals. Accelerating Opportunity: Kansas (AO-K) enhances these required elements with classes that are team-taught by basic skills and CTE instructors, post-secondary credit, wrap-around support services, and the opportunity to earn stackable credentials. Training (in all forms) must be tied to the types of job opportunities that are prevalent

in the local area and are designed to develop skills that are in demand in the region. Skill development is consistent with regional and statewide economic development strategies. Local areas' employer engagement strategies are developed by including economic development organizations. All of these strategies, including the requirement for LWDBs to include how they will address the coordination of service delivery with Core, Required and other partners, provide the specific methodology each Local Area will use to improve outcomes for this targeted population, coordinating supportive services such as transportation, housing and academic assistance or any other type of training or assistance needed for the individual to successfully obtain and maintain employment. Local Areas may employ integrated case management, a method of convening multiple service delivery professionals together to meet the needs of a single, common participant. Local Areas may leverage and coordinate resources through MOUs with partners to formally define services, resources, strategies and processes across partner programs to meet the needs of the individual, common participant. Local Youth Subcommittees will have K-12, postsecondary and other training and education expertise available both in person and electronically to determine how to best serve the needs of participants. As stated above, Local Area plans will detail how each local system will leverage and coordinate partner resources and services to help achieve improved outcomes for out-of-school youth. Additionally, the state will improve outcomes of out-of-school youth by monitoring performance and providing technical assistance as requested or prescribed. The state workforce agency will also monitor Local Area expenditures to ensure required levels of Youth funds are used to support out-of-school youth.

- (3) Describe how the state will ensure that all 14 program elements described in WIOA section 129(c)(2) are made available and effectively implemented, including quality pre-apprenticeship programs under the work experience program element.¹²

The state requires the LWDBs to detail how each of the 14 elements will be provided in the Local Area Plan. Each Local Area Plan must include MOUs or Contracts which describe what entity will provide which elements. The state workforce agency reviews each of these plans and determines if the Local Area has sufficiently planned to provide all 14 elements. If a Local Area does not provide needed plans and documentation, the state agency will require a plan modification and may require further corrective action. Once the Local Area Plan has been reviewed and approved, and sufficient evidence of planning and procurement of each of the 14 elements has been documented and approved, the Regulatory Compliance unit of the Commerce Legal Division will regularly monitor each Local Area to document its adherence to its plan and the outcomes of those strategies for providing all required elements. Additionally, the KWSB and state staff will review performance and other data to measure the effectiveness of the 14 elements and require corrective action if the service delivery is not available and effective.

- (4) Provide the language contained in the State policy for "requiring additional assistance to enter or complete an educational program, or to secure and hold employment" criterion for out-of-school youth specified in WIOA section 129(a)(1)(B)(iii)(VIII) and for "requiring additional assistance to complete an education program, or to secure and hold employment" criterion for in-school youth specified in WIOA section 129(a)(1)(C)(iv)(VII). If the state does not have a policy, describe how the state will ensure that local areas will have a policy for these criteria.

Youth who require additional assistance to: Enter or Complete and Educational Program: DROP-OUT: Previously dropped out of an educational program, or Is attending secondary school but has previously dropped-out

¹² Sec. 102(b)(2)(D)(i)(I)

ATTENDANCE: Has poor attendance patterns as defined by the local School District or education provider during the last twelve (12) calendar months, or Has poor attendance patterns in an educational program during the last 12 calendar months (defined as missing 20 or more days of middle school or high school; excused or unexcused), or Has been deemed truant or exhibited a pattern of truancy during the current school year

GRADES: Has below average grades (defined as having a GPA below a 2.0 on a 4-point scale, or its equivalent), or is one or more grade levels below the grade level considered appropriate for the individual's age

DISABILITY/IEP: Has a learning/physical/mental disability. Disability refers: (1) A physical or mental impairment that substantially limits one or more of the major life activities of such individual; or (2) A record of such an impairment; or (3) Being regarded as having such an impairment. Major life activities means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. Supporting documentation must indicate that the customer has a disability at time of enrollment; has an open/active Individual Education Plan (IEP) with a local Unified School District due to a disability that impedes academic functioning

AT RISK: Lacks sufficient credits to graduate from secondary school with similarly situated student peers, or is currently attending an alternative school, or has attended an alternative school during the current school year

Other – As defined in the Local Plan

Secure or Hold Employment:

WORK HISTORY: Has never worked (no work history); or Has not worked for the same employer for longer than twelve (12) consecutive weeks in the eighteen months (18) prior to WIOA eligibility determination, or has been fired from a job in the last six (6) calendar months,

GOALS: Has no vocational/employment goal

TRAINING: Does not have any specific occupational training

DISABILITY: Has a learning/physical/mental disability. Disability refers: (1) A physical or mental impairment that substantially limits one or more of the major life activities of such individual; or (2) A record of such an impairment; or (3) Being regarded as having such an impairment. Major life activities means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. Supporting documentation must indicate that the customer has a disability at time of enrollment

STABILITY: Has experienced the loss of a primary caregiver due to death, incarceration or extended military service within the past 24 months.

Other – as defined in the Local Plan

- (5) Include the State definition, as defined in law, for not attending school and attending school as specified in WIOA Section 129(a)(1)(B)(i) and Section 129(a)(1)(C)(i). If State law does not define "not attending school" or "attending school," indicate that is the case and provide the state policy for determining whether a youth is attending or not attending school.

"Pupils Not Attending School" Whenever a child between the ages of seven (7) years of age and under eighteen (18) years of age is required by the Kansas Compulsory School Attendance Law to attend school and the child is not enrolled in a public or non-public school, the child shall be considered to be not attending school. Additionally: Alternative Education is officially defined by the State of Kansas as an alternative learning plan for the student that identifies educational programs that are located in the area where the

student resides, and are designed to aid the student in obtaining a high school diploma, general educational development credential or other certification of completion, such as a career technical education industry certification. Such alternative learning plans may include extended learning opportunities such as independent study, private instruction, performing groups, internships, community service, apprenticeships and online coursework. However, the Kansas graduation/dropout prevention resources define 'alternative education' in its broadest sense and covers all educational activities that fall outside the traditional K-12 school system (including home schooling, GED preparation programs, special programs for gifted children, charter schools, etc.), although the term is often used to describe programs serving vulnerable youth who are no longer in traditional schools.

The Common Core of Data, the US Department of Education's primary database on public elementary and secondary education, defines an alternative education school as "a public elementary/secondary school that addresses needs of students that typically cannot be met in a regular school, provides non-traditional education, serves as an adjacent to a regular school, or falls outside the categories of regular, special education or vocational education. <http://community.ksde.org/Default.aspx?tabid=4474> (5) KSA 72-1111. Compulsory school attendance; exemptions. (a) Subject to the other provisions of this section, every parent or person acting as parent in the state of Kansas, who has control over or charge of any child who has reached the age of seven years and is under the age of 18 years and has not attained a high school diploma or a general educational development (GED) credential, shall require such child to be regularly enrolled in and attend continuously each school year (1) a public school for the duration of the school term provided for in K.S.A. 72-1106, and amendments thereto; or (2) a private, denominational or parochial school taught by a competent instructor for a period of time which is substantially equivalent to the period of time public school is maintained in the school district in which the private, denominational or parochial school is located. If the child is 16 or 17 years of age, the parent or person acting as parent, by written consent, or the court, pursuant to a court order, may allow the child to be exempt from the compulsory attendance requirements of this section. (b) If the child is 16 or 17 years of age, the child shall be exempt from the compulsory attendance requirements of this section if: (1) The child is regularly enrolled in and attending a program recognized by the local board of education as an approved alternative educational program; (2) the child and the parent or person acting as parent attend a final counseling session conducted by the school during which a disclaimer to encourage the child to remain in school or to pursue educational alternatives is presented to and signed by the child and the parent or person acting as parent. The disclaimer shall include information regarding the academic skills that the child has not yet achieved, the difference in future earning power between a high school graduate and a high school dropout, and a listing of educational alternatives that are available for the child; or (3) the child is regularly enrolled in a school as required by subsection (a) and is concurrently enrolled in a postsecondary educational institution, as defined by K.S.A. 74-3201b, and amendments thereto. The provisions of this clause (3) shall be applicable to children from and after July 1, 1997, and shall relate back to such date. (c) Any child who is under the age of seven years, but who is enrolled in school, is subject to the compulsory attendance requirements of this section. Any such child may be withdrawn from enrollment in school at any time by a parent or person acting as parent of the child and thereupon the child shall be exempt from the compulsory attendance requirements of this section until the child reaches the age of seven years or is re-enrolled in school. (d) Any child who is determined to be an exceptional child, except for an exceptional child who is determined to be a gifted child, under the provisions of the special education for exceptional children act is subject to the compulsory attendance requirements of such act and is exempt from the compulsory attendance requirements of this section. (e) Any child who has been admitted to, and is attending, the Kansas academy of mathematics and science, as provided in K.S.A. 72-9711 et seq., and

amendments thereto, is exempt from the compulsory attendance requirements of this section. (f) No child attending public school in this state shall be required to participate in any activity which is contrary to the religious teachings of the child if a written statement signed by one of the parents or a person acting as parent of the child is filed with the proper authorities of the school attended requesting that the child not be required to participate in such activities and stating the reason for the request. (g) When a recognized church or religious denomination that objects to a regular public high school education provides, offers and teaches, either individually or in cooperation with another recognized church or religious denomination, a regularly supervised program of instruction, which is approved by the state board of education, for children of compulsory school attendance age who have successfully completed the eighth grade, participation in such a program of instruction by any such children whose parents or persons acting as parents are members of the sponsoring church or religious denomination shall be regarded as acceptable school attendance within the meaning of this act. Approval of such programs shall be granted by the state board of education, for two-year periods, upon application from recognized churches and religious denominations, under the following conditions: (1) Each participating child shall be engaged, during each day on which attendance is legally required in the public schools in the school district in which the child resides, in at least five hours of learning activities appropriate to the adult occupation that the child is likely to assume in later years; (2) acceptable learning activities, for the purposes of this subsection, shall include parent (or person acting as parent) supervised projects in agriculture and homemaking, work-study programs in cooperation with local business and industry, and correspondence courses from schools accredited by the national home study council, recognized by the United States office of education as the competent accrediting agency for private home study schools; (3) at least 15 hours per week of classroom work under the supervision of an instructor shall be provided, at which time students shall be required to file written reports of the learning activities they have pursued since the time of the last class meeting, indicating the length of time spent on each one, and the instructor shall examine and evaluate such reports, approve plans for further learning activities, and provide necessary assignments and instruction; (4) regular attendance reports shall be filed as required by law, and students shall be reported as absent for each school day on which they have not completed the prescribed minimum of five hours of learning activities; (5) the instructor shall keep complete records concerning instruction provided, assignments made, and work pursued by the students, and these records shall be filed on the first day of each month with the state board of education and the board of education of the school district in which the child resides; (6) the instructor shall be capable of performing competently the functions entrusted thereto; and (7) in applying for approval under this subsection a recognized church or religious denomination shall certify its objection to a regular public high school education and shall specify, in such detail as the state board of education may reasonably require, the program of instruction that it intends to provide and no such program shall be approved unless it fully complies with standards therefor which shall be specified by the state board of education. If the sponsors of an instructional program approved under this subsection fail to comply at any time with the provisions of this subsection, the state board of education shall rescind, after a written warning has been served and a period of three weeks allowed for compliance, approval of the programs, even though the two-year approval period has not elapsed, and thereupon children attending such program shall be admitted to a high school of the school district. (h) As used in this section: (1) "Educational alternatives" means an alternative learning plan for the student that identifies educational programs that are located in the area where the student resides, and are designed to aid the student in obtaining a high school diploma, general educational development credential or other certification of completion, such as a career technical education industry certification. Such alternative learning plans may include extended learning opportunities such as independent study, private instruction, performing groups,

internships, community service, apprenticeships and online coursework. (2) "Parent" and "person acting as parent" have the meanings respectively ascribed thereto in K.S.A. 72-1046, and amendments thereto. (3) "Regularly enrolled" means enrolled in five or more hours of instruction each school day. For the purposes of subsection (b)(3), hours of instruction received at a postsecondary educational institution shall be counted.

- (6) If using the basic skills deficient definition contained in WIOA Section 3(5)(B), include the State definition which must further define how to determine if an individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society. If not using the portion of the definition contained in WIOA Section 3(5)(B), indicate that is the case.

BASIC SKILLS DEFICIENT.—The term "basic skills deficient" means, with respect to an individual—

(A) who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or (B) who is a youth or adult, that the individual is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society. State statute does not define Basic Skills Deficient. However, Core Partners are considering a definition to include at or below the 10th grade level. The state board will consider establishing this expanded definition for use by the Kansas Workforce System and perhaps periodically assess and change as needed.

(d) **Single-area State requirements.** In States where there is only one local workforce investment area, the governor serves as both the State and local chief elected official. In such cases, the State must submit any information required in the local plan (WIOA section 106(d)(2)). States with a single workforce area must include—

- (1) Any comments from the public comment period that represent disagreement with the Plan. (WIOA section 108(d)(3).)
- (2) The entity responsible for the disbursement of grant funds, as determined by the governor, if different from that for the State. (WIOA section 108(b)(15).)
- (3) A description of the type and availability of WIOA title I Youth activities and successful models, including for youth with disabilities. (WIOA section 108(b)(9).)
- (4) A description of the roles and resource contributions of the one-stop partners.
- (5) The competitive process used to award the subgrants and contracts for title I activities.
- (6) How training services outlined in section 134 will be provided through individual training accounts and/or through contracts, and how such training approaches will be coordinated. Describe how the State will meet informed customer choice requirements regardless of training approach.
- (7) How the State Board, in fulfilling Local Board functions, will coordinate title I activities with those activities under title II. Describe how the State Board will carry out the review of local applications submitted under title II consistent with WIOA secs. 107(d)(11)(A) and (B)(i) and WIOA sec. 232.
- (8) Copies of executed cooperative agreements which define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the one-stop delivery system, including cooperative agreements with entities administering Rehabilitation Act programs and services.

(e) **Waiver Requests (optional)**. States wanting to request waivers as part of their title I-B Operational Plan must include a waiver plan that includes the following information for each waiver requested:

- (1) Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver and how those goals relate to the Unified or Combined State Plan;

The State of Kansas currently holds a waiver from that part of Section 129(a)(4)(A) and 20 CFR 681.410, which requires not less than 75 percent of funds allotted to states under Section 127(b)(1)(C) and available to local areas under subsection (c), shall be used to provide youth workforce investment activities for OSY.

Kansas is requesting a waiver of the requirement Local Areas expend not less than 75 percent of the Formula Youth funding available to the Local Area to provide youth workforce investment activities for out-of-school youth. Kansas is requesting that this percentage be lowered to 50 percent.

- (2) Describes the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers;

There are currently no state or local statutory or regulatory barriers to implementing the requested waiver. State of Kansas regulations and policy statements are in compliance with current federal law.

- (3) Describes the goals of the waiver and the expected programmatic outcomes if the request is granted;

Goal: Increase services to at-risk youth in local schools.

Outcome: Approval of this waiver request will allow Local boards to direct more local funds to serving youth at-risk of disconnecting from education. It is more cost-effective to keep youth enrolled in school and engaged in a career pathway which leads to meaningful and satisfying careers.

Forty-six percent of Kansas K-12 students were approved for free or reduced lunches in the 2017-18 school year; meeting the WIOA definition of low-income. This cohort of Kansas students is nearly 10 percent more likely to not graduate high-school; 77% vs 86%. In Kansas, students with disabilities also have the same 77% graduation rate. The ability to serve more economically disadvantaged and disabled youth while they are still attached to an educational institution gives the five Kansas Local Workforce Development Areas the chance to reduce the impact of high-risk factors including poverty and disability and provide equitable resources to meet the needs of all students to ensure that they have access to quality educational and career exploration opportunities.

Goal: Increase support for dropout prevention and recapture programming.

Outcome: Data for dropout prevention programs demonstrates graduation rates equivalent to those of non-economically disadvantaged students. Considering these services are targeted toward at-risk and hard-to-serve youth with multiple barriers such as living in single-parent or economically disadvantaged households, low academic performance due to unmet special education needs or a lack of maturity or motivation, emotional or physical disabilities, runaway youth or homelessness, one or more years behind their peers and/or repeating grades, excessive absences, a record of suspensions, being expelled or put on probation, lack of transportation, limited English proficiency, substance abuse, pregnancy or parenting, little or no work experience due to a lack of marketable skills; investment in these services are critical to assuring a skilled workforce in a tight labor market.

Goal: Supporting students in school through successful graduation while equipping them with academic and technical skills necessary to improve their employability.

Outcome: Ensuring a young person's success in a job and/or in post-secondary education during the time when the student is most at-risk of failure. Additional follow up and contact with participants following high

school completion ensures satisfactory progress is made while employed or emolled in post-secondary or vocational training programs.

Approval of this waiver will provide greater opportunity for youth to finish high school and continue on a pathway toward multiple career and educational opportunities, such as entering a Registered Apprenticeship program, earning recognized credentials, associates and/or a bachelor's degree necessary for obtaining sustainable employment. Employers will have an opportunity to build a talent pipeline earlier in the career pathway continuum, reduce training costs, and employee turnover. Goal: Improved flexibility of state and local funding to best meet the needs of our citizens and businesses.

Outcomes: Approval of this waiver will allow for innovative strategies to address barriers facing at-risk youth on an individualized basis and encourage innovative strategies to address student retention, such as dual college enrollment, work-based learning opportunities, occupational training, or pre-apprenticeship to apprenticeship programs that will keep students engaged in school through graduation. This waiver will improve the ability of Workforce Development Boards to develop strategies to align with workforce and economic realities within their service delivery areas and to design programs in direct response to the needs of youth.

(4) Describes how the waiver will align with the Department's policy priorities, such as:

- (A) supporting employer engagement;
- (B) connecting education and training strategies;
- (C) supporting work-based learning;
- (D) improving job and career results, and
- (E) other guidance issued by the Department.

The WIOA encourages strong partnerships to leverage resources and increase opportunities for youth. The Kansas workforce development system is designed to help improve student access to career pathways, close the talent gap in professional trades and continue building a stronger talent base in Kansas. Local Boards brings together leaders, including employers, educators, K-12 districts, higher education institutions, union leaders, and businesses - all to ensure our youth can reach their potential and make Kansas stronger. The state and local Workforce Development Boards should be a strong partner, both in terms of program design and the fiscal support necessary to meet this need.

The WIOA places a heavy emphasis on work experience for youth participants. The expansion of work-based learning opportunities for in-school youth through increased flexibility of funding not only aligns with this priority but also fosters greater employer engagement from businesses and industries.

(5) Describes the individuals affected by the waiver, including how the waiver will impact services for disadvantaged populations or individuals with multiple barriers to employment; and

Kansas's at-risk young adult population, American Job Centers (AJC) and subcontracted service provider staff, employers, parents, and school counselors will benefit from the waiver.

(6) Describes the processes used to:

- (A) Monitor the progress in implementing the waiver;

Annual WIOA on-site programmatic reviews will include an evaluation of how local waivers are being utilized to ensure programmatic goals and outcomes are being met. The Youth Services state coordinator, dedicated to the administration of the WIOA Youth program, will continually examine the effectiveness of waivers throughout the program year. This strategy ensures that the goals described above, as well as those outlined in the existing state and local WIOA plans, are consistent with established objectives of the WIOA, and federal and state regulations.

- (B) Provide notice to any local board affected by the waiver;

A copy of the preliminary draft waiver request was provided to all local workforce development boards through their respective Executive Directors for input during development of the request.

- (C) Provide any local board affected by the waiver an opportunity to comment on the request;

As stated above, all LWDBs were able to comment directly during the development of the waiver and during the public comment period described below.

- (D) Ensure meaningful public comment, including comment by business and organized labor, on the waiver.

This final version of the request for waiver was posted for comment and review by the required parties and the general public with no comments received other than support.

- (E) Collect and report information about waiver outcomes in the State’s WIOA Annual Report.

In accordance with the WIOA Regulations at 20 CFR 676.135, Kansas submitted a modification to its Unified State Plan including this waiver in 2018. The impact of this waiver on the state's performance will be addressed in the state's WIOA Annual Report.

- (7) The Secretary may require that States provide the most recent data available about the outcomes of the existing waiver in cases where the State seeks renewal of a previously approved waiver.

The waiver has not yet expired and the state and Local Executive Directors support keeping this waiver in place. The state is awaiting collection of sufficient evidence/data to support the anticipated continuation of this waiver.

TITLE I-B ASSURANCES

The State Plan must include assurances that:	
1.	The State has implemented a policy to ensure Adult program funds provide a priority in the delivery of training services and individualized career services to individuals who are low income, public assistance recipients and basic skills deficient;
2.	The State has implemented a policy to ensure local areas have a process in place for referring veterans with significant barriers to employment to career services provided by the JVSG program’s Disabled Veterans’ Outreach Program (DVOP) specialist;
3.	The State has established a written policy and procedure that set forth criteria to be used by chief elected officials for the appointment of local workforce investment board members;
4.	The State established written policy and procedures to ensure local workforce investment boards are certified by the governor every two years in accordance with WIOA section 107(c)(2);

5.	Where an alternative entity takes the place of a State Board, the State has written policy and procedures to ensure the alternative entity meets the definition under WIOA section 101(e) and the legal requirements for membership;
6.	The State established a written policy and procedure for how the individuals and entities represented on the State Workforce Development Board help to determine the methods and factors of distribution, and how the State consults with chief elected officials in local areas throughout the State in determining the distributions;
7.	The State will not use funds received under WIOA Title I to assist, promote, or deter union organizing in accordance with WIOA section 181(b)(7);
8.	The State distributes adult and youth funds received under WIOA equitably throughout the State, and no local area suffers significant shifts in funding from year-to-year during the period covered by this plan;
9.	If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I;
10.	The State agrees to report on the impact and outcomes of its approved waivers in its WIOA Annual Report.
11.	The State has taken appropriate action to secure compliance with the Uniform Guidance at 2 CFR 200 and 2 CFR 2900, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the Uniform Guidance under section WIOA 184(a)(3);

ADULT EDUCATION AND FAMILY LITERACY ACT PROGRAM

The Unified or Combined State Plan must include a description of the following as it pertains to adult education and literacy programs and activities under title II of WIOA, the Adult Education and Family Literacy Act (AEFLA).

- (a) **Aligning of Content Standards.** Describe how the eligible agency has aligned its content standards for adult education with State-adopted challenging academic content standards, as adopted under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965, as amended (20 U.S.C. 6311(b)(1)).

The Kansas Board of Regents adult education content standards are aligned with standards adopted by the Kansas Board of Education through the Common Core State Standards (CCSS). In Kansas K-12, the CCSS are known as the Kansas College and Career Ready Standards (KCCRS). The standards adopted by Kansas Board of Regents (KBOR) adult education in 2013 are the College and Career Readiness Standards for Adult Education (CCRS).

The CCRS for Adult Education are a subset of the CCSS, selected by a panel of representatives from the fields of adult education, community colleges, career and technical training, and the military charged by the U.S. Office of Career Technical and Adult Education (OCTAE) to identify which of the CCSS were most essential for college and career readiness and important to adult students. The standards included in CCRS for Adult Education were adopted from the CCSS as written, except where examples were adapted to be more appropriate for adults or where the original standards made specific references to school grades or children.

- (b) **Local Activities.** Describe how the State will, using the considerations specified in section 231(e) of WIOA, fund each eligible provider to establish or operate programs that provide any of the following adult education and literacy activities identified in section 203 of WIOA, including programs that provide such activities concurrently. The Unified or Combined State Plan must include at a minimum the scope, content, and organization of these local activities.

Adult Education and Literacy Activities (Section 203 of WIOA)

Adult education;

Literacy;

Workplace adult education and literacy activities;

Family literacy activities;

English language acquisition activities;

Integrated English literacy and civics education;

Workforce preparation activities; or

Integrated education and training that—

1. Provides adult education and literacy activities, concurrently and contextually with both, workforce preparation activities, and workforce training for a specific occupation or occupational cluster, and
2. Is for the purpose of educational and career advancement.

Special Rule. Each eligible agency awarding a grant or contract under this section shall not use any funds made available under this title for adult education and literacy activities for the purpose of supporting or providing programs, services, or activities for individuals who are under the age of 16 and are enrolled or required to be enrolled in secondary school under State law, except that such agency may use such funds for such purpose if such programs, services, or activities are related to family literacy activities. In providing family literacy activities under this title, an eligible provider shall attempt to coordinate with programs and services that are not assisted under this title prior to using funds for adult education and literacy activities under this title for activities other than activities for eligible individuals.

Adult Education and Literacy Activities

Scope: All organizations receiving WIOA Title II funds will offer adult education and literacy activities.

Content: Adult education and literacy activities will include instruction in reading, writing, numeracy, and problem-solving at all Educational Functioning Levels appropriate to the learners.

Organization: The organization of adult education and Literacy Activities may vary according to the populations served and the resources available, but all programs will use managed enrollment and the components of the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition. Where applicable, programs will provide expanded transition services including career navigators and college success classes.

- Workplace Adult Education and Literacy Activities

Scope: Local providers may offer workplace adult education and literacy activities in partnership with employers or employee organizations. The scope of workplace adult education and literacy activities will be determined by the interest of employer partners.

Content: The content of workplace adult education and literacy activities will include contextualized literacy, English language acquisition, and workforce preparation at Educational Functioning Levels appropriate to learners as negotiated between the adult education provider and the employer or employee organization partner(s).

Organization: Workplace adult education and literacy activities will be organized at a workplace or an off-site location in collaboration between local providers and their partners but will meet the state requirements for managed enrollment contained in the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition.

- Family Literacy Activities

Scope: Local providers may offer Family Literacy Activities in partnership with other agencies or organizations including the Kansas Department of Education Migrant Education Program, local school districts, and public libraries. The scope of Family Literacy Activities will be determined by the interest of external partners.

Content: To receive Kansas adult education performance-based funding for family literacy outcomes, local programs must offer basic academic skills as well as interactive literacy activities between parents or family members and their children, training for parents or family members about their roles as the primary teachers of their children and full partners in the education of their children, and age-appropriate education to prepare children for success.

Organization: Family Literacy Activities will be organized collaboratively between local providers and their partners but will meet the state requirements for managed enrollment and the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition.

- English Language Acquisition Activities

Scope: All local providers will offer English Language Acquisition Activities if there is sufficient need in their service area(s).

Content: English Language Acquisition Activities will include instruction in reading, writing, speaking, and listening skills in the English language at appropriate Educational Functioning Levels. The purposes of instruction will include attainment of the recognized equivalent of a high school diploma, transition to postsecondary education and training, or employment.

Organization: The organization of English Language Acquisition Activities may vary according to the populations served and the resources available, but all programs will use managed enrollment and the other components of the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, and transition. Where applicable, programs will provide expanded transition services including career navigators and college success classes.

- Integrated English Literacy and Civics Education Activities

Scope: Local providers who can demonstrate adequate numbers of adult English language learners in their service areas may apply to offer Integrated English Literacy and Civics Education Activities. The State will fund providers in areas of greatest need.

Content: Integrated English Literacy and Civics Education Activities will include instruction in language skills needed to function effectively as parents, workers, and citizens in the United States. Instruction delivered at Educational Functioning Levels appropriate to learners will include the rights and responsibilities of citizenship and civic participation and must include integrated education and training.

Organization: The organization of Integrated English Literacy and Civics Education Activities may vary according to the populations served and the resources available, but all programs will use managed enrollment and the components of the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, and transition.

- Workforce Preparation Activities

Scope: All local providers will offer Workforce Preparation Activities.

Content: Workforce Preparation Activities will include basic academic skills, critical thinking skills, digital literacy skills, and self-management skills at Educational Functioning Levels appropriate to their learners. Self-management will include competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.

Organization: The organization of Workforce Preparation Activities may vary according to the populations served and the resources available, but all programs will use managed enrollment and the components of the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition. Where applicable, programs will provide expanded transition services including career navigators and college success classes.

- Integrated Education and Training Activities

Scope: All providers must offer Integrated Education and Training Activities in a career pathways model.

Content: Integrated Education and Training Activities will include instruction in basic academic skills and/or English language acquisition skills, workforce preparation activities, and workforce training contextualized for specific occupations or occupational clusters. Instruction will be offered at Educational Functioning Levels appropriate to learners. The purpose of instruction will be education and career advancement.

Organization: Integrated Education and Training Activities will meet the state requirements for managed enrollment and the Kansas Proficiency Attainment Model: pre-enrollment, orientation, assessment, instructional planning, instruction, test-taking, and transition. Instruction for learners who enroll in pathways available in the Accelerating Opportunity: Kansas (AO-K) model will include co-enrollment in postsecondary career technical education courses team-taught by basic skills and career technical instructors. Where applicable, programs will provide expanded transition services including career navigators and college success classes.

(c) **Corrections Education and other Education of Institutionalized Individuals.** Describe how the State will establish and operate programs under section 225 of WIOA for corrections education and education of other institutionalized individuals, including how it will fund, in accordance with the requirements of title II subtitle C, any of the following academic programs for:

- Adult education and literacy activities;
- Special education, as determined by the eligible agency;
- Secondary school credit;
- Integrated education and training;
- Career pathways;
- Concurrent enrollment;
- Peer tutoring; and
- Transition to re-entry initiatives and other post release services with the goal of reducing recidivism.

Each eligible agency using funds provided under Programs for Corrections Education and Other Institutionalized Individuals to carry out a program for criminal offenders within a correctional institution must give priority to serving individuals who are likely to leave the correctional institution within 5 years of participation in the program.

The same application process will be used for an eligible agency applying to use funds to carry out programs under section 225 and section 231 of WIOA. The Kansas Board of Regents is the State's eligible agency for adult education and will directly distribute funds for a period of five years based on a competitive, multi-year grant starting July 1, 2020. Following the implementation of services, providers will apply on an annual basis for continued funding under Title II. All providers will be subject to the same funding cycle. Applications received from eligible providers will be evaluated using the 13 considerations named in Section 231(e) of WIOA.

The applicant will indicate their intention to provide services under section 225 and identify the population which will be served, giving priority to serving individuals most likely to leave the correctional institution within five years of participation. The applicant will be required to describe the services planned and the budget for said services.

(d) **Integrated English Literacy and Civics Education Program.** Describe how the State will establish and operate Integrated English Literacy and Civics Education programs under Section 243 of WIOA, for English language learners who are adults, including professionals with degrees and credentials in their native countries, including how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be delivered in combination with integrated education and training activities.

Describe how the State will fund, in accordance with the requirements of title II, subtitle C, an Integrated English Literacy and Civics Education program and how the funds will be used for the program.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to prepare adults who are English language learners for, and place such adults in, unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency.

Describe how the Integrated English Literacy and Civics Education program under section 243(a) of WIOA will be designed to integrate with the local workforce development system and its functions to carry out the activities of the program.

Kansas will continue to provide educational services in English language acquisition integrated with civics education, including instruction on the rights and responsibilities of citizenship and civic participation. Providers will continue to expand instruction in workforce preparation activities and workforce training contextualized for specific occupations or occupational clusters. Instruction will be offered at Educational Functioning Levels appropriate to learners. The purpose of instruction will be employment in in-demand industries and occupations, as determined by the Local Area that lead to economic self-sufficiency. Eligible providers will be required, as a part of the competitive application, to describe how they will provide English language acquisition and civics education in a concurrent and contextualized manner. Applicants must also describe how they will provide Integrated English Literacy and Civics Education in combination with Integrated Education and Training. Eligible providers will be required to describe any expanded transition services available, such as career navigators and college success classes. The same application process will be used for an eligible agency applying to use funds to carryout programs under section 243 and section 231 of WIOA. The Kansas Board of Regents is the State's eligible agency for adult education and will directly distribute funds for a period of five years based on a competitive, multi-year grant starting July 1, 2020. Following the implementation of services providers will apply on an annual basis for continued funding under Title II. All providers will be subject to the same funding cycle. Applications received from eligible providers will be evaluated using the 13 considerations named in Section 231(e) of WIOA.

(e) **State Leadership**. Describe how the State will use the funds to carry out the required State Leadership activities under section 223 of WIOA.

State leadership funds will support the development and implementation of processes within adult education that streamline efforts and build capacity while aligning eligible providers' services with those of partner agencies.

State leadership funds will be used to support professional development activities that focus on evidence-based reading instruction, instruction related to the specific needs of learners, including College and Career Readiness Standards (CCRS), career technical education, transition to postsecondary education, use of technology, and distance education.

Kansas adult education leadership funds will support technical assistance to eligible providers to enhance program effectiveness, increase the ability of providers to meet established performance measures, and enhance collaboration with one-stop partners. Specific areas of support will include increasing instructors'

capacity to provide quality instruction in the areas of reading, writing, speaking, mathematics, English language acquisition, and distance education via implementation of professional development activities and associated technical assistance.

Leadership funds will support training and technical assistance in the effective use of the statewide data system, including data sharing and data match, to maintain accurate student data and continuously improve programming

State staff, paid with leadership funds, will monitor and evaluate adult education and literacy activities at the local and state level. State staff evaluate local programs utilizing a risk-based assessment and will monitor sites and provide technical assistance based on their level of risk.

Information about models and proven or promising practices will be disseminated to eligible providers and practitioners working in the state through face-to-face meetings, phone or virtual conferencing, and online communication.

Not more than 12.5% of federal funds will support state and local leadership activities. State leadership funds are used to support one full-time professional development staff and provide partial support for additional staff positions.

Describe how the State will use the funds to carry out permissible State Leadership Activities under section 223 of WIOA, if applicable.

In addition to the required leadership activities, KBOR adult education may use state leadership funds to provide state, regional and local activities that will support programs in improving outcomes and achieving the objectives of WIOA by:

- Developing and disseminating professional development to support the use of instructional technology and distance education programs;
- Developing and disseminating curricula, including curricula incorporating the essential components of reading instruction for adults;
- Developing or adapting curriculum frameworks that take into consideration the College and Career Readiness Standards, current adult skills and literacy assessments, academic requirements for enrollment in non-remedial, for-credit courses in Kansas postsecondary educational institutions, skill standards widely used by business and industry, and the primary indicators of performance described in section 116 of WIOA;
- Developing and implementing strategies to assist learners in the transition from adult education to postsecondary education, including linkages with postsecondary educational institutions;
- Developing content and models for integrated education and training and career pathways for native and non-native speakers of English;
- Developing and piloting strategies for improving teacher quality and retention;
- Developing and implementing programs and services to meet the needs of adult learners with learning disabilities or English language learners, and;
- Supporting other activities of statewide significance that promote WIOA's purpose.

(e) **Assessing Quality**. Describe how the eligible agency will assess the quality of providers of adult education and literacy activities under title II and take actions to improve such quality, including providing the activities described in section 223(a)(1)(B) of WIOA.

Kansas Board of Regents adult education assesses eligible providers' performance using multiple approaches.

- Kansas adult education’s current performance-based funding formula provides incentives for quality programs by considering regional needs, program quality measures, and student outcomes.
 - KBOR staff negotiate annual performance targets with eligible providers that align with the state’s goal of continuous improvement.
- Kansas adult education’s risk-based assessment of the quality of providers is ongoing. State staff monitor and evaluate adult education and literacy activities utilizing a risk-based assessment and provide technical assistance based on the level of risk identified.

KBOR staff take formal steps when an area of non-compliance is identified or when informal actions and monitoring visits have not led to an improvement in performance. The Board requires a local Corrective Action Plan or places the local program on warning or probation status. Provider funding is terminated only in cases where all technical assistance and professional development efforts over multiple years have failed to improve performance.

Kansas Board of Regents

Adult Education Funding Formula for FY 21

- Base accounts for 30% of total funding.
- 17% of total funding for each institutional grant. All programs receive the same amount.
- 11% of total funding for enrollment using a three-year rolling average.
- 2% of total funding for need.
 - o Need is determined by the eligible population as set at the beginning of each grant cycle.
- Performance accounts for 70% of total funding.
 - 45% of total funding for outcomes using a three-year rolling average
 - o Educational Functioning Level (EFL) completions
 - ☑ Level 1, 2, 7, 8 doubled
 - ☑ Level 3, 4, 5, 6, 9, 10, 11, and 12
 - o Median Wage two quarters after exit
 - o Employment rate two quarters after exit
 - o Employment rate four quarters after exit
 - o Credential attainment rate
 - o Family literacy outcomes (only for programs meeting Family literacy requirements)
 - ☑ Increased involvement in child’s education
 - ☑ Increased involvement in child’s literacy
 - o Citizenship Skills
 - o College Readiness Skills
 - o Left public assistance
- 25% of total funding for quality points determined yearly

Kansas adult education will assess the quality of the professional development designed to improve the following areas:

1. Instruction in the essential components of reading instruction.

Kansas adult education provides evidence-based reading instruction using the STudent Achievement in Reading (STAR) training model. The state will continue to advance the delivery of STAR training incorporating the new training delivery model.

2. State staff and local programs will use a variety of methods to evaluate professional development related to the specific needs of learners. Self-reporting tools, classroom observations, and data from the adult education student information system (AESIS) will be utilized to determine the effectiveness of the professional development and its impact on student learning outcomes. Participant evaluations are completed at all professional development activities. Results are aggregated to determine the quality of the training and the benefit to the attendees with the results reviewed to determine areas of effectiveness and improvement.

3. Instruction provided by volunteers or paid personnel

The effectiveness of professional development related to instruction provided by volunteers or paid personnel will be evaluated by examining student outcomes in the primary indicators of performance.

4. Dissemination of information about models and promising practices

KBOR staff schedule monthly conference calls with program leaders to share the information imparted during the national Shop Talk webinars, new models, and promising practices. These calls also provide an opportunity to share any updates from the state agency or highlight best practices from the field. Program Leaders Meetings held twice a year give state staff an opportunity to elaborate on new models and promising practices or bring in national experts to present to local program staff.

ADULT EDUCATION AND FAMILY LITERACY ACT PROGRAM CERTIFICATIONS AND ASSURANCES

States must provide written and signed certifications that:	
1.	The plan is submitted by the State agency that is eligible to submit the plan;
2.	The State agency has authority under State law to perform the functions of the State under the program;
3.	The State legally may carry out each provision of the plan;
4.	All provisions of the plan are consistent with State law;
5.	A State officer, specified by title in the certification, has authority under State law to receive, hold, and disburse Federal funds made available under the plan;
6.	The State officer who is submitting the plan, specified by the title in the certification, has authority to submit the plan;
7.	The agency that is submitting the plan has adopted or otherwise formally approved the plan; and
8.	The plan is the basis for State operation and administration of the program;
The State Plan must include assurances that:	
1.	The eligible agency will expend funds appropriated to carry out title II of the Workforce Innovation and Opportunity Act (WIOA) only in a manner consistent with fiscal requirements under section 241(a) of WIOA (regarding the supplement-not-supplant requirement);
2.	The eligible agency will ensure that there is at least one eligible provider serving each local area, as defined in section 3(32) of WIOA;
3.	The eligible agency will not use any funds made available under title II of WIOA for the purpose of supporting or providing programs, services, or activities for individuals who are not “eligible individuals” within the meaning of section 203(4) of WIOA, unless it is providing programs, services or activities related to family literacy activities, as defined in section 203(9) of WIOA;
4.	Using funds made available under title II of WIOA to carry out a program for criminal offenders within a correctional institution, the eligible agency will give priority to serving individuals who are likely to leave the correctional institution within five years of participation in the program.
5.	The eligible agency agrees that in expending funds made available under Title II of WIOA, the eligible agency will comply with sections 8301 through 8303 of the Buy American Act (41 U.S.C. 8301-8303).

Section 427 of the General Education Provisions Act (GEPA)

Instructions: In the text box below, describe the steps the applicant proposes to take to ensure equitable access to, and participation in, its Federally-assisted program for students, teachers, and other program beneficiaries with special needs provide the information to meet the requirements of Section 427 of the General Education Provisions Act (GEPA), consistent with the following instructions.

[Click here to enter text.](#)

OMB Control No. 1894-0005 (Exp. 04/30/2020)

NOTICE TO ALL APPLICANTS

The purpose of this enclosure is to inform you about the following provision in the Department of Education's General Education Provisions Act (GEPA) that applies to applicants for new grant awards under Department programs. This provision is Section 427 of GEPA, enacted as part of the Improving America's Schools Act of 1994 (Public Law (P.L.) 103-382).

To Whom Does This Provision Apply?

Section 427 of GEPA affects applicants for new grant awards under this program. **ALL APPLICANTS FOR NEW AWARDS MUST INCLUDE INFORMATION IN THEIR APPLICATIONS TO ADDRESS THIS NEW PROVISION IN ORDER TO RECEIVE FUNDING UNDER THIS PROGRAM.**

(If this program is a State-formula grant program, a State needs to provide this description only for projects or activities that it carries out with funds reserved for State-level uses. In addition, local school districts or other eligible applicants that apply to the State for funding need to provide this description in their applications to the State for funding. The State would be responsible for ensuring that the school district or other local entity has submitted a sufficient section 427 statement as described below.)

What Does This Provision Require?

Section 427 requires each applicant for funds (other than an individual person) to include in its application a description of the steps the applicant proposes to take to ensure equitable access to, and participation in, its Federally-assisted program for students, teachers, and other program beneficiaries with special needs. This provision allows applicants discretion in developing the required description. The statute highlights six types of barriers that can impede equitable access or participation: gender, race, national origin, color, disability, or age. Based on local circumstances, you should determine whether these or other barriers may prevent your students, teachers, etc. from such access or participation in, the Federally-funded project or activity. The description in your application of steps to be taken to overcome these barriers need not be lengthy; you may provide a clear and succinct description of how you plan to address those barriers that are applicable to your circumstances. In addition, the information may be provided in a single narrative, or, if appropriate, may be discussed in connection with related topics in the application.

Section 427 is not intended to duplicate the requirements of civil rights statutes, but rather to ensure that, in designing their projects, applicants for Federal funds address equity concerns that may affect the ability of certain potential beneficiaries to fully participate in the project and to achieve to high standards. Consistent with program requirements and its approved application, an applicant may use the Federal funds awarded to it to eliminate barriers it identifies.

What are Examples of How an Applicant Might Satisfy the Requirement of This Provision?

The following examples may help illustrate how an applicant may comply with Section 427.

- (1) An applicant that proposes to carry out an adult literacy project serving, among others, adults with limited English proficiency, might describe in its application how it intends to distribute a brochure about the proposed project to such potential participants in their native language.
- (2) An applicant that proposes to develop instructional materials for classroom use might describe how it will make the materials available on audio tape or in braille for students who are blind.
- (3) An applicant that proposes to carry out a model science program for secondary students and is concerned that girls may be less likely than boys to enroll in the course, might indicate how it intends to conduct "outreach" efforts to girls, to encourage their enrollment.
- (4) An applicant that proposes a project to increase school safety might describe the special efforts it will take to address concern of lesbian, gay, bisexual, and transgender students, and efforts to reach out to and involve the families of LGBT students

We recognize that many applicants may already be implementing effective steps to ensure equity of access and participation in their grant programs, and we appreciate your cooperation in responding to the requirements of this provision.

Estimated Burden Statement for GEPA Requirements

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond to this collection is required to obtain or retain benefit (Public Law 103-382. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, 400 Maryland Ave., SW, Washington, DC 20210-4537 or email ICDocketMgr@ed.gov and reference the OMB Control Number 1894-0005.

1. [SF424B - Assurances – Non-Construction Programs](http://www2.ed.gov/fund/grant/apply/appforms/appforms.html)
(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)

2. [Grants.gov - Certification Regarding Lobbying](http://www2.ed.gov/fund/grant/apply/appforms/appforms.html)
(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)
3. [SF LLL Form – Disclosure of Lobbying Activities \(required, only if applicable\)](http://www2.ed.gov/fund/grant/apply/appforms/appforms.html)
(<http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>)

WAGNER-PEYSER ACT PROGRAM (Employment Services)

(a) Employment Service Professional Staff Development

- (1) Describe how the State will utilize professional development activities for Employment Service staff to ensure staff is able to provide high quality services to both jobseekers and employers.

The State will utilize a wide range of professional development activities for Employment Service staff to enhance staff's ability to provide high quality service to jobseekers and employers, as well as to all WIOA partners. Areas of staff development include the improvement of staff knowledge in all WIOA programs including Title IB adult, dislocated worker, and youth programs; Title II adult education and literacy programs; Title III Wagner-Peyser program; and Title IV VR programs. In addition, the State will use professional development activities to enhance general and universally applicable knowledge in areas such as customer service, identifying and assessing barriers to employment, interest and skill assessment, local and regional labor market trends, provision of labor market information, assisting clients with disabilities, time management strategies, personnel management strategies and computer skills. The methods of delivering professional development activities will include web-based training, WIOA partner cross-trainings, workshops, webinars, conference attendance and delivery through Employment Service trainers.

The goal of the State's professional development activities will be to enhance staff's ability to connect clients with the full range of services available in their communities, whether they are looking to find jobs, build basic educational or occupational skills, earn a postsecondary certificate or degree, or obtain guidance on how to make career choices, or are employers seeking skilled workers.

- (2) Describe strategies developed to support training and awareness across core programs and the Unemployment Insurance (UI) program and the training provided for Employment Services and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication.

Employment Services (ES) in the State are delivered by the Department of Commerce (DOC), and the Unemployment Insurance (UI) program is delivered by the Department of Labor (DOL). Programs such as Reemployment Services (RESEA), TAA/TRA, Unemployment Insurance, require that in the delivery of such services, representatives from DOC and DOL meet on a regular basis to keep abreast of issues, law changes/updates, experienced results, technology changes/updates, best practices and development of new strategies. Strategies used to support training and awareness across Core Partner programs, including Employment Services, WIOA and Unemployment Insurance (UI), combine printed information, web-based information and partner cross-trainings and informational meetings with management, front line staff and clients. Intra-partner trainings may also include workshops, webinars and online tutorials. The content of these approaches is developed by the partner-leadership with significant input from front line staff, and the information is continuously updated. The content includes, but is not limited to, descriptions of the programs each partner administers, program staff's position descriptions and duties, client eligibility requirements and issues, typical client demographic and job readiness norms, referral processes between partners, and common client intake and registration information.

- ### **(b) Explain how the State will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through one-stop centers, as required by WIOA as a career service.**

Computer and telephone access are available at one-stops for individuals to file their claims, as well as a user guide, online tutorial video, and FAQs developed by the Kansas Department of Labor (KDOL). One-stop staff

will receive training from KDOL on filing an unemployment insurance claim, and as to a claimant's rights and responsibilities.

Customer's requesting more detailed and personalized information will be referred to the UI Call Center for further assistance.

(c) Describe the State's strategy for providing reemployment assistance to UI claimants and other unemployed individuals.

Claimants most in need of reemployment assistance are identified through the Worker Profiling and Reemployment Services (WPRS) system during the initial unemployment insurance claims process. The information provided by the claimant is analyzed and scored by the WPRS, and the resulting score is a forecast of the claimants' probability of exhausting regular benefits. Claimants with a 60% percent or greater probability of exhausting benefits will be entered into the queue to be scheduled for reemployment services. Since 2009, Kansas has received funding from the USDOL to provide services under the Reemployment and Eligibility Assessment (REA) grant. The REA grant allows Kansas to provide enhanced reemployment services in four offices. Beginning 2016, the REA initiative will transition into the Reemployment Services and Eligibility Assessment (RESEA) program and will expand statewide. RESEA customers participate in the following services:

- Work Registration - RESEA participants must have a Plus account which includes a complete, up-to-date and active resume in KANSASWORKS (the state's employment website). Staff will provide resume assistance if appropriate.
- Orientation to One-Stop services - An introduction to the workforce center that includes an overview of the programs and services available, and instruction on using self-help tools
- UI Eligibility Review - Potential eligibility issues are documented and referred to UI.
- Initial Assessment - Evaluation of the customer's employment history, education, interests and skills resulting in the identification of employment goals, barriers to employment and the services needed to obtain his/her goals.
- Labor Market Information - Based on desired residential location and claimant's employment history/interests
- Individual Employment Plan - In consultation with the claimant, a written Individual Employment Plan (IEP) matched to the claimant's needs based on information gathered during the Initial Assessment is developed
- Follow-up: Claimants must follow up with RESEA staff every 30 days until he/she has returned to work or is no longer receiving benefits. At each follow-up the claimant provides their work search contacts for the previous four weeks.

Individuals identified as needing additional staff assistance may be scheduled for up to two subsequent RESEA appointments. Participants may also be required to participate in reemployment services such as: attending workshops, complete assessment tests such as "Kansas WorkReady Certification, be referred to other service providers, including WIOA or complete a skills profiler to determine career interests, skills and work values, and explore occupations.

One-stops will implement processes and procedures to identify unemployed individuals at the beginning of a customer's visit to a one-stop. Unemployed individuals that are not participating in RESEA will be provided information detailing the services available to them at the one-stop and online, and will be invited to meet with a Wagner-Peyser staff member.

(d) Describe how the State will use W-P funds to support UI claimants, and the communication between W-P and UI, as appropriate including the following:

- (1) Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;

Wagner-Peyser staff will be providing UI claimants called in for RESEA with the program's required services as well as any labor exchange and basic career services the claimant may need. Wagner-Peyser staff will continue to provide the full range of services available under the Wagner-Peyser Act to UI claimants that come into the one-stop according to individual's needs.

Staff Development

Commerce has established training tools in a wide variety of topics including customer service, program eligibility, case management strategies, disability accommodation and other skills needed by workforce center and program staff to consistently deliver excellent services to jobseekers, workers and employers. Training is provided on an on-going basis to ensure all staff are trained, regardless of staff turn-over, and to provide "refresher" training for those needing to further develop their skills. Under WIOA implementation, as described in the strategies earlier in the Operations Section of the state plan, all staff of WIOA Core Programs will develop their understanding of other partner programs through on-going skills training.

Through online curriculum, Commerce staff members receive training to develop skills needed to support UI claimants when they enter the workforce center. Supervisors require new staff to complete the training upon hire. W-P staff members do not determine eligibility for UI, nor do they have access to the UI automated system. Workforce Center staff members also do not provide counselling regarding UI eligibility, benefit levels or any other aspect of UI. Workforce Center staff do, however, provide written information provided by KDOL and assist customers with accessing the online UI Claims system as a Career Service as required by WIOA. Additionally, Workforce Center telephones and computer equipment are available to UI claimants to assist them with filing UI claims.

State Workforce Policy 4-2-04 Wagner-Peyser Reemployment Services for UI Claimants: Wagner-Peyser funding is utilized by the Department of Commerce to assure: (1) UI claimants receive a full range of labor exchange services necessary and appropriate to facilitate their earliest return to work, as determined by assessment services including WIOA Career Services; (2) claimants requiring assistance in seeking work receive the necessary guidance and counseling to ensure they can conduct a meaningful and realistic work search; and (3) UI program staff receive information about the claimants' ability to work or their availability to accept suitable work offered them. UI claimants are selected using KDOL's Worker Profiling and Reemployment Services (WPRS) system. Claimants most likely to exhaust (score of 50% or higher) are placed in the pool for WFC staff to schedule for services. The following are mandatory services:

- Work Registration - Most claimants are automatically registered in KANSASWORKS.com when they file an Unemployment Insurance claim. However, if the claimant is not already registered, staff assistance is offered to help them register.
- Assessment Orientation - Staff provide an introduction to the workforce center to include instruction on using self-help tools.
- Initial Assessment - Staff provide an initial assessment of the claimant's skill level, aptitude, ability, supportive service needs and eligibility for federally funded programs in general, and specifically USDOL funded programs.

- Individual Employment Plan - In coordination with the claimant, and other WIOA Core Partners as appropriate, staff develop a written Individual Employment Plan (IEP) matched to the claimant's needs based on information gathered during the Assessment Interview.

Other Mandatory Services - Any activity the case manager considers essential for the claimant to become reemployed may be added to the customer's service record identified as a mandatory service. This may include activities such as the following:

- participation in workshops;
- referrals to other services providers such as WIOA Core and Required partner programs; and
- accessing web-based Career Assessment tools to determine career interests, skills and work values, explore occupations and establish educational strategies.

(2) Registration of UI claimants with the State's employment service if required by State law; Claimants are automatically registered for a KANSASWORKS.com job seeker account upon filing a claim. Login information is sent to claimants along with their monetary determination letter. If for some reason a claimant is found to be not registered, staff assistance is provided to the claimant.

(3) Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and

Work search criteria that emphasizes engagement in the workforce system and provides claimants "best practice" information concerning their work search activities is in the process of implementation. One-stop staff, including Wagner-Peyser staff, will receive additional training on conducting eligibility assessments to identify potential eligibility issues, and will receive training on proper documentation of potential issues for use by UI staff. Staff report potential eligibility issues through KANSASWORKS.com and via a dedicated email address monitored by UI staff.

Commerce also delivers the Reemployment and Eligibility Assessment (REA) Program. REA is similar to re-employment services; however, through an MOU with the Kansas Department of Labor, Commerce employs staff in workforce centers located in Wichita, Topeka, Lawrence and Overland Park. REA staff provide one-on-one services to claimants most likely to exhaust UI benefits through the WPRS Profiling System-- those with a score between 40-49%. Staff review jobseekers' UI eligibility and work closely with KDOL staff to address any UI issues. Commerce staff provide Wagner-Peyser services and refer REA customers to any WIOA Core and Required partner programs, or other workforce system programs, for services needed to reduce barriers to employment. REA staff is required to follow up with claimant every 30 days until they are reemployed or are no longer receiving UI.

The goals of the REA are to:

- Shorten the number of weeks claimed
- Decrease the likelihood of UI overpayments
- Decrease the likelihood of claimants exhausting UI benefits
- Cost savings for the UI trust fund

Rapid reemployment for UI claimants

(4) Provision of referrals to and application assistance for training and education programs and resources.

Each local area will have differing resources to assist UI claimants with referrals to and application assistance for training and education programs. For example, two local areas have partnered with agencies that provide counseling and information on college admissions as well as assist individuals on completing applications. Each area may provide more specific information in their local plans. To prevent duplication of services, each local area will be assessed for their existing resources, and training will be provided to staff as needed.

Reemployment Connections Initiative

The Reemployment Connections Initiative is USDOL/ETA's effort to integrate and streamline service delivery within the Nation's Workforce Investment System. The focus of this important work is on improving the System to better help jobseekers find jobs and help businesses find the skilled workers they need. The initiative includes the following four strategies:

- Common registration system that serves as a "virtual front door" to all State workforce programs;
- Real-time triage to better serve the customer in a timely manner;
- Skills transferability and job matching to provide resources to the customers to help them find employment faster; and

Social Media to expand staff capacity and increase service delivery options and reemployment outcomes for all customers - jobseekers and businesses. The funding provided is to support the state's effort to develop an implementation plan to address the aforementioned reemployment strategies.

- (1) Agricultural Outreach Plan (AOP). Each State agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include—Assessment of Need. Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.
 - (A) An assessment of the agricultural activity in the State means: 1) identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.

Evaluating the unique needs of the MSFW population in Kansas, continues to present several challenges. According to community partners and observations of the state the following lists some of the significant needs of Kansas MSFWs:

- Adequate & affordable housing
- Suitable & affordable childcare
- Preschool & early childhood education programming
- Access to community supports in a language the family understands
- Access to affordable transportation
- Affordable legal aid
- Access to information over one's legal rights

- Access to affordable healthcare, with interpreters
- Access to affordable mental healthcare
- Access to affordable telecommunications (phones & internet)
- Accessible continued education & skills training (GED instruction in Spanish, ESOL courses, advanced job training, etc.)
- Accessible community aid such as food & clothing banks

In May of 2018 the university of Kansas published a report regarding Migrant and Seasonal Farmworkers need for healthcare. According to the Serving Migrant and Seasonal Farmworkers: Exploring Needed Healthcare Research and Information report the most common barriers for receiving healthcare are transportation to appointments, lack of convenient hours and lack of locations close by. The results represent responses from nine states with Kansas being one of them.

The 2018 State Agricultural Overview (dated 10/11/19) lists the top five Kansas crops, based on harvested acres, as wheat, corn for grain, soybeans, sorghum for grain, and hay & haylage.

- Wheat production for 2018 was 277 million bushels. Yield in 2018 was 38 bushels per acre. Acres harvested for grain totaled 7.3 million. A total of 7.7 million acres were planted to wheat in the fall of 2017 for harvest in 2018.
- Corn for grain production was 645 million bushels with a Yield of 129 bushels per acre. Acres harvested totaled 5M.
- Soybean production totaled 201.7 million bushels, with a yield of 43 bushels per acre. Area for harvest is at 4.7 million acres.
- Sorghum for grain production is at 233.2 million bushels, with a yield of 88 bushels per acre. Area harvested was 2.65 million acres.
- Hay & Haylage production is at 5.1 million tons, with a yield of 2.09 tons per acre. Area harvested was 2.46 million acres.
- Projected level of agricultural activity for the coming year

According to the NASS Prospective Planting & Stocks report dated March 29, 2019 planting of the major crops was forecast as follows:

- Wheat, 7 million acres, -9% from 2018
- Corn, 4.7 million acres, +5% from 2018
- Sorghum, 2.75 million acres, -2% from 2018
- Soybean, 4.95 million acres, +4% from 2018
- All Hay, 2.45 million acres, +4% from 2018
- Oats, 135,000 acres, +13% from 2018
- Cotton, 170,000 acres, +3% from 2018
- Canola, 29,000 acres, -38% from 2018

- Geographic area of activity

According to USDA 2018 State Agriculture Overview the following numbers were reported:

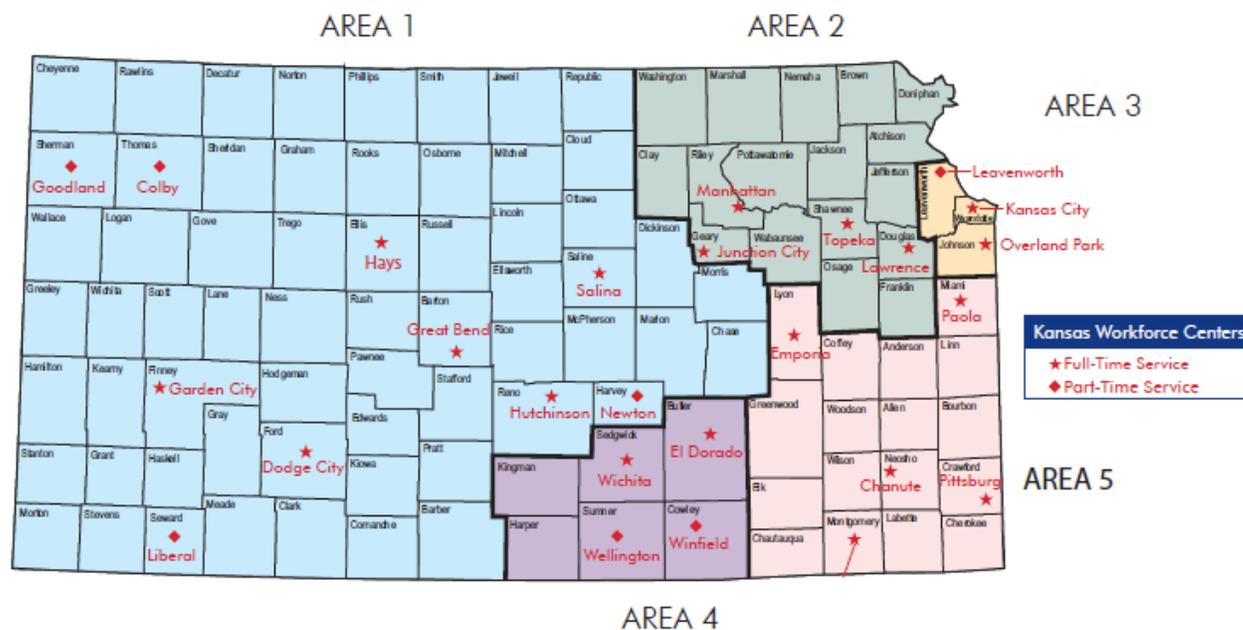
Kansas Farms Operations

Farm Operations - Area Operated, Measured in Acres / Operation	778
Farm Operations - Number of Operations	58,900
Farm Operations - Acres Operated	45,800,000

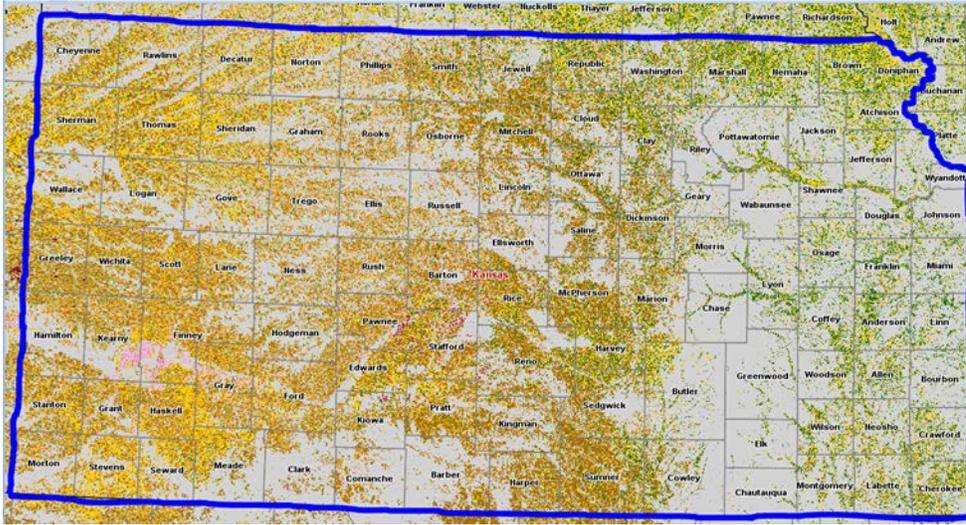
According to the National Agricultural Statistics Service (NASS) Kansas' geographic area of cropland is primarily in local workforce development areas one and two. The area of prime activity for H-2A certifications also occurs in local areas one and two. There has been a steady increase in H-2A certifications in the past few years due to the underused Agricultural Recruitment System that utilizes our domestic Migrant Season Form workers.

In PY18 145 requests for H-2A certifications were submitted. Breaking that down to local workforce development area, the statistics are as follows:

- Local Area 1 - 122 H-2A certification requests
- Local Area 2 - 16 H-2A certification requests
- Local Area 3 - 0 H-2A certification requests
- Local Area 4 - 1 H-2A certification request
- Local Area 5 - 6 H-2A certification requests



National Agricultural Statistics Service (NASS) Kansas' geographic area of cropland



2) Summarize the agricultural employers' needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and

A review of the MSFW activity in the State.

For PY2018 KANSASWORKS reports a total of 125 Migrant and Seasonal farmworkers in the system. With 67 of Migrant and Seasonal Farmworkers utilizing basic career services (other than self-service) and 58 utilizing individualized career services. These numbers should increase after statewide review of correctly identifying the states MFSWs. KANSASWORKS Annual Report for PY2018 officially estimates at the minimum of 3,197 MSFWs in the State of Kansas throughout the calendar year of 2018. The estimate is provided by the Kansas Department of Health's Statewide Farmworkers Health Program.

Program Year (July 1-June 30)	Registered as MFSWs in KW.com	No. Increase /Decrease
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2017	41	+3
2018	125	+84

Kansas Department of Commerce performs H2A labor certification including housing inspections. The following table provides historical labor certification data.

Program Year (July 1- June 30)	No. of Housing Inspections	% Increase/ Decrease of Housing Inspections	No. of Requested Workers	% Increase/ Decrease of Requested Workers	No. of Certified Workers	% Increase/ Decrease of Approved Workers
2016	119	+1%	803	+2%	793	+0.10%
2017	133	+11%	866	+8%	839	+5%
2018	145	+9%	880	+2%	880	+13%

The Migrant Indicators of Compliance Report is summarized in the below and demonstrates the percent of applicants that received services for MSFWs compared to Non-MSFW.

PY18	Number of MSFW	Percent of MSFW	Number of Non-MSFW	Percent of Non-MSFW
Total Applicants	67	100%	83,871	100%
Referred to Employment	14	18.89%	27,721	33%
Received Staff Assisted Services	67	100%	79,880	94%
Referred to Support Service	6	9%	4373	5%
Career Guidance	10	12%	12,777	15%
Job Development Contact	0	0%	58	9%

The Department of Commerce will refocus on meeting the four out of five Equity Indicators of Compliance, as well as meet four out of seven Minimum Service Level Indicators by providing support as described in Section 3 - Services provided to farmworkers and agricultural employers.

Minimum service level indicators are established to ensure that MSFWs receive the required employment services. Pursuant to 20 CFR 653.112(c), only the 20 most MSFW significant States are required to meet compliance levels. Significant States are required to meet at least four out of the seven minimum service level indicators each quarter. Kansas is not a significant state.

The minimum service level indicators are:

1. Job placement - the percentage of registered MSFWs that were placed in a job.
 - Commerce and partner staff will re-train workforce center staff in identifying Migrant and Seasonal Farmworkers
 - Commerce and partner staff will work on building more relationships with agricultural employers to assist in future job placements by offering the Workforce employment services
2. Job placement paying \$.50 above minimum wage - the percentage of registered MSFWs that were placed in a job paying \$.50 above minimum wage.
 - Commerce and partner staff will be intentional in looking for employment opportunities and referring MSFWs to the said openings when available
3. Job placement in long-term non-agricultural job - the percentage of registered MSFWs that were placed in a non-agricultural job with duration more than 150 days.
 - Commerce and partner staff will inform MSFWs of other employment opportunities in non-agricultural jobs along with any training available
4. Review of significant local offices - Kansas is not a significant state and does not have dedicated MSFW outreach personnel making this goal unattainable.
 - Commerce will review each county to review farming locations and will assign outreach workers according based on needs of each county's number of MSFWs if found
5. Field checks - perform field checks of at least 25% of the clearance orders in which "domestic" worker placements are made (20 CFR 653.503).

Commerce will review training on all requirements and duties of Field checks and Field visits

6. Outreach contacts - a minimum of five contacts per staff day should be performed by outreach workers. Kansas is not a significant state and does not have dedicated MSFW outreach personnel making this goal unattainable; however, specific outreach will occur as directed by the KANSASWORKS functional manager.
 - Commerce will review each county to review farming locations and will assign outreach workers according based on needs of each county's number of MSFWs if found
7. Timely processing of complaints - minimal compliance levels must reflect timeliness as prescribed by 20 CFR 658.400. Actual levels are cumulative of unresolved complaints at the end of each reporting period
 - Commerce will re-train all Workforce center staff along with collaborating partners of the complaint system.
 - Each state Workforce center will keep a log of complaints and will be collected in a quarterly timeframe. The logs will be kept for future reporting and mandatory needs

Projected number of MSFWs in the State for the coming year

Identifying the projected number of MSFWs is a challenge due to the limited outreach done towards MSFWs at the present time. Along with new outreach efforts, in-depth training within the Workforce Centers and collaborating with National Farmworkers Jobs Program Grantee SER and other partners who work with MSFWs the state will be able to gain accurate statistics for the following AOP.

- 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State.

Kansas is a leader in wheat, grain sorghum and beef production. The dairy sector is rapidly expanding in Kansas and other sectors of animal agriculture are growing as well. Farmers and ranchers across the state are responding to demand from consumers to raise healthy, wholesome food and are also continuously striving to do better, raising more food using fewer resources.

Agriculture is a critical part of Kansas’ past, and it is a key economic driver in our present, but it also holds great potential for our future.

Increasingly, agricultural resources provide raw materials for a broad range of nonfood products, such as chemicals, fibers, construction materials, lubricants and fuels. Developing and commercializing bio-based and bioenergy products provide new and expanded markets for agricultural feedstocks, it reduces our nation’s dependence on petroleum and other imported materials, and it helps diversify agriculture. As the world population grows and as demand for animal protein increases, Kansas farmers and ranchers will play a critical role in feeding Kansas families and families around the world.

Agriculture and agriculture related industries support 245,539 jobs, or 12.7% of the entire workforce in the state. The total final sales of all products in these sectors is approximately 65.7 billion dollars. Another metric used to calculate the importance of sectors in an economy is their value added as a percentage of GRP. Total value added by the 68 sectors is approximately 21.8 billion dollars, or 13.4% of the GRP.

Estimated Economic Contribution of Agriculture and Agriculture Related Sectors
 Sixty-eight agriculture and agriculture related sectors were analyzed to determine their overall contribution to the Kansas economy. These 68 sectors have a total direct output of approximately \$ 46.9 billion and support 134,057 jobs in Kansas. Running the model for all 68 sectors simultaneously produces the following results:

2019 Adjusted Agriculture, Food, and Food Processing Sector Contribution to Overall Kansas Economy					
Contribution Type ²	Employment	% Employment	Total Value Added ³	% of Gross Regional Product ⁴	Output ⁵
Direct Effect	134,057	7.0%	11,460,174,958	7.1%	46,384,549,519

Indirect Effect	56,598	2.9%	6,098,781,727	3.8%	12,080,816,993
Induced Effect	54,884	2.8%	4,221,207,037	2.6%	7,266,713,167
Total Effect	245,539	12.7%	21,780,163,722	13.4%	65,732,079,679

Source: https://www.agriculture.ks.gov/docs/default-source/ag-marketing/ag-contribution-2019.pdf?sfvrsn=b1e989c1_4

The Effect of Kansas Agriculture on Kansas Economy

- Agriculture is the largest economic driver in Kansas, valued at nearly \$65.7 billion, accounting for 42.3 percent of the state's total economy (5-year average).
- The agriculture sector in Kansas employs 248,216 people through direct, indirect and induced effect careers, or 12.6 percent of the entire workforce in the state.
- If food retail and ethanol production are included, the economic contribution rises to over \$80 billion, and employs more than 21% of the workforce.
- In Kansas, there are 45,759,319 acres of farmland, which accounts for 87.5 percent of all Kansas land. More than 21 million acres in Kansas is harvested for crops and over 14 million is pastureland for grazing animals.
- Agriculture in Kansas is not just about growing crops and raising animals. The Kansas agricultural sector includes renewable energy production, food processing, research and education, agribusiness and more.
- Kansas is part of the animal health corridor. Between Columbia, Missouri and Manhattan, Kansas sits the single largest concentration of animal health interests in the world.
- Kansas farmers and ranchers are feeding the world. Kansas exports nearly \$3.8 billion in agricultural products. The leading exports are beef, wheat, soybeans and corn.

The following tables document top industries affected by employment and output, as well as a listing of all industries that were analyzed.

In the top ten by employment, Beef cattle ranching and farming, including feedlots and dual-purpose ranching and farming is the top employer in the agriculture industry with 42,501 employees. This table also shows the amount of jobs that are created by the agriculture industry in Kansas.

Description	Total Employment	Total Output
Beef cattle ranching and farming, including feedlots and dual- purpose ranching and farming	42,500.8	7,879,642,455
Wholesale trade	11,759.7	2,750,094,561
Landscape and horticultural services	11,652.8	686,084,492

Animal, except poultry, slaughtering	10,575.1	7,599,458,632
Support activities for agriculture and forestry	10,136.0	458,479,349
Grain farming	9,926.5	4,443,242,750
Truck transportation	7,855.4	1,324,592,418
Meat processed from carcasses	6,716.7	3,574,493,472
Real estate	6,371.0	1,203,341,945
All other crop farming	4,717.3	333,778,387

The Beef cattle ranching and farming, including feedlots and dual-purpose ranching and farming industry directly contributes approximately \$ 7.9 billion to the Kansas economy. This table also shows how much revenue is generated in other industries by having a strong agriculture industry.

Description	Total Employment	Total Output
Beef cattle ranching and farming, including feedlots and dual- purpose ranching and farming	42,500.8	7,879,642,455
Animal, except poultry, slaughtering	10,575.1	7,599,458,632
Grain farming	9,926.5	4,443,242,450
Dog and cat food manufacturing	2,426.0	3,637,545,703
Meat processed from carcasses	6,716.7	3,574,493,472
Wholesale trade	11,759.7	2,750,094,561
Farm machinery and other equipment manufacturing	4,716.4	2,336,532,908
Oilseed farming	1,997.7	1,819,867,462
Other animal food manufacturing	1,345.1	1,806,687,768
Truck transportation	7,855.4	1,324,592,418

Source: https://www.agriculture.ks.gov/docs/default-source/default-document-library/ag-contribution-2018-with-retail-ethanol-combined-update-final.pdf?sfvrsn=49078bc1_0

Factors that are affecting and will likely continue to have an impact on agriculture in Kansas include:

- The USDA Economic Research Service projects growth in soybean demand, but record inventories will dampen prices. Both of the major components of soybean demand, domestic crushing and exports, are expected to increase in 2019/20. Soybeans used for crushing—to produce soybean oil and meal—are forecast to total 2.115 billion bushels, up from the 2018/19 forecast due to a slight increase for domestic soybean meal use. On the 2019/20 export side, replete supplies, a drop in prices, and reduced

competition from Brazil are expected to increase U.S. soybean exports to 1.875 billion bushels. While total demand for U.S. soybeans (domestic utilization, and exports) is forecasted to increase, the record level of stocks carried over from 2018/19 means only a small reduction in stocks is expected.

(<https://www.ers.usda.gov/amber-waves/2019/august/soybean-demand-projected-to-grow-in-201920-but-record-inventories-dampen-prices/>)

- One real-world impact from the nation's wettest 12-month period has been a painfully slow 2019 planting pace for many major U.S. row crops. Soils in prime agricultural regions of the Plains and Midwest, which initially became saturated last autumn and were periodically blanketed with heavy snow during the winter of 2018-19, have remained wet into the 2019 planting season amid relentless spring rainfall. Exceptionally wet spring conditions are especially detrimental for planting operations for a variety of reasons, including concerns about soil compaction during seeding operations and the inability of saturated soils to support heavy farm equipment.
<https://www.usda.gov/media/blog/2019/06/14/nations-wettest-12-month-period-record-slows-down-2019-planting-season>
- Farm credit conditions in the Federal Reserve's Tenth District continued to deteriorate steadily in the third quarter of 2019. Despite a slight increase in the price of some agricultural commodities and additional support from government payments, farm income and loan repayment rates declined at a modest pace. Lower net farm income creates tighter budget situations for farmers. According to District bankers, agricultural economic conditions in the quarter were influenced by uncertainty about crop production, agricultural trade and other factors that contributed to commodity price fluctuations. Persistent weaknesses in the sector put further pressure on farm finances and signs of modest increases in credit stress remained. Farmland values, however, remained stable, and provided ongoing support for the sector.
<https://www.kansascityfed.org/en/research/indicatorsdata/agcreditsurvey/articles/2019/11-14-2019/farm-finances-continue-to-weaken-amid-ongoing-uncertainty>
- Chapter 12 farm bankruptcies continue to increase as farmers and ranchers struggle with a prolonged downturn in the farm economy that's been made worse by unfair retaliatory tariffs on U.S. agriculture as well as two consecutive years of adverse planting, growing and harvesting conditions. There's been an increase in farm bankruptcies in 2019 and Kansas is one of three states in second place for the most farm bankruptcies. in Kansas. <https://www.fb.org/market-intel/farm-bankruptcies-rise-again>
- Farm income fell in the third quarter from a year ago in each of the seven rural states covered by the Kansas City Fed, according to its survey of agricultural credit conditions. The report cited the trade war, volatile crop prices and disruptions at a major beef processing facility.
<https://www.latimes.com/business/story/2019-11-14/farm-finances-worsen-trade-war>
- Negotiations with Beijing on a partial trade deal that could provide relief from retaliatory tariffs hitting American farmers. The trade talks have bogged down as Trump seeks assurances that Beijing will deliver on commitments on agricultural purchases. <https://www.latimes.com/business/story/2019-11-14/farm-finances-worsen-trade-war>
- New technology could decrease the workforce demand in agriculture. A 2013 report by the National Agricultural and Rural Development Policy Center -- an agency funded by the U.S. Department of Agriculture -- indicates that agriculture is vulnerable to "labor supply shocks, which could increase costs and threaten the ability of some farmers to harvest labor-intensive crops." The reality for U.S. agriculture is that it may be faced with a shrinking work force willing to do physically-demanding and less-compensated farm jobs. <http://www.kansasagconnection.com/story-state.php?Id=1257&yr=2019>

- Kansas has a large contrast in precipitation amounts across the state with yearly precipitation on the western side of the state one-third of the southeast corner of the state. The climate is transitional between the humid east and the semiarid and arid western portion. This transitional pattern greatly affects agricultural practices in Kansas. From the middle of the state west surface water is often in short supply. Irrigation systems draw water from underground to produce most cereal and grain crops.
Frost and freeze patterns are also of issue in Kansas. Freeze dates are very significant for agricultural producers, because most crops grown in Kansas have very limited resistance to frost. The agricultural significance of a late frost in the spring can be devastating, because this is the time when most field crops are in the most vulnerable stage of their development. These seedlings have very little resistance to freeze effects, and they can be damaged by freezing, or dried up when soil water is frozen. More mature crops can also be damaged by freezing, resulting in reduced yields or even loss of the crop if the freeze is very severe. Since freeze-control measures, such as those used for orchard crops, are not feasible for field crops like the ones produced in Kansas, farmers must be very careful to plant their crops at the proper times to minimize the dangers of frost.
<https://www.k-state.edu/ksclimate/documents/kgsted.pdf> (pages 4-5 & 17-18)
- Plenty of scientific evidence does suggest that as warming continues to contribute to both extreme weather and a rise in sea level, floodplains in this country are expected to nearly double by the end of the century. Droughts, wildfires and storms of all kinds have worsened over the last few years. Flooding this year caused at least \$15 million in damage to Kansas infrastructure, including 11 dams, and led to \$3.8 million in federal flood insurance claims. About 1.3 billion gallons of sewage flowed into Kansas waterways in May. FEMA is still assessing damage to infrastructure.
<https://www.kansascity.com/opinion/editorials/article237345159.html>
- The 2018 Executive Summary from the Kansas Farm Management Association mentions many of the above issues on page 6 of the summary and says with continued expectations for market prices at levels that are below cost of production farm managers need to carefully assess their financial position and make necessary adjustments. <https://www.agmanager.info/kfma/whole-farm-analysis/kfma-executive-summary/2018-executive-summary>

(B) An assessment of the unique needs of farmworkers means summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration.

Kansas MSFW's still include individuals from South Africa, Australia and Mexico. Most speak English, as employers require individuals who can comprehend instructions and can communicate well. Employment is temporary in nature and therefore migrants continue to fill short-term employment needs, although employers do fill some jobs with local, seasonal farmworkers.

Unique needs of MSFW's are the need for healthcare, including Tuberculosis screening and treatment, dental, pharmaceutical and medical case management; education for children in K-12 and adults with GED or English Language Learners; translation services for parents at Parent/Teacher conferences; and coordination of services and benefits from multiple states.

Early childhood and preschool education, families moving mid-year due to seasonal and temporary work miss the opportunity to be added to waitlists due to frequent moves between communities.

(2) Outreach Activities. The local offices outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:

(A) Contacting farmworkers who are not being reached by the normal intake activities conducted by the employment service offices.

Kansas will refocus its efforts in successful outreach activities, by having an increase in personal contact with NFJP grantees and MSFW groups. SMA will team up with NFJP grantees to create updated training materials on MSFWs system and the NFJP grantees program. SMA will coordinate with NFJP grantee to jointly complete outreach actions when opportunities arise. Actions could include but are not limited to; field visits, school events and community events.

At the state level, the State Monitor Advocate (SMA) will conduct research in each county by locating farms that hire outside labor. Based on findings outreach staff will be assigned to corresponding area(s) and will conduct visits to share all required employment, training availability and complaint system information. Once the outreach staff is assigned the SMA will train the outreach ES supervisor and staff on all outreach duties.

Outreach activities will be documented through use of outreach logs which will be submitted to the SWA and SMA on a quarterly basis with the quarterly complaint log. The logs will be completed by the outreach worker. The complaint log may include any activity which may be considered outreach if done outside of the workforce center and if the information has the potential to reach MSFWs. Training to workforce center staff addressing outreach and the complaint system will be provided throughout the program year.

Communication with partners not physically located in the areas' comprehensive centers is facilitated by electronic means and other informational and referral methods. Because of limited funding and reduced staffing levels, local areas maintain a relationship with organizations which serve farmworkers and provide information about One-Stop services. The tools which will be used to conduct outreach, include personal contact, printed matter, videotapes, slides, and/or cassette recordings.

According to KANSASWORKS.com, outreach or knowledge of the system to date for PY18 was attributed by individuals to the following activities:

- Word of mouth - 8634
- Brochure/Flyer - 699
- Internet - 7,023
- Newspaper - 173
- Radio - 195

- TV - 237
- Highway Billboard - 65
- Other – 6524

As of this plan year, it appears outreach efforts are satisfactory when it pertains to overall general Workforce center outreach. Outreach specifically to MSFWs will have an increase of focus.

- (B) Providing technical assistance to outreach workers. Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the employment service complaint system, information on the other organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

The State Monitor Advocate (SMA), located in the Department of Commerce Regulatory Compliance, Legal Services Unit provides statistical or other technical assistance to LWDAs and other entities for plan development, policy development, or service provision, as necessary. In addition, the SMA will:

- Provide technical assistance to LWDAs for plan development, policy development, or service provision, as necessary. LWDAs will be advised that, at a minimum, outreach activities must provide information about the Job Service Complaint system and other organizations serving MSFWs.
- Serve as an advocate to improve services to MSFWs within the KANSASWORKS system.
- Provide training to KANSASWORKS staff and provide technical assistance including advising LWDA's that, at a minimum, outreach activities must provide information about services available through the workforce center, including the availability of referrals to employment, to training, supportive services, testing, counseling, and other job-related services. In addition, specific employment opportunities which are currently available in the KANSASWORKS system will be made available.
- Participate in public meetings and training conferences sponsored by the US Department of Labor or another agency as may apply to MSFWs.
- Establish and maintain relationships with organizations providing services to MSFWs. Currently, the SMA serves on the advisory council of the Kansas Statewide Farmworker Health Program.
- As previously stated, Kansas will utilize current outreach efforts to urge farm workers to contact the local one-stop center. Partners such as NFJP, SER, Kansas Statewide Farmworker Health Program have information regarding the services available through the Kansas Workforce System and can make appropriate referrals. Other outreach resources, including billboards, flyers and word of mouth direct MSFW's to the AJC's.
- Beginning in 2020 SMA will organize semi-annual meetings of relevant partners including NFJP, local area staff, Harvest America Corporation, Kansas Statewide Farmworker Health Program, LWDAs, US Dept of Agriculture, etc.

- (C) Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues.

Kansas continues to maximize on possibilities for cross-agency training. Due to Commerce already having a working relationship with the Kansas department of Labor, the UI agency, and WIOA partners, cross training will be feasible. SMA will provide training in person within the first 3 months of the year and will then be web-based for access any time as needed by new staff or as a retraining tool. If in person is not achievable a web-based training may be conducted at the beginning of the year. The SMA will continually update the web-based training modules to keep content up-to-date and relevant.

- (D) Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers.

The SMA will provide professional development training to state merit staff, as well as LWDB staff, to ensure staff provide high quality services to both jobseekers and employers. Additionally, Commerce employs a fulltime Training Manager who provides on-going training for the state workforce system. Training is provided as requested and determined necessary and covers topics such as MSFW program, H-2A program, employee rights, filing complaints, applying for US work permit, relevant agricultural partners, and other such topics. These topics will be covered in the Kansas new hire training process.

- (E) Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups.
Outreach in the purpose of education about these services are provided in the same manner as for all potential workforce system customers—word of mouth, brochure, internet, newspaper, radio, TV. In addition, outreach occurs through state workforce system staff reaching out to a network of partners and through work of the State Monitor Advocate. These additional programs and partners are as follows but are not limited to: Harvest America Corporation, SER Corporation of Kansas, Kansas Department of Agriculture, Farmworker Health Program, El Centro of Topeka, Tri-State HEP, Tri-State CAMP, Project KANCO (CAMP) Kansas State University, United Methodist Mexican American Ministries.
- (B) Services provided to farmworkers and agricultural employers through the one-stop delivery system. Describe the State agency's proposed strategies for:
Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system. This includes:
 - i. How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers;
 - ii. How the State serves agricultural employers and how it intends to improve such services.

The Kansas Department of Commerce (Commerce), through the KANSASWORKS (AJC) system, will provide Wagner-Peyser (W-P) Act-funded services to migrant and seasonal farmworkers (MSFWs) and to prospective and actual employers in accordance with Kansas Workforce Development Policies, specifically:

- 4-01-01 Wager-Peyser Funded Services, which in part states, “Wagner-Peyser Labor exchange services must be provided in the One-Stop delivery system in accordance with Section 7(e) of the Wagner-Peyser Act...”
- 4-03-00 Migrant and Seasonal Farmworker (MSFW) Outreach/Monitor Advocate Program, which in part states, MSFW must be provided information to include, but not be limited to, core services, intensive services, and training opportunities. It also states, “Wherever feasible, outreach efforts must be coordinated with public and private community service and MSFW groups.”

Services will include:

- Registration for labor exchange and other KANSASWORKS services either as a staff-assisted or self-service
- Explanation and use of KANSASWORKS.com
- Referral to job
- Job seeking assistance
- Testing
- Needs assessment
- Referrals to other agencies
- Information on other employment and training activities within the LWDA
- Labor Market information
- Tax Credit programs
- English/Spanish language translation assistance
- Information about the Job Service complaint system, filing, and processing complaints
- Customer satisfaction surveys
- Bonding program assistance
- Complaint processing and referral per local policy, state statute and federal regulation

SMA will work with Workforce Center supervisors in training best practices in determining the unique needs of MSFWs to be able to offer appropriate resource information.

All services will be provided in accordance with state workforce policies addressing services to customers funded by Wagner-Peyser, Workforce Innovation & Opportunity Act, veterans, and all other applicable funding streams.

Services will be provided by workforce center staff as directed by their appropriate functional manager in accordance with state policy addressing integration and functional management. As the Wagner-Peyser grant recipient, Commerce’s daily role in a workforce center can be described as a partner. However, Commerce/Wagner-Peyser employees may be the functional manager in some workforce centers.

As required by 20 CFR Subpart B, 653.101, through policy guidance, monitoring, and technical assistance, Commerce will ensure all MSFWs are offered the same range of employment services, benefits and protections, including counseling, testing and job training referral services, as is provided to non-MSFWs.

- Services Provided to Agricultural Employers through the AJC Network.

The staff of each KANSASWORKS workforce center includes at least one individual who is a trained pre-occupancy housing inspector. In addition to performing the housing inspections, these staff members become the contact for agricultural employers and provide services, as necessary. Services include:

- Retention services.
- Agricultural Recruitment System (Local, Intrastate, Interstate).
- Access and assistance with KANSASWORKS.com.
- Information and referral to other agencies.
- Tax Credit Programs.
- Informational meetings.
- Customer Satisfaction Surveys.
- Labor Market Information.
- Job Fairs, special/mass recruitments.

Kansas plans to continue the established outreach efforts and in the fall of 2020 deepen knowledge of partner programs through training staff on a comprehensive, integrated curriculum developed and delivered by all AJC partners, including the NFJP.

- (C) Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups.

The State Monitor Advocate (SMA) will coordinate outreach efforts to LWDA's and other entities for plan development, policy development, or service provision, as necessary. LWDA's are advised that, at a minimum, outreach activities must provide information about services available through the workforce center, including the availability of referrals to employment, to training, supportive services, testing, counseling, other job related services and the employment service complaint system.

This information will be reviewed and shared with KANSASWORKS staff and partners who then share it as they perform MSFW outreach. In-person training is provided upon request.

A basic summary of farmworker rights with respect to the terms and conditions of employment is also available through the KANSASWORKS staff and partners as well as on the SMA Farmworker Rights under MSPA webpage.

- (C)Marketing the Agricultural Recruitment System to agricultural employers and how it intends to improve such publicity.

In addition to the staff at each KANSASWORKS workforce center, there is at least one individual who is trained as a pre-occupancy housing inspector. In addition to performing the housing inspections, these staff members become the contact for agricultural employers and provide services, as necessary. Services include:

- Retention services
- Agricultural Recruitment System (Local, Intrastate, Interstate)
- Access and assistance with KANSASWORKS.com

- Information and referral to other agencies
- Tax Credit Programs
- Informational meetings
- Customer Satisfaction Surveys
- Labor Market Information
- Job Fairs, special/mass recruitments

Kansas will reestablish the Agricultural Recruitment System. Training will be provided by the SMA and will cover the benefits of the system and all needed information to assist in the process. Those that will be trained will be, but not limited to: outreach staff, appropriate center functional managers, workforce center staff and partners.

The Monitor Advocate will identify and determine how to best coordinate limited resources to improve promotion of the Agricultural Recruitment System to employers for little or no cost. Additionally, Commerce is the state agency which provides foreign labor certification and the system for receiving VISA applications for agricultural work. This activity gives Commerce staff the unique ability to promote the MSFW program.

(3) Other Requirements.

- (A) Collaboration. Describe any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

The state does have a formal MOU with the NFJP grantee SER. The SMA will play an active role in collaborating with SER with the goal of improving the delivery of service to MSFWs. The SMA will join SER staff meetings in person or via web-meeting when appropriate for data sharing and outreach updates.

The State Monitor Advocate is the state's hub for information sharing among MSFW partners. The SMA serves, and plans to continue serving, on the board of directors the Advisory Council of Kansas Statewide Farmworker Health Program. In order to strengthen and expand knowledge and partnerships around MSFW, the State Monitor Advocate will organize semi-annual meetings of relevant partners including NFJP, local area staff, Harvest America Corporation, Kansas Statewide Farmworker Health Program, LWDAs, US Dept of Agriculture, etc. The SMA will also seek opportunities for involvement by new partners in areas yet to be considered.

- (B) Review and Public Comment. In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP.

- iii. The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other

interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

The SWA plans to comply with this and did reach out to the NFJP grantee, other MSFW groups, public agencies, agricultural employer organizations, and other interested organization in the development of the AOP. Comments received from public review will be considered and submitters will be provided the decision on whether comments were adopted.

- (D) Data Assessment. Review the previous four years Wagner-Peyser data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services in order to meet such goals.

In PY 2018, Kansas met 2 out of 5 goals in providing MSFWs quantitatively proportionate services as compared to non-MSFWs. The goal met was under Received Staff Assisted Services and Referred to Support Service.

To meet the following goals policy guidance, monitoring, and technical assistance will be provided by SMA. Commerce will ensure all MSFWs are offered the same range of employment services, benefits and protections, including counseling, testing and job training referral services, as is provided to non-MSFWs. The SMA will be monitoring these goals on a quarterly basis. Updates of the findings will be shared to regional workforce managers at the end the following month that the quarter ends. To assure statewide compliance, Commerce will make every effort to meet four out of five Equity Indicators of Compliance, as well as meet four out of seven Minimum Service Level Indicators. Additionally, the Regulatory and Compliance Unit of Commerce conducts Equal Opportunity Reviews throughout the state which entail analysis by participant demographics to ensure equitable services are provided to all groups, including MSFW.

- (E) Assessment of progress. The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.

Outreach was limited due to no outreach workers assigned. Due to limited outreach workers there will be a refocus within the state to assign the appropriate number of outreach workers within the state areas. Workforce center staff have consistently followed the KANSASWORKS protocol of covering the MSFWs demographics portion in the KANSASWORKS system. When visiting with clients the questions provided were reviewed. With further training and clarification of what a MSFW is classified by will help increase services and outreach efforts by better identifying who the states MSFWs are.

SMA will conduct state level reviews of the delivery of services and protections afforded to MSFWs. Such review may include review of WIOA program components:

- Case management; WIOA adult, dislocated worker, or youth; One-Stop system; MOUs; etc., as applicable.
- Consulting with workforce centers to ensure accurate reporting of MSFW-related information.
- Reviewing proposed state Workforce Service directives, manuals and operating instructions relating to or as may relate to MSFWs.

- Participating in Federal monitoring reviews.
- Reviewing, on at least a quarterly basis, all statistical and other MSFW-related data as reported by KANSASWORKS.com.
- Preparing an annual summary report of services to MSFWs for the Manager of the Commerce Legal Services Regulatory Compliance Unit.
- Overseeing the operation and performance of the Job Service complaint system.

(F) State Monitor Advocate. The plan must contain a statement confirming the State Monitor Advocate has reviewed and approved the AOP.

The State Monitor Advocate reviewed and approved the Agricultural Outreach Plan before it was presented for public comment. In addition to using both social media and all available websites to encourage public comment on the plan, the SMA also emailed the draft plan directly to twenty-seven separate contacts in the following organizations:

- Local Workforce Development Area (LWDA) I
- LWDA II
- LWDA III
- LWDA IV
- LWDA V
- Wagner-Peyser Regional Operations Manager, Western Kansas
- Wagner-Peyser Regional Operations Manager, South Central Kansas
- Wagner-Peyser Regional Operations Manager, Southeast Kansas
- Wagner-Peyser Regional Operations Manager, Northeast/North Central Kansas
- Wagner-Peyser Regional Operations Manager, Greater Kansas City, Kansas Metro
- Garden City Board of Education
- Harvest America Board of Directors
- Southwest Developmental Services
- HireBilinguals.com
- Ascension on-the-Prairie
- United Methodist Mexican American Ministries
- Kansas LULAC
- Kansas Foreign Labor Certification staff
- Kansas Statewide Farmworker Health Program
- Kansas Hispanic and Latino American Affairs Commission
- LULAC Topeka
- Kansas Legal Services
- Harvest America Corporation
- El Centro of Topeka
- SER Kansas

WAGNER-PEYSER ASSURANCES

The State Plan must include assurances that:
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1.	The Wagner-Peyser Employment Service is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time. (sec 121(e)(3));
2.	The State agency is complying with the requirements under 20 CFR 653.111 (State agency staffing requirements) if the State has significant MSFW one-stop centers;
3.	If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I; and
4.	State agency merit-based public employees provide Wagner-Peyser Act-funded labor exchange activities in accordance with Department of Labor regulations.

VOCATIONAL REHABILITATION

The Vocational Rehabilitation (VR) Services Portion of the Unified or Combined State Plan ¹³ must include the following descriptions and estimates, as required by section 101(a) of the Rehabilitation Act of 1973, as amended by title IV of WIOA:

a. Input of State Rehabilitation Council

All agencies, except for those that are independent consumer-controlled commissions, must describe the following:

1. input provided by the State Rehabilitation Council, including input and recommendations on the VR services portion of the Unified or Combined State Plan, recommendations from the Council's report, the review and analysis of consumer satisfaction, and other Council reports that may have been developed as part of the Council's functions;

In matters of program administration and planning, Kansas Rehabilitation Services (KRS) has a strong commitment to seeking the advice of consumers of vocational rehabilitation services, service providers, family members, advocates, employers and others interested in disability issues. Comprised of representatives of these stakeholder groups, the State Rehabilitation Council makes a major contribution to KRS through advice provided during regular business meetings, State Plan work sessions, Policy Committee meetings, Business Committee meetings, and other activities the members determine to be appropriate. The State Plan and attachments are developed in cooperation with the Council.

Input provided by the Council and KRS response

Council comment - Members requested the opportunity to hear about trends impacting the service delivery system for people with disabilities, innovative practices from other states, and self-employment outcomes and emerging research.

KRS Response:

KRS agrees and these focus areas are ongoing for Council meetings.

For example, information about the state's new protected income level was presented by the Kansas Department of Aging and Disability Services. Other topics included presentations about Section 14(c) of the Fair Labor Standards Act and the impact of subminimum wage employment for people with disabilities; and the CMS integrated settings rule.

Regular updates about End-Dependence Kansas provide insight on how KRS is implementing nationally recognized evidence-based and promising practices to increase employment options and outcomes for Kansans with disabilities.

¹³ Sec. 102(b)(2)(D)(iii) of WIOA

Council comment - Members encouraged KRS to use innovative approaches to assure staff availability throughout the state for direct consumer services, especially in areas where it is difficult to recruit and maintain VR Counselors.

KRS Response: KRS has established the Program Specialist position to augment staff coverage throughout the state. These positions work in concert with VR Counselors to provide case management services. Only qualified Vocational Rehabilitation Counselors have the authority to determine eligibility, sign Individual Plans for Employment, authorize expenditure of VR funds, and make case closures decisions.

Council comment - The Council is concerned about the high turnover rate among VR Counselor positions and encouraged KRS to look at a variety of options including an increased pay scale, career ladder opportunities, incentives (such as student loan repayment), and internships to give upcoming graduates the opportunity to learn more about working in the public VR program.

KRS Response: KRS will continue to work with the Kansas Department of Administration Personnel Services and DCF leadership to identify strategies to address recruitment, retention, hiring incentives and internships.

Council comment: Development of informational materials is needed for use with outreach with schools, referral sources, parents and consumers. KRS should also focus on outreach to organizations such as the Kansas Physical Therapy Association and the Kansas Occupational Therapy Association and speech/language professional organizations. Professionals in these disciplines often have contact with individuals with disabilities and could pass along information about VR.

KRS Response: KRS will work with DCF Communications and/or contracted resources regarding this request.

Council comment: The Council endorsed recommendations made by the Kansas Advisory Committee for the Blind and Visually Impaired to modify the KRS maintenance policy, especially pertaining to determining an individual's normal expenses.

KRS Response: Maintenance means monetary support provided to an individual for expenses, such as food, shelter, and clothing, that are in excess of the normal expenses of the individual and that are necessitated by the individual's participation in an assessment for determining eligibility and vocational rehabilitation needs or the individual's receipt of vocational rehabilitation services under an individualized plan for employment. KRS has requested technical assistance from the Rehabilitation Services Administration on the portion of the recommendation that would exempt the calculation of normal and excess expenses for individuals attending a comprehensive rehabilitation program. A response from RSA is still pending. A second aspect of the recommendation pertained to situations when individuals are not able document their normal expenses. In these situations, the KRS policy enacted in 2013 deemed their normal expenses to be 75% of the maximum SSI amount. The recommendation proposes that normal expenses for individuals attending post-secondary education will be deemed to be 30% of their actual SSI and/or SSDI benefits. KRS plans to implement this portion of the recommendation in FY 2020.

Review and analysis of consumer satisfaction

Focus groups: In 2019, the WIOA core partners engaged Kansas State University to conduct focus groups to gauge consumer and employer experiences with the workforce development system. Considering the entire workforce development system, and not KRS only, job seekers reported the following barriers:

- Employer biases based on disabilities, homelessness and criminal background.
- Low paying jobs with no ability for growth.
- Lack of computer skills, email addresses, job search navigation and access to technology.
- Lack of existing mentoring networks and opportunities to create networks.
- Services are valuable but not well known or easy to access.

Job seekers reported the following strengths:

- Specific staff members. (This was noted in particular relation to VR staff members who acknowledged VR staff for “helping them along their path to employment.”)
- Access to computers, printers and phones.
- Job fairs.

Satisfaction surveys: KRS contracted with the Learning Tree Institute, Girard, Kansas, to process a consumer satisfaction survey in 2015 as part of the previous Comprehensive Statewide Needs Assessment. The survey was distributed to all consumers with open cases, consumers whose cases closed successfully in the previous six months, and consumers whose cases closed unsuccessfully in the previous six months. The survey was based in part on the American Consumer Satisfaction Index (ACSI), which measures three dimensions of satisfaction: overall satisfaction, satisfaction compared to expectations, and satisfaction compared to the ideal. This method was recommended by the Rehabilitation Services Administration following a national study by the Research Triangle Institute and adopted by the State Rehabilitation Council of Kansas.

Satisfaction survey results

At the time the survey closed in order to tabulate results, there was a 12.7% response rate. A total of 812 responses were received from consumers with open cases, 91 from consumers with cases closed successfully, and 42 from consumers with cases closed unsuccessfully.

Mean satisfaction scores: Using the ACSI method, scores of 5 or more represent the perspective of “more satisfied than not.”

Overall, how satisfied are you with Kansas Vocational Rehabilitation Services?

- Open cases: 6.78
- Cases closed successfully: 7.67
- Cases closed unsuccessfully: 4.70

To what degree did Kansas Vocational Rehabilitation Services meet your expectations?

- Open cases: 6.54
- Cases closed successfully: 7.41
- Cases closed unsuccessfully: 4.68

Think of your ideal vocational program for people with disabilities. How do you think Kansas Vocational Rehabilitation Services compares with your ideal?

- Open cases: 6.78
- Cases closed successfully: 7.67

- Cases closed unsuccessfully: 4.70

In addition, here are the results on other questions posed using the survey:

- 88.8% of consumers agreed or strongly agreed that VR staff are respectful to them.
- 74.9% agreed or strongly agreed that their counselor encourages them to reach their employment goals.
- 70.5% agreed or strongly agreed that they have a better chance of becoming employed because of VR services.
- 67.3% agreed or strongly agreed that their counselor responded within one day to requests for information or assistance. (One day is the KRS customer service standard.)

2. the Designated State unit's response to the Council's input and recommendations; and

For ease of correlating the KRS responses directly to the Council recommendations, this information is included in Section 1.

3. the designated State unit's explanations for rejecting any of the Council's input or recommendations.

KRS did not reject any of the Council's recommendations.

b. Request for Waiver of Statewideness

When requesting a waiver of the statewideness requirement, the designated State unit must identify the types of services to be provided by the program on a non-statewide basis. The waiver request must also include written assurances that:

1. a local public agency will provide the non-Federal share of costs associated with the services to be provided in accordance with the waiver request;

KRS is not requesting a waiver of statewideness. This section does not apply.

2. the designated State unit will approve each proposed service before it is put into effect; and

KRS is not requesting a waiver of statewideness. This section does not apply.

3. All State plan requirements will apply

Requirements of the VR services portion of the Unified or Combined State Plan will apply to the services approved under the waiver.

KRS is not requesting a waiver of statewideness. This section does not apply.

c. Cooperative Agreements with Agencies Not Carrying Out Activities Under the Statewide Workforce Development System.

Describe interagency cooperation with and utilization of the services and facilities of agencies and programs that are not carrying out activities through the statewide workforce development system with respect to:

1. Federal, State, and local agencies and programs;

Kansas Rehabilitation Services (KRS) collaborates and coordinates services with federal, state and local employment and rehabilitation agencies that contribute to the vocational rehabilitation (VR) of Kansans with disabilities. At the local level such collaborations are individualized according to each person's needs and interests. This individualized approach is one of the cornerstones of VR services.

At the state level, KRS collaborates with other units within the Kansas Department for Children and Families (DCF) and with other state departments. For example:

- KRS and DCF Economic and Employment Services collaborate to serve recipients of Temporary Assistance for Needy Families (TANF) who have disabilities. Consumers benefit by being able to receive the coordinated and specialized services they need to achieve employment before their time-limited TANF benefits cease.
- KRS and DCF Prevention and Protection Services independent living staff will coordinate to address the employment and/or post-secondary education needs of youth with disabilities who age out of foster care.
- Cooperative working relationships between the Kansas Department for Aging and Disability Services oversight units for community developmental disability organizations and community mental health centers facilitate discussions about the importance of competitive, integrated employment, an employment-first strategy, evidence-based practices, and supported employment services. Managed Care Organizations coordinate services for HCBS participants with employment goals on plans of care.
- KRS maintains an active presence on numerous councils and committees, including:
 - The Statewide Independent Living Council of Kansas.
 - The Kansas Commission on Disability Concerns.
 - The Governor's Behavioral Health Planning Council and its Vocational Sub-Committee.
 - Kansas Council on Developmental Disabilities
 - 5 Local workforce development boards
- A memorandum of understanding with the Prairie Band Potawatomie Nation Native American VR program addresses the coordination of services to help consumers achieve employment.
- To maximize resources and to help consumers access needed services, KRS works cooperatively with numerous other local and state programs, including Working Healthy and independent living centers.
- KRS collaborates with the Department of Corrections and individual correctional institutions to assist individuals with disabilities who are being released from custody to become employed.

2. State programs carried out under section 4 of the Assistive Technology Act of 1998;

KRS coordinates with the Assistive Technology for Kansans program on the assessment and provision of individualized assistive technology services for VR consumers. Training on state-of-the art technology is provided to all new VR counselors and program specialists as a key component of their in-service training. KRS is also represented on the ATK advisory committee.

3. Programs carried out by the Under Secretary for Rural Development of the United States Department of Agriculture;

When consistent with the Rehabilitation Act and regulations, KRS may use the Rural Development Programs of the U.S. Department of Agriculture to the extent these programs are available to local communities.

4. Noneducational agencies serving out-of-school youth; and

KRS will coordinate with local workforce operators and Adult Education on employment services for out-of-school youth. The Combined Portion of this Plan includes extensive operational strategies related to youth services. KRS also provides funding for the Kansas Youth Empowerment Academy for leadership training, self-advocacy skill development, and mentoring services for youth with disabilities. KRS staff participate in Family Employment Awareness Trainings offered by Families Together and participate in local level planning and referral for Project Search programs. KRS will also investigate how it might assist in the expansion of promising practices to increase employment options and outcomes.

5. State use contracting programs.

Kansas Rehabilitation Services does not participate in the management of the State Use Catalog or purchasing process. It is overseen by the Kansas Department of Administration. As is required of all state agencies, KRS makes purchases from the State Use Catalog, which includes "Products and Services Manufactured and Offered by Blind and Severely Disabled Kansans," at any time when the listings in that catalog will meet the needs of the agency.

Interaction with state use contracting programs is handled in compliance with the competitive, integrated employment purpose of the Rehabilitation Act and regulations.

d. Coordination with Education Officials

Describe:

1. DSU's plans

The designated State unit's plans, policies, and procedures for coordination with education officials to facilitate the transition of students with disabilities from school to the receipt of VR services, including pre-employment transition services, as well as procedures for the timely development and approval of individualized plans for employment for the students.

Major goals of Kansas Rehabilitation Services (KRS) are to emphasize the employment potential of students with disabilities and to improve the outreach and outcomes for students and youth with disabilities. To accomplish this goal, KRS will continue to work with local school officials to implement Pre-Employment Transition Services (Pre-ETS) and to facilitate a smooth transition from education to vocational rehabilitation (VR) services and employment. This approach provides a continuum of services directed toward additional post-secondary education or direct entry into the workforce.

Pre-ETS

KRS will reserve 15% of its federal VR funding to provide Pre-ETS to students with disabilities who are eligible or potentially eligible for VR services. Pre-ETS are designed to provide job exploration and other services, such as counseling and self-advocacy training, in the early stages of the transition process.

KRS has built its capacity to provide Pre-ETS through the addition of 20 transition specialists to local VR offices. Each of the four regions also has a Pre-ETS Manager, and KRS employs a Statewide Manager as well. KRS has also established service provider agreements with several of the Local Workforce Development Boards, numerous Centers for Independent Living and the Kansas Youth Empowerment Academy pertaining to specific components of Pre-ETS. A major emphasis is paid work-based learning experiences. Such experiences allow students to gain an early attachment to employment as the avenue to self-reliance, explore career options and develop the soft skills that are necessary for long-term employment success. Other services offered through services providers include self-advocacy training, post-secondary education, and workplace readiness training.

According to the Kansas State Department of Education, each year there are about 11,000 youth with disabilities ages 16 to 21 receiving special education services through an Individual Education Plan. These numbers exclude individuals in the gifted program. Also excluded are individuals with Section 504 plans. They represent the target population for Pre-ETS. The number by age are listed below.

Policies and procedures to facilitate the transition of students from school to receipt of VR services

KRS policies and procedures in providing VR services for youth with disabilities are influenced by the available level of staff resources. Within these resources, KRS will accept referrals for VR services from transition students approximately 24 months or four semesters prior to their completion or exit from school. (In individual cases, the KRS Regional Program Administrator may grant an exception to begin providing VR services for a student prior to the 24-month or four semester timeline if there are extenuating circumstances which require VR involvement.)

Referrals are encouraged for students who are receiving special education services and students with disabilities receiving services or accommodations as required by Section 504. Referral timelines are designed to assure that the Individualized Plans for Employment (IPEs) for students who can be served under Order of Selection are coordinated with Individual Education Plans. IPEs must be written as early as possible during the transition planning process, and no later than when the student exits high school.

In addition, KRS may provide technical assistance, such as participation in IEP meetings or referral to community resources, for students prior to the referral timeline, if existing staff resources are available to make this possible.

2. Information on the formal interagency agreement with the State educational agency with respect to:

A. consultation and technical assistance to assist educational agencies in planning for the transition of students with disabilities from school to post-school activities, including VR services;

Formal interagency agreement between KRS and the Kansas State Department of Education (KSDE)

This agreement includes the following goals:

- To facilitate the integration and coordination of transition services provided by KRS and KSDE for students with disabilities.
- To promote the continuous improvement of post-secondary education and competitive, integrated employment outcomes for youth with disabilities.
- To infuse a strengths-based approach to working with youth with disabilities and a culture of high expectations for the achievement of competitive, integrated employment as a measurable outcome for the special education and vocational rehabilitation (VR) services provided.

Further, KRS and KSDE agreed to a wide range of mutual responsibilities, including the following highlights:

- Provide joint professional development, in-service training and informational meetings for school personnel, VR staff, other adult service providers, parents and students. This may include orientation to programs, referral processes, policies, procedures, pertinent legislation and other areas as may be appropriate.
- Offer training and technical assistance to districts and local VR offices on coordinating the transition planning process. Topics in this area may include but are not limited to: inviting KRS counselors to IEP meetings; providing information about VR in the IEP development process; and educating VR counselors about district procedures related to transition planning and services for employment and postsecondary education goals for students with IEPs.
- Collaborate on the State Performance Plan and/or strategic plans developed by each party to facilitate the goals of this agreement and give priority to effective transition services for youth with disabilities resulting in improved post-secondary education and competitive, integrated employment outcomes.
- Use available inter-agency forums, conferences and expertise to develop a coordinated approach to facilitate achievement of the goals of this agreement
- Share student/consumer data and state-level data, to the extent allowed by law, to evaluate the effectiveness of the education and VR services provided.
- Share federal and state monitoring practices and findings for effective program and policy evaluation.
- Participate in technical assistance and advisory opportunities to support the goals of this agreement.

B. transition planning by personnel of the designated State agency and educational agency that facilitates the development and implementation of their individualized education programs;

As outlined in the agreement, KRS will provide VR services for students in accordance with KRS policy under the following conditions:

- The student has been determined eligible for VR and can be served within the Order of Selection.
- The student (and his/her parents or representative if appropriate) and the VR counselor have agreed to an Individual Plan for Employment (IPE).
- The goods or services provided will be necessary for post-high school training or employment, or will substantially contribute to achievement of the competitive, integrated employment objective on the IPE.
- Employment or post-secondary services provided by VR must occur outside the established school sessions. The term “school sessions” refers not only to the school semester or term, but also to the school day.
- Consideration of comparable benefits and application of the economic need policy are required.

According to the agreement and consistent with regulations, the Local Education Agency/Authority (LEA) is not relieved of any responsibility to provide transition services until the student formally exits the public school program and as long as the student remains eligible for and receives special education services.

C. roles and responsibilities, including financial responsibilities, of each agency, including provisions for determining State lead agencies and qualified personnel responsible for transition services;

Mutual responsibilities identified in the formal interagency agreement are specified in Part 2A of this Section.

D. procedures for outreach to and identification of students with disabilities who need transition services.

KRS maintains staff liaisons for each public high school to ensure statewide coverage. In addition to working with special education staff, KRS staff contact vocational education departments, school nurses and guidance counselors to provide greater outreach to students with disabilities and their families.

Consistent with the goals and priorities in Section L, KRS will emphasize the employment potential of students with disabilities and improve the outreach and outcomes for transition-aged students. In doing so, KRS will pursue opportunities to collaborate with students, families, the Kansas State Department of Education, schools, and other stakeholders.

All regions are responsible for outreach to students, parents and schools. Some examples include: scheduling specific days for counselors to work at schools and meet with students and transition staff; operating informational booths at transition fairs or parent-teacher events; and participating in special events such as Job Olympics and Disability Mentoring Day events.

KRS will promote the use the Career Technical Education initiative for students to participate in technical education while in high school. As a result they graduate with a qualifying certificate in-hand and are, therefore, able and prepared for direct entry into the workforce.

e. Cooperative Agreements with Private Nonprofit Organizations

(Formerly known as Attachment 4.8(b)(3)). Describe the manner in which the designated State agency establishes cooperative agreements with private non-profit VR service providers.

To offer a full array of vocational rehabilitation (VR) services to meet the needs and interests of people with disabilities, Kansas Rehabilitation Services (KRS) will continue its extensive partnerships with community service providers.

Manner in which such agreements are established

Contracts and service provider agreements are established to help KRS consumers achieve their individual employment goals, to increase system capacity for community services, to support innovative approaches to service delivery, to enhance services to specific populations, and to increase consumer choice among available service providers. These contracts and agreements also help KRS maintain geographic distribution of services.

Procedures in establishing such agreements emphasize the role of regional KRS offices to identify needed services and to monitor the usage and effectiveness of the services provided through the agreements. The contracts and agreements define the nature and scope of services to be provided, outcome measurements, procedures for referrals, authorizations, reporting requirements, fees, billing and financial procedures.

Service provider agreements are available for a variety of services, including vocational assessment, independent living assessment, community-based work assessment, community-based job tryout, job preparation, guided placement, customized placement, job coaching, rehabilitation engineering, assistive technology, rehabilitation teaching, comprehensive facility-based training for persons who are blind or visually impaired, and orientation/mobility. These agreements emphasize the development of action plans, strengthened approaches to ongoing communication among KRS counselors and service providers, and accountability measures for successful rehabilitation outcomes.

Service providers participating in these agreements include community rehabilitation programs for individuals with intellectual disabilities, consumer-run organizations, independent living centers, mental health centers, substance abuse programs, assistive technology access sites, and independent contractors. Providers may offer more than one service and serve more than one region of the state.

In addition, state-only funding supports:

- \$125,000 to the Cerebral Palsy Research Foundation (CPRF), Wichita to provide individual assistive technology equipment, devices and services to enhance the independent living of Kansas with disabilities. The state funds are matched with private funds provided through UCPK and other private donors, leveraging additional spending power from the state's investment. In SFY 2019 CPRF assisted 162 individuals in securing equipment valued at a total of \$751,387.
- \$150,000 to the Kansas Youth Empowerment Academy for career and leadership training, and mentoring for youth with disabilities. Funding also includes Title VIIB dollars.

f. Arrangements and Cooperative Agreements for the Provision of Supported Employment Services

(Formerly known as Attachment 4.8(b)(4)). Describe the designated State agency's efforts to identify and make arrangements, including entering into cooperative agreements, with other State agencies and other appropriate entities in order to provide supported employment services and extended employment services, as applicable, to individuals with the most significant disabilities, including youth with the most significant disabilities.

Kansas Rehabilitation Services (KRS) enters into provider agreements with a variety of community agencies for the provision of supported employment services. Providers include community developmental disability organizations, mental health centers, independent living centers, and other public and private entities. Through customized employment provider agreements, six key components or milestones are specified for supported employment services:

1. Creation of a job development action plan.
2. Placement.
3. Stabilization.
4. 45 days of continuous, successful employment.
5. Finalization of an extended ongoing service plan.

(This plan describes how the supported employment service provider will maintain extended supports once the time-limited VR services end. Or, the plan may describe how the overall community service system will provide the extended supports the consumer will need to maintain employment. These extended supports are not funded with VR dollars.)

6. Successful VR case closure in accordance with all of the requirements set out in federal regulations.

Direct hourly Job Coaching services are provided for VR consumers in conjunction with the Customized Employment milestones services described above. Short and long-term individualized job coaching is also provided through service provider agreements.

The provider agreements also:

- Describe the time-limited services that will be provided through KRS for eligible individuals with the most significant disabilities.
- Address responsibility of the providers to coordinate with the community service system, which has responsibility for funding and providing the extended ongoing services necessary for the consumer to maintain employment once they exit the VR program.

The Individual Plan for Employment is used as the basis for referral to one of the providers. It also describes the criteria, specific to each consumer, for determining that job performance is stable, determining how and when progress will be evaluated, and describing how extended ongoing support services will be provided. After the consumer reaches stability on the job, the consumer, service provider and VR counselor work together to finalize the plan for extended ongoing supports. This allows the plan to be specific and customized according to the consumer's current work situation and support needs. As a result, the ongoing support section of the IPE may be amended, with the consumer's agreement, in order to reflect the most current information available.

Through the provider agreement requirements and performance benchmarks, KRS' intention is to develop a network of effective supported employment providers whose focus is on the vocational objectives, goals, rehabilitation needs and priorities of the consumers to be served. KRS regional managers meet with providers on a periodic basis to maintain a collaborative relationship in this service delivery system and to address accountability and performance improvement when necessary. In 2020, KRS will implement an enhanced rate for supported employment job coaching conditioned upon the job coach having successfully completed at least one of a variety of trainings to enhance competencies. Such trainings may include ACRE, VCU supported employment, and IPS. In implementing supported employment services, KRS funds individual job placements. KRS emphasizes the importance of geographic distribution of services. KRS also places a priority on working with community agencies that have the capacity to:

- Develop productive relationships with employers.
- Encourage people with disabilities to learn about developing natural support networks.

g. Coordination with Employers

(Formerly known as Attachment 4.8(b)(5)). Describe how the designated State unit will work with employers to identify competitive integrated employment and career exploration opportunities in order to facilitate the provision of:

1. VR services; and

Kansas Rehabilitation Services (KRS) emphasizes employer engagement activities that market the skills and abilities that qualified workers with disabilities have to contribute to the success of Kansas business and industry. KRS will build and maintain its capacity for effective outreach and engagement with employers statewide in order to:

- Meet their workforce needs through the labor pool of qualified persons with disabilities.
- Identify competitive, integrated employment opportunities for vocational rehabilitation (VR) consumers, including such opportunities for youth and adults who are diverted from sub-minimum wage employment through Section 511 of the Workforce Innovation and Opportunity Act.
- Increase opportunities for youth with disabilities to engage in paid work-based learning experiences as part of the Pre-Employment Transition Services program. Such work-based learning is intended to facilitate career exploration and development of the soft skills necessary for lifelong employment success.
- Collaborate with partners in the workforce development system on coordinated business outreach processes.
- Coordinate with Economic and Employment Services in the Department for Children and Families, which administers the Temporary Assistance for Needy Families and the Supplemental Nutrition Assistance Program, and its employer development activities.

KRS has service provider agreements for job placement and on-the-job supports with nearly 120 local providers (community rehabilitation programs, local organizations and individual providers).

In 2013, the State Rehabilitation Council of Kansas established a committee to address employer outreach and engagement. The committee initiated the “Good for Business” campaign, which continues to be used on an ongoing basis. This campaign highlights how hiring people with disabilities will contribute to the success of Kansas businesses through:

- Workers qualified to meet business workforce needs.
- Workers who are safe, reliable and productive, and who tend to have lower turnover rates than other employees.
- Hiring incentives.
- Supports to business in areas such as recruiting and performance coaching.
- Innovative options such as no-risk no-cost job tryouts to help determine if there is a good employment match between a VR consumer and business.

Also in the campaign, VR consumers who are successfully employed in high-wage, high-demand, and career pathway jobs are highlighted.

Each year, KRS and its provider network make contact with hundreds of employers, with various levels of engagement.

Focus groups conducted by K-State on behalf of the WIOA core partners in 2019 identified the lack of employability or soft skills as a chief concern among employers. This supports information reported in 2017 by the Kansas State Department of Education: research conducted by Harvard University, the Carnegie

Foundation, and the Stanford Research Center concludes that 85% of job success comes from having well-developed soft skills and people skills.

2. transition services, including pre-employment transition services, for students and youth with disabilities.

Collaboration with workforce development system Core Partners and local workforce operators will enhance services for VR consumers, transition youth, and youth participating in Pre-Employment Transition Services., Such collaboration will enhance the KRS employer engagement activities. All Partners are committed to vigorously representing the employment needs of individuals (including youth) with disabilities and other consumers with significant barriers to employment.

h. Interagency Cooperation

Describe how the designated State unit will collaborate with the State agency responsible for administering each of the following programs to develop opportunities for competitive integrated employment, to the greatest extent practicable:

1. the State Medicaid plan under title XIX of the Social Security Act;

Interagency agreement

Kansas Rehabilitation Services (KRS) will work with the Kansas Department for Aging and Disability Services (KDADS) and the Kansas Department of Health and Environment (KDHE) to establish an interagency agreement regarding roles and responsibilities pertaining to competitive, integrated employment for Kansans with disabilities. KDADS and KDHE share responsibilities for administration of the Medicaid program. KDADS oversees services for persons with intellectual disabilities and behavioral health disabilities.

The purpose of the agreement will be to create a common understanding of responsibilities, policies and procedures. It will address data sharing to better analyze how mutual consumers interact with the various services and supports available to them. Perhaps most importantly, the agreement will establish a collaborative framework for services that will improve competitive, integrated employment outcomes for people with disabilities. A priority will be to address procedures for referring youth with disabilities to vocational rehabilitation (VR) services so they may explore options for competitive, integrated employment rather than being placed directly in sub-minimum wage employment after exit from school, consistent with Section 511 of the Workforce Innovation and Opportunity Act. In addition, the agreement will address referral procedures for adults who are already employed in sub-minimum wage jobs so that VR may provide periodic information and career counseling related to competitive, integrated employment options.

Ongoing communication and collaboration

KRS is in frequent contact with other agencies related to competitive, integrated employment of Kansans with disabilities. Some examples include participation on the:

- Governor's Behavioral Health Planning Council and its vocational sub-committee.
- The Developmental Disabilities Council.
- The Kansas Commission on Disability Concerns.
- The Employment First Commission.

- Kansas Commission for the Deaf and Hard of Hearing

KRS has agreements with Comprehensive Schools for the Blind in Colorado (Colorado Center for the Blind), Missouri (Alphapointe) and Minnesota (BLIND, Inc.) to provide access to the intensive level of training needed by some consumers. An agreement with the Helen Keller National Center has also been established. On an ongoing basis, KRS will seek additional agreements as needed to meet the needs of our consumers.

2. the State agency responsible for providing services for individuals with developmental disabilities; and

KDADS oversees services for persons with developmental/intellectual disabilities. Please refer to Part 1 of this section for more information on collaborative efforts leading to competitive, integrated employment outcomes.

3. the State agency responsible for providing mental health services.

KDADS oversees services for persons with developmental/intellectual disabilities. Please refer to Part 1 of this section for more information on collaborative efforts leading to competitive, integrated employment outcomes.

i. Comprehensive System of Personnel Development; Data System on Personnel and Personnel Development

(Formerly known as Attachment 4.10)). Describe the designated State agency's procedures and activities to establish and maintain a comprehensive system of personnel development designed to ensure an adequate supply of qualified State rehabilitation professional and paraprofessional personnel for the designated State unit, including the following:

1. Data System on Personnel and Personnel Development

A. Qualified Personnel Needs.

Describe the development and maintenance of a system for collecting and analyzing on an annual basis data on qualified personnel needs with respect to:

i. the number of personnel who are employed by the State agency in the provision of VR services in relation to the number of individuals served, broken down by personnel category;

The Kansas Rehabilitation Services (KRS) mission is: Working in partnership with Kansans with disabilities to achieve their goals for employment, independence and self-reliance. Qualified staff are an essential asset to the agency's ability to achieve this mission. Therefore, KRS has established a Comprehensive System of Personnel Development to assure that staff are well-qualified, take part in ongoing training to maintain expertise in the field of vocational rehabilitation (VR), and are accountable through performance-based evaluations.

Data system on personnel and personnel development

KRS maintains a system for collecting and reviewing information about the personnel who carry out the VR program. The data includes the number of individuals currently employed, the number of positions vacant,

the classifications of positions, and the educational qualifications of counselors. Sources for this data system include the state's personnel/payroll system, budget reports, and the KRS database on staff credentials.

July 2019, KRS employs 63 vocational rehabilitation counselors who deliver basic VR and supported employment services through local service centers. There are 15 vacancies. The starting salary for VR counselors is \$41,870.40.

The number of persons served in PY 2018 was 10,686. The average VR counselor active caseload as of June 30, 2019 was 99. In addition, KRS employs Program Specialists who work in concert with counselors to provide case management services. Only qualified VR counselors employed directly by KRS continue to determine eligibility and order of selection categories, approve Individual Plans for Employment, authorize expenditure of VR funds, and make decisions to close cases.

KRS also employs eight rehabilitation managers who have supervisory responsibilities in service centers and four program administrators who are responsible for directing the VR program in their assigned geographical regions. Other staff provide vocational assessment and rehabilitation teaching services. Positions in the general category of administrative assistants or clerical support are also included among VR staff. When clerical support functions are provided on a percentage basis through the DCF regional offices, the positions are funded through the cost allocation process rather than direct VR funding.

Counselor qualifications

KRS maintains a database about the educational qualifications/credentials of counselors. A total of 41 of the 63 counselors currently meet the requirements of the Comprehensive System of Personnel Development. The 22 others are working to complete the additional course work.

ii. the number of personnel currently needed by the State agency to provide VR services, broken down by personnel category; and

Number of personnel needed

To help determine personnel needs, KRS analyzes workloads and caseload size. Each staff person's caseload is compared to the average caseload within the entire program. (Please refer to caseload numbers provided in the previous section.)

Kansas Rehabilitation Services (KRS) continues to experience significant recruitment and retention issues regarding VR Counselor positions. In recent State Fiscal Years, the average monthly number of filled counselor positions has ranged between only 60 and 66, and the agency experienced turnover ranging from 33% to 43%. The agency is continuously recruiting to fill about 12 vacant Counselor positions, which represent nearly 19% of the Counselor workforce. VR services carried out in DCF Service Centers statewide provide counseling, guidance, vocational assessment, job coaching, supported employment, physical/mental restoration, job-related training, assistive technology, and job placement. These services are critical to empowering Kansans with disabilities to achieve competitive integrated employment, increase their self-sufficiency, and reduce reliance on other public benefits.

Challenges in recruiting and retaining counselors with master's level degrees continues to be a significant factor impacting staffing levels. Finally, recruiting of qualified counselors who are also certified in American Sign Language is a long-term concern.

iii. projections of the number of personnel, broken down by personnel category, who will be needed by the State agency to provide VR services in 5 years based on projections of the number of individuals to be served, including individuals with significant disabilities, the number of personnel expected to retire or leave the field, and other relevant factors.

Note regarding the table below: Information is based on the number of personnel employed as of June 30, 2018. Projected vacancies over the next five years are based on a projected turnover rate of 37.5% per year for counselors/direct service staff and 8% per year for all other positions. Annual turnover is then multiplied by five to determine the projected vacancies that will occur over the next five years. This calculation simply projects the vacancies that will occur, and does not estimate the number of vacancies that will eventually be rehired or filled.

Job Title	Total Positions	Current Vacancies	Projected vacancies over next 5 years
Administrative staff	25	2	10
Counselors	63	15	118
Staff supporting counselors	35	5.5	14

Administrative staff includes central office positions and four regional program administrators. It also includes eight rehabilitation managers, who directly supervisor counselors. Staff supporting counselors includes vocational evaluators, rehabilitation teachers, program specialists, drivers, and clerical support positions.

B. Personnel Development

Describe the development and maintenance of a system for collecting and analyzing on an annual basis data on personnel development with respect to:

i. a list of the institutions of higher education in the State that are preparing VR professionals, by type of program;

Institutions of higher education preparing VR professionals

Emporia State University (ESU) currently offers a master's degree in clinical counseling with concentration areas available in rehabilitation, mental health or addiction counseling. There are currently 13 students enrolled in the rehabilitation track and another 10 expected in 2020. ESU projects eight graduates in 2019 and four in 2020

ii. the number of students enrolled at each of those institutions, broken down by type of program; and

Emporia State University Snapshot as of the November 2019

- Students enrolled: 13, with 10 additional enrollments expected in 2020.
- Employees sponsored by agency and/or RSA: 0

- Students sponsored by agency and/or RSA: 8
- Graduates in 2019: 8, with four additional graduates expected in 2020.

iii. the number of students who graduated during the prior year from each of those institutions with certification or licensure, or with the credentials for certification or licensure, broken down by the personnel category for which they have received, or have the credentials to receive, certification or licensure.

Emporia State had zero graduates in the masters in rehabilitation counselor program last year.

2. Plan for Recruitment, Preparation and Retention of Qualified Personnel

Describe the development and implementation of a plan to address the current and projected needs for qualified personnel including, the coordination and facilitation of efforts between the designated State unit and institutions of higher education and professional associations to recruit, prepare, and retain personnel who are qualified, including personnel from minority backgrounds and personnel who are individuals with disabilities.

Plan for recruitment, preparation and retention of qualified personnel

KRS strives to fill vacant positions with well-qualified and diverse individuals. Vacancy postings clearly state the educational requirements consistent with the national CRC educational standard, which was the requirement prior to WIOA. Recruiting individuals who already meet the qualification standards has been a challenge, and numerous new hires must complete additional educational requirements. A total of 22 of the 63 employed counselors, or 35%, require additional graduate level classes in order to meet the CSPD standards.

In addition to the traditional advertising methods, Regional Program Administrators and DCF Personnel Services have made personal contacts with universities that have master's programs in rehabilitation counseling, have provided information to candidates about the geographical regions where vacancies exist, and have recruited candidates through specialized programs, such as programs for people who are deaf or hard of hearing or programs teaching service delivery for people who are blind.

Vacancy announcements are distributed to independent living centers and colleges that are traditionally minority institutions in order to encourage cultural diversity in the KRS workforce. Recruitment also occurs through professional, advocacy and service provider associations, as well as recruiting sources such as Indeed.

The Personnel Services office has represented KRS at various opportunities, including career fairs. KRS also posts vacant position announcements through a recruiting system for rehabilitation counselors at www.experience.com; such announcements are then distributed to more than 200 schools both regionally and nationally. Job vacancy announcements are also distributed directly to a listing of 30 masters level programs and programs specializing in the rehabilitation of individuals who are blind.

The following factors also influence the ability of KRS to recruit and retain qualified staff:

- The starting salary for a Human Services Counselor classification is \$1,610.40 bi-weekly.
- The graduate training program for rehabilitation counselors at Emporia State University anticipates a limited number of graduates compared to the vacancies experienced by KRS.

- KRS has experienced difficulty recruiting candidates for counselor positions who already meet the CSPD requirements or who are willing to take the additional graduate-level classes necessary to meet the CRCC educational requirements as a condition of their employment.
- KRS has had difficulty recruiting to fill qualified VR counselor positions with fluency in American Sign Language and knowledge of the deaf culture.

3. Personnel Standards

Describe the State agency's policies and procedures for the establishment and maintenance of personnel standards consistent with section 101(a)(7)(B) and 34 CFR 361.18(c) to ensure that designated State unit professional and paraprofessional personnel are adequately trained and prepared, including:

A. standards that are consistent with any national or State-approved or -recognized certification, licensing, registration, or other comparable requirements that apply to the profession or discipline in which such personnel are providing VR services; and

Personnel standards

Educational and experience requirements are intended to ensure that personnel have a 21st-century understanding of the evolving labor force and the needs of individuals with disabilities.

To address recruitment and retention issues, and ensure an adequate supply of qualified rehabilitation professionals, KRS will pursue updates to its personnel standards as follows:

- Establish a Level I Vocational Rehabilitation Counselor (VRC) I position to be hired with a bachelor's degree along with the requirement to complete the master's degree educational requirements within five years of the employment start date.
- Continue the ability to hire VRCs (at Level II) with Certified Rehabilitation Counselor (CRC) designation, master's or doctorate in Rehabilitation Counselor, or a master's or doctorate in a closely related field.
- Continue the ability to hire Program Specialist positions for case management. Unlike the VRC I and II levels, these positions may not perform the non-delegable functions of eligibility determination, approval of Individual Plans for Employment, authorization for case service expenditures, and decisions to close cases.

VR Counselor I: Determines eligibility and order of selection categories, approves Individual Plans for Employment, authorizes expenditure of VR funds, and makes decisions to close cases.

Minimum qualifications are as follows: A bachelor's degree in a field of study reasonably related to vocational rehabilitation, indicating a level of competency and skill demonstrating basic preparation in a field of study such as vocational rehabilitation counseling, social work, psychology, disability studies, business administration, human resources, special education, supported employment, customized employment, economics, or another field that reasonably prepares individuals to work with consumers and employers. Experience working with people with disabilities and/or experience in competitive integrated business environments and/or human resources, supervision or training preferred.

Within 5 years of the employment start date, individuals in the VRC I positions must complete the master's level requirements (minimum of SEVEN graduate courses):

- Priority to complete: ONE integrated OR TWO separate graduate courses with the primary focus on Theories of Counseling AND Techniques of Counseling
- ONE on Foundations of Rehabilitation Counseling
- ONE on Assessment
- ONE on Occupational Information OR Job Placement
- Priority to complete (medical and psychosocial aspects): TWO with the individual or combined primary focus on 1) Medical Aspects of Disabilities; 2) Psychosocial Aspects of Disabilities; AND 3) Multicultural Issues
- ONE on Case Management AND Rehabilitation Services

VR Counselor II: Determines eligibility and order of selection categories, approves Individual Plans for Employment, authorizes expenditure of VR funds, and makes decisions to close cases.

Standard 1: A current Certified Rehabilitation Counselor designation; or

Standard 2: A master's or doctorate degree in Rehabilitation Counseling; or

Standard 3: A master's or doctorate in one of the following closely related fields, majors or disciplines plus the additional education requirements described below:

Behavioral Health

Behavioral Science

Business Administration

Clinical Social Work

Counseling

Counseling Psychology

Disability Studies

Education

Human Relations

Human Resources

Human Services

Law

Management

Marriage and Family Therapy

Occupational Therapy

Psychology

Psychometrics

Public Administration
Rehabilitation Administration/Services
Rehabilitation Psychology
Social Work
Special Education
Vocational Assessment/Evaluation

Additional education requirements for Standard 3 for VRC II: Candidates selected under Standard 3 will be required to complete additional graduate level courses within three years of their employment start date, as follows:

- One integrated or two separate courses in the Theories of Counseling and the Techniques of Counseling; and
- One integrated or two separate courses in the Medical Aspects of Disability and the Psychosocial Aspects of Disability.

Staff who must meet additional educational requirements will have professional development plans based on the following principles:

- Training is intended to increase the knowledge, skills and abilities of rehabilitation counselors, thereby enhancing the provision of VR services and the quality of employment outcomes.
- Counselors may continue to perform all counselor functions during their training periods in accordance with KRS policies and procedures for “new counselors.”
- VR funds may be used to help staff maintain compliance with the standards through the support of continuing education requirements.
- KRS compliance with the standards will be reviewed annually, in consultation with the State Rehabilitation Council.

Program Specialist: Works in concert with VR Counselors to provide case management services and to research information necessary for eligibility determination, order of selection categories, Individual Plans for Employment development, expenditure of VR funds, and case closures.

Minimum qualifications

In accordance with state classification specifications:

Five years of experience interviewing, investigating, compiling information, documenting decisions, interpreting guidelines and/or providing technical assistance relevant to the agency's programs. Post-secondary education may be substituted for experience as determined relevant by the agency.

Preferred qualifications:

A bachelor's degree in a field of study reasonably related to vocational rehabilitation, indicating a level of competency and skill demonstrating basic preparation in a field of study such as vocational rehabilitation counseling, social work, psychology, disability studies, business administration, human resources, special education, supported employment, customized employment, economics, or another field that reasonably prepares individuals to work with consumers and employers.

Demonstrated paid or unpaid experience, for not less than one year, consisting of—

- o Direct work with individuals with disabilities in a setting such as an independent living center;
- o Direct service or advocacy activities that provide such individual with experience and skills in working with individuals with disabilities; or
- o Direct experience in competitive integrated employment environments as an employer, as a small business owner or operator, or in self-employment, or other experience in human resources or recruitment, or experience in supervising employees, training, or other activities.

For hard-to-fill positions, KRS may use Title I funds for employment incentives, including but not limited to relocation expenses or student loan payback after a qualifying period of employment. Such incentives would be offered in exchange for the candidate's commitment to work in the position for a specified period of time.

State personnel standards require the following knowledge, abilities and skills at entry into Counselor positions:

- Knowledge of the principles and techniques of counseling.
- Knowledge of the physical and psychological aspects of disability and human behavior.
- Knowledge of individual appraisal instruments and their applications.
- Knowledge of job analysis, job modification and rehabilitation engineering.
- Knowledge of agency policy and procedures.
- Ability to relate to and work effectively with persons with diverse disabilities.
- Ability to communicate effectively with a variety of people.
- Ability to review and evaluate information and to adapt trends and developments in the field to a practical program application.
- Ability to analyze medical, psychological, economic, social and academic information to formulate recommendations.

- Ability to evaluate personal and psychological characteristics, physical abilities, work background, potential capabilities and interests of the disabled individual and to interpret these in terms of their occupational significance.
- Ability to develop individual written plans for employment.
- Ability to use reference materials on disability to guide eligibility decisions and rehabilitation plan development.
- Ability to use computer technology with accommodations as needed, to complete job duties.

B. the establishment and maintenance of education and experience requirements, in accordance with section 101(a)(7)(B)(ii) of the Rehabilitation Act, to ensure that the personnel have a 21st century understanding of the evolving labor force and the needs of individuals with disabilities.

KRS will work with DCF Personnel Services to incorporate the following WIOA priorities into the personnel standards:

Ensuring that personnel have a 21st-century understanding of the evolving labor force and the needs of individuals with disabilities means that personnel have specialized training and experience that enables them to work effectively with individuals with disabilities to assist them to achieve competitive integrated employment and with employers who hire such individuals. Relevant skills include, but are not limited to—

- (A) Understanding the medical and psychosocial aspects of various disabilities;
- (B) Assessing an individual’s skills and abilities to obtain and retain competitive integrated employment and establishing a plan to meet the individual’s career goals;
- (C) Counseling, case management, and advocacy to modify environmental and attitudinal barriers;
- (D) Understanding the effective utilization of rehabilitation technology;
- (E) Developing effective relationships with employers in the public and private sectors; and
- (F) Delivering job development and job placement services that respond to today’s labor market.

4. Staff Development.

Describe the State agency's policies, procedures, and activities to ensure that, consistent with section 101(a)(7)(C) of the Rehabilitation Act, all personnel employed by the designated State unit receive appropriate and adequate training in terms of:

A. System of staff development

Describe a system of staff development for professionals and paraprofessionals within the designated State unit, particularly with respect to assessment, vocational counseling, job placement, and rehabilitation technology, including training implemented in coordination with entities carrying out State programs under section 4 of the Assistive Technology Act of 1998; and

KRS will continue to develop, implement and maintain a professional development system for new and experienced staff. A priority focus area will be to address effective communication strategies to assure consumer engagement and progress toward employment, and development and implementation of effective Individual Plans for Employment (IPEs). Other areas of focus continue to be informed choice; understanding the purpose and intent of the VR program; linkages between eligibility, rehabilitation needs, consumer goals and priorities, and services provided; development of effective progress measures; time and caseload management techniques; financial accountability cultural competence; accountable decision-making; expertise related to disability populations served (specifically persons who are blind or visually impaired, persons with Autism Spectrum Disorders, persons with mental illness, and persons with head injury); leadership development; use of comparable benefits; basic benefits counseling issues surrounding employment; use of Kansas specific labor market trends and demands; and, effective career counseling and guidance related to employment as the avenue to self-reliance.

KRS will conduct an annual training conference on the use of evidence-based and promising practices. KRS will also conduct an intensive initial training for new Pre-Employment Transition Services staff as well as new Counselors and Program Specialists.

KRS will seek technical assistance and opportunities to contract for the development of on-line training related to services for persons with mental illness, autism, dual sensory impairment, blindness/visual impairment, head injury and other specific populations as may be determined necessary.

Staff are evaluated annually using the process and forms prescribed by the DSA. Each staff member's position description is a primary source document for the evaluation system. The position description explains the staff member's duties and responsibilities related to the KRS mission, including the emphasis on serving people with the most significant disabilities.

The comprehensive Performance Management System, originally established in KRS in November 2009, has been updated to emphasize the core priorities of the program: competitive integrated employment outcome, quality employment as measured by average hourly wages, timely access to services, and excellence in case/caseload management and customer service.

B. Acquisition and dissemination of significant knowledge

Describe procedures for the acquisition and dissemination of significant knowledge from research and other sources to designated State unit professionals and paraprofessionals.

Numerous strategies assure that information about research, best practices, trends, and state agency policies and procedures are distributed to staff statewide. KRS maintains both public and internal web sites which post information on agency policies and service provider agreements. KRS uses technology, such as statewide web casts with live audio and video, to conduct staff meetings and trainings.

5. Personnel to Address Individual Communication Needs

Describe how the designated State unit has personnel or obtains the services of other individuals who are able to communicate in appropriate modes of communication with or in the native language of applicants or eligible individuals who have limited English speaking ability.

KRS provides a full range of special media options and accommodations. The Kansas Commission for the Deaf and Hard of Hearing provides support to staff and consumers statewide. Foreign language interpreting is

provided as needed through use of DSA foreign language interpreting contracts. The KRS Handbook of Services, application for services, and informational brochures have been translated into Spanish and Vietnamese.

When accommodations cannot be provided by staff directly, services may be contracted through a private individual or organization, such as a sign language interpreter or foreign language interpreters. When appropriate, family members may assist with communication if that is the consumer's informed choice.

6. Coordination of Personnel Development Under the Individuals with Disabilities Education Act

As appropriate, describe the procedures and activities to coordinate the designated State unit's comprehensive system of personnel development with personnel development under the Individuals with Disabilities Education Act.

A Memorandum of Understanding between KRS and the Kansas Department of Education addresses the intention to share staff training resources and to facilitate cross-informational training among special education and rehabilitation staff.

j. Statewide Assessment

(Formerly known as Attachment 4.11(a)).

1. Provide an assessment of the rehabilitation needs of individuals with disabilities residing within the State, particularly the VR services needs of those:

A. with the most significant disabilities, including their need for supported employment services;

Executive Summary of Comprehensive Statewide Needs Assessment and Selected Attachments

Kansas Rehabilitation Services (RS) contracted with the Center for Learning Tree Institute (LTI) to conduct a Comprehensive Statewide Needs Assessment (CSNA) related to the employment needs of Kansans with disabilities. The CSNA was conducted from August through November 2015.

The CSNA is a required component of the Vocational Rehabilitation (VR) services portion of the Combined State Plan to be submitted to the U.S. Departments of Education and Labor under the Workforce Innovation and Opportunity Act (WIOA). Results of the CSNA are used to inform the priorities and strategies established in the VR services portion of the plan.

A CSNA is completed every three years to ensure plans are based on current relevant data. The needs assessment must include information on three populations: 1. Individuals with the most significant disabilities; 2. Individuals with disabilities who are minorities or who are unserved and underserved; and, 3. Individuals with disabilities who are served through other components of the statewide workforce system.

For the first time, the 2015 CSNA includes a significant new requirement to assess the needs of youth with disabilities for Pre-Employment Transition Services (PETS). The 2015 CSNA also addresses new WIOA Section 511 requirements designed to divert individuals from sub-minimum wage employment. This new requirement ensures that VR will work with individuals with a disability to secure competitive integrated employment as an alternative to them accepting placement in a sub-minimum wage job, such as one at a sheltered workshop. (The latter is not an allowable VR outcome and is not supported through VR services.)

The 2015 CSNA includes nine key elements for assessment and analysis:

1. Review of Kansas disability population and employment estimates from the U.S. Census Bureau and comparison with the national average.
2. Review and analysis of Kansas disability demographics, caseload data, transition services, and employment.
3. Identification and analysis of trends in data for populations for special consideration.
4. Facilitation of key informant interviews.
5. Development and administration of surveys with consumers of VR services with open cases, closed successful cases, and closed unsuccessful cases.
6. Development and administration of surveys with providers of services to individuals with disabilities.
7. Development and administration of surveys with educators who work with individuals with disabilities.
8. Analysis of transcripts from archival and current stakeholder meetings.
9. Facilitation of a young adult and a parent/guardian focus group.

This section of the VR services portion of the State Plan provides a summary of the findings from this CSNA. Identified strengths

Several common themes emerged that are positive in terms of contribution to outcomes for identified populations or indicative of overall areas of strength, which included:

VR staff in DCF Service Centers received high marks in the consumer survey. This survey is based on the American Consumer Satisfaction Index (ASCI) method. ASCI scores of 5 or more represent the perspective of “more satisfied than not.”

Overall, how satisfied are you with Kansas Vocational Rehabilitation Services?

- Open cases: 6.78
- Cases closed successfully: 7.67
- Cases closed unsuccessfully: 4.70

To what degree did Kansas Vocational Rehabilitation Services meet your expectations?

- Open cases: 6.54
- Cases closed successfully: 7.41
- Cases closed unsuccessfully: 4.68

Think of your ideal vocational program for people with disabilities. How do you think Kansas Vocational Rehabilitation Services compares with your ideal?

- Open cases: 6.78
- Cases closed successfully: 7.67
- Cases closed unsuccessfully: 4.7

Data showed that among successfully closed cases, 48.4% scored their overall satisfaction with VR services as a perfect 10. Among open cases, 29.6% scored their overall satisfaction as a 10. Among those closed unsuccessfully, 15% scored their satisfaction with VR services as a 10.

Based on findings from the key informant interviews and stakeholder feedback, strengths of the VR system were described as including a strong and comprehensive array of services as well as effectiveness in oversight, communication, and responsiveness. Additionally, overall satisfaction with VR services was communicated by respondents across multiple data sources used for this assessment, including individuals, providers, and key informants.

Multiple data sources included in the comprehensive assessment provided feedback that characterized VR staff and counselors as one of the greatest assets of the state VR service delivery system, describing them as caring, effective, supportive, willing to “go the extra mile,” and a vital aspect of individual success in the attainment of education or employment-related goals for VR consumers.

Many VR consumers reported positive relationships with their counselors. Individuals describing a supportive and positive relationship with their VR counselor or caseworker were also more likely to report attaining positive VR outcomes.

Identified service needs or issues

Across the various data sources and assessment tools utilized for the development of this report, several common issues or conceptually linked themes emerged upon review and analysis. Highlights of these findings include:

An ongoing concern that was described in multiple sources of feedback, both currently and historically (via stakeholder meeting transcripts) is the availability of VR counselors and caseworkers, particularly as it relates to caseloads. The number of VR counselors has decreased over the past five years; however, it should be noted that there has been a correspondent decrease in the number of individuals served.

A number of VR consumers said there is a need for improved communication from the VR system. These consumers often felt as though they had been forgotten or fallen through the cracks. Consumers described waiting for weeks, months, and sometimes longer for counselors to return calls. These issues frequently seemed to be related to counselor turnover. Speed of services was a related theme among interview participants, citing the need for services to be provided at a faster rate in order to take advantage of the present health, capability, and motivation of consumers.

A common theme across responses and across assessment mechanisms was the issue of transportation. Concerns falling within this category were associated with concerns related to transportation availability, hours of operation, accessibility, affordability, safety, or proximity. These themes were consistent across environments but particularly in rural areas.

The importance of collaboration was another commonly occurring topic which included the need for sustained and enhanced cross-organizational and inter-agency coordination, networking, education, outreach, and partnership to ensure consumers receive a full array of available supports at the local level. This need for collaboration subsumed multiple areas, including the aforementioned issue of transportation, financial planning, living skills development, etc.

The need for marketing and public awareness of the supports available through Vocational Rehabilitation Services and how to access services was a frequent topic of concern. This includes marketing, promotion, education, and outreach to increase awareness among individuals, families, educators, business community members and employers, and among community agencies and organizations.

Provider survey respondents indicated that they frequently accessed services from KANSASWORKS on behalf of VR consumers. However they also estimated that the majority of VR consumers only engage directly with KANSASWORKS centers on a seldom or infrequent basis.

Overall issues relating to specific populations

- Results of key informant surveys and stakeholder feedback analyses indicated that VR does an appropriate job of addressing the needs of individuals with disabilities from minority backgrounds. In addition, the service ratio for individuals with disabilities who are minorities is 0.92, well above the federal minimum of 0.80.
- While the percentage of individuals in Kansas with a disability is on par with the estimated national average, it should be noted that ACS estimates for the American Indian/Alaska Native population in Kansas (15.6%) represents the largest percentage individuals with disabilities in the State, followed by Black or African Americans (15.2%). This suggests the need for continued, intentional, and targeted outreach to these subpopulations.
- The percentage of individuals with deafness or other hearing impairments served in Kansas has remained stable from 2012 to 2015 at 5%. Those with hearing impairments as well as those with vision impairments were more likely than those with other disabilities to indicate the need for improved communication.
- Patterns of increased VR services for individuals with traumatic brain injury and autism/autism spectrum have been noted.

Overall issues relating to transition age youth

- A consistently identified need was the importance of viewing transition and pre-employment services as being a cooperative endeavor between VR, schools, and community service providers. There is a need for better communication among partners and enhanced VR promotion and outreach. There is also the need for more frequent collaboration between VR and educators to empower youth to achieve employment.
- Consistent feedback across assessment data sources relating to pre-employment services for transition age youth indicated the need for early planning and introduction of transition resources for youth as well as their parents. (Suggestions include initiation of planning and supports as early as at or before entry into high school.) Pertaining to the entire disability service system, including but not limited to VR, the need to simplify processes and paperwork for families was also expressed, especially for those with low literacy or for whom English is not the primary spoken language.
- When looking at the overall K-12 student population, there has been a sharp increase in the special education population as well as in the number of students with Section 504 plans over the past five years. The increase in students will also impact the numbers needing transition services from VR over the course of the State Plan. (As a point of comparison, the VR system served a total of 11,419 consumers in FFY 2015.)

For the 2013-2014 school year, the Kansas State Department of Education reports the following number of students ages 14-21:

- Students with 504 plans ONLY: 4,934
- Students with Special Education plans ONLY: 19,383
- Total: 24,317

Overall issues relating to Section 511 of WIOA

The new WIOA Section 511 provision is intended to ensure that individuals with disabilities, especially youth with disabilities, are afforded full opportunity to prepare for and obtain competitive integrated employment. Before youth with disabilities (defined as anyone who is age 14 through 24) can be hired in sub-minimum-wage employment, such as at a sheltered workshop, the individual must be afforded a meaningful opportunity to achieve competitive, integrated employment by accessing VR services. This provision supports the priority for competitive, integrated employment, but also has the potential to greatly expand the number of persons requiring VR services.

- Educators described the need for processes to be integrated through the Individual Education Plans for youth. Educators also reported that additional communication and support with and from VR is needed, as well as additional training, marketing, and outreach for schools, families, and youth.
- The need for consistent counselors dedicated to work exclusively with transition-age youth with disabilities was also described as an essential component.

More detailed information is provided in the following Attachments. Attachment A: Consumer satisfaction survey Attachment B: Key informant interviews Attachment C: Provider survey Attachment D: Educator survey Attachment E: Stakeholder meeting analysis details. Attachment F: Focus group results

Attachment A: Consumer satisfaction survey details

The survey was distributed In September to all consumers with open cases, consumers whose cases closed successfully in the previous six months, and consumers whose cases closed unsuccessfully in the previous six months. The survey was based in part on the American Consumer Satisfaction Index (ACSI), which measures three dimensions of satisfaction: overall satisfaction, satisfaction compared to expectations, and satisfaction compared to the ideal. This method was recommended by the Rehabilitation Services Administration following a national study by the Research Triangle Institute and adopted by the State Rehabilitation Council of Kansas.

At the time the survey closed in order to tabulate results, there was a 12.7% response rate. In addition to the ACSI and “perfect 10” scores reported earlier in this Section, here are the results on other questions posed using the survey:

- 88.8% of consumers agreed or strongly agreed that VR staff are respectful to them.
- 74.9% agreed or strongly agreed that their counselor encourages them to reach their employment goals.
- 70.5% agreed or strongly agreed that they have a better chance of becoming employed because of VR services.

- 67.3% agreed or strongly agreed that their counselor responded within one day to requests for information or assistance. (One day is the KRS customer service standard.)

Attachment B: Key informant interview details

The purpose of the key informant interviews was to uncover issues, needs, strengths, weaknesses, and suggestions related to the implementation and maintenance of VR services.

The majority of interview participants believed VR currently offers strong and comprehensive services, but bureaucracy sometimes frustrate consumers. Participants believed consumer expectations for themselves and their services were low, and a concerted effort is required to improve those expectations.

Universally, interview participants believed an adequate job of addressing the needs of individuals with disabilities from minority backgrounds is provided by VR services. Some participants felt more could be done to address groups like deaf/hard of hearing and blind/low vision individuals, but felt the needs of cultural and ethnic minorities in Kansas were well met. Rural Kansans were identified by the majority of respondents as an underserved population.

The quality of employment counselors and contracted service providers were highlighted by interview participants as strengths of the present VR service delivery system. The majority of participants felt VR cares about providing quality services to its consumers.

Interview participants were concerned about the rate of counselor turnover, identifying knowledge of services, case management, and consumer comfort-level as important aspects that suffer. Although high turnover was highlighted as a concern, participants did not provide suggestions to address this concern. Speed of services was a theme among interview participants, citing services need to be provided at a faster rate in order to take advantage of the present health and motivation of consumers, while also reducing frustration for consumers and families.

Participants viewed the KANSASWORKS network as a resource that could be an excellent partner in service delivery; however, the majority of participants felt individuals with disabilities often underutilized the KANSASWORKS network. Several participants believed additional outreach to special populations, emphasis on front door services (i.e. easily accessible information), education for consumers using the KANSASWORKS network, as well as education for KANSASWORKS network providers in working with individuals with disabilities were all needed.

Emphasis on lowering frustration and more thorough case management were suggestions made by participants. The inclusion of more add-on services to better fit the individual needs of consumers and better relationships and communication with employers was suggested by multiple respondents. Participants cited more transparency was needed through better communication between service providers, working towards a common vocabulary, adopting a “full pay-for-performance model” and grading system for providers, and celebrating successes.

All participants felt pre-employment services were of the utmost importance for addressing the employment-related needs of individuals with disabilities. Interview participants believed pre-employment services should be provided “as early as possible.” Participants agreed pre-employment services should be thorough, including on-the-job-training for specific occupations, generalized work-related and life skills (e.g., financial planning, cleaning skills, step-by-step practice), and soft skills (e.g., cooperation, timeliness, hygiene).

Interview participants viewed pre-employment services as a cooperation between service providers and schools and believed better communication with schools, strengthened, and more comprehensive school-transitions programs are pertinent to the success of pre-employment services. Participants were concerned about pre-employment needs for rural Kansans in particular.

Encouraging participants to hold high expectations, more comprehensive case management, and helping establish thorough pre-employment services, were highlighted by the findings of the key informant interview as the best strategies to encourage success for VR consumers. Transportation, additional support for rural Kansans, implementation of a grading system for service providers, easy access to outcomes data of providers, utilization of technology, and virtual office space were all identified as possible solutions and were each cited repeatedly by interview participants. Education for consumers using the KANSASWORKS network, as well as education for KANSASWORKS network providers in working with individuals with disabilities were all needed.

Attachment C: Provider survey details Participants were asked to rate their satisfaction with their interaction with VR staff. The majority of responses fell within the range of 8-9 on a 10-point scale, representing 19 participants. The average score for this indicator was 6.8, with 1 being the lowest score (with a frequency of two) and 10 being the highest score (with a frequency of six). Service providers indicated their highest level of satisfaction with their interaction with VR staff.

To determine the typical frequency of interaction taking place between providers and VR staff, survey respondents were asked to rate how often they engaged in communication with VR once a VR consumer had been accepted for services by provider organizations. The most commonly reported level of regularity of communication by participants was weekly, followed by monthly levels of communication and interaction. A total of 43 of 49 total survey respondents indicated they interacted with VR staff on at least a weekly, monthly, or twice a month basis. Only six respondents reported communicating with VR staff with a less than monthly frequency.

Additionally, providers were asked to estimate what percent of their respective program or company income was derived from work with Kansas VR consumers. The greatest number of respondents (23 respondents-46.9%) indicated that less than 25% of their revenue is derived from work with VR consumers, while 30.6% (15 respondents) indicated that 75-100% of their revenue was associated with work with VR consumers. A total of 30 of 49 survey participants indicated that VR Services-related revenue represented 50% or less of their organization's revenue-generating activities.

In keeping with federal requirements to assess the traditional workforce system, three survey items were designed to garner feedback related to Kansas workforce center services and engagement. These items included:

To what extent do you access services from KANSASWORKS (workforce centers or one-stop workforce centers) with or on behalf of VR consumers? (This question pertains to provider staff accessing services on behalf of their consumers.)

- 34.7% of participants indicated they accessed workforce services on a frequent basis. An additional 30.6% of providers described doing so on an occasional basis.

Thinking about your VR consumers who also receive services from KANSASWORKS, which of the following best describes their level of interaction?

- Consumers are guided by me as a VR service provider: 63.3%
- Consumers receive guidance from staff at the workforce center: 14.3%
- NA or no comment: 8.2%
- Consumers work independently at the workforce center: 6.1%
- Consumers attend workshops: 4.1%
- Other: 2.0%
- Varies based on consumer needs: 2.0%

How frequently do you think your consumers interact with KANSASWORKS? (This question pertains to consumers accessing services directly.)

- 42.9% estimated that consumer interaction with KANSASWORKS took place on a “seldom” basis, or an “occasional” basis (34.7%).

Attachment D: Educator survey details

While the majority of educators reported they were aware of how to refer students to VR, a smaller percentage were very confident in their awareness of the services VR can offer and 25.5% reported they were not aware of when to refer a student to VR.

I am aware of how to refer a student to VR.

- Strongly agree: 51.1%
- Agree: 36.2%
- Disagree: 12.8%
- Strongly disagree: 0%

I am aware of when to refer a student to VR.

- Strongly agree: 48.9%
- Agree: 25.5%
- Disagree: 25.5%
- Strongly disagree: 0%

I am aware of the services that VR can offer.

- Strongly agree: 25.5%
- Agree: 57.4%
- Disagree: 17.0%
- Strongly disagree: 0%

Educators indicated overwhelmingly (91.5%) that their students were interested in post-secondary education (53.2% strongly agree and 38.3% agree) and that students intend to become employed as adults (97.9% with 66.0% strongly agree and 31.9% agree).

Two questions asked educators to rank a number of methods for most effective learning and educating. The first question asked about the most effective method for educators to learn about VR services and how they can assist students with disabilities. The method ranked most effective (1) by the majority of educators (47%) was “one-on-one contact from a VR counselor.” The method ranked most effective (1) by 32% of educators was “VR personnel participation in IEP meetings.” The response options were ranked as follows:

Rank of Effective Methods for Educators to Learn About VR Services

1. One-on-one contact from a VR counselor
2. Brochures and informational materials
3. In-service training at my school
4. Informational fair outside of regular school hours
5. VR personnel participation in IEP meetings
6. Other: Coordinate with my counselor or special education coop staff; webinars; recorded training videos

The second question asked about the most effective method to educate parents/guardians and family members about VR services to help youth with disabilities with post-secondary education and employment.

Rank of Effective Methods to Educate Family Members about VR Services

1. VR personnel participation in IEP meetings
2. One-on-one contact from a VR counselor
3. Informational meetings for families, such as a parent night focused on VR services
4. Brochures and informational materials
5. Informational fair (with VR and other service organizations) outside of regular school hours
6. Other: Meeting with student and/or parents one-on-one at a time set up at the school during the school day. They used to do this and it was VERY helpful.

Best Ways for VR to Participate in IEP Meetings

- Meeting attendance 27.3%
- Use of technology (Skype, conference call, etc.) 23.6%
- Enhanced communication 14.5%
- Collaboration with schools 14.5%
- Additional/consistent staff 12.7%
- Additional training 7.3%

Given the limited number of VR staff, educators were asked at what age it would be when it would be most important for VR to participate in IEP meetings. The majority of educators indicated ages 17 (46.8%) and 16 (27.7%) would be the most important ages for VR to participate in IEP meetings.

The following question was posed: “To assist your students to be successful in post-secondary education or direct entry into the workforce, which of the following pre-employment transition services are most important?”

Rank of Most Important Pre-Employment Transition Services

1. Work-based learning experiences
2. Workplace readiness training
3. Instruction in self-advocacy
4. Job exploration counseling
5. Counseling on opportunities for enrollment in comprehensive transition or post-secondary education programs at institutions of higher education

Additional questions were write-in questions. Responses were categorized for each question according to themes and are reported below.

Please describe your suggestions for how the VR program can most effectively participate in the provision of pre-employment transition services as described in the questions above.

How VR Can Most Effectively Participate in Pre-Employment Transition Services:

- Collaboration with schools 19.2%
- Job skill training 17.3%
- Additional services before graduation 11.0%
- Consistent staffing 7.7%
- Provide additional information about available programs 7.7%
- Additional services after graduation 5.8%
- Enhanced communication 5.8%
- More funding 5.8%
- Additional counseling services 3.8%
- Availability of staff 3.8%
- Earlier intervention 3.8%
- Online resources 3.8%
- Assistance with scheduling 1.9%
- Provide networking opportunities 1.9%

Describe the biggest obstacles that your students with disabilities face as they transition from school to post-secondary education, the adult world of work and/or independent living.

Biggest Obstacles with Transition

- Lack of work skills 29.3%
- Family or other support 22.4%
- Lack of job opportunities 10.3%
- Lack of services 10.3%
- Fear 5.2%

- Lack of funding 5.2%
- Rural location 5.2%
- Transportation 5.2%
- Inconsistent VR staff 3.4%
- Job applications 1.7%
- Language barriers 1.7%

Describe the biggest obstacles that your students with disabilities face in terms of becoming employed in real jobs in their communities (competitive, integrated employment).

Biggest Obstacles with Employment

- Lack of job skills 22.6%
- No opportunities 22.6%
- Employer cooperation 13.2%
- Agency support 11.3%
- Transportation 11.3%
- Self-advocacy skills 9.4%
- Family support 5.7%
- Rural location 3.8%

Attachment E: Stakeholder meeting analysis details

To further explore areas of strength and organizational assets, in addition to the identification of challenges, issues, and needs encountered by Kansas VR, a series of content analyses were completed using archival transcripts from 33 community-level stakeholder feedback sessions conducted through 2006-2012. The archival analyses yielded a total of 1,207 coded thematic responses and a summary of key elements derived from the overall analysis are provided in the following sections.

Each community-level stakeholder meeting was designed to invite and solicit feedback relating to several areas essential to effective VR processes and service provision; notably, attendees were invited to share their experiences and comments relating to topics including:

1. Positive experiences and successes as the result of VR services.
2. Areas for improvement in VR interaction or service delivery.
3. Collaborative opportunities with other providers for aligned outcomes.
4. Supports and resources needed for youth transitioning from high school.

Due to the facilitated nature of the sessions, participant feedback was invited for each of these four general areas and as a result, they are represented in the top five most frequently occurring codes.

Based on frequency of occurrence, the following table details the top ten topics or issues that emerged from the archival analyses of the community meeting proceedings.

Top 10 thematic codes by frequency 2006 to 2012

1. Success stories

2. Issues, challenges, complaints
3. Student transition coordination
4. Disparate populations (potentially underserved populations)
5. Collaboration
6. Transportation and mileage
7. Business community/employer awareness
8. Need for VR marketing and awareness campaign
9. Consumer engagement
10. Accommodations

Top 10 thematic codes by frequency 2015

1. Transition age students
2. Collaboration
3. Barriers
4. Disparate populations (potentially underserved populations)
5. General inquiries
6. VR successes and compliments
7. Need for VR marketing and awareness campaign
8. Needs and issues
9. Quality assurance
10. Consumer engagement

Attachment F: Focus group results

Results of parent/guardian focus group (8 participants)

1. When you think about your child's future, what goals do you have? (Probe: What are your dreams for them?)

There was a consistent theme among all respondents that they desired for their child to be employed.

2. If your child is in high school now (or thinking about when they were in high school), what services would help them prepare for more education, such as college or technical school, or employment?

A common theme on this question was the need for job skills coaching and a strong transition plan with goals.

3. Whether your child is planning to get more education or go directly into employment, what skills do you think they will need to make a successful transition from high school to the adult world of work and independent living?

Most respondents discussed the need for individualized care and customization of plans based on need and a huge desire for more training around autism for all involved in this process.

4. What are your thoughts about your child having a job and earning their own income?

Every respondent considered this a goal for their child.

5. What supports do you think your child will need to be able to reach their employment goals? What will be the biggest obstacles they will face in trying to achieve that goal?

Both a common need and obstacle was vendors/employers who are trained and supported in employing those with disabilities. Barriers depended somewhat upon the disability. But most expressed the barrier of having enough vendors with appropriate training and support as the biggest obstacle.

6. Who would you like to have on your team to help support your child in reaching their goals?

The responses varied depending on the disability. But the most common were: the consumer/youth, case workers, VR, job coach, and autism specialists.

7. Has your child had any work experience, such as a summer job or after-school job? Four of the seven had some job experience.

8. Have you had any experience with VR yet? (Applied for services, been determined eligible, received services?)

Three responded yes.

9. For those of you with experience with VR—what did you think about your experience with VR? What do you like? What would you change to make it better?

All three had positive experiences with VR. A common suggestion was for VR to better support their workforce through pay and lower caseloads, which would lead to more successful placements. Also, focus more on long-term placement versus just getting a placement made

Results of young adult focus group (4 participants)

Respondents offered a range of goals and jobs they desired to achieve. These goal areas and employment sectors included:

1. Working with dogs and in a doggy day care.
2. Becoming a veterinary technician engaged in veterinary medicine and a desire to attend college to achieve these goals.
3. Enhanced opportunities to be around friends, family and a goal of being in a supportive environment that provided direct care.
4. Find meaningful employment in a lab setting accompanied with a college degree.

Respondents all reinforced their desire to have a job and have the ability to earn their own income. Seventy-five percent of the respondents desired to progress to a point where they were not reliant on their family for care or financial assistance.

System challenges and barriers to supportive environments were themes that emerged in the focus group. Respondents discussed a range of experiences they felt impeded the supports they had in place. Others offered examples of much needed supports. Examples of barriers to supports included:

1. Being bullied.
2. Financial issues.
3. Access to supportive school environments.

4. Lack of support to attend college.

Examples of supports needed to be successful included:

1. Access to community services, personal technical assistants.
2. Access to occupational, physical and speech therapies.
3. Access to programs or services that would have identified employers who would have been a good fit the first time around.
4. Ability to have one-on-one contact and mentorship from a manager or boss.

Physical and language barriers emerged as a prominent theme in the focus group. Respondents discussed frustrations and difficulties they had in trying to achieve their personal and employment goals. Several stated they could not get employers to call them back. Others reinforced physical and non-verbal barriers as the primary reason they were unable to achieve their goal of employment. Several respondents stated it would have been helpful to have customized assistance tailored to their unique disabilities. Participants also stated reservations about being in public alone due to safety issues. Fifty percent of the respondents stated they would like the opportunity to access services that offered service dogs as personal safety assistance buddies.

Respondents reported a number of negative experiences with high school services in which they felt stereotyped, disrespected, or dismissed by those providing services and by fellow students. Many respondents reported similar experiences in broader society and especially in high school and employment settings. In addition to reports of feeling stereotyped and disrespected, respondents discussed a range of experiences in which they felt the services needed to be customized.

Examples of programs that could prepare young adults included:

1. Access to offline and online job search tools and resources.
2. One-on-one classes offering individual education and vocational rehabilitation training.
3. Access to daily physical, occupational and speech therapy.
4. Services to assist with custom needs, attention disorders and transition to college.

Respondents reported a number of negative experiences in acquiring work experience that was a good fit for their disability. Fifty percent of the respondents stated they worked after school or during the summer. Fifty percent stated they had not been able to land a job.

Twenty-five percent of respondents had experience with VR assistance with job placement. The remainder seventy-five percent had not received assistance from VR in a job placement program or situation.

Seventy-five percent reported not receiving assistance from VR yet. However, they did state they are in need of more resources and are learning about the services offered by VR and are interested in applying in the future. Twenty-five percent of respondents stated they would like to see customizable services offered by VR tailored to individual disabilities.

Summary of the needs of individuals with significant disabilities including their needs for supported employment services

Annually about 10% of the total persons served (Status 02-24 +32) receive supported employment services. Individuals with severe and persistent mental illness, significant intellectual disabilities, and traumatic brain injury are among the primary populations receiving supported employment services. Their services are characterized by:

- The need for community-based work assessments or job tryouts in competitive, integrated employment so that individuals who have not previously worked can explore jobs that are a good match for their skills and interests.
- The importance of an individualized approach in connecting these individuals with: available social service and disability-related services; transportation; benefits counseling; and natural support networks in their home communities.
- The need for employability or soft skill training on issues such as self-advocacy, communications, taking direction from employers, getting along with co-workers and customer service.
- The need for specific job skill training matched with current and projected labor market needs.

When considering the entire disability service delivery system, identifying the source of extended supports continues to be an issue warranting further review and capacity building efforts, especially for individuals who cannot access such services through the state's network of community mental health centers and community developmental disability organizations.

B. who are minorities;

Minorities have a unique set of needs in addition to those experienced by other people with disabilities. Many minority persons with disabilities face discrimination on the basis of both minority status and disability. The the service rate for individuals with disabilities from minority backgrounds compared to non-minority individuals with disabilities has been above the federal standard of .80 since 2021. FFY 2013: 0.84

Results of key informant surveys and stakeholder feedback analyses indicated that VR does an appropriate job of addressing the needs of individuals with disabilities from minority backgrounds.

While the percentage of individuals in Kansas with a disability is on par with the estimated national average, it should be noted that ACS estimates for the American Indian/Alaska Native population in Kansas (15.6%) represents the largest percentage individuals with disabilities in the State, followed by Black or African Americans (15.2%). This suggests the need for continued, intentional, and targeted outreach to these subpopulations.

C. who have been unserved or underserved by the VR program;

The percentage of individuals with deafness or other hearing impairments served in Kansas has remained stable from 2012 to 2015 at 5%. Those with hearing impairments as well as those with vision impairments were more likely than those with other disabilities to indicate the need for improved communication. Patterns of increased VR services for individuals with traumatic brain injury and autism/autism spectrum have been noted.

An analysis of KRS stakeholder meetings over multiple years suggested that stakeholders perceive the following groups to be underserved: those with low or limited literacy or English-language proficiency, those with prior history of legal involvement or incarceration, those experiencing homelessness or housing insecurity, persons in rural/frontier areas, active duty or returned military, children in foster care or

alternative placements, —as well as those experiencing issues with visual impairment, hearing impairment, mobility or physical limitations, traumatic brain injury, developmental or intellectual disabilities, and mental illness.

As it pertains to service needs identified in stakeholder meetings for underserved populations, it was noted for persons who are deaf or hard of hearing, ASL rather than English is the native language and therefore assessments, paperwork, and even job applications are often difficult to complete due to comprehension issues or time restrictions. For persons who are blind or visually impaired, the need for assistive technology and access to computers and the Internet was of paramount importance. For multiple issues, including vision, hearing, or other disabilities, the need for appropriate assistive technology, VR caseworker understanding of issues, and need for access and availability of services was emphasized.

D. who have been served through other components of the statewide workforce development system; and

From Key Informant Interviews, the following assessment was recorded:

Participants viewed the KANSASWORKS network as a resource that could be an excellent partner in service delivery; however, the majority of participants felt individuals with disabilities often underutilized the KANSASWORKS network. Several participants believed additional outreach to special populations, emphasis on front door services (i.e. easily accessible information), education for consumers using the KANSASWORKS network, as well as education for KANSASWORKS network providers in working with individuals with disabilities were all needed.

From service provider surveys, the following assessment was recorded:

In keeping with federal requirements to assess the traditional workforce system, three survey items were designed to garner feedback related to Kansas workforce center services and engagement. These items included:

To what extent do you access services from KANSASWORKS (workforce centers or one-stop workforce centers) with or on behalf of VR consumers? (This question pertains to provider staff accessing services on behalf of their consumers.)

- 34.7% of participants indicated they accessed workforce services on a frequent basis. An additional 30.6% of providers described doing so on an occasional basis.

Thinking about your VR consumers who also receive services from KANSASWORKS, which of the following best describes their level of interaction?

- Consumers are guided by me as a VR service provider: 63.3%
- Consumers receive guidance from staff at the workforce center: 14.3%
- NA or no comment: 8.2%
- Consumers work independently at the workforce center: 6.1%
- Consumers attend workshops: 4.1%
- Other: 2.0%
- Varies based on consumer needs: 2.0%

How frequently do you think your consumers interact with KANSASWORKS? (This question pertains to consumers accessing services directly.)

- 42.9% estimated that consumer interaction with KANSASWORKS took place on a “seldom” basis, or an “occasional” basis (34.7%).

E. who are youth with disabilities and students with disabilities, including, as appropriate, their need for pre-employment transition services or other transition services.

A consistently identified need was the importance of viewing transition and pre-employment services as being a cooperative endeavor between VR, schools, and community service providers. There is a need for better communication among partners and enhanced VR promotion and outreach. There is also the need for more frequent collaboration between VR and educators to empower youth to achieve employment.

Consistent feedback across assessment data sources relating to pre-employment services for transition age youth indicated the need for early planning and introduction of transition resources for youth as well as their parents. (Suggestions include initiation of planning and supports as early as at or before entry into high school.) Pertaining to the entire disability service system, including but not limited to VR, the need to simplify processes and paperwork for families was also expressed, especially for those with low literacy or for whom English is not the primary spoken language.

When looking at the overall K-12 student population, there has been a sharp increase in the special education population as well as in the number of students with Section 504 plans over the past five years. The increase in students will also impact the numbers needing transition services from VR over the course of the State Plan. (As a point of comparison, the VR system served a total of 11,419 consumers in FFY 2015.)

For the 2013-2014 school year, the Kansas State Department of Education reports the following number of students ages 14-21:

- Students with 504 plans ONLY: 4,934
- Students with Special Education plans ONLY: 19,383
- Total: 24,317

Educator surveys provided the following detailed assessment:

While the majority of educators reported they were aware of how to refer students to VR, a smaller percentage were very confident in their awareness of the services VR can offer and 25.5% reported they were not aware of when to refer a student to VR.

I am aware of how to refer a student to VR.

- Strongly agree: 51.1%
- Agree: 36.2%
- Disagree: 12.8%
- Strongly disagree: 0%

I am aware of when to refer a student to VR.

- Strongly agree: 48.9%
- Agree: 25.5%
- Disagree: 25.5%
- Strongly disagree: 0%

I am aware of the services that VR can offer.

- Strongly agree: 25.5%
- Agree: 57.4%
- Disagree: 17.0%
- Strongly disagree: 0%

Educators indicated overwhelmingly (91.5%) that their students were interested in post-secondary education (53.2% strongly agree and 38.3% agree) and that students intend to become employed as adults (97.9% with 66.0% strongly agree and 31.9% agree).

Two questions asked educators to rank a number of methods for most effective learning and educating. The first question asked about the most effective method for educators to learn about VR services and how they can assist students with disabilities. The method ranked most effective (1) by the majority of educators (47%) was “one-on-one contact from a VR counselor.” The method ranked most effective (1) by 32% of educators was “VR personnel participation in IEP meetings.” The response options were ranked as follows:

Rank of Effective Methods for Educators to Learn About VR Services

1. One-on-one contact from a VR counselor
2. Brochures and informational materials
3. In-service training at my school
4. Informational fair outside of regular school hours
5. VR personnel participation in IEP meetings
6. Other: Coordinate with my counselor or special education coop staff; webinars; recorded training videos

The second question asked about the most effective method to educate parents/guardians and family members about VR services to help youth with disabilities with post-secondary education and employment.

Rank of Effective Methods to Educate Family Members about VR Services

1. VR personnel participation in IEP meetings
2. One-on-one contact from a VR counselor
3. Informational meetings for families, such as a parent night focused on VR services
4. Brochures and informational materials
5. Informational fair (with VR and other service organizations) outside of regular school hours
6. Other: Meeting with student and/or parents one-on-one at a time set up at the school during the school day. They used to do this and it was VERY helpful.

Best Ways for VR to Participate in IEP Meetings

- Meeting attendance 27.3%
- Use of technology (Skype, conference call, etc.) 23.6%
- Enhanced communication 14.5%
- Collaboration with schools 14.5%
- Additional/consistent staff 12.7%
- Additional training 7.3%

Given the limited number of VR staff, educators were asked at what age it would be when it would be most important for VR to participate in IEP meetings. The majority of educators indicated ages 17 (46.8%) and 16 (27.7%) would be the most important ages for VR to participate in IEP meetings.

The following question was posed: “To assist your students to be successful in post-secondary education or direct entry into the workforce, which of the following pre-employment transition services are most important?”

Rank of Most Important Pre-Employment Transition Services

1. Work-based learning experiences
2. Workplace readiness training
3. Instruction in self-advocacy
4. Job exploration counseling
5. Counseling on opportunities for enrollment in comprehensive transition or post-secondary education programs at institutions of higher education

Additional questions were write-in questions. Responses were categorized for each question according to themes and are reported below.

Please describe your suggestions for how the VR program can most effectively participate in the provision of pre-employment transition services as described in the questions above.

How VR Can Most Effectively Participate in Pre-Employment Transition Services:

- Collaboration with schools 19.2%
- Job skill training 17.3%
- Additional services before graduation 11.0%
- Consistent staffing 7.7%
- Provide additional information about available programs 7.7%
- Additional services after graduation 5.8%
- Enhanced communication 5.8%
- More funding 5.8%
- Additional counseling services 3.8%
- Availability of staff 3.8%
- Earlier intervention 3.8%
- Online resources 3.8%
- Assistance with scheduling 1.9%
- Provide networking opportunities 1.9%

Describe the biggest obstacles that your students with disabilities face as they transition from school to post-secondary education, the adult world of work and/or independent living.

Biggest Obstacles with Transition

- Lack of work skills 29.3%
- Family or other support 22.4%
- Lack of job opportunities 10.3%
- Lack of services 10.3%
- Fear 5.2%
- Lack of funding 5.2%
- Rural location 5.2%
- Transportation 5.2%
- Inconsistent VR staff 3.4%
- Job applications 1.7%
- Language barriers 1.7%

Describe the biggest obstacles that your students with disabilities face in terms of becoming employed in real jobs in their communities (competitive, integrated employment).

Biggest Obstacles with Employment

- Lack of job skills 22.6%
- No opportunities 22.6%
- Employer cooperation 13.2%
- Agency support 11.3%
- Transportation 11.3%
- Self-advocacy skills 9.4%
- Family support 5.7%
- Rural location 3.8%

Results of parent/guardian focus group (8 participants)

1. When you think about your child's future, what goals do you have? (Probe: What are your dreams for them?)

There was a consistent theme among all respondents that they desired for their child to be employed.

2. If your child is in high school now (or thinking about when they were in high school), what services would help them prepare for more education, such as college or technical school, or employment?

A common theme on this question was the need for job skills coaching and a strong transition plan with goals.

3. Whether your child is planning to get more education or go directly into employment, what skills do you think they will need to make a successful transition from high school to the adult world of work and independent living?

Most respondents discussed the need for individualized care and customization of plans based on need and a huge desire for more training around autism for all involved in this process.

4. What are your thoughts about your child having a job and earning their own income?

Every respondent considered this a goal for their child.

5. What supports do you think your child will need to be able to reach their employment goals? What will be the biggest obstacles they will face in trying to achieve that goal?

Both a common need and obstacle was vendors/employers who are trained and supported in employing those with disabilities. Barriers depended somewhat upon the disability. But most expressed the barrier of having enough vendors with appropriate training and support as the biggest obstacle.

6. Who would you like to have on your team to help support your child in reaching their goals?

The responses varied depending on the disability. But the most common were: the consumer/youth, case workers, VR, job coach, and autism specialists.

7. Has your child had any work experience, such as a summer job or after-school job?

Four of the seven had some job experience.

8. Have you had any experience with VR yet? (Applied for services, been determined eligible, received services?)

Three responded yes.

9. For those of you with experience with VR—what did you think about your experience with VR? What do you like? What would you change to make it better?

All three had positive experiences with VR. A common suggestion was for VR to better support their workforce through pay and lower caseloads, which would lead to more successful placements. Also, focus more on long-term placement versus just getting a placement made

Results of young adult focus group (4 participants)

Respondents offered a range of goals and jobs they desired to achieve. These goal areas and employment sectors included:

1. Working with dogs and in a doggy day care.

2. Becoming a veterinary technician engaged in veterinary medicine and a desire to attend college to achieve these goals.

3. Enhanced opportunities to be around friends, family and a goal of being in a supportive environment that provided direct care.

4. Find meaningful employment in a lab setting accompanied with a college degree.

Respondents all reinforced their desire to have a job and have the ability to earn their own income. Seventy-five percent of the respondents desired to progress to a point where they were not reliant on their family for care or financial assistance.

System challenges and barriers to supportive environments were themes that emerged in the focus group. Respondents discussed a range of experiences they felt impeded the supports they had in place. Others offered examples of much needed supports. Examples of barriers to supports included:

1. Being bullied.
2. Financial issues.
3. Access to supportive school environments.
4. Lack of support to attend college.

Examples of supports needed to be successful included:

1. Access to community services, personal technical assistants.
2. Access to occupational, physical and speech therapies.
3. Access to programs or services that would have identified employers who would have been a good fit the first time around.
4. Ability to have one-on-one contact and mentorship from a manager or boss.

Physical and language barriers emerged as a prominent theme in the focus group. Respondents discussed frustrations and difficulties they had in trying to achieve their personal and employment goals. Several stated they could not get employers to call them back. Others reinforced physical and non-verbal barriers as the primary reason they were unable to achieve their goal of employment. Several respondents stated it would have been helpful to have customized assistance tailored to their unique disabilities. Participants also stated reservations about being in public alone due to safety issues. Fifty percent of the respondents stated they would like the opportunity to access services that offered service dogs as personal safety assistance buddies.

Respondents reported a number of negative experiences with high school services in which they felt stereotyped, disrespected, or dismissed by those providing services and by fellow students. Many respondents reported similar experiences in broader society and especially in high school and employment settings. In addition to reports of feeling stereotyped and disrespected, respondents discussed a range of experiences in which they felt the services needed to be customized.

Examples of programs that could prepare young adults included:

1. Access to offline and online job search tools and resources.
2. One-on-one classes offering individual education and vocational rehabilitation training.
3. Access to daily physical, occupational and speech therapy.
4. Services to assist with custom needs, attention disorders and transition to college.

Respondents reported a number of negative experiences in acquiring work experience that was a good fit for their disability. Fifty percent of the respondents stated they worked after school or during the summer. Fifty percent stated they had not been able to land a job.

Twenty-five percent of respondents had experience with VR assistance with job placement. The remainder seventy-five percent had not received assistance from VR in a job placement program or situation.

Seventy-five percent reported not receiving assistance from VR yet. However, they did state they are in need of more resources and are learning about the services offered by VR and are interested in applying in the future. Twenty-five percent of respondents stated they would like to see customizable services offered by VR tailored to individual disabilities.

2. Identify the need to establish, develop, or improve community rehabilitation programs within the State; and

When assessing the need for establishing, developing or improving community rehabilitation programs, KRS will be guided by whether services (individual programs as well as statewide systems) meet the following objectives:

- Involve persons with disabilities and the community in making best use of current resources according to local needs.
- Improve coordination of services.
- Demonstrate outcomes and accountability.
- Advocate for community inclusion.
- Contribute to the growth of quality transition planning services.
- Aid in the development of supported employment programs by maintaining quality standards.
- Increase outreach programs to meet the needs of individuals in underserved areas or for minorities.
- Create new service delivery strategies for unserved or underserved disability populations.
- Increase opportunities for competitive, integrated employment.

The needs assessment revealed the need for job placement and other provider services with specialized expertise in competitive, integrated employment of people with disabilities. As a result, KRS will emphasize the development and maintenance of evidence-based and promising practices through the End-Dependence Kansas initiative. Direct service contracts will be used to promote the development and expansion of Individual Placement and Supports, Individualized Discovery/Customized Employment, and Progressive Employment.

Generally, there is also a need for additional supported employment and job coaching services. KRS will update its provider agreements for these services.

3. Include an assessment of the needs of individuals with disabilities for transition career services and pre-employment transition services, and the extent to which such services are coordinated with transition services provided under the Individuals with Disabilities Education Act .

In key informant interviews, all participants felt pre-employment services were of the utmost importance for addressing the employment-related needs of individuals with disabilities. Interview participants believed pre-employment services should be provided “as early as possible.” Participants agreed pre-employment services should be thorough, including on-the-job-training for specific occupations, generalized work-related and life skills (e.g., financial planning, cleaning skills, step-by-step practice), and soft skills (e.g., cooperation, timeliness, hygiene). Interview participants viewed pre-employment services as a cooperation between service providers and schools and believed better communication with schools, strengthened, and more

comprehensive school-transitions programs are pertinent to the success of pre-employment services. Participants were concerned about pre-employment needs for rural Kansans in particular.

Pertaining to coordination with transition services provided through IDEA, special education staff were surveyed to select the age groups for whom their school currently provides the PETS service. Educators were instructed to select one or more age groups as appropriate.

Percentage of Schools Providing Pre-Employment Transition Services Provided by Age

Services	Age 14-16	Age 16-17	Age 19-21	Other	Not Currently Providing
Job exploration counseling.	83.0%	80.9%	55.3%	4.3%	2.1%
Work-based learning experiences, which may include in-school or after-school opportunities, or experience outside the traditional school setting (including internships), that is provided in an integrated environment in the community to the maximum extent possible	66.0%	80.9%	61.7%	4.3%	8.5%
Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs at institutions of higher education.	59.6%	78.7%	53.2%	2.1%	4.3%
Workplace readiness training to develop social and independent living skills.	70.2%	66.0%	55.3%	2.1%	14.9%
Instruction in self-advocacy (including instruction in person-centered planning), which may include peer mentoring (including peer mentoring from individuals with disabilities working in competitive integrated employment).	63.8%	66.0%	46.8%	4.3%	21.3%

Educators were also asked how VR could most effectively participate in PETS, with the following responses:

Code	Frequency	Percent
Collaboration with schools	10	19.2%
Job skill training	9	17.3%
Additional services before graduation	6	11.0%
Consistent staffing	4	7.7%
Provide additional information about available programs	4	7.7%

Code	Frequency	Percent
Additional services after graduation	3	5.8%
Enhanced communication	3	5.8%
More funding	3	5.8%
Additional counseling services	2	3.8%
Availability of staff	2	3.8%
Earlier intervention	2	3.8%
Online resources	2	3.8%
Assistance with scheduling	1	1.9%
Provide networking opportunities	1	1.9%

The educator survey also provided the following information: Rank of most important PETS services from the educator’s perspective.

Response options:	Rank Order of Effectiveness
Work-based learning experiences (as described above)	1
Workplace readiness training	2
Instruction in self-advocacy (as described above)	3
Job exploration counseling	4
Counseling on opportunities for enrollment in comprehensive transition or post-secondary educational programs at institutions of higher education	5

k. Annual Estimates

Describe:

1. The number of individuals in the State who are eligible for services;

According to the Rehabilitation Research and Training Center on Disability Statistics and Demographics, there are 191,769 civilians ages 18-64 with disabilities living in the community, and 46.4% are employed. 81% of their non-disabled peers are employed, resulting in an employment gap of 34.6%. *(Source: 2018 Disability Statistics Compendium)*

At any given time, about 11,000 youth ages 16 to 21 are receiving special education services through an Individual Education Plan. This number excludes students in the gifted program and students with Section 504 accommodation plans.

2. The number of eligible individuals who will receive services under:

A. The VR Program;

For FFY 2020, Kansas Rehabilitation Services (KRS) projects that services will be provided for 11,0008561-225 individuals. KRS monitors caseload and expenditure trends regularly. The KRS projection method tracks consumers and costs by status as they move through the system. Using historical data and known future events, consumer movement and the related costs are projected. This information is updated each month, allowing assumptions about movement and/or costs to be adjusted through a review of actual vs. anticipated activity. The following table identifies the number of eligible individuals projected to receive services with funds provided through Title I Vocational Rehabilitation and Title VI Supported Employment. Persons are identified by Order of Selection priority category.

Please note that Title VI supported employment funds may be expended only for individuals with the most significant disabilities (Category 1). In addition, because of the limited amount of Title VI funds provided, KRS will also expend Title 1 funds in order to meet consumer needs for supported employment services. In the table below, the Title VI funds are divided by the average cost for a supported employment case from all funding sources in order to provide the estimated number of persons to be served with Title VI funds.

The average annual cost of services for FFY 2019 is projected. Projections are subject to change based on budget appropriations and allocations.

This information does not include projections for Pre-Employment Transition Services.

- Category 1: 8,296 (Includes persons in Category 1 receiving Title VI funding)
- Category 2: 2,479
- Category 3: 225

B. The Supported Employment Program; and

KRS projects that 225 individuals will be served with funds through the Title VI Supported Employment program. All individuals are in Order of Selection Category 1 (individuals with the most significant disabilities).

In addition, because of the limited amount of Title VI funds provided, KRS will also expend Title 1 funds in order to meet consumer needs for supported employment services.

(the Title VI funds are divided by the average cost for a supported employment case from all funding sources in order to provide the estimated number of persons to be served with Title VI funds.)

C. each priority category, if under an order of selection;

- Category 1: 8,296 (includes persons receiving Title I and/or Title VI funded services)
- Category 2: 2,479
- Category 3: 225

3. The number of individuals who are eligible for VR services, but are not receiving such services due to an order of selection; and

None. There are currently no waiting lists for services in Kansas.

4. The cost of services for the number of individuals estimated to be eligible for services. If under an order of selection, identify the cost of services for each priority category.

The average annual cost of services for FFY 2019 is projected. Projections are subject to change based on budget appropriations and allocations.

Category	Title I or Title VI Funds	Estimated Number to be Served	Average Cost of Services
Category 1 - Title I	\$9,578,179	8336	\$1,149
Category 1 - Title VI	\$197,138	225	\$875
Category 2 - Title I	\$3,011,985	2479	\$1,215
Category 3 - Title I	\$280,125	225	\$1,245
Totals	\$13,067,427	11265	

I. State Goals and Priorities

The designated State unit must:

1. Identify if the goals and priorities were jointly developed

Identify if the goals and priorities were jointly developed and agreed to by the State VR agency and the State Rehabilitation Council, if the State has a Council, and jointly agreed to any revisions.

VR goals, strategies and indicators are based on:

- Results of the comprehensive statewide needs assessment, which included extensive opportunities for consumers, service providers, school personnel, stakeholders and advocacy groups to provide input.
- An analysis of the agency’s performance on federal standards and indicators.
- Monitoring and agency performance reviews or audits.
- Consultation with the designated state agency and workforce development partners,.
- Work sessions with the State Rehabilitation Council on development of goals and priorities.

2. Identify the goals and priorities in carrying out the VR and Supported Employment programs.

Kansas Rehabilitation Services (KRS)

Mission: Working in partnership with Kansans with disabilities to achieve their goals for employment, independence and self-reliance.

KRS Goals and Priorities: As the State's Vocational Rehabilitation (VR) agency, KRS will:

- Collaborate with the Core Partners under the Workforce Innovation and Opportunity Act to achieve the performance accountability requirements of the Kansas workforce development system.
- Establish an ambitious strategic direction for the VR program, as described below, emphasizing employment outcomes for Kansans with disabilities, empowerment, collaboration, innovation and accountability.

VR Principles

The following core principles will be infused into all VR operations:

- Competitive, integrated employment is a key component to reaching self-reliance, independence, inclusion, economic equality, and integration into society for people with disabilities.
- All people with disabilities, including those with the most significant disabilities, are presumed to be capable of engaging in gainful employment.
- KRS, its consumers, providers and partners will be accountable for the achievement of employment and the effective use of resources.
- KRS expects and encourages meaningful involvement of people with disabilities, public/private partners, employers and other stakeholders in KRS programs, services and activities.
- KRS promotes the use of evidence-based practices in VR service delivery to empower Kansans with disabilities to maximize employment and economic self-reliance.
- KRS emphasizes employer engagement activities that market the skills and abilities of qualified workers with disabilities have to contribute to the success of Kansas business and industry.

VR Goals, Strategies and Indicators

Baseline indicators listed below are based on WIOA Program Year (PY) 2018 (July 2018 through June 2019). The KRS goal throughout the period of this plan is to show continuous improvement.

Empowerment —

- **Increase the quality and quantity of employment outcomes for Kansans with disabilities.**
- **Emphasize the employment potential of students with disabilities and improve the outreach and outcomes for transition-aged students.**

1. Number of persons achieving stable competitive integrated employment.

PY 2018: 1,201

2. Average hourly earnings of persons employed.

PY 2018: \$10.91

3. Percent of persons employed who report their own earnings as their primary source of support.

PY 2018: 75.7%

4. Timely access to services: 60% of consumers have access to services within 45 days of signed application. (compared to federal timeframes of 150 days).

PY 2018: 24%

5. Number of students with disabilities participating in Pre-Employment Transition Services, including work-based learning experiences. (unduplicated count of students with disabilities with a Pre-ETS plan during the year)

PY 2018: 1,455

6. Percent of students receiving Pre-ETS services who are also in foster care.

PY 2018: 10%

7. Number of youth with disabilities who achieve competitive, integrated employment.

PY 2018: 273

To support these employment-focused outcome measures for all consumers with disabilities, KRS will implement the following strategies:

- Implement plan to improve recruitment and retention of VR counselors, and thereby improve capacity, timeliness and quality of services.
- Update the Career Counseling, Information and Referral process with a stronger focus on empowering individuals earning subminimum wage to achieve competitive integrated employment. Coordinate with KDADS on CMS final rule on integrated settings and its impact on persons working at subminimum wage in sheltered workshops.
- Identify and implement options to streamline equipment purchases for VR clients, thereby improving the quality and timeliness of services.

KRS will also implement the following strategies to empower youth and students with disabilities to achieve their goals for direct entry into employment and/or post-secondary education.

- Build partnerships with school transition personnel to encourage career-focused and work-based experiences to be incorporated into transition Individual Education Plans and to increase referrals of students with disabilities to the VR program.
- Increase the number of targeted outreach activities with students, parents, and school personnel in order to foster a cultural shift that emphasizes employment expectations for students with disabilities.
- Collaborate with employers, centers for independent living, and workforce development system partners to increase opportunities for youth with disabilities to participate in paid work-based learning experiences, explore career options, and develop the soft skills necessary for lifelong employment success.

Collaboration —

- **Partner with service providers, grantees, contractors, MCOs, and other state agencies to increase the quality and quantity of VR employment outcomes.**

To support collaboration, KRS will implement the following strategies:

- Evaluate/maintain provider and contractor agreements that deliver quality services and outcomes.
- Establish/maintain provider rates that allow our partners to be successful. Established enhanced rate, and related training/certification requirements for supported/customized employment job coaching.
- Establish ongoing service provider quarterly regional meetings.
- Build and maintain the Workforce Innovation and Opportunity Act core partnerships.
 - Explore a co-location pilot with workforce centers.
 - Finalize MOUS and IFAs with Local Areas.
- Coordinate outreach efforts with KDADS for individuals impacted by new protected income levels and CMS final rules on integrated settings to encourage VR as an avenue to employment. Secure necessary benefits counseling.
- Explore options and analyze capacity to issue a competitive RFP to fund collaborative and innovative approaches with community partners to increase access to services and employment outcomes.

Accountability —

To assure accountability, KRS will implement the following strategies:

- Establish capacity to report on WIOA common performance accountability measures. Participate in the State Wage Interchange System (SWIS) process.
- Continue emphasis on collecting Social Security Reimbursement funds used for grants to Centers for Independent Living. Secure Ticket Tracker software to assist in identifying Social Security Reimbursement eligible cases.
- Establish annual training conference to assure that regional staff have learning opportunities about best practices, policy and fiscal accountability.
- Update the case review and performance management processes to focus on outcomes, timely access to services and effectiveness in case/caseload management and customer service.

Innovation —

To foster innovation, KRS will implement the following strategies:

- Modernize the Kansas Management Information System, a 30-year old legacy system for case management, fiscal processing and data reporting. Coordinate with IT to hire a business analyst and project manager.
- Engage an evaluation entity to conduct a process review of the KRS service delivery structure, and to make recommendations regarding best and promising practices, efficiencies, improvements, innovations, and partnerships.
- Investigate options for virtual consumer meetings.
- Replicate successful evidence-based practices implemented through the End-Dependence Kansas initiative.
- Implement a Comprehensive Planning Initiative for the Pre-ETS and Transition Services provided by KRS and its key partners for students and youth with disabilities.

WIOA Common Performance Accountability Measures

Indicator information is pending as of the date of this report. Employment rate and wage data is impacted by the lag in reporting time.

- A. Employment Rate – 2nd Quarter After Exit: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program. Employment Rate 2nd Quarter is PY 2018: TBD

- A. Employment Rate – 4th Quarter After Exit: The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
PY 2018: TBD

- B. Median Earnings – 2nd Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.
PY 2018: TBD

- C. Credential Attainment: The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.
PY 2018: TBD

- D. Measurable skill gains: The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.
PY 2018: TBD

- E. Effectiveness in Serving Employers (currently being piloted by federal partners before being finalized):
 - Approach #1 — Retention with the same employer – addresses the programs’ efforts to provide employers with skilled workers. PY 2018 data is listed below.
 - i. Workforce Centers and Wegner Peyser: 65.8%
 - ii. Adult Education: 48%
 - iii. Vocational Rehabilitation (KRS): 62%
 - Approach #2 – Repeat Business Customers – addresses the programs’ efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time. PY 2018 data is listed below.
 - i. Workforce Centers and Wegner Peyser: 25%
 - ii. Adult Education: NA
 - iii. Vocational Rehabilitation (KRS): 23%

3. Ensure that the goals and priorities are based on an analysis of the following areas:

The goals and priorities were developed with consideration given to the Comprehensive Statewide Needs Assessment, statewide stakeholder meetings, and consultation with the designated state agency and workforce development partners. They were developed in joint planning sessions with the State Rehabilitation Council.

A. The most recent comprehensive statewide assessment, including any updates;

The goals and priorities were developed with consideration given to the Comprehensive Statewide Needs Assessment, statewide stakeholder meetings, and consultation with the designated state agency and workforce development partners. They were developed in joint planning sessions with the State Rehabilitation Council.

B. the State's performance under the performance accountability measures of section 116 of WIOA; and

KRS awaits further federal guidance on the establishment of baselines and goals for the VR program for the WIOA common performance accountability measures.

C. other available information on the operation and effectiveness of the VR program, including any reports received from the State Rehabilitation Council and findings and recommendations from monitoring activities conducted under section 107.

Recommendations from the State Rehabilitation Council were included in the development of the goals and priorities. There were no current Section 107 monitoring activities.

m. Order of Selection

Describe:

1. Whether the designated State unit will implement and order of selection. If so, describe:

A. The order to be followed in selecting eligible individuals to be provided VR services.

Kansas Rehabilitation Services (KRS) projects that all categories in Order of Selection will remain open with no waiting list during the remainder of PY 2017 and throughout PY 2018.

KRS categories are defined as follows:

Category 1: Eligible individuals with a most significant physical or mental impairment that seriously limits two or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance or work skills) in terms of an employment outcome, and whose vocational rehabilitation can be expected to require multiple VR services over an extended period of time. In the event that VR services cannot be provided to all eligible individuals in Category 1, a waiting list based upon the date of application will be activated.

Category 2: Eligible individuals with a significant physical or mental impairment that seriously limits one or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance or work skills) in terms of an employment outcome; whose vocational rehabilitation can be expected to require multiple VR services over an extended period of time; and who has one or more physical or mental disabilities resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, mental retardation, mental illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), paraplegia, quadriplegia, other spinal cord conditions, sickle cell anemia, specific learning disability, end-stage renal disease, or another disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational

rehabilitation needs to cause comparable substantial functional limitation. In the event that VR services cannot be provided to all eligible individuals in Category 2, a waiting list based upon the date of application will be activated.

Category 3: All other eligible individuals. In the event that VR services cannot be provided to all eligible individuals in Category 3, a waiting list based upon the date of application will be activated. For purposes of these category definitions:

- Multiple services means more than one service as listed on the IPE. Support services (maintenance, transportation, personal assistance, and services to family members) may not be counted toward multiple services. Routine counseling and guidance to facilitate participation in the VR process may not be counted toward multiple services. Core services which are not provided by KRS but which are necessary for achievement of the employment outcome may be counted toward multiple services.
- Extended period of time means at least four months between Status 12 and closure.

B. The justification for the order.

Several factors will be considered in periodically determining whether KRS has sufficient funds to serve all eligible persons who apply. These factors include:

- Availability of state general funds to match available federal VR funds
- Application, referral and caseload trends
- Adequacy of staff coverage
- Costs of purchased services, such as diagnostics, medical, restoration and training
- Estimated costs of continuing services under existing IPEs
- Emphasis on serving persons with the most significant disabilities
- Timeliness of determination of eligibility and provision of services
- Outreach efforts
- Unserved or underserved groups

Determinations will be made prior to the beginning of each fiscal year and whenever a change in circumstances warrants. Consultation with the State Rehabilitation Council is an important component of such a determination.

C. The service and outcome goals.

Based on the analysis of factors listed above:

- KRS previously implemented waiting lists for Categories 2 and 3 effective July 1, 1999 through March 8, 2001, impacting the number of persons receiving planned services during that time and subsequent years.
- KRS closed all categories on October 4, 2002. Periodically, individuals were taken off the Category 1 waiting list according to their date of application. Effective February 17, 2003, the waiting list for Category 1 was discontinued. Waiting periods for individuals in Categories 2 and 3 were lifted April 1, 2004.
- There was no waiting list for services during SFY 2005.

- A waiting list for all Categories was implemented effective October 16, 2005. On January 6, 2006 KRS began periodically removing individuals in Category 1 from the waiting list. As of June 30, 2006, a total of 3,244 individuals had been released from the Category 1 waiting list. In July and August 2007, an additional 758 individuals were removed from the Category 1 waiting list and it has remained open since that time. At the same time, 658 individuals were removed from the Category 2 waiting list, and a waiting list for new individuals in Category 2 was reinstated. Categories 2 and 3 were re-opened in January, 2008 and remain open.

KRS monitors caseload and expenditure trends routinely to determine whether it will be necessary to implement Order of Selection. KRS projects that all categories will continue to be open for services during FFY 2020. Projections are subject to change based on the analysis (justification) factors identified in this Attachment and funding appropriations.

Notes related to information below: Projections use FFY 2018 and 2019 as the baseline. Status 26 outcomes are successful rehabilitation closures (persons employed). Status 28 outcomes are closures which did not result in employment following the receipt of VR services. Time within which goals are to be achieved is based on Status 26 outcomes. Cost of services is the average cost for the lifetime of the case. All projections are subject to change based on budget appropriations and allocations.

The following information represents projections for FFY 2019.

Priority Category 1

- Number of individuals to be served: 8561
- Outcome goals - Status 26: 917
- Outcome goals - Status 28: 910
- Time within goals are to be achieved: 952 days
- Cost of services: \$6,799

Priority Category 2

- Number of individuals to be served: 2,479
- Outcome goals - Status 26: 248
- Outcome goals - Status 28: 400
- Time within goals are to be achieved: 857 days
- Cost of services: \$5,850

Priority Category 3

- Number of individuals to be served: 225
- Outcome goals - Status 26: 35
- Outcome goals - Status 28: 90
- Time within goals are to be achieved: 744 days
- Cost of services: \$4,287

Total:

- Number of individuals to be served: 11265
- Outcome goals - Status 26: 1,200
- Outcome goals - Status 28: 1,400

D. The time within which these goals may be achieved for individuals in each priority category within the order.

KRS monitors caseload and expenditure trends routinely to determine whether it will be necessary to implement Order of Selection. KRS projects that all categories will continue to be open throughout FFY 2020. Projections are subject to change based on the analysis (justification) factors identified in this Attachment and funding appropriations.

Notes related to Table below: Projections use FFY 2018 and 2019 YTD as the baseline. Status 26 outcomes are successful rehabilitation closures (persons employed). Status 28 outcomes are closures which did not result in employment following the receipt of VR services. Time within which goals are to be achieved is based on Status 26 outcomes. Cost of services is the average cost for the lifetime of the case. All projections are subject to change based on budget appropriations and allocations.

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Total:

- Number of individuals to be served: 11265
- Outcome goals - Status 26: 1,200
- Outcome goals - Status 28: 1,400

E. How individuals with the most significant disabilities are selected for services before all other individuals with disabilities; and

An order of selection gives priority to persons with the most significant disabilities when there are insufficient resources to provide vocational rehabilitation services to all eligible individuals who apply. After eligibility has been determined, each consumer is assigned to a category group. The consumer will be assigned to the highest priority category for which he or she is qualified, and a rationale will be documented in the case file. If the consumer’s circumstances change or new information is acquired, the category designation can be changed.

Depending on available resources, all categories may be served. However, if there is a need to close one or more categories for services:

- Kansas Rehabilitation Services (KRS) will set aside sufficient funds to purchase services necessary to determine eligibility. Applications for services will be accepted without restriction.
- The closure will not affect individuals who already have final Individualized Plans for Employment (IPEs). IPE services will continue.
- Persons who need post employment services will not be affected.

2. If the designated State unit has elected to serve eligible individuals, regardless of any established order of selection, who require specific services or equipment to maintain employment.

KRS will exempt eligible individuals from Order of Selection if they need specific services or equipment in order to maintain employment. The status of employment must be verified by the Counselor. Services provided must be specified on an Individual Plan for Employment. Only those services necessary to maintain employment may be provided through this exemption, not services the individual may need for other purposes.

n. Goals and Plans for Distribution of title VI Funds.

1. Specify the State's goals and priorities for funds received under section 603 of the Rehabilitation Act for the provision of supported employment services.

Kansas Rehabilitation Services (KRS) anticipates the availability of about \$300,000 in Title VI supported employment (SE) funds annually assuming there are no changes in the federal appropriation. In addition, KRS projects that Title I funds will also be spent annually in accordance with consumer needs for SE services. Such funds are expended through counselor payment authorizations which support specific services identified in the Individual Plans for Employment of consumers with the most significant disabilities.

Service provider agreements for customized SE services identify the following key components or milestones.

1. Creation of a job development action plan

2. Placement
3. Stabilization
4. 45 days of continuous, successful employment
5. Finalization of an extended ongoing service plan
6. Successful VR case closure in accordance with all of the requirements set out in federal regulations.

Individualized job coaching is paid by hourly contact and may also be provided through separate service provider agreements.

Goals and priorities

KRS has established the following goals and indicators related to SE services in Kansas.

Goal 1: Individual job placements in competitive, integrated employment will meet the vocational goals and priorities of persons served.

KRS will track the following measures of success.

Indicator 1.1: Number of persons served with SE plans (Title I and/or Title VI).

Indicator 1.2: Number of persons rehabilitated after receiving SE services through any funding sources (Title I and/or Title VI).

Goal 2: An effective network of service providers will offer quality, cost effective services resulting in measurable competitive, integrated employment outcomes.

KRS will track the following measures of success.

Indicator 2.1: Geographic distribution of services will be maintained as reflected by an annual analysis of the percentage of counties with service provider coverage.

Indicator 2.2: 80% of persons referred to service providers will obtain jobs within an average of 120 days.

Tracking of this measure will require Information Technology (IT) solutions.

Indicator 2.3: 60% of persons referred will achieve successful employment outcomes.

Tracking of this measure will require Information Technology (IT) solutions.

2. Describe the activities to be conducted, with funds reserved pursuant to section 603(d), for youth with the most significant disabilities, including:

A. the provision of extended services for a period not to exceed 4 years; and

Funds reserved for youth with the most significant disabilities

KRS will reserve and expend 50% of its Title VI funding to provide SE services to eligible youth with the most significant disabilities in order to assist them in achieving employment. The reserve percentage will be applied to the total amount allotted to Kansas through each SE Grant Award Notification, thus assuring that this requirement is met in light of potential federal reallocations and/or continuing resolutions. KRS will

provide 10% match from State General Funds for this reserved funding. In the event KS uses more than 50% of its SE federal funds to provide services to youth, there is no requirement that KRS provide non-federal matching funds for the expenditures in excess of 50%. KRS does not anticipate using SE funds for administrative costs. These provisions do not apply to Title I funds used to support SE services.

To assure financial accountability, tracking will occur through the fiscal office in the Department for Children and Families, the designated state agency. To assure necessary data collection, tracking will also occur through the Kansas Management Information System, which is the caseload and fiscal information technology system for KRS.

Youth with a disability means an individual who is 14 to 24 years old.

B. how the State will leverage other public and private funds to increase resources for extended services and expanded supported employment opportunities for youth with the most significant disabilities.

Expansion of supported employment

KRS will implement the End-Dependence Kansas initiative, a significant capacity building and systems change effort to expand supported employment opportunities, especially through the Individual Placements and Supports model for persons with behavioral health disabilities and through the Individualized Discovery/SE model for persons with intellectual disabilities.

KRS will also:

- Recruit additional service providers to expand access to supported employment services statewide.
- Continue ongoing collaborative meetings with sources of long-term support, including HCBS waiver services and managed care organizations.
- Enhance data collection related to referral sources, consumers served by multiple agencies and programs, extended services and outcomes.
- Create a service provider agreement to expand the availability of highly qualified benefits counselors so that consumers have accurate information about employment incentives.

o. State's Strategies

Describe the required strategies and how the agency will use these strategies to achieve its goals and priorities, support innovation and expansion activities, and overcome any barriers to accessing the VR and the Supported Employment programs (See sections 101(a)(15)(D) and (18)(B) of the Rehabilitation Act and section 427 of the General Education Provisions Act (GEPA)):

1. The methods to be used to expand and improve services to individuals with disabilities.

Kansas Rehabilitation Services (KRS) has established the following major goals:

1. Kansans with disabilities will achieve quality, competitive, integrated employment.
2. KRS will emphasize the employment potential of students with disabilities and improve the outreach and outcomes for transition-aged students.

Methods to expand and improve services

When considering opportunities to expand and improve the provision of vocational rehabilitation (VR) services, KRS emphasizes strategies that will address the needs of people with the most significant disabilities and people who have been unserved or under-served. Collaborative efforts with consumers, advisory councils, parent groups, advocacy organizations, community rehabilitation programs and other state agencies are undertaken to expand access to VR services and to promote supported employment, customized employment, Pre-Employment Transition Services and assistive technology services.

Innovation and expansion activities are consistent with the findings of the comprehensive statewide needs assessment.

2. How a broad range of assistive technology services and devices will be provided to individuals with disabilities at each stage of the rehabilitation process and on a statewide basis.

Assuring access to assistive technology

KRS policy and practice assures that the assistive technology needs of VR consumers are considered at every stage of the rehabilitation process, and that equipment, devices or services are provided to meet individual consumer needs.

KRS has established assistive technology service provider agreements with eight organizations throughout the state. This process has improved geographic access to services. Through this provider agreement process, individual consumers are referred for services such as assessment, functional analysis, and training or technical assistance according to their specific needs and goals. Through such a process, consumers have the opportunity to review and analyze assistive technology options and make informed choices about specific services or equipment to meet their needs. Equipment purchases may then be included on Individual Plans for Employment and purchased through VR funds.

3. The outreach procedures that will be used to identify and serve individuals with disabilities who are minorities, including those with the most significant disabilities, as well as those who have been unserved or underserved by the VR program.

Outreach procedures

Within available staff resources, outreach activities are undertaken by regional KRS offices to assure that persons from minority backgrounds and from potentially underserved populations have information about VR services. Following up on the needs assessment which identified the need for greater distribution of information about VR, KRS will prioritize development of outreach strategies and support materials.

KRS maintains an active presence on numerous councils and committees, including:

- The Statewide Independent Living Council of Kansas.
- The Kansas Commission on Disability Concerns.
- The Vocational Sub-Committee of the Governor's Behavioral Health Planning Council.
- The Assistive Technology Advisory Committee.

- The Kansas Commission for the Deaf and Hard of Hearing
- Kansas Council on Developmental Disabilities
- Employment First Oversight Commission

This involvement facilitates the provision of information about VR services to other disability service organizations, and often results in additional outreach activities or specific referrals.

VR counselors and Pre-ETS transition specialists participate, within available resources, in Individual Education Plan meetings for transition-aged youth with disabilities to assure that they have information about VR services and how to apply.

4. The methods to be used to improve and expand VR services for students with disabilities, including the coordination of services designed to facilitate the transition of such students from school to postsecondary life (including the receipt of VR services, postsecondary education, employment, and pre-employment transition services).

Services for transition-aged youth with disabilities

Improving outreach and outcomes for transition-aged youth with disabilities is a major focus for KRS.

- KRS established 25 positions to provide Pre-Employment Transition Services statewide. Provider agreements are in place with the Kansas Youth Empowerment Academy, workforce centers and some centers for independent living to assist in the provision of Pre-ETS services.
- All regions conduct outreach to students, parents and schools. Some examples include: scheduling specific days for counselors to work at schools and meet with students and transition staff; participating in activities such as Job Olympics; participating in local transition councils; and operating informational booths at transition fairs or parent-teacher events.
- KRS provides \$160,050 in state-only funding support to the Kansas Youth Empowerment Academy through a contract that provides for outreach activities; training and education on the disability rights movement and disability pride to schools and other organizations; the Youth Leadership Forum; and mentoring with students with disabilities.

5. If applicable, plans for establishing, developing, or improving community rehabilitation programs within the State.

Plans to establish, develop or improve community rehabilitation programs

The State of Kansas currently has no plans to establish new community rehabilitation programs (CRPs). KRS continues to offer opportunities for CRPs to partner in the provision of VR services through service provider agreements. The End-Dependence Kansas project will provide an opportunity for CRPs to build their capacity to implement evidenced based employment services and supports to Kansans with disabilities, including those with the most significant disabilities.

6. Strategies to improve the performance of the State with respect to the performance accountability measures under section 116 of WIOA.

Baseline data has not yet been established regarding the WIOA common performance accountability measures.

However, in addition to the specific action described earlier in this part, in 2010 KRS implemented a new Performance Management Process establishing individual expectations and evaluation standards for all staff. For VR counselors, Rehabilitation Managers and Program Administrators involved in direct service delivery, this performance evaluation system is designed to improve individual accountability and contributions to achieving federal standards and indicators. For example, specific expectations and evaluation standards are established for the number of rehabilitations achieved and the rehabilitation rate.

Regional accountability measures, reported and reviewed monthly by KRS, address number of rehabilitations and the average wage of persons rehabilitated.

Quarterly key indicator reports address all federal standards and indicators at state and regional levels, facilitating analysis and identification of areas for improvement.

The case review system is intended, in part, to identify effective strategies that contribute to the achievement of standards and indicators, and well as to identify areas for performance improvement.

7. Strategies for assisting other components of the statewide workforce development system in assisting individuals with disabilities.

Workforce development system

The KRS Director, administration staff and field management have a high level of involvement with workforce development system partners. The Director serves on the KANSASWORKS State Board and the boards of all five local workforce development areas. The Director and administrative staff serve on the WIOA State Plan Management Team. Along with regional VR staff, they also participated on work groups to develop operational strategies for the Combined Portion of the State Plan. Regional staff continue to participate on local committees, allowing for communication, interagency planning, and cross-informational training to occur with other components of the workforce development system, including One-Stop operators and partner programs. This collaboration is intended to improve access to these services for individuals with disabilities so that they can fully benefit from all the advantages of the system. Current memorandums of understanding (MOUs) address issues such as referral procedures and itinerant staffing at one-stops. MOUs will be updated in accordance with the provisions in the Combined Portion of this Plan.

KRS will work with Core Partners to track and analyze performance on the common performance accountability measures required under WIOA. Final federal information collection requirements and regulations are pending at the time of this plan submission.

As a core partner, VR will be aligned with the workforce system through:

- Representation on the local boards.
- Interoperable data systems.
- Collaborative case management and co-enrollment when needed by the consumer.
 - Co-enrollment occurs when consumers are actively participating in services from more than one system partner. Partners will make referrals to initiate co-enrollment if/when

the consumer could benefit from the services of another partner program, if the consumer agrees, and/or if the consumer so requests. Referrals will be made on an individual consumer-by-consumer basis, and not as a blanket referral throughout the workforce system.

- Collaboration with other 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.

8. How the agency's strategies will be used to:

A. achieve goals and priorities by the State, consistent with the comprehensive needs assessment;

Section L describes this information in detail.

B. support innovation and expansion activities; and

Innovation, continuous improvement and expansion

KRS promotes expanded community capacity to provide services for people with disabilities through service provider agreements for supported employment, job placement, community-based work assessments, community-based job tryouts, assistive technology, rehabilitation teaching, orientation/mobility and a variety of consumer support functions. In addition, KRS staff serve on numerous commissions, advisory boards and interdisciplinary teams to stay current with the needs of people with disabilities, and to identify opportunities for collaborative efforts to improve services. KRS also provides administrative support and direct expenses totaling about \$20,000 annually for operation of the State Rehabilitation Council. This funding arrangement is consistent with 34 CFR 361.35.

Services for unserved or underserved populations

Current activities include the following:

- Cooperative working relationships between the Kansas Department for Aging and Disability Services oversight units for community developmental disability organizations and community mental health centers address capacity to provide supported employment services.
- KRS and DCF Economic and Employment Services continue to collaborate to serve recipients of Temporary Assistance for Needy Families (TANF) and the Supplemental Nutrition Assistance Program (SNAP) who have disabilities.
- KRS and DCF Prevention and Protection Services will coordinate to address the employment and/or post-secondary education needs of youth with disabilities who are aging out of foster care.
- In-service training will focus on best practices in service delivery for persons who are blind or visually impaired, persons with Autism Spectrum Disorders, persons with traumatic brain injury, persons with disabilities who have a criminal background, and persons with mental illness. Contracted service

providers will be included in these training opportunities whenever possible to enhance their expertise in service VR consumers.

Competitive, integrated employment for people with the most significant disabilities

One of the major strategic goals of KRS is to empower people with disabilities to achieve competitive, integrated employment and self-sufficiency. To advance this vision for people with the most significant disabilities, KRS has implemented the End-Dependence Kansas initiative.

End-Dependence Kansas will serve all disabilities, with a targeted effort for:

- Youth with disabilities transitioning from high school to employment
- Individuals interested in employment as an alternative to Social Security or other benefit programs
- Persons with disabilities exiting Kansas correctional facilities
- Persons with limited or no work experience
- Persons being served or pursuing services through Home and Community Based Services Medicaid waivers.

The evidence-based and promising practices selected for this initiative are:

- Individual Placement and Support
- Individualized Discovery/Customized Employment
- Progressive Employment

A significant goal of End-Dependence Kansas is to promote sustainable systems change to improve the quality and quantity of employment outcomes. End-Dependence Kansas will emphasize and support community partners to prioritize competitive, integrated jobs in the community rather than sheltered employment, non-work day activities or other more segregated services.

To implement this initiative, RS has performance-based contracts with 13 community partners to provide direct consumer services. To evaluate success of the initiative and to assist in establishing a sustainable cost structure, participating community partners will also be required to report specific progress measures and cost information. They must also participate in fidelity reviews.

Cooperative agreements

As described in Section O, KRS will establish interagency agreements with the state agencies responsible for Medicaid, behavioral health and intellectual disability services. KRS will also establish memoranda of understanding with the local workforce development boards.

C. overcome identified barriers relating to equitable access to and participation of individuals with disabilities in the State VR Services Program and the State Supported Employment Services Program.

Please refer to specific strategies for each goal In Section L.

The Comprehensive Statewide Needs Assessment indicated that VR does an appropriate job of addressing the needs of individuals with disabilities from minority backgrounds. In addition, the service ratio for individuals with disabilities who are minorities is 0.92, well above the federal minimum of 0.80.

The percentage of individuals in Kansas with a disability is on par with the estimated national average. Estimates for the American Indian/Alaska Native population in Kansas (15.6%) represent the largest percentage of individuals with disabilities in the State. This is followed by Black or African Americans (15.2%). This information suggests the need for continued, intentional, and targeted outreach to these subpopulations to ensure that service needs related to VR are met.

In Key Informant Interviews, rural Kansans were identified by the majority of respondents as an underserved population.

p. Evaluation and Reports of Progress: VR and Supported Employment Goals

Describe:

1. An evaluation of the extent to which the VR program goals described in the approved VR services portion of the Unified or Combined State Plan for the most recently completed program year were achieved. The evaluation must:

A. Identify the strategies that contributed to the achievement of the goals.

Highlights and accomplishments

Kansas Rehabilitation Services (KRS) reports the following accomplishments in implementing the State Plan Goals and Priorities. These highlights are based on PY 2018 (July 1, 2018 through June 30, 2019) indicators.

- A total of 1,201 Kansans with disabilities achieved stable employment as a result of VR services, earning an average of \$10.91 an hour. VR consumers achieved employment in high-wage, high-demand jobs, for example: more than \$37 an hour as an CAD drafter and numerous placements of more than \$30 an hour in the nursing field.
- The percent of individuals who reported their own earnings as the largest source of support at the time of vocational rehabilitation (VR) case closure was 75.7%. This represents a significant milestone toward increased self-reliance.

Performance related to federal indicators

The following information is based on KRS analysis of data for PY 2018.

- Indicator 1.1 (number of rehabilitations). 1,201
- Indicator 1.2 (rehabilitation rate). 48%
- Indicator 1.3 (competitive employment). 100%
- Indicator 1.4 (outcomes for persons with significant disabilities). 96.2%
- Indicator 1.5 (average hourly wage). \$10.99 or a ratio of .48 of the average hourly wage of all employed Kansans.
- Indicator 1.6 (self-support). 75.7%.

Timeliness Standards

- Federal regulations require that eligibility for VR services be determined no later than 60 days from the date of application, unless the applicant agrees to a time extension. The statewide average in Kansas is only 29 days (as of 6-30-19).
- Federal regulations require that an Individual Plan for Employment be developed no later than 90 days from the date of eligibility, unless the client agrees to a time extension. The statewide average in Kansas from application to IPE development is only 49 days (as of 6-30-19).

Update on indicators related to State Plan goals and priorities

The following information provides a detailed update on the performance indicators related to the State Plan Goals and Priorities. Performance updates are for Program Year 2018 (July 1, 2018 through June 30, 2017), the most recent complete program fiscal year at the time of this State Plan submission. Indicators address a wide scope of performance measures identified by KRS and stakeholders during a collaborative planning process.

Goal 1: Kansans with disabilities will achieve quality employment and self-sufficiency.

Indicator 1.1: The number of persons achieving employment.

PY 2018: 1,201

Indicator 1.2: The percentage of individuals rehabilitated who achieve competitive employment.

PY 2018: 100%

Indicator 1.3: The average hourly earnings of all individuals who exit the program in competitive employment as a ratio to the average hourly earnings for all employed Kansans.

PY 2018: \$10.99.

Indicator 1.4: Of the individuals who achieve competitive employment, the percent who reported their own income as the largest single source of economic support at closure.

PY 18: 75.7%

Indicator 1.5: The average number of hours worked per week by persons rehabilitated.

PY 2018: 29

Indicator 1.6: The percent of employment outcomes in technical, managerial and professional occupations. PY 2018: 13%

Indicator 1.7: The number of KRS SSI recipients and SSDI beneficiaries for whom KRS receives reimbursement funding. To meet this standard, the individuals must achieve the Substantial Gainful Activity earnings level for at least nine months.

PY 2018: 18

Indicator 1.8: The amount of Social Security reimbursement dollars paid to the agency for SSI recipients and SSDI beneficiaries who achieve the Substantial Gainful Activity earnings level for at least nine months.

PY 2018: \$748,528

Indicator 1.9: The percent of persons rehabilitated in full-time competitive employment who are covered by health insurance through employment.

PY 2018: 46.3%

Indicator 1.10: The number of successful employment outcomes achieved by consumers after participating in post-secondary education.

PY 2018: 134

Indicator 1.11: The number of persons referred from the Department of Corrections who achieve employment outcomes through VR. Based on consumer self-report of correctional involvement.

PY 2018: 42

Goal 2: KRS, its providers and partners will be accountable for the achievement of employment and the effective use of resources.

Indicator 2.1: Rehabilitation rate.

PY 2018: 48%

Indicator 2.2: Percent for whom eligibility is determined in 60 days or less from application unless the consumer agrees to an extension.

PY 2018: 97%

Indicator 2.3: Percent of accurate presumptive eligibility decisions for persons eligible for SSI or SSDI, based on case review results.

PY 2018: 81%

Indicator 2.4: Percent for whom IPEs are developed within 120 days or less from eligibility unless the consumer agrees to an extension.

PY 2018: 93%

Indicator 2.5: Obsolete

Indicator 2.6: Obsolete

FFY 2015: Obsolete

Indicator 2.7: Average expended per rehabilitation for the life of the case. PY 2018: \$6,554

Indicator 2.8: Annual number of persons served (status 02-24 +32). PY 2018: 10,686

Indicator 2.9: Annual contribution to IPE costs through comparable benefits and services. A data source has not been established for this indicator.

Indicator 2.10: Annual contribution to IPE costs through comparable benefits and services provided through one-stop workforce centers. A data source has not been established for this indicator.

Indicator 2.11: Rehabilitation rate of persons referred to placement or supported employment providers.

PY 2018: 58%

Indicator 2.12: The average wage achieved by persons referred to placement or supported employment providers.

PY 2018: \$10.01

Indicator 2.13: Obsolete

Indicator 2.14: Percent of case review results for which there is evidence that the consumer had the opportunity to exercise informed choice throughout the rehabilitation process.

PY 2018: 83%

Indicator 2.15: Percent of case review results for which there is evidence that the service provider was given clear information about the consumer's employment goals and expectations.

PY 2018: 94%

Indicator 2.16: Percent of case review results for which referral to a job placement or supported employment service provider was appropriate based on the individual needs of the consumer.

PY 2018: 97%

Indicator 2.17: Percent of case review results for which there was evidence of counseling and guidance related to maximizing employment and high-wage, career-track employment options.

PY 2018: 72%

Indicator 2.18: Percent of cases reviewed for which correct use of service codes was demonstrated.

PY 2018: 100%

Indicator 2.19: Percent of cases reviewed for which adherence to procurement policies and procedures was demonstrated.

PY 2018: 92%

Indicator 2.20: Obsolete

Indicator 2.21: Obsolete

Indicator 2.22: Percent of Regional Program Administrators and Unit Rehabilitation Managers who meet expectations related to fiscal management through the evaluation process.

Evaluation Year ending 2019: 100%

Indicator 2.23: Percent of counselors who meet or exceed expectations for the fiscal management competency in the performance evaluation system).

Evaluation Year ending 2019: 97%

Goal 3: KRS will emphasize the employment potential of students with disabilities and improve the outreach and outcomes for transition-aged students.

(These indicators are based on the individual being age 24 or younger at the time of the case action referenced.)

Indicator 3.1: Number of new applications from transition youth. PY 2018: 1,192
Indicator 3.2: Number of new IPEs for transition youth.

PY 2018: 1,469

Indicator 3.3: Rehabilitation rate for transition youth.

PY 2018: 54%

Indicator 3.4: Number of employment outcomes achieved by consumers who were transition-aged at the time of application for services.

PY 2018: 299

Indicator 3.5: Of the transition students who achieve competitive employment, the percent who reported their own income as the largest single source of economic support.

PY 2018: 60% increase compared to the same factor at application.

Indicator 3.6: Average hourly wage of transition students rehabilitated.

PY 2018: \$9.75

Indicator 3.7: Increase participation of youth with disabilities in the Prevention and Protection Services Independent Living program in Pre-Employment Transition Services and VR Services, and thereby improve their successful outcomes in post-secondary education, employment and independent living/self-sufficiency. Number of foster care youth participating in Pre-ETS.

PY 2018: 142

Goal 4: KRS will emphasize the meaningful involvement of people with disabilities, public/private partners, employers and other stakeholders in KRS programs, services and activities.

Indicator 4.1: The percent of individuals who have significant disabilities among those who achieve competitive employment.

PY 2018: 96.2%

Indicator 4.2: The service rate for all individuals with disabilities from minority backgrounds as a ratio of the service rate for all non-minority individuals with disabilities.

PY 2018: .84

Indicator 4.3: Number of annual statewide stakeholder meetings.

PY 2018: NA

B. Describe the factors that impeded the achievement of the goals and priorities.

Factors that impeded the achievement of the goals and priorities

Factors which impeded progress include the difficulty experienced by persons with no work experience or extended periods of unemployment in getting work, the turnover rate among counselors, and difficulty in recruiting qualified VR counselor applicants, especially in the least populated geographic areas of Kansas.

2. An evaluation of the extent to which the Supported Employment program goals described in the Supported Employment Supplement for the most recent program year were achieved. The evaluation must:

A. Identify the strategies that contributed to the achievement of the goals.

Supported employment goals

Supported employment goals are identified in Section F. Implementation and achievement of these goals is addressed through the case review system, which monitors quality of services and outcomes, and through ongoing monitoring of service provider performance. KRS purchases supported employment services through service provider agreements with CRPs, community organizations and individuals across Kansas. In addition, specific standards for quality, timeliness, consumer involvement and outcomes are identified in service provider agreements.

Supported employment (SE) indicators

Title VI, Indicator 1.1: Number of persons with SE plans.

PY 2018: 924

Title VI, Indicator 1.2: Number of persons achieving competitive, integrated employment after receiving SE services.

PY 2018: 131

Title VI, Indicator 2.1: Geographic distribution of services (percent of counties with coverage from an SE service provider).

PY 2018: 100%

Title VI, Indicator 2.2: Percent of persons referred to a service provider who achieve employment (rehabilitation outcome) within 120 days of referral.

A data source for this indicator is pending.

Title VI, Indicator 2.3: Percent of persons referred to SE service providers who achieve successful employment outcomes.

A data source for this indicator is pending.

B. Describe the factors that impeded the achievement of the goals and priorities.

Factors that impeded progress on SE goals

It is difficult to maintain job coaching and SE services in the rural and frontier areas of the state. It is a challenge to find funding for extended supports after VR services end. Much of the overall disability

employment system in Kansas includes sub-minimum wage employment, such as sheltered work. Improved IT solutions are needed to better track and assess service provider outcomes and to produce “report cards” of performance.

3. The VR program's performance on the performance accountability indicators under section 116 of WIOA.

Workforce Innovation and Opportunity Act (WIOA) performance accountability measures

KRS will monitor performance on the standard performance accountability measures required for all Core Partners under WIOA. VR did not have negotiated indicators of performance for the first two years of this plan.

4. How the funds reserved for innovation and expansion (I&E) activities were utilized.

Update on funds used for innovation and expansion

KRS uses the innovation and expansion authority, as specified by the Rehabilitation Act, to support the functions of the State Rehabilitation Council. Expenditures primarily relate to member travel and reimbursement for participating in meetings. Operating within existing resources, the Council does not receive any direct allocation of funds.

Consistent with the KRS goals and priorities, innovation and expansion efforts are also underway to promote improved employment outcomes for transition-aged youth and to assist community service providers to build and maintain their capacity to provide evidence-based employment services.

q. Quality, Scope, and Extent of Supported Employment Services.

Include the following:

1. The quality, scope, and extent of supported employment services to be provided to individuals with the most significant disabilities, including youth with the most significant disabilities.

Supported employment means competitive employment in an integrated setting with ongoing support services for individuals with the most significant disabilities. This service is intended for individuals:

- For whom competitive employment has not traditionally occurred or for whom competitive employment has been interrupted or intermittent as a result of a significant disability; and
- Who, because of the nature and severity of the disability, need intensive supported employment services from Kansas Rehabilitation Services (KRS) and extended services/ongoing support from non-VR sources such as community agencies in order to perform the work and maintain employment.

Supported employment also includes transitional employment for individuals with severe and persistent mental illness. Transitional employment means a series of temporary job placements in competitive work in integrated settings with ongoing support services for individuals with the most significant disabilities due to mental illness. In transitional employment, the provision of ongoing support services must include continuing sequential job placements until job permanency is achieved. Supported employment services provided by KRS are time-limited and are provided for a period not to exceed 24 months unless the consumer and counselor

agree to an extension in order to achieve the objectives identified in the Individual Plan for Employment. Any appropriate service needed to support and maintain an individual in supported employment may be provided. Services typically focus on:

- Job development and placement.
- Intensive on-the-job training and other training provided by skilled job coaches.
- Regular observation and coaching of the consumer at the work site.
- Discrete post-employment services that are not available from an extended services provider and that are necessary to maintain the job placement, such as job station redesign; repair and maintenance of assistive technology; and the replacement of prosthetic and orthotic devices.
- Coaching to develop natural supports.

Supported employment services are provided through a Customized Placement service provider agreement that identifies the following key components or milestones:

1. Creation of a job development action plan
2. Placement
3. Stabilization
4. 45 days of continuous, successful employment
5. Finalization of an extended ongoing service plan
6. Successful VR case closure in accordance with all of the requirements set out in federal regulations

Direct hourly job coaching services are provided for VR consumers in conjunction with the Supported Employment and Customized Employment milestones services described above. Short and long-term individualized job coaching is also provided through service provider agreements.

After the time-limited VR services end, the supported employment service provider maintains extended ongoing services with the consumer or has identified a plan specifying how the community-service system will provide the extended ongoing supports the consumer needs to maintain employment. These extended services are not funded with VR dollars. To reinforce and maintain stability of the job placement, ongoing services include regular contacts with:

- The consumer.
- Employers.
- Parents, guardians or other representatives of the consumer.
- Other appropriate professional, advisory and advocacy contact persons.

Individual job placements in competitive, integrated employment are the outcome of supported employment services funded by KRS. Such outcomes have higher earnings, consumer choice, community integration and more co-worker interaction. KRS supported employment outcomes do not include enclaves, work crews or other congregate work settings.

Service delivery system

In implementing supported employment services, KRS emphasizes the importance of geographic distribution of services. KRS also places a priority on working with community agencies with the capacity to provide extended/ongoing support services. Providers include community developmental disability organizations, mental health centers, independent living centers, and other public and private entities. Provider agreements:

- Describe the time-limited services that will be provided through KRS for eligible individuals with the most significant disabilities.
- Address responsibility of the providers to coordinate the community service system, which has responsibility for funding and providing the extended ongoing services necessary for the consumer to maintain employment once they exit the VR program.

The Individual Plan for Employment is used as the basis for referral to one of the providers. It also describes the criteria, specific to each consumer, for determining that job performance is stable, determining how and when progress will be evaluated, and describing how extended ongoing support services will be provided. After the consumer reaches stability on the job, the consumer, service provider and VR counselor work together to finalize the plan for extended ongoing support services. This allows the plan to be specific and customized according to the consumer's current work situation and support needs. As a result, the ongoing support section of the IPE may be amended, with the consumer's agreement, in order to reflect the most current information available.

Quality of services

VR counselors and regional management staff are charged with assuring the quality of services provided. KRS will develop updated reports on provider performance to assist consumers in selecting services, to assist KRS and its providers in monitoring performance, and to identify opportunities for continuous improvement.

The performance of these providers in helping consumers secure meaningful employment and wages consistent with their goals and priorities significantly impacts the overall KRS performance on standards and indicators. Therefore, accountability benchmarks have been established with the target of 80% of persons referred to service providers obtaining jobs within an average of 120 days, and 60% of persons referred achieving successful closures. The goal is a network of effective supported employment providers whose focus is on the vocational objectives, goals, rehabilitation needs and priorities of the consumers to be served. Improved Information Technology support solutions are needed to better track and assess service provider outcomes and to produce "report cards" of performance.

The End-Dependence Kansas Initiative will provide direct service contracts to disability services providers to build and maintain their capacity to provide two evidence-based models: Individual Placements and Supports and Individualized Discovery/Supported employment.

2. The timing of transition to extended services.

After the consumer has achieved job stability, KRS will continue services for at least 90 days at a level and scope comparable to those expected to be provided through extended services after VR services cease. This period is intended to assure that the consumer will continue to be successful with the level of support anticipated once transition to extended services provided by the community service system has been completed. The case may be closed if stability is continued after this time period.

**VOCATIONAL REHABILITATION CERTIFICATIONS AND ASSURANCES
CERTIFICATIONS**

States must provide written and signed certifications that:	
1.	The (enter the name of designated State agency or designated State unit, as appropriate,) is authorized to submit the VR services portion of the Unified or Combined State Plan under title I of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by WIOA, ¹⁴ and its supplement under title VI of the Rehabilitation Act ¹⁵ ;
2.	As a condition for the receipt of Federal funds under title I of the Rehabilitation Act for the provision of VR services, the (enter the name of designated State agency) ¹⁶ agrees to operate and administer the State VR Services Program in accordance with the VR services portion of the Unified or Combined State Plan ¹⁷ , the Rehabilitation Act, and all applicable regulations ¹⁸ , policies, and procedures established by the Secretary of Education. Funds made available under section 111 of the Rehabilitation Act are used solely for the provision of VR services and the administration of the VR services portion of the Unified or Combined State Plan;
3.	As a condition for the receipt of Federal funds under title VI of the Rehabilitation Act for supported employment services, the designated State agency agrees to operate and administer the State Supported Employment Services Program in accordance with the supplement to the VR services portion of the Unified or Combined State Plan ¹⁹ , the Rehabilitation Act, and all applicable regulations ²⁰ , policies, and procedures established by the Secretary of Education. Funds made available under title VI are used solely for the provision of supported employment services and the administration of the supplement to the VR services portion of the Unified or Combined State Plan;
4.	The designated State agency and/or the designated State unit has the authority under State law to perform the functions of the State regarding the VR services portion of the Unified or Combined State Plan and its supplement;

¹⁴ Public Law 113-128.

¹⁵ Unless otherwise stated, "Rehabilitation Act" means the Rehabilitation Act of 1973, as amended by WIOA, signed into law on July 22, 2014.

¹⁶ All references in this plan to "designated State agency" or to "the State agency" relate to the agency identified in this paragraph.

¹⁷ No funds under title I of the Rehabilitation Act may be awarded without an approved VR services portion of the Unified or Combined State Plan in accordance with section 101(a) of the Rehabilitation Act.

¹⁸ Applicable regulations, in part, include the Education Department General Administrative Regulations (EDGAR) in 34 CFR parts 76, 77, 79, 81, and 82; 2 CFR part 200 as adopted by 2 CFR part 3474; and the State VR Services program regulations.

¹⁹ No funds under title VI of the Rehabilitation Act may be awarded without an approved supported employment supplement to the VR services portion of the Unified or Combined State Plan in accordance with section 606(a) of the Rehabilitation Act.

²⁰ Applicable regulations, in part, include the citations in footnote 6.

5.	The State legally may carry out each provision of the VR services portion of the Unified or Combined State Plan and its supplement.
6.	All provisions of the VR services portion of the Unified or Combined State Plan and its supplement are consistent with State law.
7.	The (enter title of State officer below) has the authority under State law to receive, hold, and disburse Federal funds made available under the VR services portion of the Unified or Combined State Plan and its supplement;
8.	The (enter title of State officer below) has the authority to submit the VR services portion of the Unified or Combined State Plan and the supplement for Supported Employment services;
9.	The agency that submits the VR services portion of the Unified or Combined State Plan and its supplement has adopted or otherwise formally approved the plan and its supplement.

ASSURANCES

The designated State agency or designated State unit, as appropriate and identified in the State certifications included with this VR services portion of the Unified or Combined State Plan and its supplement, through signature of the authorized individual, assures the Commissioner of the Rehabilitation Services Administration (RSA), that it will comply with all of the requirements of the VR services portion of the Unified or Combined State Plan and its supplement, as set forth in sections 101(a) and 606 of the Rehabilitation Act. The individual authorized to submit the VR services portion of the Unified or Combined State Plan and its supplement makes the following assurances:

The State Plan must provide assurances that:	
1.	Public Comment on Policies and Procedures: The designated State agency assures it will comply with all statutory and regulatory requirements for public participation in the VR Services Portion of the Unified or Combined State Plan, as required by section 101(a)(16)(A) of the Rehabilitation Act.
2.	Submission of the VR services portion of the Unified or Combined State Plan and Its Supplement: The designated State unit assures it will comply with all requirements pertaining to the submission and revisions of the VR services portion of the Unified or Combined State Plan and its supplement for the State Supported Employment Services program, as required by sections 101(a)(1), (22), (23), and 606(a) of the Rehabilitation Act; section 102 of WIOA in the case of the submission of a unified plan; section 103 of WIOA in the case of a submission of a Combined State Plan; 34 CFR 76.140.

3.	<p>Administration of the VR services portion of the Unified or Combined State Plan: The designated State agency or designated State unit, as appropriate, assures it will comply with the requirements related to:</p> <ul style="list-style-type: none"> (a) the establishment of the designated State agency and designated State unit, as required by section 101(a)(2) of the Rehabilitation Act. (b) the establishment of either a State independent commission or State Rehabilitation Council, as required by section 101(a)(21) of the Rehabilitation Act. The designated State agency or designated State unit, as applicable (Option A or B must be selected): <ul style="list-style-type: none"> (A) is an independent State commission. (B) has established a State Rehabilitation Council. (c) consultations regarding the administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(16)(B) of the Rehabilitation Act. (d) the financial participation by the State, or if the State so elects, by the State and local agencies, to provide the amount of the non-Federal share of the cost of carrying out the VR program in accordance with section 101(a)(3). (e) the local administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(2)(A) of the Rehabilitation Act. Select yes or no, as appropriate, to identify if the designated State agency allows for the local administration of VR funds, (Yes/No) (f) the shared funding and administration of joint programs, in accordance with section 101(a)(2)(A)(ii) of the Rehabilitation Act. Select yes or no, as appropriate, to identify if the designated State agency allows for the shared funding and administration of joint programs, (Yes/No) (g) statewideness and waivers of statewideness requirements, as set forth in section 101(a)(4) of the Rehabilitation Act. Is the designated State agency requesting or maintaining a waiver of statewideness for one or more services provided under the VR services portion of the Unified or Combined State Plan? (Yes/No) See Section 2 of this VR services portion of the Unified or Combined State Plan. (h) the descriptions for cooperation, collaboration, and coordination, as required by sections 101(a)(11) and (24)(B); and 606(b) of the Rehabilitation Act. (i) all required methods of administration, as required by section 101(a)(6) of the Rehabilitation Act. (j) the requirements for the comprehensive system of personnel development, as set forth in section 101(a)(7) of the Rehabilitation Act. (k) the compilation and submission to the Commissioner of statewide assessments, estimates, State goals and priorities, strategies, and progress reports, as appropriate, and as required by sections 101(a)(15), 105(c)(2), and 606(b)(8) of the Rehabilitation Act. (l) the reservation and use of a portion of the funds allotted to the State under section 110 of the Rehabilitation Act for the development and implementation of innovative approaches to expand and improve the provision of VR services to
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	<p>individuals with disabilities, particularly individuals with the most significant disabilities.</p> <p>(m) the submission of reports as required by section 101(a)(10) of the Rehabilitation Act.</p>
4.	<p>Administration of the Provision of VR Services: The designated State agency, or designated State unit, as appropriate, assures that it will:</p> <p>(a) comply with all requirements regarding information and referral services in accordance with sections 101(a)(5)(D) and (20) of the Rehabilitation Act.</p> <p>(b) impose no duration of residence requirement as part of determining an individual's eligibility for VR services or that excludes from services under the plan any individual who is present in the State in accordance with section 101(a)(12) of the Rehabilitation Act .</p> <p>(c) provide the full range of services listed in section 103(a) of the Rehabilitation Act as appropriate, to all eligible individuals with disabilities in the State who apply for services in accordance with section 101(a)(5) of the Rehabilitation Act? (Yes/No)</p> <p>(d) determine whether comparable services and benefits are available to the individual in accordance with section 101(a)(8) of the Rehabilitation Act.</p> <p>(e) comply with the requirements for the development of an individualized plan for employment in accordance with section 102(b) of the Rehabilitation Act .</p> <p>(f) comply with requirements regarding the provisions of informed choice for all applicants and eligible individuals in accordance with section 102(d) of the Rehabilitation Act.</p> <p>(g) provide vocational rehabilitation services to American Indians who are individuals with disabilities residing in the State, in accordance with section 101(a)(13) of the Rehabilitation Act.</p> <p>(h) comply with the requirements for the conduct of semiannual or annual reviews, as appropriate, for individuals employed either in an extended employment setting in a community rehabilitation program or any other employment under section 14(c) of the Fair Labor Standards Act of 1938, as required by section 101(a)(14) of the Rehabilitation Act.</p> <p>(i) meet the requirements in sections 101(a)(17) and 103(b)(2) of the Rehabilitation Act if the State elects to construct, under special circumstances, facilities for community rehabilitation programs</p> <p>(j) with respect to students with disabilities, the State,</p> <p style="padding-left: 40px;">(i) has developed and will implement,</p> <p style="padding-left: 80px;">(A) strategies to address the needs identified in the assessments; and</p> <p style="padding-left: 80px;">(B) strategies to achieve the goals and priorities identified by the State, to improve and expand vocational rehabilitation services for students with disabilities on a statewide basis; and</p>

	(ii) has developed and will implement strategies to provide pre-employment transition services (sections 101(a)(15) and 101(a)(25)).
5.	<p>Program Administration for the Supported Employment Title VI Supplement:</p> <p>(a) The designated State unit assures that it will include in the VR services portion of the Unified or Combined State Plan all information required by section 606 of the Rehabilitation Act.</p> <p>(b) The designated State agency assures that it will submit reports in such form and in accordance with such procedures as the Commissioner may require and collects the information required by section 101(a)(10) of the Rehabilitation Act separately for individuals receiving supported employment services under title I and individuals receiving supported employment services under title VI of the Rehabilitation Act.</p> <p>(c) The designated state unit will coordinate activities with any other State agency that is functioning as an employment network under the Ticket to Work and Self-Sufficiency program under Section 1148 of the Social Security Act.</p>
6.	<p>(a) Financial Administration of the Supported Employment Program: The designated State agency assures that it will expend no more than 2.5 percent of the State's allotment under title VI for administrative costs of carrying out this program; and, the designated State agency or agencies will provide, directly or indirectly through public or private entities, non-Federal contributions in an amount that is not less than 10 percent of the costs of carrying out supported employment services provided to youth with the most significant disabilities with the funds reserved for such purpose under section 603(d) of the Rehabilitation Act, in accordance with section 606(b)(7)(G) and (H) of the Rehabilitation Act.</p> <p>(b) The designated State agency assures that it will use funds made available under title VI of the Rehabilitation Act only to provide supported employment services to individuals with the most significant disabilities, including extended services to youth with the most significant disabilities, who are eligible to receive such services; and, that such funds are used only to supplement and not supplant the funds provided under Title I of the Rehabilitation Act, when providing supported employment services specified in the individualized plan for employment, in accordance with section 606(b)(7)(A) and (D), of the Rehabilitation Act.</p>
7.	<p>(a) Provision of Supported Employment Services: The designated State agency assures that it will provide supported employment services as defined in section 7(39) of the Rehabilitation Act.</p> <p>(b) The designated State agency assures that:</p> <ol style="list-style-type: none"> i. the comprehensive assessment of individuals with significant disabilities

	<p>conducted under section 102(b)(1) of the Rehabilitation Act and funded under title I of the Rehabilitation Act includes consideration of supported employment as an appropriate employment outcome, in accordance with the requirements of section 606(b)(7)(B) of the Rehabilitation Act</p> <p>ii. an individualized plan for employment that meets the requirements of section 102(b) of the Rehabilitation Act , which is developed and updated with title I funds, in accordance with sections 102(b)(3)(F) and 606(b)(6)(C) and (E) of the Rehabilitation Act.</p>
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Performance Goals for the Core Programs

Each state submitting a Unified or Combined State Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The state is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education, on state-negotiated levels of performance for the indicators for each of the first two years of the plan.

For Program Year (PY) 2016-2019 plans, the Departments used the transition authority under section 503(a) of WIOA to designate certain primary indicators of performance as “baseline” indicators to ensure an orderly transition from the requirements of the Workforce Investment Act of 1998 to those under WIOA. A “baseline” indicator was one for which states did not propose an expected level of performance and did not come to agreement with the Departments on negotiated levels of performance because sufficient data was not available to establish such performance levels. As a result, “baseline” indicators were not used in the end of the year adjustment of performance levels and were not used to determine failure to meet adjusted levels of performance for purposes of sanctions. The Departments designated indicators as “baseline” based on the likelihood of a State having insufficient data with which to make a reasonable determination of an expected level of performance.

For PYs 2020-2023 Plans, Title I programs (Adult, Dislocated Worker, and Youth) and the Title II program (Adult Education and Family Literacy Act) will have two full years of data available to make reasonable determinations of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit);
- Median Earnings (Second Quarter after Exit);
- Credential Attainment Rate; and
- Measurable Skill Gains

The Wagner-Peyser Act Employment Service program, authorized under the Wagner-Peyser Act, as amended by title III of WIOA, will have two full years of data available to make a reasonable determination of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit); and
- Median Earnings (Second Quarter after Exit)

The Credential Attainment Rate and Measurable Skill Gains indicators do not apply to the Wagner-Peyser Act Employment Service program; therefore, this program will not submit expected levels of performance for these indicators.

For the first two years of PYs 2020-2023 Plans, the Vocational Rehabilitation (VR) program, authorized under title I of the Rehabilitation Act of 1973, as amended by title IV of WIOA, will have two full years of data available for the Measurable Skill Gains indicator only. Therefore, the Departments will designate the following indicators as “baseline” for the VR program for PY 2020 and PY 2021:

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit);
- Median Earnings (Second Quarter after Exit); and
- Credential Attainment Rate

VR agencies must continue to collect and report on all indicators, including those that have been designated as “baseline, pursuant to section 116(d) of WIOA.” The actual performance data reported by these programs for indicators designated as “baseline” for PY 2020 and PY 2021 will serve as baseline data in future years. The Departments will require VR agencies to submit expected levels of performance for these indicators for PY 2022 and PY 2023.

The Departments determined that the Effectiveness in Serving Employers indicator will be measured as a shared outcome across all six core programs within each state to ensure a holistic approach to serving employers. The Departments will continue piloting approaches for measuring this indicator for the first two years of PY 2020-2023 plans. Therefore, states are not required to submit an expected level of performance for the Effectiveness in Serving Employers indicator for PY 2020 and PY 2021. However, core programs are expected to collect data and report on this indicator for PY 2020 and PY 2021 as they did for PYs 2016-2019 plans.

Each core program must submit an expected level of performance for all of the other indicators, as applicable, with the exception of the four indicators designated as “baseline” for the VR program in PY 2020 and PY 2021. The Departments will work with states during the negotiation process to establish negotiated levels of performance for each of the primary indicators for the core programs not listed as “baseline.” Each state must update its plan to include the agreed-upon negotiated levels of performance before the Departments approve a state’s plan.

States may identify additional indicators in the plan, including additional approaches to measuring Effectiveness in Serving Employers, and may establish levels of performance for each of the state indicators. Please identify any such state indicators under Additional Indicators of Performance.

Include the state's expected levels of performance relating to the performance accountability indicators based on primary indicators of performance described in section 116(b)(2)(A) of the Workforce Innovation and Opportunity Act (WIOA).

	Title I – Adult Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)				
Employment (Fourth Quarter after Exit)				
Median Earnings (Second Quarter after Exit)				
Credential Attainment Rate				
Measurable Skill Gains				

	Title I – Dislocated Worker Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)				
Employment (Fourth Quarter after Exit)				
Median Earnings (Second Quarter after Exit)				
Credential Attainment Rate				
Measurable Skill Gains				

	Title I – Youth Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) ²¹				
Employment (Fourth Quarter after Exit) ²²				
Median Earnings (Second Quarter after Exit)				
Credential Attainment Rate				
Measurable Skill Gains				

²¹ For Title I Youth programs, employment, education or training.

²² For Title I Youth programs, employment, education or training.

	Title II – Adult Education and Family Literacy Act Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)				
Employment (Fourth Quarter after Exit)				
Median Earnings (Second Quarter after Exit)				
Credential Attainment Rate				
Measurable Skill Gains				

	Wagner-Peyser Act Employment Service Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)				
Employment (Fourth Quarter after Exit)				
Median Earnings (Second Quarter after Exit)				
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable

	Vocational Rehabilitation Program			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) ²²	Baseline	Baseline	Baseline	Baseline
Employment (Fourth Quarter after Exit) ²²	Baseline	Baseline	Baseline	Baseline
Median Earnings (Second Quarter after Exit) ²³	Baseline	Baseline	Baseline	Baseline
Credential Attainment Rate ²²	Baseline	Baseline	Baseline	Baseline
Measurable Skill Gains				

	All WIOA Core Programs			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Effectiveness in Serving Employers	Not applicable	Not applicable	Not applicable	Not applicable

Additional Indicators of Performance	
1.	
2.	
3.	
4.	
5.	
6.	

²³ For the VR program, these indicators are Not Applicable for PY 2020 and PY 2021; however, they will be applicable for PY 2022 and PY 2023.

VII. PROGRAM-SPECIFIC REQUIREMENTS FOR COMBINED STATE PLAN PARTNER PROGRAM

States choosing to submit a Combined State Plan must provide information concerning the six core programs—the Adult program, Dislocated Worker program, Youth program, Wagner-Peyser Act program, Adult Education and Family Literacy Act program, and the Vocational Rehabilitation program— and also submit relevant information for any of the eleven partner programs it elects to include in its Combined State Plan. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program.²⁴ If included, Combined State Plan partner programs are subject to the “common planning elements” in Sections II-IV of this document, where specified, as well as the program-specific requirements for that program.

²⁴ States that elect to include employment and training activities carried out under the Community Services Block Grant (CSBG) Act (42 U.S.C. 9901 et seq.) under a Combined State Plan would submit all other required elements of a complete CSBG State Plan directly to the Federal agency that administers the program. Similarly, States that elect to include employment and training activities carried by the Department of Housing and Urban Development would submit all other required elements of a complete State Plan for those programs directly to the Federal agency that administers the program.

A. TRADE ADJUSTMENT ASSISTANCE

There are no program-specific state planning requirements for TAA. If the state includes TAA in a Combined State Plan, the state must incorporate TAA in its responses to the common planning elements in sections II, III, IV, and V of the WIOA State Plan requirements instrument.

COMPLETE within Full State Plan

JOBS FOR VETERANS STATE GRANTS

(OMB Control Number: 1225-0086)

The Jobs for Veterans' State Grants (JVSG) are mandatory, formula-based staffing grants to States (including DC, PR, VI and Guam). The JVSG is funded annually in accordance with a funding formula defined in the statute (38 U.S.C. 4102A (c) (2) (B) and regulation and operates on a fiscal year (not program year) basis, however, performance metrics are collected and reported quarterly on a Program Year basis (as with the ETA-9002 Series). Currently, VETS JVSG operates on a multi-year grant approval cycle modified and funded annually.

In accordance with 38 U.S.C. § 4102A(b)(5) and § 4102A(c), the Assistant Secretary for Veterans' Employment and Training (ASVET) makes grant funds available for use in each State to support Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff. As a condition to receive funding, 38 U.S.C. § 4102A(c)(2) requires States to submit an application for a grant that contains a State Plan narrative, which includes:

(a) How the State intends to provide employment, training and job placement services to veterans and eligible persons under the JVSG;

Performance accountability measures under WIOA statute (38 U.S.C. 4102A) section 11(b) will be utilized by DOL-VETS as oversight for performance indicators of direct services provided by JVSG and Wagner-Peyser Staff. A total of six performance items identified in GO Memo 01-18 and GO Memo 03-19 as performance targets which are 3 JVSG and 3 separately for Wagner-Peyser.

Primary Indicators of Performance:

- Employment Rate – 2nd Quarter After Exit: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
- B. Employment Rate – 4th Quarter After Exit: The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
- C. Median Earnings – 2nd Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

These targets will be collected and reported quarterly through Workforce Integrated Performance System (WIPS) and quarterly performance reports in accordance with VPL 01-15, using four "rolling quarters" on a Program Year basis.

Currently, VETS JVSG operates on a five-year (FY 2020-2024), multi-year grant approval cycle modified and funded annually. In accordance with 38 U.S.C. § 4102A(b)(5) and § 4102A(c), the Assistant Secretary for Veterans' Employment and Training (ASVET) makes grant funds available for use in each State to support Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER) staff. As a condition to receive funding, 38 U.S.C. § 4102A(c)(2) requires States to apply for the program year in which the grant contains a State Plan narrative, which includes:

The primary objective of the JVSG is to develop and support activities to increase employment and job training opportunities for veterans and eligible persons. DVOP Specialist staff will provide individualized career services to targeted service-connected disabled veterans; homeless veterans; recently separated from incarceration veterans, those who are currently incarcerated and those who were released from incarceration who identify their previous incarceration as a barrier preventing them from gaining employment; recently separated and long-term unemployed veterans; veterans lacking a high school diploma or GED; additional undereducated and underemployed veterans; Chapter 31 veterans; Other populations of veterans and eligible persons that are currently authorized to receive services by DVOPs include members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units; spouses of other family caregivers of such wounded, ill, or injured members and transitioning service members who have participated in the Transition Assistance Program and have been identified as in need of individualized career services. If authorization for these additional populations is extended beyond FY20, we will continue to identify and provide individualized career services. Additionally, Native American veterans who may be living on a reservation and/or on tribal lands, as well as any other Native American veterans that access the AJC and are determined to have an SBE will be provided DVOP services.

LVER staff will conduct outreach to employers to assist veterans in gaining employment. Additionally, LVERs will conduct seminars for employers and in conjunction with employers, conduct job search workshops, and establish veteran job search groups. LVERs will also facilitate employment, training, and placement services to veterans, all the while coordinating services with the One Stop business service teams.

Outreach Activities:

The primary purpose of DVOP staff outreach activities is to locate veterans with significant barriers to employment. Additionally, the DVOP activities are to also increase awareness of the employment service programs for veterans with SBE's among other service providers, that will lead to more eligible veterans and eligible persons enrollment in the American Job Center. DVOP staff and partners locate and assist special populations of veterans (identified in VPLs 01-14 Change 1, 03-14 Change 2, and 7-10, 05-17, 04-14, 08-14) to make a wide array of services available to them through outreach contacts with civic, service and community-based organizations; Department of Veterans Affairs (VA) hospitals; Federal Contractor employers and government agencies; Guard and Reserve Units; Homeless shelters; One-Stop system partners; "stand-downs" community-based events; Vet Centers; local prisons and correctional facilities and the Vocational Rehabilitation and Employment (VR&E) program, for the purpose of providing these veterans with intensive services to aid them in overcoming barriers preventing them from obtaining long-term meaningful employment.

Coordinating with Partners Strategies are in place to coordinate with all partners to optimize employment outcomes for these special populations. These strategies include working with multiple task forces and community groups and engaging with them for the purpose of opening all avenues of assistance to veterans. Specific coordination of activities includes maintaining contact with veterans, community-based organizations, and government agencies to advise them of available services for veterans, and to encourage them to promote our services to the veterans that they may encounter during their normal business activities. Other strategies include a collaboration of services and resources to provide education, services and career

opportunities for veterans and recently separated service members. Furthermore, additional strategies include creating sub-offices located at partner agencies facilities, with the hopes of having direct contact to veteran populations that we would not otherwise have direct access to. The above strategies and linkages are facilitated with veteran services organizations, such as the following: Governors Military Council; Military Relations Committees (MRC); American Legion; American Veterans (AMVETS); Employer Support of the Guard and Reserves; Disabled American Veterans; Kansas Commission on Veteran's Affairs; Kansas National Guard and Reserve Commands; KANVET the One Stop Shop for Veteran Services; U.S. Department of Defense; U.S. Department of Veterans Affairs; Veterans of Foreign Wars; Vietnam Veterans of America; Kansas Board of Regents; and other appropriate veteran services organizations and task forces.

(b) The duties assigned to DVOP specialists and LVER staff by the State; specifically implementing DVOP and LVER duties or roles and responsibilities as outlined in 38 U.S.C. § 4103A and 4104.

These duties must be consistent with current guidance;

The DVOP specialist provides individualized career services to both, unemployed veterans, with SBEs, and who require such services to obtain employment and employed participants, with SBEs who require such services to obtain or retain employment, leading to self-sufficiency. The DVOP specialists have placed maximum emphasis on assisting veterans who are economically and/or educationally disadvantaged.

The DVOP facilitates the provision of direct services to eligible veterans and eligible spouses requiring individualized career services by providing career guidance, counseling, and additional assessments to identify training/ employment needs; veteran individual employment plans; Job development; job-search assistance; and outreach activities to locate veterans, who could benefit from DVOP services.

Serving Chapter 31 Veterans

When the Department of Veteran Affairs Vocational Rehabilitation and Employment (VR&E) program refers a participant to the state's designated Central Point of Contact (the Intensive Service Coordinator), this staff member determines the closest American Job Center to the veteran's residence and forwards the referral to the American Job Center supervisor. The supervisor assigns the referral to the appropriate DVOP staff member, who contacts the VA Case Manager and informs them that they are assigned to work with the specific veteran. The DVOP contacts the veteran to describe the support and assistance available to them and invites them to come to the American Job Center (AJC) to discuss their job search as it relates to the training and education received. The DVOP staff continues to maintain contact with the veteran for at least 60 days following entered employment.

DVOP Specialists:

All Kansas DVOP specialists have/ will receive extensive training in how to facilitate individualized career services for disabled veterans with barriers to employment through the National Veterans Training Institute (NVTI) within 18 months of their hire. Additionally, all new hire DVOP Specialist receive Ramp-UP training from the State Veteran Service Manager, which includes the history of the Wagner-Peyser Act, Employment Services, and the JVSG staff. This training also includes local operations, as they relate to all active and current VPLs and chapters 41 and 42 of Title 38. Other training includes that of which is conducted at the annual

training conference, bi-annual regional veterans conference with up to eight additional states. This training includes staff development and skills improvement, integrated service models and their unique roles, effective intensive service delivery models, and other program related information sharing/ strategic planning/ performance measuring/ and systems training. Lastly, local job center training takes place by local managers and the One-Stop partners, which highlight location specific practices and our partners' operations.

Primary Duties:

DVOP specialists are primarily assigned to facilitate intensive services and facilitate placements to meet the employment needs of veterans, prioritizing service to special disabled veterans, other disabled veterans, and veterans with significant barriers to employment (SBEs); and other categories of veterans in accordance with priorities of VPLs 07-10, 01-14, 03-14, 04-14, 05-15, 07-14, 04-17, 05-18, 03-19 and newly assigned VPL's that relate to DVOP reporting and performance. Other additional services that DVOP specialists provide to veterans with SBEs include a combination of the following: career guidance; comprehensive assessment; veteran individual employment plan; job development contacts; referral to jobs; referral to training and supportive services; and conducting outreach activities to locate veterans and other eligible persons.

DVOP Targeted Services:

The state of Kansas will monitor this activity via monthly and quarterly reports, that will indicate who, when, and what outreach/ services/ meetings were conducted. Additionally, along with the state's Labor Exchange systems, reports will be monitored. In accordance with GO 01-18 and GO 03-19 (Negotiated Targets for Services to Veterans), the SVM will utilize the Workforce Integrated Performance System (WIPS) to capture data to ensure compliance with regulatory guidance for performance indicators for Q2 and Q4 beyond FY20.

To be deemed successful in these activities, the DVOP will be required to occupy 85% of the 40 FTE working hours per week, to completing the above tasks. The remaining 15% will be dedicated to individual DVOP activities (i.e. training, traveling, reports, notes and personal capacity building related to the DVOP's activities). Surveys and other assessment tools, to include follow-up calls my managers will be conducted, to determine the level of quality in the above activity.

DVOP Integration:

Kansas has integrated all DVOP specialists into the American Job Center One-Stop system, by assigning one or more DVOP specialists to each Workforce Center. Kansas has assigned a DVOP specialist to the Manhattan Vet Center 40 percent of the time. Additionally, the AJC, One-Stop partners are included in the intake process for JVSG DVOP services. Upon entering the AJC, veterans are met by a front desk staff member, who asks several questions to help identify veterans and their needs. Upon identifying the veteran's purpose for visiting the AJC, staff conducts intake assessments to identify any significant barriers preventing employment. Upon identifying SBEs, partner staff refers the veteran to the DVOP using a paper document and the AJC's operating system **KANSASWORKS** referrals. Those veterans who do not have SBEs, however still require employment services, are provided services by our AJC staff other than DVOPs. Furthermore, when necessary, LVER staff is often consulted with by AJC staff regarding military, DD-214, and other language translation in addition to other employment/ service-related questions, as needed. JVSG and DVOP/ LVER integration into the One-Stop extends beyond co-location. Veterans seeking services at a rural AJCs that do not have DVOP or LVERs located

within that AJC still receive priority of service. After staff identifies a veteran, AJC staff conducts initial needs assessment, which registers the veteran into **KANSASWORKS.COM**, identifies the veteran's needs, and determines if additional assessments are necessary. Upon completing the registration and identifying the initial needs, a Veterans Intake Form is completed which ask questions to help identify SBEs and additional barriers that may require intensive services from a DVOP.

Upon identifying that the veteran has SBEs, the Veteran's Intake Form and a referral form are forwarded to an assigned DVOP located in that region. The DVOP within 24 hours, makes contact and schedules an appointment to meet with the veteran, and proceeds with the subsequent intensive services. While the DVOP is making contact and scheduling the meeting, a list of core services will be provided by the One-Stop, to help address the veteran's initial needs. DVOP specialists and/or WIOA partner representative is assigned 100 percent of the time to the Fort Riley and McConnell Air Force Base and up to 75 percent of the time at Fort Leavenworth, Military Transition Facility (MTF) and Wounded Warrior Transition Unit/Battalion (WTB). The State of Kansas, through its integrated service delivery system, has some functional supervisors of DVOP specialists, who are employed through the One-Stop Operator, leading to closer integration. Veteran staff performance is monitored by Commerce and performance evaluations are completed by merit staff.

Identifying and Assessing Veterans for Intensive Services

Individuals entering the American Job Center are met with signage and are encouraged to identify themselves as veterans. Additionally, a front-desk American Job Center representative provides an appropriate greeting, and inquires by asking, "Have you or your spouse ever served in the Military?" When a veteran is recognized, they will complete an initial intake assessment, performed by Wagner-Peyser staff, and upon determining eligibility (disabled veteran or with a SBE), he/she is immediately referred to the DVOP specialist to receive intensive services, based on the veteran's needs. Other intake processes, for example a Chapter 31 Veteran may circumvent the above intake/ referral process, based on their eligibility, predetermined by federal regulations that states JVSG will provide employment to Chapter 31 VR&E veterans. However, despite their intake process, all veterans remain entitled to, and will receive, Veteran "Priority of Service" and subsequent staff assisted services.

The DVOP specialist utilizes a case management process, in which they provide the following services: comprehensive assessments, individualized employment counseling, career guidance, and the development of a veteran individual employment plan. This individualized employment plan will include appropriate apprenticeship, other on-job training, and additional education opportunities, as needed to help the veteran overcome their significant barrier to employment. After assessing the needs and a plan is developed, the DVOP will reassess and may identify additional non-intensive services needed, which will require the DVOP to refer veterans to services provided by local partners, agencies, and other employment/ training program providers.

LVER Staff:

All Kansas LVER staff has received extensive training in how to engage employers through the National Veterans Training Institute (NVTI), within 18 months of their hire. Additionally, all new hire LVERs receive

Ramp-UP training from the State Veteran Service Manager, which includes the history of the Wagner-Peyser, Employment Services, the Jobs for Veterans Act and JVSG staff roles and responsibilities. This training also includes local operations, as they relate to all active and current VPLs, chapters 41 and 42 of Title 38. Other training includes the annual training conference, where we will address staff development and skills improvement, integrated service models and their unique roles, effective intensive service delivery models, and other program related information sharing/ strategic planning/ performance measuring/ and systems training. Lastly, local workforce center training is provided by local managers and the One-Stop partners, which highlights location specific practices and our partners' operations.

Primary Duties:

The primary role of LVER staff, at the Kansas AJCs, is to conduct outreach to employers in the area, to assist veterans in gaining employment. Additionally, LVERs promote, plan and participate in job fairs and seminars for employers. Furthermore, LVERs promote veterans as job ready candidates, who have highly marketable skills and experience. Kansas LVERs advocate for veterans by promoting employment and training opportunities, coordinating with other business outreach representatives in the AJC to facilitate and promote employment, workshops, job searches, establishing job groups in conjunction with employers, and leverage other employment opportunities for veterans. Kansas LVERs establish, maintain, and facilitate regular contact with federal contractors, unions, apprenticeship programs and businesses or business organizations. Additionally, our LVERs provides educational training to AJC staff, additional employer based training and other outreach services, in accordance with VPL 07-10 and VPL 03-14, 05-15, 04-17,01-18, 05-18, 02-19 and newly assigned VPL's that relate to LVER reporting and performance.

The Department of Commerce ensures that there is no blending of roles, whereas LVERs provide monthly activity reports to the State Manager and are often consulted with by AJC supervisors about their activity. Furthermore, LVERs are encouraged to utilize referrals and other resources, such as the Department of Commerce/ KANVET Hire a Veteran Pledge program as a resource to locate veteran friendly businesses/ employers, who are seeking veterans first, to employ.

Employer Outreach

LVER staff establish, maintain and facilitate regular contact with employers, to include federal contractors, and promote the advantages of hiring veterans, all the while seeking other employment and training opportunities for veterans. As part of their responsibility, LVER staff advocates, on behalf of all veterans to employers and labor unions to employ and provide on-the-job training and registered apprenticeship programs for veterans; advises employers of veteran's issues; and plans and participates in job fairs to promote veterans to employers. The overall outcome expected for employer contacts is to increase employment, promotion and retention for veterans. Additionally, a schedule is created by the LVER, approved by the state manager and local supervisors, for employer outreach. These measures are in place to ensure that the LVER is out of the office and searching for employment opportunities for veterans. With the intent to provide quality services, these measures also provide a basis for which the state manager and local supervisor can follow-up with the business to ensure that their needs are met. LVERs are encouraged to use modern technology, such as social media, to locate employers who utilize these systems as their primary means to locate qualified candidates. Upon identifying employment opportunities, the LVERs are encouraged to

outreach/ contact these businesses and promote hiring our job-ready veterans. This method has been successful, and runs parallel with many Kansas businesses, which have changed their job posting/ searching methods. However, LVERs are aware of the importance, and are encouraged, to primarily perform employer contacts, in-person.

- (c) The manner in which DVOP specialists and LVER staff are integrated into the State's employment service delivery system or American Job Center;

JVSG funded services are not only a mandatory partner under WIOA, but Kansas considers these services to be a key feature of the local One-Stop system. The Local Area WIOA Plan and local Memorandum(s) of Understanding (MOU) govern the partnership between the One-Stop system and JVSG funded services. Each MOU describes how veterans will be provided priority in job placement and training activities; how case management services will be provided to veterans; and detailed linkages with Department of Veterans Affairs, Kansas Commission on Veteran Affairs and other veteran service organizations.

Kansas has integrated DVOP specialists into the One-Stop system by assigning one or more to each Workforce Center. DVOP specialists work with local One-Stop partners to provide services to veterans, with the primary focus on providing intensive services to disabled veterans, eligible veterans, and eligible spouses with significant barriers to employment. All workforce centers have an integrated, business services function responsible for connecting local employers to the local One-Stop system, to include job-ready candidates. This team also has as a major function ensuring that all **KANSASWORKS** services continuously improve and are responsive to the needs of residents, employers, partner agencies/ organizations and the local economy. DVOP specialists and LVER staff act as individual hubs, within this service team, who distribute JVSG information to One-Stop partners and veteran service organization, and community partners. These individual hubs focus on the intensive service processes (DVOP) and employer/ employment services (LVER), and furthermore providing services specific to their individual roles and responsibilities; and with the intent to integrate within these groups, and open all avenues of assistance to Veterans and to assist the AJC, VSOs and community groups with the provisional services to veterans.

The LVER and DVOP are actively involved in Local Workforce One-Stop partner all staff meetings, and provide best practices, as it relates to their roles and expertise. The LVER and DVOP are often sought-after by all workforce center staff for their knowledge and resources of other local Veteran Service Organizations; specifically when workforce center staff is met with a veteran that may not have an SBE which does not require DVOP service, however both LVER and DVOP have a unique need of assistance.

Integration into One-Stop System

The blueprint for integration and coordination of services to veterans are provided through State Policy and narrative explanations contained in Local Area WIOA Plans. Ongoing oversight of services to veterans is conducted to assure these plans are carried out. To be approved, these plans must describe: 1) how available resources (WIOA, Wagner-Peyser, and others) are pooled within the One-Stop system to provide core and intensive services for veterans; 2) the process used to accomplish intake, assessment, registration, and follow-up services for veterans; 3) a description of mediated and non-mediated services available to veterans and

other eligible persons; 4) how veterans are provided priority in placement services and activities, funded by DOL in whole or in part; and 5) detailed description of how case management services are provided to veterans.

(d) The Incentive Award program implemented using the 1% grant allocation set aside for this purpose, as applicable;

Kansas's goal is to fulfill Congress' intent to provide an array of attractive and meaningful incentives to all individuals delivering employment services in KANSASWORKS Workforce Centers by using similar inducements already common and proven in the private sector. In accordance with the Title 38, Section 4111 as amended; one percent of Kansas's allocation of the VETS Grant will be directed to fund incentive awards.

All KANSASWORKS AJC offices will be provided with information on the incentive award based on performance and nomination the process. The State Manager and the Director and Operations Director of Workforce Services will select potential candidates based on merit and overall performance in accordance with VPL 02-07.

These incentive funds will be utilized to send nominated JVSG and AJC Staff to attend the National Association of State Workforce Agencies (NASWA) in Washington, DC. This includes travel, hotel accommodations, registration fees and other incidentals for this event. Additionally, incentive funds that are not utilized will be used to support rewards for JVSG Staff in accordance with VPL 02-07 and VPL 04-19.

(e) The populations of eligible veterans to be served, including any additional populations designated by the Secretary as eligible for services, and any additional populations specifically targeted by the State Workforce Agency for services from one-stop delivery system partners (e.g., Native American veterans; veterans in remote rural counties or parishes);

The primary objective of the JVSG is to develop and support activities to increase employment and job training opportunities for veterans and eligible persons. DVOP Specialists staff will provide intensive services to targeted service-connected disabled veterans; homeless veterans; recently separated from incarceration veterans; recently separated and long-term unemployed veterans; veterans lacking a high school diploma or GED; additional undereducated and underemployed veterans; Chapter 31 veterans; Other populations of veterans and eligible persons that are currently authorized to receive services by DVOPs include members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units; spouses of other family caregivers of such wounded, ill, or injured members; transitioning service members who have participated in the Transition Assistance Program and have been identified as in need of individualized career services. If authorization for these additional populations is extended beyond FY20, we will continue to identify and provide individualized career services. Additionally, Native American veterans who may be living on a reservation and/or on tribal lands, as well as any other Native American veterans that access the AJC and are determined to have an SBE will be provided services from the Native American Indian DVOP in accordance with VPL 05-15.

LVER staff will conduct outreach to employers to assist veterans in gaining employment. Additionally, LVERs will conduct seminars for employers and in conjunction with employers, conduct job search workshops, and

establish veteran job search groups. LVERs will also facilitate employment, training, and placement services to veterans, all the while coordinating services with the One Stop business service teams.

(f) How the State implements and monitors the administration of priority of service to covered persons;

Priority of Service is monitored by the State Veterans Services Manager who examines Local Board policies and procedures, reviews reports produced through **KANSASWORKS.COM**, conduct on-site monitoring, and checks all websites developed with funding from impacted programs or grants to insure priority of service is provided to veterans. Additionally, the State Veteran Service Manager and Regional Operational Managers randomly select and contact veterans, who have received services at the workforce Center, to survey treatment, activities and the quality of services provided at the Workforce Center. All Veterans, Eligible Persons, and VR&E Chapter 31 veterans receive priority of service, in accordance with VPLs 07-09 and 03-14 and all applicable current and future VPL's. This population is made aware of these services and trainings through signage at the American Job Center, on the American Job Center operating system **KANSASWORKS.COM** through partner agencies and veteran service organizations, the VA Hospital, American Indian Council, and other advertisement through social media sites. The above population is given first opportunity to enroll or registers for all programs that are funded, whole or in-part, by the U.S. Department of Labor. Services and training enrollments and registrations are made available to the aforementioned veteran population for 48 hours, before being made available to the general public. Other partner service agencies are encouraged to enroll veterans first, and adhere to priority of services practices. Each Local Board develops and maintains a policy to ensure other federally funded service providers provide priority of services to veterans and other covered persons. The veterans' priority is a statutory mandate but does not displace the core function of programs provided by other service providers. Participants must qualify as eligible and other service providers are not required to change their allocations to reserve funds for veterans.

(g) How the State provides or intends to provide and measure, through both the DVOP and American Job Center staff: (1) job and job training individualized career services, (2) employment placement services, and (3) job-driven training and subsequent placement service program for eligible veterans and eligible persons;

1. JOB AND JOB TRAINING INDIVIDUALIZED CAREER SERVICES

For the purpose of promoting the hiring and retention of veterans, Workforce Center staff will provide and facilitate a full range of employment and training services. LVER staff will advocate for veterans to employers and seek other opportunities with business and industry, community-based organizations, and contractors of all kinds, to include federal contractors. All Workforce Center staff, as well as LVER staff, will work together to plan and participate in job fairs to promote the hiring of veterans and eligible persons. LVER staff will communicate job fair participation opportunities and the benefits of attending job fairs, to employers and federal contractors. LVERs will also contact unions, apprenticeship programs and the business community to promote employment and training opportunities for veterans and eligible persons, and furthermore promote credentialing and training opportunities with training providers and credentialing bodies.

DVOP Specialists staff will provide intensive services to targeted service-connected disabled veterans; homeless veterans; recently separated from incarceration veterans; recently separated and long-term unemployed veterans; veterans lacking a high school diploma or GED; additional undereducated and underemployed veterans; Chapter 31 veterans; Other populations of veterans and eligible persons that are currently authorized to receive services by DVOPs include members of the Armed Forces who are wounded, ill, or injured and receiving treatment in military treatment facilities or warrior transition units; spouses of other family caregivers of such wounded, ill, or injured members; transitioning service members who have participated in the Transition Assistance Program and have been identified as in need of individualized career services.

The state of Kansas will monitor this activity via monthly and quarterly reports, that will indicate who, when, and what outreach/ services/ meetings were conducted. Additionally, along with the state's Labor Exchange systems, reports will be monitored, through Title III that demonstrates the characteristics of previous primary indicators as the 9000 and 200 reports. To be deemed successful in these activities, the DVOP will be required to occupy 85% of the 40 FTE working hours per week, to completing the above tasks. The remaining 15% will be dedicated to individual DVOP activities (i.e. training, traveling, reports, notes and personal capacity building related to the DVOP's activities). Surveys and other assessment tools, to include follow-up calls my managers will be conducted, to determine the level of quality in the above activity.

Example of measuring these standards are as follows:

Provide individualized career services to 10 new veterans each quarter. Document all services in **KANSASWORKS.COM** (KW) and maintain an appropriate case management file in KW.

15 or more - Exceptional;

11-14 - Exceeds Expectations;

10/quarter – Meets Expectation;

6-9 - Needs Improvement;

5 or less - Unsatisfactory

Assist with veteran's job readiness as you facilitate intensive services ensuring quality resumes are on KW; providing interview preparation (for e.g., attends Keys to successful Interviews or Mock Interviews); aiding in marketability through assessments (Kansas Work Ready Certification, O*NET, My Next Move); and offering career guidance for customers receiving referrals to training or Employment & Training Specialist. Notes and services will be entered in KW in an accurate and timely manner. For files randomly selected (totaling 10 per quarter) 75% of customers will have received and/or participated in at least two job readiness services as stated above.

95% and above = Exceptional (9-10 files);

76-94% = Exceeds Expectations (6-8 files);

75% = Meets Expectation (5 files) would have to receive at least one service;

20-74% = Needs Improvement (2-4 files);

Less than 20% = Unsatisfactory (0-1 files)

For regular outreach efforts complete 9/quarter in person veteran appointments at outreach sites as listed in the Jobs for Veterans State Grant Policy or other sites approved by supervisor. The purpose of the visit is to meet with and advocate for veterans, special/disabled veterans and other veterans with barriers to employment and have the outreach sites refer veterans to the workforce center for assistance with career search. If case managed veteran numbers are below 20 active case managed veterans per month DVOP will conduct additional outreach above regular outreach efforts. Provide information to supervisor about the success of your outreach efforts to include how many veterans came into the WFC as a result of your efforts, how many veterans you saw in person at the outreach site:

15 or more - Exceptional;

10- 14 - Exceeds Expectations;

9/quarter - Meets Expectation;

4-8- - Needs Improvement;

3 or less- Unsatisfactory

2. EMPLOYMENT PLACEMENT SERVICES

LVER staff will conduct outreach to employers to assist veterans in gaining employment. Additionally, LVERs will conduct seminars for employers and in conjunction with employers, conduct job search workshops, and establish veteran job search groups. LVERs will also facilitate employment, training, and placement services to veterans, all the while coordinating services with the One Stop business service teams.

The state of Kansas will monitor this activity via monthly and quarterly activity reports, along with the state's Labor Exchange systems. These reports will indicate who, when, and what services/ outreach/job developments/ job placement activities were conducted. To be deemed successful in these activities, the LVER will be required to occupy 85% of the 40 FTE working hours per week, to completing the above tasks. The remaining 15% will be dedicated to individual LVER activities (i.e. training, traveling, reports, notes and personal capacity building related to the LVER's activities).

Example of measuring these standards are as follows:

As a result of making "initial employer contacts", secure new job orders from 12 different companies per quarter (48 per year); with at least 50% of these job orders to be from federal contractors. The LVER advocates on behalf of veterans while promoting the full menu of business services available to the employer. An "initial contact" is defined as a face-to-face meeting with a company that has had no contact with workforce services for at least six months. Results of the meeting must be documented in notes in **KANSASWORKS.COM** and on LVER logs. Notes should include a listing outlining the company's needs, a brief

summary of business services offered, contact name and information on job order and/or job development. LVER is also expected to enter follow-up notes in **KANSASWORKS.COM** with results from the job order.

>55 - Exceptional;

49-55 - Exceeds Expectations;

48 - Meets Expectations;

40-47 - Needs Improvement;

Facilitate the hiring of 20 case managed and non-case managed veterans registered in **KANSASWORKS.COM** per year, by working with DVOP's job ready case managed and non-case managed veterans; by referring veterans to jobs, by marketing the jobs to employers, workforce center staff and via job development. Positions must be identified as a match with the veteran's skills. The veterans approved resume must be on file and available for supervisor review. All appropriate data entry must be documented in **KANSASWORKS.COM**, in a timely manner.

25 or greater - Exceptional;

21-24 - Exceeds Expectations;

20 - Meets Expectations;

15-19 - Needs Improvement;

14 or less - Unsatisfactory

Plan and coordinate 4 job/career fairs per year that focus on veterans. For each job/career fair be prepared to provide supervisor with marketing efforts you directed to veterans.

>8 - Exceptional;

5-7 - Exceeds Expectations;

4 - Meets Expectations;

3 - Needs Improvement;

Plan and coordinate 12 job seminars/ trainings per year that focus on veterans. For each job fair be prepared to provide supervisor with marketing efforts you directed to veterans.

>13-15 - Exceptional;

11-12 - Exceeds Expectations;

8-10 Meets Expectations;

6-7 Needs Improvement;

3. JOB-DRIVEN TRAINING AND SUBSEQUENT PLACEMENT SERVICE PROGRAM FOR ELIGIBLE VETERANS AND ELIGIBLE PERSONS;

American Job Center staff will provide job search and placement services for veterans including counseling, testing, occupational and labor market information, and skill evaluations such as Kansas Work Ready Certification, to help veterans make educated and up-to-date decisions about their training and employment needs. Veterans will be introduced to My Next Move, O-Net and other local resources that offer career exploration, education and job tools such as the following to help them make career decisions:

- Assess personal marketability;
- Assess skills, skill gaps and related occupations;
- Research occupations on a national, state or local level;
- Research occupations, employment trends to national, state and local wage information;
- Research employers for job searches;
- Track labor market trends;
- Learn how to network in various career fields using professional associations and Career Resource Library links;
- Research training options by occupation such as certifications, schools, programs, and licenses;
- Explore credentialing options; and
- Find financial aid resources

Grant-funded staff and American Job Center partners will promote veterans as valuable employees, who possess unique military service training, which will easily translate into occupations experiencing significant growth in Kansas. Veterans will be assessed and referred to appropriate short to moderate-term training to supplement the transferrable training they gained from their military experience.

Commerce is working with local accreditation boards to have military skills translated, at full value, into thriving career training, to include EMTs, CDLs, and additional manufacturing and technology equipment users.

LVER staff is encouraged to maintain memberships in employer organizations, to promote employment and training opportunities for veterans and other eligible persons. LVER staff speaks at meetings to inform memberships of the services provided at the American Job Centers and the availability of qualified veterans to fill positions. Radio and television public service programs and talk shows will be used to inform employers about the value of veterans as employees. Local Rotary Clubs, Chambers of Commerce as well as other civic organizations will provide platforms to promote all veterans as highly qualified job candidates.

Education opportunities will be promoted, through counseling services to veterans, to those who may be eligible for Chapter 31 Vocational Rehabilitation and Education opportunities. Veterans will be made aware of

the many funding sources available to them for education and training, and apprenticeships, including the Workforce Innovation and Opportunity Act 2014, the G.I. Bill, Pell Grants, scholarships, and subsidized and unsubsidized loans. Veterans will be made aware of the formal education and training opportunities available to lead them to reaching their career goals and fullest potential. Commerce shares a staff position with the Board of Regents and is therefore actively involved in increasing postsecondary capacity for job driven training programs. Additionally, Commerce business development division is available for consultation, to provide real-time intelligence regarding skill gaps and projected skill needs. Other labor market analysis will be performed by DVOPs, as a part of an Individual Employment Plan development process, and/ or by the One-Stop partners.

The state of Kansas will monitor this activity via monthly and quarterly activity reports, along with the state's Labor Exchange systems. These reports will indicate who, when, and what services/referrals to training/job trainings/assessments and preparation activities were conducted.

Example of measuring these standards are as follows:

Assist with veteran's job readiness, to include proper assessments and referral to training. As you facilitate services, ensuring quality resumes are on **KANSASWORKS.COM**; providing interview preparation (for e.g., attends Keys to successful Interviews or Mock Interviews); aiding in marketability through assessments (Kansas Work Ready Certification, My Next Move and O*NET); and offering career guidance for customers receiving referrals to training or Employment & Training Specialist. Notes and services will be entered in **KANSASWORKS.COM** in an accurate and timely manner (timely manner equals 5 days). For files randomly selected (totaling 10 per quarter) 75% of customers will have received and/or participated in at least two job readiness services as stated above. (Provide 3intensive services to every 1 core service.)

95% and above = Exceptional (9-10 files);

76-94% = EE (6-8 files);

75% = ME (5 files) would have to receive at least one service;

20-74% = NI (2-4 files);

Less than 20% = Unsat (0-1 files)

(h) The hire date along with mandatory training completion dates for all DVOP specialists and LVER staff; and,

For fiscal year 2019, Kansas will 15 full-time DVOP specialist positions and 4 full-time LVER staff positions In addition, the program has 4 half-time DVOP 2 half-time LVER positions for a total of 22 Full-Time Equivalent positions. The Kansas Department of Commerce and its Workforce System partners are committed to serving the military facilities, service members, veterans and their families, located throughout the state of Kansas. The State Manager has strategically placed both JVSG staff within 10 American Job Centers, and 3 military installations to meet the needs of all veterans with significant barriers to employment, seeking meaningful employment, advocacy, resources, and additional skills development trainings.

The Staffing Directory

(Attachment 5) lists the names and office addresses for each DVOP specialist and LVER staff.

WIOA partners trained in case management and networking will also assess and serve veterans at all Workforce Center locations. Those who provide veteran services, to include case management and additional core services will be given the opportunity to attend NVTI training, contingent upon training opportunities available. DVOP staff are also located permanently or intermittently at the Department of Veterans Affairs (VA) hospitals in Wichita and Leavenworth, the Veteran Outreach Centers in Junction City and Wichita, non-profit community-based organizations, established to provide services to veterans, military installations processing the separation of active military personnel, correctional facilities including work release/pre-release facilities, organizations working with Homeless Veterans, and will travel to any outreach locations to serve veterans by appointment. Specifically, DVOP staff are located at all Military Transitioning Facilities and Warrior Transition Units, located throughout the state of Kansas, in accordance with VPL 01-14.

Filling Vacancies

To the maximum extent practicable, Commerce considers the following priorities when filling vacancies in JVSG funded positions: 1) qualified service-connected disabled veterans; 2) qualified eligible veterans; and 3) other qualified eligible persons. Immediately upon notification of an impending vacancy, a Request to Fill (RTF) is forwarded to the State Veterans Services Manager and the Director of Employment Services, from the appropriate Workforce Center functional supervisor. The RTF is routed quickly from the Director of Employment Services and transmitted to Human Resources for the position to be posted. The Department of Commerce Human Resources Division assists in finding qualified veterans by distributing information about DVOP specialist and LVER staff job openings to a wide variety of veteran service organizations, state employment website, and the AJC website. Unless the position is particularly difficult to fill because of a lack of qualified veterans available to the local area, vacant positions are typically filled within 45 working days after becoming vacant.

All Kansas DVOP specialists receive extensive training in how to facilitate intensive services for disabled veterans with barriers to employment, through the National Veterans Training Institute (NVTI), within 18 months of their hire. Additionally, all new hire DVOP Specialist receive Ramp-UP training from the State Veteran Service Manager, which includes the history of the Wagner-Peyser, Employment Services, and the JVSG staff. This training also includes local operations, as they relate to all active and current VPLs, chapters 41 and 42 of Title 38. Other trainings include that of which is conducted at the annual training conference and bi-annual regional conference that includes up to eight additional states within the region training includes staff development and skills improvement, integrated service models and their unique roles, effective individualized career service delivery models, and other programs related information sharing/ strategic planning/ performance measuring/ and systems training. Lastly, local job center training takes place by local managers and the One-Stop partners, which highlight location specific practices and our partners' operations.

All Kansas LVER staff have received extensive training in how to engage employers through the National Veterans Training Institute (NVTI), within 18 months of hire. Additionally, all new hire LVERs receive Ramp-

UP training from the State Veteran Service Manager, which includes the history of the Wagner-Peyser, Employment Services, the Jobs for Veterans Act and JVSG staff roles and responsibilities. This training also includes local operations, as they relate to all active and current VPLs, chapters 41 and 42 of Title 38. Other training includes the annual training conference and bi-annual regional training conference that includes up to eight states, where we will address staff development and skills improvement, integrated service models and their unique roles, effective individualized career service delivery models, and other program related information sharing/ strategic planning/ performance measuring/ and systems training. Lastly, local workforce center training is provided by local managers and the One-Stop partners, which highlights location-specific practices and our partners' operations.

NVTI mandatory training completion and JVSG staff hiring dates:

All Kansas LVER staff have received extensive training in how to engage employers through the National Veterans Training Institute (NVTI), within 18 months of their hire. Currently all Kansas JVSG staff have or will receive extensive training through the National Veterans Training Institute (NVTI), within 18 months of their hire. Although, there is no expiration date for past training the SVM recognizes that new DVOP and LVER methodology/practices currently being trained at NVTI will refresh incumbent staff's customer service skills, case management processes, and enhance outreach and employer engagements. The State Veterans Manager has set precedence that each JVSG staff member will attend refresher training from NVTI when offered, two years from their completion of NVTI Common Core courses.

In accordance with VPL-05-18, JVSG staff that have met statutory 18-month training requirements prior to 5 March 2018 are encouraged, but not required to attend new core courses. Accredited core courses are identified as:

(Prior to VPL 05-18)

FVE: FACILITATING VETERAN EMPLOYMENT TRAINING

PPE: PROMOTING PARTNERSHIP AND EMPLOYMENT TRAINING

IS: INTENSIVE SERVICE AND CASE MANAGEMENT TRAINING (VPL 05-18)

DL: A DAY IN THE LIFE OF JVSG STAFF IN AN AMERICAN JOB CENTER (SELF-PACED E-LEARNING)

LG: LEGAL GUIDANCE AFFECTING VETERAN'S EMPLOYMENT SERVICES (ON-LINE INSTRUCTOR LED COHORT)

RG: REMOVING EMPLOYABILITY GAP FOR VETERANS WITH SIGNIFICANT BARRIERS TO EMPLOYMENT (ON-LINE INSTRUCTOR LED COHORT)

DC: DISABLED VETERANS' OUTREACH PROGRAM (DVOP) SPECIALIST CORE COMPETENCY DEVELOPMENT

LC: LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE (LVER) CORE COMPETENCY DEVELOPMENT

RC: REVIEW COURSE LEGAL GUIDANCE AND WORKING WITH VETERANS WITH SBE'S

- SVM/ LVER- GARY WESTERMAN/ HIRED: 10-22-2012/ FVE: 6-11-13/ PPE: 2-5-15/ IS: 5-21-13/ RC: 9-6-19
- SVC/ LVER- JOSEPH COMFORT/ HIRED: 6/20/16/ FVE: 7-14-17/ PPE: 4-15-17/ IS: 9-23-17/ABS: 6-13-19
- ISC/ DVOP- JAMES RILEY/ HIRED: 9-9-13/ FVE: 6-3-14/ IS: 10-19-14/ACM:6-14-18
- DVOP- RUSSELL SHARFF/ HIRED: 8-4-02/ FVE: 9-10-02/ IS: 3-21-05/RC: 9-16-19
- DVOP- KENDALL LANG/ HIRED: 3-27-17/ FVE: 7/28/17/ IS: 9-15-17/RC 9-30-19
- DVOP- RODNEY RIGHTER/ HIRED: 10-22-12/ FVE: 6-11-13/ PPE: 2-5-15/ IS: 5-21-13/RC: 9-30-19
- DVOP- MAIAH DIEL/ HIRED: 3-11-19/ DL:3-28-19/LG: 5-17-19/RG: 7-19-19/DC: SCHEDULED
- DVOP- MAX CERNA/ HIRED 7-15-19/ DL: 9-30-19/ LG: SCHEDULED/RG: SCHEDULED/ DC: SCHEDULED
- DVOP- SUE KOHLER/ HIRED: 8-5-13/ DL: 6-6-2018/ LG: 8-17-2018/RG: 6-15-18/ DC: 6-29-18
- DVOP- VACANT (LOCATION) TOPEKA
- NAIV DVOP- JP MCCOY/ HIRED: 5-21-17/ FVE: 7-28-17/ IS: 9-15-17/RC: 9-30-19
- DVOP- TRAVIS DVORAK/ HIRED: 6-17-19/ DL: 4-23-19/LG: 5-17-19/RG: 7-19-19/DC: SCHEDULED
- DVOP- STEVEN WASHINGTON/ HIRED: 3-27-17/ FVE: 9-15-2017/ IS: 6-17-17/ RC: 9-30-19
- DVOP- DEWAYNE PRATT/ HIRED 6-30-19/ DL: 9-30-19/ LG: SCHEDULED/RG: SCHEDULED/DC: SCHEDULED
- DVOP- ANDREW JONES/ HIRED: 7-7-14/ FVE: 11-3-14/ IS: 2-24-15/ RC: 9-30-19
- DVOP- CASSANDRA BELL/ HIRED 7-1-19/ DL: 9-24-19/ LG: SCHEDULED/RG: SCHEDULED/DC: SCHEDULED
- DVOP- STEPHEN BLANCHARD/ HIRED 1-16-18/ DL: 5-23-18/ LG: 8-17-18/RG: 6-15-18/DC: 6/29/18
- DVOP- KIM MARTIN/ HIRED 1-16-18/ DL: 5-23-18/ LG: 8-17-18/RG: 6-15-18/DC: 6/29/18
- DVOP- STEVEN HOSS/ HIRED 8-26-19/ DL: 9-30-19/ LG: SCHEDULED/RG: SCHEDULED/DC: SCHEDULED
- DVOP- MICHAEL FEIVESON/ HIRED: 3-24-08/ FVE: 4-29-08/ PPE: 2-5-15/ IS: 8-4-09/RC:9-30-19
- DVOP- RICHARD SNOOK/ HIRED: 5-27-14/ FVE: 6-24-14/ IS: 8-20-14/RC:9-30-19
- LVER- RAYMOND CLAY/ HIRED: 12-1-08/ FVE: 7-28-09/ PPE: 9-22-09/ABS: 6-13-19

- LVER- WILLIAM (ERIC) FLOWERS/ HIRED: 9-2-03/ FVE: 11-18-03/ PPE: 2-5-15/ IS: 11-30-04/RC: 9-30-19
- LVER- PETE SANDOVAL/ HIRED: 6-30-19/ / DL: 9-30-19/ LG: SCHEDULED/RG: SCHEDULED/LC: SCHEDULED
- LVER- VACANT: (LOCATION) WICHITA

NVTI training for Non-JVSG staff

In accordance to VPL 04-17 AJC staff who are involved with provisions of employment, job training, individualized career services, placement or related services to veterans are encouraged and eligible to attend NVTI. AJC Staff and other program management staff may require specialized training in job training, individualized career services, placement or related services to veterans. All Non-JVSG requests to attend will be approved by the Executive Director of Employment Services and the State Manager. The State Manager will submit all requests for training and justification of “DOL grantee personnel” (Non-JVSG) staff to the state Director of Veteran Employment and Training (DVET) for submission and approval to attend specified training at the NVTI Campus.

(i) Such additional information as the Secretary may require.

I. Homeless Veteran Reintegration Program (HVRP)

For Program Year 2018, DOL-VETS identified three specific veteran populations a riorities for receiving HVRP services: 1) chronically homeless veterans; 2) homeless female veterans and veterans with families; and 3) incarcerated veterans, and a set of national goals for the overall program. Kansas is currently working with the Veterans Affairs, local and regional organizations to determine if the state meets eligibility requirement.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

At minimum, in the SCSEP stand-alone submission and the SCSEP portion of the Combined State Plan, States should comprehensively cover the following elements.

(a) Economic Projections and Impact

States must:

1. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d))(May alternatively be discussed in the economic analysis section of strategic plan.)

The Kansas economic conditions improved in 2018 after a year of little to no growth in 2017. Economic indicators including real GDP, nonfarm jobs, private sector jobs, the unemployment rate, personal income, and export sales improved over the two-year period. While these indicators continued to improve over the past two years, there are some areas of concern. The labor force decreased by 0.2 percent and the population only grew by 242 people over the past two years. The agriculture industry also continues to struggle in Kansas with agriculture real GDP decreasing by 27.4 percent during the two-year period.

Personal income continued to increase in 2018, with Kansas personal income increasing 5.4 percent from 2017. The Kansas personal income growth rate was similar to the national rate which was 5.6 percent. Kansas' 2018 personal income growth rate ranked 27th among all the states.

Nominal GDP reached a record high of \$167 billion in 2018. This represented a 4.3 percent increase from 2017. Nominal GDP increases were recorded in all industries except agriculture. The Kansas GDP growth rate ranked 34th among all states in 2018 and was lower than the national rate which was 5.2 percent. Real GDP, which has been adjusted for inflation, also increased in Kansas, rising by 1.9 percent in 2018. Real GDP grew by 2.9 percent nationally.

Kansas export sales increased for the second consecutive year in 2018. Increases in food manufacturing, special classification provisions and machinery offset export decreases in transportation equipment and agricultural products. The transportation equipment manufacturing industry had the highest export sales in 2018, accounting for 23.7 percent of all Kansas exports. This industry includes the production of aerospace parts and products, motor vehicle parts and assembly, and other transportation equipment. In 2018, export sales for this industry totaled \$2.7 billion, a decline of \$241.9 million, or 8.1 percent, from 2017. The largest growth in export sales was recorded in the food manufacturing industry, which transforms raw products into products for consumption. Sales in this industry increased by \$277.8 million, or 12.3 percent, to \$2.5 billion. This made food manufacturing second in export sales of any industry. The third largest exporting industry in Kansas is agricultural products, which decreased by \$183.3 million to \$1.4 billion in 2018.

Labor productivity increased the last two years. Labor productivity is defined as total output divided by the total number of employed persons. Kansas labor productivity was \$106,299 in 2018, an increase of 1.4

percent from 2017. This was a faster growth rate than recorded nationally where the U.S. labor productivity grew by 1.3 percent from 2017 to \$119,198 in 2018.

The state's population actually decreased in 2017 before rebounding in 2018. The Kansas population only grew by 242 people over the two-year period. The 2018 Kansas population was 2,911,505 people. The national population growth rate has also been at modern historical lows with a growth rate of 0.6 percent in 2017 and again in 2018. Since 2010, Kansas and the U.S. have averaged 0.2 percent and 0.7 percent population growth, respectively.

Average weekly hours worked and average hourly earnings in the private sector increased in 2018 for Kansas. These increases resulted in average weekly earnings increase of 4.3 percent. Average weekly hours worked nationally has been little changed since 2012, while average hourly earnings increased from 2017 to 2018. Average weekly earnings in the U.S. increased by 3.3 percent. Inflation in the Midwest region was lower than the national average, 1.9 percent compared to 2.4 percent nationally. When adjusted for inflation, real weekly earnings in Kansas increased by 2.3 percent in 2018 and real weekly earnings increased by 0.8 percent nationally.

I. EXISTING DEMAND INDUSTRY SECTORS AND OCCUPATIONS

Current labor demanded by Kansas employers is reflected in the 2019 Job Vacancy Survey. There are 56,022 job vacancies in Kansas, a 12.9 percent increase from 2018 and the most vacancies ever recorded in the history of the Job Vacancy Survey. This is a rate of 3.9 job vacancies for every 100 jobs in the second quarter of 2019. The industries with the most vacancies statewide are: leisure and hospitality; trade, transportation and utilities; education and health services; and government. The Job Vacancy Survey also breaks down industry vacancies by local area. The industry with the most vacancies in each area are: trade, transportation and utilities in Local Area I (2,128 vacancies) and Local Area III (4,952 vacancies) and leisure and hospitality in Local Area II (2,161 vacancies), Local Area IV (3,073 vacancies), and Local Area V (920 vacancies).

Along with industry data, the Job Vacancy Survey provides information on the demand for particular occupations. The occupations with the most statewide openings in 2019 are: retail salespersons, registered nurses, nursing assistants, cashiers and waiters and waitresses. The top occupations and the number of openings for the local areas are also available: retail salespersons in Local Area I (490 vacancies); cashiers in Local Area II (374 vacancies); registered nurses in Local Area III (736 vacancies) and Local Area V (233 vacancies); and waiters and waitresses in Local Area IV (488 vacancies).

II. EMERGING DEMAND INDUSTRY SECTORS AND OCCUPATIONS

The occupations projected to grow the fastest in Kansas are ranked by the short-term and long-term projection programs. The short-term program projects the number of occupations two years from the base year while the long-term program projects out 10 years.

From the first quarter of 2018 to the first quarter of 2020 the top ten occupations with a minimum employment of 200 with the highest growth rate were transportation workers, all other; computer

numerically controlled machine tool programmers, metal and plastic; home health aides; cargo and freight agents; aerospace engineering and operations technicians; physician assistants; aircraft mechanics and service technicians; information security analysts; nurse practitioners; and operations research analysts.

The ten fastest growing occupations in the long-term projection program were personal care aides; home health aides; information security analysts; software developers, applications; veterinary technologists and technicians; veterinary assistants and laboratory animal caretakers; statisticians; operations research analysts; veterinarians; and respiratory therapists. These occupations had employment over 200 in the base year and were selected for the fastest growth over the 10-year projection period from 2016 to 2026.

III. EMPLOYERS' EMPLOYMENT NEEDS

Occupations expected to be in high demand currently and during the next two and ten year periods are general and operations managers; registered nurses; heavy and tractor-trailer truck drivers; laborers and freight, stock, and material movers, hand; first-line supervisors of food preparation and serving workers; nursing assistants; retail salespersons; food preparation workers; cashiers; combined food preparation and serving workers, including fast food; and waiters and waitresses. Each of these occupations scored the highest level of demand, 30 out of a possible 30 in the combined measures of long-term projection openings, short-term projection openings, and current job vacancies. They are ranked in order of median wage.

- *2. Discuss how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. (20 CFR 641.302(d))*

Upon analysis of the data, it becomes evident there are viable opportunities for Kansas SCSEP participants in the short and long term:

- Short-term: general and operations managers; registered nurses; heavy and tractor-trailer truck drivers; laborers and freight, stock, and material movers, hand; first-line supervisors of food preparation and serving workers; nursing assistants; retail salespersons; food preparation workers; cashiers; combined food preparation and serving workers, including fast food; and waiters and waitresses.
- Long-term: personal care aides; home health aides; information security analysts; software developers, applications; veterinary technologists and technicians; veterinary assistants and laboratory animal caretakers; statisticians; operations research analysts; veterinarians; and respiratory therapists.

Based on 2016 to 2019 data from the state SCSEP grantee community service assignments where job skills are trained predominantly fall in two categories: office administrative (74%) and community social (11%). Skills learned in these assignments were primarily transferrable skills used by all occupations with focus on workplace readiness, customer service, and basic computer. In addition, most assignments (70%) are in a job interest category other than the resulting placement category.

Placement data from 2016 to 2019 reveals the state grantee's top five unsubsidized employment categories were office administrative (26%), healthcare (22%), retail sales (17%), community social (14%), and business financial (6%). These categories align well with the demand occupations for the next two to ten

years, but the employment opportunities diminish when compared with Kansas’ long-term employment outlook.

Based on the goals of SCSEP—to foster individual economic self-sufficiency and promote useful opportunities in community service activities—and given demographics, desires, and barriers faced by the eligible population one must carefully determine what best meets the individuals’ needs. Sometimes a part-time position to supplement retirement/social security income is all that is desired/needed to foster individual economic self-sufficiency. Often 65 years and up want something low-key to supplement retirement benefits and most are happy with even minimum wage. Fifty-five to 64-year-old individuals typically have no income, desire a job to support them until retirement, and generally want a higher wage (\$12+) with medical insurance. Data from PY16 to PY18 shows 70% of participants are 64-55.

The state SCSEP grantee’s unsubsidized employment job categories for PY18 are summarized in the below table. This data is from USDOL’s grant performance management system for SCSEP (i.e., SPARQ). The SCSEP job interest categories do not align directly with high demand industry/ occupation sectors other than retail sales, personal care, food preparation services, and healthcare.

SCSEP Job Interest Category	Percent of Unsubsidized Employment Placements	Subjective Alignment with Demand Industry Sectors and Occupations
Office Administrative	26%	
Healthcare	22%	Home health aides
Retail Sales	17%	Retail salespersons; Cashiers
Community Social	14%	
Business Financial	6%	
Maintenance Custodial	4%	
Production Assembly Light Industrial	4%	
Education Training Library	2%	
Food Preparation Service	2%	Combined food preparation and serving workers, including fast food
Personal Care	1%	Personal care aides
Protective Service	1%	

The current mode for training participants will be successful with multiple avenues for job placement in the next two to ten years. However, SCSEP grantees need to begin preparing for the long-term employment outlook and build more robust trainings through collaborative partnering (e.g., adult basic education, OJT, registered apprenticeships, etc), especially since 70% of participants are those needing the higher wage jobs with benefits.

Except for personal care aides and home health aides, industries with long-term growth opportunity require more technical skill sets. To balance the demands of tomorrow with the realities of today, state and national

SCSEP grantees will need to develop short-term and moderate-term training opportunities for SCSEP participants that build skills aligning with future occupational demand and keeping pace with technological advances.

In addition, employers and employees may need to rethink recruitment, retention, and development in the following areas:

- Short-term or moderate-term on-the-job training (OJT) requirements;
- Hiring requirements, to ensure that education and experience requirements are attainable;
- Transferable skill sets, in which a demonstrated ability to learn new skills is as important as an existing knowledge base;
- Occupations occurring across several industries;
- Appropriateness of working conditions, including virtual arrangements; and
- Job demands, which may stress flexibility and task collaboration over specialized skills.

3. Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c))

Employment opportunities were described previously in question #2 above.

The types of skills among the eligible population are varied. A sample of self-identified skill sets include caring for adults, caring for children, cashier, cooking, organization, clerical, bookkeeping, food service, maintenance, carpentry, keyboarding, sales, customer service and auto mechanics. As is typical with older workers living below poverty, the identification of transferable skills is key to an appropriate SCSEP employment placement.

(b) Service Delivery and Coordination

1. A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in document, must include:

(A) Planned actions to coordinate activities of SCSEP grantees with WIOA title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

The **KANSASWORKS** State Board codified the inclusion of workers aged 55 and older as a priority population for all **KANSASWORKS** services. With both a *national* SCSEP grantee and *state* SCSEP grantee operating in Kansas coordination of activities goes beyond the coordination with WIOA title I programs and partners, but also between the *national* and *state* grantees. In local workforce development area four, the *national* and *state* grantees are co-located the Wichita Workforce Center creating a unique opportunity to partner. Statewide both the *national* and *state* SCSEP grantees ensure individuals with whom they work are enrolled in **KANSASWORKS** in order to have full benefit of not only WIOA title I programs, but also Wagner-Peyser, Veterans, American Indian, and other partner programs like Dress for Success, Children and Family Services, Vocational Rehabilitation, United Way, and Older Kansans Employment Program.

Coordinated activities between SCSEP providers and **KANSASWORKS** will include state and local-level strategies to strengthen partnerships and collaboration in each of the below categories:

- Ensure the memoranda of understanding (MOU) between a local workforce development board and SCSEP operator specifies roles and responsibilities for:
 - Confirming participants have attempted and been unable to successfully secure unsubsidized employment through **KANSASWORKS**;
 - Performing joint outreach to employers about SCSEP services;
 - Sharing information about workforce center and SCSEP services available to seniors;
 - Instituting collaborative case management services for co-enrolled participants;
 - Communicating and coordinating services among SCSEP providers in a shared county like Sedgwick to:
 - coordinate unduplicated outreach efforts to maximize potential reach to the public, and
 - share referrals to avoid placing participants on a waiting list (based on meeting 100% occupancy of a county’s total authorized positions).
 - Co-enrolling SCSEP participants into WIOA and other workforce programs, as appropriate,
 - Providing information about services available to and from both SCSEP operators and local workforce centers
 - Developing community service assignments for SCSEP participants at local workforce centers,
 - Co-locating SCSEP staff in workforce centers when funding and space is available,
 - Other joint efforts as appropriate;
- List participant and staff openings in **KANSASWORKS.com**;
- Assist job-ready participants with updating registration in **KANSASWORKS.com**;
- Promote **KANSASWORKS** job fairs, job clubs, and workshops including them when feasible as part of a SCSEP participant’s individual employment plan (IEP);
- Provide updates to Kansas Workforce Offices on SCSEP activities and successes in the local workforce development areas (workforce areas).
- Share between SCSEP providers and workforce centers current and future labor market information for seniors and the required skill sets necessary for identified industries and occupations; and
- Other joint efforts, as appropriate.

- **(B) Planned actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))**

The purpose of the Kansas Older Worker Task Force is to advocate for older workers and ensure the provision and coordination of workforce services for older workers. Membership includes programs operating under the other titles of OAA. For more information, see the *OWTF Charter* in (C) below. Information and resources relevant to senior health, support services, and older job seekers will be shared at OWTF meetings. Regular in-person meetings and ongoing access to the state agencies serving seniors will be among the activities carried out by the state to coordinate multiple programs for older workers.

SCSEP staff will attend area job fairs and senior events, meet the public and providing verbal and written information, and promote SCSEP services as well as encourage participants towards possible employment opportunities. SCSEP staff will coordinate with local agencies and community centers to schedule outreach presentations focused on recruitment of potential new participants and new host agencies.

SCSEP staff will have monthly contact with various community agencies to determine local availability of possible host agency sites as well as opportunities for participant recruitment. SCSEP staff will share SCSEP program information and gather other agency program information so services may be better coordinated in the community. SCSEP staff will coordinate efforts with business development staff to maximize opportunities to find employers willing to hire seniors in SCSEP once training is complete.

State and national grantees, including their subrecipients, will employ the following strategies to promote an ongoing dialogue and coordination with other providers that serve seniors:

- Explore opportunities for improving the quality of training and access to training for community-based direct service workers caring for individuals with disabilities;
- Attend the Area Agencies on Aging (AAAs) quarterly training meeting when feasible; and
- Contact regional specialists to schedule interpreters and other communication access services if assistance is needed for training and employment services with the deaf and hard of hearing.

Sedgwick County is the one Kansas county where both the *state* and *national* grantee operate. In order to best serve Kansans, the ongoing dialogue and communication occurring between grantees and their subrecipients should permit each to know whether the other provider has an available SCSEP position prior to an individual being placed on a SCSEP waiting list.

(C) Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

SCSEP customers will receive the same services through **KANSASWORKS** as any other eligible job seeker including coordination with local service providers to assess needs and developing solutions that resolve barriers faced by participants. **KANSASWORKS** will share information on employment of individuals with disabilities and accessible technology with SCSEP grantees and subrecipients. SCSEP grantees will work with local workforce development boards to encourage community colleges to create short-term education and training programs relevant for older individuals' that conforms to their learning style and pace. Trainings will also align with local targeted industries and high-priority occupation, incorporate appropriate computer skills. Important to this endeavor will be adult basic education (ABE), high school equivalency, continuing education, and other targeted training courses at community colleges. If available, course discounts for individuals 55 and above will be utilized.

To provide participants the opportunity to be seen at least annually by a doctor to monitor their health participants are offered a voluntary referral for a free annual physical. The state SCSEP grantee offers referrals to Kansas University Medical Center in Wichita, KS and the national SCSEP grantee lets participants select a medical provider and receive reimbursement up to \$200. SCSEP grantees will continue to evaluate the physical exam process ensuring optimal benefit for both the participant and the program operations.

Both the national and state SCSEP grantees have a two-way referral system in place to receive referrals from local agencies or refer participants to local agencies for various services. Referrals include such services as

Dress for Success for clothing, Children and Family Services for cash/food/utility assistance or vocational rehabilitation, Older Kansans Employment Program for job readiness skills, Salvation Army for food/shelter/clothing/support, and other public and private providers. SCSEP conducts outreach events in various community agencies with the intent of informing the public of the services available through the SCSEP and the local workforce center. Each SCSEP staff member will conduct at least one monthly outreach event in the community.

SCSEP grantees and subrecipients will participate in meetings, as appropriate, with senior service providers and other public and private groups advocating for employment of older workers. In addition, they will communicate and coordinate with members of the local disability community on activities, resources, and services for seniors with disabilities in the workforce area. One of the most significant and successful efforts to coordinate workforce services for experienced workers is through the Older Worker Task Force, whose purpose is to advocate for Older Workers and ensure the provision and coordination of workforce services for older workers. The Charter of the OWTF establishes its duties, roles and membership requirements and is as follows:

- ***Kansas Older Worker Task Force***
- *Charter*

Sponsor: The Kansas Department of Commerce, Workforce Services Division

Purpose/Objective: To advocate for Older Workers and ensure the provision and coordination of Workforce Services for Older Workers.

Membership: The Kansas Older Worker Task Force shall be comprised of the following required members

- One staff person from each program funded by OKEP and SCSEP
- Up to two representatives from appropriate state agencies
- One staff person from each Area Agency on Aging or its State Association
- Up to two members of the Kansas Silver Haired Legislature
- Up to two representatives of AARP
- One member of the State Legislature
- Up to four at-large members (employer, advocate, older job seeker preferred)

Terms of Membership: Required members are chosen by their respective agencies and serve for a term determined by their respective agencies. Members at-large serve two-year terms and may be re-elected for one additional term.

Election of Chair, Vice Chair and Members At-Large: At the last meeting of the Task Force in even numbered years, the Chair will appoint a three-member nominating team from within its membership to nominate members for Chair, Vice Chair and members at-large. Members will consider each candidate and choose each by a simple majority. The Chair, Vice Chair and members at-large shall be elected to a two-year term at the first regularly scheduled meeting of each odd-numbered year.

For Chair and Vice Chair votes will be cast by voice if there is a single candidate and by secret ballot if there is more than one candidate.

The chief duty of the Chair is to convene the Task Force at least two times per year and additionally as needed. The chief duty of the Vice Chair is to assume the responsibility of the Chair if the Chair is unable to fulfill his or her duty.

Amendments to the Charter: Amendments may be made to this Charter at the first regularly scheduled Task Force meeting each year. Any member may propose amendments to the full membership for a vote. A three-quarter majority must vote in the affirmative to amend the Charter.

Scope of Task Force Responsibilities:

- Recommend how Older Workers should be served through the workforce development process
- Identify and recommend Older Worker target participants
- Provide expertise on use of funds for Older Workers
- Provide expertise on service provider qualifications for Older Worker services
- Assist in designing award and sanctions process
- Provide expertise on the rules, regulations, standards and guidelines governing State funds for Older Worker services
- Assist in developing and modifying the Strategic and State Plans for Older Workers
- Provide recommendations to Commerce Staff regarding Older Worker programs
- Foster creative partnerships with private, public and government entities
- Recommend appropriate, additional funding sources for Older Worker programs

Measures of Success:

- Each meeting of the Task Force will have a quorum
- Informed action by Kansas Department of Commerce
- Meet specific targets/goals set by Strategic and State Plans
- Satisfaction of Older Workers and State/Federal oversight personnel
- Encourage a vibrant economic environment for Older Workers

Outside the scope of the Task Force Responsibilities:

- Making final decisions on behalf of the Kansas Department of Commerce
- Day-to-day management of programs
- Creation of policies, plans and budgets for Older Worker programs
- Functioning as Kansas Department of Commerce Staff
- Determining focus or work of Kansas Department of Commerce Staff

Deliverables:

- Elect Task Force Chair, Vice Chair and members at-large
- Review, recommend updates and implement the Strategic and State Plans for Older Workers
- Report on current status of Older Worker programs and recommend future action – annual report to legislators
- Recommend service delivery system improvements

- Recommend prioritization of State funding
- Provide Executive Summaries as requested to guide Commerce Staff
- Generate list of Older Worker service providers and services needed
- Recommend priorities of Request for Proposals for OKEP funding

Maintenance of Records: Commerce staff shall maintain minutes, agendas and membership roster.

The Older Worker Task Force has actively provided advocacy, advice and support for all Kansas Older Worker programs.

- **(D) Planned actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))**

The state grantee selected a local WIOA workforce system as it's subrecipient for SCSEP. The national grantee is housed in the same local WIOA workforce system in one part of the state and regularly communicates with workforce system partners statewide. This provides a high level of coordination between SCSEP and other labor market and job training initiatives. In addition, the state grantee is the Kansas Department of Commerce which is the WIOA state workforce agency and houses numerous job training initiatives, most of which are administered through local workforce centers. Commerce also administers the Older Kansans Employment Program (OKEP) traditionally operated by area agencies on aging, independent living centers, and local workforce development boards. Labor market and training initiatives are available to and coordinated among all these partners and programs as appropriate for the individual customer.

- **(E) Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)**

The local workforce centers provide an opportunity for both state and national SCSEP providers to integrate services funded by WIOA and SCSEP in order to best serve older workers. SCSEP's immersion in the workforce centers will assist both center staff and SCSEP staff in tailoring programs to address the needs of older workers. MOUs between local workforce development boards and SCSEP providers ensure SCSEP is an active partner of the local workforce system. Involvement in the local workforce system also promotes a strong coordination among private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities.

SCSEP providers will seek an MOU with the local workforce development boards to delineate how SCSEP services will be provided through the system. A separate MOU should be prepared for both the state and national SCSEP grantees. Local flexibility and negotiation among partners are encouraged over the use of boilerplate MOUs. The MOU should define the services available, how the partners will provide those services, how operating costs will be allocated, determination of in-kind contributions, and what special benefits SCSEP can provide to WIOA, such as, access to job ready individuals unable to be served by SCSEP. The allowance for Test of Adult Basic Education (TABE), including administration of, results and costs, for SCSEP participants is an area to consider including in the MOU.

The MOU should discuss how SCSEP eligible individuals will be referred to the SCSEP staff. Streamlining services to benefit participants is one of the major points of WIOA. The MOU should contain a provision for mutual acceptance of assessments and IEPs for SCSEP participants. This ensures less paperwork/processes for the participant, as well as making sure that partner agencies coordinate participant services to address their goals. The MOU should also contain a specification that SCSEP participants receive Wagner-Peyser intensive services prior to participation in SCSEP and be deemed eligible for training services under WIOA Adult.

All MOUs are required to be approved by a SCSEP grantee-level authorized signatory for both state and national grantees.

The state SCSEP grantee additionally assures SCSEP as an active partner in workforce centers by requiring respondents to its “SCSEP Service Delivery Request for Proposal” to demonstrate how SCSEP participants will be fully integrated into the WIOA local workforce development system as part of the proposal.

- **(F) Efforts to work with local economic development offices in rural locations.**

Most State SCSEP slots are located in a large metropolitan area rather than rural locations. However, even for the small number of participants in the rural counties SCSEP, as a partner in the local workforce center, has immediate access to members of the workforce center business services team and center leadership who are consistently in contact with local economic development agencies and share labor market data to assist with planning.

In addition, Kansas Department of Commerce is the state’s economic development agency as well as the state workforce agency providing the local workforce system and state SCSEP grantee with direct connections to local economic development agencies. Commerce leadership encourages cross-division cooperation, planning, and sharing employment intelligence information. The economic development agency employs business services staff who coordinate services with local economic development offices.

Workforce centers are encouraged to have their business services team meet with and help coordinate SCSEP participant placements in unsubsidized employment. This should be done by providing daily job posting notifications and hot job lists to SCSEP case manager from both state and national grantees. State and national SCSEP grantees may also locate these lists through the internet on local workforce center websites or **KANSASWORKS.com**.

- *2. The State’s long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternately be discussed in the State strategies section of strategic plan.)*

KANSASWORKS long-term strategy for engaging employers and other employment programs is found in the KWSB strategic plan, located in Section I of the Kansas Workforce Innovation and Opportunity Act Combined State Plan. As with all **KANSASWORKS** programs, SCSEP customers will be represented in the state’s strategies. Commerce also intends to seat a WIOA-compliant State Board as soon as possible, enhancing the workforce

system's access to employers who have actual job openings and can provide real-time intelligence about future availability of employment opportunities.

Specific activities will include: • Referrals to the business services team • Prove It Testing – over 1500 skills assessment test available • Job Fairs attendance requirement • Resumes Uploaded in **KANSASWORKS.com** and updated as skills increase • Outreach conducted by the Business Services Team to employers

Both state and national SCSEP grantees commit to assisting both job seekers and employers by helping to vet aptitude and fit of individuals for job duties. As part of this process, grantees identify the qualities employers seek, such as:

- Commitment to quality work;
- Strong customer service orientation;
- Getting along with other employees;
- Dependability in times of crisis;
- Ability to pass a drug test; and
- Consistent, reliable performance.

Once an employers' needs are determined, staff promote the skills and competencies of SCSEP participants as viable workers who will add value to the business. To assist employers in rethinking their hiring strategies employers are presented information on the value of hiring 50+ workers. The data demonstrates older workers have higher levels of engagement, commitment, stability, productivity, experience, and problem-solving skills. Older workers are also a critical component of a multigenerational workforce often becoming mentors to younger generations. In addition, data is presented demonstrating the beliefs often held about the cost of 50+ workers is incorrect.

SCSEP grantees will also:

- Pursue partnerships with employers that:
 - Are developing job openings requiring the same or similar skill requirements possessed by older participants;
 - Have successfully employed participants;
 - Are listed on AARP's National Employer Team, which is committed to hiring seniors;
 - Are seeking older participants, based on the local wisdom of workforce development boards, business organizations, and others in the community; or
 - Are identified in online labor market information as major employers in local industries with the greatest employment potential for participants;
- Publicize the success stories of former participants and their employers, thereby attracting other employers to consider hiring older job seekers;
- Attend chamber of commerce board meetings and other economic development meetings to:
 - Expand employer networks;
 - Learn about job opportunities from employers; and
 - Contact employers to determine the skills and qualities needed to be successful in these jobs.

- 3. *The State's long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (c))*

The long-term strategies both state and national SCSEP grantees will employ are to:

- Monitor and share statewide and grantee-specific minority enrollment data and factors/barriers impacting minority recruitment;
- Analyze enrollment targets and geographic areas where performance is strong and where improvement is needed;
- Identify factors contributing to minority enrollment strengths and factors impeding minority enrollments;
- Share best practices for minority recruitment and provide technical assistance to SCSEP staff and partners in the local workforce development system;
- Coordinate activities such as workshops, meetings, job fairs, etc., with organizations representing minority populations to increase referrals and recruitment, host agency assignments, and/or unsubsidized employment opportunities.
- Target outreach to specific underserved minority groups based on county and/or metropolitan data to serve participants in proportion to population minority breakdown. For 2017 that is as follows:

These strategies have proven effective. The "PY17 SCSEP Minority Report" conveyed 42.3% of the national grantee's SCSEP participants identified as minority while only 18.3% of the population in the national grantee's service area identified as minority. For the state grantee 51.2% of participants identified as minority with 22.9% of the service area population identifying as minority.

- 4. *A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)*
- **Individuals Most in Need**

It has been found that there are many organizations working in the communities within the urban areas of Kansas. Those organizations work well and can respond to a lot of the needs of the community. The areas where there are little to no services are the rural areas. Participants in those areas have little or no community supports. Participants in rural areas also have challenges finding host agencies for placement. Participants often use neighbors or family members as primary support. If participants have transportation available, community resources in neighboring areas are shared. United Way has a community guide of resources that covers the region and is used by staff and participants. The services are accessible through the internet and by phone. Internet access can be limited or nonexistent in many of the rural counties, so resources are printed and provided to participants in those areas.

- **Needed Community Services**

Developing and maintaining partnerships with service providers outside the workforce system is essential for identifying the most needed community services. Identified community services most often needed by SCSEP participants include the following:

- Educational/skills training activities;
- Employment assistance;

- Health care in homes and hospitals;
- Housing rehabilitation and weatherization;
- Nutrition programs;
- Outreach and referral;
- Project administration;
- Public works;
- Recreational activities in parks and senior centers;
- Social services;
- Transportation; and
- Other services determined essential and necessary to the employability of participants

Those most in need of community services reside in rural areas that lack many services due to population demographics and general lack of funds. In rural communities with Internet access **KANSASWORKS** Virtual Services can provide a wide range of employment services using high-definition video and/or electronic information and referral.

- *5. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))*
- **Improving SCSEP Services**

The long-term strategy to improve SCSEP services in Kansas is to serve eligible participants through training opportunities that both improve or build skill levels suitable for available jobs, preferably in the participant's community. The goal is to ensure that the job matching is appropriate for both the employer and older worker so that the relationship will be retained and benefit the employer, the older worker, and the state's economy. Partnerships for integrating services are crucial to these strategies. Plans are to expand the breadth of partnerships with nonprofit agencies growing meaningful community service opportunities for SCSEP participants and aiding nonprofits in fulfilling their volunteer needs.

The SCSEP service provider's success is measured by its attainment of negotiated goals for serving the older worker population, increases in services within the network of nonprofits and public agencies within communities, and cultivation of skilled workers for employers. State and national grantees review performance results and deliver technical assistance to SCSEP staff as determined necessary.

There are currently no plans to change program operators for neither the state nor national grantee. To increase cooperation between state and national grantees in Kansas formal collaborative efforts will increase to:

- Problem solve and evaluate alternative solutions to issues;
- Share best practices and performance progress;
- Plan and coordinate collaborative activities; and
- Explore areas for collaboration likely to improve or enhance SCSEP services in the state, such as
 - Actively partnering with local workforce boards and workforce center staff—both workforce professionals and business services;

- Expanding relationships with chambers of commerce and local economic development organizations;
- Emphasizing creative partnerships with groups that advocate and provide services to veterans and individuals with disabilities.
- Increasing joint outreach efforts to community organization and other senior service providers;

Each SCSEP grantee will also:

- Increase outreach and recruitment to increase the number of enrolled participants. This focus will include reaching out and creating partnerships with agencies and organizations older adults already trust as well as organizations and entities that reach younger friends, family, or co-workers of older adults. Here is a non-comprehensive list of outreach and recruitment activities:
 - State agencies serving older adults (Kansas Department of Commerce, Kansas Department for Aging and Disability Resources, Kansas Department of Children and Family Services, Kansas Department of Labor)
 - Senior service providers like area agencies on aging, disability resource center programs like Senior Health Insurance Counseling for Kansas (SHICK), adult day care facilities or community-based adult service centers. Even if they are not employment related, they often see seniors needing assistance and would be a good resource for referrals.
 - Agencies or organizations that don't immediately strike you as a possibility ARE a possibility. Individuals working in those organization often run across (or know) low-income adults, 55 or older in need of additional skills to obtain employment. The options are boundless, but here are some ideas:
 - Faith based groups, organizations,
 - Civic organizations (Lion's Club, Rotary Club, Masons, Kiwanis, etc)
 - Community action agencies
 - Corporation for National and Community Service (CNCS), Senior Corps programs
 - Grocery stores or local farmers' markets
 - Home health agencies and visiting nurse programs
 - Hospital and health clinics
 - Humane Society or pet rescue organizations
 - Labor unions
 - Libraries
 - Managed care organizations
 - Public housing authority
 - Public transportation authorities
 - Radio/local TV "Community Spotlight" programs
 - Senior recreation centers
 - American Red Cross, Salvation Army, Goodwill, etc.
 - Volunteer groups (foster grandparents, telephone reassurance programs, etc.)
 - Recruit where older adults gather, like:
 - Aging and Disability Resource Centers (ADRC) a/k/a Area Agencies on Aging
 - Congregate meal sites
 - Restaurants with bulletin boards (Cracker Barrel, Perkins, McDonalds, coffee shops)
 - Grocery stores
 - Senior living facilities often have a gathering room

- Social service agencies
 - Local farmers' markets
 - Senior health fairs
 - Public libraries
 - Churches, houses of worship
 - Cooling/warming centers
 - Mobile home parks
 - Laundromats
- Attend fairs, festivals, and community events (<https://www.fairsandfestivals.net/states/KS>).
 - Post open SCSEP slots on **KANSASWORKS.com** just as an employer would a job vacancy.
 - Create and execute outreach throughout the community via multiple avenues, such as:
 - Word of mouth – ask current participants to talk to people they know. Spread the word beyond older adults. Inform school teachers and counselors who are often in-the-know when a parent or grandparent is having difficulty finding employment. Think outside the box and in a broad spectrum.

- Create flyer/fliers to spread the word. Consider recruiting a bright, University marketing or business administration intern to spearhead the campaign. They might appreciate the opportunity to build their resume. Sororities and fraternities often look for opportunities to assist the community. Perhaps they could plaster flyers around the community. High school seniors, Scouts, and youth in religious programs are all eager for community service hours. This would be a great opportunity for them to spread the word. They might even have a grandparent in need of this assistance.
- Create a speaker's bureau that can speak on behalf of SCSEP. This could go beyond SCSEP staff to include staff from partner organizations or bright, university or high school students.
- Hold a recruitment event like you do job fairs. Spread the word not just via flyers but also electronically. Do not focus on just reaching the older worker, but also the child, grandchild, neighbor, or friend who is younger and looking for opportunities for the older worker.
- Focus participant training towards employment skills acquisition as guided by individual employment plans, assessment results, and labor market needs. Training will include short-term training classes, education, and WORKReady! Certification. SCSEP staff will also ensure participants receive the job notification list generated by the local workforce center so participants are informed about area job openings.
- Perform all required follow-up contacts with participants who exited for unsubsidized employment to address employment and life issues to provide support assuring they maintain employment.
- Assure all requested data elements in USDOL's grant performance measurement system are entered accurately and timely.
- Create host agency skill development training plan that aligns with each individual employment plan and a method for tracking accomplishments; review with participant and agency on a quarterly basis.
- Reinforce the SCSEP program's goal of unsubsidized employment with each participant on a regular basis.
- *6. The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))*

The state and national grantee's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment focuses on fostering a multitalented workforce, continual reminders for participants and host agencies that SCSEP is a temporary training program, and encouraging participants they can accomplish what they set their mind to accomplish. Participants will also be encouraged to take advantage of online advice to older job seekers, such as AARP.org, Monster.com, Quintscareer.com, and AARP.org/LearnAt50Plus.

The technical and occupational skills of many SCSEP participants often lag today's employment requirements. Qualities offered by the older worker, such as work ethic and reliability, are valued by employers, but the need for technical skills is a concern. Training and retraining of SCSEP participants are designed to help their employability.

SCSEP service providers seek to gather input from the business community, community leaders, host agency supervisors, the participants themselves, and local government officials about the job skill needs within their

organizations and community. This effort includes networking at chamber of commerce events and other business organizations' functions. The information gathered enables development of meaningful training opportunities for older workers and suitable matches for unsubsidized work.

Recommendations include the following:

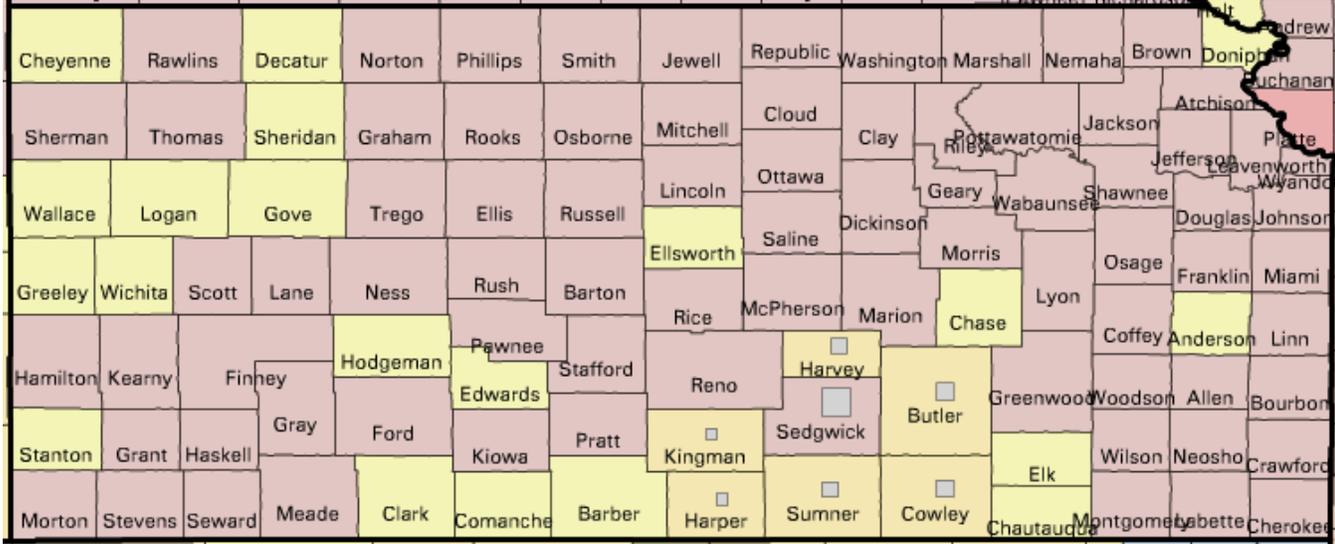
- Place SCSEP “graduates” in industries and occupations with high growth or substantial employment need;
 - Research labor market information and consult with local workforce development boards and their partners, economic development agencies, chambers of commerce, and local business partners to identify targeted industries and high-growth occupations appropriate for seniors, local employers that are hiring, and skills and qualities needed to be successful in these jobs;
 - Strengthen initial assessments of participant skills, knowledge, interests, aptitudes, and qualities, and define career objectives that are relevant for the participant’s interests and abilities and local business needs;
 - Assess the participant’s barriers and skills gaps to create individual employment plans with timelines for training and support service needs;
 - Coordinate with programs that offer work experience options, on-the-job training, or registered apprenticeship.
 - Ensure host agency assignments provide skills training that is relevant for participant career objectives and employer needs;
 - Develop effective relationships with participants and monitor their training progress so grantees can gauge when participants are ready to start looking for employment and intervene or revise IEPs;
 - Promote a motivated attitude through counseling and monitoring participants;
 - Coordinate with **KANSASWORKS** workforce centers to provide effective job search preparation and support;
 - Require participants to register with a **KANSASWORKS.com**;
 - Follow up frequently with participants in on-the-job experience arrangements to ensure that participants have the skills, confidence, and qualities to be successful in the job;
 - Intervene early, as needed, to resolve any obstacles to successful employment; and
 - Respect a participant’s right of refusal of a job when they feel unprepared or unsuited for the job.
- **(c) Location and Population Served, including Equitable Distribution**

States must:

- *1. A description of the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))*

SCSEP in Kansas is operated in 86 of its 105 counties. The state grantee program is authorized to operate in south-central Kansas in the counties of Butler, Cowley, Harper, Harvey, Kingman, Sedgwick, and Sumner. The local workforce development board, Workforce Alliance of South-Central Kansas, operates SCSEP services through the Wichita Workforce Center creating an excellent opportunity for SCSEP participants to access all available **KANSASWORKS** services. The national grantee, SER Jobs for Progress National, Inc., operates in the remainder of the state. There are 20 counties where SCSEP is not authorized to operate—Anderson, Barber,

Chase, Chautauqua, Cheyenne, Clark, Comanche, Decatur, Doniphan, Edwards, Elk, Ellsworth, Gove, Greeley, Hodgeman, Logan, Sheridan, Stranton, Wallace, and Wichita. Sedgwick is the one county where both the state and national grantee operate SCSEP with 66 authorized positions. Both programs are in the Wichita Workforce Center.



The state SCSEP program operates, as described before, in a mostly urban area, the city of Wichita, the second highest populated city in Kansas. There are fifteen SCSEP positions located in rural areas surrounding Wichita where access to services are limited and lack of transportation makes it difficult for older workers to access services in Wichita. Whether within the city or in a surrounding rural area, SCSEP participants are indicative of the abject poverty experienced by a significant percentage of the overall population.

- 2. List the cities and counties where the project will be conducted. Include the number of SCSEP authorized positions and indicate where the positions changed from the prior year.

The state grantee has 83 authorized positions and the national grantee has 316. The below table provides the number of positions per county:

Kansas County	State Grantee Authorized Positions
Butler	7
Cowley	7
Harper	2
Harvey	5
Kingman	2
Sedgwick	55

Sumner	5
<i>Total Positions</i>	<i>83</i>

Kansas County	National Grantee Authorized Positions
Allen	4
Atchison	3
Barton	5
Bourbon	5
Brown	3
Cherokee	5
Clay	2
Cloud	2
Coffey	2
Crawford	6
Dickinson	4
Douglas	10
Ellis	5
Finney	4
Ford	5
Franklin	4
Geary	3
Graham	1
Grant	1
Gray	1
Greenwood	2
Hamilton	1
Haskell	1
Jackson	3
Jefferson	2
Jewell	1
Johnson	40
Kearny	1
Kiowa	1
Labette	5
Lane	1

Kansas County	National Grantee Authorized Positions
Leavenworth	11
Lincoln	1
Linn	3
Lyon	5
McPherson	3
Marion	3
Marshall	3
Meade	1
Miami	4
Mitchell	1
Montgomery	8
Morris	1
Morton	1
Nemaha	2
Neosho	4
Ness	1
Norton	1
Osage	4
Osborne	1
Ottawa	1
Pawnee	1
Phillips	1
Pottawatomie	4
Pratt	2
Rawlins	1
Reno	11
Republic	2
Rice	2
Riley	5
Rooks	2
Rush	1
Russell	2
Saline	9
Scott	1
Sedgwick	11
Seward	1

Kansas County	National Grantee Authorized Positions
Shawnee	25
Sherman	2
Smith	1
Stafford	1
Stevens	1
Thomas	1
Trego	1
Wabaunsee	1
Washington	1
Wilson	3
Woodson	1
Wyandotte	30
Total Positions	316

- 3. Describe current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

No slot imbalances have been identified.

- 4. The State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:
 - **A. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.**

The equitable distribution report prepared by the State grantees at the beginning of each fiscal year provides a statewide “snapshot” of the distribution of authorized positions for each state and national grantee. The report shows the optimum number of participant positions in each designated area based on Census data, and other relevant data.

Kansas’ long-term strategy for achieving equitable distribution of SCSEP positions within the state is to review Census data provided by USDOL, obtain current economic status in areas that are under/over served to determine if conditions warrant a redistribution of authorized slots, and request redistribution if warranted. The state and national grantee will work collaboratively to discuss possible authorized position swaps resulting in consolidate positions in counties where they both operate and, if deemed appropriate, a formal request will be made to USDOL

- **B. Equitably serves rural and urban areas.**

The aging of our population is one of the most significant trends affecting the workforce today and in the future. In 2010, according to the US Census, Kansas had 707,363 residents age 55 and older, or 24.8 percent of the state’s population. In 2016, US Census reported Kansas had 807,686 residents age 55 and older, or 27.7 percent of the state’s population. In 2018, US Census reported Kansas had 835,666 residents age 55 and older, or 28.7 percent of the state’s population.

The 2010 U.S. Census data shows 338,792 individuals lived below the poverty level and 48,924, or 14.4 percent, were 55 years and older. Most individuals who have the greatest economic need are minority and those who demonstrate the greatest social risk live in urban areas in Kansas. However, 10.1 percent of Kansans are limited English proficient, according again to the 2010 US Census, and are more equally distributed among rural and urban areas, with less than 60 percent living in urban areas. This type statistical information provides the basis on which Kansas determines services are equitably divided between urban and rural areas. A review of 2013-2017 American Community Survey data from U.S. Census shows 361,285 individuals lived below the poverty level and 61,619, or 17 percent, were 55 years and older.

- **C. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)**

SCSEP staff use the most up-to-date data, both from internal and external sources, the USDOL grants performance management system and other information to ensure eligible individuals receive priority of service designation and the service delivery order the designation provides.

- *5. The ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))*

COUNTY % OF POPULATION 55+ % OF POVERTY Butler 24.8 7.3 Cowley 20.1 15.0 Harper 35.1 12.2 Harvey 28.5 8.6 Kingman 39.3 10.4 Sumner 22.1 10.8 Sedgwick 21.8 13.9 KANSAS 24.2 12.4

- *6. The relative distribution of eligible individuals who:*
- **A. Reside in urban and rural areas within the State**

In 2018 the Census Bureau reported the top 10 counties in Kansas with the highest population were Johnson (597,555), Sedgwick (513,607), Shawnee (177,499), Wyandotte (165,324), Douglas (121,436), Leavenworth (81,352), Riley (73,703), Butler (66,765), Reno (62,342), and Saline (54,401).

According to 2018 data from the Kansas Department of Health and Environment, 56.9% of the state’s population resides in urban areas, 15.61% in semi-urban, 14.93% in densely-settled rural, 8.88% in rural, and 3.67% in frontier. These classifications are based on a population density of:

- Frontier: less than 6 people per square mile (ppsm)
- Rural: between 6 and 19.9 ppsm
- Densely-Settled Rural: between 20 and 39.9 ppsm
- Semi-Urban: between 40 and 149.9 ppsm
- Urban: 150 or more ppsm

- **B. Have the greatest economic need**

The *2018 Annual Estimates of the Resident Population* estimates Kansas' population at 2,911,505. The Census table *Annual 2018 Population Estimates* reports Kansas' population of 55 years and over at 835,666. Applying the population poverty percentages from Census' *2013-2017 American Community Survey 5-year Estimates* table for *Selected Characteristics of People at Specified Levels of Poverty in the Past 12 Months* 114,950 of individuals 55 years of age and over are at 125% poverty or below

Many individuals who have the greatest economic need are minority and those who demonstrate the greatest social risk live in urban areas in Kansas.

In a 2018 report from USDOL National SCSEP Office, three counties in Kansas meet the persistent unemployment threshold—Coffey, Linn, and Neosho.

- **C. Are minorities**

The *PY17 Senior Community Service Employment Program Analysis of Service to Minority Individuals, PY 2017, Volume II* shows both the state and national SCSEP grantees are serving minorities at more than double the rate of Cnesus.gov minority population counts. The state grantee serves 51.2% compared to 22.9% minority population in their service area, and the national grantee serves 42.3% compared to 18.3% in their service area.

- **D. Are limited English proficient.**

10.1% of Kansans are limited English proficient, according again to the 2010 US Census, and are more equally distributed among rural and urban areas, with less than 60% living in urban areas.

- **E. Have the greatest social need. (20 CFR 641.325(b))**

Needs caused by non-economic factors such as physical and mental disabilities, language barriers and cultural, social, or geographic isolation, including isolation brought about by racial or ethnic status are examples of "greatest social needs."

The following list includes those within the potential SCSEP-eligible population who are in these and other categories that could reasonably be said to correlate with the potential for greater social need:

- 62.3% have a disability (based on 55 or older in 2000 population)
- 40.5% have less education than a high school diploma or the equivalent (based on 55 and older population)
- 40.7% are in one-person households (based on 45 and older population)
- 2.43% have limited English proficiency (based on 45 and older population)
- 34.17% live in rural areas (based on 45 and older population)

- 35,274 grandparents serve as caregivers and 17,873 provide sole support of grandchildren (based on total population)
- 1.6% are at risk of being homeless (based on Survey of Homeless Services)
- 9.1% are Veterans (US Census 2000, ages 65 and over)
- *7. A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))*

The state’s plan for assuring distribution of SCSEP participant slots are modified as population shifts, or other factors, create greater need in other geographic areas is developed by the state and national grantee SCSEP staff leads who are responsible for notifying SCSEP staff of any new census data indicating such a shift. In cases of such a shift or when there is over-enrollment for any other reason, the grantees will implement the most recent Equitable Distribution for SCSEP as prescribed and will resolve the issue of over-enrollment through attrition of participants, with particular focus on unsubsidized placement of program participants.

Small shifts identified through Census data will be accommodated through attrition in the counties where a small number of slots are lost or by adding additional participants who are on waiting lists in counties where a minimal number of slots were added. When there is over-enrollment, grantees will transfer positions and encourage employment to make positions available for eligible individuals in the areas where there has been an increase in the eligible population.

- **(d) SCSEP Operations**
- *1. Administrative: describe the organizational structure of the project and how subprojects will be managed, including:*

(A) identification of the key staff, including the primary responsibilities and the amount of time assigned to the SCSEP grant;

For state grantee:

The Kansas Department of Commerce (Commerce) is a Cabinet-level agency that is multi-level in organizational structure. An organizational chart is in section (b) below. The SCSEP program is administered in Commerce’s Workforce Services Division.

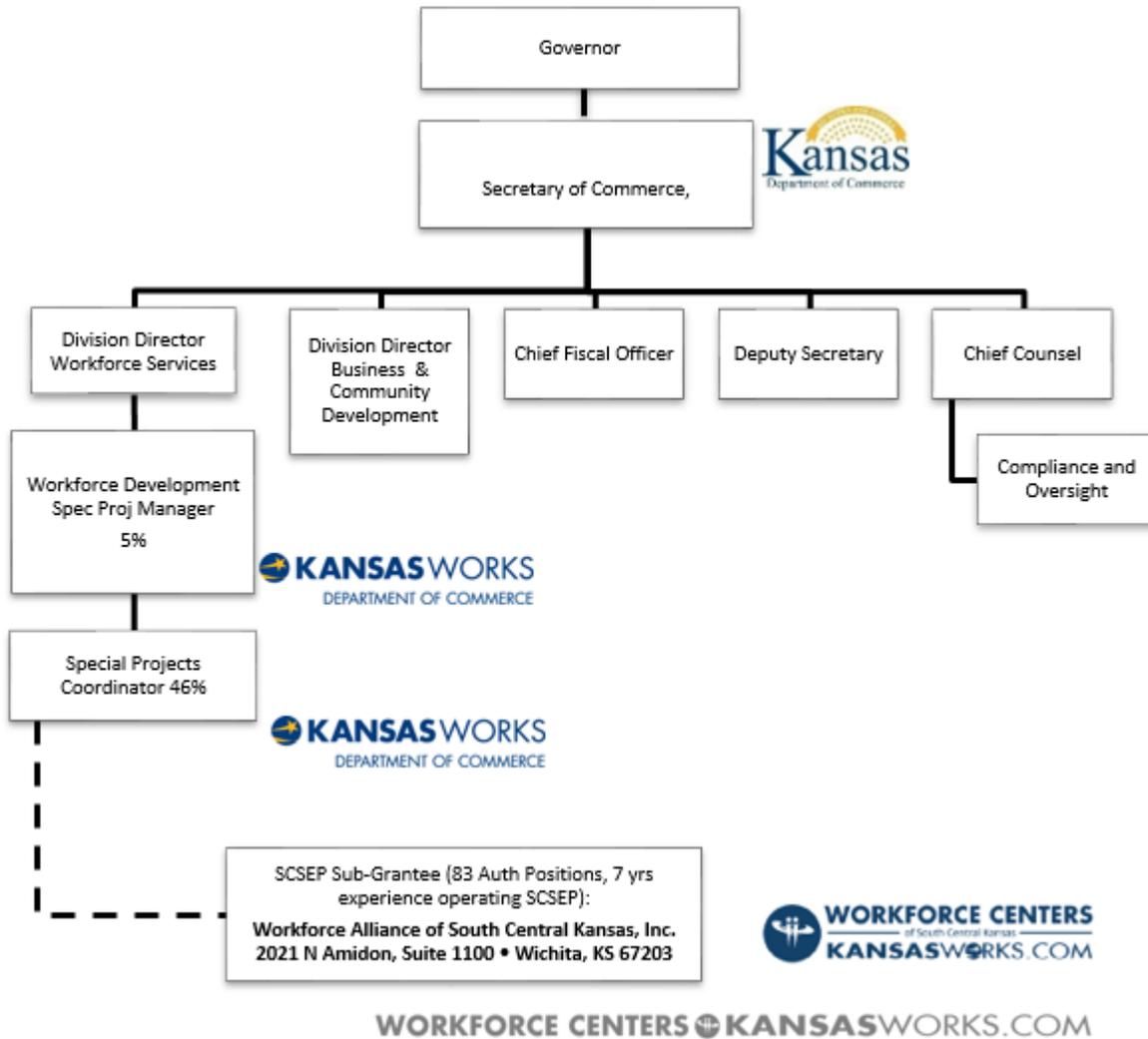
- State Lead Supervisor (Public Service Executive II, 5% FTE): The Workforce Development and Special Projects Manager for Commerce will supervise the SCSEP state lead and assure program needs and successes are reported to the deputy secretary and other State officials as needed.
- State Lead (Program Manager, 46% FTE): Commerce’s Special Project Coordinator will conduct both desk and on-site program reviews of subrecipient expenditures to ensure compliance with cost allocation, program strategies and outcomes. She will also provide quarterly training and other technical assistance as determined necessary.

(B) Include an organization chart depicting any subgrantees or local affiliates implementing the grant. Include a table with authorized positions for each subgrantee or affiliate, if

applicable;

For state grantee:

The FY20 organization chart is as follows:



(C) describe training that will be provided to local staff;

For state grantee:

The *Special Projects Coordinator* will be responsible for training activities. Training will be developed and provided to sub-recipients' and local project operators to increase skills, knowledge, and abilities related to SCSEP operations and effectively managing expenditures. Examples include understanding expenditure limits, gathering required data elements, entering information into USDOL's grant

performance management system, recruitment and outreach activities, assessing participants, complying with USDOL reporting mandates, etc.

(D) describe how projects will be monitored for program and financial compliance, including audit plans; and

For state grantee:

The *Compliance and Oversight* staff in the Commerce Legal Division will perform formal reviews annually for SCSEP and provide written reports to the state lead for any needed corrective action or other activities.

- State monitoring, provided by Compliance and Oversight staff, includes fiscal accountability, fiscal data validation, and a review of the independent audit conducted on the local SCSEP program. Additional program monitoring activities include review of participant files, data validation, eligibility, and other indicators of compliance with SCSEP rules and regulations. These monitoring activities are communicated to the State Lead who ensures that any identified problems are remedied.
- To assure all parties are cognizant of SCSEP program activities, the Special Project Coordinator will conduct quarterly training and regular oversight to SCSEP staff regarding both state and federal changes to policies, procedures and/or regulations. The Special Project Coordinator also conducts quarterly file reviews, monitors staffing requirements, and performs annual data validation in USDOL's grant performance management system. These site visits increase the awareness and presence of the state and help sustain the productive, collaborative relationship between the state and subrecipient staff. In addition, quarterly reviews by the Special Project Coordinator focuses on improvement of performance measures, most notably recruitment, reduction in vacancies, job placement, and an increase in participant placement wages and benefit expenditures. This dedicated review assures Commerce's commitment to improving SCSEP performance and provision of excellent service delivery to participants. Corrective action, training, and technical assistance is provided to the subrecipient as necessary.
- Legislative Post Audit for the State of Kansas is responsible for an annual Statewide financial and compliance audit of the State's general-purpose financial statements prepared by the Division of Accounts and Reports, as well as financial-compliance audits of all State agencies. Most financial-compliance audit work is conducted by public accounting firms under the division's direction. Therefore, the audit information related to the Kansas Department of Commerce is compiled within a total audit of all state agencies for the State of Kansas. As such, there is not an Executive Summary specific to the Kansas Department of Commerce.

(E) describe how the State will manage its providers and how it will transfer participants if new providers are selected to serve in the State.

For state grantee:

The state grantee will manage its SCSEP provider(s) with an open communication style regularly communicating, evaluating, and trouble-shooting program expectations to sub-recipients (policy/directives/guidance, data collection and record-keeping expectations, performance developments, etc). The *Programmatic Assurances* shared annually with SCSEP funding will be the road map for managing providers and transferring participants.

In the event a new SCSEP provider is selected, participants will be transferred in as disruptive a manner as possible providing ample notice to participants, host agencies, and employers. Current sub-recipients are legally obligated to turn over complete data files in specified electronic format, as well as hard copy case files, to the grantee when they cease to administer SCSEP.

- *2. Recruitment: describe how grantee will recruit and select of participants will be achieved. The eligibility of participants is described under 20 CFR 641.500 and 641.525.*

For state grantee:

SCSEP recruitment will occur as described in (b)(5). Above, which states:

- Increase outreach and recruitment to increase the number of enrolled participants. This focus will include reaching out and creating partnerships with agencies and organizations older adults already trust as well as organizations and entities that reach younger friends, family, or co-workers of older adults. Here is a non-comprehensive list of outreach and recruitment activities:
 - State agencies serving older adults (Kansas Department of Commerce, Kansas Department for Aging and Disability Resources, Kansas Department of Children and Family Services, Kansas Department of Labor)
 - Senior service providers like area agencies on aging, disability resource center programs like Senior Health Insurance Counseling for Kansas (SHICK), adult day care facilities or community-based adult service centers. Even if they are not employment related, they often see seniors needing assistance and would be a good resource for referrals.
 - Agencies or organizations that don't immediately strike you as a possibility ARE a possibility. Individuals working in those organization often run across (or know) low-income adults, 55 or older in need of additional skills to obtain employment. The options are boundless, but here are some ideas:
 - Faith based groups, organizations,
 - Civic organizations (Lion's Club, Rotary Club, Masons, Kiwanis, etc)
 - Community action agencies
 - Corporation for National and Community Service (CNCS), Senior Corps programs
 - Grocery stores or local farmers' markets
 - Home health agencies and visiting nurse programs
 - Hospital and health clinics
 - Humane Society or pet rescue organizations
 - Labor unions
 - Libraries
 - Managed care organizations
 - Public housing authority
 - Public transportation authorities
 - Radio/local TV "Community Spotlight" programs
 - Senior recreation centers
 - American Red Cross, Salvation Army, Goodwill, etc.
 - Volunteer groups (foster grandparents, telephone reassurance programs, etc.)
 - Recruit where older adults gather, like:
 - Aging and Disability Resource Centers (ADRC) a/k/a Area Agencies on Aging

- Congregate meal sites
 - Restaurants with bulletin boards (Cracker Barrel, Perkins, McDonalds, coffee shops)
 - Grocery stores
 - Senior living facilities often have a gathering room
 - Social service agencies
 - Local farmers' markets
 - Senior health fairs
 - Public libraries
 - Churches, houses of worship
 - Cooling/warming centers
 - Mobile home parks
 - Laundromats
- Attend fairs, festivals, and community events (<https://www.fairsandfestivals.net/states/KS>).
 - Post open SCSEP slots on **KANSASWORKS.com** just as an employer would a job vacancy.
 - Create and execute outreach throughout the community via multiple avenues, such as:
 - Word of mouth – ask current participants to talk to people they know. Spread the word beyond older adults. Inform school teachers and counselors who are often in-the-know when a parent or grandparent is having difficulty finding employment. Think outside the box and in a broad spectrum.
 - Create flyer/fliers to spread the word. Consider recruiting a bright, University marketing or business administration intern to spearhead the campaign. They might appreciate the opportunity to build their resume. Sororities and fraternities often look for opportunities to assist the community. Perhaps they could plaster flyers around the community. High school seniors, Scouts, and youth in religious programs are all eager for community service hours. This would be a great opportunity for them to spread the word. They might even have a grandparent in need of this assistance.
 - Create a speaker's bureau that can speak on behalf of SCSEP. This could go beyond SCSEP staff to include staff from partner organizations or bright, university or high school students.
 - Hold a recruitment event like you do job fairs. Spread the word not just via flyers but also electronically. Do not focus on just reaching the older worker, but also the child, grandchild, neighbor, or friend who is younger and looking for opportunities for the older worker.
- *3. Income Eligibility: describe how participant income will be recertified each year, including where eligibility records will be maintained.*

For state grantee:

The income of an individual or of the family of which the individual is a member shall not exceed the low-income standards defined by the U.S. Department of Labor. The income definition and guidelines shall be applied during initial enrollment, recertification, and reenrollment. Recertification of income eligibility of each participant shall occur at least once every twelve (12) months. Records for income eligibility shall be kept in the participant's case file.

- *4. Orientation: describe the orientation procedures for:*

(A) Participants

For state grantee:

Sub-recipient will meet with participant to provide orientation of SCSEP. Topics to be discussed include, but are not limited to, project goals and objectives with focus on unsubsidized employment goal, participant rights and responsibilities, training opportunities, available supportive services, free physical examination, permitted and prohibited political activities, role of supervisors, maximum individual durational policy, assessments, documentation requirements, evaluation process, termination and grievance policies and procedures.

(B) Host Agencies

For state grantee:

Sub-recipient will meet with participant and host agency supervisor with focus on host agency requirements. Topics to be discussed include, but are not limited to, project goals and objectives, training site responsibilities, available supportive services, permitted and prohibited political activities, working hours and wages, evaluation process, termination and grievance policies and procedures.

- *5. Duration Limits: describe any policy for maximum duration of enrollment or maximum time in community service and provide a copy of the current Duration Limit policy.*

The Durational Limit Policy for the *state grantee* is as follows:

An eligible individual may participate in SCSEP for a maximum of forty-eight (48) months in the aggregate. A sub-recipient shall inform a participant, when enrolled in SCSEP of the maximum individual durational limit (IDL).

A one-time extension of the individual durational limit may be granted for twelve (12) months if the participant meets one or more of the following criteria:

- a) Has a severe disability;
- b) Is frail;
- c) Is age 75 years or older;
- d) Meets the eligibility requirements related to age for benefits under title II of the Social Security Act (42 U.S.C. 401 et seq.), but does not receive the benefits;

- e) Lives in an area with persistent unemployment and is an individual with severely limited employment prospects;
- f) Has limited English proficiency; or
- g) Has low literacy skills.

The sub-recipient shall ensure the overall average participation cap for all participants of twenty-seven (27) months is not exceeded.

- *6. Assessments: describe the procedures for assessing job aptitudes, job readiness, and job preferences of participants and their potential to transition into unsubsidized employment. Also describe how the assessment will be used to develop the participant's Individual Employment Plan (IEP).*

For state grantee:

SCSEP sub-recipients assess participants at least twice annually using self-assessment in conjunction with staff interview to determine actual training needs. When appropriate, official assessment tools are utilized (e.g., Prove It! Assessments). Items to be assessed include:

- Participant's work history,
 - Skills and interests, talents,
 - Physical capabilities,
 - Aptitudes,
 - Needs for supportive services,
 - Occupational preferences,
 - Training needs,
 - Potential for performing community service assignments, and Potential for transition to unsubsidized employment
- *7. Community Service Assignments: describe how the participant will be assigned to community service including:*

(A) the types of community service activity that will be emphasized and how they were chosen; methods used to match participants with community service training;

For state grantee:

Community service activity is based on customer's desires. Sub-recipient seeks host agencies that are best able to fulfill participant interests. For a good match, sub-recipient requests at least three job interests. This process includes a staff assessment of participant abilities versus required skills for desired positions. Discussion is on a participant's realistic ability to achieve skills necessary in unsubsidized employment. Labor market information and ONet are used to determine demand occupations and wage potential for career interests. While most participants know what they want to do, some participants are unsure. In this case sub-recipient uses USDOL's *My Next Move* to determine interests and career options.

(B) the extent to which participants will be placed in the administration of the project itself;

For state grantee:

Sub-recipient reserves a staff position for participants in the workplace to gain needed skills and the position provides administrative support for the sub-recipient.

(C) the types of host agencies used and the procedures and criteria for selecting the assignments;

For state grantee:

All 501(c)3's and public entities are potential host agencies. Assignments to host agencies are done based on matching a participant's skill gap with skills a host agency can train. Other criteria considered when selecting host agencies are adequate supervision and safe/healthy working conditions.

(D) the average number of hours in a participant's training week;

For state grantee:

The average hours in a participant's training week is 29 hours.

(E) the fringe benefits offered (if any); and

For state grantee:

Federal holiday pay, supportive services, and flex time.

(F) procedures for ensuring adequate supervision.

For state grantee:

Host agency agrees to have a paid staff member or responsible volunteer available to supervise participants. They are not to be left alone or given responsibility to open or close an office/store/business.

- *8. Training: describe the training that will be provided during community service assignments and any other types of training provided, including linkages with local one-stop centers, and Registered Apprenticeship.*

For state grantee:

The state grantee's procedure for providing training states:

- 1) A sub-recipient may arrange skill training for a participant beyond the training provided in a community assignment.
 - a) The training must:
 - i) Be realistic and consistent with the participant's IEP;
 - ii) Make the most of the participant's skills and talents; and
 - iii) Prepares the participant for unsubsidized employment.
 - b) Training may be provided:
 - i) Before or during a community service assignment
 - ii) In the form of:
 - (1) Lectures;

- (2) Seminars;
- (3) Classroom instruction;
- (4) Individual instruction, or
- (5) On-the-job experiences; or
- (6) Through the sub-recipient or an arrangement with other workforce development programs such as WIOA.

- 2) When appropriate and necessary a sub-recipient may pay for:
 - a) Instructors;
 - b) Classroom rental;
 - c) Training supplies;
 - d) Materials;
 - e) Equipment; and
 - f) Tuition.
 - g) Sub-recipient should inform each participant of host agency's expectations and the participants role in obtaining the skills/training needed to obtain unsubsidized employment.
 - h) Sub-recipient should provide access to resources available in the community and the expectations of the use of those resources, including the following:
 - i) Number of job fairs to attend (at least one per quarter);
 - j) Applications to be submitted monthly;
 - k) Classes regarding skill building (example: interview skills, resume, Microsoft classes, etc.).

At assignment a form is completed with a job description tailored to each participant. It lays out exact tasks and skills to be learned. The local workforce center provides a plethora of workshop training opportunities from job searching to mock interviewing to computer skills. Participants are co-enrolled as WIOA Adults and when the opportunity arises, partnering with the workforce center's other training programs is achieved (e.g. OJT, Registered Apprenticeship).

- *9. Supportive Services: describe the supportive services that will be offered to help participants obtain and retain an unsubsidized job, including transportation assistance (if applicable).*

For state grantee:

Supportive services offered with SCSEP include physical exam. WIOA Adult co-enrollment permits services to include transportation, utility assistance, rent assistance, car repair, some medical expenses, and employment-related expenses. The state grantee requires sub-recipients to:

- 1) Provide supportive services, as needed, to help participants partake in their community service assignment and to obtain and retain unsubsidized employment.
- 2) Establish criteria to determine when participants will receive supportive services, including after obtaining unsubsidized employment.
- 3) Provide directly or arrange for supportive services identified on a participant's IEP, as defined.
- 4) Follow up with placed participants throughout the first twelve months of placement to determine if the participant has the necessary supportive services to remain employed and to provide or arrange services as needed.

- *10. Termination: describe procedures for terminating a participant, including Individual Employment Plan (IEP) terminations. Please provide a copy of the current termination procedures.*

The *state grantee's* current termination policy and procedure is as follows:

- **TERMINATIONS**

A sub-recipient shall:

- 1) Provide a participant, when enrolled and at each subsequent recertification a written copy and verbal review of policies for involuntarily termination of a participant in accordance with Title V of OAA and amendments 2016 and the SCSEP Final Rule (Sept 2010).
- 2) Apply the involuntary termination policy fairly and equitably when terminating any participant.
- 3) Not terminate a participant from SCSEP solely on the basis of their age nor impose an upper age limit for participation in SCSEP.
- 4) Provide participants with progressive discipline and an opportunity for corrective action before a formal termination notice is issued, unless the participant committed a serious violation, such as violence, threats to health or safety, or fraud.
- 5) Provide a thirty (30) day written notice explaining the reason(s) for termination, date of exit, and the right to appeal the decision.
- 6) Terminate a participant thirty (30) days after providing a written notice, for the following reasons:
 - a) Knowingly providing false information during enrollment or recertification;
 - b) Being incorrectly determined eligible at enrollment or recertification;
 - c) Being determined ineligible at recertification
 - d) Reaching the 48-month individual durational limit
 - e) For Cause, including the refusal of job offers or referrals consistent with a participant's IEP and there are no extenuating circumstances hindering the participant from moving to unsubsidized employment
 - f) Becoming employed during enrollment

Termination for Knowingly Providing False Information

If, at any time, a sub-recipient determines that a participant knowingly provided false information to qualify for SCSEP, the participant will be removed immediately from the host agency and placed on leave without pay and immediately sent a thirty (30) day notice of termination letter and with grievance procedures attached.

Termination Due to Incorrect Eligibility Determination at Enrollment or Recertification

If, at any time, a sub-recipient determines a participant is incorrectly determined eligible for SCSEP, through no fault of the participant, the participant will be sent a thirty (30) day notice of termination letter and grievance procedures. The participant will be allowed to continue the host agency assignment during the thirty (30) day notice period.

Termination Due to Ineligibility Determination at Recertification

If, at any time, a sub-recipient determines a participant is no longer eligible for SCSEP, the participant will be sent a thirty (30) day notice of termination letter and grievance procedures. The participant will be allowed to continue the host agency assignment during the thirty (30) day notice period.

Termination Due to Individual Durational Limit

A participant may be terminated upon reaching the 48-month individual durational limit. A waiver qualifies the participant for a one-time, twelve (12) month extension of the durational limit, if they meet criteria listed in the individual durational limit section. Twelve (12) months prior to reaching the individual durational limit, the sub-recipient will begin the transitional planning process.

The participant will be sent a thirty (30) day notice of termination along with grievance procedures within thirty (30) days of reaching the individual durational limit. The participant will be allowed to continue the host agency assignment during the thirty (30) day notice period.

Termination for Cause

A sub-recipient may terminate the participant for willful misconduct, including intentional violations of reasonable program rules and directives or for failure to comply with the terms of the Individual Employment Plan (IEP) excluding extenuating circumstance, thirty (30) days after it has provided a written notice and notification of the right to appeal for the following reasons:

- 1) Failure to cooperate in providing program eligibility information at recertification.
- 2) Refusal or failure to perform assigned duties without good cause.
- 3) Unauthorized absences from the host agency/training site without good cause or proper notice or a pattern of unexcused tardiness.
- 4) Falsification of time sheets or other official records.
- 5) Reveal any confidential information obtained during the course of their training.
- 6) Insubordination, which is, intentionally refusing to carry out the direction or instructions of a host agency supervisor or SCSEP staff without good cause.
- 7) A pattern of consistent and conscious failure to follow the steps mutually agreed upon and outlined in the IEP without good cause, including:
 - a) Refusal of three job offers and /or referrals to job openings
 - b) Failure to complete three required job searches
 - c) Refusal to accept a different training site assignment
 - d) Refusal to accept one or more IEP-related training opportunities
 - e) Refusal to register and follow up with the local One-Stop Career Center related to unsubsidized employment

• IMMEDIATE REMOVAL FROM HOST AGENCY FOR CAUSE

In cases of serious violations, the participant may be removed immediately from the host agency and placed on leave without pay during the thirty (30) day notice period. Participants may be terminated for the following reasons:

- 1) Committing or a threat to commit acts of violence.
- 2) Engage in inappropriate, disrespectful, demeaning, and abusive behavior such as, loud, abusive, profane, foul, obscene, vulgar, crude, insulting, or threatening language, inappropriate jokes or gestures, discriminatory slurs, any type of inappropriate sexual comments.
- 3) Workplace harassment or discrimination on the basis of sex, race, color, religion, national origin, age, marital status, or disability.

- 4) Stealing or a party to theft of any property owned by the host agency, sub recipient, department, or their staff, visitors, or others.
- 5) Illegal use, possession, or selling of prescription medication, alcohol, and/or illegal drugs or narcotics, while performing the host agency assignment or while carrying out objectives required by the IEP.
- 6) Reporting for work under the influence of intoxicants.
- 7) Conviction of a felony or of any criminal or any criminal drug statute for a violation occurring in the workplace while on or off duty, or while on duty away from the workplace.

- **PROGRESSIVE DISCIPLINE**

Sub-recipients have the right to move directly to termination process for serious violations, such as violence, threats to safety or health, or fraud, but normally the termination process will include progressive discipline. A participant will be given an opportunity to correct his or her behavior or conduct, or comply with the IEP requirements.

The following steps for corrective action will be taken:

- 1) *Verbal warning* including a description of the incident or behaviors that need correcting and the steps required to correct the issue or behavior within thirty (30) days.
- 2) *Written warning* including documentation of the incident or behaviors that need correcting and the steps required to correct the issue or behavior within forty-five (45) days. A copy of documentation will be sent to the participant and a copy put in the participant's file.
- 3) *Corrective action* including documentation of the incident or behaviors that need correcting and the steps required to correct the issue or behavior within ninety (90) days. The sub-recipient will provide a written progress report, and a copy of documentation will be sent to the participant and a copy put in the participant's file.
- 4) *Termination* wherein sub-recipient will write a termination letter explaining the reason(s) for the termination and the participant's right to appeal the decision.

Depending on the incident or behavior report the participant may be allowed to continue at the host agency during the thirty (30) day notice period.

- *11. Complaints & Grievances: describe the procedures for addressing and resolving participant complaints and grievances related to program termination. Please provide a copy of the current complaint/grievance policies.*

The *state grantee's current* complaint and grievance policy and procedure is as follows:

A sub-recipient, in accordance with 20 CFR Part 641, Section 641.910, must:

- 1) Make their grievance procedures available to applicants, employees, and participants.
 - a) These procedures must be used to resolve complaints arising between the grantee, employees of the grantee, sub-recipients, and applicants or participants, and
 - b) Must be implemented fairly and consistently.

- 2) Participants and employees must be informed of the formal grievance procedures at the time of enrollment or hire and the importance of following these procedures exactly to ensure compliance with federal requirements.
 - a) During participant orientation, intake staff must discuss the grievance procedures and give each participant a copy of the procedures.
 - b) Documentation of all adverse actions and steps to resolve complaints must be maintained.
- 3) A participant may file a grievance for the following reasons;
 - a) Denial of eligibility at application and recertification
 - b) Denial of paid training or supportive services
 - c) Disputes over wages, work hours, assignments, Individual Employment Plans, working conditions, approved breaks, compensation for necessary sick leave and/or federal holidays
 - d) Any disciplinary actions
 - e) All termination, including individual durational limits
 - f) Reduction in work hours
 - g) Other areas as deemed appropriate
- 4) A participant who has a complaint should schedule a meeting with the local SCSEP coordinator to discuss the complaint and possible immediate remedies for resolution without going through the formal grievance procedures.
 - a) Sub-recipient staff must respond to the informal complaint immediately, but no later than five (5) business days after receiving the complaint.
 - b) The sub-recipient or the sub-recipient's authorized representative must meet with the individual in person to negotiate an informal resolution.
- 5) If the participant is dissatisfied with the informal resolution, the sub recipient's authorized representative must inform the participant in writing of his or her right to file a formal grievance.
 - a) The complainant should submit his/her request for a formal grievance in writing within ten (10) days of declining the informal resolution regarding the complaint.
 - b) He or she must be provided written instructions for filing a formal grievance.
- 6) Sub-recipient staff must respond to the written grievance should take the following actions:
 - a) Document the date the grievance was received
 - b) Send a certified notice to the complainant at the registered address with the date, time, and location of the formal meeting.
 - c) Conduct a formal meeting within ten (10) business days of receiving the written request from the complainant to attempt to resolve the grievance.
 - d) Provide a written decision to the complainant within three (3) business days after the formal meeting with a statement of the intended actions to be taken, the reason(s) for the intended action, and an explanation of the process for requesting a state administrative hearing.
- 7) Notify the participant that a request for an administrative hearing may be filed with the Department of Commerce, in writing and postmarked or hand-delivered to the address below within thirty (30) business days after the formal meeting.
 - a) A statement must also be included that the individual may represent him or herself or use legal counsel, a relative, a friend, or other qualified representative in the requested review proceedings.
 - b) In any administrative hearing, the agency shall conduct the hearing as soon as possible and give notice of the hearing to all parties less than twenty (20) days in advance of the scheduled date for the hearing.

- c) The request for an administrative hearing must be submitted to the:
 SCSEP Project Coordinator
 Kansas Department of Commerce
 1000 SW Jackson, Suite 100
 Topeka, KS 66612
- d) The decision of the Administrative Hearing Officer is final unless the complainant alleges the grantee grievance procedures were not followed, or allegations of violations of federal law, which cannot be resolved within sixty (60) days as a result of the grantee's procedures. In this case an appeal may be filed within 30 calendar days to:
 Director
 National Programs, Tools, and Technical Assistance
 Employment & Training Administration, Office of Workforce Investment
 United States Department of Labor
 200 Constitution Ave. NW, Room C4510
 Washington, DC 20210
 (202) 693-3045
 grants.scsepdocs@dol.gov
- e) Allegations of discrimination in violation of civil rights laws must be filed with:
 Director of the Civil Rights Center
 U.S. Department of Labor
 Room N-4123
 200 Constitution Avenue, NW
 Washington, D.C. 20210

The national grantee's current complaint and grievance policy and procedure is as follows:

A sub
 SER SCSEP's process for addressing and resolving a training-related complaint/grievance is designed to successfully resolve the issue/situation.

Complaint Resolution Procedures

- STEP 1:** Address the complaint/grievance with the SCSEP Site Coordinator, the host agency supervisor may be included, within five (5) working days of the incident. Most workplace issues can be resolved in an informal manner.
- STEP 2:** If the complaint/grievance has not been satisfactorily resolved, **write** to the SER Human Resources Department within 30 days of the incident/event with a detailed explanation of the complaint/grievance at:
 ATTN: Human Resources Department SER-Jobs for Progress National, Inc. 100 Royal Lane Suite 130
 Irving, Texas 75039

The SER National Human Resources Department will acknowledge complaint/ grievance and contact the individual via U.S. Mail to resolve the complaint/ grievance within ten (10) working days of receipt of the explanation.

- STEP 3:** If the reply from the SER National Human Resources Department is not satisfactory, an appeal may be made within five (5) working days from the postmarked date of the decision letter to the SER National Director of SCSEP. Appeals should be mailed to:
- ATTN: SER National Director of SCSEP SER-Jobs for Progress National, Inc.
 - 100 Royal Lane Suite 130
 - Irving, Texas 75039

This written appeal should contain the following:

- a detailed explanation of the complaint/grievance,
- a copy of the previous acknowledgements, and
- a request for a re-examination of the facts.

Grievance Policy

- STEP 4:** The SER National Director of SCSEP will have ten (10) working days from the date of receipt of the letter to reply. The findings of the SER National Director of SCSEP are binding on all parties, if the allegation does not involve a violation of the law.

- STEP 5:** If the reply from the SER National Director of SCSEP is not satisfactory, and the allegation(s) of violations of Federal Law, which are not resolved within 60 days of the event, may be filed to the U.S. Department of Labor via:

Division Chief
Division of National Programs, Tools, and Technical Assistance Employment & Training
Administration
Office of Workforce Investment
U.S. Department of Labor
200 Constitution Avenue N.W. Room C4510
Washington, DC 20210

Questions about, or complaints alleging a violation of, the nondiscrimination requirements of title VI of the Civil Rights Act of 1964, sec. 504 of the Rehabilitation Act of 1973, sec. 188 of the Workforce Innovation and Opportunity Act (WIOA), or their implementing regulations, may be directed or mailed to the Director, Civil Rights Center, U.S. Department of Labor, Room N- 4123, 200 Constitution Avenue NW., Washington, DC 20210.

In my file at the local SER SCSEP office is a signed copy of the Participant Orientation form, which acknowledges that these procedures have been explained to me.

- *12. Maximizing enrollment: describe procedures for fully enrolling all available slots, including over enrolling participants, and how over-enrollments will be balanced with equitable distribution requirements.*

The state grantee defines procedures maximizing enrollment in **KANSASWORKS WIOA Guidance Letter 19-01: Recruitment Procedures for SCSEP** located on the **KANSASWORKS** State Board website (<https://ksworksstateboard.org/policies-and-procedures/>).

Subrecipients must describe in local policy the methods of recruitment and selection of participants that ensure the maximum number of eligible individuals have an opportunity to participate in the program. To the extent feasible, subrecipients should seek to enroll minority and Indian eligible individuals, eligible individuals with limited English proficiency, and eligible individuals with greatest economic need, at least in proportion to their numbers in the area, taking into consideration their rates of poverty and unemployment. (641.515(a) / OAA § 502(b)(1)(M)).

Subrecipients must list all community service opportunities with the local **KANSASWORKS** workforce center and must use the **KANSASWORKS** system in the recruitment and selection of eligible individuals to ensure the maximum number of eligible individuals can participate in SCSEP [641.515(b) / OAA § 502(b)(1)(h)]. Subrecipients may choose to list community service opportunities with the local workforce center in a variety of ways including, but not limited to:

- Posting a job order in data management information system (i.e. **KANSASWORKS.com**);
- Posting an announcement on the community information board; or
- Giving a list of community service opportunities to **KANSASWORKS** workforce center manager.

Documentation of recruitment efforts must be maintained for monitoring purposes. The outreach and recruitment methods should occur on a continual basis in a wide range of venues that include but are not limited to the following:

- Presentations to community and civic groups;
- Public presentations and/or public service announcements;
- Brochures in supermarkets, libraries, community bulletin boards, or doctors' offices;
- Newspapers/newsletters;
- Flyers;
- Website postings or social media postings such as on Facebook;
- Recruitment at **KANSASWORKS** workforce centers;
- Attending community functions;
- Recruitment of veterans through local Veterans of Foreign Wars (VFW) halls, veterans' groups and the **KANSASWORKS** workforce center;
- Presentations to staff of Area Agencies on Aging and Councils on Aging for those 55 years of age and older;
- Presentations to chambers of commerce; and
- Presentations to vocational rehabilitation schools, local community colleges, and community action agencies.

Over-Enrollment and Waiting Lists

Should funding become available, SCSEP staff may over-enroll eligible individuals on a short-term basis. Over-enrollment levels may match the annual service level goal as determined by USDOL. SCSEP participants in the over-enrolled assignments must be informed in writing that the assignment is short-term. Temporary participants will:

- Acknowledge their temporary status in writing;
- Be enrolled at the regular rate of pay; and
- Be moved into regular enrollment positions if such positions become available.

When there is over-enrollment for any reason, USDOL recommends a gradual shift that encourages current participants in subsidized community service assignments to move into unsubsidized employment in order to make positions available for eligible individuals in the areas where there has been an increase in the eligible population.

Commerce requires SCSEP subrecipients to maintain a “waiting list” of eligible participants, which must be entered in the USDOL grant performance management system (GPMS). Participants are placed on the “waiting list” in the GPMS by selecting the appropriate box when answering enrollment questions. Subrecipients may pull a copy of the “waiting list” participants by logging in to GPMS and then selecting *Management Reports* followed by *Waiting List*. An individual has the absolute right to apply to the program, and any eligible applicant who is not assigned to a host agency within two weeks of being determined eligible must be placed on a waiting list in GPMS. An applicant is entitled to remain on the waiting list if he/she is still interested in an assignment and meets the eligibility requirements. However, it is not beneficial to the program to let applicants remain on the waiting list for an excessive period. Applicants should be contacted periodically (e.g., every three months) to determine if they are still interested in the program and are still eligible and provided an update on when enrollment may begin. If there is no reasonable prospect of an opening, the participant might decide to withdraw or explore some other program.

SCSEP staff must enter a case note in the participant’s case file explaining the reason for removing an applicant from the waiting list, especially if the administrative reason involves fault on the part of the applicant, such as falsifying the eligibility information. Except in cases of falsification of eligibility information, SCSEP staff should generally provide 30 days written notice prior to removal from the waiting list. No notice is required when the applicant informs the subrecipient that she/he is no longer interested in the program.

- *13. Performance: include a proposed level for each performance measure for each of the program years covered by the plan. While the plan is under review, the State will negotiate with the Employment and Training Administration to set the appropriate levels for the next year. The State may also negotiate performance levels in a subsequent modification. At a minimum, States must identify the performance indicators required under the SCSEP Final Rule published on September 1, 2010, and, for each indicator, the State must develop an objective and quantifiable performance goal for the next year. The performance measures include:*

Not listed in the below categories are the additional measures of customer satisfaction for the three

SCSEP customer groups, which became a seventh core measure in April 2018.

State Grantee target for *Effectiveness in Serving Employers* is 85.8%
State Grantee target for *Effectiveness in Serving Participants* is 80.2%
State Grantee target for *Effectiveness in Serving Host Agencies* is 80.9%

National Grantee target for *Effectiveness in Serving Employers* is 85.8%
National Grantee target for *Effectiveness in Serving Participants* is 82.3%
National Grantee target for *Effectiveness in Serving Host Agencies* is 81.9%

(A) entered employment,

In April of 2018 the US Department of Labor shared guidance on new measures aligning with WIOA Common Measures and effectively abolishing the entered employment measure. The Department decided that PY 2018 and PY2019 will be baseline or pilot years for which non-sanctionable targets, rather than goals, will be established for three new employment outcome measures. Those are *Employed Rate – 2nd Quarter after Exit* and *Employment Rate – 4th Quarter after Exit*.

State Grantee target for *Employed Rate – 2nd Quarter after Exit* is 33.0%
National Grantee target for *Employed Rate – 2nd Quarter after Exit* is 36.5%

State Grantee target for *Employed Rate – 4th Quarter after Exit* is 28.1%
National Grantee target for *Employed Rate – 4th Quarter after Exit* is 29.6%

(B) employment retention,

In April of 2018 the US Department of Labor shared guidance on new measures aligning with WIOA Common Measures and effectively abolishing the employment retention measure. The Department decided that PY 2018 and PY2019 will be baseline or pilot years for which non-sanctionable targets, rather than goals, will be established for three new employment outcome measures. Those are *Employed Rate – 2nd Quarter after Exit*, *Employment Rate – 4th Quarter after Exit*, and *Median Earnings*.

State Grantee target for *Employed Rate – 2nd Quarter after Exit* is 33.0%
National Grantee target for *Employed Rate – 2nd Quarter after Exit* is 36.5%

State Grantee target for *Employed Rate – 4th Quarter after Exit* is 28.1%
National Grantee target for *Employed Rate – 4th Quarter after Exit* is 29.6%

(C) average earnings,

In April of 2018 the US Department of Labor shared guidance on new measures aligning with WIOA Common Measures and effectively abolishing the average earnings measure. The Department decided that PY 2018 and PY2019 will be baseline or pilot years for which non-sanctionable targets, rather than goals, will be established for three new employment outcome measures. Those are *Employed Rate*

– 2nd Quarter after Exit, Employment Rate – 4th Quarter after Exit, and Median Earnings.

State Grantee target for *Median Earnings* is \$2,878

National Grantee target for *Median Earnings* is \$3,400

(D) service level,

State Grantee target for *Service Level* is 150.0%

National Grantee target for *Service Level* is 154.9%

(E) service to most-in-need, and

State Grantee target for *Service to Most-in-Need* is 2.79

National Grantee target for *Service to Most-in-Need* is 2.90

(F) community service

State Grantee target for *Community Service* is 75.0%

National Grantee target for *Community Service* is 78.1%

- 14. *Administrative Costs: describe any request for an increase in administrative costs consistent with section 502(c)(3) of the Older Americans Act.*

Neither the state nor the national grantee have plans to request an increase in administrative costs. Should circumstances arise necessitating such a request, one shall be made.