

**KANSAS
WORKS**

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WORKS**

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**PROGRAM YEAR 2024
ANNUAL REPORT**

 **KANSAS WORKS**

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Workforce Innovation and Opportunity Act (WIOA)
Title I, II, III, and IV
Kansas Annual Statewide Performance Report Narrative
Program Year 2024 (PY2024)

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PY2024-PY2026 Strategic Plan

The Strategic Plan is to guide the focus, oversight, and investments of the **KANSASWORKS** State Board over the next four years. There are four main goal areas approved in the 2024-2026 Strategic Plan.

1. Enhanced and improved workforce service delivery to disadvantaged youth.
2. Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders.
3. Increased business and community awareness of, engagement with, and utilization of the workforce system.
4. Increased and sustained State Board member engagement and workforce system leadership.

Goal 1: Enhance and improve workforce service delivery to disadvantaged youth.

Strategy 1: Assess strategies and outcomes of current programming for disadvantaged youth to identify strengths as well as gaps by:

Strategy 2: Expand workforce transition services, including work-based learning experiences, for foster care youth through deepened partnership efforts with the Department for Children and Families (DCF) by:

Strategy 3: Expand and better integrate workforce transition services, including work-based learning experiences, for youth with disabilities through enhanced partnership efforts with DCF/Rehabilitation Services and the Kansas State Department of Education (KSDE).

(More information given about efforts regarding goal 3 has been included in **Attachment B.**)

Goal 2: Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders.

Strategy 1: With the Kansas Department of Corrections (KDOC) and other relevant partners, lead implementation efforts to develop a workforce system and reentry partners' capacity to:

1. Increase career planning and development services and expand work-based learning opportunities for justice-involved individuals

2. Enhance support for reentry-friendly employers looking to hire, upskill, and advance justice-involved individuals
3. Enhance collaborations with community corrections partners.

Goal 3: Increased business and community awareness of, engagement with, and utilization of the workforce system.

Strategy 1: Commission surveys to gather insights about workforce system awareness, perception, and utilization.

Strategy 2: Identify and implement efforts to enhance awareness and perceptions of the system and increase utilization of the system by residents and businesses.

(More information given about efforts regarding goal 3 has been included in **Attachment B.**)

Goal 4: Increased and sustained State Board member engagement and workforce system leadership.

Strategy 1: Gather Board members' and Board staff's input on challenges to and ideas around increasing and sustaining engagement.

Strategy 2: Review existing Board structures and practices to identify potential opportunities to maximize Board member engagement.

Strategy 3: Develop tools and resources to build Board member understanding of expectations, responsibilities, and time commitments.



Effectiveness in Serving Employers

Kansas continues its efforts with employer effectiveness measures in alignment with direction from USDOL. As per guidance from USDOL, a single Employer Effectiveness Measure is reported upon for this annual reporting period: Retention with Same Employer in the 2nd and 4th Quarters After Exit Date.

Kansas does not have state-specific measures or indicators established. Similar to previous years, the employer indicator is not measured against a negotiated goal, as the cohort collected will serve as a baseline for this annual performance reporting period. Kansas Title I, Title II, Title III, and Title IV partners elected to designate the Kansas Department of Commerce (Commerce) as the lead reporting agency for these indicators.

Collaborative efforts between these partners ensure all data for each of the core programs collected during PY2024/FY2025 are included and reported to USDOL as one set of data. Effectiveness in Serving Employers performance indicator results for PY2024/FY2025 are shown in charts demonstrated in **Attachment C**.

As depicted in the charts in **Attachment C**, Kansas has experienced a 22.1% decrease in retention rates for the 2nd and 4th quarters over the course of the last program year. While retention has decreased, employers continue to receive quality services, including, but not limited to, supportive services, recruitment assistance, and training services.



Kansas employers continue to receive business services; however, overall progress for the measures of retention has decreased for PY2024/FY2025. **KANSASWORKS** business service teams expect to expand outreach efforts

to promote continuous improvement in the upcoming program year. The decline of this measure is attributed to system changes, lack of staff resources utilized for outreach efforts across the state, and employer adaptation to the next generation of the state job board, **KANSASWORKS.com**.

Of the 23,451 employers actively utilizing the **KANSASWORKS.com** system, a reported 34,025 job postings were available as of June 30, 2025. Business customers received a total of 7,061 services over the course of the PY2024/FY2025. The following services represent the services employers engaged in for this reporting period:

NAVIGATING LAYOFFS
YOUR GUIDE TO CAREER RECOVERY IN KANSAS

Access the Support and Tools You Need to Move Forward
Experiencing a layoff can be challenging, but Kansas offers a range of resources to help you navigate this transition and secure new opportunities.

- kansasworks.com**
Explore job openings, connect with employers, and access free career services.
- jobs.ks.gov**
Discover career opportunities within various state agencies.
- kdol.ks.gov/unemployment**
Apply for unemployment benefits, check eligibility, and manage your claim online.
- bit.ly/KS-Job-Seeker-Resources**
Access resources for job search, career development, and workforce services.

Rapid Response Program
Support for Displaced Workers – The Rapid Response Program provides assistance to individuals affected by layoffs, offering services such as career counseling, job search support, resume writing, and access to training programs. These services are designed to help you transition to new employment as quickly as possible.

For more information and to access support, visit bit.ly/KS-Rapid-Response

KANSASWORKS is Your Connection to Employment – We provide a variety of free services to help you find your next great job. Find your nearest workforce center at kansasworks.com/contact or call 877-509-6757.

KANSASWORKS
A proud partner of the AmericanJobCenter network

To coincide with these employer services, 10,499 participants who gained employment retained employment at 68.7%. Geographically, statewide success was experienced with retaining employees as a result of service delivery and pinpointed job matching between job seekers and employers. Kansas will continue to focus on employer needs and job seekers' qualifications to reduce the unemployment rate and boost the economy in the upcoming year.

Customer Satisfaction

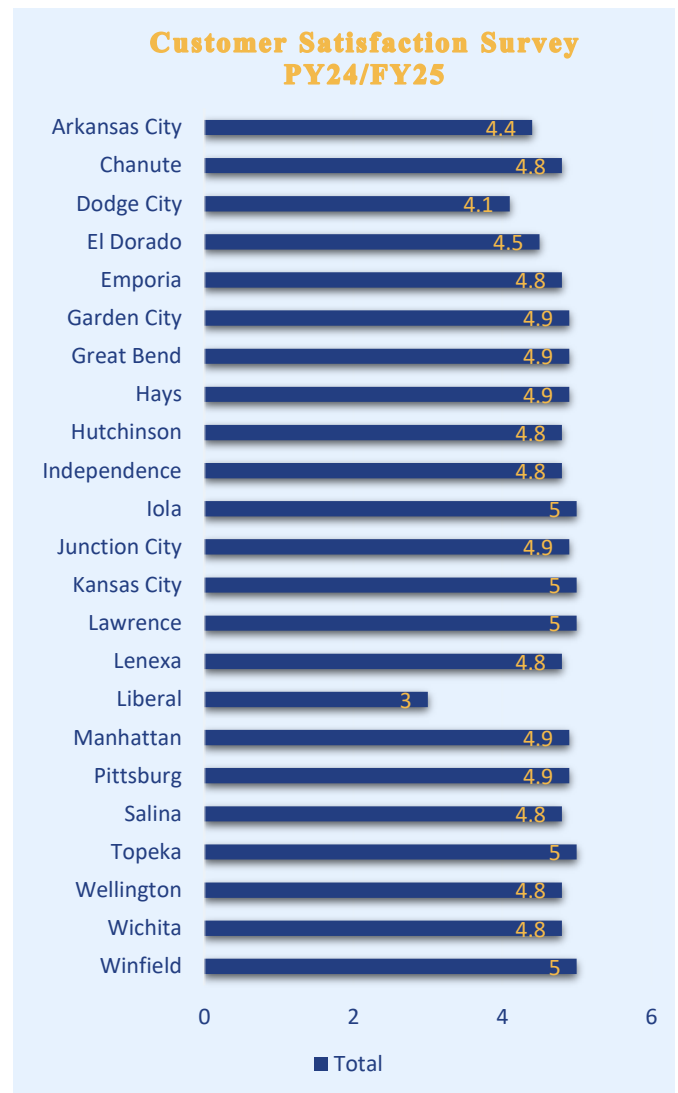
In PY2024, Kansas conducted a statewide Secret Shopper project across all Workforce Centers to gather valuable feedback directly from customers regarding their experiences and satisfaction with services received. The purpose of this initiative was to gain an objective understanding of how effectively staff were meeting customer needs and where enhancements could be made. Based on the findings, a statewide workgroup was assembled to develop and implement targeted strategies to address identified areas for improvement—particularly in the area of customer service excellence. This team focused on strengthening customer engagement practices, ensuring consistent service delivery, and promoting a culture of responsiveness throughout all Workforce Centers.

One of the key outcomes of this initiative was the development of a consistent customer questionnaire to be used across all Workforce Centers. This tool helps staff better understand each customer’s purpose for visiting, their current situation, and the type of support they are seeking. By asking thoughtful, open-ended questions, staff are able to listen actively to each individual’s unique needs and tailor services accordingly. This approach ensures that customers feel heard, valued, and supported from the moment they walk through the door. It also reinforces staff’s commitment to providing personalized, needs-based assistance, helping individuals connect with the right programs, training opportunities, or job resources to achieve their employment goals.

Building on the feedback gathered and the customer-centered approach developed through the new questionnaire, Workforce Centers are also focusing on strengthening the connections between job seekers and employers. By gaining a clearer understanding of each customer’s goals, skills, and barriers, staff can make more strategic and meaningful referrals to employment opportunities that align with both the jobseeker’s interests and the employer’s needs. This individualized approach allows Workforce staff to act as true career matchmakers, ensuring businesses are connected with qualified candidates while job seekers find positions that offer long-term potential. Together, these efforts support a more responsive, efficient, and impactful workforce system—one that meets people where they are and helps both workers and employers succeed.

Another important step in maintaining and improving customer service across **KANSASWORKS** Workforce

Centers has been the continued use of customer service kiosk surveys. These kiosks provide an immediate opportunity for customers to share feedback about their experiences before leaving the Center, helping staff capture honest, real-time insights. During FY2025, **KANSASWORKS** Workforce Centers received responses for approximately 3,512 individuals and employers. Surveys included a variety of questions (**Attachment D**) to ensure customer satisfaction for both individuals and employers. The survey results serve as a valuable tool to assess the quality of services provided, highlight areas of excellence, and identify opportunities for growth. Combined with the findings from the statewide Secret Shopper project and the implementation of a consistent customer questionnaire, these surveys help ensure that Workforce Centers remain responsive to the evolving needs of job seekers and employers alike. The following are the PY2024 results from the Customer Service Kiosk surveys.



Program Evaluation

Within the State of Kansas, the Kansas Department of Commerce is responsible for WIOA Title I and Title III activities, which include program evaluations. Commerce program evaluation processes are focused on two areas: 1) topic/activity-specific evaluation and 2) program-specific evaluation. Commerce continues to build and improve upon these evaluation processes. The process is intended to create a consistent and meaningful evaluation regardless of focus area within a reasonable amount of time. Evaluations will further support continuous improvement and assist in identifying best practices across programs within the local areas and state.

During PY2024/FY2025, Commerce completed evaluations for the Adult, Youth, and Dislocated Worker programs: Findings showed that supportive services had a positive effect on wages when comparing participants who received Supportive Services to those who had not had supportive services. Outcomes also demonstrated that participants who received supportive services were more likely to attain employment after exiting the program than participants who did not receive any supportive services.

The Youth Employment Related to Training Evaluation began in PY2022-PY2023, has been completed. Findings showed foster care youth aged participants had lower employment rates than youth participants overall. Trending, however, points to foster care participants attaining employment at a higher rate than before, while overall youth participants are showing a lower rate. More information is provided in **Attachment E** of this report.

A PROWD and ReSPectWORKS Program Evaluation showed that participants in both programs receive significantly fewer services than justice-involved participants enrolled in other programs. The most common services provided to these participants as a result are resume review and assistance.

As Commerce completes the evaluations, a published version of the summative report can be found at the following link: <https://ksworksstateboard.org/program-evaluation/>. In addition to these completed short-term evaluations, Commerce is in progress with the WIOA Title I program evaluation in which a task group of experts comes together and focuses on pointed questions in an effort to identify best practices and promote continuous improvement. WIOA Title I task group members have a good understanding of the programs to include Adult, Dislocated Worker, and Youth programs.

The current long-term evaluation for WIOA Title I started in the fall of 2024 with the establishment of the task group. This group consists of representatives from all three local areas, including one-stop partner representation, a research analyst, a data analyst, program managers, regulatory compliance representation, and other key partners as needed. This evaluation is currently in the Accountability state (See attachment for Program Evaluation Stages).

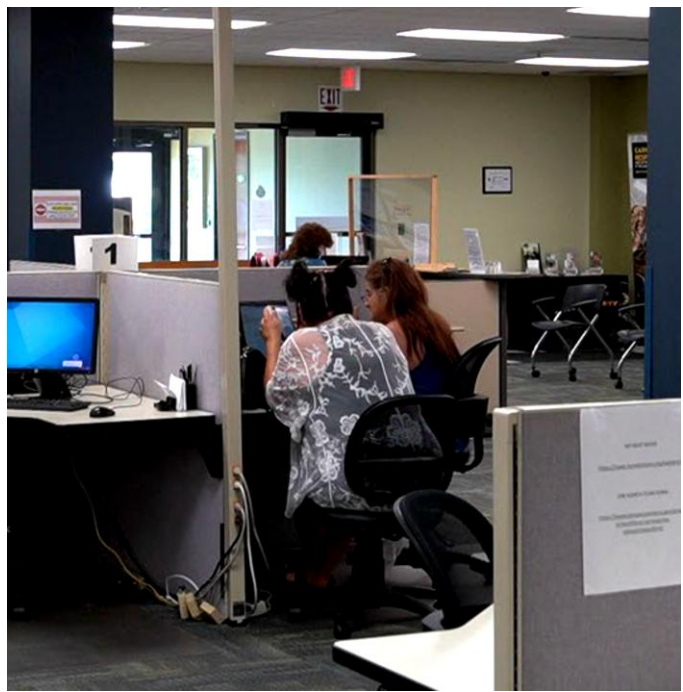
During the Pre-Implementation stage, the group assembled to become familiar with the process, review

PROGRAM EVALUATION STAGES



objectives, and address questions. This exercise provided a definition for the course for the program evaluation as the task group moves forward. Questions were narrowed to the following focus: WIOA Youth Program: Why do youth disengage from the program? Purpose, objectives, scope, and methodologies for this program evaluation can be found in **Attachment E**, along with the Program Evaluation Stages chart.

During the Accountability stage, the research analyst and data analyst will be conducting focus groups to continue to gather data as it relates to this evaluation. Based on the question posed, outcomes could result in the determination of themes and/or patterns for disengagement, perception of effectiveness of the program, and determination of disengagement rate. When the data analysis is complete, the task group will resume meeting to continue with the stages of the program evaluation efforts. While a firm completion date has not been identified, progress continues to be made with evaluation efforts.



Secret Shopper-Workforce Center Evaluation

In the summer of 2024, **KANSASWORKS** partnered with the Public Policy and Management Center (PPMC) at Wichita State University to develop and conduct a confidential “secret shopper” evaluation across 14 Workforce Centers. This initiative was created to advance

continuous improvement by objectively assessing customer experiences and identifying ways to enhance consistency, accessibility, and overall service effectiveness throughout the statewide **KANSASWORKS** system.

The evaluation identified several opportunities to strengthen customer service and improve consistency across Workforce Centers. Strengthening intake procedures, particularly for individuals with disabilities

or language barriers, will help staff better understand job seekers’ goals and connect them to the right resources. Shoppers also found variability in the quality and frequency of referrals to community partners. Standardized check-out procedures, improved follow-up practices, and regular communication of staff contact information would further support continuity of service. Enhancing center accessibility remains a priority, with several locations identified for improvements to parking, entrances, and door functionality. Finally, the evaluation highlighted needs in two additional areas: consistent support for English Language Learners and improved accuracy of center information online.

Once the results were shared, a Continuous Improvement team convened to begin addressing the identified areas of opportunity. Their focus includes developing a more consistent, relationship-based intake process that ensures all customers—especially those with disabilities or language barriers—receive the individualized support needed to understand their goals and connect with appropriate services. The team is also working to standardize referral practices to ensure job seekers across all centers receive equitable access to community partners and resources. Additional priorities include implementing clear check-out and follow-up procedures, improving staff communication with customers, and addressing physical accessibility needs at specific locations, such as parking, entrances, and door functionality.

Details of Wichita State University Public Policy and Management Center’s full report are available in **Attachment E** of this report.

Kansas RESEA Program Evaluation

The Kansas RESEA program is currently examining the impact it has on participant UI reciprocity and employment outcomes. The program has completed an evaluation for a proposed Randomized Controlled Trial (RCT) Design.

Workforce Centers Activities and Training

Over the past year, **KANSASWORKS** Workforce Centers continued to offer services both in-person and virtually, tailoring their approach to meet the unique needs of each customer. This effort was guided by findings from a statewide Secret Shopper project, which highlighted opportunities to enhance customer service. In response, staff focused on delivering more customer-centered services, actively engaging with individuals to ask relevant questions, assess their specific needs, and determine the most effective ways to provide support. This approach ensures that every customer receives personalized guidance and resources to help them achieve their employment and career goals.

For employers and job seekers, Job Fairs were offered in both formats, in-person and virtual. The most successful in-person events were smaller, industry-targeted fairs held at Workforce Centers, which more effectively matched job seekers with available positions compared to larger events. The virtual platform was utilized extensively to host industry-specific Job Fairs, statewide Job Fairs, state agency Job Fairs, and other targeted events, allowing job seekers across the state to connect with employers regardless of location. Additionally, the Centers hosted a variety of in-person and virtual workshops. Mobile Centers were deployed to bring services to communities without physical Workforce Centers, connecting job seekers with employers and resources at events throughout Kansas.

In terms of staff development, **KANSASWORKS** continued its commitment to training by offering three distinct Registered Apprenticeship (RA) programs for its workforce: Supervisors, Frontline Staff, and Reemployment Navigators. Each RA program is specifically designed to address the unique training needs of these groups, providing targeted resources and hands-on experience. The Supervisors program focuses on leadership skills, operational management, and team development, while the Frontline Staff program equips employees with the tools to enhance customer service, job matching, and program knowledge. The Reemployment Navigators program provides specialized training in guiding individuals through the reemployment process, focusing on personalized support and job placement strategies. These RA programs are invaluable for professional growth, offering staff continuous learning opportunities, mentorship, and the skills needed to excel.

All Workforce Center staff continue to receive quarterly

trainings provided by the Kansas Department of Labor (KDOL), on updated information regarding Unemployment Insurance and how Workforce Center staff can best partner with KDOL on assisting these customers. It's a great partnership between the two agencies.

During PY2023/FY2024, all staff users were invited to attend the routine **KANSASWORKS.com** B.A.S.I.C.S training. This training is designed to be an interactive training in which the staff are able to ask about features within the system and also receive updated functionality applied with recent system updates. The trainer has prepared and maintains several spotlight trainings, user guides, and program-specific trainings, which are available for staff after logging on to the **KANSASWORKS.com** Workforce Profession Resources page. In addition to these system trainings, the partner provided training for measurable skill gains was provided to the local board staff as well as registered apprenticeship intermediaries in relation to both technical assistance and continuous improvement of the performance measure.



Rapid Response

During PY2024, Kansas received 18 WARN notices impacting 3,715 employees and 25 non-WARN events affecting 838 employees. Rapid Response (RR) customers are connected to Workforce Centers through multiple pathways. One primary method is through Rapid Response meetings, which were held both virtually and in person this year, based on company preference.

These meetings provide affected employees with information about **KANSASWORKS** Workforce Centers, available services, and often direct connections with local Workforce Center representatives. Whenever possible, one of Kansas' two mobile Workforce Centers is also on-site, allowing dislocated workers to engage in an in-person experience and begin accessing services immediately.

Another connection point occurs when workers file Unemployment Insurance (UI) claims. At that stage, they receive detailed information about **KANSASWORKS** Workforce Centers and are encouraged to visit their nearest location for individualized support. Additionally, workers selected to participate in Reemployment Services and Eligibility Assessment (RESEA) or My Reemployment Plan programs are required to contact a Workforce Center for reemployment assistance, ensuring direct engagement with workforce professionals. A further opportunity arises when job seekers attend in-person or virtual job fairs, where **KANSASWORKS** staff promote Workforce Center resources and encourage participation in available programs.

Kansas' overarching goal is to ensure that all Rapid Response customers are guided to Workforce Centers to utilize available reemployment and training resources through as many touchpoints as possible. Currently, **KANSASWORKS.com** serves as the central system for tracking both WARN and non-WARN Rapid Response events. When event data is entered, the system automatically assigns an event number, allowing staff to select the associated company or event ID and link all related enrollments and services to that record for efficient tracking and coordination. Kansas employs a statewide Workforce Response Coordinator who maintains consistent communication with local economic development partners, human resource associations, and other statewide organizations to stay informed about employer needs—particularly those facing challenges.

This coordinator actively participates in job fairs and outreach events to connect with employers who may need assistance in preventing closures or relocations. They also engage with job seekers to help match qualified candidates with companies experiencing workforce shortages. In collaboration with local Rapid Response representatives, the Workforce Response Coordinator ensures businesses are aware of available resources and support services. Additionally, they closely monitor potential layoffs or closures across the state and promptly share this information with local Rapid Response Coordinators to ensure a timely, coordinated response.

Layoff Aversions

Another key action step involves proactively reaching out to companies experiencing layoffs or closures to connect with affected employees as quickly as possible. The goal is to ensure workers are aware of the **KANSASWORKS** Workforce Centers and the wide range of services available to support them—whether through reemployment assistance, training opportunities, or career transition resources.



Kansas does not impose a minimum threshold of affected employees to initiate a Rapid Response meeting or contact. Staff respond to any qualified layoff, regardless of size, to ensure that all impacted workers receive timely information and support. When a layoff has already occurred before contact is made, every effort is taken to deliver information to employees quickly through direct communication, partnerships, and local outreach.

Each area also conducts targeted social media outreach to reach potentially affected workers and promote the availability of **KANSASWORKS** services. Notices of Layoffs are received from various sources, including WARN notices, news reports, direct employer contact, Workforce Center walk-ins, and weekly email updates

from Unemployment Insurance (UI) partners, identifying companies with filings of 25 or more employees.

Whether notice is received formally or informally, Commerce staff take immediate, proactive steps to engage with employers and employees. The goal is always to provide accurate information, connect individuals to resources as quickly as possible, and help them make a smooth, efficient transition to new employment opportunities.

Please see the associated chart in **Attachment F**, which shows the PY2024 industries with individuals affected by a layoff in both WARN and Non-WARN categories.

Rapid Response Program Aligns with Business

The **KANSASWORKS** Workforce Response Coordinator and Local Area Rapid Response Coordinators play a vital role in business engagement across the state. Their work extends beyond responding to layoffs—they are actively involved in building relationships and maintaining open lines of communication with employers, community partners, and industry organizations.



These coordinators participate in a wide range of local and statewide organizations, including economic development councils, chambers of commerce, human resource associations, and business coalitions. They regularly attend business functions, workforce meetings, and community events to stay informed of employer needs, industry trends, and potential workforce challenges.

Through consistent outreach and collaboration, the coordinators strengthen Kansas’s ability to anticipate workforce disruptions, connect employers to available resources, and promote the services offered through the **KANSASWORKS** Workforce System. This proactive engagement helps ensure businesses are aware of the support available to them—whether they are growing, restructuring, or facing potential layoffs—and reinforces the state’s commitment to a responsive, business-focused workforce system.

The Rapid Response services available to companies and affected workers are designed to provide timely support and resources to help employees transition successfully to new employment opportunities. The services include:

- Immediate employer contact: Staff work directly with the employer to discuss a coordinated plan of action to assist affected employees.
- Rapid Response meetings: Meetings, held in-person or virtually, provide employees with comprehensive information about available services, including Workforce Center resources, unemployment benefits, local support programs, and potential training opportunities.
- Information packets: Employees receive a folder containing all relevant information, allowing them to reference available services and next steps after the session.
- Job fairs: Affected workers have opportunities to meet and connect with local employers actively recruiting new staff, increasing their chances of rapid reemployment.
- Skills workshops: Employees can participate in resume writing, job search strategies, and interview skills workshops to enhance their employability.
- Mobile Workforce Centers: On-site mobile centers provide immediate access to Workforce Center services, ensuring that workers can begin utilizing resources without delay.
- Program participation: Eligible employees may take part in programs such as RESEA (Reemployment Services and Eligibility Assessment) or My Reemployment Plan, which provide personalized reemployment guidance and support.

- Training referrals: Employees may be referred to training programs, including Dislocated Worker (DW) programs, to prepare them for new career opportunities.
- Unemployment Insurance support: Assistance is provided for filing UI claims, helping employees access financial support during the transition period.

National Dislocated Worker (NDWGs)

Commerce did not have any direct National Dislocated Worker Grants for PY2024/FY2025. Kansas WorkforceONE and Workforce Alliance do have NDWG’s in progress during this program year. Please see the local area submissions for further details relating to these grants.

ReEmployment Services and Eligibility Assessment

Reemployment Services and Eligibility Assessment (RESEA) is a collaboration between the Kansas Department of Commerce and the Kansas Department of Labor. The goals of RESEA are to shorten the number of weeks Unemployment Insurance (UI) benefits are claimed, prevent, and detect UI overpayments, decrease the likelihood of claimants exhausting UI benefits, achieve cost savings to the UI trust fund, and provide rapid reemployment for UI claimants, and establish RESEA as an entry point for UI claimants into other workforce system partner programs.

RESEA is provided in sixteen **KANSASWORKS** Workforce Centers around the state. There are sixteen grant-funded positions located at five Workforce Centers. Wagner-Peyser-funded staff provide RESEA services in offices that do not have dedicated staff. Claimants scheduled for RESEA are required to report to a Workforce Center as a condition of receiving UI benefits. RESEA scheduled 8,174 claimants for services, with 4,299 completing RESEA.

My ReEmployment Program (MRP)

Beginning June 2021, My (Re)Employment Plan (MRP) was revived and updated in HB2196. The program is a collaboration between the Kansas Departments of Commerce and Department of Labor and the **KANSASWORKS** Workforce System and provides enhanced reemployment services to Kansans who are

unemployed and looking for work. The program connects unemployment recipients who have received three consecutive Unemployment Insurance payments with **KANSASWORKS.com**. Selected claimants are required to complete a Job Search Plan and have an active resume in **KANSASWORKS.com**. Customers needing assistance are encouraged to visit their nearest Workforce Center. During PY 2024, 11,081 claimants were notified of their required participation in the My (Re)Employment Plan program. 6,296 have successfully completed all program requirements; the remaining 2,204 potentially returned to work prior to completion or other unknown factors. 2,581 were waived from participation, mainly due to returning to work.



In September 2022, the program achieved full automation via the customer's utilization of **KANSASWORKS.com**. This automated system seamlessly integrates the job search plan and skills assessment components within the **KANSASWORKS.com** platform. Upon successful completion of these tasks and a published resume, the program's associated services are finalized, and notifications are automatically transmitted to Kansas.

During Phase 2 of the program, designated staff are responsible for conducting quarterly reviews of resumes uploaded through the My (Re)Employment Plan (MRP) process to assess content and quality. Following this, two local areas launched a pilot initiative involving proactive outreach, including cold calling customers who have completed their MRP requirements to offer additional workforce services. These efforts serve as a key entry point for individuals seeking access to the workforce centers.

MRP Website Link:
[My Reemployment - Kansas Department of Commerce \(kansascommerce.gov\)](https://www.kansascommerce.gov/my-reemployment)

Jobs for Veterans State Grant (JVSG)

The Jobs for Veterans State Grants (JVSG) program continues to play a vital role in connecting Kansas veterans and eligible spouses to meaningful employment opportunities. Through dedicated staff, including Disabled Veterans’ Outreach Program (DVOP) specialists and Local Veterans’ Employment Representatives (LVERs), the program provides individualized career services, targeted outreach, and employer engagement to support veterans in successfully transitioning to civilian careers. Over the past year, JVSG has strengthened partnerships with employers, community organizations, and military installations across the state to enhance visibility, expand access to services, and deliver lasting employment outcomes for those who have served our nation.



During PY2024, the JVSG team joined with the Fort Riley Transition Assistance Program (TAP) and local city and chamber partners to host Kansas Employment Explorations Program (KEEP) tours. These community immersion visits help transitioning service members (TSMs) and their families explore Kansas communities, meet employers and civic leaders, and learn about quality-of-life amenities and veteran benefits within the local towns. The tours connect participants to clear career pathways and showcase opportunities across the state, encouraging them to live and work in Kansas after separation.

Additionally, the Kansas Department of Commerce, in partnership with Hilton Hotels and Resorts, processed 78 Hilton Honors referrals for Veterans, transitioning service members, and spouses. Points awarded to a Hilton Honors account are redeemable for hotel stays in participating Hilton chain facilities for employment-related activities such as confirmed out-of-state job interviews, training for a new/existing job or certification, and pre-employment testing, such as physicals, drug testing, aptitude, agility, or licensure.

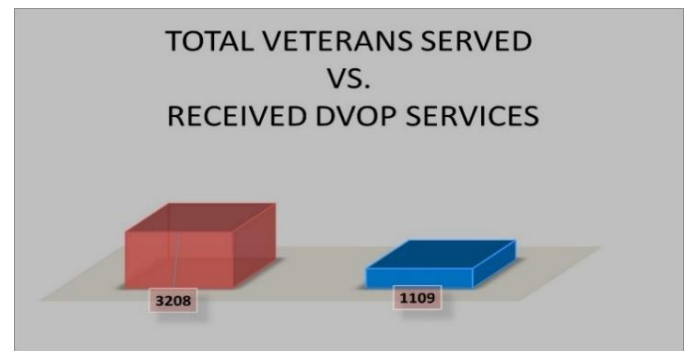
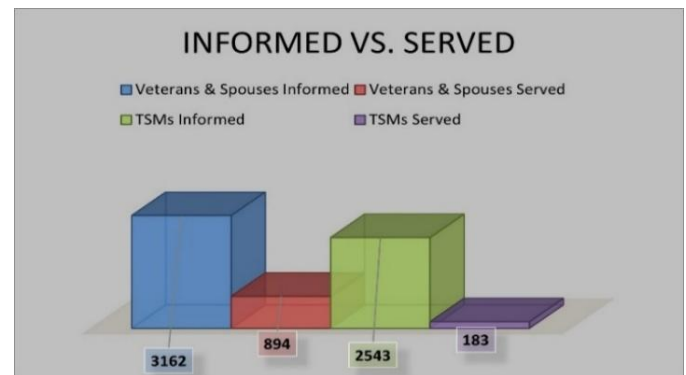
Initial Contact and Outreach: JVSG staff reached 12,574 Veterans, Spouses, and TSMs through newsletters, emails, and made 7,077 contacts during in-person outreach.

Engagement and Assessment: Of the 3,208 Veterans served in Kansas Workforce Centers, 1,109 received tailored assistance from DVOP Specialists targeting barriers such as disability, housing instability, or skills translation.

Training and Preparation: Veterans participated in résumé building, job readiness workshops, and individualized career planning, with 277 achieving job placements.

Employer Connections: Through 2,372 employer engagements (including 720 federal employers), LVERs connected Veterans to employers ready to hire. Collaboration with VR&E assisted 363 Special Disabled Veterans, with 24 securing suitable employment.

Success stories for the Jobs for Veterans State Grant can be found in the Success Stories and Testimonies Section in **Attachment H**.



Registered Apprenticeship

Governor Laura Kelly established the Kansas Office of Registered Apprenticeship (KOA) through Executive Order on September 6, 2022. Since its inception, KOA has driven transformative growth in apprenticeship engagement across the state. In 2025, the office achieved three major milestones: employer engagement has increased by 228% since 2022, reaching a record 1,008 employers this year, while the addition of 2,000 new apprentices contributed to a sustained total of 3,500 active apprentices—the highest number in Kansas history.

The Kansas Office of Registered Apprenticeship (KOA), operating under the Kansas Department of Commerce, serves as the state's designated authority for Registered Apprenticeships. Recognized by the U.S. Department of Labor (USDOL), KOA collaborates closely with the Federal Department of Labor Employment and Training Division to enhance and modernize the apprenticeship system, benefiting workers, employers, and the broader economy.

KOA’s approach remains grounded in data-driven policy and measurable outcomes. A University of Kansas ROI study released in July 2025 found a median employer return on investment of 249%, meaning that for every \$1 invested in apprenticeship, employers saw \$2.49 in net benefits within five years. Beyond direct financial returns, employers also reported indirect benefits, including higher retention rates, stronger workplace cultures, and more resilient talent pipelines. To further support growth and understanding, KOA also developed new guidance on youth apprenticeship labor laws, providing clear and accessible resources for employers, parents, and schools to promote compliance and expand opportunities for younger workers.

The office works to break down barriers to growth and sustainability, with an emphasis on sustainability through blended state and federal funding.

Notable activities for PY2024 include:

Groundbreaking Kansas ROI Study: showcasing a 228% growth in registered employer participation since 2022 and a median ROI of 246%—equating to \$2.49 in direct net benefits per \$1 invested within five years. Employers also reported significant indirect benefits, including enhanced employee retention, workforce

culture, and sustainable talent pipelines, Kansas Department of Commerce.

Pre-Licensure Registered Nurse Apprenticeship:

One of the fastest-growing areas for apprenticeship is healthcare—an industry facing critical workforce shortages and an urgent need for well-prepared, job-ready professionals. Kansas is not only part of this trend, but we are also leading in innovation, particularly with our groundbreaking pre-licensure Registered Nurse Apprenticeship Program.

Kansas Apprenticeship Tax and Grant Act:

To date, Kansas has promised nearly \$1.7 million in apprenticeship employment incentives, and growing. This has paved the way to support all registered apprenticeship activity across the state of Kansas.

Demystifying Youth Apprenticeship:

The KOA has worked to define youth apprenticeship for Kansas and debunk the misconceptions around workers' compensation liability and premiums with hiring youth apprentices: <https://ksapprenticeship.org/youth-apprenticeship/>.

MeadowLARK Grant Initiative:

MeadowLARK continues to expand across Kansas, with KSDE Teacher Apprenticeships supporting 329 active apprentices after enrolling 150+ new participants in 2025. All KSDE funds are fully obligated, fostering strong workforce board and school district partnerships. Local areas are progressing with added enrollments. LA1 continues pre-apprenticeships with Hutch CC and unions, backing teacher apprenticeships, and the Department of Corrections launched a CDL apprenticeship with Ares Trucking.

Top 10 Programs for Youth Apprenticeship

Diesel Equipment Technician
Electrician (Alternate Title: Interior Electrician)
Elementary School Teacher (NOF)
Farm Equipment Mechanic and Technician
Machine Repairer, Maintenance
Mechanist (Alternate Title: Precision Machinist)
Nurse Assistant Certified (Existing Title: Nurse Assistant)
Residential Plumber
Welding Bench Production Technician (Small Parts)

State Apprenticeship Expansion Funding: KOA completed 48 program reviews covering 1,425 apprentices using a third-party process to ensure transparency and compliance with federal RAP regulations. The grant also supported the launch and updates of the Sprout Youth Apprenticeship website, creation of 24 outreach and animated videos, full career and industry episodes, and trailers to engage students, parents, educators, and employers—significantly enhancing statewide apprenticeship awareness, recruitment, and stakeholder engagement. Kansas is receiving funding for the 2025/2026 fiscal year as well

State Apprenticeship Equity and Expansion Initiative: A \$5.6 million initiative to expand registered apprenticeship opportunities and strengthen Kansas’s skilled workforce. Despite early startup and staffing challenges, new leadership and staff in 2023 accelerated progress, partnerships, and apprentice recruitment. By the grant’s completion on June 30, 2025, the project had served 1,591 apprentices (200% of goal), engaged 205 employers (170% of goal), and expended \$5.3 million (95% of total funds). The project exceeded expectations and reinforced the value of intermediary-led models in scaling apprenticeship access across Kansas.

Kansas Office of Registered Apprenticeship Grants: The KOA awarded more than \$520,000 in state grants to 8 established Registered Apprenticeship programs, including joint apprenticeship training committees from across the state. This funding went to support new training equipment, personnel dedicated to expansion and outreach.

State Apprenticeship Expansion Fund (SAEED): Awarded in 2021 and completed in June of 2025, the project was designed to expand registered apprenticeship opportunities and invest \$5.6 million in developing a skilled workforce. While the first year experienced limited progress due to startup challenges and staffing gaps, the hiring of new staff in 2023 significantly improved execution and stakeholder engagement. This leadership shift accelerated partnerships, program implementation, and apprentice recruitment. By the grant’s close on June 30, 2025, the project had made a strong recovery and delivered impressive outcomes: 1,591 apprentices served—nearly 200% of the original goal of 750—and 205 employers engaged, achieving 170% of the original goal of 120. Approximately \$5.3 million, or 95% of total funds, was expended, with seven intermediaries allocated over \$4.4 million and all but \$102,000 utilized. Hamilton-Ryker alone enrolled more

than 730 apprentices, accounting for nearly half of all participants, while Hamilton-Ryker, Hutchinson Community College, and IBEW 304 fully expended their funds, demonstrating exemplary program delivery. These results underscore the effectiveness of strategic investments in Registered Apprenticeship and highlight the strength of intermediary-led models in scaling apprenticeship access across sectors, providing a strong foundation for continued growth in Kansas.

Industry	2024
Advance Manufacturing	7.15%
Aerospace and Defense	1.92%
Construction, Engineering, and Architecture	31.57%
Corporate and Professional Services	10.51%
Education & Child Care	10.30%
Energy and Natural Resources	22.71%
Environmental and Natural Resources	2.85%
Food & Agriculture	1.30%
Health Care Economy	9.57%
IT/Computer Sciences	1.33%
Logistics and Distribution	0.79%
Grand Total	100.00%

The Kansas Office of Registered Apprenticeship has included additional information on federal funding initiatives and data regarding certain demographics and industries served. This information can be found on **Attachment G**, in the attachments section of this report.

Workforce/Corrections Initiatives/Addressing Barriers to Reentry

The Manager for Justice-Involved Programs serves as the liaison between the Kansas Department of Commerce (Commerce) and the Kansas Department of Corrections (KDOC) to work statewide at increasing opportunities for individuals involved in the criminal justice system to rejoin the workforce in sustainable living wage employment. Statewide involvement activities include:

- Regular meetings with the KDOC Director of Employment and the Director of Education, to discuss goals and connections needed to foster employment for individuals exiting the correctional facilities
- Train Department of Commerce Workforce Services Specialist Registered Apprentices, and other staff on assisting individuals who have been involved in the justice system with rejoining the workforce
- Train Workforce Center Business Services Teams on engaging employers in conversations about hiring justice-involved individuals
- Providing training for partner agencies on employment support specific to individuals involved in the justice system
- Connecting with businesses interested in expanding their hiring pool to qualified justice-involved individuals
- Providing oversight for shared position with Commerce and Kansas Juvenile Correctional Complex (KJCC)
- Administering multiple Federal competitive grants received by Commerce

Federal Competitive Grants:

- ReSpECTWORKS (Reentry Specialized Employment Counseling and Training), an “inside/outside” employment counseling and training program funded by the US Department of Labor Reentry Employment Opportunities Pathway Home 2 initiative, serving participants exiting Kansas Correctional Facilities. Since January 2022, the program has been providing inside/outside intensive case management and workforce development services. As of June 30, 2025, 507 were served, of which 87.55% acquired initial

employment.

- PROWD (Partners for Reentry in Workforce Development), funded by the US Department of Labor Reentry Employment Opportunities, serves individuals under the custody of the Federal Bureau of Prisons residing in USP Leavenworth or one of the three Residential Reentry Centers in the state. Program staff connect them to workforce development services, training, intensive case management, and supportive services to aid them in gaining and maintaining employment post-release in high-demand occupations. As of June 30, 2025, 129 participants have been enrolled in the program from the Residential Reentry Centers, of which 82% have acquired initial employment.
- Women’s Second Chance Reentry Employment Counseling and Training Program, funded by the US Department of Justice Bureau of Justice Assistance Second Chance Act initiative, will serve women released from the Topeka Correctional Facility, providing intensive collaborative case management and workforce development services and connection to occupational training and supportive services, both pre- and post-release. As of June 30, 2025, 14 participants have been enrolled.

Kansas Network for Employment and Career Transition for Youth (knectY)

Kansas Department of Commerce Workforce Services was one of four states awarded \$17M from the federal Equitable Transition Model Demonstration Grant through the United States Department of Labor (USDOL), Office of Disability Employment Policy. The purpose of this project is to create opportunities for competitive integrated employment for youth and young adults with disabilities and provide the necessary education and services. The project, the Kansas Network for Employment and Career Transition for Youth (knectY), uses work-based learning, family involvement, and youth leadership to support access to transition services and career pathways to “Good Jobs”. Since the award, a one-year pilot has been implemented in southwest Kansas, with statewide implementation slated for early 2026.

Retaining Employment and Talent After Injury/Illness Network (RETAIN)

RETAINWORKS is part of the Retaining Employment and Talent After Injury/Illness Network (RETAIN), a

federally funded initiative exploring early stay-at-work/return-to-work (SAW/RTW) intervention strategies that keep people in the labor force following illness or injury, which could result in a work disability. The overarching goal of **RETAINWORKS** is a cultural change to viewing employment as an outcome of medical treatment.

RETAINWORKS is funded by the U.S. Department of Labor and the Social Security Administration under a grant award of \$21,600,000 to the Kansas Department of Commerce. The primary objectives are to increase employment retention and labor force participation and to reduce long-term work disability among project participants.

Through a statewide collaboration between three of the largest medical systems in Kansas, Ascension Via Christi, Stormont Vail, and the University of Kansas Health Systems, in partnership with all five Local Workforce Development Boards, Nurse Navigators, employed by the medical systems, and Workforce Coordinators, employed by the Local Workforce Development Boards, are coordinating health interventions and employment service delivery to support the employee in returning to or staying at work after an illness or injury. Additionally, Referral and Enrollment leads track program progress and assist with recruitment and training of participating Medical Providers. As of June 30, 2025, 1,689 individuals were enrolled. Partnering medical providers across the state now total 734, exceeding the program’s original goal of 250 providers.

WorkKeys / National Career Readiness Certificate

WorkKeys National Career Readiness Certificate (NCRC®) is an assessment-based credential issued at four levels: Platinum, Gold, Silver, and Bronze. The NCRC measures and certifies the essential work skills needed for success in jobs across industries and occupations. The WorkKeys (NCRC®) has helped.

Kansas businesses streamline the selection process for hourly manufacturing employees. The level of the certificate easily indicates if the job seeker can grasp key concepts to be successful in the manufacturing industry. Other Kansas businesses have used the WorkKeys (NCRC®) to provide wage increases if the employee reaches a higher certificate level. The Kansas Workforce Centers provide the WorkKeys National Career

Readiness Certificate (NCRC®) at no cost to Employers and Job Seekers.

The credential is awarded in four levels and verifies skills proficiency in:

- Problem solving
- Critical thinking
- Reading and using work-related text
- Applying information from workplace documents to solve problems
- Applying mathematical reasoning to work-related problems
- Setting up and performing work-related mathematical calculations
- Locating, synthesizing, and applying information that is presented graphically
- Comparing, summarizing, and analyzing information presented in multiple related graphics

A National Career Readiness Certificate is earned by achieving a Level Score of 3 or better on all three WorkKeys assessments:

- Applied Math
- Workplace Documents
- Graphic Literacy

Assessments Administered and Certificates earned statewide:

Platinum	166
Gold	283
Silver	450
Bronze	339

Total Assessments Administered: 7,954.

Work Opportunity Tax Credit (WOTC)

The Work Opportunity Tax Credit (WOTC) program is a federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. An employer can receive a federal tax credit that varies between the amounts of \$2,400 to \$9,600 per applicant.

The WOTC program implemented an interface system to automate and assist with eliminating application requests. Currently, the program is processing within 90 days of submission of an application.

In PY2024/FY2025, WOTC experienced more than 9,000 employers utilizing the program. The average amount per certification was \$2,583.65, with a median amount of \$2,400.00 per certification. Core target demographics included: IV-F TANF recipients, Veteran SNAP recipients, Disabled Veteran, Disabled Veteran Unemployed 6 months, Veterans unemployed 4 weeks+, Unemployed Veteran unemployed 6 months, Ex-Felon, RRC, Vocational Rehabilitation, Ticket to Work holders, SNAP recipients, SSI recipients, Long-Term TANF recipients, and Long-Term Unemployment recipients.

Trade Adjustment Assistance (TAA)

The Trade Adjustment Assistance (TAA) Program is designed to assist workers who experience a reduction in work or job loss as a result of U.S. foreign trade. Worker groups affected by trade are identified within a certified TAA petition. In addition to reemployment services provided through Local Workforce Centers, these workers receive individualized support from TAA Case Managers, who deliver detailed benefit information, enroll participants in services, and provide employment counseling and guidance throughout their TAA participation.

The TAA Program offers adversely affected workers the opportunity to update their skills and enhance their competitiveness in today's evolving labor market. In addition to classroom and work-based training benefits, eligible TAA participants may qualify for income support through Trade Readjustment Allowances (TRA) while enrolled in approved training. Other available benefits include Out-of-Area Job Search Assistance, Relocation Allowances, and Reemployment Trade Adjustment Assistance (RTAA). Each adversely affected worker must first apply for TAA eligibility and subsequently for each

specific TAA benefit.

Effective July 1, 2022, the TAA Program entered termination status due to the absence of Congressional action to reauthorize it. Under the termination provisions of the Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015), the U.S. Department of Labor (USDOL) may no longer certify new petitions for group eligibility as of that date. However, workers covered under petitions approved prior to July 1, 2022, and who were separated on or before June 30, 2022, remain eligible to receive TAA benefits and services. States are required to continue operating their TAA Programs in accordance with the termination provisions, administering the 2002, 2011, 2015, and Reversion 2021 programs under existing regulations. States may continue outreach efforts to identify affected workers and provide services to those covered by certified petitions who were separated from trade-affected employment on or before June 30, 2022.

During PY 2024, despite the program's termination status, Kansas served 19 adversely affected workers under TAA. No new RTAA enrollments could be approved after the termination took effect, and no wage subsidy payments were issued. Nonetheless, the program sponsored nine TAA Training Plans during the year. Of these, six participants successfully completed training, one remains actively enrolled, and two did not complete training but have since become reemployed. Among the 13 TAA participants who exited the program in PY2024, nine were suitably employed at the time of exit.

In PY2024, 29 transportation payments were issued to TAA participants attending training outside their normal commuting areas. No subsistence payments were made to defray expenses, and no participants received relocation or out-of-area job search assistance—likely reflecting increased employment opportunities within their local commuting areas.

The TAA Program Administrative Office continued to collaborate closely with the Kansas Department of Labor (KDOL) TRA Unit, maintaining a high level of communication and cooperation to ensure effective service delivery. Quarterly monitoring tools were utilized to review statewide activities and identify areas for improvement when necessary.

Ticket to Work

Commerce Workforce Services is a Workforce Employment Network, providing Ticket to Work Services to customers through three separate staff

members. Two of these same staff are also certified Social Security Benefits Specialists and assist eligible customers in determining the impact employment wages will have on their federal disability benefits.

Workforce Innovation Opportunity Act Title I Activity

Training Services provided by Local Area:

Local Area	Adult	Dislocated Worker	Total
Kansas WorkforceONE West	130	106	236
Kansas WorkforceONE East	153	61	214
Workforce Partnership Inc.	70	16	86
Workforce Alliance of South Central Kansas	3	7	10
Southeast KANSASWORKS	75	16	91
Total	431	206	637



Participants Served by Local Area:

Local Area	Adult	Dislocated Worker	Total
Kansas WorkforceONE West	274	113	387
Kansas WorkforceONE East	191	63	254
Workforce Partnership Inc.	372	75	347
Workforce Alliance of South Central Kansas	1304	19	1323
Southeast KANSASWORKS	259	35	294
Total	2300	305	2605

The Kansas Department of Commerce and local areas are routinely working to provide accurate cost per participant statistics to the state and local workforce boards. While training isn't the sole focus of WIOA funds, showing the number of people trained with the number of people served in each local area in relation to funds expended gives stakeholders a snapshot of the effectiveness of these federal dollars. Commerce will continue to provide this data to stakeholders as well as other relevant data metrics to show the value of WIOA dollars in each local area and the State of Kansas.



Employment Transition Model (ETM)

Kaitlyn, a young adult with a disability from a small Kansas community, joined knectY to gain meaningful work experience. With limited prior opportunities, she was placed at Homestead Assisted Living, where she received individualized job coaching, skill-building workshops, and ongoing support. Her placement, tailored to her interests and abilities, allowed her to develop essential workplace skills. Through collaboration among vocational rehabilitation services, workforce specialists, and Families Together, Kaitlyn successfully navigated workplace expectations and grew in confidence.

Since starting, Kaitlyn has shown remarkable progress in communication, teamwork, and time management and has become a proactive, valued team member whose caring interactions have enriched the community atmosphere. Her experience highlights the impact of inclusive, structured employment training programs in empowering youth with disabilities. With continued support, Kaitlyn is well-positioned to transition into competitive, integrated employment.

Return to Work/Stay at Work

An individual sustained a wrist fracture that ended his job as a cook. The individual enrolled in the **RETAINWORKS** program to overcome employment barriers related to his injury and limited occupational skills.

With program support, he explored long-term career options and selected Telecommunications and Networking as his desired field. **RETAINWORKS** provided career counseling, resume development, mock interview practice, and guidance on financial aid, scholarships, and grants. The local workforce center also coordinated with other programs to explore co-enrollment opportunities to help fund his education. To bridge the gap before starting school in August, program staff assisted him in securing full-time employment at \$19.86 per hour—an annual increase of \$20,508.80 compared to his previous role. This new position accommodates his physical recovery, his future school schedule, and offers financial stability. This individual now has a good job, increased earnings, and a clear path toward further education and career advancement.

PROWD

Christopher's journey from release to career stability is a

powerful testament to resilience and strategic support. After being released from BOP custody in June 2024 and transferred to Correctional Solutions Group in Wichita, Christopher quickly secured a temp-to-hire position at Coleman Company. However, one significant barrier he faced was limited awareness of career pathways and professional networking outside of entry-level roles, a common challenge for individuals reentering the workforce after incarceration.

Through the PROWD program, Christopher worked with his Employment Support Specialist (ESP) to complete professional development courses like "Jumpstarting Your Job Search" and the Conover Online Workplace Readiness curriculum. Together, they created a tailored resume and actively job-searched for advancement opportunities. Their solution included targeted networking strategies and encouragement for Christopher to leverage his military background to apply for positions beyond what he initially considered.

The outcome was remarkable—Christopher earned a Material Handler role at Johnson Controls in July 2024 with a competitive starting wage and benefits, starting at \$20/hr. Within five months, he advanced to a Quality Assurance position at \$30/hour, and by September 2025, secured a Factory Specialist role on the ideal 3rd shift with a wage increase to \$45/hr. Christopher's proactive engagement, guided by PROWD's responsive coaching and developmental resources, helped him not only overcome barriers but also continually advance toward his personal and professional goals.

RESEA

Cory, a skilled worker, faced an unexpected layoff in February and was selected for RESEA in March. Accustomed to traditional job search methods, he initially expressed reservations about utilizing a resume. Cory recognized the evolving job market and was very eager for assistance. His Reemployment Navigator assessed his situation, provided comprehensive job search resources, resume templates, and scheduled a customized resume appointment with Cory. Additionally, Cory was interested in Aviation, and he registered for the WorkKeys assessment. Cory completed the WorkKeys assessment, achieving a gold certificate. With his certificate from WorkKeys, along with his newly crafted resume, it significantly enhanced his job search efforts

Cory was able to secure a new position with an Aerospace company as a Machinist starting on April 15th. This role

offers a competitive hourly wage of \$25, a 10% weekend differential, and a \$1,000 sign-on bonus.

More success stories have been included in **Attachment H** in the attachments section of this report.

Kansas WorkforceONE

Vocational Rehabilitation-Direct

In PY2024, Kansas WorkforceONE’s VR-Direct program continued to provide direct workforce services to individuals with disabilities, supporting them in achieving meaningful, competitive, and integrated employment. Through collaboration with Vocational Rehabilitation Services and the Kansas Department of Corrections, the program combined WIOA Title IB services with intensive case management to help participants identify strengths, overcome barriers, and achieve lasting employment success.

The VR-Direct team offered a range of customized employment services, including Job Preparation, Guided and Supported Placement, Community-Based Work Assessments, Job Tryouts, Job Coaching, and IPE Case Coordination. As of June 2025, VR-Direct received 54 new referrals and maintained 49 active participants. Among these, the majority engaged in Customized Placement services (47), while others received Supported Employment, Work Assessments, and Case Coordination.

Through structured service components, VR-Direct staff guided participants from job development to successful placement and retention. In PY2024, 40 participants completed Job Development Action Plans, 21 achieved permanent, paid integrated employment, and 19 maintained employment for at least 90 consecutive days—demonstrating the program’s measurable impact in promoting job stability and independence. These outcomes highlight Kansas WorkforceONE’s continued commitment to fostering inclusive employment opportunities and empowering individuals with disabilities to thrive in the workforce.

Second Chance Act Reentry Initiative (SCARI)

Kansas WorkforceONE’s Second Chance Act Reentry Initiative (SCARI) represents a vital step forward in expanding workforce services for women exiting the Topeka Correctional Facility (TCF)—the only women’s correctional facility in the state. Funded by the Bureau of

Justice Assistance, this initiative provides intensive, coordinated case management and workforce development services both before and after release, empowering participants to secure stable, high-wage employment and reduce their likelihood of recidivism.

Through the program, staff can begin working with residents up to nine months prior to release, helping them identify career goals, complete workplace readiness training, and connect to supportive services that foster stability. Services include individualized employment planning, job placement assistance, access to online training curricula, and guidance on removing barriers such as housing or transportation challenges. WorkforceONE also works closely with Topeka Correctional Facility leadership, KDOC reentry staff, and the Kansas Department of Commerce to ensure a smooth transition from incarceration to community-based employment.

As of June 2025, Kansas WorkforceONE had 18 referrals and 2 active enrollments, marking a strong foundation for ongoing program growth. Staff obtained clearance to work within the facility and began conducting regular informational and enrollment sessions for residents. The initiative aims to enroll 130 women through PY2026, with performance targets including 65% employment by the second quarter after exit, 60% by the fourth quarter, and 80% of employed participants earning at least \$16 per hour. By prioritizing dignity, empowerment, and opportunity, SCARI is paving the way for women to achieve lasting independence and success after incarceration, while strengthening Kansas’s workforce through inclusion and second chances.

Workforce Partnership

WIOA-Youth

Mishalae was a high school graduate but was diagnosed with hearing loss and was testing as basic skills deficient. WFP’s youth staff assisted Mishalae with enrollment and eligibility into the WIOA Youth Program by using AI technology that converts speech to text using her cell phone. This technology makes group conversations accessible to deaf or hard-of-hearing individuals. These tools assisted Mishalae to effectively communicate with the youth team through the job readiness course and explore the career research process.

Mishalae expressed interest in maintenance and electrical work and participated in a work experience at the Kansas City, Kansas Housing Authority. She was able to teach staff how to use her cell phone and hearing device to communicate with her at the worksite. She proved to be a valuable resource for the Housing Authority when communicating with residents and tenants who live with hearing loss as well.

Mishalae is now a full-time staff member on the KCKHA maintenance crew and has worked closely with Elaine, the Director of Operations at KCKHA, to build a more inclusive team. Elaine has expressed how much value Mishalae has added to their maintenance crew and states how excited they are to have her on their team.

Workforce Alliance of South Central Kansas

One Workforce Grant

Timothy came to the Workforce Center seeking help to complete his associate degree in Aviation Maintenance Technology through the One Workforce Grant. Previously working part-time in retail, he hoped to earn technical certificates and start a career in the aircraft industry. With grant assistance, Timothy quickly excelled in his training and secured full-time employment at a local aerospace company as a Sheet Metal Mechanic. He completed his program with a 3.84 GPA, earning several aviation maintenance certifications and his associate degree. He was later promoted to Inspector-Fabrication/Assembly at his company. His hard work and dedication, along with support from the Workforce Center, helped him successfully launch his career in aviation

Southeast KANSASWORKS

Rapid Response

In 2024, Southeast KANSASWORKS played a critical leadership role in coordinating rapid response efforts following the announcement of the Tyson Foods plant closure in Emporia, Kansas—a major employer in the region. Working closely with the Kansas Department of Commerce, the Kansas Department of Labor, the City of Emporia, and local partners, the organization mobilized its Rapid Response Team to deliver immediate, on-site support for affected workers. Services included career counseling, unemployment assistance, skills assessments, and referrals to training and employment opportunities across the state.

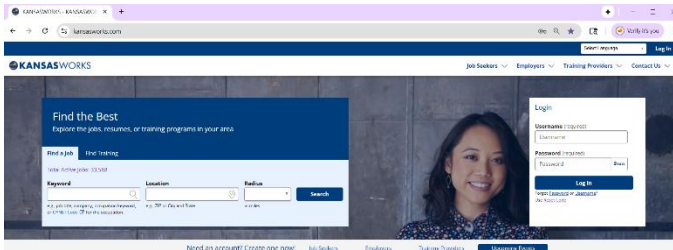


This collaborative effort exemplified the strength of the region's workforce network and its ability to respond quickly and compassionately to large-scale layoffs. By aligning local resources with state and federal support, Southeast KANSASWORKS helped ensure a coordinated, customer-focused response that minimized disruption for workers and supported community recovery. The Emporia Rapid Response initiative reinforced the organization's commitment to serving both workers and employers during times of transition, demonstrating the agility and leadership that define the Southeast KANSASWORKS model.



KANSASWORKS.COM

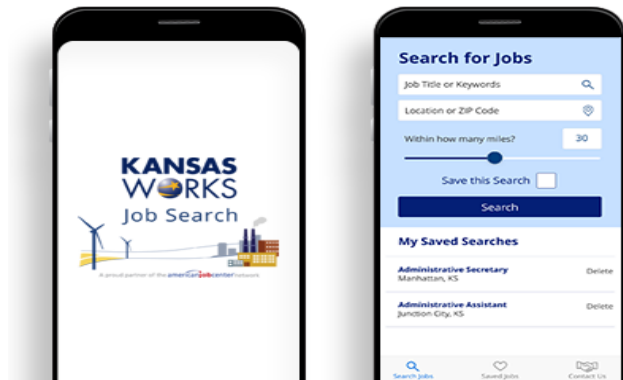
During PY2024/FY2025, **KANSASWORKS.com** continues to adapt to the needs of Kansas employers and job seekers, as well as the expansion of programs. **KANSASWORKS.com**, hosted by America’s JobLink Alliance (AJLA), expanded to include additional enrollments for a new grant as relates to the case management modules of the system. Kansas continues to strive to make routine adjustments to the site to foster a welcoming appearance for all users.



To learn more about navigating the **KANSASWORKS** website, visit the following link:

[Navigating KANSASWORKS | Rise 360](#)

The **KANSASWORKS.com** mobile application is scheduled for updating and potential redesign. Job seekers will be able to continue to access jobs through applications on smartphones, tablets, or through the web-based platform shown above.



AJLA has also implemented a third-party security scan for the purposes of data security, integrity, and protection. These security scans will be applied on a monthly basis going forward, vs the annual scanning in previous years. In addition to this, a reorganization of the team resulted in more focused workgroups to address consortium needs.

These teams include:

- Customer Success
- DevOps
- JobLink/Mobile/Vocal
- CertLink
- Data/Reporting/Tableau
- API/Ingestion/FEDES

Despite some challenges with the transition to the newly renovated system, Kansas job seekers, employers, providers and staff have begun to embrace and appreciate the changes incorporated. The long-term plan will be to continue to make updates to customize the system in an effort to work more efficiently and accurately for our customers.

Big Interview

In May of 2022, the Department of Commerce initiated the process of seamlessly integrating the AI technology offered by Big Interview into the user accounts of **KANSASWORKS.com**. Big Interview is a sophisticated interactive tool meticulously crafted to deliver virtual services to job seekers and employers affiliated with **KANSASWORKS.com**. Subsequently, in August of 2022, this integration was successfully deployed and activated within the framework of **KANSASWORKS.com**.

In January 2025, Big Interview rebranded its resume feature as ResumeAI, which now includes a comprehensive resume builder. This enhanced tool allows job seekers to scan their resumes for instant feedback, assessing grammar, essential resume sections, and the use of impactful action words.

Since its official launch, a total of 4476 users have registered on the platform, comprising 35 administrators, 92 front-line staff members, and 4358 customer accounts.

Live Chat

The **KANSASWORKS** Live Chat feature, originally launched in January 2020, provides real-time assistance to customers with online needs ranging from password resets to step-by-step navigation support. Most inquiries are resolved directly through the chat without requiring additional follow-up.

In August 2024, the Live Chat platform was transitioned

VIRTUAL SERVICES

to Tawk.to a zero-cost solution that saves the state approximately \$4,000 annually. From August 23, 2024, to June 30, 2025, digital assistants managed 7,687 chats, a 20% increase from the 6,352 chats handled during the previous year. Customer satisfaction continues to remain strong, averaging between 90% and 95%. To ensure accessibility for all populations, an ongoing accessibility audit is in place for **KANSASWORKS.com**. In addition, all staff have received training in working with individuals with disabilities.

Virtual Job Fairs



KANSASWORKS continues to connect job seekers and employers through the Premier Virtual Platform. Since October 2021, a total of 826 organizations and 13,395 job seekers, including 879 veterans, have participated in one or more virtual job fairs, including 18 events held since the beginning of 2025. While most events are scheduled as one-day fairs, two weekend events, held in February and September, attracted 897 job seekers, giving participants extra time to explore opportunities, connect with employers, and attend interviews without the constraints of a traditional workweek. This format allows job seekers to balance personal and professional commitments while maximizing their chances of finding the right position.

Many events are open to all industries, while others focus on specific sectors such as Healthcare, Transportation, and Construction. Events that were open to all industries and state agencies averaged 20 employers and 300 job seekers, while events that were industry- or employer-specific averaged 7 employers and 60 attendees. The “Hire-A-Veteran Day”, held in July, aligned with National Hire a Veteran Day, emphasizing the ongoing commitment to helping veterans find meaningful employment. Additionally, the Kansas Department of Labor hosted two virtual events for the call center,

attracting 65 job seekers.

Job seekers from across the state—and even from abroad—can register, upload resumes, chat directly with employers, and participate in live video interviews through a user-friendly and interactive platform. They can explore five regional areas to find suitable opportunities, while employers can link their websites to share up-to-date job openings, chat in real time, schedule and conduct video interviews, and showcase their company through booths featuring a bio, logo, social media links, and job postings or job links. Employers can also download lists of job seekers who visit their booths, including resumes, and invite registered job seekers to their booth. Training videos are available on the platform for both job seekers and employers who may need assistance navigating the platform or a refresher.

These events are actively promoted to both employers and job seekers. Marketing to employers includes **KANSASWORKS** employers, employers registered on the virtual platform, Kansas Chambers & Economic Development Directors, Kansas government agencies, Kansas SHRM, social media, and other employer lists. To reach job seekers, thousands of emails are sent to those registered on **KANSASWORKS** and the virtual platform, as well as to Kansas libraries and military installations, along with social media postings. Press releases are issued for each event, and the Kansas Department of Labor shares job fair flyers with unemployment claimants. **KANSASWORKS** is also seeking ways to include other events, such as resource fairs, and remains open to individual employers hosting their own hiring events.

A promotional graphic for a 'VIRTUAL WEEKEND JOB FAIR'. At the top left is a logo with a blue circle and a yellow star. To the right, the text 'VIRTUAL WEEKEND JOB FAIR' is displayed in large, bold, black letters. Below this is a photograph of a woman with long brown hair, wearing a red sweater, sitting at a desk and working on a laptop. At the bottom of the graphic, the dates 'FRIDAY, MAY 16 THROUGH SUNDAY, MAY 18' are listed. Below the dates, it says 'Registration is required to attend this virtual event. Pre-register today at: bit.ly/KW-MAY-JOB-FAIR'.

KANSASWORKS
A proud partner of the AmericanJobCenter network

Opportunity Youth Program (NCCC)

During the report year, Commerce sub-granted WIOA discretionary funds to Neosho County Community College to provide specialized, intensive services to Out-of-School youth who have serious barriers to employment. Participants will soon, or have already, aged out of Foster Care; lack a high school diploma; have not acquired the skills and tools needed for typical adult living, such as a driver’s license or basic banking; or have other barriers. The project seeks to demonstrate that expansive, intensive delivery of one-on-one employment and training services and supports results in increased employment for young adults with multiple barriers. At the end of the calendar year 2025, this project will be transferred to Kansas WorkforceONE, a Local Workforce Development Board, for continued service delivery.

WorkReady

The National Career Readiness Certificate (NCRC) is a nationally recognized certificate that lets Employers know a job candidate’s skills before they even walk into the interview. Job seekers present their Bronze, Silver, Gold, or Platinum Certificate to Employers as proof of skills in reading, locating information, and mathematics.

Workforce Innovation Conference

The Annual Workforce Innovation Conference took place in October and was hosted by the Kansas Department of Commerce and the Kansas Board of Regents. Presentations and workshops were provided to enhance and improve workforce solutions in Kansas. From September 30 to October 1, members of the Workforce Services Division gathered to learn, connect, and share at the annual Workforce Innovation Conference. This year’s event was held at Tony’s Pizza Event Center in Salina, with sessions centered around the theme of “Forging the Future: Workforce Transformation through Partnerships.”

Throughout the conference, attendees enjoyed engaging presentations from our keynote and featured speakers. Barb Allen identified four gender-specific challenges in predominantly male industries and shared strategies for overcoming these “missing, broken, sticky, and slippery rungs” to help women climb the ladder to leadership. Kendall Gammon’s memorable session—featuring juggling and anecdotes from his long-snapping career with the Kansas City Chiefs—emphasized that

prioritizing communication, connection, and mental health can help build a championship mindset. Ted Abernathy offered profound insights into how shifting industrial patterns, emerging technologies, immigration reform, and evolving social norms are reshaping the labor market. Patrick Henry closed the conference with a humorous and musical session, underscoring that intention, connection, strategic empathy, and stewardship are essential to building and retaining strong teams. See **attachment I** for more information on this year’s conference.

Registered Apprenticeship

The Registered Apprenticeship training programs are available in 1,500 occupations across 170 industries found in businesses of all sizes and last from 1 – 5 years. Apprenticeship programs are for people of all ages who want to earn a salary while they learn, gaining skills and knowledge. These programs offer employers the opportunity to strengthen and build their workforce, providing a high-quality talent pipeline. Registered Apprenticeship programs meet the needs of both employers and job seekers. More information is provided in **Attachment G** of this report.

KANSASWORKS.com

KANSASWORKS.com continues to adapt to the needs of Kansas employers and job seekers, as well as the expansion of programs. KANSASWORKS.com, hosted by America’s JobLink Alliance (AJLA), expanded to include additional enrollments for new grants such as Pathway Home 6, knectY, and SAEF MeadowLARK as relates to the case management modules of the system. Kansas continues to strive to make routine adjustments to the site to foster a welcoming appearance for all users.

KANSASWORKS State Board Plan

Every two years, the state board develops a new strategic plan to guide the focus, oversight, and investments of the KANSASWORKS State Board. Additional details can be found on page one of this document as well as on the KANSASWORKS State Board website.

[State Plans – KANSASWORKS STATE BOARD](#)

Work-Based Learning (WBL) Intermediaries

The Kansas Work-Based Learning Project is a comprehensive approach that ensures Kansas students have equitable access to high-quality work-based learning experiences designed to prepare each student for postsecondary and workforce success, in high-wage, high-demand, and critical need occupations of our state and regions. The WBL project includes an integrated partnership between the Kansas Department of Education, Kansas Department of Commerce, Kansas Board of Regents, and the Local Workforce Development Boards. There are five regional work-based learning intermediaries, one in each region, to connect education, business and industry, and economic development in each of the five workforce regions. Intermediaries act as a liaison and expand existing working relationships between education, business and industry, and economic development in the regions. Additionally, Intermediaries coordinate career exploration experiences in the identified career clusters for all students that may include job shadows, mock interviews, field trips, internships, and career mentoring.

Measure	Annual Totals
Student Participation	41,350
School Districts Engaged	132
Schools Engaged	565
Businesses Engaged	536
Internships Provided	1,258

Framework for Growth Report

Kansas’s comprehensive economic development strategic plan. The Kansas Framework for Growth is an aggressive strategy to align our state’s strengths with emerging trends across the global economy, while guiding economic development at the state and local levels into the future.

The Framework for Growth was created through data analysis and with input from Kansans statewide. Business and community leaders were engaged to offer suggestions and determine priorities for the Kansas economy, and through a virtual survey and town hall meetings across the state, thousands of Kansans came together to help create the final plan.



The Framework for Growth outlines specific approaches to help develop the state’s number one asset – its people. By focusing on talent and innovation, the Framework aims to build resiliency in the Kansas workforce and unlock the potential for new ideas to cultivate and develop into tomorrow’s prosperous businesses.

Some key initiatives outlined within the Framework for Growth include a renewed emphasis on the following, among many others:

- Talent development and retention
- Harnessing the state’s colleges and universities for job and business creation
- Innovation as a driver of new business opportunity, Community assets and regional approaches to economic development
- Policies to support long-term growth

[Kansas Framework for Growth | Kansas Department of Commerce \(kansascommerce.gov\)](https://www.kansascommerce.gov)

Data Collection

Common exit is applied to participants enrolled in multiple programs but have not received qualifying services from any of the programs for a period of 90 days. Once 90 days have elapsed, the participant will exit as of the last day of service.

Common exit is applied to the following partner programs:

- Title I - Adult
- Title I - Dislocated Worker
- Title I - Youth
- Title III - Wagner Peyser
- Trade Adjustment Act
- National Dislocated Worker Grants
- Jobs for Veterans State Grants
- Reentry Employment Opportunities

Kansas' common exit guidance, including ETA-funded partner programs, is included in the Data Collection policy, which can be found via the link below.

Policy Number 5-32-00, Data Collection Link:

[Policies and Procedures - KANSASWORKS STATE BOARD \(ksworksstateboard.org\)](https://ksworksstateboard.org)

Data Validation

The steps for the Data Validation process are detailed in Data Validation Policy #5-33-00. Data validation is done quarterly, and the schedule is included in the state policy.

For sampling methodology, each sample is selected using a two-stage stratified sample design. At the first stage, a state is divided into five sampling strata. The five strata correspond to the five local workforce development areas within the state. Within each of these strata, primary sampling units (PSUs) are formed and selected. The PSUs for the sample are defined as employment service offices. The PSUs are randomly selected using a probability-proportionate-to-size (PPS) procedure that gives a higher chance of selection to PSUs having a larger number of files. Samples will be files from the current program year to include both active participants and participants who have exited during the same program year.

Commerce has developed a full sampling methodology, and it can be found using the following link under Reference Materials:

[Policies and Procedures – KANSASWORKS STATE BOARD](#)

To document that missing and erroneous data have been corrected, the policy identifies the responsibilities and how the entities work together to correct data errors. The entities with responsibility for data correction are America's JobLink Alliance, the Workforce Services Division, Commerce Regulatory Compliance, and local area and program managers.

Error rates are evaluated in two different ways. First, a review is done of each program across the entire state. For instance, the adult sample is reviewed and sees how many errors there are in the file compared to how many values are entered. Second, a review is done at the local area level, and the error rate is calculated for each local area for all programs combined. Error rates are compared to overall values in the samples for each local area. Reviews are done through the programs at the local area level and noted if any error rates go above 2%. The state threshold for errors is 2%.

For follow-up training - If error rate trends go above 2% in any program year, a meeting is scheduled with Training and Technical Assistance staff to describe the issues found. Training and Technical Assistance staff then follow up with local area and program managers to schedule training accordingly.

Data validation records are maintained consistently with State Policy #5-13-00 to comply with federal records retention policy.

Kansas has an approach and ongoing effort to ensure that Kansas data is accurate and has the highest data integrity possible. Commerce staff regularly reviews Participant Individual Record Layout (PIRL) files and Quarterly Performance Reports (QPR) before submission. Electronic edit checks are performed quarterly, in advance of submitting reports to DOL. Electronic edit checks include checking for errors, missing data, out-of-range values, and anomalies. This approach to regularly reviewing the quality of reported program data serves to ensure that Kansas reports quality data that is reliable and free from errors.

Waivers

ETA has approved for PY2024 and PY2025, Kansas’ request to waive the requirement that the State expend 75 percent of the Governor’s reserve youth funds on OSY.

In addition, ETA has approved for PY2024 and PY2025, Kansas’ request to waive the requirement that local areas expend 75 percent of local youth formula funds on OSY. Kansas may lower the local youth funds expenditure requirement to 50 percent for OSY.

As a result of this waiver, Kansas served 626 Youth during PY2024 – an increase over the 581 Youth that Kansas served in PY2023.

Likewise, Kansas served 108 in-school youth during PY2024 – also an increase over the 100 in-school youth Kansas served in PY2023.

Performance accountability outcomes for overall WIOA Youth have remained steady or slightly declined for WIOA Youth performance indicators:

Kansas Youth Performance Comparison			
Performance Indicator	PY 2023	PY 2024	
Youth Employment Q2	77.50%	73.90%	Decline
Youth Employment Q4	73.60%	73.80%	Steady
Median Earnings	\$5,306	\$4,265	Decline
Credential Rate	59.40%	53.60%	Decline
Measurable Skill Gains	61.20%	63.20%	Steady

With more in-school youth being served, there has been a slight decline in 3 of the Youth Performance measures. The slight decline in performance is not necessarily attributed to the waiver, but rather to the combining of local areas that we have seen over the past year. With the consolidation of local areas, there have been new processes put in place, and it will take time to see changes reflected in performance due to the lag time seen in WIOA performance reporting.

This waiver is having a positive impact on those at-risk youth who are in school but need additional assistance from WIOA to stay in school and complete the necessary education that will eventually lead to better career options in the future.

State Workforce Challenges

Outmigration in Kansas rural communities continues to be an issue. Many of the small towns in Kansas lose

young people, especially those with college degrees, to more job opportunities in bigger cities and urban areas. This is sometimes referred to as “brain drain.” This results in an aging population in many Kansas small towns with fewer people available to fill critical jobs. Kansas rural communities face shortages in healthcare professions since it's hard to recruit and retain talent because of lower pay, fewer amenities, and limited career advancement.

Wages for many of the hardest-to-fill jobs are not always competitive with those same jobs that job seekers can find elsewhere. This is especially true in agriculture, healthcare, and manual labor positions. As a result, Kansas also loses many qualified job seekers to neighboring States where wages for similar positions tend to be higher on average.



Local Area Reports

Promising practices, lessons learned, and success stories that focus on serving employers, communities, and individuals with barriers to employment, including information based on the state's evaluation and related research projects, can be found in **Attachment A**. This discussion covers a broad range of at-risk and priority populations served, including out-of-school youth, low-income adults, dislocated workers, individuals who are basic skills deficient, individuals with limited language proficiency, individuals with disabilities, veterans, the long-term unemployed, and any other individuals with barriers to employment, or other populations the state may wish to discuss. See **Attachment A** for all Local Area Reports.

Workforce Innovation and Opportunity Act (WIOA)
Title I, II, III, and IV
Kansas Annual Statewide Performance Report Narrative
Program Year 2024 (PY2024)

ATTACHMENTS

- A. LOCAL AREA OVERVIEW, SUCCESS STORIES AND PERFORMANCE
 - Local Area Kansas Map
 - KANSAS WORKFORCEONE
 - WORKFORCE PARTNERSHIP
 - WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS
 - SOUTHEAST KANSASWORKS
- B. **KANSASWORKS** State Board Strategic Plan
- C. Effectiveness in Serving Employers
- D. Customer Service and Satisfaction
- E. Program Evaluation
- F. Statewide Activities
- G. Registered Apprenticeship
- H. Success Stories and Testimonials
- I. Governors Reserve Fund
- J. Performance Measures, Data, and Analysis

Attachment A

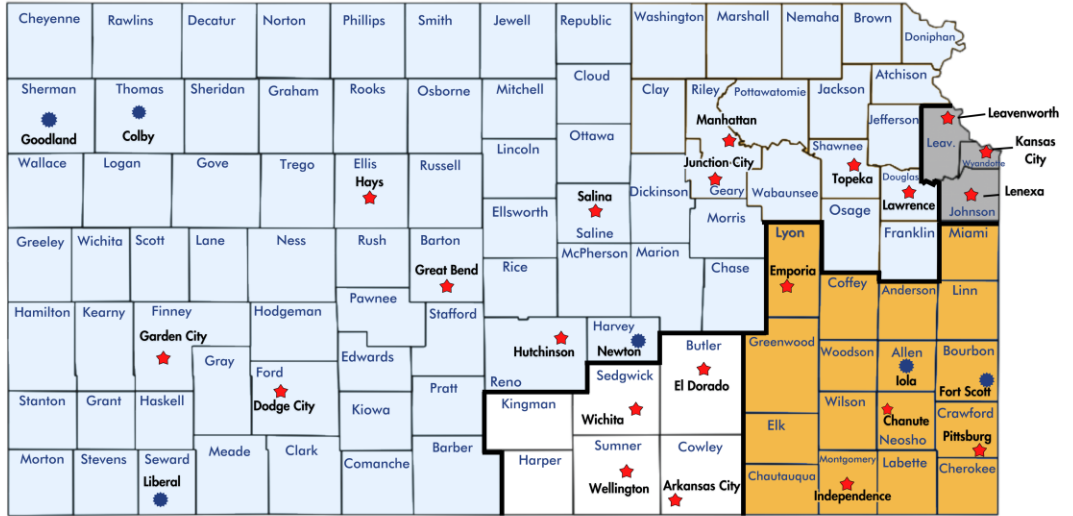


Kansas Workforce Centers

- ★ Full-Time Service
- Part-Time Service

Local Workforce Development Boards

- Kansas WorkforceONE
- Workforce Alliance
- Southeast **KANSASWORKS**
- Workforce Partnership



KANSAS WORKFORCEONE

PY2024 Annual Narrative Report

In PY2024, Kansas WorkforceONE continued to deliver exceptional workforce results across Western and Central Kansas—empowering job seekers, strengthening businesses, and fostering economic growth. On January 1, 2025, Kansas



WorkforceONE merged with Heartland Works, Inc. (Previously Local Area II), expanding its service footprint to 79 counties across western, central, and northeastern Kansas. This merger broadened employer and job seeker services, strengthened partnerships, and expanded staff presence in the field—all while maintaining a lean administrative structure that ensures funding is directed toward service delivery and community impact.

With over \$8.7 million invested in local communities—including \$4.3 million in WIOA funds and \$4.4 million in competitive grants—the organization served thousands of Kansans through training, education, and employment initiatives. More than 563 individuals participated in On-the-Job Training, Registered Apprenticeship, and Work Experience programs, achieving a 92% completion and retention rate.

WorkforceONE’s commitment to accessibility, inclusion, and innovation continues to set the statewide standard. Specialized initiatives such as RETAINWORKS, VR-Direct, Pre-ETS, ETM (knectY), ReSpECTWORKS, and the Second Chance Act Reentry Initiative (SCARI) provided critical services to individuals with disabilities and justice-involved citizens, helping them overcome barriers and achieve sustainable employment.



For over 20 consecutive years, Kansas WorkforceONE has held the top position in statewide performance, again exceeding 12 of 15 federal performance standards in PY2024. With a 90% employment rate among justice-involved participants, 189 workers supported through Rapid Response, and a \$17.52 return on investment, WorkforceONE remains a model of excellence, accountability, and impact. As the organization enters PY2025, it continues to expand access points, deepen partnerships, and lead with servant leadership—ensuring that every Kansan has the opportunity to connect with meaningful work and a brighter future.

Leadership and Collaboration

In PY2024, Kansas WorkforceONE continued to strengthen leadership alignment and collaboration following the merger with Heartland Works, Inc. A joint retreat for the Local Workforce Development Board (LWDB) and Chief Elected Officials Board (CEOB) was held, facilitated by MaryAnn Lawrence of PowerNotes, LLC. The retreat provided an opportunity for

board members to come together to define strategic objectives, build relationships, and establish a clear direction for the 79 counties that make up Kansas WorkforceONE. In addition, Executive Director Deb Scheibler hosted a One-Stop Partner Retreat, bringing workforce system partners together to enhance understanding, streamline direct linkages, and strengthen referral processes—reflecting WorkforceONE’s belief that it truly takes a village of partners to make lasting differences in the lives of shared customers across Kansas.



To maintain open communication and collaboration year-round, Kansas WorkforceONE hosts quarterly “Connections and Conversations” virtual meetings, bringing together nearly 100 participants representing more than 35 organizations from across the region. These meetings provide valuable opportunities for partners to build understanding, share updates, and engage in cross-training on workforce system resources. Each session expands collaboration, strengthens referral networks, and reinforces the shared mission to positively impact both job seekers and businesses throughout Kansas.

Kansas WorkforceONE also continues to prioritize staff development and professional growth. Through intentional training and relationship-building opportunities, staff representing Kansas WorkforceONE, **KANSASWORKS**, and partner organizations engage in learning that enhances both individual expertise and collective impact. Training topics have included Leadership Development, Motivational Interviewing, Accessibility and Accommodations, and other key areas that empower staff to better serve customers with excellence and empathy. These opportunities help maintain a highly skilled and motivated workforce ready to adapt to the



evolving needs of the communities they serve.

Equally important is WorkforceONE’s commitment to employee well-being. The organization’s Employee Wellness Program, now in its third year, continues to achieve nearly 100% participation. The program encourages staff to focus on six dimensions of wellness—Community, Intellectual, Spiritual, Physical, Emotional, and Personal Renewal (“unplugging”)—through activities that promote balance and self-care. Staff are encouraged to “unplug,” engage in new experiences, and pursue wellness in creative and meaningful ways. Participants who meet quarterly goals earn Discretionary Days, and their annual participation is celebrated with a wellness-focused gift, reinforcing the organization’s belief that caring for its team is essential

to serving others effectively. The continued enthusiasm for this program underscores Kansas WorkforceONE’s culture of connection, compassion, and commitment—values that remain at the heart of everything it does.

Rapid Response

In PY2024, Kansas WorkforceONE continued to provide critical Rapid Response services to support both employers and workers impacted by layoffs across the area. These services help minimize the disruption of job loss by offering early intervention, information, and resources that guide affected employees toward reemployment opportunities. Kansas WorkforceONE coordinated multiple Rapid Response meetings throughout the year, including major events at Coperion/K-Tron in Salina, Orbis Manufacturing in Osage City, and Scott Specialties in Belleville and Concordia, collectively reaching



over 300 workers. Employees received informational packets,



guidance on unemployment insurance, job search assistance, and referrals to available workforce services. Kansas WorkforceONE also provided outreach and follow-up for smaller layoffs that occurred across the region, ensuring that all dislocated workers were connected to the support and tools necessary to transition successfully into the workforce.

Registered Apprenticeship

In PY2024, Kansas WorkforceONE continued to advance its commitment to building a skilled and sustainable workforce through the Registered Apprenticeship (RA) program. This nationally recognized model combines classroom-based technical instruction with paid, structured on-the-job learning, allowing participants to earn wages while gaining valuable industry credentials. Designed to meet the evolving needs of both workers and employers, Registered Apprenticeship serves as a proven strategy for preparing Kansans for high-demand, high-wage occupations across a range of sectors, including construction, manufacturing, electrical trades, healthcare, energy, and fire science.

Throughout the year, Kansas WorkforceONE collaborated closely with employers and training providers to expand apprenticeship opportunities and enhance access for job seekers throughout the area. More than 200 apprentices were supported through active partnerships with IBEW 304, Heineken Electric, Tatro Plumbing, Hutchinson Community College Fire Science, USD 457, Kansas Electric, and Western Cooperative, among others. These partnerships ensure that apprentices receive high-quality



instruction and mentorship aligned with industry standards, resulting in stronger workforce pipelines and long-term economic stability.

WorkforceONE also helped launch new Registered Apprenticeship programs with Advantage Woodworking, 1Vission, and Pat’s Plumbing, further diversifying training opportunities available in Western Kansas. Ongoing outreach efforts have fostered strong relationships with intermediaries and statewide partners, including Hamilton/Ryker, IBEW 304, Build-A-Pro, SnapIT, and JATC–Hutchinson and Topeka, all of whom play a key role in connecting employers and apprentices.

In addition, WorkforceONE celebrated the third annual FAST-Track Pre-Apprenticeship Program in partnership with Hutchinson Community College, held each June. This intensive three-week initiative provided students hands-on experience



in Auto Mechanics, Automotive Collision, Manufacturing, and Construction, offering exposure to career pathways that align with Kansas’s most in-demand industries. Participants were paid a \$10 per hour stipend for their attendance and engaged in multiple employer tours each week, gaining direct insight into local career opportunities.

Students who faced barriers to participation received additional supportive services to ensure full access to the

program. A total of 74 students participated, with 44 enrolled in Meadowlark, demonstrating strong engagement and enthusiasm for skilled trades and pre-apprenticeship learning. The success of FAST-Track has drawn recognition at both the state and national levels. Members of Kansas’s and the U.S. delegations visited FAST-Track to observe the program firsthand. This program has been recognized as a national best practice for youth workforce development and a shining example of the impact of the WIOA Youth Program. Through programs like Registered Apprenticeship and FAST-Track, Kansas WorkforceONE continues to create clear, supported pathways that connect education, training, and employment—empowering individuals to achieve lasting careers and strengthening the workforce across Kansas.



Work-Based Learning – Connecting Classrooms to Careers

In PY2024, Kansas WorkforceONE significantly expanded Work-Based Learning (WBL) opportunities across its now 79-county region, deepening collaboration with school districts, alternative education programs, and community organizations to help youth explore career pathways and gain real-world experience. These efforts connected thousands of students to meaningful career awareness, exploration, and preparation activities, while strengthening the link between education and employment. During the program year, Kansas WorkforceONE engaged 70 school districts and 149 schools, partnering



with 148 businesses to provide 245 work-based learning activities and 145 internships, reaching more than 9,100 students across the area. Additionally, 42 students were referred from WBL activities into the WIOA Youth Program, ensuring continued support and access to training, education, and employment resources.

Kansas WorkforceONE strengthened partnerships with Jobs for America's Graduates–Kansas (JAG-K), Alternative Schools, and numerous education partners. Staff participated in graduation celebrations, resource fairs, and career development events, and continued to serve as judges for JAG-K's Career Development Conference, supporting students as they build essential skills for future employment. These efforts celebrate student achievement while fostering stronger relationships between schools, families, and workforce programs. In a powerful demonstration of partnership and responsiveness, Kansas WorkforceONE



immediately mobilized when news broke that the Job Corps program was in crisis of being ended. Kansas WorkforceONE's Employment Specialists and the Work-Based Learning Team responded on-site to support affected youth—helping them determine next steps to achieve their career goals. Staff assisted students in securing housing, employment, computers, paid Work Experiences, and training dollars to complete their education, while providing ongoing case management

and supportive services. This coordinated effort ensured continuity of opportunity and stability for the youth impacted. The success of this intervention reflects the strong, long-standing partnership between Kansas WorkforceONE and Job Corps, a valued collaborator represented in the One-Stop system, Local Workforce Development Board (LWDB), and the Youth Development Committee.

Across all initiatives, Kansas WorkforceONE continues to expand access to work-based learning experiences, ensuring that every student—regardless of location, barrier, or background—has the opportunity to connect education to meaningful employment. Through collaboration, innovation, and a shared commitment to student success, WorkforceONE is building a stronger, more prepared workforce for the future of Kansas.

Employment Transition Model (ETM) – knectY

In PY2024, Kansas WorkforceONE continued its work on the Employment Transition Model (ETM), also known as Kansas Network for Employment and Career Transition for Youth (knectY). Funded by the Office of Disability

Employment Policy (ODEP) and the U.S. Department of Labor, the ETM Demonstration Grant provides comprehensive, coordinated services designed to help youth and young adults with disabilities (ages 14–24) successfully transition from education to employment.



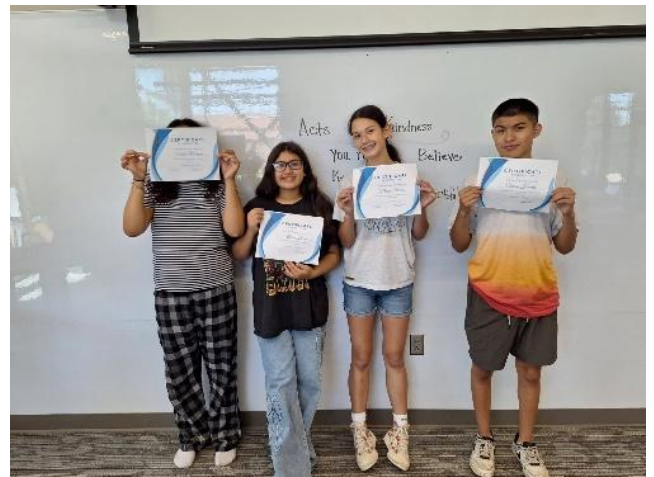
The ETM initiative focuses on improving employment outcomes for marginalized youth with disabilities while increasing the state’s capacity to deliver innovative, person-centered transition services. The program promotes career exploration, employment training, leadership development, and family engagement, while providing supportive services that reduce reliance on public benefits and

increase independent living. WorkforceONE staff also deliver job coach training and certification, expand access to Family Employment Awareness Training, and develop policies that improve alignment across workforce, education, and rehabilitation systems.



Throughout PY2024, Kansas WorkforceONE staff conducted extensive outreach and engagement with schools, families, and community organizations to increase awareness and participation in ETM. Partnerships were strengthened with Pre-ETS, Garden City Achieve Alternative School, Compass Behavioral Health, Families Together, Youth Services, and local employers. As of September 2025, 45 youth were enrolled, with two additional enrollments pending and referrals continuing to grow steadily. ETM participants engaged in TeenWORKS, a summer program providing 60 hours of instruction focused on self-awareness, social skills, self-advocacy, career exploration, workplace readiness, and job retention. Students also participated in college and company tours, heard from employer guest speakers, and completed a community service project promoting kindness and gratitude.

The Project SEARCH initiative was also officially launched in Garden City in August 2025, through collaboration with the Garden City School District and Garden City Community College. The program began with two students completing the first of three internship rotations in departments such as Transportation and Dining Services, marking an important milestone



in expanding employment opportunities for young adults with disabilities in Western Kansas.

Participants in ETM gained hands-on work experience with a diverse range of employers, including Scooters, Dillons, Goodwill, Subway, Tractor Supply Co., Finney County Transit, and Homestead Assisted Living, among others. Several additional businesses—including Legacy Auto Center, Hannah’s Corner, and Dog Days Resort—were in the process of launching new work experiences at the close of the program year.

In September 2025, Kansas WorkforceONE joined partners across the state for the knectY Kickoff, a collaborative event designed to share ideas, build partnerships, and prepare for full statewide implementation. Through ETM, Kansas WorkforceONE continues to champion inclusive employment opportunities and support youth with disabilities in building skills, confidence, and pathways toward meaningful, long-term careers.

Success Story: Marcus’s Pathway to a Promising Career

Meet Marcus! – Marcus is a shining example of determination and hard work in action. Through Kansas WorkforceONE’s Employment Transition Model (ETM) program, Marcus gained hands-on experience this summer Through a Work



Experience (WE) placement with TATRO, a company that perfectly aligns with his career goals in the plumbing industry. His dedication, curiosity, and strong work ethic quickly made him a valued member of the team.

Marcus is now pursuing his postsecondary education in plumbing, with support from the ETM program for tuition, books, and essential tools, while Pell Grant funding covers his dorm expenses. He plans to continue working with TATRO during school breaks, gaining even more real-world experience to complement his classroom learning. Looking ahead, the goal is for Marcus to transition into an On-the-Job Training (OJT) opportunity with TATRO

after completing his program. Marcus’s story reflects the power of partnership and persistence—combining education, training, and opportunity to build a lasting career. His drive to learn and commitment to his craft make him a true success story and a promising young professional in Kansas’s skilled trades workforce.

ReSpECTWORKS – Pathway Home 2

In PY2024, Kansas WorkforceONE continued to make a powerful impact through the ReSpECTWORKS (Pathway Home 2) initiative, which focuses on improving employment outcomes and reducing recidivism for justice-involved adults across Kansas. Funded through the Kansas Department of Commerce in partnership with the Kansas Department of Corrections, the program provides comprehensive pre- and post-release support, helping participants successfully re-enter the workforce and their communities.

Through intensive case management, individualized development plans, job readiness training, and strong employer

connections, WorkforceONE staff guided participants through every stage of their transition. Participants received assessments to identify barriers and career interests, were connected to education and training opportunities, and gained access to supportive services such as housing assistance, transportation, and work-related supplies. Collaboration with integrated resource teams (IRTs) ensured that each participant's employment plan was both personalized and achievable.

As of June 2025, Kansas WorkforceONE had served 169 participants, achieving an initial employment rate of 94.67%, with 84% receiving supportive services and 73 participants obtaining housing assistance. The program has exceeded all grant performance measures statewide, achieving exceptional outcomes such as a 92.31% measurable skill gain rate, 85.71% credential attainment, and a recidivism rate of only 5.96%. These results demonstrate the effectiveness of ReSpECTWORKS in providing justice-involved individuals with the tools, training, and encouragement they need to succeed in the workplace and rebuild their lives. Kansas WorkforceONE remains committed to reducing barriers to employment and empowering individuals through meaningful, long-term career opportunities.

RETAINWORKS – Supporting Workers Through Recovery and Return

In PY2024, Kansas WorkforceONE continued its strong partnership in the **RETAINWORKS** initiative (Retaining Employment and Talent After Injury/Illness Network) — a federally funded project led by the U.S. Department of Labor's Office of Disability Employment Policy, in collaboration with the Social Security Administration. The initiative focuses on developing and evaluating effective Stay-at-Work/Return-to-Work (SAW/RTW) strategies to help individuals remain in the workforce following injury or illness. The goals of RETAIN are to increase employment retention and labor force participation of individuals who acquire or are at risk of developing work disabilities, and to reduce long-term work disability and dependence on federal disability benefits. Through **RETAINWORKS**, Kansas WorkforceONE staff collaborate with healthcare professionals, employers, and workforce partners to provide coordinated early interventions that support participants in returning to or staying at work as soon as medically possible. Central to this model are the RETAIN Nurse Navigators and Workforce Coordinators, who jointly design individualized plans addressing both medical and employment needs. These plans often include workplace accommodations such as modified duties, adjusted schedules, ergonomic tools, or retraining for alternate career paths when a return to previous employment is not feasible.



RETAINWORKS Staff participating in annual Vocational Rehabilitation Staff Training, expanding opportunities for partner referrals and integrated service delivery.

In PY2024, Kansas WorkforceONE played a vital role in assisting RETAIN participants with setting and achieving employment goals. The RETAIN Workforce Coordinator and Nurse Navigator worked collaboratively to identify accommodation devices and strategies that promoted each participant's safe return to work. Participants who completed employment plans, successfully returned to work, and maintained employment earned incentives recognizing their

achievement. For participants unable to return to their previous positions, Kansas WorkforceONE provided career



assessments, resume development, and job search support to align their next steps with their health needs and long-term goals. As of June 2025, Kansas WorkforceONE served a total of 964 RETAIN participants (733 in LAI West and 231 in LAI East). Since March 1, 2025, there have been 108 new enrollments across both regions. The local area also implemented a triage system to determine the most effective level of intervention for new participants—ranging from

Nurse Navigation-only support to full Workforce and RETAIN services, or transition into WIOA programming for those requiring longer-term assistance.

Kansas WorkforceONE provided a variety of workplace accommodation devices to help participants safely return to or remain on the job. Items included ergonomic chairs, footrests, orthotic shoes and insoles, lumbar supports, back braces, compression socks, customized braces, standing desks, adaptive tools, and cold therapy systems. Each accommodation was designed to minimize barriers, enhance comfort, and promote productivity during recovery.



Kenneth Gates, LWDB Member, using a Virtual Reality headset to complete a job shadow experience.

Throughout PY2024, Kansas WorkforceONE continued to move forward with sustainability planning as the RETAIN grant approaches its final year. By strengthening partnerships with healthcare systems and employers, Kansas WorkforceONE has positioned itself as a model for how coordinated SAW/RTW interventions can improve health, economic, and social outcomes. This participant-centered approach ensures that workers recovering from illness or injury have the resources and support they need to maintain meaningful employment and contribute to the Kansas workforce.

Kansas Department for Aging and Disability Services (KDADS) – Supportive Technology Grant

In PY2024, Kansas WorkforceONE was awarded a \$723,173 Supportive Technology Grant from the Kansas Department for Aging and Disability Services (KDADS) to expand access to technology and promote inclusion across the workforce system. This initiative focuses on leveraging Augmented Reality (AR) and Virtual Reality (VR) tools to engage all youth—including those with disabilities and language barriers—in career exploration and virtual training experiences. The grant also supports the deployment of Accessibility Workstations across **KANSASWORKS** Centers in Lawrence, Junction City, and Manhattan, along with upgrades to existing stations to include touchscreen monitors, Microsoft 365, closed captioning

tools, speech-to-text technology, and Pocket Talks for real-time translation. To extend access into rural and underserved



areas, Kansas WorkforceONE will also deploy Mobile Accessibility Kits containing adaptive equipment that enables customers to fully participate in workforce services

regardless of location or language proficiency.

Additionally, the project includes bi-monthly staff training to ensure **KANSASWORKS** staff are skilled in utilizing supportive technologies and providing inclusive customer service. Kansas WorkforceONE will also host Learning Opportunity Events for employers—aimed at promoting inclusive workplace cultures and highlighting available tools and supports to better accommodate employees with disabilities. A minimum of ten hybrid events will be offered across the region, with recordings made available online.

To enhance visibility and accessibility, Kansas WorkforceONE will maintain a dedicated web page for this project, featuring training materials, event recordings, testimonials, and real-world examples of the technology in use. This initiative demonstrates WorkforceONE’s continued commitment to innovation, inclusion, and equitable access to employment services for all Kansans.

Pre-Employment Transition Services (Pre-ETS)

In PY2024, Kansas WorkforceONE continued its partnership with Vocational Rehabilitation Services (VR) to deliver Pre-Employment Transition Services (Pre-ETS) for students with disabilities ages 16–21. These services help youth explore career pathways, develop workplace readiness skills, and gain valuable experience through paid work-based learning opportunities. Pre-ETS participants received counseling on career exploration, self-advocacy, and postsecondary training options, while also benefiting from individualized support provided by WorkforceONE Employment Specialists.

During the program year, 19 students were referred by VR for services, with eight new referrals added in the final quarter. Students participated in paid work experiences across a variety of community sites, including Garden City Downtown Vision, Dillons, Finney County Humane Society, Finney County Library, and Patrick Dugan’s Coffee House. WorkforceONE staff worked closely with schools, families, and employers to ensure each participant’s goals were supported, creating meaningful opportunities for youth to gain confidence, skills, and real-world work experience that foster long-term employment success.

Ticket to Work (TTW)

In PY2024, Kansas WorkforceONE continued to support individuals receiving Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) through the Ticket to Work (TTW) program. This federal initiative helps participants explore employment options, prepare for work, and achieve financial independence without risking their benefits. Services

include career counseling, job placement, vocational rehabilitation, and ongoing employment support. During the program year, Kansas WorkforceONE worked with 12 participants, with 2 currently employed, 10 actively seeking employment, and 10 participants successfully exiting the program with employment. Through TTW, Kansas WorkforceONE continues to empower individuals with disabilities to re-enter the workforce, gain confidence, and build long-term self-sufficiency.

Looking Ahead

As Kansas WorkforceONE reflects on the accomplishments of PY2024, we look ahead to PY2025 with renewed energy, purpose, and a steadfast commitment to serving Kansas's workforce. With an expanded service area and a strong foundation of collaboration, Kansas WorkforceONE will continue to strengthen partnerships with businesses, educators, and community organizations to meet the evolving needs of both employers and job seekers across the state. The year ahead will focus on growing Registered Apprenticeship programs, On-the-Job Training (OJT) opportunities, and short-term, demand-driven credential training that align with Kansas's most in-demand industries.

Kansas WorkforceONE remains deeply passionate about ensuring that anyone who desires to work can access meaningful employment. Through the continued use of assistive technology, workplace accommodations, and inclusive service delivery, they will expand access and opportunity for every individual—regardless of barrier, location, or disability. The organization's dedication to growing and strengthening partnerships ensures that these opportunities reach every corner of its 79-county region, helping people connect to the resources and support they need to achieve lasting success.

A major focus for PY2025 will also be the expansion of programs designed to engage and inspire youth, preparing the next generation of Kansans to enter the workforce with confidence, skill, and purpose. By connecting young people with real-world training and work-based learning experiences, Kansas WorkforceONE continues to invest in the future of Kansas's workforce—developing a strong, skilled, and motivated pool of young talent who choose to build their futures right here at home.

With dedicated staff, passionate partners, and a shared mission to empower people and strengthen communities, Kansas WorkforceONE stands ready to embrace new challenges and opportunities—ensuring that businesses thrive, job seekers succeed, and Kansas continues to grow stronger together.

WORKFORCE PARTNERSHIP PY2024 Annual Narrative Report

Workforce Partnership (WFP), which serves Johnson, Leavenworth, and Wyandotte Counties in the Kansas City metropolitan area, continued to provide outstanding service to job seekers and employers during PY 2024 while managing an overall tight labor market, punctuated by large layoffs in the automotive sector. WFP also continued to invest in driving “net new” job seekers into the labor market through its work with special populations who are often loosely attached thereto.

Services and Performance

In PY2024, WFP served 16,617 job seekers, logging 34,428 services to those individuals. While many of these customers entered our doors to obtain basic services in the career centers and online through **KANSASWORKS.com**, WFP provided intensive services to 1,130 individuals in WIOA and other grant programs as shown below.

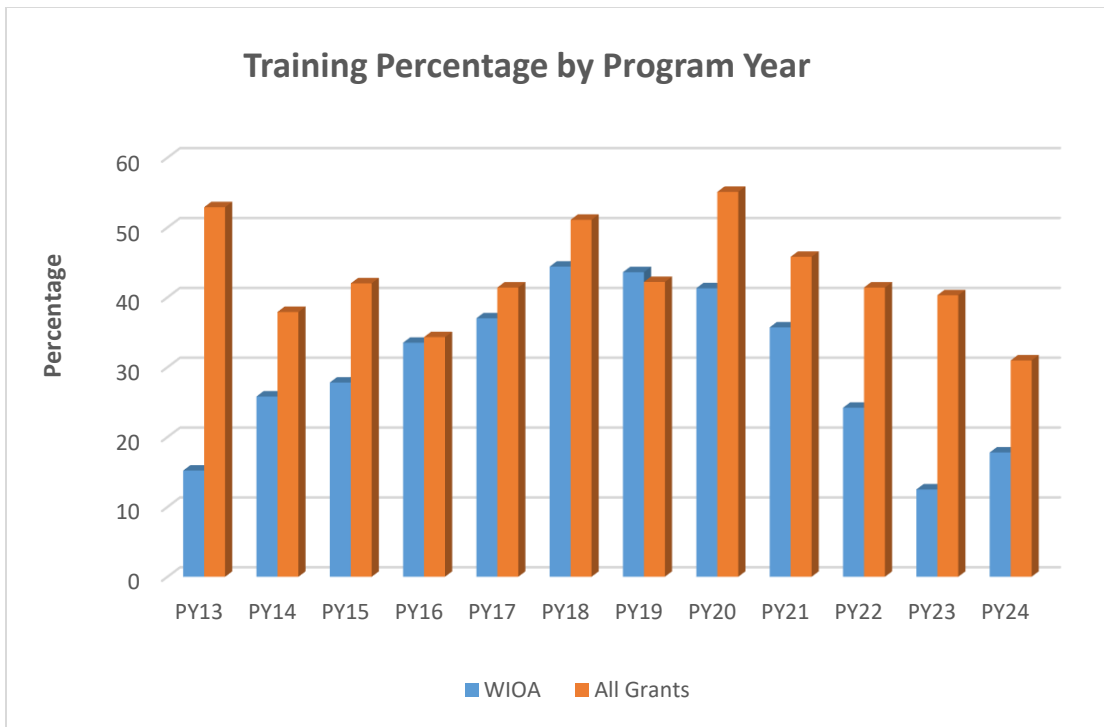
Program	Number of Individuals Served
WIOA Services	510
<i>Adult</i>	286
<i>Dislocated Worker</i>	55
<i>Youth</i>	169
National Dislocated Worker Program	67
Older Kansan Employment Program	222
MeadowLARK/SAEEI - Registered Apprenticeship	40
JoCo Works Program (CARES Act, county funds and ARPA)	71
WyCo Works Program (CARES Act, EDA funds and ARPA)	59
YouthBuild KCK	22
RETAINWORKS	88
ReSpECTWORKS	51
Total	1,130

WFP met all 14 of 15 of its WIOA performance goals and exceeded 6 of those goals. Final performance numbers are shown below.

Performance Measures	Goal PY24	Workforce Partnership PY24	Percentage of Goal Met
Adult			
Employment Rate (2 nd Q After Exit)	79.00%	71.82%	91%
Employment Rate (4 th Q After Exit)	78.50%	73.46%	94%
Median Earnings	\$8,600	\$8,803.25	102%
Credential Rate (4Qs After Exit)	76.50%	88.73%	116%
Measurable Skills Gain	68.00%	87.88%	129%
Dislocated Worker			
Employment Rate (2 nd Q After Exit)	83.00%	81.48%	98%
Employment Rate (4 th Q After Exit)	83.00%	78.79%	95%
Median Earnings	\$11,000	\$14,888.00	135%
Credential Rate (4Qs After Exit)	85.00%	81.82%	96%
Measurable Skills Gain	78.00%	87.50%	112%
Youth			
Placement in Employment, Education or Training (2 nd Q After Exit)	78.00%	75%	96%
Placement in Employment, Education or Training (4 th Q After Exit)	78.00%	71.08%	91%
Median Earnings	\$4,500	\$3,714.34	82.54%
Credential Rate (4Qs After Exit)	66.30%	63.27%	95%
Measurable Skills Gain	51.20%	63.08%	123%

Training Dollars Invested

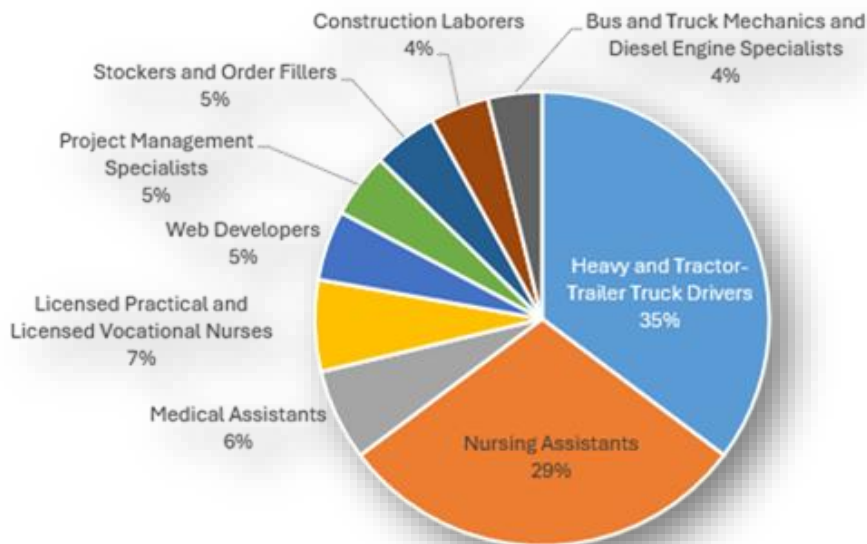
During the Great Recession and through PY16, with one exception, WFP’s direct investment in participant training failed to meet the state requirement to spend forty percent (40%) of all funds on the direct training of participants. Since that time, WFP has met the training goal for 7 years in a row, increasing the percentage of both WIOA and other program funds dedicated to direct training activities. In PY2024, however, we fell short of the goal and were only able to invest 31% of our total funds into direct training, primarily due to the full expenditure of our ARPA funds in Wyandotte and Johnson Counties in Spring 2025, which had provided over \$2M in the past several years to invest directly into participant training. As our WIOA funds have significantly decreased in the last decade, the WIOA dollars that can be dedicated to training have been dropping quickly, as WIOA is the only source of funds for certain infrastructure, staffing, and board-level services and requirements. Infrastructure requirements and required board-level functions remain constant under WIOA, and the costs associated with those required functions have increased over time. Because the costs of these mandatory LWDB functions increase every year, fewer overall WIOA dollars in our local area simply means we have far less funding that can be allocated to training. ***The only way WFP can currently meet its state-required training percentage is by securing a large portion of non-WIOA funding.*** The table below demonstrates our efforts over the past twelve years to shift more funding to direct training while continuing to maintain our high level of service through efficient and effective staffing.



**Note: PY13's high overall training percentage was driven by the receipt of a single, large H1B grant, while WIOA training investments were at a low point that year.*

Sector Strategies and Business Services

WFP has used sector strategies for many years, focusing its resources in six priority sectors: Information Technology, Advanced Manufacturing, Healthcare/Life Science, Transportation/Logistics, Construction/Skilled Trades and Financial and Insurance Services. As shown below, five of the six priority sectors are reflected in the most popular training programs.



WFP also brings the same sector-based approach to its business services work. In PY2024, WFP hosted or participated in a robust series of employment-focused events across the local area, connecting employers, job seekers, and community partners to support hiring, career advancement, and access to resources. Through these combined efforts, WFP strengthened regional employer connections, provided meaningful access to opportunities for job seekers, and supported a more resilient local workforce.

Overall Impact for PY2024

- **Total Events:** 155 employment events, including multi-employer job fairs, single-employer hiring events, and other special employment events
- **Total Employers Attending:** 360+ unique employers across all employment events
- **Total Attendance:** More than 3,000 job seekers and community members served at our employer events
- **Veterans Engaged:** 116 veterans/military spouses participated in our employer events.

Employment Event Breakdown

Multi-Employer Job Fairs

- 19 large-scale job fairs across our local area
- Over 330 unique employers in attendance
- Nearly 2,000 job seeker attendees

Single-Employer Hiring Events and Employer Spotlights

- Wyandotte County Workforce Center – Hosted 133 Hiring Events
- Johnson County Workforce Center – Hosted 92 Hiring Events.
- Leavenworth Workforce Center – Hosted 56 Hiring Events
 - Employers included Panasonic Energy, Walmart, USPS, City of Overland Park, Huhtamaki, Smithville Foods, Unified Government of Wyandotte among many others, including various staffing agencies.
- Over 2,700 job seeker attendees
- Highlights: Panasonic Energy’s three Hiring Events in summer/early fall 2024 attracted 135 total attendees). Wal-Mart Meat Processing Plant’s Hiring Event drew 100 job seekers in May 2025.

Community Resource Fair Participation

- Our Business Services Team supported and participated in 20 job fairs hosted at Johnson County Library, Center of Grace, KCCC Community College and local churches
 - Over 40 employers participated
 - Over 300 individuals connected with support programs and training pathways

Advanced Manufacturing

- With the opening of Panasonic Energy's new Electric Battery Manufacturing facility in Q1 2025, WFP continued its recruiting Partnership with the company hosting multiple Panasonic hiring events through the fall of 2024 into 2025. Panasonic has hired about 1,200 of the 4,000 it expects to hire. The addition of this plant to Johnson County will bring about additional opportunities for employers and job seekers in the region and the Business Services team is actively working with employers and the School District in Desoto to make sure the Workforce is prepared for the growth opportunities in DeSoto.
- WFP continued to partner with the Kansas City FAME (Federation of Advanced Manufacturing Education) program, the Wyandotte County Economic Development Council, Kansas Manufacturing Solutions and KCK Community College, assisting in the FAME Chapter's recruitment efforts.

Healthcare/Life Sciences

- WFP continues to participate in the Health Care Career Pathways Initiative. This initiative includes regular meetings between a variety of local area hospitals and nursing facilities, WFP and representatives from the LWDB for the Kansas City, MO area. Health care providers share updates and information about their needs and discuss ways to create better pathways in a variety of careers.
- WFP was invited to participate as a partner in the KC BioHub and its upcoming national TechHub grant application to support the bio-science industry in the KC region.

Information Technology

- WFP partnered with SnapIT Solutions to provide resume and IT-focused workshops offering targeted skills assistance to individuals seeking an IT career.
- The IT Sector has seen job openings drop by approximately 25% in our local area. Employers have shared that some of that drop is due to the use of AI to fill some roles, but they do continue to need Cybersecurity Specialists. Business Services has also been participating in networking events with the KC Tech Council to stay update on how to coach IT Job seekers.

Transportation/Logistics

- WFP partnered with local Transportation and Logistics companies to educate and employ job seekers who have recently gained their CDL.
- We also hosted the United States Postal Service to provide weekly hiring events in Workforce Partnership's area to help meet the critical need for postal carriers. USPS was the single most consistent hiring partner, conducting over 50 recruiting events throughout the year.

Construction and Skilled Trades

- WFP continued to operate its YouthBuild program as a pre-apprenticeship program for the skilled trades, serving 22 new participants for the program year. YouthBuild is also connected to a Youth Registered Apprenticeship Program sponsored by WFP for Carpenter Assistant.

Registered Apprenticeship

In PY2024, WFP continued providing registered apprenticeship services for employers as part of its Business Services portfolio. This effort was made possible due to WFP's MeadowLARK grant award, which supports staffing, curriculum development and related technical instruction costs. While our focus remains on the development of Registered Apprenticeship Programs (RAP) that will accept youth as young as age 16, we have expanded our services to include the support of programs and apprentices who are 18+ years old.

To date we have assisted with the development of RAPs for the following companies: Full-Service Chimney, Chimney Repair Tech, and supported training for 5 apprentices

- Midwest Glass and Glazing, Glazer 1 Apprentice
- Zeta Driving School, Diesel Mechanic
- SnapIT, Information Technology Generalist.
- Biomanufacturing Technician Level I
- Advent Health, Medical Assistant, Surgical Technician, and Sterile Processing
- Dahmer, Carpenter's Assistant
- Appliance Shark, Appliance Repair Tech, supported training for 2 apprentices
- Gibson Electric, Residential Wireman
- MEC, HERS Rater
- Huhtamaki, Machinist
- Kansas Department of Education, Teacher Apprenticeship & Teachers Youth Apprenticeship supported training for 8 apprentices
- Operators Union, Local 101 supported training for 14 apprentices
- Remodelers Association, Carpenter
- Help recruit and support apprentices for the Painters Union, Pipefitters and Electrical Unions, Sprinkler Fitters, and MO-KAN Teamsters.

WFP also:

- Hosted RAP workshops at Leavenworth EDC Meetings
- Provided Apprenticeship and Career Awareness at High School JAG Classrooms.

- Provided one-on-one employer support on understanding and creating a RAP.

Special Populations

WFP also worked with special needs populations with numerous barriers to employment.

Justice-Impacted Individuals

- Kauffman Collective Impact Grant – WFP serves as the lead organization of the Returning Citizens Consortium, a 13-member consortium that was awarded a collective impact planning grant from the Ewing Marion Kauffman Foundation to create system change for justice-impacted individuals and the employers wishing to hire them. The planning grant began in March 2025 and will conclude in December 2025. The RCC will submit an application to the Foundation to request funding to implement its systems change plans over 5 years, which will include the establishment of a Returning Citizen Mind-Life-Work Readiness Certification, an Employer Readiness Certification, and the embedding of trauma-responsive practices into the KS Department of Corrections’ programming and processes.
- Johnson County Department of Corrections – WFP participated every month at the County’s Resource and Job fair for the Second Chance population.

Individuals with Disabilities

- WFP continued its **RETAINWORKS** programming for individuals with recent disabilities that affected their ability to work. As of the end of June 2025, WFP had enrolled 111 “treatment group” participants in the program. Total enrollments (treatment and control groups) as of that date were 152 participants. WFP has also paid out \$6,225 in incentives to its participants.
- Community Supported Employment Program: The Business Services Team recruited 12 employers to connect with job seekers with disabilities.

Veterans

- Provided resume assistance at the large Veterans Job fair in Overland Park.
- WFP is a member of the Veterans Advisory Board at Johnson County Community College, helping ensure that veteran students are supported and are aware of our programming and training opportunities.

Delivering Work-Based Learning Experiences to K-12

The 2024-2025 academic year marked a period of sustained growth and innovation in work-based learning activities for K-12 students throughout the 16 school districts in Johnson, Leavenworth, and Wyandotte counties. WFP worked with 231

schools in these districts to launch and sustain WBL experiences with over 193 employers, providing nearly 17,848 students the opportunity to build critical skills, apply technical knowledge, explore career pathways, and gain real-world work experiences.

During PY2024, WFP and participating school districts provided the following WBL experiences:

- 151 Internships
- 146 Non-Internship Experiences (bus tours, guest speakers, job fairs/career awareness events, etc.)
- Engaged with over 1,500 employers throughout the year
- Made 21 referrals to the WIOA Youth Program

General Motors – Retooling Layoffs

In 2024, GM announced that it would be investing approximately \$390 million in the Kansas City, KS Fairfax Plant for the production of the new Chevrolet Bolt all-electric vehicle to begin in late 2025. These investments required a retooling of the Plant, which necessitated a temporary closure and phased layoffs to implement the retooling and construction plans. The first phase of layoffs commenced in November 2024 and consisted of the permanent layoff of 250 temporary bargaining unit employees and the temporary layoff of 686 bargaining unit employees. The second phase of the layoff commenced in January 2025 and consisted of the temporary layoff of an additional 759 bargaining unit employees.

As a result of the Plant's temporary shutdown, several other local GM suppliers also announced layoffs and closures, including the following:

- OP Mobility – closure of the company on December 20, 2024, laid off 72 workers
- Penske (providing logistics services to GM) – laid off 70 workers
- Comprehensive Logistics – laid off 17 workers
- Adient (seat manufacturer) – laid off 172 workers in the Riverside, MO area (directly across the river from Fairfax Plant)

In November 2024, WFP confirmed that at least 581 automotive industry employees would be permanently laid off from work from mid-November 2024 through mid-January 2025. With this large number of layoffs in a singular industry, WFP applied for and was awarded a National Dislocated Worker Grant. Business Services responded by holding 6 job fairs between November 2024 and March 2025, focusing on the skills of these laid-off employees. We also hosted the Talent Support Network in Johnson and Wyandotte counties to assist laid-off workers with Resumes and Interview success.

SUCCESS STORIES AND TESTIMONIALS

WIOA Adult Success

Eunice K., a single parent with two children, was referred by a friend to seek financial assistance from WFP. While she had over 15 years of experience as a Certified Nursing Assistant/CMA, she was ready to increase her income and create a work balance that supported her family.

She enrolled in the nine-month Practical Nurse program offered through Mid-America College of Health Sciences. With a program cost of \$20,000 per student, the financial burden is considerable, particularly since she could only manage to work part-time while in school. WFP supported Eunice by providing almost \$7,000 in tuition, fees, and supplies, which greatly alleviated this financial strain. Becoming a Licensed Practical Nurse (LPN) required Eunice to pass the National Council Licensure Examination (NCLEX), which she completed successfully in September 2024. This rigorous exam is a pivotal step for nursing students, leading to new opportunities and advancements in her career.

Eunice graduated with 4.0 GPA and was recognized during her graduation ceremony in May 2024. She took a position at Azira Health as an LPN in September 2024 working only part-time/PRN at \$34/hour. Soon thereafter, she began full-time employment at Good Samaritan in October 2024 with a payrate of \$31.85/hour plus full benefits.

Daren's story is one of overcoming significant challenges in his life. Tragically, Daren suffered the loss of a child. This incredible loss was followed by years of bad decisions, and he spent the next ten years in and out of prison.

Overcoming such a significant personal loss and the subsequent difficult years required immense strength and resilience. Daren discovered WFP and began to look into programs that could assist him in obtaining his CDL license. He attended a WIOA orientation where he was assigned a Career Navigator to support him on his career journey. While he was living at the Oxford house, he began his training at Apex Driving Academy. Living at the Oxford house allowed Daren to stay strong in his sobriety while attending intensive truck driving training.

Along the way WFP was able to provide Daren with a laptop computer through a special partnership with our partner, United Health Care. Since Daren was not yet employed, WFP assisted him with transportation to his training program by providing gas cards. Upon graduation from CDL training, Daren's dreams began to come true. He had gained employment doing exactly what he wanted and went to work full-time for Gardner Disposal in October 2024 earning \$28.00/hour. Daren wanted this particular position because he was beginning to reconnect with his children and grandchildren and this job allowed him to be home in the evenings. But Daren also needed help with appropriate clothing and shoes. Once again WFP stepped up with supported services to provide Daren with a voucher for \$500.00 in work clothes and shoes expenses.

In the words of Daren himself, "I can't thank Miss Carla enough for guiding me through this new journey in my life whether it was help with gas vouchers, resume help or just checking on my progress while I was in school. She was very hands on

when it came to me getting the help that I needed to gain my maximum potential. I'm very grateful and fortunate to have the Workforce Center on my team, thank you."

ReSpECTWORKS Success

Sam had a criminal history that began at age 20 with burglary and theft charges. At 21, he was charged with fleeing the scene and multiple traffic violations. At 23, he was charged with aggravated battery involving his girlfriend and child, resulting in a no-contact parole restriction. Now, at age 28, Sam's main goal was to reconnect with his girlfriend and son. After his release from Lansing Correctional Facility (LCF) in April 2024, he quickly gained employment and began a CDL training course. However, within three months, he violated his no-contact parole restriction, partly due to contact with his girlfriend, who later became pregnant again. Sam was returned to LCF.

He was released again in January 2025, just before the birth of his second son. This time, with support from Career Navigator Kelly Crowder, he committed to meeting parole conditions including steady employment, stable housing, participation in a Batterer Intervention Program and parenting classes. He complied fully with those requirements and was permitted supervised attendance at the birth of his second child.

After completing parole in April 2025, he has reunited with his family and now lives in Topeka with his girlfriend and two sons. He remains employed and is working toward completing his CDL, despite the distance to Kansas City for the training. He is also pursuing his GED. Overall, Sam has made enormous strides in his rehabilitation, in family reunification, and personal development, showing determination and resolve to improve his life and remain on a positive path.

WIOA Youth Success

Hunter, a high school graduate with a diagnosed disability, visited the WFP's Leavenworth office seeking assistance with career planning through WIOA Youth Program services. He had limited work history and enrolled into the job readiness program to prepare for career exploration. To earn income and learn new job skills, Hunter successfully completed a work experience and OJT with Wesley Properties as an Admin Assistant. As a result of his consistency, professionalism, and willingness to learn he was hired on full time and has become a valued staff member on their team.

Hunter expresses how much he appreciates the work experience at Wesley Properties and now is in the process of exploring career paths with the Youth Apprenticeship team to locate a training program in the skilled trades.

Briona H's Youth Testimonial: *"As a young mom of two, I was tired of bouncing between low-paying jobs. I knew I wanted more for myself and my kids, so I reached out to the workforce program for young adults. They didn't come to me—I had to take the first step, go through the process, and prove I was serious. They paid for my CNA and CMA courses, but it was up to me to complete the classes and pass the state exams. It wasn't easy, but I stayed motivated and got it done. Now, I have job security and a real career. I'm so thankful for the program and my case manager Renee H. —She helped me turn my goals into reality."*

Briona is working at Brookdale Senior Living as a CNA/CMA, with a starting rate of \$22.00 per hour.

OKEP Success

Workforce Partnership worked with a mature worker who had been working remotely for quite some time when she lost her job. She was hesitant to go back into an office setting even though she missed the interaction with co-workers; she felt it was just easier to work from home. We talked about the fact that many employers are requiring employees return to their original brick and mortar establishments and eliminating work for home opportunities. She was down to her last couple of weeks of employment benefits and was interviewing for positions in her field of choice, Human Resources, but also other management roles. I introduced her to one of my favorite job search sites, NPConnect.org, a website where non-profit organizations in the KC Metro post jobs. She applied and interviewed for a Human Resource position with a local non-profit and was offered the position with a salary of \$83,000 a year. She made the adjustment to working in an office setting as well as working for a non-profit. The bottom line was that she was willing to make changes in her outlook on work, in order to get back into the work force. She was hired the same week she received her last unemployment benefit payment.

Rapid Response

See letter received on following page.



To: Whom it may concern
From: Theona and Thomas
Subject: Services rendered by Molly Turney

Date: 3/21/2025

With the closing of the Alphabroder location in Edwardsville, KS, we would like to express our appreciation for the services provided by Molly Turney. On February 21st, Molly spent the entire day providing resume assistance for our entire staff. On February 26th, she set up an internal job fair with six employers that were recruiting for current openings. Last but not least, on February 28th Molly and a representative from the unemployment office conducted informational workshops. Those workshops provided viable information on the Workforce Partnership and the changes of filing unemployment in the state of Kansas. There were many services offered to our displaced associates that many of us were unaware of. One of the most surprising benefits was the cost-free training available to associates looking to change career paths. With the help of these services and the assistance provided by Molly, our associates have expressed a sense of confidence in their pursuit of employment.

In closing, we want to express how these services benefited our facility closure. We feel strongly that these services will help others in similar circumstances regarding company closures and lay-offs.

Thank you, Molly, and Maureen for all that you do!

Tommy Minor
DC Manager

Theona James
HR Manger

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS PY2024 Annual Narrative Report

The Workforce Alliance of South Central Kansas (Workforce Alliance) is the Local Workforce Development Board serving a six-county region, including Butler, Cowley, Harper, Kingman, Sedgwick, and Sumner counties. There are offices in four of the six counties, excluding Kingman and Harper counties where partnerships and service locations have been established to meet local needs. The operating philosophy for the Workforce Alliance is to leverage resources and align services with community partners to maximize impact for employers and job seekers beyond the annual funding allocations of the Workforce Innovation and Opportunity Act (WIOA). Due to this philosophy, job seekers and employers had access to 18 additional employment and training programs beyond WIOA. Over 39,500 individuals received services in 2024.

Work-Ready Certificate

The Work-Ready certificate is a reliable and nationally validated system evaluating and analyzing workplace skills. Thousands of jobs are “profiled” to identify skill levels necessary to perform each job. Skills measured are transferable skills and are necessary for most jobs. Spirit AeroSystems, the largest employer in the state of Kansas, utilizes the Work-Ready Certificate as a required element for onboarding hourly production workers. This year 1,575 people were scheduled to test, 1,009 tested, and 127 Work-Ready testing sessions were held. There were 827 Work-Ready credentials awarded this year.

Registered Apprenticeship

Registered Apprenticeship, an “earn and learn” model, is a proven system for training employees in a variety of occupations that require a wide range of expertise. An ideal way for employers to build and maintain a skilled workforce, Registered Apprenticeship combines employment, on-the-job learning, mentorship, and related technical instruction to both educate and develop the workforce for employers. In the local area there are 20 Registered Apprenticeship sponsors and four Intermediaries, including the Workforce Alliance, totaling 49 approved RA programs. The Workforce Center accepts onsite applications for six Registered Apprenticeship programs. There are currently 802 registered apprentices “earning and learning” through these programs.



The Sedgwick County Board of Commissioners and the City of Wichita joined to proclaim November 17-23 Registered Apprenticeship Week. Additionally, the Workforce Alliance accepted the award for Outstanding New Program of the Year at the Registered Apprenticeship Summit in Salina, KS.

One Workforce Grant

The Workforce Alliance was one of 19 organizations awarded funding from the U.S. Department of Labor under the H-1B One Workforce Grant program. The Workforce Alliance received \$9.9 million to support education and skills training in 2021, with the goal of increasing the number of people with the skills needed for successful careers that will help grow the regional economy. The project will serve 900 individuals who are under-employed or unemployed, training them to enter middle and high-skilled jobs in Information Technology or Advanced Manufacturing sectors

To date, 1,116 participants have completed the eligibility process, 1,011 participated in training, and 145 received supportive services for utility, housing, transportation, and employment-related assistance. A total of 888 participants have successfully completed training, and 706 earned a credential.

Justice Involved Initiative

A strategic priority for the Workforce Alliance is to create partnerships and leverage resources to assist justice-involved individuals in finding quality employment. Since 2016, the Workforce Alliance, Kansas Department of Corrections, and Sedgwick County Community Corrections have formally partnered in the Kansas Offender Risk Reduction and Reentry Plan, which includes various strategies to provide risk reduction and reentry programs, services, and interventions. The Workforce Alliance provides an Offender Workforce Development Specialist to assist with job readiness and to provide services to justice-involved individuals who are job seeking and available for employment within the area.

Outcomes	
Direct Referrals	276
Employment Lab Attendees	226
Entered Employment	283
Employment Retention Rate at 6 months	82%
Average Wage at 6 months	\$14.79
Employment Retention Rate at 12 months	72%
Average Wage at 12 Months	\$14.72

Business Services

The Workforce Centers Business Services Division provides no cost solutions to employers for workforce development needs, including services for recruitment and hiring, training, credits and bonding, and business closings and layoffs.

Rapid Response services were provided to 9 employers and 1,500 individuals this year. Business Services provided 1,981 services to 393 employers in the region. The Business Services Division listed 8,448 job postings and received 177 applications/pre-employment screens from 167 customers. 2,962 pre-employment assessments were administered to 1,130 participants. There were 45 job fairs that served 3,325 job seekers with 344 employers represented.



Building You

The “Building You” partnership with local news station KWCH and the Workforce Alliance continues. Building You is an ongoing series where a daily job is featured on the 4 pm newscast. The job posting is also featured on the KWCH website, along with other available jobs through the Workforce Center and **KANSASWORKS.com**. Additionally, KWCH runs a monthly live interview with the Workforce Alliance, highlighting programs, events, and the economy. In 2024, KWCH reported 261 Featured Jobs as part of the Building You Series.

	<p>Week of June 23: Job of the Day Updated: Jun. 23, 2025 at 9:29 AM CDT By KWCH Staff The Workforce Centers of South Central Kansas are highlighting Office & Clerical Positions this week.</p>		<p>Week of June 16: Job of the Day Updated: Jun. 16, 2025 at 6:00 AM CDT By KWCH Staff The Workforce Centers of South Central Kansas are highlighting Automotive & Logistics Positions this week.</p>
	<p>Week of June 9: Job of the Day Updated: Jun. 9, 2025 at 6:00 AM CDT By KWCH Staff The Workforce Centers of South Central Kansas are highlighting Aviation Positions this week.</p>		<p>Week of June 2: Job of the Day Updated: Jun. 2, 2025 at 6:00 AM CDT By KWCH Staff The Workforce Centers of South Central Kansas are highlighting Data Analysis Positions this week.</p>

Youth Services

The WIOA Youth program assists young adults in overcoming barriers that stand between them and their education and career goals; 429 youth elements were provided to 94 participants to assist them in achieving their goals.

The Workforce Alliance also operates the Youth Employment Project (YEP) to assist young adults in gaining employment or high school internships. YEP Services include resume assistance, job search, interview coaching, education in soft skills, customer service, as well as financial literacy and cash handling in a series of Essential Skills Workshops. In 2024, YEP served 5,765 young adults and engaged 430 employers. YEP also provides summer career exploration opportunities through Camp HYPE (Helping Youth Prepare for Employment), through a week of Essential Skills workshops with tours to local employers, focused by industry. In 2024, nine Camp HYPE sessions were held with the assistance of eight staff from USD 259. Employers and Industries represented include Sumner County, Public Safety

sponsored by the Wichita Crime Commission, Healthcare sponsored by Ascension Via Christi, Tech sponsored by FlagshipKansasTech, Financial Services sponsored by Bank of America and Meritrust Credit Union, Spirit AeroSystems, Bombardier, Textron Aviation, and Trade Skills sponsored by Wichita Electrical Joint Apprenticeship and Training Center, Plumbers & Pipefitters Apprenticeship Training of KS, and Local Union #29 Sheet Metal Workers.

YEP Outcomes	
Young Adults Served	5,765
Workshop Participation	740
Badges Awarded	1,542
Essential Skills Certificated Earned	514
Total Employment	2,893
Participating Employers	430
Job Fairs	18
Job Fair Attendance by Youth Adults	2,403
Job Fair Attendance by Employers	320
Outreach Sessions	23
Schools Engaged	31
Counties Engaged	7

Digital Skills

The Digital Skills Initiative provides the opportunity to prepare and upskill Kansans for competitive and high-demand technology careers in the region. In May 2024, Gov. Laura Kelly announced the investment in Digital Opportunities to connect Kansans (DOCK) grants to improve the digital skills of Kansans who have not yet been able to fully capitalize on the power of the internet. These investments provide Kansans with the digital literacy skills necessary to live, learn, work, and compete in a technology-driven society. The Workforce Alliance was awarded \$250,000 for DOCK. The Workforce Alliance used its allotted funds for the Digital Skills Access Project, providing expanded free digital literacy and digital skills training and certifications for underserved and rural populations in South Central Kansas. Through 2024, the program hosted 6 recurring monthly workshops, monthly pop-up workshops on various topics, and weekly self-study sessions.

Outcomes	
Events	53
Customers Served	465
Participants Enrolled in Digital Skills Programs	332
Credentials Earned	127

Success Stories

Aligning a Career Path

Teraya is a young parent who was referred to our WIOA Youth Program by Allied Health Career Training. With our support, she has overcome significant barriers to achieving her educational and future career goals. Initially, Teraya obtained her CNA certification through Allied Health Career Training, and she quickly secured a position at Meridian Rehabilitation, earning a respectable \$19.50 per hour for 32 hours per week. However, her ambition extended beyond CNA, and she aspired to become an LPN. Facing financial constraints and ineligibility for financial aid in her first semester, Teraya's dream of becoming an LPN seemed unattainable. The WIOA Youth Program was able to provide comprehensive support, including crucial housing assistance. With these critical support systems in place, Teraya is now confidently pursuing her LPN education. This achievement will not only enhance her earning potential and career prospects but also create a more stable and secure environment for her child.

“This program has been a tremendous help to me. It provided the financial support I needed to return to school. Thanks to this program, I can now afford the tuition and associated costs of the LPN program through WSU Tech, bringing me one step closer to my goal of becoming a nurse and providing a better life for my child. I am incredibly grateful for the assistance I have received.” -Teraya B.

SOUTHEAST KANSASWORKS PY2024 Annual Narrative Report

Southeast **KANSASWORKS** serves as the Local Workforce Development Board (LWDB) and workforce system operator for seventeen counties in Southeast Kansas. The organization connects job seekers, employers, and community partners through a network of workforce centers and partner sites that provide employment assistance, career counseling, training opportunities, and business services. Its mission is to support economic vitality by helping individuals gain the skills they need for in-demand careers while assisting employers in finding, developing, and retaining qualified talent.

The region served by Southeast **KANSASWORKS** includes the counties of Allen, Anderson, Bourbon, Chautauqua, Cherokee, Crawford, Elk, Greenwood, Labette, Linn, Lyon, Miami, Montgomery, Neosho, Wilson, and Woodson. Through innovative partnerships with education, economic development, and community organizations, Southeast **KANSASWORKS** ensures access to quality workforce services across rural communities, strengthening local economies and the regional workforce system.

The vision of Southeast **KANSASWORKS** is that all residents of Southeast Kansas, particularly those with barriers to employment, will have access to innovative workforce services, collaborative training and education programs, and direct support services. This collaboration between Core Partners will provide the required knowledge, skills, and credentials necessary for securing sustainable employment that strengthens the local economy and meets the needs of our local business community.

The mission of Southeast **KANSASWORKS** is to meet the workforce needs of employers and individuals through partnerships and innovation by continually evolving as the needs of businesses and job seekers change.

The Southeast **KANSASWORKS** system aligns closely with the **KANSASWORKS** State Board's strategic priorities by advancing a demand-driven workforce model that connects education, economic development, and employment. Through intentional collaboration with local employers, training providers, and community partners, Southeast **KANSASWORKS** implements strategies that expand access to high-quality career pathways, promote work-based learning, and support business growth in key industry sectors.

The system's impact is evident in its ability to bridge skill gaps, increase credential attainment, and strengthen the regional labor market by ensuring that job seekers are equipped with the skills employers need most—fulfilling the shared mission of creating a strong, inclusive, and future-ready Kansas workforce.

PY2024 highlights include:

- Fiscal, Administrative, and Performance Stewardship
- Functional Operations and Community Collaboration

- KEYS **KANSASWORKS** Empowering Youth Success Program
- Employer Engagement and Critical Support
- Innovation and Continuous Improvement

Fiscal, Administrative, and Performance Stewardship

Southeast **KANSASWORKS** has consistently demonstrated strong fiscal and administrative stewardship through diligent management of federal workforce development funds. The organization's PY2023 audit was completely finding-free, reaffirming its long-standing record of clean, unqualified financial audits and commitment to fiscal integrity.

Administrative and fiscal systems are maintained in strict compliance with the U.S. Department of Labor Employment and Training Administration (DOLETA) regulations and the Office of Management and Budget (OMB) Uniform Guidance. Through robust internal controls, continuous staff development, and transparent reporting, Southeast **KANSASWORKS** ensures accountability at every level, maximizing the impact of public resources and reinforcing trust in the organization's ability to effectively manage and deliver federally funded workforce programs across Southeast Kansas.

During the program year, Southeast **KANSASWORKS** experienced challenges in meeting several of the newly negotiated WIOA performance measures as updated reporting requirements and calculation methodologies were implemented. Staff participated in multiple state and local trainings to strengthen data accuracy, performance tracking, and case management documentation. Despite these transitional hurdles, the local area is proud to report significant improvement in median earnings outcomes, reflecting the impact of quality job placements and strong employer partnerships that continue to elevate the region's workforce success.

Functional Operations and Community Collaboration

Southeast **KANSASWORKS** has built a sustainable model focused on customer-centered service delivery and continuous quality improvement. The local area emphasizes shared intake and co-enrollment processes, cross-trained staff, and collaborative business services that align employer outreach, labor market data, and training investments. These coordinated functions have helped ensure a seamless experience for customers while maintaining full compliance with state and federal requirements.

Recognized as a leader in customer service and innovation, Southeast **KANSASWORKS** continues to set the standard for responsiveness, accessibility, and excellence across the **KANSASWORKS** system. Staff regularly participate in statewide workgroups and pilots that inform the development of best practices, and local procedures are often shared as models for replication in other regions. By maintaining this partnership-driven approach, Southeast **KANSASWORKS** supports the Kansas Department of Commerce's mission to deliver consistent, high-quality workforce solutions statewide.

KANSASWORKS Southeast Workforce Centers has adopted eight customer service values; each staff member is expected

to emulate these values and provide exceptional customer service in all interactions with external and internal customers.

This is a unified goal that is documented in all KDC and SEKW staff members' performance appraisals.

Customer Service Values (Standards) **BE THE KEY**

1. **Above and Beyond:** We will follow through and exceed expectations
2. **Empathetic:** We will seek to understand each of our customers and identify their unique needs
3. **Trusted Resource:** As professionals, we will specialize in making connections between employers and job seekers through services provided by our expert staff
4. **Helpful:** We will connect individuals with community resources
5. **Empowered:** We are empowered to use innovative techniques and technology to meet customers' needs
6. **Knowledgeable:** We are up to date on the current trends in workforce development
7. **Efficient Environments:** We are respectful of time and will make every effort to ensure customers receive responses and updates in a timely manner
8. **Dynamic:** We change lives and provide hope

Community Collaboration and Regional Commitment

Southeast **KANSASWORKS** remains deeply committed to the 17-county region it serves, continuing to strengthen partnerships that connect communities, employers, and education. Through collaborative initiatives with local organizations such as the Healthy Bourbon County Action Team in Fort Scott, Southeast **KANSASWORKS** has advanced shared goals around workforce readiness, community health, and equitable access to opportunity. The organization's recent relocation of the Independence Workforce Center to the Independence Community College West Campus and new office at Labette Community College reflects a strong partnership with higher education and a shared commitment to expanding training and employment resources in a more accessible, student-centered environment.

To further extend reach across rural areas, Southeast **KANSASWORKS** continues to operate pop-up workforce centers in communities such as Paola, Iola, and other key locations throughout the region—bringing career and business services directly to where people live and work. These efforts ensure that even residents in the most remote areas have access to individualized guidance, skill development opportunities, and direct connections to employers. Through these partnerships and innovative outreach strategies, Southeast **KANSASWORKS** continues to demonstrate its role as a trusted convener and catalyst for inclusive economic growth across Southeast Kansas.

KEYS KANSASWORKS Empowering Youth Success Program

The **KEYS (KANSASWORKS Empowering Youth Success)** program is a comprehensive initiative led by the Southeast **KANSASWORKS** Local Workforce Development Board (LWDB) designed to equip young people ages 14–24 with the tools, experiences, and support needed to build successful careers and strong futures in Southeast Kansas. Serving as the

umbrella framework for all youth-focused efforts—including WIOA Youth programs, State Work-Based Learning initiatives, and partner-driven youth engagement projects—KEYS provides an integrated pathway for education, training, and employment.

Grounded in the belief that every young person deserves access to real-world opportunities, KEYS emphasizes hands-on learning, essential workplace skills, and exposure to high-demand occupations across the region. Through internships, work experiences, on-the-job training, and connections to post-secondary education, the program helps youth gain the confidence and credentials required to enter and advance in the workforce.

More than a program, KEYS represents a regional commitment to growing and retaining local talent. By connecting youth with employers, educators, and community partners, Southeast **KANSASWORKS** helps ensure that young Kansans see a future for themselves right here at home. Whether students are completing high school, entering college, registered apprenticeship, or pursuing technical training, KEYS empowers them to explore meaningful career pathways and—most importantly—to stay in or return to Southeast Kansas to contribute to the communities that invested in them.

KEYS Summits: Empowering the Next Generation of Kansas Talent

The KEYS Summits have become a cornerstone of Southeast **KANSASWORKS**' youth engagement and workforce development strategy. These one-day events are designed to inspire, educate, and equip young adults ages 14–21 with the skills, confidence, and connections they need to thrive in the modern workforce. Through a combination of motivational speakers, interactive workshops, career readiness panels, and college and career expos, the Summits create a dynamic environment that bridges classroom learning with real-world opportunity.

Each year, the KEYS Summits bring together youth, employers, educators, and community partners from across Southeast Kansas to share knowledge, build relationships, and promote leadership. Participants gain practical experience in communication, professionalism, and career planning, while employers and educators collaborate to strengthen the local talent pipeline. Door prizes, scholarships, and competitions—such as the popular “Elevator Pitch” challenge—add excitement while reinforcing valuable workforce skills.

The continued success of the KEYS Summits reflects Southeast **KANSASWORKS**' strong partnerships with schools, higher education institutions, and community organizations. With generous support from sponsors and host sites such as Emporia State University, Pittsburg State University, and Independence Community College, these events have grown into a celebrated regional model for youth workforce development. KEYS Summits exemplifies the mission of Southeast **KANSASWORKS**—to empower youth with real-world experiences, foster leadership, and connect the next generation of Kansans to meaningful career pathways and brighter futures.

Work-Based Learning

Work-Based Learning (WBL) is a key component of Southeast **KANSASWORKS**' WIOA Youth and WBL Grant

initiatives, providing young people with hands-on experiences that connect education to real employment opportunities. Through paid work experience, internships, and apprenticeships, youth develop essential workplace skills, explore career interests, and gain exposure to high-demand industries in Southeast Kansas. By partnering with local employers and educators, Southeast **KANSASWORKS** helps young people build confidence, earn income, and take meaningful steps toward long-term career success in their home communities.

Southeast **KANSASWORKS** served 109 Youth participants, resulting in an investment of \$288,037 or 28.3% of WIOA youth funds in Work Experience. The average wage for a Work Experience was \$13.30 per hour, the highest recorded at \$19.00 per hour. There were more than 9,500 hours clocked, an average of 22 hours per week for participants.

In PY2024, Southeast **KANSASWORKS**, through the Work-Based Learning state grant, served 47 schools in 18 school districts. Resulting in 7,923 students being reached and 2,461 students engaging in Career Awareness or Career Exploration activities. 177 students participated in paid or unpaid internships.

Success Stories

Labette County Student Builds His Future with Crossland Construction

Isaiah Dick, a recent graduate of Labette County High School in Altamont, Kansas, turned his passion for hands-on work into a promising career path through the WIOA In-School Youth (ISY) Work Experience Program.

Isaiah, from Thayer, Kansas, enrolled in the program on September 24, 2024, and was approved based on his eligibility and identified barriers. His goal was clear—gain meaningful work experience, graduate from high school, and prepare for a career in construction. Isaiah’s interests include working with cattle on local farms, spending time with family, and getting together with friends for card games and community time.

Learning Through Experience

Isaiah was placed with the USD 506 School District, where he worked alongside the district’s carpenter and construction team to help build the school’s new gymnasium. Through this work experience, Isaiah gained hands-on carpentry skills, teamwork experience, and exposure to real-world construction practices.

His dedication led him to qualify for the SKILLS USA Carpentry Competition, where he successfully built a large doghouse from blueprints provided by the judges. Though he didn’t place in the top five, judges commended him for the quality of his project, telling him, “Your project looked really good!”

Success and Next Steps

Isaiah’s hard work paid off. In April 2025, he received a Letter of Intent from Crossland Construction Company to join their Apprenticeship Program—an exciting opportunity that recognizes him as an outstanding student and emerging professional.

This summer, Isaiah will participate in Crossland’s Summer Kickstart Program, which recruits high school and technical students from across six states. He will begin working with the Crossland Civil Division as a Civil Construction Worker, earning \$18.00 per hour. After 60 days, Isaiah will be eligible to join the Heavy Equipment Operator Apprenticeship Program, with the goal of becoming a Lead Operator within three years.

Upon completion, Isaiah will earn U.S. Department of Labor and State of Kansas credentials, valid nationwide. Crossland’s apprenticeship offers a clear pathway to advancement, with Lead Operator wages ranging from \$25–\$30 per hour and increasing annually.

A Bright Future

Isaiah graduated with his high school diploma on May 17, 2025, just days before beginning his new journey with Crossland Construction. His success reflects the impact of WIOA youth programs that help students gain skills, experience, and confidence to enter the workforce.

Isaiah’s story is a testament to what can happen when determination meets opportunity—and how programs like the WIOA ISY Work Experience are helping young Kansans build strong futures, one project at a time.



JAG-K Students Tour Pittsburg State University and Local Workforce Center

On March 7, students from the Fort Scott Job for America’s Graduates – Kansas (JAG-K) program visited Pittsburg to

explore career and education opportunities available through local partners.

Their day began with a tour of **Pittsburg State University (PSU)**, where students learned about academic programs, campus life, and pathways to higher education. The visit provided a firsthand look at the opportunities awaiting them after high school.

The group then visited the **Pittsburg Workforce Center**, where they were welcomed by staff and introduced to partner agencies, including **Catholic Charities of Southeast Kansas**. Students toured the center, learned about workforce services and training programs, and gained a better understanding of how these resources can help them reach their career goals.

One JAG-K student reflected on the experience, saying, “It’s good to see an actual office like that, with so many different services. I think that’s pretty cool.”

Joe Seitz, Program Director for Catholic Charities, shared his enthusiasm for the partnership by saying, “Catholic Charities was excited to be included in the tour the students received while in our building! It’s exciting to share our passion with those who are just beginning their career journey.”

This event exemplified the collaboration between education, workforce development, and community organizations—all working together to help young people successfully transition from school to career.

The Fort Scott JAG-K students left inspired and encouraged, knowing that a strong network of community partners stands ready to support them on their journey toward success.



Employer Engagement and Critical Support

Southeast **KANSASWORKS** continues to lead the state in employer engagement and the delivery of high-quality business services under the Workforce Innovation and Opportunity Act (WIOA). Through a fully integrated Business Services Team—including local staff, the Kansas Department of Commerce, and key partner agencies—the region provides coordinated, employer-centered solutions that connect businesses with the skilled workforce they need. This integrated approach ensures consistent communication, streamlined referrals, and access to programs such as On-the-Job Training (OJT), Registered Apprenticeship, and Incumbent Worker Training.

For PY2024, this team led the state in employer contacts at 3,825, with more than 900 employers. These interactions led to 2,343 job orders being entered on **KANSASWORKS.com**, resulting in 733 job placements being reported.

Employers across Southeast Kansas benefit from responsive services designed to meet real-time labor market needs while supporting long-term workforce development strategies. Business Service Representatives (BSRs) actively engage employers across multiple industries—including manufacturing, healthcare, education, and logistics—to create pathways for job seekers and strengthen regional economic resilience. By aligning workforce, education, and economic development efforts, Southeast **KANSASWORKS** has built a trusted reputation for innovation, accountability, and measurable results in employer engagement statewide.

Southeast KANSASWORKS model

Innovation and Continuous Improvement

Southeast **KANSASWORKS** remains dedicated to continuous improvement and innovation in service delivery, ensuring that workforce solutions evolve to meet the changing needs of both employers and job seekers. The local area has streamlined internal processes and leveraged technology to expand virtual service options, creating greater access and flexibility across its 17-county region. Staff routinely conduct virtual meetings with job seekers and employers, allowing individuals to connect with career navigators, training providers, and business services staff without the barrier of distance or scheduling conflicts.

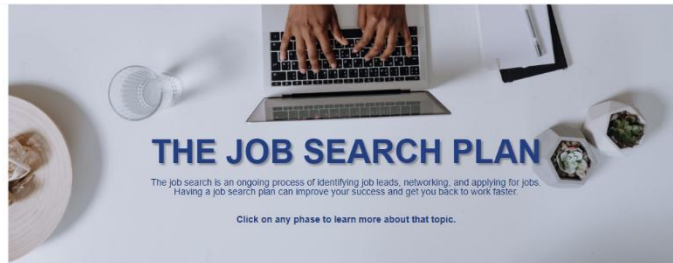
Southeast **KANSASWORKS** also partners with the Kansas Department of Commerce and the statewide **KANSASWORKS** network to host monthly virtual job fairs, connecting hundreds of Kansans to employers in real time.

My Plan: Guiding Job Seekers Toward Career Success

Southeast **KANSASWORKS** developed My Plan through a creative license exchange with NOVAWorks Local Workforce Development Board in Sunnyvale, CA, as an innovative online resource designed to help job seekers take charge of their career journey. Recognizing that job search is an ongoing process of identifying leads, networking, and applying for opportunities, My Plan provides a structured approach to improving success and returning to work faster. The tool guides

users through four essential areas of the job search process, presented in the order most relevant to their needs: Focus, Résumé & Application, Job Search & Network, and Interview & Negotiate. Each section offers practical steps, local labor market insights, and access to **KANSASWORKS** resources, helping individuals clarify goals, strengthen their materials, expand their connections, and prepare for employment opportunities. By making these resources available anytime through www.sekworks.com/myplan, Southeast **KANSASWORKS** ensures that career planning support is accessible, flexible, and aligned with the realities of today’s job market.

These innovations underscore Southeast **KANSASWORKS**’ commitment to modernizing workforce development while maintaining personalized, high-quality service for every customer in Southeast Kansas.



<p style="text-align: center;">1</p> <p style="text-align: center;">FOCUS</p> <ul style="list-style-type: none"> • Job Title • Skills Needed • Salary Range • Labor Market Demand • Am I Marketable? 	<p style="text-align: center;">2</p> <p style="text-align: center;">RESUME & APPLICATION</p> <ul style="list-style-type: none"> • Create Resume • Learn to Customize • Master Job Application • Reference List 	<p style="text-align: center;">3</p> <p style="text-align: center;">JOB SEARCH & NETWORK</p> <ul style="list-style-type: none"> • Post Resume Online • Network • Informational Meetings • Target Companies • Apply for Jobs • Attend Job Fairs 	<p style="text-align: center;">4</p> <p style="text-align: center;">INTERVIEW</p> <p style="text-align: center;">NEGOTIATE</p> <ul style="list-style-type: none"> • What do I have to offer? • Why should this employer hire me? • Identify Financial Needs • Salary Data
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MyPlan is the product of NOWWorks and is accessed through their Creative Commons License. We thank NOWWorks for providing access to MyPlan and resources to assist our customers.

Attachment B

Goal 1: Enhance and improve workforce service delivery to disadvantaged youth.

Strategy 1: Assess strategies and outcomes of current programming for disadvantaged youth to identify strengths as well as gaps by:

- Reviewing and synthesizing available outcomes data and information on current programming, initiatives, and resources for disadvantaged youth to identify effective approaches for expansion/scaling and documenting gaps and opportunities for enhanced partner and resource alignment. Developing and implementing prioritized solutions during the 2024-2026 strategic plan cycle.
 - knectY’s project model includes developing a pilot, gathering real-time data through weekly planning meetings and a “live” data tool, and then refining the model with plans to scale it statewide with each new site following the same process.
 - knectY staff participating in multiple transition and disability focused groups affords them the opportunity to identify and evaluate strengths and gaps and pull together other partners that can help bolster strengths and shrink gaps.
 - One of knectY’s goals is to improve capacity in the public workforce system by forging new partnerships and reigniting dormant ones. In addition, knectY is offering training to not only knectY staff, but also other workforce professionals and partners that will increase the state’s ability to serve individuals with disabilities. Examples of trainings include Trauma-Informed Care, Cultural Competency, Self-Determined Career Design Model, ACRE-supported employment certification, and Motivational Interviewing—all of which support high-quality, integrated service delivery.

Strategy 2: Expand workforce transition services, including work-based learning experiences, for foster care youth through deepened partnership efforts with the Department for Children and Families (DCF) by:

- Collaborating with the Older Youth and Young Adult Services Partnership led by DCF to better define specific workforce transition service needs for foster care youth, identifying any barriers to service provision, and designing and implementing a plan for expanding service delivery for this population during the 2024-2026 strategic plan cycle. Founded on the analysis of accurate and comprehensive Labor Market Information.
 - knectY is focused on each of its sites, beginning services with six core partners—**KANSASWORKS** Workforce Centers, Families Together, Inc., local schools from middle through post-secondary, DCF’s Vocational Rehabilitation and Pre-Employment Transition Services programs, and Project SEARCH. The schools, Families

- Together, VR and Pre-ETS, and Project SEARCH all serve a much larger portion of the foster care population in Kansas than the WFCs serve (<1% for all ages from WIOA Y/DW/A in the last program year). These partnerships will naturally increase services to foster care youth.
- See the last bullet in the above question regarding capacity building.
- knectY, through its continuous improvement model, has determined a more direct connection with DCF's foster care providers will be very beneficial and is pursuing this this year.
- knectY staff also serve on or attend local Transition Council meetings and do outreach to employers to educate them about the benefits of employing Y/YAD and customized employment and to engage them in working with the knectY program.

Strategy 3: Expand and better integrate workforce transition services, including work-based learning experiences, for youth with disabilities through enhanced partnership efforts with DCF/Rehabilitation Services and the Kansas State Department of Education (KSDE) by:

- Collaborating with the Transition Coalition to determine specific workforce transition service delivery needs for Workforce Innovation and Opportunity Act (WIOA)-defined youth with disabilities and designing and implementing a plan for expanding service delivery for this population during the 2024-2026 strategic plan cycle.
 - knectY has DCF and local schools built into its core partner structure, but knectY leadership also meets monthly with the Kansas University Center on Disabilities and KSDE to discuss and strategize ways to expand and integrate workforce transition services for youth as part of the group's focus on improving access to increasing use of transition services and supports and sustaining relationships a crosswalk of transition services is in process. This will help build local community partnerships and be useful for integrated resource teams and may be used by service providers/families/youth, assisting them with locating and accessing transition services.
 - knectY will be providing cross-system training for each site so they may build effective integrated resource teams for use with this project. It will also build partnerships and provide knowledge that can continue indefinitely

Goal 3: Increased business and community awareness of, engagement with, and utilization of the workforce system.

Strategy 2: Identify and implement efforts to enhance awareness and perceptions of the system and increase utilization of the system by residents and businesses.

Efforts to promote workforce services to as many job seekers and employers as possible have continued to grow and evolve over the past year. A key enhancement has been a partnership with the Kansas Association of Broadcasters, which enabled commercials targeting both job seekers and employers to be placed in regular rotation on local networks across

the state, increasing awareness of **KANSASWORKS** services and opportunities. In addition, an active social media presence—coupled with the strategic use of targeted digital ads—has contributed to steady growth in followers across Facebook, Instagram, and LinkedIn. These platforms not only raise visibility of available resources but also provide job seekers with timely updates on employment opportunities, training programs, and workshops. By leveraging a combination of traditional media and digital engagement, we continue to expand our reach, connect with a broader audience, and encourage more individuals to interact with and take advantage of the full spectrum of workforce resources available in Kansas.

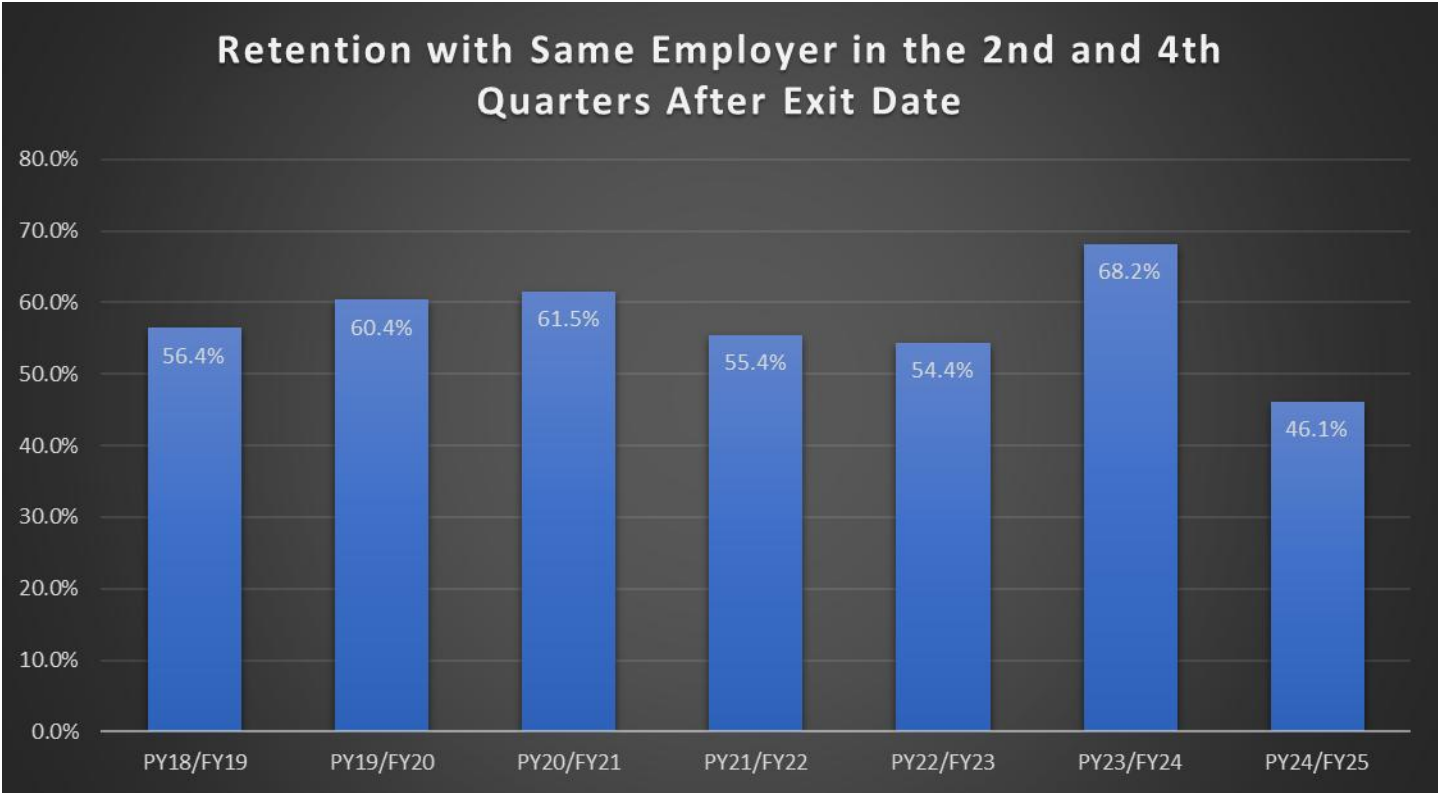
EFFECTIVENESS IN SERVING EMPLOYERS

Attachment C

Collaborative efforts between these partners ensure all data for each of the core programs collected during PY2024/FY2025 are included and reported to USDOL as one set of data. Effectiveness in Serving Employers performance indicator results for PY2024/FY2025 are shown in the report below:

WIOA - EFFECTIVENESS SERVING EMPLOYERS

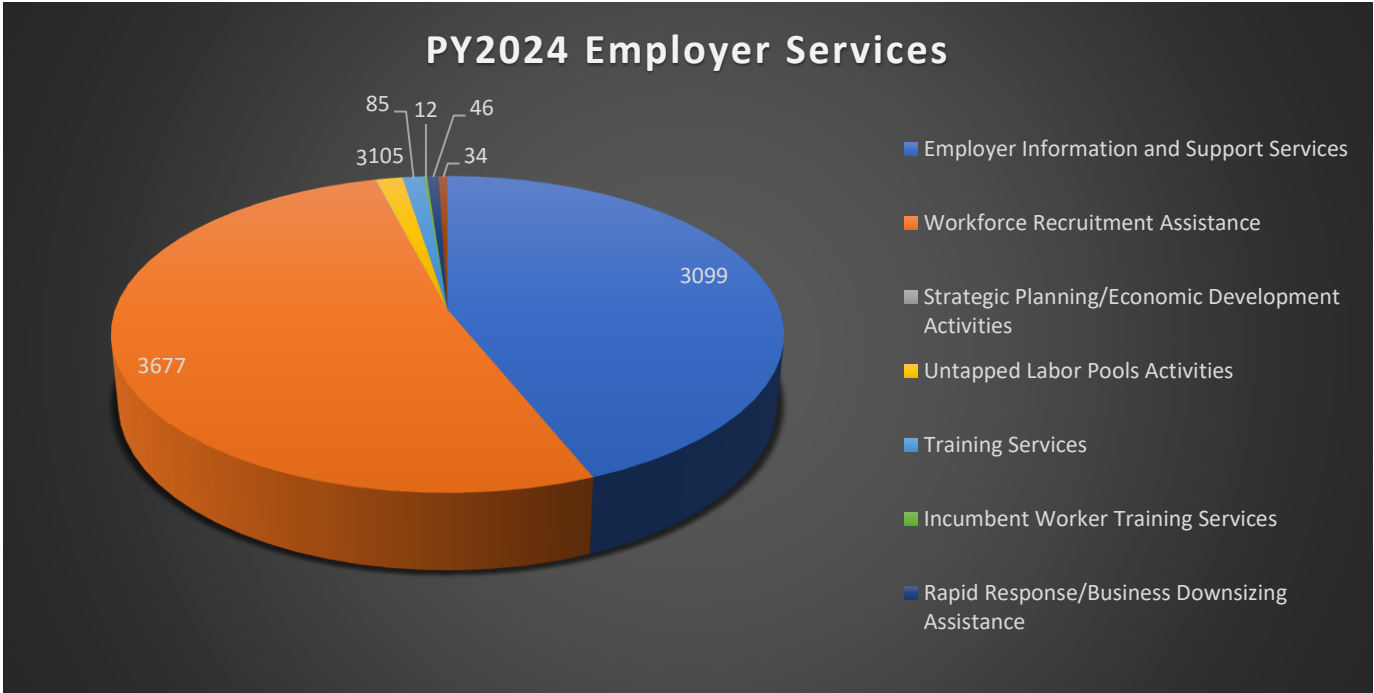
STATE: Kansas		PROGRAM YEAR: 2024		Certified in WIPS: 9/25/2025 2:45 PM EDT	
PERIOD COVERED					
From (mm/dd/yyyy) : 7/1/2024 8:00 AM EDT			To (mm/dd/yyyy) : 6/30/2025 8:00 AM EDT		
REPORTING AGENCY:					
Kansas Department of Commerce					
EFFECTIVENESS IN SERVING EMPLOYERS INDICATOR					
Combined Result Across All WIOA Core Programs		Numerator	Denominator	Rate	
Number and Percent of Participants Employed with the Same Employer in the 2nd and 4th Quarters After Exit		10,814	23,451	46.1%	
REPORT COMMENTS/ CERTIFICATION					
Report Comments:					
Certifying Official					
Name: Shelly Jones					
Title: KANSASWORKS Grants Data Program Manager					
Email Address: shelly.jones@ks.gov					
Phone Number:					



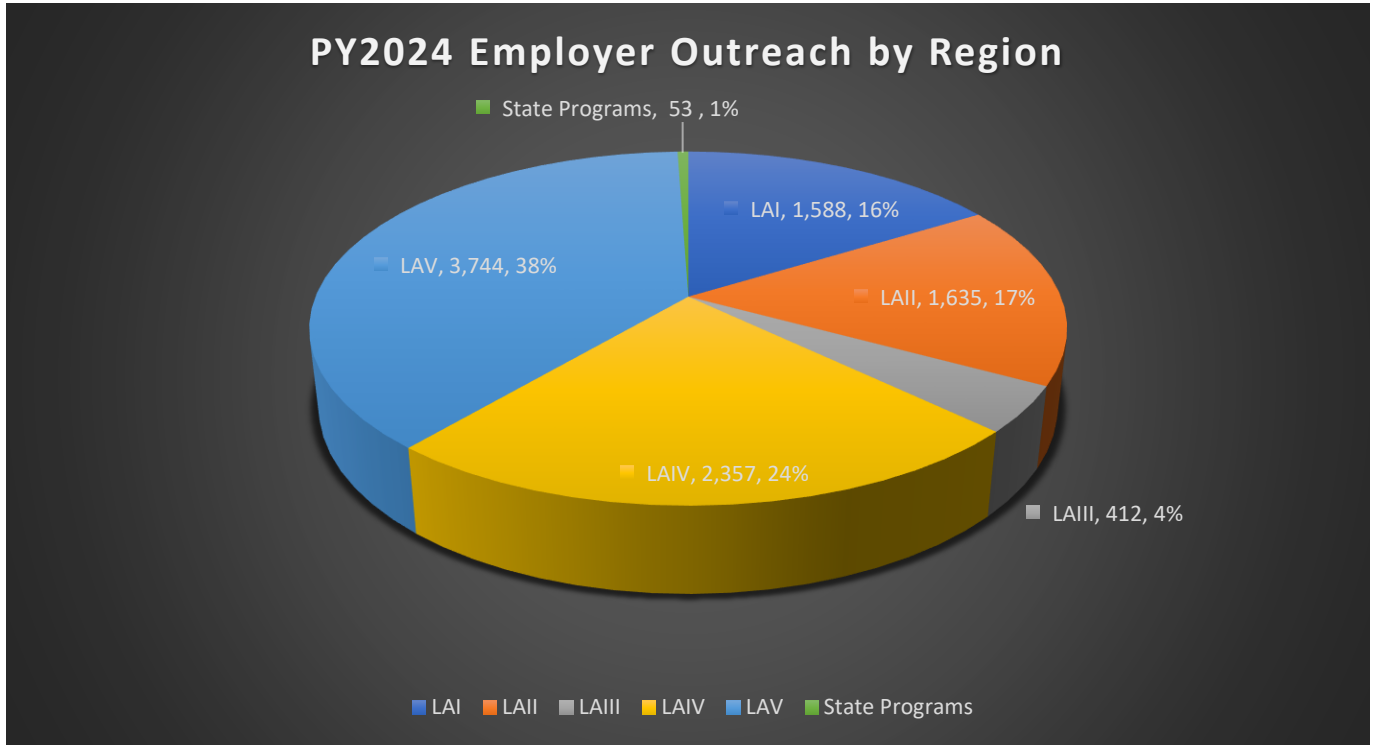
As depicted in the charts above, Kansas has experienced a 22.1% decrease in retention rates for the 2nd and 4th quarters over the course of the last program year. While retention has decreased, employers continue to receive quality services, including, but not limited to, supportive services, recruitment assistance, and training services.

Kansas employers continue to receive business services; however, overall progress for the measures of retention has decreased for PY2024/FY2025. Commerce business service teams expect to expand outreach efforts to promote continuous improvement in the upcoming program year. The decline of this measure is attributed to system changes, lack of staff resources utilized for outreach efforts across the state, and employer adaptation to the next generation of the state job board, **KANSASWORKS.com**.

Of the 23,451 employers actively utilizing the **KANSASWORKS.com** system, a reported 34,025 job postings were available as of 6/30/2024. Business customers received a total of 7,061 services over the course of the PY2024/FY2025. The following services represent the services employers engaged in for this reporting period:



To coincide with these employer services, 10,499 participants who gained employment retained employment at 68.7%. Geographically, statewide success was experienced with retaining employees as a result of service delivery and pinpointed job matching between job seekers and employers.



Kansas will continue to focus on employer needs and job seekers' qualifications to reduce the unemployment rate and boost the economy in the upcoming year.

Attachment D

Customer Satisfaction Survey Questions

Question 1 is for both Job Seekers & Employers

2-7: Job Seekers

8-13: Employers

14-20: Job Seekers & Employers

Job Seeker Questions

1. Please select the option that best describes you:
2. Date of your most recent visit or engagement:
3. How did you engage with Workforce Services?
4. Which Workforce Center location did you visit or interact with?
5. What was the primary purpose of your visit or interaction?
6. Did you receive or utilize any additional services?
7. Please indicate your level of agreement with the following statements about your experience:
 - a. I was satisfied with the overall services I received
 - b. The staff were courteous and professional
 - c. The staff were knowledgeable and helpful
 - d. The workforce center helped me achieve my goals
 - e. I would recommend these services to a friend or colleague
14. How did you hear about us?
15. Do you have any additional comments or feedback to share?
16. May we contact you to follow up on these responses?
17. Please provide your full name:
18. How would you like us to contact you?
19. Please provide your phone number:
20. Please provide your email address:

Employer Questions

1. Please select the option that best describes you:
8. Date of your most recent visit or engagement:
9. How did you engage with Workforce Services?
10. Which Workforce Center location did you visit or engage with?
11. What was the primary purpose of your visit or interaction?

12. Did you receive or utilize any additional services?
13. Please indicate your level of agreement with the following statements about your experience:
 - a. I was satisfied with the overall services I received
 - b. The staff were courteous and professional
 - c. The staff were knowledgeable and helpful
 - d. The Workforce Center met my business needs
 - e. I would recommend these services to another employer
14. How did you hear about us?
15. Do you have any additional comments or feedback to share?
16. May we contact you to follow up on these responses?
17. Please provide your full name:
18. How would you like us to contact you?
19. Please provide your phone number:
20. Please provide your email address:

Attachment E

Program evaluations cited on page 4 of the report have been included on the following two pages.

Youth Services Program Evaluation – Plan Evaluation Focus

Why do youth disengage from the program?

Prepared by: Elise Parrish

Date: June 24, 2025

1. Purpose

This evaluation will:

1. Identify the main reasons youth leave the program before completion.
2. Clarify the barriers staff face in maintaining consistent youth engagement.

Findings will guide improvements in program design, staff practices, and policy decisions to increase youth retention.

2. Objectives

Objective	Indicator of Success
Identify five to seven primary disengagement factors	Themes confirmed by at least 75 percent of local areas
Document current engagement strategies and their perceived effectiveness	Inventory compiled and reviewed by local staff
Measure disengagement patterns using existing program management information system (MIS) data	Disengagement rates and participation spans calculated
Provide actionable recommendations	Final report includes prioritized actions with owners and timelines

3. Scope & Data Sources

Data Stream	Description	Lead
Program Data	Exit reasons, service dates, and attendance trends	Commerce Data & Performance Team
Staff Survey	Staff perceptions of barriers and effective practices	Workgroup lead drafts: local areas distribute
Focus Groups	30–45 minute virtual staff discussions in 3–4 regions	Volunteer facilitators and local staff
Youth Input (Optional)	Short interviews or surveys with recently exited participants	Pilot sites only, with consent
Local Tools	Checklists, outreach strategies, and incentive policies	Submitted by local areas

4. Methodology

- **Quantitative Analysis** – Examine disengagement and participation trends using MIS data.
- **Qualitative Analysis** – Code survey and focus-group feedback to identify recurring themes.
- **Cross-Validation** – Compare quantitative findings with staff insights to confirm or highlight gaps.

Secret Shopper Evaluation Conclusion

In previous versions of the shopper study, the PPMC recommended a focus on customer service and creating a welcoming environment in the center. Evidence from this study shows that the workforce centers have improved in these areas and are delivering courteous customer care in environments that are largely clean and easy to find. Given the complexity of services and the number of customers the workforce serves, this is an important lynchpin in providing job seekers with the resources they need to pursue fulfilling careers.

In the spirit of continuous improvement, the PPMC now recommends that **KANSASWORKS**:

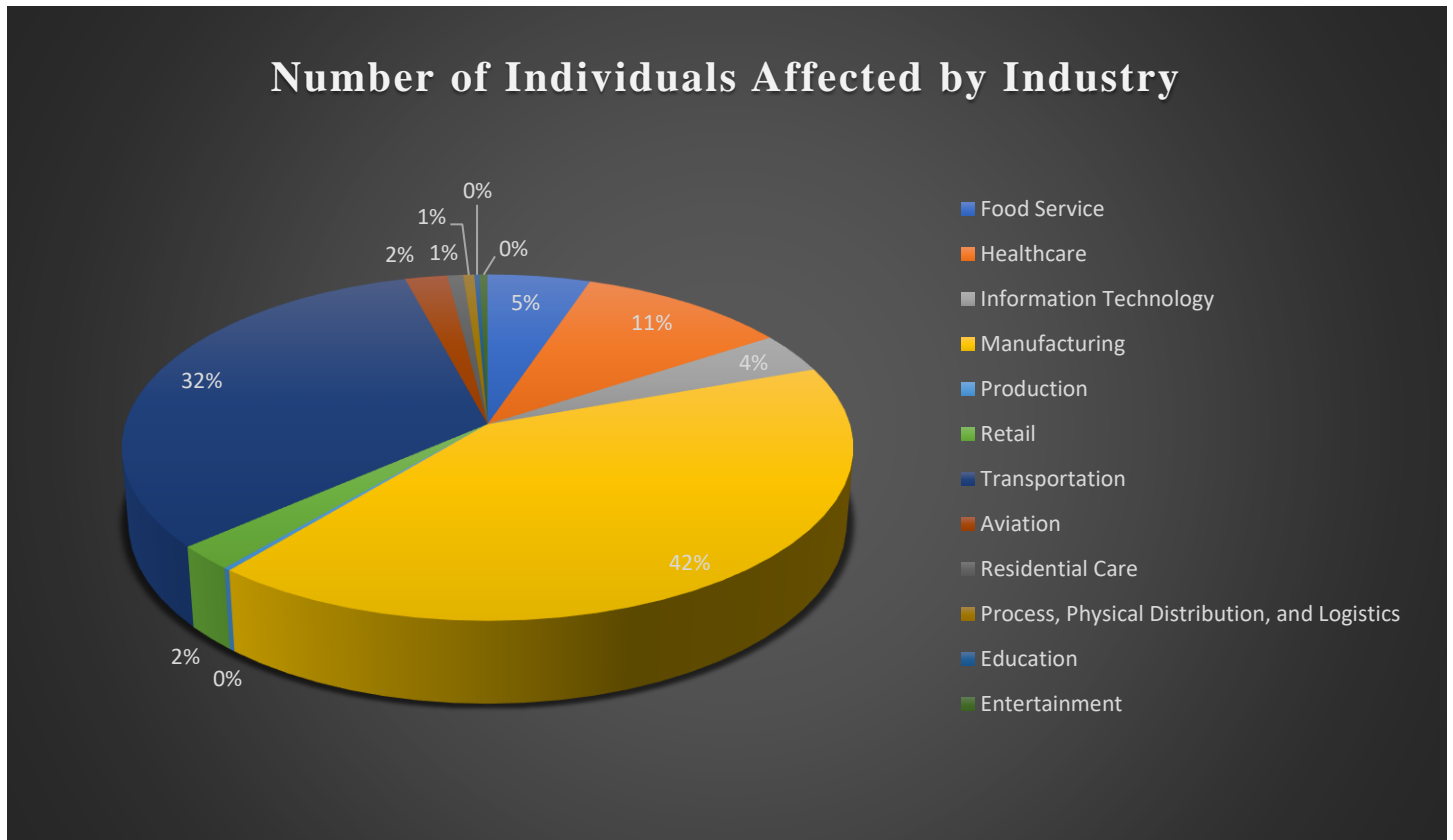
1. Develop a relationship-based intake process: Move toward individualized service delivery that takes advantage of the informational advantages already available but underutilized during the **KANSASWORKS.com** account setup process.
2. Connect customers to existing resources: Use knowledge gained about the customer during the account setup process to connect customers to existing resources.
3. Improve close-out and follow-up procedures: Provide staff with resources that allow for the standardization of close-out and follow-up.
4. Audit center accessibility: Address accessibility issues – some shoppers faced frequent barriers when attempting to receive services, including:
 - Feeling that their situation was never well explored with the staff (shopper with a cognitive disability).
 - Challenges with accessing the center (shopper with a physical disability).
5. Implement consistent processes for assisting English language learners: Use existing resources to help staff better understand how to serve this population.
6. Update center-specific information on the website: Update the website to reflect center-specific information, including appointment-only hours, etc.
7. Evaluate the disconnect between manager expectations and service delivery.

STATEWIDE ACTIVITIES

Attachment F

Layoff Aversions

The chart below demonstrates PY2023 industries with individuals affected by a layoff in both WARN and Non-WARN categories, as referenced on page 7 of this report.



REGISTERED APPRENTICESHIP

Attachment G

Sub-Award/MOU	Apprentices Served Goal Number in SAEEI grant	Apprentices Served in RAPIDS as of 6/30/2025, since inception of grant	% Goal Reached	Employers Registered in RAPIDS Goal in SAEEI grant	% Goal Reached	Programs Registered in RAPIDS as of 6/30/2025, since inception of grant
Dwayne Peaslee Tech	108	235	217.59%	27	135%	29
Hamilton Ryker	107	819	765.42%	89	445%	28
Hutch Community College	107	173	161.68%	44	220%	21
IBEW 304	132	133	100.75%	4	80%	1
Interhab	107	134	125.23%	13	65%	3
KC Tech	107	59	55.14%	10	50%	7
SnapIT	30	35	116.66%	13	130%	11
Total	805	1591	197.63%	205	170.83%	107

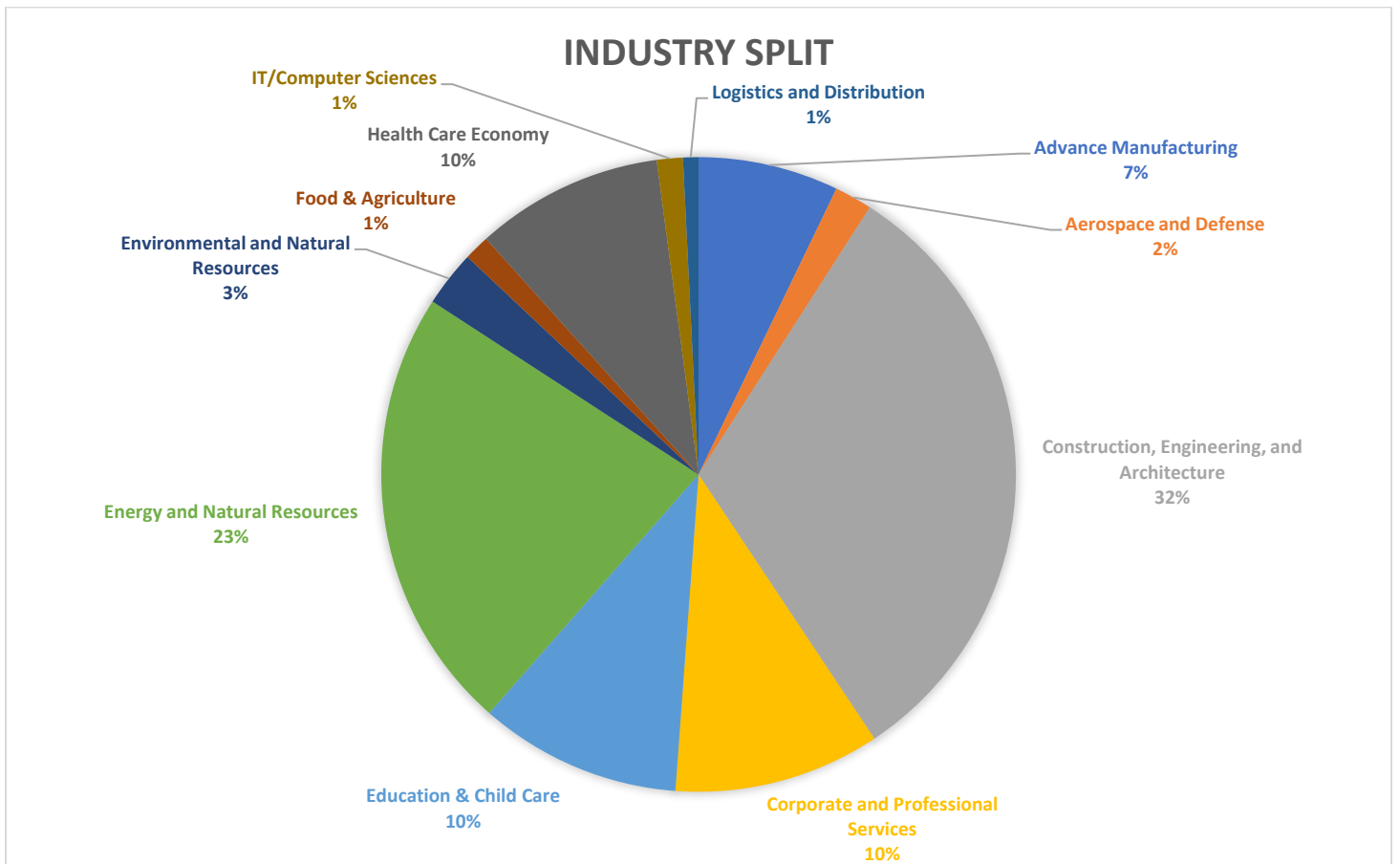
MeadowLARK Grant

MeadowLARK continues to grow across Kansas, with KSDE Teacher Apprenticeship leading the way—now supporting 329 active teacher apprentices after enrolling over 150 new participants in 2025. All KSDE funds are fully obligated, sparking strong partnerships with workforce boards and school districts. Local workforce areas are also making strides: Southeast **KANSASWORKS** supports seven internal apprentices and is exploring expansion; Workforce Alliance of South Central Kansas has registered five new programs and is on track to fully expend its funds by fall; and Workforce Partnership supports 26 apprentices with ongoing growth in mechanical, teaching, and healthcare fields. Workforce Partnership also supports 22 pre-apprentices and plans to onboard 47 more, with all funds obligated. Kansas WorkforceONE continues pre-apprenticeship work with Hutchinson Community College and unions. The organization is also supporting teacher apprenticeships. In partnership with KOA, the Department of Corrections launched a CDL apprenticeship with Ares Trucking and is exploring additional industry partnerships. Kansas WorkforceONE still has approximately \$859,000 available for future apprenticeships.

Total amount awarded: \$5,916,920

Period of performance: July 1, 2023 – June 30, 2026

RAP Intermediary	Total RAP Created	Total RAPS Expanded	Total Participants Served	Total RAP's
KSDE	1	2	331	163
Kansas Workforce One (LAI)	1		158	78
Workforce Partnership (LAIII)	5	2	35	23
Workforce Alliance (LAIIV)	15	5	52	52
SE KS Works (LAV)	2	0	13	13
Total	25	7	421	329
Goal	23	9	1650	1350
% Toward Goal	109%	78%	26%	24%



Registered Apprentices

4,479 Kansas residents are active in a Registered Apprenticeship program

2,854 Registered Apprenticeships associated with the KAC

Recognized programs

183 recognized Apprenticeship sponsors operating in the state of Kansas

585 Active Employers

Gender

Male – 77.77%

Female – 19.85%

Ethnicity

Hispanic – 15.51%

Black – 7.06%

American Indian/Alaskan Native – 2.3%

Asian – 1.47%

Hawaiian/Pacific Islander – 0.57%

White – 79.08%

Did not self-identify – 11.38%

Veteran – 11.22%

Disabled – 2.04%

Unknown disability – 25.45%

Age	Number	Percent of Total
16 – 24	1488	47.58%
25 – 34	908	29.03%
35 and Over	730	23.34%

Industry	Sum of 2024
Engineering, Architecture and Construction	44.06%
Energy and Natural Resources	13.95%
Advanced Manufacturing	9.80%
Education	9.45%
Corporate and Professional Services	8.64%
Health Care	7.87%
Agriculture and Animal Health	2.54%
Aerospace and Defense	2.28%
IT	1.03%
Logistics and Distribution	0.39%
Grand Total	100.00%

Kansas Only

Top 15 apprentices by the numbers	Count of Program Sponsor Name
Plumbers and Pipefitters Apprentice Training of Kansas	337
Hamilton-Ryker TalentGro	229
Army Corrections Command	201
Wichita Electrical Joint Apprenticeship Training Committee	146
Western Missouri & Kansas Laborers District Council JAC	126
Johnson County Community College (JCCC) Hospitality and Culinary Academy	103
Kansas State Department of Education	95
Topeka Electrical JATC	93
InterHab Innovation Fund	79
Independent Electrical Contractors Association of Kansas, Inc.	74
Dwayne Peaslee Technical Training Center	64
Washburn University Institute of Technology	64
Evergy, Inc.	59
Hutchinson Community College	58
Spirit Aerosystems Inc.	57

Attachment H

Employer Success Stories

Success Story 1:

On April 3, the Hutchinson Sports Arena filled with energy as 143 employers connected with over 550 job seekers at the Hutchinson Community College Career Connections event. Representing key sectors like Healthcare, Finance, and Manufacturing, employers offered pathways for individuals at every stage of their career journey. Support from Hutchinson Workforce Center and Kansas WorkforceONE ensured attendees had access to expert guidance, job search resources, and real-time opportunities. The event delivered impactful conversations, strong employer engagement, and high-quality candidate interactions — underscoring Career Connections as a vital platform where talent meets opportunity.

Success Story 2:

On April 9, **KANSASWORKS** participated in the St. Mary's University Job Fair, where our team connected with 27 job seekers. The fair, which hosted 70 job seekers and 27 diverse vendors, underscored the importance of community collaboration in fostering career growth. The **KANSASWORKS** booth served as a key point of interaction, reinforcing **KANSASWORKS'** commitment to providing guidance and resources that bridge the gap between job seekers and employers.

Success Story 3:

On September 4, the Kansas City **KANSASWORKS** team participated in the Job News USA Job Fair at the Overland Park Convention Center. The event brought together 35 employers and vendors and drew a total of 222 attendees, providing a valuable opportunity for job seekers to connect directly with hiring organizations. At the **KANSASWORKS** table alone, staff engaged with 62 individuals, including five veterans and one veteran spouse, sharing information about workforce services, training opportunities, and career resources. This event highlighted the team's ongoing commitment to connecting job seekers with employers and supporting veterans in their employment journeys.

Success Story 4:

During the week of September 17–27, the Wyandotte County **KANSASWORKS** Workforce Center hosted 10 mini in-office job fairs, attracting 108 job seekers and resulting in 68 contingent job offers. These events connected employers with candidates for a wide range of positions, including office roles, maintenance technicians, general labor, warehouse staff, machine operators, call center representatives, parts inspectors, security personnel, mail carriers, heavy equipment operators, drivers, event technicians, air duct cleaners, retention and sales representatives, terminal operators, and inventory clerks. By providing these targeted, accessible hiring events, the Workforce Centers successfully facilitated meaningful connections between job seekers and employers, helping individuals secure employment while addressing workforce needs across

multiple industries. This week is just one example of the many mini in-office job fairs hosted throughout the year and the continued success these events have brought in connecting job seekers with employers in Wyandotte County.

KANSASWORKS Live Chat

Robin reached out through **KANSASWORKS** Live Chat for help with completing the O*NET Skills Profiler, as it's a requirement to complete the My Reemployment Plan.

After reviewing Robin's **KANSASWORKS** account, Chat Agent Jill discovered that the My Reemployment Plan was not required. Instead, Robin needed an out-of-state unemployment verification form completed. Because Robin lives in Kansas, the form required confirmation from a State Workforce Agency Representative that she was registered in **KANSASWORKS** and actively seeking work.

Jill asked Robin to email the form, filled it out promptly, and faxed it to the appropriate state's unemployment agency. She also emailed Robin a copy of the fax confirmation page for her records. Within 25 minutes, Robin's issue was fully resolved through **KANSASWORKS** Live Chat—saving her a trip to a workforce center and allowing her to continue with the unemployment benefits process from home.

JVSG

Success Story 1:

Transitioning from military to civilian life presented several challenges for Veteran Phillip—most urgently, securing stable employment and housing with his discharge date only one day away. He was required to vacate the barracks at Fort Riley, KS, by 1300 on the 29th of April 2025 and had no immediate housing arranged. He also needed assistance navigating the civilian job market and developing a competitive résumé.

Phillip connected with a Disabled Veterans Outreach Program (DVOP) Specialist and a Local Veterans Employment Representative (LVER) after being referred by an HR representative at Foot Locker. DVOP and LVER immediately began working with Phillip, completing the Initial Needs Assessment (INA) and registering him with **KANSASWORKS**. Together, they created a tailored résumé and applied for a full-time position at Foot Locker.

Because housing was an urgent concern, DVOP contacted a local property company to explore immediate rental options. Through quick coordination and advocacy, an available apartment was identified. Phillip promptly completed the rental application and arranged payment for the security deposit and first month's rent, securing safe and stable housing just in time. Thanks to the coordinated support of DVOP, LVER, and the Veteran's determination, Phillip overcame significant barriers in a very short timeframe. He secured full-time employment with Foot Locker, providing income and stability

during his transition, and moved into a new apartment before his Fort Riley deadline. His story highlights the impact of collaboration, timely intervention, and the resilience of our nation's Veterans.

Success Story 2:

Angel, a Transitioning Service Member, was referred by TAP to the Junction City Workforce Center for assistance. He was separating in two days and needed immediate employment, ideally a job he could work for at least a year while preparing for a law enforcement career, with a target wage of at least \$18/hr.

A Workforce Professional referred him to a DVOP. DVOP conducted a comprehensive assessment, reviewed the résumé Angel had been using, suggested opportunities that matched his needs, and helped him tailor his résumé for specific positions. After he applied, JVSG staff contacted the company recruiter to confirm receipt of his application. The company responded with specific feedback about what was missing. Angel returned to the Workforce Center the next day to complete the application. DVOP also sent links to free training where he could earn additional certifications. Angel appreciated having a résumé that better reflected his transferable skills and the direct help connecting with employers.

Angel informed DVOP that he began work as a Rural Carrier Assistant with USPS on September 9th, 2024, at \$20.38/hr. He expressed that he was grateful for the assistance at the Workforce Center that jump-started his job search.

Success Story 3:

Michael was referred by a Workforce Professional for JVSG services. He served in the Air Force and received an honorable discharge. He was seeking an Information Technology position or a role in the aerospace industry and was in the process of obtaining a service-connected disability rating from the Department of Veterans Affairs. Michael held a master's degree, had advanced computer skills, was married, and his spouse was not employed because of a disability.

DVOP reviewed his résumé and provided sample résumés as a guide for updates. DVOP also delivered federal résumé training, reviewed federal résumé samples and sample cover letters with Michael, and emailed all materials to him. DVOP provided daily job leads from Vet Central and flyers for upcoming local job fairs.

After applying for multiple positions, Michael received and accepted an offer from Axiom Engineering as an Information Technology (IT) Manager, earning \$105,600 per year, working 40 hours per week, Monday through Friday. Michael started his new position on April 28th, 2025.

Attachment I

Workforce Innovation Conference

Assistant Secretary Mike Beene served as emcee, guiding the program with warm introductions, concise outros, and a calm presence that kept the conference running smoothly and the audience consistently engaged. Several of our staff members also presented, including Bettina Sparkes and Mark Grayson on successful re-entry for justice-involved youth; Amanda Ramsey and Cindy Nau on the **KANSASWORKS** Network for Employment and Career Transition for Youth (knectY); and Taylor Spangler on youth Registered Apprenticeship. Attendees were also honored to hear remarks from Lieutenant Governor David Toland. In addition to stating that “the most important thing I can say today is thank you,” he praised the strong leadership of Assistant Secretary Mike Beene and gave special shoutouts to Regional Operations Manager Gary Westerman and Veterans Employment Representative Karl Kandt. His genuine appreciation and inspiring reminder that it’s our moral obligation to serve all people, meet them where they are, and help get them to where they want to go reinforced the importance of the work being done on the ground daily.

Perhaps most importantly, this event provided staff members with a valuable opportunity to connect with fellow Workforce Services colleagues stationed across the state, as well as associates from our three primary workforce partners (Kansas WorkforceONE, Workforce Partnership, and Workforce Alliance of South Central Kansas). The presentations, built-in networking opportunities, and informal mingling sparked new ideas about how we can better serve job seekers, employers, and education and training providers. Important discussions also took place around how we can adapt to an ever-changing political and economic landscape to prepare our institutions and programs for the next generation—or, in the words of the Lieutenant Governor, “be the best version of Kansas we can be.”

Attachment J

**Workforce Innovation Opportunity Act
Performance Levels
PY2024 – PY2025**

Kansas

<u>Adult Indicator</u>	<u>PY2024 & PY2025</u>
Employment Rate 2nd Quarter After Exit	79.0%
Employment Rate 4th Quarter After Exit	78.5%
Median Earnings 2nd Quarter After Exit	\$8,600
Credential Attainment within 4 Quarters After Exit	76.5%
Measurable Skill Gains	68.0%
<u>Dislocated Worker Indicator</u>	<u>PY2024 & PY2025</u>
Employment Rate 2nd Quarter After Exit	86.0%
Employment Rate 4th Quarter After Exit	87.0%
Median Earnings 2nd Quarter After Exit	\$12,000
Credential Attainment within 4 Quarters After Exit	86.9%
Measurable Skill Gains	80.0%
<u>Youth Indicator</u>	<u>PY2024 & PY2025</u>
Employment Rate 2nd Quarter After Exit	78.0%
Employment Rate 4th Quarter After Exit	78.0%
Median Earnings 2nd Quarter After Exit	\$4,500
Credential Attainment within 4 Quarters After Exit	66.3%
Measurable Skill Gains	51.2%
<u>Wagner Peyser Indicator</u>	<u>PY2024 & PY2025</u>
Employment Rate 2nd Quarter After Exit	72.1%
Employment Rate 4th Quarter After Exit	69.0%
Median Earnings 2nd Quarter After Exit	\$8,700

Here you will find the state performance goals and results for PY 2024. There were no deficiencies in the primary indicators of performance. Likewise, are the local area negotiated performance targets and actual results. Please note that the local area results shown are after the state’s statistical adjustment model has been applied to reflect the actual economic conditions experienced in the local areas and the characteristics of the actual individuals served. In addition to this, PY2024 Actual Result represents actual performance after being applied for adjustment in the local area statistical adjustment model (LASAM).

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target
Kansas WorkforceONE (20005)	Adult			
	Employment Rate 2nd Quarter After Exit	79.0%	71.1%	79.0%
	Employment Rate 4th Quarter After Exit	78.5%	70.5%	78.5%
	Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 7,895	\$ 8,600
	Credential Attainment within 4 Quarters After Exit	76.5%	68.5%	76.5%
	Measurable Skill Gains	68.0%	76.4%	68.0%
	Dislocated Worker			
	Employment Rate 2nd Quarter After Exit	86.0%	75.2%	86.0%
	Employment Rate 4th Quarter After Exit	87.0%	76.2%	87.0%
	Median Earnings 2nd Quarter After Exit	\$ 12,000	\$ 8,030	\$ 12,000
	Credential Attainment within 4 Quarters After Exit	86.9%	71.9%	86.9%
	Measurable Skill Gains	80.0%	70.6%	80.0%
	Youth			
	Employment Rate 2nd Quarter After Exit	78.0%	69.6%	78.0%
	Employment Rate 4th Quarter After Exit	78.0%	73.6%	78.0%
	Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 7,574	\$ 4,500
	Credential Attainment within 4 Quarters After Exit	66.3%	69.1%	66.3%
	Measurable Skill Gains	51.2%	77.3%	51.2%
	Wagner Peyser			
	Employment Rate 2nd Quarter After Exit	72.1%	71.6%	72.1%
Employment Rate 4th Quarter After Exit	69.0%	78.9%	69.0%	
Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 8,627	\$ 8,700	

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target
Heartland Works Inc (20010)	Adult			
	Employment Rate 2nd Quarter After Exit	79.0%	73.3%	79.0%
	Employment Rate 4th Quarter After Exit	78.5%	70.2%	78.5%
	Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 7,244	\$ 8,600
	Credential Attainment within 4 Quarters After Exit	76.5%	78.0%	76.5%
	Measurable Skill Gains	68.0%	75.2%	68.0%
	Dislocated Worker			
	Employment Rate 2nd Quarter After Exit	86.0%	74.9%	86.0%
	Employment Rate 4th Quarter After Exit	87.0%	77.4%	87.0%
	Median Earnings 2nd Quarter After Exit	\$ 12,000	\$ 8,028	\$ 12,000
	Credential Attainment within 4 Quarters After Exit	86.9%	72.9%	86.9%
	Measurable Skill Gains	80.0%	72.3%	80.0%
	Youth			
	Employment Rate 2nd Quarter After Exit	78.0%	73.4%	78.0%
	Employment Rate 4th Quarter After Exit	78.0%	72.9%	78.0%
	Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 8,176	\$ 4,500
	Credential Attainment within 4 Quarters After Exit	66.3%	73.7%	66.3%
	Measurable Skill Gains	51.2%	76.6%	51.2%
	Wagner Peyser			
	Employment Rate 2nd Quarter After Exit	72.1%	77.4%	72.1%
	Employment Rate 4th Quarter After Exit	69.0%	78.7%	69.0%
Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 7,571	\$ 8,700	

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target
Workforce Partnership (20015)	Adult			
	Employment Rate 2nd Quarter After Exit	79.0%	75.5%	79.0%
	Employment Rate 4th Quarter After Exit	78.5%	73.5%	78.5%
	Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 8,877	\$ 8,600
	Credential Attainment within 4 Quarters After Exit	76.5%	68.9%	76.5%
	Measurable Skill Gains	68.0%	69.7%	68.0%
	Dislocated Worker			
	Employment Rate 2nd Quarter After Exit	83.0%	68.1%	83.0%
	Employment Rate 4th Quarter After Exit	83.0%	72.0%	83.0%
	Median Earnings 2nd Quarter After Exit	\$ 11,000	\$ 8,125	\$ 11,000
	Credential Attainment within 4 Quarters After Exit	85.0%	75.1%	85.0%
	Measurable Skill Gains	78.0%	71.6%	78.0%
	Youth			
	Employment Rate 2nd Quarter After Exit	78.0%	79.2%	78.0%
	Employment Rate 4th Quarter After Exit	78.0%	72.9%	78.0%
	Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 8,081	\$ 4,500
	Credential Attainment within 4 Quarters After Exit	66.3%	75.4%	66.3%
	Measurable Skill Gains	51.2%	74.1%	51.2%
	Wagner Peyser			
	Employment Rate 2nd Quarter After Exit	72.1%	79.2%	72.1%
	Employment Rate 4th Quarter After Exit	69.0%	72.4%	69.0%
Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 8,273	\$ 8,700	

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target
Workforce Alliance (20020)	Adult			
	Employment Rate 2nd Quarter After Exit	79.0%	71.9%	79.0%
	Employment Rate 4th Quarter After Exit	78.5%	77.5%	78.5%
	Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 7,638	\$ 8,600
	Credential Attainment within 4 Quarters After Exit	76.5%	73.2%	76.5%
	Measurable Skill Gains	68.0%	79.0%	68.0%
	Dislocated Worker			
	Employment Rate 2nd Quarter After Exit	86.0%	69.7%	86.0%
	Employment Rate 4th Quarter After Exit	87.0%	74.7%	87.0%
	Median Earnings 2nd Quarter After Exit	\$ 12,000	\$ 8,543	\$ 12,000
	Credential Attainment within 4 Quarters After Exit	86.9%	73.1%	86.9%
	Measurable Skill Gains	80.0%	73.0%	80.0%
	Youth			
	Employment Rate 2nd Quarter After Exit	78.0%	76.8%	78.0%
	Employment Rate 4th Quarter After Exit	78.0%	71.3%	78.0%
	Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 8,573	\$ 4,500
	Credential Attainment within 4 Quarters After Exit	66.3%	74.7%	66.3%
	Measurable Skill Gains	51.2%	79.0%	51.2%
	Wagner Peyser			
	Employment Rate 2nd Quarter After Exit	72.1%	72.1%	72.1%
	Employment Rate 4th Quarter After Exit	69.0%	74.7%	69.0%
Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 8,144	\$ 8,700	

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target	
Southeast KANSASWORKS (20025)	Adult	Employment Rate 2nd Quarter After Exit	79.0%	74.1%	79.0%
		Employment Rate 4th Quarter After Exit	78.5%	74.9%	78.5%
		Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 8,147	\$ 8,600
		Credential Attainment within 4 Quarters After Exit	76.5%	68.2%	76.5%
		Measurable Skill Gains	68.0%	77.8%	68.0%
	Dislocated Worker	Employment Rate 2nd Quarter After Exit	86.0%	72.2%	86.0%
		Employment Rate 4th Quarter After Exit	87.0%	75.8%	87.0%
		Median Earnings 2nd Quarter After Exit	\$ 12,000	\$ 8,816	\$ 12,000
		Credential Attainment within 4 Quarters After Exit	86.9%	80.0%	86.9%
		Measurable Skill Gains	80.0%	78.2%	80.0%
	Youth	Employment Rate 2nd Quarter After Exit	78.0%	73.8%	78.0%
		Employment Rate 4th Quarter After Exit	78.0%	71.9%	78.0%
		Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 8,135	\$ 4,500
		Credential Attainment within 4 Quarters After Exit	66.3%	68.9%	66.3%
		Measurable Skill Gains	51.2%	73.2%	51.2%
	Wagner Peyser	Employment Rate 2nd Quarter After Exit	72.1%	79.9%	72.1%
		Employment Rate 4th Quarter After Exit	69.0%	77.1%	69.0%
		Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 8,989	\$ 8,700

PY2024 Local Board/Code	Measure	PY2024 Negotiated Target	PY2024 Actual Result	PY2025 (Next PY) Negotiated Target
Kansas Statewide (20903)	Adult			
	Employment Rate 2nd Quarter After Exit	79.0%	71.8%	79.0%
	Employment Rate 4th Quarter After Exit	78.5%	69.1%	78.5%
	Median Earnings 2nd Quarter After Exit	\$ 8,600	\$ 7,642	\$ 8,600
	Credential Attainment within 4 Quarters After Exit	76.5%	78.3%	76.5%
	Measurable Skill Gains	68.0%	69.1%	68.0%
	Dislocated Worker			
	Employment Rate 2nd Quarter After Exit	86.0%	78.5%	86.0%
	Employment Rate 4th Quarter After Exit	87.0%	84.4%	87.0%
	Median Earnings 2nd Quarter After Exit	\$ 12,000	\$ 14,160	\$ 12,000
	Credential Attainment within 4 Quarters After Exit	86.9%	87.9%	86.9%
	Measurable Skill Gains	80.0%	88.1%	80.0%
	Youth			
	Employment Rate 2nd Quarter After Exit	78.0%	77.8%	78.0%
	Employment Rate 4th Quarter After Exit	78.0%	68.4%	78.0%
	Median Earnings 2nd Quarter After Exit	\$ 4,500	\$ 4,582	\$ 4,500
	Credential Attainment within 4 Quarters After Exit	66.3%	43.4%	66.3%
	Measurable Skill Gains	51.2%	60.9%	51.2%
	Wagner Peyser			
	Employment Rate 2nd Quarter After Exit	72.1%	69.0%	72.1%
	Employment Rate 4th Quarter After Exit	69.0%	68.7%	69.0%
Median Earnings 2nd Quarter After Exit	\$ 8,700	\$ 8,144	\$ 8,700	

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$ 4,746,968
Local Dislocated Workers		\$ 1,104,948
Local Youth		\$ 4,422,640
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$ 504,937
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		
Statewide Allowable Activities WIA Section 134(a)(3)	Activities specified in §134(a)(3)	\$ 1,766,995
	Local Area Incentives	
	Oversight and Monitoring	\$ 312,487
	Registered Apprenticeship	0
	Workforce Summit	0
Total of All Federal Spending Listed Above		\$ 10,779,493