

Approved: 2/24/97  
Date

MINUTES OF THE HOUSE COMMITTEE ON BUSINESS, COMMERCE & LABOR.

The meeting was called to order by Chairman Al Lane at 9:10 a.m. on February 6, 1997 in Room 526-S of the Capitol.

All members were present except: Rep. David Adkins - excused  
Rep. Broderick Henderson - excused  
Rep. William Mason - excused

Committee staff present: Jerry Donaldson, Legislative Research Department  
Bev Adams, Committee Secretary

Conferees appearing before the committee: Jill Crumpacker, KDHR

Others attending: See attached list

Jill Crumpacker, Director, Division of Employment and Training, KDHR, appeared before the committee to give a presentation about the One-Stop System. It would be an integrated system that would provide coordinated information and services to both the job-seekers looking for first, new, and better jobs, and for employers seeking to build a world class workforce. Under the One-Stop System, all population groups have access to a broad array of services, including, but not limited to: customer-oriented information on careers; occupational demand and wages; availability and quality of education and training programs; testing and assessment; information on job openings and hiring requirements, job referrals, assistance with job search skills; and initial eligibility information on programs and services available within the community. The design provides seamless service from the customer's perspective and is user friendly. (see Attachment 1)

To help Kansas reorganize the job and training programs in Kansas, Executive Order 96-3 was issued that establishes the Kansas Workforce Investment Partnership (KWIP). It would combine three committees, with a common goal, to fully prepare the State of Kansas for consolidation of federal employment and training programs and to effectuate savings of administrative expense while making maximum use of the State's resources. (see Attachment 2)

Kansas has initiated many changes in their employment and training programs and are working on others. The Economic Development Initiative Fund (EDIF) provided \$500,000 to set up computer hookups and linkages to the network that makes information and services about employment and training programs available to customers throughout the state, especially in the rural areas. Implementation funds were not received for program year 1997 that would have paid for the formal development of the One-Stop System, but the state will seek funds for the next round of implementation.

Ms. Crumpacker also showed a short video about the Workforce Development Center of Waukesha County in Wisconsin. It was opened in January of 1995 as a result of reorganization based on One-Stop initiatives. Wisconsin is a leader in the nation in their development of a system that serves both the job seeker and the employer. The Center offers comprehensive employment and training services, all under one roof, in a seamless delivery system.

Chairman Lane asked Ms. Crumpacker to return at a later time to talk about the Kansas Workforce Investment Partnership (KWIP). He also requested that she provide the committee with a list of the people appointed to the group.

The committee adjourned at 10:06 a.m.

The next meeting is scheduled for February 7, 1997.



STATE OF KANSAS  
DEPARTMENT OF HUMAN RESOURCES



Bill Graves, Governor

Wayne L. Franklin, Secretary

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*One-Stop* Overview  
presented  
to  
Business, Commerce and Labor Committee  
Rep. Al Lane, Chair

by  
Jill M. Crumpacker  
Director, Division of Employment and Training  
Kansas Department of Human Resources

January 24, 1997

*Business, Commerce  
& Labor Committee  
2/6/97  
Attachment 1*

# *One-Stop*

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**Governor Bill Graves**  
**Message to the 1995 Kansas Legislature**

*Realignment . . . Reinventing . . . Results . . .*

*We must examine not only what government  
does, but how it does it.*

Some may argue we have too much government or too little government. Regardless of which position you hold it is clear we have the wrong kind of government. It is equally clear we need better government.

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**Governor Bill Graves**  
**Message to the 1995 Kansas Legislature**

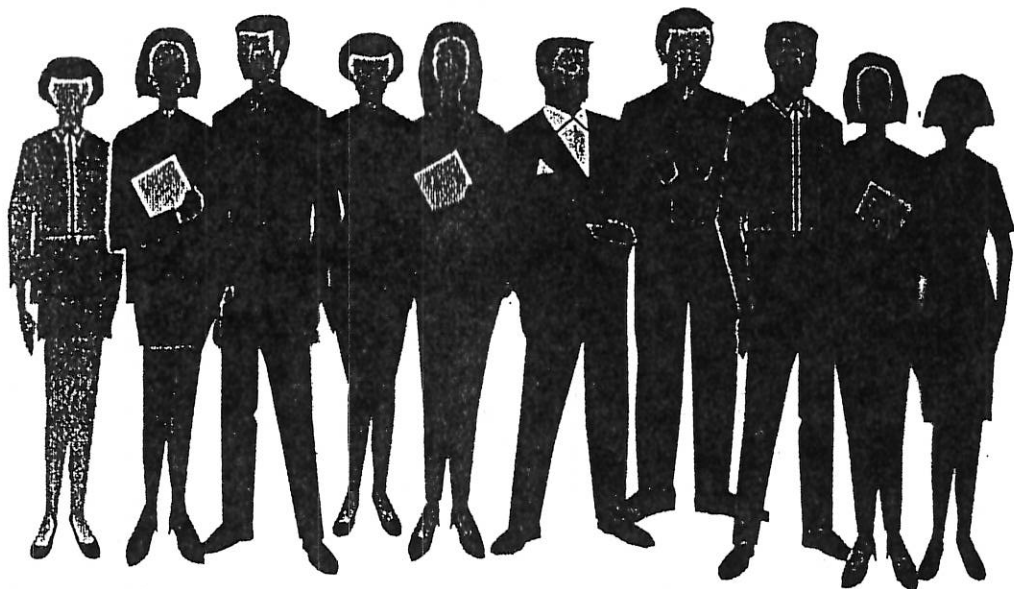
Instead of incrementally layering program on top of program and adding new funds to every existing program . . . let's determine whether funds spent on a program are actually accomplishing the stated goals of the program . . .

*I challenge you --*

*[let's] find government programs or agencies incapable of or unwilling to use government resources effectively to produce results - - let's focus our limited resources on those programs designed and administered to produce results.*

# Kansas Workforce "System" (Current)

Within the current Kansas Workforce "System" there exists a set of independent programs rather than an integrated system. Turfdom prevails, duplication flourishes, and existing programs do not provide coordinated information and services to the customer. Both employers and job-seekers have to deal with multiple state agencies and fill out numerous forms seeking common information.



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# Kansas Workforce System

The needs of two customer bases

drive the *Kansas Workforce System*:



(1) ***Kansas Employers***

The *Kansas Workforce System* should ensure employers have access to a qualified pool of job applicants and opportunities for upgrading the training and skills of current employees.

(2) ***Kansas Job-Seekers***

The *Kansas Workforce System* should provide job seekers with high quality, easily accessible employment, training, and career development opportunities for a first, new, or better job.





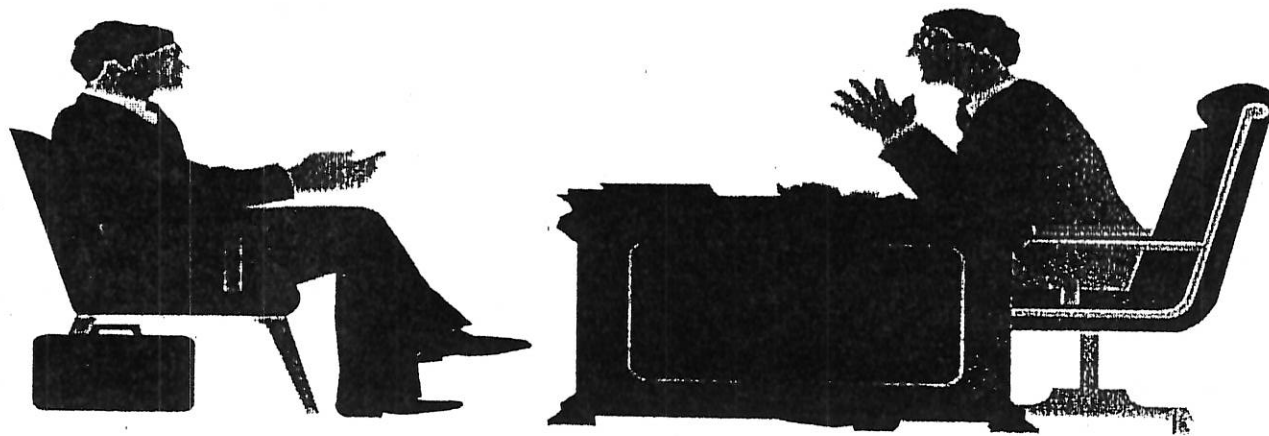
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## One-Stop

- The *One-Stop* System is the organizing vehicle for many states' efforts to transform the current fragmented array of employment and training programs into a coordinated information and service delivery system for *job-seekers* looking for first, new, and better jobs, and for *employers* seeking to build a world class workforce.



# Kansas *One-Stop* System

- ◆ Department of Labor initiative
- ◆ Provide access to information and services
- ◆ Meet the demands of a globally competitive economy
- ◆ Mechanism for positive change

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## One-Stop

- Under the *One-Stop* System, all population groups have access to a broad array of services, including, but not limited to:
  - customer-oriented information on careers,
  - occupational demand and wages,
  - the availability and quality of education and training programs,
  - testing and assessment,
  - information on job openings and hiring requirements,
  - job referrals,
  - assistance with job search skills, and
  - initial eligibility information on programs and services available within the community.

## One-Stop

- In at least 20 states, thus far, linkages between the welfare and workforce systems are being promoted and implemented through *One-Stop* initiatives, in addition to linkages with education and economic development.
- Linkages to *education* are through school-to-work; linkages to *economic development* are through customized training; and linkages to *welfare reform* are through the employment and training (job service) agency administering the welfare to work program(s).

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## One-Stop

• A number of states are implementing state agency *reorganization* based on *One-Stop* initiatives:

-- Texas

Governor George W. Bush signed legislation consolidating more than 20 programs in a ***Texas Workforce Commission*** including JOBS programs, Food Stamp Employment and Training Program, and even child care services.

-- Utah

Governor Michael O. Leavitt signed legislation combining six agencies/entities into a new ***Department of Workforce Services***. Applicable programs include AFDC, Food Stamps, JTPA, dislocated workers, job placement, and UI.

-- Wisconsin

Governor Tommy Thompson signed legislation creating a new ***Department of Workforce Development***. JOBS, voc-rehab, and Food Stamp programs are now operated in *One-Stop* centers.

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# KansasOne-Stop

## Mission

Kansas will develop a *One-Stop* System of information and service delivery that is *customer* (not program) driven and designed to provide maximum choices in employment, education, training, social, and other services needed and wanted by Kansas job-seekers and Kansas employers.

## Goal

The Kansas *One-Stop* System will provide common points of access to every person seeking information and service using comprehensive and integrated approaches in which agency and program boundaries are invisible to the customer.

# Kansas *One-Stop* System Mission

- ◆ Make universal workforce development SYSTEM available to everyone
- ◆ CUSTOMER (*not program*) driven
- ◆ Provide maximum customer CHOICE

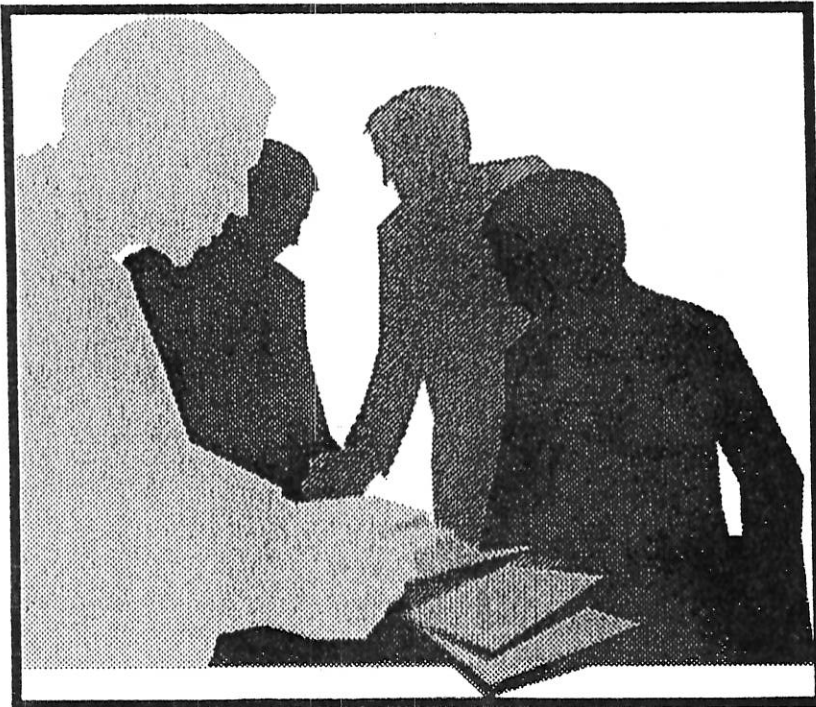


# Kansas *One-Stop* System Goals

- ◆ Common points of access
- ◆ Capability for sharing information
- ◆ Comprehensive and integrated workforce development system
- ◆ Invisible agency and program boundaries

# Kansas *One-Stop* System

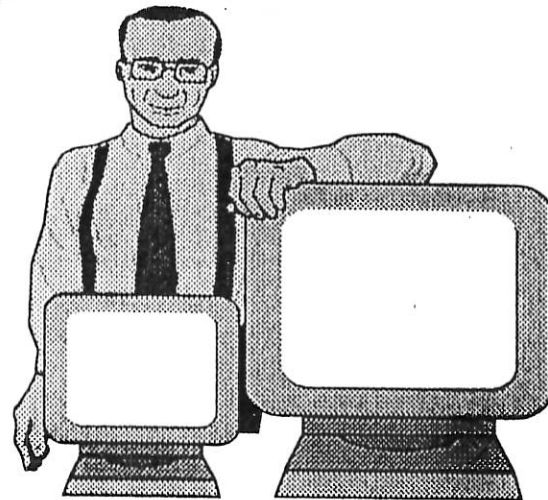
## Critical Features



- ◆ Common intake and data-sharing
- ◆ Assess to core level of information and services

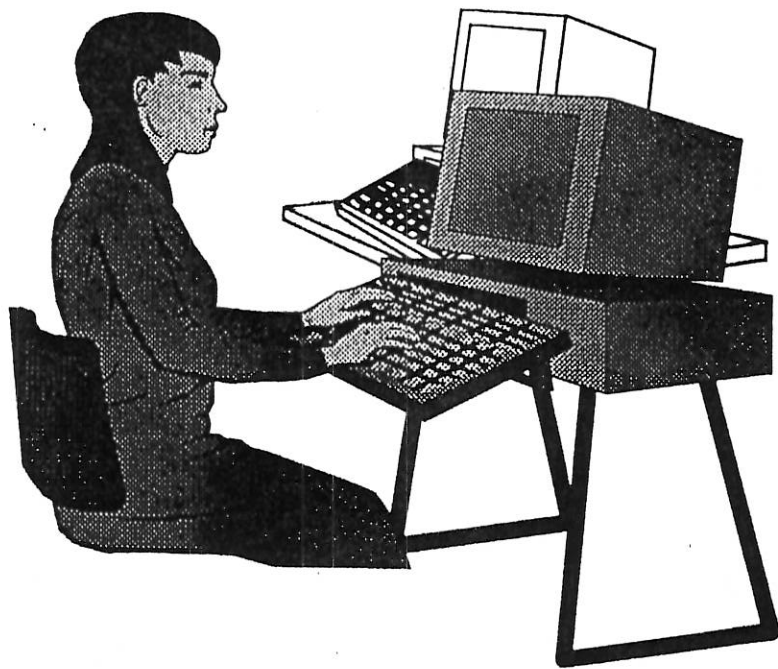
# Kansas *One-Stop* System

## Additional Objectives



- ◆ **Expand services to rural locations**
- ◆ **Develop and enrich Career Information Centers**
- ◆ **Provide technical assistance to communities**

# Kansas *One-Stop* System



## **Information Technology:**

Providing service for  
employers and job  
seekers

# Kansas Job Bank

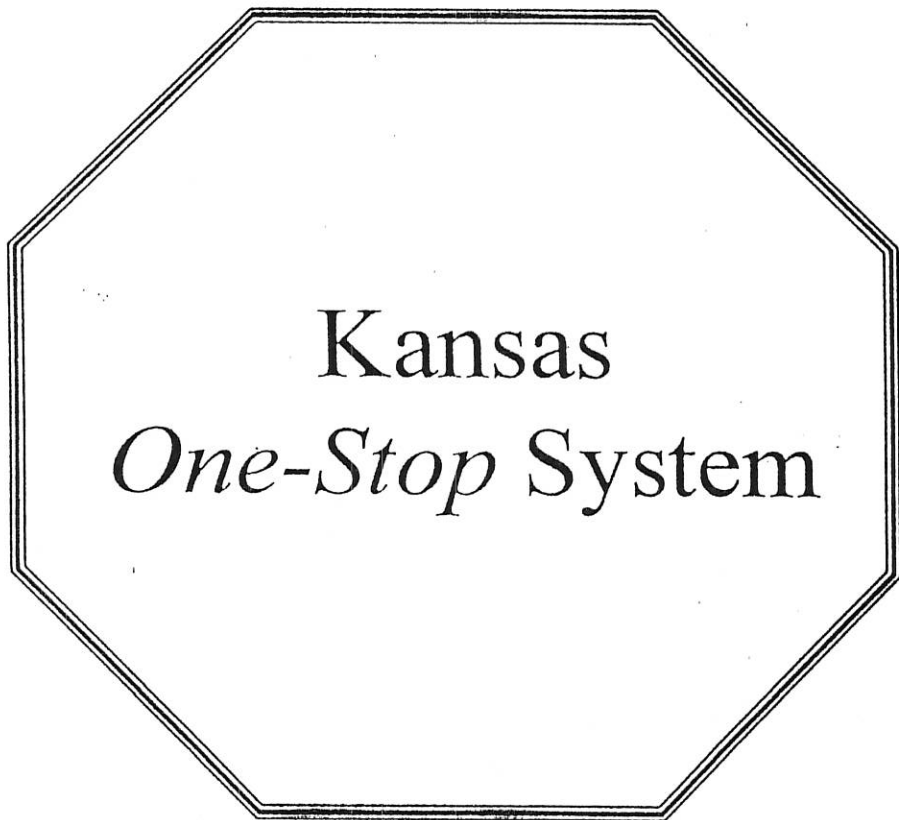
## Employer Services

- \* Register as user
- \* Search resumes
- \* Advertise jobs
- \* Public message board

## Job Seeker Services

- \* Register as user
- \* Post resumes
- \* Search job listings
- \* Job matching service

# Framework of Service Delivery

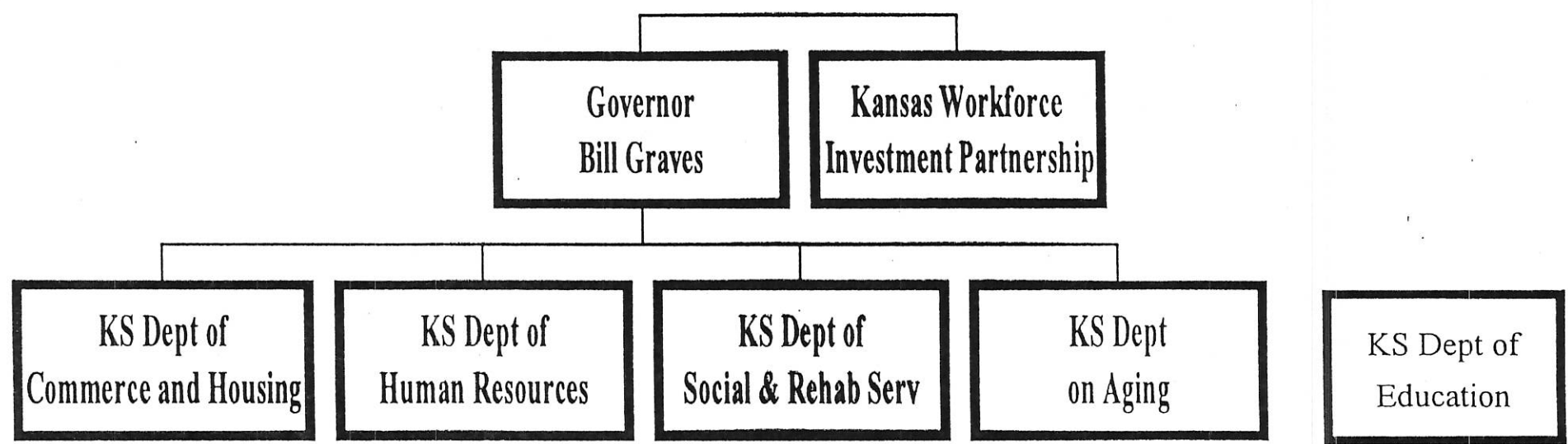


- ◆ Self-Service
- ◆ Group Service
- ◆ Individual Case Managed Service

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# Kansas *One-Stop* System

## Potential State Partners



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Community Involvement  
Creates A  
One-Stop Center



## 6. FORMAL DEVELOPMENT OF ONE-STOP GRANT

- ◆ Kansas did not receive implementation funds for program year 1997.
- ◆ USDOL representatives will “debrief” state officials.
- ◆ State will seek funds for next round of implementation.

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*Customer Service : First, Last, Always!*



**Two Customers**

- 1. Employers**
- 2. Job-Seekers**

## THE KANSAS ONE-STOP SYSTEM

Prior to 1993, state and local agencies made sporadic attempts to consolidate the delivery of employment and training services. Some attempts included co-location of services while others attempted a "no wrong door" approach.

Shortly after taking office in January 1995, Kansas Governor Bill Graves generated a new impetus to build a One-Stop System. The Governor directed the Kansas Department of Human Resources (KDHR) to serve as the lead agency in building a network to link programs and agencies together; provide common intake; and make information and services available to customers at any location. The Governor further directed KDHR to develop a strategy to support local programmatic integration and assist local communities demonstrating a desire to co-locate workforce development programs.

The Kansas One-Stop System infrastructure is an automated information/service delivery network. This network makes information and services available to customers throughout the the state. The network uses computer and telecommunications technology to increase program access, quality and efficient delivery. It is rich in information with strong emphasis on improving the delivery of Labor Market Information and career information. The automated system provides access to job and career information as well as education, training and related social service information. The design provides seamless service from the customer perspective and is user friendly.

Answer to the Challenges of the Times ...



STATE OF KANSAS

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OFFICE OF THE GOVERNOR

EXECUTIVE ORDER NO. 96-3

ESTABLISHING THE  
KANSAS WORKFORCE INVESTMENT PARTNERSHIP

WHEREAS, the One-Stop Career Center Partnership Steering Committee was established by initiative of the Governor;

WHEREAS, the Kansas Council on Employment and Training is appointed by the Governor to function as the state job training coordinating council as required under the federal Job Training Partnership Act;

WHEREAS, the Governor's School to Work Commission was established by Executive Order No. 94-165, which by its own terms expired on December 31, 1994;

WHEREAS, the One-Stop Career Center Partnership Steering Committee, Governor's School-to-Work Commission, and the Kansas Council on Employment and Training share similar goals, visions, and members; and

WHEREAS, the Kansas Department of Human Resources and the Kansas State Board of Education have jointly proposed consolidation of the three separate entities named above; and

WHEREAS, it is essential to fully prepare the State of Kansas for consolidation of federal employment and training programs by virtue of the national CAREERS and Workforce Development Acts and the implementation of employment and training block grants; and to effectuate savings of administrative expense while making maximum use of the State's resources.

WHEREAS, consolidation of the three entities named above and uniting the existing memberships reflects their shared vision and will result in savings of administrative expenses while making maximum use of the State's resources.

NOW THEREFORE, pursuant to the authority vested in me as Governor of the State

*Business, Commerce  
& Labor Committee  
2/6/97  
Attachment 2*

of Kansas, I hereby establish the Kansas Workforce Investment Partnership. The Kansas Workforce Investment Partnership is to replace and to serve as a continuation of the One-Stop Career Center Partnership Steering Committee, Governor's School-to-Work Commission, and the Kansas Council on Employment and Training.

(1) Membership.

- (a) Membership of the Kansas Workforce Investment Partnership shall be by official commission of appointment by the Governor, certified by and filed with the Secretary of State.
- (b) The membership shall be composed of such representatives as may be required by applicable federal or state law, including members from each of the following sectors:
  - (i) state government;
  - (ii) local units of government;
  - (iii) education;
  - (iv) private sector businesses;
  - (v) labor;
  - (vi) community-based organizations; and
  - (viii) the general public.
- (c) The Chairperson of the Kansas Workforce Investment Partnership shall be a member representing the private sector and appointed by the Governor by official commission of appointment of the Governor, certified by and filed with the Secretary of State. The Chairperson shall serve at the pleasure of the Governor. A Vice-chairperson shall also be appointed by the Governor by official commission of appointment of the Governor, certified by and filed with the Secretary of State, and shall serve at the pleasure of the Governor.
- (d) The Kansas Workforce Investment Partnership shall meet upon the call of the chairperson as necessary to carry out its duties under this Executive Order.

(2) Compensation. Members of the Kansas Workforce Investment Partnership shall

receive no compensation. To the extent permitted by law, the Job Training Partnership Act, and the School-to-Work and One-Stop Career Center grants, members of the Kansas Workforce Investment Partnership shall receive subsistence allowances, mileage, and expense reimbursements as provided in K.S.A. 75-3223 and amendments thereto for travel to and attendance at official meetings of the Kansas Workforce Investment Partnership. The subsistence allowances, mileage, and expense reimbursements shall be paid from available appropriations of the Kansas Department of Human Resources, except that expenses of state agency representatives shall be paid by the agencies represented.

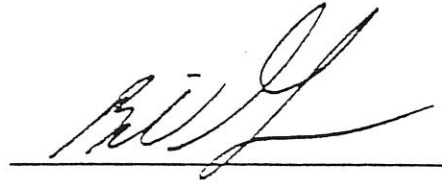
- (3) Duties. The duties of the Kansas Workforce Investment Partnership shall be to:
- (a) Advise the Governor, Legislature, appropriate public and private agencies, and the public on matters pertaining to employment and training plans, programs, services, and facilities;
  - (b) Assist the Governor and state agencies in the development of coordinated programs among public and private employment and training service providers;
  - (c) Assist the Governor and employment and training service providers in meeting emergency needs;
  - (d) Serve as an information resource to the public for matters related to employment and training;
  - (e) Formulate and advocate plans, programs, and policies to serve the needs of the Kansas workforce, in cooperation with the Governor;
  - (f) Review and provide feedback to the Governor, the Legislature, other state agencies, and the public regarding the adequacy of state programs, plans and budgets in meeting employment and training needs in Kansas.
  - (g) Carry out and perform any additional duties as may be required by applicable federal law and amendments thereto.

Executive Order 94-164 is hereby rescinded.

This document shall be filed with Secretary of State as Executive Order No. 96-3 and shall become effective immediately.

THE GOVERNOR'S OFFICE

By the Governor



Date: \_\_\_\_\_

**FILED**

MAR 21 1996

RON THORNBURGH  
SECRETARY OF STATE

Ron Thornburgh  
Secretary of State

by Janet A. Chubb  
Assistant Secretary of State

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