

MINUTES OF THE HOUSE COMMERCE AND LABOR COMMITTEE.

The meeting was called to order by Chairperson Donald Dahl at 9:00 a.m. on January 22, 2003 in Room 521-S of the Capitol.

All members were present:

Committee staff present: Jerry Ann Donaldson, Kansas Legislative Research Department  
Renae Jefferies, Revisor of Statutes  
June Evans, Secretary

Conferees appearing before the committee: Barb Reavis, Workforce Policy Liaison, KDHR

Others attending: See Attached List

The Chairman called the meeting to order and introduced Barb Reavis, Workforce Policy Liaison, KDHR.

Barb Reavis stated that Acting Secretary James Garner was not present due to having the flu. Ms. Reavis introduced the Workforce Network of Kansas staff that was present. Connie Leffler, Special Projects Assistant, works on ideas getting marketing to the business customers in Kansas. Steven Jack, Director, Division of Employment and Training, oversees programs that are considered workforce development which focus on individuals. Jim DeCoursey, Department of Works, manages the Area 2 Employment and Training One Stop in Topeka which is the centerpiece of how services are now delivered. Wayne Isaac manages the Area 4 Employment and Training One Stop, Wichita and Natalie Bright works with marketing and other issues.

Ms. Reavis stated she worked in two distinct areas: (1) assists the statewide advisory board, the Workforce Network of Kansas Board, in meeting their goals and (2) assists with the understanding and coordination of workforce development activities in Kansas.

The Workforce Network of Kansas Board (WNKB) is an advisory body mandated by the Workforce Investment Act of 1998 with the majority of the membership coming from private industry. The Commerce and Labor Chairman and Ranking Minority member represent the House along with 32 people from across the state. The Workforce Investment Act wants private industry to influence how workforce development programs are designed and delivered to businesses and job seekers. Businesses need some control on how services are delivered. The Workforce Board is broken down into five local areas and each board manages the local area. These five separate local governing boards direct services in a number of federally funded programs.

Ms. Reavis' second and larger responsibility, besides staffing the Workforce Board, is to provide information and coordinate services.

Services are delivered through multi-service sites or one-stop centers in about 25 communities across Kansas. Services may be delivered through single service centers like a local Social and Rehabilitation Services Office in other communities. Customers may use the Internet to find services, build a resume or apply for a job. Business customers also may use that same source to locate qualified employees. Funding for most of these thirty programs comes through six state agencies and from a variety of federal and state programs.

The WNKB is engaged in two activities right now aimed at this stated mission. The Quality Task Force is developing some system outcomes that are strategic in nature. Individual programs measure how many people they serve, whether a person's wage has increased or whether they were satisfied with the service.

An additional tool has been developed to help understand what the variety of employment and training programs in Kansas are designed to do. This incorporates what criteria must be available to receive services, whether the service is for a job seeker or business customer, what services the customer can expect and what

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMERCE AND LABOR COMMITTEE at 9:00 a.m. on January 22, 2003 in Room 521-S of the Capitol.

the program measures to show its success has been developed to help understand what the variety of employment and training programs in Kansas are designed to do.

The WNKB serves as a review board and change agent empowered with the responsibility of making recommendations to the Governor and to state agencies to drive economic development in the state by helping to produce lifelong learners, highly skilled and productive workforce and high wage jobs.

The second critical activity underway has to do with employers needs. The WNKB is engaged in a research project to learn specifically what skills Kansas employers need their employees to have. The end result of this effort will be a continuously renewing set of data and an interactive web-based database so real-time responses can be made by education, post-secondary education and training programs that satisfy the demands of business customers (See Attachment 1).

Representative Sharp requested information regarding the numbers on the Workforce Investment Act to see how effective the program is working.

Steven Jack, Director, Division of Employment and Training will give an overview on February 3 to respond to this question.

The meeting adjourned at 9:40 a.m. The next meeting will be January 24.

COMMERCE AND LABOR

DATE January 22, 2003

NAME	REPRESENTING
Barb Reavis	Workforce Network of KS
Michael Massey	self (interested citizen)
Wayne ISAAC	Workforce Alliance of SC KS
Konnie Lettler	Workforce Network of KS
Steve Jack	KOTR
Jim DeCoursey	" "
Nateha Bugh	REAP
Jim McHaff	Kansas AFL-CIO

**Testimony to House Commerce and Labor Committee**  
**By Barb Reavis, Workforce Policy Liaison**  
**January 22, 2003**

Good Morning, Chairman Dahl, returning and new Committee Members.

My name is Barb Reavis. I am the Workforce Policy Liaison and work from the Office of Kansas Department of Human Resources' Acting Secretary Jim Garner. I consider the work that I do to have two distinct parts. First, I assist a statewide advisory board, the Workforce Network of Kansas Board, in meeting their goals. This board's existence is mandated by the Workforce Investment Act of 1998 and is the group known until about a year ago as the Kansas Workforce Investment Partnership (KWIP). Your Committee Chair, Representative Dahl, and your Committee's Ranking Minority Member, Representative Ruff, will represent the House on that board, along with 32 other people from across the state.

My second and larger responsibility is to assist with the understanding and coordination of workforce development activities in Kansas. I'd like you to turn your attention to a chart titled "Workforce Network of Kansas Design Components" while I describe it for you.

Besides the state workforce board, five separate local governing boards direct services in a number of federally funded programs. In about 25 communities across Kansas, services are delivered through multi-service sites or one-stop centers like the Topeka Workforce Center at 1430 SW Topeka Blvd. In other communities, services may be delivered through single service centers like a local Social and Rehabilitation Services office. Customers may use the Internet to find services, build a resume or apply for a job. Business customers may use that same source to locate qualified employees. Funding for most of these thirty programs comes through six state agencies and from a variety of federal and state programs.

We have developed an additional tool to help you and others understand what the variety of employment and training programs in Kansas are designed to do. Please turn your attention to the pages marked "Sample." As you can see from the pages here, the Program/Service Grid demonstrates what criteria must be available to receive services, whether the service is for a job

seeker or business customer, what services the customer can expect and what the program measures to show its success. The next document describes the kind of specific services that are represented on the Grid under very broad categories. The Expanded Service Description gives more details about each program that you will find on the Grid. If printed, this document would have been 34 pages in length. The document can be found on our web site at [www.WorkforceNetworkKansas.org](http://www.WorkforceNetworkKansas.org) and select "Programs and Services" from the left column. If you are unable to access it on the web site or would simply like the complete packet delivered to you, please let me know.

Veterans of this committee will recognize the next document I want to point out. The spreadsheet titled "Workforce Development Funding in State Agencies" demonstrates the 2002 pre-allotment funding level for each of the programs about which we have been talking. We developed this spreadsheet in response to the frequently heard claim of \$400 million being spent in Kansas each year on workforce development. No one seemed to know where all that money was and, in fact, during the research we discovered it wasn't that amount at all. Although still not an insignificant figure, about \$125 million is spent each year through state agencies on workforce development programs and services. Please note in the far right hand column that very few of the line items are funded by State General Funds. Most of those SGF monies provide matches and leverage federal funds.

Now, if you think the workforce structure in Kansas sounds complicated, you are not alone. What makes it workable for me is to focus on the Mission established by the Workforce Network of Kansas Board (my emphasis added):

The Workforce Network of Kansas Board serves as a review board and change agent empowered with the responsibility of making recommendations to the Governor and to state agencies to drive economic development in the state by helping to produce:

- lifelong learners;
- highly skilled and productive workforce; and
- highly skilled and high wage jobs.

The Workforce Network of Kansas Board is engaged in two activities right now aimed at that mission. The Quality Task Force is developing some system outcomes that are strategic in nature. Individual programs measure how many people they serve or whether a person's wage has increased or whether they were satisfied with the service. Our five system outcomes are pointed toward larger issues having to do with economic balance and efficiency.

**Competencies.** The Kansas workforce possesses skills and abilities that match what is required in the changing workplace.

**Employment.** Kansas has a balanced labor market with workers who find jobs and employers who find qualified workers.

**Earnings.** The Kansas workforce earns wages that allow self-sufficiency.

**Customer Satisfaction.** Workers and employers are satisfied with workforce development services and results.

**Return on Investment.** The Kansas workforce system provides results greater than the investment.

The second critical activity underway has to do with employer needs. We have quite a bit of information about the labor market. Unfortunately, nearly all of the available data is historical and is of little use for planning by educators and policy makers. The Workforce Network of Kansas Board is engaged in a research project to learn specifically what skills Kansas employers need their employees to have. The first phase of the project will discover what research has already been done and what else we need to know to fill in the gaps. The end result of this effort will be a continuously renewing set of data and an interactive web-based database so real-time responses can be made by education, post-secondary education and training programs to satisfy the demands of our business customers.

It is an exciting time to be involved with workforce development issues in Kansas. Lt. Governor John Moore has a high level of interest in this topic. He is aware of programs in other states that do a better job using their technical colleges and schools to train for high level skills than we do in Kansas. He is aware of structures in other states that have streamlined workforce development delivery processes and serve their job seeker and business customers better, faster and with greater efficiency. And we are learning more about both those things every day.

Another reason for the Workforce Network of Kansas Board members to be excited is the leadership role the Governor took on this issue during her State of the State address. She articulated the importance of workforce development to economic development. She understands workforce development is not just something you do to adults who can't find work otherwise nor is it simply an incentive program to lure companies to your state. Governor Sebelius understands the continuum of learning that starts with early childhood education and allows top quality K-12 education and post-secondary education to build upon that foundation toward a goal of economic prosperity.

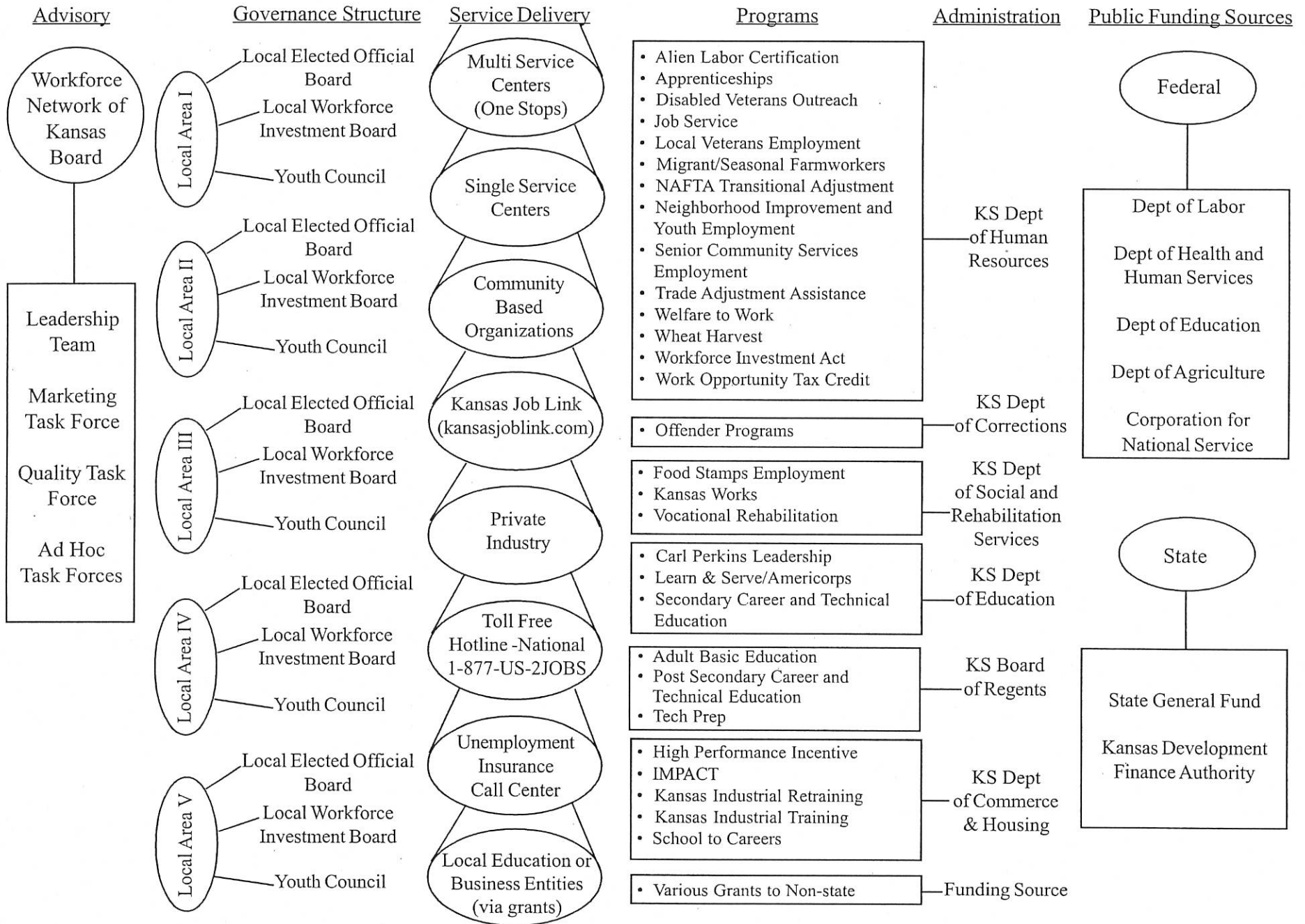
I'm pleased to be working with Kansas Department of Human Resources Acting Secretary Garner as we search for more and better ways to partner with five other state agencies and improve delivery of services to both job seekers and business customers.

Thank you for inviting me today. I will be happy to try to answer questions or take your comments and guidance.

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Workforce Policy Liaison  
Workforce Network of Kansas  
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# Workforce Network of Kansas - Design Components





1-6

Workforce Network of Kansas  
Program/Service Grid  
1/21/03

Program; Administration; Funding	Characteristics of Targeted Population											Job Seeker Services								Both JS/B			Business Services					Core Program Measures												
	Youth	Older Youth	Adult	Senior	Disability	Dislocated	Employer	Offender	Veteran	Other	Universal	Income tested	Self Service	Assessment	Job Readiness	Literacy	Credentials	Training/Technical Skills	Transition	Mentoring/Coaching	Other	Information Source	Job Match/Placement	Employment Support	Company Specific Training	Training Equipment	Tax Incentives	Outplacement	Other	Numbers Served Annually	Skill Attainment	Employment/Retention	Recidivism	Increased Earnings	Customer Satisfaction	Other Program Statistics				
Academic and Vocational Education; Kansas Department of Corrections; State General Fund			X				X						X		X	X	X					X																X		
Adult Education; Kansas Board of Regents; US Department of Education and State General Fund		X	X							X			X	X	X	X	X	X		X																			X	
America's Service Locator web site; Kansas Department of Human Resources; US Department of Labor	X	X				X				X		X										X																	X	
America's Workforce Network Toll-Free Help Line; Kansas Department of Human Resources; US Department of Labor						X	X			X		X										X																	X	
AmeriCorps; Kansas State Department of Education; Corporation for National and Community Service		X	X												X	X		X		X				X															X	
Commission on Disability Concerns; Kansas Department of Human Resources; US Department of Health and Human Resources and US Department of Labor	X	X	X		X		X			X								X	X	X	X	X																	X	
Community Services Block Grant; Kansas Department of Commerce and Housing; US Health and Human Services										X	X		X	X	X	X	X	X					X	X																X
Disabled Veterans Outreach and Local Veterans Employment Representative Programs; Kansas Department of Human Resources; US Department of Labor					X		X		X	X			X	X		X		X		X		X	X																X	
Federal Bonding Program; Kansas Department of Human Resources; US Department of Labor							X	X		X											X	X	X					X											X	

# Workforce Network of Kansas Program/Service Grid

## *Classifications and Sub-classifications*

***(Disclaimer:*** State programs specifically related to Workforce Development and/or supplying critical employment support services appear in the matrix. Other state programs and resources, having more tenuous connections to workforce development, such as medical programs, are not included in the matrix.)

### **JOB SEEKER SERVICES**

**Self Service** (Self-services are not able to be tracked and reported. For example, a customer may pick up a brochure and walk out of a One-Stop Center without choosing/needing to talk to anyone.)

#### **Assessment Services**

- For interests/aptitudes
- For academic Placement
- For job readiness
- For skill levels
- For transition services
- Alcohol & drug screening
- Mental health screening
- Domestic violence screening

#### **Job Readiness**

- Career counseling
- Identification of education/skill requirements for jobs/occupations
- Youth career development
- Job readiness training
  - Budget awareness
  - Independent living skills training
  - Interview techniques
  - Language training
  - Resume preparation
  - Social skills
  - Work habits
  - Work etiquette
  - Social skills

#### **Literacy**

- Basic literacy training
- Adult basic education
- GED preparation services
- Tutoring
- English as a second language

**Workforce Network of Kansas**  
Program/Service Grid  
**Expanded Service Description**

**Academic and Vocational Education**  
Kansas Department of Corrections  
State General Fund

**May also be known by these names (or acronyms):** GED, Literacy, Special Education, and Vocational Training

**Targeted customers:** Incarcerated offenders that do not have a High School diploma or GED; those that received Special Education services for a behavior, emotional, or learning disability and have not graduated and are not yet 22 years of age; those that have secondary education but do not read above the eighth grade level; and, those that do not have a significant work history or meaningful, relevant employable skills.

**Services pointed to employment and training include:** Literacy (reading and writing); GED; Vocational Trades and certification such as barbering, building maintenance, computer repair, construction, food service, and welding, to name some.

**Services are:**  
statewide, services delivered from a central office

**Measures outcomes or performance of services delivered by this program are:**  
*voluntarily collected by program and include:*

- The programs will utilize existing program capacity effectively by maintaining enrollments above 90% of contracted slots [measurement indicator: average daily enrollment records].

**Similar services are provided by:** N/A

**Adult Education**  
Kansas Board of Regents  
U. S. Department of Education  
and State General Fund

**May also be known by these names (or acronyms):**  
AEFLA (Adult Education and Family Literacy Act) Program, Adult Basic Education (ABE), Adult Secondary Education (ASE), GED (General Educational Degree) Program, ESL (English-as-a-Second-Language) Program, and Workplace Basic Skills Program.

**Targeted customers:**

**Workforce Network of Kansas  
Workforce Development Funding in State Agencies**

	A	B	C	D	E
1	Program Name	WNK Board Research 2002			Funding source
2		2000	2001	2002	
3	<b>Department of Human Resources</b>				
4	Alien Labor Certification-KDHR	206,498	158,714	158,714	US DOL
5	Registered Apprenticeship Program-KDHR	90,137	84,326	84,326	SGF
6	Disabled Veterans Outreach-KDHR	620,457	620,000	728,000	US DOL
7	Job Service-KDHR	6,000,000	7,056,237	7,049,873	US DOL
8	Job Training Partnership Act-KDHR- Job Service Reemployment	15,200,000	discontinued	384,490	US DOL
9	Workforce Investment Act-KDHR	121,736	14,543,432	18,148,935	US DOL
10	Kansas Occupational Info Coord. Comm.-KDHR	142,923	0	0	US DOL
11	Local Veterans Employment-KDHR	994,049	902,000	902,000	US DOL
12	Neighbor. Improve.and Youth Employ.-KDHR	102,181	100,000	100,000	SGF
13	NAFTA Transitional Adjustment-KDHR	141,718	150,000	450,000	US DOL
14	Older Kansas Employment Program-KDHR	243,437	230,358	230,358	SGF
15	Senior Community Services Employment-KDHR	984,133	1,039,000	1,039,000	US DOL
16	Trade Adjustment Assistance-KDHR	582,492	900,000	1,500,000	US DOL
17	Wheat Harvest Program-KDHR	60,000	60,000	60,000	Penalty Fund
18	Work Opportunity Tax Credit-KDHR	102,043	145,000	145,000	US DOL
19	Welfare to Work-KDHR	4,500,000	4,500,000	0	US DOL
20	<b>Department Total</b>	<b>30,091,804</b>	<b>30,489,067</b>	<b>30,980,696</b>	
21					
22	<b>Department of Corrections</b>				
23	Offender Programs-KDOC	3,218,820	3,904,549	3,968,782	SGF & USDOE
24	<b>Department Total</b>	<b>3,218,820</b>	<b>3,904,549</b>	<b>3,968,782</b>	
25					
26	<b>Department of Commerce and Housing</b>				
27	IMPACT-KDOCH	7,100,000	11,000,000	11,000,085	KDFA
28	Kansas Industrial Training-KDOCH	1,800,000	1,800,000	1,800,000	EDIF
29	Kansas Industrial Retraining-KDOCH	1,800,000	1,800,000	1,800,000	EDIF
30	Training Equipment Grants-KDOCH	277,500	277,500	277,500	EDIF
31	Community Service Block Grant	300,000		243,404	US HHS
32	<b>Department Total</b>	<b>11,277,500</b>	<b>14,877,500</b>	<b>15,120,989</b>	
33					
34	<b>Department of Social and Rehabilitation Services</b>				
35	KansasWorks-SRS	6,933,696	7,618,275	9,022,645	US HHS
36	Vocational Rehabilitation-SRS	18,651,549	20,337,203	21,925,886	US DOE/DRS
37	Food Stamps Employment & Training-SRS	22,040	10,676	18,300	USDA & SGF
38	<b>Department Total</b>	<b>25,607,285</b>	<b>27,966,154</b>	<b>30,966,831</b>	
39					
40	<b>Department of Education</b>				
41	Learn & Serve and Americorps-KSDE	1,288,254	1,300,000	1,300,000	Corp Nat Serv
42	Carl Perkins Leadership Funds-KSDE	1,150,000	1,200,000	750,000	US DOE
43	Secondary Vocational Education-KSDE	5,100,000	5,700,000	5,150,000	US DOE
44	Secondary Vocational Education-KSDE	22,500,000	25,000,000	25,500,000	SGF
45	<b>Department Total</b>	<b>30,038,254</b>	<b>33,200,000</b>	<b>32,700,000</b>	
46					
47	<b>Kansas Board of Regents</b>				
48	Tech Prep-KBOR	1,399,839	1,198,635	1,146,711	US DOE
49	Postsecondary Vocational Education-KBOR	5,100,000	5,700,000	5,110,800	US DOE
50	Adult Basic Education-KBOR	2,767,903	3,240,333	3,699,422	US DOE
51	Adult Basic Education-KBOR	1,100,000	1,100,000	1,100,000	SGF
52	Technical Schools-KBOR	unable to extrapolate			
53	Community Colleges-KBOR	unable to extrapolate			
54	Universities-KBOR	unable to extrapolate			
55	<b>Department Total</b>	<b>10,367,742</b>	<b>11,238,968</b>	<b>11,056,933</b>	
56					
57	<b>Total Workforce Development Funds (all funds)</b>	<b>110,601,405</b>	<b>121,676,238</b>	<b>124,794,231</b>	
58					