

# **KANSASWORKS STATE BOARD**

## **MEETING MINUTES**

**July 27, 2011 • 10:00 AM – 2:00 PM**

Capitol Plaza Hotel • Emerald Ballroom I  
1717 SW Topeka Boulevard • Topeka, KS 66612

### **Call to Order**

Mike Fleming called the meeting to order at 10:15 a.m. Introductions were made. Due to lack of a quorum the meeting began with the Kansas *WORKReady!* Certificates presentation.

### **Kansas *WORKReady!* Certificates**

Christy thanked Mike for the welcome and thanked everyone for being flexible. The *WORKReady!* Certificate is a credential that is evidence-based, industry recognized, portable and certifies essential skills important to workplace success. The assessments measure problem solving, critical thinking, reading comprehension, and applying information to solve problems. Christy explained the three assessments given in the areas of applied mathematics, locating information, reading for information and how they relate to the skills needed by employers.

Kansas employers wanting a certified workforce utilize [KANSASWORKS.com](http://KANSASWORKS.com) to look at scores of potential candidates. Kansas has certified a total of 11,591 individuals and assessments are good for five years. A Kansas Workkeys website will be online soon in conjunction with the Kansas Career Pipeline site. Information on testing, statistics and outcomes can be easily found on [KANSASWORKS.com](http://KANSASWORKS.com).

The WIN online assessment may be taken as a pretest to allow for preparation of the WorkKeys assessment. Students may utilize adult education for remediation, if needed. Students may work in groups or individually to upgrade their skills.

Tim Cotter asked if the job profile system was still in place. Christy explained it was still in place; however, ACT has the profiling online and a cross match to ONET is available. Tim then inquired about accessibility for disabled. Christy said all workforce centers have ADA compliant workstations. The centers also work with community colleges, if equipment is needed that is not in place.

The question was asked if education was requiring the assessment. Cowley County Community College is requiring the assessment and a few other community colleges in Local Area I. Mike Fleming asked how long it takes to start the process. Christy explained how fast it was and commented turnaround is the next day. Christy offered to provide statistics upon board member request.

### **Veterans Report**

Mike Randol thanked the board for the time to present and introduced himself as the State Veterans Services Manager of the Jobs for Veterans state grant. The staffing grant comes from the United States Department of Labor and funds disabled veterans outreach program specialists (DVOP) and local veterans employment specialists (LVER). There is twenty-five staff dedicated to serving veterans throughout the state of Kansas. DVOPs work with requiring intensive services that have significant

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barriers. LVERs develop relationships with employers and advocate on the benefits of hiring veterans. Both ensure priority of service for veterans.

It is estimated Kansas has 130,000 veterans between the ages of 18 and 64. The Kansas unemployment rate is currently 6.6 percent; however, the unemployment rate for Kansas veterans is 9.9 percent with the highest rate among the Gulf War II veterans (17.2 percent). Currently, 11,900 veterans are participating in job services accounting for 6 percent of the 187,000 total participants in the workforce system. Of the 11,900 veterans seeking services, workforce centers see 3,100. It is a combined team effort between one stop operators and Commerce.

The Kansas veterans program is exceeding all USDOL common measures. Kansas' staff is rated number one in the nation with USDOL in rank with 54 entities and states. Kansas is number three in retention rate equal to four other states. The one stop performance WIA/WP entered employment rate is number two in the nation along with two other states. Performance measures are doing well, but could be better. The goal is to continue efforts to maximize the number of veterans entering suitable and sustainable employment. Mike explained the plan to address high unemployment veterans 18 to 24 years of age.

The Hiring Heroes Act of 2011 has passed the Senate and has been introduced in the House. Potential impact could be mandatory attendance of the Transition Assistance Program (TAP). It is felt that would double the services already provided by our veterans staff and might require additional staff.

Jack Fowler told the board he had spoken to Deputy Secretary Asher about his dissatisfaction with what Kansas does for veterans. Kansas is 45th in nation in ability to hire those returning from the Middle East. Fowler said, nationally, Kansas should be disgraced. Soldiers are not gaining employment when they come home. Jack charged the board with looking at what is being done to hire veterans. There are 2000 post, 9-11 Kansas veterans who are looking for work. He expressed disappointment that the body charged with economic development is overlooking veterans. Those that have gone to war and their families are owed something. Veterans deserve more. It is very important the Veteran's Commission and Commerce partner and work together.

Doug Kinsinger has been chambering around military installations. The perception is the business community values and understands the concept of the skills veterans have. Doug felt the majority of need is where the veterans want to have a permanent residence. An idea would be to do employment forums with businesses and chambers focusing on veterans. There is a need in Topeka for 200 advanced systems positions to be filled. A training fair was held and 189 individuals showed up, but only 30 completed testing. The United States Chamber has tried to do some expos in conjunction with hiring heroes. Ft. Riley will be targeted by the Department of Defense in November. Doug sends Topeka businesses there.

Mike Randol reaffirmed LVERs work with businesses. Five job fairs are to be held in the next few months. One issue identified is Kansas' colleges and institutions need to provide certification for skills obtained in the military. A truck driver, driving for years in the military, should not have to come back and test to certify. Similarly, welders and plumbers that can't get certified should be recognized immediately.

TAP is mandated by the Marine Corp. TAP has not been changed for years and years. It is out dated and needs updating. TAP facilitators will be retrained in October when the new tap program comes online. Soldiers need to be accountable for their success and we need to do a better job of holding them accountable. For example, while attending TAP they don't pay attention, use their cell phone and dress

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improperly (e.g. in shorts and t-shirts). When speaking to them they don't know how to get a job, but are confident they will walk out and get a job. Jack discussed one of the governor's initiatives for rural Kansas and suggested the governor consider incentives to hire veterans.

Caleb discussed information from USDOL Veterans Affairs on national certification, a number of web initiatives being worked on and the need to do more credentialing of veterans. Commerce is interested in Kansas being a leader with or without federal assistance. Caleb will be visiting with KTEC and discussing making veterans one of their priorities and look at how to credential their work experience. Caleb will also talk at the national level to get this completed. In addition, Commerce is working with partners to target the veteran's population and the high numbers utilizing SRS and Correction services. Discussion will occur this week on the rural opportunity zones and WOTC needs to be better packaged, so employers know the incentives for hiring veterans.

Criss Mayfield asked Mike and Jack to address the issues and come up with best practices in finding employment for veterans.

### **Approval of Minutes**

With the arrival of additional board members a quorum was met. Mike called for a motion to approve the minutes of the last meeting. **Doug Kinsinger made the motion to approve the minutes. Tony Naylor seconded the motion, which passed unanimously.**

### **Health Care Workforce Partnership Committee Update**

Cindy Nau informed the board the committee continued to meet monthly. After funding for the implementation grant was stricken, HRSA offered a one-year extension of the planning grant. Kansas completed what was required of the planning grant and with the extension would like to further research some of its ideas to increase the primary care workforce by 10 to 25 percent in the next ten years.

### **Strategic Planning Committee Update**

Mike Fleming explained the *KWSB Strategic Plan* had been released for public comment. One comment was received and reviewed by the committee. It did not result in any changes to the plan. The committee recommended the strategic plan be brought to the board for approval. **Larissa Long made the motion to approve the strategic plan, which was seconded by Criss Mayfield. The motion was approved unanimously.**

### **Certification Committee Update**

Mike Fleming explained the certification committee had met to discuss issues related to certification. It was decided there are a number of challenges to iron out on both the state and local sides. The committee recommends that one-stop certifications for Great Bend, Topeka, Kansas City, Wichita and Pittsburg be extended from July 1, 2011 to July 31, 2012. In the interim the committee will work with state and local staff to revise and clarify the certification policy. **Criss Mayfield made a motion to approve the committee's recommendation to extend one-stop certification, which was seconded by Tim Cotter. The motion was approved unanimously.**

## **Technical Education Authority Update**

Eddie Estes updated the board saying half-a-million dollars has been allotted through 2014, which allows community colleges and technical education to come up with innovative programs and provide matching funds. SB 143 the post-secondary tiered state aid act became law. The entire structure and funding has been replaced with a new system; however, now there is no money for it.

The governor has made two appointments to the authority and will make two more. Connie Hubble and Tom Birk have joined. Program alignment continues and is well on its way to reality. Every student will have the same skill set.

Eddie thanked Keith Lawing for his work on the skill certification system. The skill sets will be developed in Wichita. Please see the report in the agenda packet for more information.

## **Performance Committee Update**

Carol Perry reported the committee had met by teleconference for the first time. The purpose of the committee is to develop local area reports. It was realized in the first meeting that the definitions were unknown and there is a need to step back and look at those before proceeding. The focus is on consistency and efficiency so the reports are the same and much more streamlined. We will meet again to look at reports.

## **State's Update**

Caleb Asher informed the board about Kansas' Rural Opportunity Zones. It consists of two components to stop the decrease of population in the next ten years. The main component is a tax credit for those individuals moving into those counties over the next five years. Kansas will also assist in paying off student loans if an individual with a loan moves into a ROZ area. There is hope to do more and look at the housing issue. Kansas has jobs in areas, but no housing.

A series of mini summits will be held in relation to animal health. Secretary Brownlee mentioned Black and Vetch in Johnson County. Eddie Estes informed the board four hundred people attended the water summit in Colby. Sixty-five had not registered. Water has become a large issue. Eddie suggested pulling together a workforce report relating to all of the summits being held.

Caleb discussed movement within Commerce. Travel and Tourism moved to Wildlife and Parks in an effort to spur economic development within the parks system. Disability Concerns has moved to the governor's office and the Ag Marketing unit has moved to the Department of Agriculture. KTEC and Kansas, Inc. moved into Commerce.

A half-a-million dollar competitive grant relating to industry specific needs has been released. The instructions went out last week and applications are expected soon. There is a great need for engineers. Key colleges are looking at engineering programs and working with Commerce and Regents on measurable placements and keeping engineers in Kansas.

It was learned last week the National Center for Aviation and National Association of Manufacturers have been working together on certification. Kansas would truly like to be the center for aviation training. The

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Kansas aviation credential will come through the National Center for Aviation and National Association of Manufacturers. Kansas is excited for the next step.

Governor Brownback has mandated all agencies work together in looking at cost savings and duplication of services. Commerce has been speaking with SRS about a realistic relationship serving the difficult populations which include TANF, disabilities and medication prevention and addiction. Veterans are found in all groups. Commerce will come up with a strategic plan in the veteran's area.

The KHPOP grant is going well. Our SRS partnership with the TANF population is going well. The SESPT grant is going well and the disability grant is finally getting off the ground.

Commerce is looking at co-enrollment and making it more consistent. There is discrepancy in how it is done. We have put out guidance to the areas and are waiting for comments to come back.

The recovery act wrapped up in June. Kansas was able to spend down and invest wisely for years to come.

The Kansas Career Pipeline, CareerZoom and KANSASWORKS.com now have the ability to sign on under a single user id. Kuder is providing the assessment piece so it is managed by a standalone nonprofit. There was concern about sustainability, however, with partnership at the state level that is not a problem. Commerce found someone to look at tool that will allow us to repackage and save \$540,000. Expect to receive a usability survey. Please do not turn that off when you see it, your input is valuable. The old logo is gone and Commerce will roll out a new suite of services in 2012 that will be integrated with KANSASWORKS.com.

In terms of the federal budget, workforce service has not received word of its funding. It should have been received in May. USDOL has provided funding to draw from though. Discussion has been there will be a 5 to 15 percent reduction. When the decision is made Commerce will look at what we can and cannot fund. Commerce did receive notice of a 3% reduction in administrative funding. The understanding is Commerce is okay and UI will be funded through quarterly reporting or with federal money.

### **Chair's Update**

Mike Fleming called attention to the National Governor's Association Chairs meeting next week in Kansas City, KS. Visits will be made to Johnson County Community College and Garmin. State liaisons come to Kansas City on Thursday. A dinner will be held at the new LiveStrong Park. All board members are invited and encouraged to attend.

Mike asked if the local areas had anything they wanted to discuss. Keith discussed the Career Pathways Summit in Topeka relating to skilling up and defining the career ladder. A skill certificate report will be on the pathways website soon. The group will look at what happens at the next meeting with the ultimate goal being a more efficient system.

The unemployment rate in Wichita is higher than the rest of the state. However, Boeing, Spirit and their suppliers are talking about hiring. There will be a system in place when they begin hiring.

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In working with the WIRED grants the areas were nominated for best practices with the Federal General Accounting Office (GAO). Interviews have taken place and we are confident in being highlighted in the November GAO report.

### **Adjournment**

The board adjourned until October 26, 2011. It is thought the meeting will be held at the same location, however, please look at the notification that will be sent out. If you have any questions feel free to call.

## ATTENDANCE

BOARD MEMBERS	PRESENT
<b>Mike Fleming</b> , <i>Chair</i> Attorney, Healy Law Firm, LLC	X
<b>Eddie Estes</b> , <i>Vice Chair</i> President, Western Kansas Manufacturers Association	X
<b>Ed Berger</b> , President, Hutchinson Community College	E
<b>Rod Blackburn</b> , Co-Owner, WB Construction, LLC	E
<b>Brownlee, Karin</b> , Secretary Kansas Department of Labor	X
<b>Phillip Chappuie</b> , Director of Services, Class LTD	E
<b>Tim Cotter</b> , Retired	X
<b>Blake Flanders</b> , VP for Workforce Development, Kansas Board of Regents	E
<b>Jack Fowler</b> , Executive Director, Kansas Commission on Veteran's Affairs	X
<b>Robert Giesen</b> , President/Owner, B&B Electric Motor Company	E
<b>Judy Gifford</b> , Director of Labor Participation, United Way of Wyandotte Co	X
<b>Vernon Jarboe</b> , President, Sloan, Eisenbarth, Glassman, McEntire & Jarboe	E
<b>Doug Kinsinger</b> , President/CEO, Greater Topeka Chamber of Commerce	X
<b>Patricia Kirkman</b> , Scty& Treasurer, Teamsters Local Union No. 696	E
<b>Larissa Long</b> , Sr. Manager, External Affairs, KS/CO Gas, Blackhills Energy	X
<b>Alise Martiny</b> , WD Manager, Kansas City Associated General Contractors	E
<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> , VP of Patient Care Services and Chief Nursing Dir., Stormont Vail	X
<b>Lynn Peterson</b> , Co-Owner, Memorial Art Co. Inc. Abilene Commissioner	E
<b>Deb Shepard</b> , Organizer/Contract Admin., Society of Professional and Engineering Employees in Aerospace	E
<b>Brian Threadgold</b> , Business Manager, IBEW Local Union No. 226	X
<b>Debra Zehr</b> , President, Kansas Association of Homes and Services for the Aging	E

X=Present  
 E=Excused Absence  
 U=Unexcused Absence

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<b>GUESTS</b>
Inayat Noormohmad, Kansas Department of Labor
Christy Doherty, South Central Kansas Alliance, Local Area IV
Trent Howerton, Workforce Partnership, Local Area III
Scott Anglemeyer, Workforce Partnership, Local Area III
Jo Adams, Workforce Partnership, Local Area III
Keith Lawing, South Central Kansas Alliance, Local Area IV
Renea Cavaness, Southeast <b>KANSASWORKS</b> , Local Area V
Jim Snyder, Silver Haired Legislature
Martha Gabehart, Kansas Commission on Disability Concerns
Jerry Atkinson, LWIB Chair, Southeast <b>KANSASWORKS</b> , Local Area V

<b>COMMERCE STAFF</b>	
Caleb Asher	Loretta Shelley
John Wilson	Christopher Pryor
Ann Duffy	Leticia Lopez
Susan Weidenbach	Joseph Frederickson
Jon Pettus	Mike Beene
Christy Doherty	Mike Beene
Ursula Hendrickson	Gina Coffman
Jeff Schroeder	Kyle Williams
Susan Nickerson	David Brennan
Keith Meyers	Linda Weaver
Christine Bohannon	

<b>BOARD STAFF</b>
Cindy Nau