

Workforce Network of Kansas
Program/Service Grid
12/2/2002

| 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 | 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 | 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 | | | | | | 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 | | X | | | | | | | X |
| Federal Bonding Program; Kansas Department of Human Resources; US Department of Labor | | | | | | X | X | | X | | | | | | | | | | | X | | X | X | | | | | X | | | | | | | | | | X |

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| | 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 | | |
| Food Stamp Employment and Training; Kansas Department of Social and Rehabilitation Services; US Department of Agriculture and State General Fund | | | X | | | | | | | | X | | X | X | X | X | X | X | | X | | | X | X | | | | | | X | | | | | | | X | |
| Foreign Labor Certification; Kansas Department of Human Resources; US Department of Labor | | | | | | | X | | | | | | | | | | | | | | | | | | | | | X | X | | | | | | | | X | |
| Investment in Major Projects and Comprehensive Training; Kansas Department of Commerce and Training; Bond Issuance | | | | | | | X | | | | | | | | | | | | | | | | | X | X | | | | X | | X | | | | | | X | |
| Kansas Industrial Re-Training; Kansas Department of Commerce and Housing; Economic Development Initiative Fund | | | | | | | X | | | | | | | | | | | | | | | | | X | X | | | | X | | X | | | | | | X | |
| Kansas Industrial Training; Kansas Department of Commerce and Housing; Economic Development Initiative Fund | | | | | | | X | | | | | | | | | | | | | | | | | X | X | | | | X | | X | | | | | | X | |
| Learn and Serve America; Kansas State Department of Education; Corporation for National and Community Service | X | X | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Neighborhood Improvement Youth Employment Act; Kansas Department of Human Resources; State General Fund | | X | X | | | | | | | | | | | | | | | X | | | | | | | | | | | X | | | | | | | | | |
| North American Free Trade Agreement-Transitional Adjustment; Kansas Department of Human Resources; US Department of Labor | | | | | | X | | | | | | | | | | | | | | | | | X | | | | | | X | | X | | | | | | | X |

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| Older Kansans Employment Program; Kansas Department of Human Resources; State General Fund | | | | X | | X | | | | | | | X | X | X | X | X | | | X | | X | X | | | | | | | X | | X | | X | X | X | |
| Perkins Technical Education--Post-Secondary; Kansas Board of Regents; US Department of Education | | X | X | | | | | | | | | | X | | | X | X | | | | | | X | | | | | | | X | X | X | | | | X | |
| Perkins Technical Education--Secondary; Kansas State Department of Education; US Department of Education | X | X | | | | | | | | | | | X | | | X | X | | | | | | | | | | | | X | X | X | | | | | X | |
| Perkins Technical Education--Tech Prep; Kansas Board of Regents; US Department of Education | | X | X | | | | | | | | | | X | | | X | X | | | | | X | | | | | | | X | X | X | | | | | X | |
| Rapid Response; Kansas Department of Human Resources; US Department of Labor | | | | | | X | X | | | | | | | | | | | | | | | X | | | | | | | | | | | | | X | | |
| Registered Apprenticeship; Kansas Department of Human Resources; State General Fund | | X | X | | | | X | | X | | | X | | | | X | X | | | X | | | | X | | | | | X | X | | | X | | | X | |
| Rehabilitation Services Section; Integrated Service Delivery Division; Kansas Department of Social and Rehabilitation Services; US Department of Education | | | | | X | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Senior Community Services Employment Program; Kansas Department of Human Resources; US Department of Labor | | | | X | | | | | | | X | | X | X | X | | X | X | X | | | X | X | | | | | | X | | X | | | | X | X | |
| Temporary Assistance for Families; Kansas Department of Social and Rehabilitation Services; US Health and Human Services | | | X | | | | | | | | X | | X | X | X | X | X | X | X | X | | X | X | X | X | | | | X | | X | X | | | | X | |

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| Trade Adjustment Assistance; Kansas Department of Human Resources; US Department of Labor | | | | | | X | | | | | | | | | | | | X | X | | | | X | | | | | | | | | | X | | | | | |
| Unemployment Insurance; Kansas Department of Human Resources; US Department of Labor and Employer Tax | | | | | | | | | | | X | | | | | | | | | | X | | | | | | | | | | | | | | | | | X |
| Wagner Peyser; Kansas Department of Human Resources; US Department of Labor | | | | | | | X | | | | X | | X | | | | | | | | X | X | X | | | | | | | | | | | X | | | X | |
| Welfare-to-Work; Kansas Department of Human Resources; US Department of Labor | | X | X | | | | | | | | | X | | X | X | X | | X | X | X | | | X | X | | | | | | | | | X | | X | | X | |
| Wheat Harvest Program; Kansas Department of Human Resources; Penalty Fund | | | | | | | X | | | | X | | X | | | | | | | | | X | X | | | | | | | | | | | | | X | X | |
| Workforce Investment Act--Adult; Kansas Department of Human Resources; US Department of Labor | | | X | | | | | | | | | | | X | X | X | X | X | X | | | | | X | | | | | | | | | | | X | X | X | X |
| Workforce Investment Act--Dislocated Worker; Kansas Department of Human Resources; US Department of Labor | | | X | | | X | | | | | | | | X | | | X | X | X | | | | | X | | | | | | | | | | | X | X | X | X |
| Workforce Investment Act--Youth; Kansas Department of Human Resources; US Department of Labor | X | X | | | | | | | | | | | | X | X | X | X | X | X | | | | | X | | | | | | | | X | X | | | | | |
| Work Opportunity and Welfare-to-Work Tax Credits; Kansas Department of Human Resources; US Department of Labor | X | | X | | X | | X | X | X | | | | | | | | | | | | X | | | | | | X | | | | | | | X | | | | |

**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:

AEFLA programs in Kansas serve adults and out-of-school youth age 16 and over. Individuals qualifying for services meet one of the following conditions:

- do not have a secondary credential;
- do not have basic reading, writing, or math skills; or
- do not have proficiency in the English language necessary to function in the multiple adult roles of citizen, employee, and family member.

Services pointed to employment and training include:

- 1) Employability-focused instruction in reading, math, and writing;
- 2) GED Testing preparation (Adult Secondary Education);
- 3) English-as-a-Second-Language instruction via an employability-focused curriculum;
- 4) Work maturity and pre-employability skills, knowledge, and attitudes instruction;
- 5) Technology and computer literacy instruction;
- 6) Family literacy services; and
- 7) American citizenship testing preparation.

Services are:

locally delivered, funding comes through grants from state office

Measures outcomes or performance of services delivered by this program are:
mandated by funding source and include:

Similar services are provided by:

Kansas Legal Services
Goodwill Industries

America's Service Locator Website
Kansas Department of Human Resources
U. S. Department of Labor
(issued by the USDOL and expires 9/30/02)

May also be known by these names (or acronyms):

ASL

Targeted customers:

The ASL website www.servicelocator.org is targeted towards workers, employers and America's youth.

Services pointed to employment and training include:

Individuals navigate through the web site to obtain information about worker, employer and youth services.

Services are:

National on-line data base

Measures outcomes or performance of services delivered by this program are:

N/A

Similar services are provided by:

www.kansasjoblink.com

America's Workforce Network Toll-Free Help Line

Kansas Department of Human Resources

U. S. Department of Labor

(issued by the USDOL and expires 9/30/02)

May also be known by these names (or acronyms):

Toll-Free Help Line (TFHL)

Targeted customers:

The TFHL is targeted towards dislocated workers, individuals looking for a job or needing additional skills and employers who need skilled workers or assistance with workplace concerns.

Services pointed to employment and training include:

Callers are provided information, by a trained customer service representative, about dislocated worker programs and workforce development centers in Kansas or other states.

Services are:

National phone data base

Measures outcomes or performance of services delivered by this program are:

N/A

Similar services are provided by:

www.kansasjoblink.com

AmeriCorps

Kansas State Department of Education

Corporation for National and Community Service

May also be known by these names (or acronyms):

Targeted customers: adults 17 years +

Services pointed to employment and training include:

learning and direct service experiences related to general career development as well as increased skills in: identifying community resources and needs; planning, conducting and evaluating; self assessment; team work; and service specific skills related to roles such as tutors, mentors, environment, or health care provision.

Services are:

locally delivered, funding comes through grants from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Similar services are provided by:

Kansas Commission on Disability Concerns
 Kansas Department of Human Resources
 U. S. Department of Health and Human Resources
 U. S. Department of Labor

May also be known by these names (or acronyms):

KCDC

Targeted customers:

Older youth with disabilities, disability, employer, WDC staff

Services pointed to employment and training include:

Mentoring, leadership training, advocacy training, information source, ADA training (for both employer, WDC staff and job-seeker), technical assistance/consultation to WDCs

Services are:

statewide, services delivered from a central office,

locally delivered, funding comes through grants from state office (KRS grant for Local Area II)

locally delivered, funding comes directly from federal source (DOL grant for Local Area II)

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include:

KRS Grant:

1. Current services will be evaluated by consumers and by One-Stop staff to determine the degree to which they are accessible, inclusive and helpful.
2. Training of staff will be performed on providing good customer service to people with disabilities.
3. Services will again be evaluated to determine the degree of improvement.
4. A method of providing technical assistance will be in place within six months of receipt of grant.

5. On-going outreach by the One-Stops to disability groups will be encouraged and supported by technical assistance from KCDC.

DOL Work Incentives Grant:

1. Increase One-Stop staff's knowledge and skills in: 1) TWWIA and WIA benefits & services; 2) legal issues (e.g. ADA, IDEA, Section 504); 3) disability conditions 4) accessibility & accommodations; and 5) educational opportunities.

[measurement indicators: Post-test assessments of implementation and adoption including mystery customers will measure changes in knowledge, disposition, and practice as well as systematic impacts, such as increases in utilization of the One-Stops by people with disabilities and their employment outcomes.]

2. Develop & integrate a comprehensive consumer assessment and educational services model to One-Stop centers

[measurement indicators: Evaluate outcomes of assessment and educational services on unsubsidized unemployment and other quality of life indicators.]

voluntarily collected by program and include:

Identify the scope of employment and unemployment of people with disabilities in the state. [measurement indicators: Increase in participation of people with disabilities in the Workforce Investment Act (WIA).]

Educate One-Stop Operators and/or LWIB members and staff about Ticket to Work/Work Incentives Improvement Act (TWWIA) issues and advocate for them to become Employment Networks (EN). [measurement indicators: Number of Workforce Development Centers becoming ENs.]

Each student with a disability will receive adequate transition services to achieve independence and, if desired, post secondary education and employment. High school students with disabilities need specific training and mentoring on goal setting and career planning. [measurement indicators: Number of high school juniors and seniors with disabilities participating in Kansas Youth Leadership Forum (KYLF) and Disability Mentoring Day (DMD).]

Toll-free phone assistance provides information and referrals regarding disability issues, including employment. [measurement indicators: number of inquiries are tracked on phone logs. Numbers vary from month to month. Total inquiries in Calendar Year 2000 were 486, 29% were employment related.]

Similar services are provided by:

Community Services Block Grant
Kansas Department of Commerce and Housing
U. S. Health and Human Services

May also be known by these names (or acronyms):

CSBG Program; CSBG

Targeted customers:

125% of the Federal Poverty Guidelines, Community Action Agencies only

Services pointed to employment and training include:

Project Attention, Welfare to Work, Workforce Investment

Services are:

locally delivered, funding comes directly from federal source

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Similar services are provided by:

The CSBG grant only provides funding to Community Action agencies across Kansas. The only other services that are provided similar to Community Action agencies are those faith-based, or local helping agencies.

**Disabled Veterans Outreach Program and
Local Veterans Employment Representative Programs**

Kansas Department of Human Resources

U.S. Department of Labor

May also be known by these names (or acronyms):

DVOP, LVER

Targeted customers:

Veterans and others eligible

Services pointed to employment and training include:

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include:

Total Placements of Veterans and Eligibles

Total Placements of Vietnam Era Veterans

Total Placements of Disabled Veterans

Total Placements of Vietnam Era Veterans with Federal Contractors

Total Placements of Special Disabled Veterans with Federal Contractors

Total Counseling for Veterans and Eligibles

Total Counseling for Vietnam Era Veterans

Total Counseling for Disabled Veterans
 Total Placed in Training for Veterans and Eligibles
 Total Placed in Training for Vietnam Era Veterans
 Total Placed in Training for Disabled Veterans
 Total Reportable Services for Veterans and Eligibles
 Total Reportable Services for Vietnam Era Veterans
 Total Reportable Services for Disabled Veterans
 Total Job Developments for Veterans and Eligibles
 Total Job Developments for Vietnam Era Veterans
 Total Job Developments for Disabled Veterans
 Total Obtained Employment for Veterans and Eligibles
 Total Obtained Employment for Vietnam Era Veterans
 Total Obtained Employment for Disabled Veterans

Measures are determined by a negotiated percentage with DOL/VETS. The negotiated percentage is a comparison of same activities provided to non-veterans.

Program also has goals set forth in the grant requiring the State to provide case management activities to disabled veterans. Starting in PY 2000 the state is required to provide case management services to 5% of its total registered disabled veterans. The percentage increases by 5% each new program year ending with a 20% requirement in 2004.

Similar services are provided by:

None

Federal Bonding Program

Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

FBP

Targeted customers:

Provides individual fidelity bonds to employers for job applicants who are (or may be) denied coverage by commercial carriers because of a record of arrest, conviction, or imprisonment, history of alcohol or drug abuse, poor credit history, lack of an employment history, or dishonorable discharge.

Services pointed to employment and training include:

This program is a tool to secure the job placement of ex-offenders and other high-risk applicants. The Federal Bonding program helps to alleviate employers' concerns that at-risk job applicants would be untrustworthy workers by allowing them to purchase fidelity bonds to indemnify them for loss of money or property sustained through the dishonest acts of their employees.

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

Not applicable.

Similar services are provided by:

None.

**Food Stamp Employment and Training Program
Kansas Department of Social and Rehabilitation Services
U. S. Department of Agriculture
And State General Fund**

May also be known by these names (or acronyms):

FS E & T

Targeted customers:

Limited to *unemployed* food stamp recipients/applicants in 4 counties who are not TANF eligible families. These are primarily unemployed single persons. Kansas operates its FS E & T Program within Dickinson, Geary, Riley and Saline Counties. In order to receive Food Stamps, unemployed persons in these counties must meet work or training requirements. However, the FS E&T services end when the person becomes employed.

Services pointed to employment and training include:

Job Search Training
Job Readiness Limited support services until employment occurs

Services are:

Program is administered in 4 counties. The federal government provides very limited funding and State General Fund is required to match. However, the eligibility and benefit requirements are federally set and are quite restrictive making the program difficult to run. In addition, administrative funds are limited. However, states are required to implement at least a limited FS E & T program in order to receive the 100% federally funded Food Stamp benefits. Limits for F S E&T:
Transportation - \$25/mo.
Child care - as needed to meet participation requirements until employment occurs
Education and Training - \$1,500 per year (for books/fees, tuition, supplies, uniforms, etc.)
Vocational assessments - limited to \$300 per year.
Contracted employment services - \$1,500 per year

Measured outcomes or performance of services delivered by this program:

mandated by funding source and include

- Number of times mandatory participants are expected to begin a component
- Number of times volunteer participants are expected to begin a component
- Total number of expected placements

Similar services are provided by:

WtW provides similar services but they are designed for the harder-to-serve TANF recipients. Vocational Rehabilitation Services provides similar services but are limited to individuals with disabilities. WIA provides similar services but serves a broader population than just food stamp recipients.

Foreign Labor Certification Program
Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

Kansas Alien Labor Certification Program.

Targeted customers:

Employers who indicate they would like to hire a foreign worker because they are having difficulty finding qualified and available U. S. workers to fill their job vacancies.

Services pointed to employment and training include:

- Recruitment of U. S. workers through job orders listed on the Kansas Job Bank, and in some instances America's Job Bank.
- Referral of qualified, able and available U. S. workers to employers' job openings.
- Prevailing wage rate determinations for job openings to assure that employers are paying a prevailing wage for the occupations in which they have job opens, and that their job requirements, including pay, minimum education, experience and/or training requirements do not have an adverse impact on similarly employed U. S. workers.

Services are:

Statewide using federal DOL funds and guidelines to administer the services.

Measures outcomes or performance of services delivered by this program are:

voluntarily collected by program and include:

Report information is collected every six months for previous two quarters of activity:

- Carry-in activity from previous six-month period.
- Total number of applications received.
- Number of applications withdrawn during the period.
- Total number of applications transmitted to the DOL Regional Office during the six-month period.
- Remaining number of applications to be worked or in pending files.
- Number of carry-in prevailing wage requests.

- Number of prevailing wage requests received during six-month period.
 - Number of prevailing wage requests completed.
 - Any remaining or pending requests not worked at the end of the six-month period.
 - Number of agricultural applications received.
 - Number of agricultural housing inspections made during the six-month period.
 - Number of placements of U. S. workers in agricultural openings during the six-month period.
- Number of agricultural crop surveys performed during the six-month period.

Similar services are provided by:

Not available

Investments in Major Projects and Comprehensive Training

Kansas Department of Commerce
Training Bond Issuance

Kansas Industrial Retraining

Kansas Department of Commerce and Housing
Economic Development Initiative Fund

Kansas Industrial Training

Kansas Department of Commerce and Housing
Economic Development Initiative Fund

May also be known by these names (or acronyms):

IMPACT, KIR and KIT

Targeted customers:

Kansas basic industries creating new jobs in Kansas (KIT and IMPACT) and companies retraining/retaining jobs (KIR and IMPACT). For the latter Program there are high thresholds for retraining. In the KIT and KIR Programs, the company must create or retrain at least one job to be eligible.

Services pointed to employment and training include:

Cost of instruction, development of training materials, materials, equipment used in training, travel associated with the training and some facility costs.

Services are:

locally delivered, funding comes through grants from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

1. jobs created or retrained;
2. percentage of new firms using the services;
3. rating of quality of services (KIT, KIR);

4. number of contracts;
5. number of companies;
6. hourly wages;
7. funds invested;
8. company match (KIR, IMPACT);
9. Kansas withholding paid by the new/retained jobs (IMPACT).

Similar services are provided by:

There are no comparable workforce training programs in the State.

Learn and Serve America
Kansas State Department of Education
Corporation for National and Community Service

May also be known by these names (or acronyms): L&SA

Targeted customers: kindergarten through grade 12 age youth

Services pointed to employment and training include: learning experiences directly related to increased skills in: identifying community resources and needs; planning, conducting and evaluating; self-assessment; team work; and oral and written presentations.

Services are:

locally delivered, funding comes through grants from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include:

Funded programs must submit three outcomes: Participant (youth) Development Outcome, Community Service Outcome, and a Partnership Development Outcome. Each outcome must include the activity, the result (desired change), the measure to determine change, the standard for the level of success expected, and the number of people who will be served by the activity.

Similar services are provided by:

Neighborhood Improvement Youth Employment Act
Kansas Department of Human Resources
State General Fund

May also be known by these names (or acronyms):

NIYEA

Targeted customers:

Eligible individuals must be enrolled in and attending secondary school, must be of legal age to be employed, and must meet Income Guidelines established by the Secretary of Human Resources.

Services pointed to employment and training include:

The purpose of Neighborhood Improvement and Youth Employment Act program is to encourage secondary school completion; enhance citizen skills in eligible youth; and provide work experience to eligible youth through: the repair, renovation and maintenance of essential community facilities; community service; and/or work with low-income senior citizens.

Services are:

locally delivered, funding comes through grants from state office

Measures outcomes or performance of services delivered by this program are:

__ __ mandated by funding source __ __ voluntarily collected by program
 (list the measures, by service) (list the measures, by service)

NA

Similar services are provided by:

WIA Youth program similar but not identical

North American Free Trade Agreement-Transitional Adjustment

Kansas Department of Human Resources

U. S. Department of Labor

May also be known by these names (or acronyms): NAFTA-TAA or Trade Act Program

Targeted customers: NAFTA-TAA: Dislocated workers who are laid off as a result of imports coming in to the United States from Mexico or Canada or because of a production facility moving to Mexico or Canada.

Services pointed to employment and training include: Job Search, Relocation, OJT and Classroom Training

Services are:

other: When a petition is certified in the State of Kansas, the application services are then made available to those who qualify for benefits under that petition.

Measures outcomes or performance of services delivered by this program are:
mandated by funding source and include

Trade Act Goals for 2001-2002:

73% employment after the first quarter after exit

80% retention

82% wage replacement rate

Similar services are provided by: WIA. However, the amount of funding for classroom training is much lower than NAFTA-TAA funding. A customer who is eligible for NAFTA-TAA benefits, could be eligible for up to a year of the weekly benefit Trade Readjustment Allowance (TRA) upon exhausting UI benefits. There is no weekly benefit in WIA once UI has been used up.

**Older Kansans Employment Program
 Kansas Department of Human Resources
 State General Fund**

May also be known by these names (or acronyms):

OKEP, Older Workers Program

Targeted customers:

- 1) Kansans 55 and over - No income criteria
- 2) Employers in utilizing the older worker workforce pool.

Services pointed to employment and training included:

Emphasis is placed on providing permanent, full-time or part-time jobs in the private sector, including non-traditional patterns of employment. Participants are provided skills assessment, resume preparation, counseling job search skills, job clubs and job development.

Services are:

 X locally delivered, funding comes through grants from state office

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

An equitable policy was established to evaluate performance standards that allow the Kansas Department of Human Resources to collect and track quarterly performance data. Program goals are established yearly by each service provider. No performance standards exist under WIA.

Similar services are provided by:

Federal Program: Senior Community Service Employment Program for hard to serve, low-income seniors.

Carl D. Perkins Vocational & Technical Education Act of 1998
Kansas Board of Regents
U. S. Department of Education

May also be known by these names (or acronyms):

Perkins, Career and Technical Education.

- **Targeted customers:** Post secondary career and technical education programs/institutions and professionals and students involved in the field.

Services pointed to employment and training include:

- 1) Education and training for employment in a career field
- 2) Education or retraining for non-traditional students in a career field.
- 3) Professional development for teachers and administrators.

Services are:

statewide, services delivered from a central office

locally delivered, funding comes through grants from state office

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Career and Technical Education programs in Kansas report their levels of performance in ten measures. These ten measures demonstrate the following accomplishments:

1. Student attainment in the area of academic achievement.
2. Student attainment in a skill area.
3. Completion of a credential.
4. Placement in a career related position.
5. Placement or retention in education or training.
6. Placement or retention in the military.
7. Employment in a career related position.
8. Retention in a career related position.
9. Participation in nontraditional occupations.
10. Completion in nontraditional occupations.

Similar services are provided by:

Carl D. Perkins Vocational and Technical Education Act of 1998
Title II – Tech-Prep Education
Kansas Board of Regents
U. S. Department of Education

May also be known by these names (or acronyms):

Tech-Prep

Associate Degree

Targeted customers: Secondary and postsecondary career and technical education programs/institutions and professionals and students involved in the field.

Services pointed to employment and training include:

- 8) Education and training for employment in a career field
- 9) Education or retraining for non-traditional students in a career field.
- 10) Professional development for teachers and administrators.

Services are:

statewide, services delivered from a central office

locally delivered, funding comes through grants from state office

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Career and Technical Education programs in Kansas report their levels of performance in ten measures. These ten measures demonstrate the following accomplishments:

11. Student attainment in the area of academic achievement.
12. Student attainment in a skill area.
13. Completion of a credential.
14. Placement in a career related position.
15. Placement or retention in education or training.
16. Placement or retention in the military.
17. Employment in a career related position.
18. Retention in a career related position.
19. Participation in nontraditional occupations.
20. Completion in nontraditional occupations.

Similar services are provided by:

Carl D. Perkins Vocational and Technical Education Act of 1998

Kansas State Department of Education;

U. S. Department of Education

May also be known by these names (or acronyms): Perkins III

Target customers:

Secondary and Postsecondary vocational-technical education students enrolled in approved vocational-technical education programs.

Services pointed to employment and training include:

Vocational-technical skills (varies from program to program)

Services are:

locally delivered. Funding is allocated through state office from Federal government.

Measures outcomes or performance of services delivered by this program are:

Mandated by funding source and include.

1. Student attainment of challenging State established academic and vocational-technical skill proficiencies.
2. Student attainment of a secondary school diploma or its recognized equivalent, a proficiency credential in conjunction with a secondary school diploma.
3. Placement in, retention in, and completion of, postsecondary education or advanced training, placement in military service, or placement or retention in employment.
4. Student participation in and completion of vocational-technical education programs that lead to nontraditional training and employment.

Similar services are provided by:

N/A

Rapid Response

Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

RR

Targeted customers:

Laid-off workers

Services pointed to employment and training include:

N/A

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Customer satisfaction surveys

Similar services are provided by:

None

Kansas Apprenticeship Council

Kansas Department of Human Resources
State General Fund

May also be known by these names (or acronyms):

KAC, SAC, Registered Apprenticeship

Targeted customers:

Kansas's employers wanting a skilled workforce; individuals seeking to become skilled in a given trade

Services pointed to employment and training include:

Registered Apprenticeship is an employment and training program, based on full-time employment paid by an employer, and supplemented with related technical classroom instruction.

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:

- Number of Active Programs
- Number of Active Apprentices
- Number of Apprentice Indentures
- Number of Meetings with Child Care Industry Representatives

Similar services are provided by:

N/A

Rehabilitation Services Section
Integrated Service Delivery Division
Kansas Department of Social & Rehabilitation Services
U. S. Department of Education

May also be known by these names (or acronyms):

Vocational Rehabilitation
VR
Voc-Rehab
Kansas Rehabilitation Services
KRS
Rehabilitation Services
RS

Targeted customers:

People with disabilities who are interested in achieving or regaining employment

Services pointed to employment and training include:

All services provided must be necessary for the individual client to achieve a specific vocational objective. Services may include:

- Vocational assessment, counseling and guidance.

- Physical and mental restoration.
- Assistive technology devices and services.
- Vocational training, which may include job coaching, on-the-job training, vocational-technical, college, university training.
- Job finding and placement.
- Support services, such as maintenance and transportation, which may be provided only in conjunction with other vocational rehabilitation services.
- Other services that are necessary for the individual to achieve an employment outcome. For example, other services may include occupational tools and equipment, licenses and work clothing needed to begin employment.

Services are:

X locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are: mandated by funding source , voluntarily collected by program and include Federal standards and indicators are as follows:

| Indicator | Federal Standard |
|---|-------------------------------|
| Number of persons with employment outcome | Equal or exceed previous year |
| Of all individuals who exit the VR program after receiving services, the percentage who are determined to have achieved an employment outcome | 55.8% |
| Of all individuals determined to have achieved an employment outcome, the percent who exit the VR program in competitive employment | 72.6% |
| Of all individuals who exit the VR program in competitive employment, percent who are individuals with significant disabilities | 62.4% |
| Average hourly earnings of all individuals who exit the VR program in competitive employment.....as a ratio to the average hourly wage for all individuals in Kansas who are employed | 0.52 |
| Of individuals who exit the VR program in competitive employment, the difference between the percent who reported their own income as the largest single source of economic support at exist and the percent who reported their own | 53% |

| | |
|--|------|
| income as the largest single source of support at application | |
| The service rate for all individuals with disabilities from minority backgrounds as a ratio to the service rate for all non-minority individuals with disabilities | 0.80 |

State budget indicators are as follows:

- Number of persons rehabilitated (employed for at least 90 days)
- Percent of employment outcomes in full-time competitive employment, part-time competitive employment, and non-competitive employment
- Percent of persons employed full-time in competitive work who have health insurance available through employment
- Average number of persons served per month

Similar services are provided by:

N/A

Senior Community Services Employment Program
Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

(SCSEP); Senior Work Experience Project (SWEP)

Targeted customers:

Low income seniors 55 and over.

Services pointed to employment and training include:

On the job training through Community Service Assignments

Services are:

other Funding comes from federal source to the state and is delivered locally within an eight county area.

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

1. Number of unsubsidized placements
2. Number of individuals served
3. Number of subsidized placements
4. Number of people at and below poverty level

Similar services are provided by:

Same services are provided by three National SCSEP sponsors in the remaining counties not served by SWEP; Experience Works (formally Green Thumb), Project Ayuda & National Indian Council on Aging.

Temporary Assistance for Needy Families
 Kansas Department of Social and Rehabilitation Services
 U. S. Health and Human Services

May also be known by these names (or acronyms):

Kansas Works

TANF (federal acronym) or TAF (state acronym)

Targeted customers:

-Applicants for TANF cash assistance (adults with children)

-TANF cash recipients (families with income less than 33% of the Federal Poverty Level)

-Former TANF cash recipients for up to 12 months following the end of their cash assistance

Services pointed to employment and training include:

Job Search

Training

Job Readiness

Support Services

Post Employment-Job Retention

Services are:

other Statewide program, locally delivered. Funding comes from Federal source to state SRS central office. Local offices have some flexibility to provide services within spending targets.

Measured outcomes or performance of services delivered by this program are:

mandated by funding source ,_voluntarily collected by program and include

(list the measures, by service) (list the measures, by service)

Federal Work Participation Rate # of cases closed due to employment

Percentage of cases returning within 12 months of closing

Similar services are provided by:

Welfare to Work - These are similar services designed for long term/hard-to-serve TANF recipients. This program hasn't been refunded at the national level.

Trade Adjustment Assistance

Kansas Department of Human Resources

U. S. Department of Labor

May also be known by these names (or acronyms): TAA or Trade Act Program

Targeted customers: TAA: Dislocated workers who are laid off as a result of imports coming in to the United States from foreign countries.

Services pointed to employment and training include: Job Search, Relocation, OJT and Classroom Training

Services are:

other: When a petition is certified in the State of Kansas, the application services are then made available to those who qualify for benefits under that petition.

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Trade Act Goals for 2001-2002:

73% employment after the first quarter after exit

80% retention

82% wage replacement rate

Similar services are provided by: WIA. However, the amount of funding for classroom training is much lower than TAA funding. A customer who is eligible for TAA benefits, could be eligible for up to a year of a weekly benefit called Trade Readjustment Allowance (TRA), upon exhausting UI benefits. There is no weekly benefit in WIA once UI has been used up.

Unemployment Insurance

Kansas Department of Human Resources

U. S. Department of Labor

Employer Tax

May also be known by these names (or acronyms):

U.I., Employment Security, Contributions, Tax, Benefits, Benefit Payment Control and Benefit Quality Control.

Targeted customers:

Citizens of Kansas that have lost their income source (job) through no fault of their own, and meet the other considerable eligibility requirements of this program. A partial list would include: Wages in the past 18 months, separated from employment for acceptable reasons (not misconduct connected with the work), etc.

Services pointed to employment and training include:

Those customers that are not affiliated with a hiring hall union or otherwise exempted from a requirement to seek work are required to register with the Job Service (now operated within the One-stop system).

Services are:

other statewide, services delivered through three regional call centers and the Internet, funding comes through employer paid taxes administered by the federal government

Measures outcomes or performance of services delivered by this program are:
mandated by funding source and include

Measures are mandated in two tiers and Tier I includes:

- First Payment Timeliness
- Non-monetary Determinations Timeliness
- Non-monetary Determinations Quality
- Lower Authority Appeals Timeliness
- Higher Authority Appeals Timeliness
- Lower Authority Appeals Quality
- Higher Authority Appeals Quality
- New Employer Status Determination Timeliness
- New Employer Status Determination Accuracy
- Timeliness of Transfer from Clearing Account to Trust Fund
- Timeliness of Deposit to Clearing Account

There are an additional 62 measures designated as Tier II.

Wagner Peyser

Kansas Department of Human Resources
 U. S. Department of Labor

May also be known by these names (or acronyms): Employment Service (ES), Job Service (JS), or Workforce Development Centers.

Targeted customers: Unemployed applicants seeking jobs and employers seeking qualified applicants.

Services pointed to employment and training include: A federally funded labor exchange system that matches job seekers with employers who have job openings to fill.

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:
mandated by funding source and include

Effective July 1, 2002, Federal performance measures for the Wagner Peyser program will include:

- Job Seeker Entered Employment Rate
- Job Seeker Employment Retention Rate at Six Months
- Job Seeker Customer Satisfaction
- Employer Customer Satisfaction

Similar services are provided by: Private sector labor exchange providers.

Welfare-to-Work
 Kansas Department of Human Resources
 U. S. Department of Labor

May also be known by these names (or acronyms):

WTW

Targeted customers:

70% Eligible

1. **Current TANF recipients who have received TANF for at least 30 months.**
2. Current TANF recipients who will become ineligible for TANF within 12 months due to federal and state imposed time limits.
3. Former TANF recipients who exhausted benefits due to the Federal and state time limits
4. Non-Custodial Parents

30%(Other Eligible)

1. Individual who was in foster care under the responsibility of state (18-24yoa)
2. Custodial parent with income below 100% of poverty level.

Services pointed to employment and training include:

1. Job training
2. Job retention and supportive services
3. Outreach and recruitment
4. Vouchers and contracts by Local boards
 - A. Job readiness
 - B. Job placement
 - C. Post-employment services

Services are:

locally delivered, funding comes directly from federal source

Measures outcomes or performance of services delivered by this program are:

mandated by funding source, voluntarily collected by program and include

Mandated - Placement in unsubsidized employment

20% of all individual participants will be place in unsubsidized full-time employment, 30 hours or more.

Mandated - Duration of placement

50% of all individual participants place in unsubsidized employment will be employed with wages in the second quarter from date of employment.

Mandated - Increase in earnings

50% of all individual participants who are working will receive a 2% increase in wages from the first quarter after placement to the fourth quarter or are eligible to receive health benefits subsidized by the employer.

State Voluntary - Self-Sufficiency

Individual participants, based on family size will become self-sufficient at 70% of Lower Living Standard Income Level.

Similar services are provided by:

Could possibly be provided by SRS or WIA

Wheat Harvest Program

Kansas Department of Human Resources
Penalty Fund

May also be known by these names (or acronyms):

Targeted customers:

Kansas farmers, harvesters, cooperatives, Canadian Custom harvesters

Services pointed to employment and training include:

Job placement.

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

___ mandated by funding source ___ voluntarily collected by program
(list the measures, by service) (list the measures, by service)

Similar services are provided by: None

WIA Adult/Youth Programs

Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

Targeted customers:

Kansas receives federal funding under WIA for the provision of Adult and Youth services. Both Adult and Youth applicants must meet eligibility criteria in order to receive services.

Services pointed to employment and training include:

Adult services include core and intensive training for unemployed who have been unable to obtain jobs through core services and those who are employed but need additional services to reach self-sufficiency. Training is for those unable to find employment through other services. Youth services include: assessment, tutoring, study skills training, dropout prevention, alternative school services, adult mentoring, paid/unpaid work experience, internship, job shadowing, occupational skills training, leadership development, supportive services, follow-up services and guidance and counseling.

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:
mandated by funding source and include

| Adults | Youth (14-18) |
|--------------------------------|-------------------------|
| Entered Employment Rate | Skill Attainment Rate |
| Employment Retention Rate | Diploma/Equivalent Rate |
| Earnings Change in Six Months | Retention Rate |
| Employment and Credential Rate | |

Older Youth (19-21)

Entered Employment Rate

Retention Rate
Earnings Change in Six Months
Credential Rate

Similar services are provided by: Other workforce development programs exist throughout the State, however, each is directed towards special target populations.

**Workforce Investment Act
Adult Dislocated Worker Program**
Kansas Department of Human Resources
U. S. Department of Labor

May also be known by these names (or acronyms):

DW

Targeted customers:

Laid-off workers from downsizing or plant closures.

Services pointed to employment and training include:

N/A

Services are:

locally delivered, funding comes through allocation from state office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

- Entered Employment Rate
- Credential and employment rate
- Six month retention rate
- Six month earning replacement rate

Similar services are provided by:**Work Opportunity and Welfare-to-Work Tax Credits**

Kansas Department of Human Resources

U. S. Department of Labor

May also be known by these names (or acronyms):

WOTC/W2W

Targeted customers:

Kansas employers

Services pointed to employment and training include:

This program allows Kansas employers a Federal income tax credit for hiring workers from nine targeted groups designed to help people move from welfare to work and gain on-the-job experience. The groups are: welfare cash assistance recipients, food stamp recipients, vocational rehabilitation clients, high risk youth, high risk summer youth, veterans, ex-felons, SSI recipients, and long-term family assistance recipients.

Services are:

statewide, services delivered from a central office

Measures outcomes or performance of services delivered by this program are:

mandated by funding source and include

Similar services are provided by:

None.

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

Credentials

- Diploma
 - GED
 - Alternative school
 - K-12 education
- Certificate
 - Local
 - Nationally recognized
- Local credential as included in state plan
- Degree
 - Vocational/Technical education
 - Cooperative education
 - Internships related to degree/certification
- Licensure

Training or Technical Skills

- Apprenticeship training
- Job-specific skill training
- Customized skill training
- Non degree/certification internships
- On-the-job training
- Work experience (*paid/unpaid job shadows, internships, work placement, etc.*)
- Rehabilitation services
- Assistance in applying for financial aid, federal Pell & entitlement grants

Transition Services

- Layoff counseling
- Layoff outplacement services
- Relocation assistance
- Unemployment insurance
- Information & referral
- Other program specific services

Mentoring/Job Coaching

- Paid
- Unpaid

Other

- Program specific services

JOB SEEKER and BUSINESS CUSTOMER SERVICES

Information Source

Workforce (For Job seeker)

- Labor market information
- Electronic skills match

Workplace (For Business)

- Labor market information
- Electronic skills match
- Liability/legal consultation
- Workplace safety initiatives
- Labor consultation
- Foreign labor certification
- Business & industrial management consultation
- Business relocations standards

Job Match/Placement

- Electronic job listings
- Employment counseling
- Job development
- Outplacement services
- Screening & referral services

Employment Support Services

Workforce (For Job Seeker)

- Child care
- Clothing
- Court services
- Abuse counseling (*domestic, substance, etc.*)
- Glasses, dentures, hearing aids
- Health care & insurance
- Personal counseling
- Tools, equipment, work site accommodations
- Transportation assistance
- Cash
- Food
- Housing, utilities
- Retention services
- Wage and labor standards

Workplace (For Business)

- HR services
- Recruitment/Relocation aid
- Other

BUSINESS SERVICES

Company Specific Training

- Technical
- Leadership
- Clerical

Training Equipment

- Example 1
- Example 2

Tax Incentives

- Example 1
- Example 2

Outplacement Services

- Counseling
- Referrals
- Site-based information

Other:

- ADA
- Employee bonding
- Program specific