

# **KANSASWORKS STATE BOARD**

## **Meeting Minutes • October 27, 2010**

### **Call to Order**

The meeting was called to order by Mike Fleming, Chair of the **KANSASWORKS** State Board. The Pledge of Allegiance was given and Mike thanked board members for their commitment and service. The hard work being done is evident given Kansas was just recognized as number three in the country for workforce development programs. The board and its committees have done a tremendous job.

### **Approval of Minutes**

Mike called for a motion of approval for the July 27 meeting minutes. **Tony Naylor made the motion to approve, which was seconded by Criss Mayfield. The motion passed unanimously.**

### **Report from Executive Committee**

Mike Fleming reported the executive committee met to discuss proposed updates to the KWSB bylaws in reference to term limits, attendance and board member voting rights. The bylaws revised in July 2007 are in direct contradiction to the governor's executive order 01-06. The order says members serve at the pleasure of the governor and the bylaws say members are subject to a maximum of two, three-year terms. The bylaws will need to be revised to remove the term limits and align with the executive order.

Since members serve at the pleasure of the governor, the attendance section of the bylaws will also need to be changed. This section states "failure to attend two consecutive meetings...shall forfeit appointment...unless...a valid reason for failing to attend" is presented. The bylaws cannot supersede the governor's executive order, so the language must be removed. However, to address attendance concerns, language will be added explaining what action steps will be taken to bring poor attendance to the governor's attention and encourage a new appointment. The executive committee also discussed voting rights and proxy votes to ensure it will not impede the work of the Health Care Workforce Partnership Committee (formed to meet the requirements of Health and Human Service's *Health Care Workforce Development Planning Grant*). At this time the proposed changes are being reviewed by Commerce's legal department and should come to the full board for approval in January.

Mike reported the committee also discussed a proposal to have Adult Basic Education begin providing reports to the board and asked Kathy Hund to speak about the proposal. Kathy summarized the proposal (included in the agenda packet) detailing some of the successes already realized with the integration of Workforce Investment Act Title I (Employment and Training) and Title II (Adult Basic Education):

- The definition for in-school and out-of-school youth was evaluated and changed to more clearly reflect the intention of the statute. This change allows youth to receive services through ABE and still be included in the Out of School definition.
- The governor appointed the Director of Adult Education, Dianne Glass, to the **KANSASWORKS** State Board.
- Kansas was awarded an incentive grant of approximately \$800,000 for meeting performance standards in both Title I and II. Kansas distributed the funds competitively to local areas using KanGo projects. These projects required the collaboration among Title I, Title II and a technical education provider and have increased the engagement of partners.

With the ultimate goal being a coordinated state plan and full integration with joint accountability for shared measures it makes sense for Adult Basic Education to report to the state board. This would be a step toward true integration of technical education and adult education.

Mike entertained a motion to approve the proposition that Adult Basic Education begin submitting performance reports to the KWSB. **The motion was made by Debra Zehr and seconded by Ed Berger. The motion passed unanimously.**

### **Report from Policy Committee**

Ed Berger reported the Policy Committee met to review substantial changes to Policy 3-14 *WIA Eligibility Determination and Documentation*. A summary of the changes are as follows:

- Sections that do not specifically deal with determination of eligibility and/or are more appropriately addressed elsewhere in existing Policy were removed
- Citations were corrected and/or updated throughout the document
- Documentation requirements were reduced to include those eligibility items and documentation accepted by USDOL for data validation.
- Other changes included rearranging or deleting language to make the policy easier to understand, provide clarification and provide current information.
- Standard changes were also made.

The policy was released for public comment, but none were received. **Ed Berger motioned to approve the policy, which was seconded by Tim Cotter. The motion passed unanimously.**

### **Strategic Planning Committee Update**

Mike explained an action plan was drafted for each of the board's five goals and is being reviewed by Commerce staff. Once feedback is received the Strategic Planning Committee will reconvene and decide the next step.

## **Kansas EmployAbility**

Aimee Bradshaw representing the Kansas Commission on Disability Concerns presented on Kansas EmployAbility, which has two functions, the first being a web presence and the other outreach. The KansasEmployability.com website is solely directed towards employers and contains resources for employers. It answers questions about hiring people with disabilities.

Kansas EmployAbility provides outreach through talking to businesses, chambers, rotary clubs, etc. about why they should hire people with disabilities. Aimee asked the board to help spread the word about Kansas EmployAbility and to share any ideas on how she could partner with workforce development.

## **Worker Re-Entry Overview**

Kathie Harris with the Kansas Department of Corrections stated she understood why Kansas is third in the nation for workforce services and why we have had successes. It is the commitment of the staff in the workforce centers, the leadership and direction provided by the Topeka administration Caleb Asher, Keith Myers, Kathy Hund, David Brennan and all of the staff. They deserve acknowledgment.

Meaningful employment is a big factor in reducing recidivism. Offenders are a significant part of the alternative labor pool that comes to work with barriers. There are outcomes to address and developing partnerships can help achieve those outcomes.

The Kansas Reentry Policy Council was established in 2007. The steering committee appointed a task force for special individual issues. The task force met to come up with strategies on how to assist offenders to effectively reintegrate into the community. The charges from the Employment Task Force are as follows:

- To promote the employment of offenders in Kansas.
- To identify federal, state and local policy barriers
- To identify strategies for marketing offenders to employers
- Build partnerships to develop offenders as another pipeline of skilled workers
- Identify strategies to probation and community corrections

Keep in mind that only in the last fifteen months has this initiative reenergized and been reorganized. Kathy went into detail on partners and release population. Education advances were isolated prior to this project and not based on what the community needed. The task force developed a competency based, self-paced program that utilized the Career Pipeline, *WORKReady!* Certification and the NCCER curriculum.

A two million dollar youthful offender grant was received from the US Department of Labor. The Kansas youthful offender program received recognition from John F. Kennedy School of Government, Harvard University Ash Center as a bright idea. Kansas utilized the National Center for Construction Education curriculum and trained 45 youth offenders that had never been employed. The recidivism rate was 22 percent. The task force reached out to crafts based on need and it worked. That grant sunsets on December 31.

Keith Lawing echoed what Kathy said on the power of partnership and collaboration. Keith thanked Marilyn Scafe for leading the group and commented on how everyone picked up pieces and got things done. Workforce and Corrections are two very complex systems to work with. Navigating the landscape is a significant accomplishment. The project is midstream and successful outcomes mean jobs. Kansas is setting offenders up for the future. They are the alternative labor pool that is needed in the future when baby boomers retire and must be given the skill sets. The state can't afford to let them be tax consumers. They are needed as tax producers.

The national recidivism rate and cost of training offenders was discussed. Keith stated the need for data and need to go to policy makers and ask for money. The data must be there that complements cost savings to corrections and what is added to the community to get cost benefit analysis. It must show public impact and how it is working and also look at mobility.

Caleb stated we need to get creative to keep these programs going so they do not have to end and then start over again. It is his hope that some of these best practices continue.

Eddie stated we need to carefully look at set aside funds and how they are utilized. There are creative ways to do things. Set aside funds are very important to a state to get things done in a short period of time.

Ed Berger described a program like this in the 80's, which disbanded because of cutbacks in the 90's. It is hard to rebuild it once it is gone.

Eddie challenged the Technical Education Authority to survey the economic impact of technical education in this state.

### **Technical Education Authority Update**

Rita Johnson, Senior Director for Workforce Innovations, reported for the authority. The *Governor's Forum on Keeping Kansas Competitive* was held in Wichita. The purpose was to focus on recruiting and educating adults 25 and over. Regents did adopt a strategic plan that included the feedback from the forum.

The authority is finalizing the change in funding approach based on tier rate for high cost programs. Progress continues with program alignment. There are a total of eight new programs that have gone through the process and been approved.

In August, the Board of Regents announced they are using dollars for excellence. Schools must meet specific criteria to get the dollars. This spring Regents will announce grantees.

Work continues with the Energy Net initiative. The key focus provides online, short-term training and direct training by industry. Lead institutions are to work with partners, the community and technical schools to deliver training that overlaps with industry and to acquire additional skills.

Debra Zehr questioned the benefit of alignment to students. It was explained Regents staff work with businesses, look at all existing programs and aligns them with business needs. The programs include multiple exit points and building of more credentials with early stopping points, if possible. Health programs will not have early stopping points, but other programs will.

### **State's Update**

Caleb Asher discussed the 6.6 percent unemployment rate and told the board jobs were picking up. Business is starting to look at adding new jobs and new companies are coming into the state. This last year has been one of our biggest years as far as job growth. It was extremely important that site location consultants gave us the rating of third in the nation. Kansas also continues to rank high in biosciences and is known for having a business-friendly climate. Commerce will be doing more promoting of the system and all the great things being done.

The State Energy Sector Partnership and Training (SESPT) grant is going well. Commerce is further ahead than other states. Caleb thanked the local area executive directors and partners for bringing companies to the table. The *KANSASWORKS SESPT* video was viewed and is also available on You Tube.

Caleb discussed the grants Kansas has been successful in receiving. Page 95 of the agenda packet contains a full list of the 26 million dollars worth of grants Commerce has received, which would not have happened without strong partnerships. To put it into perspective, Kansas receives about 20 million dollars annually in WIA and WP funds.

Workforce development will continue some of the work being done by the EmployAbility grant and our disability program navigators will continue through the new disability grant. Also awarded was a health care grant that will train SRS and TANF individuals in health care jobs. The hope is to train 500 recipients.

Another health care grant will focus on the development of a strategic plan to increase primary health care workforce. The plan will be utilized to apply for about three million dollars in implementation funds. This grant required the formation of the Health Care Workforce Partnership Committee of the state board. KWSB members assigned to this committee are Bill Thornton, Brian Threadgold and Ed Berger. Please let Cindy or I know if you are interested in also participating on the committee.

Corrections received a Second Chance Act grant that will fund a liaison between Corrections and Commerce. Commerce will talk to businesses that are the right fit.

The annual report was submitted to the Department of Labor and is available on the KWSB website along with the local area and state performance reports.

The High Definition equipment is very successful. Across the state we have seen \$200,000 in savings utilizing the equipment.

### **Chair's Update**

In preparing for transition, Mike commended the board for all its work and said it is interesting looking over the past eight years at what has been done. In January, the board may have new board members. Mike hopes the three agency secretaries on the board will come back and serve. Mike thanked them for their work and dedication.

The Board sent out a questionnaire to the gubernatorial candidates, but did not receive a response—most-likely due to the short turnaround time. At least the board will be on their radar. If feedback is received it will be shared. Debra Zehr suggested the board ask the new governor to attend the next board meeting, so questions could be asked.

Debra reported she continued to visit each of the local areas. She requested Bob Dalke to speak at her September board meeting in Salina, which was held at the workforce center. As a result everyone learned about additional workforce services offered. She also stated she visited Wichita and that every area is a little different. The visits were extremely informative.

Mike Fleming reminded the board about nursing shortage statistics provided at the last meeting. Part of the problem is Kansas doesn't have enough trainers to train nurses. One thought is to identify immigrant health care nurses that could go through the hoops to become trainers. Mike asked Bob Dalke if it is possible to identify such candidates in Local Area I. Bob responded it is possible; however, regulations and licensure are issues as well as a poor command of the English language. Areas could look at numbers and report back.

Mike encouraged the board to keep the conversation open. Maryland addressed the language issues, which is step one, and then licensing. Mike asked Carol Perry what has been done at Stormont Vail. Carol Perry stated Stormont contracts with global nursing, which gives Stormont access to two to three thousand nurses. Due to the contract Stormont will be limited on the ability to hire new nurses. Baker University, which has 475 slots, accepted 35 new students for January.

Eddie Estes gave a National Association of Workforce Boards (NAWB) legislative report. Eddie stated in house democrats want to have a reauthorization bill as early as next year and have asked for help. NAWB members will do everything possible to assist locally and then ask for the state chairs to do it on a national level. If republicans win 39 seats there will be changes. John Kline, Representative from Minnesota, will become new chair of the labor committee. We don't know if staff will remain the same. We also face the same thing with the chair that crafted WIA, Brent Guthrie from Kentucky. He introduced the workforce system bill. Republicans are very interested and this is a high priority for new congress if they take control. We will have to work with both sides. Reauthorization could become an issue.

Eddie reported a group met with Pat Roberts this morning. They haven't been interested, but they understand it is important. Get them in your centers and make sure they know what we do. Everyone needs to get involved statewide and nationally. We will be working really quickly. Regionalization is a big deal now. Will it be after Tuesday?

In regards to the Summit the Three E's are more important than ever as you talk to the new governor. Registrations are due quickly as early bird ends next week.

### **Adjournment**

Mike stated the next meeting will be January 20 at 12:30 immediately following the Kansas Workforce Summit. Mike acknowledged staff gave credit to the board and Commerce. He is hopeful everyone is back in January and thanked everyone for their work. The meeting adjourned at 1:28pm.

## ATTENDANCE

BOARD MEMBERS		PRESENT
<b>Mike Fleming</b> , Chair	Attorney, Healy Law Firm, LLC	X
<b>Eddie Estes</b> , Vice Chair	President, Western Kansas Manufacturers Association	X
<b>Ed Berger</b>	President, Hutchinson Community College	X
<b>Rod Blackburn</b>	Co-Owner, WB Construction, LLC	E
<b>Phillip Chappuie</b>	Director of Services, Class LTD	X
<b>Tim Cotter</b>	Retired, Envision	X
<b>Blake Flanders</b> <i>Subst: Rita Johnson</i>	Vice President for Workforce Development, Kansas Board of Regents	X
<b>Jack Fowler</b>	Executive Director, Kansas Commission on Veteran's Affairs	X
<b>Jim Garner</b>	Secretary, Kansas Department of Labor	X
<b>Robert Giesen</b>	President/Owner, B&B Electric Motor Company	X
<b>Judy Gifford</b>	Dir. of Labor Participation, United Way of Wyandotte County	E
<b>Dianne Glass</b> <i>Subst: Gary Alexander</i>	Director of Adult Education, Kansas Board of Regents	X
<b>Vernon Jarboe</b>	President, Sloan, Eisenbarth, Glassman, McEntire & Jarboe, LLC	X
<b>Martin Kennedy</b>	Secretary, Kansas Department on Aging	X
<b>Doug Kinsinger</b>	President/CEO, Greater Topeka Chamber of Commerce	E
<b>Patricia Kirkman</b>	Secretary & Treasurer, Teamsters Local Union No. 696	E
<b>Larissa Long</b>	Senior Manager, External Affairs, KS/CO Gas, Blackhills Energy	E
<b>Alise Martiny</b>	Workforce Development Manager, Kansas City Associated General Contractors	X
<b>Criss Mayfield</b>	Director of Administration, Abbott Workholding Products	X
<b>Tony Naylor</b>	Training Director, Wichita Electrical JATC	X
<b>Carol Perry</b>	Vice President of Patient Care Services and Chief Nursing Director., Stormont Vail Healthcare	X
<b>Lynn Peterson</b>	Co-Owner, Memorial Art Co. Inc. Abilene Commissioner	X
<b>Brian Threadgold</b>	Business Manager, IBEW Local Union No. 226	E
<b>Deb Shepard</b>	Organizer/Contract Administrator, Society of Professional and Engineering Employees in Aerospace	X
<b>William R. Thornton</b> <i>Subst: Caleb Asher</i>	Secretary, Kansas Department of Commerce	E
<b>Debra Zehr</b>	President, KS Association of Homes and Services for the Aging	X

X=Present    E=Excused Absence    U=Unexcused Absence

KWSB Mtg. 10-27-10

## ATTENDANCE

GUESTS
Inayat Noormohmad, Kansas Department of Labor
Kathie Harris, KS Department of Corrections
Bob Dalke, <b>KANSASWORKS</b> , Local Area I
Trent Howerton, Workforce Partnership, Local Area III
Maureen Toll, Salina Area Chamber of Commerce
Scott Anglemyer, Workforce Partnership, Local Area III
Marilyn Scafe, KS Reentry Policy Council
Renea Cavaness, SE <b>KANSASWORKS</b> , Local Area V
Keith Lawing, Workforce Alliance, Local Area IV
Doug Ewing, SE <b>KANSASWORKS</b> , Local Area V
Aimee Bradshaw, Kansas Commission on Disability Concerns
Jerry Atkinson, Local Area V Workforce Investment Board
Diana Ashwill, Kansas Department of Labor
Areon Kelvington, United States Department of Labor, Veteran's Employment and Training
Angela Berland, Kansas Department of Labor

COMMERCE STAFF	
Bill Thompson	Kathy Hund
Martha Gabehart	Loretta Shelley
Bonnie Duden	Ronnie Murphy
Susan Weidenbach	Susan Nickerson
Keith Meyers	Shelly Jones
Ann Duffy	Caleb Asher
Mike Beene	Celia Vega

BOARD STAFF
Cindy Nau