



Workforce Investment Act

ANNUAL REPORT

PROGRAM YEAR 2008

Kansas Department of Commerce

October 1, 2009

State of Kansas

Mark Parkinson, Governor

KANSASWORKS State Board

Mike Fleming, Chair

Department of Commerce

David Kerr, Secretary

Division of Workforce Services

Caleb Asher, Deputy Secretary

Kansas Department of Commerce
Division of Workforce Services
Melanie Manry, Reporting and Performance Analyst
1000 SW Jackson, Suite 100
Topeka, KS 66612
Telephone: 785-296-3809
FAX: 785-296-1404
mmanry@kansascommerce.com

Workforce Investment Act Title I-B

Annual Report

Program Year 2008

Contents

Executive Summary5

State Service Delivery Analysis.....6

Cost of Activities7

Continuous Improvement Initiatives and Activities8

State Level Performance18

Local Area Performance29

EXECUTIVE SUMMARY

As noted in last year's report, the State of Kansas continues to make improvements in the service delivery methods for workforce investment activities. We continued our efforts in working towards integrating services into one integrated system. A workgroup comprised of state and local area staff met several times over the program year to determine the services that would cause co-enrollments, define them, and identify and work through potential problems that might occur once integration was in full swing. Another workgroup comprised of state and local area staff met regularly to discuss issues such as staffing, functional supervision, policies and procedures, and other operational issues. State staff conducted several training sessions, either onsite or via webinar, with all local area staff so everyone would have an understanding of what integration was and what integrated services would do. While staff had many questions, the changes were generally well received. In fact, though we had targeted July 1, 2009, as our "go live" date, some local areas took the initiative and started manually co-enrolling adults and dislocated workers early.

The State is proud to say in the midst of these changes, we successfully met or exceeded all nine common measures. Special populations for adults and dislocated workers also continue to be served well. Combined, these groups achieved the negotiated levels of performance for over 87% of the measures.

State Service Delivery Analysis

Participant levels remained relatively stable during PY 2008. Local Boards and their partner agencies, working through the One-Stop system, provided services to approximately 37,000 total participants with over 30,000 Kansans receiving self services either electronically or through workforce centers across the state. The Adult program provided nearly 4,000 Kansans with service beyond the self-service level. Over 2,200 Dislocated Worker participants were served, and over 1,200 Youth participants received services.

Adult Program

The state met one and exceeded two of the negotiated levels of performance for the Adult measures. The Adult entered employment rate showed a decrease of approximately 6 points and the Adult employment retention rate showed a slight increase from the levels attained in PY 2007, with the Adult average earnings showing a significant increase of \$2,600. For Adult special populations, 91.7% of the standards were met or exceeded. All standards for Adults who received training services were exceeded. Of those who received training services, 46% entered training related employment, down from 55.7% in PY07. However, the average wage at entry into employment was \$5,693 per quarter for program exiters, an increase of \$304 per exiter.

Dislocated Worker Program

According to the 2008 Kansas Economic Report presented by the Kansas Department of Labor, nearly 30,000 job losses have occurred since April 2009. Since the beginning of the recession, nearly 60% of the net job losses in our state have occurred since April. In July, our unemployment rate hit 7.7%, the highest it's been in over 26 years. As a result, in PY08 Kansas served 2,268 dislocated workers, up from 873 just a year earlier.

The state met the negotiated performance standards for the Dislocated Worker entered employment rate while exceeding the standard for the employment retention rate and the average earnings rate. For Dislocated Worker special populations, 83.4% of the standards were met or exceeded. All standards for Dislocated Workers who received training services were met or exceeded. Of the Dislocated Workers who received training services, 42% entered training related employment, down 20.6% from last program year. However, the average wage for those exiters who entered employment showed an increase of \$1,096 when compared to the PY07 level.

Youth Program

The state met one and exceeded two of the three youth common measures. All three measures remained virtually the same as PY07.

Cost of Activities

For the Adult program, the average cost per participant was \$1515.76, down from \$1665.27 a year ago. When self-service participants are included in determining the cost per participant, the average cost for all Adults was \$172.24. Using the wage at entry into employment rate for Adult exiters as a measure of effectiveness, the return on investment was \$3.10 per dollar expended. This reflects a slight decrease from last year in the amount of \$0.14.

In the Dislocated Worker program the average cost per participant was \$1978.77, down from \$7702.63 in PY07, and the return on investment based on exiter wage at entry into employment was \$8.51 per dollar expended. This equates to an increase of \$7.61 from last year.

For Youth programs, the cost per participant was \$4906.73, with over 79% of that being expended in the delivery of the ten youth elements. While it is significantly harder to determine a return on investment methodology for youth exiters because of the low percentage of Younger Youth who enter employment, \$3.94 of older youth wage at entry into employment was achieved for each dollar expended on both older and younger youth.

Continuous Improvement Initiatives and Activities

Local Area I

Kansas WorkforceONE worked with local area post-secondary institutions and the Kansas Registered Apprenticeship training project, “RA Works”, to create a number of short term training opportunities for Adults and Dislocated Workers. These courses allowed participants to gain credit hours and certification in modular fashion, with an opportunity to accept employment when available or enroll in additional blocks of training building to a Post-Secondary Credential. Natural Gas Transmission, Manufacturing Skills Certification and Electrical Power Transmission programs are examples of this endeavor. The training provides a mix of Classroom, OJT and apprenticeship opportunities.

The workforce system moved toward program integration in One Stops in the local area through delivery of staff training and professional development sessions. This integration will improve on seamless delivery of workforce services for all customers.

In addition, Kansas WorkforceONE initiated and attended planning sessions with organizations and contractors receiving ARRA funds in order to be prepared to meet the workforce referral and training needs of the entities receiving the funding.

Local Area II

ARRA Investment in Youth Pays Off

The 2009 American Recovery & Reinvestment Act’s investment in youth summer employment had a wonderful impact on the lives of economically disadvantaged youth in Northeast Kansas. With the help of ARRA funding and over 120 worksites, Heartland Works, Inc. helped over 350 economically disadvantaged youth with employment barriers obtain a summer job. Under the supervision of worksite supervisors and HWI Summer Youth Counselors, our youth:

- Earned a paycheck.
- Improved their work readiness skills.
- Learned a new job.
- Developed a work history.
- Worked with a mentor.

When asked about why the summer jobs program was important, our youth replied with the following:

“It gives kids opportunities and helps develop lifelong skills.” – Darius S.

“It helps make a connection with kids and allows a person to make money and enjoy doing it.” – Covier C.

“It helps unemployed youth find employment and learn helpful work ethics.” – Jerry D.

“It keeps me out of trouble and keeps my mind focused; teaching me what a real job will be like. It helps me a lot.” – Barbara H.

“It allows kids to find jobs in a tough time and teaches them the necessary skills for future jobs.” – Nathaniel M.

“If it wasn’t for this program, I would not be able to do things I need to do, like clothes shopping and school shopping. This is important to me.” – Kiah T.

These sentiments are just a few of the responses we received and they clearly illustrate the impact this program had on their lives. HWI continues to utilize ARRA summer stimulus funding to work with out-of-school youth on into program year 2009.

Dislocated Workers – Turning Challenges into Opportunities

In Program Year 2008, Local Area II continued to see an increase in workers being dislocated from their jobs. Being thrust into the job search market was, for many, a stressful and discouraging process. Through partnership between HWI and Kansas Department of Commerce staff, a workshop was developed which focused on Dislocated Worker needs. “Finding Your Bootstraps: Job Hunting in 2009” focuses on turning the challenge of being unemployed into an opportunity for career change and redefinition of life goals. Workshop participants learn to turn their negative thoughts into positive action steps. Attendees leave with tools and strategies for online networking, job hunting, resume creation and successful interviewing. 70 customers have utilized these workshops to their benefit and the workshop series continues into Program Year 2009. HWI hopes to broaden our workshop services menu to include more customers and more subject areas this next year.

New Resource for Our Job Seeker & Business Customers

During the year, HWI introduced a new product to our job seeker and business services menu –the MindLeaders online learning management system. MindLeaders is an employee and individual performance-improvement company with nearly 25 years of experience in the technology-based, self-paced training field. This system provides personalized learning that supports organizational success. MindLeaders’ e-learning tools cover a wide range of topics applicable to all industries.

Computer	Customer Service
General Business	Personal Growth
Management	Leadership
Health & Safety	Sales & Marketing
Communication	Miscellaneous

Businesses may use the system to enhance learning opportunities for their employees, as well as to obtain information about important issues affecting their company. An additional benefit of the learning management system is that some of the courses offered may be used for those seeking professional certifications and continuing education units.

Job Seekers utilize our MindLeaders system to obtain short-term training which allows them to re-enter the job market quickly. This tool has been extremely beneficial for our job seeker

customers who are not able to pursue long-term training at post-secondary institutions due to their immediate financial need for employment.

HWI Staff Attain Professional Certification

Heartland Works, Inc. (HWI) is committed to the continuous improvement and professional development of staff. Heartland Works partnered with the Dynamic Works Institute to develop customizable and comprehensive online training to provide continuous improvement of staff's skills. Dynamic Works Institute is a training institute for the workforce industry which launched an e-learning initiative in 2000 and has since grown to become one of the most successful professional development training tools in the industry. This training has had a direct impact on service delivery in our Workforce Centers by helping HWI take quality customer service to an even higher level.

During Program Year 2008, the Workforce Centers in Local Area II, which are operated by HWI, had over 78,000 walk-ins and 3073 contacts with employers. Investing in the professional development of our Workforce Center staff resulted in enhanced work performance and increased customer satisfaction levels for all customers served through the Centers.

To date, over 70% of Heartland Works' front line staff, including our Business Consultants, have completed the professional certification through Dynamic Works.

Helping Employers & Employees Improve Their "JobFit"

One of the most challenging decisions a manager has to make is hiring the right people. One wrong decision can result in thousands of dollars of lost revenue, time, productivity, sales and poor morale.

Heartland Works, Inc. Business Consultants provide a fee-for-service tool and related counseling which helps local employers put the right people in the right jobs. JobFit is an online pre-employment survey which measures human potential and predicts job performance.

Due to the economic downturn and resulting increase in the unemployment rate, employers who are hiring have seen an increase in the number of job applications they receive for posted openings. Traditional job applications and resumes reflect approximately 10% of the person. The other 90% includes the person's potential to succeed at the employer's workplace. The JobFit survey captures the other 90% and provides employers with a report to help them identify, evaluate, and select the best candidates for job openings.

HWI Business Consultants have worked with employers throughout our seventeen county area using JobFit to decrease the cost of hiring, design more effective training and experience higher productivity.

A local Chamber of Commerce recognizes the benefit to employers and will be including a JobFit "Certificate" in their incentive package for prospective new employers. Area employers state JobFit is easy to use and enables them to find great people who match their criteria. Other endorsements for JobFit include:

- "The Job Fit assessment has been a valuable resource for us. Since using this in our new hire process, we have seen a reduction in our new employee turnover." Dan Scott, Human Resources Manager, Florence Manufacturing.

- “Jobfit has been a great tool in the hiring process as well as helping with great interview questions. It provides me with questions to ask in the interview that have been reviewed and are legally sound. It’s a great tool that helps our supervisors better know the new employee and work with them to improve weaknesses and foster strengths. As Human Resources Manager at UPU Industries, I will not give an initial interview until the Jobfit is completed by the applicant.”

Local Area III

Workers Wanted Wednesdays

Workers Wanted Wednesdays is a weekly feature on the morning news program of NBC Action News (KSHB-TV, the NBC Affiliate in Kansas City). Workers Wanted Wednesdays conveys the message to viewers that despite the grim economic news that is prevalent in most news reports, good jobs remain available.

The feature highlights a wide range of jobs in a diverse range of industries, with varying pay levels and qualifications that are available. The feature also has included discussions about regional economic trends, short- and long-term employment forecasts, and tips for jobseekers. The station has relied heavily on assistance from Workforce Partnership in identifying employers with available jobs, growth industries, and advice for jobseekers. Every other week, the feature includes a phone bank staffed by Workforce Partnership staff, through which jobseekers receive advice and job leads. The feature also directs viewers to the station’s website, which has additional information, including a link to Workforce Partnership’s website, and, recently, a live web chat in which a Workforce Partnership staff person provides online advice to jobseekers.

With a signal that reaches households in a 20+ county territory, the station is able to get the message out to a market that is geographically, ethnically, and socio-economically diverse. The program is not targeted to any particular subpopulation, and has effectively reached a wide variety of jobseekers.

Partners in this endeavor have been Workforce Partnership, Kansas Department of Commerce, and NBC Action News. The only costs to Workforce Partnership have been the expense of staffing the bi-weekly phone banks, paid by WIA and Wagner-Peyser funds. The approximate cost in staff time is approximately \$950 each time the phone bank operates. The air time and positive publicity that Workforce Partnership has received is equivalent to thousands of dollars in advertising, making the expenditure on staff time a bargain for Workforce Partnership.

Workers Wanted Wednesdays has reached thousands of jobseekers. On the eight dates that the phone bank has been held through March 4, 2009, over 3,900 jobseekers have received advice and job leads through the phone bank and web chat. Many of these have received follow-up services from Workforce Partnership.

This feature has been an invaluable outreach tool for Workforce Partnership. In addition to the callers and web chat participants that have received assistance during the feature, even more

jobseekers have gained access to Workforce Partnership services because of this relationship. The number of visitors to Workforce Partnership nearly doubles each Wednesday as a result of the referrals and mentions that we receive during the segment, and we see a three-fold increase in visitors on the Wednesdays when the phone bank operates. Our participation has also raised our profile with other media outlets, resulting in greater exposure in area newspapers and other television stations.

Workforce Partnership Begins the Business Account Ranking System

At the National Association of Workforce Development Professionals annual conference in May 2009, representatives from Workforce Partnership showcased their Business Account Ranking System. When staff levels serving businesses was cut from seven to two as a result of the FY08 federal rescission of WIA funding, administrators knew it could no longer be business as usual. They began prioritizing their employer customers and offering them different tiers of service to improve the overall effectiveness of the services the agency could offer.

Objective criteria designed to identify whose job openings offer the greatest return on investment were employed to rank employers. That criteria included: was the employer or the employment on the workforce board's list of targeted industries and occupations; how many job openings did the employer post on **KANSASWORKS.com** each year; was the average wage being paid at least \$11.06 an hour; and finally, did they offer some form of health care or career assistance, such as tuition reimbursement.

Using a points system, employers with a rating of 16 points or above (which included targeted industries) receive the highest level of service. This service includes free applicant screening with WorkKeys, other assessments or a firm's own tests, free use of facilities such as the agency's mobile unit, and free recruitment, meaning, a staff member dedicated to seeking qualified applicants for the employer by any means necessary. Employers scoring 11-15 points qualify for services such as pre-screening of applicants, although they don't automatically undergo vetting by one of the recruiters, free access to interview rooms, and they can pay a reduced rate for the auditorium and mobile unit. Both of these levels also receive free advertising in the one-stops using instruments such as flyers and marquee ads. Employers with 10 points or less qualify for a basic tier of service, which includes job posting and free access to interview space in the career center. Other services are available on a fee-for-service basis.

Customer satisfaction surveys show high marks, with 90 percent of employers rating services as excellent. According to Deanna Michaud, manager of the Workforce Partnership's business and industry division, more and more employers are using only them for their job postings. In addition, the referral-to-placement rate has dropped from 20-40 jobseekers to fill one position to about 10, making life much easier for hiring managers everywhere.

Statewide Monitoring Activities

As part of the ongoing responsibilities for the oversight of federal employment and training activities, the Kansas Department of Commerce (Commerce) conducts both desk and on-site monitoring reviews on a regularly scheduled basis. The Workforce Compliance and Oversight (WCO) unit is the administrative unit responsible for implementing employment and training reviews associated with the Workforce Investment Act using federal and/or state developed monitoring guides. The primary mission of the WCO unit is to review administrative policies, practices, standards and systems are functioning and operating within the parameters established by federal and state legislation, regulations, and policy directives. The results of each WCO monitoring effort are documented and compiled in a formal report and disseminated for response and, as warranted, corrective action to the appropriate administrative entities. Specific activities subject to state monitoring may include, but are not limited to the following:

- Allowable activities;
- Targeting; selection, assessment methodology, and eligibility;
- EEO and ADA compliance;
- Fiscal accountability and internal controls, procurement, inventory control, and property management;
- Complaint and grievance policies and procedures;
- Management Information Systems (MIS), data sharing, maintenance, and validation;
- Conflict of interest and nepotism;
- Contracting, certifications (e.g. Local Workforce Investment Boards (Local Boards), service providers, etc.);
- Program Fraud or Abuse;
- Customer satisfaction and performance; and
- Recordkeeping maintenance, security, and retention.

In addition to the above activities, WCO provided assistance toward conducting data validation of state reported participant information, which is used by the United States Department of Labor (USDOL). A performance audit of all the states conducted by the United States Office of Inspector General (OIG) found the accuracy of state-reported performance outcomes could not be assured. To address these concerns, and to ensure the accuracy of data collected and reported on the Workforce Investment system, USDOL developed and mandated this data validation initiative.

Finally, the WCO unit arranged for independent financial audits to be conducted of all Local Areas towards ensuring compliance with OMB Circulars.

Additional Information

Waivers

Kansas had ten approved WIA waivers for Program Year 2008. They include the following:

- **WIA Adult and Dislocated Worker Funding Transfer:** This waiver permitted up to 100% of a program year's allocation for adult and dislocated workers to be transferred between these two fund streams.
- **Expenditure Based Reallocation Policy:** This waiver provides that Local Boards expend a minimum of 70% of their available allocations within the year they were allocated. At the conclusion of the program Year local areas that do not meet this standard are subject to the recapture and reallocation of funds in accordance with established policy guidelines. It has been an effective deterrent to having excessive unexpended funds being held by a local area.
- **Incumbent Worker Training at the Local Area Level:** This waiver provided Local Boards with the option of using WIA formula funding in providing incumbent worker training to workers who were in need of new skills as a means of avoiding a lay off.
- **Identifying Eligible Providers of Youth Activities Competitively:** This waiver allowed Local Boards to contract with eligible providers of youth activities without procurement constraints. It was directed at expanding youth services in some rural areas of the state in which there were limited service providers in which to make a selection on a competitive basis.
- **Providing Flexibility in Ten Youth Program Elements:** This waiver allowed Local Boards flexibility in providing the ten youth program elements. It permits Local Boards the option of providing as many elements as are feasible for their youth population based on the individual needs of each youth.
- **Eliminating Twelve-Month Follow-Up for Youth Participants:** This waiver eliminates the requirement for all youth participants to receive follow-up services for a minimum duration of 12 months. The goal of this waiver is to provide the Local Boards greater flexibility for utilizing staff resources after youth have exited the program allowing more resources to be spent on other youth program activities.
- **Utilizing Dislocated Worker/Rapid Response Funds as Statewide Activity Funds:** This waiver provides additional flexibility to meet priority demands in the state such as focusing on a demand-driven, business environment and strengthening the local areas by focusing on employer and worker competitiveness through skills upgrade training.
- **Minimizing Documentation for Incumbent Worker Training Programs:** This waiver minimizes data capture requirements for individuals trained using state level or local funds to provide incumbent worker or employed worker programs (based on employer application, rather than individual trainee eligibility).
- **Increasing On-the-Job-Training (OJT) Employer Reimbursement:** This waiver allowed the Local Areas to reimburse for OJT training up to a 75% reimbursement rate for small businesses.

- Using Capitalization Funds for Small Business Entrepreneurial/Micro Enterprise Training: This waiver permitted the use of WIA funds for the capitalization of businesses up to \$5,000 in convert with entrepreneurial or micro enterprise training.

These waivers were beneficial to the State and the Local Boards by permitting strategic program priorities to be addressed while at the same time dealing with major funding reductions of \$13.2 million in Kansas WIA funding levels brought about by the rescission of WIA funds and reduced annual allocations during the prior two program years.

WorkKeys

The state of Kansas has continued the use of the Kansas *WORKReady!* Certificate – a statewide effort to measure, validate and certify worker skills. This certificate, signed by Governor Mark Parkinson, is beneficial to students in secondary and postsecondary schools, as well as working adults. *WORKReady!* is based on WorkKeys® assessments and indicates the individual is prepared with foundational, transferable skills used in all occupations and is equipped to learn job-specific and technical skills. The public workforce system has also purchased an on-line curriculum to assist job candidates in improving their skills and earning a higher certificate.

Kansas adopted the skills measuring and skills enhancing tool in 2008 as a means to ensure our businesses that a prospective employee has the skills needed to do the job. To date, Kansas has issued 735 certificates and is working with many partners including high schools, community and technical colleges, Adult Education, Department of Corrections, Kansas Economic Development Association, Kansas Council of Chambers and others.

Automatic registration of UI Claimants

Through a collaboration between the Kansas Department of Labor and the Department of Commerce, the State has launched a new registration process that automatically registers Unemployment Insurance (UI) applicants for job-search services available at **KANSASWORKS.com**, the State's official job matching and case management site.

With the new registration process, Kansans who apply for UI benefits online or by phone will automatically be issued a username and password for a personal account at **KANSASWORKS.com**, where they can search job openings, post an online résumé, save job searches and receive e-mail updates.

Regional Education & Workforce Access Remote Delivery (REWARD)

Due to reduced revenue and increased costs, Commerce can no longer afford to provide staff-assisted workforce services in many small communities. To continue to meet the need of jobseekers and employers in all parts of the state, outreach services have been made available in traditional ways. However, rising travel costs and down time when staff are on the road burdens program budgets and reduces resources for customer services.

The purpose of the REWARD project is to set up high-definition videoconferencing equipment to provide services to jobseekers and businesses by leveraging the availability of similar units in public libraries, correctional institutions, and community colleges. The first sites will be Chanute, Garden City, Hutchinson, Independence, Kansas City, Leavenworth, Overland Park, Paola and Salina. This will allow Commerce to extend employment and training opportunities to more customers, especially in remote areas. After the initial costs of the videoconferencing units are paid, services can be provided at a cost much lower than maintaining a conventional Workforce Center or traveling to provide outreach services. Videoconferencing will also save substantial time and money for jobseekers and employers.

Each videoconferencing unit will support two monitors to allow participants to communicate face-to-face on one screen and clearly see the details of documents on the other screen. High-definition technology was chosen because clarity is important for an effective distance-learning environment and when helping jobseekers develop resumes and cover letters. A computer will be connected to each videoconferencing unit so **KANSASWORKS.com** and other job search techniques and tools can be demonstrated as the face-to-face conversation is taking place. To accommodate persons with hearing impairments who use sign language, an interpreting service will be provided via the Internet. The interpreter will hear the words being spoken and the hearing disabled person will see the interpreter signing the conversation.

The principal utilization of the equipment will be workforce related services such as the following:

- a. Provide job search, resume assistance and pre-employment training for jobseekers one-on-one and in groups;
- b. Facilitate distance interviews between job candidate and employers;
- c. Provide distance learning opportunities for dislocated workers and other jobseekers;
- d. Conduct outreach and intake interviews with potential WIA participants;
- e. Carry out progress updates and follow-up services with program enrollees;
- f. Provide prioritized and personalized services for military veterans and their spouses;
- g. Offer employment and training services to individuals in adult or juvenile detention centers to prepare them to enter the labor force;
- h. Facilitate interviews between soon-to-be-released inmates and prospective employers;

- i. Facilitate dialogue with prospective Job Corps participants and their parents/guardians; and
- j. Conduct local, state and Registered Apprenticeship *WORKS!* Board meetings.

State Level Performance
Program Year 2008

Table B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	82.4	623
			756
Employment Retention Rate	89.5	91.1	1572
			1725
Average Earnings	12,500	15,562	24,121,784
			1550

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment Rate	73.1	147 201	80.6	54 67	82.8	24 29	74.4
Employment Retention Rate	84.2	246 292	87.3	69 79	86.2	25 29	92.5	74 80
Average Earnings Rate	9705	2,329,303 240	15,197	1,018,186 67	11,230	280,740 25	19,813	1,426,527 72

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	83.1	402 484	81.3
Employment Retention Rate	92.3	1239 1343	87.2	333 382
Average Earnings Rate	16,624	20,298,422 1221	11,621	3,823,362 329

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	90	90.6	347
			383
Employment Retention Rate	92	91.9	363
			395
Average Earnings	16000	15005	5,341,918
			356

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	86.8	33 38	84.6	11 13	88.6	39 44	72.7
Employment Retention Rate	90.0	36 40	100.0	8 8	90.9	30 33	100.0	11 11
Average Earnings Rate	17,209	585,106 34	11870	94,957 8	15910	461,384 29	10,766	118,422 11

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	90.3	213	91.2
	236			
Employment Retention Rate	93.8	244	88.1	119
		260		
Average Earnings Rate	15,254	3,645,738	14,497	1,696,180
		239		

Table H.1 – Youth (14 – 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	68.0	67.0	479
			715
Attainment of Degree or Certificate	52.0	60.2	409
			679
Literacy and Numeracy Gains	37.0	38.7	60
			155

Table L – Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase		Placement in Non-traditional Employment		Wages at Entry Into Employment for Those Individuals who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training	
	Adults	91.0	1225	6003	7,852,497	3	19	5693	3,461,120	46
	1346		1308		623		608		401	
Dislocated Worker	92.1	372	107.7	5,551,276	2	7	8047	2,727,879	42	90
		404		5,152,536		347		339		213

Table M – Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	36,907	31,289
Total Adult Self-Service Only	30,740	28,513
WIA Adult	34,681	30,351
WIA Dislocated Worker	2,269	946
Total Youth (14-21)	1,286	698
Younger Youth (14-18)	923	510
Older Youth (19-21)	363	188
Out-of-School Youth	579	291
In-School Youth	707	407

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		5,973,608
Local Dislocated Workers		4,489,833
Local Youth		6,310,057
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		749,635
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		2,369,943
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
Total of All Federal Spending Listed Above		19,893,076

Local Area Performance

Program Year 2008

Table O – Local Performance

Kansas WorkforceONE	Total Participants Served	Adults	4527
		Dislocated Workers	434
		Older Youth (19-21)	37
		Younger Youth (14-18)	199
ETA #20005	Total Exiters	Adults	3695
		Dislocated Worker	124
		Older Youth (19-21)	34
		Younger Youth (14-18)	135

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	83.0	88.4
	Dislocated Workers	90.0	96.5
Retention Rate	Adults	89.5	91.1
	Dislocated Workers	92.0	95.3
Average Earnings	Adults	12000	17492
	Dislocated Workers	15000	14239
Placement in Employment or Education	Youth (14-21)	71.0	81.2
Attainment of Degree or Certificate	Youth (14-21)	52.0	66.9
Literacy or Numeracy Gains	Youth (14-21)	39.0	26.3

Description of Other State Indicators of Performance (WIA Section 136(d)(1)) – Insert additional rows if there are more than two other state indicators		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

Table O – Local Performance

Heartland Works, Inc.	Total Participants Served	Adults	7732
		Dislocated Workers	213
		Older Youth (19-21)	67
		Younger Youth (14-18)	313
ETA #20010	Total Exiters	Adults	7397
		Dislocated Worker	58
		Older Youth (19-21)	27
		Younger Youth (14-18)	126

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	83.0	91.2
	Dislocated Workers	90.0	88.6
Retention Rate	Adults	89.5	93.8
	Dislocated Workers	92.0	93.5
Average Earnings	Adults	12500	17005
	Dislocated Workers	16000	13217
Placement in Employment or Education	Youth (14-21)	68.0	76.6
Attainment of Degree or Certificate	Youth (14-21)	52.0	80.3
Literacy or Numeracy Gains	Youth (14-21)	37.0	68.8

Description of Other State Indicators of Performance (WIA Section 136(d)(1)) – Insert additional rows if there are more than two other state indicators		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

Table O – Local Performance

Workforce Partnership	Total Participants Served	Adults	10404
		Dislocated Workers	334
		Older Youth (19-21)	53
		Younger Youth (14-18)	78
ETA #20015	Total Exiters	Adults	9067
		Dislocated Worker	63
		Older Youth (19-21)	18
		Younger Youth (14-18)	94

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	83.0	75.9
	Dislocated Workers	90.0	97.8
Retention Rate	Adults	89.5	86.1
	Dislocated Workers	92.0	87.9
Average Earnings	Adults	13000	10987
	Dislocated Workers	16000	18101
Placement in Employment or Education	Youth (14-21)	63.0	39.2
Attainment of Degree or Certificate	Youth (14-21)	52.0	40.7
Literacy or Numeracy Gains	Youth (14-21)	32.0	13.3

Description of Other State Indicators of Performance (WIA Section 136(d)(1)) – Insert additional rows if there are more than two other state indicators		

	Not Met	Met	Exceeded
Overall Status of Local Performance	3	4	2

Table O – Local Performance

Workforce Alliance of South Central Kansas	Total Participants Served	Adults	5090
		Dislocated Workers	328
		Older Youth (19-21)	94
		Younger Youth (14-18)	144
ETA #20020	Total Exiters	Adults	4297
		Dislocated Worker	89
		Older Youth (19-21)	62
		Younger Youth (14-18)	69

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	83.0	76.8
	Dislocated Workers	90.0	87.2
Retention Rate	Adults	89.5	91.2
	Dislocated Workers	92.0	94.9
Average Earnings	Adults	12500	13127
	Dislocated Workers	16000	16713
Placement in Employment or Education	Youth (14-21)	68.0	68.2
Attainment of Degree or Certificate	Youth (14-21)	52.0	56.9
Literacy or Numeracy Gains	Youth (14-21)	37.0	37.7

Description of Other State Indicators of Performance (WIA Section 136(d)(1)) – Insert additional rows if there are more than two other state indicators		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

Table O – Local Performance

SOUTHEAST KANSASWORKS	Total Participants Served	Adults	6912
		Dislocated Workers	954
		Older Youth (19-21)	96
		Younger Youth (14-18)	159
ETA #20025	Total Exiters	Adults	5880
		Dislocated Worker	603
		Older Youth (19-21)	33
		Younger Youth (14-18)	66

Reported Information	Program Participants	Negotiated Performance	Actual Performance
Entered Employment Rate	Adults	83.0	81.0
	Dislocated Workers	90.0	87.5
Retention Rate	Adults	89.5	91.0
	Dislocated Workers	92.0	94.4
Average Earnings	Adults	12500	15163
	Dislocated Workers	16000	15719
Placement in Employment or Education	Youth (14-21)	68.0	72.6
Attainment of Degree or Certificate	Youth (14-21)	52.0	63.9
Literacy or Numeracy Gains	Youth (14-21)	37.0	90.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1)) – Insert additional rows if there are more than two other state indicators		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	3	6